

Governance

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The ForYouPage.Org Manifesto

ForYouPage.org is a youth-led NGO and a global coalition of youth advocates on a mission to unite young leaders and mobilize our peers in grassroots advocacy for our individual flourishing and our collective social justice.

By joining forces, we aim to amplify our voices and empower individual advocacy by providing each of us with resources, opportunities, and support of a community.

By joining forces, we aim to inspire more of our peers to advocate locally and globally, to not only build a more equitable and sustainable world by our own hands, but to make friends, take risks, and to nurture our own growth within.

At ForYouPage.Org, we are committed to the following principles:

Principle 1. Youth Advocacy for Youth Flourishing

We firmly believe the key to youth flourishing is to empower the youth to take risks and exercise agency through advocacy.

We believe the cause of youth mental health crises is the feeling of powerlessness - to not feel in charge of our lives and to feel hopeless on many urgent issues of our time. and we believe the solution is advocacy. Advocacy provides a platform for us to step out of our comfort zones and channel our passions into meaningful action, exercising our own power to contribute to the causes we care about.

[Our Approach 1] We lower the barrier for advocacy by connecting youth with a network of youth led social ventures and local volunteers and help with causes of their choice.

Principle 2. Youth Advocacy is for Everyone

We firmly believe youth advocacy encompasses any grassroots action that involves giving back to and exercising kindness in our communities.

We believe that youth advocacy does not need to consist of grand actions only by the 'cool' and the 'accomplished.' Whether it's organizing a neighborhood cleanup, volunteering at a local shelter, or raising awareness about important social issues, we believe every act of leadership or kindness is youth advocacy. Transcending notions of popularity or achievement, together we aim to create a culture where every grassroots community action is recognized, celebrated, and valued as a vital part of youth advocacy.

[Our Approach 2] We are fully open to all youth to participate in community advocacy at any level of commitment. We invite all grassroots youth to join us and we aim to serve all youth by providing the requisite knowledge and connections.

[Our Approach 6] We coach our youth volunteers in communication **and perspective taking** skills and we organize youth led community meetings where stakeholders and youth can come together to have dialogue.

Principle 7: ?Self Organization as Empowerment

We believe that self-organization is a vital ingredient in empowering the youth and fostering community-level engagement.

Fostering community-level engagement, self-organization builds stronger social connections, nurtures a sense of belonging, and empowers young people to be catalysts for change within their own communities. By providing the necessary tools, support, and guidance, we aim to facilitate the process of self-organization on all levels.

[Our Approach 7] We facilitate self-organizing advocacy by curating knowledge, providing resources and assisting individuals to take the lead, identify their passions, and drive their own initiatives. We facilitate community self-organization by providing community group chats and organizing community meetings.

Principle 8: ?Youth Advocacy as Fun

We believe that youth advocacy can transcend the boundaries of seriousness and embrace an element of joy and fun.

By infusing our efforts with positivity, creativity, and a sense of playfulness, we attract a broader audience, inspire greater participation, and foster a vibrant and inclusive advocacy community. Embracing a fun-filled approach enables us to break down barriers, ignite passion, and generate a lasting impact in a way that resonates with young people worldwide.

[Our Approach 8] We strive to actively infuse fun and humor in all our external messages. And we encourage everyone to infuse humor when contributing knowledge to our database of resources.

Principle 9: ?No Monetary Incentive Involved

We believe that maintaining a platform free of monetary incentives is of utmost importance.

Our commitment to this principle ensures that all operations within our platform are driven solely by the genuine desire to create a positive change. By eliminating financial motivations, we create an environment where individuals engage and contribute without any form of obligations. All members strive to promote authenticity, transparency, and integrity in all our endeavors, focusing on the collective goal of advocating for a better world rather than a world full of personal gain.

[Our Approach 9] The donations received will only go towards server costs, event hosting costs, and towards the stipend for our core operations team. All working groups, organizational initiatives, and wiki databases are maintained by volunteers. We make most of our work public through wiki and keep it open for anyone to freely contribute. There are no strings attached to anyone who wishes to directly contribute to our platform.

Principle 10: ?A Coalition for You

We firmly believe it is critical that this coalition doesn't serve us, but serves you and your advocacy.

We strongly believe that by fighting for the justice you believe in, by exploring your life, and finding your purpose, you empower the rest of us. Every member of this coalition strives to listen to you, support you, and serve your advocacy. By acting on your dream to advocate for change, you directly help this coalition be more impactful by creating real change, connecting communities, and uncovering knowledge and opportunities.

[Our Approach 10] With ForYouPage.org, the best way to help us is to help yourself. What community project and mental health initiatives do you want to do? How can we, our volunteers and our community best help you to achieve your advocacy dream?

Decision Structure

Decision Structure for Decentralized Community for FYP

1. FYP Event - Independent

- The FYP Event operates independently, with its own decision-making process and governance structure.
- The event organizing committee has complete autonomy in making decisions related to the event, including theme, program, speakers, and partnerships.
- Decisions are made through consensus or majority vote within the event organizing committee.

2. FYP Community - Decentralized

- The FYP Community operates as a decentralized network, with no central authority or hierarchy.
- Community members are encouraged to self-organize and collaborate on initiatives and projects that align with FYP's core values and mission.
- Decisions within the community are made through open discussions and consensus-building among participating members.
- Conflicts are resolved through mediation and dialogue, with an emphasis on finding mutually agreeable solutions.

3. FYP Wiki - Decentralized

- The FYP Wiki operates as a decentralized knowledge base, with content created and curated by the community.
- Anyone can contribute to the wiki, with an emphasis on sharing resources, knowledge, and community action plans.
- Edits and additions to the wiki are reviewed by the community through a peer-review process to ensure accuracy and relevance.
- Disputes over content are resolved through open discussion and consensus-building among interested parties.

Governance:

- FYP is governed by a set of core values and principles that guide decision-making and actions across all aspects of the organization.
- These core values include agency, compassion, authenticity, togetherness, and humor.
- All community members are expected to uphold and embody these values in their interactions and contributions to FYP.

Operation Team:

- The Operation Team is responsible for maintaining the technical infrastructure and ensuring the smooth functioning of FYP's platforms and tools.
- The team is composed of volunteers who are selected based on their skills, expertise, and commitment to FYP's mission.
- Decisions within the Operation Team are made through consensus or majority vote, with an

emphasis on transparency and accountability to the broader community.

Independent Anonymous Decision Board:

- The Independent Anonymous Decision Board serves as a moral compass and advisory body for FYP.
- The board is composed of five anonymous individuals who are selected based on their expertise, integrity, and commitment to FYP's core values.
- Board members are required to provide at least five references to support their selection and maintain their anonymity.
- The board provides guidance and recommendations on ethical and moral issues that may arise within the FYP community.
- Decisions made by the board are not binding but serve as a strong moral authority and influence on the community's actions and direction.

This decision structure aims to balance the principles of anarchy and decentralization with the need for guidance, coordination, and adherence to core values. By emphasizing autonomy, consensus-building, and moral authority, FYP can create a dynamic and inclusive community that empowers youth to drive change and address the mental health crisis.

ForYouPage.Org Governance Charter of Fierce Authenticity

Preamble

We, the youth of ForYouPage.Org (FYP), in order to empower our generation to be **fiercely ourselves** and to **change our world for the better**, do hereby unite, ordain and establish this Governance Charter for ForYouPage.Org, for you.

We, all youth of FYP, want to prove to you that *authenticity, compassion, and kindness* always triumph.

Article I: Founding Values and Commitments

Section 1. Core Values & Principles

ForYouPage.Org (FYP) shall be guided by the following [values & principles](#) as set forth in our founding [manifesto](#):

A. *Agency*: We ensure youth with resources for complete autonomy in personal and social changemaking.

B. *Compassion*: We believe in the fundamental kindness of all people and practice [nonviolent communication](#).

C. *Authenticity*: We empower every youth with the environment to be fiercely ourselves.

D. *Togetherness*: We foster a supportive community where no one feels alone.

E. *Humor*: We embrace fun, party, and vulnerability in our work.

F. *Risk-Taking*: We encourage bold actions and fearless outreach.

G. *Transparency & Critical Thinking*: We promote open examination of our actions and impact. (All FYP operations are recorded and available [here](#).)

H. *Grassroots Focus*: We prioritize underserved and marginalized youth voices.

I. *Self-Care*: We emphasize personal well-being as foundational to effective advocacy.

Section 2. Commitment to Authenticity

FYP upholds two core commitments to authenticity:

A. Financial Independence

1. All core team members are uncompensated volunteers.
2. We reject monetary incentives as a primary motivator.
3. Any funds raised prioritize youth scholarships and essential operational costs.
4. Paid internships are available upon request. We acknowledge how broke youth are.

B. Authentic Representation

1. We aim for FYP to be genuinely reflect youth's current state and capabilities.
2. We embrace and showcase youth realities without filters.
3. We prioritize authentic impact over organizational growth.

Article II: Mission and Theory of Change

Section 1. Mission

ForYouPage.Org (FYP) exists as a fully youth-led, close-knit community and network/resource infrastructure for youth risk-taking social change. Our mission is to:

A. *Share Knowledge & Leaders*: Provide an open information infrastructure through FYP Wiki for youth-led social projects.

B. *Convene Youth & Challenge Power Dynamic*: Create youth-led annual gatherings and invite stakeholders through FYP Events.

C. Build Community: Foster a collective of passionate youth dedicated to positive change, risk-taking, and mutual support.

D. Redefine "For You": Transform digital and physical spaces to emphasize compassion, agency, and authentic humanity over capitalist structures.

Section 2. Theory of Change

FYP believes that by mobilizing grassroots youth advocacy and empowering risk-taking, we can:

A. Rebuild self-efficacy and authentic connections disrupted by technology.

B. Address the youth mental health crisis.

C. Pave the way for individual and collective flourishing in the face of today's challenges.

D. Empower youth to shape their futures and contribute meaningfully to society.

We strive to create a world where youth are the primary agents of positive personal & social change, a world where we can be ourselves.

Article III: Organizational Structure

Section 1. Independent Anonymous Youth Decision Board

A. Independent Anonymous Youth Decision Board

1. Composition: Individuals under 25 years of age from diverse backgrounds, cultures, and countries.
2. Selection: Open application process requiring at least five letters of reference attesting to integrity.
3. Powers: Collective veto power over key decisions and approval authority over FYP general partnerships.
4. Term: Staggered two-year terms, with half the board selected annually.
5. Global Representation: No more than 40% of members from any single country.

B. Operation Team

1. FYP Principle: Director & primary spokesperson of FYP.

2. FYP Associates: Fully admitted direct builders of FYP with voting rights.
3. FYP Assistants: Partially admitted direct builders of FYP without voting rights.

C. FYP Community through Operational Products

1. FYP Wiki: Open collaborative knowledge-sharing platform.
2. [FYP Event](#): Coordinated advocacy and networking events.
3. FYP Community: Engagement and support networks for youth advocates.
4. FYP Intern: paid internship program that allow youth to work in areas of their passion, strictly limited to maintain FYP's core commitment to no monetary incentives. *Currently Experimental.*

Section 2. Roles and Selection

A. FYP Principle

1. Selection: Elected annually by majority vote of FYP Associates.
2. Duties & Power: Primary spokesperson, coordinator of strategic initiatives, ensures adherence to mission and values.

B. FYP Associates

1. Selection: Majority vote by associates for: a) Recognized youth leaders formally recommended by FYP Associates or b) FYP Assistants i. who have completed 20 youth leader interviews, of which a minimum of 5 must be international demonstrating understanding of those that fyp serves, core values and needs, diversity, and equality of youth, and nonviolent communication, and ii. who have written an essay demonstrating their own ability to be authentic, iii formally recommended by FYP Associates.
2. Duties & Power: Voting rights on all major decisions and direct builders of FYP operational products; official affiliation

C. FYP Assistants

1. Selection: Open application, interviews, and majority vote.
2. Duties & Power: Same as FYP Associates but with no voting rights and contribution to FYP products require supervision of at least 1 FYP Assistant.

Section 3. General Managers

A. Appointment: Rotating 3-month leadership roles for specific projects, open to both Associates and Assistants. B. Selection: Appointed by consensus of the Operation Team.

Section 4. Age Requirement

All team members must be under 26 years of age at the time of admission with exception allowed by majority vote of associates.

Article III: Decision-Making Processes

Section 1. Strategic Decisions

A. Led by the FYP Principle. B. Requires consensus among FYP Associates. C. Subject to veto by the Independent Anonymous Youth Decision Board.

Section 2. Operational Decisions

A. Managed by the FYP Operation Team. B. Requires consultation with relevant team members.

Section 3. Product-Specific Decisions

A. Directed by respective Product Leads. B. Involves consultation with product team members.

Section 4. Proposal and Implementation

A. Any FYP member may propose changes through monthly public hearings. B. Requires majority approval from Associates and absence of veto from the Independent Board.

Section 5. Transparency

A. All voting records, meeting minutes, and organizational documents to [be publicly accessible](#). B. Regular public reports on activities, impact, and financial status.

Section 6. External Engagement and Partnerships

A. Youth Groups: Formal recommendations for partnerships with youth groups may be submitted by any FYP Community Member to the Operation Team. Approved if no majority objection from the Operation Team.

B. Non-Youth Groups: Partnerships with non-youth groups require formal recommendation by an FYP Operation Team, majority approval from the Operation Team, and majority approval from the Independent Decision Board.

C. Active engagement with policymakers and industry leaders to amplify youth voices.

Article V: Ethical Standards and Financial Governance

Section 1. Code of Conduct

A. All members shall uphold FYP's core values, maintain integrity, respect diversity, and foster inclusivity. B. Conflicts shall be resolved through open dialogue, with escalation to the Operation Team and Independent Board if necessary.

Section 2. Accountability

A. Regular peer and self-evaluations conducted quarterly. B. Monthly public reports on activities, impact, and financial status.

Section 3. Financial Principles

A. Volunteer-driven model with minimal financial transactions. B. No monetary compensation for core team members, with limited exceptions for specific intern roles. C. Any funds received shall be transparently allocated for operational costs and youth stipends. D. Major financial decisions require consensus approval from Associates and review by the Independent Board. E. Quarterly financial reports shall be made public.

Article VI: Amendments and Dissolution

Section 1. Amendments

A. Proposal:

1. Any FYP Associate or Assistant may propose amendments through monthly public hearings.

B. Ratification:

1. Requires two-thirds majority approval from FYP Associates.
2. Final approval from the Independent Anonymous Youth Decision Board.

C. Regular Review:

1. Annual evaluation of operational processes and governance structure.
2. Recommendations for adjustments presented to the Operation Team for implementation.

Section 2. Dissolution

A. Conditions:

1. May be considered if FYP no longer effectively serves its mission.

B. Process:

1. Requires unanimous decision from Associates and approval from the Independent Board.
2. All assets to be distributed to aligned youth advocacy organizations, as determined by the Independent Board.