

ANNUAL REPORT

2022



Jeder
INSTITUTE

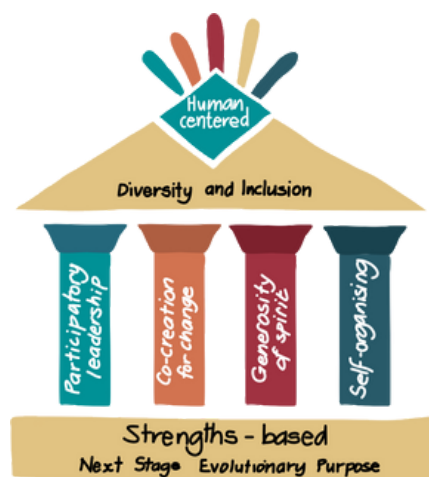
OUR HISTORY

Founded in 2013, on the foundational principle of “generosity of spirit”, the Jeder Institute is a human-centered, not-for-profit, Next Stage Organisation (NSO) which operates and innovates as a living system.

Our 71 current members are all Australian-based and work both domestically & internationally.

Our unique approach is based on the principles of self organising and strengths focused practice and frameworks and philosophies, such as Person Centred Approaches, Asset Based Community Development (ABCD) and Participatory Leadership practices.

The Jeder Institute and its’ members are committed to; addressing local, national and international challenges and issues, supporting individual and community capacity and challenging systems and structures.



JEDER... AT THE HEART OF CHANGE!

The Jeder Institute’s evolutionary purpose is to be **at the heart of change** by co-creating a responsive, collaborative organisation within a transparent governance framework.

OUR THEORY OF CHANGE

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



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SECTION 1

AN OVERVIEW OF JEDER INSTITUTE

ABOUT US

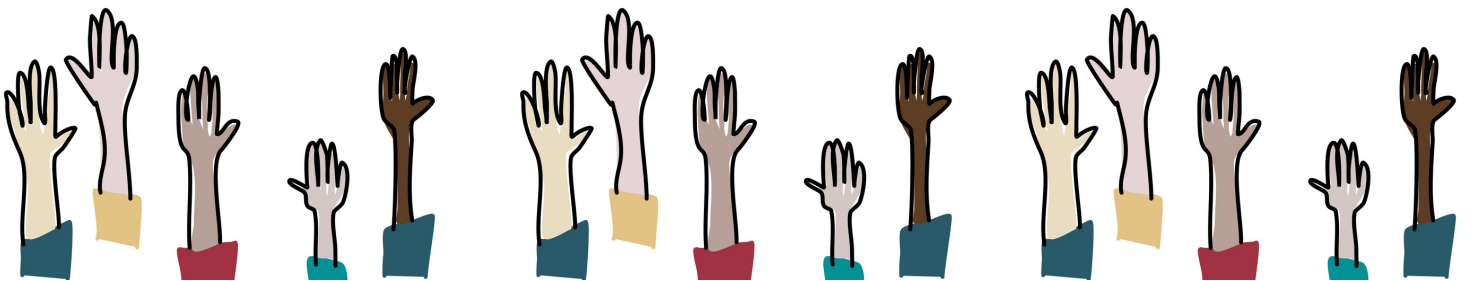
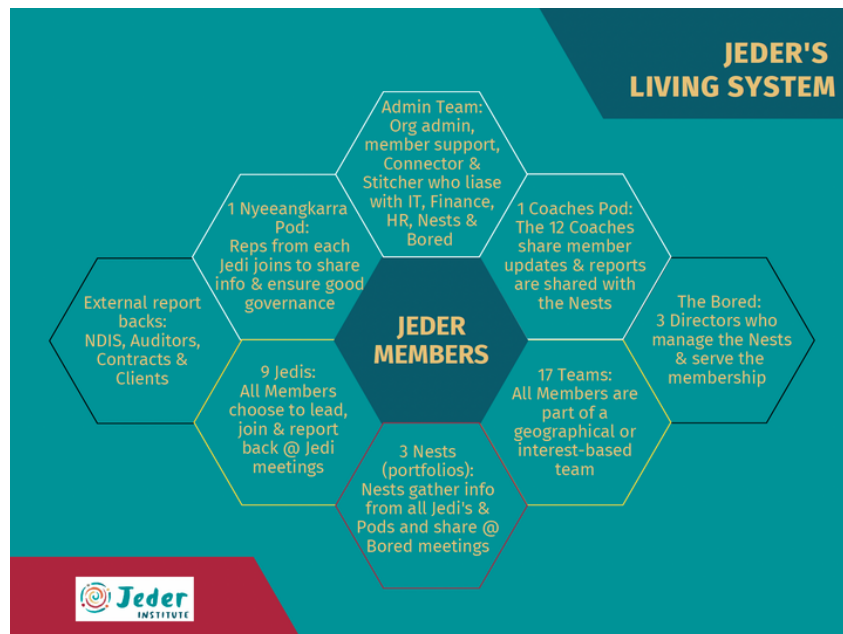


The Jeder Institute's key areas are:

- Facilitating community conversations around critical social issues
- Building individual and community resilience
- Coordination of supports and capacity building (NDIS)
- Engaging and connecting with a diverse range of communities
- Co-developing organisational change management frameworks
- Identifying and mobilising individual and community assets and strengths

The Jeder Institute focus areas are:

- Supporting family and community capacity building
- Identifying and building on existing strengths
- Creating inclusive communities through collective action
- Providing strengths-focused workshops, training and facilitation to individuals, communities and organisations



STRUCTURE & MANAGEMENT

MANAGEMENT OF JEDER INSTITUTE (DIRECTORS)

Director's and Primary Responsibilities:

- Michaela Kennedy, Bored Chair and Divergent Nest Lead
- Jason Emmins, Bored Treasurer and Emergent Nest Lead
- Dee Brooks, Bored Secretary and Convergent Nest Lead



GEOGRAPHICAL LOCATION OF JEDER INSTITUTE

- We provide services in all Australian States and Territories
- Our 'head office' in New South Wales
- We do not have any physical locations (i.e. offices)
- All members work remotely

LEADERSHIP

For the members of Jeder Institute, doing the interior, individual work of developing Self supports the embodiment of a self-led culture based on the Teal Principles of:

- Self-Management
- Wholeness
- Evolutionary Purpose



FINANCIAL STRUCTURES

The Jeder Institute is registered with the Australian Charities and Not-for-profits Commission (ACNC). Jeder Institute Ltd is registered:

non-profit
Public Company
Limited by
Guarantee

a charity and
Public
Benevolent
Institution

for
GST

BORED REPORT – WE'RE BORED SO YOU'RE NOT!



WITH JEDER'S BORED CHAIR, MICHAELA KENNEDY

What an amazing year of movement, change and growth. Here at Jeder Institute our members are passionate, dynamic and present for the people they journey with and serve. Our NDIS members passionately support participants towards inclusive good lives and our CoBu members devotedly make an impact on the communities they serve. It is our honour and privilege to serve in this way in our day to day.

This year we grew by 10 members – 8 NDIS, 1 CoBu, 1 Admin and we all got a lot busier with our total income growing from \$3,970,325 to \$5,012,713. See the Treasure's report for further details.

We saw improvements in our systems, strengthening our Echidna audit criteria, evidence of time worked, Welcome Fund trial and the coaching framework. While these changes have been challenging, we have persevered and become compliant with our regulations. Congratulations everyone on your achievements and a big thank you to Jason, Candice and Hasan for supporting the membership through this huge transition.

The changes in our society this year have seen many people change their focus to staying safe and healthy. While these changes are ongoing our priority on supporting citizens to know their responsibilities and care about each other is paramount. We are always better sticking together to get through challenging times.

It is only with the support of all our members, your feedback, contributions and dedication to your work that we continue to grow, get stronger and continually improve. Thank you. It is always a pleasure to be working with such a great team of people. I love what and who we are becoming.



WHAT'S NEW?

JEDI, PODS & TEAMS SNAPSHOT DEFINITION:

- JEDI - A WORKING GROUP FOR MEMBERS TO COLLABORATE AND SHARE AROUND AN ORGANISATIONAL FUNCTION FOR GROWTH
- JEDLET - A SPACE FOR JEDI MEMBERS TO WORK ON A SPECIFIC "PIECE OF WORK" WITHIN A BROADER JEDI
- POD - THE LEADS OF A WORKING GROUP, ROLE OR FUNCTION
- TEAM - GEOGRAPHICALLY OR INTEREST BASED MEMBER GROUPS



The Nyeelangarra (meaning Eagle in Gunditjmara) Pod:

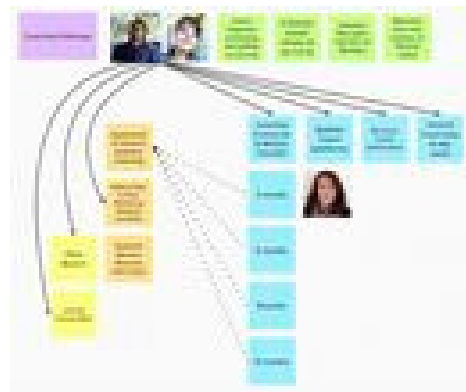
The Nyeelangarra Pod is member-led group, who will work transparently to facilitate engagement of the Jeder membership at the operational level of the organisation within the guiding framework of the Jeder Pillars and Evolutionary Purpose. One of the key intended long term outcomes of the Nyeelangarra Pod will be to align the whole membership with the next stage (teal) organisation culture.



WHAT'S NEW?

The Coaches Pod:

Are implementing a new Coaching Framework and Wisdom Checklist with the NDIS teams while the CoBu team are trialling a Peer mentoring framework, once further learning has been attained the models will be blended together, will work to strengthen our current processes and used as a way to build the skills of new coaches. Our new Optimising Framework will also use this model to support members that need more help to meet quality standards.



Family Governance Model supports families to:

- Be in control of the supports around their loved ones
- Directly employ staff while having the support of a registered provider to report restrictive practices
- Set up a mini 'provider' around their loved one with a legal structure, HR, Bookkeeping and Policy framework supports
- Get their systems and processes to be compliant with NDIS disability standards
- This program now has 8 participants within 6 months with 6 Jeder members learning to specialise in providing this support.

Implementation of Human Resource and Industrial Relations compliance

- Introduction and implementation of Key pay (HR compliance system).
- Timesheets rolled out (through Echidna for NDIS members and Key pay for COBU members).
- Individual Flexible Agreements implemented.

Implementation of our internal Echidna Audit

This is to monitor the progress of the work we do in the NDIS area, specifically around the NDIS Practice Standards (in preparation for our NDIS Audit). We now complete an Internal Echidna Audit quarterly to monitor progress.

Response to Natural Disaster (floods in Northern NSW/Southern QLD and South Coast of NSW).

Allocation of \$10,000 for Disaster Fund from Retained Earnings (refer to Treasure's Report) and incorporated \$10,000 into annual admin budget for ongoing commitment to members/participants/communities affected by Natural Disasters/Events.



SECTION 2

GOVERNANCE

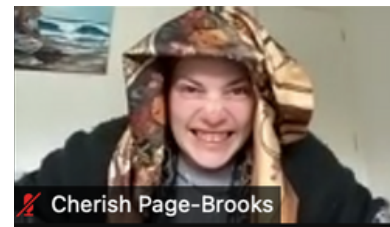
SECRETARY'S REPORT

WITH JEDER'S BORED SECRETARY, DEE BROOKS



The Bored Secretary role at Jeder offers a fresh look at this often overlooked position and encourages cross-pollination throughout the organisation with close liaison across the Admin Team.

The main tasks of the Bored Secretary are fairly generic with the preparation of documents, templates and sense-making spreadsheets being at the core of the work. Liaising with IT, Finance, HR and Admin is a core function of this role which is significantly more than a traditional organisation. (see last year's report)



The role support both the Bored and the independent needs of the 3 Nests (much of which is done by each Nest Lead) and it was an intention for 2022 that the Bored Secretary become a new role although, it has become clearer, in a NSO emergent way, that it's the Bored that needs a shake-up and they are currently working alongside the Nyeengarra Pod to achieve fruitful and meaningful change in this space.

The skills and abilities required for Jeder's admin roles are not like a traditional, hierarchal organisation and requires the Admin members to embrace the philosophy and the four foundational Pillars of the Jeder Institute.



TREASURER'S REPORT

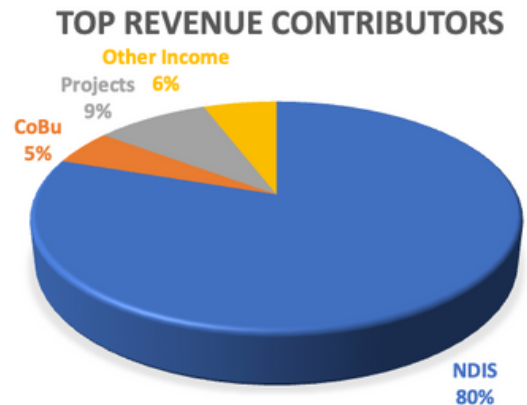
WITH JEDER'S TREASURER JASON EMMINS



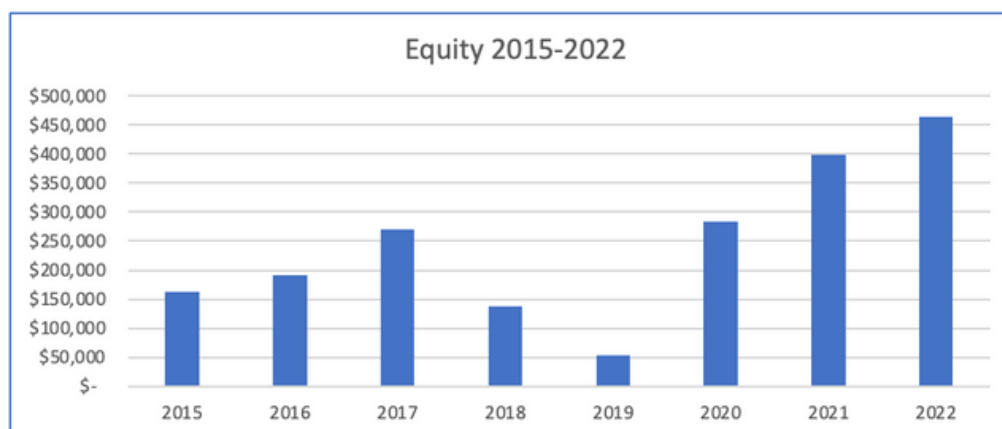
ACHIEVEMENTS DURING 2022

- Together Home contract extended for another 8 participants (and extension for some participants in the first funding round).
- At Home Care Grant, Youngcare - Cristina Massia 23/09/2021
- Reported Annual Surplus for 2021/22 Financial Year - \$66,508 - down from previous years. A large contributing factor was staff wages - engagement of three Nest Positions (supported by the membership through proposal).
- Admin budget co-developed based on projections of income/expenses and previous admin budgets.

REVENUE PERCENTAGE BY CONTRIBUTORS



EQUITY TREND



TREASURER'S REPORT

WITH JASON LORD EMMINS

ACHIEVEMENTS DURING 2022

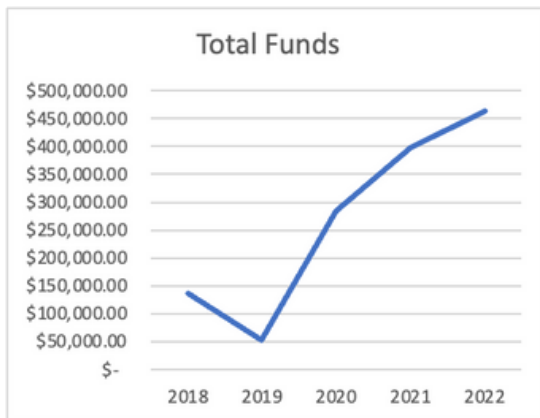


- Explored the engagement of a Human Resource/Industrial Relations advisor/service to assist with meeting all things HR/IR. Engaged the services of Effective HR following consideration of a few proposals.
- Investment in our internal processes (Invest In Us Proposal)- combined investment from retained earnings of \$250K. The proposal focuses on six key areas (being Operational Systems, IT/Social Media/Tech Systems, Governance Systems, Financial Systems, KR/Admin Systems and Ecological Systems). The Governance Pod monitor's the implementation and overall progress of the Invest In Us Proposal.
- Establishment of a Grants Jedi/Jedlet to consider any internal/external grants from retained earnings/surplus. The purpose of these grants is a way for Jeder Institute to "give back" any surplus generated to community groups/associations or Jeder Members to support individual, family and community building activities/projects/big ideas.
 - Person Centred Lifestyle Planning - Instructional Video Series - Lead Michaela Kennedy & Meredith Baylis
 - Approved \$10,000.
 - Ability Builders Project Proposal (seed funding) - Lead Michaela Kennedy & Jasmine Winter.
 - Approved \$10,000.
 - COBU Gathering - Proposal - Lead Dee Brooks & Michelle Dunscombe
 - Approved \$5,200.
 - Roving Listener Seed Funding - Lead Dee Brooks, Debra Locke & Stephanie Bitter.
 - Approved \$10,000.
 - Internal Emergency Response Grant - Lead Jason Emmins.
 - Approved \$10,000.
 - Kinglake Rangers Talks - Lead COBU Team
 - Approved \$8,500.

Total approved: \$53,700.

FINANCIAL OVERVIEW

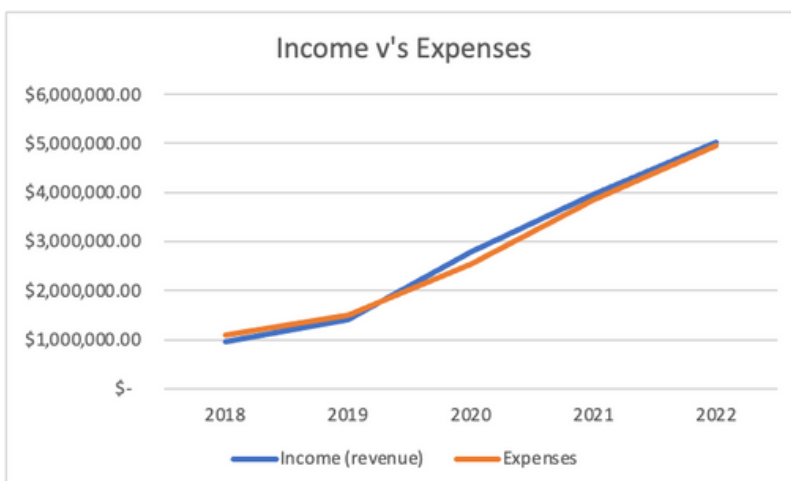
TRENDS BASED ON OUR ANNUAL AUDITED FINANCIAL STATEMENT OVER 4 YEAR PERIOD:



Total Funds: are funds available to Jeder Institute following payment of any liabilities.



Profit and Loss: the overall profit/loss reported each financial year.



Income v's Expenses: difference between our yearly operating costs v's income.

AUDITORS REPORT

We would like to thank our Auditor Stewart Brown Chartered Accountants for continuing to provide our Annual Financial Audit.

The Financial Audit comprises of the following in accordance with the Australian Charities and Not-for-Profits Commission Act 2012:

- our financial position as at 30 June 2022,
- statement of profit and loss and other comprehensive income,
- statement of changes in funds and statement of cash flows for the year,
- a summary of significant accounting policies and other explanatory notes,
- comply with Australian Accounting Standards,
- give a true and fair view of financial position as at 30 June 2022, and
- the performance for the year.

To access the Jeder Institute Audited Financial Statements, please click on this link- [Jeder Institute Ltd | ACNC](#).



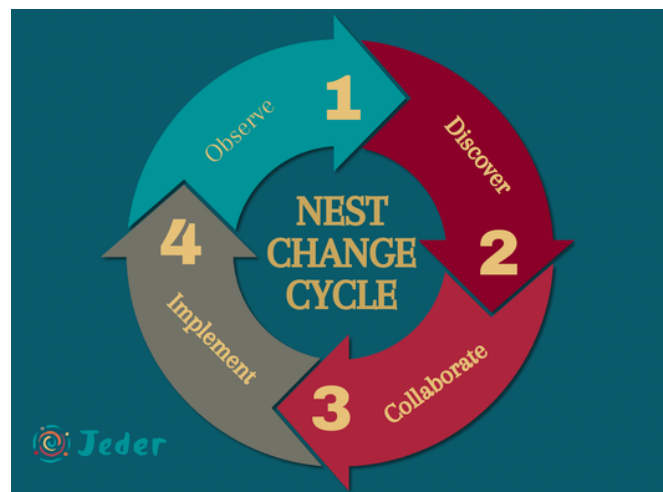
NEST REPORTS

As a Next Stage Organisation, we strive to develop and support Next Stage Principles and grow Next Stage Leaders. The Nest role guides the growth and innovation of the organisation to stay at the forefront of our evolutionary purpose. The Nest Leads are:

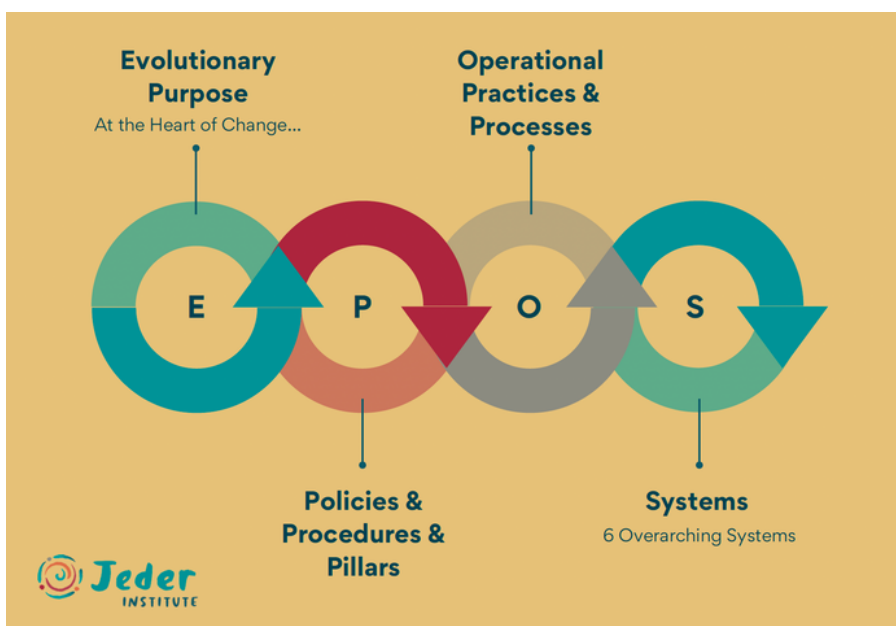
- Divergent: Michaela - Jedis: Docs, Well-Being & Growth, Pods: Coaches, Teams: Area, Roving Listeners, Ability Builders, Family Governance, Support Coordinators
- Emergent: Jason - Jedis: Risk, Dollars, Continuous Improvement, Hooman, Teams: Behaviour Intervention Support, Together Home
- Convergent: Dee - Jedis: Culture, Training, Creative, Pods: Nyeekangarra, Teams: CoBu, Admin

The roles purposefully honour Jeder’s philosophy by:

- Developing agile systems and processes
- Supporting the aspirations and expectations of our members
- Facilitating growth and influencing systemic change
- Ensuring our systems and process are aligned to our Pillars
- Pay attention to the diversification of power



JEDER'S ECOLOGICAL FRAMEWORK



The role aims to be guided, based on Results Based Accountability frameworks, by the following questions:

1. How much did we do?
2. How well did we do it?
3. Is anyone better off?

See Appendices for all reports.

STRATEGIC PLAN OBJECTIVES

DURING 2022 OUR PLANNED OBJECTIVES WERE ADDRESSED AS BELOW

Objective #1: Provide capacity building support and information to people with a disability and their families, communities, government departments and organisations

- Working within the guidelines of the NDIS and NDIA and maintain up to date information for PWD
- Reviewing our policies and procedures, strategic and business plans
- Reviewing and reinvigorating the Ability Builder role

Objective #2: Provide strengths focused training, workshops, gatherings, peer support, coaching and mentoring to citizens, community groups, government and organisations

- Developing and delivering Asset-based Community Development (ABCD), Art of Hosting (Participatory Leadership) and Person-Centred workshops to communities, NGO's, peak bodies and government departments
- Significantly increasing our financial sustainability
- Invested in platforms to deliver online workshops and conferences
- Successfully using immersive and interactive platforms like Zoom, Jamboard and Mural
- Developing new roles; the Stitcher and expanding other team roles

Objective #3: Build organisational capacity and sustainability through a committed and responsible workforce in line with Next Stage Organisational (NSO) principles that are responsive to change

- Reflect on and further embed our Next Stage Organisation Principles and Pillars
- Increased our social media presence through regular scheduling
- Commenced a website refresh and a NSO resource development process
- Strengthening and streamlining our systems, practices and processes
- Reviewing our COVID19 and mandatory vaccination response

Objective #4: Build partnerships with other organisations, community groups, corporate entities, global networks and government departments to promote awareness of the organisation's activities, which increases the use of strengths-focused practices and Next Stage Organisation (NSO) change

- Actively promoted strengths-focused offerings through networks, newsletters and organisations
- Follow up feedback and recommendations from participants, clients and partners
- Maintain positions with relevant international Boards and Learning Communities
- Develop relationships with relevant stakeholders, peak bodies and institutions



OUR ACTIONS & ACHIEVEMENTS – ORGANISATIONAL

2022 was a phenomenal year for Jeder which saw us awarded with the **The Most Outstanding Provider of Capacity Building Supports in NDIS at the 2022 Australian Enablement Awards**



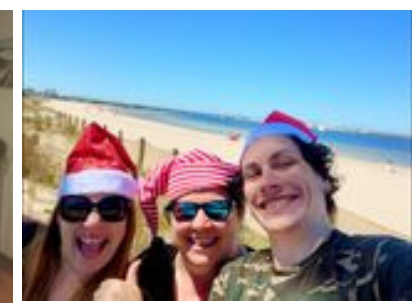
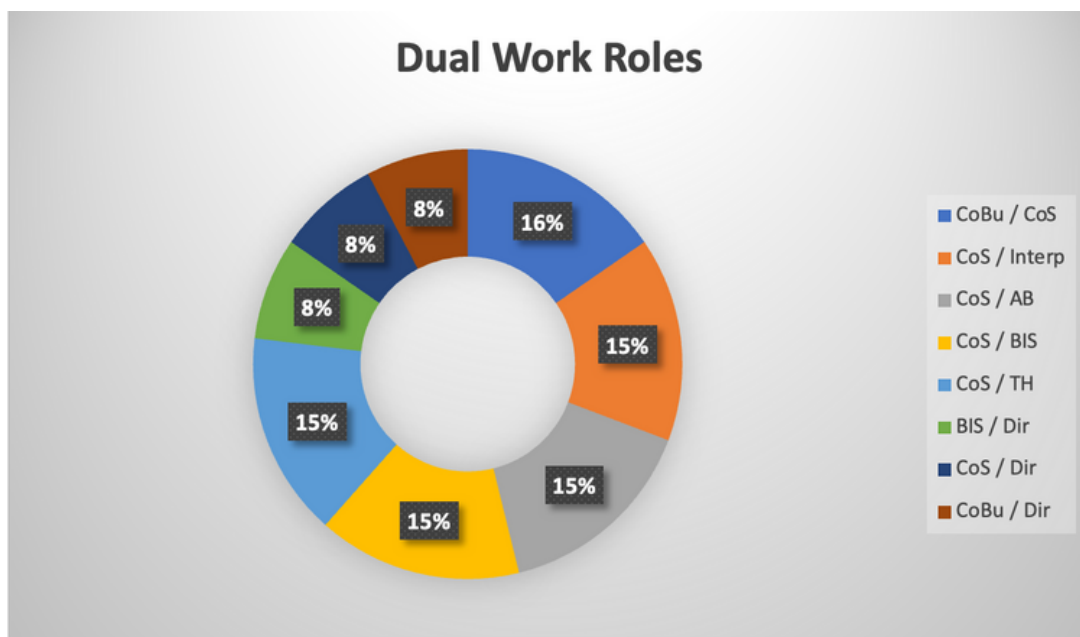
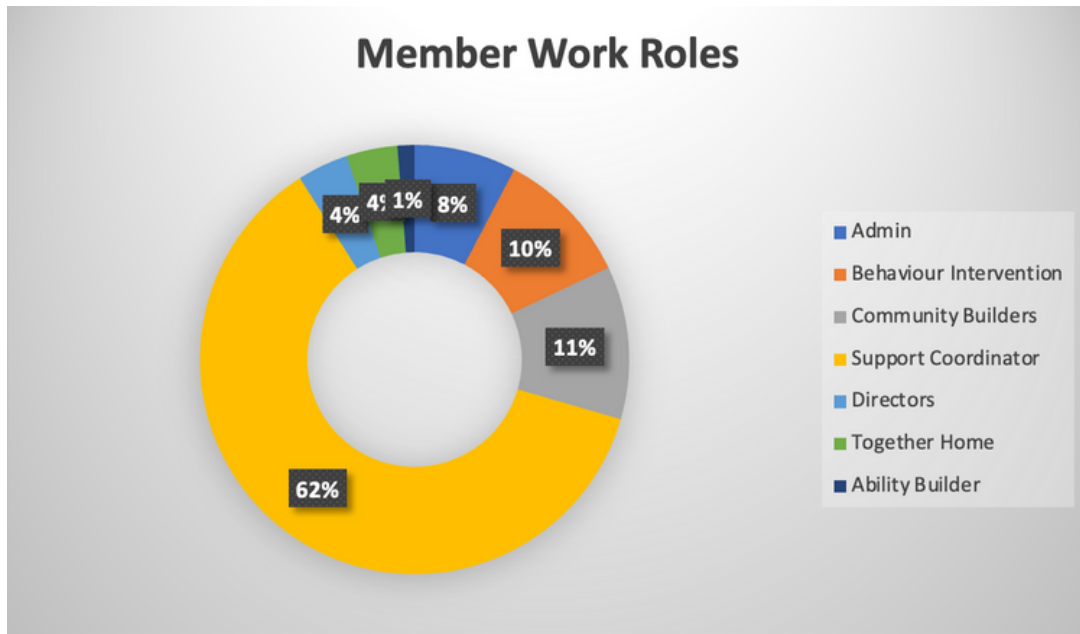
The year included the following achievements and much more face to face interaction!

- Collective Coaching with Modo Coaching for self-identified Members
- 2 Annual Gatherings; May online and November face to face
- 2 Next Stage Organisation Art of Hosting Trainings; May and November
- Reviewed COVID 19 restrictions, mandates and member disruptions
- New role developed; the Stitcher and other team roles expanded
- Reconciliation Action Plan (RAP) finalised & accepted by Reconciliation Australia
- Achieved one of our RAP milestones as part of our Reflection Actions Process
- Raised \$ via our Flood Fundraiser
- Hooman Jedi established; solutions-focused and oversees all aspects directly relating to a member's personal needs within our compliance frameworks.
- Tightened Organisation response to Natural Emergencies

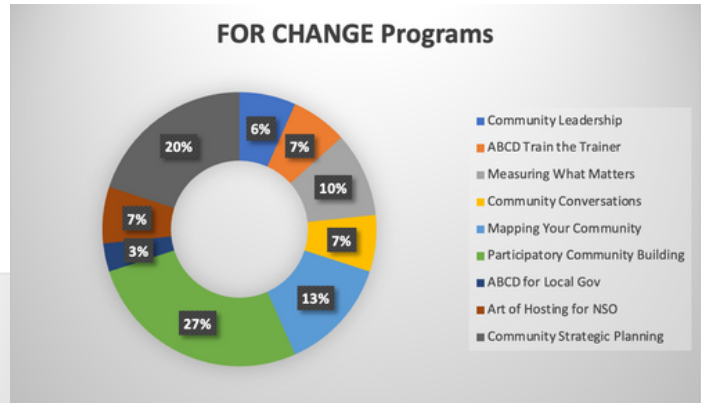
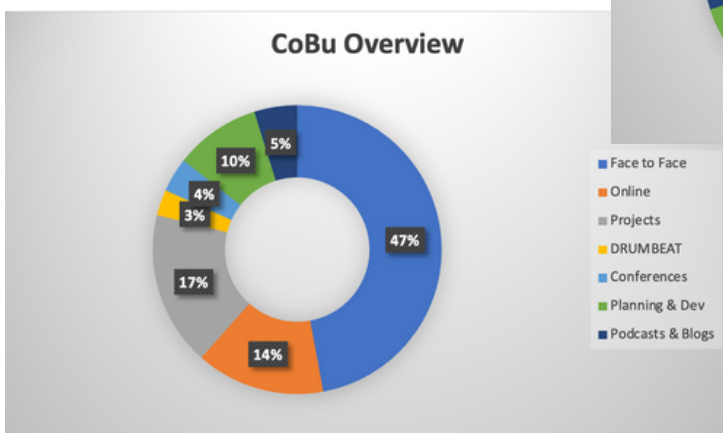


OUR TEAMS – ROLES & RESPONSIBILITIES

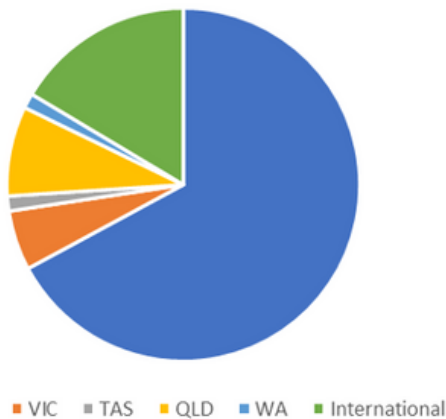
Our Members have a range of roles they deliver throughout Australia and the world with a number of our members holding dual roles within the organisation!



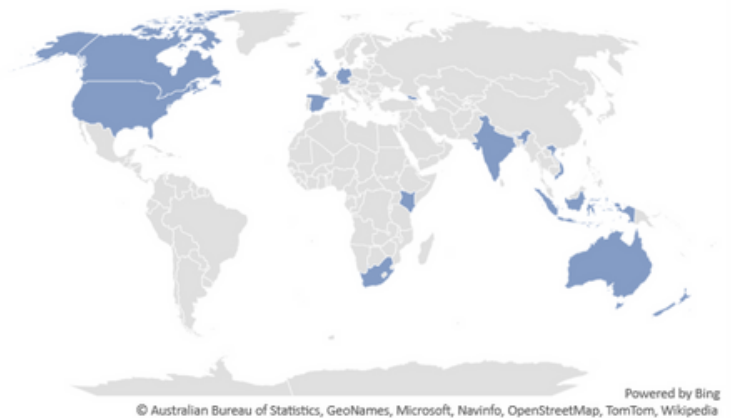
OUR TEAMS – WORK & WHERE



Member and Team Geographic Locations



International Footprint



PLANNED ACTIVITIES FOR THE FUTURE

- Develop a Roles System for the organisation
- Deliver 2022 community building training program
- Continue to develop the FOR CHANGE Community of Practice
- Explore the potential of supporting the Aged Care Sector
- Rostered, annual gathering and sharing social media information
- Intentionally invite participation based on passions and interest
- Coordinate relevant, collective training and coaching for all members

OUR ACTIONS & ACHIEVEMENTS – MEMBERS



- Michelle, Dee and Fiona from the community building team (CoBu) are Key Leads for the IACD World Community Development Conference in Darwin in June 2023
- 3 Members are recommencing University Masters Level Courses
- Fran continued to work on the CALMER approach working collaboratively with individuals, families, schools, Day Programs, SIL and allied health professional and has been working in partnership (12 month contract) with a local primary school (SSP) in NSW to training and mentor the whole school using the CALMER Approach
- Fran also presented at the NDS Conference in April, the Possibility Conference in October and has been invited to present at the ASID Conference November 2022
- Margie started offering Monday morning meditations to all Members
- Chontelle won the Tara Camel cups with 'The Ringer' (aka Wynston) and she said, "I'm the only Jockey to have ridden him his two years on the circuit.. its extra special lol! He went from a bucking wildfire to a champ!"
- The Together Home program was granted a year extension for the Tranche 1 participants
- Aleks was able to finally visit his parents in Serbia with his two sons Mile and Sasha and he said, "Our experiences were priceless. Gratitude to the forces of the universe for enabling it!"
- Fiona has been involved in capacity building for young adults and families, codesigned and delivered multiple local Tasmanian events, responded to Tas floods, completed 18 Core Gift conversations, participated in NAIDOC events, engaged with global Agroecology community of practice, exhibited in 3 arts exhibitions, became President of Families Tas, commenced Maps & PATH training
- Dee and Michaela have participated in a Core Gift Train the Trainer series with 8 other people from around Australia



HOW YOU CAN JOIN OR SUPPORT US

BECOME A MEMBER OR PARTNER

We're always open to interesting, agile, passionate people! If you are interested in become a member or a partner with the Jeder Institute, you can find more details about [Becoming a Member](#) and view our [Aquamarine Governance Framework](#).

In addition, as a 2022 strategy, we are looking for new Bored Members who have experience, wisdom and skills in the following areas:

- Secretarial
- Legal and Human Resources
- Systems and Project Management
- Tech Growth and Enhancement
- Marketing and Communications
- Ethical Fundraising and Grants
- Social Capital Investment

If you, or someone you know, would like to inquire about membership and/or any of the above roles, or you feel you have something you could offer the Membership and the Bored of the Jeder Institute, we would love to hear from you!

OTHER WAYS YOU CAN SUPPORT JEDER

As a registered charity, Jeder welcomes donations from around the world to support our efforts in strengthening communities and financially aiding people to live good lives through our strengths based practices and capacity building.

Some examples of how our charitable donations are disseminated are:

- Highly encouraging community members to attend our individual and/or community capacity building workshops at no cost, if required
- Offering reduced registration fees for our partners to attend and participate in Jeder events
- Utilising our internal grants system to fund small sparks grants for our participants and communities, via member proposals, e.g. specific social events, resources, crisis support
- Hosting community conversations on today's wicked issues in order to influence systems and place communities firmly at the centre of decision-making efforts



LOOKING TO THE FUTURE

Throughout 2022 we will raise the profile of the organisational as a Next Stage Organisation by sharing our learnings more broadly and diving deeper into our current practices and processes. We will continue to develop partnerships with dynamic colleagues, services and organisations and maintain positions on external Boards.

Broad Future Activities:

- Review external Policy and Procedure consultant outcomes
- Develop our educational platform for our training and workshop offerings
- Expand and resource our community development profile
- Commence the internal member training course
- Strengthen the Nyeeangkarra Pod
- Continue to address Quality Assurance and HR Systems
- Explore and identify future funding opportunities e.g. Aged Care
- Continue to experiment with new roles and ways of working
- Identify organisational-wide training opportunities for Members

The Members of the Jeder Institute make us what we are today and we look forward to moving forward together by embracing change, discovering opportunities, initiating innovation and truly walking our talk and leaning into our Evolutionary Purpose:

JEDER... AT THE HEART OF CHANGE!

If you feel drawn to support our core work, you can donate here:



Account: Bendigo Bank
BSB: 633000 Account # 168227676
Customer Name: Jeder Institute Ltd



If you would like a further conversation about our charitable work or have suggestions regarding our future influence, please feel free to get in touch!

CONTACT US

W: <https://www.jeder.com.au>
E: info@jeder.com.au

PO Box 5652
Wagga Wagga, BC,
NSW, 2650

SECTION 5

OTHER IMPORTANT INFORMATION

OUR PEOPLE



Abby Brown
Support Coordinator



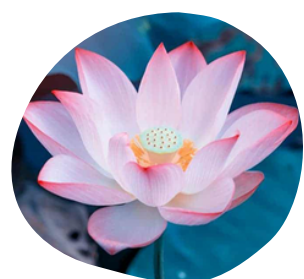
Aleks Jovanovic
Behaviour Support Practitioner



Alex Brown
Support Coordinator



Ali Sattar
Support Coordinator



Alison Jovanovic
Admin



Alliah Zulfiqar
Admin



Anela Bradd
Behaviour Support Practitioner



Beth Stockton
Community Builder



Bianca Findlay
Support Coordinator



Brooke Donnan
Ability Builder



Carlos Cruz
Behaviour Support Practitioner



Cherish Page-Brooks
Administration Navigator



Chontelle Jannese
Together Home Case Manager & Support Coordinator



Dane Cohen
Behaviour Support Practitioner



Dee Brooks
Community Builder



Dimitra Donopoulos
Support Coordinator



Drew Rogers
Behaviour Support Practitioner



Ella Clucas
Support Coordinator



Emily Wold
Support Coordinator

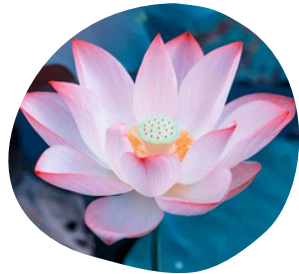


Fiona Miller
Community Builder

SECTION 5

OTHER IMPORTANT INFORMATION

OUR PEOPLE



Francisco de Paula
Behaviour Support
Practitioner & The
CALMER Approach
Founder



Freya Pearson
Support Coordinator



Harley Ames
Support Coordinator



Isabella Katzakis
Support Coordinator



Helen McCaffery
Support Coordinator



James Jarvis
Community Builder



Jasmine Winter
Support Coordinator



Jason Emmins
Behaviour Intervention
Specialist & Support
Coordinator



Jazmin Kennedy
Admin



Joanne Coyto
Support Coordinator



Jody Pool
Together Home Case
Manager



Julie-Anne Carrington
Support Coordinator



Kaeleen Hunter
Support Coordinator &
Community Builder



Kate Johnstone
Support Coordinator &
Community Builder



Kate Yu
Support Coordinator



Kelly Dines
Support Coordinator



Kerri-Anne Hawkins
Support Coordinator



Kodei Page-Brooks
The Stitcher



Lee Griffiths
Community Builder



Linda Bailey
Support Coordinator

SECTION 5

OTHER IMPORTANT INFORMATION

OUR PEOPLE



Lisa Zulfiqar
Support Coordinator



Luke Gilray
Together Home Case
Manager & Support
Coordinator



Lynn Lennon
Support Coordinator



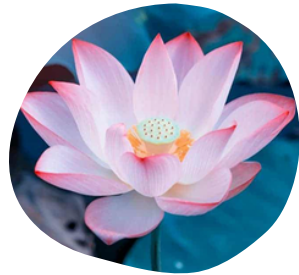
Maliha Zulfiqar
Admin



Margaret Henville
Support Coordinator



Maria Short
Support Coordinator



Mark Cauvin
Support Coordinator



Martin Byrne
Support Coordinator



Michaela Kennedy
Support Coordinator



Michelle Dunscombe
Community Builder



Natalie Menyweather
Support Coordinator



Nicole Molyneux
Community Builder



Pennie Eddy
Behaviour Support
Practitioner



Rachael Donovan
Community Builder



Renee Davies
Support Coordinator



Robert Hosking
Behaviour Intervention
Specialist



Rosemary Lipman
Support Coordinator &
Interpreter



Sahar Zadah-Fell
Support Coordinator



Sharon Tierney
Support Coordinator



Simone Bursey
Behaviour Support
Practitioner

OUR PEOPLE



Steph Bitter
Community Builder &
The Connector



Steve Ripley
Support Coordinator



Tania Austin
Support Coordinator



Teresa Robertson
Support Coordinator



Tess Pollard
Behaviour Support
Practitioner



Trish Leonard
Support Coordinator



Sharon Tierney
Support Coordinator



Simone Bursey
Behaviour Support
Practitioner



Vanessa Locke
Support Coordinator



Victor Tyler
Support Coordinator



Yvonne Matsas
Support Coordinator

ACKNOWLEDGMENTS & THANK YOU

- [Compass Housing](#)
- [APACMS](#)
- [Take Care of Books](#)
- [Curious Minds Co.](#)
- [Effective HR](#)
- [NDIS](#)
- [MODO Coaching](#)
- [Loomio](#)
- [Only About Quality](#)
- [Humanitix](#)

SECTION 5

OTHER IMPORTANT INFORMATION

OUR PARTNERS

ABCD & COMMUNITY BUILDING TEAM PARTNERS



PERSON-CENTRED PRACTICE PARTNERS



APPENDICES

Appendix 1

Nests - Divergent, Emergent & Convergent

Appendix 2

Jedi's, Pods & Teams

DIVERGENT NEST REPORT

WITH NEST LEAD, MICHAELA KENNEDY



So much work has been carried out this year. Jedi's have all had a lot of Jedlets doing good work and here are some of the highlights.

Completion of the '**Members Check In**' with a little more than 50% of member's participating i.e., 36 out of 68 members.

Key Feedback

- Flexibility and working from home, support of the team and Jeder Culture being the top what is working.
- Time for expectations, potential burn out, new award requirements being the top of what is not working.
- Majority feel well supported and some would like more contact and check ins for everyone.
- While it can be challenging to balance billable and contribution hours there is still some frustration that it is always a core group of members contributing.

Key Suggestions

- "Explore the 'working from Home' Award more to see if this is a better fit for Jeder and the flexibility we value."
- "Can we explore other ways for Members to contribute as part of our Membership requirements, i.e. projects or offerings and ways we can then track these?"
- "Feel we have too many meetings with similar topics, can they consolidate?"
- "Communities of practice groups within Jeder?"

Strengths Register

This is still being completed, with so many people with so many gifts and talents, it is taking more time than we expected to pull it all together in one register.

Given our Strengths Focused philosophy, we want to focus more on gifts and through our members participating in Core Gift Conversations many are learning more about their core gifts and how they share them in the world. Jeder now has 8 Core Gift facilitators and 2 members training to be trainers in the practice.

DIVERGENT NEST REPORT

WITH NEST LEAD, MICHAELA KENNEDY

Policy and Procedure review

This is being facilitated by an external auditor who is regularly meeting with a group of customers / participants and Jeder members. The feedback is due by end March 2023 ready for our next NDIS audit.

- Strategic planning began at our November 2022 gathering facilitated by Jason Emmins and Michelle Dunscombe.
- Quality Assurance System is being developed by Jason Emmins.
- Our new online training platform is being developed by Michelle Dunscombe and Lisa Zulfiqar.
- Identifying horizontal growth and capacity building opportunities is starting with having a look at the Responsibility boundaries of our roles.

Coaches Pod

- Are adding working and not working to all team flows
- Have completed the Coaches handbook to support new coaches
- Have updated the 3 exploring conversations with focused questions that aligned with our pillars and helpful hints to look out for red flags

The Wellbeing and Growth Jedi

- Are strengthening our reflective practice Jedlet with more reflection process options
- Promotion of EAP, the benefits of using it. We need to increase usage to make it value for money spent. There are many useful programs and ideas through the app and online. This needs to be promoted to the membership and stories of the benefits shared.

Influencing system change with the NDIS review – <https://www.ndisreview.gov.au>

A small team of passionate NDIS members are coming together to support participants and nominees to provide feedback to the government about the NDIS system. Feedback needs to be received by October 2023.



DIVERGENT NEST REPORT

WITH NEST LEAD, MICHAELA KENNEDY

Networking and Promotion

This is ongoing. Our newsletters and social media posts are supportive of our work, passions and influences change. Jeder Institute has a strong positive reputation which we intend to strengthen with a Nest tour in early 2023.

Roving Listeners and Ability Builders

Are blending their roles and re-naming themselves, the Rabis and have applied for a significant grant called Connection, Inclusion & Education through Strengths based practices with community, worth \$359,982.00. Crossed fingers they are successful.

Support Coordinators (CoS) Team

38 members and growing; we now have teams all around NSW and building in Vic and Qld. Each member is supported by a Coach to grow and strengthen their skills. NDIS updates are sent around regularly by admin and coaches in this forever changing landscape of NDIS. The diverse backgrounds of our Coordinators see a variety of approaches to supporting participants and nominees.

A small number of members are providing Psychosocial Recovery Coaching and Support Coordination as the roles can easily blend and members are finding they are doing both. While this is a fairly new role within NDIS it is a role that is trauma informed community work, supporting citizens with mental health conditions that are disabling and building their functional capacity to live an independent life.



EMERGENT NEST REPORT

WITH NEST LEAD, JASON EMMINS



Implementation of Human Resource and Industrial Relations compliance with the assistance of Effective HR. The major activities undertaken between July 2021 and June 2022 includes:

- Contracts were reviewed and reissued to all members.
- Compliance audit with the SCHADS Award and key Industrial Relations legislation.
- First round of casual conversions completed.
- Review of all mandatory HR/IR documents (for example Working With Children's Checks, Police Check, NDIS Worker Screen etc).
- Registration and backdating the Portable Long Service Scheme's for Vic and QLD members.
- Review undertaken regarding the Induction and Onboarding process for new members including automated systems.

Responding to Complaints/Disturbances

Overseen by the Emergent Nest, especially higher level complaints/concerns within the Jeder Membership, a Complaints Jedlet was formed by 5 members of the Nyeekangarra Pod and is a self-organising group who work through any complaints together.

Responding to the changing environment regarding the COVID 19 Pandemic

Particularly the vaccination mandates (including Risk Responses regarding members to complete non face to face work who may not have met the various vaccination mandate requirements following advice from an Independent HR/IR Lawyer). Reporting was completed to the NDIS Quality and Safeguard Commission regarding our members vaccination status (as required/directed by the Commission) and support to members who had contracted COVID 19. A Covid Jedlet was formed as part of the Risk Jedi.

Welcome Fund

The Welcome Fund was developed to assist new Members commencing at Jeder to meet HR/IR compliance. This is a loan of up to \$5000 for new members to help them meet the costs associated for any work performed during their initial start up (and until they can generate an income). This loan is then repaid at an additional administrative charge.

SECTION 6 **APPENDIX 1 - NEST REPORT**

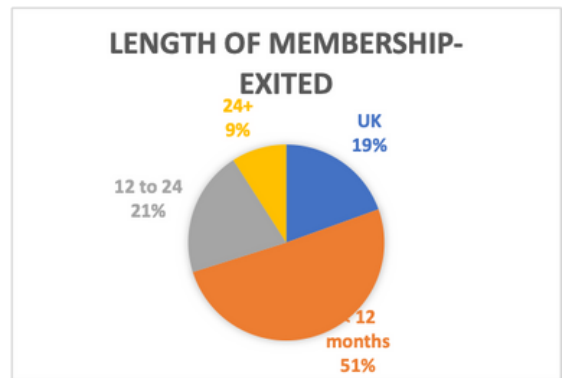
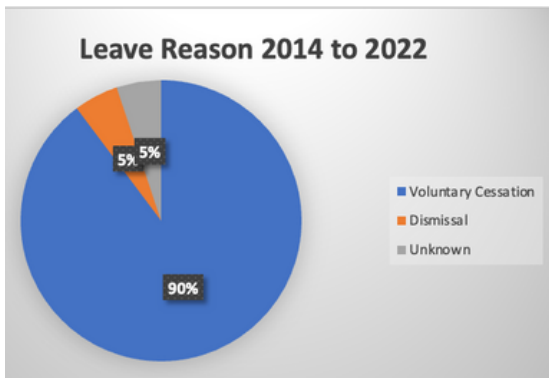
EMERGENT NEST REPORT

WITH NEST LEAD, JASON EMMINS

Review of members who have left since Jeder commenced

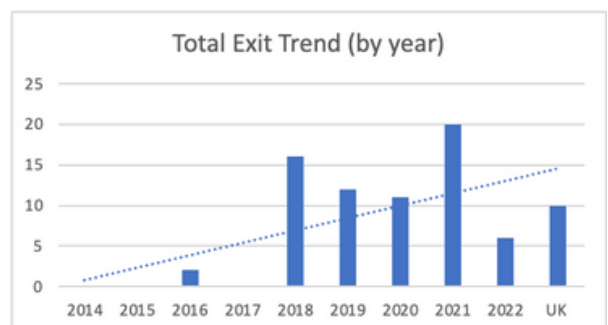
Following conversations regarding the implementation of HR/IR processes (i.e. timesheets, employment contracts etc), a review was undertaken regarding our membership particularly focusing on members whom had left.

The following were some key findings (up until June 2022):



Continued growth within our membership

- Members who joined in the 12 months - July 2021 to June 2022
 - 14 (3 left within the 12 months).
- Members who left from July 2021 - June 2022
 - Total of 16 for the financial year.



CONVERGENT NEST REPORT

WITH NEST LEAD, DEE BROOKS

The main function of this Nest in the last year has been to guide the Jedi Leads and the forming of the new Nyeelangarra (Governance) Pod which will see lots of Invest In Us projects occurs over the coming 12 months. One of the key intended long term outcomes of the Nyeelangarra Pod will be to align the whole membership with the next stage (teal) organisation culture.



The following are the significant pieces of work only. Each Jedi has a range of Jedlets that are in various levels of completion.

The Grove (Docs Jedi)

The Grove is in ongoing development, our focus is to blend our root philosophies and honour our history, in an online training for all members which brings members on the journey of our growth, bedding down our core practices and building the understanding of a next stage organisation and how we work together. Members will be offered this training in the near future.

The Invest In Us Proposal (Nyeelangarra Pod)

We have started with the Policy and Procedure review, Strategic Planning, Document Management System, Quality Assurance System, Online training platform and identifying horizontal growth and capacity building opportunities. Member training opportunities were offered through Modo Coaching and Percolab.

Annual Gatherings (Creative Jedi)

Jeder hosts 2 annual Gatherings per year which have been currently hosted by the Bored and Culture Jedi areas although, there has not been a strong Lead in that space and so, this year the Creative Jedi has taken a firm Lead and has been moving ahead with planning and development for 2023's Annual Gatherings.



CONVERGENT NEST REPORT

WITH NEST LEAD, DEE BROOKS

Litmos Platform (Training Jedi)

The Training Jedi are currently developing courses for our online platform, to be launched this year and will include The Grove's organisational training. This is an exciting movement forward for Jeder to have a dedicated online training offering.

Admin Team

The Admin Team has grown to include the personal assistants for individual members, the Stitcher role (see CoBu support), the Connector, the Navigator (org admin) and many aspects of IT. The Navigator is also starting to liaise with the Creative Jedi to keep the organisational newsletter up to date and fresh!

CoBu (ABCD & Participatory Community Building)

CoBu are growing in membership and the amount of work they are doing has increased immensely with so many communities now wanting training face to face after being online for so long. To support their growth and work, a new role, named the Stitcher, was identified in August at a CoBu mini-gathering at the Victorian Pride Centre to liaise with the Connector, CoBu team, Admin and IT to support the effectiveness of CoBu.



JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

(NOTE: HOOMAN JEDI ESTABLISHED NOVEMBER 2022 NOT REPORTED HERE)

Continuous Improvement Jedi

Lead: Michaela Kennedy

- 9 meetings held
- Major discussions/explorations:
- Communication and Social Media
- Review of Continuous Improvement Register
- Training around Echidna Timesheets
- Echidna Audit Results
- Member Contributions
- NDIS Audit (exploring further in Jan 2023).
- Northern Rivers Emergency – Policy/Process
- Consistency with templates (harvest/flow etc)
- Member Check in
- Strengths Registers
- Nest Review
- Translating our documents for CALD Communities/participants
- Member invitation framework
- Am I flying High Yet App trial?
- Implementation Risk Plan- roll out
- PCP Conference

Proposals/Agreements reached:

Operationalising the Pillars Proposal

Trauma Framework Jedlet (Fran)

Jedlets (pieces of work):

- Anything Translation
- Echidna Self Audit
- Echidna Audit
- Echidna Tutorials
- Efficiency Improvement
- Invest In Us Proposal
- MODO Coaching
- NDIS Audit
- NDIS Participant Survey
- NSW Children's Guardian Information VoOHC
- Optimising Framework
- P&P Review
- Quality Assurance and Compliance System

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Creative Jedi

Lead: Mark Cauvin

- 25 meetings held
- Major Discussions/explorations
- Reviewed/Refined purpose statement
- Organisational Diagrams (wisdom and knowledge map, Org Structure)
- Reconciliation Action Plan (RAP) Art
- Bi Annual Gathering preparation
- Self Care Activities
- Newsletters
- Branding consistency
- Purchasing of Boardmaker for the organisation.
- Developing graphics for Jeder Sharepoint site.
- Exploring Photoshop licence for the organisation.
- Exploring how members can be encouraged with their creative expressions.
- Exploring how to make the invisible, visible.

Proposals/Agreements:

- Add newsletter as standing agenda item

Jedlets:

- 2022 Kind Acts of Disruption/Interjection
- Absolutely Write Jedlet
- Annual Gathering
- Lets Do Shit

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Culture Jedi

Lead: Bored (with rotating roster for Host)

- 11 meetings held (although more as its fortnightly but may not be harvested)
- Major Discussions/explorations:
- Deaf Culture
- How are changes communicated and implemented within Jeder (Working/Not Working, What have you been learning, How are you coping with current changes)
- Trauma informed care
- Psychosocial COS
- Peer Support/Mentoring Group

Proposals/Agreements:

- Motivation
- Emotions
- Meditation
- Courage to Connect
- Helping members in flood affected areas?
- Dreams
- Challenges facing COSSIES

Jedlets:

- Reconciliation Action Plan (RAP)
- Peer Support/Mentoring
- Operationalising the Pillars
- How does culture affect the workplace?

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Docs Jedi

Lead: Dee Brooks

- 15 meetings held
- Major discussions/exploration:
- Member invitation framework
- Change to Membership Jedi to a Jedlet
- Reviewing documents.
- Reformatting registers.
- Review of purpose.
- Conflict of Interest
- Admin Handbook and Student Induction Handbook.
- Members Moments- Coaching- and 6 month wisdom checklist
- Operationalising the Pillars
- Completing previous Gathering Harvest Documents.
- J Files-
- Onboarding Process
- Processes for implementation
- DBAP (cactus) and Leaving Conversation documents.
- Financial Contributions
- Friendship Policy
- Social Media
- Managing old/archived documents.
- Process of registering docs.
- P&P review.
- Access to templates within SharePoint

Proposals/Agreements:

- Induction proposal
- Coaching fee proposal
- Peer Coaching Proposal

Jedlets:

- New Participant File
- Home Visit Risk Assessment
- Absolutely Write (transferred to Creative Jedi)

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Dollars Jedi

Co-Leads: Dee Brooks and Tess Pollard

- 12 meetings held
- Major Discussions/Explorations
- Big Idea Grants
- Mini Grants
- Ideas to use surplus
- Investment Planning
- Financial Transparency

Proposals/Agreements:

- Roving Listener and Ability Building (\$20k from surplus)
- Training Dollars (PCP Training)
- Jeder Capacity Building
- Financial Transparency
- Dollars Handbook Update
- Training Jedi- SAP/Litmos LMS.
- Systems Proposal (Invest in Us)
- Internal Emergency Response (\$10K).
- Kinglake Rangers Talks.
- Fundraising
- Admin Budget Reporting

Jedlets:

- Financial Benchmarking
- Grants
- Investment

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Risk Jedi

Co-Leads: Victor Tyler and Jason Emmins

- 23 meetings held
- Major Discussions/Explorations
- Risk Register Reviews
- COVID 19 Pandemic and responses (including Legal Advice obtained), PPE Supplies, NDIS Commission Reporting Obligations, Covid Safe Plan, Win/Win Strategy developed, monitoring jurisdictional mandates/requirements/changes.
- Risk Management Action Plan
- WHS News
- Risk Enablement Video
- EAP Provider
- Auditing Team
- Review of some Policy and Procedures
- Exploring burnout/fatigue
- Explore trauma informed practice.
- Financial Audit
- Responding to critical/reportable incidents.
- Updating Participant Risk Assessment
- Incident Training
- Intersections with other Jedi's.
- Explore how to monitor reputational Risk.

Jedlets:

- Covid Vaccination
- COVID Mandate by Jurisdiction
- Covid Mandate Workaround
- How to Jedlet
- 2021 Risk Audit Prep.
- Emergency Response
- Risk Mapping Across Org

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Training Jedi

Co-Leads: Dee Brooks and Michaela Kennedy

- 8 meetings held
- Major Discussions/Explorations
- Creating purpose statement
- Mapping all training provided/offered/delivered by Jeder.
- Exploring train the trainer formats.
- Exploring Learning Management Systems.
- Mapping member training needs/wants.
- 2022 Training Calendar
- Modo Training engaged.
- Art of Hosting- Next Stage focus.
- CALMER Model (developed by member).
- DRUMBEAT
- Conference presentations by a member.

Proposals/Agreements:

- SAP/Litmos LMS
- Grove Training

Jedlets:

- Deaf and Deaf Blind Awareness
- DSC Training
- NDIS Practice Standards and Core Modules
- NDIS- PWD Training
- PCCD Training
- PCP Training
- Relationships building and sexuality.
- Risk Incident and complaints management session
- SAP Litmos
- The Grove Training
- Trauma Informed
- Wednesday Workarounds

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Wellbeing and Growth Jedi

Lead: Alexandria Brown

- 7 meetings held (established in September 2021)
- Major Discussions/Explorations
- Employee Assistance Program
- Wellbeing Plans for Members
- Jedi Yearly Plan
- Wellbeing exploration.
- Member Check In's.
- Reflective Practice Framework Developed.
- Forums for clinical review/case review.
- Gut Health- what affects mental health presentation.
- Conversations regarding Core Gifts.
- How do other Next Stage Orgs promote/integrate wellbeing and growth.

Proposals/Agreements:

- Employee Assistance Program Provider

Jedlets:

- Family Governance Model
- Identifying Horizontal Growth
- Member Check in
- Position Statement of Supplementary Optional Practices for supporting wellbeing
- Reflective Practice
- Strengths Audit

JEDIS, PODS & TEAMS UPDATES

WORKING ACTIONS AND INNOVATIONS FROM ALL 2022 HARVESTS

Jeder Pods (where representatives of Jeddis meet together to cross pollinate):

- Coach
- Nyeeangkarra (Governance)

Teams (geographical or interested-based):

- Ability Builders
- Admin
- BIS
- COBU
- Connector
- COSSIE
- Finding Carols Team
- Hunter Team
- Interpreting
- Jeder Team Information (NDIS)
- Northern NSW
- Psychosocial Recovery Coach
- Roving Listeners Team
- Self Managed Support Team
- Sunny Coast
- Sydney BIS
- Sydney
- Together Home