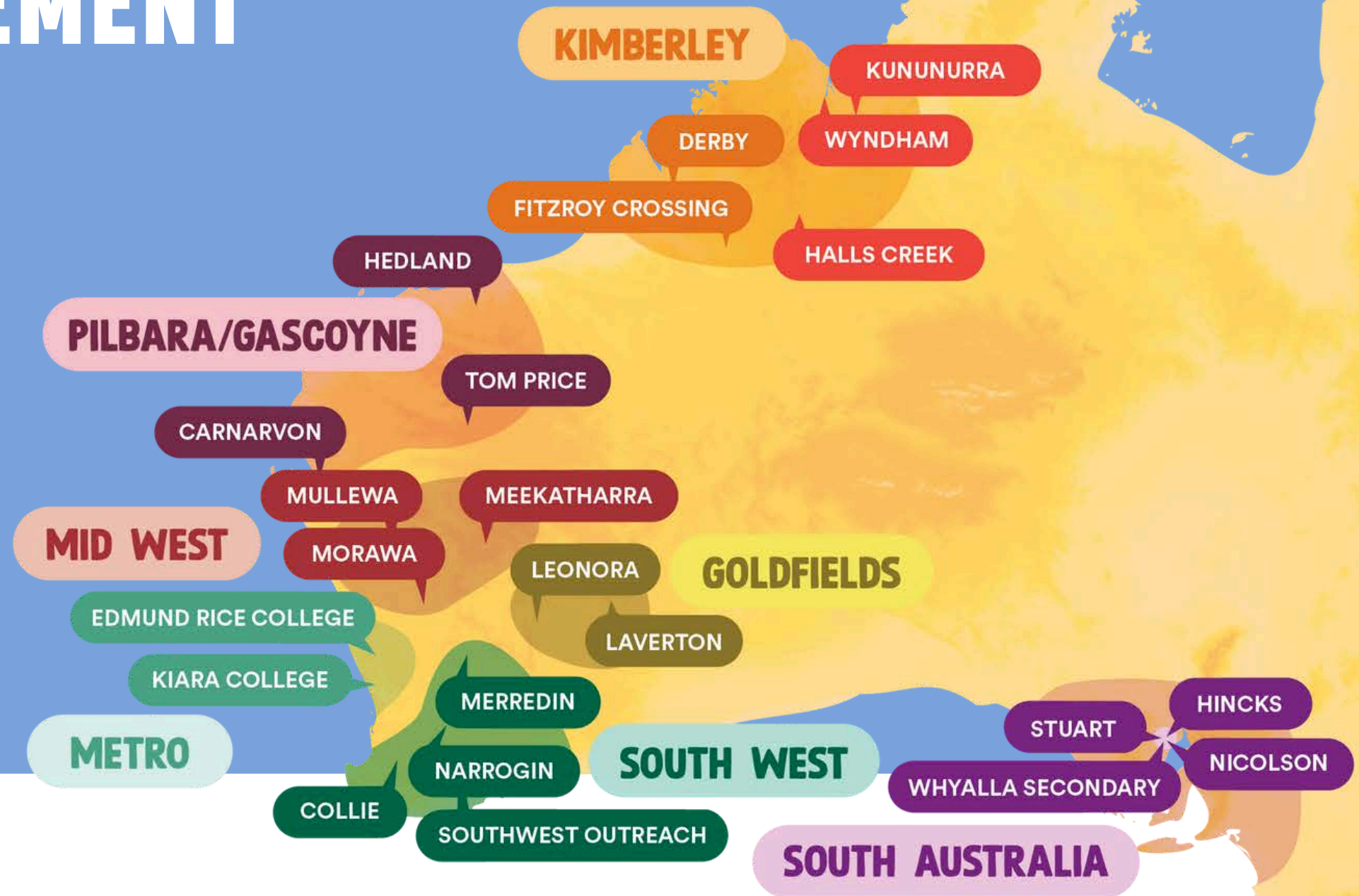


ANNUAL REPORT 2023



ACKNOWLEDGEMENT





Shooting Stars acknowledges the Traditional Custodians of the many countries on which we live, work and learn. We pay respect to the Elders, past and present, and we extend our respect to all Aboriginal peoples. Their histories, traditions and wisdom significantly contribute to the positive wellbeing of the entire community.



Throughout this report, we respectfully use the term Aboriginal when referring to Aboriginal and Torres Strait Islander people/s. As we are located across Western and South Australia, we operate on Aboriginal Country, but some of our staff and participants do identify as Torres Strait Islander.

Cover image:

Sparks Camp - Point Peron 2023, Image courtesy of Telethon.

-  facebook.com/shootingstarsaus
-  instagram.com/shootingstarsaus
-  linkedin.com/company/shooting-stars-glass-jar-australia
-  vimeo.com/shootingstarsaus

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Shooting Stars is the primary initiative of Glass Jar Australia, a not-for-profit organisation that comes under the umbrella of Netball WA. Shooting Stars is a school-based education engagement program for Aboriginal girls, young women and their communities.

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

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.

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.

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.



MESSAGE FROM THE CHAIR



It is with pride that I present this report having completed my sixth year as Chair. A position that gives me the opportunity to guide and contribute to the organisation as we drive our collective vision: Empowered Aboriginal girls and women.

I would like to thank my fellow Glass Jar Australia Board Directors, Dr Richard Walley OAM, Robyn Smith Walley, Tara Martin, Helen Ockerby and Simone Hansen, for their involvement throughout 2023. They are all outstanding individuals who contribute valuable knowledge and expertise, ensuring the Shooting Stars program can continue to influence positive change in communities across Western and South Australia.

It is important to note that five out of our six board members are First Nations people, ensuring First Nations knowledges and perspectives guide this organisation at every level.

Our governance structure, along with comprehensive yarning research and consultation, ensures Shooting Stars is attentive to the needs of each community it operates within.

The voices of participants, staff and localised steering committees are given a platform to influence the way we operate.

Knowing the importance and impact of this process, Glass Jar Australia publicly and wholeheartedly supports the Uluru Statement from the Heart, as announced in a position statement prior to the 2023 Referendum.

In line with our Strategic Plan for 2021-2023, the Shooting Stars messaging has extended beyond our school-based sites and program participants as we aim to challenge the status quo and advocate for all Aboriginal and Torres Strait Islander people.

The proposed Voice to Parliament was a constant theme throughout the year, and one that had a significant impact on our society. It has highlighted the strength and resilience of Aboriginal and Torres Strait Islander peoples across the country. Furthermore, it has also highlighted how much work there is to be done, and the importance of the work Shooting Stars is doing every day.

Thank you to everyone who has engaged with Shooting Stars in some way over the past year — whether in the form of partnerships, grants, donations, fundraising, collaborations, wrap around services for participants, sharing our messages or simply staying up to date with us on social media or through our newsletters. With you standing beside us, Shooting Stars has continued to grow in terms of numbers, sustainability and impact.

I am pleased to say the National Indigenous Australians Agency (NIAA) has renewed its funding for Glass Jar Australia. We were also proud to renew corporate partnerships with numerous organisations reflecting their endorsement of the great work we do, including Horizon Power who have now kindly partnered with us for seven years. We continue to hold exciting conversations with new partners and look forward to sharing further details in 2024.

In the past year, our program expanded to a total of 22 sites, reaching over 1,200 girls and women, with the activation of new sites at Wyndham District High School and Bindoon's Edmund Rice College.

Fundamental to the program's success, I would like to thank and congratulate the incredible team of Shooting Stars staff, which has been led by Glass Jar Australia's inaugural Executive Officer, Fran Haintz for a total of eight years.

The organisation bid farewell to Fran in August, with endless thanks for her unwavering dedication and leadership over the years. Since 2015, she has contributed to the empowerment of countless young women, who have become leaders in the program and within their own families and communities.

Shooting Stars' Operations Manager, Latoya Bolton-Black was appointed Acting Executive Officer for the remainder of 2023. The continued successful delivery of Shooting Stars at each of our sites is a testament to Latoya's exemplary leadership and the commitment of the entire Shooting Stars team.

In November, it was a pleasure to announce Helen Ockerby's appointment as Glass Jar Australia's new Executive Officer, to commence at the beginning of 2024. Helen was one of the organisation's first employees, and after leaving her role at Shooting Stars in 2020, she joined our board, continuing her commitment to the organisation. As Helen now steps away from her role on the Board, we are excited to see her re-join the Shooting Stars team and lead the program into its ninth year.

Dr Glenda Kickett
Board Chairperson



THE BOARD



Dr Glenda Kickett
Board Chairperson

In her outstanding career working with Aboriginal people in Western Australia, Dr Glenda 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.

Glenda 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.



Tara Martin
Director

Proud Yued and Badimia woman, Tara is a Manager for Local Content at Compass Group Australia. She has over 15 years' experience working in the resource and minerals sector, having worked for for some of the largest mining, oil and gas companies across Australia. Tara's experience spans across a number of roles, working predominantly in Aboriginal Affairs, Reconciliation Action Plans, Aboriginal Employment, Local Content and Community Investment.



Robyn Smith Walley
Director

Robyn Smith Walley is a proud Noongar woman, with family connections throughout Wiilman, Keneang and Bibbelman regions in Noongar Country. She is a director within her family-owned business Aboriginal Productions and Promotions. She has a Degree in Community Development from Murdoch University and has worked within the fields of Anthropology, Adult Education, Events and Production Management.



Dr Richard Walley OAM
Director

Dr Richard Walley OAM, a proud Noongar man, was born in Meekatharra and grew up in bush camps south of Perth. He was chairing the Aboriginal Advisory Board in his early twenties, and he has been actively involved in the formation and/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.

Richard has been recognised for his contributions to the promotion of Noongar culture with numerous awards such as NAIDOC Aboriginal Artist of the Year, a Medal of the Order of Australia and Citizen of the Year in the Indigenous Leadership category. He has also performed a Welcome to Country for the Queen during the Commonwealth Heads of Government Meeting in Perth.



Helen Ockerby
Director

Proud Bardi-Jawi and Noongar woman, Helen Ockerby has over 15 years' experience in community development working remotely across the state in grassroots sports, recreation and education.

As former Kimberley Regional Manager of Shooting Stars, Helen offers valuable insight into the needs of on-the-ground staff and their communities helping Shooting Stars continue to empower young Aboriginal girls and women.



Simone Hansen
Director

Chief Executive Officer of Netball in WA, Simone Hansen has almost two decades of senior leadership experience in the banking and finance sector across Western Australia, South Australia and the Northern Territory. She is also a Non-Executive Director of the Australian Institute of Management WA.





Since our program was launched in 2015, each year has brought more reach in our communities, along with challenges and opportunities. 2023 has been no exception, but our resolve to strive together, has certainly enabled us to rise together.

Latoya Bolton-Black

Shooting Stars - Glass Jar Australia

MESSAGE FROM THE 2023 ACTING EXECUTIVE OFFICER

Committed to increasing school engagement, the team has proudly continued to empower, support and advocate for over 1,200 Aboriginal and Torres Strait Islander girls and young women across our 22 school-based sites in Western and South Australia.

It has been inspiring to witness the resilience of Shooting Stars participants, staff and communities throughout 2023. The Fitzroy River flooding in the Kimberley brought significant damage and challenges that are ongoing. The referendum also had a profound impact on so many of us, and the wider Australian community.

This year also emphasised the challenges of regional and remote staff recruitment encompassing cost of living pressures, as well as ongoing issues affecting participant attendance. Social issues and disadvantage directly impacting our communities continue to highlight the need for us to maintain our community led work and two-way learning within schools. Working together to increase educational outcomes for Aboriginal girls and young women, sharing our evidence base and expertise to further strengthen our child centred approach and building cultural safety and security for staff and students.

With an increase in the number of engaged participants across each of our 22 school-based sites in Western and South Australia this year, the impact of our evidence-informed, place-based approach is clear. Engaged participants are those who attend health and wellbeing sessions and access support from Shooting Stars staff before, during and after school on a regular basis. I take this opportunity to thank each and every member of our team.

Our enrichment programs Deadly Minds Matter, Sparks, Pathways and Art with the

Stars continue to address the barriers to education identified by Shooting Stars participants and communities through yarning.

Predominantly funded by corporate partners each has made a positive impact this year, as evidenced throughout this report. We thank all of our partners for their incredible generosity, it is an honour to deliver our program enhanced by your support.

We began the implementation of our Shooting Stars Way practice framework, working hard to integrate it with the Child Safe Framework to elevate the voices of young Shooting Stars participants.

The research team has also continued to share our unique evidence base, with a third academic paper accepted for publication and by participating in several sector events including the AIATSIS Summit, and Reconciliation WA's Sports RAP Ring and the WACOSS Supporting Young Women to Thrive webinar.

I would like to extend my heartfelt appreciation to our Glass Jar Australia Board for their commitment to the organisation throughout 2023 and acknowledge Fran Haintz, the inaugural Executive Officer of Glass Jar Australia who made invaluable contributions during her eight years at the helm.

In 2024, we warmly welcome Helen Ockerby back to the organisation as our incoming Executive Officer, as I resume my role as Operations Manager. I look forward to working with Helen as we enter our next phase in empowering Aboriginal girls and women.

Latoya Bolton-Black
Acting Executive Officer

MESSAGE FROM THE 2024 EXECUTIVE OFFICER



I take this role with great privilege and pride given my long history with the organisation as a founding member and more recently as a Glass Jar Australia Board Member.



Helen Ockerby

Shooting Stars lives and breathes the values of Respect, Integrity and Heart, the same values I hold personally close, and I can't wait to strive and rise with the team. Born on Noongar Boodja, raised in and around Bardi and Yawuru Buru, and having worked and lived extensively across the Kimberley region on Jaru, Bunuba, Nyikina and Yawuru Buru, I have a strong sense of community. Over the past 18 years I have worked and volunteered across many grassroots sport, recreation, and community development programs supporting the growth and empowerment of my people, with a vision and actions towards self-determination.

I look forward to the year ahead, celebrating our successes as we collectively empower our communities. Please enjoy the following pages that demonstrate what is possible when our resources and expertise are combined.

Just as our staff have provided advocacy and support to our participants, we thank you, our partners, for the advocacy and support you continue to show us. We are grateful and proud that you continue to walk with us towards our vision: empowered Aboriginal girls and women.

A handwritten signature in blue ink, appearing to read 'Helen Ockerby', with a stylized flourish at the end.

Helen Ockerby
Executive Officer

HIGHLIGHTS

AFLX Carnival

In Term 3, Halls Creek hosted the third annual AFLX Carnival with teams travelling from Kununurra, Derby and Fitzroy Crossing for the opportunity to connect and celebrate their shared passion for football. All teams displayed excellent team work and we congratulate Fitzroy Crossing on winning the team spirit award.

New Shooting Stars locations

There are now 22 Shooting Stars sites in total across Western and South Australia. Stability is one of the highest priorities for the organisation, so with the addition of two new sites in 2023 — one in Wyndham and one in Bindoon — this rate of growth has been ideal.

Southwest Outreach program

A four-year major partnership with Newmont was announced in 2023, set to fund a new Shooting Stars Southwest Outreach Program. This would establish the existing Narrogin site as a Southern Hub with outreach to school locations like Wagin, Boddington, Pingelly, and Brookton. Young women in these areas will gain access to the Shooting Stars program, and become more familiar with Narrogin Senior High School, reducing barriers involved with transferring there for the completion of senior schooling years.

AIATSIS Summit

Shooting Stars was very well-represented at the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Summit in 2023. Eight Shooting Stars delegates were in attendance with two separate presentations within the week. The first was a presentation of work carried out with schools, where Shooting Stars facilitated yarns with school staff, delving into barriers and solutions identified by teachers around implementing cultural safety in classrooms. The following day, six staff members with varying roles in the organisation, showcased a panel discussion, sharing and demonstrating a number of key learnings and successes from within the Shooting Stars program.

The first Art with the Stars exhibition

The first collective Art with the Stars exhibition took place in 2023 at the Carnarvon Library and Art Gallery. The exhibition opening event was attended by Carnarvon and Collie Shooting Stars participants, including many of the young artists behind the works on display. Amongst those invited were families, community members, representatives from partner organisations, local mentoring artists and many other VIPs. This was the first of a traveling series of exhibitions, which would continue in 2024.

Leadership Camps

A number of different camps are held throughout the year, across the Shooting Stars sites and programs, but the Leadership Camps have a particular focus on developing leadership skills that can continue to grow and be put into practice when the camp is over. They also encourage attendees to consider their goals for the future, and open them up to potential opportunities.



Leadership Camp Participants at West Coast Fever - First Nations Round pre-game function

Leadership Camp Participants at Adelaide Thunderbirds - First Nations Round post-game



Leadership Camps that took place in 2023 included the Senior Leadership Camp in Perth for year 10, 11 and 12 participants, Junior Leadership Camp in Dampier for year 6 and 7 participants, and Adelaide Leadership Camp, for Whyalla participants in years 8, 9 and 10.

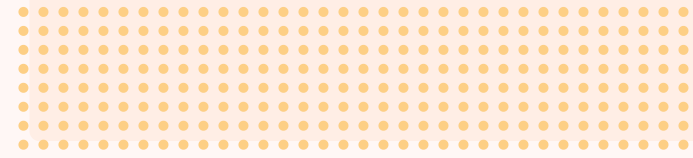
Suncorp Super Netball - First Nations Round

Coinciding with 2023 National Reconciliation Week, the Suncorp Super Netball (SSN) First Nations Round honours and celebrates Aboriginal and Torres Strait Islander cultures. Spanning across two weekends, our Leadership Camps are aligned to coincide with the opportunity for Shooting Stars participants to attend games in Adelaide and Perth. This year we celebrated victories with both West Coast Fever and the Adelaide Thunderbirds.

Shooting Stars was the match-day partner of West Coast Fever's First Nations Round home game. Participants on the Senior Leadership Camp attended the game, joined the players on the court for the Welcome to Country, took part in the 3/4 time on-court activation, and attended the VIP Green Room event before the game, where two participants spoke on stage.

THE IMPACT ADDS UP

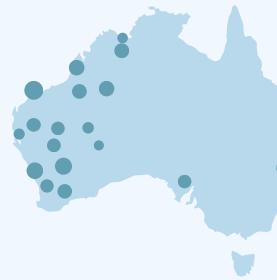
Approximately
10000 participants



80+ localised steering committee meetings



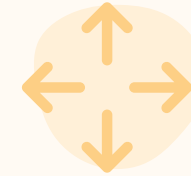
22
Sites



64 Staff



83%
Aboriginal representation on Board



72%
Aboriginal representation in staff



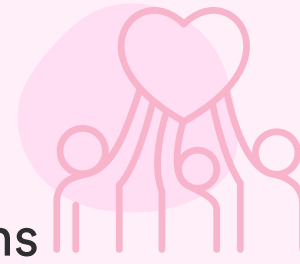
78
Weekly health and wellbeing sessions



70,380
Meals for minds



Over
100
Community collaborations



44
After-school engagement sessions per week



28,710
School uniform/clothing items supplied



42,120
Journeys to and from school

3 formal showcases of Art with the Stars projects

participant artworks exhibited **128**

128

Over
30,000
in-class support sessions



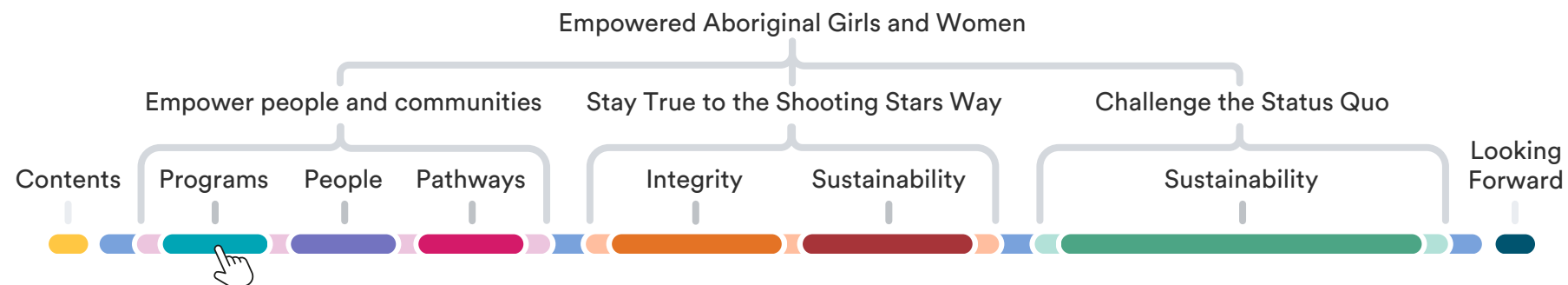
STRATEGIC PLAN

Pictured below, is a simplified depiction of the 2021 - 2023 Strategic Plan, which guides the structure of this report.

The full Strategic Plan can be found [here](#). This outlines the vision, purpose, goals, strategies and measures for Shooting Stars.



NAVIGATION PANEL



EMPOWER PEOPLE AND COMMUNITIES

This purpose is about empowering Aboriginal girls and women by growing their confidence, identity, cultural connection, capacity, and resources to make informed decisions for themselves.

Programs

Develop and deliver a range of programs that strengthen and empower Aboriginal girls and women and their communities.

People

Empower and support our people to ensure our programs operate to their full potential.

Pathways

Prepare and mentor participants for their post-school endeavours; empowering them to make decisions and work towards their post-school pathway goals.

CORE SHOOTING STARS PROGRAM

The core Shooting Stars program covers day-to-day operations based at each of the 22x school-based sites. Shooting Stars combines advocacy and support, engagement activities, motivators, and health and wellbeing sessions to strengthen participants' confidence, cultural identity, and positive experiences at school, while promoting health and wellbeing.

Program delivery is tailored for each site, incorporating strategies that are informed by community and participant yarning, and ensuring the Shooting Stars Way Practice Framework guides and informs everything done within the program. See page 24.



Collie On-Country Activity

Localised Steering Committees

Each Shooting Stars site has formed a localised steering committee, involving Shooting Stars staff, school staff, community members and local community organisations. Steering committee meetings are led by the Shooting Stars site Program Coordinator, and they take place once a term.

Advocacy and Relationship Building

Throughout the year, participants have regularly engaged in formal yarning circles and informal yarns with Shooting Stars staff. As a consistent and reliable presence for participants our team works to build strong, supportive and trusting relationships with all individuals in the program.

The Shooting Stars staff have also advocated for participants within their schools on a regular basis. This often involves representing participants in meetings with school staff.

Every conversation adds to our knowledge base, maximising program effectiveness for participants while our Practice Framework helps guide our work with families, communities and our partner schools.

Health and Wellbeing Sessions

Participants are allocated weekly contact time with Shooting Stars, to take part in scheduled health and wellbeing sessions. These sessions are planned by staff and the regional team to address topics or areas of concern that may impact the girls.

The Shooting Stars Room

Weekly Health and Wellbeing sessions take place in a Shooting Stars classroom at each school-based site. At most of our sites, this is a permanent room dedicated just for Shooting Stars staff and participants. This means the girls and young women who engage with Shooting Stars can rely on this room as a safe and comfortable space where they can come during lunchtime, recess, and before and after class.

Awards Nights

At the end of Term 4, each Shooting Stars site holds an Awards Night. To thank them for their support throughout the year, families, community members, supporters and corporate partners are invited to attend these celebrations.

These events are an opportunity to acknowledge and reward participants for their involvement and hard work throughout the year, and to celebrate their achievements.

Wyndham

A new Shooting Stars site was activated at Wyndham District High School in 2023. Its official launch event took place in October, and was attended by program participants, family members, Shooting Stars and school staff, corporate partners, community members and other VIPs.

Formalities began with a Welcome to Country from Amy Birch, followed by an emotional address from School Principal, Danielle Woodhouse, as she spoke of the importance of the support Shooting Stars would offer.

The specially designed Wyndham Shooting Stars netball dresses were presented on the day, and a symbolic cutting of the ribbon took place to formalise the launch.

Edmund Rice College

The Shooting Stars program was activated at Edmund Rice College (ERC) in Term 3, 2023. Located in Bindoon, ERC is a mixed cohort, agricultural Catholic school. Most students at this site have traveled from the Kimberley, Pilbara, Midwest, and outer suburbs of Perth to board here.

Shooting Stars has had a great response in Bindoon by the staff and students, and the official launch event will take place in 2024.

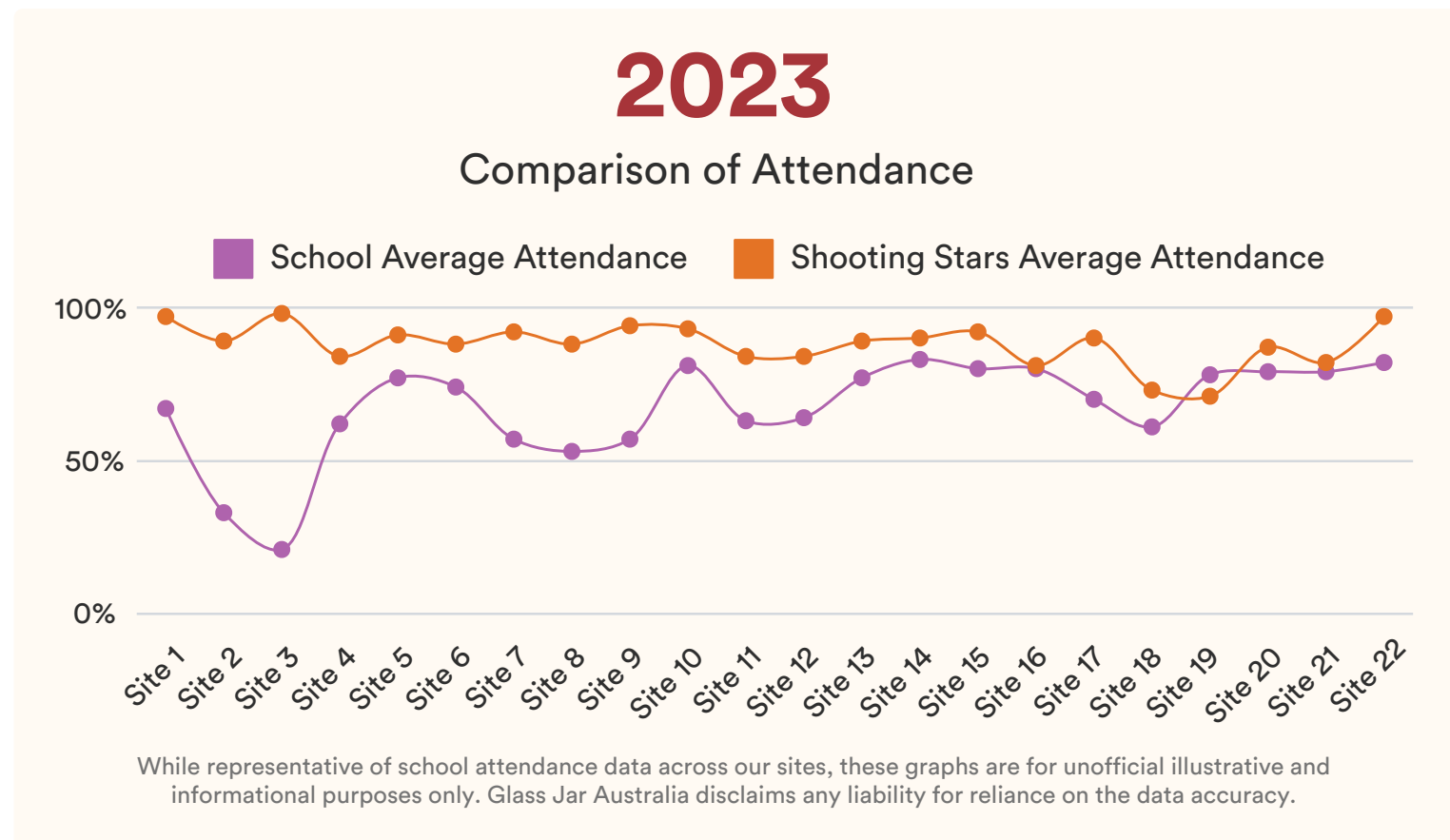
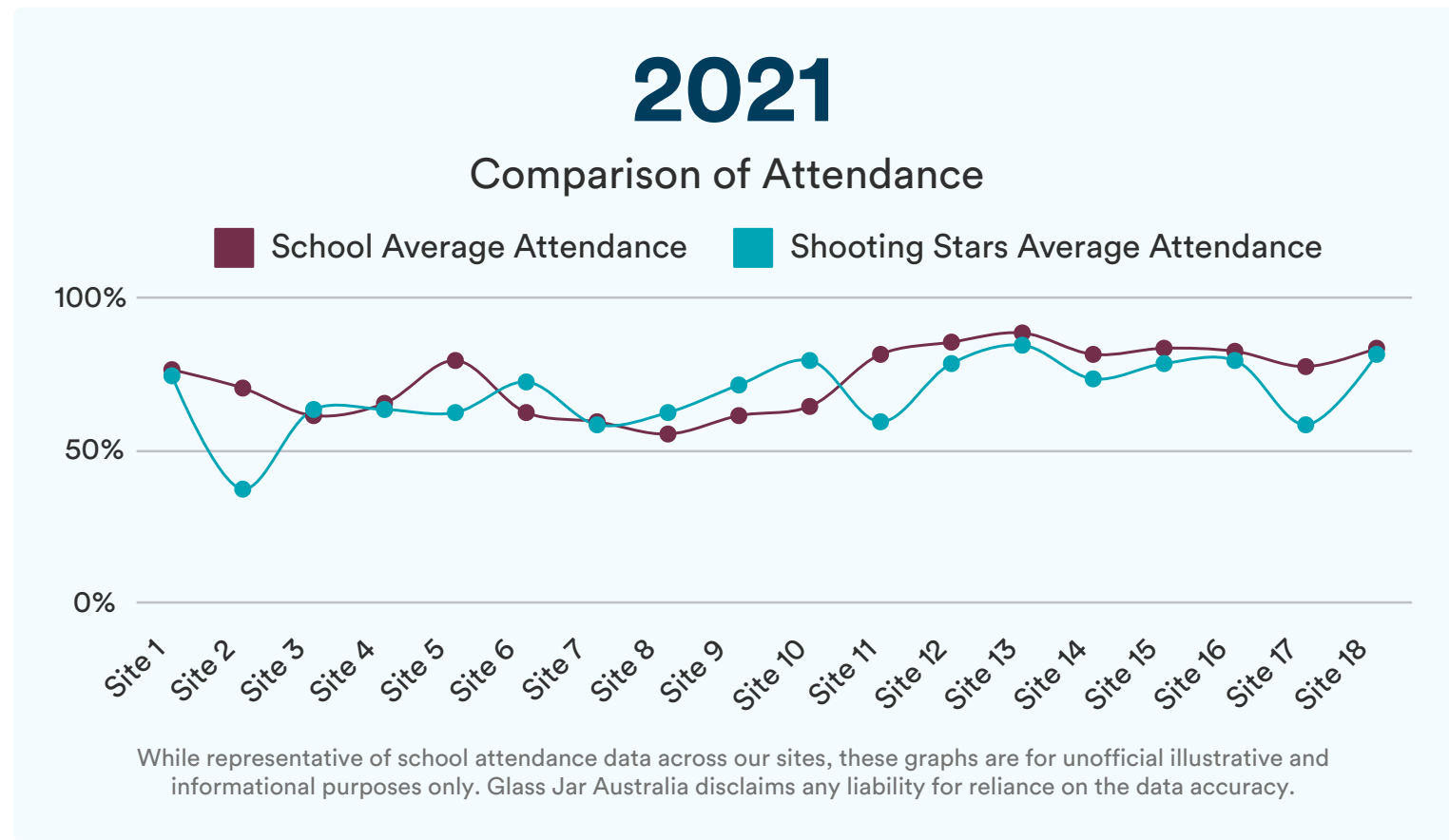
CONTINUED COMMITMENT TO SCHOOL ATTENDANCE

Shooting Stars remains committed to increasing school attendance for Aboriginal girls and young women.

The graphs to the right reflect the improvements the program has made over the time period 2021-2023. There are multiple, and often complex, factors that affect attendance, however, the higher percentages across Shooting Stars sites in comparison to the relevant school's average are encouraging.

However, as the program contributes its efforts towards Closing the Gap targets, it is driven by more than a focus of increasing school attendance. It is just as important to ask, "What are the barriers that stand in the way of Aboriginal girls and young women attending school and completing their education?"

The Shooting Stars yarning and governance model ensures the girls and young women themselves are heard, and this has helped to identify a number of answers to the question above.



REGIONS UPDATE

Kimberley

Derby

Engaged Participants: 187
Target Participants: 150
Custodians: Nyikina

Fitzroy Crossing

Engaged Participants: 31
Target Participants: 65
Custodians: Bunuba, Walmajarri, Wangkatjungka, Nyikina, Gooniyandi

Goldfields

Leonora

Engaged Participants: 24
Target Participants: 30
Custodians: Wangkatja

Laverton

Engaged Participants: 20
Target Participants: 25
Custodians: Wangkatja

Metro

Edmund Rice College

Engaged Participants: 36
Target Participants: 70
Custodians: Yued Noongar

Kiara College

Engaged Participants: 54
Target Participants: 30
Custodians: Whadjuk Noongar

Pilbara/Gascoyne

Hedland

Engaged Participants: 125
Target Participants: 120
Custodians: Kariyarra

Tom Price

Engaged Participants: 35
Target Participants: 30
Custodians: Banjima

Carnarvon

Engaged Participants: 78
Target Participants: 75
Custodians: Yinggarda, Bayungu, Malgana, Thadgari, Thalanyji

South West

Merredin

Engaged Participants: 24
Target Participants: 45
Custodians: Nyaki-Nyaki

Narrogin

Engaged Participants: 51
Target Participants: 70
Custodians: Wiilman Noongar

Collie

Engaged Participants: 33
Target Participants: 65
Custodians: Wiilman Noongar

Kimberley

Kununurra

Engaged Participants: 38
Target Participants: 65
Custodians: Miriwoong Gajerrong

Wyndham

Engaged Participants: 32
Target Participants: 30
Custodians: Balangarra

Halls Creek

Engaged Participants: 37
Target Participants: 65
Custodians: Jaru, Kila

Mid West

Mullewa

Engaged Participants: 28
Target Participants: 25
Custodians: Yamatji

Meekatharra

Engaged Participants: 31
Target Participants: 35
Custodians: Yamatji, Ngoonooru Wadjari, Yugunga-Nya

Morawa

Engaged Participants: 21
Target Participants: 30
Custodians: Widi

South Australia

Stuart

Engaged Participants: 11
Target Participants: 15
Custodians: Barngarla

Hincks

Engaged Participants: 12
Target Participants: 15
Custodians: Barngarla

Nicolson

Engaged Participants: 14
Target Participants: 20
Custodians: Barngarla

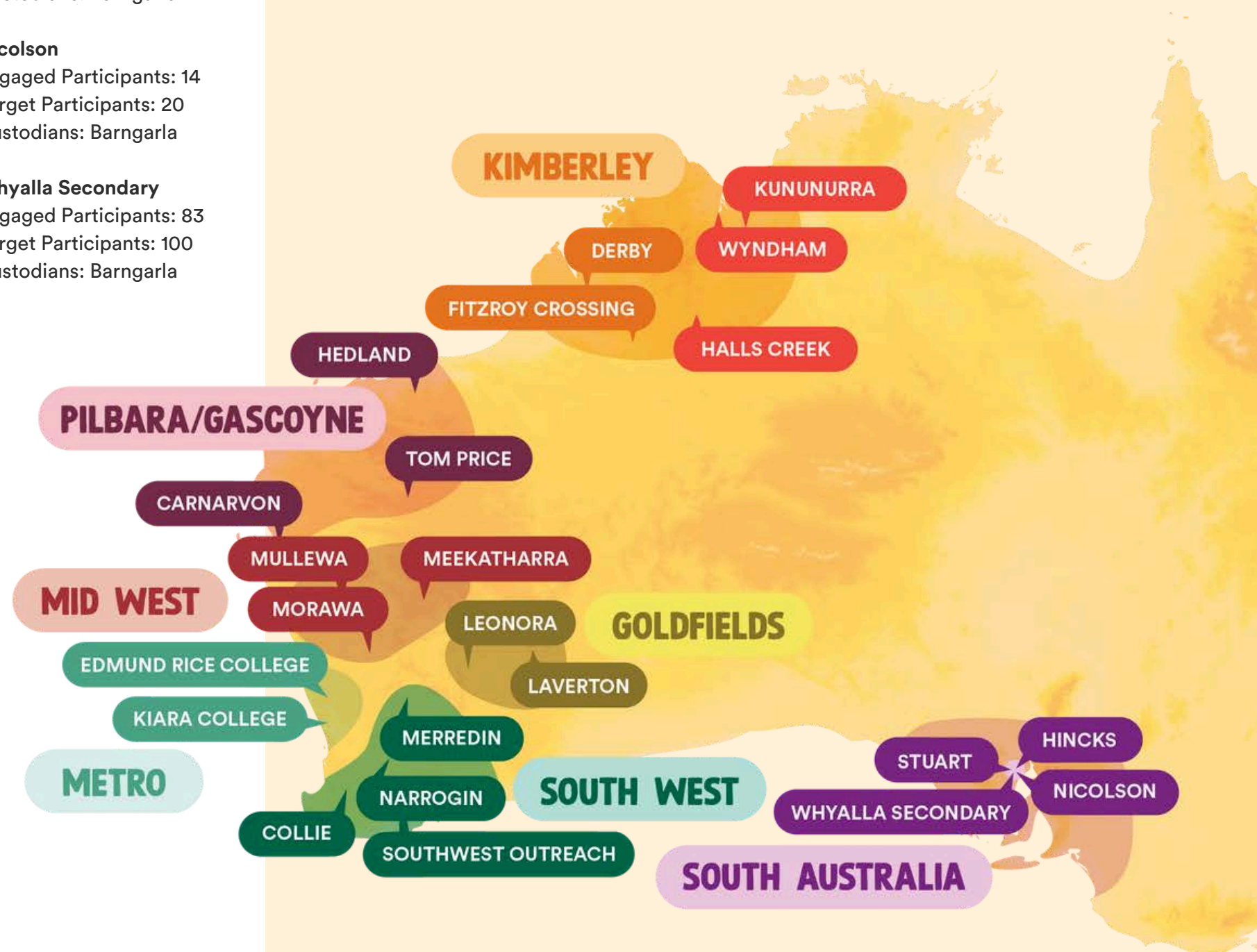
Whyalla Secondary

Engaged Participants: 83
Target Participants: 100
Custodians: Barngarla

Participants and target numbers

In Term 4, 2023, there were 1,005 engaged Shooting Stars participants. It is important to note that Shooting Stars still welcomes and supports many girls and young women who are not considered 'engaged participants'.

The target numbers at each site represent the approximate number of female Aboriginal and Torres Strait Islander students at the school in years 3-12 (with a variation of approximately 5%).



ENRICHMENT PROGRAMS

In addition to core Shooting Stars programs, a number of impactful enrichment programs are also run in conjunction, predominantly funded by corporate partners and supporters. These include Deadly Minds Matter, Sparks, Art with the Stars, Pathways and Leadership.

16 Deadly Minds Matter

17 Sparks

18 Art with the Stars

19 Leadership & Pathways



DEADLY MINDS MATTER

Deadly Minds Matter has continued to provide Shooting Stars participants with opportunities to develop positive social and emotional wellbeing skills along with preventative mental health strategies for responding and adapting to life challenges as they emerge. It is delivered over a course of 10 weeks at each site, and is completed with a community event, including netball games and engagement with local health service providers.

There have been many highlights for this program in 2023. There was an increase in the number of sites running the program (13 sites partook, culminating in eight community events) and increased engagement with a vast array of community health and wellbeing service providers to build wrap around support for participants.

There have been continued refinements in line with Shooting Star's commitment to Aboriginal-led programs, with the improvements and expansion guided by participant yarning circles.

Based on the success of the primary school pilot, the secondary student program has been finalised. The new workbooks span years 5-12 and align with Aboriginal perspectives of social and emotional wellbeing and connection to the seven spheres of self: culture, land, physical and mental self, community, family/kinship, and ancestors/spirituality (Gee et al., 2013).

[Learn more](#)



Program Outcome

Improved emotional regulation — when asked a question relating to emotional regulation prior to completing Deadly Minds Matter, 57.1% of participants reported they lost control of their behaviour when upset, this reduced to 40.0% post program.

Community Events

The Deadly Minds Matter Community netball events are held at the end of the 10-week Deadly Minds Matter programs. A number of sites came together for shared community events within their regions. The events focus on health and wellbeing, providing the opportunity for participants to engage with health services such as Headspace and PCYC, as well as WA Police, sporting groups and many more. In addition, the events are an opportunity for physical activity, teamwork, and rewarding the girls for their participation.



Derby Deadly Minds Matter Community Event

SPARKS

The Sparks program has continued to support participants to identify, pursue and connect via their “spark” — that interest or passion that makes them feel completely alive. By encouraging participants to share this meaningful part of themselves (their spark) with others, it can then be appreciated and fostered. According to Peter Benson, founder of the Search Institute and the 40 Developmental Assets, there is a magic formula for a thriving youth: spark, three adults who see that spark, and opportunity.

Through the exploration of personal interests, and by establishing a support network of adults who encourage participants to embrace their spark, the program aims to strengthen self-awareness, sense of purpose, achievement, confidence and compassion. It also aims to inspire and motivate participants to maximise their education.

In 2023, the Sparks program had a core focus on year 9 participants, rather than the previously combined cohort of years 9 and 10.

Eligibility to attend the Sparks Camp, required a school attendance rate of 90%+ (‘on track’ status), or 75-89% (‘developing’ status). However, in line with Shooting Stars’ trauma-informed, place-based framework, it was identified that occasional flexibility on this criteria would be ultimately beneficial. In certain instances, staff would discuss, negotiate and advocate for specific participants, believing they would strongly benefit from the camp.



Sparks Program Coordinator with Participants on Camp

Throughout the year, four Sparks camps were held, which were attended by 44 participants across 13 sites. Key highlights included a session with a professional volleyball player, a visit to the Defence Force Camp, a zip lining activity, the Zebedee Springs and walk at El Questro’s Emma Gorge.

One of the Sparks camps, attended by year 9 participants from metro, Southwest and Goldfields sites, included the collaborative workshopping and delivery of an Acknowledgement of Country. This was recorded by Telethon’s production crew to create a stunning video, which was played at their gala event for beneficiaries.

[Watch the video here](#)



Sparks Telethon Video and Photography Shoot



Throughout the duration of the camp, I observed growth in self-confidence, the girls showing pride in themselves and others and realising their self-worth. Being free from school, family pressures and judgement they were able to be their true authentic selves. This was a very emotional moment for me.

- Whyalla Staff Member

ART WITH THE STARS

Art with the Stars emerged from Shooting Stars steering committee yarns in Narrogin, where community and school representatives identified the need for a public project that both strengthened participant connection to culture and enabled school staff, community members, and students to learn and engage with local Aboriginal culture.

[Watch Kiara College dance video here](#)



Among many Art with the Stars highlights in 2023, the enrichment program's first exhibition was held in Carnarvon. Featuring artwork from eight different projects created by six different Shooting Stars sites (Carnarvon, Collie, Halls Creek, Fitzroy Crossing, Kiara College and Mullewa), the exhibition showcased a powerful display of diversity and strength of Aboriginal art making and culture.



Collie Painting Project by Orianna



Carnarvon basket weaving project

Art with the Stars showcase highlights:

- Shooting Stars participants from Fitzroy Crossing modelled their 2022 Art with the Stars fashion collection, opening the runway event at the Skutta Fashion Festival in Broome.
- Kiara College participants performed their Art with the Stars dance at the school's NAIDOC celebration.
- The program's first collective exhibition was held in Carnarvon, showcasing all the completed Art with the Stars projects to date.

Participants shared their sense of pride in completing the projects, and in seeing their work displayed publicly.

The program success in 2023 is demonstrated through post-program yarning where participants have shared the positive impact of exploring their cultural identities, expressing the joy in making, in learning old stories and new skills, and the sense of connection that they felt with the artists, each other, and themselves.

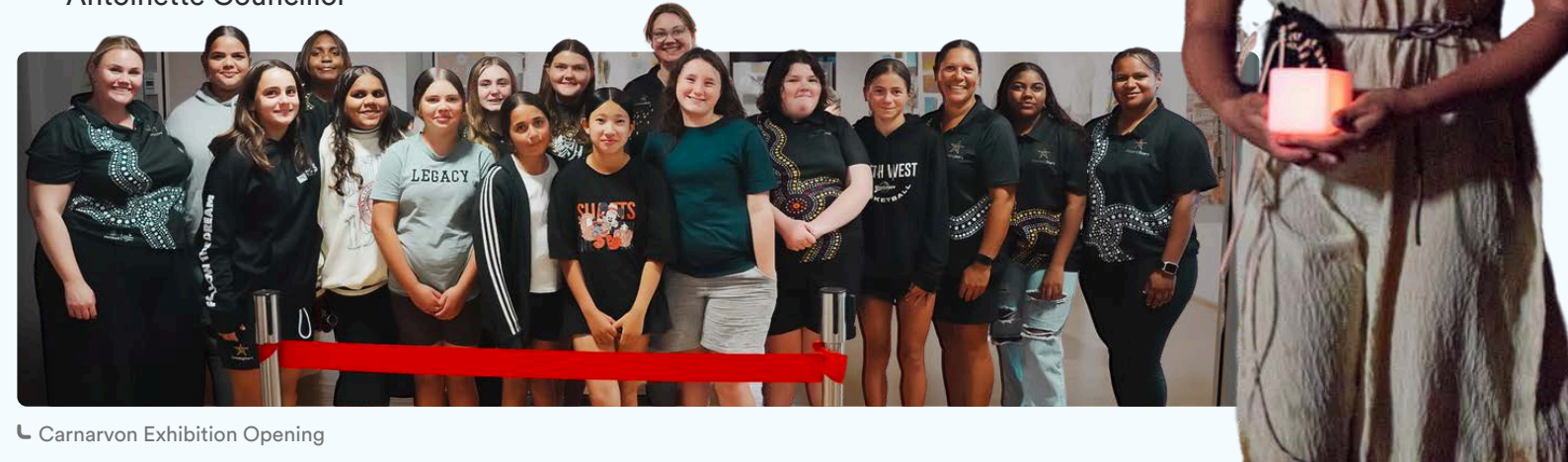
Art with the Stars projects in 2023:

- Mullewa mural project with mentoring artists Rodelle Battle and Rebecca Councillor
- Kiara College dance project with mentoring artist, Honey Webb
- Leonora Sewing project with mentoring artists from the Nyunga-Ku Aboriginal Women's group
- Narrogin textile project with mentoring artist, Sonia Kickett
- Derby Wandjina Painting Project with mentoring artists Samantha Wungundin Allies and Tanisha Allies
- Kununurra Digital Painting and Mural Project with mentoring artist, Molly Hunt
- Collie basket weaving project with mentoring artist, Stevie Anderson
- Hedland sewing project with mentoring artist, Antoinette Councillor



Kiara College dance project

Fitzroy Crossing fashion project



Carnarvon Exhibition Opening



Mullewa mural project

LEADERSHIP & PATHWAYS

Pathways

Recognising the potential for school attendance to drop post year 10, the Pathways program plays an important role in supporting participants in their senior years of school.

In 2023 Shooting Stars continued to collaborate with relevant organisations and education institutions to build a Pathways binder for senior participants. The binder provides easily accessible resources and explores the multitude of requirements to be job or study ready. Included in the binder are resources to support job applications, career mentoring, university access, leadership and personal development opportunities. Additionally, participants were provided with helpful tips and life skills related to health, financial literacy and nutritional cooking.

The Pathways Coordinator has engaged with a total of 298 participants in years' 10-12, with a combination of yarning, career discussions and introductions to relevant local service providers and employers, to identify and plan post school pathways.



The past couple of days we've been in Perth, we've been to universities and TAFE ... and that's helped me to understand what I can do, as I want to study BioMed when I leave school, it was great – it really opened my eyes to what university can be like for me.

- Camp Participant

Senior Leadership Camp

Senior Leadership Camp is targeted for participants in years 10-12, exposing them to a variety of post-school pathway opportunities with the aim of ensuring the participants will be empowered to make informed decisions while driving their own futures throughout and beyond school.

Senior Leadership Camp took place in Perth from the 30th of May to the 4th of June in 2023. The Pathways Coordinator curated a full schedule, featuring sessions with Kulbarri Aboriginal Centre at Murdoch University, North Metro TAFE, West Coast Fever, Gold Industry Group, Mineral Resources, a tour and art workshop at St Catherine's College, participation in the Walk for Reconciliation, and attendance at West Coast Fever's First Nations Round home game, including the pre-game VIP function.

Participants built on their confidence and leadership skills throughout the week, networking with peers from other regions as well as a range of industry mentors.

During the camp, participants each developed a plan for a community project that could improve their school and community. These projects would be implemented in Terms 3 and 4, extending the impact of the camp beyond the week in Perth.



Junior Leadership Camp

Adelaide Leadership Camp

Adelaide Leadership Camp was for Whyalla participants in Years 8-10, and the camp's activities were a combination of connecting with industry professionals to start thinking about future career pathways, opportunities for leadership skill development, and fun experiences to reward the participants for their commitment to embodying the Shooting Stars values.

Activities included engaging with the Shooting Stars partners, the Adelaide Thunderbirds, GFG Alliance, and BHP. The participants attended the Suncorp Super Netball (SSN) First Nations Round game between the Adelaide Thunderbirds and West Coast Fever, and engaged in a number of other team building and reward activities throughout the week.

Junior Leadership Camp

Junior Leadership Camp is for Shooting Stars participants in years 6 and 7, providing on-country learning experiences and opportunities to build on skills, learn about culture and connect with peers from other Shooting Stars sites. Participants would engage in fun team building activities and develop as emerging leaders for their communities.

In 2023, this camp was held in Dampier from the 13th-19th of August. The schedule featured a cultural awareness session and tour at Murujuga National Park, a leadership session at Dampier Camp School exploring what makes a good leader, a self-guided walk on the Cossack Heritage Trail, and options to visit Mt Welcome and Yinjaa Barni Art Centre.

COMMUNITY COLLABORATIONS

During 2023 each Shooting Stars site has strong examples of community collaboration totalling over 100 community service organisations. The resulting combination of expertise has even greater impact in reducing the barriers to education and expanding a sense of belonging and support for participants in their communities.

The Deadly Minds Matter Community netball events are a key example of community engagement that elevates the Shooting Stars program, drawing upon the expertise and commitment of other likeminded organisations.

Collaborations are a key component of all Shooting Stars core program and enrichment program operations throughout the year. Staff are regularly in touch with local business and initiatives to identify opportunities for participants to engage with their communities. These collaborations range from learning opportunities and on country experiences, to connecting with peers from other organisations, to volunteer work and opportunities for participants to back to the community.

Each site's localised steering committee consists of Shooting Stars staff, school staff, and other community members, often representing local organisations and services. Steering committee meetings take place once a term at each site, where they discuss how program delivery can be tailored to local needs, and assess the effectiveness of the program.

As Shooting Stars is committed to empowering Aboriginal girls, women and their communities, this commitment is not restricted to program participants. From a business perspective, local Aboriginal owned and led businesses are engaged wherever possible, when external services are required for corporate catering, cultural services, commissioned art and design projects, photography and videography.



Southwest Deadly Minds Matter Event - Shooting Stars Staff with Holyoake Staff

EMPOWER PEOPLE AND COMMUNITIES - PEOPLE



Shooting Stars Staff at January Training in Perth

STAFF

The Shooting Stars vision is empowered Aboriginal girls and women, which includes the many Aboriginal women who lead and run the Shooting Stars program.

The staff build relationships with program participants, which are attuned to the girls' needs, affirm and legitimise their experiences and provide opportunities for change and growth. These relationships foster respect, openness and trust, and they have the potential to open a space that allows young people in the program to experience relationships and their world differently. All interactions between Shooting Stars staff and participants have the capacity to create change.



Shooting Stars is its staff.
- Shooting Stars Manager

The staff are mentors and role models who demonstrate the Shooting Stars values and provide shining examples of strong empowered women who are leaders within their community. They bring their personal knowledge, lived experiences and authentic selves.

As quoted in the Shooting Stars Way Practice Framework, "Shooting Stars is its staff." People are the most valuable component of the organisation.

To support the wellbeing, success and empowerment of the team, Shooting Stars has continued to provide training, reflective practice and opportunities for growth. It remains imperative that staff have confidence and autonomy to make decisions and lead as they run the place-based programs.

Reflective practice yarns/sessions have been facilitated with staff each quarter, encouraging reflection and making meaning of situations, interactions and behaviour patterns.

At the beginning of the year, a week of training took place for all Glass Jar Australia staff from across the Shooting Stars sites and head office. Staff members had the opportunity to take part in additional professional development courses throughout the year.



The most valuable tool we bring to work is ourselves.
- Shooting Stars Manager

Shooting Stars supports its staff to pursue growth opportunities outside of work, celebrating empowerment, success and commitment to chasing goals.

In 2023, there were two staff members who attended the Wiyi Yani U Thangani (Women's Voices) Summit in Canberra. Another two staff members attended Women of the World Australia's 'Voices Shaping the Future' event in Brisbane, which included participation in a Wiyi Yani U Thangani youth focus group to help inform the development of Australia's first ever National Framework for Action and Institute for First Nations Gender Justice and Equality.

Other achievements celebrated included a milestone in a young staff member's modelling career, which took her to the runways of the 2023 Paris Fashion Week. Another staff member was recognised by the WA Occupational Therapy Association as the 2023 Rural and Remote OT of the Year.

PATHWAYS

In addition to the Pathways and Leadership program, there are more ways in which Shooting Stars works towards strengthening pathways for staff, alumnae, and young women in the wider community in addition to program participants.

Alumnae Program

The Shooting Stars program's core mission of empowering Aboriginal girls and women extends beyond their years at school. In 2023, Shooting Stars has continued to grow an alumnae cohort, strengthening longer term connections with participants beyond school.

Graduate Staff

A number of past Shooting Stars participants have joined the team of staff after finishing their schooling, giving back to the program and continuing their growth with the support of the organisation. Three year 12 graduates from 2023 have gained employment with Shooting Stars, set to commence in 2024.



Curtin Scholarship

Shooting Star has collaborated with Curtin University to fund a scholarship for Aboriginal and Torres Strait Islander women completing Curtin's Indigenous Tertiary Enabling Course (ITEC).

Past Shooting Stars participants are given preference in the scholarship selection process, connecting the school-based program with the support of post-school education journeys.



As a Wongi Yamitji woman pursuing tertiary education was also another aspect of life that seemed fascinating, yet out of reach, however this year I challenged myself not only to pursue university education but to go into the field of law. I am grateful to have been given the opportunity to study at Curtin University, not only is it a prestigious university but it is innovative and active in creating change.

I come from a large family, one of which has been heavily impacted by the justice system, my hopes in going into law is to learn, not only for myself, but to be able to educate and teach others. Not just teaching those within my own family, but throughout my community, to understand the law and their rights within it as First Nations people.

Making the choice to pursue University studies in 2023 was a very big decision, leaving an established career as an electrician to being a full time student was a new challenge I was willing to face. [...] Being a recipient of the Shooting Stars Enabling Scholarship will be such a huge help to me in my studies, as it will aid in going towards having adequate electronics to use throughout my studies as these are both essential and expensive. Having this scholarship I can also use my money towards various text books and stationary, these will also help ensure that I am set up for success, and making sure I have everything I need in my tertiary educational journey.

- Shequita Bonney

Shequita Bonney - Shooting Stars Curtin Scholarship Recipient

STAY TRUE TO THE SHOOTING STARS WAY

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

Integrity

Grow the impact of program delivery while maintaining the integrity of the Shooting Stars Way, incorporating our values and behaviours.

Sustainability

Ensure the financial and operational sustainability of the Shooting Stars Way.

IMPLEMENTATION OF THE SHOOTING STARS WAY PRACTICE FRAMEWORK

The Shooting Stars Way Practice Framework (articulated by the Australian Childhood Foundation in consultation with Shooting Stars participants, communities, and staff) was implemented in 2023. It grounds the program within trauma-informed, place and strength-based approaches.

With policies, enrichment programs, staff training and collaboration in schools and communities, the day-to-day operations ensure the needs of participants are at the centre of all Shooting Stars thinking, planning and work at all times while encompassing the Shooting Stars values.

The Shooting Stars Way Practice Framework recognises the critical importance of relationships and connection with key people in the lives of girls and young women – their family, peers, school and community and the centrality of this to everything within Shooting Stars.

The five key concepts within the framework are represented on each point of the star:

- Relationship Focused
- Needs-based
- Empowerment Oriented
- Knowledge Informed
- Collaboration Centred

The ‘Shooting Stars Way’ sits within an organisational environment that has:

- An organisational commitment to trauma-informed practice
- Clear policies and procedures to support practice
- Well trained and supported staff to undertake the practice
- A focus on continuous improvement and education

At the heart of the framework, sits Shooting Stars’ yarning model, which supports an ongoing flow of communication and channel by which the organisation continues to be held accountable for these commitments.



The Shooting Stars Way Practice Framework diagram

FUNDING

We thank our underpinning and corporate partners, our supporters, and our donors for their generosity in ensuring continued financial sustainability for Shooting Stars.

Operational sustainability of the Shooting Stars Way is ensured through the delivery of each unique program component outlined in this report, including engagement and financial contributions from these entities.

Major Partners



Underpinning Partners



Government of South Australia
Department for Education

Partners



Supporters



Enrichment Program Supporters



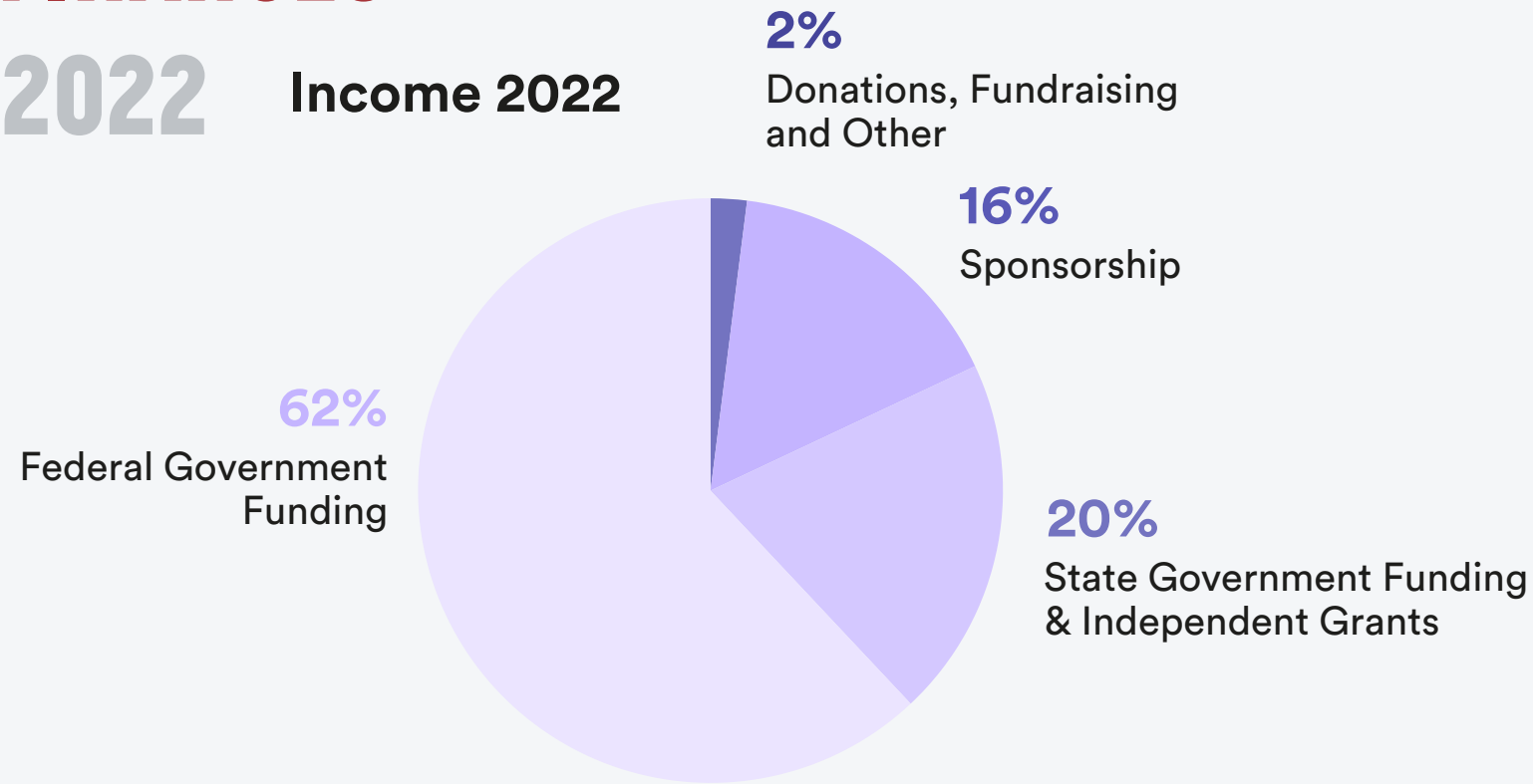
We also thank the many organisations and community members who donate or discount their time, services, and product to deepen our impact across all sites.

Glass Jar Australia would like to acknowledge some variation in this data since the time of reporting in the 2022 annual report.

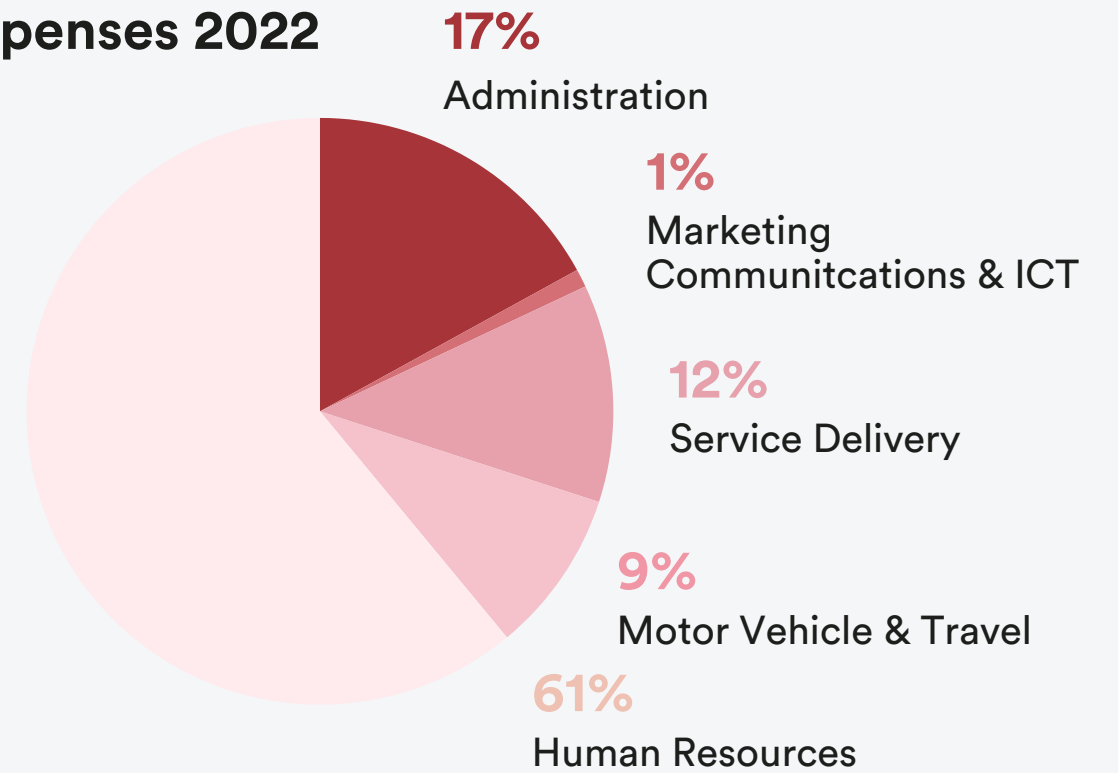
FINANCES

2022

Income 2022

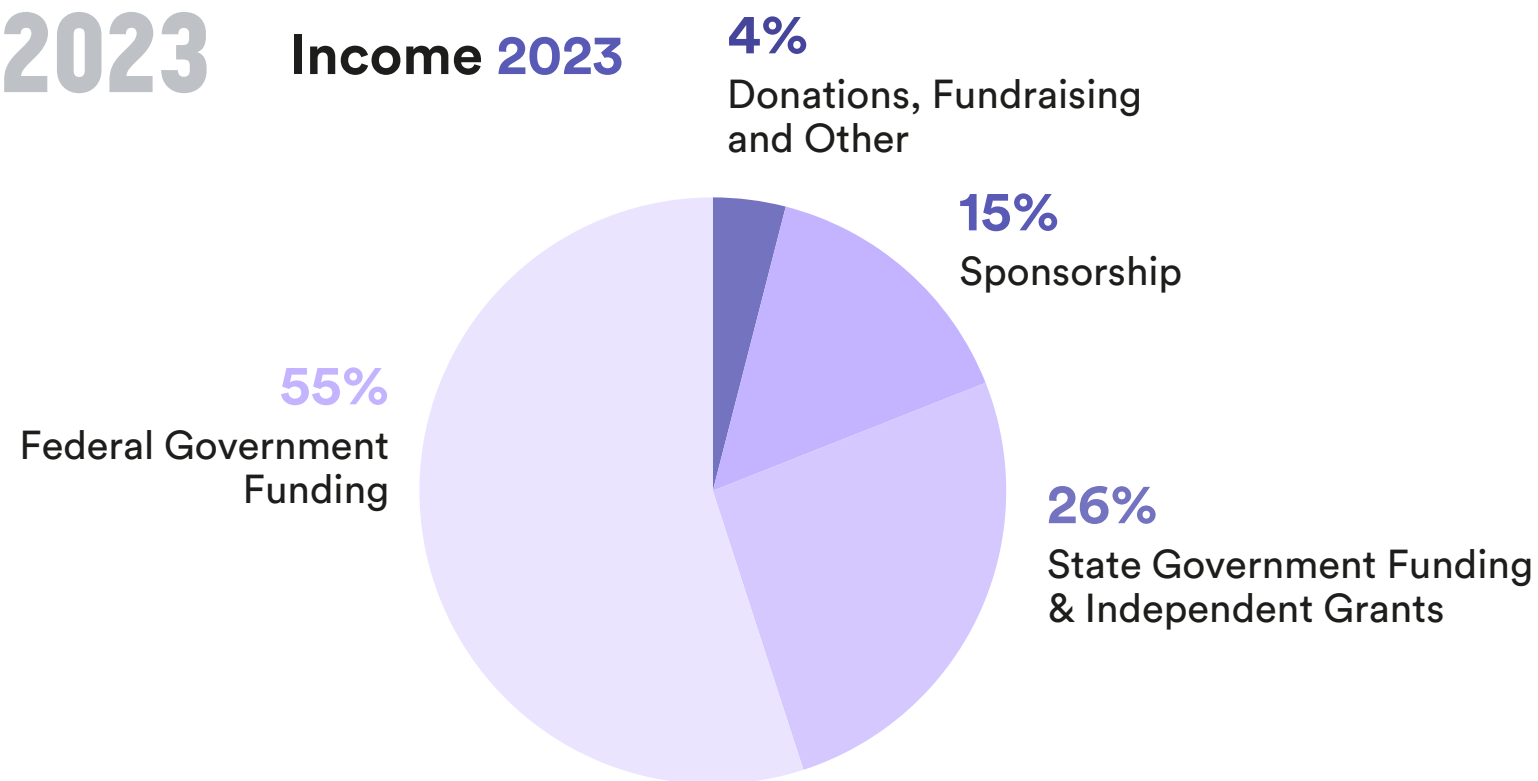


Expenses 2022

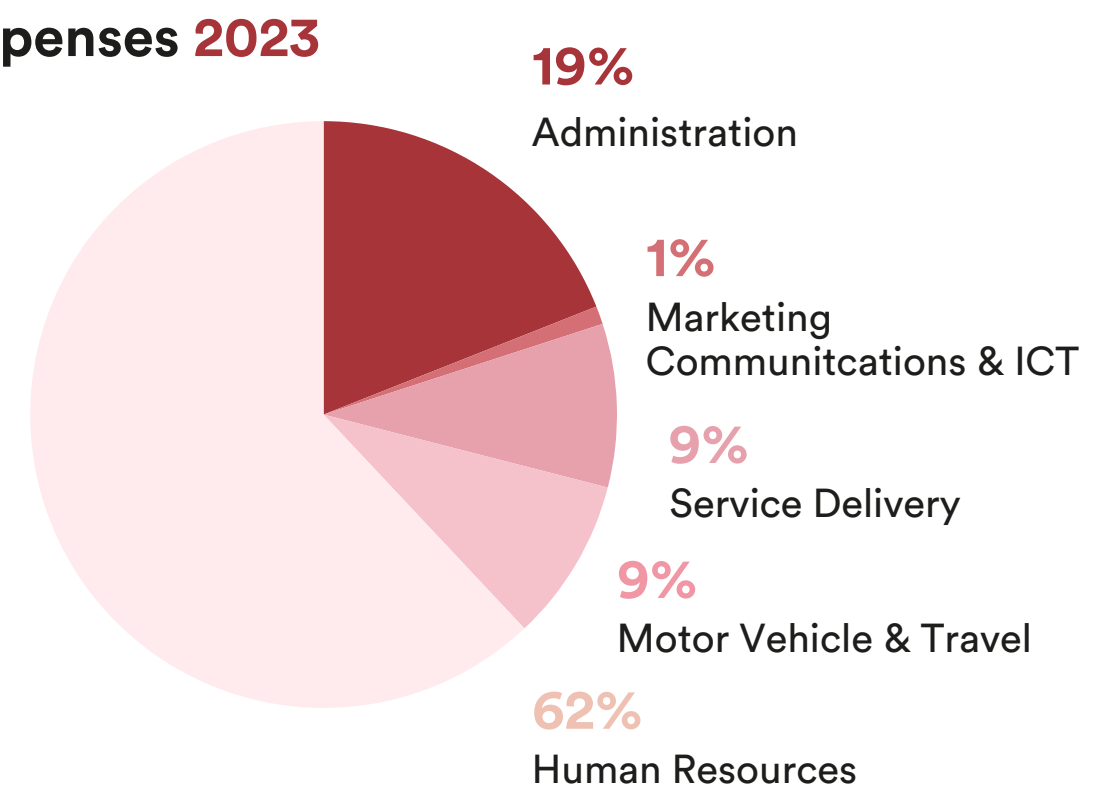


2023

Income 2023



Expenses 2023



CHALLENGE THE STATUS QUO

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

Advocacy

Use evidence and research to challenge the systems and institutions that adversely impact Aboriginal girls and women.

RESEARCH

2023 was a busy year for the Shooting Stars Research Team. Research underpins all that is done throughout the Shooting Stars program and Glass Jar Australia. Through the organisation’s research, which is grounded in Aboriginal ways of knowing, being and doing, and provides a platform for participant and community voices, Shooting Stars is able to challenge the status quo.



Shooting Stars Panel at AIATSIS Summit

Panels and Presentations

Shooting Stars has continued to share our evidence-base, always committed to our work challenging the status quo.

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Summit

With an invitation for eight staff members to attend, Shooting Stars was well represented. Members of the team stepped up to facilitate a panel focused on yarns with school staff, where cultural safety and its implementation within classrooms were defined, delving into the barriers and solutions identified by teachers around implementing cultural safety in classrooms, and discussing learnings and strategies on how we can move forward together.

[National Childsafe Principles](#)

Child Safety Framework

In developing the Shooting Stars Child Safety Framework, yarning circles ensured the program kept participants at the centre of agreed actions and the work to achieve them. In 2023, yarning was facilitated with participants about what safety looks and feels like in schools, and how Shooting Stars and school staff can create safe, nurturing environments for young people to learn and thrive.

In 2024, we will yarn with our communities and local steering committees and then combine the results to inform strategies at the local, place-based level, to ensure our Child Safe Framework and the National Principles are authentically embedded within the safe, nurturing relationships that we build on the ground. That is the Shooting Stars Way.

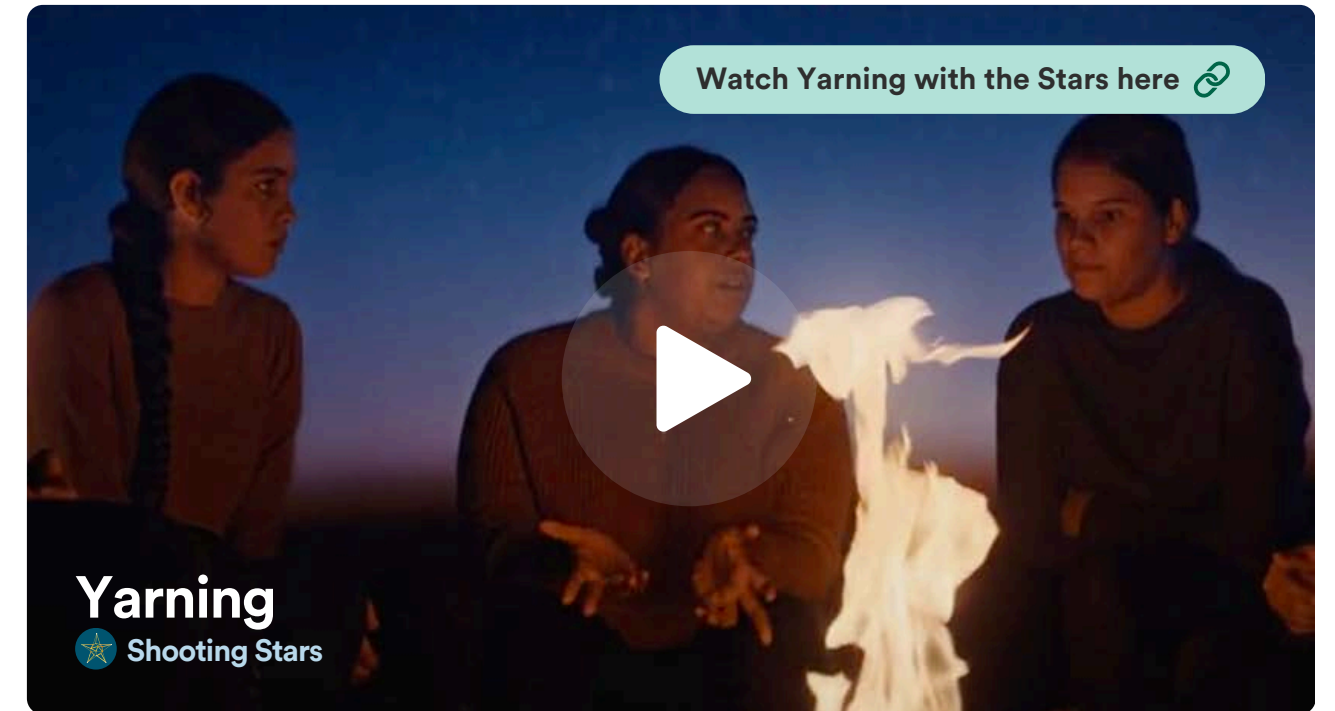


We cemented Shooting Stars, as not only a long-standing organisation with a really strong practice foundation, but also one with a research base of yarning and evaluative processes that are central to the way we work.

- **Olivia Slater AIATSIS Summit**

Childsafe Organisations Forum

The Department of Communities WA invited the Shooting Stars research team to lead a world café style presentation on how Shooting Stars is creating and implementing its Childsafe framework, and to facilitate a panel on Cultural Safety in delivering the National Childsafe Principles, at the Childsafe Organisations Forum. The organisation’s leadership in this area also features as a case study on the Department of Communities website.



Reconciliation WA RAP Sports Ring

Research Manager, Dr Rose Whitau provided an update on the Yarning with the Stars and Black Diamonds projects as part of this on-going series to support, inform, and educate the sporting community. The Ring encourages case study sharing and alliance building to create a community of best-practice thinking that drives learning and enables reconciliation outcomes in sport.

WACOSS Women in Focus Webinar Series: Supporting Young Women to Thrive

Postdoctoral Research Associate, Olivia Slater and East Kimberley Regional Manager, Julie Dupen represented Shooting Stars to discuss how the program works to support and enable young Aboriginal women in WA through investment in positive social determinants that support positive life outcomes.

COMMUNICATIONS

Media and communications play a key role in challenging systems, widespread social attitudes and gaps in knowledge and understanding. The organisation's communication strategy for 2023 was heavily focused on advocacy and amplifying the voices of Aboriginal girls and women.

The yarning video on the previous page of this report was generously produced by Perth production company, Limitless Studios. This project, along with many others, has ensured Shooting Stars is able to inform others about key aspects of the program, gaining support and educating the wider community. Shooting Stars thanks all of the media and production agencies and suppliers who have provided their in-kind support and services.



Introduction to Shooting Stars video

UnLtd also connected Shooting Stars with Wildlings, who produced video that could be played to audiences and provide a general understanding of the Shooting Stars program and purpose. This now lives on the home page of the Shooting Stars website, and is played at functions and presentations.

[Introduction to Shooting Stars video](#)

Social Media

Shooting Stars social media platforms include LinkedIn, Facebook and Instagram. Throughout the year, these platforms have been a tool for sharing snapshots of the Shooting Stars program, celebrating achievements, new partnerships, and authentic moments throughout the programs.

Advertising Campaign

With the in-kind support of Initiative and UnLtd, a second Shooting Stars campaign was run across television, video, radio and audio platforms. This time, the campaign was aired on metro and regional stations across Western and South Australia, with the aim of encouraging community support in Shooting Stars locations as well as informing new audiences of the program.



Art with the Stars

The Art with the Stars exhibition served more than one purpose in that it honoured and celebrated the artwork and the journeys of connection they represented, but it was also about opening doors for the wider community to appreciate the cultures and journeys represented.

To help promote the exhibition, UnLtd connected Shooting Stars with NOVA Entertainment to produce some radio advertisements. These ads featured the song by Art with the Stars artist, Honey Webb, which also featured in the Kiara College Art with the Stars performance.

[Art with the Stars Carnarvon - Radio](#)

LOOKING FORWARD

Southwest Outreach Program Launch

As part of the Shooting Stars commitment to continuous improvement, the program identified the need to build on its success in the Southwest by establishing an Outreach Hub in Narrogin. The Hub will connect young Aboriginal women at schools in the Gnaala Karla Booja region with Narrogin Senior High School to continue their education beyond Year 10.

By providing access to the program and building familiarity with Narrogin Senior High School across the senior school years, this outreach program will better support the successful transition of young women from their communities to the new school environment and peer groups at Narrogin.

The impact of this program is already being felt by students in the Southwest region. Shooting Stars expects to see larger cohorts of young Aboriginal women completing year 12, further building their capacity and capabilities to become future leaders.

Art with the Stars Exhibitions

The travelling Art with the Stars exhibitions are intended to evoke broader understanding, awareness and appreciation for Aboriginal cultures across WA and in the Whyalla region of SA, while celebrating the resilience of Australia's First Nations peoples.

The Walyalup Exhibition, showing at Shipwrecks Museum Fremantle, is open to the public until 28 April 2024. The exhibition showcases artwork from eight different projects at six different Shooting Stars sites.

Following this exhibition, Shooting Stars looks forward to showcasing this collection of artwork at the Collie Art Gallery from 29 June until 4 August 2024. With two Art with the Stars projects completed in Collie so far, this exhibition is sure to bring plenty of excitement and pride for participants as they share their journeys of connection to culture and self, with their own community.

Capacity Building

2024 provides the opportunity for Shooting Stars to reflect on consecutive years of significant growth, taking a more consolidated approach to program delivery as the program continues to empower people and communities.

Priorities include capacity building at sites, continuing to up-skill the team in their provision of trauma informed, child-centred support, taking the next steps with implementing the Shooting Stars Way Practice Framework, improving further on the program's bank of data to demonstrate the outcomes achieved on a daily basis, and as always, incorporating the voices of program participants to ensure the continued delivery of a community-led program that challenges the status quo.



Art with the Stars Exhibition Promotion


ANNUAL REPORT

2023



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