



OpenEdge Transforming Conflict
www.openedge.org.uk

Charitable Incorporated Organisation 1176903
 registered in England and Wales
 c/o UHY Hacker Young
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Client Rates 2023: OpenEdge organisational rates for consultancy and facilitation services.

The purpose of this document is as a starting guide to support understanding of the realistic cost to us as an organisation for provision of services (please see ‘**Where are your fees going?**’ section below for more details). We are open to a conversation based on your particular circumstances and budget to agree how you contribute to our sustainability. Once a proposal and quote have been agreed we will invoice and request payment prior to delivery of the work.

Hourly Rate

Our hourly rates apply to consulting, coaching, and facilitation. Our hourly rate is the same for all prep and follow-up time that are not included in the day rate. Our hourly rates are priced **per facilitator and VAT free**, do not include travel, lodging, and per diem expenses. For work involving significant travel, we generally bill by the day.

SOLIDARITY*	SUSTAIN	FULL COST	REDISTRIBUTION
£100 PER HOUR, PER CONSULTANT	£150 PER HOUR, PER CONSULTANT	£200 PER HOUR, PER CONSULTANT	£300 PER HOUR, PER CONSULTANT
For organizations with annual budgets up to £500,000	For organizations with annual budgets between £500,000 and £1 million	For organizations with annual budgets between £1-4 million	For organizations with annual budgets above £4 million
The highest paid staff member is paid less than £24,000/year (FTE) or there are no staff members	The highest paid staff member is paid between £24,000-48,000/year (FTE)	The highest paid staff member is paid between £48,000-75,000/year (FTE)	The highest paid staff member is paid more than £75,000/year (FTE)

We prioritize our **Solidarity Rate for organizations that are doing movement building work and/or work to build a solidarity economy, and are led by communities of colour, people who have experienced displacement, and/or people who may be labeled as 'working class' and people in poverty.*

Half Day Rates**

For training and meetings up to 3.5 hours

SOLIDARITY*	SUSTAIN	FULL COST	REDISTRIBUTION
£375	£550	£750	£1,125
For organizations with annual budgets up to £500,000	For organizations with annual budgets between £500,000 and £1 million	For organizations with annual budgets between £1-4 million	For organizations with annual budgets above £4 million
The highest paid staff member is paid less than £24,000/year (FTE) or there are no staff members	The highest paid staff member is paid between £24,000-48,000/year (FTE)	The highest paid staff member is paid between £48,000-75,000/year (FTE)	The highest paid staff member is paid more than £75,000/year (FTE)

Full Day Rates**

For training and meetings between 4-7 hours.

SOLIDARITY*	SUSTAIN	FULL COST	REDISTRIBUTION
£750	£1,100	£1,500	£2,250
For organizations with annual budgets up to £500,000	For organizations with annual budgets between £500,000 and £1 million	For organizations with annual budgets between £1-4 million	For organizations with annual budgets above £4 million
The highest paid staff member is paid less than £24,000/year (FTE) or there are no staff members	The highest paid staff member is paid between £24,000-48,000/year (FTE)	The highest paid staff member is paid between £48,000-75,000/year (FTE)	The highest paid staff member is paid more than £75,000/year (FTE)

We prioritize our **Solidarity Rate for organizations that are doing movement building work and/or work to build a solidarity economy, and are led by communities of colour, diaspora, and/or people who may be labeled as ‘working class’ and people in poverty.*

***Our fixed fee rates are priced **per facilitator** and include prep and follow-up time. It does not include travel, lodging, and per diem expenses.*

About Our Rates

OpenEdge offers our services on a wide sliding scale. Our sliding scale is an intentional effort to redistribute resources equitably between organisations we work with, including nonprofits, universities, cooperatives, and grassroots community organisations, as well as to support and strengthen groups doing strategic movement-building work. Paying at the higher end of the scale—the Redistribution rate—makes it possible for OpenEdge to work with grassroots organisations at little to no cost to them. Please consider paying at the higher rate if you are able to do so.

About our work

The work we do at OpenEdge involves facilitators working with and sharing direct lived experience, including historic and present oppression and harm, and holding spaces in this way can require additional care and resourcing. Our work requires rigorous supervision, accountability and wellbeing/therapeutic support in addition to personal and professional development and running our charity.

For OpenEdge we have two-facilitators as standard practice in our inclusion work. Coming with different lived experiences demonstrates how we meet differences, dilemma’s, discomfort, not agreeing or being in sameness, and modelling how we stay in togetherness. The two-facilitator model exemplifies ways of being in ‘allyship’ and co-liberation across our different truths and experiences. Having two facilitators also offers the possibility for wider rapport building, with our different styles and ways of sharing and bringing the work.

Where are your fees going?

Since OpenEdge’s founding, our revenue has been generated almost entirely through the training, consulting, and facilitation work that we do with clients. We do accept grants and [donations](#), which we use to subsidise our offerings to communities that are underfunded and in alignment with our Theory of Change. However, we operate with a business model that does not make us reliant on grants or donations for survival.

Below is a breakdown of how we use the fee for a **£1,500 day-long training**. (N.B. Any payment for reimbursed expenses (travel, meals, lodging, etc.) goes directly toward reimbursing our workers for those expenses.)

£900 (60%) – Salaries

Our target average salary is £45,000 (FTE for 35 hrs/week)

£150 (10%) – Support & Wellbeing

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We recognise the somatic impact on those with lived experience to engage with and deliver this work and so ensure that sufficient funds are available for emergent wellbeing needs and therapeutic care, support and supervision.

£225 (15%) – Core Operating Costs

This includes workplace travel, retreats, supplies, software, insurance, office equipment, payroll fees, website, accountant fees, legal advice, pension contributions and other administrative overheads.

£75 (5%) – Accountability Panel & Independent Contractors

Beyond our core team, the nature of our work requires collaboration and input from different identity locations and lived experiences. This fund provides us with additional organisational support, supervision and an accountability panel to scrutinise our work and practice.

£75 (5%) – Professional Development

As practitioners and facilitators it is vital that we continuously develop our approach and learning.

£75 (5%) – Reserves Fund

Charitable reserves build our organisational resilience and longevity, providing us with funds that are available for unanticipated events and costs related to our charitable purpose.

N.B. *The **'REDISTRIBUTION'** rate provides us with an additional £750 per day to support our charity in developing its work and increasing its reach. This also helps us work with grassroots organisations at lower cost.. Please consider paying at the higher rate if you are able to do so.*