



Orienting Futures

Emerging Culturally & Ecologically Responsive Practice in the Social Enterprise Sector

Thank you for your attendance! <3

A new Gregorian year has turned & we welcome 2026.

Thank you all for spending the second half of 2025 with us throughout our *Orienting Futures* program. We're so thankful for the time spent together & hope this new year sparks regeneration & new life for all of us.

We are consolidating this learning community & want to celebrate, grieve & metabolise through Orienting Futures alongside each & every one of you.

Please take a read through this wrap-up pack & all the details within, there is some useful information around story sovereignty & consent, our co-created *Feedback Resources*, and staying in touch going forward.

We also have links to the stories and songs from our Dying Process during our last online session, which was a gorgeous manifestation of our relational & decolonial dreamings and co-created terms of reference.

We hope you have time for a 1:1 check-out of our learning community & we look forward to connecting with you no matter the depth of engagement you had with the program.

For the number brains!

35

participants

12

feedback
resources

12

brave space
agreements

465

hours of
attendance

39

group
activities

42

break- out
rooms

24

check-ins

25

somatic
processes



Feedback Resources

Story Sovereignty

Story sovereignty is important to us. The experiences, ideas & visions shared through this program are relational expressions that hold responsibility & reflect the trust of our Learning Community. This approach is underpinned by the 4 R's of indigenous research.

In our care for these stories we seek to appropriately respect their integrity, posture, importance & representation as they contribute to longer term learnings & intentions of this program. In our pursuit for larger systemic transformation we seek to share stories & experiences of changemaking from our learning community, outlining tangible actions & practices that serve transformation beyond our communities.

As we share the findings & key learnings of this program, we hope these stories of different lived experiences illuminate invisible structures & inspire pathways of social regeneration for groups beyond our learning community.

Privacy & Consent

As per our [Privacy & Consent Agreement](#) from the beginning of this program & the collective desire from participants initial baseline surveys – tangible open-source resources were intended throughout this series. These resources, once depersonalised, anonymised & approved, will be available freely in shareable form at Social Enterprise Australia's information commons – Understorey – & also on our PermaQueer website. These are intended to support social enterprises, communities & organisations in their pursuit of enacting regenerative systems in their contexts. Crediting mechanisms will be discussed with participants during their 1:1 closing check-out in early 2026.

Editing & Consent Mechanism

Please revise the [Feedback Resources linked here](#), these documents include anonymised & depersonalised draft insights created by our learning community & are intended to eventually be open-source resources shared as per the section above.

While you are revising these documents: if any comments, concerns, ideas, objections, wording changes or the desire to remove any section/document arise, please tag this feedback directly into the document. You can do this by right clicking, or selecting the comment icon which should be in the top right corner. Alternatively, email your comment to Guy@PermaQueer.com. Please note, you do not have to explicitly approve every document, we will publish all documents unless they have been disapproved without possibility of resolution.

Our deadline for revision of these documents is the **30th of January** at which point, all non-objected documents will integrate participant edits & be published to Understorey & PermaQueer website. The right to withdrawal consent will still be available after they have been published as we have retroactive editing capacity.



1:1 Check-Out

We invite participants to join one of our facilitators for a 15 – 30 minute zoom check-out. This is to discuss your experience, share any other feedback and to process & express anything from the program. Please email us & we can coordinate a time for this check-out.

Creative Response

We invite participants to creatively respond to the experiences & resources that were created during this program. This could be a voice recording, video, poem, song or image. During our 1:1 check-out of this program we will discuss what this could look like. We invite you to consider how this program has impacted you & to respond to one of the [feedback resources](#).

Recording Availability

Access to the [recordings of all 12 Orienting Futures online session](#) will be extended until the **end of March 2026**.

Learning Community Survey

While it's understandable that life gets in the way, your feedback and insights are the glue of the program and anything you can provide us will inform the ways we move forward in these spaces of learning.

[Here is the link to the end of program survey](#), if you have a some minutes to fill it out we appreciate it greatly.

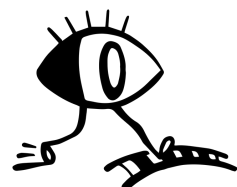
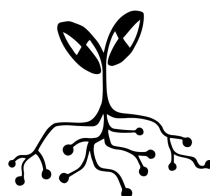
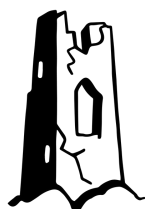
We also have a more accessible option for feedback if the survey seems out of capacity for you at the moment. [Here is a Padlet link](#) for written, audio or video feedback!!!

Contact & Glossary

To remain in contact with any of the other participants or to review the glossary made during the program please view via the links below.

[Contact list](#)

[Glossary](#)





Learning Community Reflections

Series 1

"What I've realised is that the rattling in my nervous system – that sense of internalised oppression and intergenerational weight – is actually part of the complexity I'm learning to sit with. The conversations on bravery helped me see that it isn't about changing my identity to fit in, but about standing in truth with my ancestors and community behind me."

"Loved this series and everything in it. Loved the learnings, the way of learning, and all the intentional care around each session."

"I'm thrilled to follow these theories further. They don't just make sense – they feel like home"

*"F**k the system is only half a prayer".*

"Reflective opportunity emerging for me: how might we create our own set of 'SDG's' for the SE sector that's informed by First Nations ways of seeing, doing and being, and moves away from western colonial language of sustainable development goals?"

"Societies have long been shaped by conflict – by defining who we are through opposition to others. But real growth comes not from finding an 'enemy' to stand against, but from finding common ground to stand on. Instead of dividing over differences, we can choose to grow by learning from each other's experiences, stories, and backgrounds. Diversity isn't a threat – it's a strength."

Series 2

"This community has given me some connection to a collective purpose and my role in it, along with a pragmatic acknowledgement of power structures and how they are upheld. All the better to overcome."

"we can't undo the oppression without STOPPING the oppression.. genocide (and therefore ecocide) is still happening on these stolen lands and it remains as the roadblock for real decolonisation."

Such a useful reminder about the importance of play, ritual, ceremony, song, and conversations as practical tools for decolonising our world. Would love to have these as part of the work I do regularly."

"Something that resonated with me recently is the idea that we constantly move between regenerative and degenerative systems – both within ourselves and in the world around us. We aren't just living life passively; we're navigating it. And in that navigation, self-reflection becomes essential." – Martha

"Energised by reflecting on the fact that we can shape-shift to fit an edge that is ripe for change and contribute to sparking that change."

"What resonated is to be reminded of tools I have access to and also how new tools/toys become available through time. But also recognising that it's important to position oneself into recognising when to speak up and step back"

Series 3

"I believe equity is an acknowledgement of differences and the soothing of that distance."

"The persistent resistance from wealth funds to genuinely fund community-led work – and the expectation that we operate on their terms – underscores their lack of trauma informed, regenerative co-design. Today highlighted the value of this course and strengthened my resolve to implement regenerative systems at every level and stage of the community projects we are a part of."

"One of things I am reminded of here is that it is important to find a way to turn up the noise on the regenerative parts, defend them, value them, show others, and share. and turn down the noisy parts which do not need our energy."

"Collectivism is our greatest power. We must also realise that there are actors within the "social sector" who have become so commercialised that they squeeze out the grassroots organisations doing the real work."

"I am intending to better understand social and decolonial obligations / ways of being that are peaceful and regenerative. How to be in community! next will be how to queer my relationships – including the relationship with myself. How to stay connected to love while change occurs."



Gratitude & LC Death Processing

Offerings

A shit little poem called death – We just don't talk about it. Tears blurry but crystal clear. There is hope. This learning community has me inspired like we've nothing to fear. A warm embrace. A shoulder to cry on. Permaqueer is simply ace. I'll miss our ritual. Who knew two and a half hours on Zoom could energize instead of zap the life juice out like in the dark crystal. Miracles, solid foundations. I'll never forget any of you. These sessions may be over, but your love of this life and your motivation to make it better for all will live forever. – Erin

Hot Compost – I feel like a hot compost heap that's just been mounded on and mounded on and mounded on like all of this new beautiful organic matter put onto this heap. I think I'm kind of at this level of full and then the decomposition process of all the microbes just needs time – Bridget

Decomposition – There's so much information and I think that we're kind of really looking forward to having some time to just reflect on things and apply all this knowledge within our local contexts and circumstances. I think in order to do that, and maybe this is where I'm trying to connect it with the death metaphor, is that it needs to kind of decompose, I guess, or break down within your own ways of knowing things and understanding things before it can give birth to something new within your own local environment. – Romaine

Reflections – It's been absolutely fantastic to come into a space like this where I was expecting a lot of uncomfortability just from my personal uncomfortability and didn't really particularly feel it and that was just really surprising and amazing for myself – Harley

Processing & Sustaining – There's been a lot of things that have sort of come alive during this program and it's helped me sort of process a lot and have brought a lot more things into my awareness – Tanika

Considering Death – I feel really so happy to be part of this community and so encouraged and excited by the way that people have been speaking and sharing and the depth and complexity of thinking and the way that the team have supported that has been astounding – Angharad

In Gratitude – Thank you all so much for coming, your sharing, your confusion, your frustration, your excitement, your presence, your ideas, your context, your relationships, your insights, your laughs, your smiles, your crying. All of the life that you have has been so consistently given and it's not easy. So that just compounds my gratitude to all of you for coming and I hope that you felt that life was honored – Guy

Queer Edges – I need to express the deep appreciation for people who've come and sat in discomfort who have wanted to step into those queer edges which is very uncomfortable but often where a lot of our hearts lie – Toad

Poetry & Song

Emergence & Death – English translation for an Urdu poem. "Speak out, the short time left to you is still enough. Speak up before the body and the tongue give out. Speak out for truth is for truth to survive. Speak out. Say whatever you have to say. – Mehak

Rhian [Woven Together](#) – singing

Sticks [If you Feel Like an Alien](#) – poem

Sherryl [radical gratitude spell](#)
by Adrienne Maree Brown

