

ShootingStars 

# ANNUAL REPORT 2022



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## 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. When we act with integrity we follow through, live our values, and walk the walk. When we act with integrity, we stay true.

### 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

As my fifth year as chair, I am proud to present the Chairperson's Report for Glass Jar Australia. It makes me extremely proud to hold this position – a position that gives me the opportunity to provide guidance and support to an organisation doing such important work in communities around Western and South Australia.

Firstly, I want to thank the Glass Jar Australia Board for its ongoing support. We are lucky to have such inspirational and powerful members representing us - Dr Richard Walley OAM, Dr Robyn Smith Walley, Helen Ockerby, Tara Martin and Brendon Grylls.

We were fortunate to see a return to normal, or what we now call "COVID-normal". Whilst communities began rebuilding and coming back together, Shooting Stars continued to grow and expand. After implementing our three-year strategic plan in 2021, we hit the ground running in ensuring all aspects of the organisation were feeding into our overarching goals.

Heading into our second year of the strategic plan, we will shift our focus towards the important work of advocating. The Shooting Stars brand has grown quickly, and with it comes the responsibility to use the goodwill, expertise and passion that exists within it to help dismantle the systems that continue to disempower Aboriginal girls and women.

With the program's growth came the need for increased corporate and government support to ensure sustainability in the future. Major partner, Mineral Resources, extended their support to our mental wellbeing program, Seven Sisters, and OZ Minerals and GFG Resources came on board as our first corporate partners for our sites in Whyalla, South Australia. Every single partnership and donation is integral to the program's

sustainable growth, so I would like to sincerely thank each and every supporter for allowing us to continue what we do.

Having operated for more than seven years, Shooting Stars is proud to empower over 1,000 Aboriginal and Torres Strait Islander girls across 20 sites, spanning two states in Australia. This is an incredible feat. However, we know that there are always more girls to empower, more communities to support and more women to lift up.

This forms the basis of our goal for 2023 – ensuring that the Shooting Stars message extends beyond the sites we work within. By advocating for all Aboriginal and Torres Strait Islander people, we are able to help.

Everything that the Shooting Stars program achieves would not be possible without the fantastic staff that make it happen. The talented and powerful women who dedicate their days to the program enable it to be as successful as it is. And of course, the leadership that Fran Haintz provides, the drive needed to ensure we continue growing.

Shooting Stars has had a massive 2022 – perhaps its biggest year yet – and the results we get to witness across the two states is incredible. As we continue to empower Aboriginal girls and women to make informed choices about their future, we also help to build and grow the next generation of leaders in our communities. I am so proud of what we have achieved this year, and look forward to watching the program and our people grow in 2023.

*Glenda Kickett*





# FRAN HAINTZ EXECUTIVE OFFICER'S REPORT

2022 was a massive year for Shooting Stars – not only has the program been running for over seven years, but we are now empowering over 1,000 girls across Western and South Australia. There have been ongoing challenges as we learn how to live with COVID, but our staff have proven their resilience and eagerness to adapt.

Having been part of Shooting Stars since the very beginning, I am always in awe of how our staff are able to put aside any issues they're facing in order to provide a safe and welcoming space for the participants they work with.

Whilst numbers only tell part of Shooting Stars' story, they are an important part of our story. This year, 40 of our participants graduated from year 12 – the most we've had in our seven-year history. Research tells us that the more Aboriginal girls we can get graduating from school, the better. Their outcomes are better, their opportunities are better. Some of these girls were barely attending school before Shooting Stars was implemented, and now they are thriving and completing their schooling! It's a testament to the power of culturally responsive and inclusive spaces in schools.

Having begun the conversation with the Australian Childhood Foundation (ACF) in 2021, we have formalised our framework around our trauma-informed approach, ensuring that we are facilitating the development of staff wellbeing and a practice and supervision model. All of this ultimately complements the Shooting Stars Way – a framework that influences and guides everything we do.

Sitting alongside our program delivery is the research team that continues to drive incredible outcomes in the space of evaluation, development, and advocacy. Our Research Manager, Dr Rose Whitau, alongside other incredible women in our organisation, published a paper in the *Australian Journal of Indigenous Education*. The paper studied the barriers that students face and outlined potential solutions.

Moving into 2023 – the third year of our strategic plan – we as an organisation are well placed to use our strategic goals to guide us in providing the very best experience for Aboriginal girls. As our brand grows, so does our opportunity to advocate for the wider community. Using a research-based approach, our aim is to position Shooting Stars as an expert and leader in the field, giving a voice to those who may not have one.

It is an absolute privilege to continue building up the Shooting Stars program and the incredible women that are on the ground, driving real change in the lives of our participants. By supporting the empowerment of Aboriginal girls and women, we enable them to drive development and change within their own communities.

# GOAL PROGRAMS

After a mammoth year of growth in 2021, we once again expanded the program, allowing us to empower even more Aboriginal girls to realise their potential. Based in host schools, the Shooting Stars program 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.

The year saw us introduce five new sites – four in Western Australia and one in Whyalla, South Australia. These new sites, along with our existing sites, provide a safe and inclusive space for Aboriginal and Torres Strait Islander girls to feel empowered to attend school, make thoughtful decisions about their future and consider their employment pathways.

As always, the Shooting Stars program operated with a minimum attendance target of 80%, with a goal of increasing this to 90%. The participants' school attendance data is tracked weekly and summarised at the end of each term, always with external forces taken into account. Our Program Coordinators use this data to both celebrate those individuals who are making improvements and provide additional support to those who need it.

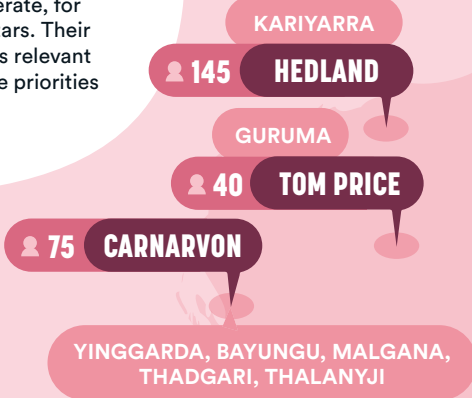
In conjunction with our partner school sites, Remote School Attendance Strategy providers and other key Aboriginal community corporations, tailored attendance plans are put in place to support each student. These plans include strategies that address transportation issues, lack of food and inappropriate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



# GOAL PROGRAMS

We thank the local communities in which we operate, for their guidance and involvement with Shooting Stars. Their input ensures we can tailor our programs to be as relevant and beneficial as possible, addressing the diverse priorities and preferences of the girls at each of our sites.

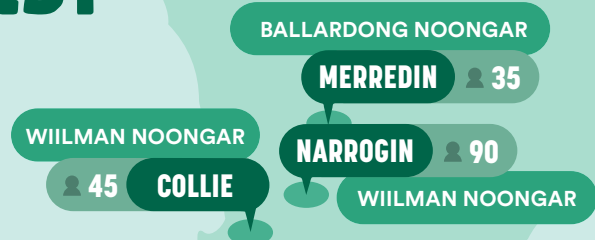
## PILBARA & GASCOYNE



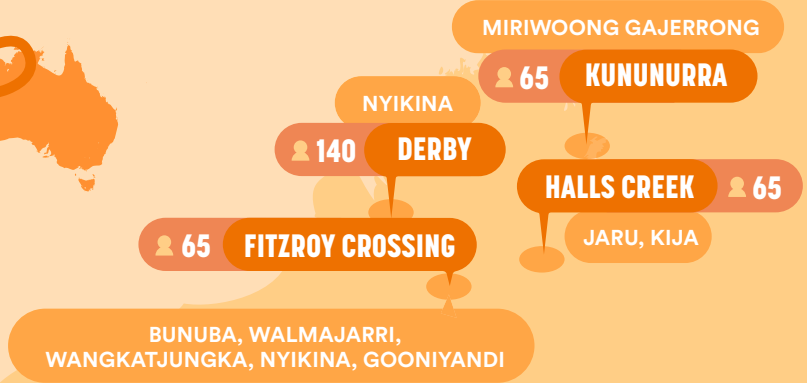
## MIDWEST



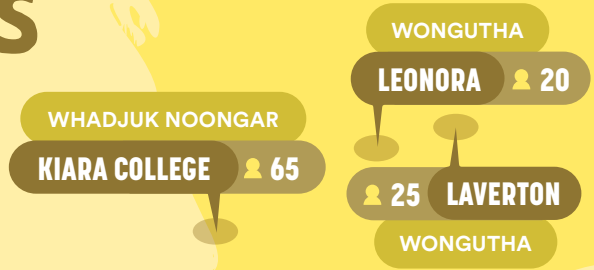
## SOUTHWEST



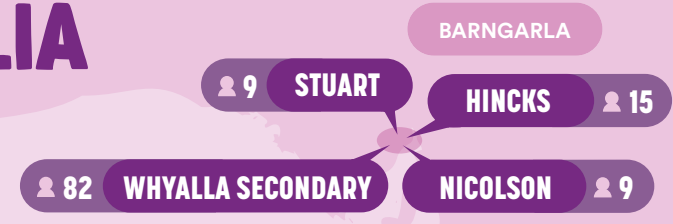
## KIMBERLEY



## GOLDFIELDS & METRO



## SOUTH AUSTRALIA



# OUTPUTS CRITICAL SUCCESS FACTORS

76

End of term reward  
events/camps



Over  
**1000**  
Participants



85%

of staff are  
Aboriginal women



5

New sites



16

Yarning  
sessions



40

Year 12  
completions



Over  
**100**

students attended  
leadership camps



2,445

Health &  
wellbeing  
sessions



16

Yarning  
sessions



43,600

Toasties made



53

Steering Committee  
meetings



129

Community  
collaborations





# GOAL 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.

Shooting Stars and Glass Jar have always operated as an organisation guided by Aboriginal people and run by Aboriginal women. In 2022, Glass Jar successfully maintained Aboriginal and Torres Strait Islander representation on its Board, with 83% of members identifying as Aboriginal.

In 2021, Shooting Stars achieved a high 85% Aboriginal and Torres Strait Islander employment, which was replicated again 2022. This is incredibly important to the program and a powerful message for our participants who both respond better to our Aboriginal staff and community role models and can see the opportunities that are available to them beyond their schooling journey.

Whilst the site staff are integral to the running of the Shooting Stars program day-to-day, the support staff play a huge role in ensuring

that the program is working efficiently and effectively. Shooting Stars welcomed an Operations Development Officer to support the Operations Manager. The Operations Development Officer was crucial in the development of key reporting procedures, attendance data tracking and the launch of the Child Safe Framework.

Working again with the Australian Childhood Foundation who were essential in the creation of the Shooting Stars Way document, The Child Safe Framework was endorsed by the Glass Jar Australia board and will allow Shooting Stars to continue to empower and support Aboriginal girls and women working within the program. The framework will provide a scope for the program to uphold the human and cultural rights specific to Aboriginal and Torres Strait Islander children, families and communities. These two documents, alongside on-site reflective practice which is trauma-informed, are integral to ensuring that Shooting Stars staff are confident in managing their well-being.



# GOAL PATHWAYS

Following on from the Sparks and Pathways program launch in 2021, the two programs were given their own space to breathe in 2022, delivering different outcomes for different year groups.

The Sparks program has been developed to support participants on their education journey, helping them to identify and develop their spark and passions in years 8-10. The Sparks Coordinator spent the year visiting all the Shooting Stars sites, delivering in-person sessions to drive inspiration and help the girls find their own 'sparks'.

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 26 participants engaging in the 2022 camp, held in Dampier, Western Australia.

The year culminated in Aboriginal actress, Teresa Moore, delivering inspirational sessions to our Sparks participants on

individuality, getting outside of their comfort zone and finding their passions in life. The inclusion of strong, successful role models allows our participants to explore the opportunities available to them.

For the year 11 and 12 participants, our Pathways program is crucial in preparing and mentoring them for their post-school journey. Our Pathways coordinator works with each girl to help them identify and develop their post-school education and employment pathways.

The annual Senior Leadership Camp was held in September and provided participants with exposure to job opportunities and potential pathways. 2022 saw 17 participants from years 10-12 engage in the Senior Leadership Camp in Perth – for some, it was the first time they had left their community.

In 2022, Shooting Stars had the highest number of participants graduating year 12, with 40 students finishing their schooling, up from 18 in 2021. The Pathways Coordinator also ensured that each year 12 participant had a post-school plan in place.



# GOAL INTEGRITY

Integrity is a vital component in any organisation, but especially important when working with Aboriginal communities. Because of the historic mistreatment of Aboriginal people, the process of building and maintaining trust is crucial.

After coining the term the “Shooting Stars Way” in 2021, Glass Jar formalised the framework in collaboration with the Australian Childhood Foundation. The aim of the framework is to provide a “clearly articulated, overarching approach to the delivery of the Shooting Stars program”, that also embeds a “trauma-informed way of making meaning of the needs of young women in the program” (Shooting Stars Way Practice Framework, 2022).

As part of the official framework, 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.



# GOAL SUSTAINABILITY

In 2022 the Philanthropy and Partnerships team continued to work towards a sustainable model of funding based on one third Federal funding, one third State funding and one third corporate and philanthropic investment. Alongside the ongoing support from our underpinning partners, NIAA, and the Departments of Education WA and SA, Shooting Stars has enjoyed the continued support of its valued corporate partners; the Gold Industry Group, St Barbara, Mineral Resources, Northern Star Resources, Sandfire, Mount Gibson, SRG and Horizon Power. 2022 saw Shooting Stars welcome onboard FMG, Gold Road Resources, Compass Group, King Kira, IBN and Australian Vanadium to support the program in WA whilst in South Australia we were pleased to gain long term support from Oz Minerals and GFG for Shooting Stars Whyalla sites. Additionally, Shooting Stars was honoured to have Karlka Niyaparli Aboriginal Corporation elevate their support from a donation to a three-year partnership to champion Hedland.

The year saw continued support from grant bodies, foundations and government funding programs with Telethon, Lotterywest, the Department of Health and the Phillips Foundation enabling the roll-out of the Seven Sisters program across all primary and high school sites. Funding was secured for our Art With The Stars program from DLGSC for WA and SA's Department of Human Services for Whyalla, whilst Fitzroy Crossing Shooting Stars has had the ongoing support of the Department of Justice to keep girls engaged in school and education. The Sparks Program attracted lots of attention in 2022 with financial support from the Stan Perron Foundation, the Collier Charitable Fund and Etria.



# GOAL ADVOCACY

The Shooting Stars program is rooted in evidence-based research that challenges 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 can identify barriers and facilitators to their empowerment.

Using the outcomes of the research conducted, we have been able to continuously improve the program and develop and implement a number of projects to help overcome certain barriers and challenges the participants face.

In 2022, the Shooting Stars research team published their second academic paper identifying the barriers that Aboriginal students in Western Australia face, along with potential solutions to provide a more welcoming and

inclusive space for students. The paper was published in *The Australian Journal of Indigenous Education*, further cementing Shooting Stars expertise in this space.

At the World Indigenous People's Conference on Education (WIPCE) in Toronto 2017, then Regional Managers Helen Ockerby and Rose Whitau set the goal for Shooting Stars to return and present with participants. After COVID delaying the conference, in September 2022 Rose, now the Research Manager and Latoya Bolton-Black, our Operations Manager got two stand up with two of our program's incredible alumnae, Nancy Murray and Seripha (Fefe) Sesar and yarn about how far we have come as a program, some of the lessons we have learnt on the way, and other impressive feats that Nancy and Fefe have been up to.



# PROGRAMS SEVEN SISTERS

Throughout 2022, the Seven Sisters program was delivered across 13 of our Shooting Stars sites. With the engagement of two extra staff members, a full-time assistant based in Perth and a Kimberley regional coordinator based out of Broome, this allowed for greater program delivery and support.

## INTEGRATED PILOT IN BROOME

Our Kimberley regional coordinator led the delivery of an integrated pilot program in Broome. This is the first time a group of non-Shooting Stars participants experienced the Seven Sisters program outside of our established sites. Running in October and November, the pilot took place each Friday afternoon at Broome's PCYC, receiving positive feedback from participants and the wider community.

## MIDWEST, PILBARA & GASCOYNE

Term 1 saw Mullewa, Carnarvon and Hedland begin the program, culminating in a community event for each town in term 2. Mullewa students were given the opportunity to travel to Geraldton and engage with Headspace, Ngala, Geraldton Sporting Aboriginal Corporation and the WA Centre for Rural Health. These services provided a holistic take on health and taught the girls mental health coping strategies, with ideas that reinforced the program's content. Carnarvon and Hedland held

community events in their respective towns, engaging with health services for a day of physical and mental health activities, once again including Ngala and Headspace. Carnarvon worked closely with the Stephen Michael Foundation to run small activities with the girls while Hedland saw involvement and support from Bloodwood Tree, Diabetes WA, Youth Involvement Council and Wirraka Maya Health Service.

## KIMBERLEY

Kimberley sites participated in the program across terms 2 and 3. Unfortunately, during this period communities experienced high rates of Sorry Business that went for extended periods of time and impacted attendance and engagement from the girls. We were still able to proceed with community events, with girls from Derby and Fitzroy Crossing engaging with the Tackling Indigenous Smoking team, Boab Health, Garnduwa and the local police. Halls Creek students travelled across to Kununurra to engage in three days' worth of activities including a hike through Emma Gorge, on country experiences and physical and wellbeing sessions on the river with Garnduwa and PCYC.

## GOLDFIELDS

At the back end of term 3, Leonora and Laverton students began the program, completing it in term 4 with a combined community event in Leonora. HOPE services, Waalitj Foundation and the Bega Garribirringu Health service were invited to be a part of the day along with ongoing support from our partners, St Barbara's and Gold Industry Group.

## WHYALLA

Whyalla (South Australia) completed the program during the terms 3 and 4, with their event engaging all participants from Nicolson Primary, Hincks Avenue Primary, Stuart Primary and Whyalla Secondary College.

Headspace, Centacare, Mission Australia and Nunyara Aboriginal Health Services were great participants at the Whyalla community event. Mark Hollis, member of the Aboriginal Education Directorate also attended, and we were lucky enough to host Adelaide Thunderbird players for the day.

As an offshoot, there has been expression of interest to engage with the University of South Australia in 2023 for an Aboriginal Health Career event. Watch this space for further updates.

## SOUTHWEST

An alternate program was piloted with participants from Narrogin's high school and two primary schools in Collie in term 4. A combined community event for both sites was hosted in Narrogin, where the girls engaged in physical and mental health activities provided by Headspace Northam, Youth Focus Collie, Holy Oake, Avon Youth, Wheatbelt Aboriginal Health Service, Southwest Aboriginal Medical Service, Mooritj Youth and Amity Health. The alternate program focused on more class-based activities and mental health topics.



## PROGRAM DEVELOPMENT FOR 2023

In response to the pilot delivered in the Southwest, feedback from participants, staff and community members highlighted a need for more class-based activities to engage with emotional regulation and mental health topics.

Three alternate programs have been developed for delivery across all sites in both primary and high school settings throughout 2023. Additional activity booklets, wellness journals and mental health resources will be made available for participants, staff, schools and the wider community to access.

Based on further feedback, the program's name, Seven Sisters, has been changed to Deadly Minds Matter. This decision aligns with the Shooting Stars Way, which emphasises the significance of cultural responsiveness and respect when receiving input from the communities in which we operate.

We are excited to see where 2023 takes us – with 20 sites and over 1,000 participants, we look forward to delivering Deadly Minds Matter to every one of them.



# PROGRAMS

## ART WITH THE STARS

For our participants, being able to express themselves through art is an enriching and connecting experience. Given the importance of art within Aboriginal and Torres Strait Islander cultures, Shooting Stars has implemented an Art with the Stars project, whereby we use arts-based research methods to evaluate the program, given that artmaking is a fundamental part of Indigenous ways of being, knowing and doing.

The project provides diverse platforms for our participants' stories and experiences of cultural strength and resilience, and provides

a measure of cultural wellbeing for the Shooting Stars program that complements the Yarning with the Stars project (Whitau and Ockerby 2019).

Now in its second year, we worked alongside local Aboriginal artists who joined our sites and taught them various arts-based skills, before working with the participants to develop artwork or performances.

This year, we were thrilled to engage with the below sites for Art with the Stars, thanks to funding from the Department of Local Government, Sport and Cultural Industries.

### CARNARVON BASKET WEAVING PROJECT

In term 3, the Carnarvon year 5 and 6 participants explored their connection to Indigenous artmaking through the process of weaving. Local elders Esma and Linda took the time to teach the girls the art of weaving, including how it begins with breaking down and stripping banana trunks and then allowing the threads to dry out. All of the girls were able to create woven baskets that were showcased for the local community.

### COLLIE PAINTING PROJECT

Collie Shooting Stars invited local artist, Bianca Hart, to partner with our girls in a special painting project that enabled them to create a landscape artwork that showcased their connection to Country. Each girl produced a different piece, showing how unique the connection to land and culture can be.

### DERBY ART IMMERSION

The Derby Shooting Stars participants were treated to a full art immersion for their Art with the Stars project, visiting various galleries and taking part in artist workshops. The highlight of the experience for them was visiting the Mark Norval Art Gallery, where they were able to explore incredible Indigenous artwork inspired by the Kimberley region. Whilst visiting, the girls also had an opportunity to have Mark Norval draw a portrait of themselves, which they were able to take home and use as inspiration for their own artwork.

### FITZROY CROSSING FASHION PROJECT

The Fitzroy Crossing site partnered with local artists and established fashion designers through the Earthed Foundation and Fitzroy Valley District High School to design a range of fashion garments that were showcased in a runway show that opened the Bangarra dance performance, SandSong.

Shooting Stars Senior Assistant, Bianca Nargoodah, led the project, using her extensive cultural knowledge and community connections. Designers Lois Hazel and Simone Agius assisted the girls in the creation of the collection, working with them to paint, sew, stitch, print, carve, dye, draw, burn and cut. Other local artists also lent their time to the project, including Ivy Nargoodah, Torrence Lulu, Natalie Davy and Lucy Kirchner. These incredible women all shared their talents that inspired the girls to get creative with their designs.



### HALLS CREEK PAINTING PROJECT

Halls Creek Shooting Stars participants took part in the Art with the Stars project for a second year, inviting Jaru artist Kathy Long back to mentor the students for their second painting project. The project was designed as an opportunity for the girls to connect, learn and share their connection to Halls Creek through culture, family and community. The final artworks completed by 13 of the Shooting Stars participants were showcased at the annual awards night.

# 303 MULLENLOWE BRANDING CAMPAIGN

After a two-year process, we officially launched our first-ever branding campaign, bringing the Shooting Stars brand to the wider Perth community. The campaign was co-created with our participants, mentors, local Aboriginal artists, designers and music producers.

UnLtd, a not-for-profit organisation that brings together other youth focused NFP's and the media industry, were instrumental in pulling together a wide range of advertising and media professionals to help us bring our vision to life. The work of 303 MullenLowe was nothing short of inspiring – the graphics, video and song all perfectly representing our program, our girls and our vision.

The final campaign comprised of press, out of home, free-to-air TV, catch-up TV, radio, digital audio, and online executions. We were fortunate to be supported by a range of incredible media publishers that donated media space, including Seven West Media, SBS, JCDecaux, Nova and RTR fm.

The total estimated value of the campaign is \$638,589.

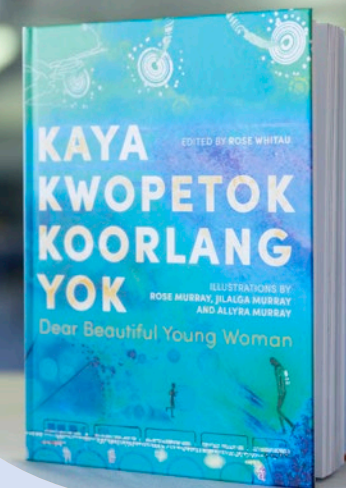
The total value of media donated was \$374,589. JCDecaux out-of-home placements in isolation reached approximately 452,090 people, and it was estimated that our ads would have been seen approximately 10,488,520 times around Perth metro areas, including Perth Airport.

Total estimated value

**\$638,589**

Approximate impressions

**👁️ 10,488,520**



## DEAR BEAUTIFUL YOUNG WOMAN KAYA KWOPETOK KOORLANG YOK

In 2020, COVID forced us to cease in person yarns, meaning we had to pivot. Our Research Manager decided to 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. These stories depicted the women's challenges, from bullying, suicide, racism, gender discrimination, and domestic violence, to depression, diabetes, rejection and homesickness.

Two years later on October 11 – International Day of the Girl Child – we held our first-ever book launch for *Kaya Kwopetok Koorlang Yok – Dear Beautiful Young Woman*. The book is the culmination of these yarns and aims to be a text that other women can draw courage and inspiration from.

The launch was a celebration of the women who bravely shared their stories. We were lucky to have two incredible women who are featured in the book share their stories

with our guests: Rishelle Hume – one of our previous board members and Western Australian of the Year in the Aboriginal Category, and Latoya Bolton-Black – Operations Manager for Shooting Stars who was interviewed by her daughter, Dakota, who is also a Shooting Stars participant.

Each story was beautifully illustrated by one of three Aboriginal artists: a mother, daughter and granddaughter. 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.

After a successful launch and Christmas campaign, we aim to ensure that the book makes it into as many public and school libraries as possible. By doing this, we can ensure that these incredible stories inspire and empower as many people as possible.



# GOAL PROFILE

2022 has been a big year for the Shooting Stars brand, with substantial growth across all platforms. This growth allows us to use our platforms to advocate for change, growth and development of the prospects for Aboriginal and Torres Strait Islander communities.

After launching a new website in 2021, the Communications and Marketing team focused on growing and evolving the resources and information available, including detailed breakdowns on each of our sites, blog posts and resources, research papers and more. The aim is to grow the Shooting Stars website into a valued resource that Aboriginal communities and allies can use to find information on our program and other opportunities and resources available.

Off the back of the Black Diamonds report that was published at the start of 2022, the Shooting Stars Communications Manager

published an article that used the report to dive deep into the inclusive and cultural safety measures within Netball. The article was published in The International Platform on Sport and Development and showcases the importance of the Shooting Stars program and its research.

Finally, as previously mentioned, 2022 saw the Shooting Stars branding campaign come to life via a range of mass media publications. The campaign has been crucial in building awareness for the program outside of our pre-existing communities and relationships. Branding elements created through this process have been incorporated into the overall branding of Shooting Stars, giving it a refreshed, young and modern feel that reflects the participants we work with.



LINKEDIN  
**1,503**   
↑131%



INSTAGRAM  
**1,180**   
↑47%



WEBSITE VIEWS  
**52,049**   
↑24%



NEWSLETTER  
**1,860**   
↑17%



FACEBOOK  
**6,625**   
↑17%



# GLASS JAR AUSTRALIA BOARD MEMBERS

## CHAIRPERSON

### DR GLENDA KICKETT

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 recognized 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.

### 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.



## COMPANY SECRETARY

### FRAN HAINTZ

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.

## 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.



### DR 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

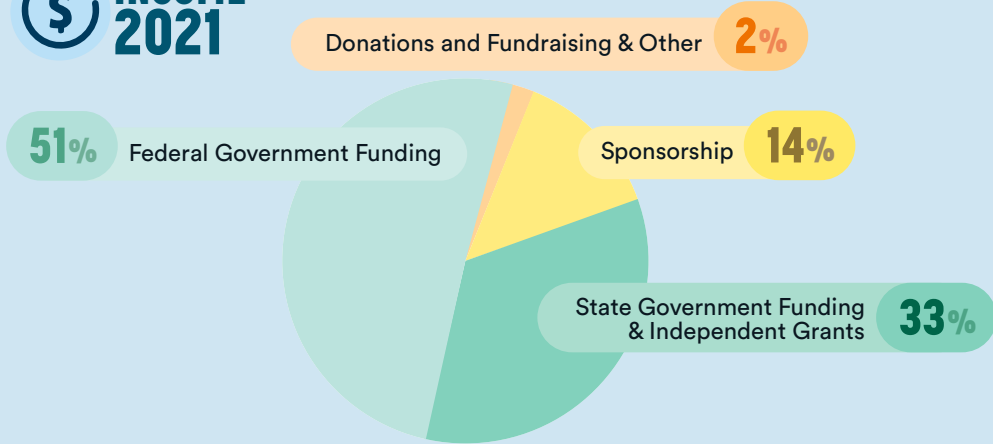
Grylls brings a wealth of knowledge in community development in regional areas after 16 years as a member of the Legislative Assembly of Western Australia and the 13<sup>th</sup> Leader of the National Party in Western Australia. Brendon also played a significant role in the development of the transformational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



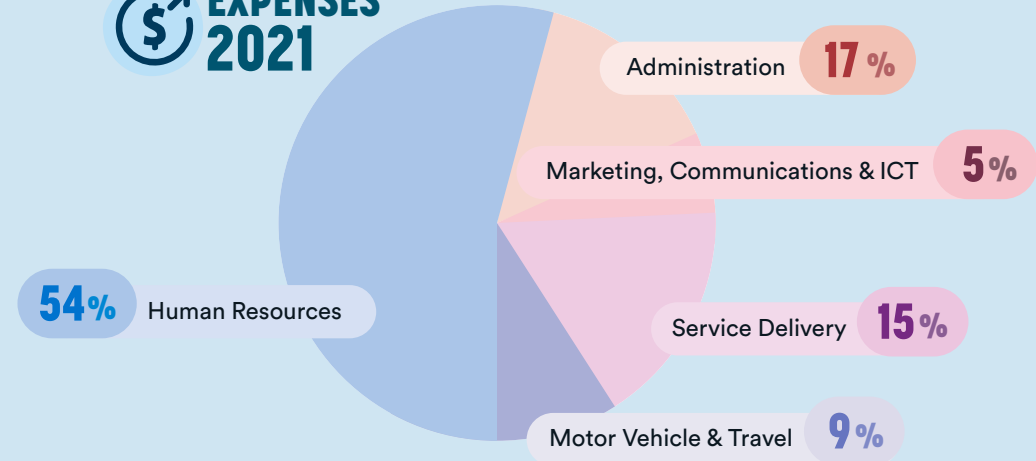


# SHOOTING STARS FUNDING & FINANCES

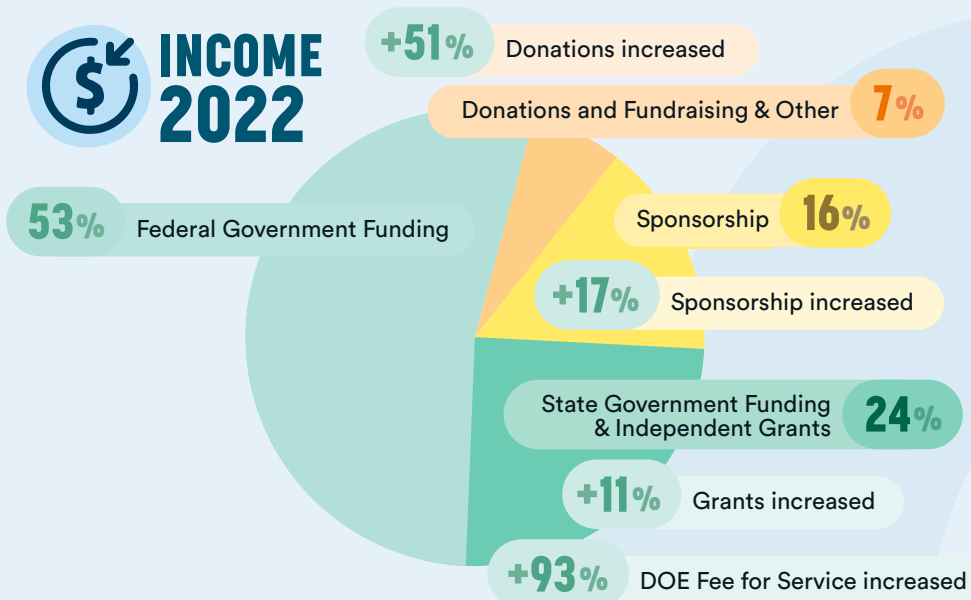
## INCOME 2021



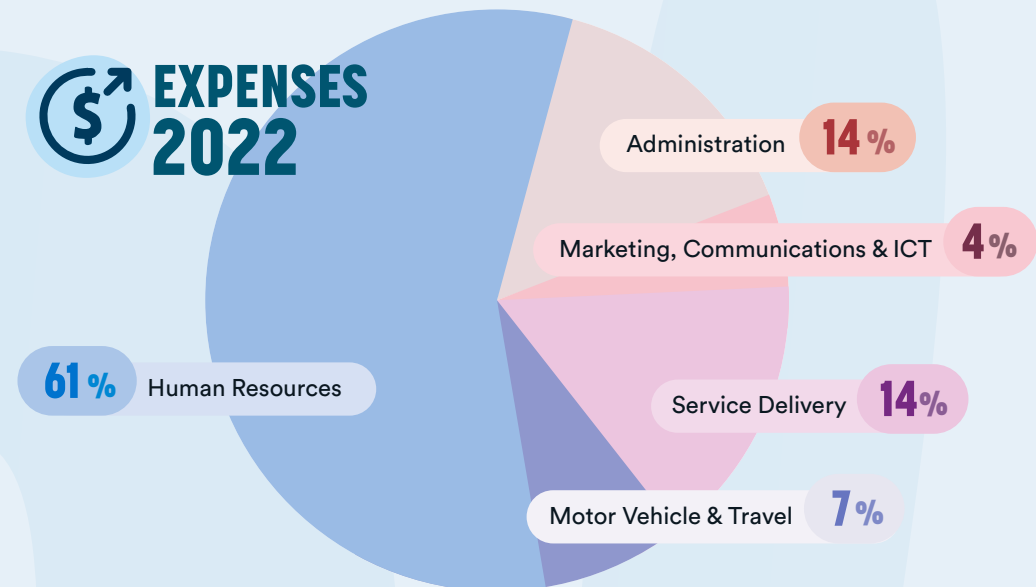
## EXPENSES 2021



## INCOME 2022



## EXPENSES 2022



# SHOOTING STARS PARTNERS

## MAJOR PARTNERS



## PARTNERS



## SUPPORTERS



## UNDERPINNING PARTNERS



Government of South Australia  
Department for Education



Department of Education



National Indigenous Australians Agency



NIAA



# ANNUAL REPORT

2022

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