



Terms of Reference

The Flourish Journey 2024 REP Team

Purpose and Objective:

The purpose of The Flourish Journey (TFJ) REP team is to provide an opportunity for young people who have experienced The Flourish Journey program to contribute to the organisation and ensure TFJ remains youth led.

The primary objectives of The Flourish Journey REP team program are:

- Increase our engagement through youth led story telling (primarily on TikTok, but also on TFJ Podcast, newsletter and blog)
- Provide six young people with PD opportunities to grow and develop as young adults contributing to a not-for-profit
- Ensure that The Flourish Journey remains a youth-led organisation by providing key feedback and insights

1. Background

The Flourish Journey (previously Flourish Girl) is a social enterprise that offers transformational programs to teenage girls and gender diverse students in high schools across Australia.

Our programs recognise the complexity of factors teenage girls encounter and provide a safe space for young people to talk about them in a healthy way. Our participants are empowered to share openly, and are provided with tools that cultivate a greater sense of connection to themselves and their peers,

The Flourish Journey's mission is to foster a generation of empowered, resilient and connected teenage girls who can shape a future where everyone flourishes as their best selves.

Since 2018, The Flourish Journey has positively impacted over 20,000 young people in more than 120+ schools across Victoria.

2. Scope of Work

All The Flourish Journey REP team members will focus on the following key areas:

- Design and create meaningful and impactful content for The Flourish Journey TikTok and newsletter
- Be available and engaged by monthly face-to-face PD opportunities, hosted by The Flourish Journey
- Share key insights and feedback on school programs with The Flourish Journey team
- Share individual stories on The Flourish Journey Podcast "Shhh We Can't Talk About That"

Composition:

The Flourish Journey REP team will comprise of six diverse members that have experienced The Flourish Journey program.

All six team members will be aged 15-21 years old and will include a diversity of race, gender identity, socioeconomic status and schooling background.

Expectations:

All ambassadors will be expected to participate in The Flourish Journey REP team for a period of five months across 2024. This period will occur from mid May until mid October 2024.

Specific expectations throughout this 5 month period include:

- All REP team members will be introduced together onto The Flourish Journey Instagram and TikTok with a video briefly explaining why they are excited about joining this program
- All REP team members will be expected to work together to design, create and deliver meaningful and impactful content for our TikTok platforms. (On occasion, this content may also be shared to our Instagram platform)
 - Content will include but will not be limited to:
 - Workshop vlogs
 - Day in the life vlogs
 - Mental health resources

- Getting to know the team
- All REP team members will be expected to work together to design, create and deliver a bi-monthly newsletter for our key stakeholders, partners and broader TFJ community
 - Content will include but will not be limited to:
 - What has the REP team been up to during the past 2 months?
 - Reflections and learnings from the recent PD sessions
 - Reflections and learnings from workshop visits
 - REP team thought pieces
 - Links to REP team TikToks
 - School program/broader organisation updates
- All REP team members will be expected to be present for all PD opportunities, hosted monthly by Georgie and a special guest at The Victorian Pride Centre in St Kilda
 - PD night #1: Monday 13th May 5.30-7.30pm
 - PD night #2: Monday 3rd June 5.30-7.30pm
 - PD night #3: Monday 1st July- 5.30-7.30pm
 - PD night #4: Monday 29th July - 5.30-7.30pm
 - PD night #5: Monday 26th August- 5.30-7.30pm
 - PD night #6: Monday 23rd September - 5.30-7.30pm
- Once the TFJ Podcast is running in the second half of 2024, all REP team members will be expected to feature on at least one episode of the podcast
 - This initial episode will provide the opportunity for team members to share their own stories and insights into teenagehood, high school and their current experiences
 - There may later be opportunities to feature on additional episodes
- All REP team members will be expected to be present for an in-person Graduation to celebrate the end of the program
 - The Graduation will be held at the Victorian Pride Centre on Monday 14th October from 5.30-8pm

Opportunities:

- All REP team members will receive one free piece of TFJ merchandise in their sizing
- All REP team members will be welcomed into a community of like-minded women and young adults

- Georgie will be available on Zoom once a week from 5-5.30pm to touch base with and answer any relevant questions
 - This session will not be compulsory, but will be an opportunity to seek clarity and further direction
 - All sessions will be recorded and shared with the whole REP team on Slack afterwards

- REP team members will be provided with the opportunity to write a blog post for TFJ website
 - Specific content/topics would be designed in collaboration with Georgie, who would also provide coaching throughout

Key dates:

The Flourish Journey REP team program will run from the start of April 2024 until the start of October 2024.

As mentioned above, it is expected that all team members will be present (in person) for all of the below specific dates at The Flourish Journey's office in The Victorian Pride Centre.

- PD night #1: Monday 13th May 5.30-7.30pm
- PD night #2: Monday 3rd June 5.30-7.30pm
- PD night #3: Monday 1st July- 5.30-7.30pm
- PD night #4: Monday 29th July - 5.30-7.30pm
- PD night #5: Monday 26th August- 5.30-7.30pm
- PD night #6: Monday 23rd September - 5.30-7.30pm

The REP team graduation will be on Monday 14th October from 5.30-8pm, also at the Victorian Pride Centre in St Kilda.

What do we need for you to get started?

- A video statement that expresses why you are excited about joining The Flourish Journey as a REP team member
- Your merchandise sizing (T Shirt & Hoodie)
- A completed copy of your Indemnity Form

Duration and Timeline:

The 2024 Flourish Journey REP team program will run from the middle of May until the middle of October. This is a five-month contract, requiring team members to be available for this whole period.

Confidentiality and Ethical Considerations:

REP team members are not engaged by TFJ to provide expert or professional advice or commentary regarding mental health or mental illness.

REP team members may be privy to exciting announcements about our journey ahead of the public. Therefore, we expect confidentiality to be upheld until the date given by The Flourish Journey.

Ethical considerations will be upheld in all discussions and various conversations will include parents/legal guardians when REP team members are under 18 years of age.

Accountability:

If the terms of this agreement are not met, The Flourish Journey has the right to revoke REP team members at any stage.

This contract may also be terminated at any stage if there is a misalignment in values.

Next steps

If you agree to The Flourish Journey REP team member program terms, please sign below.

Full Name:

Signature:

Date:

We look forward to hearing from you

Georgie Mason
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