

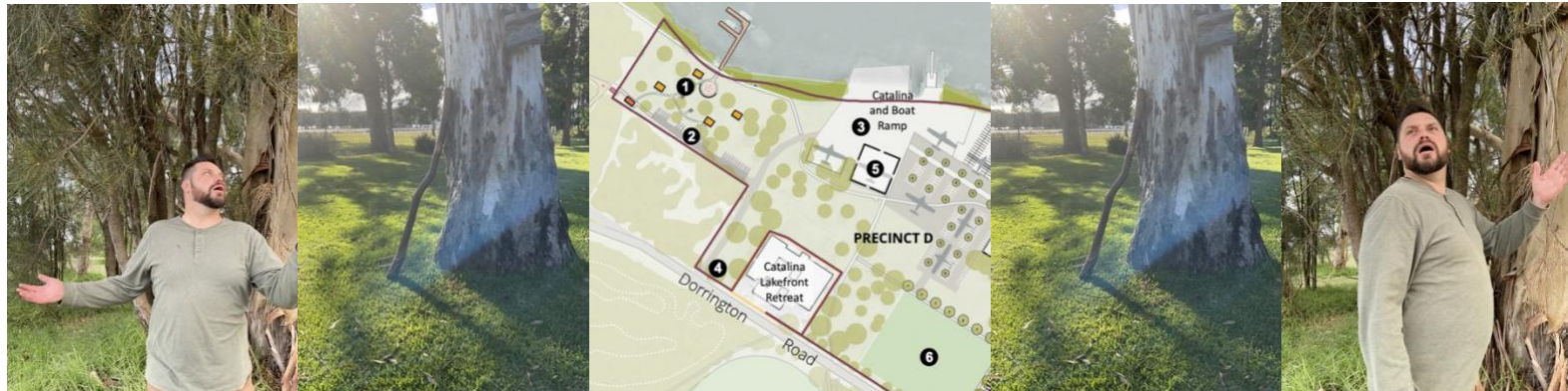
**JEDER MAY GATHERING**

**8<sup>th</sup> and 9<sup>th</sup> May 2023**

**Held at Catalina Resort on Yaramun and Awabakal Country**

**Your Journey Jedis were:**

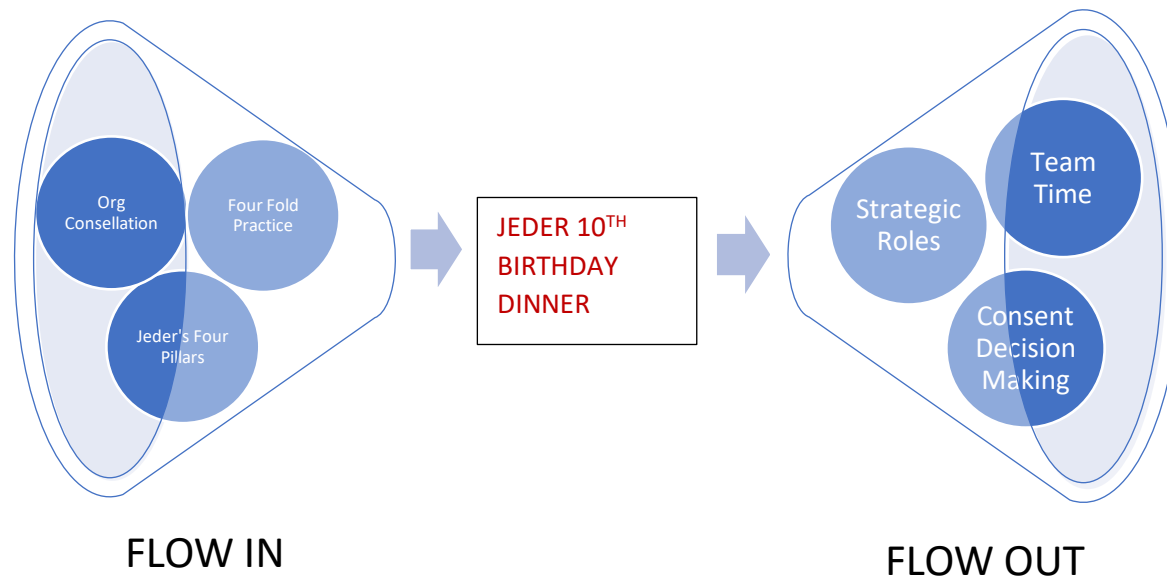
**Luke, Marg, Dee, Kaeleen, Vic and Cherish**



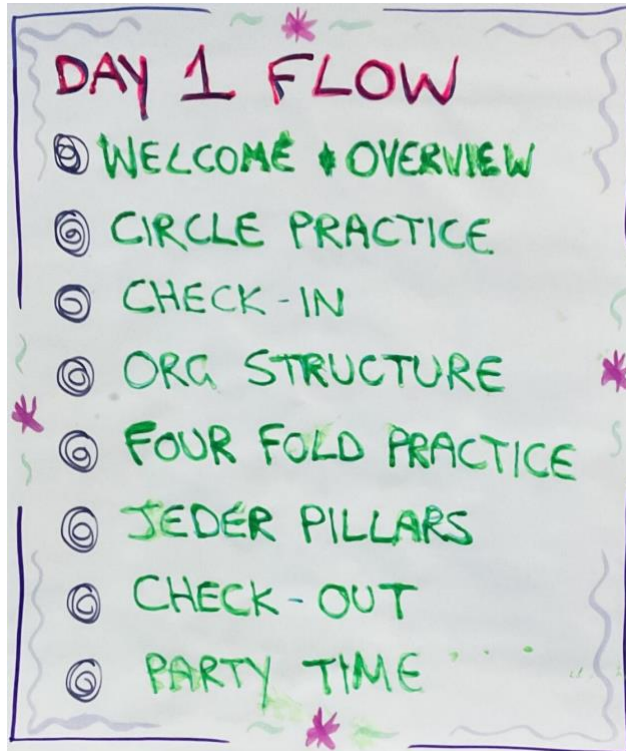


Due to unexpected circumstances, there was a deep desire for people to reflect, share and discuss recent events which had affected the structure of the organisation and the relationships and trust of Members. This space was compassionately held by the Core Team and the new Bored Members.

The Flow of the 2 days together was intentionally designed to flow into an intimate, safe, converged space, where we could welcome each other, deepen relationships and celebrate a milestone together, and then diverge back out towards work, deeper relationships and saying farewell, until next time!

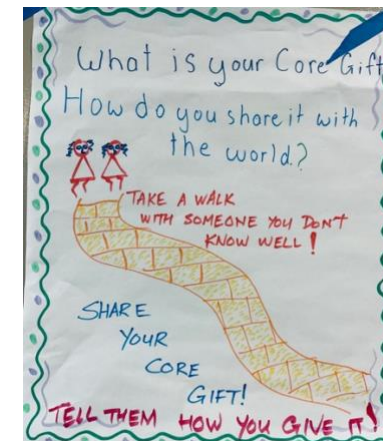


## DAY ONE: FLOW IN



## Welcome, Circle Practice & Checkin

After we were welcomed to the traditional lands we were meeting on, Luke and Cherish welcomed us to Catalina and gave an overview of the Flow before Vic and Marg introduced Circle Practice, which is a foundational Jeder practice and then invited everyone to check in around the question, **“What is your Core Gift and how do you share it in the world?”**



After check in, Jason and Dee gave an organisational update on the current legal and financial status of the organisation and opened up the floor to Member questions. Before having a morning tea break, there were many unanswered questions and concerns from the Members and Jason and Dee responded as much as they could and explained that there would be more information coming to light over the next 24 hours.

It was unanimously agreed and highly appreciated that we happened to be together at this time and were able to debrief and support each other.

## Morning Tea Break



## Organisational Structure Discussion

After a break, Dee shared the organisational structure image, which had been **written in puffy paint and hand threaded** by Kodei for the benefit of our DeafBlind Member and we all had discussions about where we saw ourselves in the structure and explored insights and questions which were raised around the question, “Where might you locate yourself in the future of Jeder?”

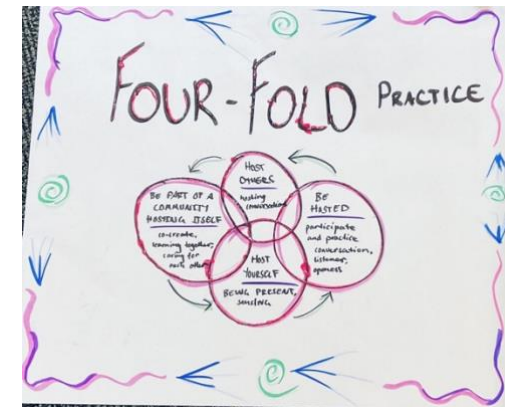




## Four Fold Practice

We continued to converge into a space where we could connect in various ways and share our experience and wisdom with each other. Four Fold Practice was introduced by Cherish, Luke, Marg and Vic who invited people to get into small groups of 2 or 3 and take a walk around the grounds outside and look for one of the Journey Jedis who would have one of the four Folds with them and would pose reflect questions for each group.

- Question 1: HOST YOURSELF
- Question 2: BE HOSTED
- Question 3: HOST CONVERSATIONS
- Question 4: CO-CREATING COMMUNITY





## Lunch Break

It's an important part of a Jeder Gathering to cook, talk, prepare food and be together, like a village. Members worked together in the industrial kitchen (for all meals) and the first day of lunch was full of energy, spaciousness, laughter and LOADS of food!



## Be the Clay

After lunch, an emergency Bored meeting was called due to the urgency of the legal situation and Vic hosted Members through an activity where we were encouraged to use clay and create the "shape" of Jeder's structure which we debriefed and discussed the various ideas and concepts that emerged.

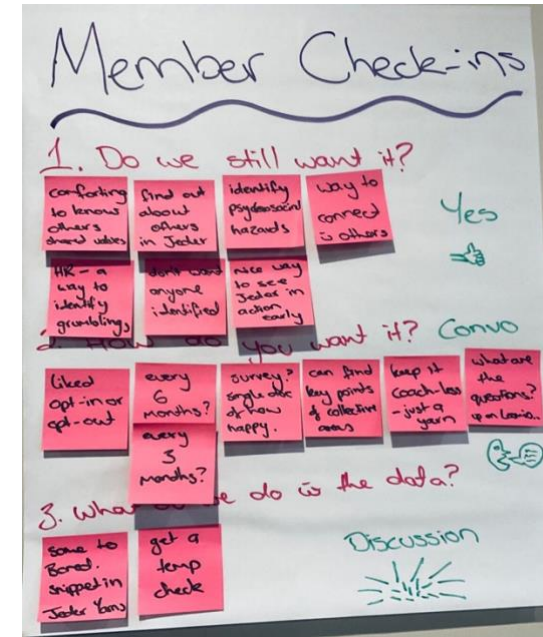






## Member Check-in Discussion

Chontelle hosted a session around the annual Member Check-ins and asked if people still wanted to be part of them and should be continue to have a small team of Members who would call and have a one on one chat with other Members. It was a resounding “yes” and Chontelle will call for a team in the near future.



## Afternoon Tea Break



## Jeder Pillars

After a break, we reviewed our foundational Pillars and moved into an activity around co-creating a new Coaching Framework and Model. This session was done in small groups at first and then feedback was offered to the larger group.

- Participatory Leadership
- Co-creation for Change
- Generosity of Spirit
- Self Organising

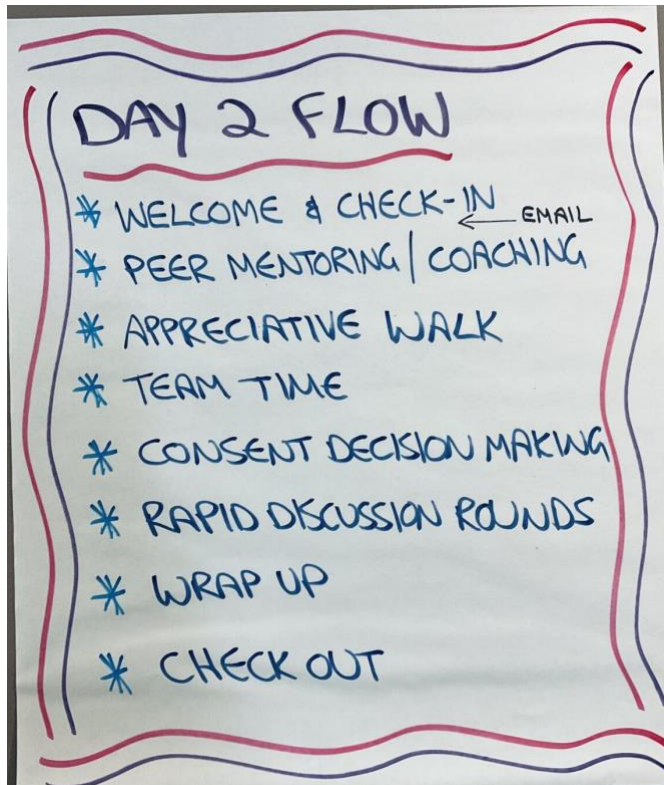


## Check Out

We all checked out after an emotional and creative day and spent an hour of free time before meeting for a BBQ meal, cooked by Len from Catalina, and relaxed in the spacious grounds of Catalina for the evening, to celebrate 10 years of Jeder!



## DAY TWO: FLOW OUT



We were welcomed back to Day 2 by the Core Team and we were checked-in by Marg and Cherish who encouraged us to chat with someone we didn't know well and discover something about them. After checkin, we had a discussion around what coaching and mentoring might look like for us all into the future.



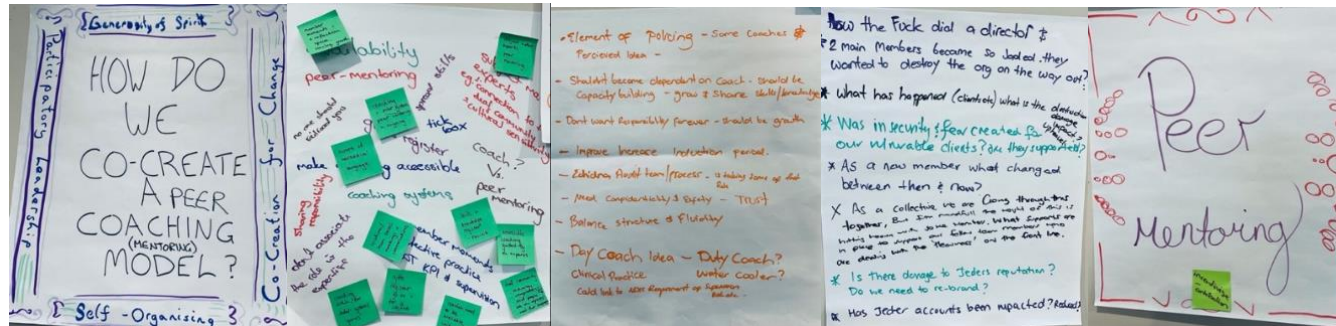
## Coaching & Mentoring Framework

With the recent disruption it was decided by the planning team to ask those who were left “coachless” what they needed and to ask the Membership, as a whole, what they would like to see in regards to coaching and mentoring. There were some fantastic ideas generated and these will be taken to a new group which will be called together to co-create a new coaching and mentoring framework that is amenable to everyone’s needs!

These conversations also generated a lot of the debriefing, confusion, anger, and healing that was needed from the organisational disturbance and became an empathetic, emergent, transformative and cathartic space in so many ways!

**LANGUAGE WARNING:** the following posters are RAW





Morning Tea Break



## Appreciative Walk

After morning tea break, Members shifted into small groups and went for an Appreciative Walk to talk about their roles in the organisation from a strategic point of view. The questions offered were:

- Question 1: What are you passionate about that you don't get paid for?
- Question 2: How do you feel when you are engaged with that passion?
- Question 3: How might you offer your passion to your team or a Jedi that would feel meaningful, or satisfying, for you?
- Question 4: What might your passion look like as a Role in Jeder and what would you NAME it?

Some of the groups took pipe cleaners with them and made a shape, as they walked, of what their role might look like in the future.







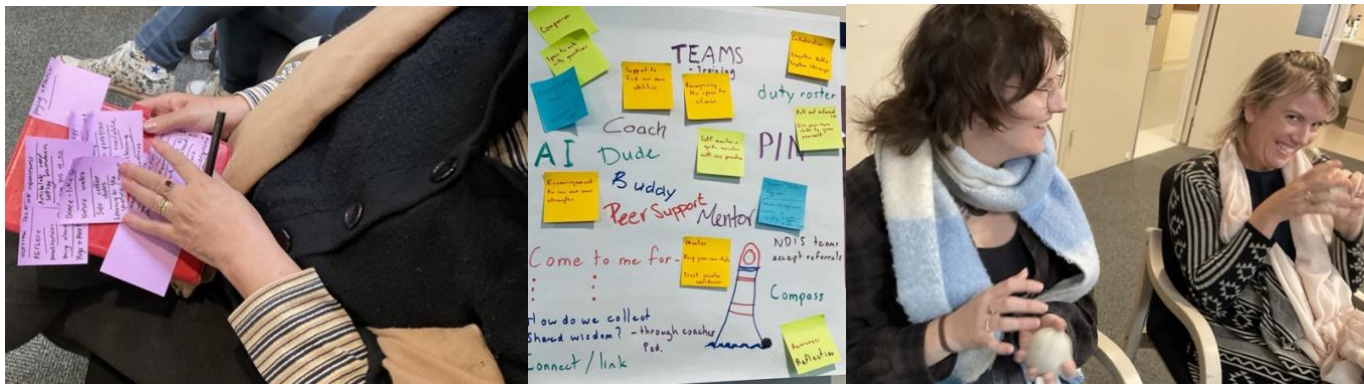
After this activity, Dee and Jason hosted another open space for organisational Q&A in response to the current status of the organisational structure and Members were able to voice their concerns, opinions and challenges and ask questions.

## Lunch Break





After lunch, Team Members broke into their team’s space and had some time to discuss any challenges, streamline processes and consider their strategic focus for the future.





## Afternoon Tea Break

### Consent Decision Making

The afternoon session was an opportunity to explore Consent Decision Making, hosted by Dee. Cherish offered a proposal topic to experiment with and everyone was guided through a few rounds of the process. We also discussed ways to make effective decisions before wrapping up the day and moving into a final gratitude session.



## Checkout

The Core Team thanked everyone for their participation and contribution over the past 2 days and Jason and Dee thanked everyone for their understanding, kindness and compassion through the last turbulent month.

Checkout was a mindful and spacious one before we closed for the day and started saying our goodbyes!

