

Simplicity:

In order to focus our energies on the purpose of Vital Cycles we keep decision-making, organizational structure, policies and procedures clear and simple.

Our goal is to experience more joy and less pain by healing from the effects of trauma. In order to maintain our focus, we strive to keep the business structures of our groups and other Vital Cycles activities and events as simple as possible.

It can be easy to create a labyrinth of rules and regulations as a device for creating a sense of personal and organizational safety for the conduct of the group, business meetings and service groups. As groups create and sustain themselves over time, care can be taken to focus on “right-sizing” the decision-making process and organizational structure. Regular business meetings and careful and prudent re-evaluation of the group’s structure can sustain organic change and growth over time. Thus we have more time and energy to focus on healing. This approach also makes it easier for volunteers to make a difference and enjoy making contributions of time and money. We recommend using *the simplest process and the most minimal set of rules* to enable a healing environment.

Example 1: At the third business meeting of the Berlin, Germany Vital Cycles meeting, David suggested using Roger’s Rules of Order to run the meeting. As an alternative, Jill suggested using some simple group polling techniques that would guarantee that everyone would have a voice, and that everyone would have a single vote. After discussion, the group agreed to the simpler group process, but remained open to the use of more complex structures if the group grows. Over time, the group became comfortable with developing a “collective wisdom” and saved voting for those issues that were complex, or for decisions regarding the group’s treasury.

Example 2: At the founding meeting of the Willow Grove meeting, the members decided to create a threshold of “prudent reserve” for the group of \$50.00. Money in excess of that was to be distributed on a percentage basis to the Vital Cycles Global Service Group, with the balance to be used to sponsor scholarships to a Vital Cycles retreat.

Example 3: At first, the Monday evening Wilmington Sao Paulo, Brasil group established just three service roles, a facilitator, a treasurer and a secretary. Over time, the group became increasingly committed to sponsoring workshops that occurred on different nights than the group, so they chose to create an “events coordinator” position to help organize the workshops.