

Jeder Institute's Annual Gathering Harvest 6th 7th and 8th of May 2024

Our Venue

Champlung Mas, Legian, Bali, Indonesia: <https://www.champlungmaslegian.com/>

Your Hosts

Dee Brooks, Vic Tyler, Chontelle Jannese, Tess Pollard, Aleks Jovanovic & Lee Griffiths.

Acknowledgement

We would like to acknowledge that we were located on the rich cultural lands of the Balinese people who follow Hinduism fused with ancestor cults, and local spiritual beliefs.



Welcome to Bali!!!

After 5 years of talking about having a Bali Gathering, it was finally a reality!!!



Members started arriving over the weekend and by Sunday evening, the majority of people had arrived, and the excitement was palpable.



After an evening of meet and greet, the Core Team started preparations to begin the Gathering on Monday morning.



Monday 6th May 2024

Day One: reflecting on the past and sharing our journeys and stories

Our gracious hosts at the hotel had organised a local Hindu Elder to welcome us into the space with a Hindu Blessing Ceremony. It was a very special introduction to the Balinese culture and grounded us all into the space for the week.



After the blessing, the team shared the day's theme and Flow and went over general housekeeping and circle practice before we did a check-in round.



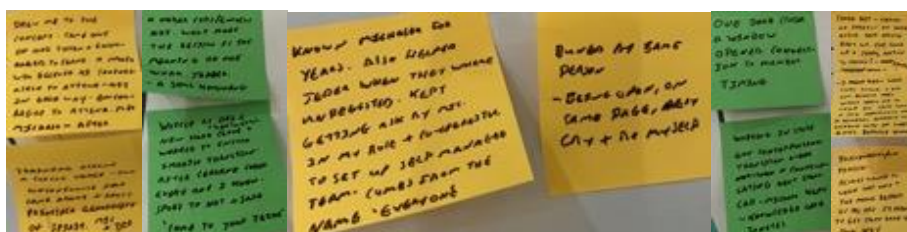


Check-in Question: What drew you to Jeder?



Member Responses:

- The Pillars; that this was possible – people were actually making this work
- To good an opportunity to miss
- Dee; we met online – one of the first 3 during my bushfire recovery work
- The people in Jeder and that I had something to offer
- Had a spell in local government that's soul destroying and that helped me shift
- Clare in the UK sent me to Jeder and then they came and did some training at my work
- Went from a support team in a dictatorship with unethical practices
- Was with government and heard about Jeder training
- Having the capacity to speak my mind again
- Government tend to scare me into staying – told them to f*ck off
- Doing it differently
- Generosity of Spirit principle
- I could be open, on the same page and be myself
- What made the decision is the meaning of the word “Jeder” – a knowing
- Covid hit and I was working from home and this job opportunity came up
- One door closed and a window opened
- Working in state government, contemplating what's next and got a call to come join
- Kept getting asked to join and come set up self organising teams



Member Rounds: a series of seriously serious questions



After check-in, we commenced a series of question rounds and responses from Members starting with, “why does working differently matter?”



Question 1 Member Responses:

- Your own way
- For future generations “riding the wave of difference”
- I can be a person and surrounded by “person centred” – allows for seeing things differently around growth
- People B4 profit; we matter as people
- Can change, reinvent and adapt
- Everyone we serve is different – individualised support
- Self determined
- Versatile and responsive; strength in personal – better way
- Be authentic to yourself and values/beliefs – IT MATTERS – doing work that is meaningful to make change
- Only 2% orgs are doing it – we are in that
- Making sure we are looking after one another – people first
- Allows us to create a more authentic sense of belonging – connect social – allows opportunity to self actualise
- Can work more authentically
- Out of the box thinking – actions for better outcomes
- Connection is important for motivation and dedication
- Rhythm of life – choice and control
- Have to work differently to achieve good outcomes for others
- To make ourselves redundant



The next question that Members responded to was, “what has kept you here?”



Question 2 Members Responses:

- Not a shortage of options at all – its environment brings whole self and advance self with people here
 - Stimulation and philosophical conversations
 - Doing work I love with people I love – chosen family – learning and growing at same time is ‘magical’
 - There’s no place I’d rather be – so many connections and opportunities – ideas can happen and naturally evolve
 - The 2% - it’s a challenge – the status quo limits – we want to be the change potential
 - “I think I fit” – belonging – sense of unknown and accepted
 - Having freedom to support people and explore ideas – and experiment
-
- Always learning – never @ end of learning – people and Teal model – not beholden to org – choice
 - The people, the love, keeps me going – feeling valued, joint contribution and learning
 - Flexibility – people help get things done
 - We get accepted on who we are – quirks / skills / whole person – and people happy to jump in and step up
 - Learned things about myself and self growth – supported – host Self
 - Potential opportunity to do what you want to do
 - Keeping each other accountable
 - Connections / family / tribe
 - Enables ethical practice
 - Learning skills and wisdom
 - Being the 2%
 - There are no restrictions
 - There’s no place I’d rather be – connection – “let’s do it” evolution
 - Strong, this way of working and it will get stronger – there’s more to do
 - The tribe sense of belonging and can be authentic
 - Belonging; I can be authentic Self and accepts me



Dialogue Walk

After the timeline session, the Core Team sent everyone on a Dialogue Walk to reflect on the hopes and expectations they might have for Jeder and to reflect on the future hopes and expectations.



Horizontal Leadership: Messages & Questions

The next session was two-fold. After an Intro to Mapping Leadership and Communication which was based on the work done by the Nyeeangkarra Pod, we named the current Leads and invited each Member to share which Jedi or Pod they participate in and why.

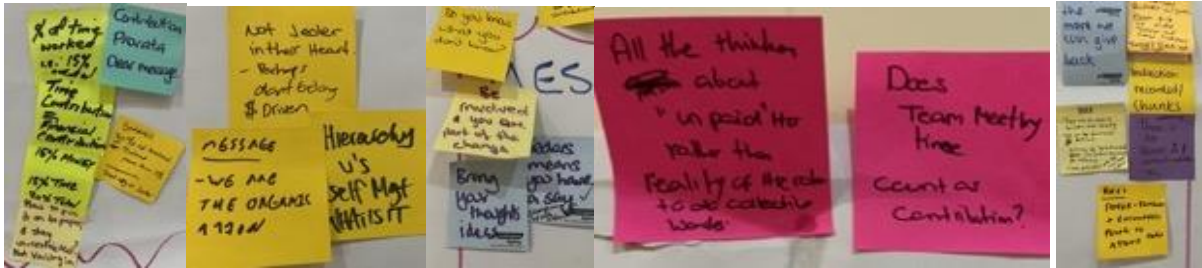
After this was done, we moved into a reflective session, based on the morning's questions and what we now know and co-created some messages and actions that we could share with the rest of the Membership.



Members Responses:

- Do you know what you don't know?
- Better discussion, clarity around write-up in black and white – the why and the benefits.
Requirements and reason for background work/contributions
- We are a not for profit organisation NSO – people before profits
- Does team meeting time count as contribution?
- More learning (available of different tools and practices when in groups)
- Bring your thoughts and ideas
- Jeder means you have a say
- Disempowered by not attending
- Work on inclusive P&P's into process
- Not Jeder in their head/heart, perhaps don't belong, money driven
- Message: WE ARE the organisation
- Hierarchy versus self management; what is it?
- Lee and Cherish activate strengths and skills
- Comparison report with stats (for Members)
- How do we strengthen our culture and connection?
- Misconception that Nest/Admin are paid to do ALL so we don't have to
- Accountability – Nest role offering boundaries
- Work on endless email
- Refocus on NFP – the more we do in-house the more we give back
- Comparison report with stats – don't bite off more than we can chew; what have we tried?
- Culture of transparency – emotional, rational, self balance
- What are the different roles?
- Message: by not having xxx paid roles means your hourly rate is a higher percentage
- Message: this is the percentage contribution in xxx field, this is what you get xxx
- Docs: 1. Docs can be made to be more user-friendly 2. Examples on the documents for BIS and CoS 3. Library of "gold standard" completed documents for reference 4. Cross pollination with BIS and CoS teams plus others
- Induction recorded / chunks
- Understanding there is no house &/or dollars without contribution
- Action: decision journey
- Encourage curiosity
- Action: stand alone induction session on contribution
- What does contribution mean?
- Clarify, contribution list items / clarify i.e. pieces of work
- Hours invested org building increases opportunities
- Review Members docs for clarity
- Frame it from the WIFM
- Wants, needs, must haves
- Lots of names on Jedi's – what is holding people back from attending? Time? Work?
- Key message: 1. this is the contribution / work required for a registered organisation, 2. If Membership doesn't provide it, we have to pay externally to get it done 3. To find it, Members will need to contribute dollars and pay rate will decrease 4. Do you want to contribute your time or dollars?
- Roles: poker reminds and encourages people to attend Jedi's
- Contribution pro-rata – clear message

- Percent of time worked i.e. 15% of total hours. Time contribution equals financial contribution. 15% money 15% time 30% total
- Cycle -> culture Q's / repeating x some people contribute again (not previous Member need)
- Remember gifts and skills – differences; kindness and care
- Acceptance of some cycle / natural role / types that step up
- Flow to put it onto paper and stay “unrestricted” – not blocking in



We reviewed the days work and finished with a collective checkout before heading out to a communal dinner in one of the nearby villages.

Checkout: share something you are grateful for today...



Tuesday 7th May 2024

Day Two: what have we got to work with (resources, networks, stakeholders)



Some Members started the day with Zazen meditation with Tess and took time to centre and ground themselves before others arrived.

Once the other Members had joined, the Core Team welcomed everyone, shared the Flow of the Day and everyone joined in for a checkin.



Check-in: what are you looking forward to today?

Foundational Practices

We used a Knowledge Café style of groupwork to teach, learn and reflect on our practices.

Members of the Core Team stepped up as Hosts of 4 foundational topics and spent time with the other Members going through the basics and inviting a Q&A.

The 4 foundational topics were:

- Person Centred Practices with Aleks and Chontelle
- Asset Based Community Development with Lee
- Strengths Based & Next Stage with Vic and Dee
- Art of Hosting with Tess

Asset Based Community Development (ABCD) with Lee



Members responses:

- Actualise, care and DO
 - Person-centred also is evidence based
 - Teach people to find what they are good at
 - Really know details of what's there – tapping into what's there – sharing problems without interference
 - Shifting power – enabling agency – internal skills etc
 - Discover the good things we have and and connect them to and for the benefit of community
 - Wise and well informed – identify the good and bad in community
 - ABCD a way of being – tools practices etc to create change in community
 - Assets in community make people skills
- Organising people – giving them a voice and opportunities
 - Collective culture rather than individualised
 - Exploring existing services – creating better
 - ABCD embracing collectivism not individualism
 - How I think breathe and live – how communities have lived forever through the frameworks and practice around it
 - All community has inbuilt resources – acknowledge, map and mobilise



Strengths Based & Next Stage with Dee and Vic



Members responses:

- My abilities – action
- Focus on individual gifts and talents – evolution
- Incorporated in language and actions – evolutionary
- Strengths based; working off foundational stuff
- NSO: allowing for true
- All abilities and support – NSO curious and next steps
- Strengths based; abilities skills dreams
- Derives from PCP nothing about me without me – want to know more

After a break, we looked at what is working, why is it working and what can be strengthened.

What is working?



Member responses:

- Everything
 - Cross pollination in crisis
 - Working at a next stage org is working for me
 - Support is goooooood
 - Willingness, communication, processes, collaboration
 - Org cocreation; good enough for now
 - Connection; care for one another and the organisation
 - Supportive structures and extending myself
 - Autonomy / opportunity / sufficient amount of genuine mutual connection
- Sufficient amount of healthy relationships / healthy
 - Freedom to do ABCD / PCP my way
 - Everything
 - Being part of collective tribe

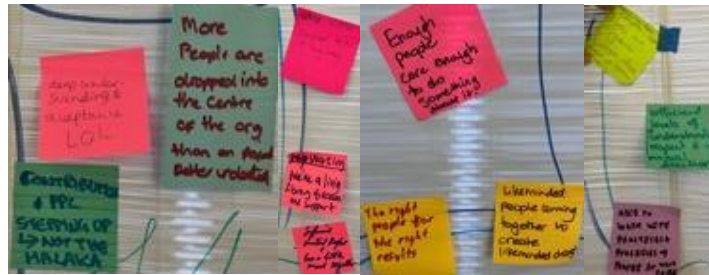


Why is it working?



Member responses:

- Deep understanding and acceptance
 - More people are dropped into the centre of the org
 - Contribution and people stepping up
 - Inspired to do it my way
 - We're a living library of resources and support
 - Sufficient mutual benefit and we're a little bit mad together
 - Enough people care enough to do something about it
- Likeminded people coming together to make likeminded change
 - The right people for the right results
 - Makes me feel purposeful and useful / there is a sharing of wealth and power / sharing of decision making
 - Sufficient levels of understanding, respect and mutual direction
 - Able to work with practices, processes and people



What can be strengthened?



Member responses:

- Work together more / collaborate / embed practices / share learnings / champion the cause / LIVE IT
- Having different convos and option to say no
- Improve evidence docs to maintain registration / become an org to look up to / GOLD Teal org
- THINK – develop skills to apply courage to call out
- Continue to improve communication / transparency / flatten structure
- Cross pollination / more collective
- Language and KISS (keep it simple)
- Difficult decision making / getting better at difficult conversations, complaints and problems / Teal decisions
- Immersion with new members
- Sharing stories of change – internally and externally
- Socials and website consistency
- Income diversity / communication / encourage collaboration
- Our stories about our next stage org / write them up – story telling



The Ecogram: Mapping our Organisation

For this session, Tess introduced the Ecogram, which is a mapping tool to explore relationships with individuals and organisations. Firstly, each Member created an individual map, using the legend, and brought it back to the circle for discussion. After this we combined our thoughts and reflections into a larger organisational map. It was a highly insightful session!

Wednesday 8th May 2024

Day Three: what's next for us and the future growth and maintenance of our practices and culture?

We started the morning with some people sharing some meditation space with Tess and then moved into the final day of the Gathering with everyone in circle.

The Core Team shared the day's Flow and explored what people wanted to do the next day for the team day. Most people decided to stay at the hotel and work on their audit results whilst the CoBu team went offsite for the day to do some planning.



Check-in Question: share a flower, thorn and bud that you are feeling...

The responses to “flower, thorn, bud” were:

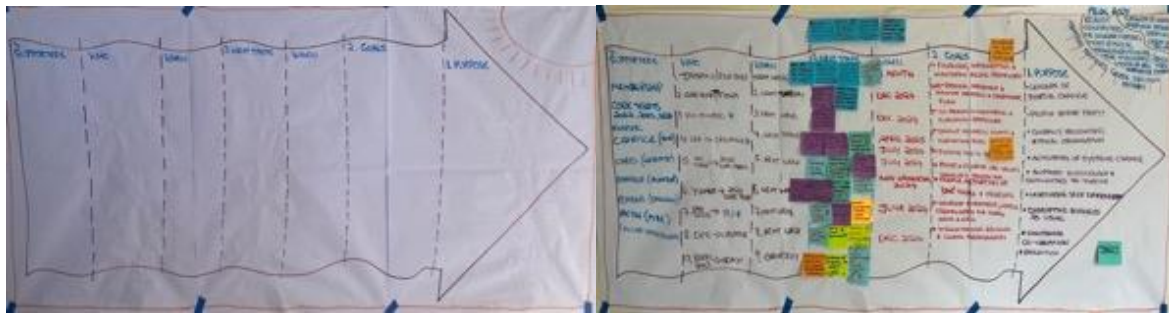
- 1st time in Bali – a lot of work to do – include those not here
- Arriving – pool/beer convo and volley ball
- Crack the code; contribution, decisions and more
- Connections and Hindu blessing – contributions – what comes out of the path
- Back in Bali – don't have any – what comes of our ecogram
- Meal and family – heat and roles – leading to strat plan
- Connection with us and where we are – nothing – cocreation and collaboration
- Being here and strengthening connection – Tony's dive – looking to work with gifts and income distribution
- Seafood dinner with family – the heat – getting out of comfort zone
- Back in Bali after 6 years, dinner out – audit convo – getting out and about in Bali
- Taking actions and seeing how they operationalise



PATH Process

Using the PATH process, developed by Inclusion Canada, we spent the afternoon working through the various areas and co-created a forward moving PATH to share with the other Members who could not be here. We based the PATH on the questions:

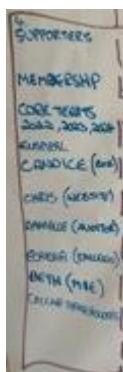
- What does future growth look like?
- How do we maintain what we have?



BEFORE

AFTER

Our High Level Supporters

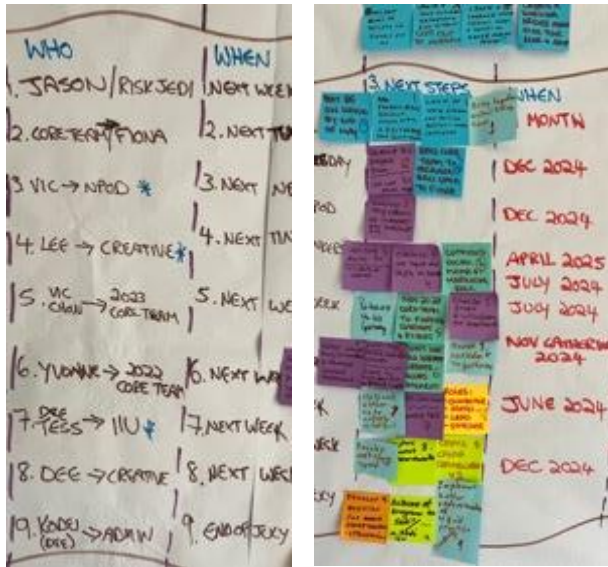


- Membership
- Core Teams 2022, 2023, 2024
- Enspiral
- Candice (HR)
- Chris (website)
- Danielle (Auditor)
- Echidna (Kaeleen)
- Beth (M&E)
- Collaborating stakeholders

Our Next Steps

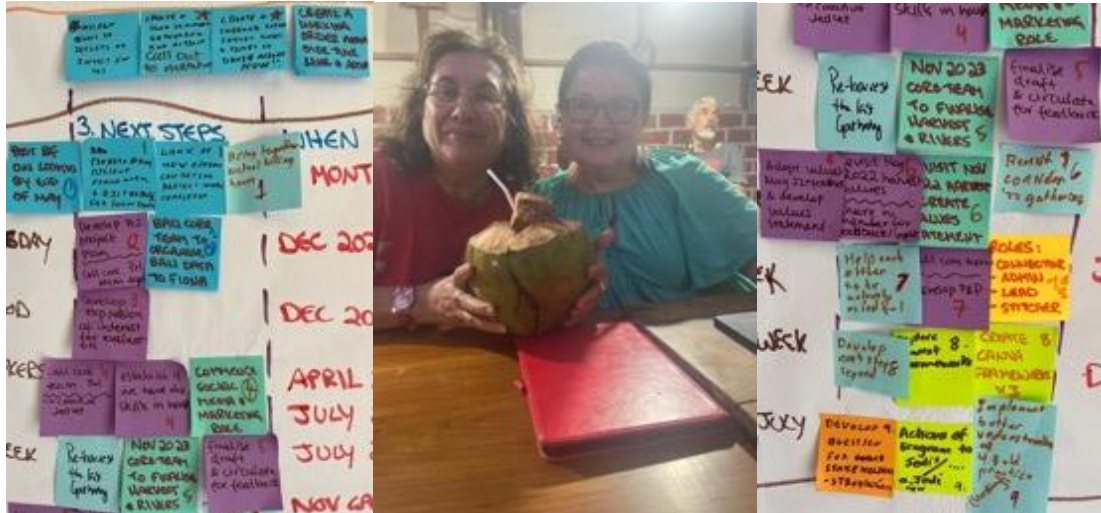
Overarching Actions:

- Assign goals to Jedlets or Invest in Us
- Create and send summary Gathering and actions to all Members
- Create and schedule initial Jedlet dates and times to drive actions NOW
- Create a working order alongside timeline and actions



WHO	WHEN	NEXT STEPS	WHEN
Jason / Risk Jedi	Next week	<ol style="list-style-type: none"> 1. Post BF (billing framework) on Loomio by end of May 2. Finalise billing framework plus BIS plus x for feedback 3. Look at how Echidna can better reflect work completed 4. Bring together billing hours 	1 MONTH
Core Team / Fiona	Next Tuesday	<ol style="list-style-type: none"> 1. Call Core Team together / Develop project plan 2. Bali Core Team to organise Bali data to Fiona 	DECEMBER 2024
Vic to NPod *	Next NPod	<ol style="list-style-type: none"> 1. Develop expression of interest for evaluators 	DECEMBER 2024
Lee to Creative *	Next Tinkers	<ol style="list-style-type: none"> 1. Creative Jedlet call Core Team 2. Establish if we have the skills in house 3. Commence social media and marketing role 	APRIL 2025
	Next week	<ol style="list-style-type: none"> 1. Re: Harvest for last Gathering 	JULY 2024

Vic & Chontelle taking to 2023 Core Team		2. November 2023 to finalise Harvest and Rivers	
		3. Finalise draft and circulate for feedback	
Yvonne take to 2022 Core Team	Next week	1. Adopt values May 2022 plus feedback, and develop values statement	JULY 2024
		2. Revisit May 2022 Harvest values – share with Members for feedback / input	
		3. Revisit November 2022 Harvest and create values statement	
		4. Revisit 2022 Gathering	
Dee & Tess take to IIU *	Next week	1. Help each other to be actively mindful	NOVEMBER GATHERING 2024
		2. Call Core Team, develop P&P	
		3. Roles: ... Connector, Admin, Lead, Stitcher	
Dee take to Creative	Next week	1. Develop next step legend	JUNE 2024
		2. Explore creative framework	
		3. Create Canva frameworks (teams)	
		4. Roles: ... Connector, Admin, Lead, Stitcher	
Kodei (Dee) take to Admin	End of July	1. Develop question for stakeholders – strengthen	DECEMBER 2024
		2. Actions of ecogram to Jedi's / a new Jedi	
		3. Implement better understanding of Four Fold Practice / Hosting	

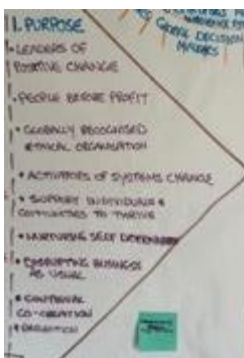


Our Goals



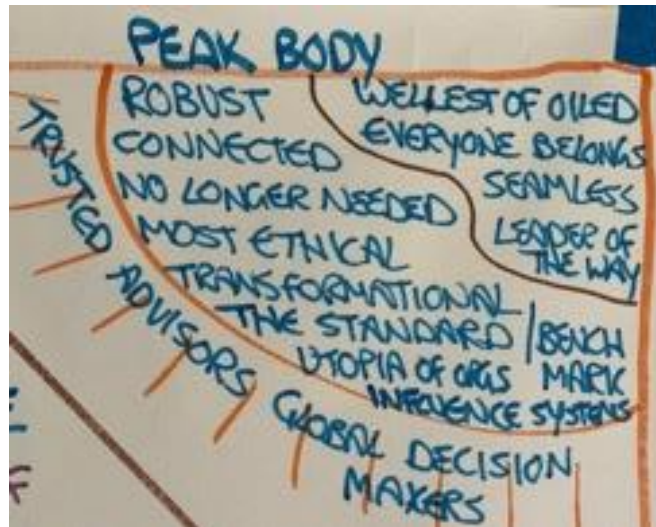
- Finalising, implementing and monitoring billing framework
- Co-produce, implement and monitor strategic and operational plan
- Co-produce a monitoring and evaluation framework
- Develop strategic communications and marketing plan – needs to consider Deaf and CALD communities
- Finalise the 4 Rivers
- Revisit and finalise org values
- Develop a process for mindful activation of teams and offerings
- Develop strategic, simple frameworks for CoBu, NDIS and NSO
- Strengthening regional and global partnerships
- Incorporating sharp practice safeguards

Our Purpose



- Leaders of positive change
- People before profit
- Globally recognised ethical organisation
- Activators of systems change
- Support individuals and communities to thrive
- Nurturing self determination
- Disrupting business as usual
- Continual co-creation and reflection
- Transparency and agitation

Our North Star



- Robust
- Connected
- No longer needed
- Most ethical
- Transformational
- The standard
- Benchmark
- Utopia or orgs
- Influence systems
- Trusted
- Advisors
- Global decision makers
- Wellesst of oiled
- Everyone belongs
- Seamless
- Leader of the way
- Peak body (cause why not?)



Rapid Discussion Rounds

RDR is a process developed to strengthen current proposals or for when there are left-over actions at a Gathering that need moving forward. The purpose is to get rapid responses for action.

The process rounds are:

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

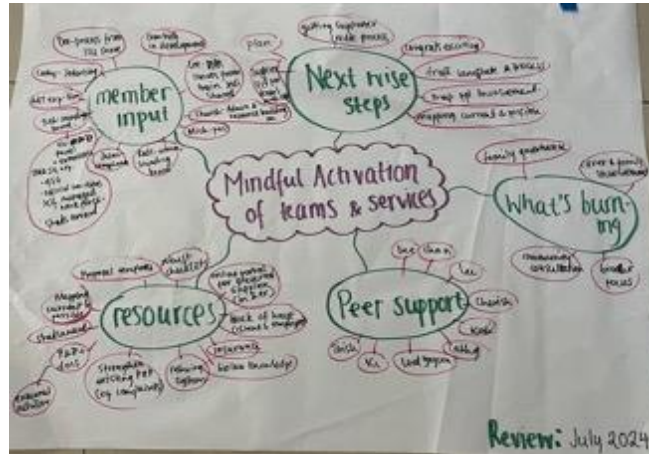
Ripening proposals for Loomio example:

Proposer: Dee

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



Two topics for Rapid Discussion Rounds were put forward and Members joined the groups led by Lee and Tess to help them discover next steps for their topics.







Thursday 9th & Friday 10th May 2024

Day Four: NDIS Audit catch up and Team Day

Day Five: Final Beach Checkout – gratitude, corn, beach, buskers & Bintang



Even though our last day of work was completed, we all walked down to the beach in Legian and had a final checkout together on the beach. Many of us attended this with corn. We were also joined by many beach hawkers and people bought a lot of souvenirs, received massages and paid for bespoke songs that they would never use or hear again.

We shared a final gratitude of our time together and thanked the land, the people and the privilege that we enjoyed whilst here and said our final goodbyes to Bali.





The following pages are photo galleries that are too good to not share.

PHOTO GALLERIES

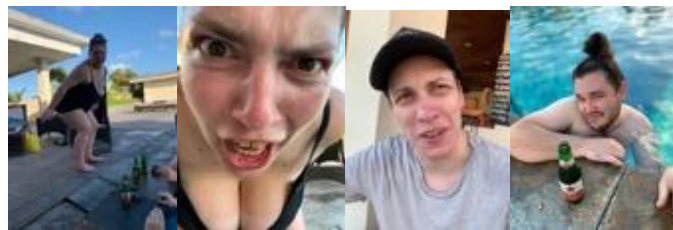
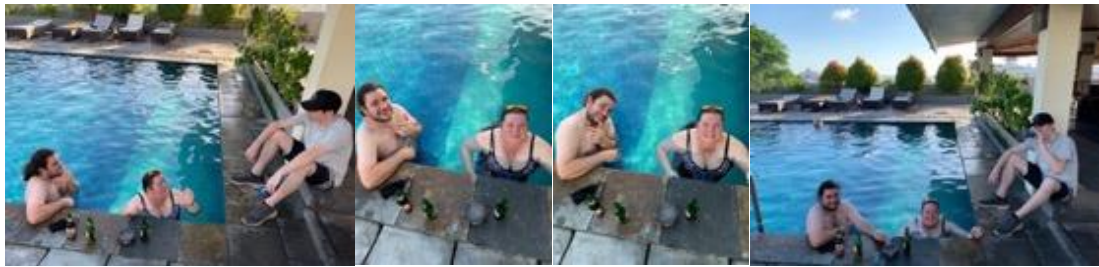
Extra Work Pics





Pool Time





Drag Night Dinner & Commitment Announcement





Extra-Curricular Outing to Perubahan Jalur Pengunjung





