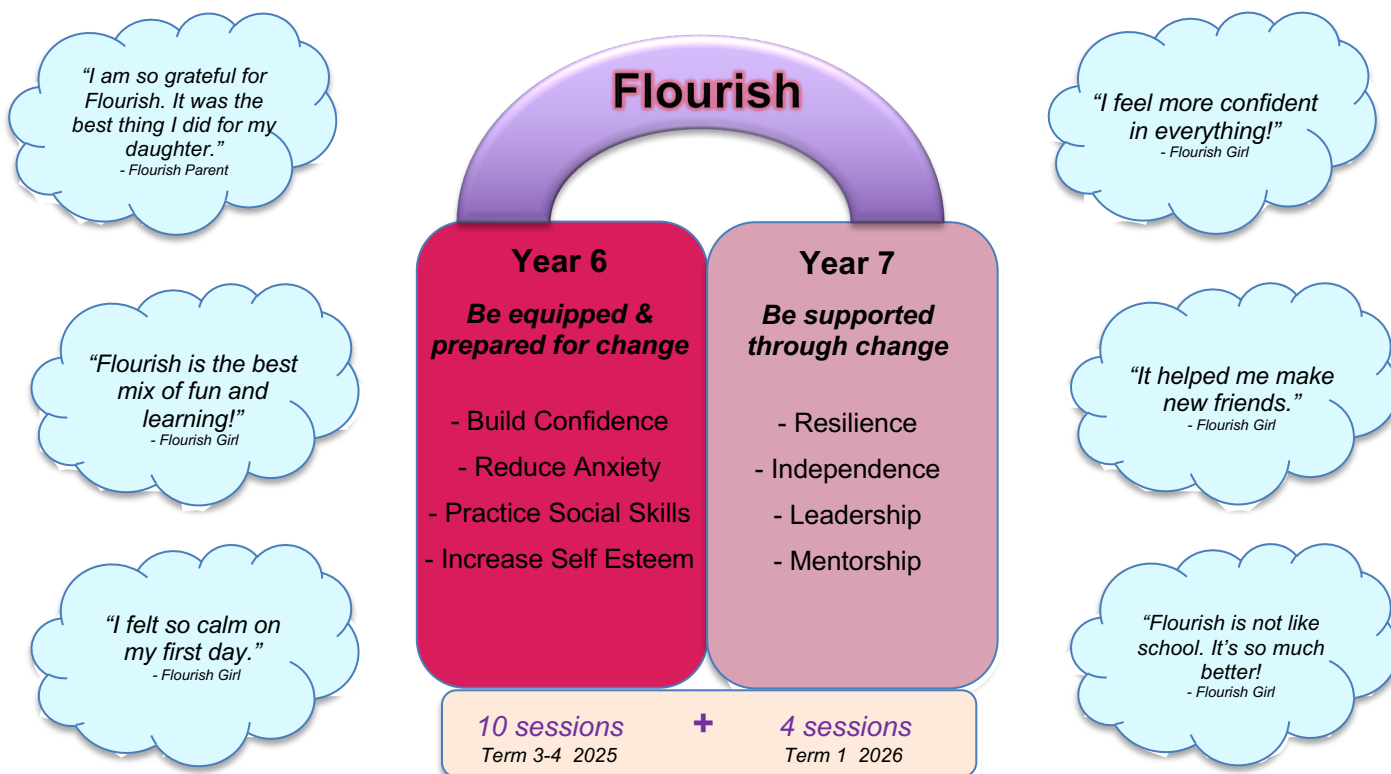


2025 Information and FAQ Sheet

What is the Flourish Program?

The Flourish Program is a community, “not for profit” High School Preparation and Resilience program open to all girls in Grade 6. We are located in Sandringham, Victoria. The program has a unique mentoring focus, in a fun, relaxed and caring environment. The program will run over 10 sessions from July to November for girls in Year 6 and 4 sessions in Year 7 across Term 1 the following year. Our program is run by experienced volunteer youth leaders and other volunteer professionals who all have Working with Children’s Checks.



Flourish aims to....

- Equip every girl practically and socially for the changes occurring between primary and secondary school.
- Encourage, empower and inspire every girl in their individual abilities, giftings and talents.
- Establish and model positive mentoring relationships.
- Provide a safe and supportive space for girls to ask questions about secondary school.
- Provide an opportunity for girls to make new friends.
- Care and nurture every girl in our care.

Year 7 Sessions:

- Provide Stability. Encourage your daughter to stay connected with friends and activities she loves while we support her transition.
- Offer a Safe Space. Support open discussions as she navigates changes and challenges in her first semester.



Flourish Programs includes three programs....

- Flourish Program – High School Preparation and Resilience Program Semester 2 2025 + Term 1 2026.
- Junior Leadership Program – Leadership Development and Community Service Program for Flourish Program Graduates. (Yr 7-12)
- RAP Boys Program – Previously run in 2016-2018. New boys program planned to be launched in the future.

How is the Flourish Program different to other programs?

- *High School Preparation Focus*
 - The Flourish Program is a specific and focused program to help prepare and provide extra support for girls during their primary school transition.
- *Mentoring Focus*
 - Flourish focuses on teaching girls through their mentor
- *Not for Profit Program*
 - Flourish is not a business! We are motivated by seeing positive change come to fruition in our local communities. Our leaders are volunteering their time because they love working with young people! We believe it is important to model “good will” and volunteering to the girls and the wider community.

“Flourish” is a fairly generic and common name. We are NOT associated with any other businesses, programs or organisations. ☺



Program Author and Director

Emily Fairweather



|| Winner - Young Citizen of the Year – Bayside City Council – Australia Day Awards 2020 || Victorian Young Achiever Award Nomination 2016, 2017, 2019, 2021 || National Student Leadership Forum Delegate || Monash University Community Leaders Scholar 2015, 2016 || Head of Junior School Music at Brighton Grammar ||

Program Author and Director Emily Fairweather has completed her Bachelor of Education and Bachelor of Music at Monash University. She was a “Monash Community Leaders Scholar” and was involved mentoring high school students to encourage and explore higher education options. Emily is passionate about educating, influencing and mentoring young people to reach their dreams and full potential and has been nominated for a “Victorian Young Achievers Award” (2016, 2017, 2019 & 2021). During the past thirteen years, Emily has been a volunteer community youth leader, mentor and camp leader for various organizations around Melbourne and the Bayside area.

In addition to writing all the material for Flourish Programs, she has recently become a trained facilitator for Girl Power Curriculum and Blooming Periods “Empowering First Period” Workshops. She is also currently completing a counselling qualification online.

Emily’s other passion is music. She has previously been employed by as a violin instrumental teacher and as a choral director. She spent many of her childhood and teenager years performing on television and in concerts in some of Melbourne’s most beautiful performance venues. In 2025, when she isn’t volunteering at Flourish Programs, Emily is a full time Head of Junior School Music at Brighton Grammar School in Bayside.

Emily has a valid Working with Children’s Check, Victorian Institute of Teachers Registration, a Police Check and is qualified in Mental Health First Aid.

Emily’s Welcome:

“I’m very excited to introduce the Flourish Program to you! I’m passionate about assisting young people to see and reach their full potential in life. Throughout my educational studies, teaching and additional volunteering experience I’ve seen that some schools have fantastic preparation for high school programs but a majority have minimal support, resources and time, in the already packed curriculum to run such a program. Over several years I have frequently interviewed year six girls to discuss and identify anxieties they have about their high school future. I have also spoken to year seven girls and discussed the transition with them and found out where the gaps in knowledge and experience lie.

I always had at least one older girl who mentored me during my high school years and they had a huge impact upon my life. I didn’t always see it at the time but ultimately this shaped and made me into the person I am today. I am committed to establishing mentoring relationships with other girls so that they can reap the full benefits of such

fantastic opportunity. It is an absolute privilege to be given this opportunity to impact our next generation of young women and I believe that these girls will rise up to become strong, inspirational and purposeful women."

Program Dates and Outline – 2025 <Subject to change*>

Orientation Sessions – Term 2 2025 - Optional attendance. RSVP required. Dates TBC.

Parents Information Night - TBC. We will email you.

Session	Date	Topic	Key Discussion Questions
Session 1	Friday 1 st August 2025	The High School Journey	<ul style="list-style-type: none"> What are you looking forward to about high school? What are you feeling nervous about? What might help you feel more confident? What would you like to learn more about?
Session 2	Friday 15 th August 2025	Coping with Change	<ul style="list-style-type: none"> What is change? Is change a positive or negative thing? Why/why not? Do you like change? Why/why not? Is change scary? Why/why not? What can we do to make it less scary? What is the biggest change you're worried about?
Session 3	Friday 29 th August 2025	Teachers & Homework	<ul style="list-style-type: none"> How do I cope with the large amount of homework? How do I get all of my homework done on time? (Teachers) How are they different to primary school teachers? How do I create a good relationship with my teachers?
Session 4	Friday 12 th September 2025	Friends & Influences	<ul style="list-style-type: none"> Why is it important to have good friends? How can our friends influence us? What's an example of a friend influencing you in a bad way? How do I know if someone is a bad influence on me? Starting high school, what qualities should you look for in a friend?
Session 5 <i>(excluded from attendance requirement)</i> <i>RSVP will be required before event.</i>	Saturday 20 th September 2025 Extended School Holiday Session and Activity.) 2pm - 9pm TBC	Peer Pressure	<ul style="list-style-type: none"> What is peer pressure? Is peer pressure always bad? How can we deal with peer pressure? How can we receive help with peer pressure?
Session 6	Friday 10 th October 2025 <i>(fortnight week changes)</i>	Dealing with Bullying	<ul style="list-style-type: none"> Why is bullying so common? What can we do to stop bullying? What do I do if I or someone around me is getting bullied? What type of help is available?
Session 7	Friday 24 th October 2025	Social Media	<ul style="list-style-type: none"> What is self esteem? Why is keeping a strong self esteem so hard at this age? How is my self esteem looking right now? What can I do to improve my self esteem before high school?
Session 8	Friday 7 th November 2025	Self Esteem <i>(Guest Speaker)</i>	<ul style="list-style-type: none"> Are you already using social media? Which social media platforms do you plan on using in the future? What are the dangers of social media? How can I keep myself safe?
Session 9	Friday 21 st November 2025	Getting Ready for your First Day (Getting Organised)	<ul style="list-style-type: none"> What should I pack in my school bag? What if I forget something? Have you checked your uniform fits and you have all the required textbooks? How do I stay organized? Why is this important?

Session 10 Celebration <i>(excluded from attendance requirement)</i> <i>RSVP will be required before event.</i>	Friday 29 th November 2024	End of Year EPIC Celebration Event	<ul style="list-style-type: none">• Celebration Event. More information will be confirmed in November 2025.• It will most likely run from 7pm – 9.15pm at Sandylife hall.
Year 7 Session 1	Friday 30 th January 2026		<i>We don't just say, "All the best" and run! We are here to support the girls as they are experiencing change and sometimes challenges. Across these sessions we focus on topics voted by YOU as parents. More information will be sent out closer to the time.</i>
Year 7 Session 2	Friday 13 th February 2026		
Year 7 Session 3	Friday 27 th February 2026		
Year 7 Session 4	Friday 13 th March 2026		
Flourish Programs Camp and Graduation Ceremony <i>Possibly 20th – 22nd March 2026 - TBC</i>		March 2026 Dates – TBC. Friday 8pm to Sunday 3pm.	<i>Flourish Programs Camp is a weekend full of fun, learning, mentoring, social opportunities and tech free team building. Guest speakers present workshops relevant to the needs of the group. Our Flourish Graduation occurs on the Sunday afternoon and family members are welcome. Every Flourish girl will be presented with a certificate of completion and eligible to apply for our Junior Leadership Program.</i>

Times: Sign from 6.45pm for a 7pm start. The program concludes at 9.15pm.

Venue*: Southern Community Church of Christ - 8 Chesterville Rd, Cheltenham VIC 3192. Entry off Pine Street.

Cost: \$365 (+ additional 2026 camp cost)

It's payable prior to the first session via an online link. Payment plans and bursaries may be available. Partial refunds for withdrawals will be available up until Session 3. If you are absent for any sessions, refunds will not be given. We are a "not for profit" program and we have to purchase materials ahead of time.

Your investment includes:

- Program fee, materials and light snacks
- Covers all Friday events/activities across both 2025 and 2026 including EPIC and the School Holiday Adventure Day. (excluding 2026 camp)
- Flourish Resource Pack – bag, journal, pen, drink bottle
- Book: "Starting High School" by Sharon Witt

Please note: the 2026 camp cost is additional to your program fee.

Wear: Clothes and shoes comfortable for "moving around" in. (Dresses and Skirts are NOT recommended)

Bring: Please bring your "Flourish Resource Pack". You will receive this at Orientation or Session 1.

Each session usually follows the following structure:

- *Ice-Breaker and Team Work Activities* – These activities are chosen based on their ability to get participants talking, thinking strategically and focusing on working together as a group. They foster a sense of community and bring a sense of belonging and importance to each team member. These will usually be an introductory activity and will tie in with the session theme wherever possible. These activities are usually physically active.
- *Junior Leaders Panel* – Our Junior Leaders (Yr 7- Yr 12 Girls who are program graduates) have the stage to share their experiences and thoughts on our particular topic. The girls have the opportunity to ask questions in the larger group setting.
- *Mentor Group (Discussion) Time* – During this time we encourage discussion around the session topic. The questions have been carefully constructed to encourage wider thinking and ideas. Both mentor leaders and participants are involved in answering. We encourage participants to come to their own educated conclusions rather than taking on board those of the leaders.
- *Teaching Time* – A short, interactive presentation of the facts and research surrounding the weekly topic.
- *Caring Sharing Time* – We encourage the participants to share one highlight and lowlight of their week. This assists in trust building and also gives the participants a strong sense of community and support.
- *Creative Expression Activity* – During this time there will be a creative activity including the use of visual or digital media which is linked to the session's topic.

In addition to this structure we have more focused activities and expression tasks to support the key session topic. Presentation of additional exercises will vary.



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## Program Safety

### COVID Safe Program

- Our venue is a “Covid Safe” venue, following all government requirements and recommended precautions. Our spaces are cleaned and aired between use.

### Signing In & Out

- For your safety and our duty of care, we have a sign in and sign out system for every session. This ensures we know exactly who is onsite and also who is offsite. We will have volunteers always on the doors ensuring that participants are going home with the correct person. *(Yes, you do need to come out of your car to sign her in and out!)*

### Food

- A light snack will be provided at every session. Please advise us of any allergies.
- Please eat dinner before arrival!
- We are a “nut free” program however we cannot guarantee we are a “nut free” environment due to other groups using the facility during the week.

### Program and Mentor Leaders

- All leaders in the program have valid Working with Children's Checks.
- Wherever possible, we endeavour for all leaders have had at least 4 years of experience mentoring children and teenagers.
- All leaders have been interviewed and chosen by the director for the potential they have shown.
- We endeavor to have all mentor leaders complete the Mental Health First Aid qualification.
- We endeavor to not have more than 7-9 girls per mentoring group. There is a strong focus on mentoring and developing positive conversations with their mentor leader.
- All leaders will participate in pre-briefings and debriefs after each session to evaluate the effectiveness the session, share any potential issues and be a supportive leadership team.
- We encourage mentor leaders to be in contact with parents or guardians of the participant.
- All leaders are committed to continually developing their knowledge and practical leadership skills in these areas.

### First Aid

- In the unlikely event of serious injury or sickness, the emergency contact will be contacted immediately. We can provide basic first aid for scratches, bruises, bumps etc.

## FAQs

### Do parents or guardians stay for the sessions?

The program is designed for participants to be dropped off and collected at the conclusion of the session. However, our friendly “Team Mums” in the foyer are always available for a coffee and chat during the sessions. They are particularly able to offer support and discussion around “parenting” and supporting your adolescent. We will be running a parent support group – more information will be sent out shortly.

### Why is there a cost for the program?

We are a community, “not for profit” program. We have material costs, snack costs and venue costs we need to cover each week.

If you withdraw your daughter from the program, (or lose your place in the program, due to poor attendance) you can receive a partial refund up until Session 3.

You are not eligible for a refund if you are absent for any scheduled session/s.

### Does the program give any professional support?

It is important to note that none of our volunteers are professional counselors. We do not all claim to be professionals. Rather we are committed and passionate individuals who have life experiences to share. Some volunteers do work as teachers, social workers or counsellors during the week. We will however notify parents/guardians if we identify anything we're concerned about so that professional help can be identified.

### How can you help at home?

Great question! After every session, we encourage you to discuss the session topic with your daughter. We believe that positive parent relationships and communication are very important in the development of an adolescent.

### Is Flourish suitable for neurodiverse girls with ADHD or Autism?

Flourish is generally suitable for most girls who attend a mainstream school and/or considered 'high functioning'. We are however unable to cater for girls who need one-to-one support all the time. Our team are very understanding and caring of various needs the girls bring. If your daughter has sound sensitivity or has trouble being around lots of people, there are aspects of the program that she may find challenging. We can usually work through these challenges with the girls.

If you have any questions, please don't hesitate to chat to us about your daughters needs and whether the program is suitable for her.

Since it's being hosted by a Church, is it a religious program? No, this is not a religious program and there is no religious material in this program. The program has been individually written as a resource to be inclusive of all backgrounds, nationalities and beliefs. However if a participant asks a question regarding religion or faith, our leaders will answer to their best knowledge. Emily, (author and director) volunteers and represents the Church. Many of our volunteers also volunteer at Sandy Youth which is a community youth group run by the Church on the alternate Friday evening to Flourish. Young people of all backgrounds and beliefs are welcome in that space, no commitment required. They offer a fun, social based program for anyone in Year 7-12. If you would like more information find them on Instagram or contact us.

Is there a minimum number of sessions we need to attend?

**Yes!** You are required to attend at least 7 of 9 Friday evening sessions in 2025 and 2 of 4 Friday evening sessions in 2026. The Flourish Camp and Graduation are not compulsory, however we highly recommend your daughter attends to get the most out of the program.

Why do we have an attendance policy?

1. It is extremely disheartening for volunteer leaders when there is a lack of consistency in girls attending – success rates are lower.
2. There is a high demand for places in the program. We have a waiting list and it's unfair to those waiting/hoping/pleading for a place when someone else isn't valuing or respecting their place. Unfortunately for some, we will be strictly implementing this policy.

Failure to meet this policy will result in losing your place in the program.

*Please note: Attendance requirement EXCLUDES school holiday session, EPIC celebration session and camp.*

## Subject to Changes

When running a "not for profit" program, we are heavily reliant on a number of resources that may not continue to be available in the future. The program relies on having:

- Trained and passionate volunteers
- Venue use and arrangements
- Financial funding from various donors and grants

In the nature of this type of work, if any of the following variables change suddenly or become unavailable, the program may have to take sudden intermission. If this was the case, you would be refunded (or there part of).

## Applications – Apply today!

There are limited places available in the Flourish Program. Each year we take between 50-70 applicants depending on the various needs of the group and our team member availability. Due to demand, it is unlikely we will be able to offer all applicants a place in the program. Applicants are selected based on three key criteria:

1. Your Residential Location (City of Bayside, Kingston, Glen Eira, Port Phillip etc)\*
2. Your School Location (Both your 2025 and 2026 schools will be considered)
3. Individual Needs (Degree of "need", any special circumstances and consideration of hardships etc)

\* Priority is given to applications residing in City of Bayside and Kingston.

\*\*Your application DOES NOT guarantee you a place in the program.

Are you ready to apply for the program? Apply today via our website – [www.flourishprogram.org](http://www.flourishprogram.org)  
Application offers will be confirmed by mid-April 2025.

## Acknowledgements



The Flourish Program is proudly supported by Bayside City Council. We are very grateful for a Bayside Community Grant in 2015, 2016, 2017, 2018 & 2021



The Flourish Program recommends  
7Elements Printing and Design for all  
of your printing needs!

MENTONE

# Girls get some help to flourish

## SCHOOL TRANSITION HELPED

GOING from primary school to high school can be a tough time for students.

That's why Mentone 22-year-old Emily Fairweather created Flourish, a program designed to help Grade 6 girls make the sometimes-traumatic transition to Year 7.

Flourish is a not-for-profit program where young girls spend the last six months of their primary school lives working through Friday evening engagement sessions, paired up with like-minded university mentors who are "passionate about seeing young people thrive".

The mentors stick with the girls through the first six months of Year 7, helping to give them "a better chance to succeed".

Ms Fairweather said Flourish was about prepar-

ing kids "practically, socially, emotionally and environmentally".

"I was inspired by seeing the need in young people," she said.

"There's a real desire there – young people want people to look up to other than their parents or teachers."

Twenty students took part in the debut program from July 2015, inspiring Ms Fairweather to open enrolments for a July 2016 program.

The sessions, costing just \$5, are run at a Sandringham church hall.

Flourish was part of the community work and leadership which got her nominated for two categories in this year's Victorian Young Achievement Awards.

For details visit: [flourishprogram.org](http://flourishprogram.org)



Emily Fairweather, front centre, with Mia, Millie and Rhyana.

Picture: RICHARD SERONG

Above: Mordialloc Chelsea Leader 9/3/2016

Do you have other questions? Please don't hesitate to contact us at [www.flourishprogram.org](http://www.flourishprogram.org) or contact Emily on 0430 300 181.