# Jeder Institute's Bi-Annual Gathering

## November 2025

## The Real Teal Ideal

- 12pm Sunday: Opening Circle & Welcome to Country
- 5pm Sunday: Close Day 1
- 10am Monday: Full day of facilitation, conversations, action and sharing
- 5pm Monday: Close Day 2
- 10am Tuesday: Wrap up and finalise any outstanding work
- 1pm Tuesday: Close Gathering

Location: Wisemans Retreat https://www.wisemans.com.au

## Core Team: Tess, Dee, Trish, Luke

We met on the lands of the Dharug Aboriginal people.

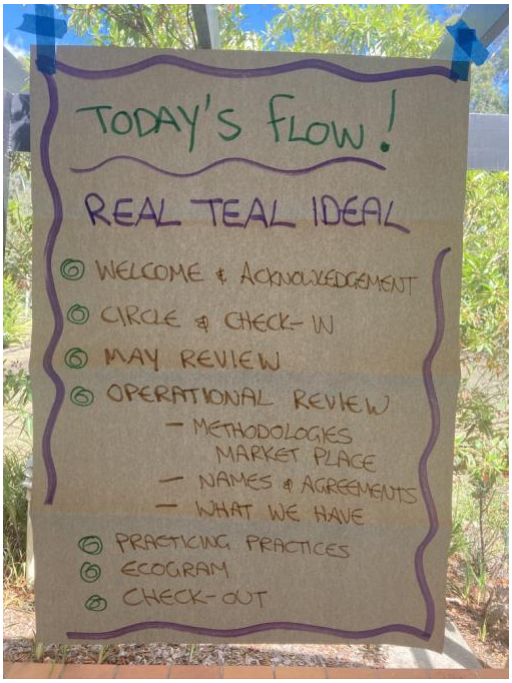
## Overview

The November Gathering brought together 15 Members in person at Wisemans Ferry and approximately 6 Members online across the three days. Both groups followed the shared flow, contributing reflections, questions, and insights into the collective Harvest.

**Calling Question:** How do we move forward together with strength, sustainability, and purpose?

# Day 1 – The Real Teal Ideal

### Opening Circle & Check-In




This year was different for Jeder Members. Instead of doing 'work', we revisited the foundations of our structure and the evolution that led us to where we currently operate.

Dee took everyone for a "history walk" and we then used some of the mapping frameworks to discover where our strengths currently lie as individuals, teams and as a whole organisation.

There was not a lot of Harvesting done as the whole Gathering was more reflective than actionable, apart from gathering feedback on various areas to strengthen and the final Open Space sessions.

After an Acknowledgement of Country, we started with a check-in and moved on the review.

**Check-in Question:** share your name, role and what you have brought to represent yourself today?

Members introduced themselves by sharing an item that represented who they are. Online participants entered through a softer welcome, adding notes directly into the shared document.

### Themes:

- Familiarity and recurring insights about organisational patterns.
- Tensions around participation, responsibility, and shared leadership.
- Need for distributed ownership of power and clearer recognition of power dynamics.
- "Jeder language" possibly becoming jargon.

### Review of Actions Since Last Gathering:

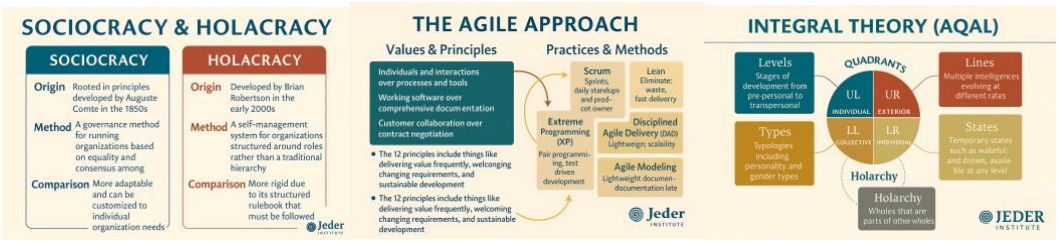
In-person discussions included:

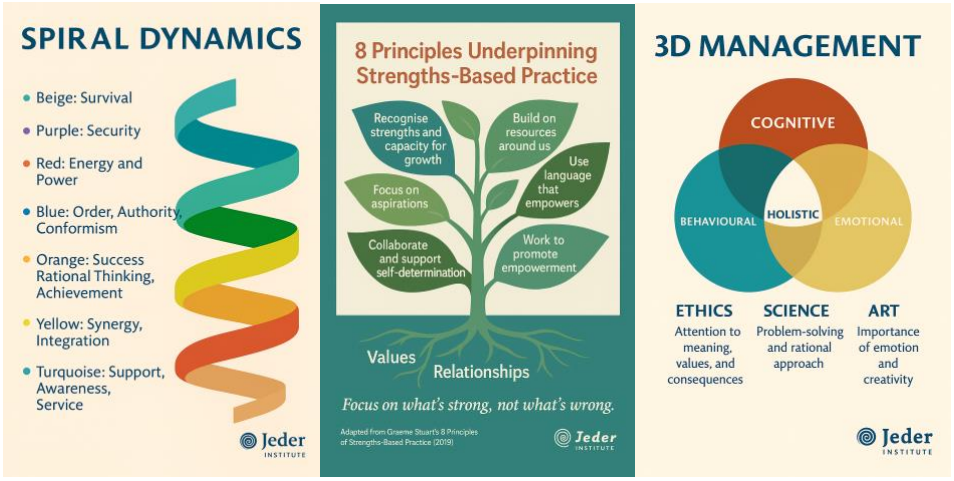
- RAP updates
- Member contribution check-ins
- Follow-ups on previously agreed actions

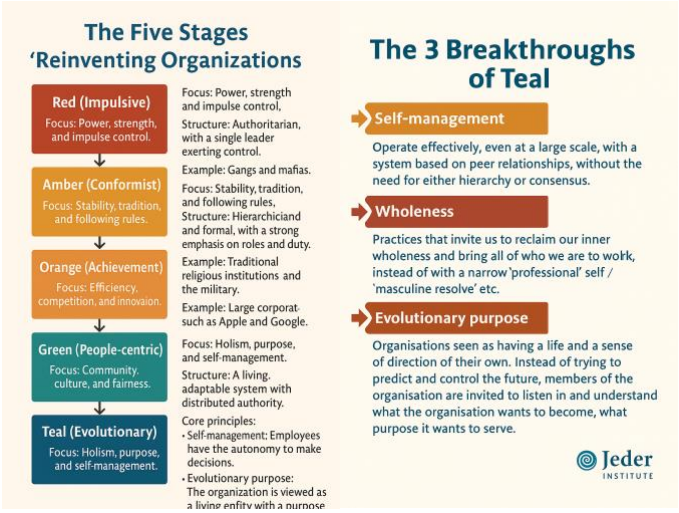
# Frameworks & Foundations

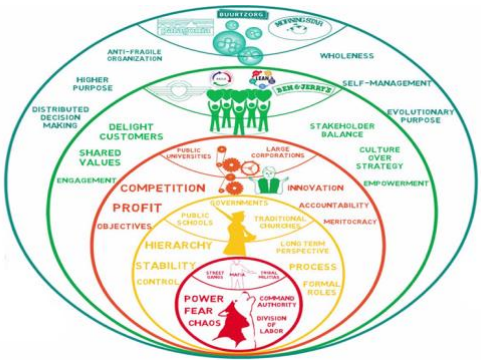
## Methodologies Marketplace:

Dee walked Members through the historical evolution of Jeder and Members heard of and ask questions of; Teal principles, Agile Approach, Integral theory, Spiral Dynamics, Strengths-Based Practice and 3D Management, to ground ourselves in our structure ready for tomorrow's work.






# Reflections on Our Foundations & the Real Teal Ideal

### Key Insights (Online + In-Person Alignment)

- The same issues appear repeatedly; contribution, expectations, obligations, roles.
- A pattern is emerging around inconsistent participation:
  "Do we recognise this as a pattern and lean into it? Or keep fighting?"
- Some members want to "just do their job" and not engage in organisational workings, impacting sustainability.
- The organisation defaults to "whoever is in the room" which is a strength and a limitation.
- Heavy reliance on a few individuals (often Jason & Dee) creates perceived autocracy; participants expressed desire for **shared ownership of power**.
- Need for more explicit acknowledgment of how power moves and where it resides.

### Language & Culture Questions

- "Jeder language" may be becoming jargon and a barrier for new members and external partners.
- Interest in refreshing language tools, possibly shifting terms (e.g., Jedis → Hubs/Working Groups).

### What We Have:

Members reviewed the Aquamarine Governance Framework, discussed Agreements, and offered feedback to the Business and Strategic Plans in preparation for the next day. We also reviewed the Four Rivers of Practice (a reimagining of our original Four Pillars), Jedis Pods & Teams Overview document (where it was suggested to re-create this image as a flow chart) and our Eat the Orange principle.

JEDER STRATEGIC PLAN
2025-2030
Evolutionary Purpose
Jeder... at the Heart of Change!
Collective Values
Transparency
Integrity
Social Justice
Curiosity
Compassion
At Jeder, our values guide everything we do, shaping our culture, interactions, and impact.
Aligned to our Pillars
Participatory Leadership
Co-Creation for Change
Generosity of Spirit
Self-Organising
Strategic Objectives
Objective 1: Capacity Building for People & Communities
Objective 2: Training, Workshops & Mentorship
Objective 3: Internal Capacity & Sustainability
Objective 4: Partnerships & Outreach
Objective 5: Compliance, Clarity & Onboarding
Objective 6: Financial Sustainability & Program Growth
Cultivating a Living Strategy for an Emerging Future
At Jeder, strategy is a living practice. Our 2025–2030 Plan is guided by strengths-based and cooperative principles, refreshed each year through the voices of members, partners, Elders, and communities. In times of change, we stay committed to listening, learning, and adapting.
Jeder
WWW.JEDER.COM.AU

THE FOUR RIVERS OF PRACTICE
Human-Centred Practice
Fed by Diversity, Community & Incluslon
Participatory Leadership
Shared leadership that builds community and shared responsibility through openness and collaboration
Co-Creation for Change
Encouraging members to learn, adapt. and innovate together for social and community change
Generosity of Spirit
Fostering trust and compassion through kindness, empathy, and the open sharing of knowledge within community
Self-Organising
Working with autonomy, integrity, and accountability in service of our shared purpose and collective wellbeing
Where all rivers meet –
Strengths-Based - Next Stage - Evolutionar Purpose
Flowing together for collective and community change.
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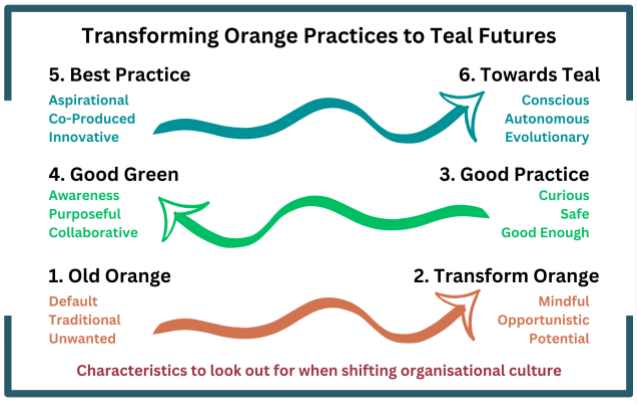
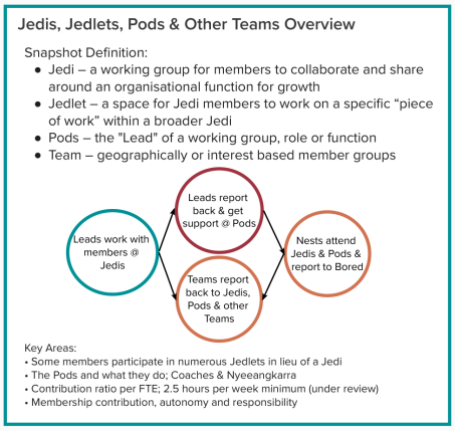
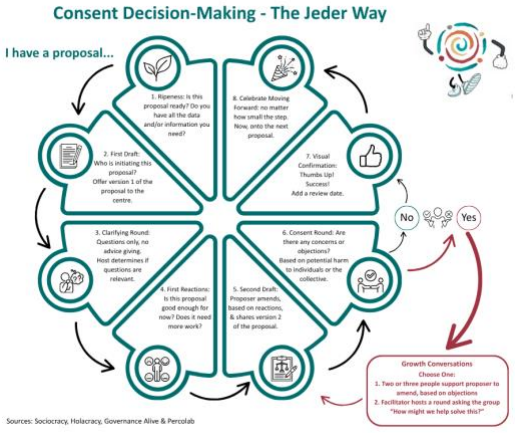
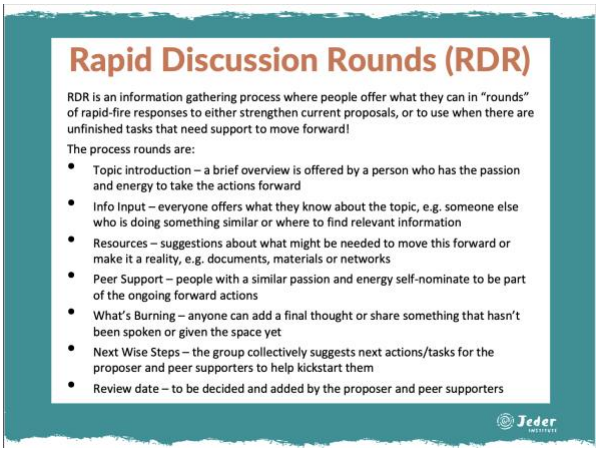

Transforming Orange Practices to Teal Futures
5. Best Practice
Aspirational
Co-Produced
Innovative
6. Towards Teal
Conscious
Autonomous
Evolutionary
4. Good Green
Awareness
Purposeful
Collaborative
3. Good Practice
Curious
Safe
Good Enough
1. Old Orange
Default
Traditional
Unwanted
2. Transform Orange
Mindful
Opportunistic
Potential
Characteristics to look out for when shifting organisational culture

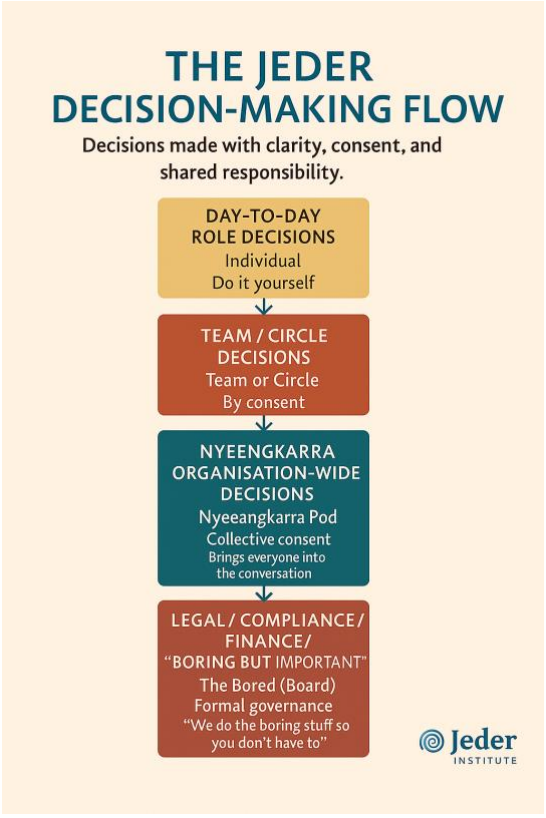

Jedis, Jedlets, Pods & Other Teams Overview
Snapshot Definition:
Jedi – a working group for members to collaborate and share around an organisational function for growth
Jedlet – a space for Jedi members to work on a specific "piece of work" within a broader Jedi
Pods – the "Lead" of a working group, role or function
Team – geographically or interest based member groups
Leads work with members @ Jedis
Leads report back & get support @ Pods
Teams report back to Jedis, Pods & other Teams
Nests attend Jedis & Pods & report to Bored
Key Areas:
• Some members participate in numerous Jedlets in lieu of a Jedi
• The Pods and what they do; Coaches & Nyeeangkarra
• Contribution ratio per FTE; 2.5 hours per week minimum (under review)
• Membership contribution, autonomy and responsibility

### Practicing Practices:

Members reviewed Jeder's new streamlined Decision Making Process, Consent Decision Making and Rapid Discussion Rounds.




## Check-out!

We checked out for the day, and most Members walked up to the pub for dinner and other relaxed and took some time for themselves.

## Day 2 – Structure & Sustainability

Day 2 started with a Welcome to Country to Rhiannon and a Smoking Ceremony by Jasper. It was a grounding way to start a full day session and was welcomed by everyone.

## Check-in:

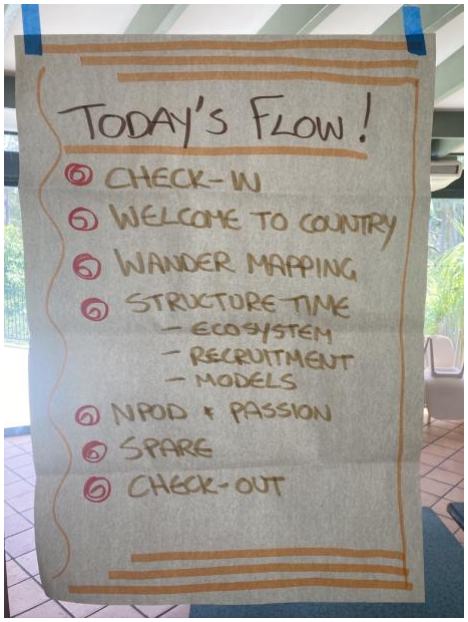
Members reflected on how they are connected to Country before entering structural conversations.

## Overview of the Day!

It was important to follow the flow of the methodologies mapping the day before to take into the current state of the organisation and the systems and processes that need strengthening as we shift into a new phase of recruitment and accountability.

This was a massive reflection and feedback day on the following:

- Organisational Mapping
- Structure Talk; our ecosystem, recruitment, sharing models
- Nyeengkarra Pod update
- Passion Plans (Accountability) for 2026

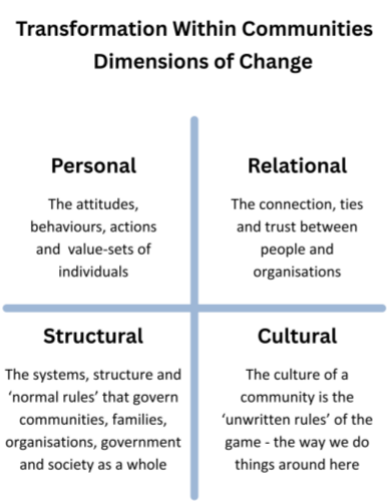


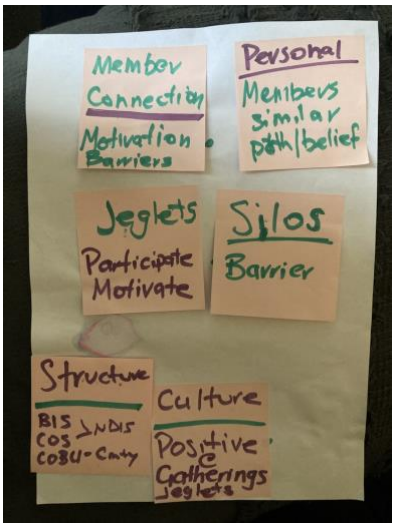

**Discussions included:**

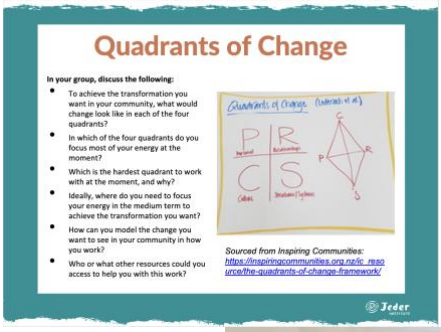
- Financial sustainability
- Recruitment and emerging pressures
- Bonus and remuneration models
- Phantom equity and gainshare models
- NPod review and Passion Plan templates

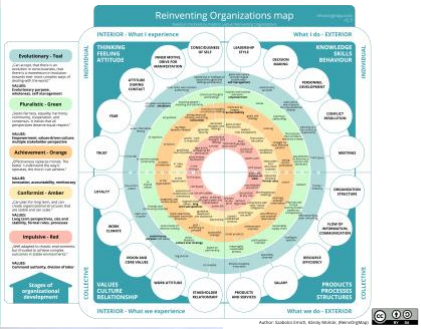
## Wander Mapping: Quadrants of Change & Teal Mapping:

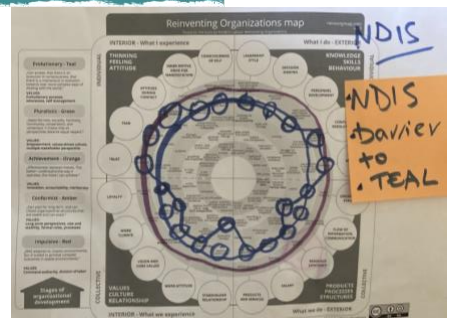
Members self-organised into small groups to work through the Quadrants of Change before shifting onto the Teal Mapping template. This included a collective inquiry into how these frameworks are being lived in practice vs. how they exist on paper.



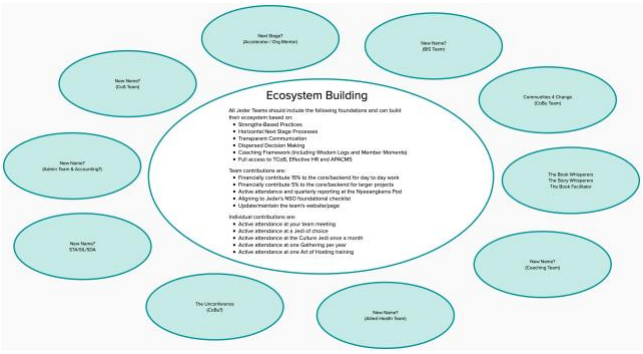




## NPod Review

We explored NPod's purpose, functionality, future vision, and links to operations/marketing, including reviewing the NPod's recent Re-Shaping Day outcomes, and had a first viewing of the upcoming Passion Plans, which will be something that every Member completes as an annual 'accountability plan'. Participants then took a Wander-to-Wonder walk reflecting on, and offering feedback on the Passion Plan and template.

### Structure: Ecosystem, Recruitment and Financial Models

After Check-in, Members reviewed our potential future ecosystem (which is grounded in growth and innovation) and then offered feedback on the 3 potential new roles for advertising and recruitment before a final discussion on the future financial model of the organisation, including Phantom Equity Schemes, Gainsharing Models and Bonus Systems (it was decided to focus on recruitment for next year and look at the sharing and bonus systems down the track). We also reviewed and gave feedback on our Reconciliation Action Plan (RAP) and responded to the actions from the May Gathering.



**Join the Jeder Institute — Work That Matters**

A next-stage, cooperative-style organization for practitioners, facilitators, and community builders across Australia.

**Shared Message:**

At Jeder, we believe meaningful change happens through relationships, trust, and shared purpose.

Wede pemers don't have ofsses — we have peers.
We don't have fixed wages — we pay oursetves
from the work we generate or co-deliver. Togelner, we reate impact.

**Three Ways to Work with Us**

**Support Coordinator**
Work alongside NDIS participants to strengthen choice, control, and connection.
Balance compliance and care, manage your own portfolio, and help people navigate the system with heart.

**Behaviour Support Practitioner**
Design and deliver Positive Behaviour Support Plans that help people live safer, stronget, and more connected lives
Bring curjosity, compassion, and ethical practice to your independent work.

**Community Development Practitioner**
Collaborate with communities, Elders and local leaders to co-create change using strengths-based and participatory appoaches like ABCD and Art of Hosting. Help communities uncover what's strong, not what's wrong.

**Why Join Jeder?**

- Remote-first and flexible — design your own work life
- A connected network of peers who value trust and autuonomy
- Shared learning, mentoring, and co-creation opportunities
- Freedom to shape your own portfolio and make real impact

**Ready to Join?**

Send your CV and short intro to secutn recruitment@jeder.com.au,

## Check-out!

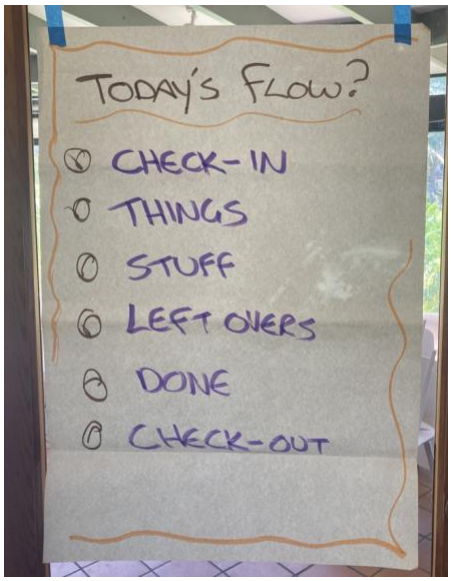
Members answered the following Check-out Questions:

- What is the core purpose of the organisation?
- One word to describe your feeling
- Gratitude for a person or moment

After check-out and thanking everyone for such a great day of discussion and feedback, we self-organised an optional Community Dinner. It was a relaxing evening of casual talk and lots of laughter and dancing.

## Day 3 – Bringing It Together

After Check-in, Members moved into self-organising groups around what they wanted to deeply discuss and make movement on. Using Open Space Technology, and including the online Members, we reviewed the following topics plus, 3 Members put forward a proposal, as below.

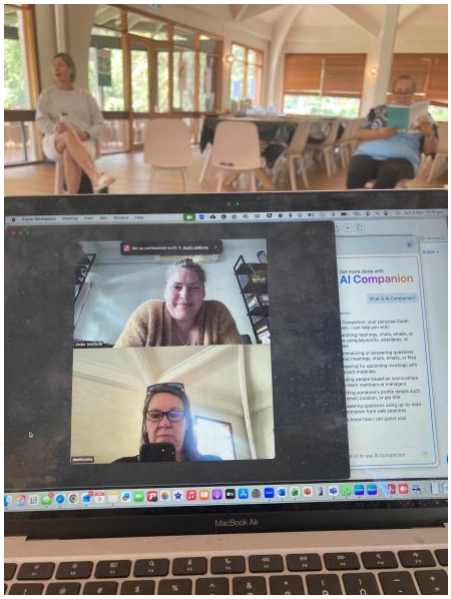



### Open Space topics included:

- Ecosystem development
- Financial stability and incentives
- Organisational growth and innovation
- Next-stage leaders and mentor packages

### Online Open Space – Streamlining Jedis, Pods & Teams Proposal by Sandy, Dimi and Yvonne

### Proposal:




Move from Jedis to three monthly hubs:

1. Practice & Quality Hub
2. People, Learning & Culture Hub
3. Operations & Partnerships Hub

### Discussion Themes

- Strong support for simplification
- Concern about transition complexity
- Question of where complaints live (leaning toward HR separation)
- Need for clearer financial info before SDA/SIL growth
- Desire to re-engage members in contributing to foundations, especially in remote-first environment
- Agreement to proceed, then refine with a working hub

## Emerging Themes Across the Whole Gathering

1. **Shared Power & Participation**

A desire to distribute authority, reduce bottlenecks, and recognise power dynamics more honestly.

2. **Language, Culture & Accessibility**

Need to refresh or clarify internal terminology and reduce "Jeder jargon" while still honouring the frameworks that anchor the work.

3. **3. Structural Simplification**

Strong interest in shifting from Jedis → Hubs, with clearer responsibilities, improved communication, and administrative support.

4. **4. Sustainability (Financial + Human)**

Questions around:

- Financial models and incentives
- Capacity of Members working remotely
- Realistic engagement expectations
- Future growth opportunities in SDA/SIL, NDIS, consultancy, and training

5. **5. Purpose & Identity**

Ongoing inquiry:
What is Jeder's core purpose? Who are we becoming? How do we hold our Teal aspirations with integrity and realism?

## Next Wise Steps

- Establish Working Hub to refine and review and implement the 3-Hub model.
- Clarify complaints pathways (internal vs HR).
- Develop updated language guide or shared glossary addressing "Jeder jargon."
- Continue remuneration & incentives exploration via Accountability Jedlet.
- Finalise Passion Plans for all Members
- Update governance framework if structural changes go ahead.
- Improve financial clarity to support strategic decisions.
- Address financial clarity needs before growth in new service areas.

## Check-out:

At final check-out, both online and in-person groups closed with gratitude, commitments, and one-word reflections before all helping to pack up, tidy and divide the left-over food. It was a great flow and the check-out felt well-rounded and complete!

## Final Summary:

The new flow of starting at Sunday lunchtime, having a full day together on the Monday and then leaving at lunchtime of the Tuesday seemed to work very well for everyone, with no one leaving early. Overall, it was a relaxing, casual but extremely productive Gathering and we look forward to trialing the next one in May as a teams-based online Gathering and to be back in Wisemans Ferry in November 2026!

Thanks to everyone who attended, supported, reflected, tidied, offered, discussed, laughed, danced and had a great time!

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