



annual report
2017



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Stars Foundation has developed many positive partnerships with government, business and philanthropic organisations since its inception in 2015 and we are very grateful for their support of our work. We also receive donations from individuals across Australia through our website and we thank them for their generous support.

Stars Foundation is proud of the fact that 93 per cent of our overall funding is spent directly on the girls we support through our programs, with only 7 per cent spent on administration. The cost of raising money and managing grant funding as a percentage of our overall funding for 2017 was just 4 per cent.

We are always looking for new partners and sponsors aligned with our vision and values. For more information about how you or your organisation can support the important work of Stars Foundation, please contact info@starsfoundation.org.au.





our mission AND PURPOSE

The mission of Stars Foundation is to support and enable Aboriginal and Torres Strait Islander girls and young women to make active choices towards realising their full potential in all aspects of their development and wellbeing. Our purpose is to improve education and health outcomes for Aboriginal and Torres Strait Islander young women.

Stars Foundation has been offering full-time, in-school mentoring and engagement programs for young Aboriginal and Torres Strait Islander women at risk of disengagement from school since 2015. During 2017, we operated programs in eight schools across the Northern Territory.

Education engagement programs, using sport as a vehicle, have been shown to be successful in engaging Aboriginal and

Torres Strait Islander boys, with some good outcomes, including increased attendance, school retention and Year 12 completion.

The Stars program has adapted what has been shown to work for boys into a program specifically tailored to address the needs of young Aboriginal and Torres Strait Islander women and we are seeing some outstanding outcomes in our programs.

96
per cent of
our senior Stars
students completed
Year 12 in 2017.

what we do and WHY WE DO IT

As the Federal Government's Closing the Gap strategy explicitly recognises, health, education and employment outcomes for Indigenous Australians lag significantly behind those of non-Indigenous Australians.

Despite some progress having been made in some areas since the strategy was declared in 2008, the gap in outcomes is still significant. In a wealthy country like Australia, this is unacceptable.

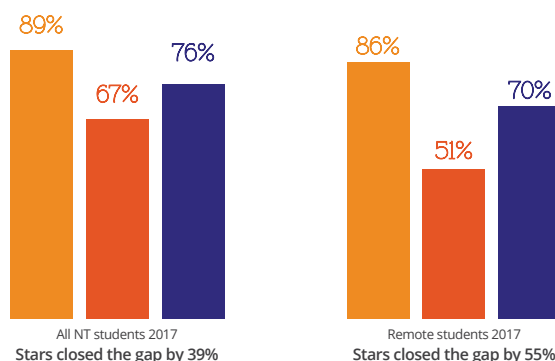
We know that a good quality education lays the foundation for success in life – and achieving a higher level of education is one of the key factors most likely to reduce Indigenous disadvantage in Australia.

As recognised in the House of Representatives Standing Committee on Indigenous Affairs report into Aboriginal and

Torres Strait Islander education - The Power of Education: From Surviving to Thriving (2017) - there is a serious lack of equity in the funding provided to programs for Aboriginal and Torres Strait Islander girls, compared to the funding provided to programs for boys.

Over recent years there has been significant investment in supporting the education of Aboriginal and Torres Strait Islander boys, resulting in some positive outcomes. Unfortunately, there has not been a matching level of investment in supporting the education of young Aboriginal and Torres Strait Islander women.

Stars is closing the gap in student attendance



This is despite the fact Aboriginal and Torres Strait Islander girls face just as many barriers to completing school and moving into employment and a positive future as Aboriginal and Torres Strait Islander boys do.

Stars Foundation was established in 2015 to address this inequity. Since then, Stars has been offering specially tailored, evidence-based mentoring and support programs for young Aboriginal and Torres Strait Islander women. Our goals are closely aligned to the education and employment targets outlined in the Closing the Gap strategy.

SCHOOL ATTENDANCE

Data from the 2017 school year show that Stars students are attending school at a significantly higher rate than Indigenous students not taking part in the program.

In our Northern Territory programs, Stars closed the gap in attendance by 39 per cent, which equates to four additional weeks of school or 105 extra classes. In the more remote regions, where school attendance is particularly low for Indigenous students, Stars closed the gap by 55 per cent, which equates to 8 more weeks of school or 235 extra classes.

YEAR 12 COMPLETION

In 2017, we were thrilled to see 96 per cent of our senior Stars students complete Year 12.

We started the year with 50 Year 12 girls enrolled in the Northern Territory Stars programs. However, early in the year, three of these girls relocated back to their

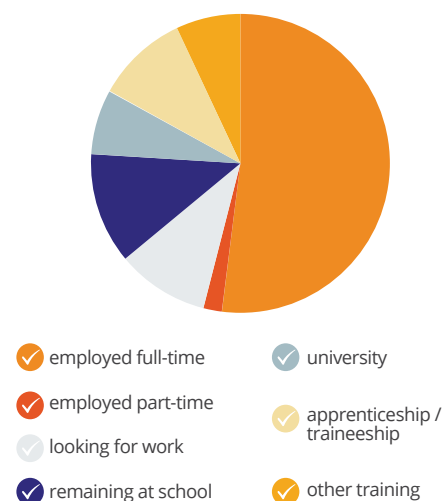
home towns in the Kimberley - a common occurrence in remote areas, where families can be transient. Of the 47 girls who remained enrolled with Stars for the year, 45 completed Year 12. The two girls who did not complete the year left school to find work.

This high rate of Year 12 completion is a stunning achievement, particularly when you consider the overall national rate of Year 12 completion for Indigenous people was as low as 65.3 per cent in 2016. The figure is even lower in the Northern Territory at just 39.1 per cent (Closing the Gap Report 2018).

TRANSITION TO EMPLOYMENT OR FURTHER STUDY

Over 90 per cent of Year 12 Stars graduates from 2016 remained in employment or were undertaking further study as at the end of December 2017.

Year 12 Graduate Outcomes - 2016



where WE DO IT

In 2017, Stars Foundation was funded by the Northern Territory Government to operate programs in eight secondary schools in the Northern Territory.

1 Darwin

Casuarina Senior College,
78 girls; 4 mentors

Dripstone Middle School,
40 girls; 2 mentors

Nightcliff Middle School,
20 girls; 1 mentor

Sanderson Middle School,
58 girls; 3 mentors

2 Katherine

Katherine High School
106 girls; 5 mentors

3 Tennant Creek

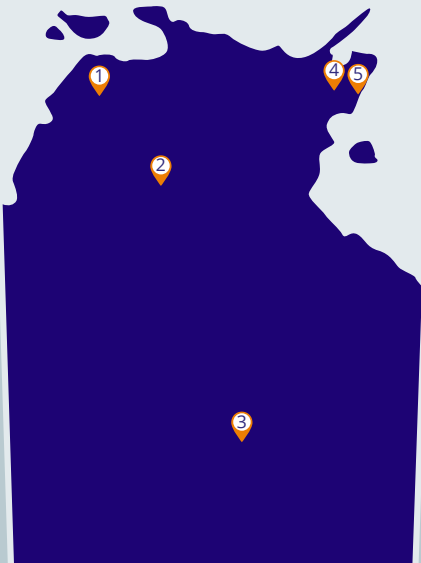
Tennant Creek High School,
46 girls; 2 mentors

4 Nhulunbuy

Nhulunbuy High School,
32 girls; 3 mentors

5 Yirrkala

Yirrkala School,
36 girls; 2 mentors



message from THE CHAIR



I am extremely proud to Chair Stars Foundation – an amazing organisation that is making genuine changes in the lives of young Aboriginal and Torres Strait Islander women, their families and communities.

It is well known that a good education forms the foundation of a positive and independent future. Achieving a higher level of education is one of the key factors most likely to reduce Indigenous disadvantage in Australia. That's how significant it is.

Unfortunately, many Aboriginal and Torres Strait Islander young people face unique

barriers to attending school, completing Year 12 and going on to employment or further study. Some of these include intergenerational trauma, overcrowding, living in out-of-home care, family dislocation, substance abuse, and so on.

Although over the past decade there has been significant investment in supporting Aboriginal boys to complete their schooling, the same cannot be said for girls. There is a clear inequity in the amount of funding provided for girls compared to that provided for boys, as was highlighted in the House of Representatives Standing Committee on Indigenous Affairs report into Aboriginal and Torres Strait Islander education - The Power of Education: From Surviving to Thriving (2017). Stars Foundation was founded to address this inequity.

As is now recognised around the world, educating girls is a strategic development priority. Research shows that better educated young women tend to be healthier, more likely to be employed and earn higher incomes, have fewer children, marry later, and be able to provide better health care and education for their own children. Educating girls delivers significantly improved economic, health and social outcomes, not just for the girls themselves, but also for their families and communities. Like a stone thrown into a lake, education has a ripple effect.

During 2017, we achieved outstanding outcomes across all Stars locations in the Northern Territory. A Year 12 completion

rate of 96 per cent is a brilliant outcome, especially when you consider that the national rate of Year 12 completion for Aboriginal and Torres Strait Islander people was as low as 65.3 per cent in 2016, and significantly lower in the Northern Territory at just 39.1 per cent (Closing the Gap Report, 2018).

Stars also boosted average school attendance rates across its Northern Territory programs by 39 per cent, with a particularly strong improvement in remote areas. In 2017, the average rate of attendance in remote parts of the NT was just over 50 per cent, but for Stars students the rate climbed to 70 per cent.

Stars is also closing the gap on the transition from Year 12 to work or further study. We don't simply 'get the girls through school', we support them intensively as they transition into the next phase of their lives. The percentage of all Indigenous young women who transitioned successfully in 2017 was 41 per cent – but among Stars girls this figure grew to 81 per cent.

I want to thank my fellow Directors for their commitment to ensuring that Stars Foundation is sustainable and able to continue to do the important work for which it was established. I would also like to acknowledge the assistance Stars received from the Board and CEO of Danila Dilba Aboriginal Health Service during the establishment phase of the Foundation and beyond. To the Principals and teachers in the schools we work with, we are grateful for your ongoing support.

I also want to express my appreciation to our CEO Andrea Goddard, whose vision, stewardship and tenacity has seen the Stars

program grow so substantially over the past three years.

The dedication and commitment of all Stars staff is something of which I am enormously proud. The work they do to support our young women in their personal and academic development is outstanding. The full-time, intensive mentoring our staff provide to the girls is key to the program's success. The high quality of our staff has forged our reputation as an outcomes-focused organisation that is achieving results.

This is recognised by First Nations leaders, local communities, governments and education departments and I thank the Northern Territory, Queensland and Commonwealth governments for investing in our program. I also thank the many corporate, philanthropic and individual funders who contribute so generously to our work.

In just three years, Stars Foundation has built a strong basis for program delivery and future growth, but there is still much to achieve. Stars has a highly professional and deeply committed leadership team and the capacity to deliver outstanding programs to many more Aboriginal and Torres Strait Islander young women across Australia.

We need the bipartisan support of governments to ensure that the next generation of Aboriginal and Torres Strait Islander women - future mothers, workers and community leaders - are well-educated and empowered to make active choices about their future.

Marion Scrymgour
Chair

our BOARD

Stars Foundation is a public company limited by guarantee and overseen by an eight-member, Indigenous-led Board of Directors, with the highest levels of Indigenous and business leadership represented.



Marion Scrymgour
Chair

Marion was the first Indigenous woman to be elected to the Northern Territory Legislative Assembly and Australia's first Aboriginal Cabinet Minister. She retired from politics in 2012 and is currently CEO of Tiwi Islands Regional Council. Marion was the first Indigenous person to be awarded an Honorary Doctorate in Health Sciences by the University of Sydney. She is also a Non-Member Independent Director of the Aboriginal Medical Services Alliance NT and a Member of Charles Darwin University Council.



Donisha Duff
Deputy Chair

Donisha has over 15 years' experience in Indigenous affairs. She was an advisor on Indigenous health to a former Federal Minister and has also worked for the National Aboriginal Community Controlled Health Organisation, Australian Indigenous Doctors' Association, General Practice QLD, Queensland Aboriginal and Islander Health Council, and both the Queensland and Australian governments. She is General Manager, Deadly Choices at the Institute for Urban Indigenous Health. Donisha holds an MBA and BA (Hons).



Grant O'Brien
Director

Grant spent more than 25 years with Woolworths and was appointed Managing Director and Chief Executive Officer in 2011 before retiring in 2016. He is a Director of The Consumer Goods Forum, Chairman and Director of the Australian National Retailers Association Ltd, and a member of the Business Council of Australia. He is also a Director of the Avner Pancreatic Cancer Research Fund.



Olga Havnen
Director
(since 09/17)

Olga is of Western Arrernte descent and has been CEO of Danila Dilba Health Service since 2013. She has held a range of senior roles in her long career in Indigenous Affairs. She has sat on many Boards, including the Indigenous Land Corporation, Voyages Indigenous Tourism Australia, NT Primary Health Care and the Deputy Chair of AMSANT. She is currently a member of the NT Community Justice Council and a Director on the AMSANT, NACCHO, and MJD Foundation Boards.



David Peever
Director

David is Chairman of Cricket Australia and the Brisbane Airport Corporation Pty Ltd. He is a Non-Executive Director of the Australian Foundation Investment Company, the Foreign Investment Review Board and DCNS Pty Ltd. David is also a Director of International Cricket Council. He holds a Bachelor of Economics and a Master of Science (Mineral Economics).



Martin Ferguson
Director

Martin was Federal Member for Batman from 1996 to 2014 and held several Shadow Portfolios before becoming a Minister in the Rudd and Gillard Governments. Martin is Chairman of the advisory board to the Australian oil and gas industry, APPEA, Strategic Director of Seven Group Holdings Energy, and Chair of Tourism Accommodation Australia. He also chairs the University College of London Adelaide Advisory Board and the CO2 Co-operative Research Centre. He holds a Bachelor of Economics (Hons).



Sue Beecher
Director

Sue has significant experience in strategic fundraising, management, organisational governance, policy and resource development, counselling, mentoring and philanthropy. She sits on several other Boards and committees, including Human Rights Watch Australia and the Indigenous Affinity Group of Philanthropy Australia. Sue is a Consultant at Wendy Brooks Consulting.



Tanya Hosch
Director
(resigned 07/17)

Tanya is the AFL's General Manager of Inclusion and Social Policy. Prior to this, she was Joint Campaign Director for Recognise and is a strong advocate for philanthropic investment in Indigenous development. Tanya was involved in the establishment of the National Congress of Australia's First Peoples and worked with a steering committee to establish the Australian Indigenous Governance Institute.



Andrea Goddard
CEO and Founder

Andrea has a background in Indigenous affairs, auditing, nursing and organisational management. She was General Manager Development for the Clontarf Foundation from 2005 to 2013 and had direct responsibility for the organisation's growth and sustainability over this period. Andrea holds a Diploma of Applied Science, a Bachelor of Science (Nursing), a Graduate Diploma of Adolescent Health & Welfare, and a Master of Public Health.

ceo REPORT

It is timely, at the end of our first Northern Territory Government contract, to pause and reflect on where we are. Stars Foundation set out with a clear purpose to support First Nations girls with their education and future life choices. We are almost three years into our journey and I feel so proud of what we have achieved to date.

When Stars won the tender to provide school-based support to First Nations girls in the Northern Territory in 2015, the expectation was that 290 girls across the seven schools would participate. Within six months, Stars was working with well over 400 girls – and just two years on, we are supporting around 900 girls in thirteen schools in the Northern Territory and Queensland.

Since Stars was established, on every measure – engagement, attendance, Year 12 completion and post-school transitions – we have exceeded expectations. This sees our organisation contributing significantly to Close the Gap targets, as the graphs and data in this report highlight.

But our outcomes extend far beyond the 'metrics'. A powerful reminder of the holistic impact of our work was voiced by one of our girls when she was asked what she liked most about Stars. She paused for a moment and then shyly, but with certainty, replied "It makes me feel safe". Safe physically, safe emotionally, safe in culture and safe to express and be all that she is.

Not surprisingly, there is strong demand across Australia for Stars to expand its programs. In 2017, we were invited by the Minister for Indigenous Affairs, The Hon. Senator Nigel Scullion, to establish a new program at Haileybury Rendall School in Darwin, and we appreciate this opportunity. We were also invited by the School Council of Jabiru Area School to commence a new program there because they believe their girls deserve the very best support possible.

Prior to establishing Stars, I spent many years with Clontarf, managing the development of operations during a period of unprecedented growth. I will always be proud of my contribution to this and am pleased to see many more boys being supported today, however, I felt that my work would be incomplete if I did not give my best effort to balancing the ledger in terms of investment in girls' education.

As I moved around the country setting up programs for boys, I lost count of the number of times I was asked why girls were not being given the same level of support. Such was the need and the urgency. "How come we don't have this, Miss? How come we don't matter?" – these were questions I was asked by girls who couldn't understand why boys had opportunities that weren't available to them. They were powerful questions that crystallised the need to establish Stars. After almost ten years supporting boys' education, I knew it was time to ensure that young women were given the same opportunities as boys.

Stars Foundation grew from this experience with the help of visionary funders who understood the need, wanted gender equity and believed in the vision of Stars and the capability of the founding team. I am deeply grateful to each of these people for this critical

early support. Without David Morawetz from the Social Justice Fund, Carol Schwartz from Trawalla Foundation, and Barb Hurley from Goldman Sachs, Stars may not be where it is today. Nothing happens in isolation and Stars has a growing community of partners and supporters that are critical to our work. Particular thanks go to the Danila Dilba Health Service CEO and Board, who have provided invaluable assistance in our early years.

We believe that the education of young people should be beyond partisan politics and are pleased to have received support from across the political spectrum. The Northern Territory Government and Education Department, led by Ken Davies, showed national leadership in seeking gender equity for engagement programs. The quality of the professional relationships we enjoy in the Northern Territory, and the support we receive, are outstanding. We thank Chief Minister the Hon. Michael Gunner MLA, Minister for Education Eva Lawler and CE Department of Education and Training Vicki Bayliss for their ongoing support. We are also grateful for the strong advocacy of The Hon. Warren Snowdon MP, Senator Patrick Dodson, The Hon. Linda Burney MP, The Hon. Ken Wyatt MP, and Senator Malarndirri McCarthy.

Stars was established with some very clear parameters in mind - high expectations, integrity, accountability and transparency. We hit the ground running thanks to the experience and capability of former colleagues of mine and our founding leadership team - David Francis, Michael McLean, Iggy Vallejo, Mark McLean and Jason Greene. I am grateful for their trust, loyalty and integrity, enabling our team to grow as we support more girls.

I am proud to lead an amazing team at Stars, who ensure that we achieve, even exceed, our targets. Stars is a values-driven organisation and every team member is strongly aligned to the vision and values of the Foundation. Respect, honesty, commitment and pride are fundamental to everything we do, every relationship we develop, and the way we engage with partners, communities and girls. This is what makes Stars so special.

Our team on the ground is supported by our dedicated Board, led by Chair Marion Scrymgour. In setting out to establish a first-class organisation, we knew we needed a Board with strong Indigenous and business leadership to ensure the highest levels of governance, accountability and transparency. I am grateful to all members of our Board for believing in the vision and purpose of Stars.

Every day we are inspired by our Stars themselves, who show determination, resilience, courage, humour and hope, often in the midst of considerable challenges. We see young women stepping up and, in doing so, they remind us that we owe every one of our girls nothing less than our very best.

Our girls' healthy futures are our priority and we are determined to offer the highest level of support and continue to grow the Stars community of supporters. There are so many people who make the work of Stars possible, some well-known and some who keep a very low profile. To all of you, I extend a deep and heartfelt thank you. You truly are making a difference.

Andrea Goddard
Chief Executive Officer & Founder

our STAFF

ANDREA GODDARD Chief Executive Officer

Andrea is driven by a relentless determination to make a difference. After leading the exponential growth of Clontarf from 2005 to 2013, she decided it was time to ensure girls received the same high standard of support as boys and established Stars Foundation. She is a values-driven leader who is highly respected for her uncompromising commitment to quality and integrity.

DAVID FRANCIS General Manager Operations

As a former School Principal, David is an experienced educator with a strong background in Indigenous education and engagement programs. He was the inaugural Academy Director for Clontarf in the East Kimberley (2007) and was the Top End Regional Manager from 2009 to 2013.

MICHAEL MCLEAN Development Manager

As the first Territorian Indigenous footballer to succeed in the VFL/AFL (1982-1997), 'Magic' was a pioneer. The 200-game player and coach is as much a leader off the field as he was on it. Michael has spent 20 years post-football mentoring and inspiring the next generation in education and life, and was instrumental in the success of Clontarf in the Top End, working there in leadership roles from 2007 to 2015.

SHARON HUNT Finance Manager

Sharon has over 20 years' experience in finance and business management, including executive and Board level roles. She is a passionate equity advocate and brings invaluable administrative expertise to Stars Foundation.

JASON GREENE Transitions Manager

Jason has been working in the employment and training sector for over 13 years and has experience in labour hire, permanent recruitment, group training and registered training organisations. He is passionate about sourcing real employment and training outcomes for all our Stars.

Program Mentors

We select our Program Mentors very carefully based on their integrity, values and commitment. They are role models in their communities and provide inspiration, expertise and leadership to the girls in our programs. Over 60 per cent of our Program Mentors are Indigenous and around 85 per cent are female.

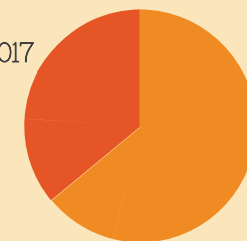
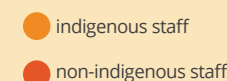


Stars Foundation is a highly professional organisation that prides itself on attracting and retaining the best possible staff. We have a high-expectations culture and know that we exist for one reason – to offer the very best to the girls that we support.

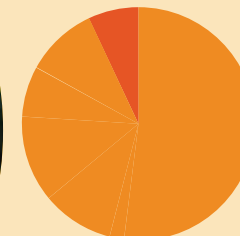
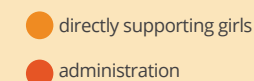
Stars promotes and enables a learning and personal development culture that builds staff capacity, provides career pathways and encourages trust and cohesion among our staff. We are proud that 62 per cent of our staff are Indigenous and 94 per cent work in roles that directly support our girls.

We put significant effort into retaining the staff we employ, which can be extremely challenging in Northern Australia. Staff movement has largely been related to family relocation and, as a result, we had staff turnover rate of just 12 per cent for 2017. This is very low given that the turnover rate for the community sector in the Northern Territory sits at 52 per cent (Community Sector: Workforce Profile, Fact Sheet 3, Northern Territory Council of Social Services)

Percentage of Indigenous Staff 2017



Percentage of Program-facing staff 2017



vision, values, beliefs, approach

STRATEGIC AIMS, OUTCOMES

OUR VISION

To break the cycle of intergenerational disadvantage and see young Aboriginal and Torres Strait Islander women able to choose their path and participate fully and confidently in the Australian community, enjoying social, cultural and economic wellbeing.

OUR MISSION

To support and enable Aboriginal and Torres Strait Islander girls and young women to make active choices towards realising their full potential in all aspects of their development and wellbeing.

OUR PURPOSE

To improve education and health outcomes for Aboriginal and Torres Strait Islander young women.

OUR VALUES

- Respect
- Honesty
- Commitment
- Pride

OUR BELIEFS

- Education is the cornerstone of human progress
- Every child in Australia has a right to education
- Dramatic gaps in student achievement exist in Australia
- Given the opportunity and support every young person will be enabled to be their best
- We believe in and hold high expectations of our young women
- Aboriginal and Torres Strait Islander communities deserve cultural safety and respect at all times
- Outstanding and committed individuals should be available to serve as mentors and role models for students in schools with the greatest need
- Our alumni and partners will transform life for Aboriginal and Torres Strait Islander young women, their families and communities

OUR APPROACH

Impact-focused

We exist to make a difference and take personal responsibility for delivering meaningful, measurable impact.

High Expectations

We expect our girls to rise to the occasion – and they do. In turn, we offer them our best and never take anything for granted.

Learning and Self-Reflection

We strive to continuously learn and improve.

A long-term perspective

We exercise patience in the development and nurturing of relationships and focus on generational change.

Openness and transparency

We are transparent regarding our intentions, processes and outcomes.

Resilience

We are resilient and not discouraged by obstacles. The girls are our focus and our heroes.



OUR OUTCOMES

- Increased school attendance and improved educational outcomes
- Increased Year 12 completion
- Strengthened health awareness and health literacy
- Improved social and emotional wellbeing
- Successful transitions into employment, further training or higher education

OUR STRATEGIC AIMS

MAKE A DIFFERENCE

Goal 1: To improve the health and wellbeing of Indigenous girls and young women through the provision of effective, high-quality educational engagement programs.

Goal 2: Ensure the ongoing development, review and improvement of the Foundation's programs.

NURTURE OUR CULTURE

Goal 3: Ensure our values are what we value and are lived by all.

SUSTAIN SUCCESS

Goal 4: Ensure our people are skilled, supported and engaged to achieve the Foundation's objectives.

BUILD SUSTAINABILITY

Goal 5: Build the brand, profile and reputation of Stars Foundation as a leader in educational engagement programs for young Aboriginal and Torres Strait Islander women.

Goal 6: Develop a strong, sustainable organisation

the Stars PLAN



Healthy
Lifestyles



Wellbeing



Education, Training
and Employment



Community, Culture
and Leadership



Research in education and public health shows how crucial the school experiences of early adolescence are in promoting engagement with learning and enhancing wellbeing. Genuine engagement is critical in producing positive outcomes across a range of immediate and long-term health, academic and life indicators.

The Stars program design is underpinned by this research, along with extensive experience in the field. It seeks to identify the needs of Aboriginal and Torres Strait Islander girls and the types of school environment, relationships, and learning experiences that best promote engagement and positive outcomes.

Stars offers a wide range of extracurricular activities, including sport and physical activities, art, music and dance. Community and volunteering activities are also provided to support the girls to build their confidence and give them opportunities for self-reflection and personal growth.

The key to the success of the program are our full-time, on-site mentors, who provide our girls with the intensive, daily support they need to identify and achieve their goals and reach their full potential.

The program focuses on four key areas of personal development through the Stars Plan:

- Healthy Lifestyles
- Wellbeing
- Education, Training and Employment
- Community, Culture and Leadership

Each Stars student works closely with her mentor to develop a holistic plan to help her move positively toward making active choices about her own future.

Stars employs a strengths-based approach with the girls, which is designed to build on their individual abilities, interests and strengths.



“

The staff provide amazing in-class support and their support in communication with home and getting girls to school every day has been a real asset.”

- TEACHER, YIRRKALA

“ The Stars mentors made such an impact on my daughter and were instrumental in her finishing year 12.”

- STARS PARENT

“Stars have continued to work on changing the thinking of the girls to know that they can be successful and that they are highly valued individuals.

- PRINCIPAL, TENNANT CREEK HIGH SCHOOL

”



healthy LIFESTYLES

During 2017, all Stars programs used That Sugar Film documentary to help their girls become more aware of the health impacts of too much sugar in the diet and to provide information on the sugar content of popular foods. Many Stars girls used this information to completely change their eating habits. Our focus on healthy diet and nutrition included getting the girls directly involved in buying food and preparing healthy breakfast and lunch options in the program rooms.

All programs also invited professionals to deliver workshops on topics such as mental health, sexual health, and the risks involved in the use of tobacco, alcohol and other drugs. Our strong relationships with local Aboriginal health services allowed Stars to arrange health checks for the girls in order to identify any health or dental issues.

The Stars girls took part in a range of healthy physical activities each term, including a wide variety of sports (rugby, AFL, basketball, cricket and touch, just to name a few). Weekly inter-program sporting activities took place in Darwin throughout the year and each term all programs attended a sporting carnival. The term two sporting highlight was the cricket carnival held at the Mararra headquarters of NT Cricket, which was attended by senior personnel from Cricket Australia. Many Stars girls were

also involved in Hip Hop and other dance productions throughout the year, which they enjoyed very much.

1090

Healthy Lifestyles
activities were
conducted
in 2017.

Shining Star

"I joined Stars in 2016 in Year 12. Before I joined, I was confused about where I was going and didn't have any plan for my future. I was just going to school because I had to. I didn't want to ask for help because I didn't want people to know I didn't understand. I didn't have anyone to talk to at school or at home. I went to the Stars Room before school, at recess and lunch, and after school, because I felt supported and safe there. The Mentors really cared about me.

When I left school, Greeney [Stars Transitions Manager] helped me apply for jobs. I wouldn't have known what to do! When I had an interview for the job I have now, doing classroom support with kids at a primary school, he even drove me to the interview. I was so happy when they rang me a week later and said, 'You've got the job!' I never thought I'd get such a good job so quick and I'm proud that I'm still here!"

Nikita





“

The difference from a year ago in this [Stars] student is amazing. She is healthier than she was a year ago and much more confident. She said she isn't sniffing anymore and is going to school every day.”

- HEALTH WORKER, MIWATJ YIRRKALA CLINIC



wellbeing

Wellbeing activities focus on nurturing social and emotional development, with a strong emphasis on healthy and respectful relationships. The Stars values of Respect, Honesty, Commitment and Pride are fundamental and a range of activities to build confidence and self-esteem are an integral part of every week's activities.

Some senior Stars students were involved in the Alannah and Madeline Foundation's cyber-safety and eSmart programs and some also attended a workshop that aimed to develop a tool to improve social media security for Primary-School-aged girls.

Many of our girls were involved in awareness programs focusing on respectful relationships, reducing violence against women, mental health and

cyber bullying. Some programs used the documentary Girl Rising to highlight the long-term and far-reaching benefits of educating girls.

All programs have facilitated hygiene, grooming and deportment sessions as an ongoing priority in their girls' personal development. Many resilience-building activities were also delivered across all programs.

“

“This year was one of the best but most difficult so far ... the support received from Stars has helped us along each step of our journey.”

- STARS STUDENT



Shining Star

"I'm working part time and studying Social Work at Charles Darwin University. I'd like to become a social worker and support Indigenous kids. I joined Stars in Year 12 and it's hard to explain the sense of relief I had. I felt like I could relate to the staff so much better than I could to my teachers. My Stars Mentors understood the issues in my life and I felt like I could talk to them.

One of the things I enjoyed most was getting to know the other Indigenous girls at school. Stars created a sisterhood of Indigenous girls and I was able to hang out with all different age groups and be a role model for the younger ones. I was the first person in my family to complete Year 12, and I can see around me that the hands-on support Stars provides is helping more and more local Aboriginal girls finish Year 12."

Taleisha



504

Wellbeing activities
were conducted
in 2017.



education, training AND EMPLOYMENT

The Stars model places a great deal of emphasis on supporting our girls to complete Year 12 and make a successful transition from school to further study or employment. All Stars rooms are equipped with computers and internet access and staff provide after-school homework support to the girls.

Each term during 2017, all Stars students were involved in workplace visits in their local communities. These visits provide the girls with an opportunity to learn about career options, as well as gain part-time employment. They also give the girls real-world exposure to workplace expectations, such as arriving on time, being well groomed and ready to work.

Our Transitions Managers work with all program staff to organise 'preparation for work' activities with the girls, including

mock interviews and preparation of high-quality Resumes and applications.

In addition, Stars staff arranged for all senior students to attend University information sessions and a range of presenters were invited to individual programs to discuss specific job and traineeship opportunities.

During the year, each program also held a range of transition activities for younger students intending to join Stars in the following year.





Shining Star

"Two years ago my dad had a serious accident and he and mum had to go down south so he could have surgery and go through rehab. They were gone for 12 months. I was 16 years old when this happened, and I basically became a carer for myself and my little sister.

If it wasn't for my family and Stars Foundation, I honestly wouldn't be the girl I am today. My Stars mentors went out of their way to be there for me and make sure I was okay and always had somewhere safe to go.

I am now an Apprentice Electrician and I know I wouldn't be if it wasn't for Stars helping me with everything, such as writing my Resume and applying for jobs. I definitely wouldn't be as happy as I am today. My plan is to stick out my apprenticeship and prove that being a tradie isn't just for males!"

Jaylah



“

The Stars Foundation at Katherine High School has helped me as an individual to see an opening of what career path I wanted when I was finishing school.”

- STARS STUDENT

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Education, Training and Employment activities were conducted in 2017.

community, culture AND LEADERSHIP

The Stars model provides opportunities for the girls to give back to their communities through service. This builds self-esteem, boosts confidence and develops a sense of responsibility to the community in which the girls live.

During 2017, Stars girls were involved in many volunteering activities to support organisations in their local communities. These included the RSPCA, PAWS, CanTeen, Meals on Wheels, Camp Quality, Opportunity shops, community clean-up events and many other worthy causes. We thank all of the wonderful organisations involved for providing our girls with the opportunity to give back to their communities.

There was also strong Stars representation at a range of local community activities, including Anzac ceremonies, Reconciliation and Sorry Days, International Women's Day, and the remembrance of the bombing of Darwin. Some programs also organised community meet-and-greet barbecues. The Katherine program's visits to Binjari and Rockhole communities were very well attended and resulted in improved school attendance for girls living in these locations.

As always, all Stars programs had significant involvement with the primary schools in their local areas. Stars students conducted leadership and mentoring programs with the younger students, which were highly valued by school staff and principals.

Senior Stars girls in remote programs participated in the Drive Safe program, which aims to enhance the wellbeing and safety of Aboriginal and Torres Strait Islander people living in remote communities. Holding a driver's licence provides people in remote areas with greater access to opportunities and services, including health, education, training and employment.

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Community, Culture
and Leadership
activities were
conducted in 2017.

Shining Star

"I'm the first person in my family to complete Year 12 and everyone is very proud of me. Stars made a huge difference to me during Year 12 – the Mentors did so much to help me get through. They made me feel comfortable and I felt like they cared about me and I had a really good bond with them. With their help I was able to keep up with assignments and all the work you need to do to finish Year 12. They also supported me when I had issues at home or outside of school, which helped keep me on the right track.

I'm now working as a Customer Service Trainee with AFLNT, which I love! I'm also studying for a Certificate IV in Business and Administration. I'm sure I wouldn't have got this job without Stars, because I wouldn't have known where to look for it or how to put a good application together. Stars Transitions Manager found the job and encouraged me to apply – he even helped me write a good Resume. It was the first job I applied for, and I got it! In the future, I'd like to study at university, maybe environmental science or sports science. I'm not sure yet, but I feel like I have a plan for the future."

Afasia





“

The diversity of the Stars staff means that the girls get exposure to a diverse range of positive role models of all cultures, both male and female

- VISITOR TO STARS PROGRAM

2017 financial REPORT

Directors Report

The Directors of Stars Foundation present this report on the Foundation for the financial year ended 31 December 2017.

DIRECTORS

The names of each person who has been a Director during the year and to the date of this report are:

Ms Marion Scrymgour (Chair)
Ms Donisha Duff (Deputy Chair)
Mr David Peever
Mr Grant O'Brien
Mrs Suzan Beecher
Mr Martin Ferguson
Ms Tanya Hosch (resigned 13/7/2017)
Ms Olga Havnen (commenced 7/9/2017)
Ms Andrea Goddard

PRINCIPAL ACTIVITIES

The principal activity of the Foundation during the financial year was to support and enable Aboriginal and Torres Strait Islander girls and young women to make active choices towards realising their full potential in all aspects of their development and wellbeing.

KEY PERFORMANCE MEASURES

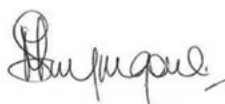
The Foundation measures its performance through the number of students who engage, improve attendance, remain at school and the achievement rates of the girls participating in the program. It is expected that all measures will improve from baseline data.

The Foundation is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 31 December 2017, the total amount that members of the company are liable to contribute if the company is wound up is \$80.

AUDITORS INDEPENDENCE DECLARATION

The auditor's independence declaration for the year ended 31 December 2017 has been received and can be found on page 12 of the financial report.

Signed in accordance with a resolution of the Board of Directors



Marion Scrymgour (Chair)

Dated this 23rd day of April 2018

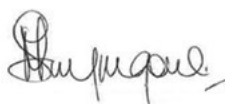
DIRECTORS DECLARATION

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the company declare that:

- There are reasonable grounds to believe that the company is able to pay all of its debts, as and when they become due and payable; and
- The financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

Signed in accordance with subsection 60.15(2) of the Australian and Not-for-profit Commission Regulation 2013 and in accordance with a resolution of the Board of Directors.



Marion Scrymgour (Chair)

Dated this 23rd day of April 2018

AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of Stars Foundation Limited for the year ended 31 December 2017, I declare that to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



Andrew Cronin (Partner)
PricewaterhouseCoopers
Melbourne, 24 April 2018

Independent Auditor's Report

To the members of Stars Foundation Limited

OUR OPINION

In our opinion:

The accompanying financial report of Stars Foundation Limited (the Company) is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission (ACNC) Act 2012, including:

(a) giving a true and fair view of the Company's financial position as at 31 December 2017 and of its financial performance for the year then ended

(b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

What we have audited

The financial report comprises:

- the statement of financial position as at 31 December 2017
- the statement of profit or loss for the year then ended
- the statement of changes in equity for the year then ended
- the statement of cash flows for the year then ended
- the notes to the financial statements, which include a summary of significant accounting policies
- the directors' declaration.

BASIS FOR OPINION

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial report section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

EMPHASIS OF MATTER - BASIS OF ACCOUNTING AND RESTRICTION ON USE

We draw attention to Note 1 in the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the Australian Charities and Not-for-profits Commission (ACNC) Act 2012. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for Stars Foundation Limited and its members and should not be used by parties other than Stars Foundation Limited and its members. Our opinion is not modified in respect of this matter.

OTHER INFORMATION

The directors are responsible for the other information. The other information comprises the information included in the Company's Directors Report for the year ended 31 December 2017, including the Directors Report, Directors Declaration, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

RESPONSIBILITIES OF THE DIRECTORS FOR THE FINANCIAL REPORT

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of Australian Charities and Not-for-profits Commission (ACNC) Act 2012 and is appropriate to meet

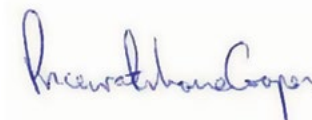
the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



PricewaterhouseCoopers



Andrew Cronin (Partner)

Melbourne, 24 April 2018

STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 31 DECEMBER 2017

	Notes	2017	2016
REVENUE	7	3,959,326	3,910,010
Administrative expenses		(50,789)	(40,145)
Employee expense	8	(2,406,177)	(1,880,947)
Motor vehicle expense		(216,246)	(171,898)
Operational expenses		(377,659)	(390,496)
TOTAL EXPENSES		(3,050,871)	(2,483,486)
NET CURRENT YEAR SURPLUS/(DEFICIT)		908,455	1,426,524

STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 31 DECEMBER 2017

	2017	2016
EQUITY		
Balance at the beginning of the year	1,333,564	(92,960)
Surplus/(Deficit) for the year	908,455	1,426,524
Balance at the end of the year	2,242,019	1,333,564

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2017

	Notes	2017	2016
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	3,560,322	345,260
Trade and other receivables	4	49,716	2,162,086
TOTAL CURRENT ASSETS		3,610,038	2,507,346
TOTAL ASSETS		3,610,038	2,507,346
TOTAL LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	5	1,278,714	1,115,854
Provision for employee entitlements	6	89,305	57,928
TOTAL CURRENT LIABILITIES		1,368,019	1,173,782
TOTAL LIABILITIES		1,368,019	1,173,782
NET ASSETS		2,242,019	1,333,564
EQUITY			
Retained Surplus		2,242,019	1,333,564
TOTAL EQUITY		2,242,019	1,333,564

STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 31 DECEMBER 2017

	Notes	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations, bequests		1,456,780	649,055
Government grants		4,779,510	2,057,060
Payments to suppliers and employees		(3,060,318)	(2,432,362)
Interest received		39,090	3,895
Net cash (used in)/ generated from operating activities	3	3,215,062	277,648
Cash on hand at the beginning of the period		345,260	67,612
CASH AT THE END OF THE PERIOD	2	3,560,322	345,260

Notes to the Financial Statements

FOR THE PERIOD ENDED 31 DECEMBER 2017

The financial statements cover Stars Foundation Limited as an individual entity, incorporated and domiciled in Australia. Stars Foundation Limited is a company limited by guarantee.

The financial statements were authorised for issue on 23 April 2018 by the directors of the company.

Note 1: Summary of Significant Accounting Policies

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users who are dependent on its general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared to meet the requirements of section 60.40 of the Australian Charities and Not-For-Profit Commission Regulation 2013 (ACNC Regulation). The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-For Profit Commission Act 2012 (ACNC-Act) and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical

costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

a. Revenue

Revenue is recognised and measured at the fair value of the consideration received or receivable to the extent it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. The following specific criteria must also be met before revenue is recognised.

Grant Funding

Revenue from government grants is recognised when the company obtains control or the right to receive the contribution and when there is sufficient assurance that the company will comply with the conditions attached to them.

Donations

Donations and bequests are recognised as revenue when received.

Interest

Interest revenue is recognised as it accrues using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax.

b. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

c. Cash and Cash Equivalents

Cash and Cash Equivalents includes cash on hand and deposits held at-call with banks.

d. Accounts receivable

Accounts receivable and other debtors include amounts due from donors and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

e. Goods and Services Tax (GST)

Revenues and expenses are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are receivable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

f. Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

g. Employee Benefits

Provision is made for the liability for employee benefits arising from services rendered by the employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured

at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on corporate bond rates with terms to maturity that match the expected timing of cash flows attributable to employee benefits.

h. Accounts payable and Other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the company during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount being normally paid within 30 days of recognition of the liability.

i. Critical Accounting Estimates and judgements

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

j. Economic Dependence

Stars Foundation Limited is dependent on various State Departments of Education and the Federal Government for the majority of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe that these government bodies will not continue to support Stars Foundation Limited in the future.

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 DECEMBER 2017

	2017	2016
Note 2: Cash and Cash Equivalents		
Cash at bank – unrestricted	1,560,322	345,260
Cash at bank – on term deposit	2,000,000	0
Cash float	0	0
Total cash and cash equivalents	3,560,322	345,260

Note 3: Reconciliation of Operating result to Net Cash Inflow from Operating Activities

Operating Result	908,455	1,426,524
Decrease in trade and other receivables	2,112,370	(2,147,704)
Increase in trade and other payables	162,860	970,480
Increase in Provisions	31,377	28,348
Net cash inflow Operating Activities	3,215,062	277,648

Note 4: Trade and other receivables

Trade Debtors	23,203	2,121,327
Deposits/Bonds paid	4,400	4,000
Prepayments	22,113	22,577
Sundry Debtors	0	14,182
Total Trade and other receivables	49,716	2,162,086

Note 5: Trade and other payables

Payables and accrued expenditure	107,012	161,281
Income in advance	1,140,000	837,570
Employee liabilities	31,702	117,003
Total Trade and other payables	1,278,714	1,115,854

	2017	2016
Note 6: Provisions		
Annual Leave provision	89,305	57,928
Total cash and cash equivalents	89,305	57,928

Note 7: Revenue		
Donations and bequests	826,780	944,961
Federal Government Funding	1,250,000	900,000
NT Government Grant Funding	1,529,510	2,057,060
QLD Government Funding	300,000	0
Interest received	39,090	3,895
Miscellaneous Income	13,946	4,094
Total Revenue	3,959,326	3,910,010

Note 8: Employee Expenses		
Salaries and wages and other benefits	2,166,637	1,707,594
Superannuation	206,356	151,193
Workcover	33,184	22,160
Total Employee Expenses	2,406,177	1,880,947

Note 9: Entity Details

The registered office and principal place of business of the company is:

178 Centre Road, Bentleigh Vic 3201



• **Stars Foundation**

• GPO Box 2125

• Darwin NT 0801

•  StarsAustralia

•  info@starsfoundation.org.au

• www.starsfoundation.org.au

