



# 2025 STATE OF THE FIELD CENSUS **PART 2:** THE PEOPLE WE IMPACT



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# INTRODUCTION

Each year, Foundation for Jewish Camp's Census offers a comprehensive and thorough overview of the Jewish camp field—growth, challenges, trends, and evolving needs. This year, FJC's Camp Census has been released in two phases. [The first](#), released in December 2025, focused on the business of camp—expenses and revenue, tuition rates, requested and awarded financial aid, capital needs, and more.

This second part of FJC's 2025 Census report focuses on the people that make up Jewish camp communities across North America including camper and staff demographics, enrollment patterns, camp capacity, seasonal staff compensation, and the impact of camp on campers and staff. Data from summer 2025 show a Jewish camp field that remains strong, mission-driven, and in demand. Camps are retaining more campers, engaging new families, and creating long-term impacts for their communities, all while navigating capacity constraints, seasonal staffing challenges, and professional staff turnover.

## Inside, you'll find trends broken down by region and camp size across North America. Across the network, our Key Takeaways include:

- Focus on Enrollment & Recruitment:** Most camps are focused on growth. Nearly three-quarters of overnight (73%) and day camps (75%) plan to increase enrollment for summer 2026, primarily by identifying new families, expanding programs, or increasing capacity through capital projects. In 2025, overnight camps engaged approximately 15,810 new families, and day camps welcomed about 23,770 new families.
- Stable Capacity and Demand:** Camp capacity increased modestly in 2025, driven by facility upgrades and program expansion. However, gains were not universal, and many camps simply maintained their capacity. Overnight camps had a combined waitlist of approximately 2,600 campers and day camps had a combined waitlist of approximately 2,000 campers.
- Quality of Jewish Camp Remains High:** Families consistently report that Jewish camp fosters Jewish identity, social skills, confidence, resilience, and a sense of safety and belonging. 94% of overnight camp parents and 90% of day camp parents were satisfied with their child's camp experience.
- Seasonal Staff Retention is on the Rise, Especially Among Young Adult North American Staff:** Total staff increased in 2025, +3% at overnight camps and +4% at day camps. Additionally, overall staff retention rates grew to 53% at both day and overnight camps. Retention rates of young adult North American staff were even stronger, at 60% across day and overnight camps.
- Camps are Hiring More Year-Round Staff as High Turnover Continues:** Overnight camps employ approximately 1,610 year-round professionals and saw modest growth in both full- and part-time roles in 2025, yet about 80 positions remained unfilled, with 23% of camps reporting at least one vacancy. Day camps employ roughly 1,540 year-round professionals, 61% of which are part-time staff often connected to parent organizations. 23% of day camps also reported having at least one vacancy.

# CAMPER ENROLLMENT & RECRUITMENT

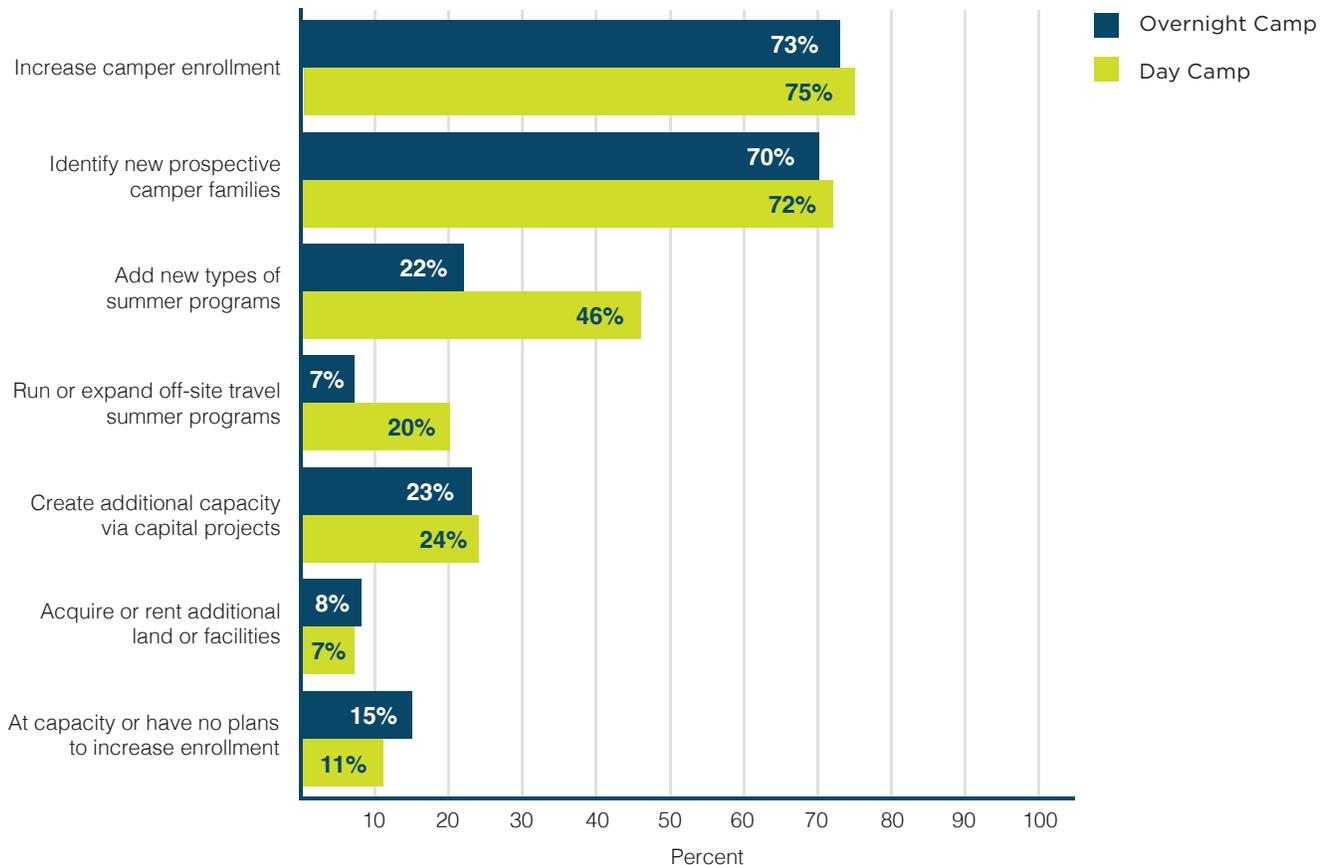
**Most camps are looking to grow their camper enrollment.** Nearly three quarters of both overnight (73%) and day camps (75%) plan to increase their camper enrollment for summer 2026. About one quarter of camps plan to do so by building capacity through capital projects, and many are exploring programmatic changes. Day camps appear especially focused on expanding their offerings, with nearly half planning to introduce new programming and 20% planning to start or expand their travel programs. Camps have already been increasing their enrollment for the past couple of years and in 2025, overnight camps engaged about 15,810 new families and day camps welcomed about 23,770 new families.

## New Families Engaged in 2025:

**15,810**   
Overnight Families

**23,770**   
Day Camp Families

## ENROLLMENT PRIORITIES AND PLANS



**Nearly all camps — 95% of overnight and 99% of day — engage in formal marketing efforts.** Digital marketing is the most common approach for both, followed by in-person events and community partnerships.



**65% of overnight camps have marketing, communications, or development professionals on their team. 41% of those professionals work part-time.**

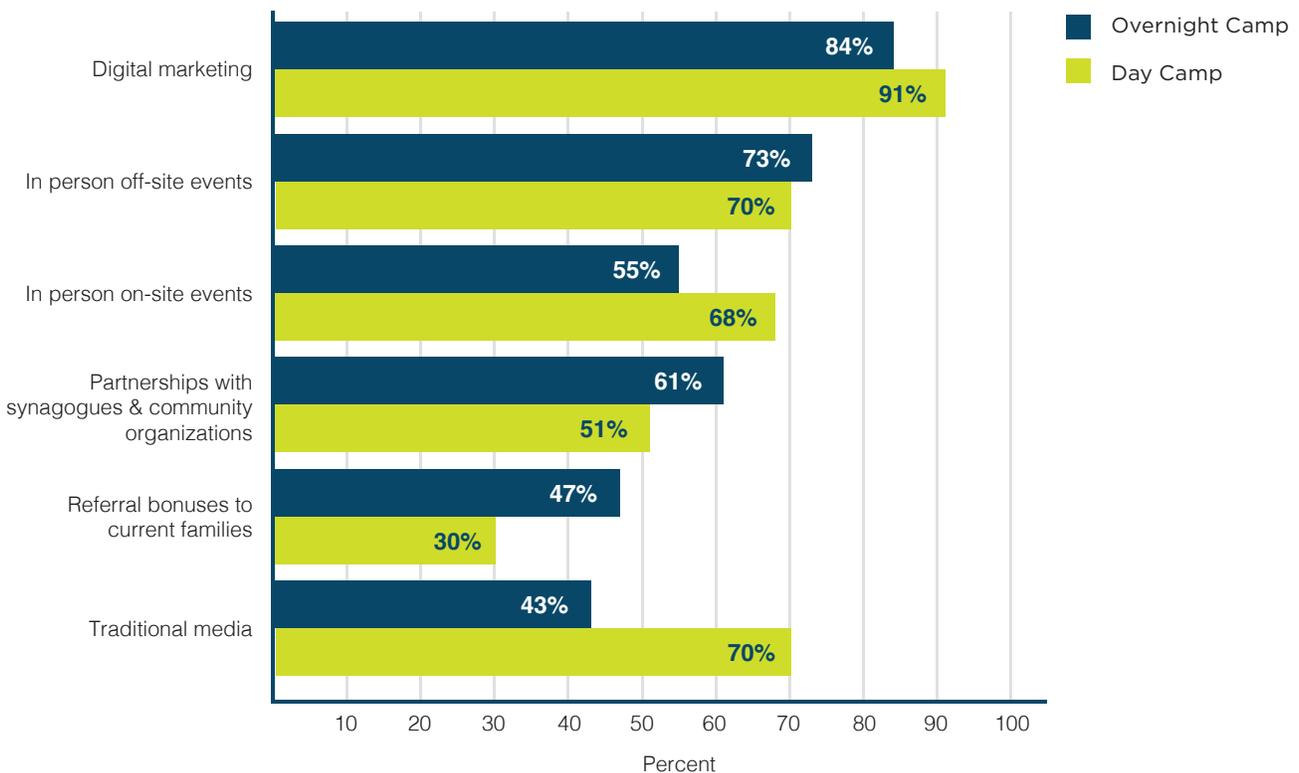
For camps without a dedicated role for this work, they split the responsibilities among their professional staff. Eight day camps are planning to add a dedicated communications or marketing role in the coming year.



**30% of day camps have marketing, communications, or development professionals on their team. 53% of these roles are part-time.**

**Most day camps rely on the full-time marketing professionals at their parent organizations** to take on the marketing work associated with running a day camp. Only four camps are planning to add a communications or marketing role in the coming year.

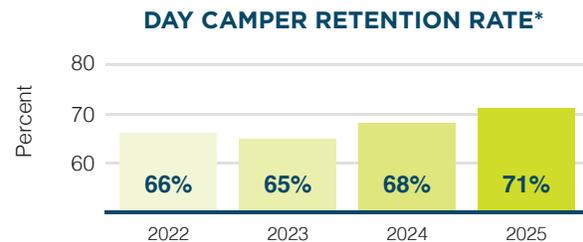
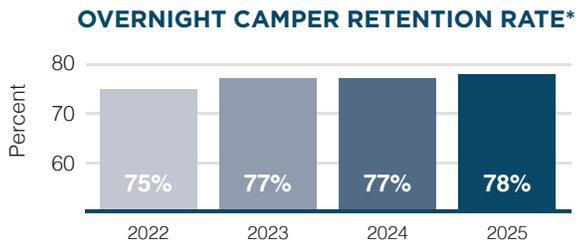
**HOW CAMPS MARKET TO NEW FAMILIES**



Though new campers are becoming a smaller part of the overall camper population, the number of new campers is holding steady at both overnight and day camp, showing a meaningful increase in the number of campers retained since 2024.

**Overnight camp retained 78%** of their campers from 2024 to 2025.

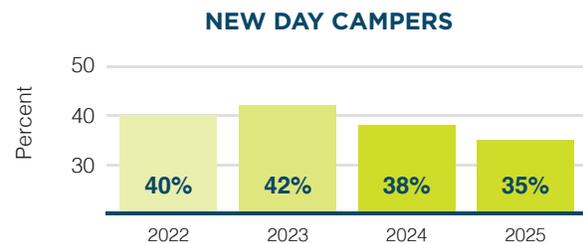
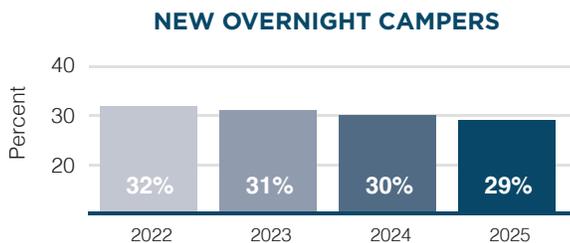
**Day camp retained 71%** of their campers from 2024 to 2025.



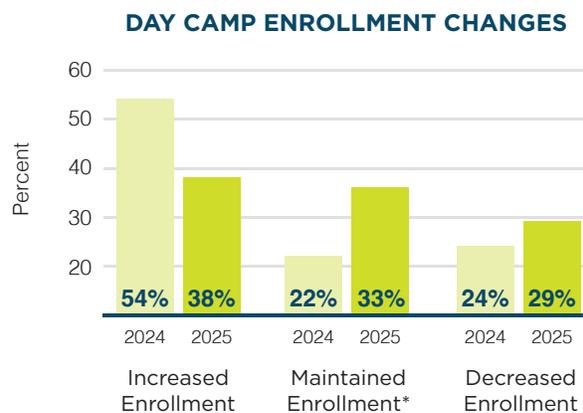
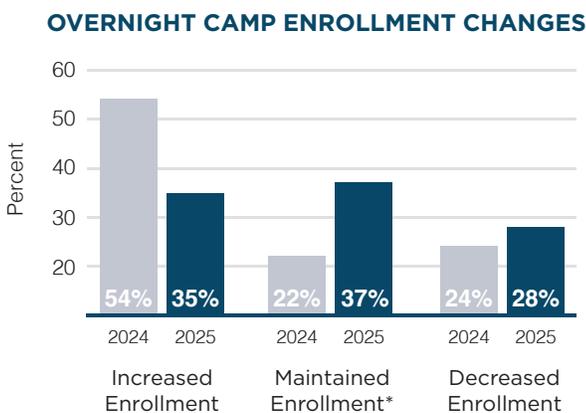
\*The retention rate is calculated by removing the 10% of campers who are not eligible to return to camp (given they've aged out) from the denominator.

**New campers made up 29%** of the overnight camper population in 2025.

**New campers made up 35%** of the day camper population in 2025.



**Fewer overnight and day camps were able to increase their enrollment compared to 2024, as more camps either maintained or decreased their enrollment in summer 2025.**



\*Camps that had a percentage change of +/- 3% were included in this group.

## ENROLLMENT BY MOVEMENT

Camp movements are networks of Jewish camps connected by similar structure, shared values, educational philosophy, and/or cultural traditions. 79% of the field's campers go to camps associated with a movement.

### OVERNIGHT CAMP ENROLLMENT BY MOVEMENT

Movement	% of Camps that Increased or Maintained Enrollment	% of Field's Campers 2025*
Association of Independent Jewish Camps (AIJC)	78%	14%
Bnei Akiva	60%	6%
Chabad/Gan Israel	50%	3%
Habonim Dror	33%	2%
Jewish Community Center Association (JCCA)	89%	25%
Ramah	78%	9%
Union for Reform Judaism (URJ)	79%	13%
Young Judaea (Canada)	50%	3%
Young Judaea (US)	75%	4%
Other/Unaffiliated	68%	21%

\*We compared these to last year and the percentages remain very similar to 2024.

**All day camp movements had more camps that increased or maintained their enrollment in 2025 than in 2024.**

### DAY CAMP ENROLLMENT BY MOVEMENT 2025\*

Movement	% of Camps that Increased or Maintained Enrollment	% of Field's Campers 2025*
Jewish Community Center Association (JCCA)**	76%	77%
National Ramah Commission	83%	3%
Other / Unaffiliated	84%	13%

\* We compared these to last year and the percentages remain very similar to 2024.

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

## ENROLLMENT BY REGION

**86% of overnight camps in the West increased or maintained their enrollment** (up from 65% in 2024) but most of those camps maintained enrollment, rather than increased it. The distribution of the field’s campers by region has stayed about the same since 2024.

**78% of day camps in the Northeast increased or maintained their enrollment** (up from 64% in 2024) but about half of those camps maintained enrollment, rather than increased it. Most of the field’s day camper enrollment growth was in the South which increased its share of the field’s campers from 20% to 25%.

### OVERNIGHT CAMP ENROLLMENT BY REGION

Region	% of Camps that Increased or Maintained Enrollment	% of Field's Campers 2025
Canada	67%	11%
Midwest	70%	18%
Northeast	74%	45%
South	69%	11%
West	86%	15%

### DAY CAMP ENROLLMENT BY REGION 2025\*

Region	% of Camps that Increased or Maintained Enrollment	% of Field's Campers 2025
Midwest	63%	14%
Northeast	78%	40%
South	77%	25%
West	68%	15%

\*There were not enough reporting Canadian day camps to include them here. We estimate that Canadian day camps have about 5% of the field's campers.



“

*This has been the time in their lives when they've been around the most Jewish peers. We live in a place with a very active but very, very small Jewish community, so this experience was really meaningful for them (and for us).*

– Overnight Camp Parent

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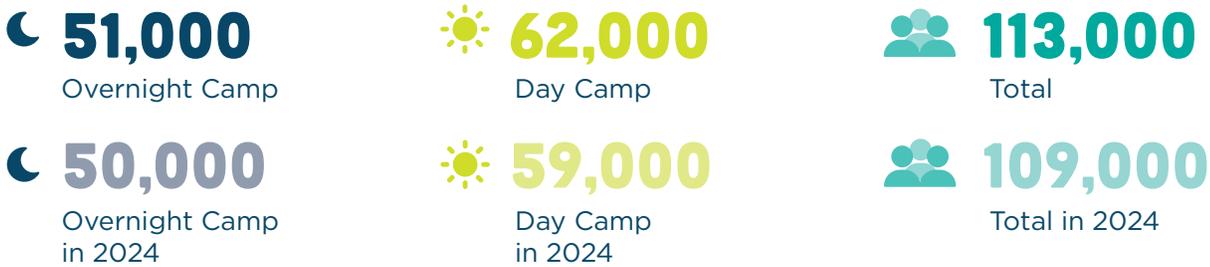
# CAMP CAPACITY & OCCUPANCY

## CAPACITY

In 2025, camps reported higher capacity than in 2024, overnight capacity increased modestly by 1% while day camps increased their capacity by 5%. Overnight gained beds mostly through capital projects for new housing and facilities (e.g., new/expanded bunkhouses, renovations), as well as repurposing existing space to accommodate more camper beds. Day camp growth was most often linked to facility changes (e.g., renting additional space, off-site locations), along with program expansion and staffing increases.

Capacity gains were not universal this year. 16% of overnight camps and 35% of day camps increased capacity in 2025, while most others held steady. On average, overnight camps can accommodate 301 campers a night, about the same as last year. Day camps have spots for about 386 campers on average, a slight increase from 2024.

### TOTAL DAILY ESTIMATED CAMPER CAPACITY AVAILABLE AT JEWISH CAMPS IN 2025\*



\*When all camps are operating at the same time.



16% of overnight camps increased capacity\*



35% of day camps increased capacity\*

\*Camps that had a percentage change of +3% were included in this group.

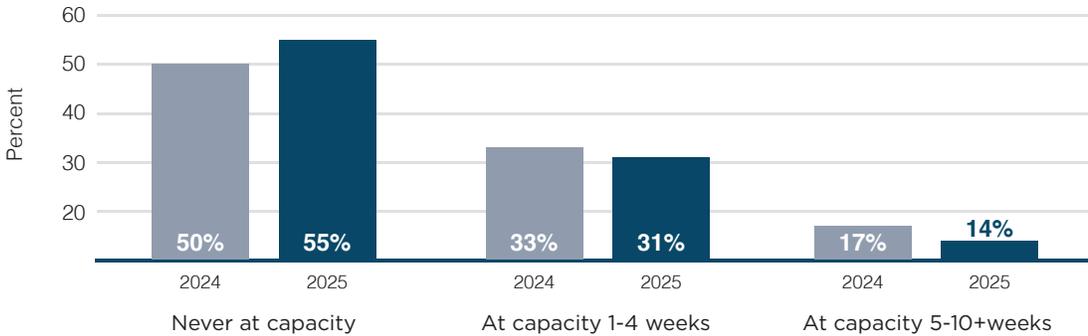
Waitlists at overnight and day camp decreased for the second year in a row. Overnight camps shrunk their waitlists by about 200 campers while day camps decreased their waitlists by about 400 from 2024 to 2025.



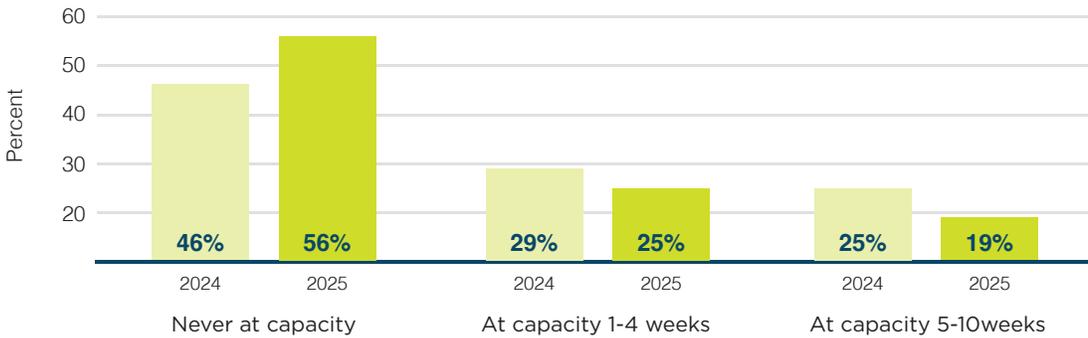
## WEEKS AT CAPACITY

In 2025, more overnight camps, more camps reported never reaching capacity (55% vs. 50%), and fewer reported being at capacity for 5-10+ weeks (14% vs. 17%). Day camps, by contrast, reported a greater decline in time spent at capacity in 2025, with more camps never reaching capacity (56% vs. 46%) and fewer spending 1-4 weeks (25% vs. 29%) or 5-10+ weeks (19% vs. 25%) at capacity compared to 2024.

OVERNIGHT CAMP OCCUPANCY\*



DAY CAMP OCCUPANCY\*



\*Camps were asked how many weeks during the summer they spent at capacity

## SEASONAL BED/SPOTS AVAILABLE VS. SOLD

This section compares how many seasonal beds or spots camps had available with how many were actually filled across all their operating days in summer 2025. These numbers are estimates based on the average number of campers each week, the camp’s schedule, and a few standard adjustments made to keep the data consistent.

Canada and the Northeast sold 84% of their beds and the South sold 83%, indicating relatively few open beds across the full summer. The Northeast, the largest region by number of camps, accounts for nearly half of the nights sold in 2025.

### OVERNIGHT CAMP BEDS AVAILABLE VS. SOLD\*

Region	# Reporting Camps	# Weeks Open (Range)	Average Summer Length (nights)	Total Nights Available	Total Nights Sold	% of Nights Sold
Canada	23	4-8	44	296,260	249,780	84%
Midwest	19	4-9	49	373,600	291,450	78%
Northeast	59	2-10	46	1,027,060	863,660	84%
South	12	2-8	44	203,060	168,690	83%
West	23	1-9	36	216,790	159,220	73%
Total	136	1-10	45	2,116,770	1,732,800	82%

\*Total beds available were calculated as days open across the summer × reported weekly capacity, adjusted for an intersession break for overnight camps open 5+ weeks. Total beds sold were calculated by summing weekly reported campers across each camp's summer, converted to beds/day. Beds sold were capped at beds available for each camp/week so weekly totals could not exceed capacity.

\*Based on 136 reporting camps.

**For day camps, the same broad pattern appears, with the Northeast accounting for the largest share of the total market in this sample and selling the highest share of seasonal spots (80%), followed by the Midwest (78%), while the South and West each sold 73%.**

Even where average summer length was longer, lower shares of spots sold indicate that additional operating time did not consistently translate into proportional increases in filled spots. For example, the West operated the longest average summer (45 days) but still sold 73% of spots, compared with the Northeast's shorter average summer (40 days) and higher share sold (80%).

### DAY CAMP SPOTS AVAILABLE VS. SOLD\*

Region	# Reporting Camps	# Weeks Open (Range)	Average summer Length (days)	Total Spots Available	Total Spots Sold	% of Spots Sold
Midwest	17	7-10	42	242,470	189,900	78%
Northeast	53	6-10	40	928,780	742,980	80%
South	25	4-12	43	435,350	318,040	73%
West	16	5-12	45	181,650	132,160	73%
Total	111	4-12	42	1,788,250	1,383,080	77%

\*Total spots available were calculated as days open across the summer × reported weekly capacity. Total spots sold were calculated by summing weekly reported campers across each camp's summer, converted to spot. Both calculations assume a 5-day operating week, and spots sold were capped at spots available so weekly totals could not exceed capacity.

\*Based on 111 reporting camps.

\*There were not enough reporting Canadian day camps to include above.

## CAPACITY UTILIZATION

Capacity utilization shows how full camps were on average across the summer. A capacity utilization of 80% means that, on average, a camp filled eight out of every ten beds or spots during the summer. This was calculated by adding the number of campers that were at camp each week and dividing it by the total number of beds or spots a camp has each summer. Weighted capacity utilization reflects how full camps were overall, accounting for differences in camp size and length of season; that is, larger camps and camps open for more weeks have a greater influence on the average than smaller or shorter-season camps.

**Across most regions, camps spent about 2-3 weeks at or near capacity.** Canada had the highest average weeks at capacity - 44%, meaning that on average, Canadian camps were at or near full in about 4 out of every 10 weeks they operated. Overnight camp regional patterns show the highest (weighted) capacity utilization in the South (82%), Northeast (81%), and Canada (80%), compared with 77% in the Midwest and 71% in the West. The Midwest and West look similar on how long they spent at capacity over the season: both averaged about 1.6-1.7 weeks and 22-24% of operating weeks at capacity. A camp is considered at capacity if they reached a 90% or more capacity utilization rate.

**By size, medium and large overnight camps were substantially more full overall (83% and 81% weighted, respectively) than small camps (69%).** Medium and large sized camps also spent far more time near full — about 3 weeks at capacity (43% and 38% of weeks), compared with 1 week (19% of weeks) among small camps. Overall, sustained high utilization appears much more common among medium and large overnight camps.

### OVERNIGHT CAMP CAPACITY UTILIZATION BY REGION\*

Region	Capacity Utilization Weighted	Avg. Weeks at Capacity**	Avg. % of Operating Weeks at Capacity***
Canada	80%	2.8	44%
Midwest	77%	1.7	24%
Northeast	81%	2.1	30%
South	82%	2.4	37%
West	71%	1.6	22%

### OVERNIGHT CAMP CAPACITY UTILIZATION BY CAPACITY SIZE\*

Camp Size*	Capacity Utilization (Weighted)	Avg. Weeks at Capacity**	Avg. % of Operating Weeks at Capacity***
Small (<250 camper capacity)	69%	1.0	19%
Medium (251 - 450 camper capacity)	83%	3.1	43%
Large (>451 camper capacity)	81%	2.9	38%

\* The criteria for being 'at capacity' is reaching 90% or more capacity utilization.

\*\* On average, how many weeks during the summer a camp reached 90% capacity utilization

\*\*\* Average % of operating weeks 'at capacity' is the average percent of weeks each camp ran at 90% or more capacity utilization across all the camps in a region.

**Day camps also operated at relatively high utilization in 2025, though patterns varied by region and size.** Regionally, the Northeast ran fullest overall (81%), followed by the Midwest and South (78% each), while the West was lowest (73%). Camps were open for about 8–9 weeks on average, but most spent only 2–3 weeks near full, with the Midwest and South averaging 2.9 weeks at capacity compared with 2.3 weeks in the Northeast and 2.4 weeks in the West.

#### DAY CAMP CAPACITY UTILIZATION BY REGION\*

Region	Capacity Utilization Weighted	Avg. Weeks at Capacity**	Avg. % of Operating Weeks at Capacity***
Midwest	78%	2.9	36%
Northeast	81%	2.3	29%
South	78%	2.9	33%
West	73%	2.4	28%

\* There were not enough reporting Canadian day camps to include above. The criteria for being 'at capacity' is reaching 90% or more capacity utilization.

\*\* On average, how many weeks during the summer a camp reached 90% capacity utilization

\*\*\* Average % of operating weeks 'at capacity' is the average percent of weeks each camp ran at 90% or more capacity utilization across all the camps in a region.

**Overall, while most day camps reached moderate utilization levels across the summer, sustained full capacity remained relatively uncommon.** By size, utilization was lowest among small day camps (74%), while medium and large camps both averaged 80%; medium camps were most likely to run near full, averaging 3.2 weeks at capacity (41% of weeks).

#### DAY CAMP CAPACITY UTILIZATION BY SIZE\*

Camp Size*	Capacity Utilization (Weighted)	Avg. Weeks at Capacity**	Avg. % of Operating Weeks at Capacity***
Small (<250 camper capacity)	74%	2.0	24%
Medium (251 - 450 camper capacity)	80%	3.2	41%
Large (>451 camper capacity)	80%	2.7	32%

\* There were not enough reporting Canadian day camps to include above. The criteria for being 'at capacity' is reaching 90% or more capacity utilization.

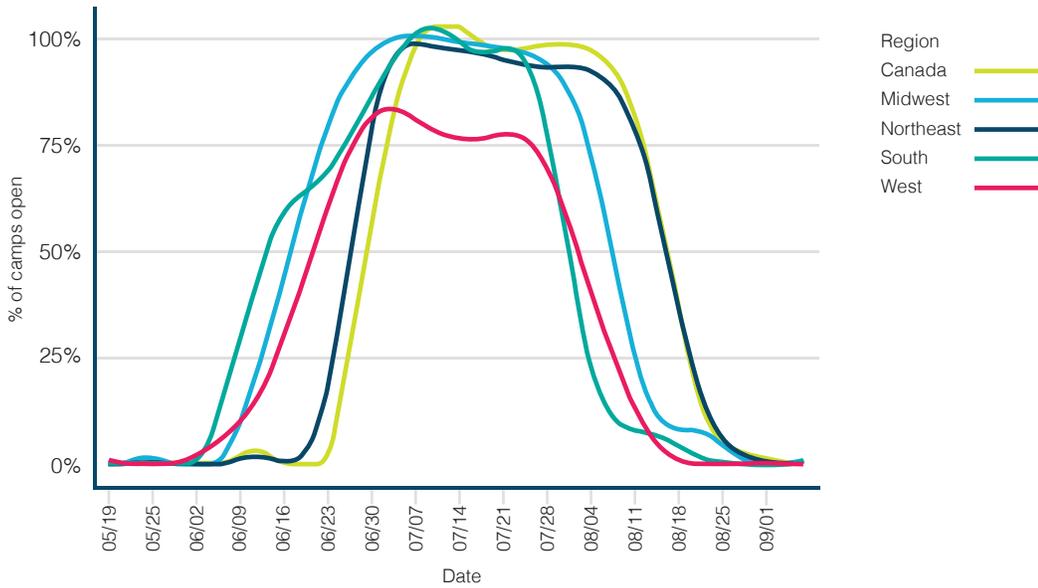
\*\* On average, how many weeks during the summer a camp reached 90% capacity utilization

\*\*\* Average % of operating weeks 'at capacity' is the average percent of weeks each camp ran at 90% or more capacity utilization across all the camps in a region.

# REGIONAL OPERATING SEASON TIMELINES

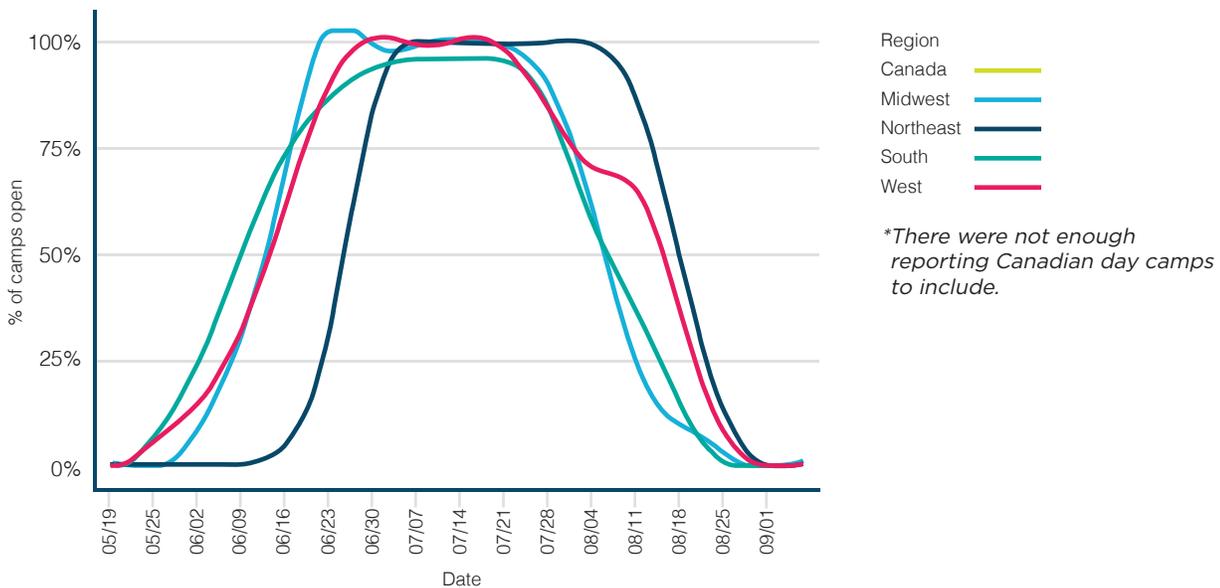
Most overnight camps open in June and are at peak operations by early July.

OVERNIGHT CAMP PERCENT OF CAMP'S OPEN ACROSS THE SEASON BY REGION



Day camps have longer summers than overnight camps with most opening by mid to late June and closing in mid to late August.

DAY CAMP PERCENT OF CAMP'S OPEN ACROSS THE SEASON BY REGION



## OVERNIGHT CAMP SESSION STRUCTURE

The most common session lengths for overnight camps are 2-week (65%), 4-week (62%) and full summer sessions (50%). Full Summer sessions are most common in Canada and the Northeast. A third of camps offer Taste of Camp or less than one week sessions for their youngest campers.

Shorter sessions are more common in the South, West, and Midwest regions, with 2-week sessions being the most common. 5-week sessions are the least common across all regions, only 15% of camps offer these.

### OVERNIGHT CAMP SESSION OFFERINGS

Region	Taste of Camp or Less than 1 Week	Offers 1 Week Sessions	Offers 2 Week Sessions	Offers 3 Week Sessions	Offers 4 Week Sessions	Offers 5 Week Sessions	Offers A Full Summer Session (6+ weeks)
Canada	25%	46%	63%	54%	71%	25%	67%
Midwest	40%	25%	80%	25%	70%	5%	40%
Northeast	27%	19%	55%	53%	67%	16%	70%
South	36%	29%	71%	36%	64%	14%	36%
West	50%	46%	79%	54%	36%	11%	25%
All overnight camps	33%	30%	65%	48%	62%	15%	54%

## DAY CAMP SESSION STRUCTURE

Day camp session structures show clear national and regional patterns, with 1-week offerings emerging as the most common model, followed by 2-week sessions and full-summer options. Very few camps, only about 5% nationwide, offer “Taste of Camp” programs or sessions shorter than a week, a trend that remains consistent across regions. Longer offerings vary more substantially, with full-summer sessions most prevalent in the Northeast, where 54% of day camps make them available. Regional differences are most pronounced in the availability of 5-week sessions: roughly one-third of Northeast camps include them, compared with fewer than 6% of camps in the West and South.

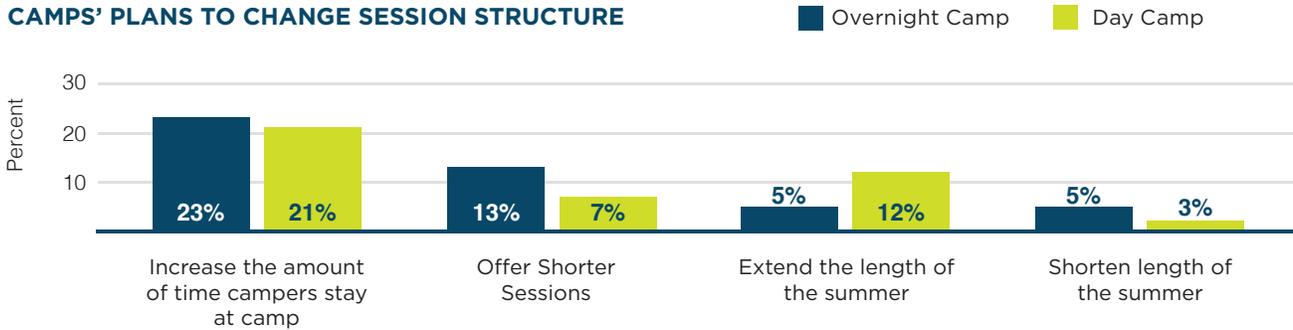
### DAY CAMP SESSION OFFERINGS

Region	Taste of Camp or Less than 1 Week	Offers 1 Week Sessions	Offers 2 Week Sessions	Offers 3 Week Sessions	Offers 4 Week Sessions	Offers 5 Week Sessions	Offers A Full Summer Session (6+ weeks)
Midwest	5%	68%	47%	32%	37%	21%	32%
Northeast	5%	42%	33%	32%	44%	28%	54%
South	4%	93%	25%	11%	11%	4%	7%
West	6%	78%	50%	33%	17%	6%	22%
All day camps	5%	63%	36%	27%	31%	18%	35%

**Most camps are not planning on changing their session structure for summer 2026.**

Of camps that are going to change something, the most popular option is to increase the amount of time campers stay at camp. This may mean less individual campers being served but deeper impact and connection for those campers that are retained.

**CAMPS' PLANS TO CHANGE SESSION STRUCTURE**

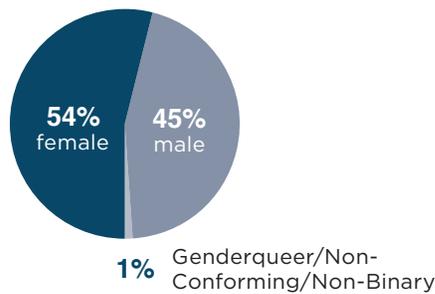


# CAMPER DEMOGRAPHICS

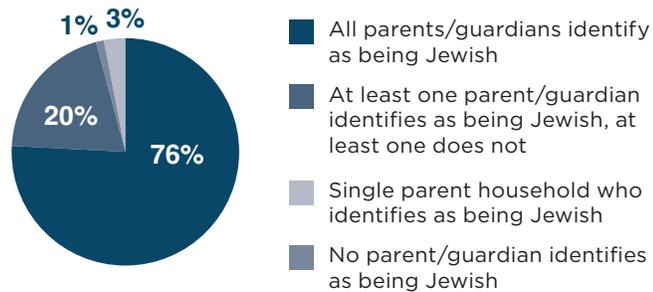
\*Data collected from FJC's 2025 Camper Satisfaction Insights and FJC's 2025 Day Camper Satisfaction Insights Surveys from over 13,700 families.

**Understanding camper demographics helps the field ensure that everyone feels welcome at their camp and can help to make informed decisions that strengthen recruitment, retention, and overall camper experience.** Overnight and day camp demographics have not changed much since 2024.

**GENDER OF OVERNIGHT CAMPERS 2025:**

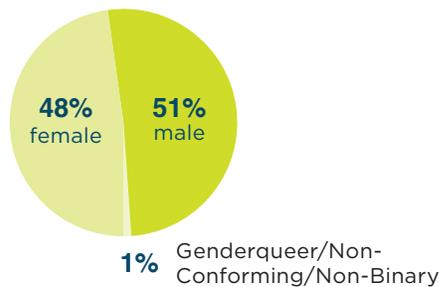


**OVERNIGHT CAMP FAMILIES' RELIGIOUS IDENTITY 2025\***

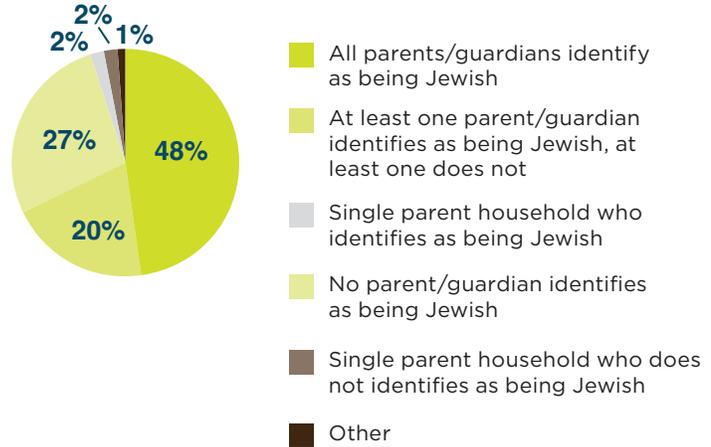


\*No families identified as Single Parent household who does not identifies as being Jewish or in the other category

**GENDER OF DAY CAMPERS 2025**



**DAY CAMP FAMILIES' RELIGIOUS IDENTITY 2025**



*In one of my child's letters home she mentioned how everyone at camp values Jewish life and the religion. That was so wonderful to hear, in a world where antisemitism is alive all around us, it is so meaningful that my child can spend time away from that with others who love their Jewish identity and want to celebrate it.*

– Overnight Camp Parent



**UNDERSTANDING DIVERSITY AT CAMP**

	<b>% Overnight Camps that collect this information on Campers</b>	<b>% Overnight Camps that collect this information on Staff</b>	<b>% Day Camps that collect this information on Campers</b>	<b>% Day Camps that collect this information on Staff</b>
<b>Gender identity (including expansive/non-binary identities)</b>	50%	35%	63%	41%
<b>Religious background, including inter-faith or multi-tradition families</b>	28%	7%	25%	7%
<b>Racial identity</b>	12%	3%	11%	7%
<b>Socio-economic background / family income</b>	12%	Not Applicable	7%	Not Applicable
<b>Did not collect any identity information</b>	41%	60%	31%	58%

*\*Foundation for Jewish Camp collects identity information on the Camper Satisfaction Insights Surveys (CSI), however, the numbers above reflect what camps collect directly on their campers.*

**CAMPERS WITH DISABILITIES\***

**Overall, camps reported that approximately 5% of overnight campers and 8% of day campers identified as having a disability.** Overnight camps served about 3,300 campers with disabilities, and day camps served about 4,900 campers with disabilities, on par with summer 2024.

*\*Percentages based on reporting camps.*

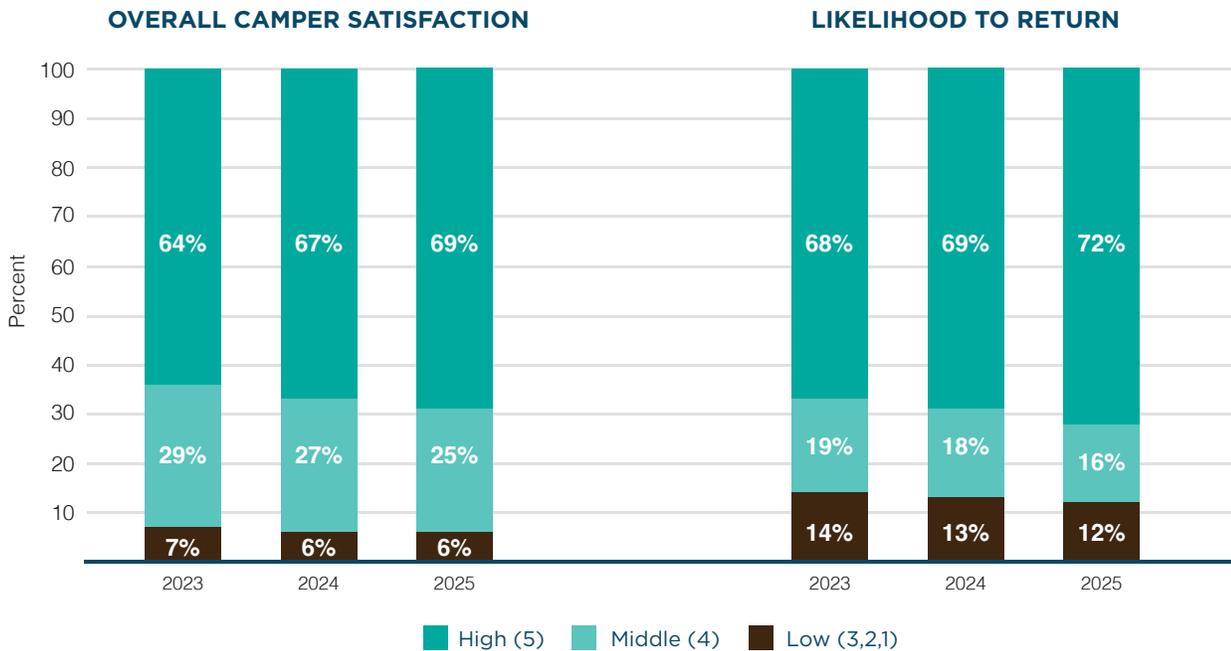


# CAMPER SATISFACTION & IMPACTS

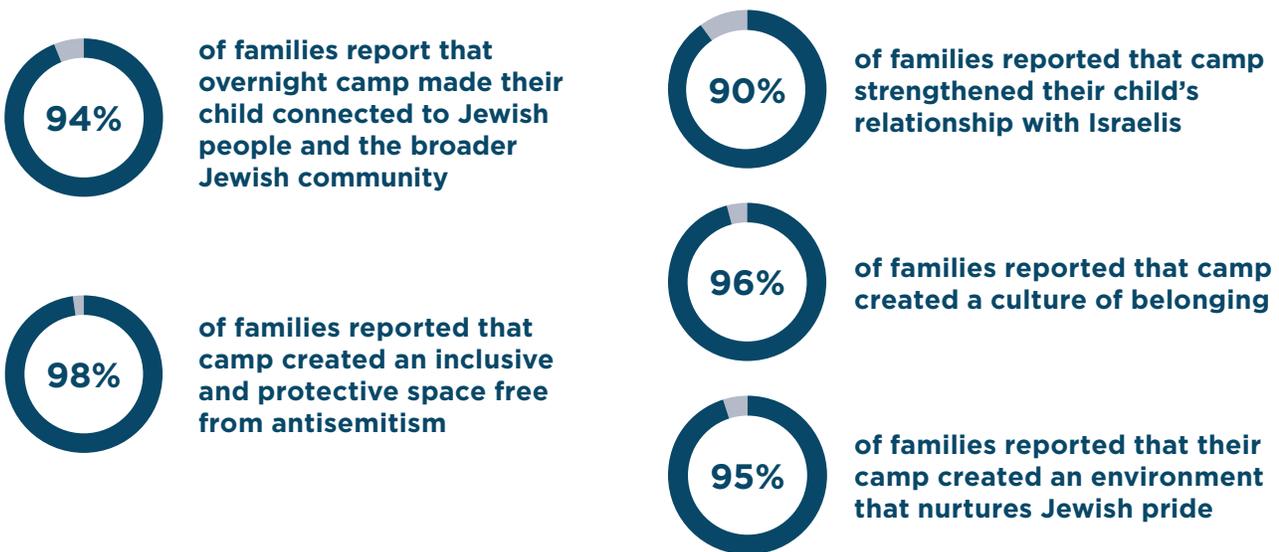
## OVERNIGHT CAMPER SATISFACTION

\*Data collected from FJC's Overnight Camper Satisfaction Insights Surveys 2025 collected from over 10,000 parents.

Both overall satisfaction and likelihood to return have been growing since after Covid and are beginning to stabilize around 94%.



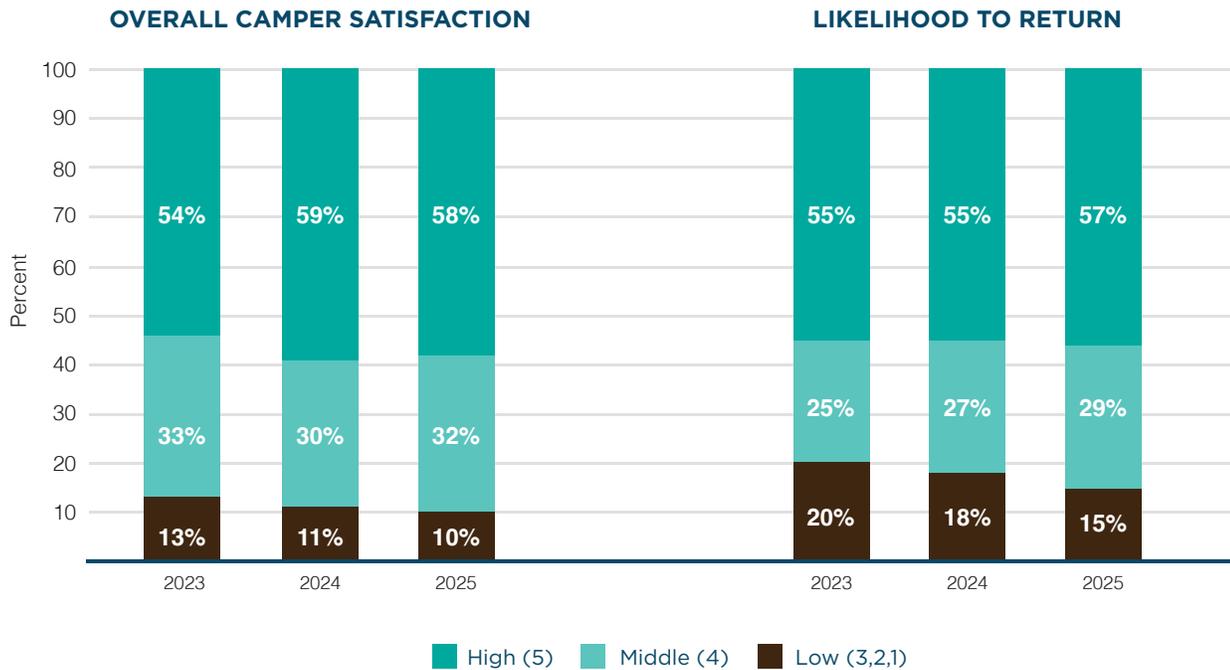
Alongside these trends, positive impacts for Jewish camp remained high.



# DAY CAMPER SATISFACTION

\*Data collected from FJC's Day Camper Satisfaction Insights Surveys 2025 collected from over 3,700 parents.

**Day camps are maintaining high levels of satisfaction.** Families that indicated they were unlikely to return cited satisfaction related issues (61%), or aging out (22%).



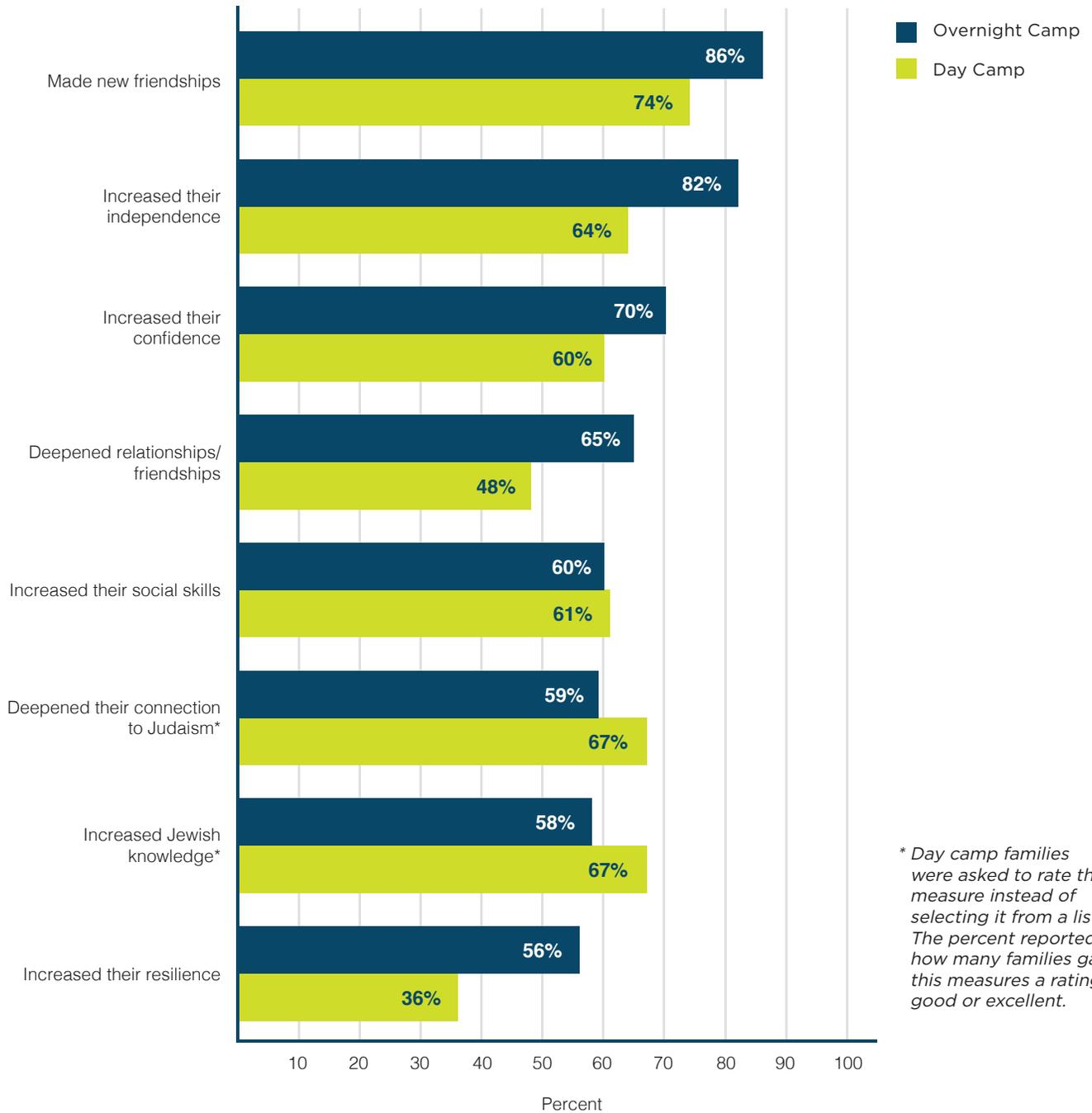
**90%** of families reported that their day camp created a culture of belonging

**88%** of families reported that their day camp created an environment that supported their child's mental, emotional, social, and spiritual well-being

**86%** of families reported that their day camp created an environment that nurtures Jewish pride

**87%** of families reported that their day camp created an inclusive and protective space free from antisemitism

### IMPACTS OF CAMP



\* Day camp families were asked to rate this measure instead of selecting it from a list. The percent reported is how many families gave this measure a rating of good or excellent.



***Our daughter returned from camp glowing and full of life with new friendships and confidence.***

*– Overnight Camp Parent*



# STAFFING

**The total number of staff working at camp increased at both overnight (+3%) and day camps (+4%).** Additionally, overnight and day camps saw a 22% increase in retained North American Young Adult staff.\* This growth and retention are critical because returning staff help sustain community, model camp values, and continually build and give back to camp traditions. Staff continuity strengthens camper relationships, improves program quality, and creates a more stable and supportive camp environment for both campers and staff. Across 5,700 staff satisfaction insights surveys, 94% of Jewish overnight staff and 92% of Jewish day camp staff reported that camp created an inclusive and protective space free from antisemitism. Additionally, 91% of Jewish overnight staff and 86% of Jewish day camp staff said that camp fostered an environment that builds Jewish pride, demonstrating the essential roles staff play in ensuring camps remain safe, affirming, and values-driven spaces.

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

## OVERALL CAMP STAFFING 2022 -2025

### Overnight Camps\*



### Day Camps\*



*\*These numbers include all staff who worked at camp in 2025.*

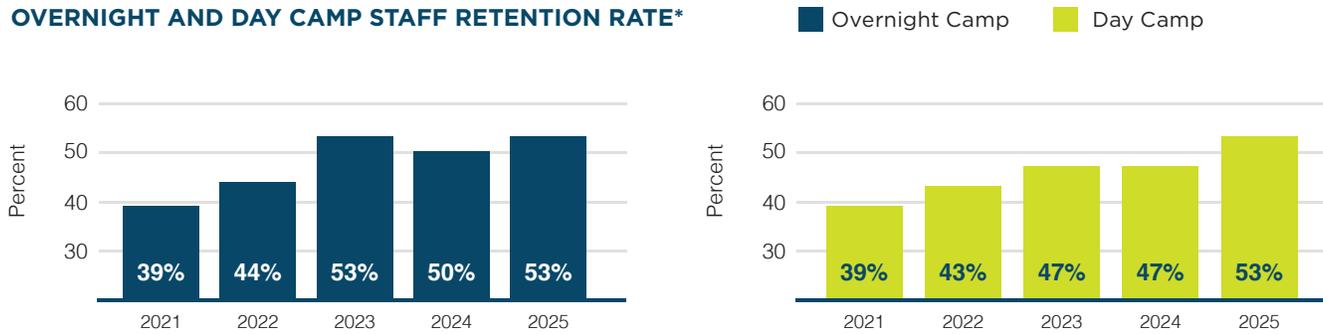


**Camp allows us to be vulnerable, have fun, and make meaningful bonds and connections that don't happen elsewhere.**

*– Day Camp Staff*



### OVERNIGHT AND DAY CAMP STAFF RETENTION RATE\*



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

## HIGH SCHOOL STAFF

**Overnight camps experienced a 6% increase in the number of high school staff** compared to 2024. While overnight camps rely less heavily on teenagers than day camps, high school-aged staff continued to make up a stable share of the workforce: 28% of all overnight camp staff in 2025, essentially unchanged from 2024.

**Day camps saw a more substantial 11% increase in high school staff**, a growth that helped support their increased enrollment. Day camps have traditionally drawn a larger proportion of staff from this age group, and that pattern continued in 2025. High school students comprised 40% of day camp staff in 2025, up slightly from 38% in 2024.

	Overnight Staff 2025	Overnight Staff 2024	Day Staff 2025	Day Staff 2024
High School Staff	7,920	7,470	8,220	7,380

## INTERNATIONAL STAFF

**In summer 2025, approximately 2,860 Israelis worked at overnight camps and 580 worked at day camps.** Despite Israel’s conflict with Iran during the summer, both overnight and day camps saw a modest increase in the number of Israeli and other international staff members.

	Overnight Staff 2025	Overnight Staff 2024	Day Staff 2025	Day Staff 2024
Israeli Staff (% is of total staff)	2,860 (12%)	2,600 (10%)	580 (4%)	540 (3%)
Other International Staff (% is of total staff)	4,130 (17%)	4,000 (15%)	80 (0.5%)	50 (0.3%)

\*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.

# SEASONAL STAFF RECRUITMENT AND RETENTION

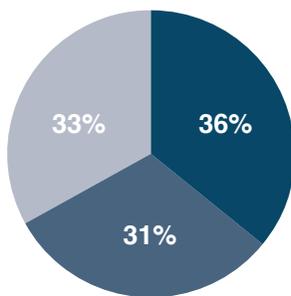
**Day camps report the greatest hiring challenges for roles requiring specialized skills, certifications, or substantial experience,** particularly in inclusion and camper care, health and safety, aquatics, and program instruction. Overnight camps face similar challenges in hiring for roles that require more advanced credentials, as well as a higher need for older staff, staff that can work the full summer, counselors for younger campers and male bunks, and visa-eligible staff. Together, these factors make it difficult for many camps to maintain desired staffing ratios and sufficient leadership structures.

To address these challenges, year-round staff teams continue to use a range of creative recruitment and retention strategies. The most common approaches across both day and overnight camps include proactive outreach to returning staff and offering flexible options such as partial-summer employment.

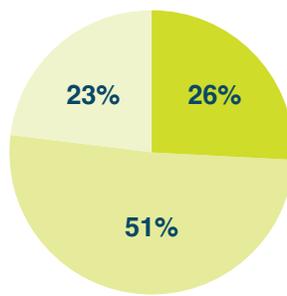
## MOST POPULAR SEASONAL STAFF RECRUITMENT AND RETENTION STRATEGIES

Overnight	Ranking	Day
Leadership outreach to returning staff	1	Leadership outreach to returning staff
Allowed partial summer work	2	Allowed partial summer work
Provided staff social programming	3	Increased pay or bonuses
Increased pay or bonuses	4	Recruited from schools / colleges
Hired a staff member dedicated to enhancing staff experience	5	Provided staff social programming

### OVERNIGHT CAMP HIRING



### DAY CAMP HIRING



- It was difficult to hire seasonal staff this summer, but we were fully staffed
- It was easy to hire seasonal staff this summer and we were fully staffed
- It was easy to hire seasonal staff, except for specific roles

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

Day & Overnight Camps Combined	Total New NA YA Staff	Total Retained NA YA Staff	Total NA YA Staff
2025	9,700	14,400	23,900
2024	10,600	11,800	22,400

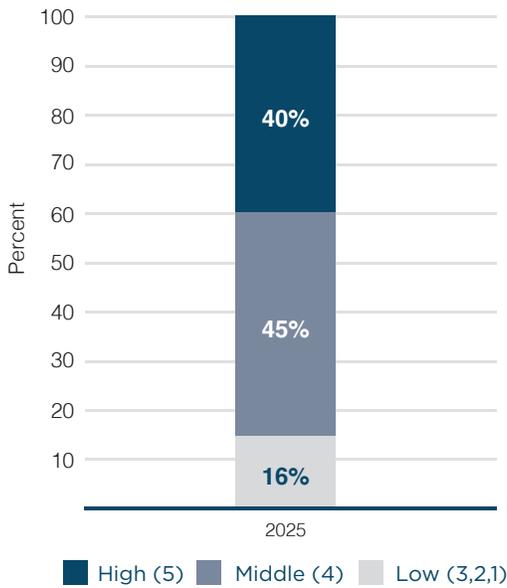
\*These figures are projected to represent the full field.

# OVERNIGHT CAMP STAFF SATISFACTION

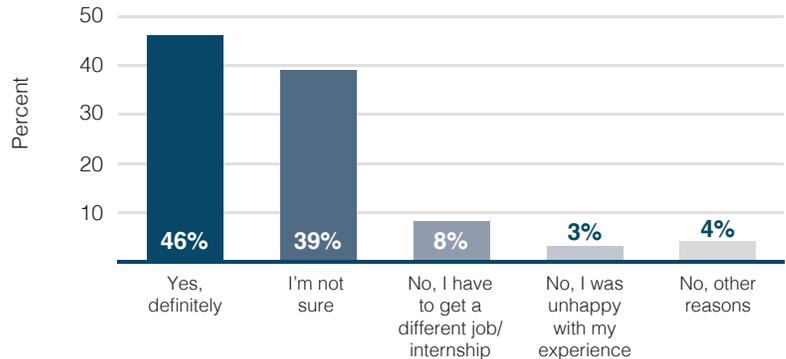
\*Data collected from FJC's 2025 Staff Satisfaction Insights and FJC's 2025 Day Camp Staff Satisfaction Insights Surveys.

**For the third consecutive year, 85% of overnight camp staff reported being satisfied with their summer experience.** About half of overnight staff said they would return next summer, while an additional 39% indicated they were unsure. Among North American Young Adult staff, likelihood to return is lower, with only 39% saying that they are definitely coming back and 41% saying they weren't sure. This hesitation appears to reflect external pressures young adults face to build their résumés and gain career-relevant experience. 13% of North American young adult staff reported that they could not return because they needed to pursue a different job or internship, compared to just 8% of staff overall. However, camp is a great place to develop real world skills like learning to work as a part of a team, leadership, and problem-solving skills (as illustrated in the impacts of camp chart).

OVERALL STAFF SATISFACTION



LIKELIHOOD TO RETURN



*As a college student who is currently both in undergrad and grad school, it's been hard to find supportive Jewish environments and have open conversations about Judaism. It was very nice to have such a supportive and uplifting Jewish space.*

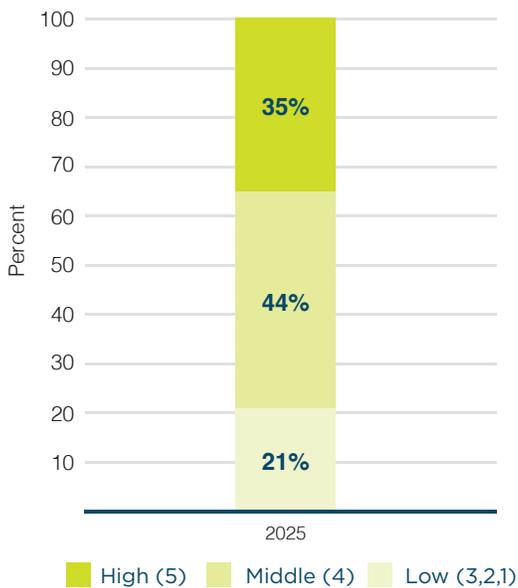
– Overnight Camp Staff



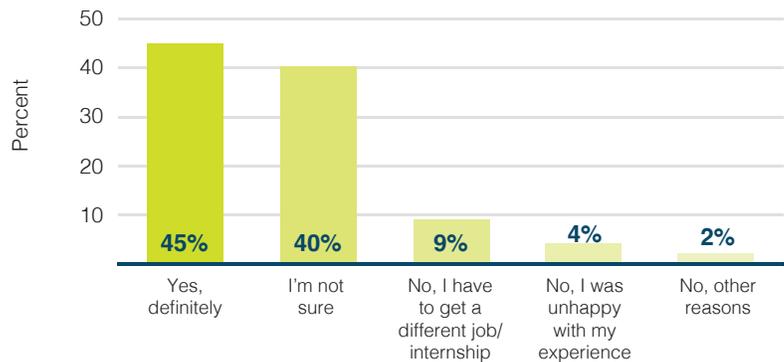
## DAY CAMP STAFF SATISFACTION

For the second year in a row, 79% of day camp staff reported being satisfied with their summer experience. 45% said they are definitely planning to return next summer, a rate consistent with last year. High school-aged staff continue to make up a significant portion of the day camp workforce, accounting for 40% of all staff. Younger staff need more support and guidance and are less confident in their roles, especially when they are new. Working at camp is often their first job, and they gain many transferable skills that they will use later in life.

OVERALL STAFF SATISFACTION



LIKELIHOOD TO RETURN

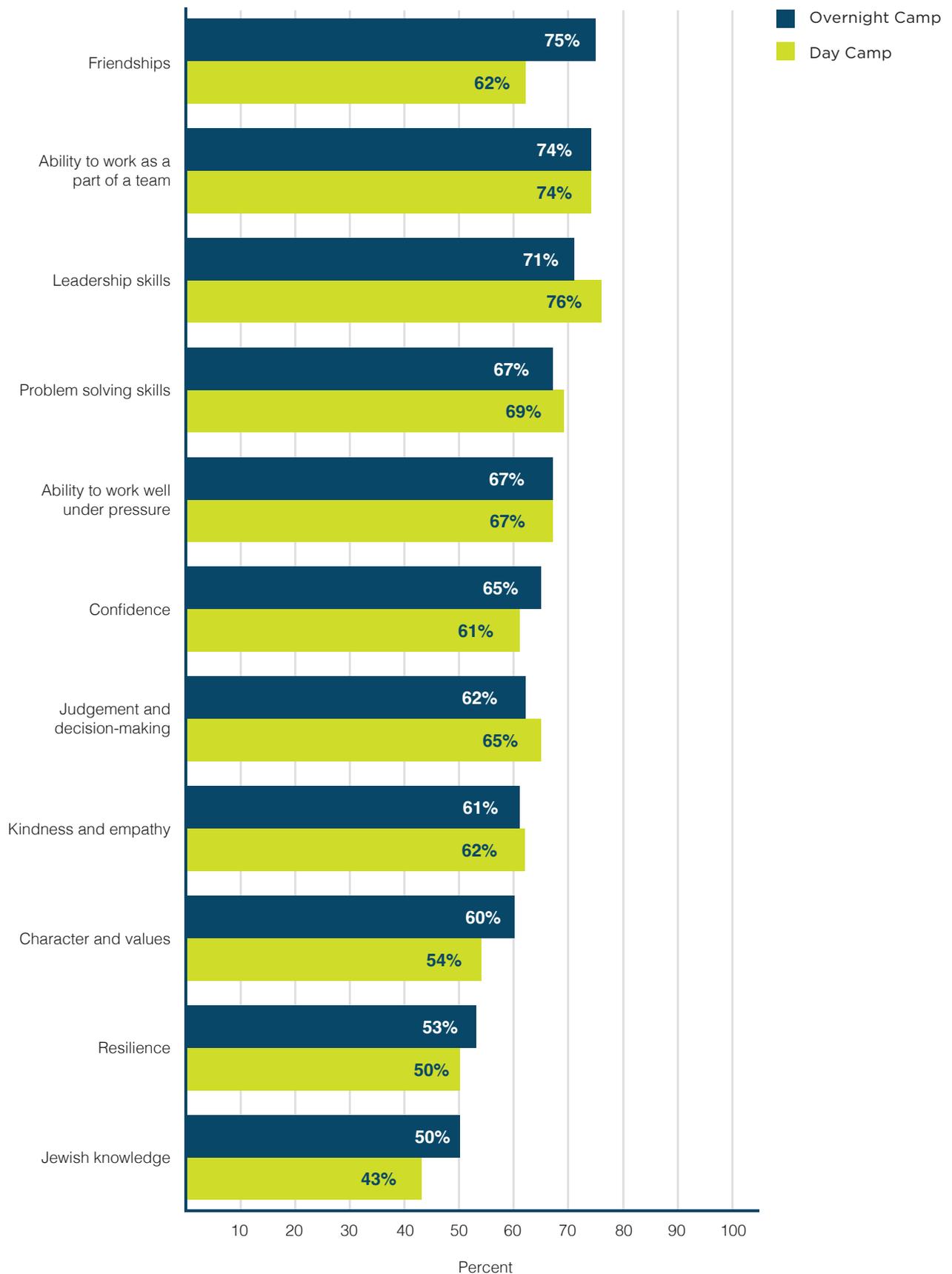


*Judaism is woven in really tightly to everything that is done at camp. There are so many opportunities throughout the day for both counselors and campers to connect or develop their Jewish identities, no matter your Jewish background.*  
 – Day Camp Staff



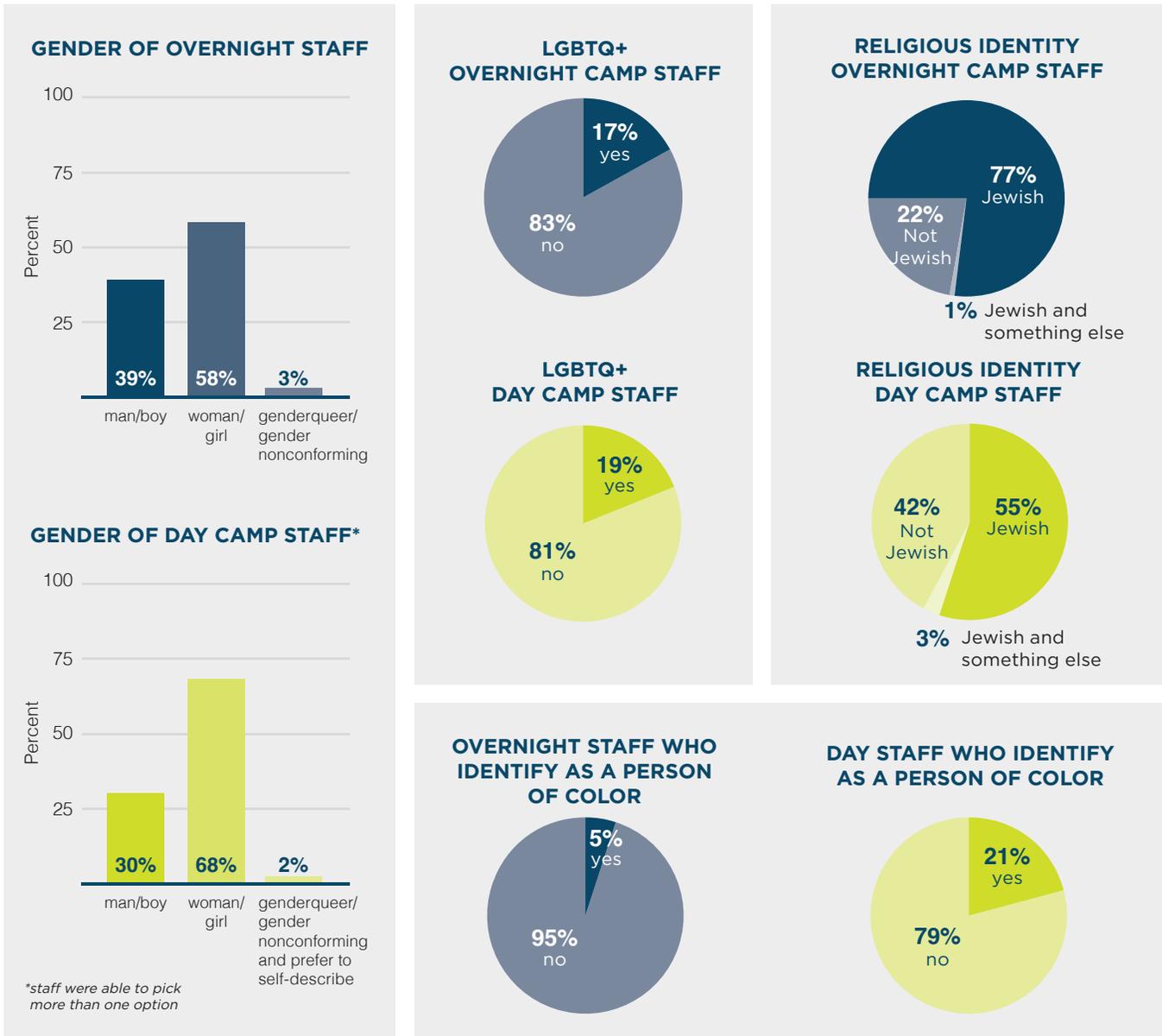
### IMPACTS OF CAMP ON STAFF

Staff reported that camp has increased the following:



## STAFF DEMOGRAPHICS

Tracking staff demographics allows us to identify trends in who is working at camp and how the workforce may change over time. **Compared to 2024, staff demographics have remained largely stable**, indicating continuity in the populations camps are recruiting and retaining. These data help us understand long-term staffing trends and informs future strategies for growth and inclusion.



*I feel very welcome and safe in this community and believe that the work I am doing is valuable and impactful.*

– Overnight Camp Staff

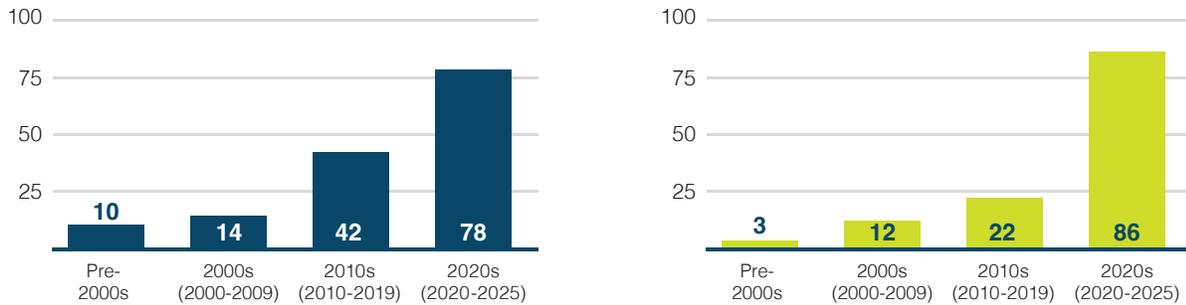


# YEAR-ROUND PROFESSIONALS

Most camp directors started in their roles in the past five years. In particular, **54% day camp directors and 43% of overnight camp directors started in their current roles post-pandemic** (in 2022 or later).

Over the past five years, between 18 and 35 camp directors have changed roles annually. **On average, approximately 30 new directors enter the field each year**, representing about 11% of all camp directors. This level of turnover reflects a significant leadership transition in recent years and underscores the importance of continued investment in training, mentorship, and retention to support long-term stability across the field.

START YEAR OF CURRENT CAMP DIRECTORS



## YEAR-ROUND OVERNIGHT CAMP PROFESSIONALS

The number of full-time year-round professionals at overnight camps increased slightly from 2024, while the number of part-time year-round professionals grew more substantially. Even with this growth, approximately 60 year-round positions remain unfilled across the field.

Jewish overnight camps collectively employ about 1,610 year-round professionals in full-time and part-time roles. Between fall 2024 and fall 2025, approximately 112 full-time and 32 part-time professionals left their positions. During the same period, camps hired about 144 new year-round staff. At the time of census collection (August-October 2025), roughly 80 positions remained open, and 23% of camps reported at least one vacant year-round role.

YEAR-ROUND OVERNIGHT CAMP POSITIONS\*

	Full-Time Year-Round Professionals	Part-Time Year-Round Professionals	# of Open Positions	Full Field
2025	900	630	80	1,610
2024	890	580	110	1,580
2023	960	440	Not available	
2022	870	450	Not available	

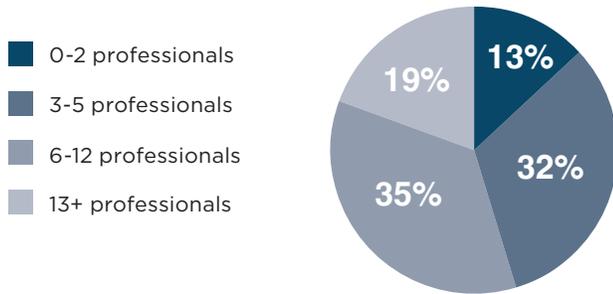
\*These numbers are projected to represent the field.

**OVERNIGHT CAMP YEAR-ROUND PROFESSIONALS BY CAMP SIZE (Full and Part-Time)**

Camp Size*	Average Number of Full-Time Year-Round Professionals	Full-Time Year-Round Range	Average Number of Part-Time Year-Round Professionals	Part-Time Year-Round Range
Small (<250 camper capacity)	3	1-11	3	1-12
Medium (251-450 camper capacity)	5	1-33**	3	1-12
Large (>451 camper capacity)	10	1-25	4	1-10

\* Sizes were determined by camp capacity (number of spots available at a time in camp)  
 \*\*The camp with the highest number of staff in the Medium category served 1,370 campers in total in Summer 2025 but can only serve 360 campers at a given time.

**PERCENTAGE OF OVERNIGHT CAMPS BY NUMBER OF YEAR-ROUND PROFESSIONALS (Full and Part-Time)**



**YEAR-ROUND DAY CAMP PROFESSIONALS**

Many year-round positions at day camps work part-time for parent organizations in addition to their roles at camp, a continuously rising trend.

**Jewish day camps collectively employ approximately 1,540 year-round professionals in both full-time and part-time roles.** Between fall 2024 and fall 2025, about 49 full-time and 31 part-time professionals left their positions. During the same period, day camps hired approximately 110 new year-round staff. At the time of census collection (August–October 2025), about 23% of camps reported at least one open position.

**YEAR-ROUND DAY CAMP POSITIONS**

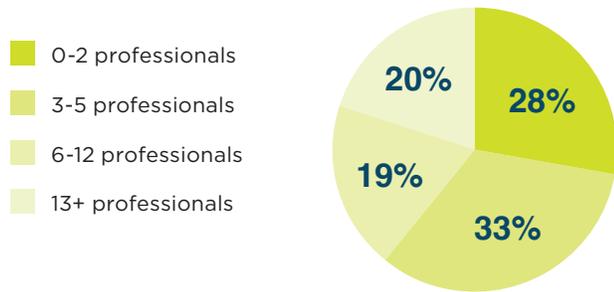
	Full Time Year-Round Professionals*	Part Time Year-Round Professionals*
2025	510	1,030
2024	500	440

\* These numbers are projected to represent the field.  
 \*\*We do not have enough reporting camps to project the number of open positions in the day camp field

### DAY CAMP YEAR-ROUND PROFESSIONALS BY CAMP SIZE (Full and Part Time)

Camp Size*	Average Number of Full Time Year-Round Professionals	Full Time Year-Round Range	Average Number of Part Time Year-Round Professional	Part Time Year-Round Range
Small (<250 camper capacity)	2	1-4	2	1-5
Medium (251-450 camper capacity)	3	1-12	4	1-15
Large (>451 camper capacity)	4	1-15	8	1-35

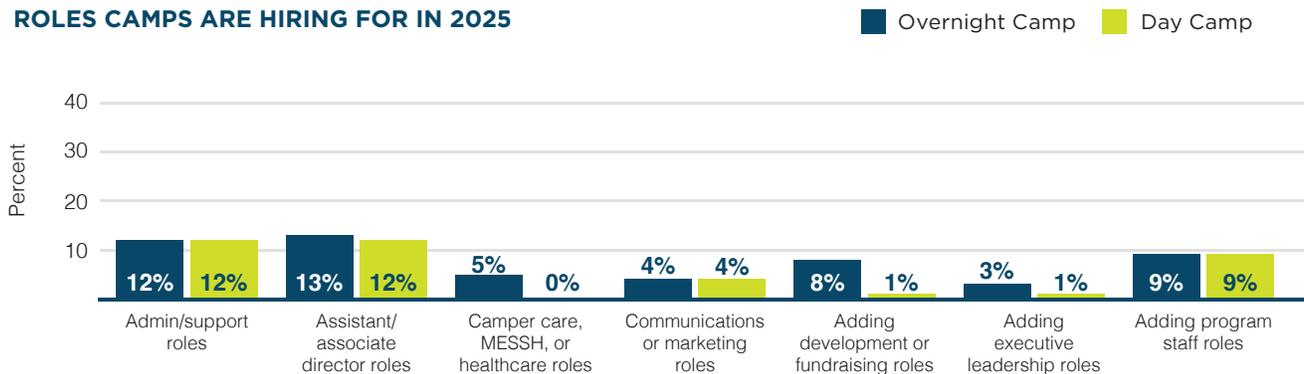
### PERCENTAGE OF DAY CAMPS BY NUMBER OF YEAR-ROUND PROFESSIONALS (Full and Part-Time)



## YEAR-ROUND STAFF HIRING

Between September 2024 and October 2025, overnight camps hired about 140 new professionals and day camps hired about 110 new professionals. 59% of overnight camps and 65% of day camps are not planning to hire new year-round staff this year.

### ROLES CAMPS ARE HIRING FOR IN 2025



# STAFF WITH DISABILITIES

In 2025, one additional camp implemented a skills training program, accounting for the increase of 20 participants in overall skills training participation. Day camps also saw a modest increase in skills training participants. In addition, more day camps reported employing staff with known disabilities, with nearly 50 more individuals reported than in the previous year.

## SKILLS TRAINING AND STAFF WITH DISABILITIES

	Overnight 2025	Overnight 2024	Day 2025	Day 2024
# of camps with skills training/vocational education programs	27	26	19	19
# of skills training/vocational education participants	275	255	160	141
# of camps reporting staff with known disabilities	58	58	66	58
#/% of staff with disabilities	306 (1%)	297 (1%)	355 (2%)	306 (3%)

*\*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.*

## 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 camps hired about the same number of licensed professionals and decreased the average number of unlicensed support staff. Day camps saw slight variations,** with an increased range and higher average certified and licensed disability and inclusion professionals.

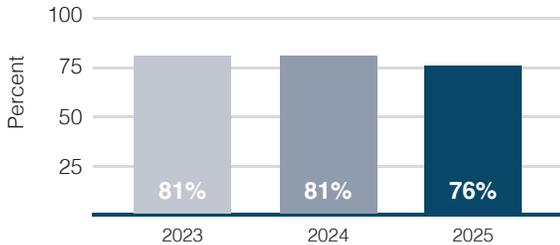
	Overnight 2025	Overnight 2024	Day 2025	Day 2024
<b>Certified or licensed disability/inclusion professionals</b>				
Average # per camp	2	2	3	2
Range	1-5	1-5	1-12	1-8
<b>Unlicensed support counselors or one-on-one aides</b>				
Average # per camp	4	5	12	12
Range	1-35*	1-23	1-63*	1-41

*\*The camps at the high end of these ranges have a capacity of about 1,200 campers at a time.*

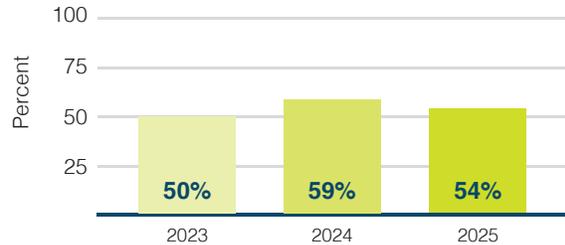
## MESSH (MENTAL, EMOTIONAL, SOCIAL, & SPIRITUAL HEALTH) STAFF

Fewer overnight and day camps had at least one mental health professional in summer 2025.

OVERNIGHT CAMPS WITH AT LEAST ONE MENTAL HEALTH PROFESSIONAL



DAY CAMPS WITH AT LEAST ONE MENTAL HEALTH PROFESSIONAL



### MESSH STAFF\*

	Overnight 2025	Overnight 2024	Day 2025	Day 2024
Average # per camp	3	4	2	2
Range	1-20**	1-20	1-9	1-9

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

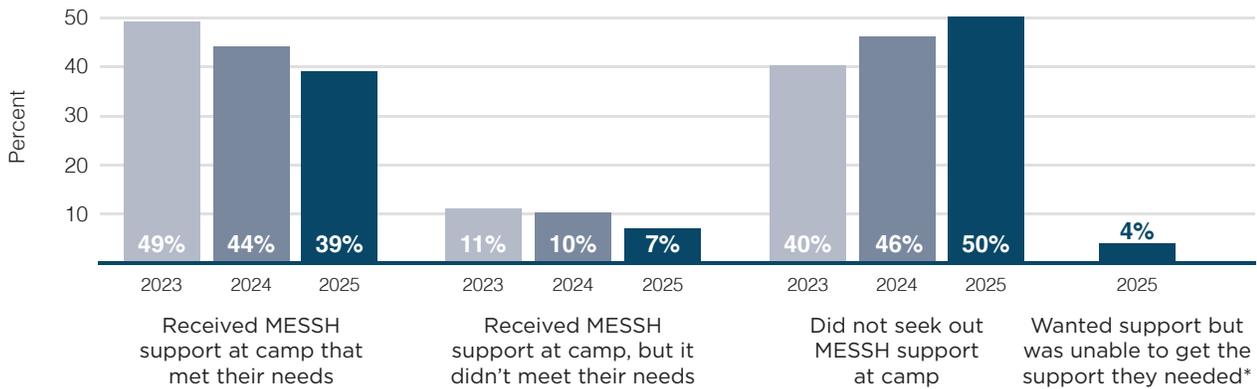
\*\*The camp at the high end of this range has a capacity of about 1,000 campers at a time.

## MESSH (MENTAL, EMOTIONAL, SOCIAL, & SPIRITUAL HEALTH) SUPPORT FOR STAFF

46% of overnight camp staff sought mental health support while at camp and 39% of staff found that the support camp offered met their needs. In 2025, a new response option was added to capture staff who wanted mental health support but were unable to access it; 4% of overnight staff selected this option.

Similarly, 44% of day camp staff reported seeking mental health support while at camp, and 39% said the support they received met their needs. Among day camp staff, 5% reported that available mental health support did not meet their needs, while 53% did not seek support. An additional 3% indicated that they wanted mental health support but were unable to access it.

### OVERNIGHT STAFF RECEIVING MESSH SUPPORT AT CAMP



\*new answer choice added in 2025

## MEDICAL STAFF

The average number of doctors and nurses working at overnight and day camps has stayed about the same since 2023.

### CAMP MEDICAL STAFF\*

	Overnight 2025	Overnight 2023	Day 2025	Day 2023
Average # per camp	10	11	2	2
Range	1-42	1-32	1-10	1-8
% of total staff	6%	5%	1%	1%

\*This data represents the average number of total medical staff that served over the course of the summer per camp and data on medical staff was not collected in 2024.



**Over this summer, I recognized the importance of going above and beyond, even if no one saw it. If a job wasn't being done, I did it, because it was important to me that camp ran smoothly.**

– Day Camp Staff



# COUNSELORS IN TRAINING (CITS)

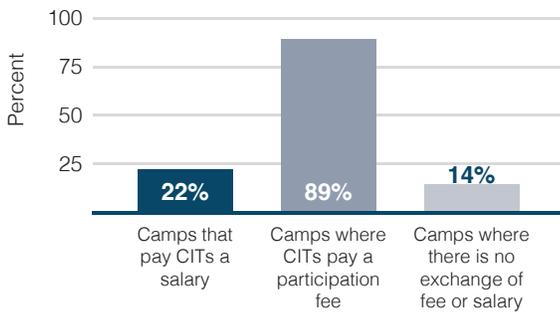
CIT programs remained popular in 2025. **Among camps with CIT programs, 62% of overnight camps and 57% of day camps maintained or increased their program size.**

## CITS PER CAMP

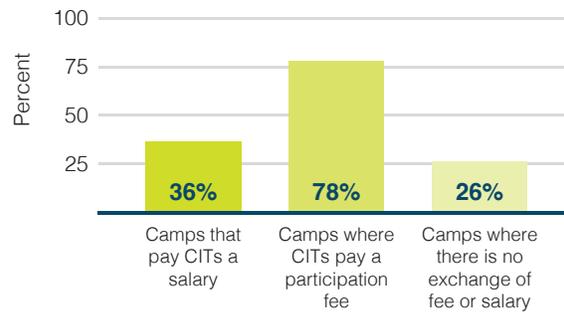
	Overnight 2025	Overnight 2024	Day 2025	Day 2024
% of reporting camps with CIT programs	64%	67%	86%	82%
Range of CITS in each program	2-105	3-92	1-90	1-82
Median # of CITS	21	26	16	15
Average # of CITS	27	31	19	24

**Overnight and day camps maintained similar payment and participation fee structures as 2024.** Overnight saw a 6% decrease in the number of camps paying CITS a salary or stipend. Conversely, day camps saw a 6% increase in the number of camps paying a salary or stipend to their CITS.

## CIT FEES & PAYMENT AT OVERNIGHT CAMP\*



## CIT FEES & PAYMENT AT DAY CAMP\*



\*Categories are not mutually exclusive. Percentages based on reporting camps.

# SALARIES OF SEASONAL CAMP STAFF

## First-year counselors saw a small increase in their average weekly salaries since 2023.

First-year specialist pay remained relatively stable at overnight camps but increased by approximately \$70 per week at day camps. Unit head salaries declined by about \$50 per week at overnight camps, while increasing by roughly \$70 per week at day camps. Salaries for nurses, licensed or certified mental health professionals, and head chefs remained largely unchanged.

**Overall, day camps offer higher average weekly salaries than overnight camps for first-year and supervisory roles.** In contrast, overnight camps pay higher weekly salaries for nurses and head chefs. Licensed or certified mental health professionals earn comparable weekly salaries across both day and overnight camps.

### SEASONAL STAFF WEEKLY SALARIES 2025

STAFF	Overnight Average 2025	Overnight Average 2023	Day Average 2025	Day Average 2023
First-year counselors	\$290	\$230	\$430	\$400
First-year specialists	\$270	\$280	\$600	\$530
Unit head, age group, program area supervisor	\$480	\$510	\$750	\$670
Nurse	\$1,250	\$1,250	\$1,120	\$1,120
Licensed or certified mental health pro	\$990	\$1,020	\$980	\$960
Head Chef	\$1,430	\$1,600	\$970**	\$970

\* Data on weekly salaries of seasonal staff was not collected in 2024.

\*\*13 day camps reporting

**Overnight camps in the West have the highest salaries on average for first-year counselors, specialists, and unit heads.** The Northeast pays the highest salaries for nurses while the South pays the highest salaries for mental health professionals and head chefs. Canada pays the lowest salaries for all positions except for head chef.

### OVERNIGHT CAMP AVERAGE WEEKLY STAFF SALARIES BY REGION

Region	First-year counselors	First-year specialists	Unit head / age group / program area supervisor	Nurse	Licensed or Certified Mental health pro	Head chef
Canada*	\$140	\$170	\$420	\$700	\$930	\$960
Midwest	\$200	\$230	\$400	\$1,290	\$1,000	\$1,310
Northeast	\$300	\$280	\$450	\$1,340	\$920	\$1,700
South	\$260	\$230	\$480	\$1,420	\$1,420	No Data Available
West	\$360	\$370	\$570	\$1,360	\$1,060	\$1,300

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

**Day camps in the West pay all types of staff significantly more than day camps in other regions.** This reflects the general pay trends of the U.S., as minimum wage tends to be higher in some western states such as California.

### DAY CAMP AVERAGE WEEKLY STAFF SALARIES BY REGION\*

Region	First-year counselors	First-year specialists	Unit head / age group / program area supervisor	Nurse	Licensed or Certified Mental health pro	Head chef
Midwest	\$490	\$570	\$660	\$950	\$880	No Data Available
Northeast	\$370	\$600	\$780	\$1,100	\$1,010	\$1,010
South	\$370	\$580	\$730	\$950	\$850	No Data Available
West	\$700	\$740	\$800	\$1,290	No Data Available	No Data Available

\*There were not enough reporting Canadian day camps to include them here.

## 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, Henry Weltman, Steph Sussman, Bradley Epstein

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

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

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

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) grows, supports, and strengthens the Jewish camp movement, so camps can deliver exceptional experiences for their campers, staff, families, and communities—engaging them in lifelong, joyful Judaism. FJC works with 300+ Jewish camps across all streams of belief and practice that engage over 200,000 campers and young adult staff annually.

**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)**