

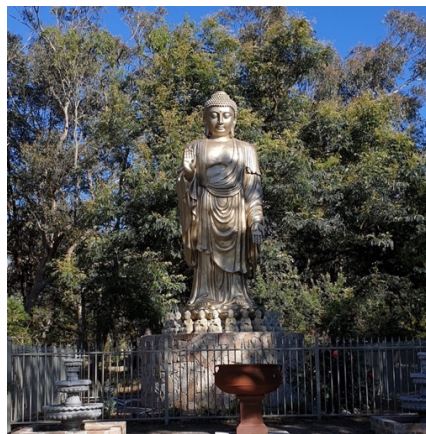
## Jeder Gathering 14-15 November 2019 Karuna Sanctuary, Katoomba

### Story Harvesting, Visioning for the Future and Strategic Planning

Hosting Team: Michaela, Jason, Meredith, Margaret, Yvonne

Joiners: Michaela, Rachael, Michelle, Jason, Rosemary, Lisa, Margaret, Meredith, Yvonne, Cecily, Chontelle, Lynn, Daniel, Bruce, Brett, Aleks, Mile, Bernie, Lottie, Jessica, Chris, Mark, Fran (Day 2: some people left early)

*We gathered on the lands of the Gundungurra and Darug people of the Eora Nation.*



## Day 1

### Welcome!

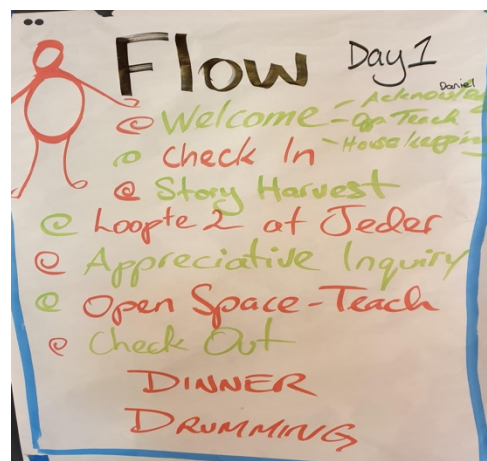
Over the course of 2 days, 19 Jeder members gathered at the Karuna Sanctuary in Katoomba to participate in their annual Gathering. It was a time of imminent bushfire threat and tensions, emotions, generosity and care was high! People were worried about their families at home and also wanted to be present. One member also self-nominated to be the “fire app” checker every 2 hours to ensure we were all up to date with emergency information.

### Acknowledgement of Country

Daniel Bachi provided us with a beautiful Acknowledgement of Country.

### Flow

Welcome to country  
Check In Question  
Story Harvesting  
Loopte 2 of Jeder  
Appreciative Inquiry  
Open Space Teach  
Check Out  
Dinner and Drumming!



### Check In

#### Question: What Sparked your Passion to enter Jeder?

- Early Childhood influence of strengthen together rather than alone.
- Passion came from my Mum.
- I Like to help people grow.
- Dee sparked my passion and I wanted to be like her as I liked the way she operated.
- Annoyed with the Gov Disability Sector and got a call from Michaela that set the light shining. Being pissed off with hierarchy.
- Like the philosophy & how people are treated equally.
- Looking for passion. It changed my life!

2

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- Michaela was the driving force that sparked my passion to join.
- It was by accident and through my Dad.
- It's made a big impact on my life and opened doors.

- Access and rights and looking for new possibilities
- Thinking it was Star Wars.
- We are really good at what we do.
- Diverse range of people, next stage of service delivery, direct conscious support.
- Working with people that share common values and understanding and working collaboratively

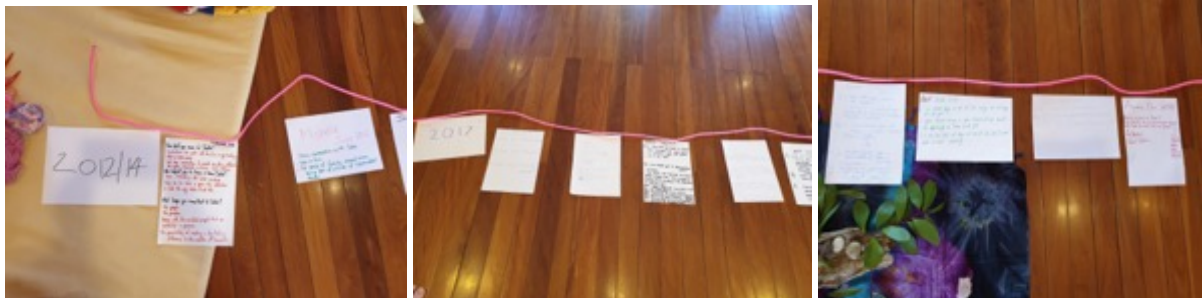


## Story Harvesting

As we had so many members we thought it would be easier for each member to respond to 3 questions...

1. How did you come into Jeder?
2. What kept you committed to Jeder?
3. Who helped you to learn and know Jeder?

We created a visual Timeline based on the beginning of Jeder at 2012/2014 – 2019 and we all stood on the timeline at the point in time where we joined!



### 2012 Michaela Kennedy (& Dee Brooks)

1. Invitation to work with families & organisations teaching PCP & NDIS prep. Met Dee- connection to create something different, strengths, equality, inclusion, choice & control.
2. Dee, Michelle & all Jeder members help me to learn & grow, the Collective & what the organisation looks & feels like.
3. The people, the purpose, being with like minded people that are connected in passion. The possibility of making a big f\*\*king difference to the evolution of humanity.

### 2013 February - Rachael Eyles

### 2015 July - Michelle Dunscombe

1. Through connection with Dee
2. Dee & Michaela
3. The sense of family, shared vision, being part of a tribe of like-minded people.

**2016** February - Jason Emmins

**2017** February - Rosemary Lipman

1. Rhys, Cerebral Palsy and Deaf.
2. Michaela
3. Flexibility & openness

March - Lisa Zulfiqar

1. Via my sister-in-law. Michaela held a course in Inverell & I was helping my niece who has a disability in a Cos role before Cos. The SIL house told me to ring Michaela so I did.
2. Michaela, training & workshops & being involved in discussions
3. Mind set of all at Jeder, diversity, knowledge, sharing, friendships, hours around family, lifestyle.

May - Margaret Henville

1. I saw information around workshops Michaela was conducting & thought 'this is an organisation that puts people before money' this resonated with me so I contacted Mic & started soon after.
2. Michaela & Lisa together with all the other Jederites
3. People who truly care, the free sharing and the flexibility around working

July - Meredith Baylis

1. Through Michaela and the pre NDIS rollout in Northern NSW. She asked me to join Jeder.
2. My coach was Rachael but found great support through Michaela & Jason and flying blind, jumping in the deep end and having a go
3. No hierarchy & our 4 Pillars, Flexibility and support from members, autonomy, self-directing, making a difference, feeling a part of a tribe & collective, ability to do innovative work.

Yvonne Matsas

1. Serendipity in a café.
2. Michaela & Jeder team
3. So much to learn, generosity of spirit, still a lot to do, out of the box thinking, calmness.

## Cecily Spradbrow

1. Out of a place of personal darkness- burn out! By invitation from Michaela, a leap of trust - both ways.
2. Michaela & Lisa have been most influential. Also, through Cos meetings & Jeder Gatherings. Still learning.
3. Gatherings are really important where there is time and space shared with like-minded people. Commitment to people (PCP), some common threads to a previous group from my youth allows a regeneration of faith in human beings

## Chontelle Jannese

1. Knew Michaela & Dee from Port training and wanted to do more for people, be more flexible and responsive. Only had 1-3 clients while finishing with ADHC/TBS & camel sabbatical
2. Mic, Jason, Rach, Dee, team at gathering 2018
3. Flexibility, support of a team, shared values & passionate team who believe in people & social justice for all



## 2018 June - Lynn Lennon

1. Sitting in on ABCD, AoH, PCP workshop listening to Dee & Mic around how Jeder operated resonated with me. Looking for change where I could be instrumental in being a part of an organisation where a voice was heard and thoughts considered.
2. Mic and Dee, Raye and Jason
3. Being different, flexibility, working with like-minded people, making a difference.

## September - Daniel Bachi

1. Rosemary
2. Rosemary
3. Fire sparked, knowledge & resources

6

Bruce Morgan

1. NDIS workshop presented by Michaela on the south coast.
2. Rosie
3. Passion, equal, different approach to clients, team, support growth with each other.

Brett Pischke

1. Was not happy in my old job, looking for a change, seen the light!
2. Lynn provided Training in Jeder Principals, provided an opportunity to move to the light
3. I like the idea of being Self Directed, do what i want, when i want = flexibility.

Aleks Jovanovic

1. Michaela
2. Michaela, Jason, Dee, Jederitres, admin & policies.
3. The people, freedom & responsive.

Bernie Melder

1. I came to Jeder through Rachael Eyles
2. Rachael initially, this was minimal and I struggled, I was moved to Lynn and I have learned a lot more, but still have a lot more to learning to do
3. The four pillars, the support, no hierarchy, the ability to be able to work outside of the box with our participants and the stakeholders, flexibility

**2019** May - Charlotte Saunders

1. Inspired by Dee, my brother & family members who help people to grow and thrive. Tried for years working for providers & then myself - this was lonely & I had minimal support & connection. Dee asked me to join Jeder.
2. Dee, Raye, Michaela & Jason
3. Connection, community, culture, ongoing passion to be my best self and help others to grow and thrive

July - Jessica Kuisma

1. Through my Mum
2. Michaela & my Mum
3. Making a difference to participants lives and actively in organisational structures. Breaking the status quo

## October - Chris Orton

1. Became aware of Jeder after working with a CoS. Very excited about the opportunity to do the work I am passionate about. Bernie put my name forward
2. Lynn, Brett & Bernie. Still very early in the process
3. A passion to deliver person centred approach capacity building supports

## Mark Cauvin

1. Met Michaela as a Support Co-Ordinator
2. Michaela, Dee & Meredith
3. Great people, innovation, Jeder is fluid, I want to combine my artistic practice & experience into forming, flexibility

## Fransisco de Paula

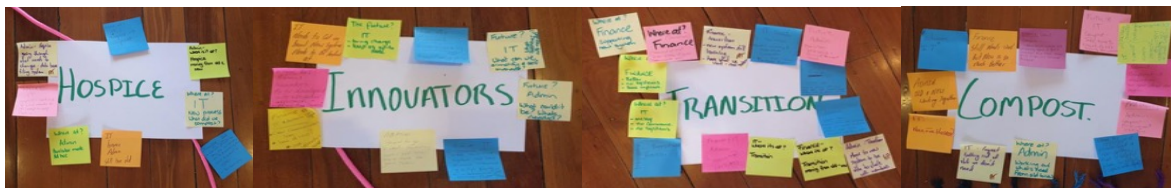
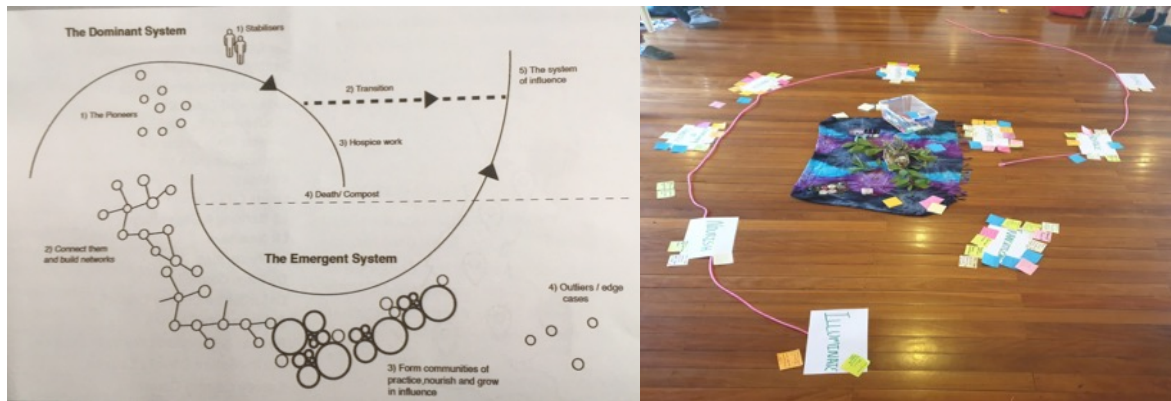




## 2 Loops

The group walked through the elements of the 2 loops and had discussions about where people thought we were up to, as an organisation in the following areas:

- Finance/Admin/IT
- Governance/Compliance
- Jedi's - Risk/Culture/Dollars



As we left we considered the Buddhist Prayer Wheel at the entrance to the hall – May all who see and think of this Medicine Buddha Prayer wheel be healed and protected, may all obstacles be averted, may all auspicious conditions and aspirations be fulfilled.

## Appreciative Inquiry

- Q. What inner conflict/barriers “death’ or turning point did you need to overcome?
- Q. What did you gain or Learn by overcoming the barriers?
- Q. What possibility do you share for the future of Jeder?

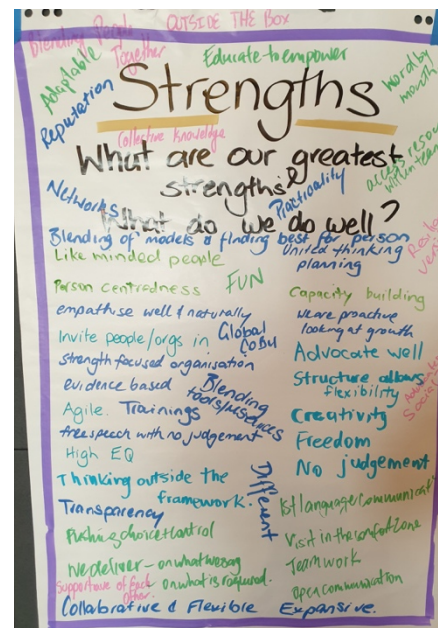
This session didn’t work as we had planned so thanks to Michelle we re-convened and used **SOAR** to gather the information we needed.



## Strengths:

### What are our greatest Strengths? What do we do well?

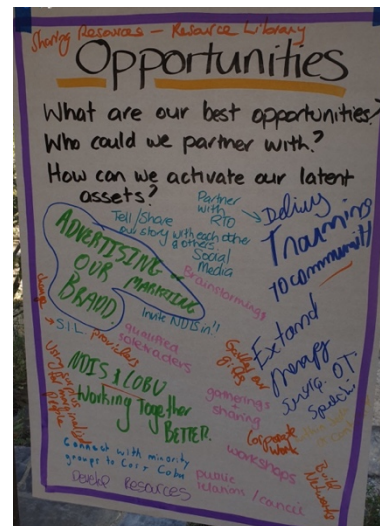
- Reputation/Word of Mouth, \*We deliver on what we say and do.
- Adaptable, \*Freedom, \*Resilient/versatile
- Networks, \*Invite People/Orgs in
- Educate to Empower, \*Advocate well, \*Structure allows flexibility
- Blending tools/resources, \* Trainings
- Outside the box, \*Creativity
- Access resources within Team, \*Supportive of each other, \*Great Teamwork
- Person Centredness, \*Pushing choice and Control
- Fun, Agile, \*High EQ, \*Expansive, \*Practicality
- Empathise well and naturally, \*Free speech with no judgement
- Collaborative and flexible, \*United thinking/planning



## Opportunities:

### What are our best Opportunities? Who could we partner with? How can we activate our latent Talents?

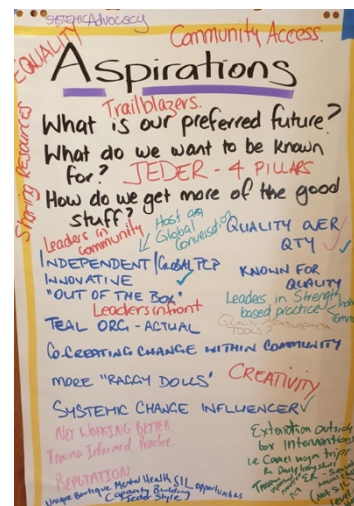
- Develop resources, \*Sharing resources,
- Advertising our brand/Marketing
- Tell/share our story with each other and others, \*Build networks
- Partner with RTO, \*Workshops, \*Deliver training to community
- Extend to include Allied Health Services, \*Invite NDIS in, \*SIL
- NDIS & CoBu- working together better
- Gather our gifts, \*Brainstorming, \*Change
- Corporate work, \*Public relations/council
- Qualified Sole traders
- Using surplus for marginalised people, \*Connect with minority groups to CoS & CoBu.



## Aspirations:

### What is our preferred future? What do we want to be known for? How do we get more of the good stuff?

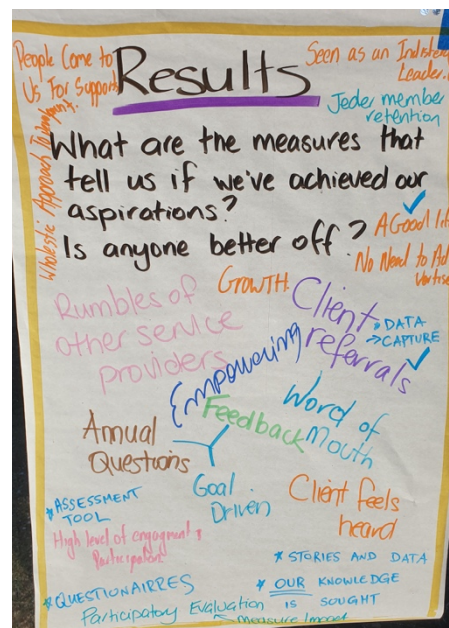
- Equality, \*Co- creating change within community
- Community Access, \*Systemic Change influencer, \*Networking better
- Trail Blazers, \*Reputation, \*Creativity, \*Teal Org- Actual
- Sharing resources, \*Independent/Global PCP- Host a global conversation
- Leaders in Community, \*Leaders in front, \*Leaders in Strengths based practices
- We want to be known for our 4 pillars, \*Known for quality, \*Quality over quantity
- Trauma informed Brochure, \*Innovative, \*Out of the box, \*Quality measurement tools
- Extension outside box interventions- Camel trips, daily living skills, sexuality, social skills (NOT SIL)
- Unique boutique Mental Health SIL Opportunities, \*Capacity Building Jeder Style



## Results:

### What are the measures that tell us if we've achieved our aspirations? Is anyone better off?

- People come to us for support, \*Client feels heard and supported
- Wholistic approach to support, \*Empowering
- See as Industry leader, \*Word of mouth, \*Stories and Data
- Jeder Member retention, \*Our Knowledge is sought
- Rumbles of other Service providers
- Data Capture, \*Client Referrals, \*A good life, \*No need to advertise, \*Growth
- Annual questions- Goal driven- Feedback
- High level of engagement and participation
- Participatory evaluation- measure impact.



## Open Space

The goal of an Open Space Technology meeting is to create time and space for people to engage deeply and creatively around issues of concern to them. The agenda is set by people with the power and desire to see it through.

The Open Space Process was explained to new members, including the principles, the roles and the law of motion. The Open Space market place was opened and an invitation was issued to members to host a conversation around a topic/question that matters.

## Principles

- Whoever comes are the right people
- Whenever it starts it's the right time
- Whatever happens is the only thing that could have
- When it's over it's over

## 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 **Passions** and take personal **Responsibility**.

## Roles

- Host: announce and host a workshop
- Participate: participate in a workshop
- Bumblebee: “Shop” between the workshops
- Butterfly: take time out to reflect



## Check Out Question; What do you or We (Jeder) need to move forward?

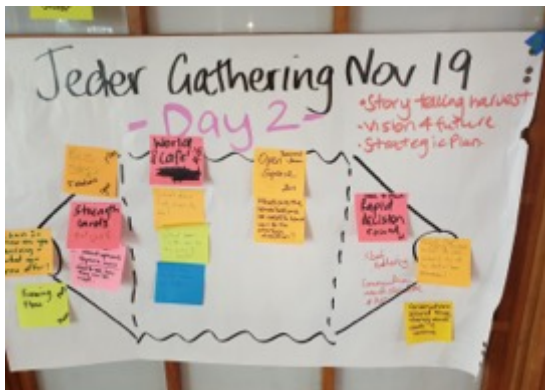
- United Jeder Collective- all on the same page, \*Get ducks in a row,
- More conversations, \*Reflections on today, \*Believe in yourself,
- Meeting people out in the wild
- Reflection and sharing, \*Marketing tool to get the good stuff out there
- Member buy in - members need to walk the walk,
- Can we do more with merging with minority groups?
- Facilitating events, \*Picking up gems to move forward
- Shit sorted, more members needed before we scream,
- Macro conversations, \*In house training- back to basics, \*Time Management
- Resources to be more accessible for the Deaf



## Day 2

The day started off with no water for showers but we pushed through together to have an energetic and productive day! 😞

The Hosting Team (Jason, Michaela, Meredith, Margaret, Yvonne) are checking in tired, excited, a little worse for wear after too many late nights and partying, yet looking forward to what Day 2 will bring and still monitoring the fire situation at Katoomba closely and also our families, colleagues, clients, participants and loved ones regarding any fires that might be near them.



## Flow

- Check in
- Strengths cards
- World Café
- Open Space
- Rapid Decision Making
- Check out

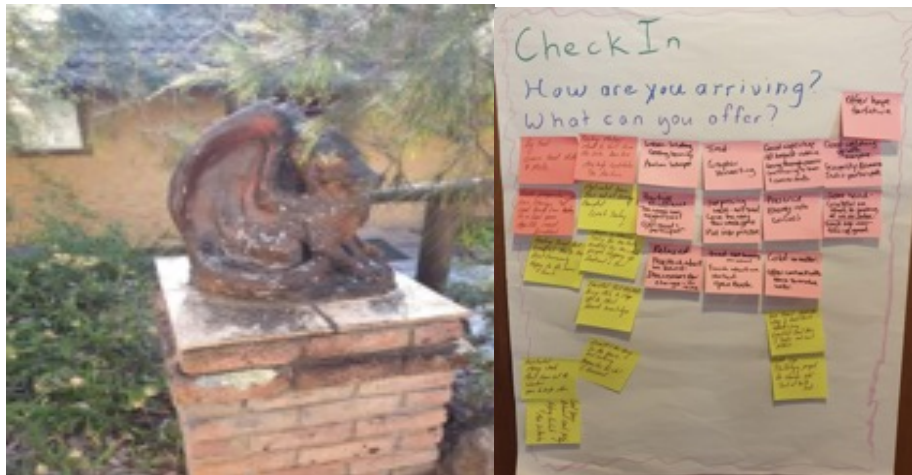
## Acknowledgement of Country

Offered by Daniel Bachi.



## Check In

Question- How are you arriving and what can you offer?



## Bus Stop: Strengths Cards

- Looking at the different ways we all use them
- Link to Innovative Resources - [www.innovativeresources.org](http://www.innovativeresources.org)



## Bus Stop Feedback

Loved learning about all the different cards it provided me with new ideas and ways of working with people, great for some self- exploration, try the cards with yourself if unsure, I would have loved to have been able to explore other tables and how others use their cards as there are so many different ways to use all these cards.

## World Café

World Café is a great way of fostering interaction and dialogue with both large and small groups. It is particularly effective in surfacing the collective wisdom of large groups of diverse people. The café format is very flexible and adapts to many different purposes— information sharing, relationship building, deep reflection exploration and action planning. When planning a café, make sure to leave ample time for both moving through the rounds

The Hosting Team developed 3 questions for members to respond to at our World Café session, as follows:

### Question 1: What Does Teal Mean to Me?

- Transparency, collective, being valued, energy, co-operation, trust, flexible, responsive, autonomy, leaders, adaptable, involved, illuminators, rare, open communication, trailblazers.
- It's ok to ask questions
- Think out of the box
- Working together
- Momentum →
- Sparks curiosity
- Responsible for myself and others
- Movers and shakers
- Anticipation oriented
- Being accepted and respected for our differences
- Leaders in our field
- Unique, creative, connection, possibility, collaborative, reflective, commitment, equality, fun, being heard, shared values, shakeup, innovative, fairness, 'curly'
- Equal participation
- Exceptional and rare stage
- The Dream
- Opportunity – together, decisions, purpose and purposes, actions for all
- Look at other Teal organisations
- Freedom & Trust,
- Not 'Me rather 'Us'
- Trial & error
- Living structure
- Ongoing reviews
- Bringing people together
- Like minded people
- Need to keep working to achieve,
- The Experiment
- Belonging, equal participation, shared passion, ownership, courage, inclusion, self-determined, Us, innovation, energy, nurture, be prepared and know when to use it, curvy, choice & control, individual & collective, narchy
- Opportunity to review quality Service
- Independence to create & build
- Platform to make work/life balance
- Support to improve income stream





## Question #2: What Does Teal mean to my Work?

- Motivation, caring, contribution, growing space, compromise, loyalty, challenges, positive environment, self inspiration, flexible, sacrifice, work/life balance, risk, perception, peace
- Responsibility – no control – I choose my work
- Support in workplace
- A platform to better deliver; Capacity Building Providing quality care Out of the box opportunities
- Caring → others self Jeder
- Confidence & empowering give to client
- Collective pool of knowledge and skills. COS, BIS and COBU
- The four pillars
- Contribute to decision making
- Out of the box
- Communicating across boundaries
- Not bound by traditional models
- **Generosity of spirit**
- Understanding
- Jedis resources
- Ideas sharing
- Shared workload (what if I don't)
- Self organising, flexibility, staying connected, creative, critical thinker, partnerships, equal,

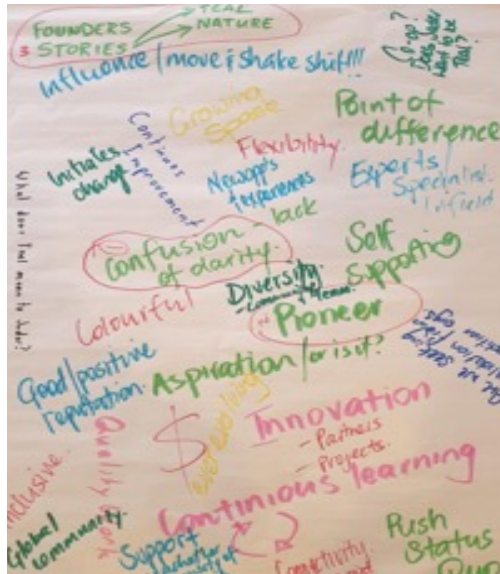


### Question #3: What does Teal mean to Jeder?

- GOAL – to achieve then maintain ‘we are close’
- Why Teal?
- The four Pillars
- The need to build strong foundations to support further growth to TEAL
- Uniqueness – Individuality, Innovators Out of the box, One of a kind,
- Practising & delivering a system → Collective, PCP, partnerships, capacity building, strength based
- Jederites have an equal say, listen actively & contribute to TEAL growth.
- Inclusiveness, self-organising, connections, bringing people together
- Three Founders stories – Teal nature
- Good/positive reputation
- Connectivity – in & out, Push Status Quo, Innovation, Continuous learning, Diversity, growing space, Continuous improvement, Quality work, Initiate change, Pioneer,
- Ever evolving, \$.
- New opportunities & experiences
- Support each other – Generosity of Spirit

- Confusion – lack of clarity - lack
- Partners & projects
- Co-op – does Jeder want to be Teal?
- Global Community, Inclusive, Colourful, Influence- move & shake shit

- Point of difference
- Experts/specialised field
- Aspiration/ or is it?
- A 'We' organisation
- Illumination, Strengths based, light the way organisation, trailblazers,
- Are we seeking validation from traditional organisations?



## World Café - Nug Nuts:

Our overall reflection and summary after these rich discussions were:

- Walking the walk
- Dynamic
- Pioneering/Trail blazing
- Equality
- Extra Money/benefits
- Co-Op/Other levels of membership/collective ownership
- Quality work
- Outside the box (non-traditional)
- Curvy
- Big picture
- Flexibility
- Shared responsibility
- Anarchy (in a good way)
- Making decisions together
- Like Minded people
- Opportunity
- Independence

## Open Space

Wicked Question: What are the conversations that we need to have now for the strategic direction of Jeder?

We asked people to respond to the wicked question with topics or themes that they felt a burning desire to discuss and find some future steps towards. The topics that came up were:

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

## What are the things we can do to prepare to trailblaze or explore the unknown - Aleks

Feedback= Realisation that we are already trailblazers and explorers. As we are exploring it is not a sprint, it is a marathon and we need endurance for it to be sustainable. We need to honour our roots of Jeder, regardless of how exciting our future looks. During exploration, it would be really helpful to have other Teal Orgs to look towards and ask for information/guidance. Looking into the future-Who and what do we now miss and who and what do we now need? Simplifying our P&P and make them accessible and inspirational. We need to get better at making decisions and decision making.



## Getting our house in order - Daniel

Feedback= There were many questions, answers and suggestions raised around P&P, compliance, governance etc and a timeframe, keeping processes simple and accessible for all. How do we receive feedback from Members and the Bored. Full transparency. Full induction and assistance for members coming into and out of Jeder. Innovation Hub. Do we need a physical space for Jeder?



## How to transition Members out of Jeder that are not suitable? (De-Selection) - Lynn

Feedback= It took us a while to get going and we had de-personalise it. We created a fictional member Joe to use as an example. Current issues are that he is committed to Jeder but not connected. Inductions are going well but what do we do after this process if the person isn't right for Jeder. Lynn's proposal for 'Member Moments' fit in beautifully in that gap. We need a creative framework that has some structure. The Olive Branch can work well to facilitate those difficult conversations but a framework with a timeframe is needed for it to be successful and to ensure de-selection is completed. Members need to align with our 4 pillars (our structure) & how Members work within Jeder is creative.



## Consent Decision Making

The Consent Decision Making process, drawn from the Percolab model, invites members to put forward a proposal and get their actions moving efficiently and effectively.

**The Process:** using circle principles

**Proposer:** Brings forward a solution to a need or a challenge or a proposal

**Host:**

- A round of clarifying questions
- A round of reactions

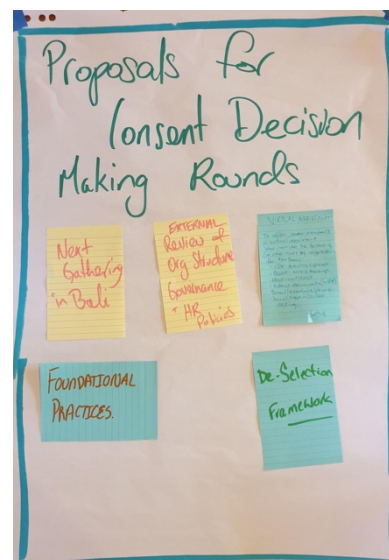
**Proposer:** has the opportunity to change the proposal based on the previous two rounds

**Host:**

- A round of clarifying questions
- A round of reactions
- A round of objections
- **Visual confirmation**

### 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



## External Review of Organisational Structure, Governance and HR Policies- Michaela

Proposal- That we get our org structure, constitution, governance, and HR policies and procedures reviewed by external experts in the field. That means that we hire Lib Makin (Governance) and Michelle Gabour (HR) to host the review Jedi and prepare new documents for approval by the membership.

Do we have the funds 4 it? Timeframe? Is it a one off? Are there any other P&Ps that need doing? Will it be Jederised?

Agreed-Its good enough for now.  
Timeframe- started by Feb 2020

## Virtual Assistant- Lottie

I propose that we offer a Virtual Assistant available to any Jeder Member who needs it. EG: Proda booking, CDS, BSP, Uploading Docs to CDS, Q&S, Proof reading, Social Media assistance, Video/photo editing, and anything else can be negotiated @ \$40 ph.

What are the hours of availability? What level of training do they need? Confidentiality? The VA would be a Full Jeder Member and sign confidentiality docs etc. Does the VA have the Jeder language needed? Will the VA set up an agreement with members? Do we need to commit to a certain number of hours? Quals and Skills? How will he survive financially?

Agreed-Its good enough for now.  
Timeframe- started by Mid December 2013



## De-Selection Framework- Lynn

Proposal- That A De-Selection framework for Jeder be developed.

Is that in response to recent discussions? Is the framework aimed at what's going on 4 them? How long will the process take? 1-3 or 3-6 months. Who makes the final decision for de-selection? It's a collaborative decision but unsure exactly who at this stage. Framework for this? Kerwan Rae (natural de-selection process). How will you ensure the process is strengths based? Will it blend in with Induction, Olive Branch & Member Moments pathway? Who will initiate this process?

Version 2- Inclusion of the word Strengths. That a Strengths based De-Selection framework for Jeder be developed.

Agreed-Its good enough for now.  
Timeframe – January 2020.

## Foundational Practices- Brett

Proposal - That a Back to Basics Gathering be held.

Will it become a Jedi to define what those basics are? Who will host?

It may be on top of our bi-annual gathering. Is Sydney the most accessible place to hold it? It will be a solid 1 day event (walk in at 9am and walk out by 9pm). It will fill gaps in current members learning and form part of the induction process. This would only be based on NDIS processes so asking Dee to facilitate this. It is expected that ALL Members attend. If not then they may need to follow Lynn's proposal. In consultations with Coaches.

Version 2- Zoom as an option instead of Face to face.

Agreed-Its good enough for now.  
Timeframe- started by January 2020



## Next Gathering in May (around 4th May) Bali- Jason

Proposal- That we hold our Next Gathering in May (around 4<sup>th</sup> May) in Bali.

It would be a 2 day gathering. Jeder Admin always pays for accomm as there is a \$5k budget and possibly including food. Where else could it be? May Gathering is usually held in North part of NSW. Why only 2 days? Why Bali? Because it's an awesome place to go. If any events or gatherings aren't held in Sydney attendance is low, how do u propose members to attend? Cost comparison for an Aussie Gathering Vs a Bali Gathering doesn't seem comparable. Can we spread the gathering over more than 2 days if going overseas? Can we have interpreters? Can their costs be covered? Can the cost of airfares be spread across all members attending so it's more equitable? How do we transport all of our equipment that we use at a gathering? Can we consider going for 5 days and fill the days with other things? Can we consider only having 1 gathering next year? Having the Gathering in Bali will there be a missed opportunity to include the public to be included which would also promote Jeder? Are the Northerners willing to give up their gathering for Bali?

**This Proposal will be withdrawn as more work is needed before it is ripe. It will come back before December 2019.**



## Rapid Discussion Rounds (RDR):

RDR is a process developed for when we had left-over actions after a Gathering. These left-over actions were contained in the above proposals for this Gathering.

The purpose is to get rapid responses for action.

The process rounds are:

- Topic introduction – overview by member
- Member input – other members offer what they know
- Resources – what is needed?
- Peer Support – members with passion/energy for the topic self-nominate
- What's burning? – is there anything to add that hasn't been given the space?
- Next wise steps – member suggested next actions
- Review date – (to be decided by the proposer)

## Check Out

**Question: Moving forward, what do you commit to do for Jeder?**



We had a fabulous week and came away with deeper connections throughout the membership and to the organisation. We created a village and came away stronger for it. Thank you to everyone who attended, shared their stories and offered their knowledge and wisdom. Safe travels!

10

# JEDER *Institute*

