



FUNDAMENTALS FOR COMPENSATION & EXPENSES

This document provides an overview of relevant terms and practices for compensating survivor consultants. It is published as part of Survivor Alliance.

CONSULTANT FEES

A consultant is a subcontractor who provides skills and knowledge that your organization does not possess internally. Fees may be presented as hourly, project-based, or on retainer. Indirect costs may be included.

It is reasonable to expect a 30-60 minute free 'sales call' to discuss the nature of your consulting request

HONORARIUM

Also known as a stipend, this is a gift to recognize and thank someone for their time and contribution. The person does not have to hold specific credentials. This is often used for guest speakers or when you can't pay someone their usual full rate.

EXPENSES

This is not a form of compensation. Paying for travel, food, lodging, child care, phone expenses, and other expenses is recognition of the cost burden it may take for someone to engage with you. Also, not everyone can pay for expenses up front and wait for reimbursement.

PRO-BONO

This is work that has a monetary value that is provided for free. Survivors are often asked for pro-bono services as 'advice' or 'input'. Survivors may choose to do this, but there is an expectation of impact or change to occur as a result of contribution.

If survivor consultants hold a paid position in the field that is equivalent to your position, it is reasonable to request (but not expect) collegial reciprocity.