

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

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Method

The data in this report is based on a mail survey sponsored by ACA among key contacts at ACA accredited and affiliated camps, all camps on the ACA Prospect List and camps affiliated with 11 other sponsoring organizations. In total, the survey sample consisted of 8,976 camps.

The 8-page questionnaire was designed jointly by ACA and Association Laboratory Inc. Materials production, addressing, mailings, and initial tabulation were provided by Association Laboratory. Final tabulation and report creation were handled by Readex, Inc.

On August 6, 2003, the survey instrument was tested (via email) with 14 pre-selected respondents. Based on the feedback received, the instrument was refined and finalized.

On September 16, 2003, postcards were mailed by Association Laboratory to all sample members, alerting them of the survey to come.

On September 19, Association Laboratory mailed survey kits to all 8,976 sample members. Each kit consisted of a cover letter, the questionnaire, and a business reply envelope addressed to Association Laboratory. As an incentive to participate, respondents were promised the opportunity to purchase the survey's results on CD-ROM for a cost not exceeding \$10. In addition, a drawing for three free registrations to the 2004 ACA National Conference in San Francisco, plus a \$200 hotel voucher, were offered as an additional incentive for participation.

On November 17, all survey respondents to that point were mailed a supplemental survey (consisting of one question regarding camp director compensation). This mailing included a cover letter, the one question survey, and a business reply envelope.

The survey was closed for tabulation on November 22, 2003. From the initial survey, 585 usable responses were received—a 7% response rate. Of these, 241 also returned a completed supplemental survey on camp director compensation.

As with any research, the results should be interpreted with the potential of non-response bias in mind. It is unknown how those who responded to the survey may be different from those who did not respond. In general, the higher the response rate, the lower the probability of estimation errors due to non-response and thus, the more stable the results.

This report is based on the 456 respondents who indicated on the survey their camps are a "residential camp" or "conference/retreat center". The margin of error for percentages based on these 456 responses is $\pm 4.4\%$ at the 95% confidence level. The margin of error for percentages based on smaller sample sizes will be larger.

Data Processing

Extreme outlying values were suppressed for some items, judged as nonresponsive to the question (e.g., a seasonal rather than an hourly wage). These judgments are noted in table footnotes.

Multi-part questions were reviewed for completeness and coherence (e.g., parts adding correctly to a total). Cases deemed too incomplete or incoherent were suppressed for those tables.

Data Interpretation

In addition to percentages, several summary statistics are presented in this report for numeric variables.

A mean is the arithmetic average of a distribution (i.e., a set of values). Because it is arithmetically calculated, it can be multiplied by the population represented to present a total volume estimate. For example, if 100 survey respondents (representing 10,000 people in the population) reported mean expenditures of \$100 each, total expenditures for that population are estimated as $10,000 \times \$100 = 1,000,000$. Means are very much influenced by extremely large or extremely small values in the distribution (e.g., one millionaire can substantially raise an estimate of average income).

Means for grouped data are calculated using the midpoint of each range. The lowest-valued group is represented by its largest value; the highest-valued group by its lowest.

The standard error measures the variability associated with the survey's estimate of a population mean. The standard error is analogous to the margin of error associated with percentages: that is, 95% of the time we expect the true (unknown) population mean to be within plus-or-minus two standard errors of the mean calculated from the sample. A standard error that is large in proportion to the mean indicates a high level of statistical instability; trending and projections against such estimates should be undertaken cautiously.

The 75th, 50th, and 25th percentiles represent the values which lie at various points of the distribution. For example, for the 75th percentile, 75% of the values are below it and 25% are above.

The 50th percentile (also known as the median), is the value which lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the "typical" response, and is not influenced by extreme values. Because of this, for most distributions, the median will be either roughly equal to, or significantly smaller than the mean.

Medians for grouped data are calculated by locating the group which contains the 50th percentile, then interpolating between the lower and upper bounds to estimate the precise value.

Caution

When reviewing the data, it is extremely important to note the number of responses on which the statistics are based. Where the number of responses is small, a response that is very low or very high will skew the mean. While the total response for day camps was xxx cases, many of the statistics (especially for compensation questions) are based on a much smaller total. This is due in part to item non-response (that is, respondents skipping questions) and also due to the nature of the questions themselves. For example, only 22 of the 456 respondents indicated their camps employ dining room hosts/hostesses. And only 21 of these answered the question about their weekly wage. And only 3 respondents indicated an amount for other cash compensation. Therefore, statistics for these measures are based on a very small total, and subject to distortion from unnaturally high or low value reports.

Generally speaking, a total of 30 cases is necessary to provide a stable projection to a larger population.

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TABLE 001 page 1

Camp Director Age

What is the camp director's age?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
64 yrs. or more	9 2%	2 1%	2 1%	1 1%	4 8%	1 2%	3 3%	2 3%	2 2%	1 1%	2 2%	2 2%	1 1%	0 0%
54 to <64 yrs.	86 19%	24 13%	35 24%	14 19%	11 22%	15 30%	15 14%	11 14%	32 25%	13 16%	12 14%	18 21%	21 23%	13 18%
44 to <54 yrs.	115 25%	43 23%	46 32%	15 21%	11 22%	6 12%	30 27%	24 31%	32 25%	23 29%	27 31%	22 26%	18 20%	22 31%
35 to <44 yrs.	123 27%	50 27%	41 29%	14 19%	17 34%	17 34%	29 26%	26 34%	23 18%	22 28%	19 22%	24 28%	27 29%	21 29%
25 to <35 yrs.	110 24%	62 33%	15 10%	27 37%	6 12%	11 22%	31 28%	13 17%	34 27%	17 21%	25 28%	20 23%	24 26%	15 21%
<25 yrs.	6 1%	4 2%	2 1%	0 0%	0 0%	0 0%	2 2%	1 1%	1 1%	2 3%	2 2%	0 0%	0 0%	0 0%
mean:	43.6	41.0	46.6	42.1	46.8	44.9	42.5	44.1	44.7	43.4	42.6	44.4	43.6	44.0
standard error:	0.5	0.8	0.8	1.4	1.5	1.6	1.0	1.1	1.0	1.2	1.2	1.2	1.1	1.2
75th percentile:	53	49	54	53	56	56	51	52	55	52	51	54	54	52
50th percentile:	43	40	47	41	45	43	42	44	45	43	43	44	42	44
25th percentile:	35	32	39	32	38	35	33	37	34	35	33	35	35	36
answered multiple	4 1%	1 1%	1 1%	1 1%	1 2%	0 0%	0 0%	0 0%	2 2%	1 1%	0 0%	0 0%	0 0%	1 1%
no answer	3 1%	1 1%	1 1%	1 1%	0 0%	0 0%	1 1%	0 0%	1 1%	1 1%	1 1%	0 0%	1 1%	0 0%

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TABLE 002 page 1

Camp Director Gender

What is the camp director's gender?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
male	304 67%	107 57%	113 79%	46 63%	35 70%	33 66%	78 70%	51 66%	83 65%	53 66%	54 61%	59 69%	71 77%	56 78%
female	145 32%	78 42%	28 20%	26 36%	13 26%	16 32%	33 30%	25 32%	41 32%	25 31%	32 36%	25 29%	20 22%	16 22%
answered multiple	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	7 2%	2 1%	2 1%	1 1%	2 4%	1 2%	0 0%	1 1%	3 2%	2 3%	2 2%	2 2%	1 1%	0 0%

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TABLE 003 page 1

Camp Director Ethnicity

What is the camp director's ethnicity?

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
Caucasian	432 95%	177 95%	133 93%	71 97%	48 96%	47 94%	104 94%	77 100%	120 94%	73 91%	83 94%	81 94%	86 93%	69 96%
Hispanic (any race)	6 1%	4 2%	2 1%	0 0%	0 0%	0 0%	3 3%	0 0%	1 1%	2 3%	1 1%	3 3%	0 0%	1 1%
African American	3 1%	3 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	1 1%	0 0%	1 1%	1 1%	0 0%
Bi or Multi-racial	2 0%	0 0%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	2 3%	1 1%	0 0%	1 1%	0 0%
Asian or Pacific Islander	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Native American or Native Alaskan	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
other	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%
answered multiple	3 1%	2 1%	1 1%	0 0%	0 0%	1 2%	2 2%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%
no answer	9 2%	1 1%	5 3%	1 1%	2 4%	2 4%	1 1%	0 0%	4 3%	2 3%	3 3%	0 0%	3 3%	1 1%

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TABLE 004 page 1

Camp Director Tenure in Position

How long has the director worked in a professional administrative position at your camp?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
24 yrs. or more	40 9%	8 4%	10 7%	8 11%	13 26%	6 12%	11 10%	3 4%	13 10%	7 9%	3 3%	7 8%	6 7%	12 17%
15 to <24 yrs.	63 14%	17 9%	21 15%	13 18%	12 24%	13 26%	13 12%	11 14%	17 13%	8 10%	10 11%	14 16%	14 15%	9 13%
10 to <15 yrs.	58 13%	24 13%	20 14%	10 14%	4 8%	1 2%	14 13%	11 14%	20 16%	11 14%	13 15%	11 13%	15 16%	7 10%
5 to <10 yrs.	112 25%	47 25%	38 27%	16 22%	11 22%	9 18%	32 29%	22 29%	26 20%	21 26%	23 26%	18 21%	21 23%	24 33%
<5 yrs.	177 39%	89 48%	53 37%	24 33%	9 18%	21 42%	40 36%	30 39%	49 39%	31 39%	37 42%	36 42%	36 39%	19 26%
mean:	10.3	8.8	10.2	11.4	14.8	11.6	10.3	9.6	10.7	9.9	9.1	10.4	10.2	11.6
standard error:	0.3	0.4	0.5	0.8	1.1	1.1	0.6	0.7	0.6	0.7	0.6	0.7	0.7	0.9
75th percentile:	14	11	14	17	24	20	14	13	15	13	12	15	14	18
50th percentile:	7	5	7	9	15	7	7	7	8	7	6	7	7	8
25th percentile:	5	5	5	5	6	5	5	5	5	5	5	5	5	5
answered multiple	3 1%	1 1%	0 0%	1 1%	1 2%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%	0 0%	0 0%	1 1%
no answer	3 1%	1 1%	1 1%	1 1%	0 0%	0 0%	1 1%	0 0%	1 1%	1 1%	2 2%	0 0%	0 0%	0 0%

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TABLE 005 page 1

Camp Director Years In Camping

How many total years has the director worked in a professional administrative position in the camping industry?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
24 yrs. or more	72 16%	21 11%	19 13%	12 16%	19 38%	13 26%	19 17%	7 9%	20 16%	13 16%	5 6%	10 12%	18 20%	18 25%
15 to <24 yrs.	92 20%	40 21%	31 22%	12 16%	9 18%	10 20%	22 20%	16 21%	26 20%	15 19%	13 15%	20 23%	16 17%	23 32%
10 to <15 yrs.	64 14%	25 13%	19 13%	13 18%	7 14%	9 18%	13 12%	13 17%	18 14%	9 11%	16 18%	13 15%	18 20%	5 7%
5 to <10 yrs.	127 28%	52 28%	37 26%	26 36%	12 24%	10 20%	33 30%	26 34%	33 26%	23 29%	28 32%	23 27%	25 27%	19 26%
<5 yrs.	96 21%	47 25%	36 25%	8 11%	3 6%	8 16%	24 22%	15 19%	27 21%	18 23%	25 28%	20 23%	15 16%	6 8%
mean:	12.8	12.0	12.4	12.9	16.5	14.7	12.7	11.8	12.9	12.6	10.4	12.4	13.4	15.7
standard error:	0.3	0.5	0.6	0.8	1.0	1.0	0.7	0.7	0.6	0.8	0.6	0.7	0.7	0.8
75th percentile:	20	18	19	20	24	24	21	17	20	20	14	19	21	24
50th percentile:	10	9	10	10	18	14	10	10	10	10	8	10	12	17
25th percentile:	6	5	5	7	9	7	5	6	6	5	5	5	7	8
answered multiple	2 0%	1 1%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%	0 0%	0 0%	1 1%
no answer	3 1%	1 1%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	2 2%	1 1%	1 1%	0 0%	0 0%	0 0%

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TABLE 006 page 1

Camp Director Education Level

What is the highest level of education the director has achieved?

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
Doctoral degree (any type)	15 3%	3 2%	5 3%	4 5%	2 4%	1 2%	4 4%	4 5%	3 2%	3 4%	3 3%	6 7%	0 0%	2 3%
Masters degree (any type)	148 32%	51 27%	56 39%	21 29%	20 40%	12 24%	49 44%	21 27%	38 30%	23 29%	25 28%	26 30%	34 37%	22 31%
Baccalaureate	237 52%	111 59%	57 40%	43 59%	24 48%	33 66%	43 39%	44 57%	69 54%	43 54%	45 51%	42 49%	55 60%	43 60%
Associates degree	26 6%	12 6%	10 7%	2 3%	2 4%	2 4%	8 7%	2 3%	8 6%	6 8%	4 5%	7 8%	1 1%	3 4%
high school degree or GED	24 5%	9 5%	12 8%	2 3%	1 2%	2 4%	7 6%	6 8%	6 5%	3 4%	9 10%	5 6%	2 2%	1 1%
answered multiple	2 0%	0 0%	0 0%	1 1%	1 2%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%
no answer	4 1%	1 1%	3 2%	0 0%	0 0%	0 0%	0 0%	0 0%	3 2%	1 1%	2 2%	0 0%	0 0%	0 0%

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TABLE 007 page 1

Camp Director Employment Status

Please identify the category that best describes the director's employment status at your camp/organization. Choose one response.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
year-round, full-time	384 84%	149 80%	119 83%	64 88%	49 98%	41 82%	90 81%	70 91%	110 87%	64 80%	62 70%	78 91%	86 93%	71 99%
year-round, part-time	8 2%	1 1%	6 4%	1 1%	0 0%	1 2%	3 3%	1 1%	3 2%	0 0%	4 5%	1 1%	1 1%	0 0%
seasonal, full-time	28 6%	20 11%	5 3%	3 4%	0 0%	4 8%	9 8%	4 5%	1 1%	8 10%	8 9%	4 5%	2 2%	0 0%
full-time summer, part-time other seasons	24 5%	11 6%	9 6%	3 4%	1 2%	3 6%	7 6%	1 1%	9 7%	4 5%	8 9%	2 2%	3 3%	1 1%
volunteer	3 1%	0 0%	1 1%	2 3%	0 0%	0 0%	1 1%	0 0%	0 0%	2 3%	1 1%	1 1%	0 0%	0 0%
other	5 1%	4 2%	1 1%	0 0%	0 0%	1 2%	1 1%	1 1%	1 1%	1 1%	3 3%	0 0%	0 0%	0 0%
answered multiple	2 0%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	0 0%	1 1%	0 0%	0 0%	0 0%
no answer	2 0%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	1 1%	0 0%	0 0%	0 0%

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TABLE 009 page 1

Year Founded

What year was your camp founded?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
2000 or later	7 2%	2 1%	0 0%	2 3%	3 6%	1 2%	1 1%	1 1%	2 2%	1 1%	3 3%	0 0%	1 1%	0 0%
1980 - 1999	49 11%	18 10%	9 6%	11 15%	11 22%	6 12%	8 7%	16 21%	9 7%	9 11%	12 14%	6 7%	7 8%	6 8%
1960 - 1979	97 21%	31 17%	36 25%	20 27%	9 18%	7 14%	31 28%	21 27%	22 17%	15 19%	28 32%	14 16%	20 22%	8 11%
1940 - 1959	140 31%	49 26%	70 49%	14 19%	6 12%	11 22%	33 30%	23 30%	45 35%	27 34%	28 32%	34 40%	25 27%	19 26%
1920 - 1939	98 21%	52 28%	18 13%	12 16%	15 30%	15 30%	19 17%	12 16%	25 20%	24 30%	13 15%	16 19%	26 28%	26 36%
1900 - 1919	40 9%	27 14%	3 2%	6 8%	4 8%	8 16%	9 8%	2 3%	17 13%	2 3%	0 0%	8 9%	9 10%	11 15%
1880 - 1899	10 2%	4 2%	1 1%	5 7%	0 0%	1 2%	5 5%	0 0%	4 3%	0 0%	2 2%	3 3%	3 3%	1 1%
1860 - 1879	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%
mean:	1949	1944	1952	1952	1954	1942	1948	1960	1944	1953	1959	1946	1945	1940
standard error:	1	2	2	4	5	4	2	3	2	2	2	3	3	3
75th percentile:	1966	1963	1963	1977	1984	1962	1965	1976	1961	1965	1973	1959	1963	1957
50th percentile:	1950	1945	1953	1958	1957	1941	1952	1960	1948	1952	1960	1948	1947	1938
25th percentile:	1928	1923	1946	1926	1922	1921	1928	1946	1924	1937	1946	1928	1924	1921
no answer	14 3%	4 2%	5 3%	3 4%	2 4%	1 2%	5 5%	2 3%	2 2%	2 3%	2 2%	5 6%	1 1%	1 1%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 010 page 1

Weeks Of Operation By Season

How many weeks is your organization in operation each season? If you operate for part of a week, (ex: 3-day weekend), count this as a full week for this question (total should not be greater than 52 weeks).

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
operate in summer:	451 99%	186 99%	141 99%	72 99%	50 100%	50 100%	110 99%	76 99%	125 98%	79 99%	88 100%	85 99%	91 99%	71 99%
number of weeks: answered:	451	186	141	72	50	50	110	76	125	79	88	85	91	71
mean:	10.3	10.1	11.4	9.5	9.3	9.7	10.5	10.0	10.7	10.4	9.6	10.5	11.0	11.3
standard error:	0.1	0.2	0.2	0.4	0.3	0.3	0.2	0.3	0.2	0.5	0.4	0.3	0.2	0.2
not specified:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
operate in fall:	325 71%	142 76%	125 87%	42 58%	14 28%	24 48%	84 76%	62 81%	95 75%	56 70%	47 53%	67 78%	70 76%	63 88%
number of weeks: answered:	314	134	122	42	14	23	83	60	91	53	46	64	69	63
mean:	10.3	9.9	11.5	8.7	7.6	8.3	10.2	10.5	10.9	9.8	9.5	9.7	11.3	11.5
standard error:	0.2	0.4	0.3	0.7	1.2	1.0	0.5	0.6	0.4	0.5	0.5	0.5	0.4	0.4
not specified:	11	8	3	0	0	1	1	2	4	3	1	3	1	0
operate in winter:	261 57%	108 58%	111 78%	33 45%	8 16%	13 26%	64 58%	50 65%	84 66%	46 57%	35 40%	53 62%	59 64%	57 79%
number of weeks: answered:	251	100	109	33	8	12	62	48	81	44	35	51	58	57
mean:	10.2	10.5	10.7	8.0	8.8	10.2	10.3	10.0	10.5	10.0	8.8	9.7	10.9	10.9
standard error:	0.3	0.4	0.3	0.9	1.7	1.4	0.5	0.6	0.5	0.6	0.7	0.6	0.4	0.5
not specified:	10	8	2	0	0	1	2	2	3	2	0	2	1	0
operate in spring:	322 71%	139 74%	124 87%	42 58%	15 30%	24 48%	83 75%	60 78%	97 76%	53 66%	44 50%	66 77%	70 76%	63 88%
number of weeks: answered:	314	133	122	42	15	23	82	58	94	52	44	64	69	63
mean:	10.2	10.1	11.2	8.4	7.0	7.8	10.2	10.8	10.6	10.1	9.2	9.6	11.0	11.6
standard error:	0.2	0.4	0.3	0.7	1.3	1.1	0.4	0.5	0.4	0.6	0.6	0.5	0.4	0.4
not specified:	8	6	2	0	0	1	1	2	3	1	0	2	1	0
no answer	5 1%	1 1%	2 1%	1 1%	0 0%	0 0%	1 1%	1 1%	2 2%	1 1%	0 0%	1 1%	1 1%	1 1%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 011 page 1

Incidence Of Program Types

The following table lists common camp programs. Please identify the percentage (%) of your total annual income generated by each program your camp operates, the number of total people served annually through each program and identify the seasons of operation for each program. If your budget process does not produce budgets by program, please give your best estimate.

PROGRAM TYPE	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
PROGRAM TYPE INCIDENCE														
base: all respondents (multiple answers)	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
day camp	134 29%	73 39%	46 32%	12 16%	3 6%	12 24%	33 30%	24 31%	41 32%	19 24%	23 26%	20 23%	27 29%	27 38%
family camp	162 36%	77 41%	62 43%	15 21%	7 14%	15 30%	37 33%	20 26%	54 43%	33 41%	20 23%	33 38%	40 43%	36 50%
resident camp	405 89%	165 88%	133 93%	60 82%	46 92%	40 80%	99 89%	71 92%	116 91%	70 88%	72 82%	74 86%	85 92%	68 94%
retreat center	180 39%	57 30%	96 67%	18 25%	7 14%	17 34%	48 43%	34 44%	48 38%	29 36%	28 32%	39 45%	44 48%	36 50%
conference center	76 17%	34 18%	28 20%	11 15%	3 6%	10 20%	20 18%	9 12%	23 18%	14 18%	3 3%	17 20%	21 23%	20 28%
trip and/or travel camp	107 23%	56 30%	31 22%	15 21%	5 10%	14 28%	31 28%	14 18%	26 20%	19 24%	13 15%	20 23%	19 21%	30 42%
outdoor/environmental education	137 30%	78 42%	39 27%	17 23%	3 6%	8 16%	30 27%	26 34%	46 36%	25 31%	8 9%	23 27%	31 34%	44 61%
community center	15 3%	9 5%	6 4%	0 0%	0 0%	0 0%	7 6%	1 1%	5 4%	1 1%	1 1%	3 3%	4 4%	4 6%
day use programs	113 25%	47 25%	57 40%	7 10%	2 4%	8 16%	32 29%	20 26%	42 33%	9 11%	18 20%	23 27%	30 33%	19 26%
site for rental by other camps	123 27%	61 33%	43 30%	12 16%	7 14%	8 16%	34 31%	16 21%	35 28%	27 34%	21 24%	30 35%	21 23%	17 24%
weekend or weekday residential	136 30%	68 36%	44 31%	18 25%	6 12%	7 14%	32 29%	35 45%	46 36%	15 19%	25 28%	25 29%	27 29%	20 28%
other	91 20%	33 18%	35 24%	16 22%	6 12%	9 18%	25 23%	10 13%	30 24%	15 19%	13 15%	21 24%	19 21%	20 28%
indicated one or more	441 97%	182 97%	139 97%	68 93%	50 100%	45 90%	110 99%	74 96%	125 98%	76 95%	82 93%	82 95%	90 98%	72 100%
no answer	15 3%	5 3%	4 3%	5 7%	0 0%	5 10%	1 1%	3 4%	2 2%	4 5%	6 7%	4 5%	2 2%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 012 page 1

Percent Of Revenue By Program Type

The following table lists common camp programs. Please identify the percentage (%) of your total annual income generated by each program your camp operates, the number of total people served annually through each program and identify the seasons of operation for each program. If your budget process does not produce budgets by program, please give your best estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
MEAN % OF REVENUES														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
day camp	4.3%	7.1%	2.9%	2.0%	1.6%	4.2%	3.4%	1.3%	5.3%	7.3%	8.4%	1.6%	3.8%	3.0%
family camp	2.3%	2.6%	2.7%	1.3%	0.3%	3.0%	1.4%	1.3%	2.5%	4.4%	2.5%	4.5%	1.8%	1.3%
resident camp	57.7%	57.0%	46.7%	61.4%	82.0%	68.2%	57.9%	59.8%	56.6%	50.6%	58.6%	52.8%	58.0%	57.0%
retreat center	9.0%	3.9%	19.3%	8.5%	1.7%	2.4%	11.7%	8.0%	8.3%	11.4%	9.0%	13.6%	9.7%	8.2%
conference center	2.5%	2.2%	4.0%	2.4%	0.3%	4.4%	2.0%	2.9%	1.9%	3.2%	0.9%	3.0%	4.2%	3.0%
trip and/or travel camp	3.1%	2.5%	0.8%	4.5%	8.6%	7.5%	1.9%	2.3%	1.6%	4.0%	3.7%	4.3%	1.6%	3.5%
outdoor/environmental education	4.7%	8.1%	1.8%	5.7%	0.2%	2.3%	4.0%	4.5%	6.6%	4.6%	0.8%	3.4%	5.8%	11.4%
community center	0.5%	1.0%	0.1%	0.0%	0.0%	0.0%	0.8%	0.0%	0.8%	0.0%	0.0%	0.1%	0.9%	0.5%
day use programs	1.6%	1.8%	2.6%	0.3%	0.1%	1.1%	1.8%	0.8%	1.6%	0.6%	2.0%	1.4%	1.2%	0.9%
site for rental by other camps	4.2%	4.1%	6.5%	3.0%	0.7%	1.4%	3.8%	5.7%	4.4%	5.3%	8.5%	3.0%	2.6%	1.9%
weekend or weekday residential	5.5%	6.3%	6.5%	3.3%	3.2%	2.7%	4.3%	10.4%	5.2%	4.9%	3.8%	6.9%	5.3%	5.3%
other	4.7%	3.5%	6.0%	7.7%	1.3%	2.8%	6.9%	2.9%	5.2%	3.7%	1.8%	5.5%	5.0%	4.0%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
no answer	88 19%	34 18%	31 22%	22 30%	0 0%	13 26%	18 16%	18 23%	19 15%	17 21%	18 20%	18 21%	10 11%	12 17%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 013 page 1

Number Served Annually By Program Type

The following table lists common camp programs. Please identify the percentage (%) of your total annual income generated by each program your camp operates, the number of total people served annually through each program and identify the seasons of operation for each program. If your budget process does not produce budgets by program, please give your best estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
MEAN NUMBER SERVED ANNUALLY (THOSE HAVING PROGRAM)														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
day camp	750	990	370	370	1,530	460	460	410	820	1,750	1,140	300	740	560
family camp	390	310	280	1,260	110	390	200	200	280	850	130	330	240	420
resident camp	920	900	840	1,410	550	660	720	950	1,200	900	400	1,050	860	1,620
retreat center	2,310	2,950	2,090	2,290	1,100	790	3,060	2,120	2,210	2,340	790	1,720	2,480	4,420
conference center	2,640	3,110	1,670	3,940	530	2,060	3,050	3,400	1,700	3,140	1,500	860	1,320	4,060
trip and/or travel camp	160	230	50	140	170	70	90	190	330	140	40	100	70	370
outdoor/environmental education	3,170	4,390	1,330	2,290	870	1,740	4,230	3,540	2,910	2,510	1,000	1,240	2,250	5,410
community center	2,000	3,370	170				730	200	4,530	100	200	100	880	900
day use programs	1,060	1,360	860	710	1,050	850	1,020	1,030	1,100	510	300	660	1,180	1,840
site for rental by other camps	930	670	1,270	1,020	790	780	1,050	1,360	860	740	1,130	570	900	820
weekend or weekday residential	1,880	2,360	1,250	1,060	3,310	670	1,590	3,030	1,360	2,150	780	860	2,020	2,940
other	2,020	1,650	1,710	2,860	2,960	560	700	580	2,240	5,390	680	920	820	780
no answer	15 3%	5 3%	4 3%	5 7%	0 0%	5 10%	1 1%	3 4%	2 2%	4 5%	6 7%	4 5%	2 2%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 014 page 1

Sponsorship

Who sponsors/owns your camp? Select only one.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
agency	175 38%	175 94%	0 0%	0 0%	0 0%	17 34%	38 34%	31 40%	54 43%	30 38%	28 32%	26 30%	31 34%	40 56%
religious	143 31%	0 0%	143 100%	0 0%	0 0%	10 20%	42 38%	25 32%	41 32%	24 30%	36 41%	32 37%	31 34%	13 18%
independent not-for-profit	73 16%	0 0%	0 0%	73 100%	0 0%	10 20%	17 15%	11 14%	19 15%	15 19%	15 17%	15 17%	14 15%	11 15%
independent for-profit	50 11%	0 0%	0 0%	0 0%	50 100%	13 26%	12 11%	8 10%	9 7%	5 6%	5 6%	8 9%	15 16%	7 10%
municipal or government	12 3%	12 6%	0 0%	0 0%	0 0%	0 0%	2 2%	2 3%	3 2%	4 5%	4 5%	2 2%	1 1%	1 1%
answered multiple	2 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%	2 2%	0 0%	0 0%
no answer	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 1%	0 0%	0 0%

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TABLE 015 page 1

Program Location

Where do you operate the majority of your programs? Select only one.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
camp owned or sponsored site	389 85%	159 85%	138 97%	56 77%	34 68%	44 88%	99 89%	66 86%	114 90%	58 73%	68 77%	75 87%	79 86%	67 93%
private lands leased/rented	25 5%	8 4%	1 1%	8 11%	8 16%	3 6%	7 6%	5 6%	2 2%	8 10%	8 9%	1 1%	8 9%	2 3%
federal lands	17 4%	7 4%	2 1%	5 7%	3 6%	0 0%	2 2%	3 4%	2 2%	10 13%	5 6%	5 6%	2 2%	3 4%
other public lands	12 3%	8 4%	0 0%	1 1%	3 6%	2 4%	1 1%	1 1%	4 3%	2 3%	4 5%	3 3%	2 2%	0 0%
other	10 2%	5 3%	2 1%	1 1%	2 4%	1 2%	2 2%	1 1%	4 3%	1 1%	2 2%	1 1%	1 1%	0 0%
answered multiple	2 0%	0 0%	0 0%	2 3%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%	1 1%	0 0%	0 0%	0 0%
no answer	1 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 1%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 016 page 1

Acreage By Site

What response best describes the total area you currently have available for programming at your camp? Do not include neighboring public or private land not leased or owned by your organization.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
> 750 acres	36 8%	14 7%	9 6%	9 12%	3 6%	1 2%	10 9%	7 9%	9 7%	7 9%	2 2%	2 2%	9 10%	15 21%
501 - 750 acres	32 7%	13 7%	12 8%	1 1%	6 12%	4 8%	11 10%	2 3%	10 8%	4 5%	5 6%	2 2%	10 11%	6 8%
251 - 500 acres	99 22%	45 24%	38 27%	11 15%	5 10%	11 22%	21 19%	27 35%	31 24%	7 9%	15 17%	21 24%	19 21%	19 26%
26 - 250 acres	237 52%	93 50%	74 52%	40 55%	29 58%	30 60%	56 50%	36 47%	69 54%	43 54%	54 61%	49 57%	46 50%	30 42%
< 25 acres	43 9%	19 10%	10 7%	12 16%	2 4%	2 4%	11 10%	5 6%	5 4%	18 23%	12 14%	10 12%	5 5%	2 3%
mean:	260	270	270	240	270	240	280	280	280	210	200	210	300	370
standard error:	10	20	20	30	30	30	20	20	20	20	20	20	20	30
75th percentile:	390	400	410	310	410	340	430	410	410	240	250	300	470	640
50th percentile:	200	200	210	160	190	190	200	240	210	140	160	170	220	300
25th percentile:	90	90	100	60	90	100	90	110	110	30	70	70	110	140
building-based programming	4 1%	2 1%	0 0%	0 0%	2 4%	1 2%	1 1%	0 0%	2 2%	0 0%	0 0%	0 0%	3 3%	0 0%
answered multiple	2 0%	1 1%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	3 1%	0 0%	0 0%	0 0%	2 4%	1 2%	1 1%	0 0%	0 0%	1 1%	0 0%	2 2%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 018 page 1

Residential Capacity By Season

Are you a residential program? If yes, what is the total seasonal overnight capacity for all staff, volunteers, campers, and guests?

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: residential programs	441 100%	179 100%	142 100%	69 100%	48 100%	47 100%	107 100%	77 100%	124 100%	76 100%	84 100%	85 100%	89 100%	70 100%
have capacity in summer	428 97%	175 98%	135 95%	68 99%	47 98%	47 100%	105 98%	75 97%	117 94%	74 97%	83 99%	83 98%	85 96%	70 100%
mean overnight capacity:	297	319	276	257	344	357	297	305	294	259	214	216	292	458
have capacity in fall	325 74%	143 80%	121 85%	43 62%	15 31%	25 53%	84 79%	64 83%	93 75%	55 72%	46 55%	67 79%	68 76%	63 90%
mean overnight capacity:	229	240	214	222	293	195	265	264	204	195	158	165	211	312
have capacity in winter	271 61%	115 64%	111 78%	35 51%	8 17%	15 32%	64 60%	54 70%	86 69%	47 62%	36 43%	53 62%	61 69%	57 81%
mean overnight capacity:	170	175	164	167	189	64	162	233	158	167	107	128	158	268
have capacity in spring	324 73%	142 79%	120 85%	43 62%	16 33%	24 51%	83 78%	63 82%	96 77%	53 70%	44 52%	66 78%	68 76%	64 91%
mean overnight capacity:	229	246	209	225	272	190	268	267	200	197	154	165	208	318
no answer	13 3%	4 2%	7 5%	1 1%	1 2%	0 0%	2 2%	2 3%	7 6%	2 3%	1 1%	2 2%	4 4%	0 0%

* values greater than 1,700 not accepted

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TABLE 023 page 1

Session Length

For summer 2003 youth camp programs, what was the most common session length (which session length had the largest total attendance)? Select only one.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
>=7 weeks	16 4%	3 2%	1 1%	2 3%	10 20%	4 8%	8 7%	1 1%	2 2%	0 0%	1 1%	4 5%	2 2%	5 7%
6 weeks	2 0%	0 0%	0 0%	1 1%	1 2%	1 2%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%
5 weeks	2 0%	1 1%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	0 0%	0 0%	1 1%	1 1%
4 weeks	31 7%	10 5%	2 1%	4 5%	15 30%	6 12%	5 5%	4 5%	9 7%	4 5%	3 3%	1 1%	10 11%	8 11%
3 weeks	18 4%	4 2%	3 2%	5 7%	6 12%	3 6%	7 6%	3 4%	2 2%	2 3%	1 1%	4 5%	4 4%	3 4%
2 weeks	56 12%	24 13%	4 3%	16 22%	12 24%	18 36%	17 15%	6 8%	11 9%	3 4%	7 8%	10 12%	15 16%	12 17%
1 week	263 58%	126 67%	101 71%	33 45%	1 2%	17 34%	58 52%	53 69%	75 59%	57 71%	59 67%	51 59%	48 52%	41 57%
<=5 days	62 14%	15 8%	31 22%	11 15%	4 8%	1 2%	14 13%	10 13%	26 20%	10 13%	14 16%	15 17%	11 12%	2 3%
mean:	2.1	1.9	1.5	2.2	4.1	2.9	2.3	1.8	1.9	1.7	1.7	1.9	2.2	2.5
standard error:	0.1	0.1	0.1	0.2	0.3	0.2	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.2
75th percentile:	2	2	2	3	5	4	3	2	2	2	2	2	3	3
50th percentile:	2	2	1	2	4	2	2	2	1	1	1	2	2	2
25th percentile:	1	1	1	1	3	2	1	1	1	1	1	1	1	1
answered multiple	1 0%	0 0%	1 1%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	5 1%	4 2%	0 0%	0 0%	1 2%	0 0%	1 1%	0 0%	0 0%	3 4%	3 3%	1 1%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 024 page 1

Returning Campers (Summer)

What percentage of your summer 2003 campers had been campers in your camp in previous summers?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
answered:	423	174	129	68	49	48	101	72	118	75	81	83	87	65
mean:	59.4%	55.6%	65.0%	57.4%	60.9%	63.1%	61.1%	57.3%	58.0%	59.9%	59.8%	62.6%	58.9%	60.5%
standard error:	0.9%	1.4%	1.2%	2.6%	3.1%	2.2%	1.7%	2.3%	1.6%	2.4%	2.3%	1.8%	1.7%	2.1%
75th percentile:	75%	70%	75%	75%	75%	75%	75%	70%	70%	76%	75%	75%	70%	70%
50th percentile:	60%	59%	65%	60%	65%	65%	65%	60%	60%	60%	62%	65%	60%	60%
25th percentile:	50%	45%	57%	46%	50%	56%	50%	49%	45%	50%	50%	50%	48%	50%
no answer	33 7%	13 7%	14 10%	5 7%	1 2%	2 4%	10 9%	5 6%	9 7%	5 6%	7 8%	3 3%	5 5%	7 10%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 025 page 1

Web Site Incidence

What is the address for your organization's Web site?

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
listed a Web site	412 90%	172 92%	127 89%	66 90%	44 88%	48 96%	97 87%	66 86%	113 89%	78 98%	74 84%	83 97%	81 88%	71 99%
don't have a Web site [response not captured]	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
no answer	44 10%	15 8%	16 11%	7 10%	6 12%	2 4%	14 13%	11 14%	14 11%	2 3%	14 16%	3 3%	11 12%	1 1%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 026 page 1

Region

In what state is your camp located?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
New England	50 11%	17 9%	10 7%	10 14%	13 26%	50 100%	0 0%	0 0%	0 0%	0 0%	8 9%	8 9%	12 13%	9 13%
Middle Atlantic	111 24%	40 21%	42 29%	17 23%	12 24%	0 0%	111 100%	0 0%	0 0%	0 0%	18 20%	27 31%	23 25%	14 19%
Southern	77 17%	33 18%	25 17%	11 15%	8 16%	0 0%	0 0%	77 100%	0 0%	0 0%	14 16%	9 10%	15 16%	13 18%
Mid-America	127 28%	57 30%	41 29%	19 26%	9 18%	0 0%	0 0%	0 0%	127 100%	0 0%	24 27%	26 30%	29 32%	19 26%
Western	80 18%	34 18%	24 17%	15 21%	5 10%	0 0%	0 0%	0 0%	0 0%	80 100%	24 27%	14 16%	10 11%	15 21%
other	3 1%	1 1%	0 0%	0 0%	2 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	1 1%
no answer	8 2%	5 3%	1 1%	1 1%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	3 3%	1 1%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 028 page 1

Year-Round Staffing

What is the total number of YEAR-ROUND, FULL-TIME STAFF employed at your camp? What is the total number of YEAR-ROUND, PART-TIME STAFF employed at your camp?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
YEAR-ROUND, FULL-TIME STAFF														
answered:	445	185	136	71	50	50	108	77	123	76	83	85	91	71
mean:	5.6	5.7	4.4	7.3	5.5	3.6	6.3	6.0	5.2	6.3	1.7	2.9	5.2	14.0
standard error:	0.5	0.8	0.4	1.7	0.9	0.6	1.3	0.7	0.7	1.5	0.3	0.2	0.3	1.9
75th percentile:	6	7	6	8	6	5	6	10	6	7	2	4	7	15
50th percentile:	3	3	3	3	4	2	3	4	3	3	1	2	4	10
25th percentile:	1	1	1	1	2	1	1	1	2	1	1	2	3	7
no answer	11 2%	2 1%	7 5%	2 3%	0 0%	0 0%	3 3%	0 0%	4 3%	4 5%	5 6%	1 1%	1 1%	1 1%
YEAR-ROUND, PART-TIME STAFF														
answered:	433	179	133	70	48	45	104	74	124	75	84	85	88	65
mean:	8.4	7.7	7.4	14.8	4.9	8.1	9.9	10.1	7.0	7.5	2.0	3.4	6.1	17.0
standard error:	1.3	1.5	1.8	6.2	1.7	4.6	2.3	4.4	1.9	3.4	0.5	0.6	1.3	4.8
75th percentile:	5	5	6	4	3	4	6	6	5	4	2	4	7	11
50th percentile:	2	1	3	1	1	1	2	1	2	1	1	1	3	4
25th percentile:	0	0	1	0	0	0	1	0	0	0	0	0	1	1
no answer	23 5%	8 4%	10 7%	3 4%	2 4%	5 10%	7 6%	3 4%	3 2%	5 6%	4 5%	1 1%	4 4%	7 10%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 029 page 1

Seasonal Staffing: Summer

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
SUMMER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
have paid seasonal full-time staff	405 89%	162 87%	129 90%	67 92%	44 88%	46 92%	104 94%	63 82%	113 89%	69 86%	71 81%	81 94%	88 96%	69 96%
answered:	387	153	129	59	43	44	101	61	108	63	70	79	83	63
mean:	48.9	51.2	33.2	51.5	86.2	66.5	53.3	52.8	44.8	31.5	17.5	32.7	44.8	103.8
standard error:	2.8	3.8	3.8	8.6	11.2	7.1	5.4	7.7	6.0	4.3	1.6	2.3	3.1	10.0
75th percentile:	60	69	40	60	118	99	66	68	50	40	25	43	60	128
50th percentile:	35	40	25	35	60	58	40	36	30	25	13	30	45	82
25th percentile:	15	20	10	18	35	30	19	20	15	9	9	16	25	50
not specified:	18	9	0	8	1	2	3	2	5	6	1	2	5	6
none:	42	22	10	4	6	3	7	14	10	8	13	5	4	3
have paid seasonal part-time staff	234 51%	101 54%	71 50%	34 47%	27 54%	23 46%	59 53%	44 57%	72 57%	31 39%	41 47%	41 48%	53 58%	38 53%
answered:	219	92	71	30	25	22	57	43	67	25	40	40	48	34
mean:	19.6	23.1	11.3	24.9	24.5	14.9	18.1	19.5	21.9	18.8	13.8	9.8	21.8	34.2
standard error:	2.2	3.6	2.9	7.4	7.8	6.5	4.2	3.7	4.6	7.8	2.6	1.9	4.3	9.2
75th percentile:	20	26	14	36	24	10	18	24	20	20	22	13	22	41
50th percentile:	8	10	6	8	10	4	6	10	8	8	7	4	10	13
25th percentile:	3	4	2	3	3	2	3	5	4	3	3	2	4	5
not specified:	15	9	0	4	2	1	2	1	5	6	1	1	5	4
none:	213	83	68	37	23	26	52	33	51	46	43	45	39	34
have volunteer staff	251 55%	96 51%	107 75%	36 49%	11 22%	19 38%	63 57%	40 52%	76 60%	49 61%	60 68%	56 65%	49 53%	26 36%
answered:	236	87	106	31	11	17	62	37	71	45	59	54	43	23
mean:	37.0	16.4	56.9	36.4	3.6	22.1	44.0	30.2	42.6	31.5	35.7	41.1	43.6	30.4
standard error:	3.9	3.9	6.8	10.8	1.1	11.5	9.3	8.9	6.9	7.4	5.1	9.2	11.1	13.0
75th percentile:	42	16	82	45	5	21	50	20	80	38	60	50	42	25
50th percentile:	10	6	25	8	1	5	10	10	15	8	16	10	10	10
25th percentile:	5	5	6	2	1	2	5	5	5	5	6	5	2	5
not specified:	15	9	1	5	0	2	1	3	5	4	1	2	6	3
none:	196	88	32	35	39	30	48	37	47	28	24	30	43	46

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 029 page 2

Seasonal Staffing: Summer

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
total seasonal staff	447 98%	184 98%	139 97%	71 97%	50 100%	49 98%	111 100%	77 100%	123 97%	77 96%	84 95%	86 100%	92 100%	72 100%
answered:	426	174	138	63	48	47	108	74	117	70	82	84	86	66
mean:	75.0	65.4	80.6	78.0	90.9	77.2	84.7	70.0	79.8	55.3	47.4	61.8	77.2	127.3
standard error:	3.3	4.0	6.7	10.0	10.1	7.8	7.7	7.4	6.7	6.6	4.0	6.1	6.0	11.6
75th percentile:	98	79	102	90	122	104	100	89	107	70	66	72	89	150
50th percentile:	54	50	56	52	66	65	66	50	55	35	37	42	62	103
25th percentile:	33	32	33	34	40	40	35	30	35	19	20	34	45	70
not specified:	21	10	1	8	2	2	3	3	6	7	2	2	6	6
no staff this season	2 0%	1 1%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	1 1%	2 2%	0 0%	0 0%	0 0%
no answer	7 2%	2 1%	3 2%	2 3%	0 0%	1 2%	0 0%	0 0%	3 2%	2 3%	2 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 030 page 1

Seasonal Staffing: Fall

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
FALL														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
have paid seasonal full-time staff	112 25%	59 32%	30 21%	17 23%	5 10%	11 22%	20 18%	18 23%	37 29%	22 28%	10 11%	18 21%	23 25%	36 50%
answered:	104	54	30	14	5	10	19	18	35	18	10	17	21	32
mean:	6.9	7.5	3.9	11.9	4.6	7.7	7.8	7.0	5.5	7.7	1.8	3.8	5.9	11.0
standard error:	0.7	1.0	0.7	2.4	1.6	2.1	2.0	1.3	0.8	2.0	0.3	0.6	1.2	1.3
75th percentile:	10	11	6	18	8	15	11	11	8	11	2	6	9	15
50th percentile:	4	4	3	11	5	6	4	6	4	4	2	3	4	10
25th percentile:	2	2	1	5	2	2	2	2	2	2	1	2	2	6
not specified:	8	5	0	3	0	1	1	0	2	4	0	1	2	4
none:	152	64	62	18	7	10	49	29	40	22	28	32	38	20
have paid seasonal part-time staff	187 41%	79 42%	71 50%	26 36%	10 20%	13 26%	53 48%	39 51%	54 43%	25 31%	21 24%	36 42%	49 53%	37 51%
answered:	179	75	71	23	9	12	53	38	50	23	21	35	45	35
mean:	7.3	9.1	5.3	8.2	5.8	6.2	7.0	9.6	6.9	5.2	4.0	6.4	6.4	11.9
standard error:	0.5	1.0	0.5	1.3	2.4	1.4	0.9	1.5	0.9	0.8	0.8	0.9	1.1	1.4
75th percentile:	10	12	7	11	5	10	10	13	10	7	6	10	8	18
50th percentile:	5	6	4	8	3	4	5	6	5	4	3	4	5	10
25th percentile:	3	4	2	2	3	3	2	4	2	2	2	2	3	4
not specified:	8	4	0	3	1	1	0	1	4	2	0	1	4	2
none:	77	44	21	9	2	8	16	8	23	19	17	14	12	19
have volunteer staff	97 21%	52 28%	33 23%	11 15%	0 0%	6 12%	21 19%	15 19%	36 28%	17 21%	18 20%	18 21%	21 23%	17 24%
answered:	88	47	32	8	0	4	21	13	33	15	17	17	17	15
mean:	9.0	8.2	10.4	7.0		9.8	8.8	9.3	10.6	6.1	11.8	9.7	6.5	9.7
standard error:	1.0	1.0	2.2	2.4		3.7	2.0	3.1	1.7	1.9	2.4	2.6	1.5	3.4
75th percentile:	10	10	14	13		18	13	10	15	5	15	16	10	11
50th percentile:	5	5	6	4		8	6	5	9	4	9	4	5	5
25th percentile:	3	4	3	3		4	3	3	4	2	5	3	2	3
not specified:	9	5	1	3	0	2	0	2	3	2	1	1	4	2
none:	167	71	59	24	12	15	48	32	41	27	20	32	40	39

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 030 page 2

Seasonal Staffing: Fall

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
total seasonal staff	264 58%	123 66%	92 64%	35 48%	12 24%	21 42%	69 62%	47 61%	77 61%	44 55%	38 43%	50 58%	61 66%	56 78%
answered:	250	117	91	29	11	19	68	45	73	39	37	49	57	51
mean:	11.3	12.6	9.1	14.2	6.8	10.0	10.4	13.6	12.1	9.0	8.2	9.2	9.2	18.0
standard error:	0.7	0.9	1.2	1.8	2.0	1.8	1.2	1.7	1.4	1.3	1.5	1.2	1.1	2.0
75th percentile:	15	17	11	21	10	15	15	20	16	12	12	13	12	25
50th percentile:	8	10	6	12	5	10	7	11	9	6	5	6	6	15
25th percentile:	4	5	2	8	2	3	3	5	4	3	2	4	3	8
not specified:	14	6	1	6	1	2	1	2	4	5	1	1	4	5
no staff this season	185 41%	62 33%	48 34%	36 49%	38 76%	28 56%	42 38%	30 39%	47 37%	34 43%	48 55%	36 42%	31 34%	16 22%
no answer	7 2%	2 1%	3 2%	2 3%	0 0%	1 2%	0 0%	0 0%	3 2%	2 3%	2 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 031 page 1

Seasonal Staffing: Winter

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
WINTER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
have paid seasonal full-time staff	78 17%	43 23%	21 15%	11 15%	2 4%	3 6%	17 15%	15 19%	28 22%	11 14%	6 7%	11 13%	14 15%	28 39%
answered:	73	39	21	10	2	2	16	15	26	10	6	11	12	25
mean:	4.6	4.8	3.6	6.2	3.0	5.5	5.6	4.0	4.6	4.1	1.7	2.9	4.0	7.3
standard error:	0.5	0.7	0.7	1.2	0.0	3.5	1.4	1.0	0.6	1.4	0.3	0.6	0.7	1.0
75th percentile:	6	8	4	10	3	9	10	6	8	5	2	4	5	11
50th percentile:	3	3	3	7	3	6	4	3	4	3	2	2	4	8
25th percentile:	2	1	2	2	3	2	1	2	2	2	1	1	2	2
not specified:	5	4	0	1	0	1	1	0	2	1	0	0	2	3
none:	115	44	49	16	5	6	36	21	30	19	16	28	33	15
have paid seasonal part-time staff	134 29%	54 29%	51 36%	22 30%	6 12%	6 12%	39 35%	25 32%	37 29%	23 29%	14 16%	29 34%	33 36%	29 40%
answered:	128	51	51	20	5	5	39	25	33	22	14	29	30	27
mean:	6.6	7.7	5.4	7.0	7.8	7.6	6.6	7.8	6.1	5.4	3.3	5.4	5.8	11.1
standard error:	0.5	1.0	0.6	1.3	4.4	2.7	1.1	1.2	1.1	0.8	0.5	0.9	0.7	1.6
75th percentile:	10	10	7	10	16	14	7	10	8	8	4	7	7	16
50th percentile:	4	5	4	5	5	5	4	6	4	4	3	4	5	10
25th percentile:	2	3	2	2	2	3	2	4	2	3	2	2	2	4
not specified:	6	3	0	2	1	1	0	0	4	1	0	0	3	2
none:	59	33	19	5	1	3	14	11	21	7	8	10	14	14
have volunteer staff	71 16%	36 19%	25 17%	9 12%	0 0%	4 8%	17 15%	10 13%	26 20%	12 15%	8 9%	17 20%	18 20%	11 15%
answered:	64	32	24	7	0	2	17	9	23	11	7	17	15	9
mean:	7.5	7.8	7.3	6.4		7.5	12.3	7.3	5.9	4.2	9.0	9.1	6.0	5.2
standard error:	1.0	1.3	1.7	2.9		2.5	2.9	1.9	0.9	1.3	1.5	2.4	1.3	1.9
75th percentile:	10	10	10	15		10	19	10	10	5	10	13	10	5
50th percentile:	5	6	5	2		8	10	6	5	2	10	6	5	4
25th percentile:	2	3	2	2		5	3	4	2	2	7	2	2	2
not specified:	7	4	1	2	0	2	0	1	3	1	1	0	3	2
none:	122	51	45	18	7	5	36	26	32	18	14	22	29	32

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 031 page 2

Seasonal Staffing: Winter

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
total seasonal staff	193 42%	87 47%	70 49%	27 37%	7 14%	9 18%	53 48%	36 47%	58 46%	30 38%	22 25%	39 45%	47 51%	43 60%
answered:	183	82	69	24	6	7	52	35	54	28	21	39	44	39
mean:	9.1	10.1	7.6	10.3	7.5	9.1	10.7	9.2	8.4	7.4	5.7	8.8	7.1	13.6
standard error:	0.6	1.0	0.9	1.7	3.7	2.8	1.5	1.4	1.0	0.9	1.1	1.3	0.9	1.8
75th percentile:	12	15	10	15	13	15	15	14	11	12	9	12	8	18
50th percentile:	6	7	5	8	4	5	7	7	5	6	4	6	5	11
25th percentile:	3	4	3	3	2	3	4	3	3	3	2	3	3	5
not specified:	10	5	1	3	1	2	1	1	4	2	1	0	3	4
no staff this season	256 56%	98 52%	70 49%	44 60%	43 86%	40 80%	58 52%	41 53%	66 52%	48 60%	64 73%	47 55%	45 49%	29 40%
no answer	7 2%	2 1%	3 2%	2 3%	0 0%	1 2%	0 0%	0 0%	3 2%	2 3%	2 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 032 page 1

Seasonal Staffing: Spring

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
SPRING														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
have paid seasonal full-time staff	121 27%	65 35%	33 23%	18 25%	4 8%	13 26%	24 22%	21 27%	38 30%	21 26%	10 11%	21 24%	25 27%	39 54%
answered:	112	59	33	15	4	12	23	21	35	17	10	19	23	35
mean:	7.6	8.2	4.4	12.7	6.3	8.7	9.2	7.5	5.9	8.2	1.8	3.4	6.4	13.3
standard error:	0.8	1.1	1.4	2.5	1.3	3.8	2.2	1.7	0.9	2.1	0.2	0.6	1.1	1.8
75th percentile:	10	12	4	20	9	14	15	13	8	13	2	4	9	18
50th percentile:	4	5	3	11	5	2	4	5	4	4	2	3	4	10
25th percentile:	2	2	1	3	5	1	2	2	2	2	1	1	2	6
not specified:	9	6	0	3	0	1	1	0	3	4	0	2	2	4
none:	138	57	55	17	8	8	45	25	36	22	26	30	35	18
have paid seasonal part-time staff	180 39%	77 41%	66 46%	25 34%	11 22%	12 24%	52 47%	38 49%	52 41%	24 30%	20 23%	37 43%	46 50%	37 51%
answered:	171	72	66	22	10	11	52	37	47	22	20	35	42	35
mean:	7.5	9.3	5.4	8.0	7.6	5.7	7.4	9.3	7.2	5.5	4.3	6.5	6.3	11.9
standard error:	0.6	1.0	0.5	1.3	2.6	1.2	0.9	1.5	1.0	0.8	0.8	0.9	1.2	1.5
75th percentile:	10	12	8	10	13	10	10	11	10	7	6	10	7	20
50th percentile:	5	6	4	8	4	5	5	6	5	5	4	4	5	10
25th percentile:	3	3	2	3	2	2	2	4	2	3	2	2	2	4
not specified:	9	5	0	3	1	1	0	1	5	2	0	2	4	2
none:	79	45	22	10	1	9	17	8	22	19	16	14	14	20
have volunteer staff	97 21%	49 26%	37 26%	10 14%	0 0%	6 12%	19 17%	14 18%	38 30%	18 23%	20 23%	20 23%	20 22%	15 21%
answered:	87	43	36	7	0	4	19	12	34	16	19	18	16	13
mean:	10.1	8.8	12.1	7.4		9.3	10.7	10.1	11.0	8.3	13.2	10.1	8.7	11.8
standard error:	1.2	1.5	2.4	2.7		3.9	3.1	3.3	2.1	2.5	2.6	3.2	2.3	4.7
75th percentile:	10	10	19	15		18	15	12	11	9	20	11	12	9
50th percentile:	5	5	6	4		8	6	6	8	5	10	4	6	5
25th percentile:	3	4	3	2		3	3	4	3	2	5	2	2	4
not specified:	10	6	1	3	0	2	0	2	4	2	1	2	4	2
none:	162	73	51	25	12	15	50	32	36	25	16	31	40	42

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 032 page 2

Seasonal Staffing: Spring

What is the total number of SEASONAL full-time and SEASONAL part-time staff employed at your camp? Please identify the total estimated number of people for each season.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
total seasonal staff	259 57%	122 65%	88 62%	35 48%	12 24%	21 42%	69 62%	46 60%	74 58%	43 54%	36 41%	51 59%	60 65%	57 79%
answered:	244	115	87	29	11	19	68	44	69	38	35	49	56	52
mean:	12.3	13.3	10.8	14.5	9.2	10.7	11.8	14.2	13.3	10.3	10.1	9.6	9.9	19.9
standard error:	0.8	1.1	1.5	2.2	2.2	2.8	1.5	1.9	1.6	1.5	1.9	1.4	1.3	2.3
75th percentile:	16	18	12	21	10	15	16	20	17	15	15	13	14	30
50th percentile:	8	10	6	11	8	8	7	11	10	7	6	6	7	15
25th percentile:	4	5	2	7	3	2	3	4	5	3	2	3	3	7
not specified:	15	7	1	6	1	2	1	2	5	5	1	2	4	5
no staff this season	190 42%	63 34%	52 36%	36 49%	38 76%	28 56%	42 38%	31 40%	50 39%	35 44%	50 57%	35 41%	32 35%	15 21%
no answer	7 2%	2 1%	3 2%	2 3%	0 0%	1 2%	0 0%	0 0%	3 2%	2 3%	2 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 033 page 1

Percentage Of Return Staff (Summer)

What percentage of your 2002 summer staff returned in 2003?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
answered:	427	174	134	69	48	45	107	74	120	72	80	81	83	70
mean:	49.4%	48.2%	51.8%	47.8%	49.9%	51.2%	48.0%	48.7%	48.9%	50.6%	51.9%	51.1%	47.1%	52.1%
standard error:	1.1%	1.8%	1.8%	3.0%	3.5%	3.3%	2.2%	2.8%	2.2%	2.7%	2.7%	2.5%	2.1%	2.5%
75th percentile:	65%	64%	70%	65%	70%	68%	65%	66%	65%	69%	70%	67%	60%	61%
50th percentile:	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	50%	55%
25th percentile:	33%	30%	40%	26%	33%	35%	30%	30%	32%	40%	32%	33%	35%	42%
no answer	29 6%	13 7%	9 6%	4 5%	2 4%	5 10%	4 4%	3 4%	7 6%	8 10%	8 9%	5 6%	9 10%	2 3%

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2003 Camp Industry Survey — Results For Residential Camps

TABLE 034 page 1

Director Salary

Please estimate the total dollar value of cash compensation and other benefits for this position to the nearest thousand dollars.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
BASE ANNUAL SALARY														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
answered:	147	56	45	35	11	19	32	28	39	27	28	33	35	22
mean:	\$47,300	\$48,100	\$44,200	\$43,300	\$69,200	\$54,500	\$46,700	\$46,100	\$45,400	\$46,500	\$31,900	\$38,900	\$51,500	\$73,400
standard error:	\$1,900	\$3,000	\$3,000	\$2,800	\$11,600	\$6,100	\$4,300	\$4,700	\$3,300	\$3,800	\$1,700	\$1,600	\$2,600	\$6,900
75th percentile:	\$57,500	\$59,900	\$49,700	\$54,000	\$96,000	\$66,000	\$55,800	\$55,800	\$59,500	\$50,000	\$34,500	\$42,300	\$65,000	\$95,800
50th percentile:	\$40,000	\$38,500	\$38,000	\$38,000	\$60,000	\$40,000	\$38,800	\$39,000	\$37,800	\$40,000	\$31,000	\$37,000	\$45,000	\$62,500
25th percentile:	\$32,000	\$33,000	\$32,000	\$31,000	\$40,000	\$34,000	\$32,400	\$30,300	\$32,000	\$33,000	\$27,300	\$33,600	\$38,000	\$52,300
not specified:	237 62%	93 62%	74 62%	29 45%	38 78%	22 54%	58 64%	42 60%	71 65%	37 58%	34 55%	45 58%	51 59%	49 69%
no answer	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

* answers greater than \$150,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 035 page 1

Director Benefits: Summary (Included In Package)

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
SUMMARY: INCLUDED IN PACKAGE														
base: year-round full-time directors (multiple answers)	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
paid vacation	350 91%	147 99%	117 98%	60 94%	25 51%	33 80%	81 90%	67 96%	100 91%	62 97%	57 92%	67 86%	80 93%	67 94%
health/dental insurance	330 86%	140 94%	105 88%	53 83%	30 61%	34 83%	75 83%	59 84%	96 87%	60 94%	53 85%	67 86%	73 85%	64 90%
professional memberships	308 80%	131 88%	89 75%	48 75%	39 80%	27 66%	74 82%	60 86%	88 80%	51 80%	43 69%	59 76%	77 90%	58 82%
retirement (employer contribution)	292 76%	134 90%	102 86%	39 61%	15 31%	29 71%	65 72%	53 76%	87 79%	53 83%	39 63%	60 77%	62 72%	62 87%
life insurance	223 58%	114 77%	55 46%	38 59%	15 31%	26 63%	44 49%	46 66%	67 61%	35 55%	26 42%	44 56%	45 52%	53 75%
disability insurance	217 57%	108 72%	67 56%	34 53%	6 12%	23 56%	52 58%	36 51%	63 57%	37 58%	30 48%	43 55%	48 56%	42 59%
housing or stipend	214 56%	72 48%	89 75%	32 50%	18 37%	16 39%	50 56%	42 60%	59 54%	44 69%	33 53%	51 65%	54 63%	35 49%
meals or stipend	214 56%	79 53%	79 66%	35 55%	18 37%	22 54%	48 53%	41 59%	59 54%	41 64%	31 50%	45 58%	53 62%	42 59%
utilities or stipend	192 50%	60 40%	83 70%	27 42%	19 39%	15 37%	42 47%	41 59%	54 49%	37 58%	27 44%	45 58%	50 58%	34 48%
vehicle or stipend	163 42%	52 35%	62 52%	17 27%	30 61%	17 41%	38 42%	32 46%	49 45%	24 38%	21 34%	30 38%	39 45%	33 46%
indicated one or more	381 99%	149 100%	119 100%	64 100%	46 94%	41 100%	89 99%	70 100%	109 99%	64 100%	61 98%	77 99%	86 100%	71 100%
none included	1 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 036 page 1

Director Benefits: Housing

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
HOUSING OR STIPEND														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	214 56%	72 48%	89 75%	32 50%	18 37%	16 39%	50 56%	42 60%	59 54%	44 69%	33 53%	51 65%	54 63%	35 49%
answered:	188	65	75	28	17	14	44	39	54	37	27	46	50	32
mean:	\$8,950	\$7,930	\$10,710	\$6,970	\$8,850	\$11,310	\$9,090	\$8,970	\$7,720	\$9,640	\$8,670	\$8,040	\$9,520	\$11,170
standard error:	\$370	\$550	\$640	\$790	\$1,240	\$1,580	\$800	\$930	\$570	\$800	\$1,030	\$800	\$610	\$830
75th percentile:	\$11,380	\$10,000	\$12,000	\$9,960	\$12,000	\$15,000	\$11,130	\$10,000	\$9,880	\$12,000	\$10,000	\$9,290	\$11,630	\$14,400
50th percentile:	\$8,000	\$7,200	\$9,510	\$7,500	\$10,000	\$11,000	\$7,090	\$9,000	\$7,200	\$9,510	\$8,000	\$7,200	\$9,600	\$10,000
25th percentile:	\$6,000	\$5,700	\$7,200	\$3,150	\$4,750	\$7,200	\$6,000	\$7,000	\$5,300	\$6,000	\$5,400	\$4,800	\$7,200	\$7,200
not specified:	26	7	14	4	1	2	6	3	5	7	6	5	4	3
not included in package	168 44%	77 52%	30 25%	32 50%	29 59%	25 61%	39 43%	28 40%	50 45%	20 31%	28 45%	27 35%	32 37%	36 51%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 037 page 1

Director Benefits: Paid Vacation

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
PAID VACATION														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	350 91%	147 99%	117 98%	60 94%	25 51%	33 80%	81 90%	67 96%	100 91%	62 97%	57 92%	67 86%	80 93%	67 94%
answered:	278	118	88	52	19	29	61	52	84	48	42	55	68	57
mean:	\$3,210	\$3,600	\$2,660	\$3,110	\$3,690	\$3,370	\$3,510	\$2,790	\$3,310	\$3,140	\$1,930	\$2,550	\$3,040	\$4,860
standard error:	\$140	\$240	\$150	\$350	\$970	\$320	\$450	\$270	\$250	\$260	\$140	\$140	\$180	\$440
75th percentile:	\$4,000	\$4,650	\$3,300	\$3,580	\$4,600	\$4,300	\$3,800	\$4,000	\$4,000	\$3,740	\$2,520	\$3,300	\$4,000	\$6,050
50th percentile:	\$2,590	\$3,000	\$2,500	\$2,500	\$2,000	\$3,000	\$2,500	\$2,000	\$2,640	\$3,000	\$1,980	\$2,400	\$3,000	\$4,000
25th percentile:	\$1,690	\$1,840	\$1,710	\$1,580	\$1,500	\$1,980	\$1,600	\$1,280	\$2,000	\$2,000	\$1,200	\$1,720	\$1,940	\$2,560
not specified:	72	29	29	8	6	4	20	15	16	14	15	12	12	10
not included in package	32 8%	2 1%	2 2%	4 6%	22 45%	8 20%	8 9%	3 4%	9 8%	2 3%	4 6%	11 14%	6 7%	4 6%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

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2003 Camp Industry Survey — Results For Residential Camps

TABLE 038 page 1

Director Benefits: Utilities

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
UTILITIES OR STIPEND														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	192 50%	60 40%	83 70%	27 42%	19 39%	15 37%	42 47%	41 59%	54 49%	37 58%	27 44%	45 58%	50 58%	34 48%
answered:	160	53	65	23	17	14	33	35	46	31	23	37	44	31
mean:	\$2,030	\$1,910	\$2,230	\$1,350	\$2,720	\$2,640	\$2,480	\$2,180	\$1,740	\$1,580	\$1,990	\$2,000	\$1,900	\$2,280
standard error:	\$110	\$230	\$120	\$190	\$490	\$570	\$290	\$270	\$120	\$150	\$190	\$200	\$160	\$270
75th percentile:	\$2,500	\$2,000	\$3,000	\$2,000	\$5,000	\$5,000	\$3,000	\$3,000	\$2,220	\$2,000	\$2,400	\$2,400	\$2,480	\$3,000
50th percentile:	\$1,960	\$1,800	\$2,020	\$1,000	\$2,500	\$2,250	\$2,000	\$2,000	\$1,960	\$1,200	\$2,000	\$1,800	\$2,000	\$1,820
25th percentile:	\$1,200	\$1,000	\$1,500	\$600	\$850	\$600	\$1,650	\$1,200	\$1,000	\$1,000	\$1,200	\$1,100	\$1,200	\$1,200
not specified:	32	7	18	4	2	1	9	6	8	6	4	8	6	3
not included in package	190 49%	89 60%	36 30%	37 58%	28 57%	26 63%	47 52%	29 41%	55 50%	27 42%	34 55%	33 42%	36 42%	37 52%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

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2003 Camp Industry Survey — Results For Residential Camps

TABLE 039 page 1

Director Benefits: Meals

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
MEALS OR STIPEND														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	214 56%	79 53%	79 66%	35 55%	18 37%	22 54%	48 53%	41 59%	59 54%	41 64%	31 50%	45 58%	53 62%	42 59%
answered:	171	64	60	30	15	19	37	34	48	32	20	36	45	37
mean:	\$1,700	\$1,760	\$1,620	\$1,550	\$2,190	\$1,550	\$1,630	\$1,900	\$1,660	\$1,740	\$1,410	\$1,510	\$1,730	\$2,020
standard error:	\$120	\$220	\$160	\$350	\$400	\$220	\$310	\$270	\$250	\$260	\$310	\$250	\$200	\$300
75th percentile:	\$2,000	\$2,000	\$2,380	\$1,500	\$2,500	\$2,000	\$2,000	\$2,630	\$1,590	\$2,380	\$1,430	\$1,730	\$2,000	\$2,850
50th percentile:	\$1,000	\$1,000	\$1,200	\$1,000	\$2,000	\$1,000	\$1,000	\$1,500	\$1,000	\$1,280	\$1,000	\$1,000	\$1,400	\$1,350
25th percentile:	\$650	\$600	\$1,000	\$500	\$1,350	\$750	\$500	\$600	\$710	\$800	\$500	\$600	\$920	\$800
not specified:	43	15	19	5	3	3	11	7	11	9	11	9	8	5
not included in package	168 44%	70 47%	40 34%	29 45%	29 59%	19 46%	41 46%	29 41%	50 45%	23 36%	30 48%	33 42%	33 38%	29 41%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 040 page 1

Director Benefits: Vehicle

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
VEHICLE OR STIPEND														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	163 42%	52 35%	62 52%	17 27%	30 61%	17 41%	38 42%	32 46%	49 45%	24 38%	21 34%	30 38%	39 45%	33 46%
answered:	128	40	48	12	27	15	32	27	36	17	15	25	29	31
mean:	\$3,930	\$3,750	\$3,150	\$2,220	\$6,310	\$4,910	\$3,550	\$4,500	\$3,670	\$3,380	\$3,030	\$3,470	\$3,580	\$4,890
standard error:	\$240	\$410	\$320	\$460	\$540	\$630	\$460	\$720	\$390	\$490	\$470	\$350	\$470	\$580
75th percentile:	\$5,000	\$5,000	\$4,800	\$3,000	\$8,100	\$6,000	\$5,000	\$7,500	\$5,000	\$5,000	\$5,000	\$5,000	\$4,900	\$7,200
50th percentile:	\$3,000	\$3,000	\$2,450	\$1,650	\$6,000	\$5,000	\$2,500	\$3,000	\$3,250	\$3,000	\$3,000	\$3,000	\$3,000	\$5,000
25th percentile:	\$1,730	\$1,630	\$1,500	\$1,200	\$5,000	\$2,000	\$1,700	\$1,400	\$1,500	\$1,750	\$1,500	\$2,000	\$1,650	\$2,000
not specified:	35	12	14	5	3	2	6	5	13	7	6	5	10	2
not included in package	219 57%	97 65%	57 48%	47 73%	17 35%	24 59%	51 57%	38 54%	60 55%	40 63%	40 65%	48 62%	47 55%	38 54%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

* answers greater than \$12,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 041 page 1

Director Benefits: Retirement

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
RETIREMENT (EMPLOYER CONTRIBUTION)														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	292 76%	134 90%	102 86%	39 61%	15 31%	29 71%	65 72%	53 76%	87 79%	53 83%	39 63%	60 77%	62 72%	62 87%
answered:	233	108	82	32	10	26	51	41	73	40	27	50	56	51
mean:	\$4,100	\$4,270	\$4,180	\$2,640	\$6,110	\$4,670	\$4,370	\$4,120	\$3,570	\$4,390	\$2,670	\$3,310	\$4,060	\$5,520
standard error:	\$210	\$280	\$250	\$330	\$2,850	\$1,110	\$400	\$450	\$280	\$420	\$380	\$260	\$310	\$400
75th percentile:	\$5,950	\$6,440	\$5,630	\$3,500	\$8,400	\$5,930	\$6,000	\$6,250	\$5,310	\$6,000	\$4,800	\$4,280	\$6,000	\$7,900
50th percentile:	\$3,500	\$4,040	\$3,750	\$2,450	\$2,250	\$3,200	\$4,000	\$3,000	\$2,820	\$3,600	\$2,350	\$3,000	\$3,800	\$5,500
25th percentile:	\$2,000	\$1,580	\$2,480	\$1,430	\$950	\$1,980	\$2,200	\$1,650	\$1,500	\$2,500	\$930	\$1,870	\$2,000	\$3,200
not specified:	59	26	20	7	5	3	14	12	14	13	12	10	6	11
not included in package	90 23%	15 10%	17 14%	25 39%	32 65%	12 29%	24 27%	17 24%	22 20%	11 17%	22 35%	18 23%	24 28%	9 13%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

* answers greater than \$30,000 not accepted

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2003 Camp Industry Survey — Results For Residential Camps

TABLE 042 page 1

Director Benefits: Life Insurance

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
LIFE INSURANCE														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	223 58%	114 77%	55 46%	38 59%	15 31%	26 63%	44 49%	46 66%	67 61%	35 55%	26 42%	44 56%	45 52%	53 75%
answered:	142	73	35	26	8	16	28	31	47	20	18	30	32	32
mean:	\$580	\$540	\$650	\$480	\$850	\$460	\$670	\$740	\$470	\$530	\$380	\$630	\$430	\$610
standard error:	\$60	\$90	\$130	\$110	\$230	\$180	\$140	\$170	\$90	\$110	\$110	\$140	\$60	\$140
75th percentile:	\$660	\$500	\$1,000	\$630	\$1,300	\$380	\$1,000	\$1,190	\$500	\$880	\$330	\$1,000	\$520	\$750
50th percentile:	\$300	\$290	\$300	\$200	\$800	\$200	\$400	\$300	\$270	\$300	\$270	\$300	\$370	\$300
25th percentile:	\$100	\$100	\$140	\$100	\$280	\$100	\$110	\$100	\$100	\$300	\$100	\$100	\$190	\$200
not specified:	81	41	20	12	7	10	16	15	20	15	8	14	13	21
not included in package	159 41%	35 23%	64 54%	26 41%	32 65%	15 37%	45 50%	24 34%	42 38%	29 45%	35 56%	34 44%	41 48%	18 25%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

* answers greater than \$3,200 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 043 page 1

Director Benefits: Disability Insurance

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
DISABILITY INSURANCE														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	217 57%	108 72%	67 56%	34 53%	6 12%	23 56%	52 58%	36 51%	63 57%	37 58%	30 48%	43 55%	48 56%	42 59%
answered:	127	61	42	20	4	16	31	20	41	19	19	28	31	26
mean:	\$460	\$410	\$480	\$440	\$980	\$550	\$460	\$380	\$430	\$500	\$300	\$660	\$400	\$410
standard error:	\$40	\$60	\$70	\$60	\$100	\$100	\$80	\$100	\$80	\$70	\$50	\$110	\$70	\$60
75th percentile:	\$500	\$500	\$670	\$750	\$1,150	\$800	\$500	\$400	\$420	\$790	\$500	\$980	\$400	\$500
50th percentile:	\$300	\$250	\$300	\$400	\$1,000	\$500	\$240	\$300	\$250	\$500	\$200	\$500	\$250	\$400
25th percentile:	\$200	\$140	\$170	\$210	\$780	\$230	\$200	\$140	\$100	\$230	\$100	\$210	\$180	\$200
not specified:	90	47	25	14	2	7	21	16	22	18	11	15	17	16
not included in package	165 43%	41 28%	52 44%	30 47%	41 84%	18 44%	37 41%	34 49%	46 42%	27 42%	31 50%	35 45%	38 44%	29 41%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

* answers greater than \$2,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 044 page 1

Director Benefits: Health/Dental Insurance

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
HEALTH/DENTAL INSURANCE														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	330 86%	140 94%	105 88%	53 83%	30 61%	34 83%	75 83%	59 84%	96 87%	60 94%	53 85%	67 86%	73 85%	64 90%
answered:	264	105	91	41	27	28	60	48	79	47	40	58	62	53
mean:	\$5,190	\$4,080	\$7,150	\$3,700	\$5,200	\$5,720	\$5,990	\$4,540	\$5,220	\$4,520	\$5,040	\$5,540	\$5,440	\$5,500
standard error:	\$210	\$270	\$380	\$490	\$540	\$880	\$410	\$450	\$380	\$440	\$580	\$460	\$440	\$450
75th percentile:	\$8,000	\$5,400	\$9,700	\$3,900	\$7,500	\$8,750	\$8,990	\$6,600	\$8,400	\$6,160	\$8,510	\$8,080	\$8,100	\$8,200
50th percentile:	\$4,400	\$3,600	\$7,920	\$3,100	\$5,000	\$3,950	\$6,000	\$3,800	\$5,000	\$3,400	\$3,700	\$4,850	\$5,000	\$5,000
25th percentile:	\$2,680	\$2,000	\$4,000	\$1,650	\$3,000	\$2,850	\$3,600	\$2,330	\$2,400	\$2,500	\$2,500	\$3,200	\$2,400	\$3,000
not specified:	66	35	14	12	3	6	15	11	17	13	13	9	11	11
not included in package	52 14%	9 6%	14 12%	11 17%	17 35%	7 17%	14 16%	11 16%	13 12%	4 6%	8 13%	11 14%	13 15%	7 10%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 045 page 1

Director Benefits: Professional Memberships

If the director is a year-round, full-time employee, please identify which of the following non-cash benefits are included in the compensation package. Select all that apply. Please estimate the annual cash value of each applicable benefit to the nearest \$100.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
PROFESSIONAL MEMBERSHIPS														
base: year-round full-time directors	384 100%	149 100%	119 100%	64 100%	49 100%	41 100%	90 100%	70 100%	110 100%	64 100%	62 100%	78 100%	86 100%	71 100%
included in total compensation package	308 80%	131 88%	89 75%	48 75%	39 80%	27 66%	74 82%	60 86%	88 80%	51 80%	43 69%	59 76%	77 90%	58 82%
answered:	253	107	77	36	32	23	59	49	76	42	35	50	69	49
mean:	\$570	\$570	\$560	\$610	\$550	\$580	\$450	\$610	\$670	\$550	\$440	\$560	\$490	\$810
standard error:	\$50	\$70	\$60	\$220	\$100	\$140	\$90	\$110	\$110	\$70	\$50	\$60	\$60	\$190
75th percentile:	\$600	\$800	\$610	\$600	\$500	\$1,000	\$500	\$800	\$790	\$650	\$600	\$800	\$520	\$900
50th percentile:	\$300	\$300	\$400	\$300	\$330	\$300	\$300	\$400	\$500	\$400	\$400	\$350	\$300	\$500
25th percentile:	\$200	\$200	\$200	\$200	\$230	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$180	\$200
not specified:	55	24	12	12	7	4	15	11	12	9	8	9	8	9
not included in package	74 19%	18 12%	30 25%	16 25%	8 16%	14 34%	15 17%	10 14%	21 19%	13 20%	18 29%	19 24%	9 10%	13 18%
no answer	2 1%	0 0%	0 0%	0 0%	2 4%	0 0%	1 1%	0 0%	1 1%	0 0%	1 2%	0 0%	0 0%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 046 page 1

Year-Round Executive Compensation: Summary (Position Incidence)

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
SUMMARY: POSITION INCIDENCE														
base: all respondents (multiple answers)	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
maintenance director or equivalent	288 63%	122 65%	95 66%	41 56%	27 54%	27 54%	80 72%	51 66%	72 57%	51 64%	21 24%	51 59%	76 83%	70 97%
associate or assistant director	181 40%	73 39%	44 31%	36 49%	26 52%	21 42%	38 34%	37 48%	50 39%	33 41%	22 25%	31 36%	39 42%	51 71%
food services director or equivalent	157 34%	55 29%	66 46%	21 29%	13 26%	8 16%	39 35%	28 36%	46 36%	34 43%	9 10%	27 31%	39 42%	50 69%
program manager	137 30%	65 35%	44 31%	15 21%	12 24%	7 14%	30 27%	27 35%	43 34%	26 33%	9 10%	19 22%	38 41%	45 63%
finance director	73 16%	31 17%	17 12%	15 21%	10 20%	7 14%	12 11%	12 16%	25 20%	17 21%	5 6%	5 6%	17 18%	29 40%
operations director or equivalent	71 16%	24 13%	25 17%	11 15%	11 22%	7 14%	16 14%	18 23%	19 15%	11 14%	5 6%	15 17%	18 20%	22 31%
guest services manager	68 15%	19 10%	35 24%	9 12%	5 10%	5 10%	18 16%	12 16%	17 13%	15 19%	3 3%	10 12%	19 21%	21 29%
housekeeping director or equivalent	56 12%	19 10%	24 17%	8 11%	4 8%	2 4%	14 13%	17 22%	14 11%	9 11%	2 2%	5 6%	17 18%	21 29%
development director	36 8%	13 7%	9 6%	13 18%	1 2%	3 6%	10 9%	7 9%	10 8%	6 8%	1 1%	3 3%	7 8%	15 21%
indicated one or more	355 78%	146 78%	112 78%	58 79%	36 72%	36 72%	90 81%	62 81%	96 76%	61 76%	43 49%	72 84%	88 96%	71 99%
no positions indicated	59 13%	24 13%	19 13%	8 11%	8 16%	5 10%	16 14%	8 10%	18 14%	11 14%	28 32%	8 9%	2 2%	1 1%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 047 page 1

Year-Round Executive Compensation: Associate/Assistant Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
ASSOCIATE OR ASSISTANT DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	181 40%	73 39%	44 31%	36 49%	26 52%	21 42%	38 34%	37 48%	50 39%	33 41%	22 25%	31 36%	39 42%	51 71%
BASE ANNUAL SALARY														
answered:	173	70	42	34	25	21	37	36	48	30	18	30	39	51
mean:	\$32,300	\$34,400	\$28,200	\$30,800	\$35,600	\$34,900	\$38,600	\$27,700	\$30,200	\$32,100	\$27,000	\$25,700	\$28,900	\$38,400
standard error:	\$1,000	\$1,800	\$1,200	\$2,100	\$3,000	\$2,500	\$3,000	\$1,300	\$1,700	\$2,100	\$3,000	\$1,800	\$1,200	\$2,200
75th percentile:	\$38,000	\$40,000	\$32,500	\$37,500	\$42,500	\$41,000	\$42,500	\$30,000	\$35,800	\$38,000	\$35,000	\$30,000	\$30,000	\$43,000
50th percentile:	\$30,000	\$30,000	\$27,800	\$30,000	\$30,000	\$32,000	\$33,900	\$27,500	\$27,500	\$31,500	\$25,800	\$24,000	\$28,000	\$35,000
25th percentile:	\$24,000	\$25,000	\$22,400	\$22,000	\$25,100	\$29,500	\$26,300	\$22,100	\$21,600	\$25,800	\$17,500	\$19,500	\$24,000	\$28,000
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	8	3	2	2	1	0	1	1	2	3	4	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	99	33	25	20	20	16	18	22	29	14	9	18	24	28
mean:	\$9,400	\$10,500	\$10,200	\$6,000	\$10,300	\$10,000	\$8,900	\$9,300	\$9,900	\$8,500	\$4,900	\$4,200	\$9,400	\$12,700
standard error:	\$700	\$1,300	\$1,400	\$800	\$1,900	\$1,700	\$1,900	\$1,800	\$1,300	\$1,300	\$1,100	\$600	\$1,300	\$1,400
75th percentile:	\$14,000	\$16,900	\$15,500	\$8,000	\$14,000	\$16,500	\$12,000	\$13,900	\$15,500	\$14,500	\$7,500	\$6,900	\$14,000	\$18,200
50th percentile:	\$8,000	\$8,000	\$10,000	\$5,200	\$10,000	\$9,000	\$7,400	\$5,700	\$8,000	\$7,000	\$5,000	\$3,500	\$7,500	\$13,300
25th percentile:	\$4,000	\$3,800	\$5,000	\$3,100	\$4,000	\$4,600	\$2,900	\$3,900	\$3,300	\$4,800	\$1,900	\$1,700	\$4,100	\$6,000
none:	4	3	0	1	0	0	2	0	2	0	1	0	2	1
not specified:	78	37	19	15	6	5	18	15	19	19	12	13	13	22
no equivalent position	233 51%	97 52%	87 61%	30 41%	18 36%	20 40%	68 61%	33 43%	64 50%	39 49%	49 56%	49 57%	51 55%	21 29%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted; other cash compensation greater than \$37,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 048 page 1

Year-Round Executive Compensation: Maintenance Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
MAINTENANCE DIRECTOR OR EQUIVALENT														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	288 63%	122 65%	95 66%	41 56%	27 54%	80 72%	51 66%	72 57%	51 64%	21 24%	51 59%	76 83%	70 97%	
BASE ANNUAL SALARY														
answered:	280	120	91	40	26	27	77	51	70	49	18	50	76	70
mean:	\$29,500	\$31,100	\$27,300	\$29,600	\$31,100	\$29,100	\$31,400	\$28,200	\$27,900	\$30,200	\$25,800	\$25,100	\$27,900	\$34,300
standard error:	\$600	\$900	\$800	\$1,200	\$2,500	\$1,600	\$1,200	\$1,000	\$1,000	\$1,600	\$2,300	\$900	\$700	\$1,000
75th percentile:	\$34,900	\$36,000	\$30,000	\$35,900	\$40,000	\$35,000	\$35,500	\$32,000	\$34,800	\$37,000	\$30,300	\$28,100	\$31,800	\$39,600
50th percentile:	\$28,000	\$30,000	\$25,500	\$28,600	\$30,000	\$30,000	\$29,700	\$25,500	\$27,000	\$28,500	\$25,300	\$24,500	\$27,000	\$33,500
25th percentile:	\$24,000	\$24,600	\$23,000	\$25,000	\$23,000	\$21,300	\$24,300	\$24,000	\$22,000	\$24,600	\$17,900	\$20,500	\$24,000	\$27,900
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	8	2	4	1	1	0	3	0	2	2	3	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	139	54	50	19	15	19	35	25	36	22	6	21	41	37
mean:	\$10,600	\$10,100	\$12,800	\$8,800	\$7,900	\$11,700	\$12,200	\$7,600	\$10,700	\$10,900	\$10,400	\$11,000	\$10,100	\$11,400
standard error:	\$600	\$900	\$1,100	\$1,600	\$2,100	\$1,400	\$1,600	\$1,300	\$1,100	\$1,500	\$3,000	\$1,700	\$1,300	\$1,200
75th percentile:	\$15,000	\$14,100	\$20,000	\$11,100	\$12,000	\$14,500	\$20,000	\$9,000	\$17,300	\$15,700	\$16,300	\$15,000	\$15,000	\$15,000
50th percentile:	\$9,000	\$8,200	\$12,300	\$8,000	\$5,000	\$10,000	\$10,000	\$7,000	\$8,900	\$11,600	\$10,800	\$10,000	\$7,600	\$10,000
25th percentile:	\$4,500	\$4,800	\$6,000	\$3,300	\$2,000	\$8,400	\$3,000	\$3,600	\$4,100	\$4,800	\$4,400	\$3,200	\$3,700	\$6,300
none:	9	6	0	2	1	0	4	0	5	0	1	3	4	1
not specified:	140	62	45	20	11	8	41	26	31	29	14	27	31	32
no equivalent position	126 28%	48 26%	36 25%	25 34%	17 34%	14 28%	26 23%	19 25%	42 33%	21 26%	50 57%	29 34%	14 15%	2 3%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted; other cash compensation greater than \$35,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 049 page 1

Year-Round Executive Compensation: Food Services Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
FOOD SERVICES DIRECTOR OR EQUIVALENT														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	157 34%	55 29%	66 46%	21 29%	13 26%	8 16%	39 35%	28 36%	46 36%	34 43%	9 10%	27 31%	39 42%	50 69%
BASE ANNUAL SALARY														
answered:	144	53	57	20	12	8	36	27	42	30	4	25	39	50
mean:	\$26,800	\$29,200	\$24,300	\$28,300	\$26,400	\$24,200	\$28,600	\$25,300	\$26,000	\$28,300	\$15,000	\$21,800	\$24,000	\$29,300
standard error:	\$800	\$1,500	\$900	\$1,800	\$4,600	\$4,900	\$1,800	\$1,400	\$1,100	\$2,000	\$2,300	\$1,200	\$900	\$1,300
75th percentile:	\$32,000	\$33,500	\$28,000	\$35,000	\$38,500	\$38,800	\$31,500	\$32,000	\$32,300	\$30,400	\$19,900	\$24,500	\$28,000	\$35,000
50th percentile:	\$25,000	\$28,000	\$23,500	\$28,000	\$25,000	\$20,000	\$27,500	\$24,000	\$24,000	\$27,800	\$13,000	\$21,900	\$23,500	\$29,700
25th percentile:	\$20,800	\$22,000	\$20,400	\$23,300	\$12,000	\$12,000	\$23,100	\$20,000	\$20,000	\$21,600	\$12,000	\$16,800	\$20,000	\$23,500
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	13	2	9	1	1	0	3	1	4	4	5	2	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	68	24	32	9	3	4	14	15	21	14	4	6	24	22
mean:	\$9,600	\$8,700	\$11,200	\$6,500	\$8,700	\$13,700	\$13,700	\$5,000	\$9,300	\$9,600	\$7,100	\$8,400	\$9,900	\$9,900
standard error:	\$800	\$1,200	\$1,300	\$1,100	\$5,700	\$3,600	\$2,600	\$900	\$900	\$1,500	\$2,600	\$2,300	\$1,500	\$1,300
75th percentile:	\$13,800	\$11,500	\$15,000	\$9,500	\$20,000	\$21,300	\$21,300	\$6,200	\$12,500	\$14,600	\$12,500	\$14,600	\$13,800	\$14,900
50th percentile:	\$8,000	\$8,000	\$9,600	\$6,200	\$4,800	\$11,600	\$11,000	\$5,200	\$9,100	\$9,100	\$5,900	\$7,900	\$8,900	\$8,700
25th percentile:	\$5,000	\$4,000	\$5,600	\$3,300	\$1,400	\$8,100	\$5,200	\$1,500	\$5,500	\$5,500	\$2,900	\$3,200	\$4,100	\$5,800
none:	3	3	0	0	0	0	1	0	2	0	0	1	1	1
not specified:	86	28	34	12	10	4	24	13	23	20	5	20	14	27
no equivalent position	257 56%	115 61%	65 45%	45 62%	31 62%	33 66%	67 60%	42 55%	68 54%	38 48%	62 70%	53 62%	51 55%	22 31%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 050 page 1

Year-Round Executive Compensation: Housekeeping Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
HOUSEKEEPING DIRECTOR OR EQUIVALENT														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	56 12%	19 10%	24 17%	8 11%	4 8%	2 4%	14 13%	17 22%	14 11%	9 11%	2 2%	5 6%	17 18%	21 29%
BASE ANNUAL SALARY														
answered:	52	18	21	8	4	1	13	16	14	8	1	4	16	21
mean:	\$19,200	\$21,900	\$16,400	\$19,600	\$21,000	\$17,300	\$21,000	\$17,900	\$19,600	\$18,300	\$17,000	\$16,600	\$17,100	\$20,800
standard error:	\$600	\$800	\$700	\$1,800	\$3,800	\$1,600	\$1,100	\$1,300	\$700	\$300	\$1,600	\$1,200	\$800	
75th percentile:	\$23,500	\$25,300	\$18,000	\$24,800	\$28,500	\$17,300	\$26,000	\$20,800	\$23,700	\$20,200	\$17,000	\$18,900	\$19,100	\$24,000
50th percentile:	\$18,000	\$22,500	\$17,300	\$18,500	\$20,700	\$17,300	\$20,000	\$18,000	\$19,300	\$18,000	\$17,000	\$17,600	\$17,200	\$20,200
25th percentile:	\$17,000	\$18,000	\$15,000	\$16,000	\$13,900	\$17,300	\$17,000	\$15,300	\$16,900	\$17,000	\$17,000	\$13,300	\$15,000	\$17,700
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	4	1	3	0	0	1	1	1	0	1	1	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	23	9	8	4	2	1	3	9	6	4	0	2	6	12
mean:	\$4,800	\$5,900	\$4,200	\$3,600	\$5,200	\$9,200	\$7,600	\$3,400	\$4,500	\$5,300	\$3,400	\$2,900	\$6,000	
standard error:	\$600	\$800	\$1,100	\$900	\$3,800	\$1,200	\$1,000	\$700	\$900	\$400	\$900	\$700		
75th percentile:	\$6,000	\$7,500	\$6,000	\$5,500	\$9,000	\$9,200	\$10,000	\$6,000	\$6,000	\$7,300	\$3,800	\$5,300	\$7,800	
50th percentile:	\$5,000	\$6,000	\$4,000	\$3,500	\$5,200	\$9,200	\$7,000	\$3,000	\$4,900	\$4,500	\$3,400	\$2,300	\$6,000	
25th percentile:	\$3,000	\$3,900	\$1,400	\$1,900	\$1,400	\$9,200	\$5,800	\$1,100	\$2,800	\$4,000	\$3,000	\$1,100	\$4,000	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	33	10	16	4	2	1	11	8	8	5	2	3	11	9
no equivalent position	358 79%	151 81%	107 75%	58 79%	40 80%	39 78%	92 83%	53 69%	100 79%	63 79%	69 78%	75 87%	73 79%	51 71%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 and other cash compensation greater than \$10,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 051 page 1

Year-Round Executive Compensation: Operations Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
OPERATIONS DIRECTOR OR EQUIVALENT														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	71 16%	24 13%	25 17%	11 15%	11 22%	7 14%	16 14%	18 23%	19 15%	11 14%	5 6%	15 17%	18 20%	22 31%
BASE ANNUAL SALARY														
answered:	68	23	23	11	11	7	16	18	17	10	3	14	18	22
mean:	\$35,900	\$40,600	\$29,600	\$43,000	\$32,100	\$35,500	\$36,600	\$34,400	\$31,200	\$45,700	\$29,300	\$31,200	\$31,100	\$40,600
standard error:	\$2,000	\$3,500	\$1,800	\$6,600	\$5,500	\$5,200	\$4,200	\$3,300	\$2,600	\$8,200	\$5,200	\$1,800	\$3,100	\$3,600
75th percentile:	\$41,000	\$50,000	\$35,000	\$50,000	\$36,000	\$50,000	\$40,100	\$41,300	\$39,000	\$66,300	\$38,000	\$34,800	\$36,500	\$51,000
50th percentile:	\$31,900	\$38,000	\$29,000	\$32,000	\$33,000	\$36,000	\$30,500	\$31,000	\$31,800	\$34,300	\$30,000	\$31,900	\$28,500	\$37,800
25th percentile:	\$25,700	\$28,000	\$22,000	\$30,000	\$18,000	\$24,000	\$28,300	\$24,000	\$23,600	\$26,200	\$20,000	\$28,800	\$23,400	\$29,500
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	3	1	2	0	0	0	0	0	2	1	2	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	31	11	12	6	2	2	6	7	11	5	0	6	8	12
mean:	\$9,900	\$10,900	\$9,300	\$8,700	\$12,000	\$7,300	\$15,600	\$7,100	\$7,900	\$12,600	\$4,900	\$10,500	\$12,000	\$12,000
standard error:	\$1,400	\$2,300	\$2,200	\$3,700	\$8,000	\$5,300	\$4,300	\$1,800	\$1,600	\$4,400	\$1,300	\$2,700	\$2,700	\$2,100
75th percentile:	\$14,000	\$20,000	\$13,600	\$15,600	\$20,000	\$12,500	\$24,300	\$12,000	\$10,000	\$22,500	\$7,700	\$17,500	\$18,500	\$18,500
50th percentile:	\$8,000	\$9,000	\$8,100	\$5,000	\$12,000	\$7,300	\$20,000	\$7,000	\$7,000	\$10,000	\$5,000	\$8,100	\$12,300	\$12,300
25th percentile:	\$4,000	\$6,500	\$2,400	\$2,300	\$4,000	\$2,000	\$3,200	\$3,000	\$4,000	\$4,000	\$2,000	\$6,600	\$6,600	\$6,700
none:	2	0	0	1	1	0	1	0	1	0	0	1	1	0
not specified:	38	13	13	4	8	5	9	11	7	6	5	8	9	10
no equivalent position	343 75%	146 78%	106 74%	55 75%	33 66%	34 68%	90 81%	52 68%	95 75%	61 76%	66 75%	65 76%	72 78%	50 69%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted; other cash compensation greater than \$25,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 052 page 1

Year-Round Executive Compensation: Finance Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
FINANCE DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	73 16%	31 17%	17 12%	15 21%	10 20%	7 14%	12 11%	12 16%	25 20%	17 21%	5 6%	5 6%	17 18%	29 40%
BASE ANNUAL SALARY														
answered:	69	29	16	14	10	7	11	12	24	15	3	4	17	29
mean:	\$37,000	\$38,100	\$29,000	\$47,800	\$31,800	\$31,900	\$45,900	\$33,700	\$35,200	\$38,600	\$34,300	\$30,200	\$28,000	\$39,600
standard error:	\$2,000	\$3,200	\$2,700	\$4,500	\$5,500	\$2,700	\$5,100	\$2,800	\$3,700	\$5,500	\$10,700	\$10,400	\$2,700	\$2,700
75th percentile:	\$47,500	\$45,000	\$36,000	\$62,400	\$38,800	\$38,200	\$60,000	\$39,500	\$48,000	\$55,000	\$45,000	\$51,800	\$32,000	\$49,500
50th percentile:	\$33,000	\$33,000	\$30,000	\$50,000	\$31,000	\$32,000	\$45,000	\$34,000	\$30,300	\$30,000	\$45,000	\$26,500	\$27,000	\$38,000
25th percentile:	\$25,000	\$25,900	\$20,800	\$36,500	\$17,500	\$30,000	\$35,000	\$26,000	\$20,500	\$23,500	\$13,000	\$12,500	\$19,000	\$29,500
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	4	2	1	1	0	0	1	0	1	2	2	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	27	8	8	8	3	4	4	4	8	7	1	0	7	16
mean:	\$8,600	\$10,400	\$8,400	\$7,600	\$7,300	\$6,100	\$13,800	\$4,100	\$8,900	\$9,400	\$2,200		\$7,900	\$8,100
standard error:	\$1,200	\$1,900	\$2,500	\$2,200	\$6,300	\$3,400	\$2,400	\$1,400	\$2,100	\$3,000			\$3,000	\$1,300
75th percentile:	\$12,500	\$13,800	\$15,000	\$12,000	\$20,000	\$13,300	\$18,800	\$6,700	\$12,400	\$19,500	\$2,200		\$16,000	\$10,400
50th percentile:	\$7,000	\$10,000	\$6,800	\$5,400	\$1,000	\$3,700	\$12,500	\$4,400	\$8,100	\$10,000	\$2,200		\$5,000	\$8,200
25th percentile:	\$2,400	\$7,500	\$2,300	\$2,500	\$1,000	\$1,400	\$10,000	\$1,200	\$3,300	\$2,200	\$2,200		\$1,000	\$2,800
none:	2	2	0	0	0	0	0	0	2	0	0	1	1	0
not specified:	44	21	9	7	7	3	8	8	15	10	4	4	9	13
no equivalent position	341 75%	139 74%	114 80%	51 70%	34 68%	34 68%	94 85%	58 75%	89 70%	55 69%	66 75%	75 87%	73 79%	43 60%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 053 page 1

Year-Round Executive Compensation: Development Director

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
DEVELOPMENT DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	36 8%	13 7%	9 6%	13 18%	1 2%	3 6%	10 9%	7 9%	10 8%	6 8%	1 1%	3 3%	7 8%	15 21%
BASE ANNUAL SALARY														
answered:	31	9	8	13	1	3	7	7	10	4	0	2	7	15
mean:	\$41,800	\$47,100	\$26,800	\$46,800	\$50,000	\$38,000	\$45,600	\$34,000	\$42,600	\$49,800	\$27,500	\$39,700	\$42,700	
standard error:	\$3,400	\$6,900	\$4,400	\$4,900	\$5,000	\$6,200	\$9,200	\$6,200	\$5,500	\$11,700	\$3,500	\$6,200	\$4,900	
75th percentile:	\$56,000	\$62,500	\$34,300	\$63,500	\$50,000	\$50,000	\$65,000	\$50,000	\$63,300	\$73,500	\$31,000	\$50,000	\$56,000	
50th percentile:	\$40,000	\$42,000	\$25,700	\$42,000	\$50,000	\$35,000	\$42,000	\$34,000	\$41,500	\$46,000	\$27,500	\$42,000	\$41,000	
25th percentile:	\$29,000	\$30,500	\$16,500	\$33,000	\$50,000	\$29,000	\$28,400	\$16,000	\$23,800	\$29,800	\$24,000	\$23,000	\$29,000	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	5	4	1	0	0	0	3	0	0	2	1	1	0	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	14	3	5	6	0	2	3	3	4	2	0	1	2	8
mean:	\$10,900	\$13,800	\$12,300	\$8,200		\$8,600	\$18,400	\$5,000	\$8,900	\$14,800	\$7,500	\$4,700	\$10,700	
standard error:	\$2,000	\$5,700	\$3,900	\$2,400		\$2,100	\$7,600	\$500	\$1,100	\$4,800	\$1,300	\$1,300	\$2,200	
75th percentile:	\$13,900	\$25,000	\$19,500	\$11,600		\$10,700	\$27,000	\$6,000	\$11,300	\$19,500	\$7,500	\$6,000	\$11,700	
50th percentile:	\$8,300	\$10,000	\$10,700	\$6,800		\$8,600	\$25,000	\$5,000	\$8,300	\$14,800	\$7,500	\$4,700	\$9,500	
25th percentile:	\$5,800	\$6,500	\$6,000	\$3,900		\$6,500	\$3,300	\$4,100	\$7,100	\$10,000	\$7,500	\$3,300	\$6,600	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	22	10	4	7	1	1	7	4	6	4	1	2	5	7
no equivalent position	378 83%	157 84%	122 85%	53 73%	43 86%	38 76%	96 86%	63 82%	104 82%	66 83%	70 80%	77 90%	83 90%	57 79%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

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Year-Round Executive Compensation: Guest Services Manager

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
GUEST SERVICES MANAGER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	68 15%	19 10%	35 24%	9 12%	5 10%	18 16%	12 16%	17 13%	15 19%	3 3%	10 12%	19 21%	21 29%	
BASE ANNUAL SALARY														
answered:	66	18	34	9	5	17	12	17	14	2	10	19	21	
mean:	\$26,600	\$27,900	\$25,000	\$29,500	\$28,200	\$25,800	\$27,000	\$26,800	\$27,200	\$25,700	\$20,800	\$20,300	\$25,000	\$30,300
standard error:	\$900	\$2,000	\$1,000	\$2,700	\$6,100	\$3,900	\$1,900	\$2,100	\$1,700	\$2,500	\$1,500	\$1,600	\$1,300	\$1,600
75th percentile:	\$31,300	\$35,300	\$28,200	\$35,000	\$41,000	\$33,900	\$32,500	\$31,800	\$35,000	\$30,400	\$22,300	\$24,800	\$28,000	\$35,000
50th percentile:	\$25,200	\$25,500	\$24,000	\$34,900	\$23,400	\$25,300	\$24,000	\$26,000	\$27,000	\$22,500	\$20,800	\$19,500	\$25,000	\$30,000
25th percentile:	\$21,000	\$21,800	\$21,000	\$23,000	\$17,800	\$18,000	\$21,400	\$21,500	\$24,000	\$19,600	\$19,200	\$15,000	\$20,900	\$24,000
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	2	1	1	0	0	0	1	0	1	1	0	0	0	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	31	9	15	3	4	8	4	9	7	0	4	9	11	
mean:	\$9,800	\$11,300	\$10,200	\$5,300	\$8,800	\$11,400	\$14,100	\$6,500	\$7,200	\$9,600	\$6,800	\$9,500	\$10,500	
standard error:	\$1,200	\$2,400	\$1,700	\$2,300	\$2,900	\$2,600	\$2,300	\$2,000	\$2,100	\$2,600	\$3,100	\$2,100	\$2,100	
75th percentile:	\$15,000	\$18,000	\$15,000	\$9,000	\$13,800	\$16,000	\$20,000	\$9,800	\$11,500	\$15,000	\$13,300	\$15,000	\$17,300	
50th percentile:	\$9,000	\$12,000	\$8,000	\$6,000	\$9,500	\$11,000	\$15,000	\$7,500	\$4,500	\$10,000	\$5,500	\$10,000	\$10,000	
25th percentile:	\$3,000	\$4,100	\$3,000	\$1,000	\$3,000	\$7,100	\$9,000	\$2,300	\$3,000	\$1,000	\$1,500	\$3,000	\$4,500	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	37	10	20	6	1	2	10	8	8	3	6	10	10	
no equivalent position	346 76%	151 81%	96 67%	57 78%	39 78%	88 79%	58 75%	97 76%	57 71%	68 77%	70 81%	71 77%	51 71%	
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%	

* salaries below \$10,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 055 page 1

Year-Round Executive Compensation: Program Manager

The following is a list of common full-time, YEAR-ROUND EXECUTIVE POSITIONS at camps. Please estimate the total dollar value of compensation and cash benefits for each position to the nearest thousand dollars. If multiple persons hold the same title, use the highest paid staff person at each position for your estimate.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
PROGRAM MANAGER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS POSITION	137 30%	65 35%	44 31%	15 21%	12 24%	7 14%	30 27%	27 35%	43 34%	26 33%	9 10%	19 22%	38 41%	45 63%
BASE ANNUAL SALARY														
answered:	131	62	42	14	12	7	28	27	42	23	6	18	38	45
mean:	\$26,600	\$28,500	\$24,100	\$26,700	\$26,700	\$22,500	\$29,300	\$26,200	\$26,400	\$24,900	\$24,200	\$22,100	\$23,600	\$30,200
standard error:	\$700	\$1,000	\$1,100	\$2,000	\$2,900	\$1,800	\$2,000	\$1,500	\$1,200	\$1,500	\$4,200	\$1,600	\$900	\$1,400
75th percentile:	\$30,000	\$32,300	\$30,000	\$31,200	\$32,800	\$25,500	\$35,500	\$30,000	\$30,900	\$30,000	\$35,000	\$29,300	\$27,500	\$33,000
50th percentile:	\$26,000	\$27,000	\$24,400	\$28,400	\$24,000	\$22,700	\$28,000	\$24,000	\$27,000	\$25,000	\$25,500	\$22,300	\$23,500	\$28,900
25th percentile:	\$22,000	\$23,000	\$18,800	\$22,500	\$19,500	\$20,000	\$24,300	\$21,000	\$21,800	\$20,000	\$12,000	\$16,200	\$19,800	\$24,000
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	6	3	2	1	0	0	2	0	1	3	3	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	65	28	21	8	7	4	10	14	26	11	3	7	21	22
mean:	\$9,800	\$10,300	\$10,800	\$8,700	\$6,700	\$10,700	\$12,500	\$8,100	\$9,700	\$9,400	\$4,200	\$6,600	\$8,800	\$13,700
standard error:	\$800	\$1,200	\$1,600	\$1,400	\$2,100	\$2,500	\$3,200	\$1,200	\$1,100	\$1,800	\$2,400	\$1,000	\$1,300	\$1,100
75th percentile:	\$14,900	\$15,200	\$17,700	\$12,200	\$10,900	\$15,000	\$21,300	\$11,400	\$15,500	\$14,900	\$9,000	\$10,000	\$12,500	\$17,500
50th percentile:	\$9,600	\$10,000	\$10,000	\$8,500	\$5,000	\$11,500	\$12,500	\$8,300	\$7,400	\$10,000	\$2,200	\$5,000	\$7,000	\$14,500
25th percentile:	\$4,300	\$4,100	\$4,300	\$6,300	\$1,500	\$5,700	\$2,500	\$4,000	\$4,900	\$2,200	\$1,500	\$4,500	\$4,000	\$9,900
none:	2	2	0	0	0	0	0	0	2	0	0	0	2	0
not specified:	70	35	23	7	5	3	20	13	15	15	6	12	15	23
no equivalent position	277 61%	105 56%	87 61%	51 70%	32 64%	34 68%	76 68%	43 56%	71 56%	46 57%	62 70%	61 71%	52 57%	27 38%
no answer	42 9%	17 9%	12 8%	7 10%	6 12%	9 18%	5 5%	7 9%	13 10%	8 10%	17 19%	6 7%	2 2%	0 0%

* salaries below \$10,000 not accepted

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Year-Round Executive Benefits: Associate Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
ASSOCIATE DIRECTOR														
base: camps with this position (multiple answers)	181 100%	73 100%	44 100%	36 100%	26 100%	21 100%	38 100%	37 100%	50 100%	33 100%	22 100%	31 100%	39 100%	51 100%
paid vacation	157 87%	66 90%	40 91%	31 86%	20 77%	19 90%	32 84%	34 92%	46 92%	26 79%	17 77%	23 74%	37 95%	45 88%
health/dental insurance	148 82%	64 88%	37 84%	29 81%	18 69%	18 86%	34 89%	29 78%	42 84%	25 76%	16 73%	19 61%	35 90%	45 88%
retirement contribution	127 70%	61 84%	34 77%	22 61%	10 38%	14 67%	27 71%	25 68%	37 74%	24 73%	9 41%	14 45%	29 74%	46 90%
professional memberships	124 69%	57 78%	27 61%	24 67%	16 62%	15 71%	26 68%	27 73%	33 66%	22 67%	13 59%	13 42%	28 72%	41 80%
meals	105 58%	39 53%	29 66%	21 58%	15 58%	12 57%	19 50%	21 57%	34 68%	18 55%	6 27%	18 58%	25 64%	30 59%
housing or stipend	101 56%	38 52%	30 68%	17 47%	15 58%	9 43%	20 53%	26 70%	28 56%	17 52%	11 50%	13 42%	25 64%	28 55%
utilities	91 50%	38 52%	24 55%	15 42%	13 50%	8 38%	16 42%	24 65%	28 56%	14 42%	11 50%	12 39%	20 51%	26 51%
life insurance	90 50%	53 73%	15 34%	16 44%	6 23%	9 43%	17 45%	22 59%	24 48%	18 55%	7 32%	5 16%	19 49%	37 73%
disability insurance	81 45%	46 63%	19 43%	14 39%	2 8%	9 43%	19 50%	15 41%	22 44%	16 48%	5 23%	9 29%	19 49%	28 55%
transportation or stipend	56 31%	17 23%	19 43%	9 25%	11 42%	3 14%	17 45%	16 43%	13 26%	7 21%	9 41%	9 29%	10 26%	13 25%
indicated one or more	178 98%	73 100%	44 100%	35 97%	25 96%	20 95%	38 100%	37 100%	50 100%	32 97%	22 100%	28 90%	39 100%	51 100%
no answer	3 2%	0 0%	0 0%	1 3%	1 4%	1 5%	0 0%	0 0%	0 0%	1 3%	0 0%	3 10%	0 0%	0 0%

American Camping Association®

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TABLE 057 page 1

Year-Round Executive Benefits: Maintenance Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
MAINTENANCE DIRECTOR														
base: camps with this position (multiple answers)	288 100%	122 100%	95 100%	41 100%	27 100%	27 100%	80 100%	51 100%	72 100%	51 100%	21 100%	51 100%	76 100%	70 100%
paid vacation	251 87%	110 90%	84 88%	37 90%	19 70%	22 81%	70 88%	44 86%	65 90%	45 88%	18 86%	43 84%	69 91%	64 91%
health/dental insurance	232 81%	105 86%	77 81%	33 80%	16 59%	20 74%	65 81%	41 80%	59 82%	41 80%	15 71%	37 73%	64 84%	63 90%
retirement contribution	213 74%	104 85%	74 78%	25 61%	9 33%	18 67%	59 74%	37 73%	58 81%	38 75%	14 67%	34 67%	55 72%	59 84%
disability insurance	162 56%	90 74%	47 49%	20 49%	4 15%	15 56%	44 55%	27 53%	43 60%	29 57%	13 62%	24 47%	45 59%	40 57%
housing or stipend	161 56%	71 58%	56 59%	20 49%	12 44%	15 56%	42 53%	27 53%	36 50%	36 71%	12 57%	28 55%	41 54%	37 53%
life insurance	159 55%	92 75%	37 39%	23 56%	6 22%	13 48%	37 46%	32 63%	47 65%	27 53%	11 52%	17 33%	42 55%	49 70%
utilities	145 50%	66 54%	49 52%	16 39%	12 44%	10 37%	36 45%	27 53%	32 44%	35 69%	11 52%	25 49%	39 51%	32 46%
meals	144 50%	50 41%	65 68%	19 46%	8 30%	9 33%	38 48%	23 45%	38 53%	34 67%	7 33%	25 49%	41 54%	40 57%
transportation or stipend	91 32%	37 30%	31 33%	14 34%	9 33%	9 33%	33 41%	22 43%	18 25%	8 16%	6 29%	13 25%	23 30%	21 30%
professional memberships	87 30%	44 36%	24 25%	13 32%	6 22%	8 30%	23 29%	21 41%	19 26%	14 27%	6 29%	6 12%	20 26%	30 43%
indicated one or more	275 95%	117 96%	93 98%	38 93%	25 93%	25 93%	77 96%	48 94%	70 97%	49 96%	21 100%	47 92%	73 96%	67 96%
no answer	13 5%	5 4%	2 2%	3 7%	2 7%	2 7%	3 4%	3 6%	2 3%	2 4%	0 0%	4 8%	3 4%	3 4%

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Year-Round Executive Benefits: Food Service Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
FOOD SERVICE DIRECTOR														
base: camps with this position (multiple answers)	157 100%	55 100%	66 100%	21 100%	13 100%	8 100%	39 100%	28 100%	46 100%	34 100%	9 100%	27 100%	39 100%	50 100%
paid vacation	124 79%	45 82%	51 77%	20 95%	7 54%	5 63%	28 72%	22 79%	40 87%	28 82%	2 22%	19 70%	34 87%	43 86%
meals	113 72%	39 71%	52 79%	14 67%	7 54%	4 50%	28 72%	19 68%	34 74%	27 79%	5 56%	15 56%	32 82%	37 74%
health/dental insurance	111 71%	43 78%	42 64%	19 90%	7 54%	5 63%	25 64%	20 71%	35 76%	25 74%	2 22%	15 56%	32 82%	41 82%
retirement contribution	107 68%	43 78%	43 65%	16 76%	4 31%	4 50%	26 67%	17 61%	34 74%	25 74%	2 22%	14 52%	33 85%	36 72%
life insurance	76 48%	33 60%	24 36%	16 76%	3 23%	3 38%	14 36%	15 54%	27 59%	16 47%	0 0%	3 11%	23 59%	32 64%
disability insurance	74 47%	30 55%	30 45%	13 62%	1 8%	3 38%	20 51%	11 39%	24 52%	16 47%	0 0%	6 22%	27 69%	24 48%
housing or stipend	51 32%	15 27%	24 36%	8 38%	4 31%	3 38%	13 33%	7 25%	8 17%	19 56%	3 33%	6 22%	15 38%	15 30%
professional memberships	46 29%	19 35%	15 23%	9 43%	3 23%	1 13%	11 28%	11 39%	12 26%	11 32%	1 11%	1 4%	11 28%	25 50%
utilities	44 28%	14 25%	21 32%	6 29%	3 23%	1 13%	10 26%	6 21%	10 22%	16 47%	4 44%	5 19%	14 36%	13 26%
transportation or stipend	23 15%	4 7%	11 17%	6 29%	2 15%	0 0%	8 21%	5 18%	6 13%	4 12%	3 33%	2 7%	8 21%	6 12%
indicated one or more	148 94%	50 91%	63 95%	21 100%	13 100%	7 88%	36 92%	27 96%	45 98%	31 91%	7 78%	23 85%	39 100%	48 96%
no answer	9 6%	5 9%	3 5%	0 0%	0 0%	1 13%	3 8%	1 4%	1 2%	3 9%	2 22%	4 15%	0 0%	2 4%

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Year-Round Executive Benefits: Housekeeping Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
HOUSEKEEPING DIRECTOR														
base: camps with this position (multiple answers)	56 100%	19 100%	24 100%	8 100%	4 100%	2 100%	14 100%	17 100%	14 100%	9 100%	2 100%	5 100%	17 100%	21 100%
paid vacation	41 73%	15 79%	16 67%	6 75%	4 100%	1 50%	10 71%	14 82%	9 64%	7 78%	0 0%	2 40%	12 71%	18 86%
health/dental insurance	39 70%	14 74%	17 71%	7 88%	1 25%	1 50%	10 71%	11 65%	10 71%	7 78%	1 50%	3 60%	12 71%	17 81%
meals	36 64%	12 63%	17 71%	5 63%	2 50%	1 50%	8 57%	11 65%	7 50%	9 100%	2 100%	3 60%	12 71%	14 67%
retirement contribution	32 57%	14 74%	13 54%	4 50%	1 25%	1 50%	7 50%	10 59%	9 64%	5 56%	0 0%	2 40%	9 53%	14 67%
disability insurance	30 54%	11 58%	16 67%	3 38%	0 0%	1 50%	8 57%	10 59%	7 50%	4 44%	1 50%	2 40%	10 59%	12 57%
life insurance	24 43%	11 58%	9 38%	4 50%	0 0%	0 0%	6 43%	9 53%	5 36%	4 44%	0 0%	0 0%	8 47%	11 52%
housing or stipend	11 20%	3 16%	6 25%	1 13%	1 25%	1 50%	3 21%	1 6%	2 14%	4 44%	2 100%	1 20%	6 35%	1 5%
utilities	11 20%	3 16%	6 25%	1 13%	1 25%	1 50%	3 21%	1 6%	2 14%	4 44%	2 100%	0 0%	7 41%	1 5%
transportation or stipend	9 16%	4 21%	4 17%	1 13%	0 0%	0 0%	2 14%	1 6%	3 21%	3 33%	0 0%	1 20%	4 24%	3 14%
professional memberships	7 13%	3 16%	3 13%	1 13%	0 0%	0 0%	3 21%	3 18%	1 7%	0 0%	1 50%	0 0%	1 6%	3 14%
indicated one or more	52 93%	17 89%	24 100%	7 88%	4 100%	2 100%	13 93%	16 94%	12 86%	9 100%	2 100%	4 80%	17 100%	19 90%
no answer	4 7%	2 11%	0 0%	1 13%	0 0%	0 0%	1 7%	1 6%	2 14%	0 0%	0 0%	1 20%	0 0%	2 10%

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TABLE 060 page 1

Year-Round Executive Benefits: Operations Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
OPERATIONS DIRECTOR														
base: camps with this position (multiple answers)	71 100%	24 100%	25 100%	11 100%	11 100%	7 100%	16 100%	18 100%	19 100%	11 100%	5 100%	15 100%	18 100%	22 100%
paid vacation	55 77%	18 75%	19 76%	10 91%	8 73%	5 71%	10 63%	15 83%	16 84%	9 82%	1 20%	11 73%	14 78%	18 82%
health/dental insurance	53 75%	19 79%	21 84%	7 64%	6 55%	4 57%	11 69%	14 78%	16 84%	8 73%	2 40%	11 73%	12 67%	18 82%
retirement contribution	45 63%	17 71%	17 68%	6 55%	5 45%	3 43%	7 44%	12 67%	14 74%	9 82%	0 0%	9 60%	9 50%	17 77%
professional memberships	37 52%	15 63%	10 40%	7 64%	5 45%	2 29%	9 56%	10 56%	10 53%	6 55%	2 40%	8 53%	8 44%	12 55%
meals	36 51%	12 50%	15 60%	6 55%	3 27%	3 43%	8 50%	7 39%	10 53%	8 73%	2 40%	7 47%	11 61%	12 55%
life insurance	32 45%	15 63%	7 28%	6 55%	4 36%	2 29%	5 31%	9 50%	10 53%	6 55%	0 0%	3 20%	8 44%	14 64%
disability insurance	32 45%	13 54%	12 48%	4 36%	3 27%	3 43%	6 38%	9 50%	9 47%	5 45%	1 20%	4 27%	9 50%	11 50%
housing or stipend	31 44%	16 67%	9 36%	2 18%	4 36%	2 29%	9 56%	10 56%	6 32%	4 36%	1 20%	5 33%	7 39%	13 59%
utilities	31 44%	15 63%	11 44%	2 18%	3 27%	1 14%	9 56%	10 56%	6 32%	5 45%	2 40%	5 33%	7 39%	13 59%
transportation or stipend	23 32%	8 33%	9 36%	2 18%	4 36%	4 57%	6 38%	5 28%	7 37%	1 9%	1 20%	4 27%	6 33%	6 27%
indicated one or more	63 89%	21 88%	23 92%	10 91%	9 82%	5 71%	13 81%	16 89%	19 100%	10 91%	4 80%	12 80%	17 94%	19 86%
no answer	8 11%	3 13%	2 8%	1 9%	2 18%	2 29%	3 19%	2 11%	0 0%	1 9%	1 20%	3 20%	1 6%	3 14%

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Year-Round Executive Benefits: Finance Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
FINANCE DIRECTOR														
base: camps with this position (multiple answers)	73 100%	31 100%	17 100%	15 100%	10 100%	7 100%	12 100%	12 100%	25 100%	17 100%	5 100%	5 100%	17 100%	29 100%
paid vacation	58 79%	26 84%	12 71%	14 93%	6 60%	6 86%	8 67%	11 92%	19 76%	14 82%	3 60%	2 40%	14 82%	25 86%
health/dental insurance	55 75%	25 81%	12 71%	13 87%	5 50%	4 57%	9 75%	11 92%	19 76%	12 71%	3 60%	2 40%	13 76%	23 79%
retirement contribution	48 66%	24 77%	9 53%	13 87%	2 20%	3 43%	7 58%	9 75%	18 72%	11 65%	2 40%	2 40%	10 59%	21 72%
life insurance	41 56%	24 77%	6 35%	10 67%	1 10%	2 29%	7 58%	8 67%	17 68%	7 41%	2 40%	2 40%	4 24%	21 72%
disability insurance	36 49%	20 65%	6 35%	8 53%	2 20%	2 29%	7 58%	6 50%	14 56%	7 41%	2 40%	3 60%	6 35%	15 52%
meals	28 38%	12 39%	9 53%	5 33%	2 20%	2 29%	6 50%	5 42%	7 28%	8 47%	3 60%	1 20%	8 47%	8 28%
professional memberships	28 38%	14 45%	5 29%	7 47%	2 20%	1 14%	4 33%	6 50%	7 28%	10 59%	3 60%	2 40%	4 24%	12 41%
transportation or stipend	13 18%	2 6%	5 29%	5 33%	1 10%	1 14%	3 25%	2 17%	2 8%	5 29%	2 40%	0 0%	3 18%	5 17%
housing or stipend	11 15%	4 13%	3 18%	2 13%	2 20%	0 0%	3 25%	1 8%	3 12%	4 24%	3 60%	1 20%	3 18%	1 3%
utilities	8 11%	2 6%	2 12%	2 13%	2 20%	1 14%	2 17%	1 8%	2 8%	2 12%	3 60%	0 0%	1 6%	2 7%
indicated one or more	66 90%	29 94%	14 82%	15 100%	8 80%	6 86%	11 92%	11 92%	22 88%	16 94%	5 100%	3 60%	16 94%	26 90%
no answer	7 10%	2 6%	3 18%	0 0%	2 20%	1 14%	1 8%	1 8%	3 12%	1 6%	0 0%	2 40%	1 6%	3 10%

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Year-Round Executive Benefits: Development Director

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
DEVELOPMENT DIRECTOR														
base: camps with this position (multiple answers)	36 100%	13 100%	9 100%	13 100%	1 100%	3 100%	10 100%	7 100%	10 100%	6 100%	1 100%	3 100%	7 100%	15 100%
paid vacation	29 81%	10 77%	7 78%	12 92%	0 0%	2 67%	8 80%	6 86%	10 100%	3 50%	0 0%	2 67%	6 86%	15 100%
health/dental insurance	25 69%	9 69%	5 56%	11 85%	0 0%	2 67%	6 60%	5 71%	9 90%	3 50%	0 0%	2 67%	4 57%	14 93%
retirement contribution	23 64%	8 62%	6 67%	9 69%	0 0%	2 67%	4 40%	6 86%	8 80%	3 50%	0 0%	2 67%	3 43%	13 87%
life insurance	19 53%	8 62%	3 33%	8 62%	0 0%	1 33%	3 30%	5 71%	8 80%	2 33%	0 0%	1 33%	2 29%	11 73%
disability insurance	15 42%	6 46%	2 22%	7 54%	0 0%	1 33%	2 20%	3 43%	7 70%	2 33%	0 0%	2 67%	1 14%	8 53%
professional memberships	15 42%	7 54%	2 22%	6 46%	0 0%	1 33%	6 60%	3 43%	4 40%	1 17%	0 0%	2 67%	1 14%	7 47%
meals	14 39%	7 54%	4 44%	3 23%	0 0%	1 33%	4 40%	1 14%	5 50%	3 50%	1 100%	1 33%	0 0%	7 47%
transportation or stipend	10 28%	4 31%	2 22%	4 31%	0 0%	0 0%	2 20%	3 43%	4 40%	1 17%	0 0%	1 33%	2 29%	4 27%
housing or stipend	3 8%	2 15%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	1 10%	2 33%	1 100%	1 33%	0 0%	0 0%
utilities	2 6%	1 8%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	1 10%	1 17%	1 100%	1 33%	0 0%	0 0%
indicated one or more	32 89%	12 92%	8 89%	12 92%	0 0%	2 67%	9 90%	6 86%	10 100%	5 83%	1 100%	2 67%	6 86%	15 100%
no answer	4 11%	1 8%	1 11%	1 8%	1 100%	1 33%	1 10%	1 14%	0 0%	1 17%	0 0%	1 33%	1 14%	0 0%

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TABLE 063 page 1

Year-Round Executive Benefits: Guest Services Manager

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
GUEST SERVICES MANAGER														
base: camps with this position (multiple answers)	68 100%	19 100%	35 100%	9 100%	5 100%	5 100%	18 100%	12 100%	17 100%	15 100%	3 100%	10 100%	19 100%	21 100%
paid vacation	62 91%	16 84%	32 91%	9 100%	5 100%	4 80%	16 89%	10 83%	17 100%	14 93%	2 67%	9 90%	17 89%	19 90%
retirement contribution	52 76%	15 79%	29 83%	6 67%	2 40%	4 80%	13 72%	7 58%	14 82%	13 87%	2 67%	6 60%	14 74%	17 81%
health/dental insurance	49 72%	14 74%	26 74%	6 67%	3 60%	4 80%	13 72%	6 50%	13 76%	12 80%	2 67%	6 60%	14 74%	17 81%
meals	45 66%	13 68%	25 71%	6 67%	1 20%	1 20%	13 72%	7 58%	13 76%	11 73%	3 100%	8 80%	11 58%	14 67%
life insurance	33 49%	12 63%	13 37%	7 78%	1 20%	3 60%	6 33%	4 33%	13 76%	6 40%	0 0%	2 20%	10 53%	14 67%
disability insurance	30 44%	10 53%	12 34%	7 78%	1 20%	3 60%	9 50%	3 25%	9 53%	6 40%	0 0%	3 30%	9 47%	11 52%
housing or stipend	25 37%	12 63%	9 26%	1 11%	3 60%	1 20%	5 28%	6 50%	5 29%	8 53%	1 33%	1 10%	7 37%	11 52%
professional memberships	21 31%	9 47%	8 23%	3 33%	1 20%	1 20%	5 28%	5 42%	6 35%	4 27%	0 0%	0 0%	6 32%	10 48%
utilities	20 29%	12 63%	7 20%	0 0%	1 20%	1 20%	4 22%	4 33%	5 29%	6 40%	1 33%	1 10%	5 26%	8 38%
transportation or stipend	7 10%	1 5%	5 14%	1 11%	0 0%	0 0%	2 11%	2 17%	2 12%	1 7%	0 0%	0 0%	3 16%	3 14%
indicated one or more	65 96%	18 95%	33 94%	9 100%	5 100%	4 80%	17 94%	11 92%	17 100%	15 100%	3 100%	9 90%	18 95%	20 95%
no answer	3 4%	1 5%	2 6%	0 0%	0 0%	1 20%	1 6%	1 8%	0 0%	0 0%	0 0%	1 10%	1 5%	1 5%

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Year-Round Executive Benefits: Program Manager

Please identify which of the following benefits your organization provides the positions identified in question 1. Select all that apply for each position.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
PROGRAM MANAGER														
base: camps with this position (multiple answers)	137 100%	65 100%	44 100%	15 100%	12 100%	7 100%	30 100%	27 100%	43 100%	26 100%	9 100%	19 100%	38 100%	45 100%
paid vacation	124 91%	59 91%	41 93%	13 87%	11 92%	5 71%	26 87%	27 100%	39 91%	23 88%	7 78%	16 84%	35 92%	45 100%
health/dental insurance	120 88%	61 94%	37 84%	13 87%	9 75%	5 71%	26 87%	23 85%	39 91%	23 88%	7 78%	15 79%	34 89%	43 96%
retirement contribution	107 78%	60 92%	31 70%	12 80%	4 33%	4 57%	24 80%	21 78%	34 79%	20 77%	5 56%	12 63%	27 71%	40 89%
meals	93 68%	39 60%	36 82%	11 73%	6 50%	5 71%	21 70%	21 78%	28 65%	17 65%	6 67%	11 58%	29 76%	32 71%
life insurance	90 66%	55 85%	21 48%	11 73%	3 25%	4 57%	17 57%	18 67%	30 70%	17 65%	4 44%	7 37%	22 58%	38 84%
professional memberships	86 63%	47 72%	22 50%	8 53%	9 75%	4 57%	17 57%	24 89%	23 53%	14 54%	6 67%	8 42%	25 66%	29 64%
disability insurance	82 60%	50 77%	20 45%	9 60%	3 25%	3 43%	18 60%	14 52%	27 63%	17 65%	5 56%	8 42%	23 61%	27 60%
housing or stipend	81 59%	41 63%	27 61%	8 53%	4 33%	5 71%	16 53%	18 67%	26 60%	14 54%	5 56%	9 47%	26 68%	29 64%
utilities	70 51%	37 57%	24 55%	6 40%	2 17%	3 43%	12 40%	16 59%	23 53%	13 50%	5 56%	8 42%	24 63%	25 56%
transportation or stipend	35 26%	14 22%	13 30%	6 40%	2 17%	0 0%	10 33%	5 19%	14 33%	6 23%	4 44%	6 32%	8 21%	7 16%
indicated one or more	136 99%	65 100%	44 100%	15 100%	11 92%	6 86%	30 100%	27 100%	43 100%	26 100%	9 100%	19 100%	37 97%	45 100%
no answer	1 1%	0 0%	0 0%	0 0%	1 8%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 3%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 065 page 1

Seasonal Staff Compensation: Summary (Paid Position Incidence)

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
SUMMARY: PAID POSITION INCIDENCE														
base: all respondents (multiple answers)	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
cabin counselors	354 78%	156 83%	92 64%	58 79%	46 92%	42 84%	87 78%	64 83%	102 80%	51 64%	57 65%	67 78%	77 84%	65 90%
cooks	354 78%	132 71%	120 84%	60 82%	40 80%	40 80%	94 85%	59 77%	99 78%	58 73%	68 77%	72 84%	69 75%	57 79%
waterfront director	330 72%	148 79%	99 69%	49 67%	32 64%	42 84%	91 82%	54 70%	95 75%	41 51%	47 53%	67 78%	72 78%	60 83%
nurse	316 69%	143 76%	79 55%	54 74%	39 78%	43 86%	85 77%	52 68%	85 67%	45 56%	47 53%	58 67%	69 75%	63 88%
maintenance workers/ grounds keepers	303 66%	117 63%	105 73%	44 60%	35 70%	34 68%	79 71%	48 62%	93 73%	43 54%	49 56%	58 67%	64 70%	59 82%
head/lead counselor	284 62%	134 72%	64 45%	49 67%	36 72%	35 70%	68 61%	53 69%	77 61%	44 55%	42 48%	44 51%	65 71%	60 83%
dishwashers	268 59%	99 53%	90 63%	42 58%	36 72%	33 66%	81 73%	39 51%	71 56%	40 50%	41 47%	53 62%	59 64%	52 72%
program skill directors (tripping & horseback riding)	264 58%	137 73%	54 38%	37 51%	35 70%	37 74%	68 61%	47 61%	71 56%	37 46%	36 41%	47 55%	68 74%	57 79%
program director	259 57%	133 71%	59 41%	39 53%	28 56%	33 66%	65 59%	40 52%	78 61%	36 45%	44 50%	44 51%	58 63%	51 71%
office clerks/administrative	240 53%	104 56%	62 43%	36 49%	36 72%	40 80%	61 55%	40 52%	59 46%	34 43%	28 32%	47 55%	55 60%	54 75%
assistant camp director	200 44%	102 55%	38 27%	30 41%	29 58%	29 58%	54 49%	27 35%	59 46%	25 31%	32 36%	35 41%	35 38%	33 46%
summer camp director	167 37%	80 43%	38 27%	26 36%	23 46%	20 40%	46 41%	23 30%	46 36%	29 36%	35 40%	24 28%	27 29%	30 42%
housekeepers	128 28%	35 19%	50 35%	23 32%	19 38%	13 26%	39 35%	22 29%	34 27%	18 23%	17 19%	27 31%	26 28%	32 44%
wranglers	108 24%	65 35%	16 11%	16 22%	10 20%	7 14%	17 15%	25 32%	42 33%	16 20%	8 9%	16 19%	25 27%	33 46%
videographer/photographer	58 13%	14 7%	15 10%	14 19%	14 28%	6 12%	10 9%	14 18%	18 14%	9 11%	4 5%	8 9%	16 17%	17 24%
dining room host/hostess	49 11%	16 9%	20 14%	4 5%	9 18%	7 14%	14 13%	4 5%	14 11%	10 13%	2 2%	10 12%	12 13%	17 24%

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TABLE 065 page 2

Seasonal Staff Compensation: Summary (Paid Position Incidence)

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents (multiple answers)	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
retail clerks	48 11%	22 12%	13 9%	10 14%	3 6%	5 10%	11 10%	9 12%	15 12%	8 10%	2 2%	7 8%	10 11%	15 21%
waiters/waitresses	29 6%	5 3%	12 8%	4 5%	8 16%	2 4%	14 13%	4 5%	3 2%	5 6%	2 2%	2 2%	5 5%	12 17%
webmaster	22 5%	4 2%	7 5%	3 4%	8 16%	3 6%	5 5%	4 5%	6 5%	4 5%	0 0%	2 2%	4 4%	9 13%
indicated one or more	438 96%	183 98%	137 96%	68 93%	48 96%	49 98%	110 99%	74 96%	122 96%	73 91%	81 92%	84 98%	89 97%	71 99%
no paid position indicated	11 2%	4 2%	4 3%	2 3%	1 2%	1 2%	1 1%	1 1%	4 3%	4 5%	5 6%	1 1%	2 2%	1 1%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

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TABLE 066 page 1

Seasonal Staff Compensation: Summer Camp Director

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
SUMMER CAMP DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	167 37%	80 43%	38 27%	26 36%	20 40%	46 41%	23 30%	46 36%	29 36%	35 40%	24 28%	27 29%	30 42%	
GROSS WEEKLY WAGE														
answered:	160	78	37	25	20	43	23	43	28	34	23	26	28	
mean:	\$750	\$680	\$510	\$930	\$1,190	\$1,040	\$740	\$700	\$690	\$660	\$620	\$800	\$740	\$900
standard error:	\$40	\$50	\$70	\$110	\$200	\$160	\$80	\$130	\$90	\$80	\$60	\$130	\$90	\$150
75th percentile:	\$900	\$800	\$530	\$1,450	\$1,730	\$800	\$900	\$900	\$840	\$740	\$1,000	\$1,000	\$1,140	
50th percentile:	\$600	\$600	\$400	\$730	\$930	\$700	\$600	\$550	\$600	\$600	\$500	\$600	\$610	
25th percentile:	\$400	\$420	\$300	\$500	\$530	\$530	\$400	\$310	\$380	\$400	\$400	\$420	\$370	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	7	2	1	1	3	0	3	0	3	1	1	1	2	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	15	4	7	2	2	7	2	4	2	3	3	2	4	
mean:	\$210	\$200	\$260	\$130	\$180	\$280	\$240	\$150	\$100	\$370	\$180	\$200	\$120	
standard error:	\$50	\$100	\$80	\$30	\$80	\$90	\$70	\$50	\$0	\$180	\$60	\$50	\$20	
75th percentile:	\$300	\$400	\$300	\$150	\$250	\$500	\$300	\$250	\$100	\$700	\$300	\$250	\$150	
50th percentile:	\$150	\$100	\$170	\$130	\$180	\$150	\$240	\$100	\$100	\$300	\$150	\$200	\$100	
25th percentile:	\$100	\$90	\$100	\$100	\$100	\$100	\$170	\$100	\$100	\$100	\$100	\$150	\$90	
none:	6	4	1	0	1	1	0	3	1	3	1	0	2	
not specified:	146	72	30	24	20	19	38	21	39	29	20	25	24	
volunteer position	26 6%	1 1%	24 17%	0 0%	0 0%	10 9%	6 8%	7 6%	3 4%	9 10%	6 7%	2 2%	2 3%	
no equivalent position	256 56%	106 57%	79 55%	44 60%	26 52%	30 60%	55 50%	46 60%	73 57%	42 48%	55 64%	62 67%	40 56%	
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	1 1%	1 1%	0 0%	

* wages greater than \$3,600 not accepted

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TABLE 067 page 1

Seasonal Staff Compensation: Assistant Camp Director

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
ASSISTANT CAMP DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	200 44%	102 55%	38 27%	30 41%	29 58%	54 49%	27 35%	59 46%	25 31%	32 36%	35 41%	35 38%	33 46%	
GROSS WEEKLY WAGE														
answered:	195	100	38	28	28	54	27	56	24	31	35	35	32	
mean:	\$420	\$400	\$310	\$460	\$610	\$420	\$390	\$390	\$380	\$360	\$370	\$460	\$470	
standard error:	\$20	\$20	\$30	\$40	\$60	\$30	\$50	\$30	\$40	\$20	\$30	\$40	\$50	
75th percentile:	\$500	\$460	\$380	\$590	\$700	\$500	\$500	\$410	\$520	\$450	\$400	\$500	\$700	
50th percentile:	\$380	\$350	\$270	\$400	\$500	\$390	\$300	\$340	\$300	\$350	\$330	\$450	\$300	
25th percentile:	\$280	\$300	\$200	\$310	\$410	\$260	\$250	\$260	\$250	\$300	\$250	\$300	\$250	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	5	2	0	2	1	0	0	3	1	1	0	0	1	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	21	6	9	1	5	7	3	5	4	1	4	8	4	
mean:	\$120	\$100	\$110	\$350	\$140	\$130	\$100	\$110	\$160	\$200	\$100	\$160	\$110	
standard error:	\$20	\$20	\$20	\$30	\$30	\$30	\$40	\$20	\$60	\$40	\$40	\$30	\$20	
75th percentile:	\$190	\$130	\$160	\$350	\$200	\$200	\$170	\$150	\$290	\$200	\$180	\$200	\$150	
50th percentile:	\$100	\$100	\$100	\$350	\$140	\$150	\$100	\$100	\$100	\$200	\$90	\$150	\$100	
25th percentile:	\$80	\$50	\$80	\$350	\$80	\$50	\$20	\$80	\$90	\$200	\$30	\$100	\$90	
none:	6	6	0	0	0	2	0	2	0	3	0	0	2	
not specified:	173	90	29	29	24	45	24	52	21	28	31	27	27	
volunteer position	25 5%	3 2%	19 13%	2 3%	1 2%	7 6%	7 9%	5 4%	5 6%	7 8%	4 5%	3 3%	2 3%	
no equivalent position	224 49%	82 44%	84 59%	38 52%	19 38%	50 45%	41 53%	62 49%	47 59%	47 53%	46 53%	53 58%	37 51%	
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%	

* wages greater than \$1,500 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 068 page 1

Seasonal Staff Compensation: Program Director

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
PROGRAM DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	259 57%	133 71%	59 41%	39 53%	28 56%	33 66%	65 59%	40 52%	78 61%	36 45%	44 50%	44 51%	58 63%	51 71%
GROSS WEEKLY WAGE														
answered:	254	130	59	37	28	31	65	40	75	36	43	43	58	51
mean:	\$360	\$330	\$350	\$390	\$470	\$430	\$360	\$350	\$320	\$360	\$310	\$320	\$370	\$400
standard error:	\$10	\$10	\$30	\$30	\$40	\$40	\$30	\$40	\$20	\$30	\$20	\$20	\$20	\$40
75th percentile:	\$400	\$380	\$350	\$510	\$660	\$500	\$400	\$400	\$350	\$400	\$350	\$340	\$400	\$500
50th percentile:	\$300	\$300	\$290	\$300	\$400	\$360	\$300	\$300	\$290	\$300	\$290	\$300	\$300	\$300
25th percentile:	\$250	\$230	\$200	\$280	\$300	\$300	\$250	\$200	\$220	\$250	\$220	\$230	\$240	\$250
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	5	3	0	2	0	2	0	0	3	0	1	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	20	8	7	2	3	1	7	2	6	4	3	2	6	5
mean:	\$180	\$100	\$270	\$230	\$160	\$100	\$250	\$60	\$180	\$140	\$50	\$130	\$250	\$100
standard error:	\$30	\$20	\$80	\$130	\$60	\$60	\$60	\$40	\$70	\$70	\$20	\$80	\$50	\$0
75th percentile:	\$260	\$100	\$500	\$350	\$280	\$100	\$400	\$100	\$280	\$290	\$100	\$200	\$360	\$100
50th percentile:	\$100	\$100	\$200	\$230	\$100	\$100	\$200	\$60	\$100	\$90	\$40	\$130	\$240	\$100
25th percentile:	\$100	\$60	\$80	\$100	\$100	\$100	\$100	\$20	\$90	\$50	\$20	\$50	\$140	\$90
none:	9	7	1	0	1	2	3	1	3	0	3	1	2	1
not specified:	230	118	51	37	24	30	55	37	69	32	38	41	50	45
volunteer position	27 6%	5 3%	16 11%	2 3%	3 6%	1 2%	6 5%	3 4%	10 8%	6 8%	7 8%	7 8%	2 2%	1 1%
no equivalent position	163 36%	49 26%	66 46%	29 40%	18 36%	16 32%	40 36%	32 42%	38 30%	35 44%	35 40%	34 40%	31 34%	20 28%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$1,500 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 069 page 1

Seasonal Staff Compensation: Head/Lead Counselor

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
HEAD/LEAD COUNSELOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	284 62%	134 72%	64 45%	49 67%	36 72%	35 70%	68 61%	53 69%	77 61%	44 55%	42 48%	44 51%	65 71%	60 83%
GROSS WEEKLY WAGE														
answered:	280	133	64	46	36	34	68	53	76	42	42	44	64	60
mean:	\$280	\$250	\$260	\$290	\$470	\$320	\$340	\$280	\$240	\$260	\$240	\$260	\$280	\$350
standard error:	\$10	\$10	\$20	\$20	\$70	\$30	\$40	\$40	\$10	\$10	\$10	\$20	\$20	\$50
75th percentile:	\$300	\$280	\$250	\$300	\$490	\$350	\$310	\$270	\$250	\$300	\$280	\$300	\$300	\$300
50th percentile:	\$230	\$210	\$200	\$250	\$330	\$280	\$250	\$200	\$200	\$240	\$210	\$250	\$240	\$210
25th percentile:	\$200	\$200	\$200	\$200	\$230	\$210	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	4	1	0	3	0	1	0	0	1	2	0	0	1	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	26	8	8	4	6	2	6	6	5	6	2	2	11	8
mean:	\$140	\$120	\$120	\$150	\$210	\$150	\$150	\$90	\$120	\$140	\$60	\$150	\$140	\$110
standard error:	\$20	\$20	\$20	\$70	\$60	\$50	\$20	\$20	\$20	\$40	\$40	\$50	\$30	\$10
75th percentile:	\$200	\$180	\$150	\$290	\$280	\$200	\$200	\$150	\$150	\$160	\$100	\$200	\$200	\$100
50th percentile:	\$100	\$100	\$100	\$100	\$170	\$150	\$150	\$100	\$100	\$100	\$60	\$150	\$100	\$100
25th percentile:	\$100	\$100	\$90	\$50	\$100	\$100	\$90	\$30	\$100	\$100	\$20	\$100	\$90	\$100
none:	9	5	1	0	3	2	3	2	2	0	3	2	1	2
not specified:	249	121	55	45	27	31	59	45	70	38	37	40	53	50
volunteer position	33 7%	6 3%	24 17%	2 3%	0 0%	2 4%	10 9%	5 6%	9 7%	7 9%	11 13%	9 10%	4 4%	2 3%
no equivalent position	132 29%	47 25%	53 37%	19 26%	13 26%	13 26%	33 30%	17 22%	40 31%	26 33%	33 38%	32 37%	22 24%	10 14%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$2,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 070 page 1

Seasonal Staff Compensation: Program Skill Directors

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
PROGRAM SKILL DIRECTORS (TRIPPING & HORSEBACK RIDING)														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	264 58%	137 73%	54 38%	37 51%	35 70%	37 74%	68 61%	47 61%	71 56%	37 46%	36 41%	47 55%	68 74%	57 79%
GROSS WEEKLY WAGE														
answered:	261	135	54	36	35	36	68	47	70	36	36	46	67	57
mean:	\$250	\$250	\$220	\$270	\$320	\$280	\$270	\$250	\$250	\$230	\$230	\$240	\$270	\$240
standard error:	\$10	\$10	\$10	\$20	\$20	\$10	\$10	\$10	\$10	\$20	\$10	\$10	\$10	\$10
75th percentile:	\$300	\$290	\$250	\$300	\$400	\$300	\$340	\$250	\$300	\$300	\$300	\$300	\$300	\$290
50th percentile:	\$230	\$220	\$200	\$250	\$300	\$270	\$220	\$230	\$230	\$200	\$210	\$210	\$250	\$210
25th percentile:	\$200	\$200	\$190	\$200	\$200	\$210	\$200	\$200	\$190	\$170	\$190	\$200	\$200	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	3	2	0	1	0	1	0	0	1	1	0	1	1	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	29	12	8	3	6	4	7	4	7	7	2	4	8	10
mean:	\$130	\$100	\$110	\$120	\$220	\$240	\$140	\$90	\$100	\$100	\$30	\$100	\$140	\$110
standard error:	\$20	\$20	\$20	\$20	\$80	\$120	\$20	\$40	\$20	\$10	\$10	\$30	\$20	\$10
75th percentile:	\$160	\$100	\$150	\$150	\$300	\$500	\$200	\$160	\$100	\$100	\$40	\$170	\$200	\$100
50th percentile:	\$100	\$100	\$90	\$100	\$170	\$150	\$100	\$80	\$100	\$100	\$30	\$80	\$150	\$100
25th percentile:	\$80	\$50	\$80	\$100	\$100	\$80	\$100	\$20	\$60	\$80	\$20	\$60	\$100	\$100
none:	8	4	1	0	3	2	1	2	2	1	3	2	0	2
not specified:	227	121	45	34	26	31	60	41	62	29	31	41	60	45
volunteer position	16 4%	4 2%	11 8%	1 1%	0 0%	0 0%	3 3%	2 3%	5 4%	5 6%	5 6%	3 3%	3 3%	1 1%
no equivalent position	169 37%	46 25%	76 53%	32 44%	14 28%	13 26%	40 36%	26 34%	50 39%	35 44%	45 51%	35 41%	20 22%	14 19%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$1,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 071 page 1

Seasonal Staff Compensation: Cabin Counselors

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
CABIN COUNSELORS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	354 78%	156 83%	92 64%	58 79%	46 92%	42 84%	87 78%	64 83%	102 80%	51 64%	57 65%	67 78%	77 84%	65 90%
GROSS WEEKLY WAGE														
answered:	347	154	90	55	46	40	87	63	99	50	55	67	76	65
mean:	\$190	\$180	\$190	\$190	\$210	\$200	\$190	\$180	\$190	\$190	\$190	\$190	\$190	\$180
standard error:	\$0	\$0	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10
75th percentile:	\$200	\$200	\$200	\$220	\$250	\$220	\$210	\$200	\$200	\$200	\$200	\$200	\$200	\$200
50th percentile:	\$200	\$180	\$200	\$190	\$200	\$200	\$190	\$180	\$190	\$200	\$200	\$200	\$190	\$190
25th percentile:	\$160	\$150	\$170	\$150	\$200	\$180	\$160	\$150	\$160	\$150	\$150	\$170	\$160	\$150
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	7	2	2	3	0	2	0	1	3	1	2	0	1	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	37	14	12	4	7	3	10	7	8	9	3	4	12	10
mean:	\$110	\$100	\$130	\$80	\$130	\$150	\$160	\$80	\$100	\$90	\$50	\$90	\$120	\$110
standard error:	\$10	\$10	\$40	\$20	\$20	\$30	\$50	\$20	\$20	\$10	\$20	\$40	\$20	\$10
75th percentile:	\$120	\$100	\$150	\$100	\$200	\$200	\$200	\$140	\$100	\$100	\$100	\$180	\$190	\$100
50th percentile:	\$100	\$100	\$100	\$100	\$140	\$140	\$100	\$100	\$100	\$100	\$40	\$80	\$100	\$100
25th percentile:	\$70	\$60	\$60	\$50	\$100	\$100	\$50	\$20	\$70	\$90	\$20	\$30	\$70	\$100
none:	10	6	1	0	3	2	2	2	4	0	4	2	2	1
not specified:	307	136	79	54	36	37	75	55	90	42	50	61	63	54
volunteer position	49 11%	8 4%	38 27%	3 4%	0 0%	2 4%	15 14%	8 10%	12 9%	12 15%	15 17%	12 14%	7 8%	3 4%
no equivalent position	46 10%	23 12%	11 8%	9 12%	3 6%	6 12%	9 8%	3 4%	12 9%	14 18%	14 16%	6 7%	7 8%	4 6%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$500 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 072 page 1

Seasonal Staff Compensation: Waterfront Director

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
WATERFRONT DIRECTOR														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	330 72%	148 79%	99 69%	49 67%	32 64%	42 84%	91 82%	54 70%	95 75%	41 51%	47 53%	67 78%	72 78%	60 83%
GROSS WEEKLY WAGE														
answered:	324	146	97	47	32	39	91	54	93	40	45	66	72	60
mean:	\$280	\$280	\$240	\$270	\$430	\$310	\$320	\$250	\$250	\$260	\$260	\$260	\$290	\$310
standard error:	\$10	\$10	\$10	\$10	\$40	\$10	\$20	\$20	\$10	\$20	\$20	\$10	\$20	\$20
75th percentile:	\$300	\$300	\$270	\$300	\$490	\$360	\$400	\$280	\$300	\$300	\$300	\$300	\$310	\$320
50th percentile:	\$250	\$250	\$200	\$250	\$350	\$300	\$280	\$220	\$230	\$250	\$250	\$230	\$250	\$240
25th percentile:	\$200	\$200	\$200	\$200	\$250	\$250	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	6	2	2	2	0	3	0	0	2	1	2	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	33	10	15	4	4	4	8	6	9	6	3	6	12	7
mean:	\$130	\$90	\$120	\$100	\$300	\$270	\$170	\$90	\$90	\$90	\$50	\$90	\$110	\$110
standard error:	\$20	\$10	\$30	\$20	\$140	\$150	\$60	\$20	\$20	\$10	\$20	\$30	\$20	\$10
75th percentile:	\$130	\$100	\$100	\$140	\$580	\$580	\$200	\$120	\$100	\$110	\$100	\$130	\$190	\$100
50th percentile:	\$100	\$100	\$100	\$100	\$200	\$150	\$100	\$100	\$100	\$100	\$40	\$90	\$100	\$100
25th percentile:	\$70	\$60	\$50	\$50	\$130	\$80	\$60	\$30	\$60	\$70	\$20	\$40	\$50	\$100
none:	10	6	2	0	2	2	3	1	3	1	5	1	1	1
not specified:	287	132	82	45	26	36	80	47	83	34	39	60	59	52
volunteer position	10 2%	2 1%	7 5%	1 1%	0 0%	0 0%	3 3%	1 1%	5 4%	1 1%	4 5%	2 2%	1 1%	0 0%
no equivalent position	109 24%	37 20%	35 24%	20 27%	17 34%	8 16%	17 15%	20 26%	26 20%	35 44%	35 40%	16 19%	18 20%	12 17%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$1,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 073 page 1

Seasonal Staff Compensation: Nurse

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
NURSE														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	316 69%	143 76%	79 55%	54 74%	39 78%	43 86%	85 77%	52 68%	85 67%	45 56%	47 53%	58 67%	69 75%	63 88%
GROSS WEEKLY WAGE														
answered:	310	140	78	52	39	41	85	51	84	43	46	57	69	63
mean:	\$440	\$420	\$360	\$520	\$550	\$530	\$480	\$370	\$370	\$450	\$380	\$360	\$490	\$470
standard error:	\$10	\$20	\$20	\$40	\$30	\$30	\$30	\$20	\$20	\$40	\$30	\$20	\$30	\$20
75th percentile:	\$500	\$500	\$430	\$600	\$600	\$600	\$580	\$500	\$440	\$600	\$430	\$440	\$550	\$530
50th percentile:	\$400	\$350	\$310	\$440	\$500	\$500	\$430	\$300	\$300	\$400	\$310	\$300	\$420	\$500
25th percentile:	\$300	\$300	\$230	\$370	\$450	\$400	\$300	\$250	\$240	\$280	\$230	\$250	\$300	\$300
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	6	3	1	2	0	2	0	1	1	2	1	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	28	8	11	4	5	4	8	5	6	5	2	6	9	9
mean:	\$120	\$90	\$120	\$150	\$150	\$130	\$110	\$70	\$120	\$210	\$60	\$100	\$150	\$140
standard error:	\$20	\$20	\$30	\$70	\$20	\$30	\$20	\$30	\$20	\$70	\$40	\$20	\$30	\$30
75th percentile:	\$160	\$100	\$170	\$290	\$200	\$190	\$180	\$140	\$130	\$370	\$100	\$130	\$200	\$140
50th percentile:	\$100	\$100	\$100	\$100	\$140	\$120	\$100	\$30	\$100	\$100	\$60	\$90	\$140	\$100
25th percentile:	\$80	\$40	\$80	\$50	\$100	\$80	\$60	\$20	\$100	\$100	\$20	\$60	\$80	\$100
none:	10	6	2	0	2	2	3	1	3	1	5	1	1	1
not specified:	278	129	66	50	32	37	74	46	76	39	40	51	59	53
volunteer position	62 14%	14 7%	39 27%	6 8%	2 4%	0 0%	16 14%	11 14%	21 17%	14 18%	17 19%	15 17%	12 13%	3 4%
no equivalent position	71 16%	30 16%	23 16%	10 14%	8 16%	7 14%	10 9%	12 16%	20 16%	18 23%	22 25%	12 14%	10 11%	6 8%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$1,500 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 074 page 1

Seasonal Staff Compensation: Cooks

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
COOKS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	354 78%	132 71%	120 84%	60 82%	40 80%	94 85%	59 77%	99 78%	58 73%	68 77%	72 84%	69 75%	57 79%	
GROSS WEEKLY WAGE														
answered:	345	130	117	58	38	91	59	96	57	66	71	68	56	
mean:	\$370	\$360	\$310	\$390	\$540	\$550	\$390	\$330	\$310	\$340	\$360	\$390	\$390	
standard error:	\$10	\$10	\$10	\$30	\$40	\$40	\$20	\$20	\$10	\$20	\$20	\$30	\$30	
75th percentile:	\$450	\$420	\$400	\$500	\$760	\$670	\$500	\$360	\$400	\$400	\$500	\$500	\$480	
50th percentile:	\$300	\$300	\$300	\$390	\$500	\$550	\$400	\$300	\$300	\$300	\$300	\$340	\$350	
25th percentile:	\$240	\$250	\$200	\$240	\$300	\$430	\$250	\$240	\$210	\$200	\$230	\$200	\$260	
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	
not specified:	9	2	3	2	2	3	0	3	1	2	1	1	1	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	19	3	11	3	2	3	4	4	6	3	4	6	4	
mean:	\$100	\$110	\$110	\$90	\$100	\$90	\$80	\$90	\$100	\$130	\$110	\$100	\$130	
standard error:	\$10	\$50	\$20	\$30	\$0	\$10	\$20	\$40	\$40	\$30	\$30	\$30	\$30	
75th percentile:	\$150	\$200	\$150	\$150	\$100	\$100	\$100	\$180	\$180	\$170	\$180	\$160	\$200	
50th percentile:	\$100	\$100	\$100	\$100	\$100	\$90	\$100	\$70	\$100	\$130	\$90	\$100	\$100	
25th percentile:	\$50	\$20	\$50	\$30	\$100	\$80	\$50	\$20	\$30	\$90	\$60	\$30	\$100	
none:	11	5	3	0	3	2	2	5	1	4	3	0	2	
not specified:	324	124	106	57	35	89	53	90	51	61	65	63	51	
volunteer position	7 2%	2 1%	4 3%	1 1%	0 0%	2 2%	2 3%	2 2%	1 1%	3 3%	2 2%	0 0%	0 0%	
no equivalent position	88 19%	53 28%	17 12%	9 12%	9 18%	15 14%	14 18%	25 20%	18 23%	15 17%	11 13%	22 24%	15 21%	
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	3 4%	2 2%	1 1%	1 1%	0 0%	

* wages greater than \$1,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 075 page 1

Seasonal Staff Compensation: Maintenance Workers/Grounds Keepers

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
MAINTENANCE WORKERS/ GROUNDS KEEPERS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	303 66%	117 63%	105 73%	44 60%	35 70%	34 68%	79 71%	48 62%	93 73%	43 54%	49 56%	58 67%	64 70%	59 82%
GROSS WEEKLY WAGE														
answered:	295	115	103	41	34	31	78	48	90	42	46	57	63	59
mean:	\$260	\$260	\$240	\$270	\$320	\$310	\$260	\$250	\$250	\$260	\$220	\$260	\$250	\$290
standard error:	\$10	\$10	\$10	\$20	\$20	\$30	\$10	\$10	\$10	\$20	\$10	\$20	\$10	\$20
75th percentile:	\$300	\$300	\$300	\$400	\$400	\$400	\$300	\$300	\$310	\$370	\$260	\$300	\$300	\$380
50th percentile:	\$230	\$230	\$200	\$230	\$300	\$280	\$230	\$250	\$220	\$200	\$200	\$240	\$210	\$250
25th percentile:	\$200	\$200	\$180	\$150	\$240	\$180	\$200	\$200	\$190	\$180	\$150	\$190	\$190	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	8	2	2	3	1	3	1	0	3	1	3	1	1	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	16	3	9	1	3	2	3	3	4	4	1	2	7	5
mean:	\$110	\$80	\$120	\$100	\$130	\$140	\$130	\$70	\$80	\$150	\$100	\$90	\$110	\$140
standard error:	\$20	\$20	\$30	\$30	\$30	\$60	\$30	\$20	\$20	\$50	\$10	\$10	\$30	\$40
75th percentile:	\$100	\$100	\$150	\$100	\$200	\$200	\$200	\$100	\$100	\$260	\$100	\$100	\$200	\$200
50th percentile:	\$100	\$100	\$100	\$100	\$100	\$140	\$100	\$70	\$100	\$100	\$100	\$90	\$100	\$100
25th percentile:	\$80	\$30	\$70	\$100	\$100	\$80	\$100	\$30	\$30	\$90	\$100	\$80	\$70	\$100
none:	6	3	1	0	2	1	1	1	3	0	2	1	0	2
not specified:	281	111	95	43	30	31	75	44	86	39	46	55	57	52
volunteer position	22 5%	6 3%	13 9%	3 4%	0 0%	0 0%	9 8%	3 4%	4 3%	6 8%	9 10%	3 3%	2 2%	0 0%
no equivalent position	124 27%	64 34%	23 16%	23 32%	14 28%	16 32%	23 21%	24 31%	29 23%	28 35%	28 32%	24 28%	25 27%	13 18%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$800 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 076 page 1

Seasonal Staff Compensation: Videographer/Photographer

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
VIDEOGRAPHER/PHOTOGRAPHER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	58 13%	14 7%	15 10%	14 19%	14 28%	6 12%	10 9%	14 18%	18 14%	9 11%	4 5%	8 9%	16 17%	17 24%
GROSS WEEKLY WAGE														
answered:	55	14	15	13	12	6	10	13	18	7	4	8	16	16
mean:	\$200	\$190	\$170	\$220	\$250	\$250	\$210	\$210	\$200	\$150	\$130	\$200	\$220	\$200
standard error:	\$10	\$10	\$20	\$20	\$10	\$20	\$20	\$10	\$20	\$20	\$20	\$30	\$10	\$10
75th percentile:	\$250	\$230	\$200	\$300	\$290	\$300	\$260	\$250	\$250	\$200	\$170	\$300	\$250	\$240
50th percentile:	\$200	\$200	\$160	\$180	\$250	\$280	\$230	\$200	\$190	\$150	\$120	\$210	\$210	\$200
25th percentile:	\$150	\$170	\$100	\$160	\$210	\$190	\$150	\$180	\$160	\$100	\$100	\$100	\$180	\$160
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	3	0	0	1	2	0	0	1	0	2	0	0	0	1
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	8	0	6	1	1	1	1	2	3	1	0	3	2	3
mean:	\$80		\$80	\$30	\$100	\$80	\$50	\$100	\$70	\$100		\$80	\$20	\$120
standard error:	\$20		\$20					\$70	\$30			\$10	\$10	\$20
75th percentile:	\$100		\$120	\$30	\$100	\$80	\$50	\$170	\$100	\$100		\$100	\$30	\$170
50th percentile:	\$90		\$90	\$30	\$100	\$80	\$50	\$100	\$100	\$100		\$80	\$20	\$100
25th percentile:	\$40		\$40	\$30	\$100	\$80	\$50	\$30	\$10	\$100		\$50	\$10	\$100
none:	2	1	0	0	1	0	0	1	1	0	1	0	0	1
not specified:	48	13	9	13	12	5	9	11	14	8	3	5	14	13
volunteer position	32 7%	6 3%	19 13%	5 7%	1 2%	0 0%	9 8%	5 6%	10 8%	7 9%	9 10%	7 8%	5 5%	0 0%
no equivalent position	359 79%	167 89%	107 75%	51 70%	34 68%	44 88%	92 83%	56 73%	98 77%	61 76%	73 83%	70 81%	70 76%	55 76%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$400 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 077 page 1

Seasonal Staff Compensation: Office Clerks/Administrative

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
OFFICE CLERKS/ADMINISTRATIVE														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	240 53%	104 56%	62 43%	36 49%	36 72%	40 80%	61 55%	40 52%	59 46%	34 43%	28 32%	47 55%	55 60%	54 75%
GROSS WEEKLY WAGE														
answered:	235	102	62	33	36	38	61	40	59	32	28	46	54	54
mean:	\$270	\$280	\$230	\$300	\$300	\$290	\$270	\$270	\$260	\$280	\$230	\$270	\$290	\$290
standard error:	\$10	\$10	\$10	\$30	\$20	\$20	\$20	\$20	\$10	\$20	\$20	\$20	\$20	\$20
75th percentile:	\$300	\$350	\$300	\$380	\$320	\$330	\$300	\$320	\$300	\$400	\$300	\$300	\$320	\$400
50th percentile:	\$250	\$250	\$200	\$300	\$300	\$300	\$250	\$260	\$250	\$230	\$210	\$250	\$300	\$270
25th percentile:	\$200	\$200	\$170	\$200	\$250	\$210	\$200	\$200	\$200	\$200	\$180	\$200	\$200	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	5	2	0	3	0	2	0	0	0	2	0	1	1	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	17	4	8	3	2	2	1	2	5	7	2	2	6	5
mean:	\$80	\$110	\$70	\$90	\$100	\$90	\$50	\$30	\$100	\$90	\$30	\$60	\$80	\$90
standard error:	\$10	\$40	\$10	\$30	\$0	\$10	\$10	\$10	\$30	\$10	\$10	\$10	\$20	\$10
75th percentile:	\$100	\$180	\$100	\$150	\$100	\$100	\$50	\$30	\$150	\$100	\$40	\$80	\$110	\$100
50th percentile:	\$100	\$100	\$60	\$100	\$100	\$90	\$50	\$30	\$100	\$100	\$30	\$60	\$100	\$100
25th percentile:	\$50	\$40	\$40	\$30	\$100	\$80	\$50	\$20	\$60	\$50	\$20	\$50	\$30	\$80
none:	4	2	0	0	2	1	0	1	2	0	1	1	0	2
not specified:	219	98	54	33	32	37	60	37	52	27	25	44	49	47
volunteer position	13 3%	4 2%	5 3%	4 5%	0 0%	0 0%	2 2%	3 4%	5 4%	3 4%	7 8%	1 1%	2 2%	0 0%
no equivalent position	196 43%	79 42%	74 52%	30 41%	13 26%	10 20%	48 43%	32 42%	62 49%	40 50%	51 58%	37 43%	34 37%	18 25%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$700 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 078 page 1

Seasonal Staff Compensation: Wranglers

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
WRANGLERS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	108 24%	65 35%	16 11%	16 22%	10 20%	7 14%	17 15%	25 32%	42 33%	16 20%	8 9%	16 19%	25 27%	33 46%
GROSS WEEKLY WAGE														
answered:	106	64	15	16	10	7	17	25	40	16	7	16	25	33
mean:	\$210	\$210	\$230	\$180	\$230	\$150	\$230	\$210	\$200	\$230	\$270	\$190	\$230	\$200
standard error:	\$10	\$10	\$20	\$20	\$10	\$20	\$10	\$10	\$10	\$20	\$40	\$20	\$10	\$10
75th percentile:	\$250	\$250	\$230	\$200	\$250	\$200	\$260	\$230	\$220	\$260	\$350	\$230	\$250	\$210
50th percentile:	\$200	\$200	\$200	\$160	\$230	\$150	\$230	\$200	\$200	\$200	\$220	\$190	\$200	\$200
25th percentile:	\$170	\$170	\$200	\$130	\$200	\$100	\$200	\$170	\$160	\$170	\$200	\$110	\$190	\$170
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	2	1	1	0	0	0	0	0	2	0	1	0	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	8	4	2	1	1	0	1	1	3	3	0	1	2	4
mean:	\$90	\$80	\$90	\$150	\$100		\$80	\$20	\$100	\$120		\$80	\$130	\$100
standard error:	\$10	\$20	\$10						\$0	\$20			\$30	\$0
75th percentile:	\$100	\$100	\$100	\$150	\$100		\$80	\$20	\$100	\$150		\$80	\$150	\$100
50th percentile:	\$100	\$100	\$90	\$150	\$100		\$80	\$20	\$100	\$100		\$80	\$130	\$100
25th percentile:	\$80	\$40	\$80	\$150	\$100		\$80	\$20	\$100	\$100		\$80	\$100	\$100
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	100	61	14	15	9	7	16	24	39	13	8	15	23	29
volunteer position	9 2%	3 2%	5 3%	1 1%	0 0%	0 0%	1 1%	3 4%	2 2%	3 4%	2 2%	1 1%	2 2%	0 0%
no equivalent position	332 73%	119 64%	120 84%	53 73%	39 78%	43 86%	93 84%	47 61%	82 65%	58 73%	76 86%	68 79%	64 70%	39 54%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$500 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 079 page 1

Seasonal Staff Compensation: Housekeepers

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
HOUSEKEEPERS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	128 28%	35 19%	50 35%	23 32%	19 38%	13 26%	39 35%	22 29%	34 27%	18 23%	17 19%	27 31%	26 28%	32 44%
GROSS WEEKLY WAGE														
answered:	128	35	50	23	19	13	39	22	34	18	17	27	26	32
mean:	\$230	\$250	\$200	\$240	\$240	\$240	\$210	\$210	\$220	\$270	\$170	\$190	\$230	\$270
standard error:	\$10	\$10	\$10	\$20	\$20	\$10	\$10	\$20	\$20	\$30	\$10	\$10	\$20	\$10
75th percentile:	\$300	\$300	\$300	\$300	\$250	\$280	\$250	\$290	\$300	\$330	\$210	\$250	\$300	\$340
50th percentile:	\$200	\$210	\$200	\$200	\$240	\$240	\$200	\$200	\$210	\$200	\$170	\$200	\$210	\$280
25th percentile:	\$180	\$200	\$130	\$150	\$200	\$200	\$150	\$160	\$140	\$200	\$130	\$130	\$190	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	7	2	3	1	1	1	0	1	2	3	1	0	2	3
mean:	\$120	\$60	\$120	\$150	\$200	\$200		\$30	\$100	\$130	\$40		\$180	\$140
standard error:	\$30	\$40	\$50		\$200			\$30	\$0	\$50			\$30	\$40
75th percentile:	\$200	\$100	\$210	\$150	\$200	\$200		\$30	\$100	\$210	\$40		\$200	\$210
50th percentile:	\$100	\$60	\$100	\$150	\$200	\$200		\$30	\$100	\$150	\$40		\$180	\$100
25th percentile:	\$40	\$30	\$40	\$150	\$200	\$200		\$30	\$100	\$40	\$40		\$150	\$100
none:	1	0	0	0	1	0	0	1	0	0	0	0	0	1
not specified:	120	33	47	22	17	12	39	20	32	15	16	27	24	28
volunteer position	13 3%	3 2%	8 6%	2 3%	0 0%	0 0%	3 3%	2 3%	5 4%	3 4%	4 5%	2 2%	2 2%	0 0%
no equivalent position	308 68%	149 80%	83 58%	45 62%	30 60%	37 74%	69 62%	51 66%	87 69%	56 70%	65 74%	56 65%	63 68%	40 56%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 080 page 1

Seasonal Staff Compensation: Webmaster

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$25K	\$250K - \$499K	\$500K - \$999K	\$1M+	
WEBMASTER														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	22 5%	4 2%	7 5%	3 4%	8 16%	3 6%	5 5%	4 5%	6 5%	4 5%	0 0%	2 2%	4 4%	9 13%
GROSS WEEKLY WAGE														
answered:	21	4	7	2	8	2	5	4	6	4	0	2	4	9
mean:	\$230	\$130	\$190	\$280	\$310	\$280	\$150	\$240	\$230	\$310		\$230	\$190	\$170
standard error:	\$30	\$40	\$30	\$30	\$70	\$30	\$40	\$40	\$20	\$170		\$30	\$60	\$30
75th percentile:	\$280	\$200	\$200	\$300	\$300	\$300	\$230	\$300	\$260	\$650		\$250	\$290	\$200
50th percentile:	\$200	\$150	\$200	\$280	\$250	\$280	\$190	\$250	\$230	\$200		\$230	\$230	\$200
25th percentile:	\$200	\$40	\$190	\$250	\$210	\$250	\$60	\$160	\$200	\$70		\$200	\$70	\$130
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	1	0	0	1	0	1	0	0	0	0	0	0	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	3	0	1	0	2	1	0	0	1	1	0	1	0	1
mean:	\$270		\$100		\$350	\$600			\$100	\$100		\$100		\$100
standard error:	\$170				\$250									
75th percentile:	\$600		\$100		\$600	\$600			\$100	\$100		\$100		\$100
50th percentile:	\$100		\$100		\$350	\$600			\$100	\$100		\$100		\$100
25th percentile:	\$100		\$100		\$100	\$600			\$100	\$100		\$100		\$100
none:	1	0	0	0	1	0	0	1	0	0	0	0	0	1
not specified:	18	4	6	3	5	2	5	3	5	3	0	1	4	7
volunteer position	50 11%	18 10%	26 18%	4 5%	2 4%	4 8%	15 14%	5 6%	13 10%	11 14%	17 19%	8 9%	10 11%	5 7%
no equivalent position	377 83%	165 88%	108 76%	63 86%	39 78%	43 86%	91 82%	66 86%	107 84%	62 78%	69 78%	75 87%	77 84%	58 81%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 081 page 1

Seasonal Staff Compensation: Dining Room Host/Hostess

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
DINING ROOM HOST/HOSTESS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	49 11%	16 9%	20 14%	4 5%	9 18%	7 14%	14 13%	4 5%	14 11%	10 13%	2 2%	10 12%	12 13%	17 24%
GROSS WEEKLY WAGE														
answered:	48	15	20	4	9	6	14	4	14	10	2	9	12	17
mean:	\$240	\$240	\$210	\$220	\$310	\$250	\$270	\$210	\$230	\$210	\$230	\$220	\$240	\$260
standard error:	\$10	\$20	\$10	\$60	\$30	\$20	\$30	\$40	\$10	\$20	\$30	\$30	\$20	\$20
75th percentile:	\$300	\$300	\$270	\$350	\$350	\$290	\$360	\$280	\$300	\$280	\$270	\$280	\$300	\$300
50th percentile:	\$250	\$260	\$210	\$180	\$300	\$260	\$250	\$210	\$220	\$210	\$230	\$200	\$250	\$250
25th percentile:	\$190	\$190	\$160	\$130	\$250	\$210	\$160	\$140	\$180	\$140	\$200	\$140	\$160	\$200
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	1	1	0	0	0	1	0	0	0	0	0	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	1	1	0	0	0	0	0	0	1	0	0	0	0	1
mean:	\$100	\$100							\$100					\$100
standard error:														
75th percentile:	\$100	\$100							\$100					\$100
50th percentile:	\$100	\$100							\$100					\$100
25th percentile:	\$100	\$100							\$100					\$100
none:	1	0	0	0	1	0	0	1	0	0	0	0	0	1
not specified:	47	15	20	4	8	7	14	3	13	10	2	10	12	15
volunteer position	19 4%	5 3%	11 8%	2 3%	1 2%	0 0%	3 3%	5 6%	4 3%	6 8%	5 6%	3 3%	4 4%	1 1%
no equivalent position	381 84%	166 89%	110 77%	64 88%	39 78%	43 86%	94 85%	66 86%	108 85%	61 76%	79 90%	72 84%	75 82%	54 75%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$500 not accepted

American Camping Association®

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TABLE 082 page 1

Seasonal Staff Compensation: Retail Clerks

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
RETAIL CLERKS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	48 11%	22 12%	13 9%	10 14%	3 6%	5 10%	11 10%	9 12%	15 12%	8 10%	2 2%	7 8%	10 11%	15 21%
GROSS WEEKLY WAGE														
answered:	47	21	13	10	3	4	11	9	15	8	2	6	10	15
mean:	\$190	\$210	\$170	\$190	\$230	\$210	\$240	\$160	\$180	\$170	\$90	\$160	\$190	\$230
standard error:	\$10	\$30	\$10	\$20	\$10	\$30	\$50	\$20	\$10	\$30	\$10	\$10	\$20	\$40
75th percentile:	\$200	\$240	\$200	\$210	\$250	\$280	\$280	\$200	\$200	\$240	\$100	\$200	\$200	\$230
50th percentile:	\$180	\$180	\$190	\$180	\$230	\$200	\$200	\$170	\$180	\$150	\$90	\$160	\$190	\$200
25th percentile:	\$150	\$140	\$120	\$140	\$200	\$160	\$150	\$110	\$150	\$130	\$90	\$130	\$150	\$150
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	1	1	0	0	0	1	0	0	0	0	0	1	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	3	2	0	1	0	0	0	1	1	1	0	0	1	2
mean:	\$80	\$100		\$30				\$30	\$100	\$100			\$30	\$100
standard error:	\$20	\$0												\$0
75th percentile:	\$100	\$100		\$30				\$30	\$100	\$100			\$30	\$100
50th percentile:	\$100	\$100		\$30				\$30	\$100	\$100			\$30	\$100
25th percentile:	\$30	\$100		\$30				\$30	\$100	\$100			\$30	\$100
none:	2	1	0	0	1	0	0	1	1	0	0	0	0	2
not specified:	43	19	13	9	2	5	11	7	13	7	2	7	9	11
volunteer position	19 4%	6 3%	11 8%	2 3%	0 0%	0 0%	4 4%	3 4%	5 4%	6 8%	5 6%	2 2%	4 4%	2 3%
no equivalent position	382 84%	159 85%	117 82%	58 79%	46 92%	45 90%	96 86%	63 82%	106 83%	63 79%	79 90%	76 88%	77 84%	55 76%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$700 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 083 page 1

Seasonal Staff Compensation: Dishwashers

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
DISHWASHERS														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
CAMP HAS PAID POSITION	268 59%	99 53%	90 63%	42 58%	36 72%	33 66%	81 73%	39 51%	71 56%	40 50%	41 47%	53 62%	59 64%	52 72%
GROSS WEEKLY WAGE														
answered:	262	97	89	39	36	31	81	39	69	38	39	52	58	52
mean:	\$190	\$190	\$180	\$180	\$230	\$200	\$190	\$200	\$180	\$190	\$190	\$170	\$180	\$200
standard error:	\$0	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10	\$10
75th percentile:	\$230	\$230	\$200	\$200	\$250	\$250	\$230	\$230	\$220	\$250	\$250	\$200	\$200	\$250
50th percentile:	\$200	\$200	\$190	\$170	\$200	\$200	\$190	\$200	\$180	\$200	\$200	\$180	\$200	\$200
25th percentile:	\$150	\$130	\$120	\$150	\$200	\$150	\$150	\$150	\$120	\$130	\$140	\$130	\$150	\$150
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	6	2	1	3	0	2	0	2	2	2	1	1	0	
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	19	5	8	3	3	2	4	3	4	6	2	2	6	5
mean:	\$100	\$90	\$80	\$120	\$130	\$150	\$120	\$50	\$80	\$100	\$60	\$90	\$110	\$90
standard error:	\$10	\$30	\$10	\$20	\$30	\$50	\$30	\$30	\$20	\$10	\$40	\$10	\$30	\$10
75th percentile:	\$100	\$150	\$100	\$150	\$200	\$200	\$180	\$100	\$100	\$110	\$100	\$100	\$160	\$100
50th percentile:	\$100	\$100	\$100	\$100	\$100	\$150	\$100	\$20	\$100	\$100	\$60	\$90	\$100	\$100
25th percentile:	\$80	\$20	\$60	\$100	\$100	\$100	\$80	\$20	\$30	\$90	\$20	\$80	\$80	\$80
none:	6	3	1	0	2	1	0	1	4	0	3	1	0	2
not specified:	243	91	81	39	31	30	77	35	63	34	36	50	53	45
volunteer position	22 5%	7 4%	9 6%	6 8%	0 0%	0 0%	4 4%	5 6%	5 4%	7 9%	8 9%	5 6%	3 3%	0 0%
no equivalent position	159 35%	81 43%	42 29%	22 30%	13 26%	17 34%	26 23%	31 40%	50 39%	30 38%	37 42%	27 31%	29 32%	20 28%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

* wages greater than \$400 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 084 page 1

Seasonal Staff Compensation: Waiters/Waitresses

Please estimate the gross weekly wage before taxes paid to a person for each of the following seasonal positions employed at your organization. If this position does not exist at your camp, select the "no equivalent position" box by the relevant category. (Round your estimate to the nearest \$100.) When multiple persons hold the same title, use the average starting salary for the position.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
WAITERS/WAITRESSES														
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
CAMP HAS PAID POSITION	29 6%	5 3%	12 8%	4 5%	8 16%	2 4%	14 13%	4 5%	3 2%	5 6%	2 2%	2 2%	5 5%	12 17%
GROSS WEEKLY WAGE														
answered:	29	5	12	4	8	2	14	4	3	5	2	2	5	12
mean:	\$160	\$130	\$130	\$120	\$260	\$130	\$170	\$210	\$140	\$160	\$110	\$70	\$160	\$170
standard error:	\$20	\$30	\$20	\$40	\$20	\$80	\$30	\$10	\$20	\$30	\$40	\$50	\$50	\$20
75th percentile:	\$200	\$200	\$200	\$190	\$290	\$200	\$240	\$220	\$180	\$230	\$150	\$120	\$250	\$220
50th percentile:	\$180	\$120	\$120	\$130	\$240	\$130	\$170	\$200	\$130	\$150	\$110	\$70	\$200	\$200
25th percentile:	\$110	\$80	\$80	\$50	\$200	\$50	\$90	\$200	\$110	\$110	\$70	\$30	\$60	\$110
none:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
not specified:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CASH COMPENSATION (ALL SOURCES)														
answered:	2	1	1	0	0	0	1	1	0	0	0	0	1	0
mean:	\$150	\$200	\$100				\$200	\$100					\$100	
standard error:	\$50													
75th percentile:	\$200	\$200	\$100				\$200	\$100					\$100	
50th percentile:	\$150	\$200	\$100				\$200	\$100					\$100	
25th percentile:	\$100	\$200	\$100				\$200	\$100					\$100	
none:	2	1	0	0	1	0	0	1	1	0	0	0	0	2
not specified:	25	3	11	4	7	2	13	2	2	5	2	2	4	10
volunteer position	16 4%	4 2%	9 6%	2 3%	1 2%	0 0%	3 3%	4 5%	4 3%	5 6%	5 6%	3 3%	2 2%	0 0%
no equivalent position	404 89%	178 95%	120 84%	64 88%	40 80%	48 96%	94 85%	67 87%	119 94%	67 84%	79 90%	80 93%	84 91%	60 83%
no answer	7 2%	0 0%	2 1%	3 4%	1 2%	0 0%	0 0%	2 3%	1 1%	3 4%	2 2%	1 1%	1 1%	0 0%

American Camping Association®

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TABLE 085 page 1

Room And Board

If you provide room and board for seasonal staff, what is the estimated gross weekly value of this benefit?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
answered:	378	153	121	59	43	40	91	67	109	63	68	73	83	62
mean:	\$170	\$150	\$180	\$200	\$190	\$180	\$170	\$190	\$160	\$160	\$160	\$170	\$170	\$160
standard error:	\$10	\$10	\$10	\$20	\$30	\$10	\$20	\$20	\$10	\$20	\$20	\$20	\$20	\$10
75th percentile:	\$200	\$200	\$200	\$280	\$200	\$220	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
50th percentile:	\$130	\$100	\$150	\$150	\$200	\$200	\$100	\$200	\$120	\$100	\$100	\$150	\$120	\$150
25th percentile:	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100
none:	2	0	0	0	2	1	1	0	0	0	0	1	0	0
no answer	76 17%	34 18%	22 15%	14 19%	5 10%	9 18%	19 17%	10 13%	18 14%	17 21%	20 23%	12 14%	9 10%	10 14%

* values greater than \$1,000 not accepted

American Camping Association®

2003 Camp Industry Survey — Results For Residential Camps

TABLE 086 page 1

Increases For Return Staff

Do you provide a salary increase for returning staff? If yes, what is the average salary increase?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
camp provides increase	400 88%	170 91%	120 84%	60 82%	49 98%	48 96%	100 90%	64 83%	110 87%	68 85%	68 77%	78 91%	88 96%	68 94%
answered:	382	162	117	58	44	47	94	63	107	63	67	78	84	65
mean:	7.4%	6.5%	6.8%	8.1%	11.1%	9.9%	7.1%	6.9%	6.3%	7.9%	8.7%	7.9%	7.0%	6.7%
standard error:	0.4%	0.4%	0.4%	1.7%	0.8%	2.1%	0.4%	0.7%	0.4%	0.8%	1.5%	0.6%	0.5%	0.7%
75th percentile:	10%	9%	10%	10%	15%	10%	10%	10%	8%	10%	10%	10%	10%	9%
50th percentile:	5%	5%	5%	5%	10%	6%	7%	5%	5%	5%	5%	6%	6%	5%
25th percentile:	4%	3%	4%	3%	6%	3%	4%	3%	4%	3%	4%	4%	4%	3%
not specified:	18	8	3	2	5	1	6	1	3	5	1	0	4	3
camp does not provide increase	45 10%	16 9%	18 13%	9 12%	0 0%	2 4%	10 9%	10 13%	14 11%	9 11%	14 16%	7 8%	4 4%	4 6%
no answer	11 2%	1 1%	5 3%	4 5%	1 2%	0 0%	1 1%	3 4%	3 2%	3 4%	6 7%	1 1%	0 0%	0 0%

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TABLE 087 page 1

Budget

12-month gross expenses

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
\$2,000,000 or more	29 6%	14 7%	5 3%	5 7%	5 10%	1 2%	7 6%	7 9%	6 5%	7 9%	0 0%	0 0%	0 0%	29 40%
\$1,000,000 - \$1,999,999	43 9%	27 14%	8 6%	6 8%	2 4%	8 16%	7 6%	6 8%	13 10%	8 10%	0 0%	0 0%	0 0%	43 60%
\$750,000 - \$999,999	42 9%	12 6%	11 8%	7 10%	12 24%	6 12%	9 8%	7 9%	16 13%	1 1%	0 0%	0 0%	42 46%	0 0%
\$500,000 - \$749,999	50 11%	20 11%	20 14%	7 10%	3 6%	6 12%	14 13%	8 10%	13 10%	9 11%	0 0%	0 0%	50 54%	0 0%
\$250,000 - \$499,999	86 19%	28 15%	32 22%	15 21%	8 16%	8 16%	27 24%	9 12%	26 20%	14 18%	0 0%	86 100%	0 0%	0 0%
less than \$250,000	88 19%	32 17%	36 25%	15 21%	5 10%	8 16%	18 16%	14 18%	24 19%	24 30%	88 100%	0 0%	0 0%	0 0%
statistics in thousands:														
mean:	\$813	\$954	\$568	\$866	\$1,013	\$756	\$882	\$908	\$790	\$690	\$141	\$376	\$728	\$2,264
standard error:	\$60	\$115	\$60	\$178	\$171	\$94	\$171	\$142	\$108	\$105	\$7	\$8	\$16	\$200
75th percentile:	\$918	\$1,207	\$648	\$880	\$988	\$1,048	\$849	\$1,005	\$907	\$844	\$199	\$432	\$858	\$2,591
50th percentile:	\$480	\$536	\$423	\$449	\$803	\$595	\$463	\$512	\$482	\$347	\$131	\$368	\$708	\$1,831
25th percentile:	\$242	\$258	\$205	\$242	\$409	\$305	\$277	\$241	\$256	\$156	\$86	\$312	\$581	\$1,279
no answer	118 26%	54 29%	31 22%	18 25%	15 30%	13 26%	29 26%	26 34%	29 23%	17 21%	0 0%	0 0%	0 0%	0 0%

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TABLE 092 page 1

Weekly Fee For Summer Youth Camp

Whether or not your program is weekly, please calculate your weekly fee for summer youth camp. Divide your total fee by the number of weeks in the session - e.g \$4900 fee divided by 7 weeks = \$700 weekly fee. If you have more than one weekly fee because of different rates for shorter sessions, please provide the weekly fee for the session with the greatest enrollment. (Round to the nearest \$100)

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
answered:	403	171	120	61	48	46	96	68	114	72	72	80	84	66
mean:	\$440	\$380	\$300	\$590	\$800	\$620	\$420	\$400	\$420	\$370	\$410	\$430	\$440	\$480
standard error:	\$20	\$20	\$20	\$60	\$30	\$50	\$30	\$40	\$40	\$30	\$50	\$50	\$20	\$30
75th percentile:	\$530	\$460	\$300	\$730	\$900	\$900	\$540	\$500	\$500	\$490	\$390	\$420	\$530	\$550
50th percentile:	\$320	\$340	\$250	\$500	\$800	\$510	\$340	\$300	\$300	\$300	\$270	\$300	\$400	\$430
25th percentile:	\$230	\$220	\$200	\$290	\$700	\$300	\$220	\$200	\$200	\$200	\$200	\$200	\$290	\$330
none:	5	0	0	5	0	0	1	2	2	0	3	0	1	0
not specified:	5	1	3	1	0	0	1	0	3	1	2	1	1	1
no answer	43 9%	15 8%	20 14%	6 8%	2 4%	4 8%	13 12%	7 9%	8 6%	7 9%	11 13%	5 6%	6 7%	5 7%

* values greater than \$3,000 not accepted

American Camping Association®

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TABLE 093 page 1

Discount Practices

The following is a list of common discount practices. Select those discounts that you offer and estimate the most common percentage (%) discount for each off of the normal price.

	TOTAL	SPONSOR				RESIDENTIAL CAMPS REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents (multiple answers)	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
early registration	172 38%	56 30%	61 43%	21 29%	33 66%	23 46%	49 44%	19 25%	53 42%	26 33%	31 35%	36 42%	39 42%	27 38%
mean:	7.5%	8.6%	6.8%	7.5%	6.8%	6.6%	7.7%	7.0%	8.0%	7.2%	7.8%	7.0%	6.9%	5.6%
early payment	49 11%	10 5%	18 13%	7 10%	12 24%	6 12%	16 14%	5 6%	10 8%	11 14%	11 13%	9 10%	10 11%	10 14%
mean:	6.5%	7.4%	4.4%	8.4%	7.2%	8.8%	7.4%	5.1%	6.3%	4.6%	6.1%	7.0%	6.3%	4.9%
sibling	142 31%	59 32%	33 23%	16 22%	33 66%	19 38%	47 42%	25 32%	31 24%	17 21%	22 25%	26 30%	36 39%	22 31%
mean:	7.8%	7.4%	10.3%	8.8%	5.9%	8.8%	8.6%	7.1%	6.9%	7.1%	11.3%	7.6%	6.9%	5.6%
other	135 30%	55 29%	44 31%	23 32%	11 22%	11 22%	36 32%	24 31%	38 30%	22 28%	22 25%	36 42%	22 24%	20 28%
mean:	26.3%	25.0%	27.1%	35.2%	19.0%	27.0%	30.8%	16.1%	27.0%	30.1%	27.2%	35.4%	24.1%	23.1%
indicated one or more	299 66%	116 62%	100 70%	37 51%	44 88%	33 66%	81 73%	45 58%	87 69%	47 59%	52 59%	65 76%	61 66%	48 67%
no discounts offered	142 31%	65 35%	41 29%	30 41%	5 10%	16 32%	25 23%	30 39%	37 29%	32 40%	32 36%	21 24%	30 33%	23 32%
no answer	15 3%	6 3%	2 1%	6 8%	1 2%	1 2%	5 5%	2 3%	3 2%	1 1%	4 5%	0 0%	1 1%	1 1%

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2003 Camp Industry Survey — Results For Residential Camps

TABLE 094 page 1

Health/Accident Insurance Coverage

Please identify which of the following best describes how you deal with health/accident insurance for summer youth campers.

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
	agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+	
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%	
We rely on the parent/guardian policy as primary coverage.	327 72%	133 71%	100 70%	50 68%	42 84%	36 72%	74 67%	53 69%	101 80%	55 69%	60 68%	56 65%	80 87%	55 76%
We provide accident insurance for participants (campers or guests) as primary coverage.	112 25%	48 26%	37 26%	19 26%	7 14%	12 24%	32 29%	22 29%	23 18%	22 28%	22 25%	28 33%	12 13%	16 22%
no answer	17 4%	6 3%	6 4%	4 5%	1 2%	2 4%	5 5%	2 3%	3 2%	3 4%	6 7%	2 2%	0 0%	1 1%

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TABLE 095 page 1

Camp Store Revenues

Do you operate a camp store? If yes, please estimate the percentage of income that comes from each of the following categories?

	RESIDENTIAL CAMPS													
	TOTAL	SPONSOR				REGION					BUDGET			
		agency/ govt	religious	independent non-profit	independent for-profit	New England	Middle Atlantic	Southern	Mid- America	Western	< \$250K	\$250K - \$499K	\$500K - \$999K	\$1M+
base: all respondents	456 100%	187 100%	143 100%	73 100%	50 100%	50 100%	111 100%	77 100%	127 100%	80 100%	88 100%	86 100%	92 100%	72 100%
YES	343 75%	148 79%	112 78%	51 70%	30 60%	36 72%	86 77%	60 78%	103 81%	53 66%	60 68%	68 79%	77 84%	61 85%
mean % of revenue from ...														
food/snacks	28.9%	29.7%	30.9%	24.5%	24.2%	22.5%	34.5%	30.8%	26.7%	25.9%	24.6%	26.9%	32.2%	29.1%
clothing	42.5%	36.2%	47.5%	49.9%	41.5%	42.5%	40.6%	40.7%	42.4%	48.5%	46.5%	45.2%	44.6%	44.2%
music (CDs and tapes)	0.5%	0.2%	0.9%	0.5%	0.1%	0.2%	0.1%	1.3%	0.6%	0.2%	0.1%	1.2%	0.3%	0.7%
souvenirs	21.4%	29.3%	16.6%	14.8%	12.8%	19.7%	18.3%	24.6%	24.9%	17.5%	22.7%	19.8%	16.4%	21.0%
books	0.7%	0.5%	1.1%	0.6%	0.2%	1.5%	0.6%	0.5%	0.3%	1.3%	1.1%	0.5%	0.5%	0.6%
other	6.0%	3.9%	3.0%	9.7%	21.1%	13.6%	5.8%	2.2%	4.9%	6.6%	5.1%	6.5%	6.0%	4.4%
NO	101 22%	34 18%	28 20%	20 27%	18 36%	14 28%	22 20%	17 22%	21 17%	24 30%	24 27%	17 20%	12 13%	10 14%
no answer	12 3%	5 3%	3 2%	2 3%	2 4%	0 0%	3 3%	0 0%	3 2%	3 4%	4 5%	1 1%	3 3%	1 1%