



SPEAKING AND CONSULTING SLIDING-SCALE FEE SCHEDULE

Thank you for your consideration to engage Houston Coalition Against Hate. Fees are based on a sliding-scale structure, based on organizational types and their annual budgets. The chart below serves as a starting point for discussion and negotiation. We trust organizations with the capacity to afford services according to this schedule will do so, which creates the possibility for the same work to also be facilitated with smaller grassroots level partners. All prices are in USD. Please be sure you are accessing our most current fee schedule as fees are subject to change.

ORGANIZATION	PODCAST INTERVIEW	ROUND/WEBINAR/PANELS/FIRESIDES/KEYNOTE	CONSULTING	EXECUTIVE COACHING
NPOs led by BIPOC, less than \$250K	\$0-\$150	\$0-\$500	\$0-\$150/hr	\$0-\$250/hr
NPOs led by BIPOC, \$251K - \$500K	\$150	\$500	\$175/hr	\$250/hr
NPOs led by BIPOC, more than \$501K	\$250	\$750	\$250/hr	\$275/hr
NPOs, less than \$500K	\$250	\$1,500	\$250/hr	\$275/hr
NPOs, more than \$500K	\$500	\$2,500	\$400/hr	\$400/hr
NPOs, more than \$5M	\$1,000	\$5,000	\$500/hr	\$500/hr
Foundations w/ fewer than 20 employees	\$1,500	\$3,500	\$500/hr	\$500/hr
Foundations w/ 20 or more employees	\$2,500	\$5,000	\$500/hr	\$500/hr
CORP less than \$1M	\$500	\$2,500	\$250/hr	\$350/hr
CORP \$1M+	\$1,500	\$5,000	\$500/hr	\$500/hr
Coalitions	\$1,000	\$3,500	\$500/hr	\$500/hr

**** This model/fee structure has been informed by the work of Vu Le, Nonprofit AF**



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OFFERINGS

- **Podcast Interviews** – Recordings may be up to 60 minutes in length w/sign-on 15 minutes prior to interview. All questions and materials must be sent at least two weeks in advance. Any additional time for: prep, planning call, tech/dry run or interview time over 60 minutes will incur additional costs charged at the consulting rate in 30 minute increments.
- **ROUND/Webinar/Panels/Firesides/Keynote** – This includes a 30-minute planning call, 15-minute early sign-on, and presentation/facilitation up to 90 minutes. Any additional time for: more than one planning call, tech/dry run or presentation/facilitation time over 90 minutes will incur additional costs charged at the consulting rate in 30 minute increments.
- **Consulting** – Shall be determined on a per-case basis, billed according to the schedule above, with a one-hour minimum. For example, one hour to review a strategic or equity plan and another hour to discuss it with your team; or, three to five hours crafting an organizational Justice Statement.
- **Executive Coaching** - Billed according to the schedule above, with a one-hour minimum. Any additional time for prep and/or reviewing materials in advance will be billed at the coaching rate in 30-minute increments.

** For more information on ROUND please contact info@houstonagainsthate.org