



## CWRT COVID-19 RESPONSE SURVEY SURVEY ANALYSIS

Since March 2020, CWRTs around the world have been impacted by the COVID-19 pandemic. Most have closed their doors expecting to pick up where they left off during the previous months. Some have decided to discontinue holding meetings forever. Obviously, when upwards from 80% of CWRT members are in the “at risk” group and the statistical data from the Centers for Disease Control about the death rate is so impactful, it is important that CWRT leaders heed the warnings.

This survey was called by several concerned CWRT leaders who are pondering the very future of our organizations. We received 166 total responses to our 19-question survey. Of those, 118 or 71% completed it.

### **SUMMARY**

Information about the current status of local areas and/or states is confusing at best. Many cannot follow the continuous changes with sufficient understanding to make reasoned decisions about future CWRT meetings. Through this survey, we discovered the following **PROVEN PRACTICES** about CWRTs and their decisions about current and future meetings.

1. Leadership of every CWRT should consider having a designee to follow and report on changes that affect the ability of the organization to resume face-to-face meetings.
2. During the current and future crisis, CWRT leaders should be telephoning members to ascertain how they are being affected, how they envision future activities, etc. It's very important for members to understand that leaders do not take them for granted and that their voice matters.
3. In terms of reopening dates, it is important to not simply rely on what is allowed by local, state and national health officials, but to include the following in the rationale:
  - a. The phasing history in the local area;
    - i. Has is fluctuated due to rollbacks,
    - ii. The stability of the current phase over time,
    - iii. The reliability of those making phase change decisions
  - b. The experience of similar organizations that have reopened;
    - i. The pattern of patron response

- ii. The cost-benefit of being an early adopter
  - c. The desires of CWRT membership; and
    - i. Are they impatient and wish to reopen sooner than later?
    - ii. Irrespective of the phase decisions, are they inclined to await a safe and effective vaccine?
  - d. For those members who wish to remain home, are alternative approaches to traditional programming being considered for them?
- 4. In terms of reopening plans, CWRT leadership should be proactive.
  - a. Develop a plan specific to the age and health risk of CWRT members;
  - b. Review and incorporate the plan of the meeting venue
    - i. If the venue has been closed, it may be important to inquire about flushing the [water system](#) to eliminate Legionella, etc. from distribution to patrons.
  - c. Consider added precautions that may be absent:
    - i. Screen attendees before allowing entry:
      - 1. Taking temperatures
      - 2. Asking health and wellness questions
      - 3. Asking about behavior and attending large group events
      - 4. Asking about travel behavior
    - ii. Reduced duration of meetings to eliminate prolonged events
    - iii. Restricted numbers of attendees based on the size of the venue
    - iv. Restrict touching (handshakes, etc.) and other contact
    - v. Require [Personal Protective Equipment \(PPE\)](#) including masks
    - vi. Require that coughing into handkerchief, etc.
    - vii. Asking attendees to self-screen based on CDC guidelines BEFORE coming to meetings
    - viii. Have a protocol for refusing entry or for those who do not comply with the plan
  - d. Communicate the plan to every member BEFORE each meeting.
  - e. Ensure equal enforcement of the standards incorporated in the plan
  - f. Follow up with meeting attendees to ascertain
    - i. Their comfort level with the plan and its adherence
    - ii. If the perceived risk was mitigated
    - iii. If they have subsequently been stricken with the virus
  - g. MOST IMPORTANTLY, consult with public health officials to ensure your CWRT plan is comprehensive, enforceable and based on sound epidemiological practice.
- 5. Changes in meeting attendance rates is an important facet of every CWRT irrespective of environmental threats. Every CWRT should have a data collection function that measures member behavior such as the month of the year, speakers engaged, availability of transportation, etc. That will allow CWRT meeting planners to alter or address factors that may affect meeting attendance.

6. CWRT Congress is flattered that its lecture series ranked highest among alternative activities during the pandemic. Moreover, we are ready to assist every CWRT that is considering online meetings.
7. CWRTs must negotiate any engagement with prospective author/speakers such that all sides consider it a win-win-win. Many authors are more interested in book sales and reviews than an honorarium. But, unless the CWRT is upfront about assisting the speaker to meet his/her goals, that win-win-win may not be accomplishable.
8. When considering retention incentives, it is vastly important to consider the motivation of individual CWRT members. Most are less interested in the dues they pay each year than the benefits they receive in terms of friendships, discussions, knowledge gains or the inspiration to find out more about different aspects of the Civil War or 19<sup>th</sup> century life. And, although members do not wish to feel “ripped off”, they want consideration if they are unable to attend meetings. So, in addition to a moratorium on dues collection, CWRT leaders should consider how best to deliver on the promise of their organization for those unable or unwilling to attend face-to-face meetings such as:
  - a. Periodic telephone check-ins to ascertain member status/issues
  - b. Continued newsletter distribution
  - c. Notices of Civil War programs on television or online
  - d. Ensuring connection to the broader Civil War community
9. Conducting outdoor Civil War-related activities can be an important way of maintaining the relationship between the organization and its members. Battlefield or cemetery maintenance, picnics, etc. are just two examples of activities that will ensure program continuity.

CWRT Congress has received additional comments concerning this survey that might be important to review.

Bruce Castleman  
San Francisco CWRT

*We have closed the bank account in order not to pay Bank of America sixteen bucks each month for the privilege of keeping our money. We will go open another account when we are able to resume our dinner gatherings. I took it in cash, which I put in a sealed envelope and then placed it in my safety deposit box at the Umpqua Bank branch on 24th Street. We used mine because Treasurer Norm Ishimoto doesn't have such a box. Closing statements were printed and sent to Norm, with copies in the envelope in the safety deposit box.*

Janet Whaley  
Pasadena CWRT

*Since our meeting location is the local public library, we are dependent upon their re-opening date and safety plans. Since it is a city-owned facility, it will likely cleave to strict CDC standards.*

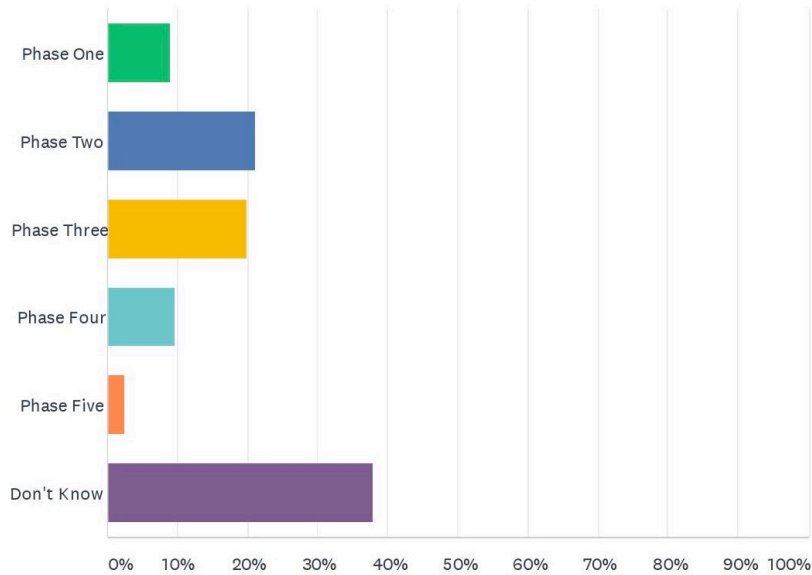
- *Membership – While attendance on the virtual presentations is a bit less than our in-person meetings, we are drawing from a larger geographical area, as well as gaining some participants reluctant to commute long distances at night.*
- *Membership Revenue – We are at a higher level of membership revenue than last year. Maybe people are pitching in because they see we are continuing our programming.*
- *Speakers – We’re drawing from a lot of authors with new books, and more nationally known authors (something we’d be hard pressed to achieve if we had to pay for travel). We promote their book sales rather than offer an honorarium.*

Mike Powell  
Brunswick CWRT

*I have made phone calls to every member I could reach that has attended more than 5 meetings in the last two years. Besides having some great conversations about things, I would never have heard, it was really appreciated. However, I learned a lot. I learned how many people are already familiar with zoom. I heard that most, not all, could care less about the dues they have paid and don't want any compensation for meetings missed. I learned a lot of things that I would never have heard. I was very heartened to hear that our people will be back, no matter what how long it takes. I know that they support us not having any meeting as long as any chance of infection exists. Besides the good will, it was very informative and worthwhile.*

## Q1 In what phase of reopening is your local area or state?

Answered: 166 Skipped: 0



ANSWER CHOICES	RESPONSES
Phase One	9.04% 15
Phase Two	21.08% 35
Phase Three	19.88% 33
Phase Four	9.64% 16
Phase Five	2.41% 4
Don't Know	37.95% 63
TOTAL	166

Of the 166 responses, the vast majority do NOT know what phase their local area or state is in when it comes to “reopening”. This is not surprising. The media has done little to clarify much scientific data about the pandemic. And, reopening decisions have been made against data, in some cases, that has been mishandled. More importantly, many states and localities have vacillated between phases, often many times, and that information continues to be confusing.

## Q2 Simply state what that phase means.

Answered: 77 Skipped: 89

Of the 77 responses, it becomes clear that detailed knowledge of the phase to normal may not be understood. Then, again much of that understanding is based on what is important to the individual.

- Less restrictive opening of businesses, e.g. restaurants, bars, etc.
- In PA that means we went from red to orange to green per Gov. Wolf.
- Stuff reopening or available to use
- Small gatherings of 25. Outdoor eating.
- Mask, needed. Social distancing, schools opened limited. No gathering of more than 100 people. No bars open
- Orange county near normal.
- No indoor dining.
- Some businesses are reopening partially
- Schools and government offices are closed. Offices are closed and people are working online from home. Same with school children. Only a few businesses can partially reopen.
- Gatherings limited to 50 people or less. Enclosed spaces at 50%. Schools are virtual, some museums are open on limited basis, some still closed. CWRT of Fredericksburg is having first meeting of program year at outside location, with reservations - no food. October meeting is yet to be determined. Our survey indicated that most people wanted actual meetings, with food, but not yet. Most speakers were not open to ZOOM/Google Meet.
- Limited indoor dining. No bars open. Masks mandatory
- Businesses are open.
- Restaurants are open with limited capacity and following strict public health procedures. Gatherings with 50 people or fewer will be permitted. Schools and childcare centers are permitted to open but many or most are using strict protocols including virtual options
- masked
- Masks indoors. No large public gatherings. Stay home as much as possible. Respect social distancing
- Numbers have not sustained a 14-day decline; mask requirement; groups of 10 or more are prohibited; limited access to government buildings; required physical distancing.
- Small gatherings are allowed, but no more than 50 indoors, I believe.

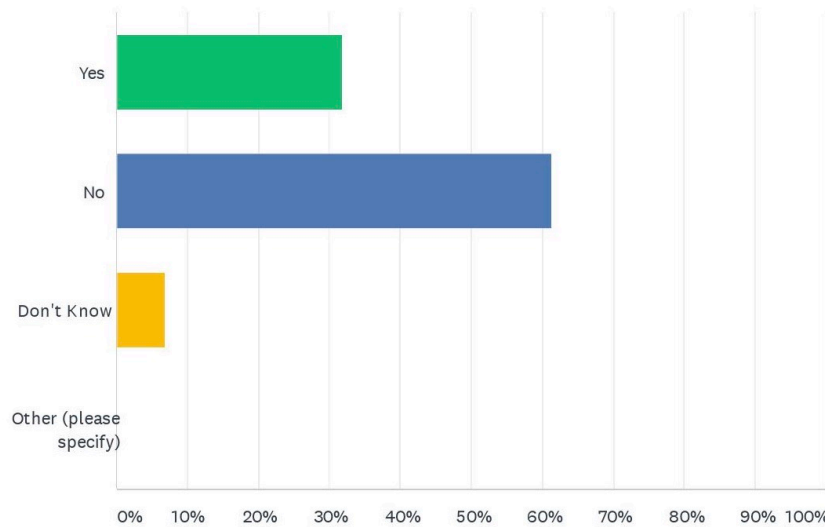
- Businesses open with restriction to 25% capacity, masks required to enter, most public schools all virtual, some private schools in -person.
- Most things are open with some at limited capacity. Groups are limited to 10 or less I believe unless you can space out, etc.
- Number of beds available per 100,000 people.
- we stopped at 4.5, with 5 being fully opened, so paused and in some cases have gone back to phase 4 if not even 3 - but some school districts have in classroom learning.
- Small groups can meet and restaurants, bars etc. are open with 50% capacity
- Masks required all businesses. A limited restaurant access. No bars open. Schools self-determining
- Our worse time in Central New York-Syracuse was March-April-May. We are now ready to open schools and some indoor venues. Masks are still required everywhere indoors.
- Green phase, outdoor dining with 25% indoor dining, work from home still encouraged. Barbershop, gyms can be open
- Most places are open with some restrictions on numbers and mask requirements.
- Advocate wearing masks when somewhere other than your home. Very limited inside gatherings. The usual masks, social distancing, washing hands frequently.
- Limited numbers of people can gather indoors.
- Many things are open but limited indoor dining and groups over 50 not permitted. No sport competition for most sports.
- As part of Phase 1, individuals are required to stay home except for essential trips and wear a face mask in public. The order also prohibits gatherings of any kind on city property. Businesses must continue teleworking, and restaurants and retail stores can only remain open for to-go and curbside pickups. All non-essential city facilities will remain closed.
- Limited trips outside, Masks, hand washing, social distancing, limited occupancy in business.
- To meet we would have to wear mask and exercise social distancing.
- Lots of limits - no meetings or classes
- Masks recommended
- Businesses and restaurants are reopening
- Gatherings 50 people, indoor/outdoor dining at 50% capacity w/social distancing, nonessential retail businesses open
- Some retail is open, but not shopping malls. Restaurants are doing take-out, and delivery orders, and some have outdoor seating, but no indoor service, and bars, with no food service, are closed; as are hair salons and barber shops, theaters, libraries, churches, museums, etc. Schools are closed, kids are at home, being taught virtually. Masks are required if you leave your house, and social distancing is required in markets, retail stores, and other essential businesses that are open.
- Can eat in restaurants
- Masks, social distancing, no more than 10 unrelated people

- 5 is everything back to normal so 4 is not quite there
- Fully open but with numbers now restricted to 100. Opened in May 2020.
- No public gatherings of more than 10 people; all social distanced and wearing masks.
- Online Zoom presentations but no in-person meetings.
- No groups over ten, masks in public, quarantine if travel from outside NC
- Limited social, gatherings, face masks mandated
- Limited opening at reduced capacity for most stores
- retail stores are open, and citizens are allowed to attend church. other than that, you can be a hermit at home.
- Some restaurants with distance, etc.
- Indoor gatherings of more than 25 prohibited. Masks are required in all public spaces. Restaurants and Bars open at 25% capacity for indoor dining. Outdoor gatherings of more than 250 prohibited.
- Limited gatherings. Bars open but need to order food, not chips. Still can't visit mother in law in assisted living.
- Don't know



### Q3 Has your CWRT established a "reopening" date, yet?

Answered: 145 Skipped: 21

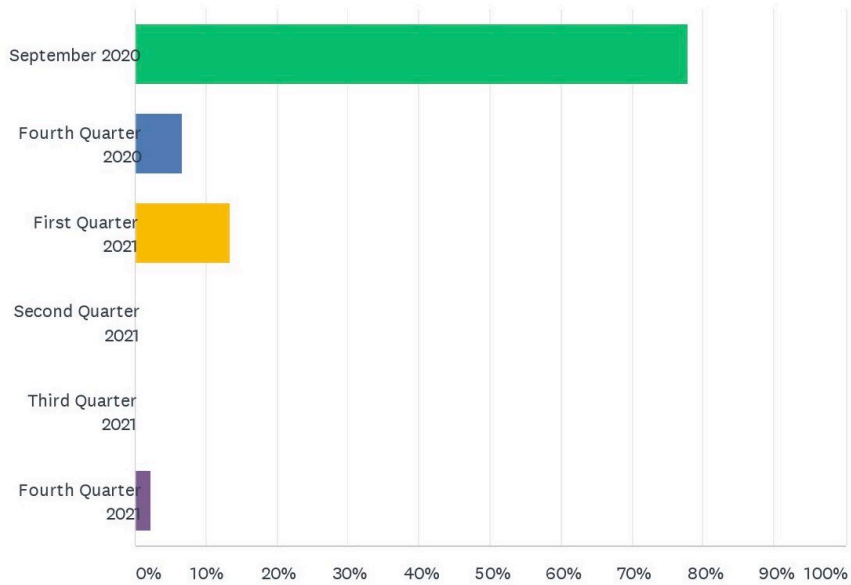


ANSWER CHOICES	RESPONSES	
Yes	31.72%	46
No	61.38%	89
Don't Know	6.90%	10
Other (please specify)	0.00%	0
Total Respondents: 145		

A majority of respondent CWRT (61.4%) have not established “reopening” dates while 31.7% have done so. The 6.9% that do not know is an artifact of less than useful communication.

## Q4 If you have a "reopening" date, what is it?

Answered: 45 Skipped: 121

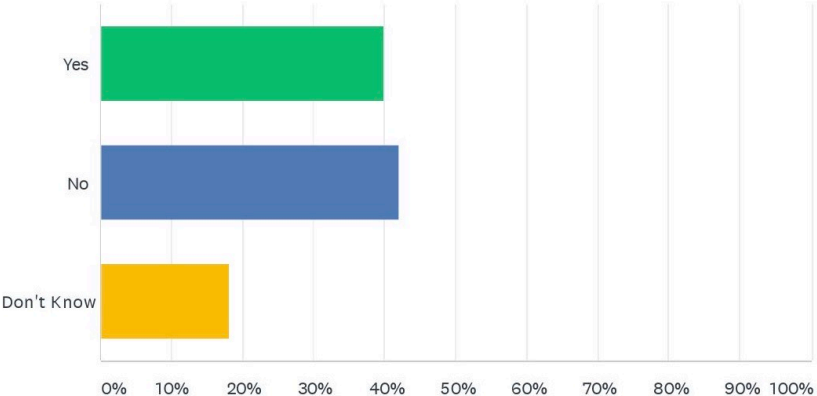


ANSWER CHOICES	RESPONSES	
September 2020	77.78%	35
Fourth Quarter 2020	6.67%	3
First Quarter 2021	13.33%	6
Second Quarter 2021	0.00%	0
Third Quarter 2021	0.00%	0
Fourth Quarter 2021	2.22%	1
TOTAL		45

Those CWRTs that responded September 2020 (77.8%) seem based on an appropriate level of believable information or hopefulness. Rushing to reopen may not be in the best interests of CWRTs. The next cohort (13.3%) state the first quarter of 2021.

Q5 Has your CWRT established a "reopening" plan that seeks to protect all attendees and venue meeting staff?

Answered: 138 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	39.86%	55
No	42.03%	58
Don't Know	18.12%	25
TOTAL		138

Of those CWRTs that have established reopening dates, only 39.9% have established reopening plans. This is a bit disturbing in that CDC guidelines may not cover practices that could be employed to better protect individuals.

## Q6 If you do have a "reopening" plan, what are the elements of that plan?

Answered: 49 Skipped: 117

Forty-nine respondents explained their plans below. It is apparent that some respondents did not understand that by asking about reopening, we were interested in in-person meetings, not virtual meetings. In none of the responses is there an insistence on following up with attendees to ascertain if they became infected subsequent to meeting attendance.

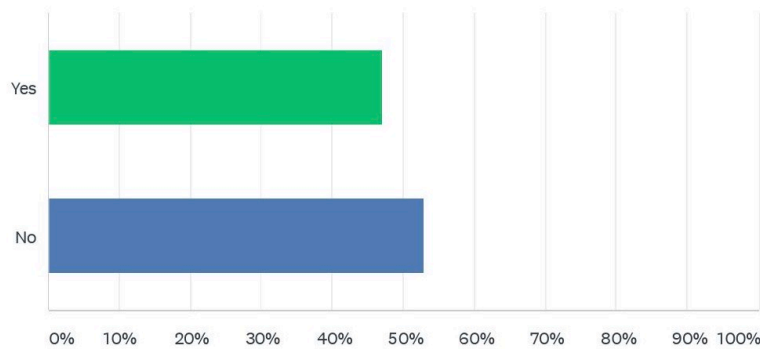
- Use zoom
- Masks for all provide sanitizer and masks staff pre organize room for social distance no more than 25 in attendance speaker may remove mask no sign in roster
- Distance attendance, masks, hand sanitizers, possible broadcast meeting to those unable/unwilling to attend
- Chairs 6 ft apart, masks required, limited to 40 in attendance
- We meet in a restaurant at 10 person tables 6' apart and only 3 people at a table. Masks at all times except when eating or drinking. < 30 meals served by waitress, >30 buffet line where we tell the server behind plastic what we want and get the plate at the end of the line. BR has foot operated door. Gloves and hand washing as required.
- We never shut down. We just moved all of our events to Zoom.
- Arranging chairs to accommodate social distance, mask required.
- Mandatory wearing of masks and social distancing
- social distancing, limited capacity (but we don't expect full participation, and since we meet at a restaurant, we expect them to follow all hygiene guidelines. Masks, always
- By 'reopening' we mean starting presentations by Zoom online on the scheduled date
- CDC guidance: masks indoors; six feet apart; hand sanitizers; post meeting Lysol wipe down.
- It still depends on our governor's limits for the state but if we're allowed to "reopen" we will require masks, social distancing, no food or drink, no raffle, reservations to attend in order to stay within the governor's guidelines.
- Venue remains closed. Will do the Sept, Oct, Nov 2020 programs via Zoom
- I may have mis-understood the question. We are not having in-person meetings. All meetings for the foreseeable future are on zoom.
- The meeting venue has reopened and acceptable safeguards are in place.
- Social distancing, face masks recommended
- In-person event with appropriate social distancing; and, 2) Broadcast event using GoToMeeting for those who are hesitant to attend.
- We've been reopen as of July 16, 2020. Meeting monthly at Norfolk Yacht & Country Club. Socially distanced seating, and face masks for members.

- Careful coordination w/dining venue, strict mask/social distancing protocol, limiting attendance, staggered exit strategy, individual not buffet serving
- Masks and spacing
- Room holds 90; we can accommodate 20-25 with spacing. masks must be worn; socialize outside; no book raffles or snacks; governor must approve phase 3 first
- Our plan is to utilize our local libraries' meeting room after looking at other options for this fall for our January meeting. We are using zoom meetings for smaller group meeting, board, officers, book club
- We have changed our plans for fall 2020 from our usual dinner/lectures to outdoor walking tours.
- n/a
- Social distancing for seating.
- Masks, SD, sanitizer
- Wear masks, social distance of individuals and chairs, and wipe down items and have hand sanitizer available
- Will be "virtual" programs - Zoom or YouTube
- Safety first.
- We will be doing a ZOOM meeting with the members. Doing a practice meeting a week or so before to train the members.
- Masks required when not at table. Table capacity reduced to maintain distancing. Sanitizer and wipes available. In coordination with requirements at host facility.
- Sit apart. Probably no food service
- Physical distancing, masks etc. We have a larger venue which allows us to comfortably allows for 25 attendees.
- To follow State and local plans for reopening of large group gatherings. Meanwhile, to hold virtual CWRT meetings with speakers lecture series via Zoom.
- When a vaccine is available or when the threat only requires masks, social distancing, and exclusion of infected or possibly infected.
- For the rest of the year (September, October, November, December) we will be Zoom meeting.
- Face masks, social distance as much as possible, and hand cleanser.
- Mask, social distances
- Social distance in seating; wear masks, don't come if you are sick; our venue will hold normal attendance even if chairs are six feet apart. No food or drinks.
- Mandatory mask wearing and social distancing. Dinner will be served cafeteria style rather than buffet style as in the past. Four people to a ten-person table. Sanitizing liquid present in abundance.
- Zoom meetings
- meetings at MCL cafeteria, masks worn except when eating or drinking, min 6' between attendees, buy your own dinner, then join the group, no handshakes or hugging, no cash exchanged, all wash hands, good HVAC ventilation
- We have been on Zoom since March and will remain on Zoom until further notice. We did not stand down at all.

- Social distancing during dining, required masks, disposable name tags and meal tickets.
- Using Zoom conferences for the balance of the year as long as Pennsylvania remains at the current level.
- Social distancing, masks.
- masks, distancing, sanitizing
- Spacing of chairs more than 6 feet apart, masks required. Fall back to Zoom meetings.
- Limited attendance/ social distance seating,

## Q7 Is it your CWRT's practice to hold dinner meetings?

Answered: 53 Skipped: 113



ANSWER CHOICES	RESPONSES	
Yes	47.17%	25
No	52.83%	28
TOTAL		53

Clearly, one half of respondent CWRTs do not hold dinner meetings during normal times. This makes it somewhat simpler when considering in-person meeting resumption as changes in serving styles could become a problem.

## Q8 If your CWRT usually holds dinner meeting, what is your plan to protect attendees while eating?

Answered: 25 Skipped: 141

Of the 25 respondent CWRTs, several indicated that they would no longer have dinners at their meetings, while other have decided to change from buffet to table service.

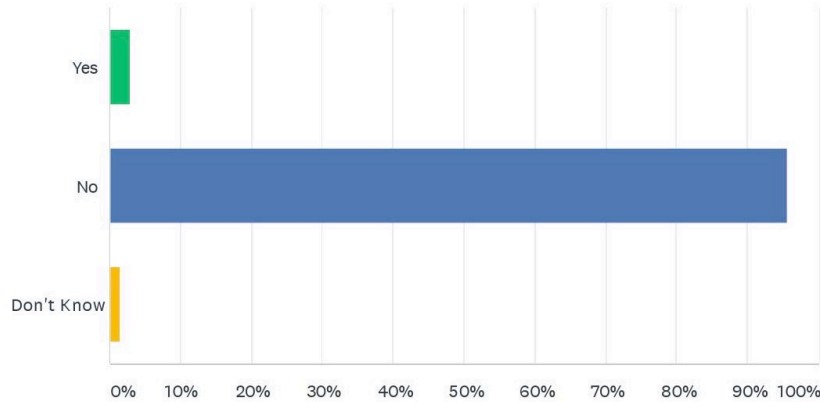
- Cancelled
- Only 3 at a table that seats 8
- See above
- They can eat during the meeting from the comfort of their own home on Zoom.
- Limiting diners to 3 per table.
- We meet at a cafeteria style restaurant, we will social distance in our meeting room, which is reserved for us - looking to change the date so we can get twice as much space, if possible.
- To start, NO dinners. That to be decided later... perhaps several months
- Conditions must be such that a full dinner meeting can take place. Otherwise meetings will not resume
- Appropriate social distancing in accordance with state guidelines for restaurants.
- See #5
- We are waiting to announce startups again of our dinner meetings.
- Sit them 1.5 meters apart
- Social Distancing
- Masks, sanitizer, hotel staff serves the buffet
- As stated in previous description. Wait staff will be masked and gloved. No shared service items available (dinner roll basket, shared salad dressings, etc.).
- Sit apart and have servers vs a buffet line
- Board is revisiting all meeting format options venue —restaurant, club, hotel, library, church, etc.; meals or no meals; open bar happy hour or no happy hour; other scenarios. So, we may or may not continue dinner meetings format. If we continue a dinner format, we will follow best local, state, and national public health practices and/or guidelines prevailing at time of reopening.
- See above
- Social distancing
- Dinner is available before meeting in a different room.
- See above. Limit seating to four people at a ten person table to maintain social distancing. Banquet hall staff properly masked and gloved will do all the food serving. In the past we served ourselves buffet style. Sanitizing procedures will be in place.
- As said in previous question



- They can order carry-out or delivery from our dinner venue. We can all have dinner virtually over Zoom.
- Socially distanced tables and chairs, disposable name tags and meal tickets. Masks required unless eating or drinking.
- Same as "reopening"

## Q9 Has your CWRT been holding face-to-face meetings since March 2020?

Answered: 136 Skipped: 30

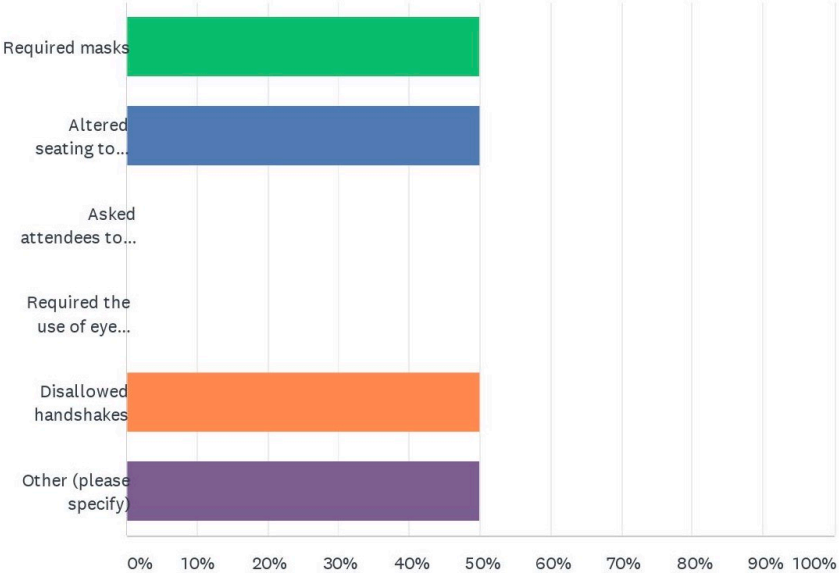


ANSWER CHOICES	RESPONSES	
Yes	2.94%	4
No	95.59%	130
Don't Know	1.47%	2
TOTAL		136

The vast majority (95.6%) have not been holding face-to-face meetings since March 2020. Although this is a great preventative measure, not holding face-to-face meetings also means that the CWRT has little experience, as an organization, to deal with communicable diseases.

Q10 If your CWRT has been holding face-to-face meetings since March 2020, what steps have you taken to protect members and guests?

Answered: 2 Skipped: 164



ANSWER CHOICES	RESPONSES	
Required masks	50.00%	1
Altered seating to allow adequate social distancing	50.00%	1
Asked attendees to wear latex or similar gloves	0.00%	0
Required the use of eye shields/goggles	0.00%	0
Disallowed handshakes	50.00%	1
Other (please specify)	50.00%	1
Total Respondents: 2		

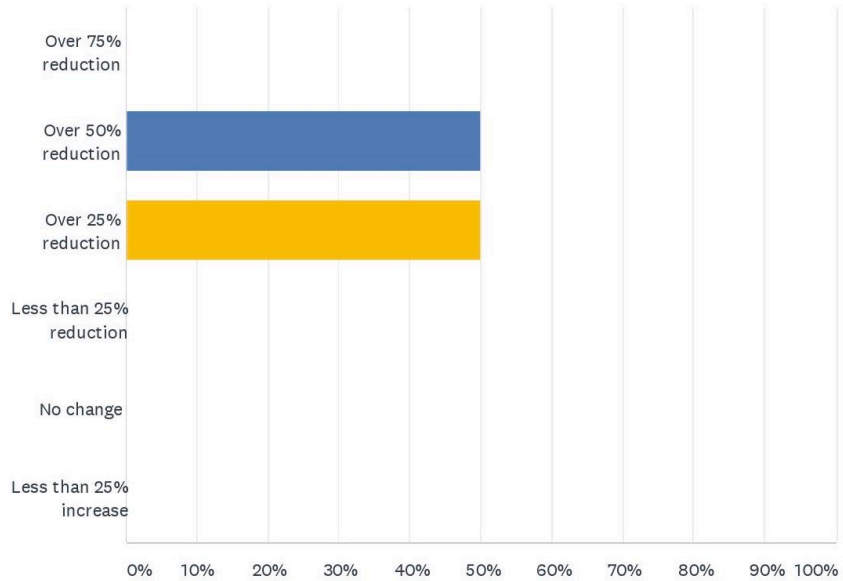
Surprisingly, only two of the four who said they have continued with face-to-face meetings responded to this question and require masks, have incorporated new seating arrangements and disallowed handshaking.

The one respondent that said “Other”, specified as follows:

- Our only meeting was in April and we used social distancing, masks, etc.

## Q11 What is the change in percentage of member attendance over previous times?

Answered: 2 Skipped: 164

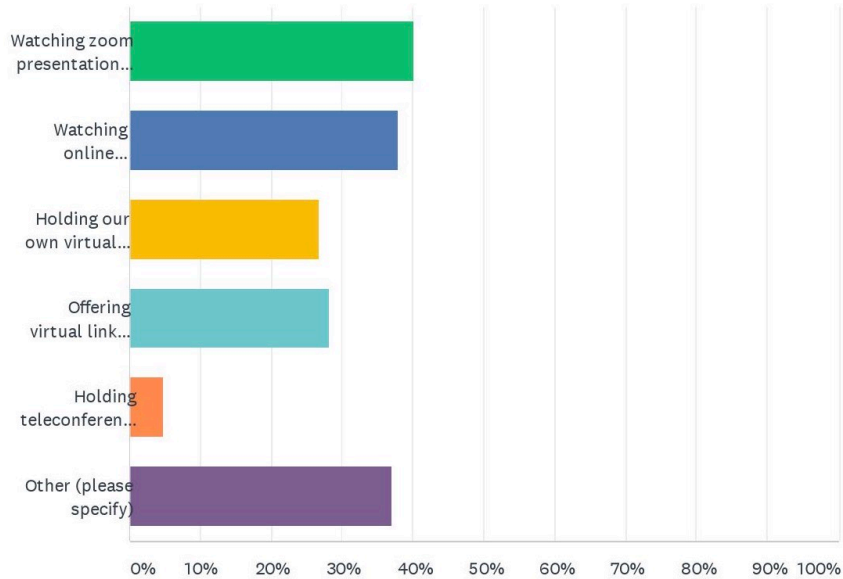


ANSWER CHOICES	RESPONSES	
Over 75% reduction	0.00%	0
Over 50% reduction	50.00%	1
Over 25% reduction	50.00%	1
Less than 25% reduction	0.00%	0
No change	0.00%	0
Less than 25% increase	0.00%	0
<b>TOTAL</b>		<b>2</b>

Not surprisingly, those CWRTs that continue to hold face-to-face meetings have had significant reductions in the number of attendees. One wonders if reasonable attendance statistics are available, or if these are simply estimates.

## Q12 If your CWRT has NOT been holding face-to-face meetings since March 2020, how have you been filling the void?

Answered: 127 Skipped: 39



ANSWER CHOICES	RESPONSES	
Watching zoom presentations by CWRT Congress	40.16%	51
Watching online presentation from other sources	37.80%	48
Holding our own virtual meetings	26.77%	34
Offering virtual links to members	28.35%	36
Holding teleconference meetings	4.72%	6
Other (please specify)	37.01%	47
Total Respondents: 127		

Of those CWRTs not holding face-to-face meetings, most have been involved in some sort of virtual presentations or meetings. The 37% that said they have been doing “Other” things specified the following:

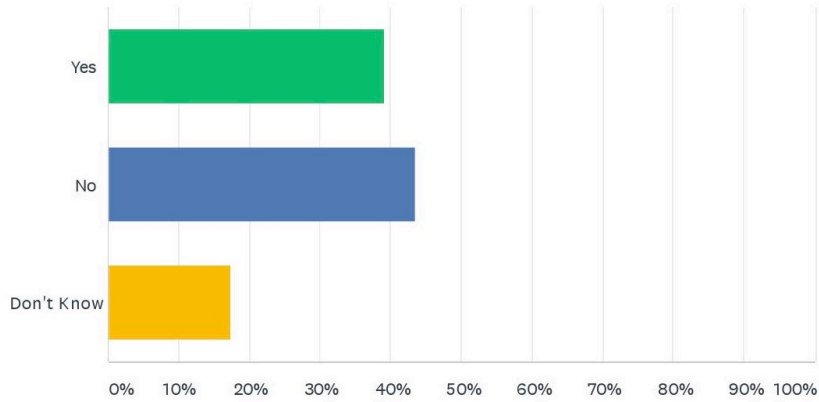
- We have had some meetings this summer.
- Canceled the only 2 meetings scheduled in that time period
- Emails
- Nothing.
- Remain closed
- Communicating with members by monthly newsletters or email (when appropriate)
- No meetings of any kind
- Board of trustees only

- The March, April, and May meetings were skipped, but we had a special July meeting.
- One Zoom presentation this summer.
- Will start Zoom meetings September 2020 thru at least January 2021; then re-evaluate
- Soon to be doing Zoom meetings
- Volunteering
- Monthly newsletters; intermittent e-mail supplements.
- Scheduled meetings, Mar, Apr May 2020 meetings were cancelled. We do not schedule meetings in June July Aug.
- We have not met
- We postponed our March, April, May, and June meetings until next year. We will hold our September meeting on Zoom.
- We have cancelled all meetings until September 2020
- Nothing as group wants to meet in person but only when safe. Most of our members are 60+
- Members (mostly Exec. Comm.) have been exchanging e-mails that include recommended articles
- Monthly emails.
- Reading
- Nothing formal.
- We have continued monthly newsletters
- Talking with key CWRT members discussing possible options
- Adding links to our website
- Announcing other online blogs and articles available
- Meetings were suspended as per State protocols until May,2020.
- READING BOOKS
- Promoting other CWRT and CWRT-C presentations
- Tour of Gettysburg battlefield
- Texting, emails, and Facebook
- I watch YouTube offerings when i can find them.
- Nothing organized.
- Books and DVDs
- Not a thing officially but forwarded congress's emails
- Not holding meetings
- Using the membership newsletter; holding outdoor officer meetings
- Newsletters, news blasts, Facebook
- Hosting our own zoom meeting
- Members are on their own. Executive Board held one meeting with six people around a table.
- Had our annual picnic in August; expanded the newsletter; special emails referring people to online activities

- Creating and mailing a monthly newsletter.
- Emails and newsletter
- Newsletter sharing.
- Nothing
- Unknown

Q13 If your CWRT has been holding its own virtual meetings with speakers, are you offering an honorarium?

Answered: 23 Skipped: 143



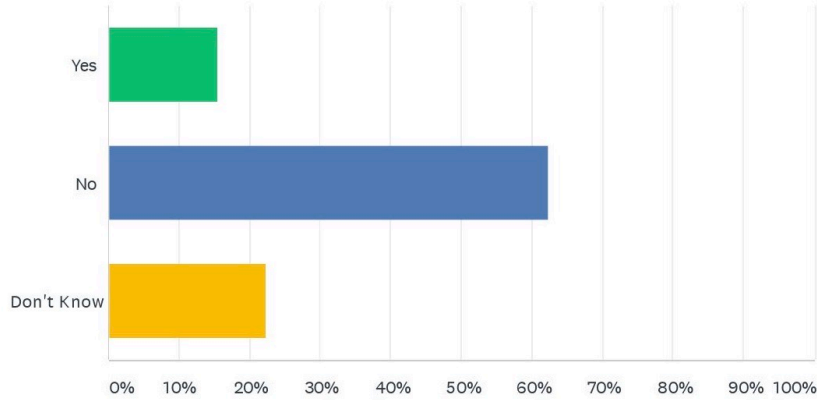
ANSWER CHOICES	RESPONSES	
Yes	39.13%	9
No	43.48%	10
Don't Know	17.39%	4
TOTAL		23

Responses concerning honoraria for speakers who perform for virtual meetings are split. Perhaps those not offering honoraria engaged CWRT member speakers, they do not offer honoraria as a matter of policy or other some such thing.



### Q14 Has your CWRT considered using an incentive to keep members interested and to retain them?

Answered: 130 Skipped: 36

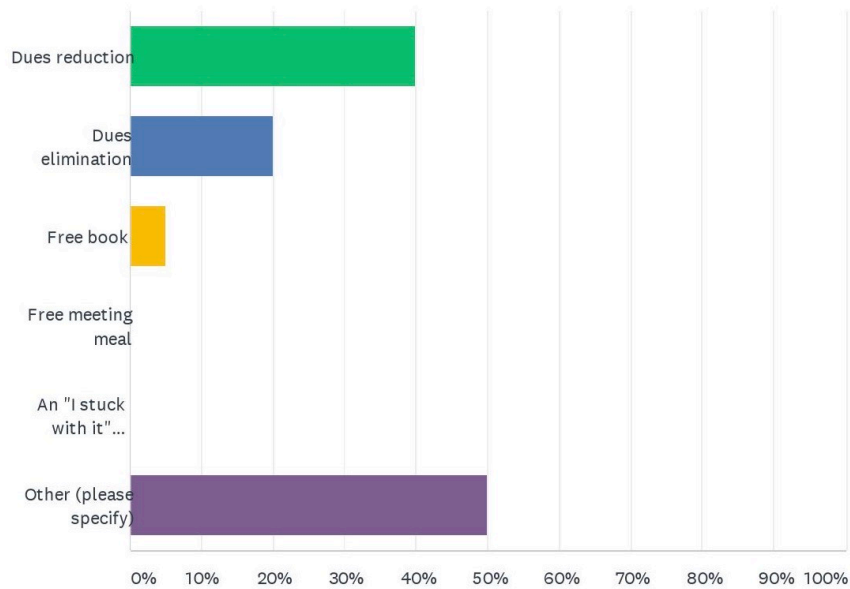


ANSWER CHOICES	RESPONSES	
Yes	15.38%	20
No	62.31%	81
Don't Know	22.31%	29
TOTAL		130

The idea for offering incentives to retain members is undoubtedly foreign to most CWRT leaders, thus the 62.3% that say no incentives are currently being offered.

## Q15 What incentives have you considered?

Answered: 20 Skipped: 146



ANSWER CHOICES	RESPONSES	
Dues reduction	40.00%	8
Dues elimination	20.00%	4
Free book	5.00%	1
Free meeting meal	0.00%	0
An "I stuck with it" sticker	0.00%	0
Other (please specify)	50.00%	10
Total Respondents: 20		

Of the 20 respondents who advised their CWRT has considered incentives to retain members, 40% have thought of dues reductions, 20% have considered dues elimination, 5% have considered a free book and 50% that have considered incentives such as the following:

- Virtual meetings
- Creation of own YouTube channel
- Email contact
- Free ticket to win books drawing
- Extended paid dues through 2021
- Emphasis on need to maintain membership
- Communicate, Communicate, Communicate
- 2021 is free membership
- Still working on it
- 2021 dues are eliminated.

## Q16 What incentive(s) have been adopted?

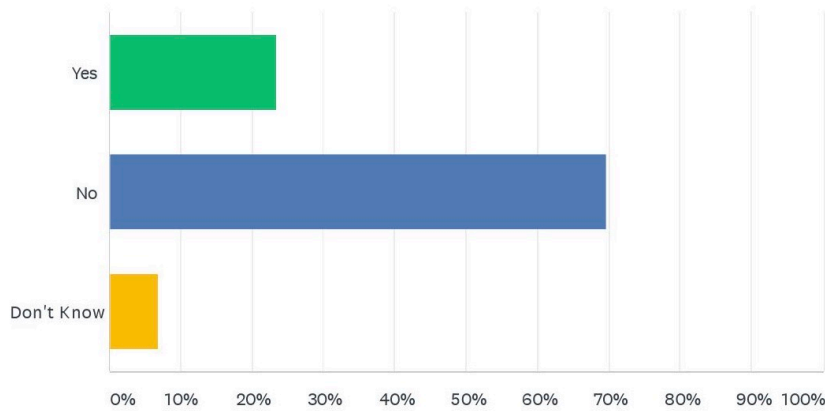
Answered: 17 Skipped: 149

The adoption of member retention incentives was not completely understood by all 17 respondents. However, most respondent CWRTs have decided to suspend or reduce dues for the 2021 season.

- Still in discussion.
- Dues elimination
- We kept dues (survey suggested members will still pay; we'll see if that works out); CWRT will absorb cost of Zoom and honoraria (we usually make small profit from dinner meetings over cost of meals)
- Dues reduction for the Sept 2020-May 2021 Program Year.
- Reduced dues
- Free dues for 2021.
- Dues reduction. In person monthly meetings began July 2020.
- Own YouTube channel with access to current virtual meetings, planned posting of recorded meetings from previous years
- Email contact with members prior to full reopening meetings in May,2020.
- Both above
- Dues extension
- Dues suspended for the year
- More members-only benefits
- Free membership
- \$10 less for individuals (was \$55) and families (was \$75). \$2 less for students (was \$10)
- None as yet
- 2021 dues are eliminated.

## Q17 Has your CWRT conducted any other activities or programming?

Answered: 132 Skipped: 34



ANSWER CHOICES	RESPONSES	
Yes	23.48%	31
No	69.70%	92
Don't Know	6.82%	9
TOTAL		132

Interestingly, nearly a quarter of respondent CWRTs have been conducting activities other than holding in-person meetings.

## Q18 If your CWRT has conducted other activities or programming, what were they?

Answered: 60 Skipped: 106

Of those CWRTs that have been conducting activities or programming other than in-person meetings, we received these responses as to what that might be:

- Summer meetings
- Battlefield maintenance outdoor tours
- Have CWRT congress
- Scheduled outdoor event got members to see each other at a distance. Second virtual session each month
- Other virtual modes. You tube.
- Newsletters and links to other CW activities.
- Monument maintenance at Gettysburg
- Tried to get a summer get-together in a safe way. Not enough participants to follow through.
- Board of trustees meeting on Zoom
- Annual "Invite Your Representatives" Night.
- We had on the battlefield, outdoor meeting in July and another planned for September.
- We held a special July meeting.
- N/A
- N/A
- Links to other groups/presentations
- Letter to builder to support Gettysburg Battlefield Preservation Association to preserve Camp Letterman site; Letters to Senators about Confederate monuments and plaques legislation.
- Holding semiannual board meeting by Zoom
- Not sure if this counts as 'other activities or programming' but we have increased the frequency of online newsletter
- NA
- Keeping member ship informed by e-mails and info and referrals from our web site.
- Summer picnic
- Mike Movius has done an excellent job with some online content. Lectures and interviews
- N/A
- Unknown
- Virtual monthly meetings
- Sponsorship of National Park Service interns and scholarship programs, daily updates on Facebook

- Monthly newsletter to keep interest up. letter encouraging input on HR 7608 re: Confederate monuments in NMPs.
- We have only been discussing possible options IF we are able to use our past venue (College site) beginning in January 2021. Decision rests on being able to again use College site where we held a dinner and a speaker program. We are conditioned based on the College allowing outside groups to again use their facilities. Otherwise we have to discuss new options which we will "pose" to our member in a survey of them in September.
- We are in the process of developing zoom presentations with our local Senior college and participating with the Richardson CWRT in their zoon presentations.
- N/A
- Newsletter; website
- None that I know of.
- ZOOM (which I don't like nor use)
- Promotion of other CWRT and CWRT-C virtual presentations.
- N/A
- Newsletters and links to congress videos
- 2 planned walks at battlefields
- N/A
- N/A
- N/A
- Mike Movius has done an excellent job for CW congress on line lectures. He is our PSCWRT current president.
- N/A
- One day field trips
- Election of new officers and board. Presentation of Gatton Award.
- DNA
- 2020 conference was postponed till 2021
- N/A
- Online trivia night
- Does not apply.
- Still hoping to have our annual visit to Gettysburg in November.....trying to keep members interested in attending safely through our newsletter.
- N/A
- --
- Little Round Table live participation at normal venue.
- Annual picnic in August
- The Board has continued to meet every other month, and we continue to send out our newsletter monthly. There have been no programs for the membership, however.
- None
- Web page, email messages, Facebook page

- Ongoing historical-memorial project; virtual meetings with government officials; visits to other historical sites if available
- Nothing
- N/A

## Q19 Please identify yourself...

Answered: 118 Skipped: 48

ANSWER CHOICES	RESPONSES	
Name	100.00%	118
CWRT (Spell out)	94.07%	111
Address	0.00%	0
Address 2	0.00%	0
City/Town	100.00%	118
State/Province	100.00%	118
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	98.31%	116
Phone Number	0.00%	0

The following CWRTs responded to this survey:

- Albert Lea CWRT
- American CWRT of Queensland
- American CWRT of the United Kingdom
- Atlanta CWRT
- Baltimore CWRT
- Baton Rouge CWRT
- Brandywine Valley CWRT
- Brunswick CWRT
- Buffalo CWRT
- Butler CWRT
- Cape Fear CWRT
- Capital District CWRT
- Chattanooga CWRT
- Chicago CWRT
- Cincinnati CWRT
- Civil Warriors of the San Fernando Valley
- Clarksville (Tennessee) CWRT
- Cobb County CWRT
- Connecticut CWRT
- Cumberland Mountain CWRT
- Cumberland Valley CWRT
- CWRT of Australia
- CWRT of Fredericksburg
- CWRT of Gettysburg
- CWRT of Milwaukee
- CWRT of Nebraska
- CWRT of Orange County
- Dallas CWRT
- Des Moines CWRT
- Elk Grove CWRT
- First Defenders CWRT
- Green Mountain CWRT
- Hamilton County (IN) CWRT
- Hamilton CWRT
- Hampton Roads CWRT
- Harpers Ferry CWRT
- Houston CWRT
- Indianapolis CWRT
- Inland Empire CWRT
- James A. Garfield CWRT
- Joshua L. Chamberlain CWRT
- Kent Civil War Society
- Knoxville CWRT
- Los Angeles CWRT



- Lowcountry CWRT
- Lynchburg CWRT
- Mahoning Valley CWRT
- Mason-Dixon CWRT
- Mid-Missouri CWRT
- Montgomery County, MD CWRT
- Montgomery County, PA CWRT
- North Alabama CWRT
- Northeast Ohio CWRT
- Northern Illinois CWRT
- Old Baldy CWRT
- Olde Colony CWRT
- Onondaga County CWRT
- Orange County (CA) CWRT
- Ottawa CWRT
- Pasadena CWRT
- Phil Kearny CWRT of North Jersey
- Puget Sound CWRT
- Raleigh CWRT
- Rappahannock Valley CWRT
- Rhode Island CWRT
- Richmond CWRT
- Roanoke CWRT
- Rufus Barringer CWRT
- Sacramento CWRT
- San Joaquin Valley C W RT
- Scottsdale CWRT
- Shippensburg Area CWRT
- St Louis CWRT
- Tennessee Valley
- Tucson CWRT
- Twin Cities CWRT
- Washington, GA CWRT
- Wayne County CWRT
- Western NC CWRT
- Western Reserve CWRT
- York CWRT