

Jeder Biannual Gathering

11th – 12th November 2024

Location: Riverfront Motel - <https://www.riverfrontmotel.com.au/stay/>

We met on the traditional lands of Nipaluna, on lutrawita

Core Team: Tess, Chontelle, Fiona, Kaeleen, Dee, Stef S, Steph B and Vic

Calling Question:

Walking Our Talk: in what ways can we nurture individual and organisational wellness to sustain our business?



Members of the Jeder Institute met for our November Gathering, just outside of Hobart on lutruwita (Tasmania), at the gorgeous Riverfront Motel over 2 days to explore the calling question, “In what ways can we nurture individual & organisational wellness to sustain our business?” This was a welcomed topic after 18 months of hurt and healing that many of us have gone through & a wonderful new connection for those who have joined us since. We look forward to shifting a lot of the Gathering’s actions into an operational and participatory strategic plan update early next year! Onward and upward!

Pre-Gathering Arrival Day: Sunday 10th November

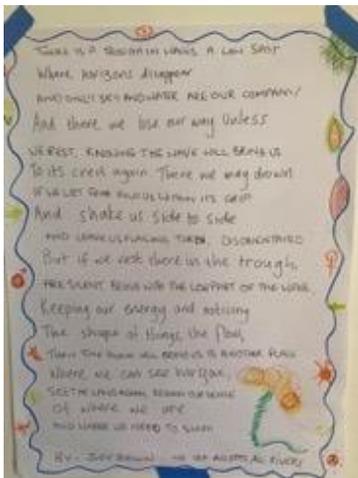
People started arriving during Sunday afternoon, which was also Vic’s birthday. A couple of Members who had been out exploring MONA and doing some shopping brought back a torte, found some candles and a few of us celebrated Vic’s birthday into the afternoon.



DAY ONE: Monday 11th November

Wellness & Our Teams

Day One began with the Core Team meeting and transforming the Riverfront Motel restaurant into a training space and preparing to use The Wave process to explore our calling question. We were also guided by a poem by Judy Brown called “The Sea Accepts All Rivers”.

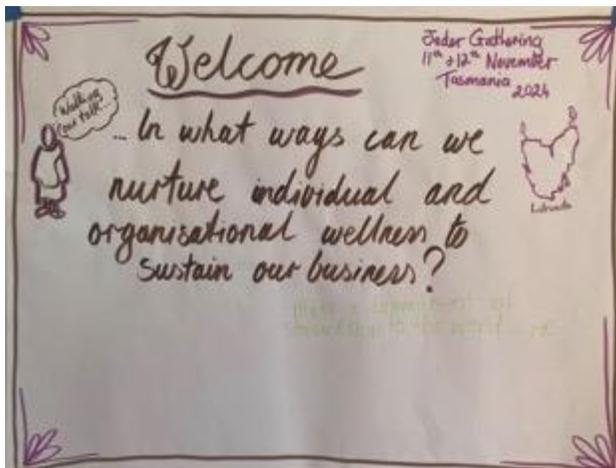


Welcome to Country

We officially kicked off the November Gathering in circle, on the grass outside, with a beautiful view of the Derwent River. Local community member, Joselle Griffin, led a Welcome to Country, setting an inclusive and reflective tone.



Welcome from the Core Team



We gathered back inside where Steph welcomed everyone and took us through some housekeeping. An overview of the themes from the first two days was given, and Steph introduced the day one flow and theme: well-being and growth for individuals and teams.

A call for support with the evening's Welcome Dinner was made and Tess facilitated the creation of a food and clean-up roster. Keleen asked for a show of hands of those who have their Core Gift Statements and notified

everyone that she will be collecting everyone's statements through video recordings over the course of the gathering. This was followed by an introduction to the Core Team.

Flow Overview, Circle Practice & Check-In



The session opened with a teach on Circle Practice from Tess before everyone was invited to check-in. Members shared their names, roles, and reflected on how they react to change.



Previous Gathering Actions Update

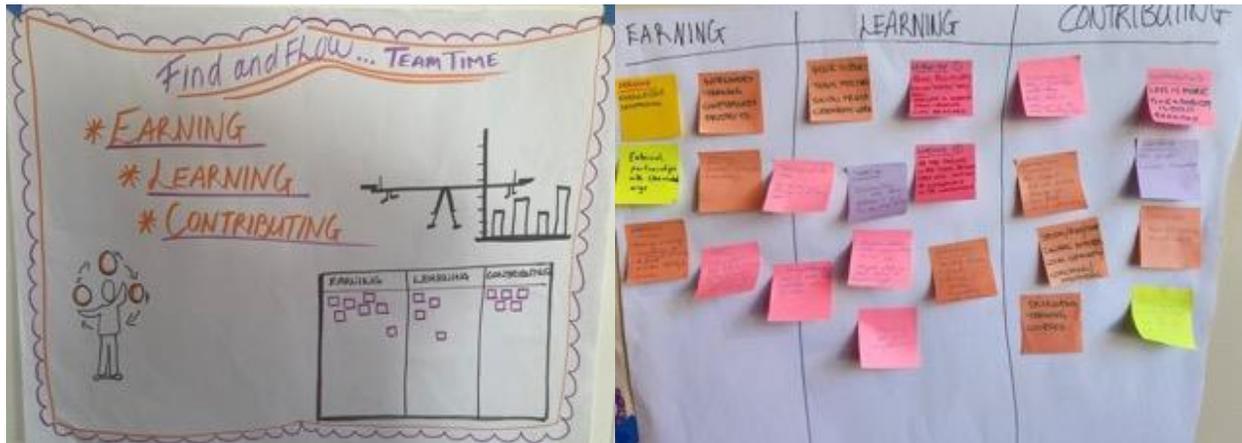
Vic and Chontelle guided a review of the gathering actions documented in Planner. Members who had attended the previous Gathering in Bali collectively provided updates and reflections on these actions while Stef harvested what was spoken about.



Action Name	Action Update	Allocated Member	Status
Develop, define and review Jeder partnerships	<ul style="list-style-type: none"> • Still a few questions to be developed (Action) • Added as an Open Space conversation 	CoBu Team	In progress
Implement better understanding of Four Fold Practice / Hosting	<ul style="list-style-type: none"> • Could be revisited in a Culture Jedi as refresher (Action?). • Part of every Induction. Members are welcome to join inductions any time to revisit the practice. Cherish to open a calendar link to members. • It's not a tick a box training, it's a daily practice, strength-based approach. • Become part of strategic planning 	Dee & Fiona	Complete
Revisit November 2022 Harvest values – share with Members for feedback / input and create Values Statement	<ul style="list-style-type: none"> • To develop value statement. Yvonne to finalise action and do call out to members. • Dee has sent email to Yvonne with details to create values statement. • Dee has added 2 options to Loomio 	Dee	Complete
Finalise November 2022 Harvest & Rivers, and knocking down the pillars	<ul style="list-style-type: none"> • November 2022 gathering harvest was finalized by Dee. Accessible on website and on Share Point. • Chontelle to finalise Rivers in next couple of weeks. 	Chontelle & Vic	In progress
Commence Social Media and Marketing	<ul style="list-style-type: none"> • Having campaigns, donation button on website and general overhaul to website. • Lack of funding to finance social media and marketing. • With Little Phil, \$199 for next few months, then \$299 as of next year. Dee and Jason will finance out of own pocket for now and re-evaluate in 6 months. • To generate interest in community and new projects. • Members encouraged to share Jeder news (e.g. trainings, events) on social media. • Funding could address coaching issue, creating coaching framework. 	The Bored (Dee & Jason)	Complete
Look at how Echidna can better reflect work completed	<ul style="list-style-type: none"> • Jason to take that to Echidna Goodness Jedlet. • Members encouraged to come to Jedlet with suggestions and feedback • A few new documents are in place. • Audit template (updated) to be distributed by Cherish to members. 	Jason	In progress
Finalise Billing Framework	<ul style="list-style-type: none"> • Finalised by Jason. • Framework addresses timeframes when we should be billing, back-billing, billing that goes against line items, high and low billing etc. • To be shared in Culture Jedi. • Jason to register with Docs Jedi. 	Jason	Complete

Find & Flow: The Importance of Storytelling and Harvesting

This session was led by Fiona and emphasized the significance of storytelling and harvesting by introducing members to the concepts of "Earning, Learning, and Contributing" in the context of team growth. Members broke into small groups to have conversations about the topics and harvest their key points on sticky notes.



Earning	Learning	Contributing
<ul style="list-style-type: none"> • Knowledge satisfaction • Workshops training conferences projects • External partnerships with like minded orgs • Personal growth • Knowledge • Earning is money • Connections to others and community • Respect • Maintain lifestyle • Survive • Easy part to distinguish often to over earnings re: what is paid • Learning all the time • Can be learning and earning at the same time • Want to work with a partner not on my own 	<ul style="list-style-type: none"> • Peer support • Team meetings • Social media • Grassroots work • Toxic positivity • Facing "needs" they real • Strength to address needs – drawing links ABCD & NDIS • Collaboration with other systems – DCJ, police, dept of Ed • Be the failure in the room because they will save you • Be comfortable in the uncomfortable • Learning all the time • Can be learning and earning at the same time • Want to work with a partner not on my own • Recognize skills share past RPL • Changed attitude from deficit to enablement • Building resilience growth training coaching storytelling life experience • Learning as you go at gatherings 	<ul style="list-style-type: none"> • Contribution of time. Task that needs doing. Book time in linked to the body doubling day • Less is more • Time and simplicity is GOLD • Breathe • On panels • Share knowledge • Peer support • Jedi and Jedlets • Showing up • Four fold • Sharing information • Jedis / Pods / Teams • Global Boards • Local community • Coaching / mentoring • Sharing knowledge • Holistic health • Do naturally • Often go over • Not all do this at Jeder • Burnt out • Developing training courses

Find & Flow: Team time

Following a break for lunch, the afternoon resumed with another "Find & Flow" session facilitated by Fiona with a focus on team time and reflection. Members broke into team groups to reflect on how we walk our talk and the ways in which we can nurture individual and organizational wellness. Members also discussed how we connect our daily work with organizational goals and began to identify what is needed for the future well-being and growth of Jeder Teams.



Team Time: Feedback

The group gathered to share feedback from the Find & Flow Team Time, and then reflected on the Ecogram, with Dee and Tess leading the session.



Check-Out

Stef concluded the day with a creative and light-hearted check-out where members reflect on the question, 'If you were a vegetable, what would you be?'

Communal BBQ Dinner

The day ended with a communal BBQ dinner at the Mansion, cooked by Luke and Sharon, (and expertly supervised by Mark and Dee), where members gathered to connect on more personal levels and celebrate being together in-person.



After dinner, we heard from Tamas Ozvald, a highly skilled traditional Hungarian storyteller. He delivered two incredibly engaging and interactive stories around the Mansion's woodfire. The group was so captivated that we passed the hat around and collected donations to put towards his upcoming study trip to Hungary. Find Tamas' website here: <https://roamingtrees.com/>



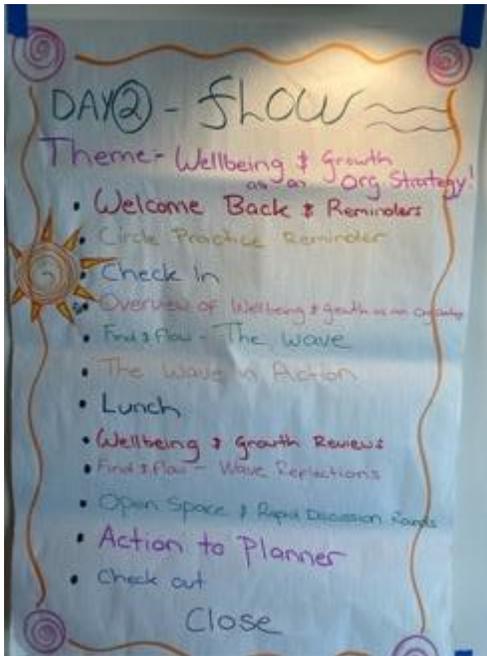
Sharing, Cooking and Living Together

An important part of Jeder's Gatherings is being together; sharing life, stories, cooking, cleaning, getting to know each other more deeply, laughing and having fun. It's very deliberate that we find a venue where we can all come together in this way.



DAY TWO: Tuesday 12th November
Wellness & Our Business

The day began with a warm welcome and housekeeping led by Stef and Dee, setting the tone for a thoughtful and collaborative day, as we explored “wellness and our business” and start the steps towards collective strategic planning throughout the year.



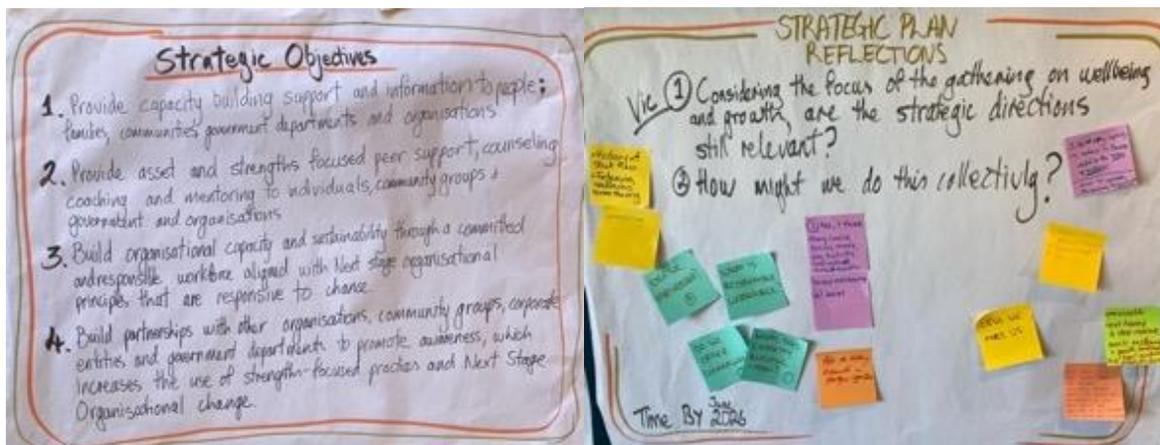
Flow Overview, Circle Practice Reminder & Check-In

Stef provides everyone with a circle practice reminder that flows into check-in. Members reflect on how they host themselves through change, which fosters a sense of introspection and readiness for the day.



Overview: Wellbeing and Growth as an Organisational Strategy

Fiona and Vic provide an overview of "Well-being and Growth as an Organizational Strategy," laying the foundation for the day’s focus by reflecting on the current objectives in the Jeder Business Plan.



- History of strat plan
- Fostering wellbeing across the org
- Define partnership 4
- What is responsible workforce
- Do we offer counselling?
- What does capacity building mean? 1
- No, I think they could focus more on holistic individual org and system based wellbeing 1
- Jedlet 2

- Refer to wellbeing and growth in strategic objectives
- Less we more us
- Build org capacity – wellness – develop xxx in the matrix of wellness
- Need to update relevance to current limitations
- Relevant – roles/res 1
- Relevant – roles/res 2
- Relevant – Jeder NSO 3
- CoBu 4
- Measurable
- Not having a clear measure impacts wellbeing and growth e.g. how timeframes xxx members definition clearer
- Our roles in CoS have changed over the years. Organisation building seemed to be aligned to the evolution of NDIS. These days is more structured and less flexible. We have opposing roles in industry

Find & Flow: Observing and Acting on our Well-being & Growth Practices and Processes

The group transitioned into another "Find & Flow" session facilitated by Dee and Steph. Members explore well-being and growth practices through the lens of "The Wave." Members were invited to consider trends, ideas, and approaches shaping community development, community-based work, and NDIS initiatives.



The Wave: Environmental Scan

The practical application of "The Wave" began with Dee and Steph leading a session for Members to identify implications and opportunities.

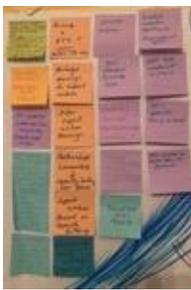
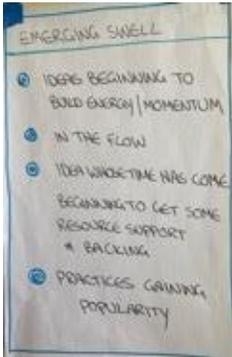


On the Horizon



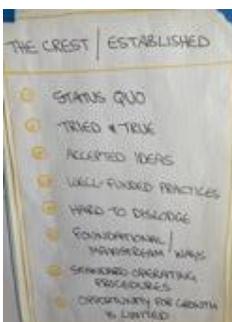
- Partners – diversify roles (CoS) stabilize and connect – grab the reigns – focus on
- Website streamlining
- Refocus and rebuild financial surplus
- Little Phil – opportunity to diversify
- Individualize employee support options
- International programs or ideas that we could modify for Australia
- Bigger allied health team
- Support services (support work)
- A stronger holistic approach to leader
- Support work and services – new and unique
- Group intakes of young professional (underlying processes)
- Formalized coaching framework – targeting more skilled-suitable workforce
- Clarity on compliance NDIS requirements ensure accountability and livelihood
- Implementation of current policies and procedures before review
- Welcome pack
- Personalized ownership
- Decisions need to be made/known rather than slow – faster process
- Less is more GROWTH condensing so many groups – avoid too many group fatigue

Emerging Swell



- Expanding together home model and regroup on what has worked and not
- The Little Phil plans to hit the ground running
- Missing persons model expand Aust wide as per UK
- Become a RTO or partner with one
- Culture Connect – walking our talk
- Package trainings for support workers
- Decision making
- Simplifying workplace requirements – fragmentation of systems
- Good collective knowledge base
- NDIS – better acceptance of compliance
- CPI safety intervention training (add web)
- Jeder support worker trainings
- CoS undertaking more training in preparation to evolve (should it disappear) – diversify staff
- Partnerships communities – capacity building open spaces
- Monthly online provocations (series)
- BIS – “green” BIS coming on board
- Finalising structures and policies templates
- In-house training and support structures
- BIS – consistency across team re: documents
- DCJ complex level 3 CoS – preparing members
- Support workers focused on capacity building
- Neurodivergence – PDA – neuro-affirming practices – love
- Ability Builders – Roving Listeners – expertise
- Transitional roles – hybrid

The Crest / Established



- Opportunities for growth – emphasis on reflection – member moments – checkins – checkouts – gatherings
- Nest and Bored roles – how well do they work for individuals and org
- Well fund practices – NIDS billables – CoBu workshops
- Behaviour support – well funded
- Non streamlined platforms that are time consuming
- Status quo – culture – Jedi’s reinforces practice and space for connection
- There is literally an upper we hold the flat structure
- CPI training
- Social loafing – accepting the status quo
- Flexibility of working arrangements and income potential
- Tried and true – flat structure – Jedis/Jedlets
- Hard to dislodge – dissolving Jedi’s (what is real and necessary)
- Complacency is our enemy – lack of accountability when not meeting compliance



- Circle practice – checkin – member moments
- IT – external partners
- ABCD – AoH – 4 Fold Practice
- Jeder Gathering
- ABCD and Art of Hosting
- Status Quo – we support each other
- Tried and true – four-fold practice – less flexibility in the ways space has changed – how does growth work?
- Alternate grant funding to continue growth – shift focus from NDIS to alternate measures to sustain growth
- Four-fold practice – admin. Support
- Looking at other ways members can financially contribute 5% more to make the machine work without crossover
- Discuss being next stage and walking within NDIS space
- Jedi Jedlets Jedlettis’s

Disappearing



- Degrees of freedom and flexibility
- Pay structure hasn't change NDIS CoS
- People that don't attend Jedis and Culture
- Invest in Us
- Discontent NDIS compliance decreasing
- PRODA
- CoS space (why it is so important to focus on opportunities / emergence)
- Old / outdated billing practices
- EAP not working not flexible
- Workplace resilience program
- Blatant NDIS non-compliance
- Poor billing practices
- Streamline communication practices
- Our old strategic objectives
- Non-compliance
- Financial safety net
- Instability
- Pillars

Undertow

- Multi/discipline facilitation life experience wider org access to knowledge
- STA
- Division and gossip do we assume good intent
- Diversity and utilise skills creative capture
- Lack of implementation
- Lack of accountability
- Not letting things go



- Petty infighting
- Lack of clarity around the xan/should include decisions
- Burnout
- PACE
- Lack of clarity around future CoS roles
- Requirements of jobs and contribution to the org has shifted
- Resist top heavy
- Don't understand what is going on half the time
- Lack of outcomes from decisions
- Lack of understanding that we have to go through processes to get to actions
- Beautiful bouncing babies!!! Such a distraction
- More time for connection authentic conversation
- What is the space for the original intent of the org
- Hours allocated versus compliance expectations from NDIS
- One part of the organisation is heavily compliant and the other is not
- Organisaitonal comms and decision making
- Org fragmentation
- Not everybody contributes
- Diminishing NDIS hours
- Social loafers
- Lack of pay increase for CoS
- Lack of progress in a timely manner leading to frustration
- Orginal intention of the org
- Division between teams
- Loose hosting of meetings and lack of outcomes
- Narrow field of xxx funding
- Passivity – low engagement – toe in the water only
- Silos between system
- AAT ?



Visions to Actions

The Wave shifted into Member discussions about where we would all like to see our business in 3-5 years.



Operational	Reputational	Growth
<ul style="list-style-type: none"> • Diverse perspectives and more \$\$\$ • Self accountable contributions and compliance • Engaged with First Nations • Solid membership, properly promoted • Implementing P&P effectively with accountability / justice / MTA's • Everyone does their minimum contributions – the self managed model works • Early intervention – specialized CoS in justice space – allied health • Allied health – SIL – membership – minimal contributions • New programs – justice – DCJ / CP / OOHC – training/workshops • Thriving • Financially well and can contribute back to communities 	<ul style="list-style-type: none"> • Leaders in the field • On global platforms – known and out there • Good reputation • We are known as the makers of change • Changing the definition of inclusions (intentional community) • We are known for capacity building and influencing systemic change • Advocacy ☺ • Raising awareness for difference cases and giving back to other initiatives • Leading the capacity building zone • Internationally renowned and recognized NSO – an expert in the space • We are known and respected as the makers of change • Active advocacy • Consultants • Known for outstanding reputation • Trainers in excellence (everything) 	<ul style="list-style-type: none"> • More professions • Wider social media reach • A healthy ecosystem with many diverse areas • Confident in what we are doing • Safety finance sustainable growth • Safe secure connections (team building sessions / gathering) • Stable and long term membership – low turn over – increased engagement • A funded admin team to attend to increased work / voluntary 5% contribution • More diverse less NDIS more tapping into alternate funding services • Stable financially – changing the definition of inclusion • Have a new name to go with rivers • Diverse income streams and projects

Lunch

After a massive morning, we all walked over to the Mansion for a shared lunch, prepared by the member-led team on roster.



Open Space Technology

After lunch, Chontelle and Vic invited Members to offer topics and/or questions in Open Space Tech sessions, delving deeper into the implications and opportunities identified earlier in the day. The Open Space conversations that were hosted were:

- Reflective Practice (Fiona, Dimi)
- Partnerships (Tess, Dee, Pennie)
- Contribution (Mark, Hannah, Jason)



Actions

Reflective Practice (Fiona, Dimi)

Fiona to create proposal

- Proposal:
- All teams are responsible for their own Reflective Practice
- Once a month reflection sessions
- Dimi and Fiona will co-host once a month

Partnerships (Tess, Dee, Pennie)

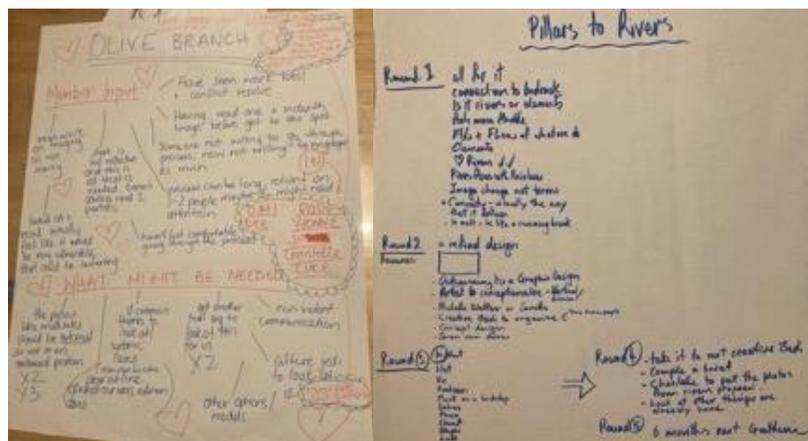
- NPod and/or Hooman Jedi
- Contributions on the optimizing framework
- Membership in two line roles or competing
- Conflict agreement (triggered by conflict declaration)

Contribution (Mark, Hannah, Jason)

- Find previous proposal, years ago, review fairness proposal
- Review Cost and Contribution document (scale has been created)
- Develop a “contribution currency”

Rapid Discussion Rounds

A series of Rapid Discussion Rounds were hosted by Dee to review some pieces of work from the Wellbeing & Growth Jedi: the Olive Branch process with Dee and Pillars to Rivers with Chontelle.



Action:

Olive Branch:

- Re-read Olive Branch
- Take to Culture Jedi
- Dee send out dates to meet
- Source external options
- Review at next Gathering
- Team: Dimi, Dee, Rosie, Yvonne, Jo, Chontelle, Luke

Pillars to Rivers:

- Take to Creative Jedi
- Compile a brief
- Chontelle to put the photos from rivers proposal
- Look at other things we already have
- Review at next Gathering
- Team: Nat, Vic, Kaeleen, Mark, Sahar, Fiona, Cherish, Steph, Luke

Action Planning Session

Members identified their top actions and agreed for the actions to be added to Jedis, Pods or Teams. It was a productive and effective way to finalise the 2 days together and the ideas which came from the team discussions and The Wave process will set Jeder up for an innovative future.



Orange: to do		Green: in progress		Blue: complete	
3 Months	12 Months	24 Months	48 Months		
Data analysis on PACE referrals	Specific training facilitating to support new professionals	Tech and comms – review our tech and communication systems	SIL / STA / MTA		
Onboard new members	Clinical team up and running to allow for allied health expansion	Build up training packages on NDIS side / RTO?			
EOI – BIS pathway	5% contribution membership option opportunity = benefits	Qualitative / Audit			
Have the rivers done (with the strategic plan)	SIL	BIS coaching framework – (lead to) payment?			
CoS resources and Jason download	Training calendar – develop and include refreshers for ALL training	Org Structure – explore alternative org structures that serve us better			
Group BIS intake / coaching / training framework	Refresh Practice – discern what principles/practices members need refreshed – complete refresh proposal	Coaching – holding membership accountable – implement			
Successfully win new grant/tender	Jeder marketing strategy – social media promotion	Action: explore Navigator role S.W through Jeder			

Grants: specific grant / homelessness NSW / write and develop pen to paper	Tracking referrals	Deliver S.W training packages	
Address “social loafing” – implement the cost and contribution – define contribution – review reporting and comm. Pathway	Develop trainings to offer i.e. sexuality and support worker team building		
Role pivot – discussion part of NDIS Unconference	Website update, overhaul and streamlining		
CoS – BIS pathway	Recruitment – develop a specific recruitment strategy		
Little Phil is supporting us			
Increase skills / knowledge in role specified areas			
Name change			
Change of name – to address unresolved trauma impact of red wedding			

Check-Out

The final day’s check-out was hosted by Fiona where she opened the space for Members to reflect on the week’s progress before closing and saying our farewells to each other and to fabulous Tasmania. It was a vibrant, healing, helping week of impact and change.

