



Stars
Foundation

annual report
2019

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

Stars is always looking for new partners and sponsors that share our commitment to empowering Indigenous young women through education. For more information about how you or your organisation can support our work, please contact us at info@starsfoundation.org.au

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PACKER FAMILY
FOUNDATION



Northern Territory
Government



MECCA
-POWER



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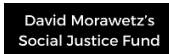
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the Aesop Foundation



CLEMENGER GROUP



Capricorn Foundation
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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 programs for Aboriginal and Torres Strait Islander girls and young women in schools.

During 2019, we operated programs in 17 schools in the Northern Territory, Queensland and Victoria.

Stars Foundation was established 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 four years we have seen outstanding outcomes across our programs.

91
per cent of
our senior Stars
completed Year 12
in 2019



what we do and WHY WE DO IT

Health, education and employment outcomes for Australian First Nations people lag significantly behind those of non-Indigenous Australians. In such a wealthy country, this is unacceptable.

Evidence shows a 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 improved economic and social wellbeing.

EMPOWERING THROUGH EDUCATION

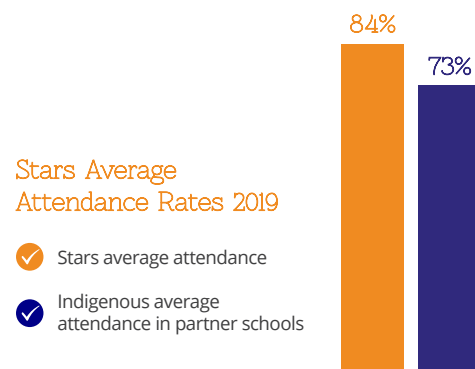
An educated young woman is empowered with the skills, knowledge and confidence she needs to be a better parent and a strong contributor to society.

This is not just a positive outcome for the young woman herself, but also for her immediate and extended family, her community, and our wider society. Educating girls has a profound ripple effect.

Stars Foundation is proud to be contributing to national Closing the Gap targets, including school attendance, Year 12 completion and successful transitions from secondary school into employment or further education.

SCHOOL ATTENDANCE

In 2019, Stars students again attended school at a significantly higher rate than Indigenous students not taking part in the program.



Stars Average Attendance Rates 2019

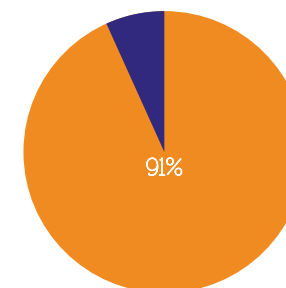
- ✓ Stars average attendance
- ✓ Indigenous average attendance in partner schools

“

Stars has made an exceptional impact on my life! Our Stars Mentors did not give up on us, even when we wanted to give up on ourselves. There was a high chance of me leaving school this year, but with the help and support from Stars, I finished school early and graduated!”

- YEAR 12 STARS GRADUATE

Year 12 completion rate of 91% in 2019



remote areas, where many of our programs operate, is even lower at just 43 per cent (*Closing the Gap Report 2019*).

TRANSITIONS TO WORK OR STUDY

As at December 2019, 87 per cent of our 2018 Stars Graduates had transitioned successfully and remained in full-time employment, training or tertiary education.

We are continuing to support the remaining young women in their search for work or study opportunities.

Across our partner schools, our young women achieved an average attendance rate of 84 per cent, as compared to an average Indigenous attendance rate of just 73 per cent in the same schools.

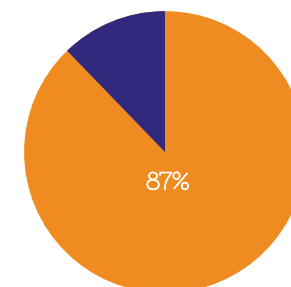
In many of our partner schools, the average attendance rate of Stars students is higher than 'whole school' average.

YEAR 12 COMPLETION

In 2019, 91 per cent of our senior Stars completed Year 12.

This is an outstanding outcome, given that the national rate of Year 12 completion for Indigenous Australians was as low as 65.3 per cent in 2016 (*Closing the Gap Report 2018*). The national rate in very

Successful Transitions to Work or Study (2018 Graduates)



where WE DO IT

During 2019, Stars delivered full-time intensive mentoring support programs in 17 schools in the Northern Territory, Queensland and Victoria.

NORTHERN TERRITORY

1 Darwin

Casuarina Senior College
85 students; 4 Mentors

Dripstone Middle School
41 students; 2 Mentors

Haileybury Rendall School
41 students; 2 Mentors

Nightcliff Middle School
36 students; 2 Mentors

Sanderson Middle School
66 students; 3 Mentors

Moulden Park Primary School
49 students; 2 Mentors

Driver Primary School
39 students; 1 Mentor

2 Jabiru

Jabiru Area School
19 students; 2 Mentors

3 Katherine

Katherine High School
110 students; 5 Mentors

4 Tennant Creek

Tennant Creek High School
54 students; 3 Mentors

5 Nhulunbuy

Nhulunbuy High School
35 students; 2 Mentors

6 Yirrkala

Yirrkala Bilingual School
49 students; 2 Mentors

QUEENSLAND

7 Townsville

Heatley Secondary College
102 students; 4 Mentors

Pimlico State High School
49 students; 2 Mentors

Thuringowa State High School
114 students; 4 Mentors

VICTORIA

8 Mildura

Chaffey Secondary College
40 students; 2 Mentors

Mildura Senior College
25 students; 1 Mentor

“Stars again went above and beyond to support over 120 of our First Nations girls in 2019. Stars worked in seamlessly with the school to improve attendance, engagement, behaviour, wellbeing and academic outcomes, especially with year 12 completions.”

- DAN MURTAS, PRINCIPAL,
KATHERINE HIGH SCHOOL

chair's REPORT



I am proud to be a Board Member and Chair of this amazing organisation, which is contributing so significantly to empowering First Nations young women through education.

Last year, we are delighted to say that 91 per cent of our senior Stars completed Year 12 – an exceptional result. Despite the significant hurdles that many of our young women face in attending and completing school, they are achieving amazing things and we are so proud of them. These strong, resilient young women are the next wave of leaders in our families, our communities and our nation. We can be very confident in their resilience, compassion and strong leadership.

All Stars students continue to exceed our expectations. In 2019, our girls and young

women attended school at a significantly higher rate than those Indigenous students not participating in our program. Across our partner schools, our young women achieved an average attendance rate of 84 per cent, as compared to an average Indigenous attendance rate of just 73 per cent in the same schools.

Our focus on supporting a successful transition from Year 12 into full-time employment or further study enables our young women to move into healthy and positive futures. As of December 2019, 87 per cent of our 2018 graduates had transitioned successfully and remained in full-time employment, training or tertiary education.

As a Board, we are proud of the important work being done on the ground by our extraordinary Mentors and teams, all of whom are role models within their communities. Despite the many challenges that they face in doing their work, they continue to believe passionately in the potential of each and every one of our young women. It is this commitment and dedication that makes our outcomes so outstanding.

We would not be able to continue to achieve these amazing results without the absolute dedication, commitment and vision of our Founder and CEO, Andrea Goddard. Her leadership has enabled Stars to grow from a small organisation operating programs in the Northern Territory, to a national organisation supporting over 1000 First Nations young women around the country. Our senior management team is second

to none, and I thank them also for their professionalism and dedication to our young women. Thank you for another exciting year, which has seen more of our young women supported and completing school.

The Stars Board is made up of a group of talented and committed people who are at the highest levels of business and community leadership, and I thank them all for their important contribution to ensuring that Stars continues to grow and remain strong and sustainable.

I welcome Graham Goldsmith AO to the Board, who joined us in December 2018. His deep expertise and strong commitment to philanthropy and education are very welcome additions to our Board. Thanks also to Cilla Boreham, our wonderful Company Secretary, for her work in ensuring the smooth functioning of the Board and our ongoing compliance.

I would also like to express my gratitude to the many generous partners and donors who support our work – you are all critical to our success. Your involvement with Stars is truly making a difference to the lives of First Nations young women. Thank you.

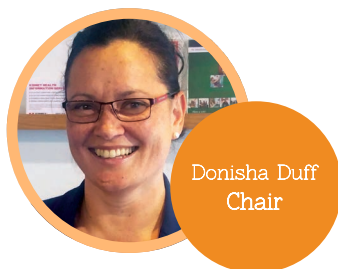
We continue to seek and develop strong partnerships with governments, corporations and philanthropic organisations. Our focus on continuing to build an even stronger base of support will enable us to assist many more First Nations girls and young women across Australia to stay at school, finish school, and build a successful future for themselves. The future is in our young women - and our young women are Stars.

Donisha Duff
Chair

our BOARD

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





Donisha Duff
Chair

Donisha has over 20 years' experience in Aboriginal and Torres Strait Islander affairs, particularly health. She was Advisor on Indigenous Health to a former Federal Health Minister. Donisha has also worked for the National Aboriginal Community Controlled Health Organisation, Australian Indigenous Doctors' Association, General Practice Training QLD, Queensland Aboriginal and Islander Health Council, and both the QLD and Commonwealth governments. She is currently Chief Operations Officer at the Institute for Urban Indigenous Health. 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 served as the Deputy Chair of AMSANT. She is currently a Director on the AMSANT and NACCHO 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 and Hydrox Holdings from 2011 to 2016. 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. A member of the Australian Institute of Company Directors since 2011, he has been a Director of the Avner Pancreatic Cancer Research Fund since 2008 and Chair of the Port Arthur Historic Sites Management Authority since January 2020.



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 CO2 Co-operative Research Centre and the Clare Valley Wine and Grape Association. 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 Presidents Award for Excellence in Healthcare and the Queensland Aboriginal and Torres Strait Islander Health Council Hall of Fame award in 2010.



Graham
Goldsmith AO
Director

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. Graham is Chairman of ASX-listed SEEK Ltd and a non-executive director of ASX-listed Djerriwarrh Investments Ltd. He is also a Board Member of Trawalla Group, chair of Armitage Associates Pty Ltd, and a Panel Member of Adara Partners and Trustee of Gandel Philanthropy. He retired as Chancellor of Swinburne University of Technology in 2019. Graham is a Fellow of the Australian Institute of Company Directors (FAICD) and CPA Australia (FCPA).



Andrea
Goddard
Founder
and CEO

Andrea has a background in Indigenous affairs, auditing, health 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.



Cilla
Boreham
Company
Secretary

Cilla is a lawyer with extensive experience in governance-related roles, primarily in the financial services industry. After working in private practice, Cilla held a range of in-house legal, compliance and risk related roles with Goldman Sachs JBWere and then JBWere (after its acquisition by National Australia Bank Limited). Cilla holds non-executive directorships with two funds management businesses and is the Deputy Chair of the ASIC Markets Disciplinary Panel.

ceo REPORT



Strong and trusting relationships are at the heart of everything we do at Stars.

As we navigate the many challenges and uncertainties of the COVID-19 pandemic, it is the strength of these relationships that places us in the best possible position to continue providing meaningful support to First Nations girls and young women.

As we prepare for possible school closures, our dedicated teams are developing comprehensive plans to continue providing intensive daily support remotely, with the wellbeing and educational needs of the girls at the centre of the Mentors' planning.

Last year, I wrote of hearing girls describe the Stars Room as their safe space – a home away from home. I also heard them speak of the love and respect they feel for their Mentors and the gratitude they feel for their daily encouragement and guidance. These strong relationships will allow this support to continue, even if the Stars Room becomes a 'virtual' space.

2019 was another stellar year for Stars Foundation, with outstanding outcomes across all programs. Average attendances were higher than baseline in all locations and, once again, our Year 12 completion rate was over 90 per cent - an extraordinary result.

Graduate transition to employment or further study is another success story. In January, over 90 per cent of our graduates from 2016 to 2018 were still achieving in either employment or further study. Our Stars Alumnae group is steadily expanding, and we are deeply proud of them all.

In 2019, we also had the opportunity to commence programs at two primary schools in Palmerston, Northern

Territory. The positive engagement and good habits developed in the primary years establish a great foundation for continued learning through the secondary years.

The importance of our work, and the quality of our outcomes, was acknowledged by the National Indigenous Australians Agency when it committed to fund our continued expansion over the next two years. The success of Stars has resulted in demand from around Australia and we are thrilled to be able to expand to support more young women in the coming years.

Of course, none of this could be achieved without the exceptional people working with, and supporting, Stars.

I am enormously proud of the extraordinary dedication of our staff. The work they do to support our young women presents significant daily challenges, yet they remain totally committed to pursuing the best possible outcomes for our students. I am grateful to each and every one of them for being shining role models for our Stars.

I am so thankful to our highly professional Board, which provides consistent, strong governance and has provided me with both support and counsel through these challenging times.

To the Stars 'family', all of you, I offer my heartfelt thanks. The Stars family is a connected, engaged and incredibly supportive community. Your generous contributions in support of our work enrich and strengthen the Stars family – and I know that we can achieve so much more together.

We are inspired every day by the hard work of our girls and young women, who achieve success despite often huge challenges. With your continued support, and the dedication of our incredible team, we will continue to achieve our purpose of empowering First Nations young women to make active choices about their own futures.

Thank you to everyone who is contributing to this bright future. You are amazing... and the future is in our Stars.

Andrea Goddard
Founder & CEO



our STAFF

- Stars Foundation is a highly professional organisation.
- Our outstanding outcomes and excellent reputation
- allow us to attract and retain the best possible people.

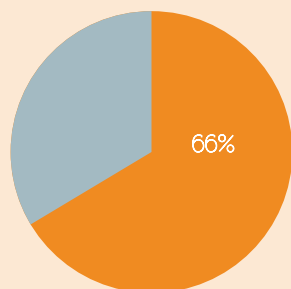
We have a high-expectations culture and know that we exist for one reason – to offer the very best support to the First Nations girls and young women in our programs.

Stars promotes a culture of learning and personal development among its staff, which builds capacity, provides career pathways, and fosters trust and cohesion.

We are proud to say that 93 per cent of our staff work in program roles that directly support our young women and 66 per cent are Indigenous.

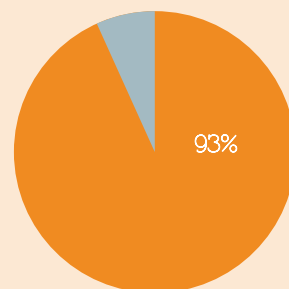
Percentage of Indigenous Staff 2019

- Indigenous staff
- Non-Indigenous staff



Percentage of Program-facing Staff 2019

- Directly supporting girls
- Administration



Stars puts significant effort into supporting and retaining staff, which can be very challenging in the community development sector and in many of the locations in which we operate. Our staff turnover rate for 2019 was just 11 per cent and staff movement was related to family or personal relocation.

“

When she arrived in Year 7, this student required so much support from Stars to self-regulate and make good choices about her learning and behaviour. Through regular engagement in the Stars program, this student [was able] to successfully participate and learn in school, become a student leader and role model for others, and win a place in the Sports Excellence Program in Year 10.”

- LIZ VEEL, PRINCIPAL, SANDERSON MIDDLE SCHOOL

ANDREA GODDARD,
Founder and CEO

MICHAEL MCLEAN, Development Manager & Regional Manager VIC

DAVID FRANCIS, Regional Manager QLD

MARK MCLEAN, Regional Manager NT

IGGY VALLEJO, Regional Manager NT

SHARON HUNT, Finance Manager

JO MCMILLAN, Communications Manager

EVE OLLINGTON,
Partnerships Manager

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 core values are Respect, Honesty, Commitment, and Pride.

These values inform our program model and underpin everything we do.

The Stars Values also provide guidance to our girls and young women as they navigate their way through the challenges of 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.

“

It's a pleasure walking into the Stars room and seeing how happy the girls are here. I deal with some very difficult mental health problems amongst some of the girls, but these problems seem to be left at the door when they walk in here.”

- DEE GOODMAN, SENIOR CHILD
& ADOLESCENT MENTAL HEALTH CLINICIAN

“

I have great respect for the Stars Program. The support and education [they] provide to the girls is amazing.. The girls themselves always love their Stars contact time and feel supported, loved and safe.”

- TEACHER, YIRRKALA BILINGUAL SCHOOL



the Stars PLAN

The Stars Plan is the foundation of the Stars model. It is based on extensive experience and research that confirms how important trust and genuine engagement are in producing positive life outcomes for young people.

The Stars Plan focuses on four key pillars of personal development:

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

These four pillars provide the foundation for genuine, culturally appropriate engagement that supports our young women 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, everyday support they need, when and where they need it.

At the beginning of every year, each Stars student works closely with her Mentor to develop a holistic plan to identify her goals and put in place a plan to achieve them.

Every week our programs provide engaging activities based on the four pillars. We employ a strengths-based approach with our young women, which is designed to build on their individual abilities and interests.



“

What a year this has been for our Stars! I have seen young women blossom and become leaders in the classrooms, I have seen confidence takeover, I have seen self-esteem flourish and I have seen mothers and fathers beam with pride.”

- MERRKIYAWUY GANAMBARR STUBBS,
CO-PRINCIPAL, YIRRKALA SCHOOL

“

A massive thank you to Stars for all your hard work, support and fun. The girls always have a blast and are always saying positive things. My own daughter often says, 'When I grow up, I want to be a Stars girl'. You do great work!”

- NURSE BEC WAY,
PRIMARY HEALTH CARE

education, training AND EMPLOYMENT

The Education, Training and Employment pillar of the Stars Plan focuses on supporting First Nations young women to remain engaged in their education and develop positive plans for a successful transition into full-time employment or further education.

Our Stars Mentors arrange and coordinate workplace tours, workshops, guest speakers and university visits to provide our young women with exposure to a wide range of employment and education opportunities.

Future pathways into a positive future are an integral component of this pillar of the Stars Plan.

Senior Stars are also supported by our dedicated Transitions Managers, who help them prepare for life after completing Year 12.

Support from our Transitions Managers continues after school, which helps our graduates to transition successfully into full-time employment or further study.

905

Education, Training
and Employment
activities were
conducted in 2019



“

It is an absolute pleasure to work alongside the Stars Foundation and see the positive difference they are making to young Aboriginal women at Jabiru.”

- SENIOR TEACHER, JABIRU AREA SCHOOL

“

I really don't think I would have graduated without Stars support. It was so great to know that we had Mentors who were there to support us every step along the way and, most importantly, to have people who believed in each and every one of us.”

- JODIE KELLY, STARS GRADUATE 2016,
EMPLOYED FULL-TIME
AT KATHERINE TOWN COUNCIL



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, nutrition and maintaining good health.

Our Stars enjoy a range of physical activities as part of our program, including yoga, dance, gym, walking, abseiling, kayaking and swimming, as well as a range of sports, such as netball, AFL, basketball, softball, cricket and golf.

All Stars programs feature an emphasis on the benefits of a nutritious, low-sugar diet and how to shop for and prepare healthy meals. Regular

healthy cook-ups take place in the Stars Room, with our young women taking an active role in choosing ingredients and preparing food.

Our staff report significant improvements in our young women's levels of physical activity and general fitness, as well as much more awareness about how to maintain good health through exercise and a nutritious diet.



Super Star

I was going through a lot in Year 12. I had family issues at home and I had moments where I felt down, which made it harder for me to engage in school as I felt fear of being judged by other students. I had no motivation or confidence.

Stars helped me keep coming to school by letting me work in the Stars Room, checking up on me in class, and making sure I had support when things were hard at home. They picked me up for school when I just didn't want to drag myself out of bed to get there.

The Stars Room is such a nice area in the school where you can go and relax and switch your mind off, somewhere you know there will always be support. It's a place where you know you aren't being judged and it just feels like your own special space at school.

My Mentors taught me important values and helped me get job ready. They helped me discover all the employment and university opportunities that are out there.

“

Out of all honesty, I wouldn't have completed Year 12 without Stars. My Mentors helped me so much with my motivation and pushed me to finish. Stars helped me become the person I am today.”

I'm now working full time and it's going very well for me. I'm saving to move into my own apartment in the next month and then I'll be saving to get a house of my own in the future.

**EC, 2019 Stars Graduate,
Darwin**





1228

Healthy Lifestyles
activities were
conducted in
2019



wellbeing

- The Wellbeing pillar of the Stars Plan focuses on supporting First Nations young women to take care of their personal wellbeing and mental health.

Wellbeing activities nurture social and emotional development, with a strong emphasis on developing a growth mindset, learning to manage stress and building positive relationships.

Our Mentors also focus on supporting mental health through wellbeing sessions that help them to connect with our young women and identify any who may be struggling with difficult issues outside of school. Bullying, cyberbullying and safe social media practices are another important area of focus.

The Stars Room provides a culturally safe, nurturing space where our young women know that they can come at any time and be welcomed and supported.

767

Wellbeing
activities were
conducted in
2019





Super Star

Year 12 was really hard, not just the study, but because of my home life. My father raises us kids, there's 10 of us. My mother hasn't been in the picture at all. My older sister gave up her senior years of high school to raise me and my younger siblings, and I've been a big part of helping too, doing laundry, cooking dinner, making sure the kids are getting to school on time.

With all that going on, it was hard to keep on top of my schoolwork. We weren't in a financial position where I could have a computer at home, which is what I really needed. Stars helped me get a scholarship so I could get a laptop, which was awesome, because it meant that when I got any free time, I could smash out my assessments.

Because of my family life, I didn't really eat much or do any exercise to stay healthy. Stars provided morning sport and fitness sessions, which really helped me get up and go to school. I went to the Stars Room for food, because there wasn't much at home and most of what we had went towards my little brothers and sisters. Going to Stars before school helped give me the energy I needed for the day.

In the afternoons, I went to Stars for tutoring, which gave me an opportunity to sit down with my Mentors and get help with my work. Honestly, I'd be there every day and having a room like Stars where I could get something to eat and knuckle down was just amazing.

In the Stars Room I felt safe. It was a happy space. I didn't have to worry about the pressures at home, I could just be a kid and do my study. Knowing that someone was there for you, it just made you feel safe and made you feel wanted.

After finishing Year 12, I got into James Cook University, where I'm studying Nursing. When I finish, I want to work in remote communities to make sure my people's health improves. It's really important to me to give back to the community, especially because of what Stars did for me.

Taylor, 2019 Stars Graduate

I wouldn't have finished Year 12 if it wasn't for Stars, no way. I was so overwhelmed and I honestly thought about dropping out. But my Stars Mentors were encouraging me all the time, telling me 'Taylor, you can do this. We believe in you, we're here for you'.

**- TAYLOR, 2019 STARS
GRADUATE HEALTH CARE**

community, culture AND LEADERSHIP

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

Stars students get involved in a diverse range of cultural and community activities through the program, including NAIDOC and Harmony Day celebrations, International Women's Day and Anzac Day events, and community barbeques and other local happenings.

We regularly invite community Elders into our programs, to share their art, their stories and other cultural knowledge. These visits build stronger connections and further inspire our young women to be the best they can be.

Our Stars are also given opportunities to take part in volunteer work as a way of giving back to their communities. Our Stars Presentation Nights and our Year 12 End of Year Trips are both significant highlights of every year.

737

Community, Culture
and Leadership
activities were
conducted in
2019





“

When I visit the Stars room or speak to my students about what they are doing in the program they are overwhelmingly excited and positive. This makes a huge difference in these students feeling positive about school and improves their attendance.”

- TEACHER, NIGHTCLIFF MIDDLE SCHOOL

concise financial REPORT

Directors' Report

The Directors of Stars Foundation Limited present this report on the Foundation for the financial year ended 31 December 2019.

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 and Mr Graham Goldsmith.

COMPANY SECRETARY

The company secretary is Ms Priscilla Boreham. Ms Boreham was appointed to the position of company secretary in 2016.

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.

INSURANCE OF OFFICER AND INDEMNITIES

a. Insurance of officers

During the financial year, the company paid a premium to insure the directors, secretaries and management of the company. The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company.

b. Indemnity of Directors

During the year the company entered into a "Deed of Access, Indemnity and Insurance" with all current directors of the company.

c. Indemnity of Auditors

The company has agreed to indemnify their auditors, PricewaterhouseCoopers, to the extent permitted by law, against any claim by a third party arising from the company's breach of their agreement.

MEETINGS OF DIRECTORS

During the financial year, four meetings of directors were held. Attendance by each director is shown in the table.

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 in this financial

report and forms part of the Directors' Report. Signed in accordance with a resolution of the Board of Directors.



Grant O'Brien

Director/ Chair Audit & Risk Management Committee

27 April 2020

Directors Attendance

Director	Number Eligible to Attend	Number Attended
Donisha Duff (Chair)	4	4
Grant O'Brien	4	4
Martin Ferguson	4	3
Olga Havnen	4	3
Andrea Goddard	4	4
Mark Wenitong	4	3
Graham Goldsmith	4	4

Audit & Risk Committee Meetings

Director	Number Eligible to Attend	Number Attended
Grant O'Brien (Chair)	5	5
Olga Havnen	5	4
Graham Goldsmith	5	5
Partha Nag	5	3

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.



Grant O'Brien
Director/ Chair Audit & Risk Management Committee
27 April 2020



Auditor's Independence Declaration

As lead auditor for the audit of Stars Foundation Limited for the year ended 31 December 2019, 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, 29 April 2020

Independent auditor's report

To the members of Stars Foundation Limited

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 2019 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 2019

- the statement of profit and 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* (including Independence Standards) (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 financial report for the year ended 31 December 2019, 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 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 that we 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 and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *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: https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

PricewaterhouseCoopers

Andrew Cronin (Partner)
PricewaterhouseCoopers
Melbourne, 29 April 2020



Statement of Profit and Loss

FOR THE PERIOD ENDED 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
REVENUE	9	6,069,333	4,982,762
Administrative expenses		(61,943)	(62,280)
Employee expenses	10	(4,320,506)	(3,642,696)
Finance expenses		(23,176)	0
Motor vehicle expenses		(396,460)	(327,632)
Operational expenses		(557,624)	(606,032)
TOTAL EXPENSES		(5,359,709)	(4,638,640)
NET CURRENT YEAR SURPLUS/ (DEFICIT)		709,624	344,122

Statement of Financial Position

AS AT 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	9,043,081	3,251,223
Trade and other receivables	4	425,970	91,906
TOTAL CURRENT ASSETS		9,469,051	3,343,129
NON-CURRENT ASSETS			
Right-of-use assets	5	513,669	0
TOTAL NON-CURRENT ASSETS		513,669	0
TOTAL ASSETS		9,982,720	3,343,129
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	6,352,068	664,529
Provision for employee entitlements	7	96,115	92,459
TOTAL CURRENT LIABILITIES		6,448,183	756,988
NON-CURRENT LIABILITIES			
Lease Liabilities	8	238,772	0
TOTAL NON-CURRENT LIABILITIES		238,772	0
TOTAL LIABILITIES		6,686,955	756,988
NET ASSETS		3,295,765	2,586,141
EQUITY			
Retained Surplus		3,295,765	2,586,141
TOTAL EQUITY		3,295,765	2,586,141

Statement of Changes in Equity

FOR THE PERIOD ENDED 31 DECEMBER 2019

	2019 \$	2018 \$
EQUITY		
Balance at the beginning of the year	2,586,141	2,242,019
Surplus/ (Deficit) for the year	709,624	344,122
Balance at the end of the year	3,295,765	2,586,141



Statement of Cash Flows

FOR THE PERIOD ENDED 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations, bequests		1,957,020	1,028,126
Government grants		9,486,333	3,193,703
Payments to suppliers and employees		(5,415,710)	(4,603,063)
Net cash flow from operating activities		6,027,643	(381,234)
CASH FLOWS FROM FINANCING ACTIVITIES			
Interest received		64,189	72,135
Principal elements of lease payments		(276,798)	0
Interest paid on leases		(23,176)	0
Net cash flow from financing activities		(235,785)	72,135
Net movement in cash and cash equivalents	3	5,791,858	(309,099)
Cash on hand at the beginning of the period		3,251,223	3,560,322
CASH AT THE END OF THE PERIOD	2	9,043,081	3,251,223

Notes to the Financial Statements

FOR THE PERIOD ENDED 31 DECEMBER 2019

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 27 April 2020 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.

Contract Funding

The company has adopted AASB 15 Revenue from Contracts with Customers, and the Standard's five stage model has been applied to all government contracts.

Donations

The company has adopted AASB 1058 Income of Not-for-Profit Entities, and 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. Cash and Cash Equivalents

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

c. Accounts receivable

Accounts receivable and other debtors include amounts due from any outstanding Government 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.

d. Leases

AASB 16 Leases has been adopted and applied to all vehicle operating leases effective from 01 January 2019.

The adoption of this new Standard has resulted in the company recognising a right-of-use asset and related lease liability in connection with all former operating leases. A simplified transaction has been applied and comparative information has not been restated.

Measurement and recognition of Leases

At the commencement date, the lease liability is measured at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available, or the company's incremental borrowing rate.

The ROU asset is depreciated on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

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 much 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.

	2019 \$	2018 \$
Note 2: Cash and Cash Equivalents		
Cash at bank – unrestricted	1,043,081	251,223
Cash at bank – on term deposit	8,000,000	3,000,000
Total cash and cash equivalents	9,043,081	3,251,223
Note 3: Reconciliation of Net result to Net Cash Movement		
Operating Result	709,624	344,122
Depreciation – ROU Assets	279,357	0
Principal Payments – ROU Assets	(276,798)	0
Increase in trade and other receivables	(334,064)	(42,190)
Increase in trade and other payables	5,410,083	(614,185)
Increase in Provisions	3,656	3,154
Net cash inflow from all activities	5,791,858	(309,099)
Note 4: Trade and other receivables		
Trade Debtors	406,875	76,950
Deposits/Bonds paid	1,700	1,700
Prepayments	17,395	13,256
Sundry Debtors	0	0
Total Trade and other receivables	425,970	91,906

	2019 \$	01/01/19 \$
Note 5: Property, plant and equipment		
Right-of-use assets - Vehicles	709,736	521,565
Accumulated Depreciation – ROU assets	(196,067)	0
Total Property, plant and equipment	513,669	521,565

	2019 \$	2018 \$
Note 6: Trade and other payables		
Payables and accrued expenditure	150,808	105,372
Income in advance	5,865,000	500,000
Lease liabilities	277,456	0
Employee liabilities	58,804	59,157
Total Trade and other payables	6,352,068	664,529
Note 7: Provisions		
Annual Leave provision	96,115	92,459
Total Provisions	96,115	92,459

Note 8: Lease Liabilities

The Company's leases relate to operating leases of Motor Vehicles.

2021	193,790	0
2022	44,982	0
Total Commitments – Operating Leases	238,772	634,485

	2019 \$	2018 \$
Note 9: Revenue		
Donations and bequests	1,930,475	1,358,125
Federal Government Funding	1,870,000	1,770,000
NT Government Funding	1,417,575	1,226,250
QLD Government Funding	600,000	443,703
VIC Government Funding	125,000	110,000
Interest received	125,989	74,007
Miscellaneous Income	294	677
Total Revenue	6,069,333	4,982,762

Note 10: Employee Expenses

Salaries and wages and other benefits	3,900,520	3,288,330
Superannuation	370,470	312,092
Workcover	49,516	42,274
Total Employee Expenses	4,320,506	3,642,696

Note 11: Subsequent Events

COVID-19

The Foundation is responding to the ever-changing conditions during the COVID-19 pandemic.

We have developed individual, remote delivery plans for all our programs to enable us to continue to support our students in the event of school closures.

The strong relationships-based nature of Stars programs ensures we are well-positioned to deliver remotely if necessary, to support student engagement with school.

We have put in place a COVID-19 *Working from Home Agreement* with program staff, and these Agreements will be activated immediately should closures occur in any schools from which we operate.

At this time there is no reason to believe that funding under our existing state and federal government contracts will not continue.

On 30 March 2020 the National Indigenous Australians Agency, the federal body managing our federal contract, advised that their aim is “to ensure funded organisations are supported and remain viable during the management of COVID-19 pandemic”.

If school closures do occur, variations to state and federal government contracts will be sought to enable our programs to continue to be delivered on a remote basis. There is no reason to believe these variations will not be granted.

Note 12: Entity Details

The registered office and principal place of business of the company is: 178 Centre Road, Bentleigh Vic 3204



“
The girls always
love their Stars contact
time and feel supported,
loved and safe with their
Mentors.”

- TEACHER, YIRRKALA SCHOOL





Stars Foundation

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 StarsAustralia

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