

Annual Report 2021



ShootingStars





Glass Jar Australia Limited
200 Selby Street, Jolimont 6014
ABN 11 609 851 283
T (08) 9380 3700
shootingstars.com.au



Acknowledgment

We acknowledge and pay respect to the Traditional Owners and Elders of the many countries we operate on and recognise the significant importance of their cultural heritage, values and beliefs and how these contribute to the positive health and wellbeing of the whole community.

Our Vision

Empowered Aboriginal girls and women

Our Purpose

Empower People and Communities

To empower Aboriginal girls and women by growing their confidence, identity, cultural connection, capacity, and resources to make informed decisions for themselves.

Stay True to the Shooting Stars Way

To strengthen and grow the Shooting Stars program sustainably while honouring and upholding the Shooting Stars way.

Challenge the Status Quo

To challenge the systems and institutions that disempower Aboriginal girls and women.

Our Values

Our work and approach are underpinned by the following values:

Respect

Respect is understanding diversity and different backgrounds, it is doing right by our community and our family, it is taking care of country, it is listening to our Elders. Respect is the foundation of relationships, and it goes both ways. When we act with respect, we trust others, they trust us, and respect grows. We act with respect when we listen to each other, when we are open to feedback, when we show up on time, participate, when we put others first, and when we honour our professional boundaries.

Integrity

Integrity is trust, it is courage, it is grit, it is character. Integrity is being honest, transparent, accountable. When we act with integrity, we are reliable, we get things done, we own our mistakes, we use our initiative, and we are ready to handle conflict in a genuine way.

We Strive Together, We Rise Together

We support each other, we lift each other up. We check in with each other. We celebrate each other's successes. We share a vision. We share values. We are still learning, we learn together. We move forward. We are not alone. We help each other out. We empower our girls by role modelling reciprocity, friendship, teamwork. We do what we say we will do. We laugh together, we speak life into each other. We are united.

Heart

Heart is compassion, empathy, passion, appreciation, feelings and generosity. A big loving heart gives us purpose, grit, safety, belonging, understanding for ourselves and others, and motivation to keep doing what we do when it gets tough. When we act with heart, we are real, we are genuine, we are thoughtful, we build connections, we show vulnerability, and we see the good in everyone. When we act with heart, we are a family, we give hugs, and we look after our participants, our teachers, our community, our environment, and each other.

Dr Glenda Kickett

Chairperson's Report

Once again, I am proud to present the Chairperson's Report for Glass Jar Australia. I am incredibly proud to hold this position and for the opportunity to help guide the organisation to best empower Aboriginal girls and women.

I would like to take this opportunity to thank the Glass Jar Australia Board for their continued support. We are incredibly fortunate to call on the knowledge and expertise of Dr Richard Walley OAM, Robyn Smith Walley, Emma Chinnery, Helen Ockerby, as well as Tara Martin and Brendon Grylls who joined the Board in 2021.

Whilst 2021 proved to be a challenging year with the impact of COVID-19 felt globally, Shooting Stars continued to grow in all aspects. The year saw us develop and implement the 2021 – 2023 strategic plan which provides the foundations for the organisation to achieve its vision of empowered Aboriginal girls and women. This strategy was formulated using a collaborative-approach receiving significant input from participants, staff, community and our corporate stakeholders.

The next three years will see Shooting Stars continue to deliver its program empowering participants and staff by growing their confidence, identity, cultural connection, capacity and resources to make informed decisions for their future. An additional focus for Shooting Stars is to share its learnings to challenge the systems and institutions that disempower Aboriginal girls and women.

A number of organisations reinforced their commitment to Shooting Stars and our vision including the Gold Industry Group, Horizon Power and Mineral Resources Limited, whilst we also welcomed new corporate partners. These partnerships are integral to strengthen and grow the program in a sustainable manner. I would like to thank all of our partners for their support.

In addition to our corporate partners, Shooting Stars was again well supported by the Government both at a State and Federal level. 2021 saw the program go national, launching three sites in South Australia thanks to the support of the South Australian Government, reinforcing the quality of our program and allowing us to grow the reach of the Program's impact.

Shooting Stars now has more than six years of program delivery, annually now empowering more than 750 Aboriginal and Torres Strait Islander girls across 15 sites.

Through the support of government funding, Shooting Stars was able to expand its media, communications and marketing footprint with dedicated roles uplifting the Program's brand and positioning the Program as a leader in its space.

West Coast Fever athletes Courtney Bruce, Verity Charles and Jhaniele Fowler continued their efforts as Shooting Stars Ambassadors connecting with participants during site visits, as well as the whole squad and support staff visiting our Collie site to gain a deeper understanding of Aboriginal and Torres Strait Islander culture.

I would like to thank the incredible Shooting Stars staff. This talented group of women, led by Fran Haintz, are the foundation of the Program's success. It's inspiring to see their passion, dedication, love and connection to the participants continue to flourish on a daily basis. They are exceptional role models for our participants, and we're truly fortunate to have them delivering the Program and demonstrating our values.

Shooting Stars continues to produce fantastic results across the board and is empowering Aboriginal girls and women in regional and remote Australia to make informed choices about their education and employment journey. I am incredibly proud of what we have achieved in 2021 and look forward to future successes in 2022.





Fran Haintz

Executive Officer's Report

2021 was Shooting Stars' sixth year in operation. Since our inception, we've celebrated tremendous achievements as well as learnt from many challenges. This year was no different, as we continued to deliver the program and significantly expand both operationally and strategically during a pandemic.

Shooting Stars delivered in fifteen remote and regional communities across Western Australia as well as South Australia empowering over 750 participants.

Our participants have continued achieving outstanding results including improved attendance and attitudes toward their education, whilst demonstrating amazing leadership, resilience, and pride. The year saw Shooting Stars support 18 participants to complete Year 12, a testament to the program as it continues to provide an environment for our girls to be confident and develop the skills to best achieve success.

Last year was a significant year of growth for Shooting Stars, including its team. We now employ over 50 staff, maintaining 85% of whom identify as Aboriginal and Torres Strait Islander. Our program is only as strong as our staff and Shooting Stars is committed to the continuous development of its team.

Engaging with the Australian Childhood Foundation (ACF), Shooting Stars is in the process of developing a practice framework to ensure all our operations are trauma informed. ACF will put forward a final report with recommendations to ensure our organisation facilitates the development of a staff wellbeing, practice and supervision model, complimenting the Shooting Stars way. Through initiatives like this, we empower and support our people to ensure our programs operate to their full potential.

Our efforts in the government relations space continue to bear fruit with both the West Australian, South Australian and Federal Governments. These relationships are integral to Shooting Stars' purpose to challenge the status quo as we share our knowledge and

learnings with those who influence policy and make change, whilst simultaneously their support allows us to grow our organisation and our impact.

Our research team, ably led by Dr Rose Whaitau, continues to drive exceptional work in our program evaluation and development. The Seven Sisters program was rolled out across all sites and was successfully received by participants, parents, schools and the wider community. Thanks to the support of the Phillips Foundation, Lotterywest and Mineral Resources Limited, the Seven Sisters program has been adapted to a high school program and will be rolled out in 2022.

The Black Diamonds project commenced in 2021, conducting a strategic review of netball engagement and retention of Aboriginal and Torres Strait Islander players and officials across Western Australia to provide insight on how best to achieve stronger, healthier relationships between Netball WA and its Aboriginal and Torres Strait Islander participants and communities. 2022 will see the final report distributed to Netball WA stakeholders who will use it as a basis for strategic planning moving forward.

The Art with the Stars pilot program successfully commenced in Carnarvon and Halls Creek, providing our participants with a space and a means to connect with their cultural identity, their communities, and their country.

We are well placed to move into 2022 with good structures and plans in place. Essential to these is the 2021 – 2023 Strategic Plan launched last year that provides the foundations for the organisation to achieve its vision.

I am honoured to continue to build the platform for Shooting Stars and Glass Jar Australia to best impact communities and support the empowerment of Aboriginal girls and women to drive legacy development and change within their communities.

Programs



2021 was the largest year of growth for Shooting Stars since its inception. The year saw the program expand its reach with an additional four sites in Western Australia and three in Whyalla, South Australia enabling the empowerment of over 750 Aboriginal girls.

Based in host schools, Shooting Stars combines advocacy and support, engagement activities and health and wellbeing sessions to strengthen participants' confidence, cultural identity and capacity to make informed decisions about their future.

Shooting Stars continues to take a co-designed, collaborative approach, working alongside organisations, wherever possible, that operate within a similar space. The site staff work with local, regional and national service providers to reduce duplication and to share resources. The overall commitment by each school site is integral to the program's operations and reflects

the extent that the partnering schools value the Shooting Stars program.

The program operates with a minimum target of 80% attendance at school with a goal of increasing this to over 90% for its participants. All individual participants' school attendance data is tracked on a weekly basis and summarised at the end of each term. Program Coordinators analyse the data weekly, to both highlight improvements and identify individuals who may require extra support.

In conjunction with our partner school sites, Remote School Attendance Strategy providers and other key Aboriginal community corporations, tailored attendance plans are put in place to support each student. These plans include strategies that address transportation issues, lack of food and inappropriate uniforms with a trauma informed approach to ensure each participant has the foundations needed to succeed.



Kimberley

4 Sites

315 Participants



65 KUNUNURRA

125 DERBY

65 HALLS CREEK

65 FITZROY CROSSING

The Kimberley region comprises four sites based in Kununurra (Miriwoong Gajerrong), Derby (Nyikina), Fitzroy Crossing (Bunuba, Walmajarri, Wangkatjungka, Nyikina, Gooniyandi) and Halls Creek (Jaru, Kija) empowering 315 participants from years 3-12. 2021 saw Shooting Stars expand its footprint in the Kimberley activating in Fitzroy Crossing and Kununurra in Term 1.

Whilst the main goal of the program is to increase school attendance and foster positive attitudes towards school, the Kimberley region also placed a large focus on building relationships with key stakeholders within the community to help provide a well-rounded support system for its participants. Each site engaged a number of community service providers throughout the year to assist in

hosting community events and providing educational sessions for the participants; including Police and Community Youth Centres, WAPOL, Save the Children, Garnduwa, Clontarf Foundation, Girls from Oz, Boab Health, Headspace and Remote School Attendance Strategy.

2021 saw the Kimberley region have 10 successful participants across years 10-12 engage in the annual Senior Leadership Camp from Halls Creek, Kununurra, Derby and Fitzroy Crossing. The camp, based in Perth, offers participants the opportunity to engage with strong Aboriginal leaders to gain cultural knowledge and understanding, develop project management skills as well as identify post-school pathways.



Later in the year, the Kimberley region had 9 participants eligible for the annual Junior Leadership Camp as they demonstrated exemplary behaviour, leadership potential and improved school attendance. The camp was held on Yawuru Country (Broome) and aims to connect, reward and inspire participants through a mixture of activities designed to educate, engage and empower.

Term 3 saw Shooting Stars host its first AFLX Cup in Halls Creek, where more than 40 participants from Halls Creek, Fitzroy Crossing, Kununurra and Derby competed. The competition happened to take place at the same time the AFL Premiership Cup was touring through the region and the girls were able to lay their eyes on the ultimate prize.

Whilst on the camp, participants identified

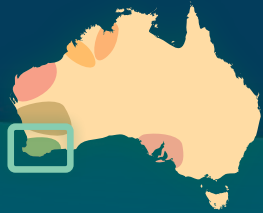
a small project that would improve their school, their community or Shooting Stars. Each project was funded by the Gold Industry Group and the Program Coordinators supported the participants to organise and deliver their project. The Halls Creek leaders led an On Country program for its junior Shooting Stars participants at Caroline Pool, teaching the younger generation the importance of having a strong connection to culture and Country. Fitzroy Crossing built and maintained a veggie garden, which is accessible to the community to help promote healthy eating and caring for the land and Kununurra and Derby put on a Women's Wellness Day for the Shooting Stars Mums, Aunties and Nannas, learning about the importance of self-care.



Southwest

2 Sites

113 Participants



COLLIE

35

NARROGIN

71

The Southwest region comprises two sites based in Narrogin (Wilman Noongar) and Collie (Wilman Noongar) empowering 113 participants across years 5-12. 2021 saw Shooting Stars grow its reach in this region with the addition of Collie in Term 3.

2021 saw four participants from Narrogin engage in the annual Senior Leadership Camp designed to help close the gap for young Aboriginal female leaders. An integral part of the camp is delivering a project upon their return that will benefit the community. The Narrogin leaders organised and delivered a Morning Tea and Pamper Session for their Elders, treating their special guests to facials, manicures and homemade hand scrubs.

The end of Term 2 saw Narrogin Shooting Stars participants paint West Coast Fever's game day shoes, showcasing their culture on the national netball stage as the team stepped out onto the court for the Suncorp Super Netball Indigenous Round.

Year 7 Narrogin Participant, Lakkari won a dress design competition winning her a team of netball dresses produced, showcasing her design thanks to the Gold Industry Group. The competition was launched at the NAIDOC Netball Carnival and saw Lakkari's design selected amongst hundreds of entries.

Two Narrogin participants were selected for the annual Junior Leadership Camp held in Broome where they were immersed in cultural experiences and learnt about the local culture, history and the ways of life of the Yawuru people.

Late 2021 saw Shooting Stars launch its strategic plan which provides the foundations for the organisation to achieve its vision of empowered Aboriginal girls and women for the next three years. The plan was launched at an event in Perth featuring key stakeholders. Three Narrogin Year 12 participants were selected to participate in a Q&A sharing the impact the Shooting Stars program has had on their personal education journey.

Term 4 saw Collie and Narrogin participants host the West Coast Fever team and support staff during their pre-season camp to gain a deeper understanding of Aboriginal culture. Players participated in tribal wars and small yarning circles led by participants, discussing a special Shooting Stars moment and what the program means to them.



Greater WA

4 Sites

123 Participants



38 MEEKATHARRA

30 LEONORA

30 MULLEWA

25 LAVERTON

The Greater Western Australia region comprises four sites based in Laverton (Wongutha), Leonora (Wongutha), Meekatharra (Yamitji, Ngoonooru, Wadjari, Yugunga-Ny) and Mullewa (Yamitji) empowering 123 participants in years 4-12. 2021 saw Meekatharra Shooting Stars design a paver to be laid in the Walk of Fame on the main street. Two participants were selected to represent Shooting Stars and lay the paver on behalf of the program. These students were chosen based on positive behaviour in school.

Both Laverton and Leonora competed in the 2021 edition of the Netball WA NAIDOC Carnival with two combined teams of under 14 and under 16 years. The carnival is both an opportunity to introduce ATSI netballers to competitive netball, as well as a platform to celebrate the history, culture and achievements of ATSI peoples.

The year saw six participants from Meekatharra, Mullewa and Leonora attend the annual Junior Leadership Camp which

aims to strengthen participant's positive profile and develop their leadership capability and capacity.

Leonora continues to host afternoon community netball or softball every Wednesday with St Barbara's ongoing support and partnership of the activity. This is a great example of a mutually beneficial partnership creating meaningful impact for the Leonora community.

Seven participants formed part of a mixed basketball team for Country Week representing Leonora District High School. The team fundraised within the community to cover the costs of travel and accommodation and competed in nine games over five days, finishing fourth in their division.

The end of the year was finished off with a visit across the Greater Western Australia region from Shooting Stars Ambassador and West Coast Fever athlete, Verity Charles. Verity spent time with the girls focusing on building relationships, netball skills and drills.



Pilbara & Gascoyne

2 Sites

153 Participants

78

HEDLAND

CARNARVON

75

The Pilbara and Gascoyne region comprises two sites based in Carnarvon (Yinggarda, Bayungu, Malgana, Thadgari, Thalanyji) and Hedland (Kariyarra) empowering 153 participants in years 5-12. 2021 saw Shooting Stars expand its impact in this region with the addition of Hedland in Term 3.

Two participants from Carnarvon were eligible for the annual Senior Leadership Camp in the middle of the year, designed to develop local role models to inspire future community success.

Four participants from Carnarvon and Hedland attended the annual Junior Leadership Camp where they engaged in a range of activities to empower participants to dream big and shoot for the stars.

Hedland hosted their inaugural engagement camp in Dampier, which saw 12 participants engage with Murujuga Rangers on the Burrup and Aboriginal owned radio station Ngaarda Media.

Carnarvon ran its annual Blow Holes 50km Bike Challenge for the third consecutive year, seeing 12 participants take place in the community event.

Hedland Awards night was combined with its community launch event, celebrating the commencement of Shooting Stars in Hedland and the achievements of its participants. The night featured a traditional performance where participants celebrated their cultural learnings with Kariyarra elder Raylene Gordon.



South Australia

3 Sites

56 Participants



STUART

HINCKS

NICHOLSON

2021 saw Shooting Stars launch its program in South Australia with three sites in Whyalla on Barngarla Country thanks to the support of the SA Department for Education. The program empowered 56 participants in year 3-7 at Whyalla Stuart School, Nicolson Avenue Primary School and Hincks Avenue Primary School.

As the program is new to South Australia, Shooting Stars has focused on establishing and strengthening connections with the Whyalla community. The program conducted discussions with Barngarla Aboriginal Corporation, Aboriginal Elders Group, Nunyara Aboriginal Health Service, Gabmididi Manoo Children's Contact Centre's Yarning Circles group, Clontarf, Centacare Catholic Country SA, Headspace, SAPOL and University of South Australia to ensure the program was best placed to tackle the barriers Aboriginal girls face in attending school within the Whyalla community.

Term 3 saw three participants at Whyalla Stuart Campus have the opportunity to engage with local Aboriginal artist, Scott Rathman to design a mural for the Headspace office in Whyalla. Marilyn, Demisha and Allirah participated in a

workshop where they explored positive mental health and identified activities that made them feel good, happy and well, including listening to music, walking out bush and playing sport with family and friends. Participants then created original designs that represented each of these activities that were incorporated into Scott Rathman's design for the mural.

Term 4 saw Adelaide Thunderbirds athletes, Hannah Petty and Matilda Garret visit Whyalla to build connections with the participants, run netball skills and drills whilst teaching the participants the importance of leadership and teamwork. 2022 will see the program extend its impact into Whyalla Secondary College targeting 115 Aboriginal girls in year 7-10 in addition to the primary school program.



People

Motivated to drive equality for female leaders and generational change, Shooting Stars is committed to empowering and supporting its people to ensure its programs operate to their full potential.

An organisation guided by Aboriginal people, run by Aboriginal women, for Aboriginal girls, Shooting Stars and Glass Jar have successfully maintained diversity on its Board with 71% of members identifying as Aboriginal.

With 2020 seeing Shooting Stars surpass its target of 50% ATSI employees, 2021 has seen the organisation maintain its 85% ATSI employment, as well as retain 90% of the team from the previous year. This approach is a powerful demonstration to the participants who naturally respond better to our Aboriginal staff and community role models.

The year saw a restructure take place, with an Operations Manager coming on board to support the Regional Managers and ensure all operations are aligned with the Shooting Stars Way. This role allowed the

organisation to strengthen and grow the program sustainably while honouring and upholding the organisations values and behaviours.

Essential to maintaining the Shooting Stars Way, the organisation engaged the Australian Childhood Foundation to provide important professional supervision services, both individually and for groups, across our on-site staff to ensure a reflective practice which is trauma informed. The foundation is in the process of developing a final report with recommendations to ensure Shooting Stars facilitates, the development of a staff wellbeing, practice and supervision model, all compliment the Shooting Stars Way. Shooting Stars supported and celebrated three successful trainees in completing their Certificate III in Sport and Recreation. The year also saw six employees receive internal promotions and ongoing training to support their upward transition. Shooting Stars is incredibly pleased to continue to promote the development of its own people.

Pathways

Empowering Aboriginal girls and women to make informed choices about their future is at the core of Shooting Stars. With the support of Horizon Power and the WA Department of Education, Shooting Stars was able to implement a Sparks and Pathways Program in 2021 across all of its sites.

The program aims to support participants on their education journey, helping them to identify and develop their spark and passions in years 8-10, and then in years 11-12 to prepare and mentor participants for their post-school journey by identifying and developing their post-school education and employment pathways.

2021 saw the Sparks Coordinator travel to all sites working with participants across years 8-10 to identify their spark. A participant's spark gives them joy and energy and is an important part of their life that gives them real purpose, direction and focus. Based on school attendance data for remote and rural areas, this cohort is highly at-risk of ceasing their education. By identifying their spark, Shooting Stars aims to keep this group interested and engaged in school, fostering the opportunity to turn

their spark into a motivator towards a post-school pathway. Participants are exposed to a number of different activities through initiatives such as the Junior Leadership Camp, with 25 participants engaging in the 2021 camp.

The Pathways Coordinator travelled across all sites in Western Australia delivering one on one tailored sessions with the Year 11 and 12s preparing them for life after school. The Pathways Coordinator supports participants in developing personalised portfolios containing a resume, cover letter template, school awards and certificates and a tax file number.

Through Leadership Camps, the participants are exposed to job opportunities and potential pathways available to them. 2021 saw 13 participants from Years 10-12 engage in the Senior Leadership Camp. Shooting Stars successfully supported 18 participants to complete Year 12 in 2021. 2022 will see this program develop with the aim to have 80% of Shooting Stars alumnae engaged in post school employment or tertiary education.





Sustainability

Alongside the ongoing support from our underpinning partners NIAA and the Department of Education WA, Shooting Stars was honoured to receive substantial long-term support from the Minister for Education, John Gardner through the Department for Education South Australia to enable operations to begin across numerous sites in the town of Whyalla on the Eyre Peninsula.

The Philanthropy and Partnerships team worked towards a model of funding based on one third Federal funding, one third State funding and one third corporate and philanthropic investment. With this at the forefront of the department's drive for financial sustainability, Shooting Stars has enjoyed the continuous support from the Gold Industry Group, St Barbara, Sandfire, Mount Gibson, SRG and Horizon Power for its sites and programs, with the merger between Saracen Mineral Holdings and Northern Star Resources allowing a refreshed partnership to support the Leonora site.

2021 saw Shooting Stars welcome onboard new partners Viva Energy, Compass Group and Karlka with Mineral Resources elevating their support to Principal Partner of the Seven Sisters Program for the next four years.

The year saw continued support from grant makers with the Australian Government Department of Health and 100 Women funding the Seven Sisters Program Pilot. Significant outcomes from the pilot have safeguarded the future of the program with Telethon, Lotterywest and the Phillips Foundation pledging support over one, two and three-year periods respectively. During the reporting period cultural engagement camps in the Goldfields were made possible with a generous grant from the Foundation for Rural and Regional Renewal, and the final year of funding from a significant Lotterywest grant has ensured continued growth and development in Yarning with the Stars Research and our program capacity in regional WA.

Integrity

2021 saw Shooting Stars coin the term the Shooting Stars Way, ensuring the organisation's staff, processes, procedures and business model reflect Shooting Stars' values and behaviours.

In order to grow our impact, Shooting Stars seeks to foster genuine two-way collaboration with organisations in the communities where we operate. This is reflected in our business model and is at the core of our processes. Shooting Stars works with local groups to empower whole communities. We co-design our program effectively with other service providers to ensure efficiency and to limit duplication.

Significant relationships have been built with organisations such as Winun Ngari Aboriginal Corporation in Derby, a key provider of the Remote School Attendance Strategy (RSAS) in regional WA. We have collaborated with Winun Ngari when designing our program to ensure a consistency of objectives and outcomes that benefit both school and broader communities. Initiatives include family consultations to identify barriers to education and attending school, and school pick-up and drop-off services to facilitate students' attendance at school.



Advocacy

Shooting Stars uses evidence, impact and research to challenge the systems and institutions that adversely impact Aboriginal girls and women. By undertaking regular yarning circles, a uniquely Aboriginal methodology, with Aboriginal girls, women, and their communities, Shooting Stars is able to identify barriers and facilitators to their empowerment. From this research, Shooting Stars has been able to continuously improve its program and develop and implement a number of projects to help overcome certain barriers and challenges the participants face.

2021 saw Shooting Stars' academic paper identifying the barriers and solutions for young Aboriginal women in Western Australia attending school accepted for publication in The Australian Journal of Indigenous Education, further cementing Shooting Stars expertise in this space.

Seven Sisters

The Seven Sisters program, provides Aboriginal and Torres Strait Islander girls and women with opportunities to develop positive social and emotional wellbeing skills and preventative mental health strategies. The program was successfully piloted in Narrogin in 2020 thanks to federal funding from the Department of Health, which led to the program being rolled out across all Shooting Stars sites targeting year 5 and 6 participants in 2021. The ten-week program ends with a

community netball match, with health service providers invited to engage with participants. 2021 saw nine community netball matches take place, helping participants break down barriers so they feel comfortable accessing health services in their community as required.

Since Seven Sisters inception, there has been noticeable differences in participants behaviour with the program being positively received by participants, parents, schools and the wider community. In Narrogin, four participants completed the program for the second time, having been part of the initial pilot in 2020. These students reported that completing the program a second time really helped with their emotions and coping strategies. Through participant and facilitator surveys, Shooting Stars continues to adapt the program, making adjustments to reflect the feedback. Through these surveys, the organisation has been able to identify what topics were of most importance on site, what activities were most relevant and whether or not there was relevance from the program to meet the needs of the participants, the school and the wider community.

2022 will see the Seven Sisters program adapted for high school participants and implemented across all Shooting Stars sites.

Art with the Stars

Conceived within the intersection of Indigenous and Arts-based methodologies, the Art with the Stars Project aims to strengthen the cultural identity of Aboriginal girls and women associated with the Shooting Stars program through art and performance, provide diverse platforms for their stories and experiences of cultural strength and resilience, and provide a measure of cultural wellbeing for the Shooting Stars program that complements the Yarning with the Stars project (Whitau and Ockerby 2019). In 2021 a grant from UnLtd and funding from the WA Department of Education enabled the Art with the Stars project to pilot in Carnarvon, Hedland, and Halls Creek with strong outcomes. At Carnarvon, Shooting Stars engaged artist Bonni Ingram, a Badimia and Yamatji woman, to collaborate with participants on their project. Ingram mentored 15 Year 9 participants as they created individual pieces that speak to each participant's understanding of their cultural, Aboriginal and local identities. The resultant artwork is currently on display at the Gwoonwardu Mia Gascoyne Aboriginal Heritage and Cultural Centre for the community to view. In Hedland, Elder Raylene Button, a Kariyarra woman, was invited to advise participants on cultural dance, as they worked on a performance to be showcased at the end of year Awards Night for family and friends. Button gave insight into cultural traditions and language, inviting participants to explore and reflect on their culture further.

Two artists, Vicky Long and Kathy Long, both Jaru women, were engaged in Halls Creek to collaborate with participants in Years 7-12. Senior participants addressed the theme of their connection to Halls Creek, their sense of resilience and finding healing through connection and belonging to their place. Participants in Year 7 focused on respect for country, reflecting on how they can show respect when they visit their country or other country. They drew inspiration from the Galaru dreaming-snake, who is kind but doesn't like when people take things from country or when people don't respect country. The artwork was displayed for the community to see as part of the Halls Creek Awards Night in December 2021.

Throughout 2022 a further five sites will take part in the Art with the Stars Project with the aim of collating and exhibiting all the work produced in regional and metro contexts. A significant grant from the Department of Local Government Sport and Cultural Industries will support this endeavour during 2022-23. Embedded within the Yarning with the Stars project methodology (Whitau and Ockerby 2019), which has been operating successfully since 2016, the evaluation component of the Art with the Stars project will provide a case study for how organisations and governments can measure cultural indicators of wellbeing.



BLACK DIAMONDS

A joint initiative with Netball WA, The Black Diamonds Project is an overdue strategic review of netball engagement and retention across Western Australia, across all aspects of netball engagement (athlete, umpire, coach, administrator, family support, community member) to provide insight on how to best achieve stronger, healthier relationships between Netball WA

and its Aboriginal and Torres Strait Islander communities.

Early 2021 saw the Black Diamonds project receive ethics approval from the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS). The dominant method of data collection was Yarning Circles with four stakeholder groups, across two phases.

STAKEHOLDER GROUP	DESCRIPTION
Group A: Grassroots Participants	ATSI athletes, coaches, umpires, family supports, and community members from across the state of Western Australia
Group B: Potential Elite Pathway Participants	ATSI athletes who attended the 2021 Aboriginal All Stars camp
Group C: Existing Elite Pathway Participants	ATSI athletes and umpires who have experienced the elite netball pathway in Western Australia (e.g., WANL Players, West Coast Fever players and Training Partners)
Group D: Netball WA Associations	Associations affiliated with Netball WA in both metro and regional areas

The first phase of data collection saw a total of 127 participants engage, across all stakeholder groups, to understand both the facilitators and barriers to ATSI participation in, and engagement with, netball in Western Australia. As well as what Associations had achieved/are achieving in this space to date and what support they require from Netball WA to create a culturally safe association.

The purpose of the second phase of data collection was to develop a strategic vision and a list of actions to support ATSI engagement and retention across all aspects of the WA netball pathway with all stakeholder groups.

All the data was analysed, and the solutions were summarised into a survey where all WA-based ATSI players, coaches, and umpires registered to MyNetball were invited to rank the suggested solutions based on what they thought would be most effective. The second phase of data collection saw a total of 140 participants engage.

Through this data, Shooting Stars was able to identify a number of key motivators and barriers, as well as suggested solutions to increase ATSI engagement across all levels of netball in Western Australia. 2022 will see the final report distributed to Netball WA stakeholders who will use it as a basis for strategic planning moving forward.

Kaya Kwopetok Koorlang Yok

Dear Beautiful Young Woman

2020 saw the Shooting Stars Research Manager conduct one on one yarns with 29 women from Shooting Stars, West Coast Fever, Netball WA and the Glass Jar Australia Board. These yarns covered three topics, the contributor's story, their relationship to Shooting Stars and their definitions of success.

The twenty-nine women have each experienced challenges on their journeys, from bullying, suicide, racism, gender discrimination, and domestic violence, to depression, diabetes, rejection and homesickness.

2021 saw Shooting Stars engage three Aboriginal artists, a mother, daughter and granddaughter to transform these stories into illustrations. Nyangumarta, Yorta Yorta woman Jilalga Murray of Jilalga Designs was the creative lead and technical mentor to her mother Rose Murray, a Nyangumarta painter and storyteller, and her daughter Allyra a Nyangumarta, Yorta Yorta, Kulkagal woman, Owner and Operator of Finelines by Allyra. Together these women created original illustrations of the participant's stories on Whadjuk Noongar Country.

The year also saw Shooting Stars engage Fremantle Press to turn these stories and illustrations into a book to be used as a resource for Shooting Stars participants. Through this book, Shooting Stars hopes to provide role models to its participants to draw courage and inspiration from. Using the contributor's stories and the battles they have won to inspire participants on their own journeys. Shooting Stars hopes to help its participants define their own version of success which can be a useful guiding post as they navigate life, and all of its ups and downs.

2022 will see the book published and distributed across Shooting Stars sites and other learning institutions.



Profile



Facebook

5,684 
+26.7%



LinkedIn

650 
+2067%



Instagram

805 
+97.3%



Newsletter
Subscribers

1,595 
+21.8%



Website Pageviews

41,912 
+22.6%

2021 has seen substantial growth in building Shooting Stars' profile as a leader in developing innovative initiatives that advance the prospects of Aboriginal and Torres Strait Islander communities thanks to the implementation of dedicated media, communications, and marketing resources. The Communications and Marketing Department focused on evolving the Shooting Stars brand to align with the growth of the organisation, successfully positioning Shooting Stars as a holistic education engagement program. A new

website was launched, not only sporting a new and fresh look but effectively showcasing the organisations impact, making it a great resource for stakeholders. Shooting Stars' refreshed branding has been modernised and incorporates more Aboriginal design elements. Shooting Stars now has a suite of high-quality marketing collateral, including digital assets, signage, promotional products, vehicle wraps and more, that contribute to the Shooting Stars brand as being professional, whilst maintaining its authenticity.

To ensure all communications contribute to the positioning of Shooting Stars as a leader in its space, the Communications and Marketing Department formulated a Communications Strategy outlining five objectives. This strategy ensures all communications are consistent with the organisations key messaging and outlines who Shooting Stars' main target audiences are and how best to reach them. This document has been instrumental to building the organisation's profile as a leader in empowering Aboriginal girls and women.

For the last 12 months, Shooting Stars has worked with UnLtd, a social purpose organisation connecting the media, marketing and creative industries with charities and giving Shooting Stars a platform to build networks and advocacy within the media industry. Agencies, Initiative Media and 303 Mullenlowe are in the process of developing a brand awareness campaign for Shooting Stars that will be distributed throughout different media channels to grow awareness amongst the general public.



Board Members



Dr Glenda Kickett Chairperson

In her outstanding career working with Aboriginal people in Western Australia, Kickett has played a vital role in developing social work practice and policy to benefit the various Aboriginal sectors with which she has worked. Her professional commitments and community activities are extensive, and her work has been recognised by many awards and scholarships. Her achievements also include academic success in social work and history research, undertaken alongside her work and other commitments, and she is a published author. She has been the Chairperson of the National Aboriginal and Islander Observance Day Committee (NAIDOC Perth) since 2008 and along with the Committee, has built up NAIDOC Perth as a renowned cultural festival, including reviving the Miss NAIDOC Perth presentation from 2011.

Dr Richard Walley OAM

A proud Noongar man, Walley was born in Meekatharra in 1953 and grew up in bush camps south of Perth. At the age of 23 he was chairing the Aboriginal Advisory Board and was actively involved in the formation or operation of the Aboriginal Housing Board, Aboriginal Medical Service, Aboriginal Legal Service, Aboriginal Alcoholism Committee, Aboriginal Sports Foundation and the New Era Aboriginal Fellowship. In 1991, he was named the NAIDOC Aboriginal Artist of the Year and two years later, he was awarded a Medal of the Order of Australia for his contribution to the arts and promotion of Noongar culture. In 2010, Walley was awarded Citizen of the Year in the Indigenous Leadership category and the following year, he performed a Welcome to Country for the Queen during the Commonwealth Heads of Government Meeting in Perth.



Emma Chinnery

Chinnery is a partner at Jackson McDonald with 15 years legal experience. Her clients include government and corporate organisations, the not-for-profit and charities sector, Aboriginal trusts and corporations and private family organisations. Emma's legal experience brings a wealth of knowledge and expertise to the Glass Jar Board, particularly in relation to governance, compliance and commercial issues. A netballer herself for 30 years, Emma is a life member of the UWA Netball Club. She has held club coaching and committee positions and is currently on the selections committee. Emma's passion for sports development is further reflected in her role on the UWA Sports Advisory Council.



Helen Ockerby

A proud Bardi-Jawi and Noongar woman from Western Australia, Ockerby has over 15 years' experience in community development working remotely across the state in grassroots sports, recreation and education. Ockerby was the former Kimberley Regional Manager of Shooting Stars and offers valuable insight of the needs of the on-the-ground staff and their communities, helping Shooting Stars to continue to empower young Aboriginal girls and women.



Robyn Smith Walley

Smith Walley is a Noongar woman, with family connections throughout Wilman, Kaneang and Bibbelman regions in Noongar country. For the past 23 years, she has been a Director within her family-owned business Aboriginal Productions and Promotions (APP). Smith Walley has a Degree in Community Development from Murdoch University and has worked within the fields of Anthropology, Adult Education, Events and Production Management.

Brendon Grylls

Grylls brings a wealth of knowledge in community development in regional areas after 16 years as a member of the Legislative Assembly of Western Australia and the 13th Leader of the National Party in Western Australia. Brendon also played a significant role in the development of the transformational Gold Industry Group funding arrangement for Netball in Western Australia.



Tara Martin

Proud Yued and Badimia woman, Martin is a Manager for Local Content at Compass Group Australia. Martin has an extensive understanding of developing strategies with grassroots communities and advocates by communicating effectively to major mining companies to support community led outcomes with over 15 years' experience working in the resource and minerals sector. Working for some of the largest mining, oil and gas companies across Australia, her experience spans across a number of roles, working predominantly in Aboriginal Affairs, Reconciliation Action Plans, Aboriginal Employment, Local Content and Community Investment.



Fran Haintz Company Secretary

A lifelong educator, Fran has a passion for community development and social justice believing that education and sport are vehicles toward empowerment, development and peace. Community capacity building, collaboration and communication are just some of Fran's strengths. Employing and empowering Aboriginal women to drive change and make decisions for their own communities is a critical focus for Fran, addressing the inequity and gender imbalance of Aboriginal female employment.

With over 30 years' experience in rural and remote Aboriginal communities, non-government organisations, educational institutions, small business and corporate Australia, Fran has extensive experience in community development, success in program innovation, design and implementation as well as strong strategic and financial planning.

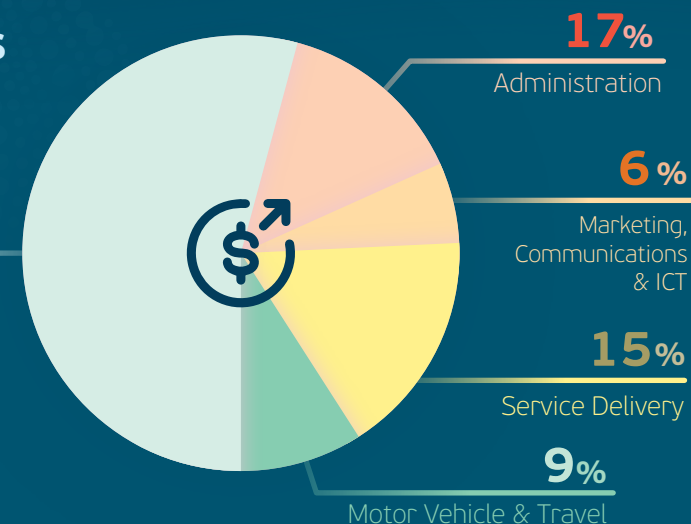


Funding & Finances

Expenses 2021

54%

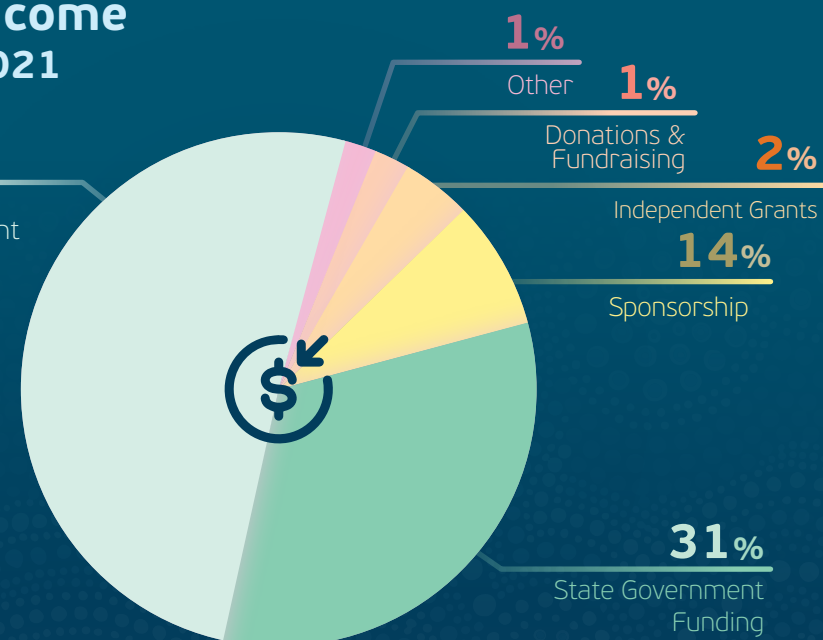
Human Resources



Income 2021

51%

Federal Government Funding



Our Sponsors

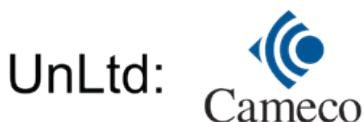
MAJOR PARTNERS



PARTNERS



SUPPORTERS



UNDERPINNING PARTNERS

