List of considerations that we should explore, suggested by Chris Thornton

1.   HR activities

    a.   Hiring / Background Checks / Firing / Compensation Adjustments / Reviews / Benefits

    b.   Costs associated with recruiting employees and training them?

    c.   Employee development?

    d.   Payroll costs

    e.   Management Structure: Who at the church does the daycare director report to?

    f.   What happens in the event the director leaves, how does the daycare continue to operate with that vacancy?

2.   What is the cost to insure a Daycare, do we need to go outside of Church Mutual to obtain that kind of coverage?

3.   Billing

    a.   Most will pay with credit card (~3% haircut to revenue)

    b.   Who handles the billing and how (with what technology)

    c.   Who follows up on outstanding balances

    d.   Who ejects a family who is not paying their bills?

    e.   Families will need year-end statements for tax purposes

4.   Accounting

    a.   Do our processes around accounting and expenses need to be changed if we are running a business that roughly doubles are income and expense?

    b.   Is Caryn equipped to take on that additional work or do we need a full-time accountant?

5.   Sales / Marketing

    a.   At a minimum we probably need signage for the daycare by the road and probably on the daycare door. That needs to look good and be professional, how much does that cost?

    b.   How do you advertise for child vacancies (the ability to take-on more children) (costs?)

    c.   Do we need a dedicated website for this (will people come to poproseville.org and have to navigate to a daycare page?)

        i.   Who designs that (cost)

        ii.   Modern daycare providers often have a webpage that allows you to check

in on your child during the day and communicate with the teachers, manage billing, etc. Many of that same information is available via a mobile app.

6. What the cost of startup equipment if Monarch doesn't give/sell us theirs?

   a. Do we even know what we need to buy?

7. Building / Startup Costs

   a. Do we need each classroom to have doors to the outside (cost)?

   b. Do those doors need to be looped into our security system (added cost)?

   c. Does our building need improved fire protection (sprinklers, etc) (cost)?

   d. Do we need our entrances to be secured (ours in the only daycare that is not secured that I've ever been to) (cost)?

   e. How many children could our building support and how does that compare with Monarch?

   f. More children is more economies of scale to spread overhead costs over

8. Liability

   a. What kind of liability are we opening ourselves up to should and injury (or worse) happen to a child at the daycare?

   b. Would insurance cover this? Under what conditions would it not?

   c. Is there a legal entity structure that would limit liability to the PoP (ie. Having the daycare organized under a separate non-profit legal entity, that pays the church rent)

9. Other

   a. These are the questions raised by parents to a nearby provider, Kinderberry Hill and provide an interesting insight into some of the things we might need to think about as a daycare provider: https://www.kinderberryhill.com/faqs/