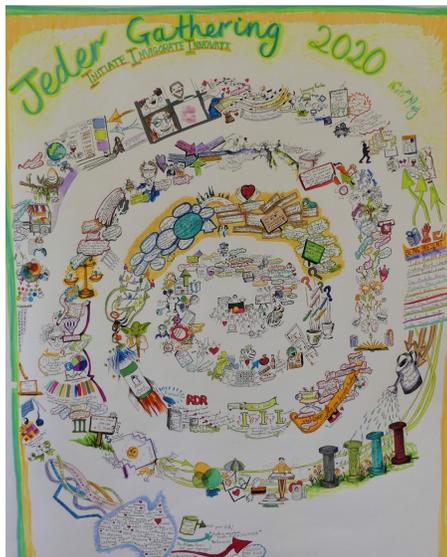


The Jeder Institute's Inaugural Online Gathering 14-15 May 2020



All Members are encouraged to attend and all cats, dogs and other keyboard animals, including children, are welcome to randomly and embarrassingly join in!



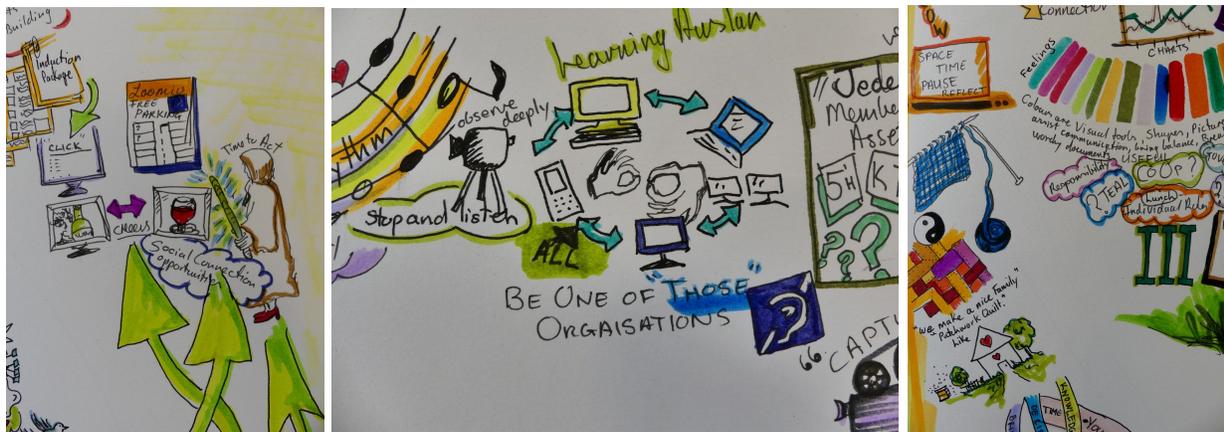
Acknowledgement of Country

We commit to reconciliation and acknowledge Aboriginal and Torres Strait Islander peoples', their histories, cultures and communities. We acknowledge the lands of Australia were never ceded and we respect the Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land.

DAY ONE

For the first time ever, due to COVID-19, the Jeder Institute hosted our annual Gathering online, tapping into the newly-developed skill set of the CoBu Team!

We used Mural and Zoom for our chosen platforms and co-created an interactive, fun 2 days where some people gave feedback like, "I don't feel like I've been on a computer for 2 days; this has been fantastic!"



Our Gathering was hosted by our Community Building Team; Dee, Michelle & Fiona who adopted the following roles to attempt to give the membership a seamless experience:

- Harvester: Fiona
- Mural Host: Michelle
- Process Host: Dee

We started with an Acknowledgement to Country which honoured the lands that all members were coming from.

Acknowledgment to Country



Australian Aboriginal Flag by Emma-Constance

Overview & Flow

We opened by sharing the Flow of the day, including breaks, walks and fun, Fiona shared her “blank canvas” for the graphic harvest and we offered people some participation reminders.

Thursday's Flow

- Welcome & Acknowledgement
- Overview & Flow
- Check-in
- SH's: head, hands, heart, heel (heal), human connection
- BREAK / WALK / MEDITATION**
- Strategic planning items updates
- Pack 2 basics
- LUNCH / PARADE**
- World Cafe
- BREAK / COFFEE / WINE**
- YOGA
- Rapid Discussion Rounds
- Check Out
- Harvest Reflection
- Close



Participation Reminders:

1. Your actions/activities are being captured in the final Harvest: anything shared will be at your own discrepancy
2. Please respect others privacy by not taking a personal recording or screenshot of this event

Check-in

Hosted by Aleks

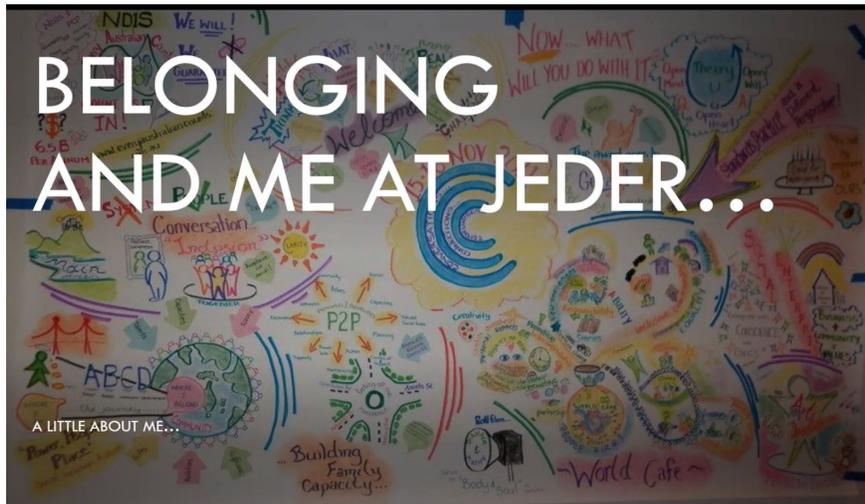
Aleks had pre-organised for members to bring a 2 minute check-in to introduce themselves and for members to get to know each other better. We spent an hour hearing people's stories, watching mini-clips about member's lives and feeling a sense of belonging.

As members checked in, we were invited to share our reflections and thoughts about what we were hearing, seeing, feeling on the check-in Harvest board.

Check In Question

Introduce Yourself - Name & Where you're from

Creatively describe "BELONGING and me at Jeder" ...



Check In Harvest							
JEDER AS AN IMPRESSIONIST SCENE THE LIGHT	belong in to worry waffle	work at different hours, everyone in Jeder is smart	CHAMPION TEAM JOB TEAM FULL OF CHAMPIONS	ALL DIFFERENT	PHENOMENON OF OTHERS	HOW DOES THIS TRANSLATE?	MY BELONGING POINT IS MY SHARP SHARP ROCK
GO BRAZIL!!	HAUKI MOON PHASES	organizing the ride and learning	BEING EMOTIONALLY CONNECTED TO PEOPLE	Work the balance, Surf and make music work Life Balance	Have felt a sense of belonging in the last 12 months with Jeder	IT'S ABOUT A CHAMPION TEAM APPROACH	JEDER IS TEACHING ME TO BE WISER I AM!
ARTIST IN MAKING	connected	PULSES OF CHANGE	RIDING THE WAVES	non judgmently	From (T)IM to (A)BSCIVE	new growth	JEDER IS A PLACE FOR DREAMERS
Pare to Pram and share	SHOW CASE	THIS IS ONLY RIGHT TO THE PEOPLE PLEASE REACH OUT!	BEING THERE FOR ME	BOX OF CHOCOLATES	FLOWERING SELF SEEDER	Beliefs	FAMILY IS MORE THAN BLOOD
JEDER IS POETRY FOR THE SOUL	PLANTING SEEDS OF INSPIRATION	GROWING TOGETHER	LONGING TO BELONG	Word connection	LOVE, DIVERSITY, INTERPRETING	Learn the differences and harness differences	WE BELONG TO EACH OTHER
STRONGER	FLEXIBILITY	After spending time together and a place to discuss, opinions, resources	ADVENTURES	feel good	JEDER PLAYLIST FOR THE WIN	Community is more than geography	open and honest
at the heart of the rock	Sharing	WERE ALL JUST WALKING EACH OTHER HOME - SAM DAVE			YOUR RUBBY WILL NATURALLY GROW	Learning to learn is making it a hobby it can be enjoyable	Be The Grontes
Reflector of light	Community	Connections	heart space to flourish	be myself	FREEDOM TO BE MORE POSITIVE FOR MY CLIENTS	My job is so awesome the rubby!	Feels in a safe, comfortable place no hurry
be who you are	Connect with self to share true belonging	Multi Dimensions of Jeder	Unique	Connection doesn't have to be physical, just to be oneself	Strength in unity	Creativity, Opportunity and acceptance	Patchwork Quilt
			OUTSIDE SQUARES			Freedom, Flexibility, Innovation, creative.	Jeder: where I can be myself and not judged

BREAK / WALK AWAY (from the computer)

Just before our break, we got an update from Fiona's Harvest and then, after the amazing check-in (that went way over time), we encouraged people to stand up, take a break, walk away from the computer and come back in 15 minutes.



Strategic Planning

Before we had a break for lunch, we shared a strategic planning update:

- Actions from November 2019 Gathering
- Proposals from the last Gathering
- COVID updates
- IT update: 365, new website, logo and communication platforms
- Back 2 basics Jeder: process and streamlining updates

Strategic Planning Updates

1. Actions From November 2019 Gathering
The Open Space Sessions were:

- De-selection of members; asking the awkward/uncomfortable questions: Lynn
- Tidy up our house: Daniel
- Trailblazing and exploring the unknown: Aleks

The Proposals For this Gathering were:

- Next Gathering in Bali: Jason
- Foundational Practices: Brett
- External Review of Organisational Structure, Governance and HR Policies: Michaela
- De-Selection Framework: Lynn
- Virtual Assistant: Lottie

2. COVID updates

- Website resources with Dee
- Risk Jedi COVID series update with Aleks

3. IT update: Chris and Dee

- 365 underway
- New website update
- Logo review: near end of development
- Tech platforms: Loomio, GSuite (One Note), Facebook group, em

4. Back 2 Basics
Backend process updates with Michelle and Dee

- Member Engagement Plan
- Document Register
- Streamlining operations

5. Echidna Update with Lynn

Production proposal on Leo

Daniel to touch base with Dee and Michelle

Aleks: no updates from this but exploring what's happening

We are not in Bali but on Zoom

Mic: Progressing with Dee & Michelle & come this afternoon

Foundational practices is just off the membership & onboarding

365 underway: Chris will be in contact with members over the coming weeks

Website update happening to the background more to come

Michelle and Dee aren't tech experts: we take notes of our O's to Chris

Remember not everyone is on Facebook

Logo template will be completed soon for domain making

Aleks: Up and moving but more early progress needed and some more thinking

Send Michelle your ideas or updates for social media

LUNCH & HARVEST UPDATE

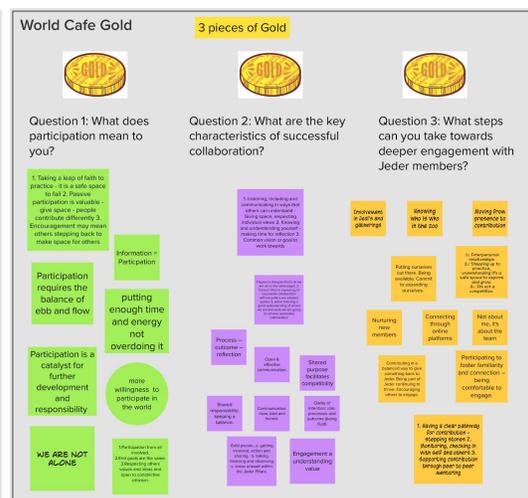


World Cafe

After lunch, we moved into a World Cafe to explore the following questions:

- What does participation mean to you?
- What are the key characteristics of successful collaboration?
- What steps can you take towards deeper engagement with Jeder members?

This was facilitated through 15 minute rounds in breakout rooms and was harvested as “next steps” on the “3 pieces of gold” board then discussed as a whole group after the breakout rooms were complete before going on an afternoon break.



AFTERNOON BREAK

Hosted by Michaela

This included COFFEE / WINE & an opportunity to participate in some YOGA

Rapid Discussion Rounds

Hosted by Dee

Dee explained how Rapid Discussion Rounds are used by our membership to strengthen their proposals and “ripen” them before adding to Loomio and encouraged people to think about some proposals overnight to work on tomorrow.

Rapid Discussion Rounds (RDR):

RDR is a process developed to strengthen current proposals or for when there are left-over actions at a Gathering that need moving forward. The purpose is to get rapid responses for action.

The process rounds are:

- Topic introduction – overview by proposing member
- Member input – other members offer what they know
- Resources – what might be needed?
- Peer Support – members with passion/energy self-nominate to be part of the forward actions
- What’s burning? – is there anything to add that hasn’t been spoken or given the space?
- Next wise steps – collectively suggested next actions
- Review date – (to be decided by the proposer and peer supporters)



Ripening proposals for Loomio example:

Proposer: Dee

Proposal: All Jedi's should schedule bi-monthly meetings.

Checkout

Hosted by Alex & Jasmine

Checkout Question

What would you like to Initiate, Innovate OR Invigorate tonight that will foster your sense of Belonging?

Initiate: Cause a process or action to begin.

Invigorate: Give strength or energy to.

Innovate: Make changes in something established by introducing something new.

Check Out Harvest

<p>PUT STICKY NOTES IN ORDER: GIVE IT STRENGTH AND ALLIGATE- INNOVATING IS HAPPENING ON MURAL-</p>	<p>INVIGORATE: TAKE TIME OUT TO REFLECT ON THE DAY</p>	<p>INVIGORATING CONVERSATION TONIGHT ON ZOOM</p>	<p>MAKE CHANGES AND UPDATE MY EMAILS</p>	<p>INNOVATE BASED ON OUR WORLD CAPE CONVERSATION AROUND CONNECTING WITH MY TEAM AND PONDER THAT.</p>
<p>THINK ABOUT CREATIVE JED- EYE DOMINANT FEELING OF "BELONGING" - HARNESS PEOPLE TO BE CREATIVE</p>	<p>SAVE ENERGY CONTINUE TO GROW THIS WAY OF WORKING- CHECKING IN WITH JORDAN ABOUT HOW IT'S WORKING AND SHE WAS LOVING IT</p>	<p>SIMILAR TO YOUNG FIRST GATHERINGS AND A LOT TO DIGESTED AND INVIGORATE MYSELF TONIGHT READY FOR TOMORROW</p>	<p>ENERGY TO MY CONVERSATIONS! ZOOM LOGGING EMAILS - GET THEM IN ORDER - FEEL MORE BELONGING BY GETTING RID OF "STUFF"</p>	<p>MY FIRST GATHERING- SAVE ENERGY TO THE GRAPHIC HARVESTING TEAM AND CREATIVE JED-YES. LEARNING LOTS.</p>
<p>RELEASING THOUGHTS! INNOVATE MY REBELS THEY CAN HAVE MORE - NEED TO INVENT SOMETHING TO KEEP HER FROM GOING</p>	<p>INITIATED DRINKS AT 7PM, INVIGORATE LOTS OF CONVERSATIONS AND INNOVATE IDEAS</p>	<p>INNOVATE MYSELF SO I CAN PROCESS AND GOE BACK ON WHAT I'M FEEL FROM TODAY- GETTING MY HAND BOOKS WRITING- BRINGS MONTHLY WORKING, GET TO WORK BY AFTER 2 YEARS.</p>	<p>INNOVATE WAYS TO MAKE MESSAGES - BOOKS, SCISSORS, PAPER LOVE, NEW TEE - BRINGING NEW! FAVOURITE PERSON IS BEST!!!</p>	<p>I'M GOING TO INVIGORATE MY ACESS PICAL, ACESSITY DAY IT BEES GREAT AND THEN BAN MAKES IT ALL SORT- ITS NOW I CONDUCT WITH WATER, NEAR DOORS CHICKENS ARE BATING IT.</p>
<p>INVITE MY FRIENDS TO MY BOY PARTY SATURDAY - INVITING THEM IN DISCREET HOURS FOR WHOSE DAY</p>	<p>I'M GOING TO TAKE TIME FOR MYSELF AND PLAY GAMES I WANT SOMETHING THAT FOR YEARS- BRING MORE OF OUR COMMUNITY TO JEDER.</p>	<p>WE HAVE BPM T SERIES CALL TONIGHT - WILL BE HOSTING THAT AND THEN GREAT</p>	<p>FANTASTIC DAY! SO APPRECIATE JEDER- GOING FOR A FORWARD SHING MY ENERGY TO MY PRACTICE.</p>	

Final Harvest Reflection

Fiona gave us a final Harvest update for the day and we took a screenshot of all the members who were still with us before saying goodbye for the day!

Graphic Harvest Update




SCREENSHOTS.....



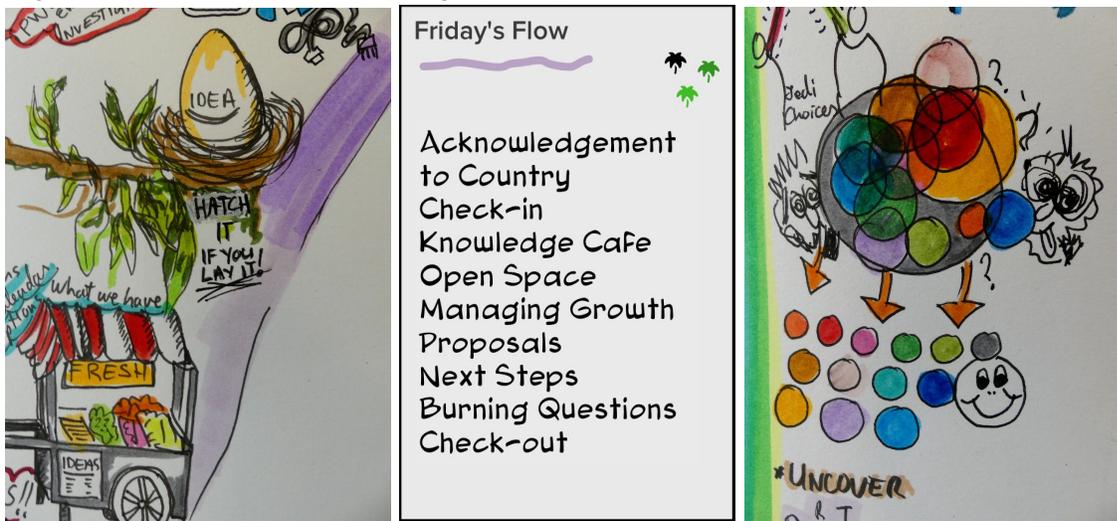
DAY TWO

Welcome & Acknowledgement

We welcomed everyone and gave a brief overview to the members who were joining us for day 2. We then gave an Acknowledgement of Country and moved onto the Flow of the day.

Overview & Flow

We shared the flow of the day and encouraged members to be thinking about what actions they might take as we would be building up to Open Space and Proposals in the afternoon.



Check-in

Being such a different Gathering format for this year, we opened with asking how people's energy was for the day, to gauge how well the online processes were going.

Check In Question

What energy are you bringing with you today?



Knowledge Cafe

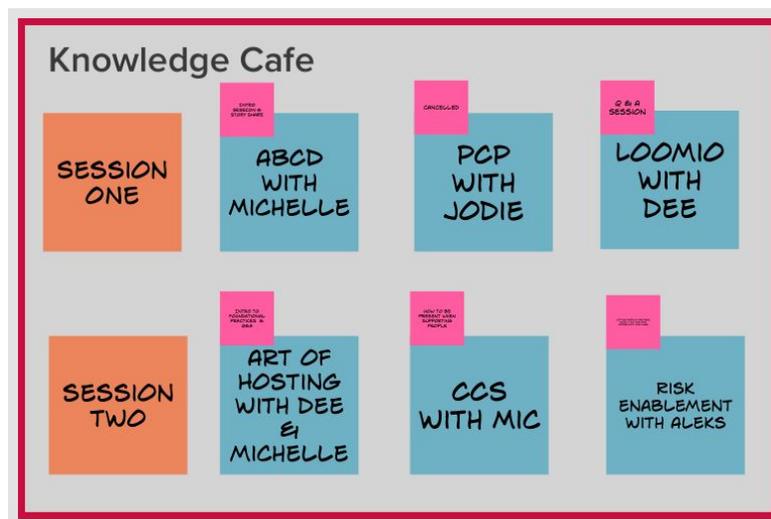
Two knowledge cafes were held over the next hour to offer members a deeper dive on some of the practices and technologies that we use.

First half hour:

- ABCD - Michelle
- PCP - Jodie
- Loomio - Dee

Second half hour:

- AoH - Dee & Michelle
- CCS - Michaela
- Risk enablement - Aleks



BREAK / WALK AWAY (from the computer)

Just before our break, we got an update from Fiona's Harvest and then we encouraged people to stand up, take a break, walk away from the computer and come back in 15 minutes.



Open Space

Open Space is a process to encourage people to put forward topics, questions or themes that they care about, enough to act on, to find like-minded people to help them with fleshing the idea out or finding next steps.

Open Space Roles		Open Space Principles	
 <p>Host: announce and host a workshop</p>	 <p>Participant: participate in a workshop</p>	<p>Whoever comes are the right people</p> <p>We don't need everybody, just those who care</p>	<p>Whenever it starts is the right time</p> <p>Creativity does not happen according to a schedule.</p>
 <p>Bumble bee: 'shop' between workshops</p>	 <p>Butterfly: take time out to reflect</p>	<p>Whatever happens is the only thing that could have</p> <p>Let go of expected outcomes</p>	<p>When it's over it's over</p> <p>Done in 10 minutes? Great! Move on</p>

Law of Motion (Two Feet)

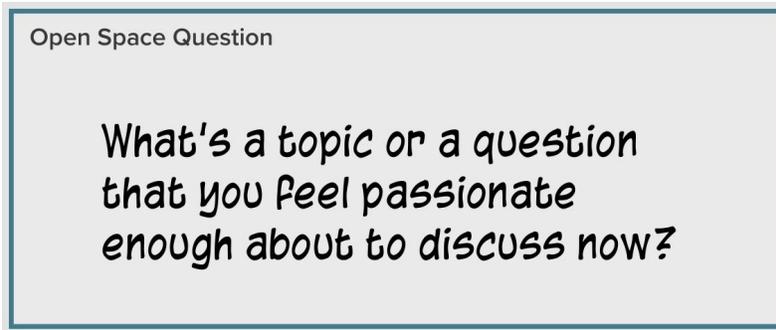
THE LAW OF MOTION (TWO FEET)

If you find yourself in a situation where you are not contributing or learning, move somewhere you can. Follow your **PASSION** & take your **RESPONSIBILITY**

Open Space Question

After the question was shared, 5 topics were posted by various members:

- Alex: co-op vs teal for Jeder? What do they each look like and what determines which way Jeder goes?
- Mark: do visual images help you understand concepts more?
- Fran: processes around proposals
- Cristina: fear and joy and missing out and balance
- Jodie: engagement in professional supervision



Market Place



<p>ALEX: CO-OP VS TEAL FOR JEDER? WHAT DO THEY EACH LOOK LIKE AND WHAT DETERMINES WHICH WAY JEDER GOES?</p>	<p>Maybe all start as light touch member?</p> <p>Couple of other ideas for Loomio to continue conversation</p>	<p>Would support learning for new members</p> <p>Visual learners - concepts make us think creatively</p>	<p>MARK: DO VISUAL IMAGES HELP YOU UNDERSTAND CONCEPTS MORE</p>
<p>Looking for way to increase responsibility for members</p> <p>Co-op has financial buy-in</p>	<p>Needed ground level info on what coops and teal are</p> <p>How can we encourage more participation in current structure?</p>	<p>Colour enables some people to understand sequential steps</p> <p>Outcome: Loomio proposals are faster than face to face</p>	<p>Using colours to break down into e.g. documents full of black text</p> <p>Yes, visuals help with communication</p>
<p>FRAN: PROCESSES AROUND PROPOSALS</p>		<p>Visual images are like a diary</p>	<p>Jaz, Mark, Rosie, Fiona</p>
<p>CRISTINA: FEAR AND JOY OF MISSING OUT AND BALANCE</p>	<p>Measurement tools coming</p> <p>There are plans in discussion in streamlining Jeder processes</p> <p>How members can contribute and keep balance</p>	<p>Will work on flow chart, based on face to face, for Loomio</p>	<p>JODIE: ENGAGEMENT IN PROF SUPERVISION</p>
<p>Will check with Lynn if we are doubling up</p> <p>Will explore this for members in Jeder</p>		<p>What's our experience? What are the benefits?</p>	



Rapid Discussion Rounds & Proposals

Hosted by Michaela & Aleks

We invited members to put forward their ideas as the “proposer”, to name their “proposal” and to consider what the next steps would be and include a review date.

Proposer	Proposal	Next Steps (review date)
Rosy / Jordanna	Auslan zoom class	Create a thread on Loomio
Chontelle	Social connection zoom	Put Proposal on Loomio
Jodie	Online Induction	Conversation with Membership Jedi
Dee	Parking Lot for Ideas on Loomio	Put Proposal on Loomio
Alexandria / Michaela	Reaching out to other Teal organisations	Conversation with Membership Jedi
Cristina	type a reference list (expertise list) with all members included.	Conversation with Membership Jedi
Brett / Mark / Jaz	Creation of promo videos	Next Creative Jedi
Alexandria / Lynn / Daniel	social connection & capacity building for participants	Next Creative Jedi
Lisa	Start the discussion with rotating coach	Put proposal on Loomio

LUNCH

After a very full morning, we all had a good, full hour away from the screens to rest and re-group, ready for the afternoon.

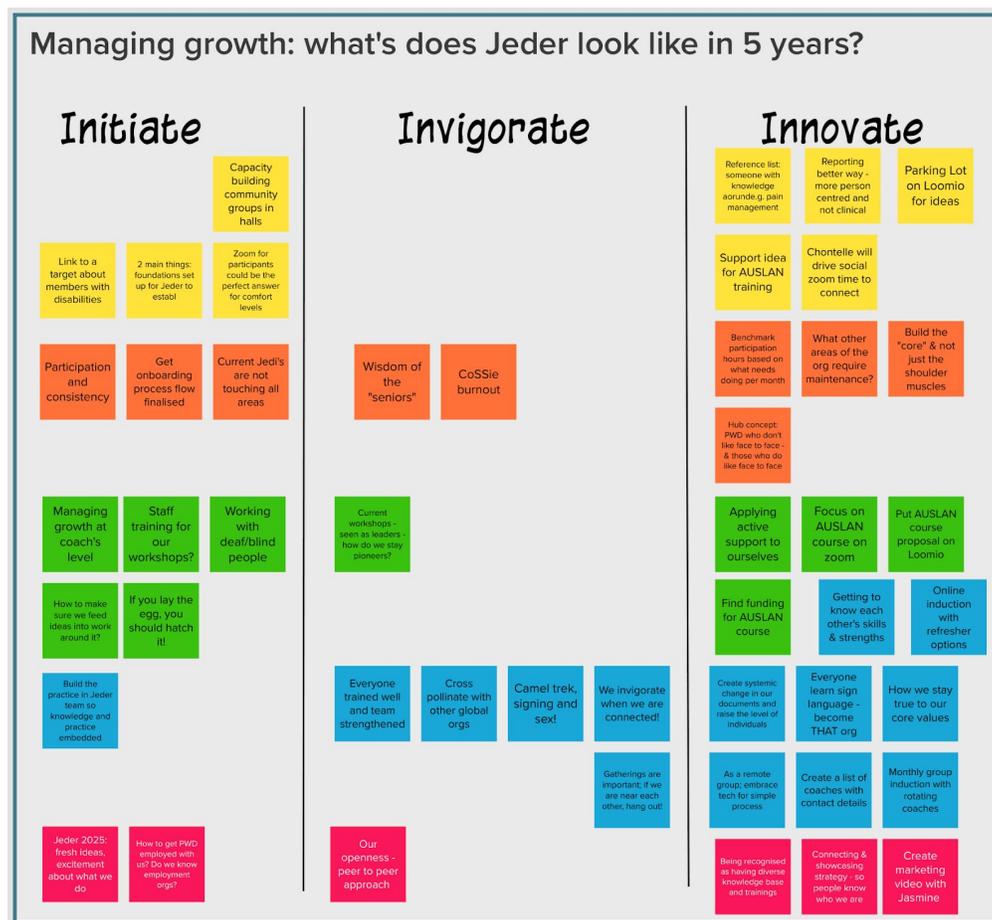
Managing Growth: What does Jeder look like in 5 years?

Hosted by Jodie

After a good lunch break, members were invited into 15 minute rounds in breakout rooms to discuss the Gathering's themes, which were:

- Initiate (diverge)
- Invigorate (emerge)
- Innovate (converge)

After the breakout rooms, we all came back together to have an open discussion about the themes and talk about adding some of the ideas to the proposals and next steps.



FINAL BREAK / COFFEE/ WINE / JAZZ HANDS



RHYTHM & SOUND

Hosted by Aleks

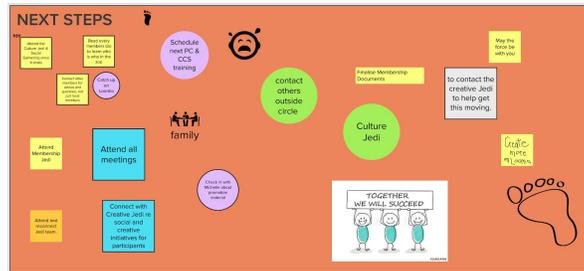
Aleks shared some sounds and invited people into a rhythm discussion.



Review Gathering Proposals & Next Steps!

Hosted by Dee and Jasmine

We checked if there were any final next steps that might not have made it onto any of the work boards. It was a nice way to reveal some final, personal steps for some members.



Final Harvest Reflection

Hosted by Fiona

Fiona shared her final, AMAZING piece of work that she created over 2 days, full of all our wonderful ideas, stories, photos, images, graphic representations and words!



Check Out

Hosted by Dee, Michelle & Fiona

After an amazing 2 days, we made it to our final checkout! We all shared something that gives us energy or strength to continue to grow the organisation after we left the Gathering.

Checkout Question

What will you give energy or strength to within Jeder when you leave?

Check Out Harvest

LET US BE IN FRONT I will be the first to... I will be the first to... I will be the first to...	MY BACKGROUN I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...
THE OTHERS I will be the first to... I will be the first to... I will be the first to...	CAMEL I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...
ACTIVE I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...
PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...	PROFESSIONAL I will be the first to... I will be the first to... I will be the first to...

CLOSE / FAREWELL

We were sad to go but it was time to say farewell! Michelle, Dee and Fiona noted that if they had received ONE DOLLAR for everytime they said, "you're on mute", the whole Gathering would have been paid for! 😂😂😂

Michelle, Fiona and Dee thanked everyone for being in the experiment together and trusting the process and the final members all took themselves off MUTE and had a wonderful, raucous round of applause and goodbyes for each other!



**SCREENSHOTS...
SAD TO SEE YOU
GO, GIVE US YOUR
BEST SHOT!**

