

# ANNUAL REPORT

## 2024



**Jeder**  
INSTITUTE

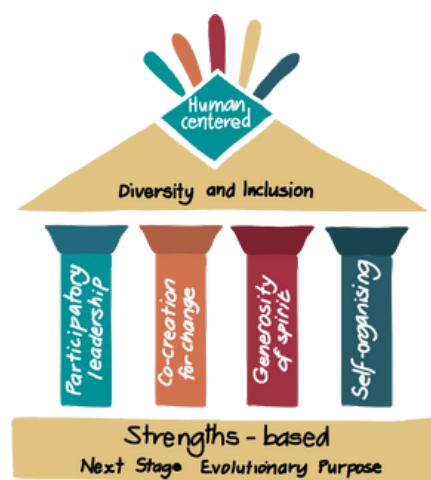
# OUR HISTORY

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 members are all Australian-based and some of them work both domestically & internationally.

Our unique approach is based on **Teal Principles** of self management, wholeness and evolutionary purpose and our strengths focused, participatory frameworks and philosophies are underpinned by Person Centred Approaches, Asset Based Community Development (ABCD) and Participatory Leadership practices and processes.

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.



## INTRODUCTION

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SECTION 1

AN OVERVIEW OF JEDER INSTITUTE

# ABOUT US



## Key Area: Adventures Training & Workshop Development, The Unconference & Networks

- Facilitating Unconferences & community conversations around critical social issues
- Co-developing Teal-focused change management frameworks
- Co-designing measurement frameworks
- Creating inclusive communities through collective action
- Intentional networking & partnering



## Key Area: NDIS Support Coordination & Behaviour Specialists

- Providing person-centred support
- Building individual resilience
- Coordination of supports
- Behaviour support and intervention
- Specialised psychosocial recovery coaching
- Building family and community capacity
- Identifying and building on existing strengths



## Key Area: ABCD Asset-Based Community Development & Participatory Leadership

- Providing strengths-focused workshops, training and facilitation for individuals, communities and organisations
- Co-designing and delivering community-led projects and initiatives
- Strategically planning with a diverse range of communities
- Identifying and mobilising individual and community assets and strengths





SECTION 1

AN OVERVIEW OF JEDER INSTITUTE

# STRUCTURE & MANAGEMENT

## MANAGEMENT OF JEDER INSTITUTE

### (DIRECTORS)

Directors and Bored Members:

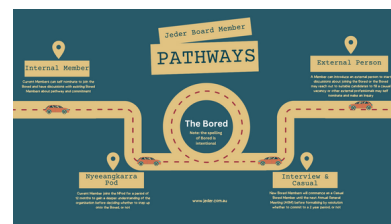
- Jason Emmins, Executive Chair and Nest Lead
- Dee Brooks, Bored Secretary and Nest Lead
- Michelle Dunscombe, Bored Treasurer
- Victor Tyler, Ordinary Bored Member

**Note: a current campaign to engage 3 new external Bored Members can be found at the end of this report**



## GEOGRAPHICAL LOCATION OF JEDER INSTITUTE

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



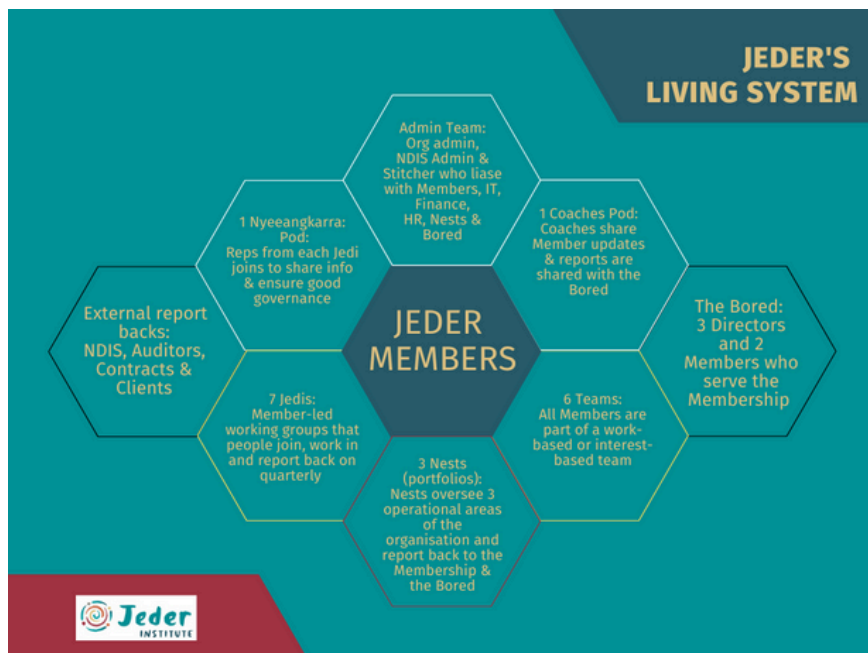
## LEADERSHIP

For members of Jeder Institute, doing the 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 Ltd is registered with the Australian Charities and Not-for-profits Commission (ACNC).



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 EXECUTIVE CHAIR, JASON EMMINS

What a year 2023/2024 has been at Jeder Institute. I would like to take this opportunity to thank everyone for their contributions, support, guidance and persistence throughout the year.

The year certainly posed a lot of challenges and opportunities including the convergence of our systems and practices, growth in our overall capacity to meet ever increasing demand and strengthening our partnerships. We focused a lot of our energy this year on internal and external compliance and continuously striving to achieve the best for the individuals and communities we support.

From a member perspective, 2023-2024 was a time of reflection and consolidation. We welcomed 7 new members to the team including 2 Admin members, 3 Support Coordinators and 2 Behaviour Support Practitioners. We said our goodbyes to 12 members including 1 Admin member, 7 Support Coordinators and 4 Behaviour Support Practitioners. 3 of the members that left Jeder have opened their own practices and maintain regular communication with us as partners.

From a Governance perspective, we had 2 Bored Members resign and increased our membership at the Nyeengkarra Pod. The Nyeengkarra Pod assists with overall governance of the organisation including accountability and transparency of operations. 2025 will see a strong focus on our Governance Systems including the campaign for external Bored Members with targeted specialties (i.e. financial background, legal background, and industry experts).



# BORED REPORT - CONT...



WITH JEDER'S EXECUTIVE CHAIR, JASON EMMINS

Our Strategic Direction remains strong, including regular reviews regarding our Legal Frameworks, checking in about our purpose/pillars, vision for the future and how we continue to strive for excellence in a complex operating environment. We will see a refreshed and focused new Strategic plan in early 2025.

Specific achievements during 2023/24 included:

- NDIS Audit- after some initial challenges in November 2023, the teams rallied together to have a successful outcome in our NDIS Audit. Whilst we have still not received the “green light” from the NDIS Commission perspective, the outcome report by our external auditors was pleasing. This included the expansion of our registration groups to include Core Supports (including Supported Independent Living and Short-Term Accommodation- Assistance with Daily Life/Social Community Civic Participation).
- Our Community Building team facilitated over 60 community development training workshops (domestically and internationally), facilitated two Unconferences and offered a range of co-design sessions for peak bodies/initiatives.

Together, we are looking forward to the challenges and achievements that 2024/2025 is going to bring our way including conscious growth, increased focused and development of our teams, diversifying our income potential and continued learning and promoting Next Stage/Teal Organisations.

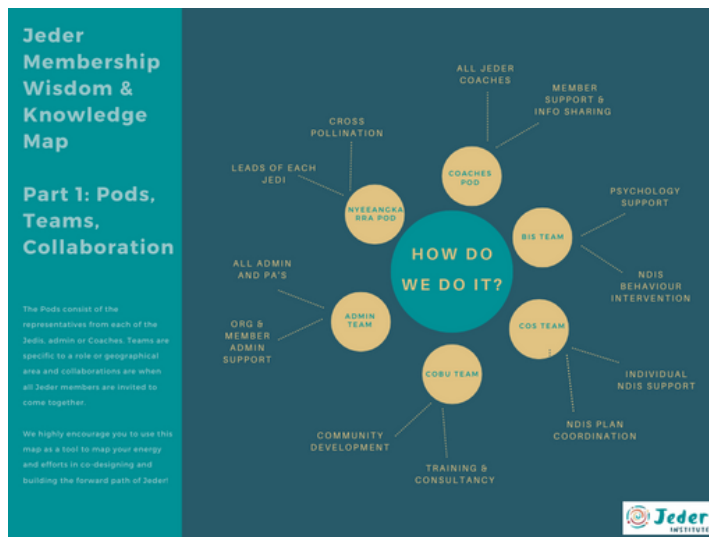
*Yours Sincerely,  
Jason Emmins  
Executive Chair  
Jeder Institute*



# 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**

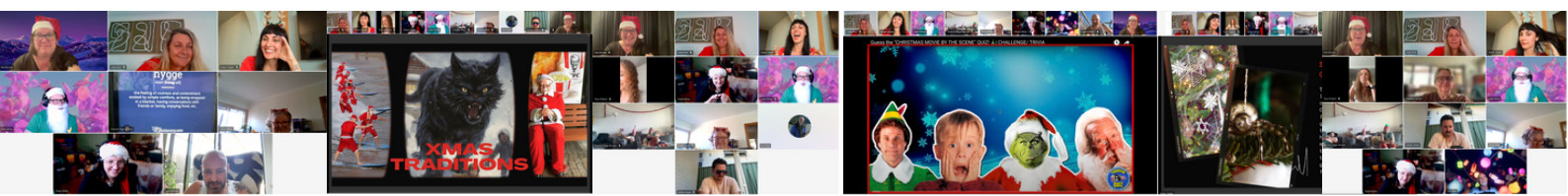


## Emergent Jedis, Pods & Teams:

At Jeder, we value our ability to lean into emergence and shift with the energy, focus, needs and strengths of our Members and the organisational as a whole!

Significant growth innovations are:

- Development of MS Registers for invoicing and inquiries for CoBu
- Review and closing down of 2 Jedi's whose work has moved to other teams or groups
- Annual Task Framework developed for all Jedis, Pods and Teams
- A reporting and communications framework developed
- Restructure of the Admin Team to streamline 3 dedicated admin roles
- Restructure of the Nests to a 3 Member structure including dedicated admin
- Exploration of Culture Connect to support Indigenous participants in Queensland
- FaceTime Jedlet at the Creative Jedi to develop one-page profiles for Members
- Costs and Contribution Jedlet at the Hooman Jedi to clarify backend Member costs
- Optimising Framework Jedlet to support Members to reach NDIS compliance
- FFS Jedlet at the Docs Jedi to tidy up the CoS folder
- PD Jedlet at the Hooman Jedi to review, develop and finalise position descriptions
- Vic's Way Jedlet at Well-being & Growth Jedi to capture Vic's future legacy
- Echidna Goodness Jedlet at the Nyeengkarra Pod to streamline the Echidna platform
- Noms Jedlet at the Nyeengkarra Pod to recruit external Bored Members for 2025
- Supervision & Coaching Jedlet at the BIS Team





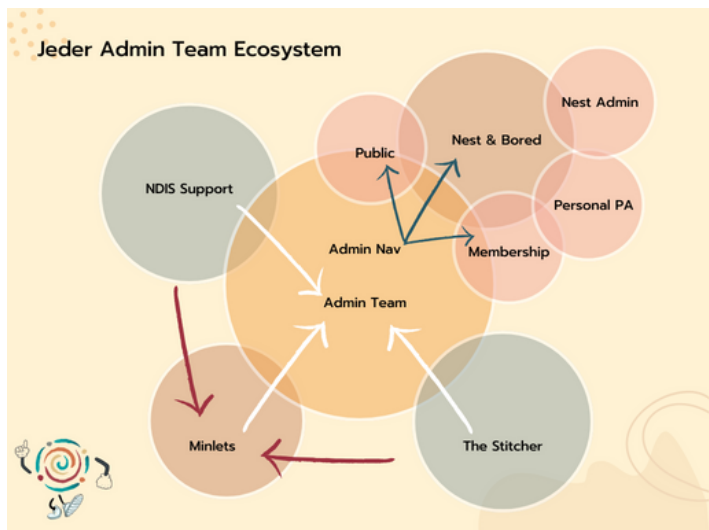
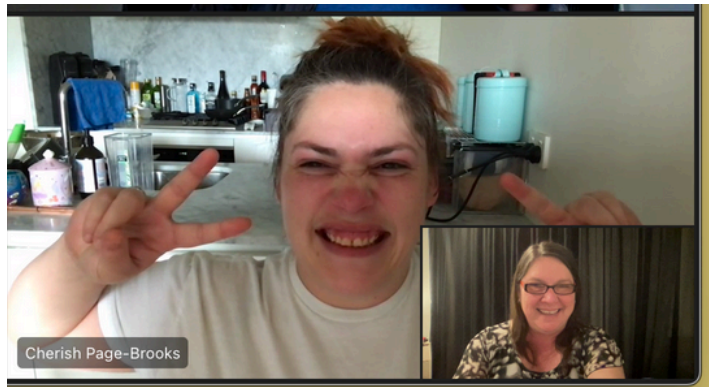
# SECRETARY'S REPORT

WITH JEDER'S BORED SECRETARY, DEE BROOKS

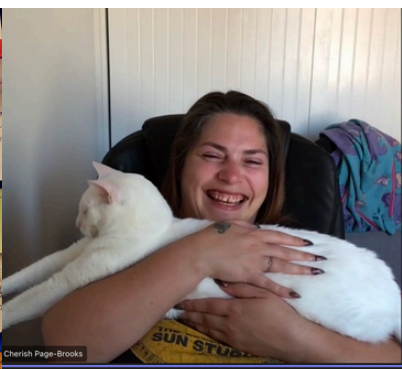
The Bored Secretary role at Jeder encourages cross-pollination throughout the organisation & close liaison with the Admin Team, as can be seen by the ecosystem below. The main tasks of the Bored Secretary are fairly generic with the preparation of documents, templates and sense-making spreadsheets being 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.

The role supports both the Bored and the independent needs of the Nests, as required, and supports the Admin Team which includes external liaison, NDIS admin and identifying areas for automation of systems.

The skills and abilities required for Jeder's admin roles are not like a traditional, hierarchal organisation and requires the Admin members to be fully autonomous and also embrace the philosophy and the four foundational Pillars of the Jeder Institute to respond to innovative, new ways of working, practice and support for all Jeder Members.



*Administratively Yours,  
Dee Brooks  
Secretary  
Jeder Institute*



# TREASURER'S REPORT

WITH JEDER'S TREASURER MICHELLE DUNSCOMBE

As Treasurer of Jeder Institute Limited, I am pleased to present the financial report for the year ended 30 June 2024. This report provides an overview of our financial performance and position based on the audited financial statements.

## Financial Performance

### Revenue

- For the 2024 financial year, Jeder Institute's total revenue was \$5,135,634, a decrease from \$6,059,781 in the previous year. This decline was primarily due to a reduction in Coordination of Supports - NDIS income to \$3,350,319 from \$4,491,234
- No conference registration income in 2024, compared to \$226,779 in 2023
- A slight decrease in grant income and fees received

However, it's worth noting that other revenue increased significantly to \$1,080,356 from \$444,763 in the previous year.

### Surplus/Deficit

The company recorded a deficit of \$224,120 for the 2024 financial year, compared to a deficit of \$72,662 in the previous year. This increased deficit reflects the challenging operating environment we faced during the year.

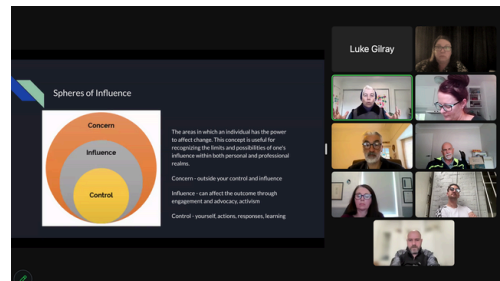
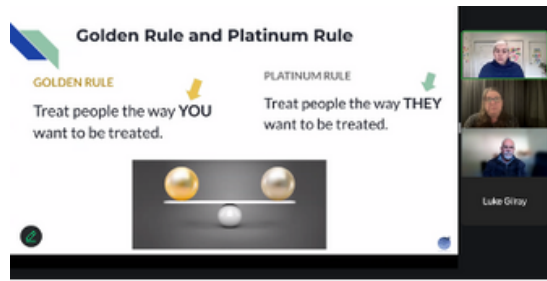
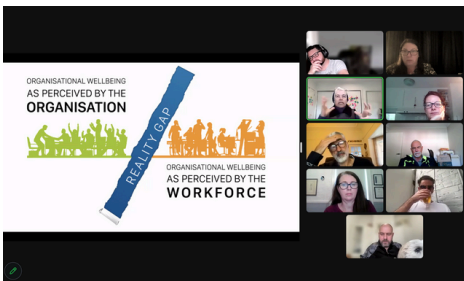
Given the significant increase in deficit from the previous year, it is crucial that we develop and implement strategic planning initiatives to diversify our income streams and implement cost-saving measures. Our goal should be to return to a surplus position by 2026. This will require a thorough review of our current operations, exploration of new revenue opportunities, and potentially restructuring some of our services to improve efficiency.

## Financial Position

### Assets

As of 30 June 2024, Jeder Institute's total assets stood at \$984,232, a decrease from \$1,492,079 in the previous year. This includes:

- Cash and cash equivalents: \$802,801
- Trade and other receivables: \$175,857
- Property, plant and equipment: \$5,574



# TREASURER'S REPORT CONT...

## Liabilities

Total liabilities decreased to \$816,700 from \$1,100,427 in the previous year. This includes:

- Trade and other payables: \$764,624
- Employee benefits (current and non-current): \$52,076

## Net Assets

The company's net assets decreased to \$167,532 from \$391,652 in the previous year, reflecting the deficit incurred during the financial year.

## Cash Flow

The cash flow statement shows a net decrease in cash and cash equivalents of \$384,122 for the year. This was primarily due to:

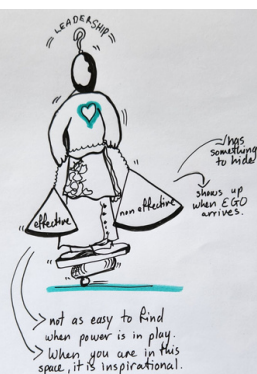
- Net cash outflows from operating activities: \$384,122
- No cash flows from investing activities

## Looking Ahead

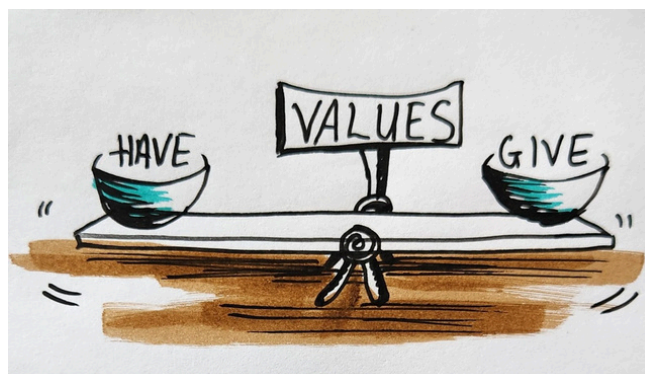
While the financial results for 2024 show a challenging year for Jeder Institute, the organisation maintains a positive cash position and continues to deliver valuable services. The Board and Members are committed to addressing the financial challenges and exploring opportunities for revenue growth and cost management in the coming year.

We thank our team, partners, and supporters for their continued dedication to Jeder's Evolutionary Purpose.

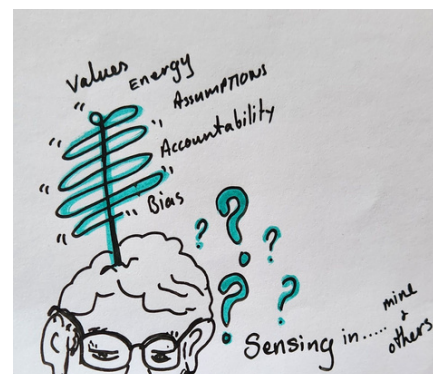
*Yours in Community,  
Michelle Dunscombe  
Treasurer  
Jeder Institute*



Graphics by



Fiona Miller





# 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 2024,
- 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 2024, and
- the performance for the year.

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

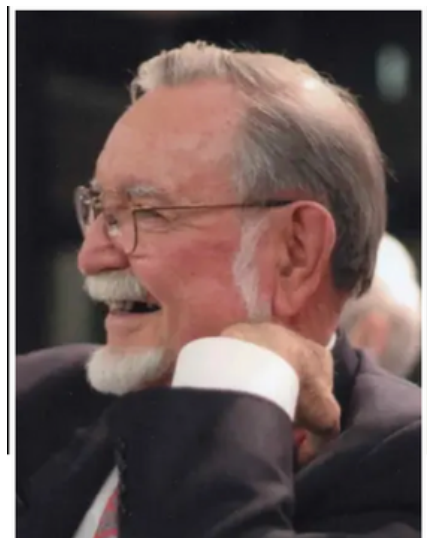


## IN MEMORIAM

**JOHN MCKNIGHT [1931 - 2024] TRAVELING OHIOAN & ABCD INSTITUTE CO-FOUNDER**

On the 2nd of November, John McKnight, age 92, peacefully passed, in his sleep, at home, in Evanston, Chicago, USA, surrounded by his loved ones.

John will be greatly missed, and our thoughts and love remain with John's loving wife Marsha and the extended families.



**JOHN MCKNIGHT WITH CO-FOUNDER, JODY KRETZMANN**



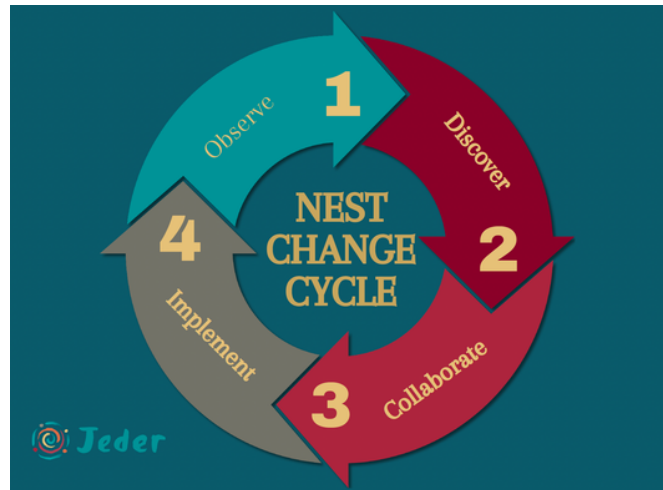
# NEST REPORTS

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 Nests oversee:

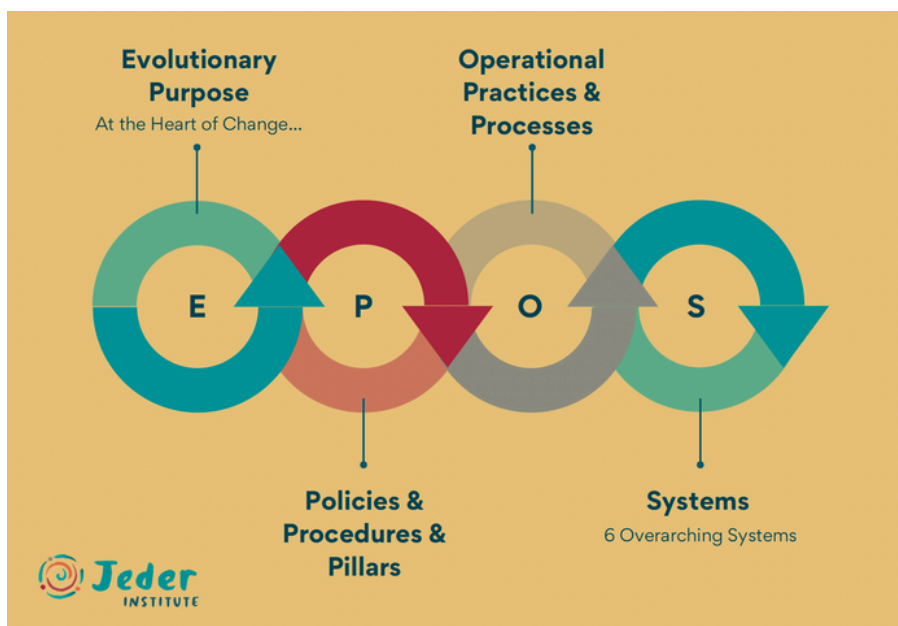
- Administration Support: Harley - NDIS admin combined with Nest support
- Finance & Logistics: Jason - Jedis: Dollars, Hooman, Wellbeing & Growth, Teams: Support Coordinators (CoS), Together Home
- Membership & Reports: Dee - Jedis: Docs, Culture, Training, Culture, Pods: Nyeengkarra, Teams: CoBu, Admin

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 & shared decision making



## 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?



SECTION 4

EXTRA REPORTS

# SIGNIFICANT ACHIEVEMENTS – ORGANISATIONAL

## Margaret Henville Retired

We held both online and face to face lunch celebrations in Newtown, Sydney to honour and appreciate Marg

## New Bored Members Campaign

Launched a campaign to look for new, external Bored Members



## Core Gift Institute Training

Partnered with Befriend, WA to deliver Core Gift Training after a 12 month train the trainer journey with Bruce Anderson from the Core Gift Institute

## Tathra Street & Co - Lead Well Program

12 Members undertook a 10 month leadership program

## CoBu Mini-Gathering

The Community Building Team met in St Kilda, Victoria

## NDIS Uncoference

A virtual NDIS Unconference was held on the 28th November

## Art of Hosting

A team delivered a 2 day training in Hobart, Tasmania

## Art of Hosting for Next Stage Orgs

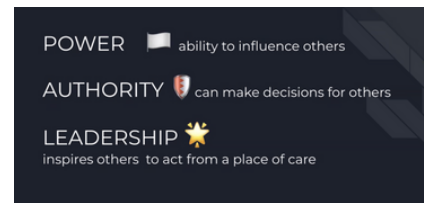
Offered the 3rd workshop for individuals and organisations

## Little Phil

Launched new fundraising campaigns and social media

## Sports Sponsorships

Supported both the Sunshine Coast Bunyas and the Maitland Swishbucklers



**May Gathering  
Bali, Indonesia**



**November Gathering  
Hobart, Tasmania**



# SIGNIFICANT ACHIEVEMENTS – MEMBERS

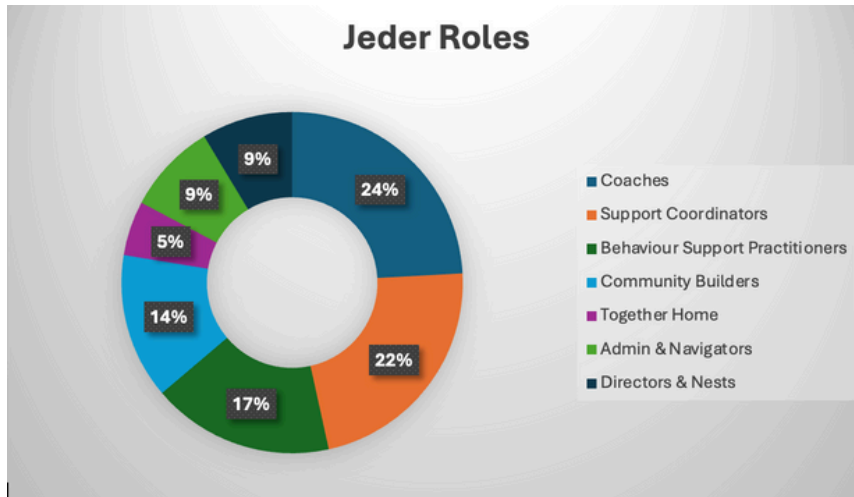


- Luke lost 10kgs, has completed his Advanced Diploma in Community Services Management and also managed to build a deck and pergola and remodel his laundry
- Luke has also been invited to become the President of the Boomerang Park Basketball Club in NSW
- Kaeleen completed her Advanced Diploma in Community Services Management
- Sahar commenced her Bachelor of Counselling and Psychotherapy with the IKON Institute
- Chontelle started her Advanced Diploma in Community Services Management. She also fell off her camel for the first time at camel racing and starting playing the flute again, with her niece Manaia, after 20 years
- Kodei commenced his Cert 4 in Bookkeeping and Accounting
- Margaret retired to spend time with the grandkids
- Harley was invited to join 2 significant Boards in Western Australia
- Lee, Steph and Dee, with Tathra Street, delivered the first Queer Community Building
- Dee commenced a course with the Australian Writer's Centre

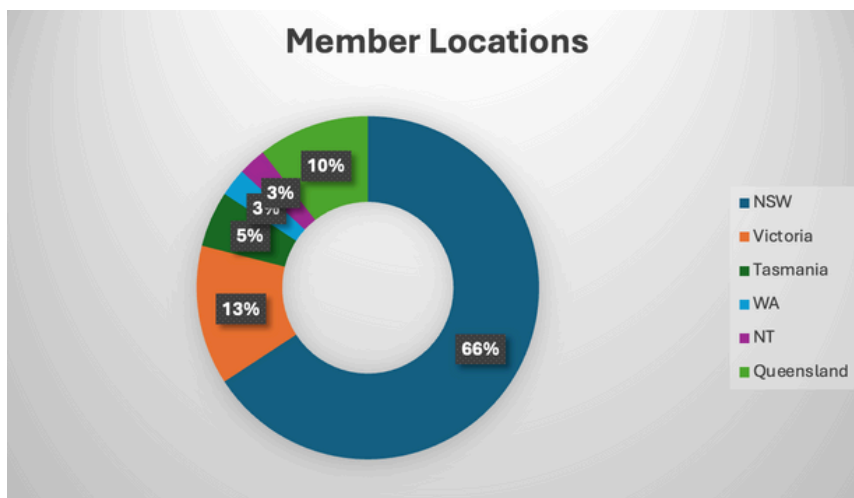
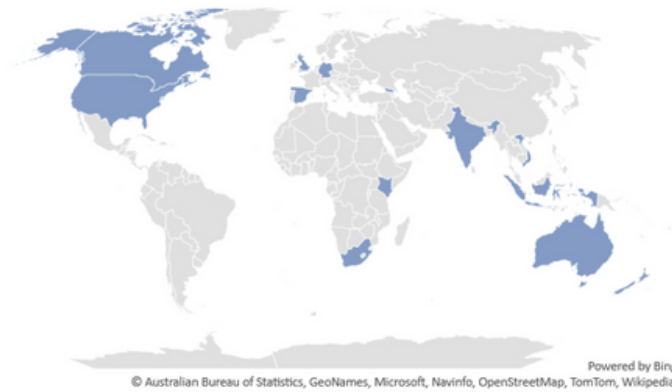


# OUR TEAMS – ROLES & LOCATIONS

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!



International Footprint



# HOW YOU CAN JOIN OR SUPPORT US

## BECOME A MEMBER, PARTNER OR BORED MEMBER

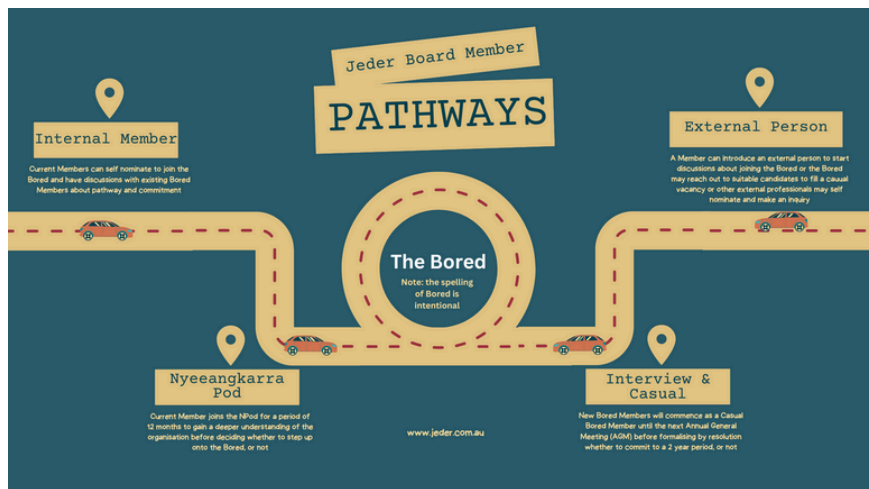
We're always open to interesting, agile, passionate people! If you are interested in become a member or a partner with the Jeder Institute, you can find more details about [Becoming a Member](#) and view our [Aquamarine Governance Framework](#).

In addition, as a 2025 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



Starting in 2025, we are partnering with Little Phil, a philanthropic fundraising platform. As a registered charity, Jeder welcomes donations to support our efforts in strengthening communities and financially aiding people to live good lives. Examples of how our charitable donations are disseminated are:

- Fundraising for one-off pieces of equipment for people with a disability
- 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 Jeder events
- Hosting community conversations on today's wicked issues in order to influence systems and place communities at the centre of decision-making efforts



# LOOKING TO THE FUTURE

Throughout 2025 we will raise the profile of the organisation 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.

## PLANNED ACTIVITIES FOR THE FUTURE

- Review Policies and Procedures
- Continue to develop our internal and external training and workshops
- Offer organisational mentoring in Teal & Next Stage philosophy and practices
- Offer NDIS Audit support to other organisations
- Expand and resource our community development profile
- Share lessons learned about transparency, equity and integrity through workshops
- Explore and identify future funding opportunities e.g. Aged Care
- Continue to experiment with new roles and ways of working
- Contribute to the Organisational Development Goals (ODG's)
- Align and evolve with External Governing bodies recommendations and expectations for change and improvement
- Work towards Improved Quality & satisfy mandatory requirements
- Deliver 2025 FOR CHANGE community building programs
- Expand Communities of Practice
- Roster bi-annual gatherings
- Launch new social media campaigns
- Deliver 2025 Unconferences
- Coordinate relevant, collective training and coaching for all 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 by 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](mailto:info@jeder.com.au)

PO Box 5652  
 Wagga Wagga, BC,  
 NSW, 2650



SECTION 6

OTHER IMPORTANT INFORMATION

# OUR PEOPLE



**Ahlani Eddy**  
Admin Support



**Belinda Fleiter**  
Admin Support



**Carlos Cruz**  
Behaviour Support  
Practitioner



**Cathy Erbacher**  
Support Coordinator



**Cherish Page-Brooks**  
Administration  
Navigator



**Chontelle Jannese**  
Together Home Case  
Manager & Support  
Coordinator



**Clemmie Wotherspoon**  
Behaviour Support  
Practitioner



**Dee Brooks**  
Community Builder



**Dimitra Donopoulos**  
Support Coordinator



**Fiona Miller**  
Community Builder



**Halle Eddy**  
Admin Support



**Hannah Britton**  
Support Coordinator



**Harley Ames**  
Support Coordinator



**Jason Emmins**  
Behaviour Support  
Practitioner & Support  
Coordinator



**Jessica Siles**  
Behaviour Intervention  
Specialist



**Jody Pool**  
Together Home Case  
Manager



**Kaeleen Hunter**  
Support Coordinator &  
Community Builder



**Kia Trindall**  
Support Coordinator



**Kodei Page-Brooks**  
The Stitcher

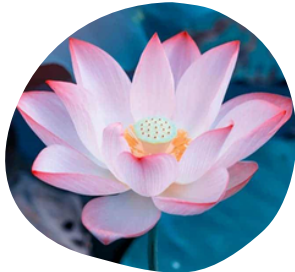


**Lee Griffiths**  
Community Builder

SECTION 6

OTHER IMPORTANT INFORMATION

# OUR PEOPLE



**Linda Bailey**  
Support Coordinator



**Luke Gilray**  
Together Home Case  
Manager & Support  
Coordinator



**Mark Cauvin**  
Support Coordinator



**Michelle Dunscombe**  
Community Builder



**Natalie Menyweather**  
Support Coordinator



**Pennie Eddy**  
Behaviour Support  
Practitioner



**Rosemary Lipman**  
Support Coordinator &  
Interpreter



**Sahar Zadah-Fell**  
Support Coordinator



**Sandy Quigley**  
Support Coordinator



**Sharon Tierney**  
Behaviour Support  
Practitioner



**Simone Bursey**  
Behaviour Support  
Practitioner



**Stefanie Simpson**  
Behaviour Support  
Practitioner



**Steph Bitter**  
Community Builder &  
The Connector



**Steve Ripley**  
Support Coordinator



**Tess Pollard**  
Behaviour Support  
Practitioner



**Trish Leonard**  
Support Coordinator



**Vanessa Locke**  
Support Coordinator



**Victor Tyler**  
Support Coordinator



**Yvonne Matsas**  
Support Coordinator



SECTION 6

MEMBER PARTNERS

# PROUD AS PARTNERS

## THROUGH TRANSPARENCY, TRUST & RELATIONSHIPS WE CAN ALL THRIVE!

We thoroughly appreciate and support the passions and skills of our Jeder Members! We openly encourage and support our passionate Members who have a “fire in their belly” to start something new of their own and celebrate those who have something already established and see the added benefit in joining us!

This bridges the connection between Member and Partner in a unique Jeder way!



**Simone Bursey**  
Behaviour Support Practitioner & Founder  
Bounce Back Co



**Dimitra Donopoulos**  
Support Coordinator



**Jessica Siles**  
Behaviour Support Practitioner & Founder Sunshine Coast  
Equine Assisted Therapy



**Kaeleen Hunter**  
Support Coordinator & Founder Live Vibe  
Music



**Clemmie Wotherspoon**  
Behaviour Support Practitioner & Founder Byron Bay Equine  
Therapy & Psychology



SECTION 6

OTHER IMPORTANT INFORMATION

# SOME OF OUR 2024 PARTNERS



## WITH SPECIAL THANKS & ACKNOWLEDGMENT

- Humanitix
- APACMS
- Take Care of Books
- Effective HR
- NDIS
- Loomio
- Tathra Street Co.
- Little Phil

