

## Information on fees and how to get started

### *On-site Consultations*

Minimum Time & Cost: All on-site consultations are a minimum of 20 hours (preparation, on-site, follow up at a fee of \$120/hour, plus expenses. Travel time is charged at a half rate. Depending on the nature of the work involved it may be possible to establish an agreement for a fee that would cover the cost of the entire project.

Preference is given to consultations that involve either work over a period of several months or years and work that reoccurs each year for several years, e.g., an annual leadership retreat.

We can also work out agreements for a total cost for a project.

### *E-mail & Phone Consultations*

Minimum Time & Cost: All E-Mail and phone consultations are a minimum of 6 hours (preparation, contact, follow up) at a fee of \$700. If more time is needed the client may contract for an hourly rate (\$125) or for additional units of six hours (at \$700). Time is accounted for in half hour units. If the contracted time is not made use of within one year the consultation is closed. Fees are not returned. Expense, if any, are billed. Costs of any phone consulting are kept on the client's phone bill.

We'll send occasional reminders to the client about the time available in a contract. It is up to the client to take the initiative in making use of the time.

### *Getting started*

You may want to begin with a phone call or an e-mail to explore what would be involved. Call 206-300-3700 or contact [ragodct@gmail.com](mailto:ragodct@gmail.com)