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.
It seems that respondents are split evenly when considering whether or not to hold remote-based lectures.
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.
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.
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.
Respondent CWRTs include the following:

- 2 Old Goats CWRT
- Alabama CWRT
- American CWRT of the United Kingdom
- Brunswick CWRT
- Bull Run CWRT
- Camp Olden CWRT
- Cape Fear CWRT
- Cedar Valley CWRT
- Central Pennsylvania CWRT
- Charlottesville CWRT
- Cincinnati CWRT
- Columbus Barracks CWRT
- Cumberland Mountain CWRT
- CWRT of Arkansas
- CWRT of Cobb County
- CWRT of Dallas
- CWRT of Fredericksburg
- CWRT of Orange County
- CWRT of Saint Louis
- CWRT of Southwest Michigan
- CWRT of the District of Columbia
- CWRT of the Mid-Ohio Valley
- CWRT of Western Missouri
- CWRT of Wilmington, DE
- Dan Sickles CWRT
- Des Moines CWRT
- First Defenders CWRT
- Gettysburg CWRT
- Greater Pittsburgh CWRT
- Green Mountain [VT] CWRT
- Hagerstown CWRT
- Hamilton (Ohio) CWRT

- Hampton Roads CWRT
- Harpers Ferry CWRT
- Harrisburg CWRT
- Hershey CWRT
- Houston CWRT
- Indianapolis CWRT
- Inland Empire CWRT
- James A. Garfield CWRT
- Jefferson County CWRT
- Johnsons Island CWRT
- Kennett Square Civil War Discussion Group
- Kent Civil War Society
- Knoxville CWRT
- Lincoln-Davis CWRT
- Little Rock CWRT
- Los Angeles CWRT
- Louisville CWRT
- Low Country CWRT
- Lynchburg CWRT
- Madison County KY CWRT
- Mahoning Valley CWRT
- Milwaukee CWRT
- Minnesota Valley CWRT
- Montgomery County (MD) CWRT
- North Alabama CWRT
- North Jersey CWRT
- Northeast Georgia CWRT
- Northeast Indiana CWRT
- Northeast Ohio CWRT
- Northern Illinois CWRT
- Olde Colony 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