



Rate Sheet

Strategic Planning & Program Development Services *For Start-Up & Emergent Nonprofits in Minnesota* **Prepared by:**

Hands Consulting **Effective Date:** June 2025

Client Tiers Based on Annual Budget

Tier	Annual Budget Range	Base Hourly Rate
Tier 1	Under \$150,000	\$87/hour
Tier 2	\$150,000 – \$399,999	\$115/hour (avg.)

Core Services & Estimated Hours

Service	Description	Est. Hours	Tier 1 Estimate	Tier 2 Estimate
Strategic Planning (Full Process)	Full plan incl. mission, vision, SWOT, stakeholder input, goals, and action steps.	40–60 hrs	\$4,500 – \$6,000	\$6,000 – \$9,000
Program Development	Design or restructure of programs incl. logic model, metrics, budget.	30–50 hrs	\$3,000 – \$4,500	\$4,000 – \$6,500
Facilitated Planning Sessions	Live sessions with board/staff; includes prep and follow-up reporting.	2–6 hrs	\$87/hr	\$115 – \$135/hr
Organizational Readiness Assessment	Capacity and operations scan with recommendations.	12–16 hrs	\$1,000 flat	\$1,750 flat

À La Carte Services

Service	Description	Est. Hours	Tier 1 Estimate	Tier 2 Estimate
Grant Strategy / Case Statement	Narrative aligned with program/funding priorities.	10–16 hrs	\$1,250 – \$1,800	\$1,800 – \$2,750
Executive Coaching (Founders/EDs)	Leadership support through monthly or biweekly sessions.	2–6 hrs/month	\$87/hr	\$115/hr
Strategic Plan Refresh	Light update to existing plan based on new goals/context.	16–24 hrs	\$2,000 – \$3,000	\$3,000 – \$4,500

Value-Based Packages

Package	Includes	Est. Hours	Tier 1	Tier 2
LaunchPad Essentials	Strategic plan + 2 strategy sessions + program sketch	50–65 hrs	\$5,500	\$7,500
Growth Readiness Toolkit	Organizational assessment + program development	40–50 hrs	\$4,500	\$6,500
Quarterly Retainer	5 hrs/month of flexible support + quarterly check-in	5 hrs/mo	\$625/mo	\$875/mo

Terms & Notes

- **Scalable engagements** for lean teams and early-stage organizations.
- **Travel included** within 60 miles. Additional mileage: \$0.65/mile.
- **Virtual delivery available** for all services.
- **50% deposit required** at contract signing; remaining balance due upon completion.
- **Sliding scale/payment plans** available for Tier 1 organizations.

Service Comparison



Strategic Planning Services

Our comprehensive strategic planning services range from full process development (\$4,500-\$9,000) to lighter refreshes of existing plans (\$2,000-\$4,500), accommodating organizations at different stages of growth.



Program Development & Assessment

We offer program design and restructuring (\$3,000-\$6,500) as well as organizational readiness assessments (\$1,000-\$1,750) to ensure your nonprofit has the structure needed for success.



Leadership Support

From facilitated planning sessions (\$87-\$135/hr) to executive coaching for founders and EDs, we provide the guidance needed to lead with confidence and clarity.

Let's Build Together

We support purpose-driven leaders with the planning, structure, and support to grow with clarity.

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Contact Us

Visit Website