

*Stars*  
Foundation

ANNUAL  
REPORT  
2021











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# 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.**

**S**ince being established in 2015, Stars has provided evidence-based, intensive, in-school support to First Nations girls and young women, with consistently outstanding outcomes among participants.

In 2021, Stars more than doubled in size after winning a significant Federal Government contract following a national competitive tender process. Stars is now working in 37 schools in the Northern Territory, Western Australia, Queensland and Victoria. Our program is now supporting 2270 First Nations girls and young women to identify their goals and reach their full potential.

Despite the upheaval and disruption of COVID-19 continuing into 2021, Stars achieved a 97 per cent Year 12 completion rate among the senior students in our programs – a remarkable outcome for these young women. As of December 2021, 87 per cent of our 2020 graduates had successfully transitioned into work or further study.

**97%**  
OF OUR SENIOR  
STARS COMPLETED  
YEAR 12  
IN 2021





# What we do & why we do it

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

**A**ccording 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.

Stars provides a holistic program that supports First Nations girls and young women to attend and remain engaged at school, complete Year 12, and transition successfully into work, training or further study.

The Stars program is based on strong, trusting relationships. The Stars Room at our partner schools provides a culturally safe environment, where the girls and young women in our program feel understood, nurtured, and inspired.

Our full-time Mentors provide students with a diverse range of activities and experiences, which support them to develop the self-esteem, confidence and life skills they need to participate successfully in school and move into a positive and independent future.

## School Attendance

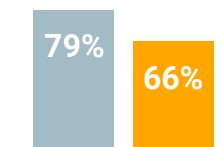
In 2021, Stars students in established programs once again **achieved a school attendance rate significantly higher** than Indigenous students not taking part in the program.

**Across our partner schools, our young women achieved an average attendance rate of 79 per cent, as compared to an average Indigenous attendance rate of just 66 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.

## Stars Average Attendance Rates 2021 ▶

■ Stars average  
■ All Indigenous average



## Year 12 Completion

In 2021, despite the many upheavals caused by COVID-19, **97 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 66 per cent at the 2016 Census. 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*).

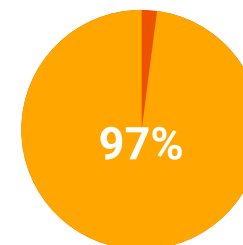
## Transitions to Work or Study

As at December 2021, **87 per cent of our 2020 Stars Graduates** had transitioned successfully and remained in full-time employment, training or tertiary education. As always, we are continuing to support the remaining young women in their search for work or study opportunities.

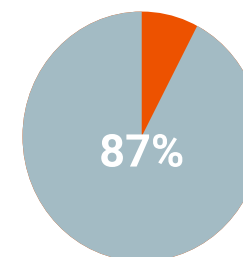
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The Stars team make a genuine difference in the lives of our students each and every day. They are trusted and confided in by many of our most vulnerable students.

YEAR 8 WELLBEING TEACHER, NT



▶ **Year 12 completion rate of 97% in 2021**



▶ **87% Successful Transitions to Work or Study as at December 2021**

# Where we do it

During 2021, Stars delivered full-time intensive mentoring support programs in 37 schools in the Northern Territory, Queensland, Victoria and Western Australia.



## Northern Territory

- 1 **Alice Springs**  
Centralian Middle School  
88 students; 4 Mentors  
Centralian Senior School  
68 students; 3 Mentors
- 2 **Darwin**  
Casuarina Senior College  
82 students; 4 Mentors  
Dripstone Middle School  
52 students; 2 Mentors  
Driver Primary School  
36 students; 2 Mentors  
Haileybury Rendall School  
48 students; 2 Mentors  
Nightcliff Middle School  
33 students; 2 Mentors  
Moulden Park Primary School  
40 students; 2 Mentors  
Sanderson Middle School  
58 students; 3 Mentors

- 3 **Humpty Doo**  
Taminmin College  
100 students; 4 Mentors

- 4 **Jabiru**  
Jabiru Area School  
20 students; 2 Mentors

- 5 **Katherine**  
Katherine High School  
110 students; 5 Mentors

- 6 **Nhulunbuy**  
Nhulunbuy High School  
30 students; 2 Mentors

- 7 **Palmerston**  
Palmerston College (7-9)  
90 students; 4 Mentors  
Palmerston College (10-12)  
63 students; 3 Mentors

- 8 **Tennant Creek**  
Tennant Creek High School  
40 students; 2 Mentors  
Tennant Creek Primary School  
38 students; 2 Mentors

- 9 **Yirrkala**  
Yirrkala Bilingual School  
34 students; 2 Mentors

## Queensland

- 10 **Townsville**  
Heatley Secondary College  
106 students; 4 Mentors  
Pimlico State High School  
55 students; 2 Mentors  
Thuringowa State High School  
110 students; 4 Mentors

## Victoria

- 11 **Mildura**  
Chaffey Secondary College  
40 students; 2 Mentors  
Mildura Senior College  
26 students; 2 Mentors

## Western Australia

- 12 **Broome**  
Broome Senior High School  
140 students; 5 Mentors

- 13 **Bunbury**  
Newton Moore Senior High School  
60 students; 3 Mentors

- 14 **Esperance**  
Esperance Senior High School  
44 students; 2 Mentors

- 15 **Geraldton**  
Geraldton Senior High School  
112 students; 4 Mentors

- 16 **Kalgoorlie**  
Kalgoorlie Boulder Community High School  
70 students; 3 Mentors  
Eastern Goldfields College  
22 students; 2 Mentors

- 17 **Karratha**  
Karratha Senior High School  
162 students; 6 Mentors

- 18 **Mandurah**  
Coodanup College  
84 students; 4 Mentors

- 19 **Newman**  
Newman Senior High School  
36 students; 2 Mentors

- 20 **Perth**  
Balga Senior High School  
42 students; 2 Mentors  
Butler College  
30 students; 2 Mentors  
Cecil Andrews College  
68 students; 3 Mentors  
Girrawheen Senior High School  
38 students; 2 Mentors

- 21 **Roebourne**  
Roebourne District High School  
24 students; 2 Mentors

# Chairs' Report



**F**or Stars, 2021 was a year of challenge, significant expansion, and outstanding achievements by the First Nations young women involved in our programs. COVID-19 continued to be a major feature in lives and organisations across the globe, and Stars was no different. We had to deal with school closures and vaccination mandates, as well as ensuring that the health and wellbeing of our Stars was protected.

Our Mentors and management team adapted to the constantly changing environment with commitment and agility, never wavering from their dedication to providing the best possible support to the girls and finding innovative ways to ensure that the school year was successfully completed.

At the same time, 2021 was Stars' biggest year of growth since its inception in 2015, with 20 new programs opening across Western Australia and the Northern Territory, bringing the total number of programs to 37. This growth more than doubled the number of First Nations girls we support, moving from 910 in 2020 to 2450 at the end of 2021, and our operational team members growing from 65 to 125.

Despite these significant challenges, Stars continued to achieve outstanding outcomes. Stars students achieved an average school attendance of 82 per cent, significantly higher than Indigenous students not taking part in the program. Significantly, 97 per cent of our senior Stars completed Year 12 in 2021. This is a terrific outcome, given that the national Year 12 completion rate for Indigenous students is just 65 per cent.

Organisations that continue to succeed, despite the challenges of COVID-19, display strong leadership and agility. Our CEO

and Founder, Andrea Goddard, has demonstrated these qualities in spades. Despite being prevented from visiting most of our programs due to lockdowns and border closures, Andrea was able to maintain a motivated and engaged team focused on supporting the girls and young women in our programs. Our staff worked hard and with determination to ensure that Stars remained a beacon of stability, safety and support for our students in an uncertain environment. The Board would like to convey its sincere appreciation to Andrea and the team for their outstanding commitment and results.

An organisation like Stars cannot exist without funding and Stars is fortunate to have some key and committed supporters. First and foremost is the Federal Government, whose support of our work has been a significant factor in our continued growth. Likewise, State and Territory governments across the country have enthusiastically matched our Federal funding, which is an essential part of our model.

Stars is also blessed to have a growing number of enthusiastic corporate and philanthropic partners, who have joined a wonderful cohort of long-term supporters of Stars. These wonderful partners not only provide funding, but also find additional ways to engage and encourage our students.

On behalf of the Board and the Stars family, we would like to take the opportunity to sincerely thank our retiring Director, Dr Mark Wenitong, who brought energy and real time 'on the ground' experience to the Board room and our discussions, while also being directly involved in the COVID-19 response in Indigenous communities. We have been very fortunate to recruit Dr Dan McAullay as a new Director. Dr McAullay

hails from Western Australia, which is important and opportune given our growth into that State for the first time at the beginning of 2021.

During the year our Chair, Donisha Duff, took a leave of absence to pursue an opportunity to contest a Queensland electorate at the Federal election.

We are looking forward to another wonderful year in 2022, confident that our model will continue to achieve outstanding results, and we stand ready to make the Stars program available to even more schools and communities around the country.

**Donisha Duff,**  
*Chair*

**Grant O'Brien,**  
*Acting Chair*



**We are so privileged to have the Stars program in our school. Stars staff work above and beyond, ensuring that students make it to school and encouraging them to engage in meaningful academic, community, wellbeing and cultural learning**

**ASSISTANT PRINCIPAL, NT**

# 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**  
*Director & Chair*  
(Jan-May)

Donisha has over 20 years' experience in Aboriginal and Torres Strait Islander affairs, particularly health. She is currently Chief Operations Officer at the Institute for Urban Indigenous Health (IUIH), a board member of the Metro South Hospital and Health Service, and an Adjunct Associate Professor at Edith Cowan University. Donisha holds an MBA and BA (Hons).



**Grant O'Brien**  
*Acting Chair*  
(May-Dec)

Grant spent more than 25 years with Woolworths and was appointed Managing Director and Chief Executive Officer in 2011 before retiring in 2016. A member of the Australian Institute of Company Directors since 2011, Grant is currently a Director of Lauderdale Trust, Chair of the Port Arthur Historic Sites Management Authority, Chair of the Australian Sports Foundation, and Chair of Tourism Tasmania.



**Olga Havnen**  
*Director*

Olga is of Western Arrernte descent. She grew up in Tennant Creek and was CEO of Danila Dilba Health Service from 2013 to 2021. Olga has also sat on many Boards, including the Indigenous Land Corporation, Voyages Indigenous Tourism Australia, NT Primary Health Care, AMSANT and NACCHO. She is currently a Director and patron of the Justice Reinvestment Initiative and Board member of the National Indigenous Sports Foundation.



**Martin Ferguson**  
*Director*

Martin was the Federal Member for Batman from 1996 until 2013. He was a senior Minister in the Rudd and Gillard governments. Martin is Chairman of APPEA, Strategic Director of Seven Group Holdings Energy, and Chair of Tourism Accommodation Australia. He is a Director of Gamma Institute for Foundational Learning and Byogy Australia Pty Ltd. He also chairs the Clare Valley Wine and Grape Association and is a consultant to the Minerals Council of Australia. He holds a Bachelor of Economics (Hons).





**Dr Mark Wenitong**  
*Director*  
*(Jan-May)*

Mark is from the Kabi Kabi tribal group of south Queensland. He is currently the Public Health Medical Advisor at Apunipima Cape York Health Council. He is a past president and founder of the Australian Indigenous Doctors Association and past 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.



**Dr Dan McAullay**  
*Director*  
*(from Oct)*

Dr Dan is a member of the Noongar community of Western Australia. He has worked in several senior positions in Aboriginal health research, policy and practice, and is currently working in the tertiary sector. Dr Dan is currently a Director on the Boards of the Child and Adolescent Health Service, the Derbarl Yerrigan Health Service, and the Western Australian Health Translation Network. He is also a Trustee of the Western Australian Museum.



**Graham Goldsmith AO**  
*Director*

Graham was Vice Chairman and a Managing Director at Goldman Sachs Australia, retiring in 2012. Graham is Chair of SEEK Ltd and Deputy Chair of Djerriwarrh Investments Ltd, both ASX-listed companies. He is also Chair of Armitage Associates Pty Ltd, Chair of Goldsmith Family Foundation, and Deputy Chair of Gandel Foundation. 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.



# CEO's *Report*

**R**eflecting on 2021, my overwhelming feeling is one of immense pride in our teams. Superlatives abound to describe the challenges of the year, and the confluence of the COVID-19 pandemic and our significant growth made for a uniquely difficult year. Despite this, a review of the year is overwhelmingly focused on positive achievements, of which there were many, as this report shows.

Stars is the sum of our people. In 2021, our people shone brighter than ever before. As a relationships-based program, integrity, trust and respect are fundamental to everything we do. At a program level, we adapted our support where required, to ensure that students and graduates could still succeed amid the many challenges of COVID-19, restrictions and school closures.

By maintaining clarity around our purpose and keeping the girls in our programs front and centre, we ensured that our significant growth, achieved amidst the complexities of the pandemic, did not impact on our quality of programming.

With strong, committed teams in every partner school, and a team of passionate professionals supporting them, we were able to continue to deliver the highest

quality engagement support to First Nations girls across the country and always celebrate their success. The outcome that best highlights this is that 97 per cent of our Year 12 students completed the year. Our heartfelt congratulations to each and every one of these incredible young women. We now have around 500 Stars Alumni, and this number will continue to grow each year.

With scale comes strength. A critical mass of educated, empowered First Nations women will change communities and our country for the better. Our ability to attract new partners is also strengthened as we grow. A wider ecosystem of support gives Stars students greater confidence that the Australian community cares about them and their futures, and our expansion widens their networks and opportunities.

In this report, you'll read more about the activities and achievements of Stars students and graduates throughout 2021. Thank you for being part of their success and contributing to greater equality in our society. Together we made a difference, in very challenging circumstances, and I have no doubt we'll do that again in 2022 and beyond. We have come a long way in seven years and are excited to see where our graduates

will be another seven years from now.

Thank you to everyone who is contributing to this positive change.

Lastly, my sincere appreciation to Dr Mark Wenitong who retired from the board last year and was an integral supporter of the establishment of Stars. His guidance and input have always been greatly valued. Our Board is passionately committed to our purpose and to providing strong governance and I am grateful to them for their dedication and tireless support.

Stay well everyone.

**Andrea Goddard**  
**Founder & CEO**





# Our Staff

**S**tars Foundation is a dynamic and highly professional organisation. The outcomes we have achieved since establishment in 2015 have cemented our strong reputation and this allows us to attract and retain the best possible people.

Stars has 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.

We promote a culture of continuous learning and personal development among our staff, which builds capacity, provides career pathways, and fosters trust and cohesion.

We are proud to say that 63 per cent of our staff are Indigenous and 92 per cent work in program roles that directly support our young women.

Stars puts significant effort into supporting and retaining staff, which can be very challenging in the community development sector, especially in many of the remote locations in which we operate. Staff movement is typically related to family or personal relocation.

## Management Team

Andrea Goddard, *Founder and CEO*  
 Sharon Hunt, *Chief Financial Officer*  
 Michael McLean, *Development Manager*  
 Desiree Delcours, *Data & Reporting Manager*  
 Sue Douglas, *Regional Manager QLD*  
 Mark McLean, *Regional Manager NT*  
 Iggy Vallejo, *Regional Manager NT*  
 Simon Nimmo, *Regional Manager WA*  
 Danika Eades, *Regional Manager WA*  
 Jo McMillan, *Communications Manager*  
 Eve Ollington, *Partnerships Manager*

## Program Coordinators and Mentors

We select our program staff with particular care, based on their integrity, values and commitment. Our Program Coordinators and Mentors are role models in their communities. They provide inspiration and leadership to the young women in our programs.

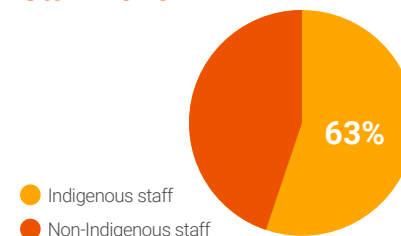


## Transitions Managers and Mentors

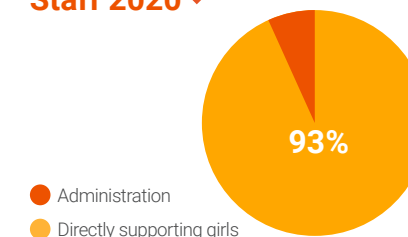
Our highly experienced Transitions Team members support our young women to explore opportunities that they may wish to take up after school and provide practical assistance with the transition into a positive future.



## Percentage of Indigenous Staff 2020 ▾



## Percentage of Program-facing Staff 2020 ▾



# Our *Values*

Stars Foundation has four core values – Respect, Honesty, Commitment, Pride – which inform our program model and underpin everything we do.

Importantly, the four Stars Values also provide guidance to the girls and young women in our programs as they navigate their way through the challenges of school and transition successfully into work or further study.

“Our Stars Mentors have picked us up when we’ve struggled, inspired us beyond measure, and embedded respect, honesty, commitment and pride in each of us, which we will carry with us for the rest of our lives.

STARS GRADUATE  
2021, NT



## 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.



## 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.



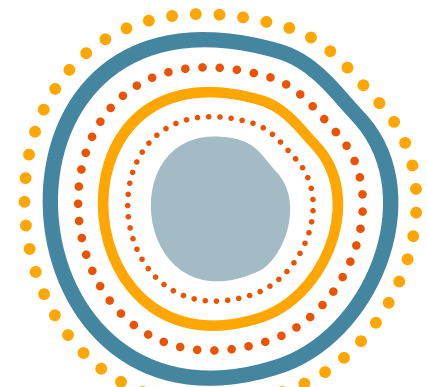
## Commitment

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



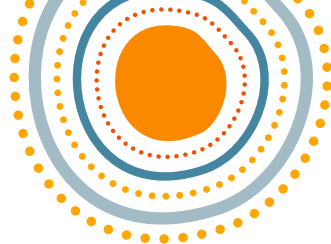
## Pride

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.





# The Stars Plan



The Stars Plan provides the framework for our program model. The plan was developed from 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.

**T**he 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 First Nations girls and 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. Stars uses a strengths-based approach designed to build on individual abilities and interests. The pandemic has required some adaptation to our program delivery and has impacted on our ability to offer all of the off-site activities that we usually deliver. We're proud of our teams, who have been innovative and adaptable, so that we have been able to offer the best opportunities possible in a COVID-safe way.



“Stars has helped me learn how to bounce back from some massive setbacks I've had to overcome within the past couple of years. I feel like I've become a better version of myself because of the things I've been shown and guided through by my Stars Mentors.

STARS GRADUATE 2021, VIC

# 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 Mentors and Transitions Managers arrange 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.

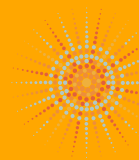
Senior Stars are intensively supported by our dedicated Transitions Mentors, who help them prepare for life after Year 12. Importantly, support from our Transitions Team continues after graduates leave school, which helps them to transition successfully into employment or further study.

“Stars helped me organise everything that I will need for leaving school. I know that if I need any support once I have left, the Stars Mentors will be there to help me, whether I need to complete an application for a job or just need someone to talk to if I'm stressing.

STARS GRADUATE 2021, WA







## Shining Star

I dedicate all of what I know now and what I'm achieving to Stars. They did so many activities to help us think about the future and how to make sure we had the best possible options. I definitely wouldn't have graduated if I didn't have Stars to support me. They came to my school when I was in Year 11, and I was already having doubts about doing Year 12.

But Stars were so caring and supportive. My Mentors talked to me a lot about my future and helped me understand that if I had Year 12, I'd have much better options. I had some things going on outside of school that made it hard for me. My Mum passed away when I was 12 years old, and Dad had to bring up us four girls. He did an amazing job, but we had financial problems and there wasn't really anyone to help me with schoolwork or anything.

Stars worked so hard to support me and it was really because of them that I understood how important

it was that I finished high school. In the year after I completed Year 12, I had a baby girl, so I didn't go straight into work or training. Stars were still there for me, though, and when my daughter was 8 months old, the Stars Transitions Manager helped me get into a Certificate III in Hospitality and helped me with transport to the course.

After I finished, she helped me get a job in hospitality, and when I left that job, she supported me to get another one at our local Radio Station, which I still have. I'm also currently doing a Certificate III in Business and working at a Domestic Violence Resource Centre as a Receptionist and Assistant. I want to train to be an Accountant.

It's hard juggling everything - working, studying and being a mum - but I'm proud that I'm able to support myself and my daughter. I can't thank Stars enough for everything they've done for me!

**TAI TAI, STARS GRADUATE**



# Healthy *Lifestyles*

The Healthy Lifestyles pillar of the Stars Plan focuses on supporting First Nations 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 sport and fitness.

**S**tars 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 importance of a nutritious diet and support students 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 food.

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.







## *Shining Star*

Stars had a huge impact on me and my education. They would take time out of their day to help me and talk to me and support me with everything.

I didn't really start going to school until around Year 5. When I started High School in Darwin, I was way behind with my numeracy and literacy, so I was put in an alternative learning program.

My mum had issues with addictions, so I was put into the care of my Nan pretty early on in my life. In Year 10, Nan moved to Townsville, and because my mum couldn't care for me, I had to move as well. At my new school in Townsville, I was put into a mainstream program, which was really hard, and I was scared and worried.

But then I met one of the Stars Mentors who talked to me and helped me calm down and feel better, so I started going to the Stars Room every day. They supported me with everything. When I felt like dropping out, my Mentors told me that I could do it and convinced me to keep going to school.

Somehow, I completed my Queensland Certificate of Education and I'm really proud of that!

I'm interested in a career in land management. When I finished Year 12, Stars supported me to get a job with a business that works in that area, and I love my job.

Through my work, I've completed a Certificate III in Rural Operations and once I get my P-Plates, I'm going to be made a Team Leader.

JESS, STARS GRADUATE



“  
The support that Stars offer has made this year much easier. I really enjoy the activities we do at lunch. We have nice cook ups and never go hungry. With all the family stuff in my life, if I didn't have Stars I would not come to school.

YEAR 8 STARS STUDENT, NT

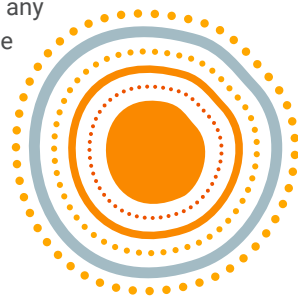
# Wellbeing

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.

**W**ellbeing 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 connecting with students and identifying 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 young women know they can come at any time to connect with their Mentors and peers and be offered understanding and meaningful support.



I just wanted to quickly say a big thank you and God bless on behalf of my family for the work, love and support you give to our girls, my daughter [mother of girls] and her partner. It has been a little rocky and it's a beautiful thought to ponder that our kids have an amazing support system such as yourselves to keep them encouraged, which in turn keeps my daughter and husband light in heart. Thank you Stars.

GRANDPARENT, QLD



“

Last year my attendance was pretty bad. I used to wag a lot and avoid classes. But this year, since signing up with Stars, I have improved with everything. My attendance is now at 94.76% for the year. Stars help me when I'm having a tough time ... they're always there when I need support.

STARS STUDENT, NT



“

Thank you to my Mentor for being there for me when I'm going through so much, you're like a second mother I never had! So, thank you very, very much!

STARS STUDENT, QLD



# 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 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.



“We are so privileged to have the Stars program in our school. Stars staff work above and beyond, ensuring that students make it to school and encouraging them to engage in meaningful academic, community, wellbeing and cultural learning.

ASSISTANT PRINCIPAL, NT





# *Shining Star*

I speak on behalf of all my Stars sisters when I say we wouldn't be where we are today without the Stars Foundation. Stars were a very big part of the emotional, physical, spiritual, and mental transformation of us girls.

I joined Stars when it was first introduced to Mildura Senior College when I was in Year 11. We were so strongly supported from the very start - they guided us throughout the first term as we got used to the demands of senior school.

They also organised dinners and lunches, which allowed us to strengthen friendships amongst the girls. We developed an incredible bond, not only with one another but also with the Stars Team, which removed the stress of going into a new environment not knowing anyone.

COVID-19 was a huge challenge for us in Victoria, but we were strongly supported by the Stars

Team, who stayed in touch with us all the time and delivered care packs and schoolwork to our homes. The weekly online meetings they arranged created an environment for us to reconnect with each other and develop resilience, which we'll carry with us for the rest of our lives.

The dedication that Stars showed us was outstanding. I'm beyond grateful that we were given this support, which resulted in the largest ever number of Aboriginal girls graduating at Mildura Senior College in the year I completed school.

I'm now studying social work at university. After I graduate, I hope I will be able to use the inspiration given to me by Stars to give back to my community and support as many individuals as possible.

**STARS GRADUATE, VIC**



# 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 2021.**

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** (Commenced leave of absence July 2021), **Mr Grant O'Brien**, **Mr Martin Ferguson**, **Ms Olga Havnen**, **Ms Andrea Goddard**, **Dr Mark Wenitong** (Resigned 20 May 2021), **Mr Graham Goldsmith AO**, **Mr Daniel McAullay** (Appointed October 2021).

## 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 provide holistic, in-school, full-time mentoring programs for First Nations girls and young women, to support them to attend and remain engaged at school, complete Year 12 and transition to employment or further study.

## 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, and despite the widespread effects of the pandemic, funding continued at expected levels throughout the year.

## Expansion

At the commencement of the 2021 school year, the Foundation more than doubled in size after being 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 Western Australia and the Northern Territory from the beginning of the 2021 school year.

Additional funding commitments to support these new programs was also received from the Northern Territory and Western Australia Governments.

Due to the logistics of commencing 20 new programs throughout Western Australia and the Northern Territory, combined with the ongoing impacts of COVID-19, the anticipated program growth in new locations throughout Victoria and South Australia did not occur during 2021.

## 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, four meetings of Directors were held. Attendance by each Director were as follows:

Director's Meetings		
DIRECTOR	ELIGIBLE	NUMBER ATTENDED
Ms Donisha Duff (Chair Jan-May)	4	2
Mr Grant O'Brien (Chair May-Dec)	4	4
Mr Martin Ferguson	4	4
Ms Olga Havnen	4	1
Ms Andrea Goddard	4	4
Dr Mark Wenitong	1	0
Mr Graham Goldsmith AO	4	4
Dr Daniel McAullay	1	1

## Audit & Risk Committee Meetings

MEMBER	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Mr Grant O'Brien (Chair Jan-May)	5	5
Mr Graham Goldsmith AO (Chair May-Dec)	5	5
Ms Olga Havnen	5	2
Mr Partha Nag	5	4
Cilla Boreham	1	1

## Auditors Independence Declaration

A copy of the Auditor's Independence Declaration as required under s.60-40 of the Australian Charities and Not-for-profits Commission Act 2012 is included at page 12 of 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)  
28 APRIL 2022

## 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)  
28 APRIL 2022

## Auditor's Independence Declaration

As lead auditor for the audit of Stars Foundation Limited for the year ended 31 December 2021, 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.

MELBOURNE,  
28 APRIL 2022



**Andrew Cronin,**  
Partner  
PricewaterhouseCoopers



## Independent Auditor's Report

To the members of Stars Foundation Limited.

### OUR OPINION

In our opinion:

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

- giving a true and fair view of the Company's financial position as at 31 December 2021 and of its financial performance for the year then ended
- 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 2021
- the statement of profit or loss for the year then ended

- the statement of changes in equity for the year then ended
- the statement of cash flows for the year then ended
- the notes to the financial statements, which include 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 Annual Financial Report for the year ended 31 December 2021, 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](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.

PricewaterhouseCoopers

Andrew Cronin,

Partner

PricewaterhouseCoopers

28 APRIL 2022

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Riverside Quay, SOUTHBANK VIC 3006, GPO  
Box 1331, MELBOURNE VIC 3001  
T: 61 3 8603 1000, F: 61 3 8603 1999

*Liability limited by a scheme approved under Professional Standards Legislation.*



## Statement of Profit or Loss

FOR THE PERIOD ENDED 31 DECEMBER 2021

	Notes	2021 \$	2020 \$
<b>REVENUE</b>	10	<b>16,213,187</b>	<b>7,435,621</b>
Administrative expenses		(132,267)	(80,051)
Employee expenses	11	(9,406,027)	(4,860,669)
Finance expenses		(34,760)	(20,820)
Motor vehicle expenses		(971,937)	(420,485)
Operational expenses		(1,271,456)	(482,277)
<b>TOTAL EXPENSES</b>		<b>(11,816,447)</b>	<b>(5,864,302)</b>
<b>NET CURRENT YEAR SURPLUS (DEFICIT)</b>		<b>4,396,740</b>	<b>1,571,319</b>

The accompanying notes form part of these financial statements.

## Statement of Financial Position

AS AT 31 DECEMBER 2021

	Notes	2021 \$	2020 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	20,560,732	12,366,062
Trade and other receivables	4	304,668	32,422
<b>TOTAL CURRENT ASSETS</b>		<b>20,865,400</b>	<b>12,398,484</b>
<b>NON-CURRENT ASSETS</b>			
Right-of-use assets	5	1,368,341	503,438
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,368,341</b>	<b>503,438</b>
<b>TOTAL ASSETS</b>		<b>22,233,741</b>	<b>12,901,922</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6 & 7	11,944,703	7,625,546
Provision for employee entitlements	8	324,911	193,934
<b>TOTAL CURRENT LIABILITIES</b>		<b>12,269,614</b>	<b>7,819,480</b>
<b>NON-CURRENT LIABILITIES</b>			
Lease Liabilities	9	700,303	215,358
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>700,303</b>	<b>215,358</b>
<b>TOTAL LIABILITIES</b>		<b>12,969,917</b>	<b>8,034,838</b>
<b>NET ASSETS</b>		<b>9,263,824</b>	<b>4,867,084</b>
<b>EQUITY</b>			
Current Year Earnings		4,396,740	1,571,320
Retained Surplus		4,867,084	3,295,764
<b>TOTAL EQUITY</b>		<b>9,263,824</b>	<b>4,867,084</b>

## Statement of Changes in Equity

FOR THE PERIOD ENDED 31 DECEMBER 2021

	2021 \$	2020 \$
<b>EQUITY</b>		
Balance at the beginning of the year	4,867,084	3,295,765
Surplus/(Deficit) for the year	4,396,740	1,571,319
<b>BALANCE AT THE END OF THE YEAR</b>	<b>9,263,824</b>	<b>4,867,084</b>



# Statement of Cash Flows

FOR THE PERIOD ENDED 31 DECEMBER 2021

	Notes	2021 \$	2020 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Government Grants		16,984,853	7,137,302
Receipts from donations, bequests		4,201,254	2,175,481
COVID Cash Flow Boost		0	100,000
Payments to suppliers and employees		(12,341,485)	(5,950,270)
<b>Net cash flow from operating activities</b>		<b>8,844,622</b>	<b>3,462,513</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest received		55,801	186,805
Principal elements of lease payments		(670,993)	(305,517)
Interest paid on leases		(34,760)	(20,820)
<b>Net cash flow from financing activities</b>		<b>(649,952)</b>	<b>(139,532)</b>
<b>Net movement in cash and cash equivalents</b>	3	<b>8,194,670</b>	<b>3,322,981</b>
Cash on hand at the beginning of the period		12,366,062	9,043,081
<b>CASH AT THE END OF THE PERIOD</b>	2	<b>20,560,732</b>	<b>12,366,062</b>

The accompanying notes form part of these financial statements.

## ► Notes to the Financial Statements FOR THE PERIOD ENDED 31 DECEMBER 2021

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 24 April 2022 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. ►



	2021 \$	2020 \$
<b>Note 2: Cash and Cash Equivalents</b>		
Cash at bank – unrestricted	2,560,732	1,366,062
Term deposits - unrestricted	8,500,000	4,500,000
Term deposits - restricted	9,500,000	6,500,000
<b>Total cash and cash equivalents</b>	<b>20,560,732</b>	<b>12,366,062</b>
<b>Note 3: Reconciliation of net result to net cash flow from operating activities</b>		
Operating Result	4,396,740	1,571,319
Depreciation – ROU Assets	628,301	303,672
Interest Received	(55,801)	(186,805)
Interest Paid	34,760	20,820
Decrease in trade and other receivables	(272,247)	393,548
Increase in trade and other payables	3,981,891	1,262,140
Increase in Provisions	130,978	97,819
<b>Net cash inflow from operating activities</b>	<b>8,844,622</b>	<b>3,462,513</b>
<b>Note 4: Trade and other receivables</b>		
Trade Debtors	266,386	10,963
Deposits/Bonds paid	4,300	1,700
Prepayments	33,982	19,759
<b>Total Trade and other receivables</b>	<b>304,668</b>	<b>32,422</b>

# Notes to the Financial Statements

FOR THE PERIOD ENDED 31 DECEMBER 2021

	2021 \$	2020 \$
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## Note 5: Property, plant and equipment

Right-of-use assets - Vehicles	2,079,085	965,534
Accumulated Depreciation – ROU assets	(710,744)	(462,096)
<b>Total Property, plant and equipment</b>	<b>1,368,341</b>	<b>503,438</b>

## Note 6: Trade and other payables

Payables and accrued expenditure	536,198	172,674
Income in advance (see Note 7)	10,636,993	7,096,302
Lease liabilities	648,304	288,793
Employee liabilities	123,208	67,777
<b>Total Trade and other payables</b>	<b>11,944,703</b>	<b>7,625,546</b>

## 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. COVID has had an impact on expansion.

Government Funding	9,736,993	6,526,302
Other Funding	900,000	570,000
<b>Total Income in advance</b>	<b>10,636,993</b>	<b>7,096,302</b>

## Note 8: Provisions

Annual Leave provision	155,208	91,259
Long Service Leave provision	169,703	102,675
<b>Total Provisions</b>	<b>324,911</b>	<b>193,934</b>

	2021 \$	2020 \$
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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	524,270	140,383
Payable later than 2 years	176,033	74,975
<b>Total Commitments – Operating Leases</b>	<b>700,303</b>	<b>215,358</b>

## Note 10: Revenue

Federal Government Funding	6,711,848	2,656,198
NT Government Funding	2,387,500	1,656,638
QLD Government Funding	600,000	600,000
VIC Government Funding	160,000	155,000
WA Government Funding	2,604,400	0
Donations and bequests	3,708,583	2,147,116
COVID Cash Flow Boost	0	100,000
Interest received	40,856	120,669
<b>Total Revenue</b>	<b>16,213,187</b>	<b>7,435,621</b>

## Note 11: Employee Expenses

Salaries and wages and other benefits	8,509,312	4,398,163
Superannuation	818,666	407,063
Workcover	78,049	55,443
<b>Total Employee Expenses</b>	<b>9,406,027</b>	<b>4,860,669</b>

## ► Note 12: 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 has developed many successful partnerships with governments, business and philanthropic organisations and we thank them for their support of our important work.

**W**e 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](mailto:info@starsfoundation.org.au).

Aesop Foundation

Ampol

Armadillo & Co Foundation

Australian Communities Foundation

Australian Government, National Indigenous Australians Agency

Bank of Queensland

Barlow Foundation

Beginning Boutique

Black & Veatch

Bryan & Rosemary Cutter Foundation

Capricorn Foundation

Chevron Gorgon Project

Clayton Utz

Clough Foundation

Concrete Jellyfish

Cricket Australia

Crown Resorts Foundation

Cummins

D&X Williamson Family Charitable Fund

Dermalogica

Downer Group

Goldsmith Family Foundation

Government of Western Australia, Department of Education

Henson Foundation

Ingrid Svendsen

Intelligent Foundation

Jean Haile's

Jemena

Jo Wodak

John T Reid Charitable Trust

Kakadu West Arnhem Social Trust [KWAAT]

Landbridge

McKinsey & Company



**MECCA M-Power**  
**Minerals Council of Australia**  
**Mondelez Australia**  
**NEC Australia**  
**Northern Territory Government,  
Department of Education**  
**Packer Family Foundation**  
**PepsiCo Foundation Fund at  
Give2Asia**  
**Pinsent Mason**  
**QBE Foundation**  
**Rees Family Foundation**  
**Rob Meree Foundation**  
**S&P Global Foundation Fund**  
**Santos**  
**Sidney Myer Fund**  
**Simon Watson**  
**Social Justice Fund**  
**Sodexo Australia**

**State of Queensland, Department  
of Education and Training**  
**State of Victoria, Department of  
Education and Early Childhood  
Development**  
**Sundberg Family Foundation**  
**Supre Foundation**  
**The Cary James & Anne Witheford  
Foundation**  
**The Lott**  
**The Phillips Foundation**  
**The Ross Trust**  
**The William Buckland Foundation**  
**Trawalla Foundation**  
**Wella**  
**What Matters 2 Youth**





### Stars Foundation

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📘 StarsAustralia

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