

**Kress Consulting
Engagement Philosophy and Fees**

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Kress Consulting is a consulting firm that delivers highly customized services to nonprofit clients. Because each client is unique, services are quoted that reflect:

1. A specific list of service deliverables detailed in project-form;
2. Estimates of time, availability, and expertise required to fulfill the project's goals; and
3. Costs for travel and expenses (quoted in the fees, with no extra charges).