



Annual Report 2024





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Many thanks to Stars Mentors and staff for capturing the wonderful images in this report that truly captures the work of the Stars Foundation in 2024. Thanks especially to Emma Ferguson, for the cover shot of 2024 Heatley Secondary College Graduates in Townsville, Mona and Zina. As part of our duty of care to the young people we work with, the students in this report have been deidentified.

Mission

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

Purpose

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

Why We Do This Work

Stars Foundation envisions a future where all Australians have equitable access to quality education. The Stars team is committed to ensuring First Nations girls and young women have the same opportunities to thrive as First Nations boys, fostering a more inclusive and equitable Australia.

"I love Stars because they support me in everything I do, they help me when I need them, they feed us and care about our wellbeing. They comfort us when we are sad, they are the reason we come to school and education of course, but if it wasn't for Tash and Lizzie (Stars Mentors), I would be struggling in school, so I am thankful for them."

**Yr 9 student,
Nhulunbuy High School, NT**



What We Do

In 2024, Stars Foundation empowered 3,463 First Nations girls and young women across 62 partner schools nationwide through full time holistic mentoring and in-school support. Since 2015, Stars Foundation has supported Stars students to set and achieve goals, fostering trusted relationships with Mentors to improve school engagement, Year 12 completion, and successful transitions to work, training, or further study.

Focused on education, wellbeing, and cultural connection, Stars' evidence-based approach is creating measurable impact and brighter futures.

"The Stars Foundation have continued their work with our Aboriginal girls this term and have contributed to building productive and positive relationships within and beyond our school community. Feedback from staff and students has also been incredibly positive and it is pleasing to see that the Foundation has become a strong part of our school in a brief time. The Stars team are proactive and work alongside our Student Services team and other staff to ensure that students are well-supported and focused on improvement. We look forward to our continued involvement next year."

Lisa Bell, Deputy Principal, Belmont City College, WA



Outcomes

Stars Foundation measures student outcomes based on key indicators aligned to Council of Australian Governments (COAG) Close the Gap targets, which are:

- School attendance rates;
- Completion of Year 12; and
- Successful transition into sustainable employment or further study.

The Stars program supports other important outcomes for participating students, including:

- A stable, nurturing support network and culturally safe school environment;
- Development of resilience and knowledge, skills, and confidence to make positive life choices;
- Strengthened health awareness and health literacy;
- Positive relationships and strengthened connection to culture and community; and
- Improved social and emotional wellbeing.

"Thank you for all your help with my girl. You are the only one that checks in regularly and I appreciate everything you do to help get her to school and make her feel like she belongs there. Knowing that she has someone she trusts and a safe space at school makes all the difference."

Yr 7 parent, Pimlico State High School, QLD



"This year was particularly hard for me. I had a lot of issues outside of school and school became hard. I disengaged from school, Stars and my friends for some time. With the support of Stars Mentors, I built up my attendance at school again and am now graduating from Year 10. Without the constant check ins, pick-ups and support from the Mentors I would not be in this position, so for that I am thankful."

Yr 10 student, Chaffey Secondary College, VIC

Why Stars?

Education is transformative, driving empowerment for women and girls while strengthening communities and economies.

The 2020 Productivity Commission's *'Overcoming Indigenous Disadvantage Report'* highlights the significant benefits of completing Year 12. According to the Women's Economic Equality Taskforce (2023), gender inequality and the barriers stopping women from fully participating in the workforce are costing the Australian economy \$128 billion dollars annually.

Stars Foundation plays a vital role in addressing gender equality by fostering regular attendance, engagement, and academic success for First Nations girls and young women, enabling them to make active choices as they step into their adult lives.

What makes Stars unique?

Since 2015 Stars Foundation has built a strong framework, national network, and stable funding base. Some of the many reasons that First Nations communities, families and students choose Stars include:

- **Opportunities:** Stars students are offered education, employment, and life opportunities to help positively shape their future.
- **Exceptional Mentors:** Stars students are inspired by strong, respected and nurturing Mentors.
- **Holistic Program:** The Stars program focuses on four key pillars including Education and Employment; Healthy Lifestyles; Wellbeing; and Community, Culture and Leadership.
- **Community:** Work in Stars programs is built from a trusted collaboration between schools, communities, and generous funding partners.
- **Equality and Equity:** Together we believe in equal opportunities for First Nations girls.

"I love Stars. Stars is the best and they are always here when we need them. They help us sort out our problems and you can talk to them about anything. I love everything that Stars do for us."

Yr 8 Student, James Fallon High School, NSW



"Being part of Stars has made a big difference in my school experience. One of the biggest benefits has been the way it has helped me with making new friends. By bringing us together in the Stars room during recess and lunch, it gives us all immediate friends. I also absolutely love the activities that Stars offer. There is always something exciting to look forward to. Stars have had a positive impact on my attendance as well. Knowing that I have support from Stars each morning helps me start my day on the right foot, this support system has made a huge difference, encouraging me to stay committed and do my best every day."

Yr 9 student, Paralowie R-12 School, SA



2024 Results

3,463

Stars participants from
Yr 3 to Yr 12

294

Stars students proudly
completed Year 12

75%

Of 2023 Stars Graduates
successfully transitioned to
employment or further study
and remain in positions in
December 2024

62

Programs in supportive
partner schools across all
mainland states and the
Northern Territory

92%

Of the 2024 Yr 12 Stars cohort
successfully completed their
final year, noting that senior
Stars in NSW, SA and VIC
scored 100% attainment

1000+

Stars Alumnae since
establishment in 2015

10

New programs launched
in Semester 1 of 2024

77%

Stars students' average
attendance for 2024 which is
10% higher than our partner
schools' 'All-Indigenous'
attendance rate and equal
to our partner schools'
'All-student' attendance

200 Staff

of which 75% are Indigenous
and 92% are working in
program-facing roles

85%

Of all funds were
distributed directly
to programs in the
community in 2024



Program Locations

In 2024, Stars supported and mentored 3,400+ Aboriginal and Torres Strait Islander girls and young women in 62 primary and secondary schools across Australia.



Northern Territory (21)

1. **Alice Springs**
Centralian Middle School – 3 Mentors
Centralian Senior School – 3 Mentors
Gillen Primary School – 1 Mentor
Sadadeen Primary School – 1 Mentor
Yirara College – 2 Mentors
2. **Darwin**
Casuarina Senior College - 4 Mentors
Dripstone Middle School - 2 Mentors
Haileybury Rendall School - 3 Mentors
Nightcliff Middle School - 2 Mentors
Sanderson Middle School - 3 Mentors
3. **Humpty Doo**
Taminmin College - 5 Mentors
4. **Jabiru**
Jabiru Area School - 2 Mentors
5. **Katherine**
Katherine High School - 5 Mentors
6. **Nhulunbuy**
Nhulunbuy High School - 2 Mentors
7. **Palmerston**
Driver Primary School - 2 Mentors
Palmerston College 7-9 - 4 Mentors
Palmerston College 10-12 - 3 Mentors
Moulden Park Primary School - 2 Mentors
8. **Tennant Creek**
Tennant Creek High School - 2 Mentors
Tennant Creek Primary School - 2 Mentors
9. **Yirrkala**
Yirrkala Bilingual School - 2 Mentors

Queensland (5)

10. **Cairns**
Cairns State High School* - 3 Mentors
11. **Townsville**
Heatley Secondary College - 4 Mentors
Pimlico State High School - 3 Mentors
Thuringowa State High School - 4 Mentors
12. **Weipa**
Western Cape College* - 6 Mentors

Victoria (4)

13. **Mildura**
Chaffey Secondary College - 3 Mentors
Mildura Senior College - 2 Mentors
14. **Warrnambool**
Brauer College* - 1 Mentor
Warrnambool College* - 1 Mentor

Western Australia (24)

15. **Broome**
Broome Senior High School - 5 Mentors
16. **Bunbury**
Newton Moore Senior High School - 3 Mentors
17. **Busselton**
Busselton Senior High School - 2 Mentors
18. **Esperance**
Esperance Senior High School - 3 Mentors
19. **Geraldton**
Geraldton Senior High School - 5 Mentors

20. Kalgoorlie

Kalgoorlie-Boulder Community
High School - 4 Mentors
Eastern Goldfields College - 2 Mentors

21. Karratha

Karratha Senior High School - 6 Mentors
Peg's Creek Primary School - 1 Mentor
Tambrey Primary School - 1 Mentor

22. Mandurah

Coodanup College - 4 Mentors

23. Newman

Newman Primary School - 1 Mentor
South Newman Primary School - 1 Mentor
Newman Senior High School - 2 Mentors

24. Perth

Balga Senior High School - 2 Mentors
Belmont City College* - 3 Mentors
Butler College - 2 Mentors
Cecil Andrews College - 3 Mentors
Gilmore College* - 2 Mentors
Girrawheen Senior High School - 2 Mentors
Lynwood Senior High School* - 2 Mentors
Swan View Senior High School - 3 Mentors

25. Roebourne

Roebourne District High School - 2 Mentors

26. Warnbro

Warnbro Community High School - 2
Mentors

South Australia (4)

27. Adelaide

Ocean View College* - 2 Mentors
Para Hills High School - 2 Mentors
Paralowie R-12 School* - 2 Mentors
Wirreanda Secondary School* - 2 Mentors

New South Wales (4)

28. Albury

James Fallon High School - 3 Mentors

29. Inverell

Inverell High School - 3 Mentors

30. South Grafton

South Grafton High School - 3 Mentors

31. Tumut

Tumut High School - 2 Mentors.

* Please note the 10 schools marked with an asterisk are new program additions in 2024.

Celebrating Year 12 Graduates

Stars Foundation joins with the school and community to celebrate the achievements of Year 12 Graduates, some of whom are the first in their families to complete school. These celebrations are especially powerful in inspiring the younger students to stay focused on their studies at school so they can create their best possible future.

To mark this milestone moment, Graduates are offered an inspiring interstate trip, as planned with their Mentors. For many, it is their first journey away from home, broadening horizons and showcasing new opportunities for work, travel, and life as young adults.

“The impact that Stars Foundation has on the students at Warnbro Community High School has been beneficial in how the students have improved in all aspects of their journey. The students have developed the confidence to engage and participate in classroom discussions. The Stars team give the students hope, a sense of belonging and create a family environment. Students have been entering the class with confidence and have encouraged each other to complete assignments on time.”

**Elizabeth McCartney, Educational Assistant,
Warnbro Community High School, WA**

“I don’t think I would have made it this far if it wasn’t for Stars constantly pushing me. Stars pick me up every morning to make sure I’m at school. Always checking in with me and reminding me of my assessments and catch-ups that I need to be doing. Stars help me communicate my problems to my teachers and have just been in general really kind to me when I have had a lot going on in my personal life.”

**Yr 12 Graduate, Pimlico State
High School, QLD**





"The Stars program is amazing for all these beautiful strong and amazing young ladies. You all should be so proud as I am so proud of you all. All too deadly."

Aunty Louise Chatfield, respected Elder and community member, Warrnambool, VIC



"Thank you for your support over the past years, but especially this year. Thank you for reminding me 100 times to return my forms and when activities were on. As you know, it's been hard emotionally but with the encouragement you have provided me, you have also taught me resilience. My big sister didn't end up graduating a couple of years ago as she pulled out of school. I am so glad I did and am also able to attend the Year 12 trip."

Yr 12 Graduate, Thuringowa State High School, QLD



"The Stars Program at Casuarina Senior College significantly enhances students' educational outcomes and sets them up for success after school by offering academic support and real-world learning opportunities... The holistic approach of the Stars program not only improves academic achievement but also contributes to the overall mental and emotional wellbeing of students, preparing them for life beyond school with a well-rounded set of skills and experiences."

Adam Heard, Assistant Principal/Stars IL Teacher, Casuarina Senior College, NT

Alumnae Success Stories

Stars Foundation's success is best captured through the powerful, personal stories of Stars young women.

While Stars' data highlights the positive impact of its programs, the true measure lies in the achievements, determination and pride of each Stars Alumna. The following stories of four young women in 2024 showcase the transformative power of education and mentoring. This snapshot is indicative of the achievements of the 1000+ Stars Alumnae who are united and able to connect with one another across Australia via the Stars Alumnae digital app.

Daisy, NT

Daisy graduated Year 12 in 2024 at Casuarina Senior College in Darwin and started 2025 proudly working full-time with a property development and construction company, DCOH. Daisy completed a school-based Traineeship Certificate III in Business throughout her final school year. Her role consists of working on a construction site at the army barracks, processing personnel, and data entry. Daisy was also proudly nominated for the National Association of Women in Construction (NAWIC) Award at the NT Training Awards. Daisy is pictured left above with DCOH Local Industry Capability Manager, Rowena Wong.

"My Stars Mentors attended both Training Awards events and have showed me their full support along the way. Stars gave me the opportunity to expand my networking skills by attending the Futures Forum. I was able to graduate Year 12 and earn the Rising Star Award. Without the support from Stars through Middle and Senior School, I wouldn't be exposed to the opportunities that I am now experiencing," said Daisy.



Cadence, WA

Cadence joined Stars in 2021 and graduated from Girrawheen Senior High School in 2024. Cadence has since relocated to Geraldton with her family and has proudly secured a traineeship with the Department of Water and Environmental Resources as a Water Monitor and Laboratory Technician Trainee.

"Working with Yamatji Water as a trainee water technician is the perfect balance of office work, learning from experienced professionals and being on Country doing field work. Being able to travel around to Perth, Geraldton, Carnarvon and Exmouth is amazing, and the more I'm working the more my skillset and knowledge is growing. The advice I would give younger Stars girls is to take every single opportunity given to you no matter what. Don't feel so pressured about your future and just branch out, make connections and find things that spark your interest," said Cadence.



Serengeti and Jayna, QLD

2023 Stars Graduates from Pimlico State High School in Townsville in Queensland, Serengeti and Jayna, proudly commenced studies at James Cook University in 2024.

Serengeti is studying a Bachelor of Biomedical Science and Jayna is studying a Bachelor of Nursing.

"I'm really enjoying getting to do the practicals and working in the laboratory as that is what I can't wait to do when I finish university," said Serengeti.

"I'm enjoying getting to meet new people and learning about the body systems. My biggest piece of advice for the Stars girls currently going through Year 12 is to not leave things until the last minute, stay on top of your work and your final year will be so much easier," said Jayna.



Chair's Report

2024 was a year of growth, gratitude, and impact for Stars Foundation.

In 2024, Stars Foundation celebrated significant milestones and transformative growth. During the past two years, we have launched 20 new programs, with 10 programs added in 2024. This marks a 20–25% growth rate driven by requests from community Elders, families and school leaders. These expansions include programs across WA, SA, QLD, and VIC, bringing the total to 62 partner schools nationwide.

The Stars Board members had the privilege of visiting programs in Adelaide in August 2024, and it left an indelible mark on us all. Repeatedly seeing students and Mentors share honest and heartfelt conversations in the Stars Room was profoundly moving—a testament to the trust, respect, and care at the heart of Stars.

We are immensely proud of the 3,463 Stars students enrolled in 2024, whose resilience and determination shine, even on challenging days. The feedback we've received from students, schools, and communities is both humbling and inspiring, reinforcing the transformative power of education. The commitment shown by Stars students reflects the strength that will uplift their communities for generations to come.

Our heartfelt congratulations to the 294 Stars students who proudly completed Year 12. We recognise that many of you have overcome many challenges to reach this milestone and we commend you on recognising your education will help create opportunities and experiences beyond your wildest imagination. Stars is committed to continually building connections with the Stars Alumnae, now 1000+ strong, through the Stars digital app.

Meanwhile, Stars' expansion is matched by the growth of our team, now over 200 strong, of which 75% are Indigenous and 92% are working in program-facing roles. The dedication of Stars' Mentors and staff continues to inspire us and ensures that 85% of funds are directed to community programs—a promise we delivered on again in 2024.

I acknowledge and thank the Stars Board for their unwavering commitment to steady governance and together we recognise Stars' Founder and CEO, Andrea Goddard, for her devotion, clear vision and tireless leadership. Special thanks to inaugural Board Director, Grant O'Brien, who stepped down from the Board in 2024 after 10 years of invaluable service, leaving an enduring legacy and remaining a cherished friend of Stars.

We extend our deepest gratitude to the many Aboriginal and Torres Strait Islander families, community leaders, school leaders, and partners who champion Stars' mission.

To our valued partners across Government, business, and philanthropy, please rest assured your support has been instrumental in improving education, health and employment outcomes for thousands of First Nations girls and young women.

As we approach Stars' 10th Anniversary in 2025, we eagerly anticipate celebrating the achievements of our incredible Stars and the many success stories yet to come. Together, we are changing lives and building brighter futures.



**Donisha Duff OAM,
Chair**

Board

Stars Foundation, proudly overseen by an Indigenous-led Board of Directors, was founded in 2015. The Board of Directors includes people from the highest levels of Indigenous and business leadership who are well equipped to steer the organisation. Stars Foundation is a public company limited by guarantee.



Donisha Duff OAM
Chair

Donisha has more than 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 Institute for Urban Indigenous Health, the National Aboriginal Community Controlled Health Organisation, Australian Indigenous Doctors' Associate, General Practice QLD, Queensland Aboriginal and Islander Health Council and both the QLD and Commonwealth governments. She is currently Chief Executive Officer at the Queensland Indigenous Business Network. She holds other board positions including Board Member of Metro South Hospital & Health Service, QLD Voluntary Assisted Dying Review Board and Jobs QLD Board. In 2024 Donisha was awarded The Medal of the Order of Australia for service to the community.



Graham Goldsmith AO
Director

Graham retired in 2012 after a 25-year career with Goldman Sachs and its predecessor firms in Australia. Graham is currently Chair of SEEK Ltd and Djerriwarrh Investments Ltd, both ASX-listed companies. He is also Deputy Chair of Gandel Group and Chair of the Goldsmith Family Foundation. He retired as Chancellor of Swinburne University of Technology in 2019. In 2020 Graham was awarded Officer of the Order of Australia for distinguished services to the community through philanthropic foundations, to education, and to the banking and employment sectors.



Professor Dan McAullay
Director

Professor Dan is a member of the Menang Noongar community of the Noongar lands of Western Australia. He has considerable experience in Aboriginal health research, policy, and practice. He has worked in several senior positions in these areas and is currently working in the tertiary sector. Professor Dan has extensive governance experience and is currently the Dean of Kurongkurl Katitjin and Director of Aboriginal Research at Edith Cowan University. He is on the Boards of the Child and Adolescent Health Service and the Western Australian Museum.



Grant O'Brien
Director
Resigned from Board December 2024

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 Chair of the Port Arthur Historic Sites Management Authority, Chair of the Australian Sports Foundation, Chair of Tourism Tasmania, and Chair of Tasmanian Football Club.



Carlyn Waters
Director

Carlyn is a Kamilaroi woman who has connections to both New South Wales and Queensland. Her passion is identifying and growing people to reach their professional potential and personal aspirations. She holds a senior position in the Australian Government, operates a small business offering business and personal development services and is a Graduate of the Australian Institute of Company Directors.



Karen Wood
Director
Appointed August 2024

Karen is the non-executive Chair of South32 Limited the mining and metals company listed on the ASX with operations in Australia, South Africa, Mozambique, Chile, Colombia, Brazil and the United States of America. She is a former executive of BHP and held a number of senior roles including Company Secretary, Chief People Officer and President, Public Affairs. Until 2019 she chaired the BHP Foundation, a charitable organisation funded by BHP that works to address some of the world's most critical sustainable development challenges. Karen serves on the Board of the Robert Salzer Foundation and is a Member of the Leadership Academy Advisory Board of the John Monash Foundation, she is also an ambassador for the Australian Indigenous Education Foundation.



Andrea Goddard
Director, Founder & CEO

Andrea Goddard 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. Andrea has a background in health and organisational management and has worked in the education engagement sector for more than 20 years. She was General Manager Development for the Clontarf Foundation from 2005 to 2013 and had direct responsibility for the organisation's growth and sustainability. In 2024, Andrea was awarded the Harvard Club of Victoria Non-Profit Fellowship and completed Strategic Perspectives in Nonprofit Management at Harvard Business School with other For-Purpose leaders from across the world.



"Stars work alongside the Aboriginal Education team to share resources, knowledge, and opportunities for professional growth for our girls as we work together for the same outcomes. Aunty Donna & Tesharna (Stars Mentors) work closely with the Aboriginal Education Team to improve attendance and academic outcomes for the Stars members. Stars provide support to strengthen the connection with families and culture through art, events, and storytelling. They do an amazing job, and we are glad they are a part of our team here at Para Hills."

**Tammy Karpany, Aboriginal Secondary Education
Transition Officer, Para Hills Senior High School, SA**

CEO's Report

As we reflect on the past year, I am filled with immense pride and gratitude for all that we have achieved together.

In 2024, Stars has continued to grow — in size, impact, and connection. From our beginnings in 2015 with just 285 girls, we now support more than 3,400 First Nations young women across Australia. This remarkable growth brings new opportunities, stronger relationships, and, most importantly, the privilege of walking alongside more girls on their educational and life journeys.

None of this would be possible without our incredible community of supporters. To our partners — thank you. Your belief in the potential of First Nations young women, and in the Stars model, empowers us to do this vital work every day. You are helping shape a brighter, more equitable future.

To our dedicated Mentors and staff — you are the heart of Stars. I continue to hear, time and again, from students, families, and visitors about the strength of the relationships between our Mentors and the young women they support. It is your compassion, resilience, and unwavering commitment that make Stars such a powerful and safe place for Stars students. Thank you for showing up each day with kindness and determination.

This year, we celebrated a record number of Year 12 graduates — a testament to the dedication of our students and the strength of our program. We've also seen more Stars Graduates step confidently into further study, employment, and leadership roles within their communities. I recently had the joy of reconnecting with Serena, one of our early graduates from Darwin, who is now completing her degree in politics and philosophy at Melbourne University. Her journey — like so many of our Alumnae — is a powerful reminder of the long-term impact of Stars.

The digital platform we launched last year to support our growing Alumnae community, has created a valuable space for our Alumnae to stay connected, support one another, and inspire the next generation. The strength of our Stars community doesn't end at graduation — in many ways, it's just the beginning.

I would like to extend my sincere thanks to our Board for their leadership and steadfast support. Their unwavering commitment to strong governance and our shared purpose continues to guide us through this exciting chapter of growth. I wish to particularly acknowledge Grant O'Brien, one of our Founding Board Directors, who stepped down at the end of the year. Grant's significant contribution and wise counsel over the past decade have been deeply valued, and I thank him wholeheartedly for his service.

I am also grateful to the Board for supporting my participation in the Strategic Perspectives in Nonprofit Management program at Harvard Business School in Boston, USA — an opportunity made possible through a 2024 Harvard Club of Victoria Non-Profit Fellowship. It was a privilege to share the Stars story with For-Purpose leaders from around the world.

Looking ahead, we remain focused on expanding our reach so that more girls can access the support they need to thrive. With growth comes strength — and with strength comes the power to transform lives, communities, and our country.

To every girl in our program — past and present — you are the reason we do this work. You are brave, resilient, talented, and kind. Your hopes, dreams, and determination are what drive us forward. The future truly is in our Stars.

With heartfelt thanks.



Andrea Goddard
Founder & CEO

Team

Stars Foundation has built a strong reputation as an organisation with a passionate, committed and inclusive culture that helps the organisation attract and retain the best people. While the majority of Stars' staff are First Nations women, Stars also employs non-Indigenous allies and strong men who are positive role models for Stars students. The 2024 team included 200+ employees, of which 75% are Indigenous and 92% are working in program-facing roles.

Program Coordinators and Mentors

The success of Stars Foundation is built on the dedication of more than 160+ Program Coordinators and Mentors who work closely with students, schools, and communities from the Stars room in partner schools. Each program is led by a Coordinator, with larger programs supported by up to six Mentors. Visitors often remark on the team's energy and passion, with many program team members proudly saying, "Stars is the best job I've ever had, I love my role."

Regional Managers

Each of the 62 Stars program teams is supported by a Regional Manager. These Managers provide valuable insights, support, and leadership to our teams on the ground and help ensure there is consistency across the Stars organisation.

- Northern Territory – Lauren Chapman, Kylie Duggan, Rhiannon McEwan, Iggy Vallejo
- Western Australia – Bella Fleming, Lorelei Histon, Simon Nimmo, Judy Punch
- Queensland and Victoria – Sue Douglas
- South Australia – Bronwyn Davey, Iggy Vallejo
- New South Wales – Jessi Le Brocq.

Transitions Mentors

Every Stars program is supported by a Transitions Mentor, who focuses on education and employment opportunities and pathways for students. During the senior school years, Stars Transitions Mentors work closely with the school, families, preferred universities, and local employers across Australia to help a young student make her aspirations a reality. The Transitions team are committed to working with our Stars for two years after school when the students become Stars Alumnae.

Executive and Support Team

Stars ensure 85% of all funds are distributed directly to programs and this is reflected in an efficient business executive and support team with a razor-sharp programs and student focus. The following team work closely online and independently via remote home offices to eliminate the need and expense of a Stars head office.

- Founder and CEO – Andrea Goddard
- General Managers Operations - Danika Eades (WA, SA) and Rebecca Milkins (NT, QLD, VIC, NSW)
- General Manager Development – Daniel McNamee
- Finance & ICT – Sharon Hunt (CFO) and support team
- Quality Improvement – Desiree Delcours
- Communications and Engagement – Sanna Conquest
- Partnerships and Engagement – Samantha Rioli and Eve Ollington.



"The Stars Foundation program has been incredibly beneficial for my daughters. The dedicated mentoring and support they receive have positively impacted on their education, personal development, and overall well-being. The program's culturally sensitive approach ensures that my daughters feel respected and understood, fostering a sense of belonging and pride in their heritage... The Mentors' genuine care and consistent guidance have supported them through challenges, encouraging them to pursue their goals with determination. I am truly grateful for the positive difference Stars have made in my daughters' lives. Their holistic, tailored support has been invaluable, and I highly recommend the program to other families seeking a nurturing environment that values both education and cultural identity."

Yr 8 and Yr 11 parent, James Fallon High School, NSW

Values

The Stars values underpin everything we do and guide students and staff alike to make good decisions, while also fostering a culture of teamwork, collaboration and a positive environment.



Respect

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



Commitment

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



Honesty

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



Pride

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



"It has been a big term for me and my biggest achievement was graduating high school. Stars have shown me support all the way. Even though there were times that I didn't think I would've made it, I had the help to see me through. I am also grateful that I had the opportunity to go to Melbourne."

Yr 12 Graduate, Heatley Secondary College, QLD

Model

The Stars model was developed through a combination of extensive experience in the sector and a large body of research that confirms the importance of trust and genuine relationships in producing positive life outcomes for young people.

The Stars Plan is underpinned by four key pillars of personal development:

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

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

The key to the success of the program is our dedicated 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 school year, each Stars student works closely with her Mentor to develop a holistic plan that identifies her strengths and interests, set her goals, and create an individualised plan of support to help her achieve them.

Each week the Stars program team deliver engaging activities and experiences based on the four pillars and the unique needs of their student cohort. Stars leverage a strengths-based, participant-led approach that aims to build on the individual abilities and interests of students.



"I am grateful to be in such a safe and beautiful place, Stars has helped me a lot with my schoolwork, problems and more."

Student, Balga Senior High School, WA

"Thanks so much for all you and the Stars team have done this year! The girls in my English classes that are part of the Stars program have shown real growth in engagement and behaviour this year, which has had a positive impact on their learning and confidence. It's clear the program gives them the support and encouragement they need to achieve their best."

Morgan Kerrigan, English teacher, South Grafton High School, NSW



Education, Training and 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 plans for a successful transition into employment, training, or further study.

Stars Mentors provide critical wrap-around care during the education journey, and this can range from picking students up from home and driving them to school, to providing healthy meals, a quiet study space after school or liaising closely with teachers about any student challenges.

The Stars team arrange workplace tours and placements, 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.

“The Stars program at Driver Primary School is a cornerstone of support and empowerment for our Aboriginal and Torres Strait Islander girls, fostering improved outcomes in health, education, and leadership. The Stars Room provides a safe, welcoming, and fun space where students can seek support or simply enjoy their playtime... The program has had a profound impact, with the Stars girls showcasing excellent school attendance, active engagement, and outstanding leadership... Their involvement in the Stars program has undoubtedly set a solid foundation for their bright futures.”

Warwick Peter-Budge, Principal, Driver Primary School, NT





"I reckon if they didn't have Stars here to help me through school then I would've dropped out a long time ago."

Student, Karratha Senior High School, WA

"The Stars Mentors and space has really helped me throughout this year. I have had a lot of external factors that have impacted me, however with the help of the Mentors and having a space to access I have managed to continue to attend and complete or attempt all aspects of Year 11."

Yr 11 student, Mildura Senior College, VIC



"Stars help support me to go to class, and listen to me when I talk about my feelings. If it weren't for Stars, I would not have made it through the year. We have a beautiful space here too."

Yr 8 student, Wirreanda Secondary School, SA



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 include nutrition education, personal hygiene and self-care, maintaining good health, and sport and fitness.

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, such as tennis, basketball, netball, Australian rules football, 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. Stars students show significant improvements in levels of physical activity and general fitness, as well as an increased awareness about the importance of maintaining good health through exercise and healthy eating.



"I have had the best time at Sanderson Stars since moving here in Term 4. We get to do so many activities, and the Stars Mentors are so nice and fun. We can come into the Stars room and talk to them about anything or even just ask for help. I wish we had moved to Darwin earlier so we could have had more time with Stars before going onto senior school."

Yr 9 student, Sanderson Middle School, NT



"Stars room is my safe place. I know I can go there anytime and feel ok. The Stars staff understand me and look after me. I know if it wasn't for them, I would be in a lot more trouble at school."

Yr 8 student, Tumut High School, NSW



"Both my girls have started at Stars this year. The Stars' staff have helped settle the girls into school and helped get them into jobs. They utilise the Stars room at both recess and lunch and enjoy the lunchtime activities such as painting etc. My oldest girl attends school more often and enjoys the contact time which she has with the Stars staff each week."

Parent, Newman Senior High School, WA



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.

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

“The Stars Foundation has had a noticeable, positive impact on our Year 5 and 6 girls since commencing earlier this year. The girls have gained confidence, built strong friendships, and deepened their sense of belonging at WCC. The guidance from the Stars Mentors goes beyond what a classroom teacher can provide, helping the girls connect with their peers, their school, and their culture. Ask any one of them, and they’ll proudly share how much the Stars program means to them. I am excited to see our young women continue to grow and thrive with the ongoing support of this wonderful program.”

Dannielle Phillips, Deputy Principal, Western Cape College, QLD





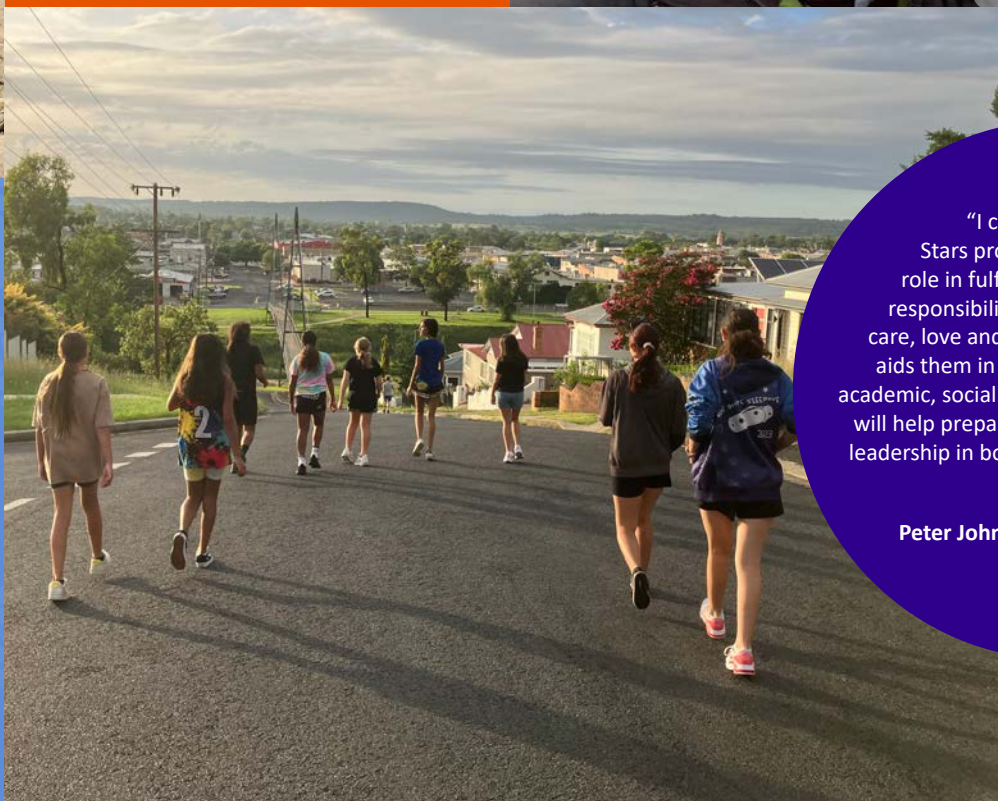
"I get picked up by the Stars bus almost every day and when I get to school, I go into the Stars room and do my hair, get some socks and have breakfast. I live with a different family all the time, so I don't really have my own stuff. I love having Stars at my school because we get to do lots of fun things for contact time and recess and lunch and if it's too hot outside, I can go in the Stars room and paint or make some bracelets."

Yr 5 student, Gillen Primary School, NT



"Stars has been fun and it makes school more enjoyable. I really enjoy the morning fitness as it makes me get up and ready for school. Next year I want to look at using the Stars room as a quiet room to study."

Yr 9 student, Ocean View College, SA



"I consider that the Stars program plays a crucial role in fulfilling our community's responsibility to Close the Gap. The care, love and support given to the girls aids them in the achievement of their academic, social and personal aspirations and will help prepare them for potential future leadership in both the Aboriginal and wider community."

Peter Johnstone, Clarence Valley Mayor, NSW

Community, Culture and 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 and Reconciliation Week celebrations, International Women's Day and Anzac Day events, and community barbeques and other local happenings.

Mentors at Stars Foundation 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 End of Year celebration events and Year 12 trips are both significant highlights of every year.



"I love the community events we do it really connects us to country and people."

Student, Busselton Senior High School, WA

"The Stars Foundation has helped me in so many ways. Thank you so much for being here, you have helped me meet and connect with so many people that I wouldn't have ever met if it wasn't for you amazing people. You have also helped me through so many stressful times like when I'm upset you sit me down and talk with me. You all play a very valuable role in my life, so thank you so much."

Yr 9 student, Inverell High School, NSW



"The Stars Foundation are an amazing support for our students and our staff at Chaffey Secondary College. They go above and beyond to ensure all their girls are in class and doing the best that they can. They support the girls and their families with the enrolment process for Mildura Senior College, attend meetings to discuss the students' strengths and set goals, provide transport for the girls to attend outside of school hours presentations and build upon their leadership skills by encouraging them to deliver the welcome or the acknowledgement of country at the beginning of community events. You can see the strong connection the Mentors have with the girls. We are grateful for the guidance they provide the girls and the support they show towards the school."

Tara Hamilton, Acting Assistant Principal, Chaffey Secondary College, VIC



Concise Financial Report

Directors' Report

The Directors of Stars Foundation Limited present this report on the Foundation for the financial year ended 31 December 2024.

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 unless otherwise stated are:

- Ms Donisha Duff (Chair)
- Mr Grant O'Brien
Resigned December 2024
- Ms Andrea Goddard
- Mr Graham Goldsmith
- Dr Daniel McAullay
- Ms Carlyn Waters
- Ms Karen Wood
Appointed August 2024

Company Secretary

The company has joint secretaries:

- Ms Sarah Chadzynski
- Ms Sharon Hunt

Operating Results

The Foundation has recorded a surplus of \$7,860,044 for the financial year.

In line with the *Australian Charities and Not-for-profit Commission* guidelines, the Foundation considers it good practice to maintain a healthy cash reserve to protect against future unforeseen expenses or delays in funding receipts. This helps to ensure the Foundation can maintain continuity of programs in future years.

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.

Short-term and Long-term Objectives

The Foundation's short-term objectives are to:

- attract Aboriginal and Torres Strait Islander girls and young women to school and encourage them to attend regularly,
- encourage participants to believe in themselves and their value to society.

The Foundation's long-term objectives are to:

- support participants to remain within the education system through to graduation,
- assist graduates in their transition from school to employment or to further education or training.

Strategies

To achieve these objectives, the Foundation has a focus on:

- developing, implementing, coordinating, administering, and evaluating school-based programs and initiatives that:
 - recognise the inherent strengths, resilience and capabilities within Aboriginal and Torres Strait Islander individuals, families and communities;
 - encourage and support Aboriginal and Torres Strait Islander girls and young women to aspire and achieve;

- equip Aboriginal and Torres Strait Islander girls and young women with knowledge, skills, and tools to make informed decisions about their educational, career and life pathways;
 - are underpinned by principles and practices of consultation and inclusion; and
 - properly consider and incorporate the specific and unique circumstances and culture of Aboriginal and Torres Strait Islander people, families and communities – acknowledging the differences between and across Aboriginal and Torres Strait Islander populations;
- increasing the awareness of individuals, communities, business, and government about issues relating to Aboriginal and Torres Strait Islander girls and young women in Australia; and
 - collaborating with communities, organisations, business, and government to further the company's purpose.

Key Performance Measures

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

The Foundation also measures the success of student transitions from school to further education, training, and employment.

Significant Changes in the State of Affairs

No significant changes in the Foundation's state of affairs occurred during the financial year.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected, or may significantly affect, the operations of the Foundation, the results of those operations, or the state of affairs of the Foundation in future financial years.

Environmental Issues

The Foundation's operations are not regulated by any significant environmental regulations under a law of the Australian Commonwealth or of a State or Territory.

Insurance of officers 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.

Proceedings on Behalf of the Foundation

No person has applied for leave to the court to bring proceedings on behalf of the Foundation or intervene in any proceedings to which the Foundation is a party for the purpose of taking responsibility on behalf of the Foundation for all or any of those proceedings.

The Foundation was not a party to any such proceedings during the year.

Auditors

The Foundation's auditor for the 2024 financial year is PricewaterhouseCoopers.

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 30 of this financial report and forms part of the Directors' Report.

Meetings of Directors

During the financial year, 4 meetings of directors were held. Attendance by each director was as follows:

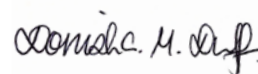
Directors' Meetings

	Number eligible to attend	Number attended
Donisha Duff	4	4
Andrea Goddard	4	4
Grant O'Brien	4	4
Graham Goldsmith	4	4
Daniel McAullay	4	3
Carlyn Waters	4	4
Karen Wood	2	2

Audit & Risk Committee Meetings

	Number eligible to attend	Number attended
Grant O'Brien (Chair)	4	4
Graham Goldsmith	4	4
Sarah Chadzynski	4	3
Carlyn Waters	4	4
Partha Nag (Resigned Feb 2024)	1	0

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



Donisha Duff
Director (Chair)

24 April 2025

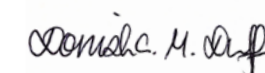
Directors' Declaration

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

The directors of the company declare that:

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

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



Donisha Duff
Director (Chair)

24 April 2025

Auditor's Independence Declaration

As lead auditor for the audit of Stars Foundation Limited for the year ended 31 December 2024, I declare that to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



Andrew Cronin

Partner
PricewaterhouseCoopers

Melbourne, 24 April 2025

PricewaterhouseCoopers, ABN 52 780 433 757
2 Riverside Quay, Southbank VIC 3006,
GPO Box 1331, Melbourne VIC 3001
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Liability limited by a scheme approved under
Professional Standards Legislation.

Independent auditor's report

To the members of Stars Foundation Limited

Our opinion

In our opinion:

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

- a) giving a true and fair view of the Company's financial position as at 31 December 2024 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 Regulations 2022*.

What we have audited

The financial report comprises:

- the statement of financial position as at 31 December 2024
- 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, including material accounting policy information 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 2024, 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 through our opinion on the financial report.

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.



PricewaterhouseCoopers



Andrew Cronin

Partner

PricewaterhouseCoopers

Melbourne, 24 April 2025

Statement of Profit or Loss

For the period ended 31 December 2024

	Notes	2024 \$	2023 \$
REVENUE AND OTHER INCOME	11	31,417,830	26,143,596
Administrative expenses		(264,308)	(215,210)
Employee expenses	12	(17,875,194)	(13,869,187)
Finance expenses		(157,157)	(83,191)
Motor vehicle expenses	13	(2,191,450)	(1,615,844)
Operational expenses	14	(3,069,677)	(2,301,047)
TOTAL EXPENSES		(23,557,786)	(18,084,479)
NET CURRENT YEAR SURPLUS/ (DEFICIT)		7,860,044	8,059,117

Statement of Financial Position

As at 31 December 2024

	Notes	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	31,625,482	15,713,729
Term Deposits (maturity > 90 days)		0	10,000,000
Trade and other receivables	4	870,696	429,084
TOTAL CURRENT ASSETS		32,496,178	26,142,813
NON-CURRENT ASSETS			
Right of Use Assets	5	3,280,674	1,932,928
Investments	6	8,686,585	7,112,021
TOTAL NON-CURRENT ASSETS		11,967,259	9,044,949
TOTAL ASSETS		44,463,437	35,187,762
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	11,442,505	11,132,371
Provision for employee entitlements	9	714,921	485,518
TOTAL CURRENT LIABILITIES		12,157,426	11,617,889
NON-CURRENT LIABILITIES			
Lease Liabilities	10	1,933,344	1,057,250
TOTAL NON-CURRENT LIABILITIES		1,933,344	1,057,250
TOTAL LIABILITIES		14,090,770	12,675,139
NET ASSETS		30,372,667	22,512,623
EQUITY			
Current Year Earnings		7,860,044	8,059,117
Retained Surplus		22,512,623	14,453,506
TOTAL EQUITY		30,372,667	22,512,623

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

For the period ended 31 December 2024

	2024 \$	2023 \$
EQUITY		
Balance at the beginning of the year	22,512,623	14,453,506
Surplus/(Deficit) for the year	7,860,044	8,059,117
BALANCE AT THE END OF THE YEAR	30,372,667	22,512,623

Statement of Cash Flows

For the period ended 31 December 2024

	Notes	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Government Grants		21,761,450	16,615,717
Receipts from donations, bequests		10,044,376	9,905,116
Payments to suppliers and employees		(23,961,829)	(18,521,799)
Net cash flow from operating activities	3	7,843,997	7,999,034
CASH FLOWS FROM INVESTING ACTIVITIES			
Interest received		329,846	202,995
Term Deposit > 90 days		10,000,000	(10,000,000)
Purchase of investments		(1,106,164)	(7,263,095)
Disposal of investments		10,834	476,280
Dividends & distributions received		260,896	86,457
Investment fees paid		(55,750)	(28,511)
Net cash flow from investing activities		9,439,662	(16,525,874)
CASH FLOWS FROM FINANCING ACTIVITIES			
Principal elements of lease payments		(1,214,750)	(988,450)
Interest paid on leases		(157,156)	(83,190)
Net cash flow from financing activities		(1,371,906)	(1,071,640)
Net movement in cash and cash equivalents		15,911,753	(9,598,480)
Cash on hand at the beginning of the period		15,713,729	25,312,209
CASH AT THE END OF THE PERIOD	2	31,625,482	15,713,729

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the period ended 31 December 2024

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 2025 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 step model has been applied to all government grant funding 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 term deposits maturing in under 90 days.

c) Term Deposits

Term deposits are held with financial institutions with original maturities of more than three months. Term deposits are classified as a held-to-maturity asset (other financial asset), as the term deposits have fixed and determinable payments, a fixed maturity and Stars Foundation Limited has a positive intention and ability to hold the term deposits until maturity. Term deposits are initially recognised at fair value plus transaction costs then subsequently measured at amortised cost.

Term deposits are classified as current assets when their maturity date is within 12 months of reporting date and a non-current asset when their maturity is at least 12 months from reporting date.

d) Accounts receivable

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

e) Investments

Investments in equities and managed funds are designated at 'fair value through profit or loss' on initial recognition and are initially recognised at fair value, being the cost of acquiring units in the managed funds or the quoted market price for equities. At balance date, the investment is revalued to its fair value, which reflects the redemption price of units held for managed funds. Movements in the fair value are included in the income statement.

f) Right-of-use Assets and 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.

Measurement and recognition of Leases

The Right-of-use (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.

g) 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.

h) 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*.

Notes to the Financial Statements (Continued)

For the period ended 31 December 2024

Note 1: Summary of Significant Accounting Policies (continued)

i) 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.

j) 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.

k) 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.

l) 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 Directors have no reason to believe that these government bodies will not continue to support Stars Foundation Limited in the future.

These financial statements have been prepared on a going concern basis.

Notes to the Financial Statements (Continued)

For the period ended 31 December 2024

	2024 \$	2023 \$
Note 2: Cash and Cash Equivalents		
Cash at bank – unrestricted	8,625,482	6,963,729
Term deposits (maturity < 90 days)	23,000,000	8,750,000
Total cash and cash equivalents	31,625,482	15,713,729
Note 3: Reconciliation of net result to net cash flow from operating activities		
Operating Result	7,860,044	8,059,117
Depreciation – ROU assets	1,237,467	1,008,022
Increase in Employee Provisions	229,404	128,616
Investment Activities	(1,405,091)	(586,147)
Financing Activities	157,157	83,190
Increase in trade and other receivables	(50,747)	(256,313)
Decrease in trade and other payables	(184,237)	(437,451)
Net cash inflow from operating activities	7,843,997	7,999,034
Note 4: Trade and other receivables		
Trade Debtors	44,275	26,819
Interest & Investment Debtors	754,436	363,572
Deposits/Bonds paid	7,686	1,700
Prepayments	64,299	36,993
Total Trade and other receivables	870,696	429,084

	2024 \$	2023 \$
Note 5: Right of Use Assets		
ROU assets – Vehicles	5,079,397	3,978,647
Accumulated Depreciation – ROU assets	(1,798,723)	(2,045,719)
Total Right of Use Assets	3,280,674	1,932,928
Note 6: Investments		
Marketable Securities – Cost	7,913,180	6,815,711
Marketable Securities – Fair Value Adjustment	773,405	296,310
Total Investments	8,686,585	7,112,021
Note 7: Trade and other payables		
Payables and accrued expenditure	280,655	671,340
Income in advance (see Note 8)	9,791,900	9,577,552
Lease Liabilities	1,369,950	875,580
Employee liabilities	0	7,899
Total Trade and other payables	11,442,505	11,132,371
Note 8: Income in advance		
Income in advance relates to unspent expansion funding received from the Federal Government. 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.		
Federal Government Funding	9,711,400	9,577,552
State Funding 2025	80,500	0
Total Income in advance	9,791,900	9,577,552

	2024 \$	2023 \$
Note 9: Provisions		
Annual Leave provision	410,958	269,001
Long Service Leave provision	303,963	216,517
Total Provisions	714,921	485,518
Note 10: Lease Liabilities		
The Company's leases relate to operating leases of Motor Vehicles		
Payable between 1 and 2 years	1,195,182	592,796
Payable later than 2 years	738,162	464,454
Total Lease Liabilities	1,933,344	1,057,250
Note 11: Revenue and Other Income		
Revenue		
Federal Government Funding	12,897,434	9,630,380
State/territory/School funding	7,354,258	6,141,683
Private funding	9,705,297	9,487,933
Total Revenue	29,956,989	25,259,996
Other Income		
Investments – Dividends & Distributions	282,848	86,457
Investments – Fair Value Adjustments	477,096	296,310
Investments – Profit on Sale	440	31,311
Interest Income	700,457	469,522
Total Other Income	1,460,841	883,600
Total Revenue & Other Income	31,417,830	26,143,596

Notes to the Financial Statements (Continued)

For the period ended 31 December 2024

	2024 \$	2023 \$
Note 12: Employee Expenses		
Salaries and wages and other benefits	15,888,446	12,384,151
Superannuation	1,753,501	1,314,440
Workers Compensation	233,247	170,596
Total Employee Expenses	17,875,194	13,869,187
Note 13: Motor Vehicle Expenses		
Depreciation – ROU Assets	1,237,467	1,008,022
Insurance	232,212	183,335
Short term rentals & running costs	721,771	424,487
Total Motor Vehicles Expenses	2,191,450	1,615,844
Note 14: Operational Expenses		
Activities	889,225	654,007
Camps	628,058	518,988
Clothing & Incentives	214,007	177,630
Equipment, Supplies & Training	775,355	495,871
Food	354,925	296,606
Program Support	208,107	157,945
Total Operational Expenses	3,069,677	2,301,047

	2024 \$	2023 \$
Note 15: Key Management Personnel Remuneration		
Number of remunerated key management personnel	2	2
Key management personnel remuneration	511,959	497,159
Total Key Management Personnel Remuneration	511,959	497,159

Note 16: Entity Details		
The registered office and principal place of business of the company is: 178 Centre Road, Bentleigh VIC 3204		

Partners and Donors

Thank you to every Stars partner and donor. Your generosity and support ensure we can support, empower and inspire First Nations girls and young women across Australia. We thank our valued partners in Federal and State Governments, business and philanthropy and every donor for making the work and impact of Stars a priority.

- Adora
- AGL Energy
- Altor Ag
- Ampol
- APA Group
- Armadillo & Co Foundation
- Auriga Group
- Aurora Dairies
- Australian Communities Foundation
- Australian Food and Fibre [AFF]
- Australian Government, National Indigenous Australians Agency
- Australian Philanthropic Services
- BAE Systems Australia
- Bank of Queensland
- BARPA
- BCF [Super Retail Group]
- Bell Family Foundation
- Boeing
- Brian & Virginia McNamee Foundation
- Bryan & Rosemary Cutter Foundation
- Cadbury - Mondelez Australia
- Capricorn Foundation
- Chanel
- Chevron & Gorgon Joint Venture
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- Fresh Country Farms Australia
- Genea
- Graeme Ward
- Hand Heart Pocket
- Hewitt Cattle Australia
- Iluka Resources
- Inco Australia
- Inland Rail [ARTC]
- INPEX-led Ichthys Joint Venture
- Jean Hailes for Women's Health
- John Laing Charitable Trust
- John Laing Group
- John Connor
- John Taylor
- Kakadu West Arnhem Social Trust
- Lakeside Golf Club
- Lambert Bridge Foundation
- Livingbridge Foundation
- LVP Foundation
- Macquarie Group Foundation
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- Proud Poppy Clothing
- Public Sector Pension Fund Investment Board
- QBE Foundation
- Rees Family Foundation
- Rob Meree Foundation
- Santos
- Sidney Myer Fund
- Simon Watson
- Simply AI
- Snowy Hydro
- Social Justice Fund
- Sodexo Australia
- Stahmann Webster
- State of New South Wales, Department of Primary Industries and Regional Development
- State of Queensland, Department of Education and Training
- State of Victoria, Department of Education and Early Childhood Development
- State of Western Australia, Department of Education
- Stryker Australia
- Sundberg Family Foundation
- Supercheap Auto [Super Retail Group]
- Supre Foundation
- Synergy
- Tennis Australia
- The Cary James & Anne Witheford Foundation
- The Corella Fund
- The Goldsmith Family Foundation
- The Lott
- The Phillips Foundation
- Trawalla Foundation
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- Variety – The Children's Charity SA
- Vocus
- Western Cape Communities Trust
- Woodside Energy
- Woolworths Group
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- Yarraville Club.





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