

FIREBIRD SPIRIT WHITE PAPER:

The Economy of Grace Model

August 31, 2024

MISSION STATEMENT:

Sharing the transforming Spirit of the Firebird, we are an online network of hope bringing together individuals and groups as a Beloved Community in the evolving Way of Jesus and the first-century church.



FIREBIRD SPIRIT BELIEVES IN ABUNDANCE ...

... and that all needs are met when the Spirit is invited into our everyday lives and exchanges.

For INDIVIDUALS, we choose to embody this belief through an ECONOMY OF GRACE model for rates and services which means that we invite you to pay whatever our service is worth to you within the range of competitive costs that we provide.

For GROUPS, we choose to embody this belief through an ECONOMY OF GRACE model that is committed to fair pricing that honors the work of our team members without prioritizing profitability over effective service delivery.

We are committed to putting people over profit and ...

We will TURN NO ONE AWAY because of their inability to pay.

If you are in a position to offer more financial support than what is outlined, your money will help those who are less able to cover our fees.

- INDIVIDUALS will be asked to pay for programs during the course of the program itself. They will not be billed or invoiced, but we ask you to recognize the time and planning offered by each of our Firebird Team members in providing this high-quality of professional service to you.
- GROUPS require our Firebird Team members to coordinate and prepare their offerings as each one brings specialized gifts and skill sets to their work. Our suggested fees for Group Services follow.

GROUP SERVICES

Initial Consultation Flat Fee: \$100

The initial hour-long conversation includes both meeting time with your representative(s) and our Team's follow-up coordination to meet your needs.

Technology Consultation: \$50-\$150/hour

As stated above, if you are in a position to pay more, it will assist those who are not able to pay as much. This price range is well below the market rate for these professional services.

Organizational Assessment & Training: \$150-\$300/hour (2-hour minimum)

The best organizational assessment and training is done in person. Those times will include tailored workshops and information sharing. In the event of Zoom meetings where greater preparation is needed to accommodate digital displays and advanced handouts, an **additional fee** may be negotiated to reflect the professional preparation time.

Half-Day and All-Day Workshops:

\$1,500 (2 three-hour sessions in one day and \$250/hour beyond that) **\$1,000** (1 four-hour session)

In the event of Zoom meetings where greater preparation is needed to accommodate digital displays and advanced handouts, an **additional fee** may be negotiated to reflect the professional preparation time. The Firebird Team works in pairs so two presenters are assigned to each session. For locations beyond a 100 mile radius from Rochester, NY, overnight lodging (separate rooms) must be provided along with reimbursement for travel expenses and meals.

On-going Work

Individuals and Groups often benefit from ongoing CONSULTING and COACHING. Costs for both are privately negotiated with the individual(s) involved.

Only International Coaching Federation (ICF)-trained coaches are invited to be a part of the Firebird Spirit Team. Payments are made directly to those individuals once the connection has been established through Firebird Spirit.

Please note that those serving a pastoral role with a church or judicatory often use their Professional Expenses line-item to cover the costs of coaching. Additional grant funding may be available from local judicatories.