

Salary Data from Comparable Camps in the Camping and Retreat Center Industry

This data is for information only. ACA data is from the "ACA 2019 Staffing, Compensation & Benefits Survey" aggregate data, available at <https://www.acacamps.org/resource-library/research/staffing-compensation-benefits-report>. Annual budget info is from 2019, since that was the last "normal" year of operations for all camps. Salaries and tenure span 2019-20-21. Goal was to compare the 5 similar full-time positions, but no two camps are staffed exactly alike. I am still hoping to hear from Camp Harmony (PA), Camp Swatara (PA), Caroline Furnace (VA), and Camp Easter Seals (VA). For the sake of comparison, Camp Bethel fits within the "Agency/Non-Profit/Religious Camps" category.

2019 National Survey by the American Camp Association: 231 camps

	2019 Annual Budget	Camp Director Salary, tenure, age	Prog Coord/Asst Dir Salary, tenure	Facilities Mgr Salary, tenure	Food Svcs Salary, tenure	Office/Guest Svcs Salary, tenure	Total 5 Salaries
Camp Bethel, VA	\$805,043	\$51,069 (19 th yr) 51	\$30,600 (7 th yr)	\$30,789 (8 th yr)	\$30,600 (3 rd yr)	\$8,690 (hourly)	\$151,748
Average for all 231 camps surveyed	\$900,000	\$72,800 (7 th yr) 44	\$54,700 (7 th yr)	\$46,100 (8 th yr)	\$43,200 (5 th yr)	\$38,900 (6 th yr)	\$255,700
Average for 177 Agency/Non-profit/Religious Camps	\$700,670	\$62,400 (6 th yr) 41	\$49,400 (5 th yr)	\$43,400 (7 th yr)	\$41,800 (5 th yr)	\$37,700 (6 th yr)	\$234,700
Average for 47 For-Profit Camps	\$2,000,000	\$116,200 (19 th yr) 51	\$69,700 (10 th yr)	\$55,400 (12 th yr)	\$51,500 (11 th yr)	\$42,800 (8 th yr)	\$335,600
Average for 19 camps w/ revenue \$750K-\$999K		\$57,800 (7 th yr) 44	\$37,000 (5 th yr)	\$39,400 (5 th yr)	\$40,400 (5 th yr)	\$33,500 (5 th yr)	\$208,100

Church of the Brethren Camps:

	2019 Annual Expenses	Camp Director Salary, tenure	Prog Coord/Asst Dir Salary, tenure	Facilities Mgr Salary, tenure	Food Svcs Salary, tenure	Office/Guest Svcs Salary, tenure	Other Staff	Total 5 Salaries
Camp Bethel, VA	\$805,043 (actual)	\$51,069 (19 th yr)	\$30,600 (7 th yr)	\$30,789 (8 th yr)	\$30,600 (3 rd yr)	\$8,690 (hourly)		\$151,748 (5)
Inspiration Hills, OH	\$350,000 (budget)	\$53,000 (12 th yr)	\$35,000 (1 st yr)	\$38,000 (5 th yr)	\$35,000 (1 st yr)	n/a		\$161,000 (4)
Blue Diamond, PA	\$450,000 (budget)	\$52,000 (1 st yr)	\$25,000 (1 st yr)	\$47,000 (30 th yr)	\$21,000 (2 nd yr)	\$25,000 (3 rd yr)		\$170,000 (5)
Brethren Woods, VA	\$469,520 (budget)	\$66,400 (39 th yr)	\$40,000 (10 th yr)	\$22,500 (2 nd yr)		\$35,578 (23 rd yr)	\$22,500 (5 th yr)	\$166,978 (5)
Alexander Mack, IN	\$1,000,500 (budget)	\$47,000 (5 th yr)	\$36,252 (7 th yr)	\$40,403 (22 nd yr)	\$30,717 (5 th yr)	\$29,443 (4 th yr)		\$183,815 (5)
Swatara, PA	\$1,300,000 (budget)	\$54,000 (2 nd yr)	\$30,000 (2 nd yr)	\$35,000 (7 th yr)	\$33,500 (6 th yr)	\$30,000 (3 rd yr)	\$35,000 (1 st yr)	\$182,500 (5)
Harmony, PA								

Comparable Church/Agency Camps in VA:

	2019 Annual Expenses	Camp Director Salary, tenure	Prog Coord/Asst Dir Salary, tenure	Facilities Mgr Salary, tenure	Food Svcs Salary, tenure	Office/Guest Svcs Salary, tenure	Total 5 Salaries
Camp Bethel (Brethren)	\$805,043 (actual)	\$51,069 (19 th yr)	\$30,600 (7 th yr)	\$30,789 (8 th yr)	\$30,600 (3 rd yr)	\$8,690 (hourly)	\$151,748
Alta Mons (United Methodist)	\$456,745 (actual)	\$60,000 (8 th yr)	\$39,000 (9 th yr)	\$17,250 (hrly)	\$16,000 (hrly)	\$26,000 (1 st yr)	\$158,250
Camp Hanover (Presbyterian)	\$807,616 (actual)	\$59,123 (9 th yr)	\$40,518 (8 th yr)	\$37,440 (13 th yr)	\$40,000 (19 th yr)	\$43,128 (21 st yr)	\$220,209
Brethren Woods (Brethren)	\$469,520 (budget)	\$66,400 (39 th yr)	\$40,000 (10 th year)	\$22,500 (2 nd yr)	hourly	\$35,578 (23 rd yr)	\$144,478 (4)
Chanco on the James (Episcopal)	\$911,000 (actual)	\$55,000 (9 th yr)	\$30,000 (2 nd yr)	\$34,500 (4 th yr)	\$45,000 (4 th yr)	\$32,000 (3 rd yr)	
Caroline Furnace (Lutheran)				\$32,000	\$32,000	\$31,000	
Camp Easter Seals (Agency)							

Comparison to the 2022 Recommended Minimum Cash Salary Table for Church of the Brethren Pastors:

	Barry = 19 yrs	Jenna = 7 yrs	Mickey = 8 yrs	Daniel = 1 yr
Camp Bethel proposed salaries 2022	\$53,663 (19 yrs)	\$32,130 (7 yrs)	\$32,329 (8 yrs)	\$32,130 (1 yr)
No Bachelor & Approved Ministry Training	\$49,904 (19 yrs)	\$39,750 (7 yrs)	\$40,943 (8 yrs)	\$32,026 (1 yr)
Bachelor & Approved Ministry Training	\$57,292 (19 yrs)	\$45,636 (7 yrs)	\$47,003 (8 yrs)	\$36,771 (1 yr)
Master of Divinity Degree	\$67,553 (19 yrs)	\$53,809 (7 yrs)	\$55,424 (8 yrs)	\$43,357 (1 yr)