



REMOTE SPEAKER HONORARIA SURVEY SURVEY ANALYSIS

As Civil War Round Tables emerge from the limitations imposed by the lockdown, facility closures and the like, several have experienced an increase in their memberships and have already made plans to continue online programs in the near term. Others, although they hosted online programs during the pandemic have already begun to meet in-person and are no longer holding online lectures. And sadly, several of those that did not meet nor held online programs have vanished completely.

For those CWRTs that continue with online meetings, the question of honoraria is an important aspect of attracting the best speakers.

This survey was delivered to approximately 2,700 individuals on our email list. The survey consisted of 5 questions. There were 159 total responses with a completion rate of 77%.

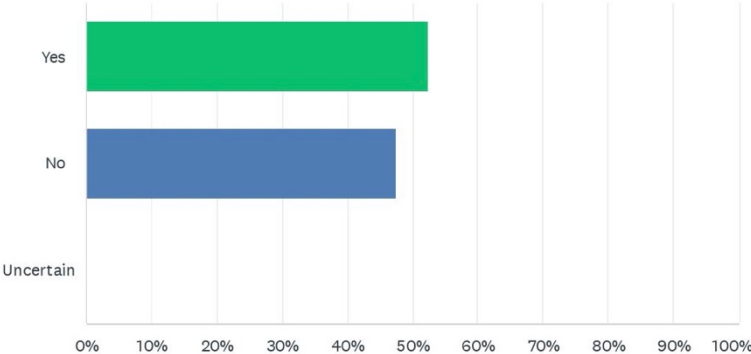
SUMMARY

We discovered the following **PROVEN PRACTICES** about CWRTs and their practice of offering honoraria to online speakers:

1. CWRTs that are continuing to offer their audience online presentations, a great majority offer their speakers an honorarium.
2. By offering speakers an honorarium, CWRTs accomplish several important goals including enhancing the reputation of the CWRT; recognizing the value of presentations to their member; and rewarding speakers for their time and talent.
3. The monetary value of honoraria does not matter so much as the fact that the CWRT offers one.
4. If attracting the best subject-matter-experts to their CWRT meetings is important to leadership, offering honoraria may play an important role.

Q1 Does your CWRT currently use an online platform for historians to deliver lectures remotely?

Answered: 158 Skipped: 1

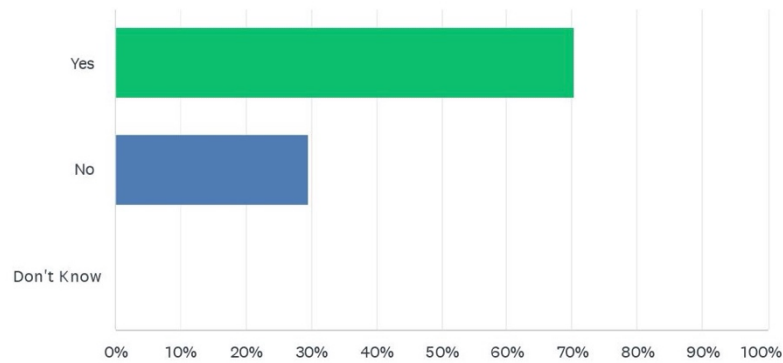


ANSWER CHOICES	RESPONSES	
Yes	52.53%	83
No	47.47%	75
Uncertain	0.00%	0
TOTAL		158

It seems that respondents are split evenly when considering whether or not to hold remote-based lectures.

Q2 Does your CWRT offer remote speakers an honorarium?

Answered: 74 Skipped: 85

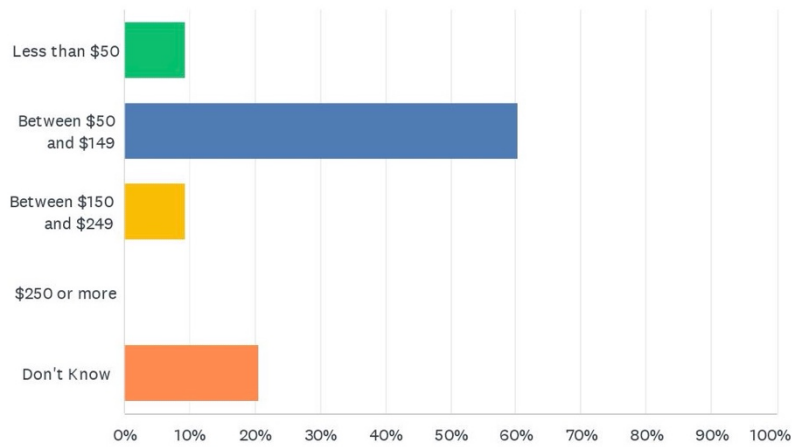


ANSWER CHOICES	RESPONSES	
Yes	70.27%	52
No	29.73%	22
Don't Know	0.00%	0
TOTAL		74

Of those CWRTs that are holding online lectures, the vast majority (70%) are offering an honorarium to their speakers. That type of incentive is greatly appreciated no matter the amount.

Q3 How much is generally offered as an honorarium?

Answered: 53 Skipped: 106

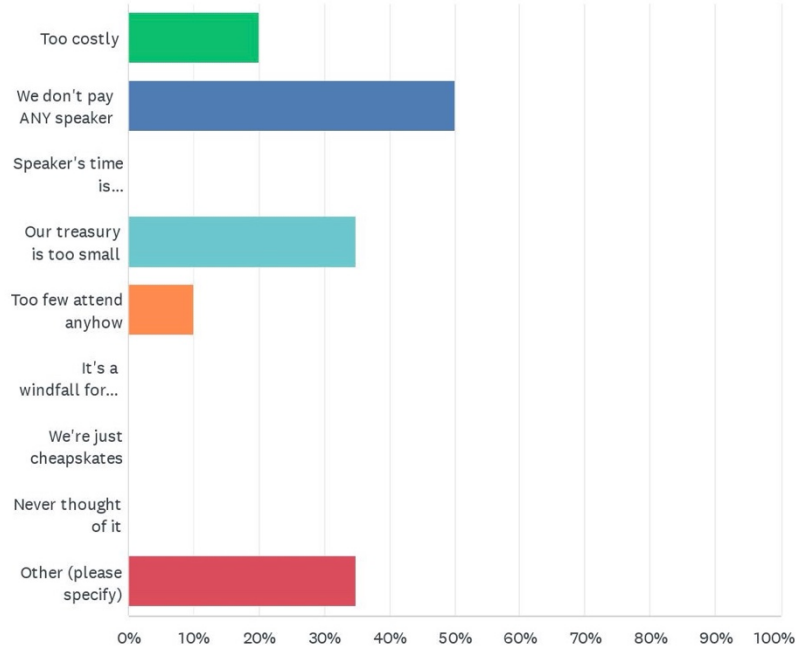


ANSWER CHOICES	RESPONSES	
Less than \$50	9.43%	5
Between \$50 and \$149	60.38%	32
Between \$150 and \$249	9.43%	5
\$250 or more	0.00%	0
Don't Know	20.75%	11
TOTAL		53

Of those CWRTs that are holding online lectures and offer an honorarium to their speakers, 60% advise they offer between \$50 and \$149 as compensation for the time and research. Another 9% offer less than \$50 and a similar percentage offer between \$150 and \$249. None of the respondents offer \$250 or more. Sadly, 21% don't know how much their CWRT pays.

Q4 Why doesn't your CWRT offer honoraria to remote speakers? (Check all that apply)

Answered: 20 Skipped: 139



ANSWER CHOICES	RESPONSES
Too costly	20.00% 4
We don't pay ANY speaker	50.00% 10
Speaker's time is insignificant	0.00% 0
Our treasury is too small	35.00% 7
Too few attend anyhow	10.00% 2
It's a windfall for our CWRT	0.00% 0
We're just cheapskates	0.00% 0
Never thought of it	0.00% 0
Other (please specify)	35.00% 7
Total Respondents: 20	

Of those CWRTs that host online lectures to their members but do not offer an honorarium, 50% say they never offer honoraria to ANY speakers. Another 35% say their treasury is too small. That is emphasized by another 20% that say such a practice is too costly. Sadly, 10% lament that their attendance is too small to warrant honoraria.

Another 35% answered "Other" with the following comments:

- We don't charge for our online events so do not feel it appropriate to give an honorarium. For live events we also prefer to provide payment in kind e. g., accommodation rather than a cash payment.
- None of the CWRTs to which I belong ever have. Except that one of them made a donation to a historic site chosen by the speaker. I don't recall why we stopped doing that.
- I do not know why the board does not do so.
- Really, this issue hasn't come up. I imagine many of the above.
- I do not belong to a CWRT...however I love being part of the larger group.
- Members are not technically savvy; I have offered to bring a War College Professor and published author, but they turned me down.
- No need to defray travel costs, which is what the honorarium does.

Q5 I am...

Answered: 122 Skipped: 37

ANSWER CHOICES	RESPONSES	
Your Name	100.00%	122
Your CWRT (spell out)	100.00%	122
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	100.00%	122
Phone Number	0.00%	0

Respondent CWRTs include the following:

2 Old Goats CWRT	Hampton Roads CWRT
Alabama CWRT	Harpers Ferry CWRT
American CWRT of the United Kingdom	Harrisburg CWRT
Brunswick CWRT	Hershey CWRT
Bull Run CWRT	Houston CWRT
Camp Olden CWRT	Indianapolis CWRT
Cape Fear CWRT	Inland Empire CWRT
Cedar Valley CWRT	James A. Garfield CWRT
Central Pennsylvania CWRT	Jefferson County CWRT
Charlottesville CWRT	Johnsons Island CWRT
Cincinnati CWRT	Kennett Square Civil War Discussion Group
Columbus Barracks CWRT	Kent Civil War Society
Cumberland Mountain CWRT	Knoxville CWRT
CWRT of Arkansas	Lincoln-Davis CWRT
CWRT of Cobb County	Little Rock CWRT
CWRT of Dallas	Los Angeles CWRT
CWRT of Fredericksburg	Louisville CWRT
CWRT of Orange County	Low Country CWRT
CWRT of Saint Louis	Lynchburg CWRT
CWRT of Southwest Michigan	Madison County KY CWRT
CWRT of the District of Columbia	Mahoning Valley CWRT
CWRT of the Mid-Ohio Valley	Milwaukee CWRT
CWRT of Western Missouri	Minnesota Valley CWRT
CWRT of Wilmington, DE	Montgomery County (MD) CWRT
Dan Sickles CWRT	North Alabama CWRT
Des Moines CWRT	North Jersey CWRT
First Defenders CWRT	Northeast Georgia CWRT
Gettysburg CWRT	Northeast Indiana CWRT
Greater Pittsburgh CWRT	Northeast Ohio CWRT
Green Mountain [VT] CWRT	Northern Illinois CWRT
Hagerstown CWRT	Olde Colony CWRT
Hamilton (Ohio) CWRT	Olympia CWRT

Ottawa CWRT
Pasadena CWRT
Phil Kearny CWRT of North Jersey
Pipe Creek CWRT
Puget Sound CWRT
Raleigh CWRT
Rappahannock Valley CWRT
Richmond CWRT
Rock River Valley CWRT
Rufus Barringer CWRT
Sacramento CWRT
Salt Creek CWRT
San Joaquin Valley CWRT
Scottsdale CWRT
Shippensburg Area CWRT
South Bay CWRT
South Suburban CWRT
Sun Cities and Surprise CWRT
Tennessee Valley CWRT
The CWRT of Chicago
Torrington Historical Society
Tri-States CWRT
Tucson CWRT
Twin Cities CWRT
Western Illinois CWRT
Western North Carolina CWRT
Western Reserve CWRT
William Tecumseh Sherman CWRT
Williamsburg CWRT
York CWRT