

Stars Foundation

annual report 2018

Stars Foundation has developed many partnerships with governments, business and philanthropic organisations and we are very grateful for their support of our work. We also receive donations from individuals across Australia and we thank them for their generosity.

We are always looking for new partners and sponsors that are 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 us at **info@starsfoundation.org.au.**

Goldsmith Family Foundation
Rob Meree Foundation
Coles Danziger Foundation
Sundberg Family Foundation
The Serp Hills Foundation
Ward-Ambler Foundation
Vernon Foundation
Rees Family Foundation
E M Horton Family Fund
Just a Girl

contents LIST

Our Mission and Purpose 3
What We Do and Why We Do It 4
Where We Do It 5
Chair Report 6
Our Board 6
CEO Report 8
Our Staff 9
Our Values 10
The Stars Plan 11
Education, Training and Employment 12
Healthy Lifestyles 14
Wellbeing 16
Community, Culture and Leadership 18
Concise Financial Report 20

our mission AND PURPOSE

Stars Foundation's mission 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 health and education outcomes for Aboriginal and Torres Strait Islander young women.

Since 2015, Stars Foundation has been providing evidence-based, full-time mentoring support programs for Aboriginal and Torres Strait Islander girls and young women at risk of disengagement from school.

During 2018, we operated programs in 13 secondary schools in the Northern Territory and Queensland. In late 2018, we began operating programs at two secondary schools in Mildura, Victoria.

Stars Foundation was founded to ensure that Aboriginal and Torres Strait Islander girls and young women have access to the same level of support as boys and young men. Educational engagement programs, primarily using sport as a vehicle, have been shown to be effective in engaging Aboriginal and Torres Strait Islander boys, with some good outcomes in attendance and engagement.

Stars has adapted what has been shown to work for boys into a program tailored to address the specific needs of Aboriginal and Torres Strait Islander girls. Over the past three years we have seen some outstanding outcomes across our programs.

97

per cent of our senior Stars completed Year 12 in 2018.



what we do and WHY WE DO IT

Health, education and employment outcomes for Aboriginal and Torres Strait Islander people lag significantly behind those of non-Indigenous Australians. In a prosperous country like Australia, this is unacceptable.

Despite a small amount of progress having been made since the Closing the Gap strategy was launched in 2008, it is now clear that most of the targets are not on track to be met.

Evidence shows that good education lays the foundation for success in life and achieving a higher level of education is one of the factors most likely to reduce Indigenous disadvantage in Australia.

According to the Productivity Commission's *Overcoming Indigenous Disadvantage: Key Indicators 2016* report, students who complete Year 12 are more likely to go on to further education and training, have better employment options, and have improved economic and social wellbeing.

People with a skilled vocational or higher qualification are more likely to be employed than those without, and being employed directly improves social and economic wellbeing, and contributes to improved outcomes for individuals, families and communities.

Stars Foundation is proud to say that our program is actively contributing to closing the gap on important outcomes, including school attendance, Year 12 completion and successful transitions from secondary school into employment or further education.

SCHOOL ATTENDANCE

Data from the 2018 school year show that Stars students are attending school at a significantly higher rate than Indigenous students not taking part in the program.

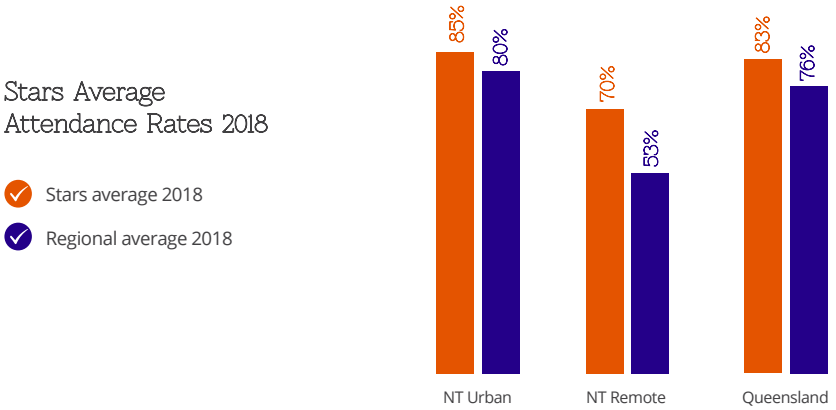
Across all Northern Territory and Queensland programs, the girls and young women participating in our programs achieved an average attendance rate of 80 per cent.

In our NT urban programs (Darwin), we achieved an average school attendance rate of 85 per cent. All our Darwin programs achieved an average school attendance rate above 80 per cent.

In our NT remote programs, we achieved an average school attendance rate of 70 per cent. When compared to average Indigenous attendance of 53 per cent across the same cohort, it is clear that our programs are making a difference in increasing school engagement in the schools in which we operate.

In our three new Queensland programs, we achieved an average attendance rate of 83 per cent. In each of our partner schools, the average attendance rate of the girls and young women in our programs were higher than the whole school average attendance rate. This was an outstanding result in our first full year of operation in Queensland.

Stars Average Attendance Rates 2018



YEAR 12 COMPLETION

Stars supports Aboriginal and Torres Strait Islander young women to remain at school and complete Year 12. In 2018, we are proud to say that 97 per cent of our senior Stars completed Year 12.

In our Northern Territory programs, 96 per cent of young women enrolled in Year 12 completed it (50 of 52 young women). This compares very positively to the Northern Territory average Indigenous Year 12 completion rate of 39.1 per cent in 2016 (*Closing the Gap Report* 2018).

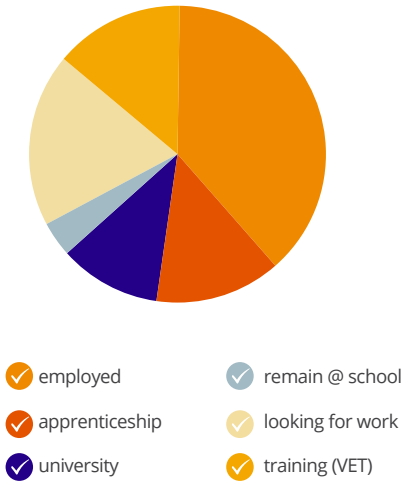
In our Queensland programs, 98 per cent of young women enrolled in Year 12 Stars completed it (40 of 41 young women).

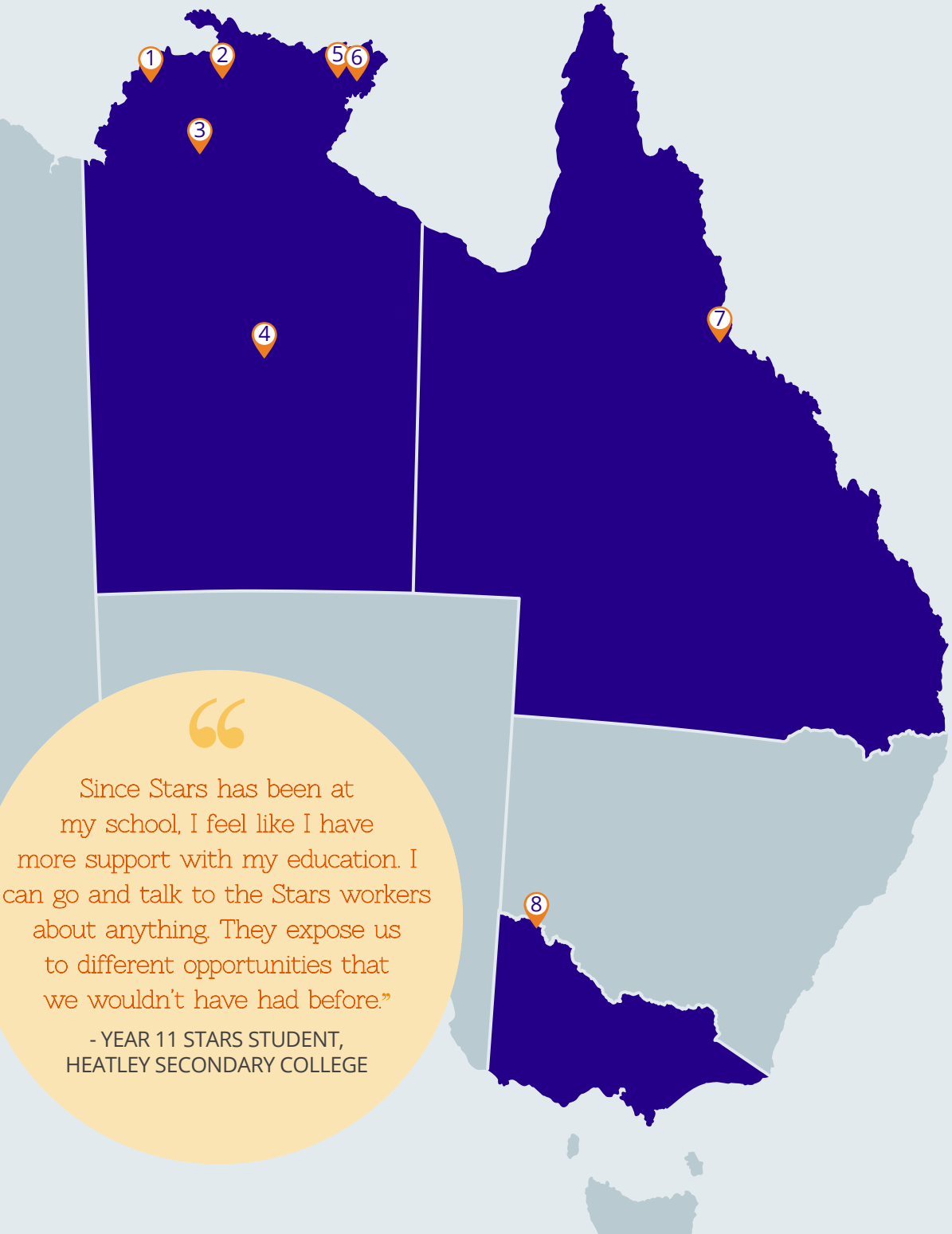
This very high rate of Year 12 completion across our programs is a significant achievement, particularly when you consider the national overall rate of Year 12 completion for Indigenous people was as low as 65 per cent in 2016. The national completion rate in very remote areas, where many of our programs operate, is even lower at just 43 per cent (*Closing the Gap Report* 2019).

TRANSITION TO EMPLOYMENT OR FURTHER STUDY

At the end of 2018, more than 90 per cent of our 2016 and 2017 Year 12 graduates remained in employment, further training or study.

2018 NT & QLD Graduates





> "Since Stars has been at my school, I feel like I have more support with my education. I can go and talk to the Stars workers about anything. They expose us to different opportunities that we wouldn't have had before."
>
> - YEAR 11 STARS STUDENT, HEATLEY SECONDARY COLLEGE

where WE DO IT

During 2018, Stars delivered full-time intensive mentoring support programs in 13 secondary schools in the Northern Territory and Queensland. In late 2018, Stars established programs in two schools in Mildura, Victoria.

NORTHERN TERRITORY

1 Darwin

Casuarina Senior College
87 students; 4 Mentors

Dripstone Middle School
41 students; 2 Mentors

Haileybury Rendall School
39 students; 2 Mentors

Nightcliff Middle School
33 students; 2 Mentors

Sanderson Middle School
57 students; 3 Mentors

2 Jabiru

Jabiru Area School
18 students; 2 Mentors

3 Katherine

Katherine High School
117 students; 5 Mentors

4 Tennant Creek

Tennant Creek High School
40 students; 3 Mentors

5 Nhulunbuy

Nhulunbuy High School
29 students; 2 Mentors

6 Yirrkala

Yirrkala Bilingual School
40 students; 2 Mentors

Primary

Stars also supported around 75 girls in Years 5 and 6 in remote programs

QUEENSLAND

7 Townsville

Heatley Secondary College
102 students; 4 Mentors

Pimlico State High School
52 students; 2 Mentors

Thuringowa State High School
115 students; 4 Mentors

VICTORIA

8 Mildura *(commenced Term 4)*

Chaffey Middle School
Mildura Senior College
60 students; 3 Mentors

chair's REPORT



I am proud to be a Board Member and Acting Chair of Stars Foundation, an organisation that is making a tangible difference in the lives of Aboriginal and Torres Strait Islander girls and young women in programs across Australia.

As has been acknowledged around the world in recent years, the education of girls is the key to tackling poverty and disadvantage. Educating girls gives them the freedom to make decisions to improve their own lives, which we know has much wider social implications.

Better educated women tend to be healthier, take a more active role in the labour market, have fewer children and marry later, and provide better health care and education for their own children. An education is not only good for the girls themselves, but also for their families and for society more generally.

Stars Foundation goes beyond simply getting girls into school and keeping them there until they complete Year 12, as critical as this is. Stars also supports Indigenous girls and young women to identify and achieve their goals, learn the social and emotional skills they need to take care of themselves and their families, and move successfully into the world of work or further training.

During 2018, we achieved outstanding outcomes across all Stars programs in the Northern Territory and Queensland. A Year 12 completion rate of 97 per cent is extraordinary, especially when you consider that the national rate of Year 12 completion for Indigenous people was just 65 per cent in 2016 (*Census 2016*), and just 47 per cent in remote areas (where many of our programs are based).

School attendance rates improved from baseline in all our program locations and our graduates are making successful transitions from school into work or further study. Stars is proud to be contributing to closing the gap in outcomes for Aboriginal and Torres Strait Islander young women.

I would like to acknowledge the significant contribution of Stars' Founding Chair, Marion Scrymgour, during our first three years. Early in 2018, Marion flagged her intention to resign from the Stars Board due to changing personal circumstances. In her time as Chair, Marion showed an unwavering commitment to ensuring that Stars Foundation grew into a strong organisation that would continue to thrive into the future. Recognising that important milestones had been reached and as part of its commitment to ongoing review and renewal, the Board took this opportunity to undertake an external Board review to identify best practice for the future.

I thank other founding Directors, David Peever and Sue Beecher, for their commitment and contribution to making Stars a strong, sustainable organisation. I also wish to express my gratitude to my fellow Board members, all of whom volunteer their time and considerable expertise to supporting the growth and sustainability of Stars Foundation. We are truly blessed to have such a talented and experienced Board providing the highest level of governance to the organisation.

My thanks also to our Founder and CEO, Andrea Goddard, whose clear vision, determination and hard work have seen Stars Foundation grow from a small organisation providing programs in several schools in the Northern Territory to a thriving organisation providing programs to around 1000 girls in schools across the Northern Territory, Queensland and Victoria. Andrea's leadership continues to inspire as she builds the organisation's capacity to support even more Aboriginal and Torres Strait Islander girls into the future.

The high quality and commitment of our staff has helped Stars forge a reputation for excellence, which is recognised by First Nations leaders and local communities, as well as by Federal, State and Territory governments. I thank them for believing in our program and investing in its continued operation and expansion. I would also like to thank the many corporate, philanthropic and individual donors and partners who contribute so generously to supporting us in our work.

Although we are achieving fantastic outcomes, there is still much more to be done. Stars has a strong leadership team and an amazing staff cohort with the capacity to deliver outstanding programs to many more Aboriginal and Torres Strait Islander girls and young women around Australia.

Our ongoing efforts to build upon the existing support we receive from governments, corporates and philanthropic organisations will ensure that many more Indigenous girls and young women are well-educated and empowered to create change in their own families and communities.

Donisha Duff
Acting Chair

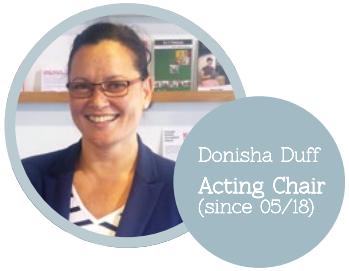
our BOARD

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



Marion Scrymgour
Chair
(resigned 05/18)

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 the Northern Land 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
Acting Chair
(since 05/18)

Donisha has over 15 years' experience in Indigenous affairs. She was an advisor on Indigenous health to a former Federal Minister. Donisha 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 currently the National Manager Indigenous Affairs at Kidney Health Australia. Donisha holds an MBA and BA (Hons).



Olga Havnen
Director

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



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. Grant was Chairman of Australian Leisure and Hospitality from 2011 to 2016 and Chairman of Hydrox Holdings. He was also a Director of The Consumer Goods Forum, the peak global body for food and grocery retailers and manufacturers, Chairman and Director of the Australian National Retailers Association Ltd, and a Member of the Business Council of Australia. He is a Director of the Avner Pancreatic Cancer Research Fund.



Martin Ferguson
Director

Martin was the Federal Member for Batman from 1996 until retiring at the 2014 election. He held several Shadow Portfolios before becoming a senior 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).



Dr Mark Wenitong
Director

Mark is from the Kabi Kabi tribal group of south Queensland. He is currently the Aboriginal Public Health Medical Officer at Apunipima Cape York Health Council. He is a past president and founder of the Australian Indigenous Doctors Association and is currently Chair of Andrology Australia – Aboriginal and Torres Strait Islander Male Health Advisory Committee and sits on a range of Boards and committees on Indigenous health. He received the 2011 AMA President's Award for Excellence in Healthcare, and the Queensland Aboriginal and Torres Strait Islander Health Council Hall of Fame award in 2010.



Graham Goldsmith
Director
(since 12/18)

Graham was Vice Chairman and a Managing Director at Goldman Sachs Australia. He retired in 2012 after a 25-year career with the firm in Australia. At the time of his retirement he was also Chair of the Goldman Sachs Australia Foundation. Graham is Chairman of ASX-listed SEEK Ltd and a Non-Executive Director of ASX-listed Djerriwarrh Investments Ltd and Trawalla Group. He chairs Armitage Associates Pty Ltd and is a Panel Member of Adara Partners. He recently retired as Chancellor of Swinburne University of Technology. Graham is a Fellow of the Australian Institute of Company Directors (FAICD), CPA Australia (FCPA) and FINSIA (FFin).



David Peever
Director
(resigned 04/18)

David is Chairman of the Brisbane Airport Corporation Pty Ltd and Rio Tinto Staff Superannuation Fund. He is also a Non-Executive Director of the Australian Foundation Investment Company, Naval Group and a member of the Foreign Investment Review Board. David retired as Managing Director of Rio Tinto Australia in 2014 after 27 years with the company. He was previously Chairman of Cricket Australia and World Twenty20 2020 Ltd and a Director of the International Cricket Council. Until July 2017, he chaired the Minister of Defence's First Principles Review of Defence. David was formerly a Director of the Business Council of Australia and Vice Chairman of the Minerals Council of Australia.



Suzan Beecher
Director
(resigned 06/18)

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 Thrive Refugee Enterprise Ltd. Sue is a philanthropy consultant at Suzan Beecher Philanthropic Services.



Andrea Goddard
Founder and CEO

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. She founded Stars to bring about gender equity in First Nations educational engagement programs. Andrea holds a Diploma of Applied Science, Bachelor of Science (Nursing), Graduate Diploma of Adolescent Health and Welfare, Diploma Business (Governance), and a Master of Public Health.

ceo REPORT

2018 was another stellar year for Stars Foundation. A year in which we achieved excellent outcomes across all programs in the Northern Territory and Queensland.

School attendance rates improved from baseline across all program locations and our students achieved an outstanding Year 12 completion rate of 97 per cent. We have also had great success with graduates transitioning from Year 12 successfully, with over 90 per cent of our 2016 and 2017 graduates in employment or further study.

These exceptional outcomes were achieved in the context of significant growth. In the past three years, Stars Foundation has tripled in size and we doubled our student numbers in 2018. We also commenced two new programs in northern Victoria towards the end of the year.

None of this could have been achieved without the many amazing people working with and supporting our organisation.

Stars has earned a reputation for excellence, due largely to the high quality of our staff. I am enormously proud of their dedication and commitment. The work they do presents daily challenges, yet each and every one of them remains absolutely committed to achieving the best possible outcomes for our students.

We know that we are privileged to be able to support the amazing young women in our programs and we do not take this responsibility lightly.

As I visit our programs across the country, I always take the opportunity to listen to our young women speak about their experiences of the program. I never fail to be struck by the number of times I hear young women say that the Stars Room - their safe space - feels like a home away from home.

The power of a positive relationship with a trusted adult outside the family circle in a young person's life is well established. Stars Mentors are these trusted adults in our young women's lives - they believe in them, have their best interests at heart, and are there to encourage, guide and inspire them. They are exemplary role models for our Stars.

The Stars 'family' is broader than our Mentors, though. It's a bit like the 'village' it takes to raise a child. The Stars village is connected, engaged and supportive. Our many corporate, philanthropic and individual donors and partners, who contribute so generously to support our work, enrich and strengthen the Stars family.

Our Indigenous-led Board is made up of the highest calibre Indigenous and business leaders and I thank them for their support and their dedicated contribution to the growth and sustainability of the organisation.

Throughout 2018 we celebrated the NAIDOC theme of 'Because of Her, We Can'. This presented many opportunities for our Stars to acknowledge the many strong and wonderful women in their lives – Mums, Nannas, Sisters, Aunties and other significant women, including their Stars Mentors.

We are surrounded by inspiration and see it every day in the efforts of our girls and young women, who are achieving success, often amidst significant challenges. With the support of the Stars team, and all who support the Foundation, we can continue to achieve our purpose of empowering Aboriginal and Torres Strait Islander young women to develop the confidence and skills they need to make active choices about their own futures.

The quality of our outcomes is widely recognised by First Nations leaders and local communities, as well as by governments. We thank them for their belief in our program and for continuing to support our growth.

Thank you to the many individuals and organisations who contribute so generously to our work. You are amazing and you truly are making a difference.

Andrea Goddard
Founder and Chief Executive Officer





our STAFF

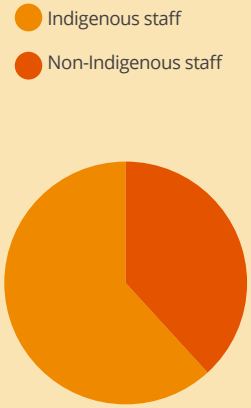
Stars Foundation is a highly professional organisation. We pride ourselves on attracting and retaining the best possible staff. We cultivate a high-expectations culture and know that we exist for one reason – to offer our very best to the girls and young women we support.

Stars promotes 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 93 per cent work in program roles that directly support our young women.

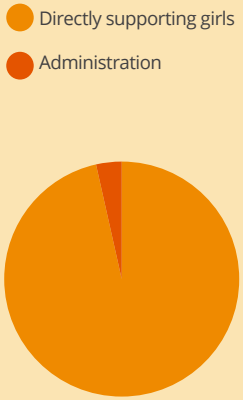
We put significant effort into retaining our staff, which can be very challenging both within the community development sector and in many of the northern Australian areas in which we operate. Our staff turnover rate for 2018 was just 4 per cent and staff movement was related to family or personal relocation.



Percentage of Indigenous Staff 2018



Percentage of Program-facing Staff 2018



> I have been extremely pleased with the Stars program. I am overwhelmed each time I go into [the] room and see our young women being so obviously cared for and supported. The girls are glowing about Stars!"
>
> - PRINCIPAL, HEATLEY SECONDARY COLLEGE

ANDREA GODDARD
Founder and CEO

Andrea led the exponential growth of Clontarf Foundation from 2005 to 2013. She established Stars Foundation in order to provide the same high level of educational support to Indigenous young women. She is a values-driven leader and is highly respected for her commitment to quality and integrity.

DAVID FRANCIS
Regional Manager NT Remote and Queensland

David is a former school principal with a strong background in Indigenous education and engagement programs. He was the inaugural Academy Director for Clontarf in the East Kimberley in 2007 and was Top End Regional Manager from 2009 to 2013.

MICHAEL MCLEAN
Regional Manager NT Urban and Victoria

As the first Indigenous footballer from the NT to succeed in the VFL/AFL (1982-1997), 'Magic' was a pioneer. Michael has spent more than 20 years, post his football career, mentoring and inspiring the next generation. He was instrumental in the success of Clontarf in the Top End 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.

JO MCMILLAN
Communications Manager

Jo is an experienced communications professional and has worked in a range of media, not-for-profit and Indigenous organisations over more than two decades. She has also worked for several Federal and State MPs. Jo has a lifelong commitment to social justice and equality of opportunity.

Program Managers and Mentors

We select our program staff very carefully, based on their integrity, values and commitment. They are role models in their communities and provide inspiration, expertise and leadership to the young women in our programs.

Transitions Managers

Our highly experienced Transitions Managers support our young women to explore opportunities that they may wish to take up after school and provide practical assistance with the transition into a positive and successful future.

our VALUES

Stars Foundation's four core values – Respect, Honesty, Commitment, Pride – underpin everything we do. They focus our minds and drive us in pursuit of our mission.

The Stars Values also provide guidance to our girls and young women as they navigate their way through school and transition successfully out into the world.

RESPECT

Respect is inherent in everything we say and do. We respect each other, we respect ourselves. We have respect for those who came before us and for those who give of themselves now.

COMMITMENT

We set ambitious goals and pursue them with total commitment and determination. We bring energy and creativity to everything we do.

HONESTY

We pride ourselves on our principles, our professionalism, our reputation and the respect that we earn. We commit ourselves with integrity to everything that we do.

PRIDE

We support each other to contribute our best efforts in achieving our mission and vision. We accept nothing less than our best. We create empowering learning and working environments.

"When I walk into the Stars Room, I get an immediate feeling of security and belonging. Underpinning this are Respect, Honesty, Commitment and Pride. These are not just words that are posted up around the Stars Room, they are values that are constantly being reinforced with the girls."

- PRINCIPAL, NIGHTCLIFF MIDDLE SCHOOL

" Our Mentors have made an immense impact on our lives throughout this year, and their efforts will continue to shine as we transition on to the next stages of our lives ... I am very thankful to have gone through my final year at school with such amazing role models and peers. Having now (almost) officially graduated, I will continue to cherish the memories I have made this year, and the family I have found at Stars, for the rest of my life.

- STARS GRADUATE SPEAKING AT AWARDS NIGHT, 2018



the Stars PLAN

The Stars program is based on research in education and public health that shows how crucial the experiences of early adolescence are in promoting engagement with learning and enhancing personal 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 is underpinned by the Stars Plan, which focuses on four key areas of personal development:

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

These four pillars are fundamental to building genuine, culturally appropriate engagement, and supporting our young women to make active choices to reach their full potential.

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

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

Every week our programs provide engaging activities based on the four pillars. We employ a strengths-based approach with the girls, which is designed to build on their individual abilities, interests and strengths. The Stars values of Respect, Honesty, Commitment and Pride underpin everything we do.



"Stars Foundation has formed an integral and vital link within our Student Support Framework. Their presence, programs and positive influence engaging Aboriginal and Torres Strait Islander girls within our community has been incredible."

- HEALTH AND PHYSICAL EDUCATION TEACHER, THURINGOWA STATE HIGH SCHOOL

"I have been in the field of philanthropy for 16 years. During that time, I have seen and supported many superb projects. I have never seen a better, more strategic, more cost-effective project than this one in Australia or in the rest of the world."

- DR DAVID MORAWETZ - FOUNDER AND DIRECTOR, SOCIAL JUSTICE FUND

education, training AND EMPLOYMENT

The Education, Training and Employment pillar of the Stars Plan focuses on supporting Aboriginal and Torres Strait Islander young women to remain engaged in their education and develop positive plans for a successful transition into employment or further education.

Our Stars Mentors arrange and coordinate workplace visits, workshops, guest speakers and university visits to provide our young women with exposure to a wide range of employment and education options. Future pathways are an integral component of this pillar of the Stars Plan.

Senior Stars are also supported by our Transitions Managers, who help them prepare for life after graduating from secondary school. Support from our Transitions Mangers continues after Year 12 so that our graduates can overcome any barriers and successfully transition from school to employment or further education.





936

Education, Training and Employment activities were conducted in 2018.



“We have had the privilege of employing Stars Foundation Graduates and hosting student visits to our organisation. I would like to express how impressed we have been with not only the young ladies who visit our organisation but importantly the young ladies who we have employed in Traineeship positions. I would also like to commend the Stars Foundation staff ... who maintain regular contact with both Menzies and the Stars graduates who are employed here with us. Their best interests and wellbeing are at the core of your work. We look forward to our ongoing relationship with the Stars Foundation in offering career pathways for our young Aboriginal women future leaders.”

- PROJECT OFFICER, MENZIES SCHOOL OF HEALTH RESEARCH

“[It] has been invaluable to have [Stars] supporting a great number of young women in the Pathways and VET area. Many work experience placements would have either not happened, or been so successful, had it not been for the support Stars provided. The Stars room is a safe and supportive space where I have seen students open-up about barriers to future pathways ... I have watched on as students have developed confidence with the encouragement of Stars Mentors. Without this support many an opportunity for young women to take chances and thrive could be missed.”

- VET COORDINATOR, TENNANT CREEK HIGH SCHOOL







healthy LIFESTYLES

The Healthy Lifestyles pillar of the Stars Plan focuses on supporting Aboriginal and Torres Strait Islander girls and young women to develop healthy habits for life. Activities under this pillar centre around sport and physical activities, dance, nutrition and health.

All Stars programs featured a healthy diet and cooking program focusing on the benefits of a low-sugar diet. Throughout the year, regular early morning training sessions were followed by a healthy breakfast. A variety of activities take place each week, including basketball, dance, bootcamp, touch football, boxing and fitness. The Stars students across all programs have been involved in many different sporting activities after school and in community competitions.



Shining Star

In Year 11, my attendance at school was pretty bad. I wasn't interested and didn't care, so I wagged a lot and just stayed at home. Stars started at my school at the beginning of my Year 12, so I went into the room to check it out. The Mentors were really inviting and approachable; they were so kind and encouraging.

Once I signed up with Stars, I started to go to school regularly, which had a big impact on my learning and my grades. I had been missing a lot of school, so there were gaps in my learning and confidence. Stars encouraged me and believed in me. One of the things that really helped was working with my Mentors to fill out the Stars Plan, where they help you identify your strengths and interests, then figure out your goals and how you are going to achieve them. This made me see clearly that I needed to be at school, and I had to start focusing.

If it wasn't for Stars, there's no way I would have accomplished as much as I have so far with my education. I did well in Year 12 and even got into university to study Nursing. I'm so grateful to Stars for all they've done for me. It's great that there's a program that specifically targets young Indigenous women like me and shows them the positive pathways they can take, instead of the expected pathways, like dropping out of school and getting involved in drugs and alcohol and other bad things.

Latayahh, Year 12 Stars Graduate 2018, Townsville









1326

Healthy Lifestyles activities were conducted in 2018.

wellbeing

The Wellbeing pillar of the Stars Plan focuses on supporting Aboriginal and Torres Strait Islander young women to take care of their personal wellbeing and mental health.

Wellbeing activities focus on nurturing social and emotional development, with a strong emphasis on developing respectful relationships.

Our programs also focus on bullying, cyber-bullying and safe social media practices. Personal grooming and health are other areas of importance across the programs. Yoga, mindfulness and a range of team-building workshops are also popular with our young women.









Shining Star

"I would like to take a moment to acknowledge the efforts of my Stars Mentors as I would not be in this position today without them.

K has consistently come into the Stars Room with a smile on her face and has brought an endless amount of positive energy to us students. K is a role model for all of us girls as a successful, kind, and especially caring Indigenous woman who we can all look up to as a figure of inspiration in our lives. Some of my most memorable memories from this year have been the direct result of her hard work, including the opportunity to attend an Indigenous camp at the University of Melbourne and attending a Law Boot Camp with the NAAJA lawyer's office and Charles Darwin University. Without K, these doors may have never been opened to me.

To L, who has never given up on us despite all the complaining that I know I have personally verbalised to her, she has always gone out of her way to assist us in anything that we may be struggling with ... L has been an empathetic, extraordinary and unfaltering figure over the past couple of years, and her abundance of positivity has been an important factor to the completion of our high school careers.

To Ke, who has put an immeasurable amount of effort into all of us in the Stars program and has always brought joy and happiness to everyone around her. She is a remarkable Mentor and an exceptionally important role model in my life."

Serena, 2018 Year 12 Stars Graduate, Darwin

Serena is now studying Arts at the University of Melbourne

"The relationships the Stars staff have with the students is learning-focused and personalised. They constantly support the students to see the best in themselves, strive towards their goals, and show pride when these are achieved - and often exceeded."

- PRINCIPAL, JABIRU AREA SCHOOL

902

Wellbeing activities were conducted in 2018.

community, culture AND LEADERSHIP

The Community, Culture and Leadership pillar of the Stars Plan focuses on supporting Aboriginal and Torres Strait Islander young women to celebrate their culture, be active within their communities, and develop leadership skills.

Stars students have been involved in a large range of community activities, including NAIDOC and Harmony Day celebrations, community barbeques and events. We regularly invite Aboriginal and Torres Strait Islander Elders to share their stories and inspire our young women to be the leaders of their own lives.

Our Stars are also given opportunities to engage in volunteer work as a way of giving back to their communities. The Stars Presentation Nights are a highlight of every year, as are the end of year trips for senior students.



815

Community, Culture and Leadership activities were conducted in 2018.

"I was so happy when I heard there was going to be a program to support the Indigenous girls in the school and Stars has exceeded all expectations in the support they offer us girls, across all areas of our lives."

- FRANNY, STARS YEAR 12 GRADUATE, THURINGOWA STATE HIGH SCHOOL







“Stars has been an integral support in assisting the students to complete their Duke of Edinburgh Award. The Stars girls who were in the Dukes program already displayed amazing leadership, respect, initiative and gratitude, which was outstanding in comparison to their peers of the same age. I believe the Stars program has fostered the growth of these values in these young women throughout the completion of their education at Sanderson.”

- HEALTH AND PHYSICAL EDUCATION TEACHER, SANDERSON MIDDLE SCHOOL

“Put simply, I think what you do for the students is remarkable. [You] probably hear that a lot!

- TEACHER, NHULUNBUY HIGH SCHOOL





concise financial REPORT

Directors Report

The Directors of Stars Foundation present this report on the Foundation for the financial year ended 31 December 2018.

The Foundation is incorporated under the Corporations Act 2001 and is a company limited by guarantee.

DIRECTORS

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

Ms Donisha Duff
Mr Grant O'Brien
Mr Martin Ferguson
Ms Olga Havnen
Ms Andrea Goddard
Dr Mark Wenitong
Mr Graham Goldsmith
Ms Marion Scrymgour (resigned 31/05/2018)
Mr David Peever (resigned 04/04/2018)
Mrs Suzan Beecher (resigned 19/06/2018)

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.

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.

MEETINGS OF DIRECTORS

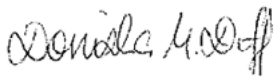
During the financial year, five meetings of Directors were held. Attendance by each Director was as follows:

Director	Number Eligible to Attend	Number Attended
Marion Scrymgour (resigned 31/05/18)	1	0
Donisha Duff	5	5
David Peever (resigned 04/04/18)	1	0
Grant O'Brien	5	5
Suzan Beecher (resigned 19/06/18)	2	2
Martin Ferguson	5	5
Olga Havnen	5	4
Andrea Goddard	5	5
Mark Wenitong (since 17/08/18)	2	2
Graham Goldsmith (since 13/12/18)	0	0

AUDITORS INDEPENDENCE DECLARATION

A copy of the Auditor's Independence Declaration as required under s.60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* is included at page 13 of this financial report and forms part of the Directors' Report.

Signed in accordance with a resolution of the Board of Directors



Donisha Duff
Director (Chair)
04 April 2019

DIRECTORS' DECLARATION

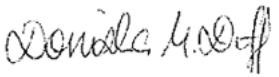
The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

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*.

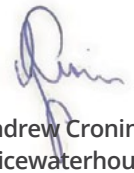
Signed in accordance with subsection 60.15(2) of the *Australian and Not-for-profit Commission Regulation 2013* and in accordance with a resolution of the Board of Directors.



Donisha Duff
Director (Chair)
04 April 2019

Auditor's Independent Declaration

As lead auditor for the audit of Stars Foundation Limited for the year ended 31 December 2018, 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, 4 April 2019

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 2018 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 2018
- 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 2018, 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

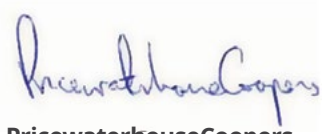
The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements 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, 4 April 2019

STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 31 DECEMBER 2018

	Notes	$ 2018	$ 2017
REVENUE	7	**4,982,762**	**3,959,326**
Administrative expenses		(62,280)	(50,789)
Employee expense	8	(3,642,696)	(2,406,177)
Motor vehicle expense		(327,632)	(216,246)
Operational expenses		(606,032)	(377,659)
TOTAL EXPENSES		**(4,638,640)**	**(3,050,871)**
NET CURRENT YEAR SURPLUS/(DEFICIT)		**344,122**	**908,455**

STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 31 DECEMBER 2018

	$ 2018	$ 2017
EQUITY		
Balance at the beginning of the year	2,242,019	1,333,564
Surplus/(Deficit) for the year	344,122	908,455
Balance at the end of the year	**2,586,141**	**2,242,019**

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

	Notes	$ 2018	$ 2017
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	3,251,223	3,560,322
Trade and other receivables	4	91,906	49,716
TOTAL CURRENT ASSETS		**3,343,129**	**3,610,038**
TOTAL ASSETS		**3,343,129**	**3,610,038**
TOTAL LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	5	664,529	1,278,714
Provision for employee entitlements	6	92,459	89,305
TOTAL CURRENT LIABILITIES		**756,988**	**1,368,019**
TOTAL LIABILITIES		**756,988**	**1,368,019**
NET ASSETS		**2,586,141**	**2,242,019**
EQUITY			
Retained surplus		2,586,141	2,242,019
TOTAL EQUITY		**2,586,141**	**2,242,019**

STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 31 DECEMBER 2018

	Notes	$ 2018	$ 2017
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations, bequests		1,028,126	1,456,780
Government grants		3,193,703	4,779,510
Payments to suppliers and employees		(4,603,063)	(3,060,318)
Interest received		72,135	39,090
Net cash flow generated from operating activities	3	(309,099)	3,215,062
Cash on hand at the beginning of the period		3,560,322	345,260
CASH AT THE END OF THE PERIOD	2	3,251,223	3,560,322

Notes to the Financial Statements

FOR THE PERIOD ENDED 31 DECEMBER 2018

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 04 April 2019 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.

	$ 2018	$ 2017
Note 2: Cash and Cash Equivalents		
Cash at bank – unrestricted	251,223	1,560,322
Cash at bank – on term deposit	3,000,000	2,000,000
Cash float	0	0
Total cash and cash equivalents	**3,251,223**	**3,560,322**
Note 3: Reconciliation of Operating Result to Net Cash Inflow from Operating Activities		
Operating Result	344,122	908,455
Increase in trade and other receivables	(42,190)	2,112,370
Decrease in trade and other payables	(614,185)	162,860
Increase in Provisions	3,154	31,377
Net Cash Inflow from Operating Activities	**(309,099)**	**3,215,062**
Note 4: Trade and Other Receivables		
Trade Debtors	76,950	23,203
Deposits/Bonds paid	1,700	4,400
Prepayments	13,256	22,113
Sundry Debtors	0	0
Total Trade and Other Receivables	**91,906**	**49,716**
Note 5: Trade and Other Payables		
Payables and Accrued Expenditure	105,372	107,012
Income in Advance	500,000	1,140,000
Employee Liabilities	59,157	31,702
Total Trade and Other Payables	**664,529**	**1,278,714**

	$ 2018	$ 2017
Note 6: Provisions		
Annual Leave Provision	92,459	89,305
Total Provisions	92,459	89,305
Note 7: Revenue		
Donations and Bequests	1,358,125	826,780
Federal Government Funding	1,770,000	1,250,000
NT Government Funding	1,226,250	1,529,510
QLD Government Funding	443,703	300,000
VIC Government Funding	110,000	0
Interest Received	74,007	39,090
Miscellaneous Income	677	13,946
Total Revenue	**4,982,762**	**3,959,326**
Note 8: Employee Expenses		
Salaries and Wages and Other Benefits	3,288,330	2,166,637
Superannuation	312,092	206,356
Workcover	42,274	33,184
Total Employee Expenses	**3,642,696**	**2,406,177**

	$ 2018
Note 9: Commitments – Operating Leases	
The Company's operating leases relate to the lease of Motor Vehicles.	
2019	269,772
2020	214,273
2021	129,760
2022	20,680
Total Commitments – Operating Leases	**634,485**

Note 10: Entity Details

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

178 Centre Road, Bentleigh VIC 3204

Stars Foundation



Stars Foundation
178 Centre Road
Bentleigh VIC 3204
StarsAustralia
@Stars_AU
info@starsfoundation.org.au
www.starsfoundation.org.au