

Q and As from Our Community as of May 24

1. **Space Usage.** Will there be space delegated to all other classes enjoyed by the Unity community? ...meeting spaces, classes, support groups, serenity time and chapel drop-ins, AA and weight watchers groups.... Would Unity consider having 12 step groups in the evening or Saturday morning? Regularly contracted on the weekend and evenings and how would wedding rentals be affected by those? Would we have diminished capacity during the workweek?

Given the current available space around our campus, Unity could just move the groups meeting sometime between M-F, 8 am to 6 pm in Unity Hall into an alternate room that would hold the expected attendance. Weddings would not be affected.

2. **Wear and Tear.** We need to be aware of the normal wear and tear little ones will wreck on our space. Hope the space will be maintained from damages from young people's playing (walls, fluids, etc).

Those are predicable maintenance concerns and will be addressed and paid for by school income as needed, timely.

3. **Altering the Physical Space.** Concern: will Unity Hall be altered physically to accommodate a school? Will materials, furniture, supplies be able to be moved when needed? In and out during the workweek for community use in the evenings?

We have needed storage space for some years. We are investigating storage units that agree with Novato City criteria, moving records into a rented unit, and positioning a storage unit on-site. Also, there are grants available for improving equipment and even buildings for non-profit service organizations. We are starting to look into them.

4. **Storage.** Can we put a portable building on the side parking lot to host a school?

That is currently being investigated. We expect so, and will keep you posted.

5. **Playground.** Where would an outdoor playground be situated? How might that impact our wedding rentals?

We know there is enough outdoor space for 35-45 children, and will place the play area where it is safe, strong and compliant with the state specifications. It's likely to be along Palm Drive, abutting the north parking area.

6. **Grounds Upkeep.** I am concerned kids will tear up the grounds and foliage in their play. The presentation for weddings will be poor. Either weddings or kids. I don't see both in one space.

We are looking at best use of our entire campus, to maximize long-term prosperity and posterity usage.

7. **Balancing our Prosperity with Unity Needs.** What about me?! Aren't I important? I feel like I'm being sent to the corner! Wahh!

*It seems like the little children in all of us are resistant to change. The Board is looking at ways to fulfill its mission of increasing prosperity consciousness and materialize a stable, **predicable flow of revenue so we can ENJOY and BE in this sacred space far into the future.** This community connects, grows and serves each other and the world. And we dream big with a sense of adventure! And we pray, Spirit-guided, Unity In Marin's desires and dreams move into materialization with prosperous ease and clarity.*

8. **Enormity of Task.** The enormity of the task, time perimeters to licensure, hiring of staff, advertising to parents seem too much to accomplish by Fall. It's a big job and who is going to do it. Some people will feel put out.

This is the Board's focus and priority. Other volunteers are helping with some details. Cindy Acker has agreed to be the project manager until the school and first year is set, possibly longer.

9. **Managing our Space.** Will we have enough space, how will it all be managed with the set up and take down. Will members feel free to come onto campus or go to office. We're (people who do things) spread thin now.

A use study showed there is plenty of under-utilized space and rooms. Activities would be as scheduled, just moved to a vacant place on campus. The office and 3 bathrooms are always accessible for our weekday use.

10. **Unity and School Philosophy.** I'm not sure Montessori is so consistent with our philosophy. It's pretty rigid. We also need to be aware of the types of parents we will be dealing with. High powered, and expectant of us to be the everything providers. We don't want to get into food catering. If we have before care and aftercare, that's a whole set of employees, clearances, and schedule coverage.

As we have spoken with Unity communities that have pre-schools, they may follow different but parallel guiding principles that align with Unity's Five Principles. We are using the name "Montessori" for the present, until final choices and integrations are made.

Contracts with parents will spell out what we will and will not provide. For instance, the parents may send lunches with the children. Staffing, before or aftercare, etc., could be billed separately, and the children picked up in a separate room than Unity Hall.

11. **Security and our Current Staff.** Random comments: Security issues and overlap with maintenance staff. Lots of little kids running around.

The children will always be accompanied by adults and contained within outdoor areas. Safety first! Job descriptions and hours will be developed to utilize staff workload and billed to the school or to Unity In Marin accordingly.

12. **Start Up Money.** Where do we get the money for start up costs?

Donations have already started coming to assist with funding. We are considering use of Unity's reserves, and are investigating grants and short term low-interest loans as well.

13. **Weddings.** How will the place show for weddings and other bookings.

As it always has, by appointment. All the campus loveliness will be available for dreaming and rent.