



Cooper Consulting Services, LLC

Enhancing Missions. Transforming Communities.

PROFESSIONAL SERVICES & INVESTMENT GUIDE 2026

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FRACTIONAL CEO SERVICES

Executive leadership without the full-time commitment

Essential Partnership

\$3,000/month | 12 hours monthly (avg 3 hrs/week)

- Weekly strategic check-ins
- Monthly board prep & attendance
- Email/phone support between meetings
- Strategic decision-making in defined areas
- *6-month minimum commitment*
- **Best for:** Small nonprofits, stable operations needing strategic guidance

Core Partnership

\$5,500/month | 20 hours monthly (avg 5 hrs/week)

- Bi-weekly leadership sessions
- Board meeting attendance & preparation
- Staff supervision & development
- Donor/funder meetings as needed
- Strategic planning & implementation oversight
- *6-month minimum commitment*
- **Best for:** Mid-size nonprofits, growth phase, transition periods

Comprehensive Partnership

\$7,500/month | 30 hours monthly (avg 7-8 hrs/week)

- Availability for urgent matters
- All Standard Partnership services
- Major project leadership
- Fundraising campaign support
- Organizational restructuring
- *3-6 month defined engagement*
- **Best for:** Crisis management, CEO transition, major change initiatives

Hourly rate for fractional CEO services: \$250/hour

EXECUTIVE COACHING

Transform your leadership, amplify your impact

New Leader Coaching

\$1,800 | 10 Sessions over 5 months

- Bi-weekly one-hour sessions
- Email support between sessions
- Focus on leadership fundamentals
- **Save \$200** vs. hourly rate
- **Best for:** Emerging nonprofit leaders, first-time Executive Directors

Executive Leadership Coaching

\$3,400 | 20 Sessions over 10 months

- Bi-weekly one-hour sessions
- One 360° leadership assessment
- Priority scheduling
- Unlimited email support
- **Save \$600** vs. hourly rate
- **Best for:** Sitting CEOs/Executive Directors, C-suite leaders

Transformational Leadership Partnership

\$5,400 | 30 Sessions over 12 months

- Weekly sessions (6 months), then bi-weekly
- Quarterly 360° feedback
- Board presentation support (1x annually)
- Organizational assessment & recommendations
- **Save \$600** vs. hourly rate
- **Best for:** Major leadership transitions, organizational transformation

Hourly rate for executive coaching: \$200/hour

STRATEGIC PLANNING

Clarity, alignment, and actionable roadmaps

Essential Strategic Plan

\$3,500 | 20 Hours over 6-8 weeks

- Kickoff & planning session
- Stakeholder surveys
- Environmental scan & research
- One-day strategic planning retreat
- Multi-page strategic plan document
- **Save \$400** vs. hourly rate

Comprehensive Strategic Plan

\$6,000 | 32 Hours over 8-12 weeks

- Deep organizational assessment
- Board/staff/stakeholder interviews
- Data analysis & environmental scan
- 1.5-day retreat facilitation
- Implementation roadmap with metrics
- Full strategic plan with timeline
- **Save \$800** vs. hourly rate

Strategic Plan + Implementation Support

\$9,000 | 50 Hours over 12 months

- Complete comprehensive planning process
- Quarterly progress review sessions
- Annual goal adjustment session
- On-call implementation support
- **Save \$1,000** vs. hourly rate
- **Best for:** Organizations wanting accountability through execution

Hourly rate for strategic planning: \$200/hour

BOARD GOVERNANCE & DEVELOPMENT

Build boards that lead with confidence and impact

As a BoardSource Certified Board Consultant, I bring research-backed governance best practices combined with 25 years of real-world CEO experience.

Board Governance Foundations

\$1,500 | 8 Hours

- Two 4-hour workshops OR four 2-hour sessions
- Topics: Roles & responsibilities, fiduciary duties, effective governance
- Based on BoardSource governance principles
- Participant materials included
- **Save \$100** vs. hourly rate
- **Best for:** New boards, boards needing governance refresher

Board Development Program

\$3,000 | 16 Hours over 3-6 months

- Board effectiveness assessment using BoardSource framework
- Customized training series
- Board retreat facilitation
- Written recommendations & governance policies
- **Save \$200** vs. hourly rate
- **Best for:** Boards ready to strengthen their governance practices

Annual Board Partnership

\$7,500 | 40 Hours over 12 months

- Quarterly board meeting facilitation (16 hrs)
- Annual board retreat (6 hrs)
- Monthly board chair coaching (12 hrs)
- Governance policy review using BoardSource standards
- Ad hoc support throughout year
- **Save \$500** vs. hourly rate
- **Best for:** Boards in transition or significant growth

BoardSource Board Assessment Package

\$3,500 | 12 Hours

- Administer BoardSource assessment tools
- Individual board member surveys
- Results analysis and board benchmarking
- 3-hour board retreat to review findings
- Written recommendations report
- 90-day follow-up session

Hourly rate for board services: \$200/hour

WORKSHOPS & TRAINING

Engaging, practical learning experiences

\$200/hour | Custom design available

Popular topics include:

- Leadership Resilience & Sustainable Leadership
- Donor Development & Fundraising Fundamentals
- Volunteer Management Best Practices
- Strategic Planning for Staff & Board
- Women in Leadership
- #IamRemarkable Training (Certified)

Half-day and full-day workshops available. Contact for custom pricing.

GENERAL CONSULTING SERVICES

\$175/hour

Including but not limited to:

- Organizational assessments
- Program evaluation & design
- Grant writing consultation
- Community engagement planning
- Staff development & coaching
- Policy development

INVESTMENT TERMS

Payment Options:

- Packages: 50% due upon contract signing, 50% at midpoint
- Payment in full: Additional 5% discount
- Monthly retainers: Due on the 1st of each month
- Hourly services: Net 15 payment terms

Cancellation Policy:

- 48-hour notice required for scheduled sessions
- Late cancellations (less than 48 hours) forfeit session time
- Emergency exceptions considered on case-by-case basis

Travel:

- Virtual services available throughout Missouri and nationally
- In-person services within 50 miles of Hannibal, MO included
- Beyond 50 miles: Mileage reimbursement + \$75/hour travel time

Custom Solutions:


- Don't see exactly what you need? Let's talk. Custom packages and retainers available for unique organizational needs.

WHY COOPER CONSULTING SERVICES?

- ✓ **BoardSource Certified:** One of few consultants in the region with specialized board governance certification
- ✓ **Current Executive Experience:** Active nonprofit CEO bringing real-time leadership insight
- ✓ **Proven Track Record:** 25+ years leading nonprofit organizations successfully
- ✓ **Comprehensive Expertise:** From board governance to fundraising to strategic planning
- ✓ **Practical Approach:** Strategies that work in the real world, not just in theory
- ✓ **Partnership Mindset:** Your success is my success

READY TO GET STARTED?

Schedule a complimentary 30-minute consultation:

 573-719-1456

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 Hannibal, MO | Virtual & In-Person Services Available

Rates effective January 1, 2026. Cooper Consulting Services, LLC reserves the right to update rates with 90 days notice to existing clients. New clients will be quoted current rates at time of engagement.