



annual report 2020



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

Stars is always looking for new partners who share our commitment to empowering First Nations 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

Our 2020 Partners

Aesop Foundation	John Connor	Simon & Katrina Homes a Court
AMPOL	John T Reid Charitable Trust	Social Justice Fund
Australian Government, National Indigenous Australians Agency	Kenyon Foundation	State of Queensland, Department of Education and Training
Barlow Foundation	KWAST	State of Victoria, Department of Education and Early Childhood Development
Bank of Queensland	Lakeside Golf Club	Sundberg Family Foundation
Beginning Boutique	Landbridge	The Lott
Besen Family Foundation	McKinsey & Company Inc	The Lottery Office
Capricorn Foundation	MECCA M-Power	The Phillips Foundation
Clayton Utz	Minerals Council Australia	The Ross Trust
Concrete Jelly Fish (with Rachael Sarra)	Northern Territory Government, Department of Education	The William Buckland Foundation
Cricket Australia	Packer Family Foundation	Trawalla Foundation
Crown Resorts Foundation	Pinsent Masons	Vernon Foundation
Energy Resources Australia	QBE Foundation	
Goldsmith Family Foundation	Rees Family Foundation	
Government of Western Australia, Department of Education	Rirratjingu Aboriginal Corporation	
Haileybury Rendall School, Darwin	Rob Meree Foundation	
Hand, Heart, Pocket	Santos	
Jemena	Sidney Myer Fund	

Many other individuals, workplaces and community organisations also make regular donations to our Foundation. We value and appreciate their ongoing support.

Our Mission & 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 First Nations girls and young women in schools.

During 2020, 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 developed a highly successful and holistic approach specifically targeted towards addressing the needs of First Nations girls and young women. Over the past five years, we have seen consistently outstanding outcomes across our programs.



98%
OF OUR SENIOR
STARS COMPLETED
YEAR 12 IN 2020



What we do & why we do it

Evidence shows that 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 *Closing the Gap Report 2020*, First Nations young people who complete Year 12, or a higher qualification, are substantially more likely to be employed.

They are also more likely to work full-time and in higher-skilled occupations than early school leavers.

Empowering Indigenous Young Women

An educated young woman is an empowered young woman. A young woman who has the skills, knowledge, and confidence she needs to build an independent future, be a good parent and community leader, and make a strong contribution to society.

These are not just positive outcomes for the young woman herself, but also for her immediate and extended family, her community, and society more generally. 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.

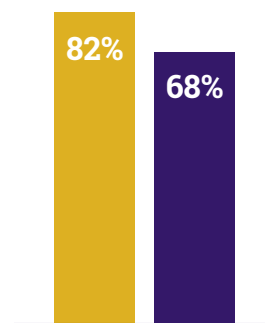
School Attendance

In 2020, Stars students again achieved a school attendance rate significantly higher than Indigenous students not taking part in the program.

Across our partner schools, our young women achieved an average attendance

Stars Average Attendance Rates 2020 ▸

■ Stars average attendance
■ All Indigenous students attendance



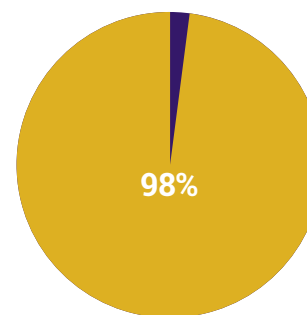
rate of 82 per cent, as compared to an average Indigenous attendance rate of just 68 per cent in the same schools.

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

Year 12 Completion

In 2020, 98 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

Year 12 completion rate of 98% in 2020 ▸

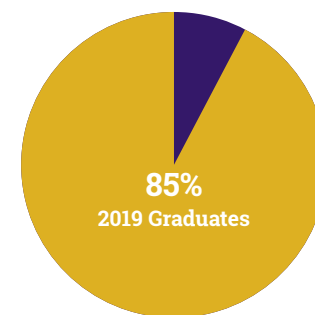


low as 66 per cent in 2018–19 (*Closing the Gap Report 2020*). The national Indigenous Year 12 attainment rate is just 38 per cent in very remote areas, where many of our programs operate (*Closing the Gap Report 2020*).

Transitions to Work or Study

As at December 2020, 85 per cent of our 2019 Stars Graduates had transitioned successfully and remained in employment, training or tertiary education. We are continuing to support the remaining young women in their search for work or study opportunities.

85% Successful Transitions to Work or Study ▸



Where we do it

During 2020, 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

88 students; 4 Mentors

Dripstone Middle School

53 students; 2 Mentors

Haileybury Rendall School

41 students; 2 Mentors

Nightcliff Middle School

39 students; 2 Mentors

Sanderson Middle School

58 students; 3 Mentors

Moulden Park Primary School

38 students; 2 Mentors

Driver Primary School

34 students; 2 Mentors

2 Jabiru

Jabiru Area School

18 students; 2 Mentors

3 Katherine

Katherine High School

108 students; 5 Mentors

4 Tennant Creek

Tennant Creek High School

40 students; 3 Mentors

5 Nhulunbuy

Nhulunbuy High School

28 students; 2 Mentors

6 Yirrkala

Yirrkala Bilingual School

52 students; 2 Mentors

Queensland

7 Townsville

Heatley Secondary College

106 students; 4 Mentors

Pimlico State High School

61 students; 2 Mentors

Thuringowa State High School

106 students; 4 Mentors

Victoria

8 Mildura

Chaffey Secondary College

Mildura Senior College

65 students; 3 Mentors

“

The dedication and commitment of all Stars staff is something of particular note. The work they do to support young women in their personal and academic development, often in the face of significant challenges, is outstanding.

MARION SCRYMGOUR, CEO,
NORTHERN LAND COUNCIL

Chair's Report

I am enormously proud to be a Board Member and Chair of Stars Foundation, a dynamic and growing organisation that is continuing to make a tangible difference in the lives of many First Nations girls and young women.

At the end of 2020, I am thrilled to say that Stars Foundation was awarded a Federal Government contract to significantly expand its First Nations girls' programs across the Northern Territory, Western Australia, Victoria and South Australia. The \$10m three-year contract came after a competitive tender process and will see Stars expand to manage 20 further programs in the NT and WA, as well as establish new programs in VIC and SA. This will result in a tripling of the number of girls and young women who will have access to the culturally safe, intensive mentoring that Stars provides.

I am also proud to say that, despite the many challenges of 2020, 98 per cent of our senior Stars completed Year 12 – a truly outstanding outcome, especially in the middle of a global pandemic. Many of the students in our programs face significant barriers to attending and completing school, and these were exacerbated by the uncertainties and anxieties of 2020, which saw school closures and major disruptions to their education.

But, with the support of their Mentors, our Stars continued to achieve amazing results and we are all so proud of them, this year even more than ever. These young women are the future leaders of our families, our communities, and our nation - and we are confident that they have the strength, resilience, and determination to show the way.

The First Nations girls and young women in our programs also continue to shine in other areas, including school attendance, with Stars students attending school at a much higher rate than Indigenous students who are not part of Stars programs. In our partner schools, our students achieved an average attendance rate of 82 per cent, compared to an average Indigenous attendance rate of just 68 per cent in the same schools.

Stars has a strong focus on supporting graduates to make a positive transition from Year 12 into full-time work, training or further study. As of November 2020, 85 per cent of our 2019 graduates remained in full-time employment, training or tertiary education.

The Stars Board is extraordinarily proud of the wonderful work being done in schools around Australia by our amazing teams. These dedicated staff are role models within their communities and, despite the many challenges they face in their work, they remain steadfast in their passionate belief in the potential of every single one of our Stars. It is their commitment, love and determination that make our outcomes so outstanding.

Stars could not continue to achieve these results without the vision, hard work and commitment of our Founder and CEO, Andrea Goddard, whose leadership has guided the exponential growth of the organisation over the past five years. Our senior management team is also outstanding, and the Board thanks them for their professionalism and dedication to our Mission. Thank you all for another exciting year of growth and development, which has seen even more First Nations young women being supported and empowered.

We are fortunate to have many generous partners and donors who support our important work. You are all critical to our success and your support is truly making a difference to the lives of First Nations young women across Australia. Thank you.

As an organisation, Stars is always seeking new partnerships, and building on existing partnerships, with governments, corporations and philanthropic organisations. Our ongoing commitment to building an ever-stronger base of support is a vital part of our sustainability and allows us to support many more First Nations girls across Australia to attend school, complete Year 12 and go out into the world educated and empowered.

As Chair, I am grateful to the Stars Board, which is made up of talented and committed people at the highest levels of business and community leadership. Their collective expertise ensures that Stars continues to grow and remain strong and sustainable. Thanks also to Cilla Boreham, our Company Secretary, for her hard work in ensuring the smooth functioning of the Board and our ongoing compliance.

Thank you for all your support and I look forward to working together in 2021 to improve the future for our young women.

Donisha Duff
Chair



Our Board

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



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 (NACCHO), Australian Indigenous Doctors' Association, General Practice 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 and Adjunct Associate Professor, Centre for Indigenous Australian Education and Research, at Edith Cowan University. 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 over her long career in Indigenous affairs and is a strong advocate for social justice and Indigenous rights at local, national and international levels. 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 Director and patron of the Justice Reinvestment Initiative and Board member of the National Indigenous Sports Foundation.



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 Foundation since 2008, Chair of the Port Arthur Historic Sites Management Authority since January 2020, and a Director of the Australian Sports Foundation since October 2020.



Martin Ferguson
Director

Martin was the Federal Member for Batman from 1996 until retiring at the 2013 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 Chair of SEEK Ltd and Deputy Chair of Djerriwarh Investments Ltd, both ASX-listed companies. He is also a Board Member of Trawalla Group, Chair of Armitage Associates Pty Ltd, a Panel Member of Adara Partners, and Deputy Chair 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
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.

CEO's Report

2 020 challenged us in ways we had not foreseen. School closures, remote learning and activity restrictions resulting from COVID-19 meant that we needed to adapt quickly to the changed learning environments experienced by our students. Vulnerabilities were magnified and there was concern that education inequality would accelerate in an unprecedented way, especially where it had already been high.

What we saw reinforced the importance of the strong relationships between our Stars and their Mentors. Our unwavering belief that relationships based on trust and respect, which are at the heart of everything we do at Stars, would benefit the girls was borne out.

The strength of the relationships between students and Stars Mentors allowed us to provide meaningful support to First Nations girls and young women throughout the challenging and uncertain times of 2020.

These relationships are deep, impactful and proved more important than ever before. They enabled us to continue to provide support despite the varying levels of school closures across the country. Social connectedness and emotional wellbeing were a strong focus, along with continuing engagement and support. As a result, the average attendance of Stars students in 2020 was higher than the average attendance of all students in our partner schools.

2020 also saw another outstanding Year 12 result, with 98 per cent of our senior students completing the year. This is our highest ever result and is a testament to the determination and

resilience of the young women involved. Most of them say that they would not have been able to complete school without the support of their amazing Stars Mentors.

As always, it is the powerful effect of a group of exceptional people working with and supporting Stars that make these outstanding results possible.

I am enormously proud of the dedication and commitment of our teams. Every one of them is an exemplary role model for our Stars and their collective efforts consistently exceed all expectations. Stars students know that their Mentors are always there for them, encouraging, guiding and inspiring them to do and be their best.

The Stars family of supporters continues to grow, and I offer my heartfelt thanks to you all. Your care and generosity throughout 2020 enriched and strengthened our work even further. I am also grateful to our highly professional Board, which provides consistently strong governance and has provided me with wonderful support and guidance through these challenging times.

Our results for 2020 highlighted once again that our model works. Against this background, we started 2021 with the news that our programs would expand considerably with a National Indigenous Australians Agency \$10 million grant over 3 years to support many more young women. The successful Stars model commenced at 20 new partner schools in Western Australia and the Northern Territory in Term 1 this year.



We are grateful for the confidence that governments and our private sector partners have in us to always put the girls first.

The Stars students themselves are our inspiration and we celebrate their successes, often achieved amidst very significant challenges. With the ongoing commitment of the Stars team, and all who support the Foundation, we can continue to achieve our purpose of seeing young women empowered with the confidence and skills they need to make active choices about their future.

Thank you to all who are contributing to our work. The future is in our Stars.

Andrea Goddard
Founder & CEO





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The Stars staff plug whatever gap a student may have that a teacher cannot. I have seen them act as mothers, sisters, friends, sports coaches, health advisors, teachers, mentors, the list is endless ... I feel the Stars program probably has the greatest impact in terms of helping disadvantaged Indigenous students succeed ... the 'good vibes' busting out of the Stars room at recess and lunch are testament to this.

TEACHER,
NIGHTCLIFF MIDDLE SCHOOL

Our Staff

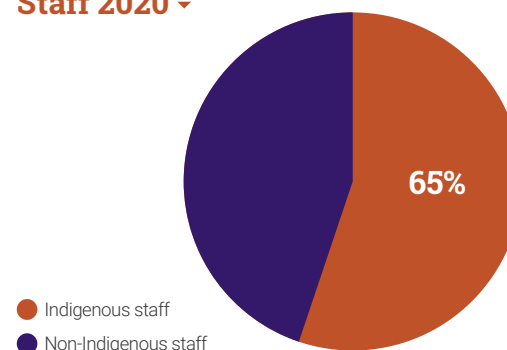
Stars Foundation is a highly professional organisation. The outstanding outcomes we have achieved over the past five years have forged our strong reputation, which in turn allows us to attract and retain the best possible people.

We have a high-expectations workplace 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.

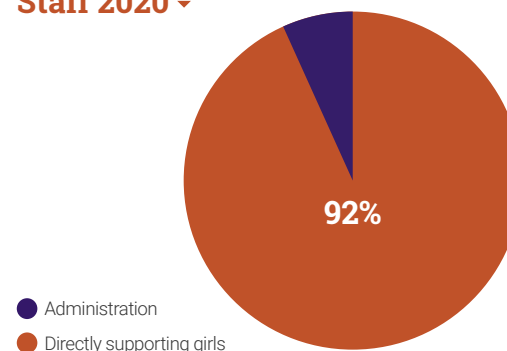
Stars promotes a culture of continuous learning and personal development among its staff, which builds capacity, provides career pathways, and fosters trust and cohesion.

We are proud to say that **65 per cent of our staff are Indigenous** and **92 per cent work in program roles that directly support our young women.**

Percentage of Indigenous Staff 2020 ▾



Percentage of Program-facing Staff 2020 ▾



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 2020 was just 12 per cent and staff movement was related to family or personal relocation. One of our founding staff members, David Francis, retired after a long career in education supporting First Nations youth and we thank him for his contribution.

ANDREA GODDARD, Founder & CEO

MICHAEL MCLEAN, Development Manager & Regional Manager VIC

DAVID FRANCIS, Regional Manager QLD

IGGY VALLEJO, Regional Manager NT

MARK MCLEAN, Regional Manager NT

SHARON HUNT, Finance Manager

JO MCMILLAN, Communications Manager

EVE OLLINGTON, Partnerships Manager

Program Coordinators & Mentors

We select our program staff very carefully, based on their integrity, values and commitment to empowering First Nations girls and young women. Our Program Coordinators and Mentors are role models in their communities. They provide inspiration and leadership to the young women in our programs.

Transitions Managers & Mentors

Our highly experienced Transitions Team members 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 future.

Our Values

Stars Foundation's core values are **Respect, Honesty, Commitment, and Pride.**

These four 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.

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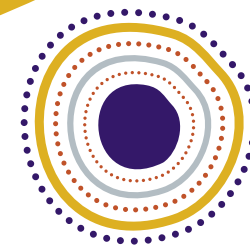
The outcomes that Stars is achieving with the Aboriginal and Torres Strait Islander girls and young women in their programs are just fantastic ... They really are inspiring Indigenous girls to strive hard for a good education so that they can eventually move into a positive and independent future.

THE HON. EVA LAWLER, MEMBER FOR DRYSDALE & NT GOVERNMENT MINISTER

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We have supported Stars since 2017 ... We see the Stars Foundation as the organisation best placed to significantly increase capacity and help bridge the gap in educational opportunities for Indigenous girls.

PACKER FAMILY FOUNDATION



The Stars Plan

The Stars Plan provides the framework for the Stars program model. It is based on extensive experience in the sector, along with 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 & Employment
- ◆ Healthy Lifestyles
- ◆ Wellbeing
- ◆ Community, Culture & Leadership

These four pillars provide the foundation for genuine, culturally appropriate engagement that supports Aboriginal and Torres Strait Islander young women to reach their full potential.

The key to the success of the program are our full-time Mentors, who provide our young women with the intensive 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 that identifies her strengths and interests, develops her goals, and creates an individualised plan to support her to achieve them.

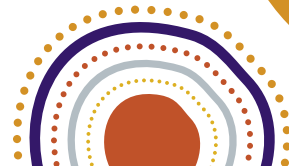
Each week our programs provide engaging activities based on the four pillars. We employ a strengths-based approach, which is designed to build on individual abilities and interests.

COVID-19 required some adaptation to our usual delivery and impacted on our capacity to conduct all of the off-site activities that we usually deliver. Our teams were innovative and adapted quickly to ensure that we were able to offer the best opportunities possible in a COVID-safe way.



**"I love Stars.
It's like a family!"**

**NARISHA, CASUARINA
SENIOR COLLEGE**



Education, Training & Employment

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

Our Stars Mentors and Transitions Managers arrange and coordinate workplace tours, workshops, guest speakers, university visits and many other activities that provide young women with exposure to a wide range of employment and education opportunities. Developing future pathways is an integral component of this pillar of the Stars Plan.

Senior Stars are intensively supported by our dedicated Transitions Mentors, who help them prepare for life after Year 12. Support from our Transitions Team continues after school, which helps Stars graduates to transition successfully into full-time employment or further study.





The future is in our Stars

I've wanted to be a Vet since I was a little kid. I was so lucky that my Stars Transitions Manager was able to get me work experience at a local vet – this was a major factor in me making the decision to pursue it.

I've always loved animals. When I was six, I got to live on a sheep station for a while, which really got me wondering if I could actually become a Vet.

But it wasn't until Stars organised for me to do work experience at a Vet surgery in Townsville that I thought 'Yes! This is definitely what I want to do!'. It really gave me a firsthand insight into what it might be like to be a clinician.

The staff let me handle the animals, and I got to observe surgeries and client interactions. They also showed me how they sanitise and disinfect surfaces and instruments. It was amazing!

With the support of my Stars Mentors and Transitions Manager, I applied to study Veterinary Science at James Cook University, and I was lucky enough to be accepted!

I'm only a few weeks into the course, but I've already learnt so much! But there's much more to learn before I go out into the world as a Vet.

I'm not sure yet what type of work I want to do – I love cows and horses, but I also love the small animals, like puppies and kittens! I will probably go out rural as a livestock Vet, but I'd also love to work with exotic animals in a zoo-type setting. That would be the dream.

ROSSLYN, STARS GRADUATE, TOWNSVILLE



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 nutrition, personal hygiene and self-care, maintaining good health, and exercise and sport.

Stars students enjoy a range of physical activities as part of the program, including yoga, dance, gym, walking, taekwondo, kayaking and swimming, as well as sporting activities, including cricket, netball, AFL, basketball and softball.

All Stars programs focus on the benefits of a nutritious diet and how to shop for and prepare healthy meals. Regular healthy cook-ups take place in the Stars Room, with girls and young women taking an active role in choosing ingredients and preparing meals.

Students in our programs show significant improvements in levels of physical activity and general fitness, as well as an increased awareness about how to maintain good health through exercise and healthy eating.

“

[Our Stars Mentors] are exceptional role models who have offered our girls personal development activities in many different areas, including academic support, personal health and wellbeing, music, drama and dance, art, cooking and nutrition, and exercise and sport. If they are reflective of the work that the Stars Foundation does, then any school would be lucky to be a part of the Stars approach.

**DANIELLE HALL, PRINCIPAL,
DRIVER PRIMARY SCHOOL**





The future is in our Stars

The Stars program has changed my life drastically in the past two years. It's given me a place to cry and laugh, but most importantly it's made school a place to love.

I have made some amazing friendships within Stars, not only with the other girls but also with our two amazing Mentors.

This program and our Mentors have truly made me want to be the best version of myself I can be and live every day to the fullest.

Stars has given me some amazing memories and experiences and I am so grateful to have been a part of it. Stars isn't just a program anymore, we're a family and the bond we all share is absolutely incredible. Without my Stars family, I wouldn't be sitting here a week from finishing Year 12!

These past two years have been the best years of my life ... and I don't know where I'd be if I hadn't met these amazing people.

TALEAH, STARS GRADUATE, MILDURA



Wellbeing

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

Stars 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 they can come at any time to connect with their Mentors and peers.





The future is in our Stars

Throughout my life, my role as a big sister has always been my number one priority. My mum is amazing and does so much for us kids, but as the big sister I know I have to step up and be a good influence on them.

To help mum out, I cooked dinner for the family and helped look after my younger brother, who has a disability. I have to be flexible and be able to multitask, so that I can achieve my goals, but also make sure I am fulfilling my big sister role as best I can.

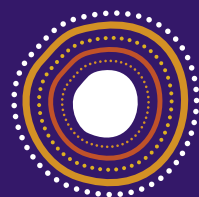
When I was at school, I took it seriously and tried my hardest to study and get the best marks I could. I made sure I took up every opportunity given to me, which has enabled me to be on the right path and working towards my goals now I have finished school.

Since leaving school I have managed to balance still helping out at home, while doing a part-time job, completing an internship, and now studying a Diploma of Higher Education at James Cook University. I am proud of what I have achieved so far and am looking forward to my next steps – which I am still trying to figure out!

Throughout my journey Stars has been an amazing help with all aspects of my life. At school I loved attending the activities and utilizing the room as a safe study space. My Stars Mentors were always there to push me and motivate me, even when things seemed near impossible!

Now I have finished school they continue to support me with anything I need, and I know I will always be part of the Stars family.

TELITA, STARS GRADUATE, TOWNSVILLE



Community, Culture & Leadership

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

Stars students are given the opportunity to be involved in many cultural and community activities, including NAIDOC, Reconciliation Week and Harmony Day celebrations, International Women's Day and Anzac Day events, and community barbeques and other local happenings.

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

Stars students are also provided with 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.

“

Stars is probably half the reason I'm graduating. They pushed me to better myself and to make my family and my Mentors proud - and I hope I have. Stars never once turned me away. They welcomed me with big arms and warm hearts, and I will carry that with me for a lifetime.

**JESSIE, STARS GRADUATE,
NHULUNBUY**



“
In the short time that I have been at Sanderson I have seen the positive impact the Stars program has on our students. I am continually reminded of this when I witness the strong relationships the girls have with our Mentors. It is obvious to me that our Stars girls don't attend school and make positive decisions because they want a reward, they do it because they don't want to let down a Mentor who believes in them ... I truly believe that the Stars program is keeping many of our young women in school.

ROBERT MCINTOSH, PRINCIPAL,
SANDERSON MIDDLE SCHOOL



Concise Financial Report



Director's Report

The Directors of Stars Foundation Limited present this report on the Foundation for the financial year ended 31 December 2020.

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.**

Company Secretary

The company has joint secretaries:
Ms Priscilla Boreham, appointed 2016;
Ms Sharon Hunt, appointed 2020

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.

COVID-19

The Foundation was adaptive to the changing conditions and needs brought about by the COVID-19 pandemic.

We 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 ensured we were well-positioned to deliver remotely when necessary, to support student engagement with school.

Despite the widespread effects of the pandemic, funding continued at expected levels throughout the year.

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

The company has 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, 4 meetings of directors were held. Attendance by each director were as follows:

Director's Meetings		
DIRECTOR	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Ms Donisha Duff (Chair)	4	3
Mr Grant O'Brien	4	4
Mr Martin Ferguson	4	3
Ms Olga Havnen	4	2
Ms Andrea Goddard	4	4
Dr Mark Wenitong	4	3
Mr Graham Goldsmith	4	4

**Commenced leave of absence November 2020*



Audit & Risk Committee Meetings		
DIRECTOR	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Mr Grant O'Brien (Chair)	5	5
Ms Olga Havnen	5	4
Mr Graham Goldsmith	5	5
Mr Partha Nag	5	4

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 on this page and forms part of the Directors' Report.

Signed in accordance with a resolution of the Board of Directors.

Donisha M. Duff

Donisha Duff,
Director (Chair)
26 APRIL 2021



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 M. Duff

Donisha Duff,
Director (Chair)
26 APRIL 2021



Auditor's Independence Declaration

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

Andrew Cronin,
Partner
PricewaterhouseCoopers
26 APRIL 2021



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 2020 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 2020
- 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 significant accounting policies and other explanatory information
- 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 & 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

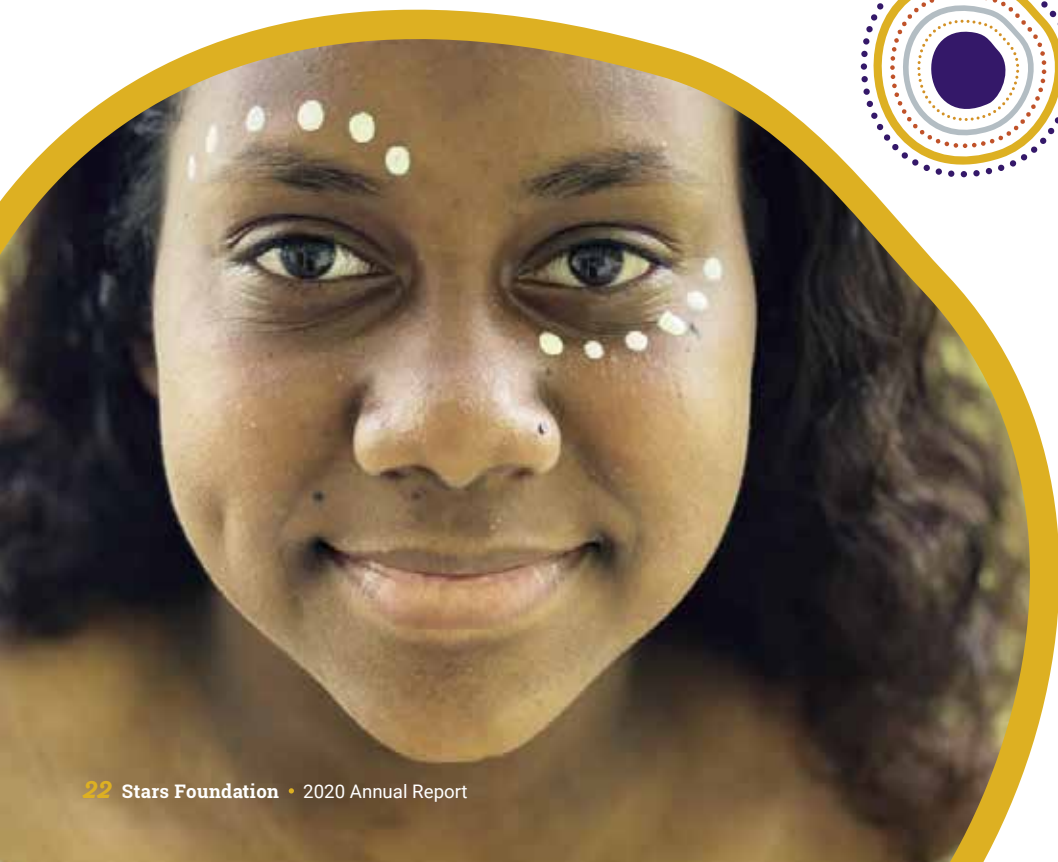
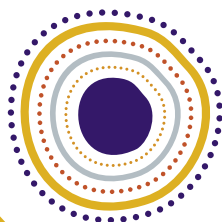
We draw attention to Note 1 in the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission (ACNC) Act 2012*. As a 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 2020, 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: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report. ►



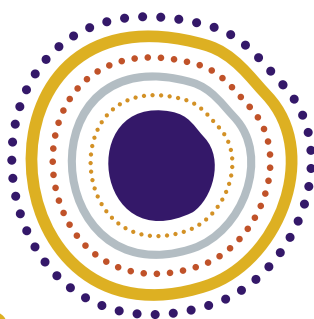
Andrew Cronin,
Partner
PricewaterhouseCoopers
26 APRIL 2021

Statement of Profit and Loss

FOR THE PERIOD ENDED 31 DECEMBER 2020

	Notes	2020 \$	2019 \$
REVENUE	10	7,435,621	6,069,333
Administrative expenses		(80,051)	(61,943)
Employee expenses	11	(4,860,669)	(4,320,506)
Finance expenses		(20,820)	(23,176)
Motor vehicle expenses		(420,485)	(396,460)
Operational expenses		(482,277)	(557,624)
TOTAL EXPENSES		(5,864,302)	(5,359,709)
NET CURRENT YEAR SURPLUS/ (DEFICIT)		1,571,319	709,624

The accompanying notes form part of these financial statements.



Statement of Financial Position

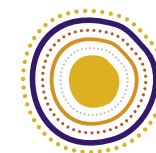
AS AT 31 DECEMBER 2020

	Notes	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	12,366,062	9,043,081
Trade and other receivables	4	32,422	425,970
TOTAL CURRENT ASSETS		12,398,484	9,469,051
Right-of-use assets	5	503,438	513,669
TOTAL NON-CURRENT ASSETS		503,438	513,669
TOTAL ASSETS		12,901,922	9,982,720
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6 & 7	7,625,546	6,352,068
Provision for employee entitlements	8	193,934	96,115
TOTAL CURRENT LIABILITIES		7,819,480	6,448,183
TOTAL NON-CURRENT LIABILITIES			
Lease Liabilities	9	215,358	238,772
TOTAL NON-CURRENT LIABILITIES		215,358	238,772
TOTAL LIABILITIES		8,034,838	6,686,955
NET ASSETS		4,867,084	3,295,765
EQUITY			
Retained Surplus		4,867,084	3,295,765
TOTAL EQUITY		4,867,084	3,295,765

Statement of Changes in Equity

FOR THE PERIOD ENDED 31 DECEMBER 2020

	2020 \$	2019 \$
EQUITY		
Balance at the beginning of the year	3,295,765	2,586,141
Surplus/ (Deficit) for the year	1,571,319	709,624
BALANCE AT THE END OF THE YEAR	4,867,084	3,295,765



Statement of Cash Flows

FOR THE PERIOD ENDED 31 DECEMBER 2020

	Notes	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from donations, bequests		2,175,481	1,957,020
Government grants		7,137,302	9,486,333
COVID Cash Flow Boost		100,000	0
Payments to suppliers and employees		(5,950,270)	(5,415,710)
Net cash flow from operating activities		3,462,513	6,027,643
CASH FLOWS FROM FINANCING ACTIVITIES			
Interest received		186,805	64,189
Principal elements of lease payments		(305,517)	(276,798)
Interest paid on leases		(20,820)	(23,176)
Net cash flow from financing activities		(139,532)	(235,785)
Net movement in cash and cash equivalents	3	3,322,981	5,791,858
Cash on hand at the beginning of the period		9,043,081	3,251,223
CASH AT THE END OF THE PERIOD	2	12,366,062	9,043,081

The accompanying notes form part of these financial statements.

► Notes to the Financial Statements FOR THE PERIOD ENDED 31 DECEMBER 2020

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 26 April 2021 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

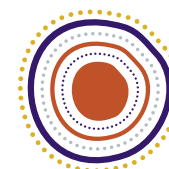
The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within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



	2020 \$	2019 \$
Note 2: Cash and Cash Equivalents		
Cash at bank – unrestricted	1,366,062	1,043,081
Term deposits - unrestricted	4,500,000	7,000,000
Term deposits - restricted	6,500,000	1,000,000
Total cash and cash equivalents	12,366,062	9,043,081
Note 3: Reconciliation of net result to net cash flow from operating activities		
Operating Result	1,571,319	709,624
Depreciation – ROU Assets	303,672	279,357
Interest Received	(186,805)	(64,189)
Interest Paid	20,820	23,176
Decrease in trade and other receivables	393,548	(334,064)
Increase in trade and other payables	1,262,140	5,410,083
Increase in Provisions	97,819	3,656
Net cash inflow from operating activities	3,462,513	6,027,643
Note 4: Trade and other receivables		
Trade Debtors	10,963	406,875
Deposits/Bonds paid	1,700	1,700
Prepayments	19,759	17,395
Total Trade and other receivables	32,422	425,970



Notes to the Financial Statements

FOR THE PERIOD ENDED 31 DECEMBER 2020

	2020 \$	2019 \$
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Note 5: Property, plant and equipment

Right-of-use assets - Vehicles	965,534	709,736
Accumulated Depreciation – ROU assets	(462,096)	(196,067)
Total Property, plant and equipment	503,438	513,669

Note 6: Trade and other payables

Payables and accrued expenditure	172,674	150,808
Income in advance (see Note 7)	7,096,302	5,865,000
Lease liabilities	288,793	277,456
Employee liabilities	67,777	58,804
Total Trade and other payables	7,625,546	6,352,068

Note 7: Income in advance

Income in advance relates to unspent expansion funding received from both Government and non-Government sources. This funding has been received in advance of the Foundation providing services and will be used in future years to increase the number of First Nations girls the Foundation supports.

Government Funding	6,526,302	5,865,000
Other Funding	570,000	0
Total Income in advance	7,096,302	5,865,000

Note 8: Provisions

Annual Leave provision	91,259	96,115
Long Service Leave provision	102,675	0
Total Provisions	193,934	96,115

	2020 \$	2019 \$
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Note 9: Lease Liabilities

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

Payable between 1 and 2 years	140,383	193,790
Payable later than 2 years	74,975	44,982
Total Commitments – Operating Leases	215,358	238,772

Note 10: Revenue

Donations and bequests	2,147,116	1,930,475
Federal Government Funding	2,656,198	1,870,000
NT Government Funding	1,656,638	1,417,575
QLD Government Funding	600,000	600,000
VIC Government Funding	155,000	125,000
COVID Cash Flow Boost	100,000	0
Interest received	120,669	125,989
Miscellaneous Income	0	294
Total Revenue	7,435,621	6,069,333

Note 11: Employee Expenses

Salaries and wages and other benefits	4,398,163	3,900,520
Superannuation	407,063	370,470
Workcover	55,443	49,516
Total Employee Expenses	4,860,669	4,320,506

► Note 12: Subsequent Events Expansion Funding

In January 2021 the Foundation was awarded a new Federal Government contract to expand its First Nations girls' program across the Northern Territory, Western Australia, Victoria and South Australia.

The \$10m three-year contract was awarded from a competitive tender process and saw Stars immediately expand to manage an additional 20 programs in WA and NT from the beginning of the 2021 school year.

Additional funding commitments to support the growth have been received from the Northern Territory and Western Australia Governments.

Further program growth will occur in new locations throughout VIC and SA during 2021.

Note 13: Entity Details

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



“

I really don't think I would have graduated without Stars. If I missed a day of school, the Stars team would be at my house checking up on me and either getting me to school or making sure I'd be there the next day. 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



Stars Foundation

📍 178 Centre Road, Bentleigh, VIC 3204

📘 StarsAustralia

📷 starsfoundationaustralia

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