

Decision Making Matrix

Decisions the Board Makes on their own	Decisions Individuals make with Board / Coaches	Decisions individuals make on their own	Decisions that everyone makes together (Jedi's)
<p>Addressing High risk situations that have the potential to adversely affect the organisation and its members.</p> <p>Matters relating to compliance with relevant regulatory bodies such as the ACNC or ATO.</p> <p>Financial accountability and monitoring.</p> <p>Approving Administration Class Budget and expenses.</p> <p>Resourcing to undertake strategic direction or operational requirements.</p> <p>Review recommendations made in Jedi's (i.e. Policy and Procedure Development).</p>	<p>Requests for resources to undertake operational needs.</p> <p>Collaborative project work and funding submissions or work opportunities (including reporting and regulatory requirements).</p> <p>Actively participate in group discussions and decisions on Loomio.</p>	<p>What work they agree to accept (scheduling individual workload).</p> <p>To invite a discussion regarding collaborative funding or work opportunities.</p> <p>Contribute to development of Admin budget</p> <p>Actively participate in group discussions and decisions on Loomio</p> <p>Manage personal buckets</p> <p>Actively participate in at least one Jedi</p>	<p>Focus areas or working groups including permanent and project related Jedi's.</p> <p>Specific responsibilities as developed and agreed to by an individual Jedi (and understood by the Board)</p> <p>Ensure flow of information back to Governance Jedi or to other relevant Jedis</p> <p>Review policies and procedures relevant to the Jedi, make recommendations to the Board</p>

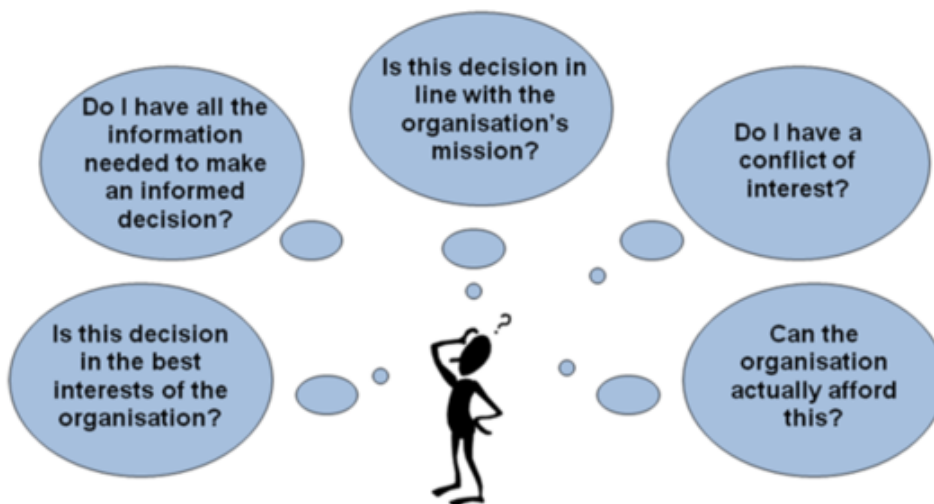
Jedi's and the Board

Some Jedi examples are: Finance (Dollars), Policies/Compliance (including Risk), Jeder Promotion (including website) and Staff (HR and Management reporting etc).

- This offers a portfolio type model for members but ultimately the Board shares responsibility for all of them even if powers are delegated to a Jedi
- The Board offers oversight that people are taking on the responsibilities that they have agreed to
- Board members commit to being a member of the Governance Jedi and 1 or 2 other Jedi's for better flow of communication between the Board and the rest of the organisation
- Board members report back to Board meetings on the progress / status of each Jedi
- Jedi members can use the below matrix to guide a good decision making process between Jedi's and the board.

Important Decisions Matrix (example template)

Decisions to Make	How Must People Be Involved	Who Makes The Final Decision



Olive Branch

Jeder Institute recognises there may be times where conflict and disagreements emerge. Jeder Institute recognises the importance of managing these conflicts and disagreements with sensitivity and a resolution is timely. An Olive Branch tool/practice was developed to provide guidance on a process of conflict/disturbance resolution. There are number of principles that guides the process of an Olive Branch including:

- The Proximity Principle of
 - Time- speak issues as they arise and be mindful of how long conversations take and the time in-between conversations;
 - Relationships- have conversations with the right people, engage in dialogue with the steward and/or the people closest to the disturbance.
 - Distance- wherever possible have the conversations face to face.
- Use Four Fold Practice and circle principles.

Recruitment of Board Members

It is essential that the Board has a proper mix of skills and experience. Jeder Institute must therefore be able to identify potential new Board Members in order to plan for succession, which combines continuity of experience and expertise with new ideas or that align to the philosophy and vision of Jeder Institute.

The Board as a whole is responsible for ensuring that:

- the skills of any new Board members fit in Jeder Institutes requirements in the short, medium and longer term (operational and strategic visions/plans);
- each new Board Member is not disqualified from acting as a Board Member through any relevant institution including the Australian Institute of Company Directors, the ACNC or are not subject to current or previous criminal proceedings or been subject to personal bankruptcy or been subject to fraudulent allegations.
- there is a system in place which ensures that all relevant checks, including relevant Criminal History Checks and Working with Children/Vulnerable Persons' checks (where relevant and state based requirements) and
- new Board members understands the responsibility they are taking and consents to act as a member of Jeder Institutes Board.

The Board has developed a Policy and Procedure for the Recruitment of Board Members. It is aligned with Jeder Institutes Constitution and best practice frameworks developed by the ACNC.

Each new Board member will be properly inducted to ensure that they understand the nature and extent of their role and responsibilities with Jeder Institute. It is the duty of a new Board Member to ensure that they are familiar with the vision, values and philosophy of Jeder Institute (including its strategic and operational plans); its history and ethos, the nature and extent of its activities; the content of the Constitution and; the Governance Handbook.

The Board shall provide each new member of the Board with a copy of the:

- Constitution.
- ACNC Good Governance Framework.
- Governance Handbook
- Declaration and Conflicts of Interest Policy.
- Declaration and Code of Conduct Policy.
- All Governance Policies as contained in this hand book.

New Trustees shall be required to sign the following declarations:

1. Conflict of Interest.
2. Code of Conduct.
3. Code of Ethics.
4. Confidentiality Agreement.
5. Induction Procedure/Checklist.

The Chairperson and/or Secretary shall ensure that any appointment of a new Board Member is notified to the ACNC within 14 days of the appointment.

Training and Development of Board Members

The Board has a responsibility to ensure that all members have the skills and experience needed to perform their function effectively. The Board shall also be kept up to date with developments in the legal and regulatory framework in which Jeder Institute operates (i.e. ACNC, ATO and other regulatory requirements).

Board and members of Jeder Institute are invited to participate in a reflective and reflexive practice review for evaluating potential gaps in skills, knowledge and expertise and any requirements for training and development. The evaluation will be completed at least annually in conjunction with a review of strategic/operational plans or at annual gatherings.

It is recognised that Jeder Institute may engage internal or external members/practitioners to assist in facilitating this annual review.

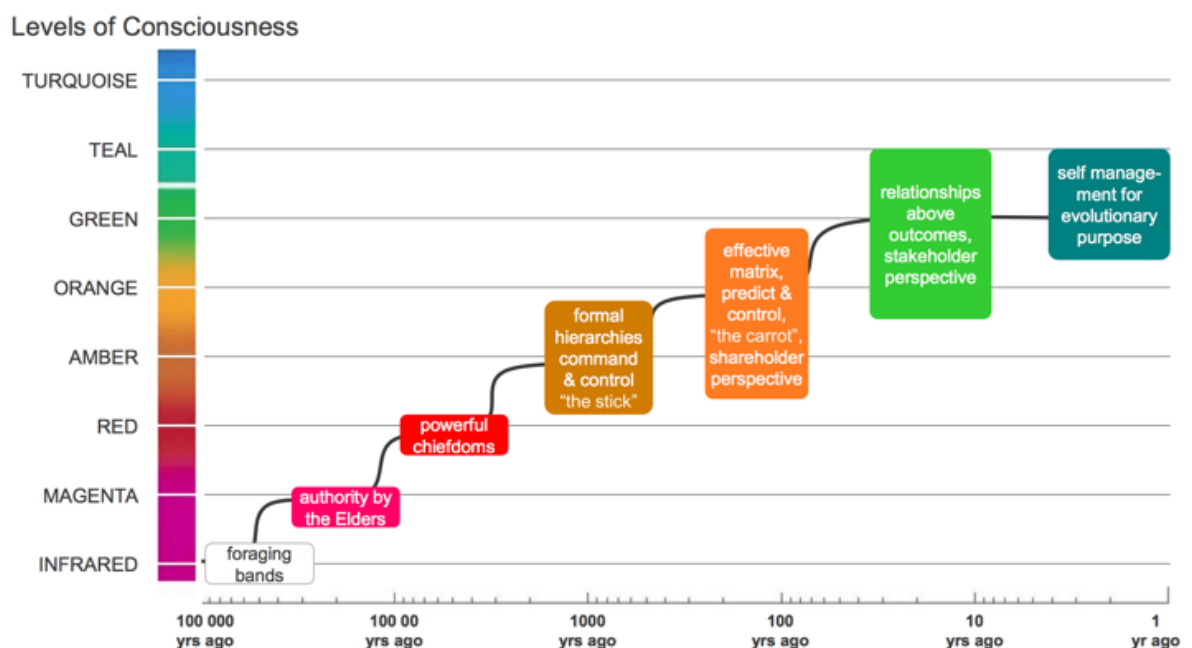
Next Stage Colour - Good Green; Towards Teal

The Jeder Institute, as a NSO, is committed to evolutionary purpose principles and we innovate and continuously improve our practices and processes. The concept of “for now” is to offer an open-ended conversation into all the policies and procedures that affect the organisation.

Human development

change factory

Overview of the main (organizational) paradigms



In a traditional organisation, some areas are black and white, such as compliance, regulation, audit and compulsory and they are a necessity of supporting Jeder’s good governance. However, our members are invited to collaborate, review and reflect on how we breath colour into these kind of spaces.

We highly encourage members and partners to reflect on questions such as:

- How can we breathe colour into these spaces?
- What can we do to remain tealish and still maintain sustainability for the org in these environments?
- How do we bring colour to black and white spaces?
- How do we shine tealish lights into orange and green spaces?

These type of questions, and more, are regularly reviewed and reflected upon at the Jeder Institute's mini and full annual Gatherings which encourage our membership to reflect on naming the "black & white" or "coloured" spaces and asking if the tone/colours are necessary, relevant or mandatory.

These questions and reflections are considered from 2 points of view:

- What are the absolutes for the Board and where is colour possible?
- What are the absolutes for Members and where is colour possible?

Incorporating Colour Suggestions Examples:

- ATO reporting and requirements are black and white
- Enter further conversations about ATO, reporting and requirements: grey and hopefully moving to colour
- Develop a collective capacity to allow each other to be wrong, even completely wrong, could bring a lot of colour
- Always ask questions as you can make a better judgment about what decision to make; this is pointing to an advice process
- Recognise and honour gifts and strengths and, fears and concerns
- Ask for what you need and offer what you can

Appendices

1. [Jeder's 4 Pillars](#) - good green, towards teal (vision)
2. Jeder's Governance Policies
3. [Governance Alive's Dynamic Governance](#)
4. [Frederic Laloux's Reinventing Organizations](#) - 3 Breakthroughs - teal and beyond (actions)
5. [Olive Branch Process](#)
6. [Jedi Process & Info 2019](#)
7. Registers; Continuous Improvement Conflict of Interest, Risk, Complaints, Critical Incident, Policy and Procedure, Gifts.
8. Board Calendar (financial year)
9. Decision Making Matrix
10. Important Decisions Matrix
11. Responsibilities for Roles Matrix
12. Information Technology (IT) Handbook (September 2017).
13. Jeder Participant Handbook 2017.
14. Jeder Institute Handbook 1.0
15. Jeder Institute Board Handbook 1.0
16. Jeder CoSsie Handbook V7.

Jeder's Influential Reference Websites

ACNC Governance for Good

<https://www.acnc.gov.au/tools/guides/governance-good-acncs-guide-charity-board-members>

Australia Charity and Non for Profit Commission

<https://www.acnc.gov.au/>

The Change Factory

<https://www.changefactory.com.au>

The Education Alliance

<https://theeducationalliance.org.uk/wp-content/uploads/Governance-Framework.pdf>

Holacracy - self-management practice for organisations

<https://www.holacracy.org>

Indigenous Governance Program

<https://www.reconciliation.org.au/indigenous-governance-program/>

Institute for Company Directors

<https://www.communitydirectors.com.au/icda/tools/?articleId=1310>

Not for Profit Law

https://www.nfplaw.org.au/sites/default/files/media/Duties_Guide_CTH_2.pdf

Principles for Good Governance in the 21st Century

<http://unpan1.un.org/intradoc/groups/public/documents/UNPAN/UNPAN011842.pdf>

Reinventing Organisation Mapping

<https://reinvorgmap.com/goingteal/>

Sociocracy for All

<https://www.sociocracyforall.org/sociocracy/>

Enspiral

<https://enspiral.com>