

Kitsap Audubon Society

Speaker Fee Policy

Honorariums and travel stipends will be offered to organizations and individuals engaged for the purpose of putting on programs for Kitsap Audubon Society meetings based on the following guidelines:

1. Honorarium for Non-Profit Organization - \$200 per program.
2. Honorarium for Individual - \$150 per program, whether one or more take part.
3. If books or other materials consistent with our mission are also offered for sale, it will not affect honorarium amounts.
4. If a round trip by ferry is necessary from Seattle, Edmonds, or Whidbey Island, an additional \$35 will be added.
5. If the ferry trip is from the San Juan Islands, or reaching us requires taking 2 ferries, an additional \$50 will be added.
6. If a speaker offers to do the program gratis, Kitsap Audubon Society will give the speaker a letter, thanking them and verifying the value of the donated program for tax purposes.

Any requests for fees over and above these guidelines, or reimbursement of other expenses cited as necessary for a particular program, such as equipment rental, or other unusual costs, must be pre-approved by the Board before arrangements for the program in question are finalized.

Revised January 4, 2022