

## What is the Entrepreneur's B.A.I.L. Team?

Entrepreneurship is a team sport. Business owners cannot do every job that needs to be done in a business themselves. They also cannot feasibly do every job that needs to be done to operate the business. Therefore, every entrepreneur starting, running, or growing a business should have a series of subject matter experts (SMEs) to assist them.

Now to be fair, not all these advisors need to be actively engaged with the business to be considered on the team. But when there is a need, an entrepreneur can turn to this Rolodex to enlist the SME for services.

So, what is the B.A.I.L. team? It is an acronym for the team members every business needs plus a list of other SMEs that may need to be engaged throughout the life of a business.

There are two types of advisors, two approaches to their work, and two financial implications. The types of advisors include generalists and specialists. They will approach their engagement with you by working for you or working alongside you. And some you will pay while others you will not.

### THE STANDARD B.A.I.L. TEAM

Every business, regardless of size or industry will need to employ all the four core SMEs:

- Banker – Deposits
- Banker - Lending
- Accountant – Bookkeeping
- Accountant - Payroll
- Accountant - Taxes
- Insurance – Liability
- Insurance – Employees
- Insurance - Practice
- Lawyer

### THE LOCATION AND INDUSTRY TEAM (AS APPLICABLE)

Every childcare business will also need to address the regulatory environment as well as best practices for operating a high-quality program.

- Licensing – Industry
- Licensing – Jurisdiction
- Location - Planning, Zoning, & Occupancy
- Industry – Child Care Resource and Referral
- Industry – Professional Development Specialists
- Industry – Program Participation (CACFP)
- Industry – STARS Consultant

## THE BUSINESS OPERATIONS TEAM

Some business operations work can and should be delegated internally to employees. However, for small firms, this work may also be outsourced to third party contractors. In addition, awareness of the sense of isolation that is often felt should be addressed by building a network of peers and mentors.

- Business – Generalist (such as Montana Child Care Business Connect, Small Business Development Center, or Women’s Business Center)
- Business – Marketing
- Business – Operations
- Business – Human Resources
- Business – Workplace Safety Consultants
- Business – Workforce Consultants
- Mentors and Trusted Peers

## THE PROJECT-SPECIFIC TEAM

For any entrepreneur working to grow or expand a business that includes acquisition or redevelopment of real estate, the following may also be necessary.

- Project - Realtor
- Project - General Contractor
- Project – Hazardous Materials Abatement Contractors
- Project – Qualified Environmental Professionals
- Project – Architects
- Project - Engineers

The above provides some standardized guidance but be aware that other SMEs may need to be enlisted.

Making well-informed decisions is important, but always remember these advisors work for the business owner not the other way around. Thus, if an advisor is not serving the business the way the owner wants or needs, it is within the owner’s control to disengage with that advisor and find another one.

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For additional assistance and next steps in the planning and launching of your childcare business, contact Zero to Five Montana’s Senior Child Care Business Advisor Jason Nitschke at [JasonN@ZeroToFive.org](mailto:JasonN@ZeroToFive.org).

**DISCLAIMER:** Staff at Montana Child Care Business Connect and Zero to Five Montana do not provide legal or tax advice. Please consult a qualified professional when making these types of decisions.

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