

**“CAMP IS OUR CHILDREN’S LIFELINE  
TO THEIR JEWISH IDENTITY.”**

2024 Camper Parent



**CENSUS REPORT:  
STATE OF JEWISH  
CAMP 2024**



# INTRODUCTION & KEY FINDINGS

Jewish camps have once again demonstrated their resilience and integral role as spaces for growth, connection, and community-building. In summer 2024, the field surpassed pre-pandemic participation levels for the first time. Alongside this growth, Jewish camps deepened their impact in key areas, strengthening their focus on camper well-being.

Affordability continues to be a challenge for the field. Camps have remained steadfast in their commitment to financial accessibility, yet significant unmet demand persists, highlighting increased operating costs and rising tuition rates. Funding and grants for capital projects and facility upgrades, as well as staff training and development are among the highest priorities for both day and overnight camps. Camp's pivotal role in fostering Jewish identity and building bridges across the global Jewish community was more pronounced than ever before.

These achievements highlight Jewish camps' ongoing dedication to fostering vibrant, inclusive spaces that celebrate Jewish identity across generations. Read more on trends and insights from the field below.

## A FEW KEY TAKEAWAYS FROM THIS YEAR'S REPORT:

- Increased Participation:** Jewish camps engaged 189,000 youth, teens, and young adults in 2024, a 5% increase from 2023. Overnight camps grew by 4% and day camps by 1%, with the entire field exceeding pre-pandemic numbers.
- Rising Financial Need:** Financial aid distributed by camps increased to \$37 million, yet significant unmet demand persists, highlighting rising tuition and financial accessibility challenges.
- Enhanced Social and Emotional Well-being:** Camps increasingly support camper well-being, with 91% of overnight and 74% of day camp families rating activities for social-emotional health as excellent or good (up 14 and 19 points, respectively).
- Strengthened Jewish Identity:** 96% of overnight families reported that camp created an environment where their child felt proud to be Jewish, further solidifying camps' role in Jewish identity building. 92% of overnight families reported that their camper's identity was deeply and positively impacted at camp, up 4% from summer 2023.
- Seasonal Staff Surge:** There was a 25% increase in new North American young adult staff.
- Global Connections:** Over 3,000 Israelis worked in camps, fostering cultural and communal ties between North American and Israeli communities, marking an 11% increase from 2023.
- Sustained Camper Satisfaction:** Overnight parent satisfaction has remained around 93% since 2021, increasing to 94% this summer. Day camp parent satisfaction has remained around 87% for the last three years, increasing to 89% this summer.

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## SUMMER 2024

Approximately

**189,000**

campers and counselors participated in Jewish camp across:



**161** ☀️

day camps and

**157** 🌙

overnight camps

Participation in Jewish **day and overnight camp grew 5% from 2023 to 2024** and now stands above 2019's pre-pandemic record participation.

### TOTAL PARTICIPANTS SERVED (CAMPER AND COUNSELORS, DAY AND OVERNIGHT)



	Total Participants	% Change Year over Year
<b>2024*</b>	<b>188,960</b>	<b>+5%</b>
<b>2023</b>	<b>180,700</b>	<b>+3%</b>
<b>2022</b>	<b>174,700</b>	<b>+13%</b>
<b>2021</b>	<b>155,000</b>	<b>-15%</b>
<b>2019</b>	<b>182,400</b>	<b>+1%</b>

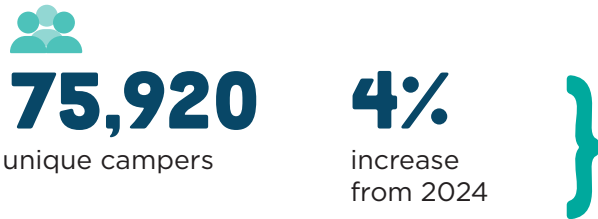
*\*The total participants include campers and high school and college-aged staff from the US or Canada. 2024 numbers include approximately 151,800 campers and about 37,200 high school and college-aged staff members.*

This report utilizes data submitted to FJC by 271 camps from August through October 2024. In order to achieve counts for the full field, prior data from years past and averages from 2024 data were used to project numbers for the entire field of 161 day and 157 overnight Jewish nonprofit camps across North America in summer 2024.

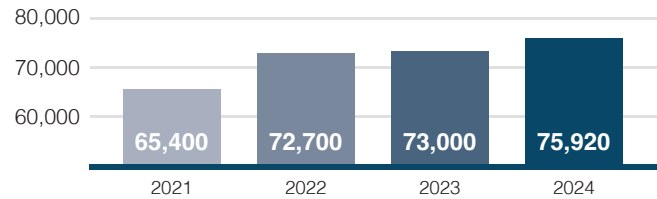
# CAMPERS

## OVERNIGHT CAMP ENROLLMENT

Overnight camp enrollment grew by 4% with 54% of overnight camps increasing their enrollment from summer 2023 to 2024. This marks significant progress compared to summer 2023 when only 37% of overnight camps increased their enrollment.



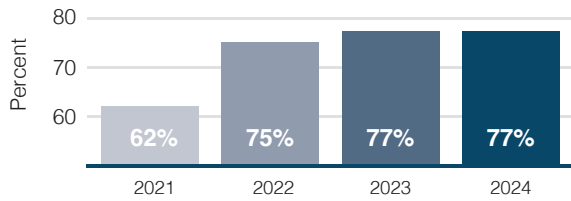
TOTAL UNIQUE CAMPERS



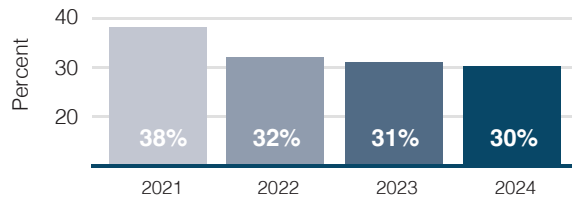
Overnight camp retained 77% of their campers from 2023 to 2024.

New campers made up 30% of the overnight camper population in 2024.

CAMPER RETENTION RATE\*

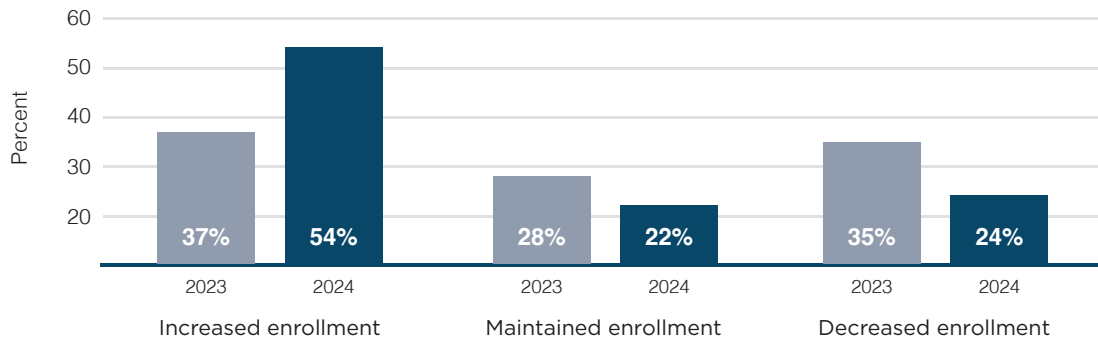


NEW CAMPERS



\*The retention rate is calculated by removing the 10% of campers who are not eligible to return to camp (given they've aged out) from the denominator.

OVERNIGHT CAMP ENROLLMENT CHANGES



## OVERNIGHT CAMP ENROLLMENT BY MOVEMENT

All Bnei Akiva and Young Judaea (US & CA) camps maintained or increased their enrollment since summer 2023. These movements account for a combined 13% of the field's campers. The largest movement in terms of camper enrollment was the Jewish Community Center Association (JCCA). 24% of all campers attend a JCCA camp and 73% of these camps maintained or increased their enrollment since summer 2023.

Movement	% of Camps that Increased or Maintained Enrollment	% of Field's Campers
AIJC	67%	13%
Bnei Akiva	100%	6%
Chabad/Gan Israel	50%	4%
Habonim Dror	67%	2%
Jewish Community Center Association (JCCA)	73%	24%
Ramah	78%	10%
URJ	77%	14%
Young Judaea (Canada)	100%	3%
Young Judaea (US)	100%	4%
Other/Unaffiliated	80%	20%

## OVERNIGHT CAMP ENROLLMENT BY REGION

90% of overnight camps in the Midwest and the South increased or maintained their enrollment since summer 2023. About 19% of the field's overnight campers attend camps in the Midwest region, and 11% of campers are in the South. Camps in the Northeast serve 42% of the field's campers, and 73% of the camps in that region increased or maintained their enrollment numbers from summer 2023 to 2024.

Region	% of Camps that Increased or Maintained Enrollment	% of Field's Campers
Canada	76%	12%
Midwest	90%	19%
Northeast	73%	42%
South	90%	11%
West	65%	15%

## OVERNIGHT CAMPER LENGTH OF STAY

**Most overnight campers attended overnight camp for 4 weeks in 2024.** This has been consistent, with only slight decreases, since 2019. Shorter stays are most popular in Western camps where almost 75% of the camper population stays for fewer than 4 weeks. Meanwhile, longer stays are most popular in Canada where 30% of campers attended camp for a full summer of six weeks or more. The South has seen a dramatic change this past year, with 40% of campers attending for fewer than 4 weeks, compared to only 26% in 2023.

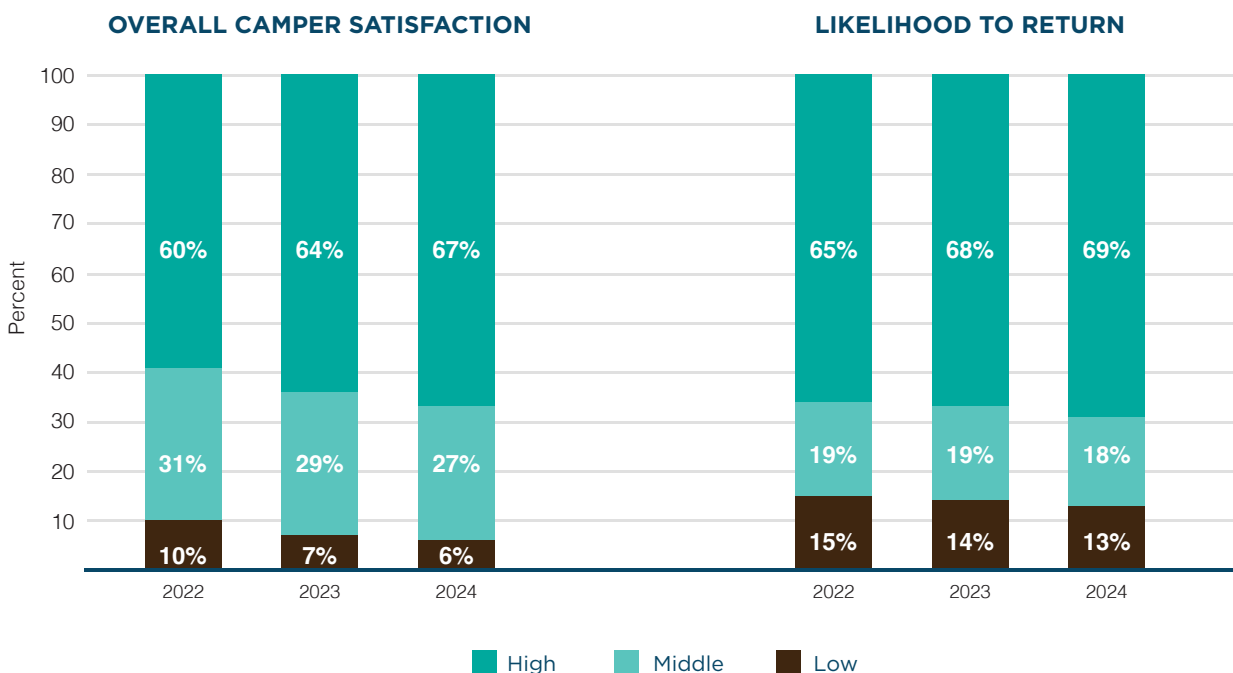
### OVERNIGHT CAMPER LENGTHS OF STAY OVERALL & BY REGION 2024

Region	1 week	2 weeks	3 weeks	4 weeks	5 weeks	6 weeks	7 weeks	8+ weeks
Canada	10%	14%	11%	30%	5%	13%	10%	7%
Midwest	5%	16%	9%	56%	3%	3%	3%	4%
Northeast	4%	12%	17%	38%	3%	2%	19%	5%
South	6%	18%	16%	51%	0%	2%	4%	2%
West	12%	40%	22%	21%	2%	1%	0%	2%
All overnight camps 2023	6%	18%	16%	41%	2%	3%	9%	5%
All overnight camps 2024	7%	18%	16%	38%	3%	4%	10%	4%

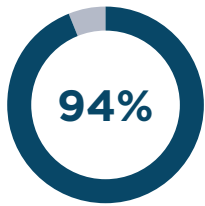
## OVERNIGHT CAMPER SATISFACTION

*\*according to data collected from over 8,700 camper families in response to FJC's 2024 Camper Satisfaction Insights survey*

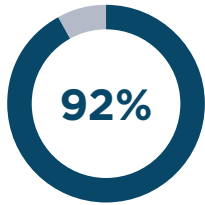
**Overall satisfaction and likelihood to return saw slight increases from 2023** which are a part of a consistent upward trend in these measures since 2022. 94% of overnight families were satisfied with their camp experience this summer, the highest it's been in recent years.



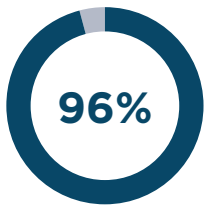
Alongside these trends, positive impacts for Jewish camp remained high.



of families report that overnight camp made their child connected to Jewish people and the broader Jewish community. (93% in 2023)



of families reported that their camper's identity was deeply and positively impacted at camp, up 7% from 2023. (88% in 2023)



of families reported that camp created an ambiance and atmosphere where their child is proud to be Jewish. (94% in 2023)

## DAY CAMP ENROLLMENT

Day camp enrollment increased by 1%, consistent with the goal they set for themselves before summer 2024. Compared to 2023, in summer 2024 approximately 45% (down from 60%) of day camps increased enrollment.



**75,850**

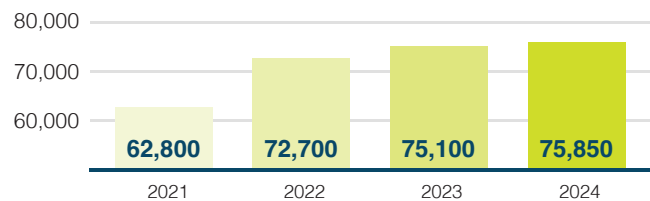
unique campers

**1%**

increase from 2024



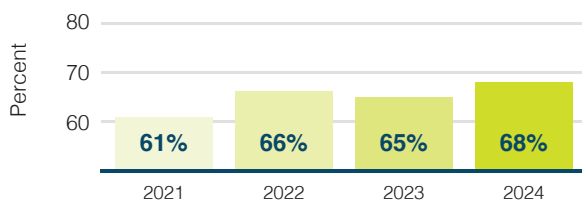
TOTAL UNIQUE CAMPERS



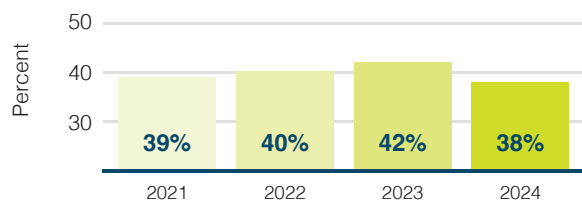
Day camp retained 68% of their campers from 2023 to 2024.

New campers made up 38% of the day camper population in 2024.

CAMPER RETENTION RATE\*

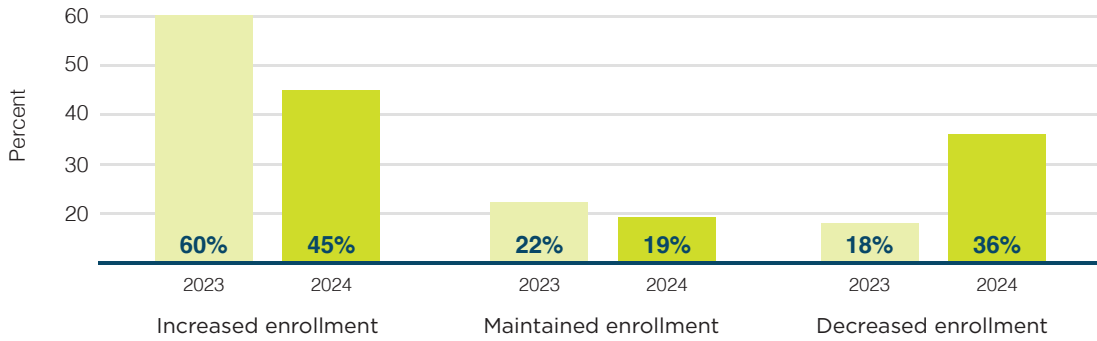


NEW CAMPERS



\*The retention rate is calculated by removing the 10% of campers who are not eligible to return to camp (given they've aged out) from the denominator.

### DAY CAMP ENROLLMENT CHANGES



80% of National Ramah Commission day camps increased or maintained their enrollment but these camps only account for 4% of the field’s campers. 80% of day campers attend JCCA camps and 60% of these camps maintained or increased their enrollment size in 2024.

### DAY CAMP ENROLLMENT BY MOVEMENT

Movement	% of Camps that Increased or Maintained Enrollment	% of Field's Campers
Jewish Community Center Association (JCCA)*	60%	80%
Jewish Day Camp Network (JDCN)*	61%	57%
National Ramah Commission	80%	4%
Other / Unaffiliated	72%	10%

\*Many camps are a part of both JCCA & JDCN.

**85% of southern day camps increased or maintained their enrollment.** 20% of the field’s day campers attend camp in this region. The Northeast has the largest share, 43%, of day campers and 64% of those camps increased or maintained their enrollment.

### DAY CAMP ENROLLMENT BY REGION

Region	% of Camps that Increased or Maintained Enrollment	% of Field's Campers
Canada	33%	5%
Midwest	61%	17%
Northeast	64%	43%
South	85%	20%
West	63%	15%

\*Data based on this year's reporting camps.

## DAY CAMPER LENGTH OF STAY

Since 2023, longer durations of day camp attendance have become more common in Canada, the South, and especially the West. Most day campers attend camp for either four or eight weeks, which has been consistent over the past few years. In 2023, 42% of Canadian day campers attended for 8+ weeks. This summer, only 18% of campers attended for that long and instead, 1, 4, and 7 weeks became more popular. The Midwest saw a 9% increase in the percent of campers attending for 7 weeks, most of those campers came out of the 8-week category.

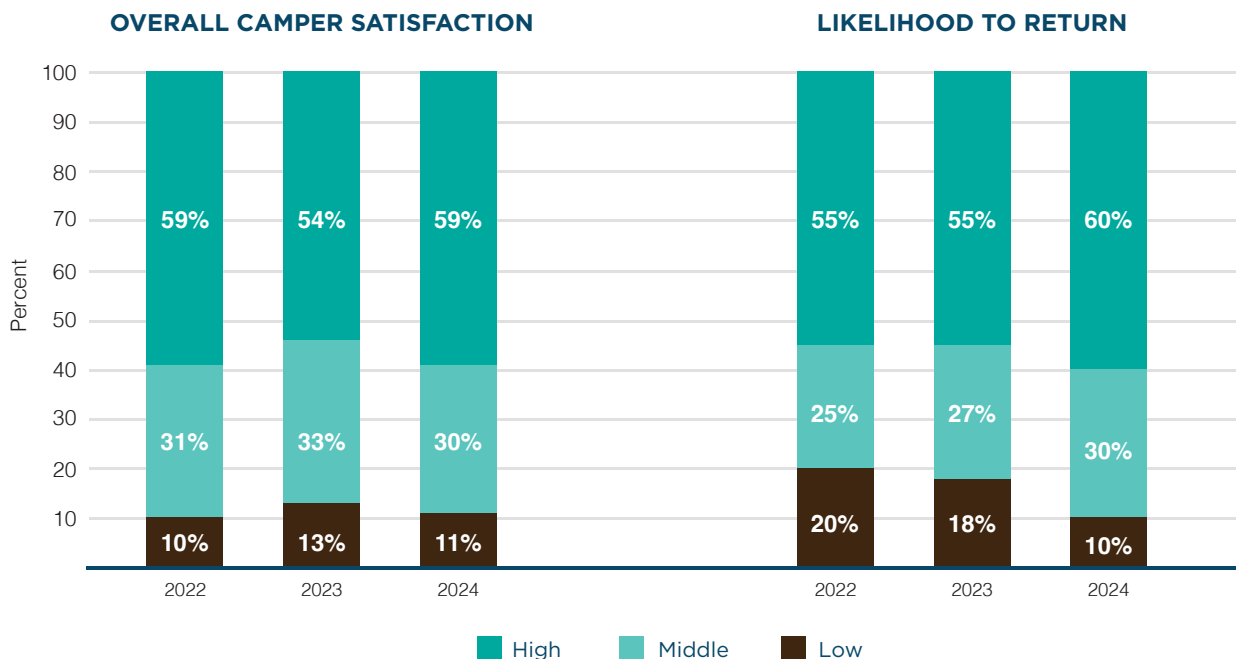
### DAY CAMPER LENGTH OF STAY OVERALL & BY REGION 2024

Region	1 week	2 weeks	3 weeks	4 weeks	5 weeks	6 weeks	7 weeks	8+ weeks
Canada	10%	12%	4%	26%	4%	17%	10%	18%
Midwest	9%	14%	10%	16%	6%	8%	13%	23%
Northeast	4%	10%	7%	19%	8%	11%	11%	30%
South	14%	13%	14%	13%	10%	11%	9%	16%
West	15%	17%	10%	19%	5%	11%	5%	19%
All day camps 2024	9%	12%	10%	17%	8%	10%	10%	23%
All day camps 2023	9%	13%	10%	17%	7%	10%	12%	22%

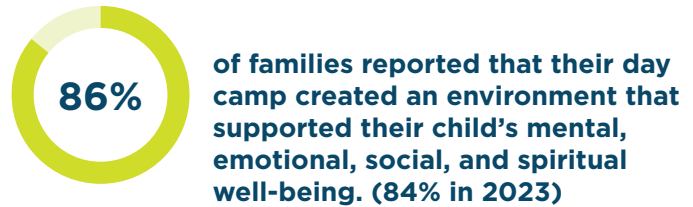
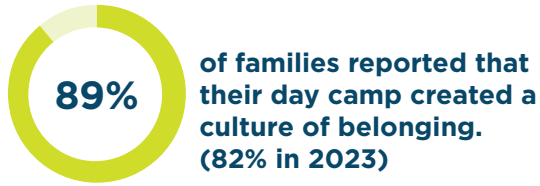
## DAY CAMPER SATISFACTION

\*Data collected from FJC's Day Camper Satisfaction Insights Surveys 2024.

Day camps are maintaining high levels of satisfaction and saw an overall 8% increase in positive intent to return from 2023 to 2024.



Day camp supports welcoming communities.

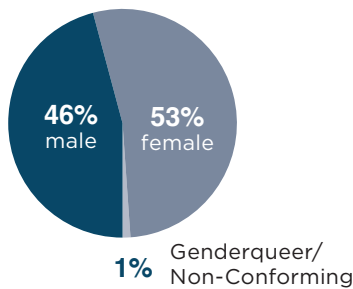


## CAMPER DEMOGRAPHICS

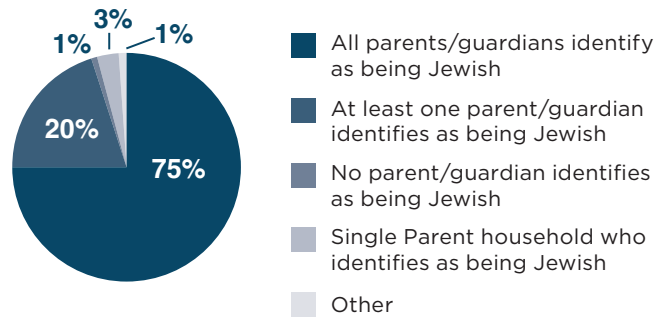
\*Data collected from FJC's 2024 Camper Satisfaction Insights and FJC's 2024 Day Camper Satisfaction Insights Surveys

**Overnight camp demographics have not changed much since 2023.** Religious identity among overnight and day camper families showed growth (+2%) in the "other" category, while households with all or at least one Jewish parent slightly declined (-1%).

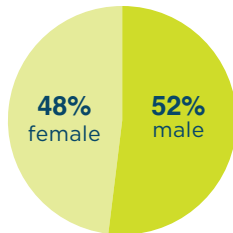
GENDER IDENTITY OF OVERNIGHT CAMPERS



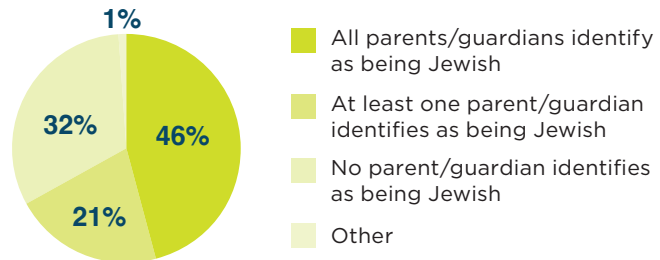
OVERNIGHT CAMP FAMILIES' RELIGIOUS IDENTITY



GENDER IDENTITY OF DAY CAMPERS



DAY CAMP FAMILIES' RELIGIOUS IDENTITY



*I truly believe camp is the one place my kids feel they can be fully themselves with no pressure or competition.*

– Day Camp Parent



## CAPACITY & OCCUPANCY

Overall, the field-wide capacity of overnight and day camps stayed about the same. As camps refurbish old spaces and build new ones, their capacities fluctuate as the new spaces do not always fully replace the capacity of the old ones.

### TOTAL DAILY ESTIMATED CAMPER CAPACITY AVAILABLE AT JEWISH CAMPS IN 2024

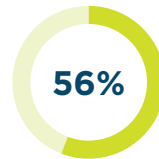
**50,000**  
Overnight Camp

**59,000**  
Day Camp

**109,000**  
Total



**37%** of overnight camps increased capacity.

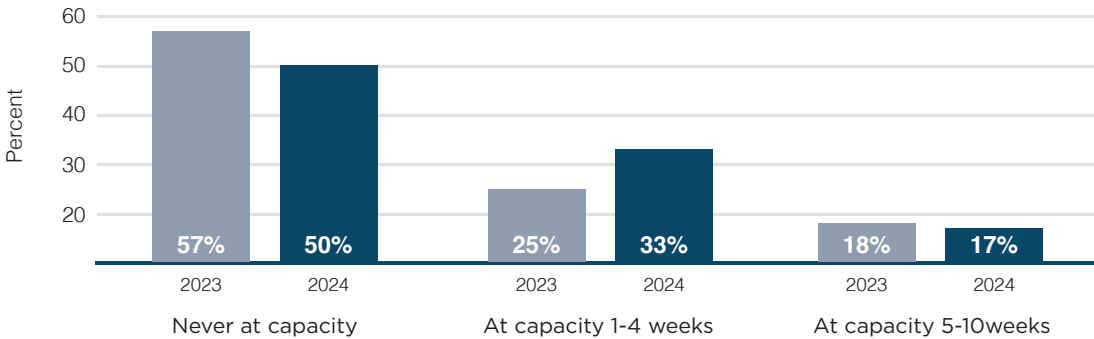


**56%** of day camps increased capacity.

The full capacity of spaces available or beds for campers is estimated to be 109,000 per day. Average daily camper capacity at overnight camps was 320, the same as in 2023. The average daily camper capacity at day camps was 370, up 10 spots per camp since 2023.

Overall, overnight camps increased the number of weeks they operated at capacity from 2023 to 2024.

### OVERNIGHT CAMP OCCUPANCY

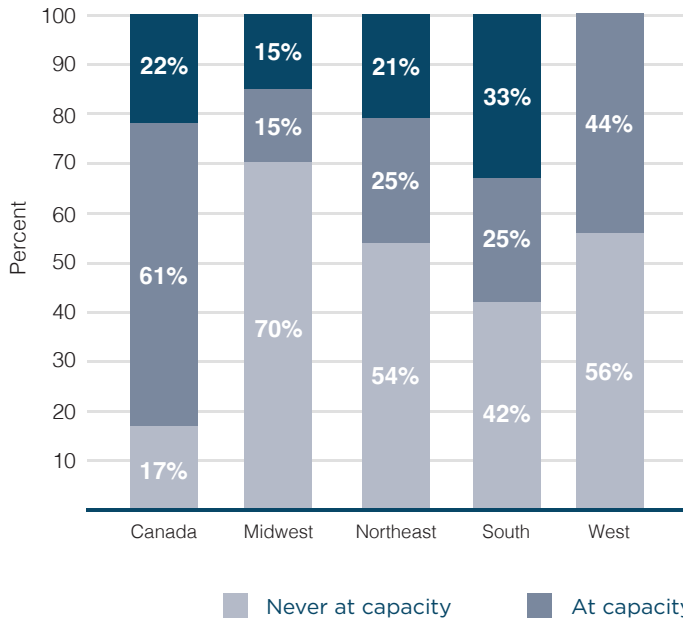


*She absolutely loved camp. It allowed her to celebrate being Jewish in a beautiful and warm environment.*

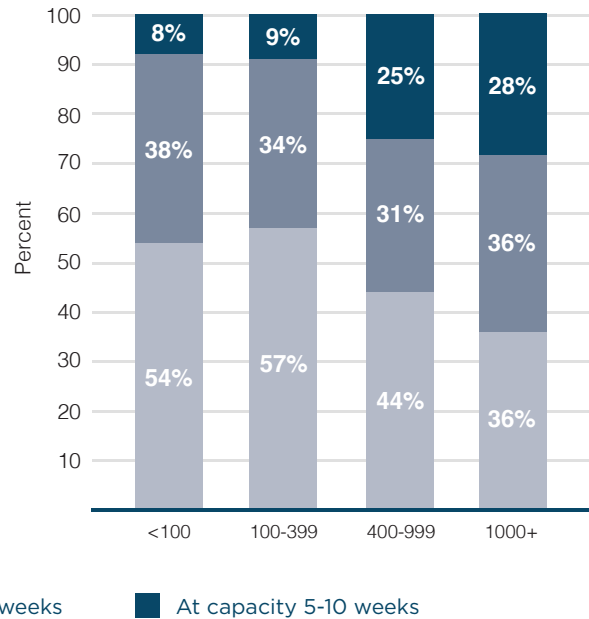
– Overnight Camp Parent



### OVERNIGHT CAMP OCCUPANCY BY REGION\*



### OVERNIGHT CAMP OCCUPANCY BY ENROLLMENT SIZE\*

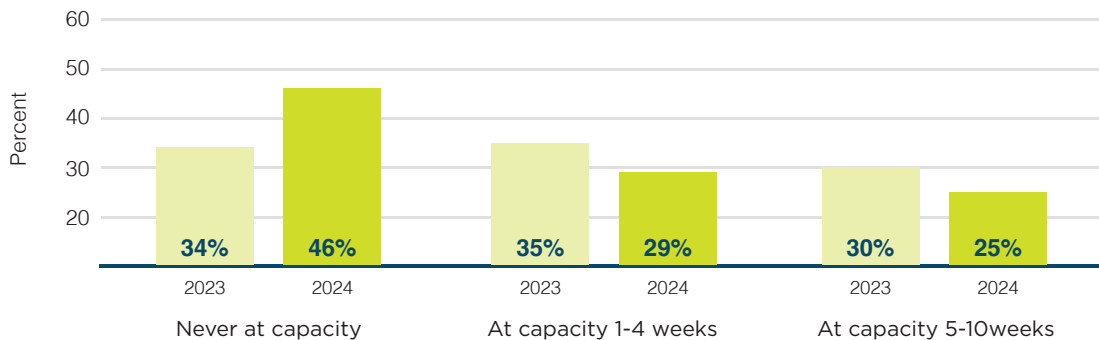


\*Based on 139 reporting camps. Variability in percentages maybe due to differing number of camps in each of these regional and size categories

Canadian camps spent the most time at capacity out of all the regions. Despite almost all Midwest camps increasing their enrollment, 70% of Midwest overnight camps never reached capacity over the summer. No Western camps were at capacity for more than 4 weeks of the summer.

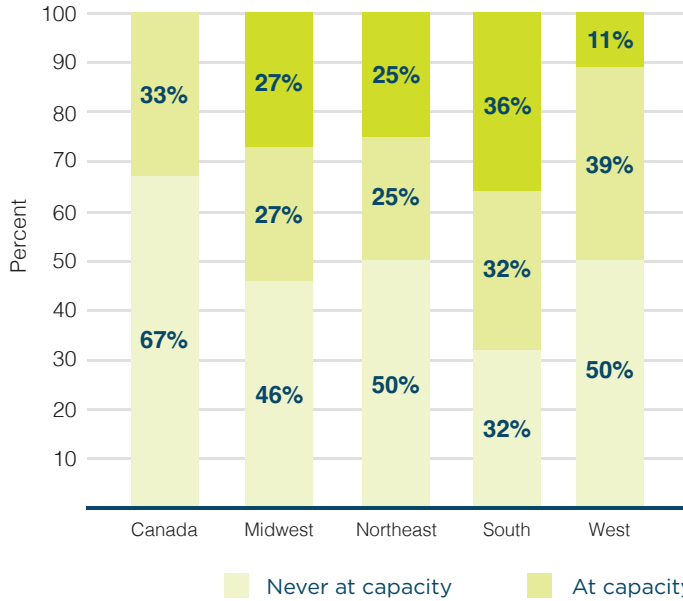
Day camps greatly decreased the amount of time spent at capacity this summer. This is consistent with the almost flat enrollment at day camps. Day camps have space for more campers in future summers.

### DAY CAMP OCCUPANCY



Day camps in the south were the fullest compared to the other regions with 68% of camps reaching capacity at some point during the summer. 64% of the largest camps (over 1,000 unique campers a summer) reached capacity over the summer. Camps with enrollment sizes between 100 - 399 unique campers spent the least amount of time at capacity, with 57% never being completely full.

**DAY CAMP FULL OCCUPANCY BY REGION\***



**DAY CAMP FULL OCCUPANCY BY ENROLLMENT SIZE\***



\*Based on 113 reporting camps. Variability in percentages maybe due to differing number of camps in each of these regional and size categories

77% of day camps with enrollment sizes of 400-999 a summer reached capacity at some point over the summer. 46% of the largest camps (1000+ unique campers) were full for more than half the summer.

**Waitlists at overnight and day camp decreased for the second year in a row, by about 10% from 2023 to 2024.**

**2,800+**

Overnight campers were turned away in summer 2024

**2,400+**

Day campers were turned away in summer 2024

**5,200+**

Campers remained on waitlists for summer 2024

**2,900+**

Overnight campers were turned away in summer 2023

**2,900+**

Day campers were turned away in summer 2023

**5,800+**

Campers remained on waitlists for summer 2023

**CAMPERS WITH DISABILITIES\***

Overall, camps reported that approximately 5% of overnight campers and 9% of day campers identified as having a disability. Overnight camps served about 3,300 campers with disabilities and day camps served about 4,400 campers with disabilities in summer 2024. This is a slight increase from summer 2023 for both day and overnight camps.

\*Percentages based on reporting camps.

# STAFF

**Overnight and day camps saw a 25% increase in new North American Young Adult staff\***, offering Jewish young adults a space for positive identity building and respite. Most overnight staff reported that camp strengthened their Jewish identity (87%) and connection to Jewish values (85%), while 76% of day camp staff felt enthusiastic about Jewish experiences.

New North American Young Adult staff drove the increase in overall overnight camp staffing as camps continued their work on recruiting and retaining this demographic. Camps also continued the trend of hiring more staff than in the past, as fewer could commit to working the full summer.

\*North American young adult staff are defined as staff from the US and Canada, ages 18-24.

## OVERALL CAMP STAFFING 2021 - 2024

Overnight Camps\*



Day Camps\*



\*These numbers include all staff who worked at camp in 2024.

## SEASONAL STAFF RECRUITMENT & RETENTION

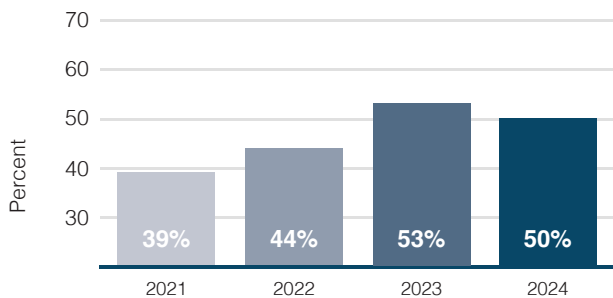
**There was a 25% increase in new North American young adult staff across day and overnight camps this summer, while overall staff retention slightly decreased to 50% (from 53%).** This means there was a surge in camp staff in summer 2024 at a time when many Jewish young adults were looking to be in positive Jewish spaces after a spring of high tensions on college campuses. In 2023, FJC expanded its grant and program offerings aimed towards supporting camps in their recruitment and retention of North American young adult staff. New programs like the [Camp Management Fellowship](#) and seasoned opportunities like FJC’s [Cornerstone Fellowship](#) have ensured that camps are able to keep investing in these staff, developing the next generation of Jewish leaders.

**NORTH AMERICAN YOUNG ADULT STAFF ACROSS DAY AND OVERNIGHT CAMPS\***

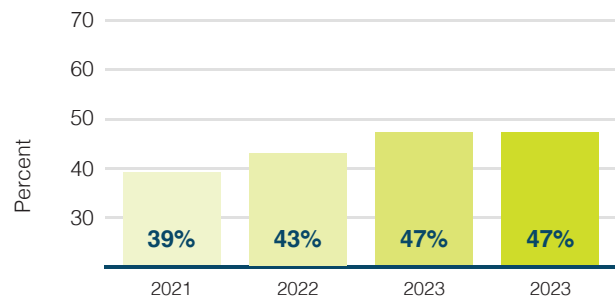
	2024 Total New NA YA Staff	2024 Total Retained NA YA Staff	2024 Total NA YA Staff	2023 Total New NA YA Staff	2023 Total Retained NA YA Staff	2023 Total NA YA Staff
Day & Overnight Camps Combined	10,600	11,800	22,400	8,500	11,500	20,000

\*Unlike the prior 2023 report, these numbers are projected for the full field.

**OVERNIGHT CAMP STAFF RETENTION RATE\***



**DAY CAMP STAFF RETENTION RATE\***



\*Staff retention is calculated by dividing number of returning staff by total number of staff.

**INTERNATIONAL STAFF**

Jewish camp cultivated an environment for respite and healing, Jewish identity building, and cultural connection between Israelis and North Americans in 2024.

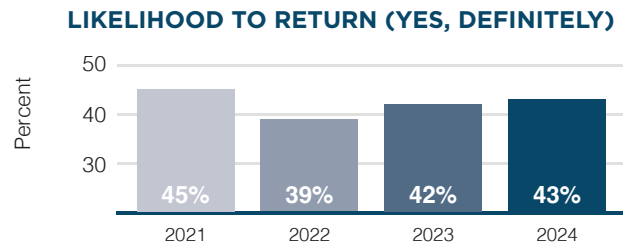
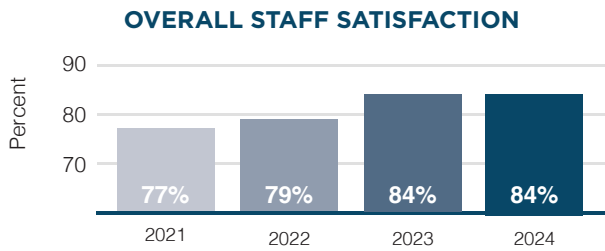
**Approximately, 2,600 Israelis worked at overnight camps and 540 worked at day camps, spanning 191 camps in total.** While the numbers of Israeli and International staff remained relatively stable since 2023, Israelis staffing North American camps in summer 2024 was significant given the ongoing war in Israel.

	Overnight Staff 2024	Overnight Staff 2023	Day Staff 2024	Day Staff 2023
<b>Israeli Staff (% is of total staff)</b>	2,600 (10%)	2,400 (10%)	540 (3%)	400 (3%)
<b>Other International Staff (% is of total staff)</b>	4,000 (15%)	3,500 (15%)	50 (0.3%)	140 (1%)

\*Data in this chart is not projected for the full field since not all camps have these kinds of staff. These numbers are from reporting camps only.

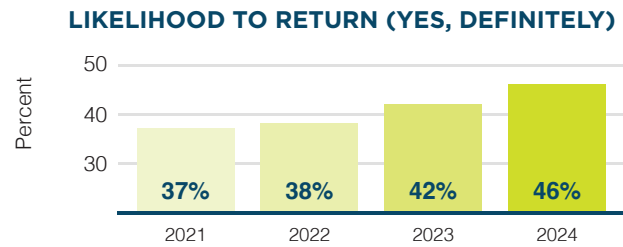
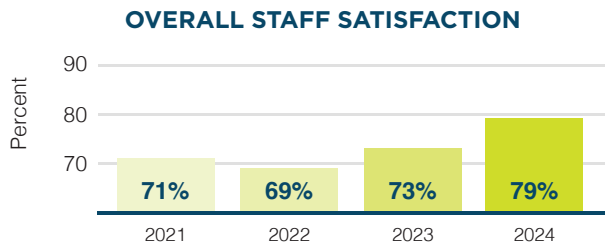
## OVERNIGHT CAMP STAFF SATISFACTION

Seasonal staff’s overall satisfaction remains the same as last summer and remains the highest it’s been since 2019. Since satisfaction and likelihood to return go hand in hand, this data offers valuable insight into potential retention rates for next summer. This data also highlights camps’ dedication to creating a positive experience for the staff, as reflected in the consistent improvements in staff satisfaction in the past few years.



## DAY CAMP STAFF SATISFACTION

Seasonal staff satisfaction is up 6% and likelihood to return is up 4% as day camps continue to prioritize staff satisfaction and engagement.



*I can’t wait to return to camp next summer. It is a dream career opportunity to merge my love of camp and passion for mental health, as well as working with individuals from pre-k to college students and adults. I would like to continue to grow and learn new tools to support mental health in the camp setting.*

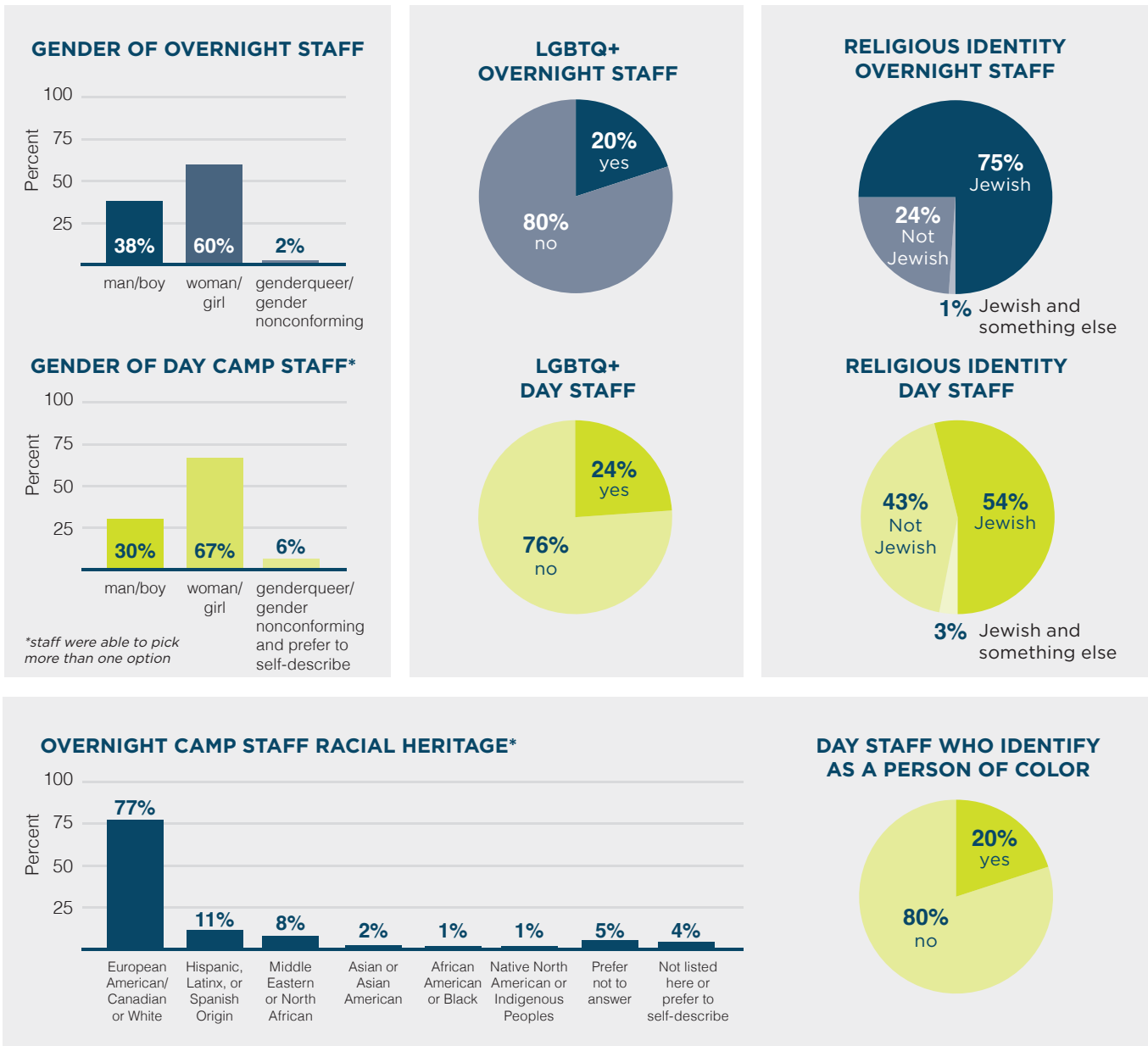
– Day Camp Staff



## STAFF DEMOGRAPHICS

These demographics were measured through FJC’s Staff Satisfaction Insights surveys administered to seasonal staff after their experience each summer. The results were collected from 4,270 staff members at 75 overnight camps, representing 15% of all overnight camp seasonal staff, and 1,840 staff members at 36 day camps, representing 11% of all day camp seasonal staff. Understanding who is a part of our camp community helps us to better serve and support these staff members.

Day camp saw a 5% decrease in the number of female-identifying staff members and a 6% increase of male-identifying staff members. This is the only notable change in staff demographics for day and overnight camps since 2023.



\*We asked about racial identity differently to overnight and day camp staff.

## YEAR-ROUND PROFESSIONALS

The number of full-time professionals at overnight camps has varied significantly over the past three years, as camps adapt their staffing structures in response to high turnover rates.

### YEAR-ROUND OVERNIGHT CAMP PROFESSIONALS

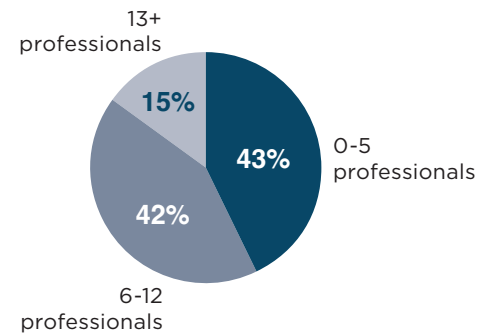
	Full-Time Year-Round Professionals	Part Time Year-Round Professionals	# of Open Positions
2024	890	580	110
2023	960	440	Not available
2022	870	450	Not available

### OVERNIGHT CAMP YEAR-ROUND PROFESSIONALS BY CAMP SIZE

Camp Size*	Average Number of Year-Round Professionals (Full and Part Time)	Range
Small (<250 camper enrollment)	4	1-14
Medium (251-450 camper enrollment)	6	2-13
Large (>451 camper enrollment)	11	3-26

\*Sizes were determined by the number of unique campers served in summer 2024.

### PERCENTAGE OF OVERNIGHT CAMPS BY NUMBER OF YEAR-ROUND PROFESSIONALS (FULL AND PART-TIME)



Most day camp year-round positions are part time as parent organizations usually hire professional staff to run day camp in addition to other programs during the year. This continues to be a growing trend.

### YEAR-ROUND DAY CAMP PROFESSIONALS

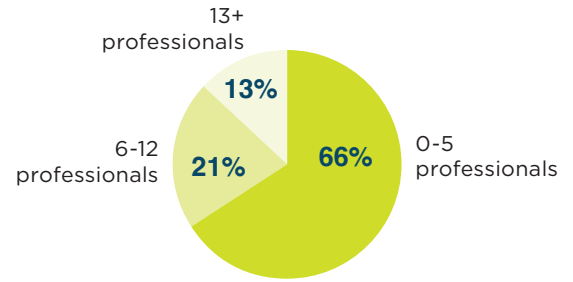
	Full & Part Time Year-Round professionals
2024	940
2023	780
2022	820



**DAY CAMP YEAR-ROUND PROFESSIONALS BY CAMP SIZE**

Camp Size	Average Number of Year-Round Professionals	Range
Small (<250 camper enrollment)	3	1-8
Medium (251-450 camper enrollment)	3	1-8
Large (>451 camper enrollment)	6	1-16

**PERCENTAGE OF DAY CAMPS BY NUMBER OF YEAR-ROUND PROFESSIONALS (FULL AND PART-TIME)**



**STAFF WITH DISABILITIES**

Both overnight camps had less vocational education participation in summer 2024 while increasing the number of staff with disabilities.

	Overnight 2024	Overnight 2023	Day 2024	Day 2023
#/% of camps with vocational training programs	26 (19%)	27	19 (17%)	20
# of vocational training participants	255	327	141	140
#/% of camps reporting staff with known disabilities	58 (41%)	55	58 (51%)	65
#/% of staff with disabilities	297 (1%)	234	306 (3%)	296

**INCLUSION STAFF**

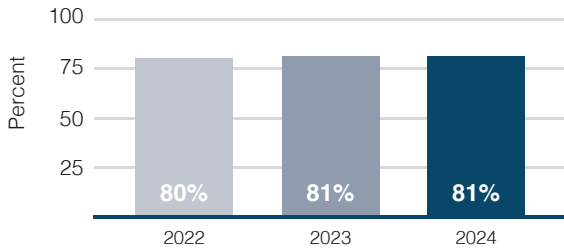
Inclusion staff are made up of staff with diverse backgrounds including licensed disability/inclusion professionals and unlicensed support counselors or one-on-one aides. Overnight camp increased the average number of both kinds of inclusion staff while day camps increased the average number of unlicensed support staff.

	Overnight 2024	Overnight 2023	Day 2024	Day 2023
<b>Certified or licensed disability/inclusion professionals</b>				
Average # per camp	2	1	2	2
Range	1-5	1-6	1-8	1-10
<b>Unlicensed support counselors or one-on-one aides</b>				
Average # per camp	5	3	12	10
Range	1-23	1-46	1-41	1-48

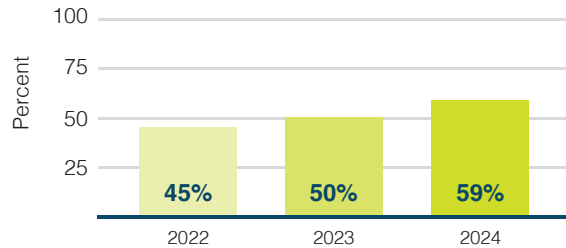
# MESHH (MENTAL, EMOTIONAL, SOCIAL, & SPIRITUAL HEALTH) STAFF

Day camps with at least one mental health professional increased by 9% from summer 2023 to 2024 while overnight camps maintained their already high percentage (81%).

**OVERNIGHT CAMPS WITH AT LEAST ONE MENTAL HEALTH PROFESSIONAL**



**DAY CAMPS WITH AT LEAST ONE MENTAL HEALTH PROFESSIONAL**



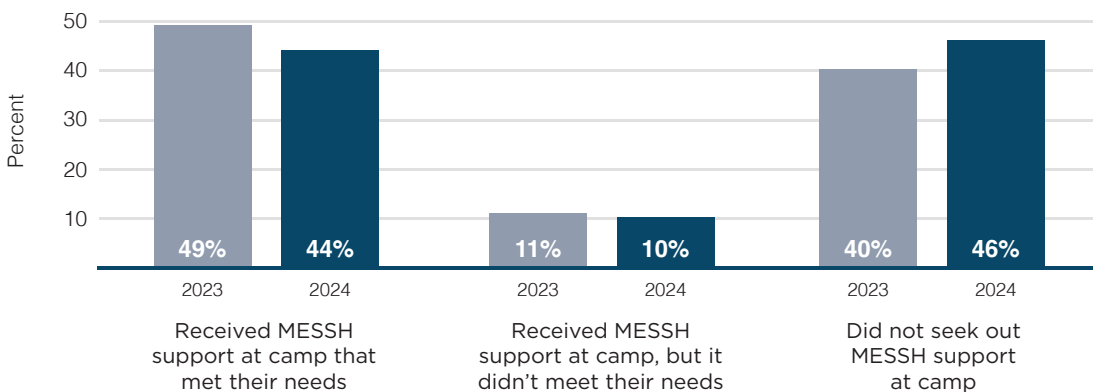
**MESHH STAFF\***

	Overnight 2024	Overnight 2023	Day 2024	Day 2023
<b>Average # per camp</b>	4	3	2	2
<b>Range</b>	1-20	1-15	1-9	1-8

\*FJC defines a MESHH professional as a psychologist, social worker, or certified licensed mental health professional. Note, not all professionals work the whole summer.

54% of overnight camp staff sought out mental health support while at camp and 44% of those staff found that the support camp offered met their needs. From research done to evaluate FJC’s Yedid Nefesh initiative, we noted a trend among participating camps that reflect a shift in community support, suggesting that staff are increasingly needing resources and training to support others around them, and perhaps less so for themselves and their own wellbeing. Mental health professionals who reported coaching staff directly to support their own personal wellbeing decreased by 20% from 2023 to 2024. However, the number of staff that mental health professionals coached to support campers and others increased by 14% from 2023 to 2024.

**OVERNIGHT STAFF RECEIVING MESHH SUPPORT AT CAMP**



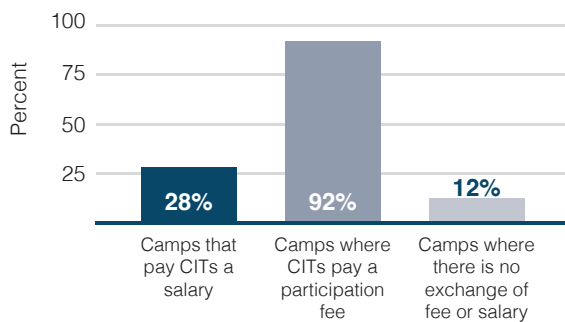
## COUNSELORS IN TRAINING (CITs)

This summer, camps invested in rebuilding their CIT programs. A Counselor-in-Training (CIT) program plays a vital role in the ecosystem of a camp. It offers campers a supportive environment to develop and strengthen their leadership abilities through purposeful training and growth-focused activities, ensuring participants are well-prepared to transition into leadership roles within the camp community. Immediately following Covid, many camps did not run their CIT programs and since then have had a hard time building back their pipeline of older campers to CITs to full staff members. This summer, many camps resumed former CIT programs or offered more spots in already existing programs. 76% of overnight camps and 66% of day camps maintained or increased the size of their CIT programs.

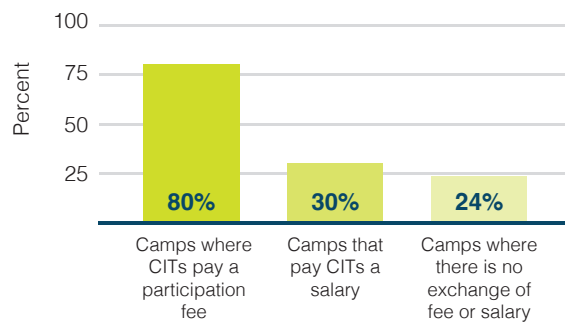
	Overnight 2024	Overnight 2023	Day 2024	Day 2023
<b>Range</b>	3-92	3-87	1-82	2-68
<b>Median</b>	26	not available	15	not available
<b>Average</b>	31	not available	24	not available

82% of reporting day camps and 67% of reporting overnight camps had CIT programs this summer. These programs remain a critical part of the camper to staff pipeline and provide training and support to the next generation of camp counselors. 92% of overnight camp CITs and 80% of day camp CITs pay a fee to participate in CIT programs.

### CIT FEES & PAYMENT AT OVERNIGHT CAMP\*



### CIT FEES & PAYMENT AT DAY CAMP\*



\*Categories are not mutually exclusive. Some camps charge a fee for their CIT programs and then give a stipend at the completion of their program. Percentages are based on reporting camps.

# OPERATIONS, FINANCE AND NEEDS OF THE FIELD

## TUITION

Tuition costs continue to rise at both day and overnight camps. Average weekly tuition increased by 11% at day camps and 2% at overnight camps.

### WEEKLY TUITION: OVERNIGHT AND DAY

	Overnight Camp Average Weekly Tuition	Overnight Camp % change in tuition	Overnight Camp Range of Weekly Tuition	Day Camp Average Weekly Tuition	Day Camp % Change in Tuition	Day Camp Range of Weekly Tuition
2024	\$1,570	+2%	\$500 - \$3,000	\$700	+11%	\$260 - \$1,630
2023	\$1,480	+3%	\$420 - \$2,400	\$620	+5%	\$230 - \$1,500
2022	\$1,440	+4%	\$375 - \$2,240	\$590	0%	\$135 - \$1,450
2021	\$1,380	+15%	\$350 - \$2,700	\$590	+11%	\$145 - \$1,450

Overnight camp tuition is least expensive in Canada\*, for the second year in a row. Overnight camp is the most expensive in the West at about \$1,740 for an average week which is about 10% higher than the field’s average.

### OVERNIGHT REGIONAL WEEKLY TUITION\*\*

Region	Overnight Camp Average Weekly Tuition	Overnight Camp Range of Weekly Tuition
Canada*	\$1,060	\$500 - \$1,590
Midwest	\$1,520	\$750 - \$2,270
Northeast	\$1,660	\$500 - \$3,000
South	\$1,630	\$800 - \$2,250
West	\$1,740	\$1,100 - \$2,450

\*Canadian dollars have been converted to U.S. Dollars

\*\*There were not enough reporting camps to make a similar chart for day camps

# FINANCIAL AID

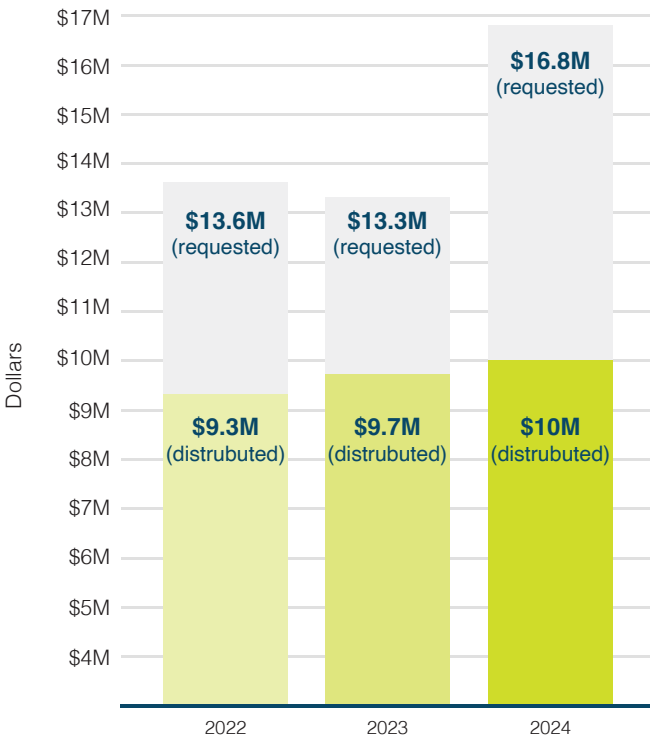
**Financial aid requests continued to rise in 2024.** Overnight camps distributed nearly \$30 million in financial aid to families, about \$600,000 more than in 2023. Day camps provided about \$7 million in financial aid, about \$300,000 more than in 2023.

While camps have increased the amount of financial aid distributed to families, they are unable to meet the rising requests. Overnight camps saw a 9% increase in the amount of financial aid requested from their camps. Last year, day camps saw almost no increase in the amount of financial aid requested by families; this year, however, they experienced a significant 26% increase. Day camps decreased the the average financial award per family and increased the number of families awarded financial aid.

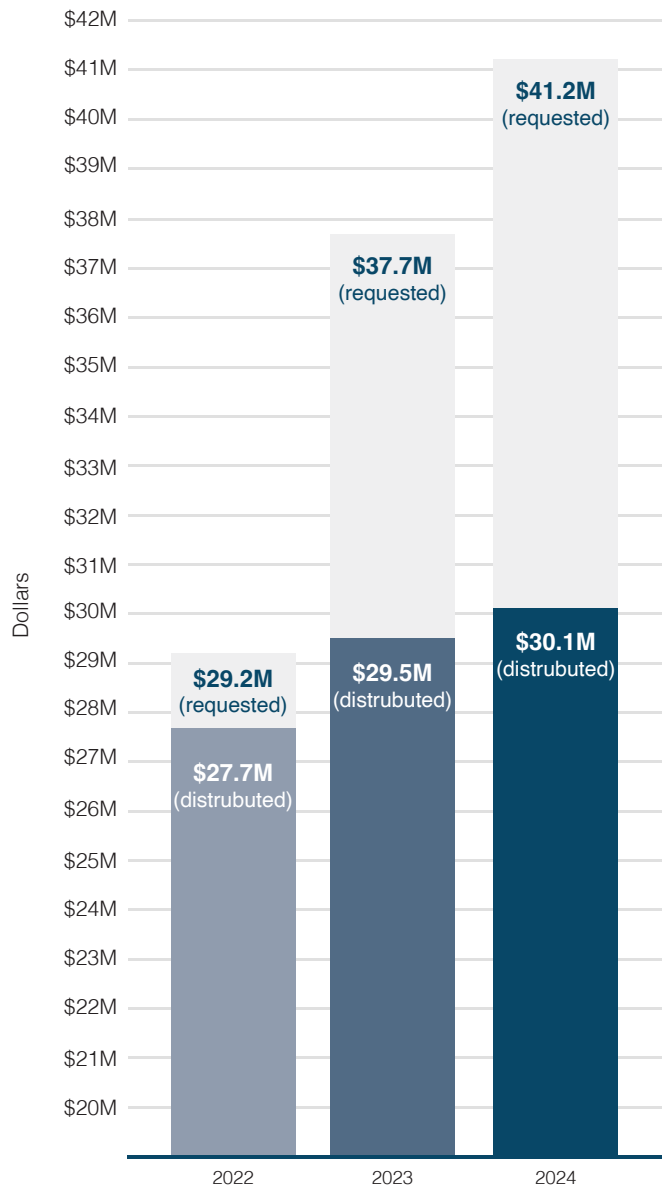
**35% of families received financial assistance towards the cost of overnight camp from various sources including discounts directly from camp, One Happy Camper® grants, federations, synagogues, and other community sources.** Of those receiving financial aid for the cost of tuition, approximately 40% of families (about 2% higher than last year) said they would be unlikely to attend camp without assistance\*. Day camps provided financial assistance to more campers on average compared to 2023, while overnight camps supported a similar number of campers as last year.

*\*on the 2024 Camper Satisfaction Insights survey*

**DAY CAMP FINANCIAL AID**



**OVERNIGHT CAMP FINANCIAL AID**





and



received financial aid from the camp they attended

### OVERNIGHT CAMP FINANCIAL AID

TUITION	Overnight 2024	Overnight 2023
Total financial aid requested	\$41,200,000	\$37,700,000
#/% of campers requesting aid	17,400 (23%)	17,200 (24%)
#/% of campers receiving aid from camp's budget	16,320 (21%)	16,300 (22%)
Total financial aid disbursed from camps' budgets	\$30,100,000	\$29,500,000
Average financial aid requested per camp	\$262,400	\$187,000
Average financial aid given out per camp	\$191,700	\$187,000
Average # of aid recipients per camp	104	103
Average financial aid award per camper	\$1,840	\$1,820

\*These aggregate numbers are projections for the entire field of overnight camps

### DAY CAMP FINANCIAL AID

TUITION	Day 2024	Day 2023
Total financial aid requested	\$16,800,000	\$13,336,000
#/% of campers requesting aid	11,000 (15%)	9,600 (13%)
#/% of campers receiving aid from camp's budget	8,500 (11%)	7,300 (10%)
Total financial aid disbursed from camps' budgets	\$10,000,000	\$9,700,000
Average financial aid requested per camp	\$104,000	\$80,000
Average financial aid given out per camp	\$62,000	\$58,000
Average # of aid recipients per camp	50	44
Average financial aid award per camper	\$1,180	\$1,320

\*These aggregate numbers are projections for the entire field of day camps

## OVERNIGHT CAMP EXPENSE VS. REVENUE

**Jewish Overnight Camp is a half a billion-dollar industry.** In 2024, revenue increased by 9%, consistent with the increase in enrollment and rising tuition costs. Expenses are increasing at a higher rate (12%) than revenues for overnight camp.

**12%↑**  
expense increase

**9% ↑**  
revenue increase

### OVERNIGHT REVENUE AND EXPENSES\*

	Overnight Camps 2024	Overnight Camps 2023
<b>Total Revenue</b>	<b>\$510,410,000</b>	<b>\$468,266,000</b>
<b>Average Revenue</b>	\$3,282,200	\$2,930,500
<b>Revenue Range</b>	\$190,100 - \$20,805,400**	\$135,000 - \$16,000,000
<b>Total Expenses</b>	<b>\$487,916,000</b>	<b>\$435,639,000</b>
<b>Average Expenses</b>	\$3,073,100	\$2,740,000
<b>Expenses Range</b>	\$147,600 - \$16,733,000	\$132,000 - \$16,000,000

\*There was not enough data from day camps to create a parallel chart

\*\*The camp with the highest revenue and expenses in the reported range runs four camps on one property.

### OVERNIGHT REVENUE AND EXPENSES BY CAMP SIZE

Camp Size	Average Revenue	Revenue Range	Average Expense	Expense Range
<b>Small (&lt;250 camper capacity)</b>	\$979,900	\$190,100 - \$2,800,400	\$1,112,800	\$147,600 - \$3,649,100
<b>Medium (251 - 450 camper capacity)</b>	\$2,313,300	\$812,000 - \$5,240,000	\$2,360,800	\$1,166,400 - \$4,453,100
<b>Large (&gt;451 camper capacity)</b>	\$5,332,700	\$1,470,100 - \$14,363,500	\$4,903,800	\$1,982,500 - \$16,733,100

### DAY CAMP REVENUE AND EXPENSES BY CAMP SIZE\*

Camp Size	Average Revenue	Revenue Range	Average Expense	Expense Range
<b>Small (&lt;250 camper capacity)</b>	\$462,800	\$95,000 - \$1,288,800	\$370,100	\$140,370 - \$1,090,800
<b>Medium (251 - 450 camper capacity)</b>	\$891,000	\$394,700 - \$1,900,000	\$750,400	\$392,500 - \$1,755,100
<b>Large (&gt;451 camper capacity)</b>	\$2,305,300	\$745,300 - \$6,345,300	\$1,846,700	\$550,700 - \$6,134,800

\*This chart represents only a small portion of the Jewish day camp field.

**More overnight camps operated at a surplus or broke even in 2024 than in 2023.** 7% less day camps operated at a budget surplus, with most of those camps moving into the breaking even category.

Camp Budget Summary	Overnight 2024	Overnight 2023	Day 2024	Day 2023
Budget Surplus	37%	36%	68%	75%
Breaking Even	32%	28%	18%	10%
Budget Deficit	32%	36%	16%	14%

## KEY CHALLENGES FACING JEWISH CAMPS

**Overnight camps face urgent financial, facilities and seasonal challenges including the need to keep the professional camp pipeline fortified.** The rise in tuition coupled with the rise in demand for financial aid has led camps to a significant demand for scholarships, grants, and tuition assistance programs. Additionally, there is a critical need to address staffing challenges, particularly in specialized areas like mental health, special education, and inclusion. Capital improvements are also a major focus, with many camps needing upgrades to aging facilities, improved infrastructure, and the creation of specialized spaces like wellness areas and staff housing.

**Day Camps share similar needs, particularly funding for capital improvements, financial aid, and staff resources.** Day camps have also expressed need for support for specialized programs in mental health, inclusion, and Jewish education. Specifically, day camps want resources around integrating their Jewish values more and Israel-related programming for both campers and staff. Staff development remains a priority, with many camps looking for staff training resources around conflict resolution, neurodiversity, and mental health. There is also a need for additional staff, such as social workers and advocates, and for leadership development programs that support staff growth.



## ACKNOWLEDGEMENTS

The field of Jewish camp has shown great resilience and has embraced a spirit of innovation, experimentation, and collaboration these past years. We know Jewish camps will continue to be a source of radiance and light for tens of thousands of children, teens, young adults, and families. This report was made possible through the collective contributions of our camp leadership and Foundation for Jewish Camp (FJC) staff. While almost every member of the FJC team helped in some way, this report would not have been possible without the dedication and leadership of the following people:

**Learning and Research:** Nila Rosen, Bethany Berger, Maya Tipiere, Alecia Moser, Lawrence Wagner, Jenna Handler, Brent Novey

**Field Expansion and Operations:** Rebecca Kahn, Staci Myer-Klein, Shelly Deutsch

**Marketing and Communications:** Aimee Lerner, Chase Lang

**Executives:** Jeremy J. Fingerman, Jamie Simon

We also want to share our sincere gratitude to the Jim Joseph Foundation for its belief in the power of Jewish camp and its investment in Foundation for Jewish Camp's data, research, learning, and knowledge capabilities.

## ABOUT FOUNDATION FOR JEWISH CAMP

Foundation for Jewish Camp (FJC) fosters excellence and accelerates innovation at Jewish camps across North America by developing adaptive talent, deepening immersive learning experiences, and catalyzing field growth. Founded in 1998, FJC elevates Jewish camp on the cultural and philanthropic agenda, creating opportunities to engage even more young people in Jewish camp through groundbreaking programs such as One Happy Camper® and FJC's Specialty Camps Incubator. FJC advocates for over 300 day and overnight camps that provide campers and counselors each summer with a meaningful, personal, and lifelong connection to Judaism. FJC is a public 501(c)(3) charitable organization.

**For questions about this report contact [data@jewishcamp.org](mailto:data@jewishcamp.org), and for more information, please visit: [www.jewishcamp.org](http://www.jewishcamp.org)**