

Organizational issues for practice groups

Coming to consensus around the shared aim of the group

- there are many kinds of practice and groups; don't make assumptions about the purpose or methods
- shared aims may be articulated in a written statement
- written and unwritten aims and intentions should be reviewed and renewed periodically

Non-profit corporation or informal group

- state non-profit law varies regarding by-laws, directors, membership, etc
- federal tax-exempt status is a separate matter

Organizational leadership versus teaching roles

- clarify roles, especially when overlapping
- separation of powers and checks and balances
- ethical standards and grievance procedures

Peer groups

- closed or open groups
- self-governing and accountability, with or without by-laws and officers
- rotating facilitation (facilitation is not teaching)
- welcoming and orienting newcomers
- training, mentoring, and teaching without a teacher

Sponsoring resident or visiting teachers

- training and skill of the teacher versus their credentials
- pros and cons of mixing teachers and traditions
- organizing and marketing your events

Financial

- accounting and accountability: separation of financial, organizational, and teaching roles
- legal responsibilities with property and major financial commitments
- organizational responsibilities for financial commitments

Keeping practice paramount

- organizational structures are there to support practice
- review and adapt external and internal structures to keep intentions alive and methods effective when legal and political structures get in the way