

## **Organizational Development Structure for Healing in Movement**

The organization focused on “Healing in Movement” is dedicated to promoting physical, emotional, and spiritual healing through movement practices to disrupt all forms of violence that can reside internally and generationally in our beliefs and bodies. To ensure an impactful and sustainable approach, a well-structured organizational development framework is essential. Below is an example of how this structure could look:

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### **1. Vision and Mission**

#### **Vision:**

To create a world where individuals on the West Side of Chicago and beyond experience profound healing and transformation through trauma-informed, culturally relevant movement, integrating body, mind, and spirit that disrupts cycles of abuse.

We empower trauma survivors and community members to express and heal themselves by utilizing trauma-informed movement, education, and storytelling tools to break the cycles of abuse and foster internal as well as generational healing that disrupts all forms of violence in ourselves and our neighborhoods.

#### **Mission:**

To offer accessible, inclusive, and transformative movement-based healing practices that support personal and collective well-being in a trauma-informed, culturally relevant lens.

To cultivate trauma-informed, culturally responsive, and healing tools of creativity and movement led by trauma survivors particularly from historically marginalized communities to create cultural, political, and social change of disrupting domestic and global violences in our personal and collective spaces.

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### **2. Leadership Team**

The leadership team oversees the organizational direction, ensures alignment with mission/vision, and guides overall strategic decisions.

- **Executive Director** (or CEO):

- Focuses on designing and managing movement-based programs (yoga, dance, somatic practices, etc.). Ensures the programs align with healing objectives and supports instructors in their professional development.
    - Responsible for the overall strategy, operations, and management of the organization. Oversees all departments and works directly with the Board of Directors. Ensures alignment with mission and vision with programming and operations.
  - **Financial Officer** (CFO or Finance Manager):  
Manages the financial health of the organization. Responsible for budgeting, accounting, and fundraising strategies.
  - **Community Engagement Director:**  
Develops and maintains relationships with community partners, organizations, and individuals. Promotes the organization's services and creates initiatives to engage various groups in movement healing.
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### 3. Core Departments

Each department has a specific function that contributes to the organization's overall success.

#### A. Program Development and Instruction

- **Movement Instructors:**  
Certified professionals in various healing practices such as yoga, sparring, dance, or other somatic therapies. They lead classes and workshops, ensuring each session aligns with the organization's healing philosophy rooted in consent-practices, trauma-informed teaching pedagogies, gender inclusive language, and culturally relevant teaching pedagogies.
- **Program Coordinators:**  
Manage the scheduling, logistics, and content of each program. They also assess program effectiveness and make improvements based on participant feedback.
- **Research and Development:**  
Studies the effectiveness of different movement modalities in promoting healing, gathers feedback from participants, and explores new techniques or practices to incorporate.

#### B. Community and Outreach

- **Marketing and Communications:**  
Promotes the organization's programs through various media channels, including social media, newsletters, and website. Responsible for creating content that highlights the benefits of movement-based healing.
- **Community Outreach Coordinators:**  
Focus on building relationships with local communities, schools, healthcare organizations, and wellness centers to increase access to movement-based healing programs.
- **Event Planning Team:**  
Organizes workshops, retreats, and community events. They plan fundraising events, awareness campaigns, and social gatherings to promote healing through movement.

### **C. Administration and Operations**

- **Office Manager/Administrative Support:**  
Handles day-to-day administrative tasks such as managing emails, scheduling, booking spaces, and liaising with clients. Ensures smooth internal operations.
- **Volunteer Coordinator:**  
Manages and recruits volunteers to support events, workshops, and classes. Provides training and ensures volunteers are aligned with the organization's mission.

### **D. Finance and Sustainability**

- **Fundraising and Development:**  
Develops strategies to secure funding, including grant writing, donor relations, and hosting fundraising events. Identifies opportunities for financial support.
- **Finance Team:**  
Tracks the organization's income, expenses, and funding sources. Works closely with the executive director to ensure financial stability.

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## **4. Advisory and Support Structures**

- **Board of Directors:**  
Provides governance, strategic oversight, and ensures the organization adheres to its mission and goals. The board supports fundraising efforts and helps with connections to

potential donors or partners.

- **Advisory Board/Healing Experts:**

A group of thought leaders, healing professionals, and practitioners who provide guidance on the latest movement therapies, healing modalities, and best practices. They support the organization with knowledge and expertise.

- **Client Support and Feedback:**

Collects and responds to participant feedback. Ensures that the programs continuously meet the needs of those seeking healing. They also manage surveys and evaluations.

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## 5. Key Strategic Goals for Growth

1. **Expand Program Offerings:**

Diversify the range of movement healing practices to meet the needs of different demographics (e.g., elderly, children, trauma survivors).

2. **Increase Accessibility:**

Provide scholarships, sliding-scale fees, or partner with local community organizations to increase accessibility for underserved populations.

3. **Train the Next Generation:**

Create training programs for future movement instructors and wellness professionals, creating a sustainable workforce aligned with the organization's values.

4. **Create Healing Spaces:**

Develop physical and virtual spaces where people can come together to practice, heal, and grow through movement. This includes workshops, retreats, and regular classes.

5. **Develop Strategic Partnerships:**

Form collaborations with wellness centers, health professionals, and mental health organizations to create a more holistic approach to healing in movement.

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## 6. Evaluation and Continuous Improvement

- **Performance Evaluation:**

Regular assessments of staff, programs, and organizational impact. This could include client surveys, instructor feedback, and financial reviews.

- **Feedback Loop:**  
Foster an open, supportive environment where staff, clients, and community partners are encouraged to provide feedback. This feedback informs program adjustments, new initiatives, and staff development.
- **Cultural Competency:**  
Ensure that all movement-based healing practices are inclusive and culturally relevant. Training on diversity, equity, and inclusion is a continuous focus.

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This structure ensures a well-rounded and holistic approach to organizational development, with a focus on healing through movement, supporting individuals' well-being, and fostering community growth.