

Present Day 1 & 2: Lisa, Lorna, Greg, Elisa, Fiona, Cristina, Anne, Tania, Vanessa, Vic, Luke, Michelle, Linda, Mark, Jason, Lynn, Abby, Rob, Dee, Alex, Margaret, Aleks,

Additional Day 2: Michaela, Chontelle, Lorna,

Apologies: Bernadette, Jasmine, Meredith, Sharon



Welcome to Jeder's Annual Gathering  
November 2020

*Hosted by  
Michelle, Dee,  
Jasmine, Abby,  
Fran, Vic,  
Chontelle,  
Fiona*



**Acknowledgement of Country by Michelle Dunscombe**





## STREAM ONE: HQ

Fiona and Dee hosted this session to review the Gathering actions from 2020 and have a discussion about what else has happened since then.

The updated list of “what’s happened since” will be part of the annual report. The updates are:

1. Whole of organisation Policy and Procedures review
2. Transitioning workshops to online. Creating and holding space for many around the globe.
3. New website, logo’s, content review and update.

**Review May 2020 Gathering Actions**

Fran: flow chart for proposals to add to Loomio  
 Rosy/Jordanna: create a Loomio thread for Auslan class  
 Chontelle: proposal on Loomio for social connection zoom  
 Jodie: talk with membership Jedi about online induction  
 Dee: proposal on Loomio for parking lot for ideas  
 Alex/Michaela: talk with membership jedi about reading out to other teal orgs  
 Cristina: talk with membership jedi about about an expertise list for all members  
 Brett/Mark/Jaz: create promo videos at creative jedi  
 Alex/Lynn/Daniel: social connection and capacity building for participants at next creative jedi  
 Lisa: proposal on Loomio to start discussion with rotating coach inductions online

Managing Growth:  
 Participant suggestions: a hub, zoom calls, person-centred reporting  
 Member suggestions: participation and consistency, wisdom of “elders”, CoS burnout, managing growth for coaches, staff training, Auslan for all members, hang out with each other whenever possible, embrace tech for simple processes,  
 Org suggestions: what areas are Jedis missing? what areas of the org need maintenance? working with deaf/blind people, how do we stay pioneers? cross pollinate with global orgs, create a list of coaches and contact details, offer monthly rotating coach inductions, get PWD employed with us, create marketing video



Callout bubbles include:

- Creative influence into handbook, colour coding
- A flow chart to show how decisions are made?
- Take this to Creative Jedi
- What do time frames look like and the use of Loomio for polls, discussions etc.
- Dee has Auslan quote from Green Door in Qld
- Take Auslan class to Grants Jedi for opportunities
- A Jeder GPS to help people the first few times until they “get it”
- How do we show how information flows?
- Mark - take to Creative Jedi
- Take Gathering actions to Membership Jedi

Decorative symbols: XXXX

**What's happened since May?**

Logo and website  
Echidna  
Member Moments  
Jedi Pod  
Jedis evolving and active; creative, RAP, membership etc  
Member processes; from inquiry to onboarding and induction  
Review of the policies  
Self-auditing process  
Training that members have done since last Gathering (e.g. Dare to Lead, PCP training)  
The Unconference, ABCD Asia Pacific, ABCD & First Nations, ABCD E-Book  
Online workshops  
365 and Sharepoint  
Streamlining processes; admin and backend  
Together Home  
External collaborations; TCoB and APACMS  
Teams: CoBu, NDIS, Coaches, Jedis



**What else?**

- Increased NDIS members growing and Growing
- no bush fires this November
- moved to Qld.
- more aware of the process within Jeder
- Participant compliments register
- Strengthened Global PCP networks
- Participated in AoH training team
- Art of Hosting Vic. joining Creative Jedi, joined the BIS Team, became NDIS Registered
- First PCP training for DEAF participants
- active participation in Jedi
- Grew my client caselist
- Meetings: Harvests and Kanbans, who reads them, do we simplify this?
- Completed training CPS tier1 and tier 2 is coming this week
- Risk Enablement Policy and procedure
- COVID Forums
- More online training
- learning to put hand up!
- Got engaged
- Growth of BIS team
- Improved Practice
- Strengthened relationship with Jeder buddies
- Finding my pace and space
- New members
- Online presence has increased
- Learned new ways of communicating
- More Cossies
- Planning, expanding online training
- Lots more opportunities for ventures
- Cristina: Art of Hosting/ Eating Disorder/ Watercolor Mandalas
- Navigating work during Victoria's LOOOONNNGGG lockdown

## STREAM TWO: DANGER ZONE

Over in the Danger Zone, new members were welcomed!

Welcome to Jeder - Newbies session overview:

- Get to know one another
- Questions
- Answers
- What concerns you have
- How do you move from old to new?
- How do you get to know how the 4 pillars work and live by them?

The session allowed new members to connect with others although some people had been with Jeder over 6 months that came into this group and others were relatively new to the organisation. There seems to be quite a variation in people's experiences of being inducted and coached.

The session reflected that a one day induction was not enough and regular check ins between a new member and their coach in the first month or so to support induction would provide additional support and build members confidence.

There may need to be a more streamlined process identified for new members in the future. It may also be beneficial for new members to meet via Zoom led by a couple of coaches to share their thoughts around their induction and meet one another after a membership of 3 months so feedback can be given and anything actioned in a timely manner. There was also a conversation around the language of Jeder and how a glossary would be useful.

Discussion points/thoughts/reflections from session:

- Highlight during induction that you can ask anyone questions
- Is one day induction too little?
- Enough. If you have any questions you can go to others
- What was handy during induction for you?
- Induction a bit clunky for coaches and new members with the person that did the original induction
- A lot of written information at the beginning
- Coaching in how to be a coach
- Would regular check ins be helpful too
- Would it be helpful for more recordings as part of induction?
- Existing members to reach out to new members
- Chat over the back fence
- Team Zoom water coolers like the CoBu team
- Anne offered the idea of the code of ethics that list our core values
- Confidentiality doesn't mean the limitations of confidentiality.



## ALL TOGETHER NOW

# Olive Branch Growth Session

We all came back together in HQ to hear about how the Olive Branch, the organisation's dispute resolution framework that aligns with the conflict resolution policy, was successfully used by Brett and Dee to resolve a sticky issue and how they both committed to the process, from the beginning and agreed to offer feedback to strengthen the process for all members.



Dee and Brett hosted this session by first telling a story which affected two people in two very different ways. Firstly, an outline of the situation was given, and general information was supplied for both points of view. Both sides of the story were given the time to be voiced. With time for back-and-forth conversation between them to show members that a resolution had been reached.

The Olive Branch framework was facilitated giving the members tools to understand how a disturbance can be managed the Jeder way, if lines of communication are broken or fractured.

Open, honest, and most importantly a growth conversation was shared with all members present. Healing was achieved by two people that have the upmost mutual respect, kindness, and love for each other.

Members were invited to share their journey of seed growth. With an invitation to all members given to reflect and embrace new life and new beginnings within our natural environment. Showing that personal and professional growth can be achieved even when things look murky in the beginning.

A moving and powerful session. With foundational Jeder teachings for all.

## STREAM ONE: HQ

### Pillar Review

#### Pillar Review

**Evolutionary Purpose**  
Jeder Institute... at the heart of change!

**Theory of Change**  
The Jeder Institute brings people together through a strengths focused approach to generate collective thinking and create positive social change.

**Participatory Leadership**  
Foundational practices and principles, based on shared leadership, which builds community and creates opportunities for shared responsibility.

**Co-creation for change**  
Encourages members to discover opportunities for social change and to adapt for personal and professional growth.

**Generosity of spirit**  
Creates positive change by supporting a readiness to give, and encourages open sharing of resources as a transparent organisation.

**Self organising**  
Self organising is a way of working collaboratively by openly making decisions and adapting to change, based on individual passion, trust and integrity.

Where are the Jedis reflected here?

is possible to add more details of self-org and membership expectation



Defining line: what is strengths-based for us?

Can the foundational panel be steps?

Dee and Fran hosted a conversation on Jeder's Pillars and asked what might need to be amended, reflected on or shifted. The group who joined them suggested the following:

- Where are the Jedis reflected here?
  - This could be wordsmithed by the Membership Jedi document team
- Defining line: what does strengths-based mean to us?
  - We could ask the membership for some feedback to create a small blurb about what it means for Jeder
- Is it possible to add more details of self organising and membership expectations?
  - Can this be added to induction? Take to induction review?
- Can the foundational panel be steps?
  - We can ask Michelle Walker to create a step up on the diagram through our foundational practices to align how we work

## Operationalising the Jeder Pillars

Operationalising the Pillars

What does operationalising the pillars look like?



Pillar / Value?  
Summary sentence  
Behaviours that DO reflect this value  
Behaviours that DO NOT reflect this value

Action: Lynn, Alex, Tania, Dee to work on amendments of pillars and operationalising in January 2021

Do we need the "do not" part? Don't we focus and illuminate the positive stuff?

If we don't have the "do not" part, maybe people think some behaviours are ok?

To have a monthly reflection on them keeps them fresh in our minds

Behaviours could be seen as communication style and knowing them can help move people into a new space

Each of us has individual communication styles and that's ok; we can support each other to be accountable

We all vent but when someone can tap us on the shoulder and say "check"

The pillars change dynamically as we do

We move between them all the time; maybe checking the imbalance and name it?

Jeder Pillars are the cornerstone of all that we do and paramount to ensure that we do good work based on our foundations.

It was felt that for members to truly engage their work practices within the pillars we need to operationalise the pillars in a way that is measurable and actionable.

A simple matrix of behaviours that reflect the pillars and behaviours that do not reflect the pillars is proposed. This can be reviewed weekly by individuals and discussed in more depth during Member Moments.

Feedback provided on post-it notes consisted of attendees views and opinions on how this would look, the impact it would have on members and the organisation as a whole.

Agreed to move forward with the recommendation by establishing a Jedlet in January 2021. Member interested in working on this work are: Lynn, Alex Brown, Tania and Dee. Michaela was absent from this presentation but had previously indicated support.

## STREAM TWO: DANGER ZONE

### “How To” Space

Michelle hosted the “How to Space” for members to ask any questions or get clarity on any Jeder processes.

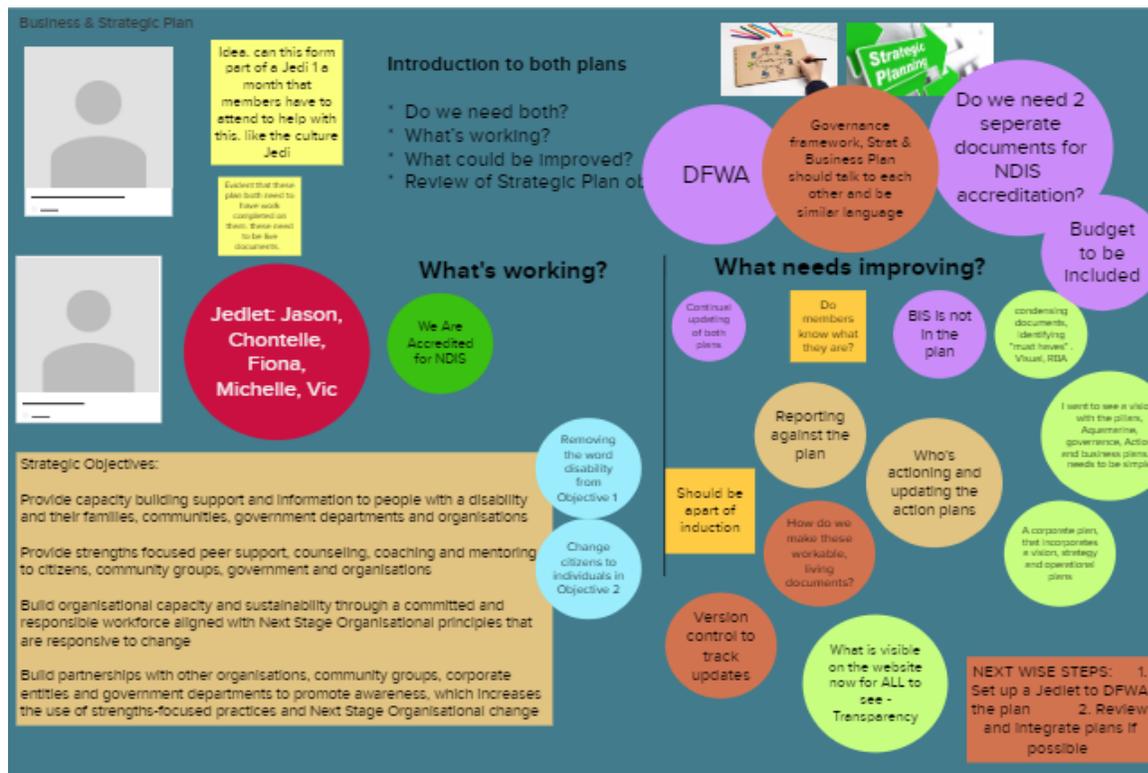


## LUNCH

## STREAM ONE: HQ

### Business & Strategic Plan

Michelle and Vic hosted this session of the gathering to introduce both the Business and Strategic plans and view what is working, what needs improving and develop next steps for the updating of both plans.



Members fed back that many were unaware of both documents and there was a definite need to update and revise both documents with input from all members.

The following wisdom was offered from the group:

- Evident that these plans both need to have work completed on them. These need to be live documents.
- The documents should be a part of induction
- Governance framework, Strat & Business Plan should talk to each other and be similar language - Budget to be included
- The questions was asked if we needed 2 documents for NDIS registration or could they be combined
- It was noted that BiS wasn't noted in the plans
- Who's actioning and updating the action plans?
- (How are we) Reporting against the plan
- How do we make these workable, living documents?
- What is visible on the website now for ALL to see? - Transparency
- I want to see a vision, with the pillars, Aquamarine, governance, Action and business plans. It needs to be simple.

- condensing documents, identifying "must haves" . Visual, RBA
- (Should we look at) A corporate plan, that incorporates a vision, strategy and operational plans
- Continual updating of both plans
- (Use) DFWA to revise

### **NEXT WISE STEPS:**

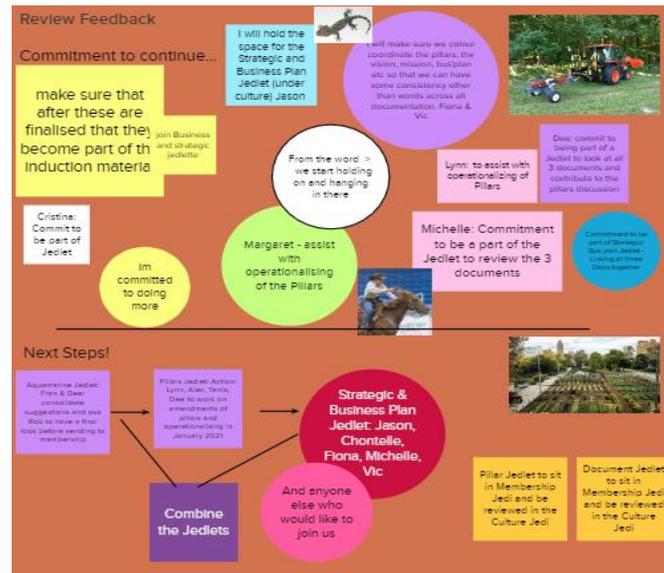
1. Set up a Jedlet to DFWA the plan
2. Review and integrate plans if possible

The current strategic objectives (below) were reviewed”

1. Provide capacity building support and information to people with a disability and their families, communities, government departments and organisations
2. Provide strengths focused peer support, counseling, coaching and mentoring to citizens, community groups, government and organisations
3. Build organisational capacity and sustainability through a committed and responsible workforce aligned with Next Stage Organisational principles that are responsive to change
4. Build partnerships with other organisations, community groups, corporate entities and government departments to promote awareness, which increases the use of strengths-focused practices and Next Stage Organisational change

The following updates to the objectives were suggested:

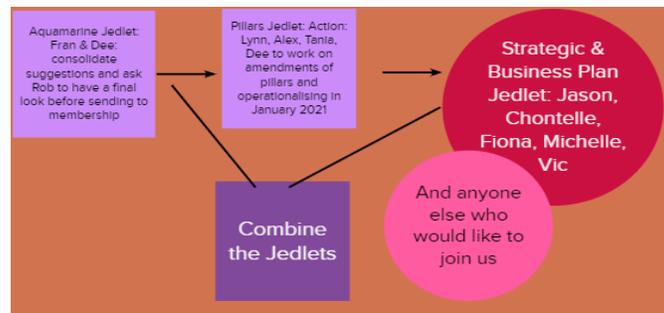
1. Removing the word disability from Objective 1
2. Change citizens to individuals in Objective 2



The following commitments were made during the session:

- I will hold the space for the Strategic and Business Plan Jedlet (under culture) Jason
- Michelle: Commitment to be a part of the Jedlet to review the 3 documents
- Margaret - assist with operationalising of the Pillars
- Lynn: to assist with operationalizing of Pillars
- Cristina: Commit to be part of Jedlet
- Dee: commit to being part of a Jedlet to look at all 3 documents and contribute to the pillars discussion
- I will make sure we colour coordinate the pillars, the vision, mission, bus'plan etc so that we can have some consistency other than words across all documentation. Fiona & Vic

Three Jedlets emerged (Aquamarine, Pillars & Strategic & Business Plan) before it was suggested that the Jedlets be combined

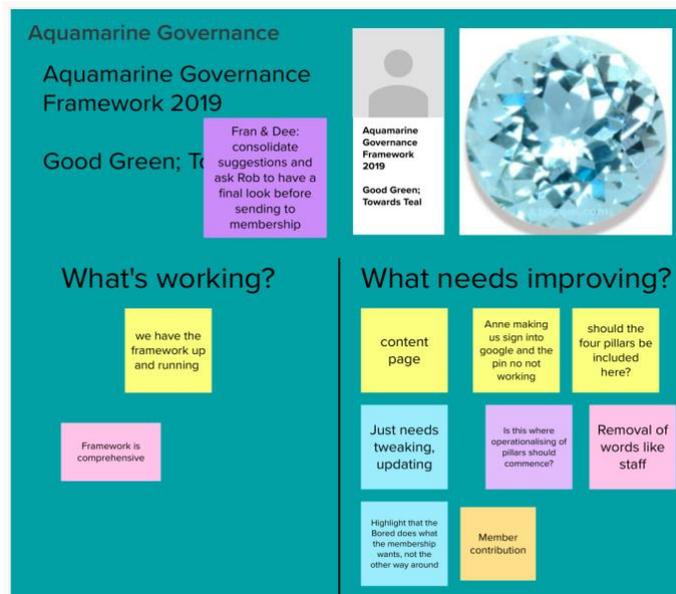


## STREAM TWO: DANGER ZONE

# Aquamarine Governance Framework Review

Fran and Dee hosted a discussion on Jeder's Aquamarine Governance Framework where members discussed what's working and what needs improving, as follows:

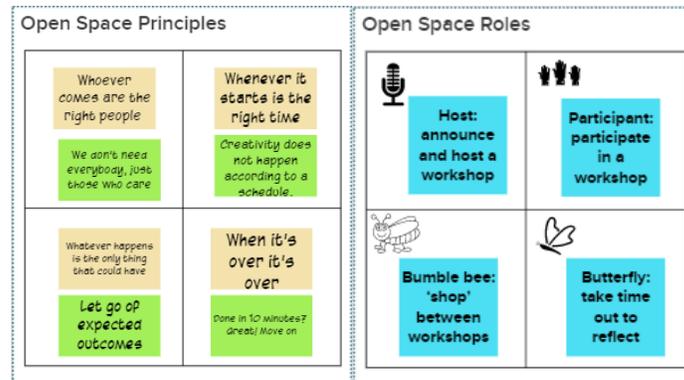
- What's working:
  - We have the framework up and running
  - Framework is comprehensive
- What needs improving:
  - Content page
  - (Anne said): "making us sign into google and the pin not working"
  - Should the 4 pillars be included here?
  - Just needs tweaking/updating
  - Is this where operationalising of the pillars should commence?
  - Removal of words like staff
  - Highlight that the Bored does what the membership wants, not the other way around
  - Member contribution
- Action:
  - A Jedlet will be formed for all strategic and business plan documents to be reviewed - hosted by Jason through the Membership Jedi (see strategic and business plan actions)



## ARVO BREAK

### STREAM ONE: HQ

## Open Space with Mark and Michelle



#### Law of Motion (Two Feet)

If you find yourself in a situation or group where you are not contributing or learning, use the Law to move to where you can!

Follow your passion and take responsibility!



Mark hosted a conversation about “what does the Creative Jedi look like to you?”.

People said the Creative Jedi is a place to explore their creative sides, a free-space to share ideas and innovations, and a means to educate people to engage in their artistic space.

As the Creative Jedi grows, participants will get to know each other through collaboration whilst working towards shared goals. Overall the conversation was positive and everyone’s input showed a strong enthusiasm to be involved.

## STREAM TWO: DANGER ZONE

# RAPID DISCUSSION ROUNDS

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)

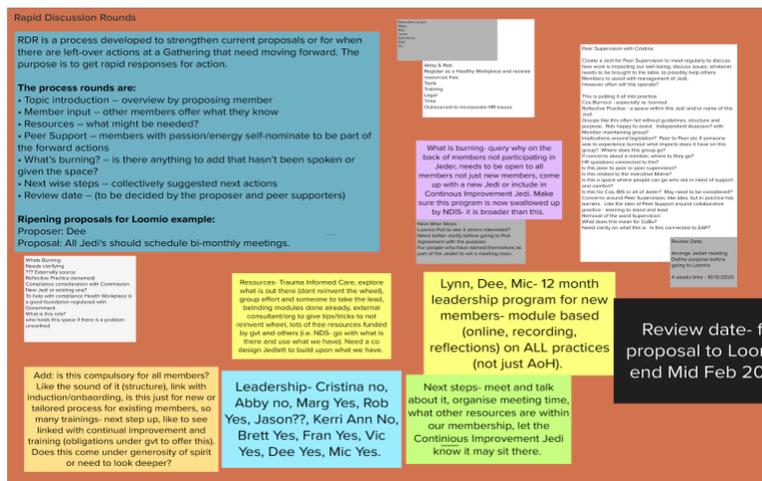
**Ripening proposals for Loomio example:**

Proposer: Dee

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

Two Rapid Discussion Rounds were hosted by Dee with plans emerging from the rounds.

1. Peer Supervision with Cristina: next steps
  - a. Define purpose
  - b. Organise first Jedlet meeting
  - c. Review 10/12/2020
2. 12 month leadership program with Dee, Mic, Lynn: next steps:
  - a. Develop module based programme
  - b. Develop proposal for Loomio
  - c. Review end/mid Feb 2021



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**Ripening proposals for Loomio example:**

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

**Peer Supervision with Cristina**

Create a regular Peer Supervision to meet regularly to discuss how well it is tracking and what changes should be made. Whether needed to be brought to the table to provide the others. However offer self this opportunity?

**What is burning, query why on the back of members not participating in Jedi, needs to be open for all members not just new members, come up with a new Jedi or include in Continuous Improvement Jedi. Make sure this program is now qualified up by NDIS: it is broader than this.**

**Lynn, Dee, Mic- 12 month leadership program for new members- module based (online, recording, reflections) on ALL practices (not just AoH).**

**Next steps- meet and talk about it, organise meeting time, what other resources are within our membership, let the Continuous Improvement Jedi know it may sit there.**

**Review date- for proposal to Loomio end Mid Feb 2021**

**Leadership- Cristina no, Abby no, Marg Yes, Rob Yes, Jason??, Kerri Ann No, Brett Yes, Fran Yes, Vic Yes, Dee Yes, Mic Yes.**

**Add: is this compulsory for all members? Like the sound of it (structure), link with induction/onboarding. Is this just for new or tailored process for existing members, so many trainings- next step up, like to see linked with continual improvement and training (obligations under got to offer this) Does this come under generosity of spirit or need to look deeper?**

**Resources- Trauma Informed Care, explore what is out there (don't reinvent the wheel), group effort and someone to take the lead, sending modules done already, external consulting for give tips/tricks to not reinvent wheel, lots of free resources funded by govt and others (e.g. NDIS- go with what is there and use what we have). Need a co-design Jedlet to build upon what we have.**

**When Starting**

Needs training  
7/7 Dementia screen  
Resilience Practice (required)  
1/1/2020 - 1/1/2020 with Commission  
New and an existing one?  
To have an experienced Health Workers in a panel membership registered with Government?  
What is this?  
Who needs this space? If there is a problem identified

**Agreement with the purpose**

For people and their related members as part of the order to get in training soon

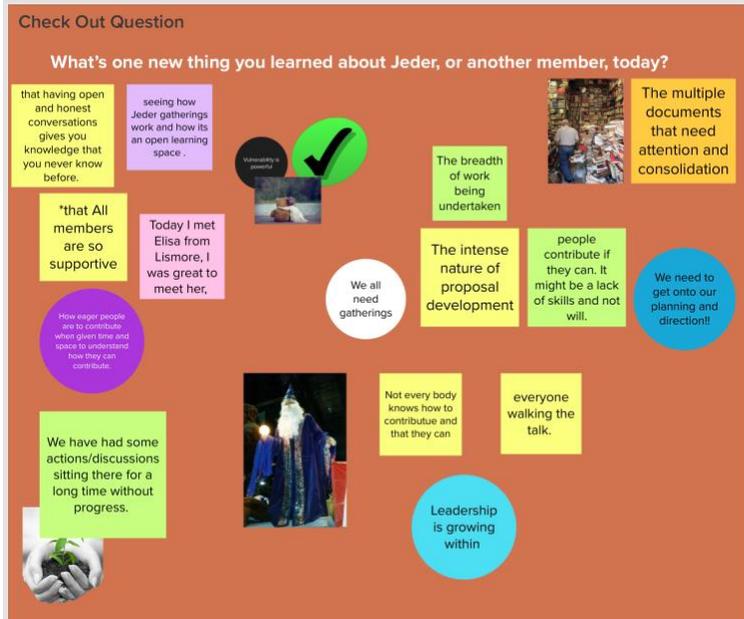
**Review Date**

2 weeks (Jedi meeting)  
Define purpose better  
Group training

4 weeks (10/12/2020)

## Checkout

We checked out asking about one new thing that each member learned about Jeder or another member today...

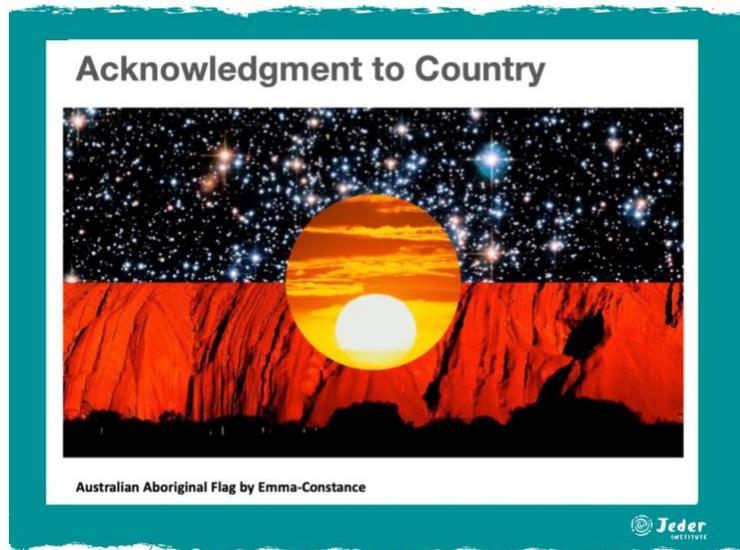
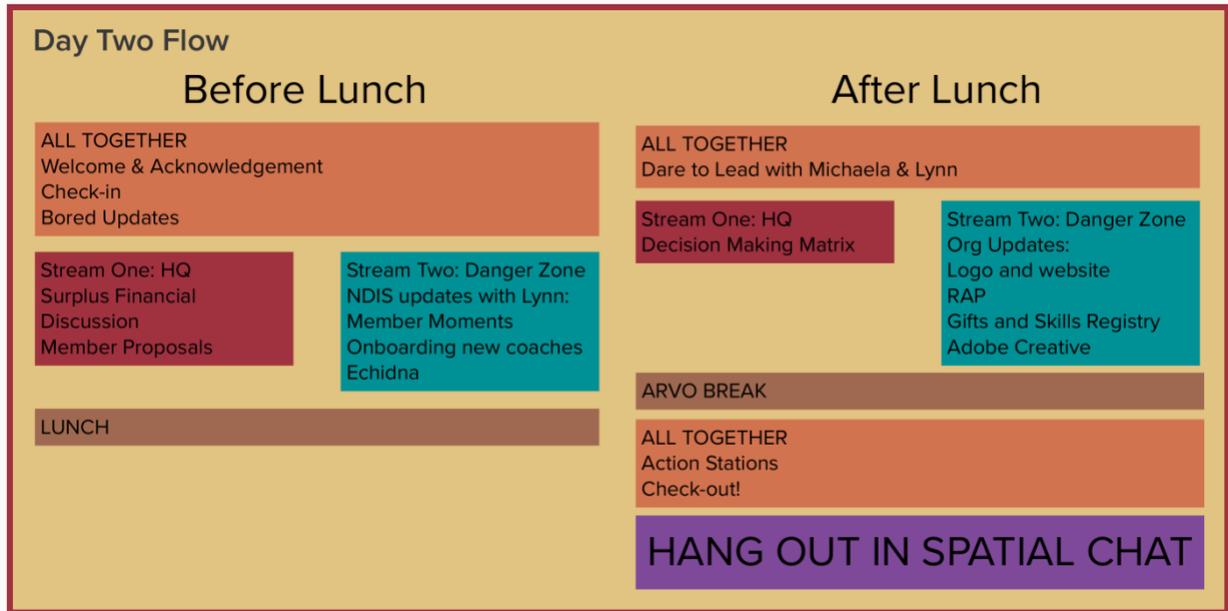


## SPATIAL CHAT

A few of us experimented with the platform, Spatial Chat, which transforms a zoom call to a party! We hung out there for a couple of hours and shared some drinks before calling it a night!

## Day Two Flow

Day Two was more spacious and we were joined by a few other members who could not attend Day One.



## Check-in

We asked people to check-in with what they needed to put aside for the day so they could focus and be present. We also explained that we would be having breaks every 2 hours, for a full hour, so people could make plans to do what was needed during those times.



## Bored Updates

Dee, Jason and Mic updated the membership on the work being done on the structure of the Jedis and the work Lynn and Dee are doing on the Member Invitation Framework.

They also gave an overview and invited a Q&A session about the two, new emerging roles; Eagle Role and the Roving Listeners.

The feedback from the membership was of gratitude and was warmly welcomed to encourage and nurture the growth of the organisation with one members saying, “thank you for creating this Eagle Role; it’s usually something that is already there (e.g. CEO) whether it’s needed or not - I’m glad we’ve grown into this type of role instead!”

## STREAM ONE: HQ

# Surplus Discussion

**Surplus Finances Discussion**

What do we want to do with it?

Suggestions:

**Dee:**  
\$100.00 each member for "voting"  
Internal crowd-funding  
<https://cobudget.co/#/>

**Jason:**  
30% external scholarship fund  
30% charity individual/community fund  
30% internal conference attendance support  
How do people access that?  
How do they contribute?

**Action:** take ideas back to Dollars Jedi

**Question:** How do we move beyond charity to capacity building?

**Ideas?**

- ACNC (Australian Charities and Not-for-profits Commission)
- Champion Funds - Street Theresa - Chantelle and Together Home
- Link with TAFE/Uni and speak with those areas.
- Use D4WA Template for proposals and rapid discussion rounds.
- Scholarship for members as well
- Under 25 Aboriginal Male with a disability
- Investing - i.e. property or funds to build more funds.
- How do we demonstrate outcomes?
- Contribute toward Reconciliation Initiatives - people willing to share Old Ways, doing healing/ smoking ceremonies; protecting sacred sites - I have met several amazing elders already doing this work; they are also taking Original people with psychosocial disability out to country for healing using Old Ways
- SIL investments - or SDA??
- BECAUSE MOVEMENT - community healing through art - Initiated by an artist in Glebe who has her own art studio and art gallery - she is also a very successful psychotherapist

**Opportunities?**

- Partner with a Community Foundation (i.e. FRBR)
- The Jeder Community Award - a local school?
- Partnering with Local Aboriginal Councils
- Social Impact Bonds - link in with this?
- Forresters Finance: <https://foresters.org.au>

Dee and Michaela hosted the surplus financial conversation and there were many great ideas that emerged, including opportunities for partnerships.

The suggestion was to take the ideas to the Dollars Jedi and share the outcomes from the discussion including the powerful questions which were offered by participating members.

## STREAM TWO: DANGER ZONE

### NDIS Updates

#### NDIS UPDATES

1. Member Moments
2. Onboarding new coaches
3. Echidna
4. Participant Survey
5. Other?

will member Moments be moved over to Peer to Peer and not coaches Lead, then i think this needs to be governed by person a person that oversees this



**Member Moments DRAFT**  
Google Drive is a free way to keep your files backed up and easy to reach from any phone, tablet, or computer. Start with 15GB of Google storage - free.



**Identifying & Onboarding New Coaches DRAFT**  
Create a new document and edit with others at the same time -- from your computer, phone or tablet. Get stuff done with or without an internet connection. Use Docs to edit Word files. Free from Google.



**Jeder - Participant Survey**  
This survey is to ask you and your family or supports about the service you are receiving from the Jeder Institute. Your responses will remain anonymous. However if you choose to be contacted by us or would prefer to talk in person or on the phone there is an opportunity to leave your details ...

#### Member Moments:

Overview provided of the concept behind this being established. Currently being trialed on a quarterly basis with member coaches. Consideration will be given to peer to peer meetings monthly following the trial period.

#### New Coaches:

Currently a Coaches Handbook is being completed for use when identifying/inviting members to step into the Coaching role. This will also outline activities to be undertaken as a Coach so members are able to truly understand what the role entails.

#### Echidna:

Update on how the transition to Echidna has occurred. New items introduced, eg on-line Service Agreements, utilisation of Echidna as HR Database.

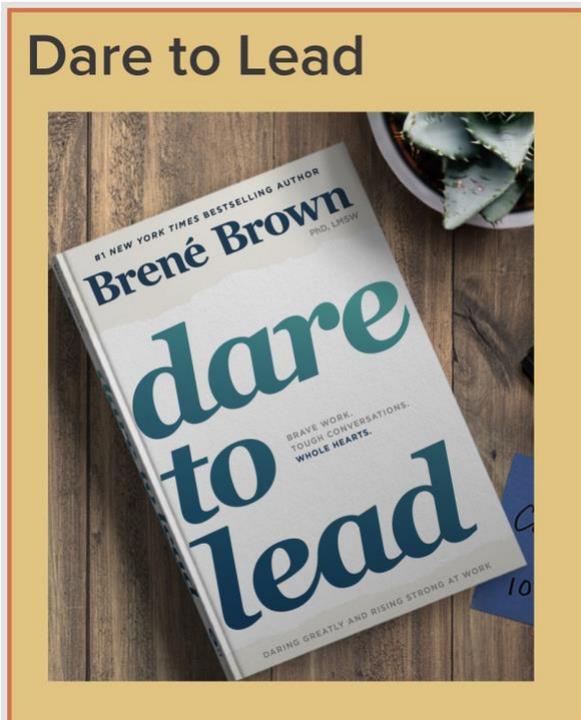
#### Participant Survey:

Update on requirement for survey and the staged approach being used to gather responses.

## LUNCH

### ALL TOGETHER NOW

### Dare to Lead



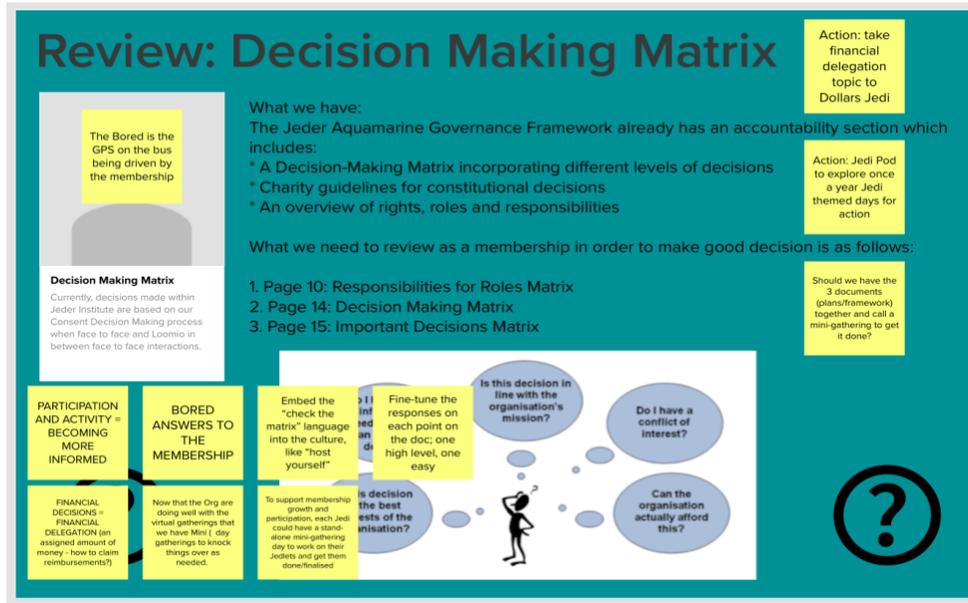
Presentation of Dare to Lead concepts, activities and approaches provided by Michaela and Lynn to Gathering.

Michaela and Lynn are keen to undertake further study (train the trainer) to incorporate more concepts into Jeder, if appropriate. Possible opportunity for workshops in the future.

Other members have shown interest in joining this initiative.

## STREAM ONE: HQ

# Decision Making Matrix Session



**Review: Decision Making Matrix**

**The Bored is the GPS on the bus being driven by the membership**

**Decision Making Matrix**  
Currently, decisions made within Jeder Institute are based on our Consent Decision Making process when face to face and Loomio in between face to face interactions.

**What we have:**  
The Jeder Aquamarine Governance Framework already has an accountability section which includes:

- \* A Decision-Making Matrix incorporating different levels of decisions
- \* Charity guidelines for constitutional decisions
- \* An overview of rights, roles and responsibilities

**What we need to review as a membership in order to make good decision is as follows:**

1. Page 10: Responsibilities for Roles Matrix
2. Page 14: Decision Making Matrix
3. Page 15: Important Decisions Matrix

**Action: take financial delegation topic to Dollars Jedi**

**Action: Jedi Pod to explore once a year Jedi themed days for action**

**Should we have the 3 documents (plans/framework) together and call a mini-gathering to get it done?**

**PARTICIPATION AND ACTIVITY = BECOMING MORE INFORMED**

**FINANCIAL DECISIONS = FINANCIAL DELEGATION (an assigned amount of money - how to claim reimbursements?)**

**BORED ANSWERS TO THE MEMBERSHIP**

Now that the Org are doing well with the virtual gatherings that we have Mini 1 day gatherings to knock things over as needed.

Embed the "check the matrix" language into the culture, like "host yourself"

To support membership growth and participation, each Jedi could have a stand-alone mini-gathering day to work on their Jedris and get them done/rolled.

Fine-tune the responses on each point on the doc; one high level, one easy

Is this decision in line with the organisation's mission?

Do I have a conflict of interest?

Can the organisation actually afford this?

Is this decision the best interests of the organisation?

**?**

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Ideas on Post it notes:

- Participation and activity = becoming more informed
- Bored answers to the membership
- Embed the “check the matrix” language into the culture, like “host yourself”
- Fine tune the responses on each point on the doc; one high level, one easy
- Financial decisions = financial delegation (an assigned amount of money – how to claim reimbursements?)
- Now that the org is doing well with the virtual gatherings that we have mini (day gatherings to knock things over as needed)
- To support membership, growth and participation each Jedi could have a stand-alone mini gathering day to work on their Jediets and get them done/finalised.

Action/consideration points:

- Take financial delegation topic to Dollars Jedi
- Jedi Pod to explore once a year Jedi themed day for action
- Should we have the 3 documents (plans/framework) together and call a mini gathering to get it done

## **STREAM TWO: DANGER ZONE**

### **Organisational Updates**

Michelle hosted this session to share some updates with members. During our time together we touched on the following.

1. Logo and website - New logo and Website refresh - We encouraged members to highlight anything on the website that needs updating if they notice it
2. Adobe Creative - Jason provided an update on the purchase of Adobe Creative
3. RAP - Michelle shared a draft of the RAP plan that will be finalised early 2021. Shared the progress including the Cultural Awareness Training that Jodi Sampson hosted for the org. There was conversation about running a Deadly ABCD session for members and the delivery of the RAP at the next gathering
4. Gifts and Skills Registry - Michelle shared the progress on the members registry and encouraged members to share their skills. The data will be used to build profiles of our members and share our gifts with others.

There was a conversation about sharing the information for the registry and how to make it more accessible and searchable for members. Michelle agreed to send out to members again asking members to be more specific about their gifts. For members who don't complete the registry there was the suggestion to call members and help them work through it.

### Org Updates

1. Logo and website
2. Adobe Creative
3. RAP
4. Gifts and Skills Registry

**DEADLY ABCD**

Organisational delivery of DEADLY ABCD and RAP at a gathering.

Cultural Awareness training

RAP JEDI should be a must for attending once per 12 months minimum



**Reconciliation Action Plan (RAP) DRAFT**

Create a new document and edit with others at the same time -- from your computer, phone or tablet. Get stuff done with or without an internet connection. Use Docs to edit Word files. Free from Google.



**Gifts & Skills Registry Results**

Create a new spreadsheet and edit with others at the same time -- from your computer, phone or tablet. Get stuff done with or without an internet connection. Use Sheets to edit Excel files. Free from Google.

Adobe- cost of 1 licence is \$544.30 (Chris IT has been asked for a comparative quote/price). Bored meeting on Thursday we will consider the purchasing of 1 licence. Question: who then has access to that licence and if everyone wants to use it how do we do this?



**Reconciliation Action Plans Reconciliation Australia**

A Reconciliation Action Plan (RAP) provides organisations with a structured approach to advance reconciliation. There are four types of RAP that an organisation can develop: Reflect, Innovate, Stretch, Elevate. Each type of RAP is designed to suit an organisation at different stages of their ...

Can we connect the RAP with the Creative Jedi?



**Google Forms - create and analyze surveys, for free.**

Create a new survey on your own or with others at the same time. Choose from a variety of survey types and analyze results in Google Forms. Free from Google.



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Gifts & Skills - ask people to get more specific and less general

Make the form more accessible and searchable

Talk to members that find it easier to talk about their gifts rather than write about them

## ARVO BREAK



## Check-out

The team celebrated a final checkout with responding to the question, “what’s a commitment you will be taking with you?” where they shared their feelings, thoughts and actions from action stations and had further thoughts about who to connect with moving forward.

CHECK-OUT QUESTION

Check-out Question: what's a commitment you will be taking with you?

- To be open to listening more to get the other side of the story.
- to continue learning and being open to new ideas and ways .
- Looking at What Groups i can join to contribute Jeder More - Linda
- To never swim in the ocean
- Re connect with Jedis and not just participants.
- Reflect more about the pillars in my day -to-day practice ( Abby)
- To continue to streamline and simplify the documents
- To make people smile
- To finalise work that has been commenced and not get completed
- To balance self care, work and connection
- Watch where the Pillars can show up in my work and life.
- To organise my time better and be more involved

## Join the Loo Queue and Contribute to the conversation



Conflict of Interest Conversation.

What does conflict of interest mean to you?  
Check out the Disobedience link below.

↓

Disobedience is a form of resistance. It is a way of saying 'no' to authority. It is a way of saying 'I will not be controlled by you.' It is a way of saying 'I will not be silenced by you.' It is a way of saying 'I will not be oppressed by you.'

Graffiti Wall

Small text: "Smile. You're doing it right."

Small text: "Don't beam me up Scotty. I'm having a SH."

Handwritten: "Grow from within!"

Handwritten: "GROW YOUR GARDEN BUTT IS BIG"

Handwritten: "What an awesome mob we are"