

Position Description

Community Partner

This position description has been prepared by the Grit and Resilience Program in consultation with Upper Hume Primary Care Partnership.

ABOUT THE GRIT AND RESILIENCE PROGRAM

The Grit and Resilience Program came about after the Rural City of Wangaratta and community rallied in 2018 to address mental health and suicide in the municipality.

Coordinated by the Rural City of Wangaratta, the Program is guided by a consortium of agencies along with four community partners.

The program is evidence informed and uses a collective impact approach to co-design a series of community-based interventions, supports and resources.

Within the Program there are three priority areas, two of which were directly nominated by community. These priorities are:

- Creating connections – improving opportunities for people to connect.
- Including and involving – promoting inclusion.
- Postvention - promoting a change in community attitudes and in the response of services before and after a death by suicide within our community.

The Grit and Resilience Program Purpose is to *“Build an inclusive, supportive, and well-connected community, with the capacity to improve well-being from within.”*

The priority of the Program is to work with communities to build the Grit and Resilience of all people within the Wangaratta community to achieve long term, sustainable and transferable positive outcomes.

The Grit and Resilience program values are as follows:

- We are community focused, led and designed.
- We strive to ensure that our activities are relevant to the entire local government area.
- We recognise the interdependence of wellbeing across our community and that social and environmental determinates of health are critical.
- We will actively work together.
- We support and facilitate inclusion and acceptance.
- We will communicate with each other and all members of our community with respect, honesty and in good faith.

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ABOUT THE COMMUNITY PARTNER ROLE

The Grit and Resilience Community Partner approach reflects evidence informed frameworks supporting:

- a. Formal involvement of Community members in the governance and decision- making structures of community development programs.
- b. The use of multiple public participation activities to engage a cross-section of community members including marginalised people.

KEY RESPONSIBILITIES OF COMMUNITY PARTNERS

Along with the responsibilities outlined in the Grit and Resilience Community Partnership Approach (attached), Community Partners will participate as equal partners within the Consortium.

The Community Partner's responsibilities include:

- Participation as an equal in all Consortium meetings.
- Providing a community perspective on matters considered by the Consortium.
- Ensuring the Consortium is aware of and recognises the implications for local communities in matters considered by the Consortium.
- Acting as a source of information regarding issues affecting the Rural City of Wangaratta community.
- Raising agenda items for discussion by the Consortium, for any issues which may have implications for the Program.
- Contributing to robust, transparent decision-making which aligns with the values of the Grit and Resilience Program.
- Working collaboratively with other agencies and individuals towards common goals as outlined in the Program Purpose and in accordance with the values of the Grit and Resilience Program.
- Actively contributing strategically to guide the Program's operations.
- Advocating for the Collective Impact approach.
- Learning from others and sharing knowledge.
- Maintaining confidentiality of all items discussed.
- Prioritising the interests of the community, and of the Grit and Resilience Program ahead of personal interests.
- Participate in "Buddy" system

The Community Partner will meet on a regular basis with an allocated "buddy" from within the Consortium to ensure support is available in meeting the responsibilities of the role.

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APPOINTMENT TENURE

Community Partners will be engaged for an initial 12-month period. Community Partners may elect to remain on the Consortium after the initial period has lapsed, however if they choose not to, then a public expression of interest campaign will be enacted.

The 12-month tenure will align with the election timetable and the 12 months review process for all member agencies, as stipulated within the Consortium Terms of Reference.

INDUCTION AND SUPPORT

The following supports will be available to the successful Community Partners:

- Induction and orientation will be provided.
- A “Buddy” from within the Consortium will be carefully chosen to support the Community Partner in all aspects of the role.
- A leadership mentoring program is offered to all Community partners with the aspirational of embedding a Community Partner Chair into the Consortium.
- The Community Partner can elect to vacate their role at any time. In the event that a Community Partner decides to vacate their role, the Consortium asks that a confidential meeting take place with a member of the Consortium to understand why the partner is leaving so that learnings can be used to improve the Program and support for Community Partners.

REIMBURSEMENT

Best practice consumer engagement guidelines include acknowledging the participation of Community Partners by offering a payment of some sort. The Grit and Resilience Program will offer ‘Voluntary Gift Card Honorariums’ to Community Partners who are involved in the Consortium. These arrangements apply only to the position of Community Partner.

A Volunteer Honorarium, according to the Australian Taxation Office (ATO) includes an honorary reward for voluntary services which are not assessable income and related expenses are not deductible (<https://www.ato.gov.au/Non-profit/Your-workers/Your-volunteers/Paying-volunteers/Honorariums/>).

The Grit and Resilience Program will offer community partners involved in the Consortium the following honorariums:

- Gift cards (Coles Myer or Visa) - \$25 for meetings of up to an hour, \$50 for meetings more than an hour.
- Travel compensation in line with the ATO for people participating in meetings from more than 15kms away from the venue.
- Other out of pocket expenses – negotiated before meeting/activity.