

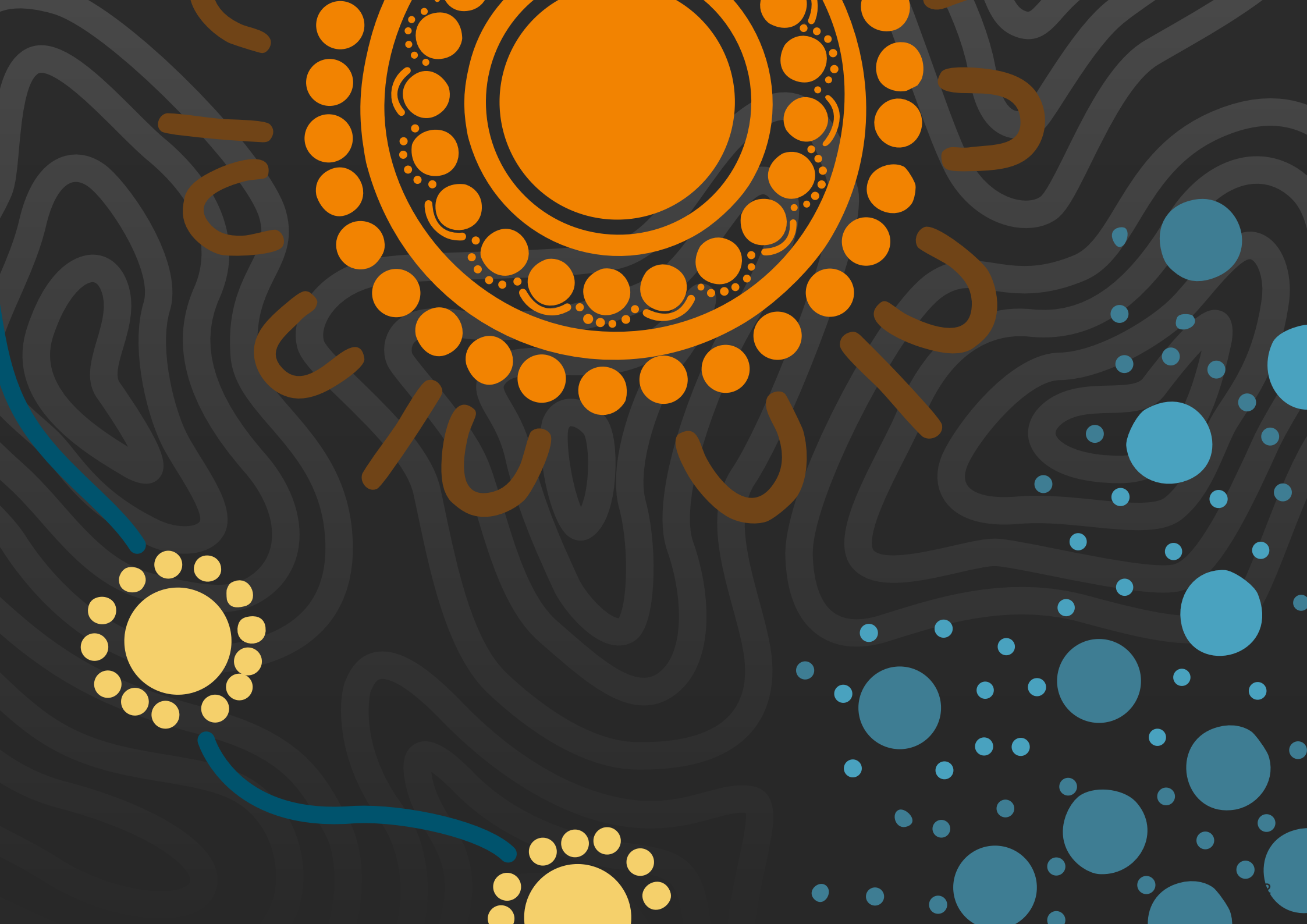
ShootingStars



Celebrating
10
Years



ANNUAL REPORT 2025





ANNUAL REPORT
2025

ACKNOWLEDGEMENT

Shooting Stars acknowledges the Traditional Custodians of the lands on which we live, work and learn. We pay our respects to Elders past and present, and to all Aboriginal and Torres Strait Islander peoples. We recognise their continued connections to Country, strength of Culture and Wisdom passed on through to future generations.





This document may contain images or names of Aboriginal and Torres Strait Islander people who have since passed away.

It also includes images, names and artworks of young people. These must not be reproduced, shared or used in any other context without permission from Glass Jar Australia.

Cover image:

Hedland Art with the Stars photo shoot, mentored and photographed by Bobbi Lockyer.



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

shootingstars.com.au

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

CONTENTS

- 06 Our Vision, Purpose and Values
- 08 Message From the Chair
- 10 The Board
- 12 Message From the Executive Officer
- 14 The Impact in Numbers
- 16 Highlights
- 19 Our Strategic Plan
- 20 Empower People and Communities
- 22 Programs
 - 23 Partnerships With Schools and Communities
 - 24 Feature Story: Mullewa Saints Youth Girls
 - 26 Community Engagement and Collaboration
 - 28 Enrichment Programs
 - 35 Special Projects
- 36 Pathways
 - 38 Leadership Camps
 - 42 Year 12 Graduates
 - 43 Feature Story: Deadly Paintings
 - 44 Alumni Program
- 46 People
 - 46 Staff
- 51 Stay True to the Shooting Stars Way
- 53 Integrity
 - 53 Governance and Integrity
- 54 Sustainability
 - 54 Partnerships
 - 56 Funding
 - 57 Finances
- 58 Challenge the Status Quo
- 60 Advocacy
 - 60 Marketing, Media and Communications
 - 63 Research
- 64 10 Years of Shooting Stars
- 68 Looking Forward
- 69 2026-2030 Strategic Plan



Top left: Whyalla school choir performance
Top right: Carnarvon Deadly Minds Matter community event
Bottom: Carnarvon Year 12 graduates



Shooting Stars is a school and community based engagement program for Aboriginal and Torres Strait Islander girls and young women.

It is the primary initiative of Glass Jar Australia, a not-for-profit organisation under the umbrella of Netball WA.

This vision, purpose and set of values comes from the Strategic Plan that has guided the organisation from 2021 - 2025. In 2025, Glass Jar Australia developed a new Strategic Plan that will guide the organisation from 2026 onwards, with a refreshed vision, purpose and set of values. It will be formally launched in 2026.

OUR VISION

Empowered 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.

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, and we look after participants, teachers, Community, Country, and each other.

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 young people by role modelling reciprocity, friendship, and teamwork. We do what we say we will do. We laugh together, we speak life into each other. We are united.

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.



MESSAGE FROM THE CHAIR



As I write this message, I reflect with deep gratitude and pride on what has been a milestone year for Shooting Stars and Glass Jar Australia.

In 2025, we celebrated ten years of Shooting Stars — ten years shaped by community leadership, strong partnerships, dedicated staff and, most importantly, the Aboriginal and Torres Strait Islander girls and young women at the heart of the program.

Ten years on, Shooting Stars stands on strong foundations. What began as a small regional sporting pilot has grown into a holistic, place-based and community-led initiative working across Western and South Australia. The program's success has always been grounded in relationships, trust and deep listening, and it is these principles that continue to guide its work.

This year has been a time to both celebrate how far we have come and carefully consider where we are heading next. In 2025, the Board and staff worked together to develop the organisation's 2026–2030 Strategic Plan, renewing our shared vision, purpose and values. As I step away from my role as Chair, I am grateful to have contributed to shaping this blueprint for the next chapter of Glass Jar Australia and Shooting Stars.

My own journey with the organisation began in 2017 as a Board member, under the leadership of our inaugural Chair, Professor Colleen Hayward. I was honoured to become Chair in 2019 and to witness the remarkable growth of Shooting Stars — first across Western Australia and then into South Australia. I have seen firsthand the dedication, belief and hard work of staff, partners and communities that have made this growth possible.

I would like to acknowledge the unwavering support of the Board, including Sophie Coffin, Jerry Frewen, Patrick Ryder, Tara Martin and Glass Jar Australia and Netball WA Group CEO Simone Hansen. I also thank Tara Martin for her five years of valued service as she stepped down at the end of 2025. I am confident the current Board will lead the organisation forward with strong cultural, community and governance expertise.



Dr Glenda Kickett



My sincere thanks also go to our partners, whose generosity and commitment, both financial and in-kind, continue to power Shooting Stars' impact. In 2025, we renewed major partnerships with Fortescue, BHP and Lancôme, welcomed Leichhardt as a new partner, and received the welcome extension of funding from the National Indigenous Australians Agency through to December 2027.

The 10-Year Gala held in December was a particularly special moment, bringing together communities, partners, staff and past and present Board members to honour all that has been achieved. It was a fitting celebration of a decade of collective effort.

As I conclude my time as Chair, I do so with immense pride and confidence in the future of Shooting Stars. I look forward to continuing as a friend and advocate of the program, watching the next chapter unfold under the organisation's refreshed strategic direction. While much will evolve in the years ahead, one thing is certain: Shooting Stars will continue to walk alongside Aboriginal and Torres Strait Islander girls and young women with care, respect and commitment.

A handwritten signature in blue ink that reads "Glenda Kickett".

Dr Glenda Kickett
Board Chairperson

BOARD OF DIRECTORS



Dr Glenda Kickett
Board Chairperson

Dr Glenda Kickett is a Whadjuk and Ballardong woman from the Bibbulmun Noongar Nation. She has played a vital role in developing social work practice and policy to benefit the child protection and out-of-home-care sectors, with which she has worked for more than 30 years.

Glenda's professional and academic success has been recognised with a number of awards, scholarships and nominations, and she is also a published author.

She is the CEO of Karla Kuliny Aboriginal Corporation, a therapeutic foster care provider for First Nations Children and young people. In addition to this and her role as Chairperson of Glass Jar Australia, Glenda has been Chairperson of NAIDOC Perth since 2008, and she initiated the Miss NAIDOC Perth Empowerment and Leadership program for Aboriginal and Torres Strait Islander young women.



Tara Martin
Director

Proud Yued, Whadjuk and Badimia woman with connections to Minang and Ngarluma Country, Tara is currently Manager VTEC at Fortescue, having previously held the role of Principal Aboriginal Development. She has over 20 years' experience working in the resource and minerals sector, having worked for some of the largest mining, oil and gas companies Nationally and throughout the Asia Pacific. Tara has extensive senior leadership experience, primarily across Aboriginal Affairs, Diversity and Inclusion, Human Resources, Local Content, Social Impact and Community Investment.

Tara currently holds a director position with the Noongar Boodjar Language Cultural Aboriginal Corporation – Language Centre supporting the centre and traditional owners on the preservation of the Noongar Language. She holds a Diploma in Indigenous Advocacy through the University of New South Wales, which has her enabled to bring her experience and understanding of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) to the Glass Jar board.



At the end of 2025, we farewelled Dr Glenda Kickett and Tara Martin from the Glass Jar Australia Board.

I extend my sincere thanks to Aunty Glenda for her eight years of leadership and guidance, and to Tara for her five years of dedicated service. Their commitment has played an important role in strengthening the organisation and supporting the next generation of Aboriginal and Torres Strait Islander girls and young women.

Helen Ockerby
Executive Officer



Sophie Coffin
Director

Sophie is a proud Palyku and Ngangumarta woman with ties to Yindjibarndi Country in the Pilbara. She is a lawyer at Bennett Litigation and Commercial Law, working across Litigation and Dispute Resolution, Intellectual Property and Pro Bono practices.

She holds a Bachelor of Arts in Law and Indigenous Studies and a Juris Doctor from UWA, and previously served as Principal Associate to the Chief Justice of the Supreme Court. Sophie brings expertise in law, research, community education, and cultural security.

A strong advocate for the rights of Aboriginal women and young people, Sophie was a Youth Representative for the Uluru Statement from the Heart, and a prominent advocate for the Voice to Parliament in the lead up to the Referendum in 2023. In 2024, Sophie received the Law Society of WA's Emerging Lawyer of the Year award.

Additionally, Sophie is also a Board Director of Yawardani Jan-ga, an equine-assisted learning program supporting young people in the Kimberley and Pilbara.



Patrick Ryder
Director

Patrick is a proud Noongar man with ties to Wadjak, Ballardong & Yued Country in Western Australia. He is a strategic professional with broad experience leading projects and working in partnership with Aboriginal communities to achieve positive outcomes. A long-time advocate for Aboriginal children and communities, Patrick applies a strong cultural lens and prioritises strengths-based approaches to empowerment and support.

Patrick is a Project Manager at the Department of Communities, with over 15 years' experience across the Western Australian public sector, including roles in Education and Communities. He also brings experience from the philanthropic sector, where he has led community and stakeholder engagement, and supported locally driven, place-based initiatives.

He holds a Bachelor of Applied Science (Indigenous Community Management and Development) from Curtin University, and is a former men's WANL player for the Southside Demons Netball Club.



Jeremiah (Jerry) Frewen
Director

Jerry is a Wangkatha man from the Goldfields region of Western Australia. He is Manager, Site Support at Mining Area C with BHP, having held a range of technical, operational and strategic roles across iron ore and gold operations throughout Western Australia.

With more than 15 years' experience in mining, Jerry brings strong leadership capability in managing large, complex teams, overseeing regulatory compliance and safety systems, and supporting long-term operational planning. He is also a committed advocate for empowering Aboriginal people through training and upskilling.

Jerry holds a Bachelor of Science (Mining) from Curtin University and a Master of Business Administration from the Australian Graduate School of Management, University of New South Wales. He is also the founder and Director of Mulga Patch Enterprises Pty Ltd, an Indigenous-owned business providing agile trading of metals and minerals and contract services to the mining sector.



Simone Hansen
Executive Director

Simone is the Group CEO of Netball WA, having been appointed in April 2021, and is responsible for leading and developing the sport of netball across Western Australia. In addition, she is responsible for overseeing the elite West Coast Fever, WA's representatives in the world's leading domestic netball competition, as well as being an Executive Director for Glass Jar Australia, which delivers the Shooting Stars program to empower young Aboriginal and Torres Strait Islander girls across WA and South Australia.

Simone is an experienced senior leader with a demonstrated history of successfully leading complex businesses not only in the highly competitive sporting landscape; but in financial services having led large retail, commercial and third-party banking teams across the Western and Central States of Australia.

Simone graduated Adelaide University with a Bachelor of Commerce and began her working life with the Commonwealth Bank in a number of frontline roles before moving to Sydney to commence her leadership journey. Since then, she has held senior roles in the Banking & Finance sector for Bendigo and Adelaide Bank and Aussie Home Loans, before pivoting her career into the realm of sports.



MESSAGE FROM THE EXECUTIVE OFFICER

2025 has been a year of celebration, reflection and purposeful planning for Shooting Stars.

As the program marked its tenth year of operation, our focus increasingly shifted from growth alone to consolidation, consistency and readiness for the future.

Across sites, sustained delivery and high participation levels continued to demonstrate strong community demand for Shooting Stars. At the same time, deliberate organisational strengthening — including workforce development, governance maturity and system reform — reflected an organisation evolving with care and intention.



Helen Ockerby

This year saw the further expansion and deepening of our Enrichment programs, including the introduction of the On Country enrichment stream and the development of a virtual Art with the Stars gallery. Initiatives such as Mother Country & Me, supported by Telethon, strengthened intergenerational learning and cultural connection, while Deadly Democracy supported young women to build confidence, knowledge and voice in civic participation.

Innovation and impact across the program were recognised externally, with Shooting Stars receiving the Innovation in Service Delivery Award at the WA Mental Health Awards for our Deadly Minds Matter program. We were also proud to see Stacey Gray, our Operations Manager for South Australia and North Western Australia, named a finalist in the SA Women of Impact Awards.

Community-led sport and engagement initiatives continued to deliver powerful outcomes, from the inaugural Mullewa Saints youth girls football team's premiership season to regional carnivals and competitions across WA and SA. These initiatives reinforced connection, belonging and positive engagement, demonstrating the role of sport as one part of a broader wellbeing approach.

Developing strong, confident leaders remained a key priority for the program. The Junior and Senior Leadership Camps continued to provide powerful, structured opportunities for participant growth. In 2025, we also launched our first formal Alumni Program, in partnership with Upskill Global, extending Shooting Stars' support beyond school and creating pathways into further education, training and employment.

I'd personally known some of the Alumni participants since Shooting Stars commenced in 2016, when they were in Year 3 and I was in my first year as Kimberley Regional Manager. Witnessing these young women progress through their entire schooling journey and then lead as our first Alumni Program graduates was a special highlight for me. It was equally meaningful to see all Alumni participants progress into the workforce, including one young woman stepping into a Program Assistant role with Shooting Stars.

Behind all of this work is an extraordinary team. I would like to sincerely thank Shooting Stars staff for their commitment, integrity and care — for showing up every day for young women and communities, and for navigating challenges with resilience and professionalism. Our people are the backbone of this program.

Ten years on, Shooting Stars stands ready for its next chapter. In 2025, we developed a new Strategic Plan to guide our work from 2026 onward, alongside refreshed values that reflect who we are and who we aspire to be. As we look ahead, we do so grounded in strong foundations and guided by a clear purpose: to strengthen Aboriginal and Torres Strait Islander women and girls, supporting them to thrive, confidently walk in two worlds, and be the best version of themselves.

Helen Ockerby
Executive Officer



WEST
FEVER

Senior Leadership
Camp 2023
HELEN OCKERBY

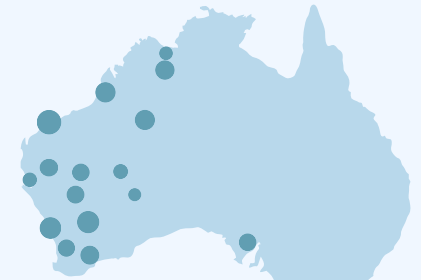
THE IMPACT IN NUMBERS

1,200+

Engaged young people

10

years of programming



22
sites

60

Staff members

5/6

Board Directors
are Aboriginal

15%

of staff are Shooting
Stars alumni



5

Graduates of
the all new
Alumni
Program

72

Participants
finished Year 12

50

Participants attended
leadership camps

84%

Aboriginal & Torres
Strait Islander
representation in
delivery staff



HIGHLIGHTS



10 Year Gala

In a standout highlight for 2025, Shooting Stars hosted the 10-Year Gala to celebrate a decade of the program. Staff welcomed partners, past and present board members and other Shooting Stars supporters to the Ritz Carlton in Perth for an evening of reflection and celebration.

Workforce Training Program

In partnership with Upskill Global, Shooting Stars delivered workforce training that supported staff to strengthen mentoring skills and develop personalised professional development plans aligned with their career goals.



Alumni Program

For the first time, Shooting Stars offered a formalised Alumni Program in 2025. Delivered in partnership with Upskill Global, there were online Alumni Program sessions for 10 weeks. On completion of the program, five graduates travelled to Perth for the graduation ceremony, which was also attended by family members, staff and Shooting Stars partners. The graduates then flew to Melbourne for a variety of cultural and informative experiences.



Mother Country & Me

Supported by Telethon funding in 2025, Mother Country & Me was a new initiative, where participants connected with cultural leaders, Elders and Traditional Owners to learn on Country, and then develop an Acknowledgement of Country video, which would become a community-owned asset.



AFLX Camp

Participants from all Kimberley sites came together in Wyndham for the annual AFLX Carnival and Camp. Supported by Garnduwa and Wunan, the carnival was held at Wyndham Oval before participants spent two days at the Wuggubun Community campsite.



WA Mental Health Award

Shooting Stars received recognition in the 2025 WA Mental Health Awards by the Western Australian Association for Mental Health. Specifically for the Deadly Minds Matter enrichment program, Shooting Stars was a proud recipient of the Innovation in Service Delivery Award, sponsored by Youth Focus. Award winners were announced on World Mental Health Day, on the 10th of October, at an awards presentation ceremony in East Perth.



Finalist in SA Woman of Impact Awards

Operations Manager, Stacey Gray was a finalist for the SA Woman of Impact Awards, which recognises women who create positive change and help create a safer and more equitable community in the state.



December Staff Forum

To close out the year, all staff came together in Boorloo Perth for a week of training, planning and sharing.



Senior Leadership Camp

The annual camp brought 19 participants to Perth to engage in leadership, cultural and pathways activities designed to strengthen self-belief, broaden aspirations and support positive post-school planning. The young women stepped outside their comfort zones, connected with peers from different locations, and built lasting friendships.



Shooting Stars Partner Careers Expo at Senior Leadership Camp

In its second year as part of the Senior Leadership Camp, the Partners Careers Expo successfully connected participants with partner organisations and some of their workforce professionals, expanding awareness of future education and career pathways.



First Nations Round

Shooting Stars was once again proud to be West Coast Fever's match-day partner for the Suncorp Super Netball First Nations Round. The 2025 match aligned with NAIDOC Week and the final day of Senior Leadership Camp.



Junior Leadership Camp

For its second year in Laverton, the Junior Leadership Camp brought together 31 Year 6–8 participants from across Shooting Stars sites.

Pakaanu Aboriginal Corporation was a key partner in hosting the camp, which supported participants to build confidence and develop leadership skills at an important transition point between primary and secondary school.



Inaugural Mullewa Saints Youth Girls Team Premiership

Mullewa Saints girls football teams were a Shooting Stars led initiative that significantly strengthened community engagement and contributed to improved participant behaviour and school connection.

The Saints U16 Youth Girls' team achieved outstanding success. Bringing together players from Mullewa, Morawa and surrounding communities, the team completed an undefeated season and won the premiership.



Working with Deadly Paintings

Three senior Shooting Stars participants from Whyalla took some exciting steps into entrepreneurship with their small business, Deadly Paintings. Their artwork was proudly featured across a range of Shooting Stars materials and merchandise, including jigsaw puzzles, NAIDOC shirts, water bottles, greeting cards, and Senior Leadership Camp apparel.



Write Your Future with Lancôme and Brooke Blurton

Regional participants took part in inspiring Write Your Future workshops hosted by Lancôme staff and friend of Lancôme, Brooke Blurton. Designed to support reflection, confidence and future thinking, the sessions incorporated mindfulness and guided journalling, with Brooke sharing her personal journey and encouraging self-awareness, goal setting and positive daily habits.

SiSTA Platform Development

Developed in 2025, the SiSTA Data Platform is a purpose-built, organisation-controlled system designed to capture real-time, participant-level information.



Shark Bay Camp

Wula Gura Nyinda Youth Leadership Camp. Carnarvon participants enjoyed their time on Country in Shark Bay.



FINAL YEAR OF OUR STRATEGIC PLAN

This report follows the structure of the Strategic Plan that has guided Glass Jar Australia from 2021 - 2025.

Vision

Empowered Aboriginal Girls and Women

Purpose

20 *Empower people and communities*

51 *Stay true to the Shooting Stars Way*

58 *Challenge the status quo*

Goals

22 Programs

- 23 Partnerships with Schools & Communities
- 26 Community Engagement & Collaboration
- 28 Enrichment Programs
- 35 Special Projects

36 Pathways

- 38 Leadership Programs
- 42 Year 12 Graduates
- 44 Alumni Program

46 People

- 46 Staff
- 49 Management Structure

53 Integrity

- 53 Governance & Integrity

54 Sustainability

- 54 Partnerships
- 56 Funding
- 57 Finances

60 Advocacy

- 60 Marketing, Media & Communications
- 63 Research

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.



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.



Program Delivery

Within the 'Empower People and Communities' pillar of the strategic plan, the 'Programs' goal focuses on delivering programs that strengthen Aboriginal and Torres Strait Islander girls, women and their communities.

For more than a decade, Glass Jar Australia has seen Shooting Stars support improved school engagement through strengthening social and emotional wellbeing. As a result, health and wellbeing remain central to program delivery.

Through this focus, Shooting Stars supports the development of confidence, cultural identity, positive relationships and physical and emotional wellbeing, while equipping participants with the knowledge and skills to make informed decisions about their lives and futures.



Whyalla Shooting Stars participants

Advocacy and Relationship Building

Throughout the year, Shooting Stars prioritised cultivating strong, supportive, and trusting relationships with participants, taking time to understand how best to assist, encourage, and advocate for each young person.

Staff consistently advocated for participants within their schools, helping to ensure their voices and needs were heard and understood.

Relationships continued to strengthen with families and caregivers, community members, Elders and Traditional Owners, schools, local services, and Aboriginal Community Controlled Organisations (ACCOs), supporting culturally safe, coordinated and place-based support.



Leonora Mother's Day High Tea

Place-Based and Community-Led

A place-based approach is key to the success of the Shooting Stars program. Throughout 2025, site teams were encouraged to tailor delivery based on local knowledge and relationships, recognising that no two sites or communities are the same.

Participants attended weekly Health and Wellbeing sessions in Shooting Stars rooms, with site teams responsible for planning and delivery. Sessions were shaped by local priorities, participant interests and community context, drawing on available resources, services and partnerships to ensure relevance and responsiveness.

Access to shared resources and opportunities for teams to exchange ideas supported consistent quality across sites, while allowing flexibility for locally informed practice.



Whyalla Shooting Stars participants and staff

PRACTICAL SUPPORT



Uniform, Lunch, Hygiene Supply



Beauty Reset Space & Study Room



Classroom Support, Afterschool Activities



Transport to School & Appointments



Kiara College Shooting Stars participants on an excursion at Caversham Wildlife Park



Goldfields participants on their Kalgoorlie Pathways Camp



Participants at the Whyalla Shooting Stars Mother's Day event



We thank you all for our Health and Wellbeing sessions, where we learned about our health, culture and emotions, your constant support throughout school and our personal lives, the camps where we were introduced to many different career opportunities, having someone to talk to, supporting us with starting up our business, the many free elevator rides, giving us a comfortable space where we did work, and the endless toasties.

Year 12 Graduate speech at the Whyalla Shooting Stars Awards Night



Kiara College participants and staff at the Tennis West Boorloo Carnival 23

PARTNERSHIP WITH SCHOOLS AND COMMUNITIES

Improved School Attendance

Across sites, Shooting Stars continued to work closely with schools to support improved school engagement as part of a holistic approach to social and emotional wellbeing. Staff observed that strong engagement at school was closely linked with increased confidence, stronger relationships with peers and staff, and greater commitment to learning goals.

In 2025, site teams applied locally informed strategies to encourage attendance and positive participation, including incentives, reward activities and culturally relevant engagement approaches. These initiatives were developed in partnership with schools and communities and reflected the program's focus on strengths-based, place-responsive practice.

The Midwest region executed an impressive example of an innovative and place-based approach to encouraging school attendance and engagement. Mullewa and Morawa participants were particularly motivated (and skilled) in football, so in a standout initiative for 2025, the staff initiated the formation of a football team for these participants to play in. School attendance, behaviour and training participation were all prerequisites for the young women to earn their place on the field on game day each week.

Other approaches to encouraging school attendance included ideas like special meal days. In Laverton for example, participants had the opportunity to attend weekly pancake breakfasts on Tuesday mornings. This encouraged early arrival to school, and

enabled the participants to prepare their lunch in advance and ensure they were present and ready to engage in classes at the start of the school day.

Regular collaboration with school leadership, attendance teams and wellbeing staff supported shared goals and alignment between Shooting Stars delivery and school priorities.

Creating Culturally Safe Spaces at School

Each of the program's host schools continued to provide a dedicated Shooting Stars room, offering participants a culturally safe space during the school day. This served as the venue for Health and Wellbeing sessions, and provided a supportive environment for recess and lunch breaks, reinforcing connection, belonging and engagement at school.



Whyalla Stuart sleepover, Term 1

Engagement in School Life

School events such as assemblies, Harmony Week, Reconciliation Week, NAIDOC Week, school balls and Book Week activities are excellent opportunities for meaningful engagement. Staff and participants were encouraged to attend, actively get involved, and even take on leadership or planning responsibilities. This supported visibility, connection and leadership within the school.

Some site teams also led school-wide Shooting Stars initiatives that invited broader student and staff participation. A standout example was the Leonora Shooting Stars team hosting a Men's Health Week morning and afternoon tea for their school community, in partnership with the Stephen Michael Foundation. The event created space for connection and wellbeing conversations and showcased participants' leadership, care and organisational skills.

School PD Day Presentations

Shooting Stars staff presented at school professional development days to introduce the program, clarify its role within the school, and create space for shared discussion and information-sharing. These sessions strengthened communication with teaching and leadership staff, supporting clearer expectations, collaboration and advocacy for participants.



Shooting Stars at Carnarvon Community College took on leadership roles in the school's ANZAC Day service.



Whyalla Stuart sleepover, Term 1

FEATURE STORY: MULLEWA SAINTS YOUTH GIRLS

A key highlight in 2025 was the establishment of Shooting Stars football teams in Mullewa, an initiative that significantly strengthened community engagement and contributed to improved participant behaviour and school connection.

Football teams were formed for Shooting Stars participants in Years 3 to 10, and registered under the local Mullewa Saints Football Club. Participants attended twice-weekly training sessions and competed in weekly Sunday games. The introduction of the teams coincided with a noticeable reduction in suspension rates and interpersonal conflicts, as participants were motivated to maintain positive behaviour and remain eligible to play.

The initiative received strong local support, with community members volunteering as umpires, scorers, and timekeepers, reinforcing positive relationships between Shooting Stars, families and the broader Mullewa community.

On the field, the Saints U16 Youth Girls' team achieved outstanding success. Bringing together players from Mullewa, Morawa and surrounding communities, many of whom were playing registered football for the first time, the team completed an undefeated season and went on to win the premiership.



Shooting Stars supported participation by securing funding for player registrations, coordinating uniforms and registrations, and providing transport to training and games, with dedicated staff travelling up to three hours each way to ensure players could take the field.

Throughout the season, strong volunteer support from families and community members contributed to the team spirit. Beyond sporting success, staff observed increased school attendance, confidence and a clear demonstration of Shooting Stars values among participants.



The first couple games I started playing for Mullewa I was shame and I didn't know anyone, but then I got to know people and get out of my comfort zone, and we quickly became a team. I'm proud of what we achieved together.

Helen
Year 11 Morawa Shooting Stars participant and Grand Final Team Captain

COMMUNITY ENGAGEMENT & COLLABORATION

Community collaboration is central to how Shooting Stars operates.

Across its sites, the program proudly works alongside community organisations, services, Elders and local leaders to support young people and create meaningful, place-based opportunities and experiences.

Throughout 2025, these partnerships came to life in many different ways, highlighting the strength of relationships built on trust, shared purpose and community-led leadership.



Through a partnership with Derby District High School, Clontarf and local Elder Trevor Menmuir, students took part in on-Country learning trips during Derby's wet season. The boys learnt how to make fire using traditional methods, while the girls explored how coolibahs are made from special trees and practised traditional ways of sourcing food and water. Students also worked together to bake damper for lunch.



In October, Kaata-Koorliny Employment & Enterprise Development Aboriginal Corporation celebrated NAIDOC Week at Alby Park in Narrogin. Shooting Stars participants facilitated an art activity for local children and enjoyed connecting with community organisations and individuals supporting South West communities.



Leonora Shooting Stars hosted a Mother's Day High Tea, welcoming families, school staff and steering committee members. With extra hands from Horizon Power, participants baked treats for their mothers and grandmothers, while school staff also shared some homemade baking. Guests from wellbeing program Champion Ways and St John WA joined the celebration, along with a special visit from Horizon Power's Gilbert the Frilled Neck Lizard.



Carnarvon Shooting Stars collaborated with Carnarvon Family Support Services along with other community organisations to proudly sign a powerful banner in support of the 2025 "16 Days in WA" campaign.



The Telethon Family Fun Day in Perth City created an opportunity for 10 senior girls to volunteer at the Shooting Stars stall. These girls demonstrated their commitment, leadership and patience, choosing to spend time on their weekend running a sand art activity for young children.



Shooting Stars Alumni graduates selected professional outfits from Thread Together, before heading to Melbourne for their Alumni graduation trip. Thread Together also supplied a range of ball dresses and accessories for participants to wear at their school balls.



Halls Creek Shooting Stars spent time learning from Jaru Elder Florence Long, and together, developed an Acknowledgement of Country video for their Mother Country & Me project.



Shooting Stars held events for International Women's Day across multiple sites, inviting family, community, school staff and partners. In Hedland, the event was attended by representatives from West Coast Eagle Youth Engagement, Fortescue, Hedland Senior High School staff and Wirraka Maya Health Service.



Ord Valley Aboriginal Health Services delivered fortnightly basket weaving sessions for participants at East Kimberley College in Kununurra.



Carnarvon participants visited the Gwoonwardu Mia Cultural Centre to explore artwork by local community artists and gain inspiration for their own Art with the Stars project.



During the Term 2 school holidays, Perth Shooting Stars staff hosted a stall at Netball WA's Boorloo NAIDOC Netball Carnival, with collaborative artwork painting and a stress ball making activity.



With support from the local Job Skills Centre in Kununurra, participants registered to access ongoing help with resumé writing, interview skills and finding casual or part-time jobs.



Kiara College celebrated Harmony Week with various activities, events and performances showcasing different cultures. Shooting Stars participants proudly performed a traditional dance in front of the school, later joined by some of the BINAR and Clontarf boys.



Whyalla participants and staff took part in the 2025 OneSteel Christmas Pageant following an invitation from corporate partner OneSteel. Their float was decorated with support from Mission Australia and HOPE Collective. OneSteel supported the initiative by providing a trailer, assisting with decorations, and contributing a grant.



Shooting Stars and Follow the Dream came together for an on-Country camp along the Gascoyne coastline to wrap up 2025. The camp was held at Quobba Station, where participants were supported through the station's generous hospitality and time on Country.



Share the Dignity donated a huge number of period and hygiene products to Shooting Stars across various locations.



Carnarvon Shooting Stars were invited to the Aboriginal Women's Workshop Day, which involved yarnning, cooking, and connecting with women Elders while spending time on Country. This was thanks to the Gascoyne Development Commission, Gascoyne Community Service Aboriginal Corporation, and the RRR Network for hosting the event.



On National Sorry Day, participants visited local council leadership at the Whyalla City Council. They reflected on the significance of the day, and took part in a collaborative craft activity, gifting the finished piece to the council.



In Leonora, Shooting Stars took the lead in celebrating Men's Health Week, hosting a morning tea and pamper station for their fellow classmates and staff at Leonora District High School, as well as staff from the Stephen Michael Foundation.



His Excellency the Honourable Chris Dawson, Governor of Western Australia, and his wife Mrs Darrilyn Dawson, visited the Carnarvon Shooting Stars room where they joined participants for a hand painting activity.



Carnarvon Yr6 participants celebrated National Indigenous Literacy Day by reading to Kindy Links kids on-Country with the Shire of Carnarvon and Carnarvon Library.



Shooting Stars staff attended the South West Aboriginal Women's Collective events in 2025.

Enrichment Programs

Shooting Stars Enrichment programs offer weekly, place-based health and wellbeing session support for participants, led by trusted local staff. Resources include a full term of session plans that can be followed or adapted for local needs, priorities and community context.

Enrichment Programs Overview

The Enrichment Programs are supported by resources developed by the Shooting Stars Enrichment and Development team. The four programs are:

- Deadly Minds Matter
- Art with the Stars
- Sparks
- On Country

The approach is guided by the Aboriginal Perspectives model of Social and Emotional Wellbeing (SEWB) and informed by established psychological, developmental, and youth wellbeing theories, integrated with cultural knowledge and lived experience, and it is not a clinical service. In 2025, clearer age and stage guidance improved facilitation resources, and stronger evaluation processes increased consistency and staff capability across sites while maintaining local flexibility.



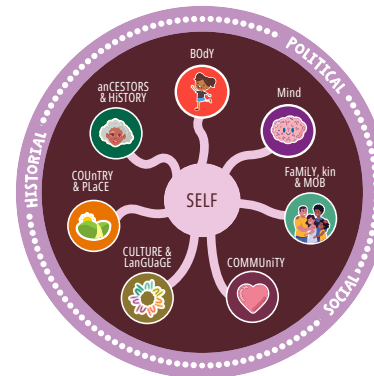
The Deadly Minds Matter (DMM) program was delivered across 10 Shooting Stars sites in 2025. Delivered within the scheduled weekly Health and Wellbeing Sessions, DMM has continued to provide participants with opportunities to develop positive social and emotional wellbeing skills along with preventative mental health strategies for responding and adapting to challenges.



Engaging Local Services and Community

The DMM program concludes with a locally led community event organised by Shooting Stars staff in collaboration with community members, local health services and organisations. These events are designed to strengthen relationships by bringing participants and services together in a shared, welcoming space.

In 2025, local service providers participated by hosting stalls and activities at community events, creating opportunities for connection, familiarity and trust. This relationship-building approach supports participants and their families to feel comfortable and confident reaching out to local health and support services in the future, should they need them.



SEWB diagram, adapted from Gee et al., (2014)



Headspace at the Whyalla DMM Community Event

Winner

Innovation in Service Delivery,
2025 WA Mental Health Awards

WA Mental Health Awards: Innovation in Service Delivery

In 2025, DMM was named a dual winner of the Innovation in Service Delivery Award, sponsored by Youth Focus, at the WA Mental Health Awards, presented by the Western Australian Association for Mental Health.

The award recognises initiatives that improve outcomes for people with lived experience of mental health challenges through new or improved approaches to service delivery. DMM was acknowledged for its culturally grounded, trauma-informed wellbeing approach led by local Aboriginal women and shaped by ongoing community and participant feedback. By centring culture, identity, connection and lived experience, the program strengthens protective factors such as emotional regulation, resilience and help-seeking, while offering a scalable model for culturally safe, community-led wellbeing support.

Development of New Resources

In 2025, DMM was run across 10 Shooting Stars sites, strengthening culturally safe, trauma-informed wellbeing support shaped by community and participant feedback. A key achievement was a major review and refinement of resources supported by Australians Together. DMM was redeveloped into a clearer year-level pathway, with stronger age-fit and more inclusive design for mixed literacy needs and sensitive topics—strengthened through in-house curriculum design and consultation.

New DMM Sister Characters Informed by Participants and Developed by Artist, Bobbi Lockyer

The new DMM materials continue to centre the seven domains of the (SEWB) framework, where each domain is personified through a sister character, supporting participants to connect with and understand these concepts in an engaging and culturally grounded way.

Character profiles were co-designed with Shooting Stars participants and staff, with each region developing the profile for its own sister character. This approach ensured the characters genuinely reflected young women's perspectives from each region. The completed profiles were then shared with the artist to guide illustration.

Internationally celebrated artist Bobbi Lockyer, a Ngarluma, Kariyarra, Nyulnyul and Yawuru woman from Port Hedland, was commissioned to illustrate the sisters. The collaboration built on Bobbi's role as an artist mentor for Art with the Stars in 2025 and brought strong cultural, creative and community connection to the new materials.

Hedland Community Event

In Hedland, the year 7-9 Shooting Stars participants completed the DMM program with a community basketball event at the JD Hardie centre. The day combined sport with mental health and wellbeing messaging and engagement with local service providers and industry partners.

Organisations including Wirraka Maya, Pilbara Ports, Headspace, Fortescue and Mineral Resources took part. Corporate partners supported the event through hands-on involvement, including catering, assisting with award presentations and facilitating activities that encouraged participants to think about future pathways in the Pilbara.



Participants and partners at the Hedland DMM Event



Participants interacting with service providers and partners at the Whyalla DMM Community Event



Carnarvon Reflections

2025 site reflections show clear impacts on trust, connection and help-seeking. In Carnarvon, staff reported that by the end of the program, Year 5 participants who were new to Shooting Stars trusted staff more and felt safer to share how they feel, noting they now felt they could come to Shooting Stars

staff about things. Consistent check-ins (“highs and lows”) and group yarning helped build this safety, while on-Country/off-site delivery lifted engagement and mood. The program also strengthened peer support through older participant leadership, with senior girls stepping into mentoring and event roles.



SPARKS

In 2025, Sparks made a clear difference in how sites supported participants' wellbeing and confidence during key developmental stages from school Years 3-9. Pilot workbooks and facilitator manuals were rolled out, with feedback showing the new resources supported smoother session delivery and stronger, more consistent mentoring conversations during Health and Wellbeing time.

Sparks also created some "next step" moments, with staff seeing girls identifying what they enjoy and feel proud of ("sparks")—and then acting on it by joining activities, trying new opportunities, and building confidence.



12 Shooting Stars sites completed Sparks in 2025

Reaching More Participants Than Ever

The refreshed model marked a significant shift from the previous camp-based approach, which reached a small number of older participants. By integrating Sparks into weekly sessions and engaging participants from a younger age, the program created earlier foundations for confidence, connection, growth and intrinsic motivation.



In a Whyalla Health and Wellbeing Sparks session, participants created playdough self-portraits.

The Whyalla Time to Shine Day.

Time to Shine Days

The Sparks program concluded with a locally led Time to Shine Day, bringing participants together with peers, community organisations and local clubs to celebrate learning and explore interests identified during the term.

These events reflected a place-based approach, with site teams using insights from participants' Sparks journeys to tailor activities to their passions and introduce new hobbies and opportunities. Early collaboration with community organisations supported strong engagement and relationship-building.



BHP held a face painting station at the Whyalla Time to Shine Day.

“

I just wanted to highlight how much having the sparks booklets has helped me out on my site. Having pre-planned sessions and the facilitators manual has been a massive help and made everything else on my site so much more manageable!

Skye-Anne
Leonora Program Coordinator



Whyalla Time to Shine Day.



Participants from all three Whyalla Shooting Stars primary school took part in a combined Time to Shine Day.

Place-Based Approaches

The flexibility of the Sparks program enabled site teams to adapt delivery in ways that best engaged participants. In Merredin, sessions combined workbook activities with Noongar-inspired art practices to support reflection and cultural expression. In Morawa, delivery shifted toward creative, hands-on confidence-building activities, while in Mullewa sessions focused on self-confidence through practical skincare, hair care and hair-styling activities, drawing on site staff's professional expertise.

In Carnarvon, senior participants visited past Shooting Stars students in their workplaces, creating powerful peer connection and real-world examples of pathways in action. Alumni were enthusiastic in sharing their employment journeys and experiences of finding their 'spark'.

These examples demonstrate the program's ability to respond effectively to local interests and community contexts, supporting meaningful engagement across sites.



Laverton participants dressed up for a talent show as part of a Sparks activity during their Health and Wellbeing session.



Whyalla Time to Shine Day



The most stand-out moment was the Whyalla Stuart participants figuring out what their sparks are... three decided to try out for our Annual Nunga Netball teams and were successful in joining the team.

Whyalla Staff Member

ART WITH THE STARS

Art with the Stars (AwtS) continued to support Shooting Stars participants to connect with culture and Country through art making. In 2025, AwtS was delivered across 7 Shooting Stars sites and had more projects delivered in one year than in any other year since the program started in 2021. This meant more participants had the chance to create, share and be recognised through participant-led group or individual artworks, while developing artistic skills and storytelling techniques.

7

Sites delivered AwtS in 2025

the highest number of projects in a single year since the program began in 2021



Wyndham 2025 Art with the Stars project



<https://vimeo.com/1190364393>

I feel proud of watching the music video, I would say to anyone, don't take it for granted because it's probably one of the best things you could do... and like actually calming.

Kiara College participant



Artist Bobbi Lockyer photographing Hedland participants for their Art with the Stars project

Virtual Art Gallery Website

Since the AwtS program was launched, completed artworks have been exhibited locally, regionally and/or statewide, allowing communities and wider public to engage with the stories, creativity and expression of young artists.

Throughout 2025, Shooting Stars worked with an external provider to develop a new AwtS virtual gallery platform. The website will enable artwork to be shared and experienced from anywhere in the country, supporting broader reach and accessibility.

The platform also features artist profiles, behind-the-scenes content, participant and artist interviews, and immersive gallery 'rooms' created using 360-degree imagery of Country connected to each site's project. Development of the platform has also strengthened data management supporting the program.

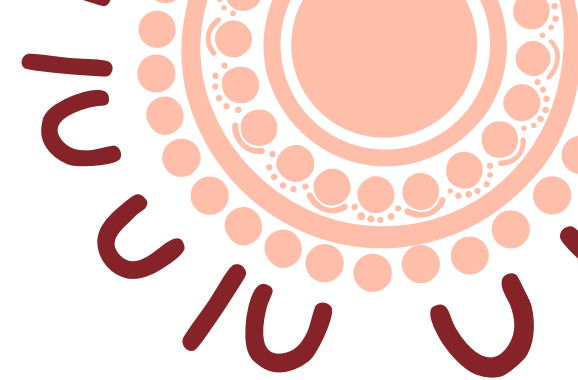
A preview of the virtual gallery was showcased at the 10-Year Gala at The Ritz-Carlton in December 2025.

Art with the Stars is designed to offer students the opportunity to work with artist in a school setting or outdoors on country, which they wouldn't normally get to do otherwise. It creates a opportunity for them to meet community members and build confidence with someone that's knowledgeable.

**Kym
Carnarvon Program
Coordinator**



Carnarvon Art with the Stars project showcased at the 10-Year Gala at the Ritz Carlton



ON COUNTRY

In 2025, the new On Country program strengthened wellbeing by centering culture, connection and community leadership. Girls had safe opportunities to walk on Country, learn from Elders and knowledge holders, and deepen identity and belonging—protective factors that support confidence, resilience and positive choices.

The program also strengthened relationships between schools and community, creating shared spaces for cultural learning that were led locally and guided by cultural authority. On Country is prevention in action: culture is protective, connection supports healing, and community strengthens young people across generations.

Sessions included fishing with hand lines, caring for Country, mapping out Country, bush tucker exploration, and cooking traditional foods. At the Carnarvon site, participants also followed a cultural immersion based program in the Shooting Stars classroom.



SPECIAL PROJECTS

Deadly Democracy

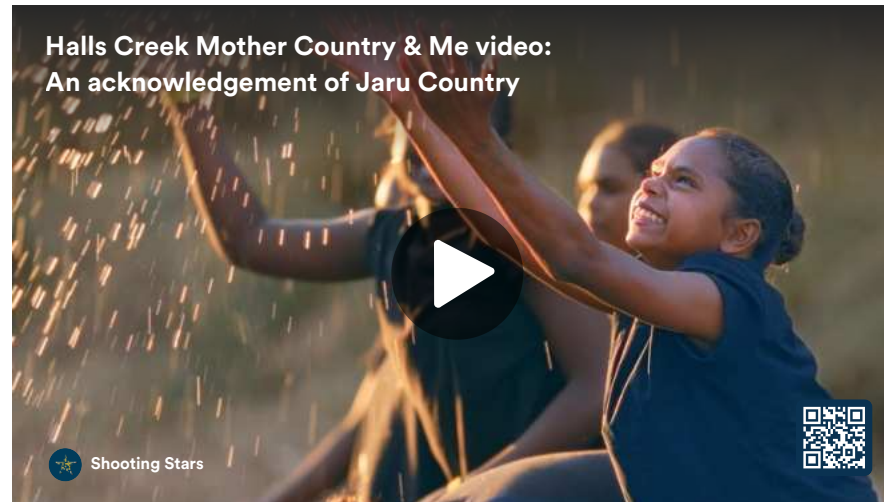
In 2025, Shooting Stars delivered Deadly Democracy as part of a fee-for-service arrangement with the Australian Electoral Commission (AEC). Educational resources were developed by Shooting Stars to support the delivery of required electoral education content in a culturally safe, engaging and age-appropriate way.

Supported by bespoke booklets, the program strengthened students' understanding of voting, elections and the importance of having a voice. Across three sequential sessions, students progressed from learning key voting concepts to designing "vote for me" campaigns and participating in mock elections with ballots and polling booths.



Carnarvon Shooting Stars held a mock election.

Sessions explored the history and significance of voting for Aboriginal and Torres Strait Islander peoples, grounding civic learning in cultural and historical context. Through Deadly Democracy, participants built knowledge, confidence and agency, reinforcing the importance of participation in decisions that affect their lives and communities.



<https://vimeo.com/1160066344>

Mother Country & Me

In 2025, Telethon funding enabled Shooting Stars to launch Mother Country & Me (MC&M), a community-driven project developed in response to priorities identified through yarning and local consultation. These conversations highlighted the importance of creating more opportunities for young Aboriginal and Torres Strait Islander women to spend time on Country, learn from Elders, and strengthen cultural connection.

At the core of the project is the co-creation of short Acknowledgement of Country films, developed on Country with participants, Elders, Traditional Owners and local community members. While the films become valuable, community-owned resources, the greatest impact lies in the process itself — supporting identity, confidence, creativity and intergenerational learning.

In Halls Creek, participants explored their personal connections to Country through workshops led by Elders and local language holders, with a focus on Jaru Country and cultural protocols of a Welcome. The project culminated in seven participants featuring in a filmed Acknowledgement of Country, alongside local Elder Florence Long.

MC&M was also initiated in the Goldfields in 2025, with further projects planned for 2026. The project reflects Shooting Stars' commitment to culturally safe, strengths-based approaches that centre community voices and honour connection to Country.



Headland participants at the Newman Niyaparli Cup.

Newman Niyaparli Cup

In September, Shooting Stars co-delivered the second Newman Niyaparli Cup in partnership with Karlka Niyaparli Aboriginal Corporation. The event brought 30 young Aboriginal women from Newman, Hedland and Karratha together on Niyaparli Country for two days of sport, culture, and leadership activities.

Participants took part in a netball carnival, a football session delivered by the West Coast Eagles Youth Engagement Program, and activities focused on confidence, connection and wellbeing.

The event was supported by local partners and volunteers, including BHP staff and the Stars Foundation teams in Newman and Karratha, demonstrating the power of collaboration in creating safe, empowering and culturally grounded experiences for young women.

PATHWAYS

In 2025, the Pathways Coordinator supported participants and alumni to explore opportunities and plan the steps required to achieve their post-school goals. This role now sits within the Partnerships and Pathways team, reflecting the importance of external partnerships to strengthen pathway opportunities.

Junior and Senior Leadership Camps remained key Pathways initiatives, bringing together participants from across Western and South Australia, selected for their demonstrated leadership and positive engagement.

A significant development in 2025 was the introduction of the Alumni Program, extending formal Pathways support beyond school for young women who had previously participated in Shooting Stars.

Across regions, site-based Pathways initiatives also provided access to workplace learning, leadership development and transition opportunities. Participants were supported to build confidence, explore options and take practical steps toward further education, training and employment.

Collaborations With Wunan in the East Kimberley

With support from Wunan, participants in Kununurra and Halls Creek built practical skills to support independence and future employment. This included progress toward driver licensing, completion of First Aid training and attainment of Bronze Medallion qualifications, strengthening employability, leadership and community contribution.

Midwest WAITOC Camp

In collaboration with the Western Australian Indigenous Tourism Operators Council (WAITOC), Midwest participants took part in a tourism-focused camp in Geraldton and Kalbarri. The camp supported enterprise learning and career exploration through visits to local businesses and organisations, including TAFE, Ibis Hotel, and Indah Day Spa. Participants also engaged in cultural storytelling with Elders, strengthening connections to culture, community and place.

On-Site Workplace Learning

On-site workplace learning provided senior participants with practical exposure to real workplace environments, supporting the development of professional skills, confidence and understanding of workplace expectations.

In 2025, on-site workplace learning took place across several locations. In Collie, a senior participant worked in the Shooting Stars program room two days per week in an assistant role, gaining insight into day-to-day program operations. In Kununurra, senior participants engaged in “life as a teacher” experiences, while participants in both Kununurra and Carnarvon supported teachers in pre-primary classrooms, building early workplace skills such as responsibility, communication and confidence.

West Kimberley Marine Recreational Skippers Course

With support from Derby District High School, ten Year 11 and 12 participants travelled to Broome for a two-day Marine Recreational Skipper’s Course, supporting pathways into marine, recreation and safety-related industries. There were presentations from industry professionals, including a former police diver, and the course concluded with a celebratory dinner to recognise commitment and participation.



Kununurra participants during their workplace learning at the local primary school.



Real Futures Carnarvon Career Expo



Wayneshia on her placement at Leichhardt

“

I want to say a huge thank you to Shooting Stars for all the support you've given me this year. With your guidance and encouragement, I was successful in obtaining the position of Business Administration School-Based Traineeship at Lake Macleod Salt & Gypsum Mine with Leichhardt— something I'm really proud of.

I couldn't have done it without the Shooting Stars program and the amazing staff who believed in me every step of the way and have supported me daily, whether it's preparing me for the interviews, helping me get to work, dropping me off lunch or assisting me with the TAFE learning.

Thank you for helping me grow, stay motivated, and chase my goals.

**Wayneshia, Year 11
Carnarvon Participant**

Through industry engagement, workplace exposure and mentoring, Shooting Stars partners supported young women to explore future options that may otherwise have been difficult to access, particularly in regional and remote areas.

Mineral Resources Workshops and Next Gen Scholarship

Participants engaged in a range of pathways-focused activities with Mineral Resources (MinRes) in 2025. This included a workshop in Midland, where participants met with MinRes staff, learned about career pathways, connected with first-year trade welding students, and toured workshop facilities.

MinRes also delivered an on-site pathways session at Kiara College and hosted participants at its headquarters during the Senior Leadership Camp, providing exposure to female leadership and the diversity of roles within the organisation.

MinRes further supported pathways through its NextGen Scholarship, offered to Shooting Stars participants and alumni planning to undertake university study. In 2025, three participants applied for the scholarship, which supports education and employment through financial assistance, professional development and internship opportunities.



MinRes visit at Kiara College.

Stars and Steel Day

Committed partner OneSteel hosted the inaugural 'Stars and Steel Day' in 2025, showcasing career pathways in mining and manufacturing. The immersive experience introduced participants to the steel industry through activity stations, community storytelling, and guided tours of the steelworks. Following its success, the 'Stars and Steel Day' will become an annual event.



Whyalla Stars and Steel Day with OneSteel.

Goldfields Pathways Camp

In Term 1, six Year 7–12 participants from Leonora took part in a Goldfields Pathways Camp in Kalgoorlie. The culturally grounded camp focused on building confidence, leadership and awareness of future study and employment pathways. Participants visited Curtin University, TAFE, the Goldfields Land and Sea Council and Oasis Leisure Centre, gaining insight into post-school, vocational and local employment options.

The Chamber of Minerals and Energy WA (CME) hosted participants for a careers panel, where representatives from Northern Star Resources, Norton Gold Fields, AngloGold Ashanti and Orica shared their career journeys. CME also facilitated a visit to the Goldfields University Department of Rural Health, exposing participants to locally accessible training and health-related career pathways.

Write Your Future with Lancôme

In 2025, Lancôme renewed its partnership with Shooting Stars and delivered 'Write Your Future' pathways experiences focused on confidence, self-awareness and workplace readiness.

Participants across the Kimberley, Mid-West and South Australia took part in online workshops led primarily by Lancôme's HR team, covering interview skills and professional presentation. A dedicated online session with Brooke Blurton focused on goal setting and positive habits, with an additional in-person session delivered at Senior Leadership Camp.

Hedland Inspiring Girls Careers Forum

Five senior Shooting Stars participants in Hedland attended the Regional Inspiring Girls Careers Forum, coordinated by the Chamber of Minerals and Energy (CME). The forum supported participants to build STEM knowledge through CME's DigiTech program and connect with local industry representatives to explore career opportunities in the Pilbara. It was supported by organisations across the WA resources sector, many of which are also partners of Shooting Stars. In 2025, the forum was delivered in regional Western Australia for the first time.



CME Careers panel in Kalgoorlie with Leonora participants.



SENIOR LEADERSHIP CAMP

First Nations Round Green Room VIP function

The 2025 Senior Leadership Camp brought together 19 participants in Years 10–12 from across Western Australia and South Australia, for a culturally safe, strengths-based experience focused on leadership, connection and future pathways.

Held in Perth, the week-long camp provided space for participants to step outside their comfort zones, connect with peers from different regions and build lasting friendships. Through leadership, cultural and pathways-focused activities, participants were supported to strengthen self-belief, broaden aspirations and plan positive post-school pathways.

Selection and Participation

Participants were invited to self-nominate for the Senior Leadership Camp during Term 1, with final selection made by site teams. Two to three participants per site were selected based on consistent attendance, positive engagement and demonstrated leadership aligned with Shooting Stars values.

In 2025, a smaller cohort attended due to various community-based factors. Feedback indicated that the smaller group enabled deeper connection, stronger engagement and an extra supportive environment where participants felt safe, valued and heard.



Senior Leadership Camp

Leadership, Culture and Confidence

Throughout the camp, participants demonstrated increased confidence and leadership through public speaking, leading group activities, supporting peers and engaging with professionals. Culturally focused sessions reinforced pride and identity, highlighting the importance of culture as a source of strength and leadership.

A key highlight was the participation in the West Coast Fever First Nations Round match-day event, where participants confidently represented Shooting Stars in a large public setting, showcasing leadership, cultural pride and community representation.

“

All these girls have inspired me... each and all of them...

Each of us is different, then we're all connected by culture, and that connection as a sisterhood together as well.

Athena

Senior Leadership Camp Participant



Education and Career Pathways

Participants explored post-school options through engagement with tertiary institutions and industry. A visit to the University of Western Australia and participation in a Careers Expo supported awareness of further education, training and employment pathways.

Partner Engagement

Partners played an active role in the Senior Leadership Camp, particularly through the Careers Expo, where organisations shared information about career options.

Partners also engaged with participants at the Welcome Dinner and the First Nations Round match, creating informal opportunities to build relationships, share experiences and strengthen connection.

Special sessions were also held by MinRes and Lancôme, who both facilitated valuable experiences for the participants as well as the supervising Shooting Stars staff in attendance.

MinRes hosted the cohort at its headquarters in Osborne Park, providing a women's wellness and fitness session, guided tour and morning tea with staff, along with learning focused on job readiness and financial literacy.

Lancôme delivered a 'Write Your Future' session, which included a skincare session with complimentary products, fostering self care, which was complimented by hearing from friend of Lancôme, Brooke Blurton, who shared her personal story and encouraged the young women to "take up space, back themselves and lead their own way." Also, to "carry pride in their culture and the confidence to create whatever life they dream of."

Itinerary Highlights:

- Welcome to Country with Nyoongar leader Honey Webb
- Visit and conservation session at AQUA
- Write Your Future Session with Lancôme and Brooke Blurton
- Welcome Dinner and Trivia Night
- UWA 'Amazing Race' tour
- Careers Expo
- MinRes Headquarters visit
- Bush walk, recreation camp activities and team building sessions
- Yarning session
- Suncorp Super Netball First Nations Round at RAC Arena

Outcomes

Participants consistently reported feeling empowered, inspired and more confident in their abilities. Many expressed strong aspirations to continue their education, pursue meaningful careers and give back to their communities.

The 2025 Senior Leadership Camp highlighted the value of culturally safe, strengths-based leadership development in supporting young women to envision, and begin stepping into, their futures.



Participants engaging with SRG at the Senior Leadership Camp's Partner Careers Expo.



Participants at the Senior Leadership Camp Careers Expo.



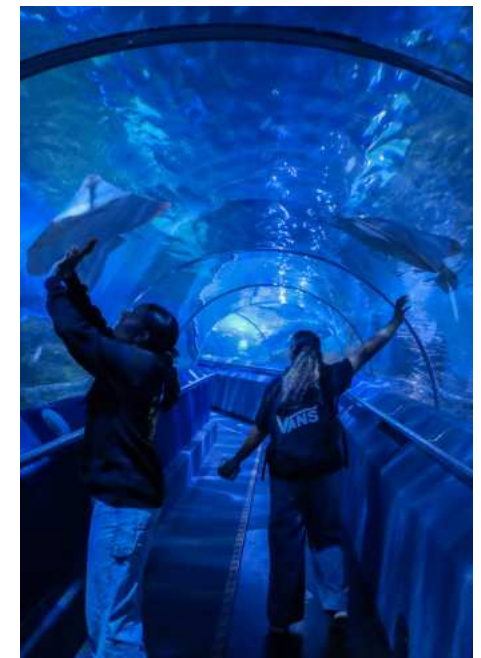
Visit to the University of Western Australia.



Lancôme Write Your Future session with Brooke Blurton.



Lancôme Write Your Future session.



Visit to AQUA during Senior Leadership Camp.

JUNIOR LEADERSHIP CAMP

In term 4, the Junior Leadership Camp was held in Laverton on Wongatha Country for the second time, bringing together Year 6-8 Shooting Stars participants from across Western Australia and South Australia.

The camp provided a culturally enriching week of on-Country experiences and activities focused on leadership, identity, connection and early awareness of future pathways, supporting participants at a key transition point between primary and secondary school.

Participants and staff were welcomed onto Country and guided throughout the camp by local Elders through on-Country learning, cultural activities and yarning.

Shooting Stars gratefully acknowledges Pakaanu Aboriginal Corporation as a key partner in hosting the camp, and extends sincere thanks to Elders Janice Scott and Beryl Jennings for sharing their cultural knowledge, wisdom and guidance. Their leadership grounded the camp experience, which was deeply inspiring.

Key Experiences

The camp placed a strong emphasis on learning through culture, community and connection. Participants took part in leadership workshops focused on confidence, goal setting, values and teamwork, alongside wellbeing, resilience and pathway conversations exploring future aspirations. Group challenges and reflection sessions supported peer connection and helped participants build friendships across sites.

A standout experience was visiting the culturally sacred Seven Sisters site at Glencore's Murrin Murrin camp, providing a powerful on-Country learning opportunity grounded in story, place and cultural knowledge.

Shooting Stars was grateful for the support of partners Glencore, GoldFields, Bellevue Gold, Genesis Minerals, Lynas Rare Earths and Upskill Global, whose involvement contributed to the success of the camp through access to culturally significant sites, shared activities, meals and engagement alongside participants.



Junior participants on Wongatha Country in Laverton with local Elder, Janice Scott.

Outcomes and Impact

The camp supported participants to build confidence and develop leadership skills at an early stage of their schooling. Participants demonstrated increased willingness to speak up, strengthened cultural pride and identity, improved peer relationships across sites, and greater clarity around their aspirations for education, leadership and community involvement.

Participants consistently reported feeling safe, supported and valued throughout the camp, reinforcing the importance of culturally grounded experiences in nurturing emerging leaders and strengthening connection to culture, community and self.

Highlights:

- Visiting the Seven Sisters site at Murrin Murrin
- Mud bath and salt healing pool
- Hunting for honey ants
- Bush Medicines
- Weaving
- Dot painting
- Story telling with Elders
- Basketball
- Quiz Night
- Talent show



Junior Leadership Camp



YEAR 12 GRADUATES

Shooting Stars proudly celebrated 72 participants who completed their secondary schooling in 2025.

Year 12 graduation is a significant milestone and an achievement that reflects years of perseverance and commitment, with support from families, schools, communities and Shooting Stars staff.

Across sites, graduation celebrations were tailored to recognise each young woman's journey, celebrating not only the completion of school, but the confidence, resilience and leadership developed along the way. The following examples highlight just some of the ways participants' achievements were recognised in 2025.

Kununurra Year 12 Graduation

In Kununurra, Shooting Stars staff were invited to the school's graduation ceremony to formally recognise graduating participants. A special award was presented to one participant in recognition of her dedication, growth and positive contribution throughout her time in the program.



Year 12 Participants at Carnarvon Community College.

Kiara College Graduates

The Kiara College site celebrated six Year 12 graduates with an afternoon tea attended by families, and a graduation trip to Mandurah. 2025 marked the first time since the Shooting Stars program commenced at Kiara College, that Shooting Stars participants have graduated from Year 12, creating a moment of shared pride for students, families and staff.



Kiara College participants at their Year 12 Graduation.

Carnarvon Year 12 Breakfast

In Carnarvon, staff marked the graduates' final week of school with a celebratory breakfast, providing space to reflect on achievements, acknowledge growth and wish participants well as they transitioned to their next stages in life.



Year 12 Participants at Whyalls Secondary College.

Shooting Stars provided us a safe space where we could be ourselves and grow connections that are now cherished and that we now hold deep in our hearts...

With Shooting Stars, we've become more confident and grown into the proud young women we are today. Us being up here is an example of that.

Jordan, Year 12 Graduate
speech at the Whyalla Shooting Stars Awards Night



Without Shooting Stars, we wouldn't have been able to achieve what we have throughout the past years.

Sharontae, Year 12 Graduate
speech at the Whyalla Shooting Stars Awards Night



Each of these young women has shown resilience, commitment and pride in their journey. We are incredibly proud of all that they have achieved and excited to see where their futures lead — whether through further study, employment or new opportunities."

Kununurra Shooting Stars staff
at East Kimberley College Graduation Ceremony



Deadly Paintings is a small Aboriginal art business run by three young Aboriginal people from Whyalla. Though they all have different personalities and artistic styles, they have come together to explore and share their Culture by creating art and selling it to deadly people. This business started with the passion that every individual had for Aboriginal art which had grown into forming a business that allowed everyone to express themselves and share their stories through art. These pieces of art include coasters, jars, mugs, jewellery, canvases, boards, and much more. Deadly Paintings aim is to put a smile on everyone's faces with their art, share the Aboriginal culture with others and educate others about the Aboriginal culture through art.

Deadly Paintings

FEATURE STORY: DEADLY PAINTINGS

Three Shooting Stars participants in Years 11 and 12, Jordan, Sharontae and Georgia, started their own art business in Whyalla, called Deadly Paintings.

Shooting Stars commissioned Deadly Paintings to provide artwork for a number of assets throughout the year, including the Shooting Stars jigsaw puzzle, NAIDOC shirts, water bottles, Senior Leadership Camp hoodies, greeting cards, and board gifts.

ALUMNI

In 2025, Shooting Stars launched its first formal Alumni Program, marking a significant milestone in extending support beyond school and into adulthood.

Delivered in partnership with Upskill Global, the 10-week program supported past participants to build confidence, job readiness and clarity around future employment and education pathways.

The program was delivered through twice-weekly online sessions focused on goal setting, self-belief, workplace skills and career planning. Participants developed practical skills such as computer literacy, resume preparation and job applications, while also strengthening confidence and aspiration. Alumni participants described the program as inspiring and “demystifying” career pathways.

In its inaugural year, the Alumni Program supported young women from the Kimberley, Midwest and Southwest. Five participants completed the program in full, while a couple of additional Alumni participants left the program early in order to transition directly into employment, which was also seen as a success for the Alumni initiative.



Participants at their Alumni graduation ceremony.

Champion Mentality with Upskill Global

Upskill Global, an organisation with a focus on empowering Indigenous communities, provides training solutions and services to enhance skills, boost confidence and open pathways to employment. Shooting Stars teamed up with them to tailor and deliver their Champion Mentality Mentoring Program for the Shooting Stars Alumni.

Alumni Graduation

In August, the first ever Shooting Stars Alumni Program Graduation was held in Perth, bringing together the inaugural Alumni cohort with supporters and program partners to recognise the participants’ achievements and growth.

Laptop Donation from Danjoo

To support Alumni Program participation, further study and employment, participants were provided with laptops through Danjoo Solutions’ Kali (Boomerang) Program. The Perth Mint donated 51 laptops to their program, which were refurbished and distributed to Shooting Stars participants and alumni, helping remove barriers to digital access.



Danjoo Solutions with their donation of refurbished laptops.



Lancôme Australia Headquarters in Melbourne

Alumni Melbourne Trip

Following the Alumni Graduation in Perth, the cohort of graduates, together with the Pathways Coordinator and an Operations Manager, travelled to Melbourne. This trip involved cultural and professional visits, including engagement with BHP, Lancôme and Clothing the Gap.

These experiences provided exposure to diverse industries and workplaces, while reinforcing participants’ sense of belonging and possibility.



BHP Melbourne office.



Shooting Stars Alumni graduation ceremony.



Skye Councillor

I think other girls who are going to do it would really benefit and enjoy the experience.

Alumni Graduate

Pretty cool to hear stories from the Lancôme girls. They started off at like Woolies and now they're real high up in the makeup business. They all look successful, and they started off the same way as us.

Alumni Graduate





STAFF

Shooting Stars staff are mentors and role models who demonstrate the Shooting Stars values and provide examples of strong empowered women who are leaders within their communities.

They bring their personal and professional knowledge, lived experiences and their authentic selves to their roles. Throughout the year, Shooting Stars staff demonstrated remarkable flexibility and commitment to sustaining consistent program presence and strong community connections.

Commitment to Staff

In addition to the program's commitment to walking alongside participants on their educational journeys, Shooting Stars is equally committed to supporting the growth, wellbeing and leadership of the women who deliver and support the program. Through dedicated professional development budgets, Shooting Stars invests in staff learning by supporting participation in external training and conferences, engaging experienced facilitators to deliver tailored development, and establishing a structured workforce training program.

84%



Aboriginal & Torres Strait Islander representation in delivery staff

Staff are encouraged to take on new challenges, step outside their comfort zones and build their professional capabilities, including through internal development opportunities and pathways for progression. This investment supports a skilled, confident workforce equipped to deliver high-quality, culturally grounded programs alongside communities.

Workforce Training

Following the successful introduction of the Alumni Program executed in collaboration with Upskill Global, Shooting Stars launched its new Workforce Training initiative in 2025, also delivered with Upskill Global. This initiative offered two customised six-week programs: the Mentor Training Program, for all staff, and the Train the Trainer Program, as an additional option. Upon finishing the program, each staff member would receive a personalised professional development plan, supporting ongoing growth.

Toolbox Training

In 2025, the Enrichment and Development team strengthened the delivery of Toolbox Training sessions to support staff confidence and consistency in facilitating enrichment programs. Delivered online, these sessions provided shared learning spaces where staff could work through program content together, ask questions, and exchange ideas and approaches across sites.

To support teams delivering enrichment programs at different times throughout the year, sessions were recorded and made available via the staff intranet. This ensured ongoing access to guidance and resources, supporting consistent, confident delivery and peer learning across the program.

December All-Staff Forum

The 2025 All-Staff Forum was held in Perth from 8–12 December, bringing together staff from all Shooting Stars teams.

The forum provided an opportunity to connect as one team, reflect on the year, share learnings across sites, build skills, and plan for 2026. The week opened with a Welcome to Country with Go Cultural Aboriginal Tours & Experiences, and then included practical planning, collaboration, professional development, and plenty of time for yarning and relationship-building. The week finished on a high with the 10-year Gala.

Staff brought their energy, care and leadership to the week, ensuring they would head into the new school year feeling connected and ready.



All-Staff Forum: Staff with external consultant, Adele Cox.

Creativity and Success in Recruitment

Shooting Stars demonstrated creativity and flexibility in its recruitment approaches in 2025, responding to workforce challenges with innovative solutions. Traditional role structures were adapted to include part-time, casual, FIFO, DIDO and role-sharing options, broadening the pool of candidates.

Recruitment strategies were also strengthened through community-based approaches, like advertising roles through local Facebook pages and introducing an expression-of-interest form on the Shooting Stars website. These strategies supported successful recruitment outcomes while maintaining a commitment to community-connected staffing.



Staff at the AFLX Carnival in Wyndham.

Aboriginal Employment Strategy

In 2025, the organisation developed its first Aboriginal Employment Strategy, formalising its commitment to supporting, strengthening and retaining its workforce. This work was guided by external consultant Adele Cox, who worked closely with management and engaged with staff throughout the process, supporting the organisation's continued growth and sustainability.

6 Staff members have returned to work at Shooting Stars after working here previously

7 Past participants on the Shooting Stars team



Finalists at the SA Women of Impact Awards Ceremony.

SA Woman of Impact Finalist

Shooting Stars Operations Manager Stacey Gray was named a finalist in the SA Woman of Impact Awards, recognising her commitment to creating positive change in her community.

Beyond her role at Shooting Stars, Stacey is deeply involved in her local community. She contributes her time and leadership through the Whyalla NAIDOC Committee, the Whyalla Aboriginal Sporting Association, the Whyalla Table Tennis Association, and the Centrecare Catholic Country SA Board, where she serves as a Director. Her involvement reflects a long-standing commitment to advocacy, cultural celebration, sport and youth empowerment.

Stacey's professional and community roles often intersect to create meaningful opportunities for young people, such as coordinating the Nunga Netball trip during school holidays. Through initiatives like this, she brings culture, sport and education together in ways that support wellbeing, connection and aspiration. Stacey is a respected leader and advocate in her community, and a valued part of the Shooting Stars team.



Staff preparing food at Junior Leadership Camp.

Staff Awards

Awards were announced at the 10-Year Gala, with staff recognised for their outstanding achievements throughout the year.



Perth Team Employee of the Year Award:
Casey Monk



SA Employee of the Year Award:
Chiquitta Liddell



WA South Employee of the Year Award:
Lauren Seelander



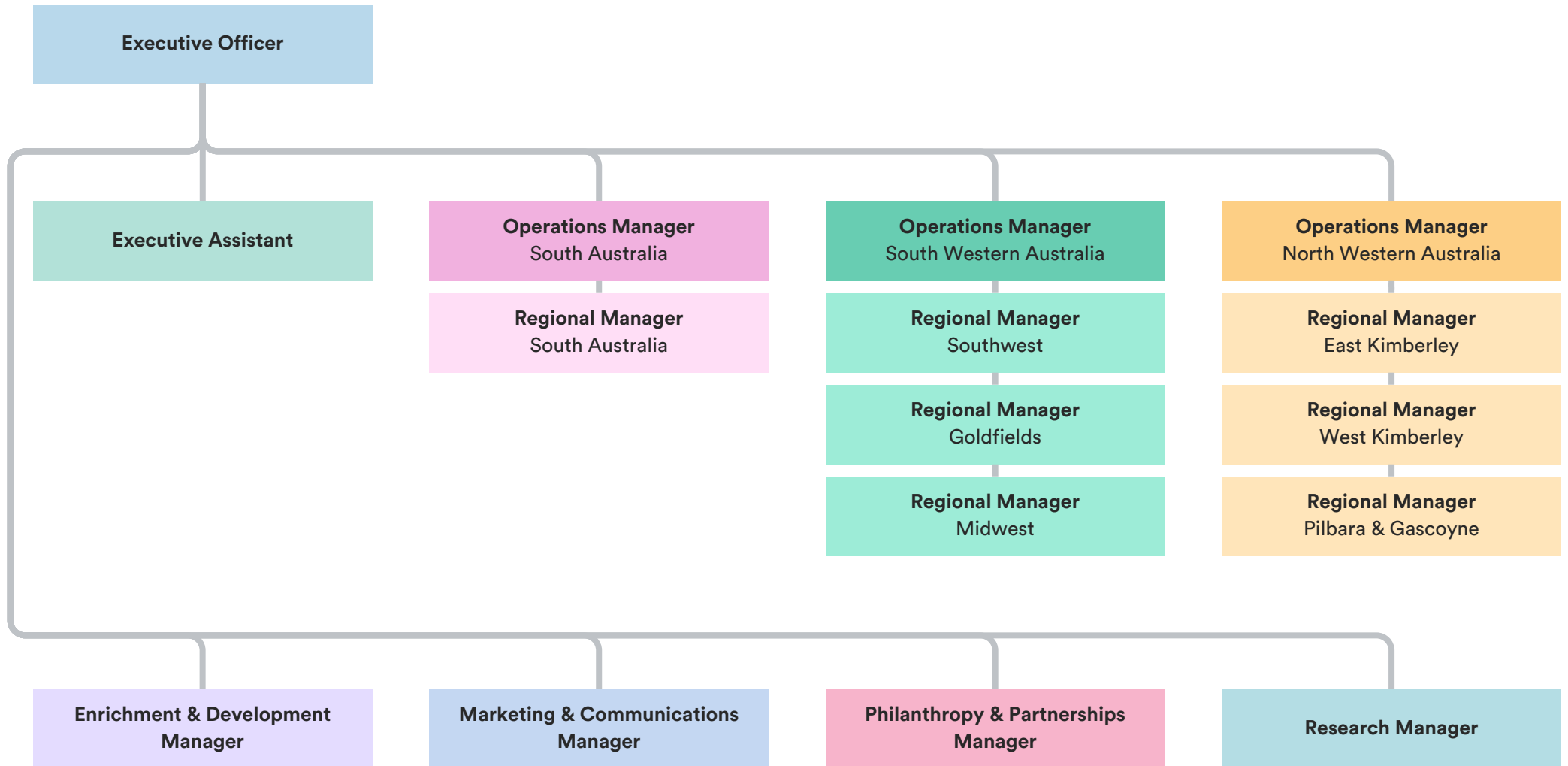
WA North Employee of the Year Award:
Kym Crudelli



Employee of the Year Award:
Stacey Gray



MANAGEMENT STRUCTURE



*This is to show the management structure, highlighting departments, and does not capture the entire team of staff





Stay true to the
STAY TRUE TO THE
Shooting Stars way
SHOOTING STARS WAY

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

Sustainability

Ensure the financial and operational sustainability of 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.



GOVERNANCE AND INTEGRITY



Integrity underpins every aspect of Glass Jar Australia and the Shooting Stars program. Strong governance ensures the organisation remains accountable, culturally grounded and true to the values of the Shooting Stars Way as it grows and adapts.

The organisation's governance model is designed to protect the integrity of the program by embedding community leadership, cultural authority and ethical decision-making at every level. This structure supports consistency and accountability, while ensuring programs remain place-based and responsive to the unique priorities of each community.

Continuous reflection, feedback and evaluation are integral to how decisions are made across Shooting Stars — from individual sites through to the organisation as a whole. This commitment to learning and adaptability strengthens integrity by ensuring decisions are informed, transparent and grounded in lived experience.

5 out of **6** Board Directors Identified as Aboriginal

Since its inception, the Board has been chaired by a First Nations leader.

Glass Jar Australia Board of Directors

The Glass Jar Australia Board of Directors provides strategic oversight and accountability for the organisation and the Shooting Stars program. A strong majority of Board Directors identify as Aboriginal, ensuring decisions are guided by cultural authority and deep understanding of community-led practice. This leadership structure safeguards the program's integrity by aligning governance decisions with community values, cultural expectations and the aspirations of Aboriginal girls and women.

Localised Steering Committees

Localised steering committees support integrity at the site level by ensuring programs are accountable to the communities they operate within. Each Shooting Stars site is guided by a steering committee made up of school staff, Elders, community leaders and representatives from local organisations and services.

Meeting at least once per semester, these committees provide local insight, advocate for community needs and support culturally responsive decision-making.

Strategic Planning

In 2025, Glass Jar Australia undertook an inclusive strategic planning process facilitated by external provider Tuna Blue. Workshops were held with the Board, Executive Leadership Team, Regional Managers and the broader workforce, ensuring transparency and shared ownership of the organisation's direction.

Workforce and Cultural Accountability

The majority of Shooting Stars staff are Aboriginal and Torres Strait Islander women who live and work in the communities they serve. This strengthens trust, accountability and cultural responsiveness across all program delivery.

Staff feedback is actively embedded into organisational decision-making processes, reinforcing a culture of integrity, shared responsibility and continuous improvement.

Yarning with Participants and Community

Ongoing yarning with participants, families, Elders, Traditional Custodians and community members further strengthens integrity by ensuring decisions remain grounded in community voice, cultural knowledge and lived experience.



Year 12 participants at Hedland Senior High School



GJA Executive Officer Helen Ockerby, Chairperson Dr Glenda Kickett, and the Hon. Simone McGurk at the Shooting Stars 10-Year Gala.



THANK YOU TO OUR PARTNERS, SUPPORTERS, ALLIES AND ADVOCATES

The Shooting Stars program is made possible by the financial, in-kind and relational backing of many. We thank our government funders, our corporate partners, grant providers, philanthropic organisations, donors, and service providers whose contributions strengthen and sustain our work.

Partnerships and Pathways Team, left to right: Philanthropy & Partnerships Manager, Ben McNeil; Pathways Coordinator, Hope Mauri; Partnerships Coordinator, Holla Lomu.

Our partners play a critical role in what we do at Shooting Stars; not only through funding, but through presence, participation and shared commitment to positive futures. In 2025, we were proud to work with partners who engaged deeply with the program, invested time and expertise, and contributed to opportunities.

We welcome your continued support and allyship as we work together toward a shared vision of empowered, strong and thriving Aboriginal and Torres Strait Islander women, girls and communities.

On behalf of Shooting Stars, thank you!

The Partnerships and Pathways Team



OneSteel staff with their gift from Whyalla Shooting Stars following the 'Stars and Steel' immersion day.



Kristy from Gold Industry Group, Sharon from Gold Road Resources, and Jennifer and Calum from Fortescue at the first ever Shooting Stars Alumni Graduation



West Coast Fever netball clinic with Hedland Shooting Stars participants, thanks to Fortescue.



Goldfields Regional Manager Shelley with Jenna from Minara Resources at the Leonora Community NAIDOC event organised by Leonora District High School, supported by Shooting Stars.



NAIDOC Week panel hosted by Mineral Resources, featuring Shooting Stars Executive Officer Helen Ockerby alongside inaugural Chair Professor Colleen Hayward and Chance Bateman, sharing reflections on leadership, culture and hopes for the future.



Horizon Power staff members working on their Shooting Stars jigsaw puzzle, gifted during National Reconciliation Week to promote meaningful engagement and reflection on the themes and shared responsibilities around reconciliation.



Rebecca and Jackie from PLS invited Shooting Stars staff to the 16 Days in WA Breakfast



Tanaye from Genesis Minerals, Juliane from Horizon Power and Daniel from Mineral Resources joined Ben on stage for a partner panel at the Shooting Stars 10-Year Gala, reflecting on the value of hands-on partnerships and the importance of collaboration beyond financial support.



Participants with Brooke Blurton at Lancôme's Write Your Future session at Senior Leadership Camp.

Partnerships With Pathways

In 2025, partnerships at Shooting Stars continued to evolve beyond sponsorship, with Pathways formally integrated into partnership engagement through a new team structure. This reflected the growing appetite among partners to support young women's transitions into further education, training and employment, and to engage meaningfully in pathway-focused initiatives.

This commitment was visible through strong partner participation at key events, including the Senior Leadership Camp Welcome Dinner and Careers Expo, the Alumni Graduation, and a range of site-based and regional activities throughout the year.



Participants in Carnarvon, photographed by Leichhardt.



Bellevue Gold staff engaging at Junior Leadership Camp in Leonora.



Fortescue staff set up a table and engaged with participants at the Senior Leadership Camp Careers Expo.

Renewals and New Partners

In 2025, Shooting Stars was pleased to renew major partnerships with Fortescue, Lancôme and BHP, reflecting ongoing relationships built on shared values and demonstrated impact.

A new partnership with Leichhardt was celebrated through a school-based media day, capturing participants engaged in activities while showcasing the strengths-based, community-led nature of the program.



Alumni Program graduates with Shooting Stars staff at BHP's Melbourne office.

West Coast Fever Match-Day Partners

Shooting Stars was once again proud to be West Coast Fever's match-day partner for the Suncorp Super Netball First Nations Round. The 2025 match aligned with NAIDOC Week and the final day of Senior Leadership Camp.

At the VIP 'Green Room' function, four Senior Leadership Camp participants represented Shooting Stars among other VIP guests, with two of the young women speaking on stage about their experiences in the program.

Shooting Stars branding 10-Year Gala promotion was visible throughout RAC Arena, and a collaborative NAIDOC Week artwork activity was delivered in Fever Alley, engaging families and supporters ahead of the match.



Participants forming a guard of honour on the court at the SSN First Nations Round match at RAC Arena.

Corporate Team Relationships

The Perth-based team also visited partner offices at Mineral Resources, Orica and Northern Star Resources throughout the year. These visits strengthened relationships between teams, supported shared understanding of organisational roles, and provided space for yarning about collective impact — reinforcing partnerships built on relationships, not transactions.

Horizon Power Employee Giving and AIM WA Pinnacle Award with \$20,000 Contra

Horizon Power's employee giving program continued to have a significant impact in 2025, with their staff generously contributing \$6,315 to support Shooting Stars.

Horizon Power was also recognised with two AIM WA Pinnacle Awards, which allow winners to nominate a charity organisation to benefit from \$20,000 worth of professional development training at AIM WA. For the second time in a row, they nominated Shooting Stars — a significant gift and investment in organisational capability.



Horizon Power staff presenting a certificate for a \$20,000 AIM WA contra donation to Shooting Stars.



Perth staff visiting the Northern Stars Resources office.

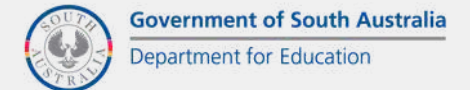
FUNDING

Shooting Stars thanks each of its partners, supporters and donors for their commitments to the program and for sharing its vision. This ongoing support ensures the continued financial sustainability of Shooting Stars as it continues to flourish and prioritise the empowerment of Aboriginal and Torres Strait Islander girls, women, young people and their communities.

Major Partners



Underpinning Partners



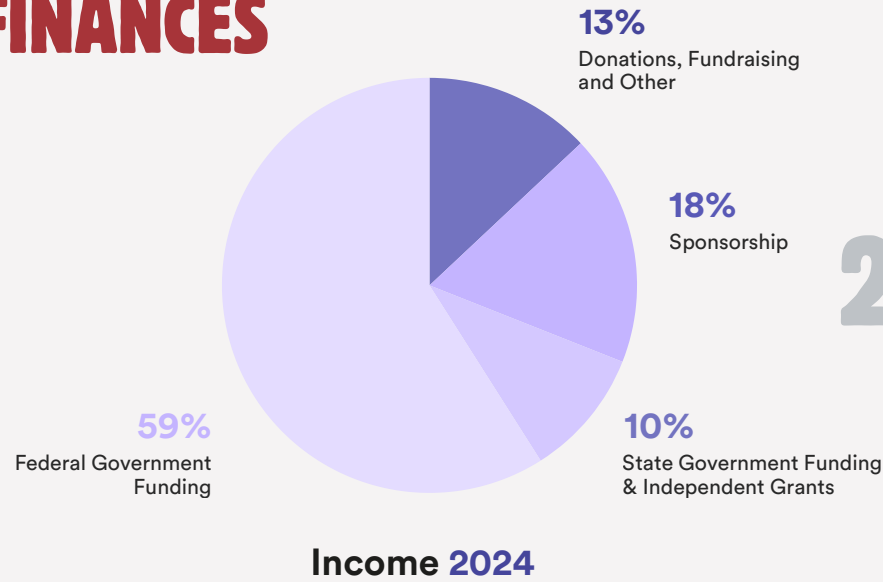
Partners



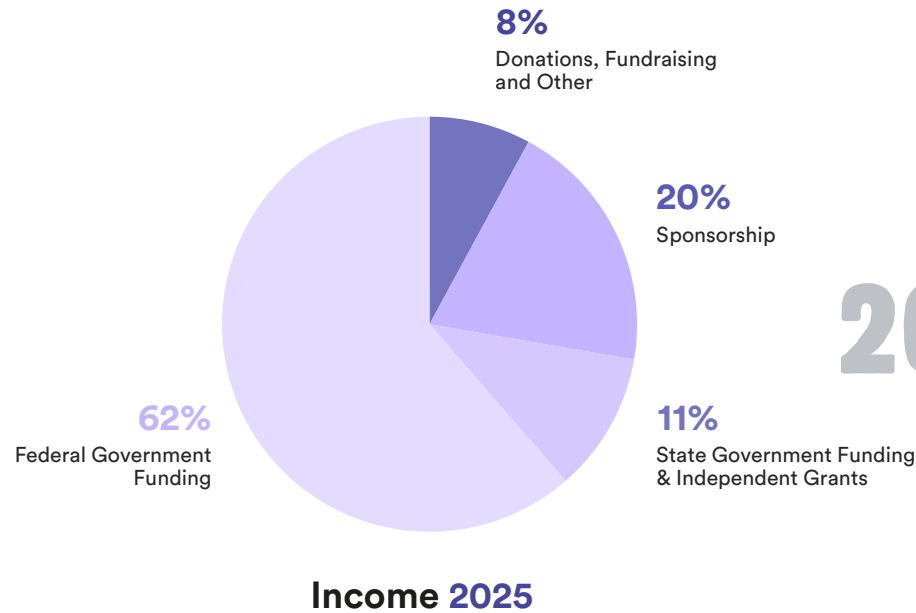
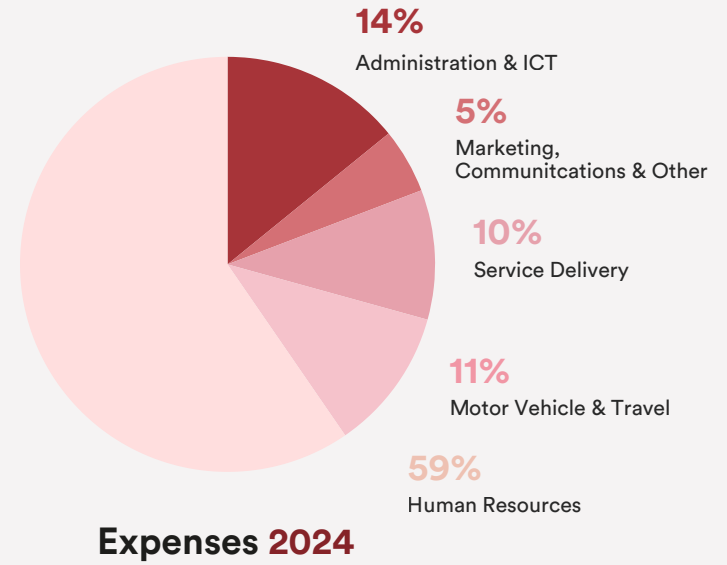
Supporters



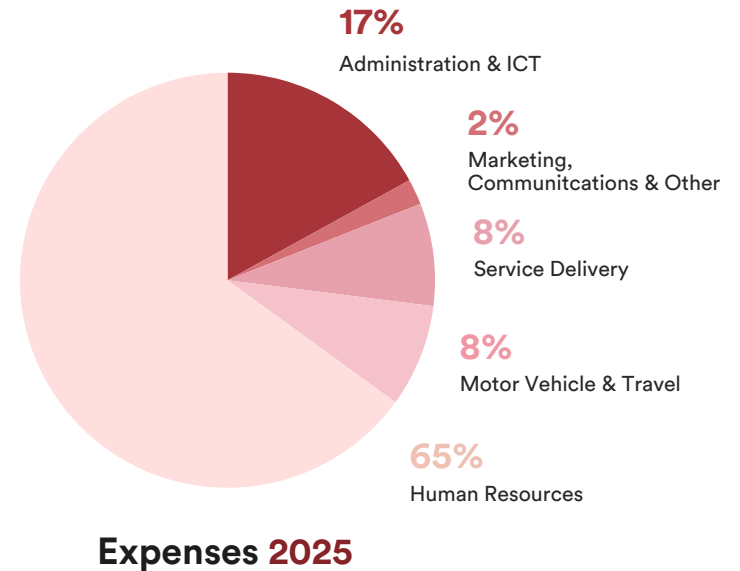
FINANCES



2024



2025



¹ For consistency with audited financial statements, the 2025 and 2024 income and expenditure categories presented below have been refined since the 2024 Annual Report. As a result, some 2024 percentages may differ from those previously published.

² Figures shown are rounded for ease of presentation and may not total exactly 100%.

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.

Senior Leadership Participants and the Kwopidak Kenning Yok group performing a dance at half time at the West Coast Fever First Nations Round.



Shooting Stars Alumni participant, Skye giving an interview for National Indigenous Times at the Alumni Graduation in Perth.

MARKETING, MEDIA AND COMMUNICATIONS

Marketing, media and communications play a key role in Glass Jar Australia’s advocacy approach, supporting how the organisation amplifies strengths, builds understanding and shifts narratives.

In 2025, communications focused on purposeful storytelling that centred culture, leadership and lived experience, while strengthening engagement with partners, communities and the broader public. Shooting Stars communications consistently presented Aboriginal and Torres Strait Islander

girls and women as leaders, creators and agents of change, ensuring stories were shared with authenticity and respect, grounded in community voice.

Through intentional, strengths-based communications, Shooting Stars continued to influence how its work is understood, how partnerships are activated, and how stories are shared — contributing to advocacy and systems-level change aligned with the organisation’s commitment to challenging the status quo.



Reconciliation and NAIDOC Week Engagement

In 2025, Shooting Stars introduced new branded assets to support partner engagement during National Reconciliation Week and NAIDOC Week.

For National Reconciliation Week, branded 1,000-piece jigsaw puzzles were produced and shared for the first time. The artwork featured on the puzzles was created by Deadly Paintings, an art business established by three senior Shooting Stars participants. Partners and schools engaged with the puzzles in their own office settings, with some sharing moments of progress, reflection and connection through photos and social posts.

Deadly Paintings also designed the 2025 Shooting Stars NAIDOC shirts, which were made available to partners for the first time. Co-branded shirts were ordered by a number of partner organisations, providing staff with an opportunity to celebrate NAIDOC Week as well as their connection with Shooting Stars.

Social Media Snapshot Across Facebook, Instagram & LinkedIn

Reach: 380,401
Engagements: 15,735
Followers: 11,979



Videographer, Nathan Dyer showing participant, Kitarna her interview footage for the AFLX Camp video, shot at Wuggubun Community in the East Kimberley.

First Nations Suppliers

Shooting Stars has worked with a number of Aboriginal-owned businesses throughout 2025 to support marketing, media and communications work, including design, video editing, print production, live music for events, performance, illustration, artwork and media.

Suppliers engaged during the year included Mardaa, BlkGld, Nani Creative, Dragonfly House Media, Deadly Paintings, Bobbi Lockyer, Pakaanu Aboriginal Corporation, Indigo Ellis, and DJ Agantha, Kwopidak Kenning Yok and National Indigenous Times.



Brooke Blurton On How Her Childhood Has Shaped Her Career

Brooke Blurton inspires Aboriginal girls through the Shooting Stars program in partnership with Lancome's Write Your Future global program.

m Marie Claire / Sally Hunwick / Jul 11, 2025

<https://bit.ly/Brooke-Blurton>

Partners Engaging and Advocating Through Storytelling

Communications activity was closely tied to partner engagement, with stories designed to be created with partners rather than simply shared about them. This approach recognised that meaningful engagement generates the strongest and most authentic stories.

Throughout the year, several partners invested in collaborative storytelling, capturing content on site with participants and staff, and co-developing media releases. This approach reflected strong, values-aligned partnerships

built on trust and reciprocity, and supported consistent, authentic messaging about the Shooting Stars program.

Partners were regularly tagged in social content capturing their involvement across sites and initiatives. For International Women's Day, partners were invited to contribute photos and inspirational quotes and advice from women leaders within their organisations. These were developed into posters and social tiles shared across Shooting Stars sites and platforms, supporting conversations about leadership, aspiration and gender equity.



Kiara College participants recording a match-day partner video for First Nations Round.



Mineral Resources filming interviews in Hedland for their community partnerships video series.



Horizon Power ad campaign showcasing Shooting Stars, and shared across press, TV and digital media.

Media That Creates Opportunities

In 2025, Shooting Stars prioritised high-quality media and digital content that reinforced credibility and impact.

Coverage of the Mullewa Saints story, shared through local media and social platforms, opened new pathways for participants, including access to higher-performance training environments, external recognition and proposed collaboration and support from an interstate sporting apparel organisation. This demonstrated how purposeful communications can influence opportunity, not just awareness.



Geraldton Guardian, 12 September 2025.



RESEARCH

The 2021–2025 Strategic Plan outlines Shooting Stars’ commitment to using evidence, research and lived experience to challenge systems that impact Aboriginal and Torres Strait Islander girls and women.

Throughout 2025, this commitment was reflected through continued investment in learning, ethical data practices and culturally responsive evaluation. By centring of lived experience and generating practice-based evidence, Shooting Stars uses research as a form of advocacy, contributing to broader understanding of what supports engagement, wellbeing and successful transition for participants. This learning informs continuous improvement across the program, while also influencing partners, funders and systems to adopt more culturally responsive, strengths-based approaches.



Kiara College participants at Curtin University’s Centre for Aboriginal Studies.

Strengthening Evidence-Informed Practice

In 2025, the Research team introduced a structured measure of site complexity, drawing on national data and program-specific insights. This approach provided important context for understanding diverse delivery environments and reinforced the need for tailored, place-based responses rather than one-size-fits-all approaches.

Qualitative insights from participants, staff and community stakeholders continued to complement quantitative data, ensuring reporting reflected lived realities across regions and supported responsive, community-led program delivery.

Improving Systems and Data Integrity with SiSTA

A key milestone in 2025 was the development of the SiSTA Data Platform, a purpose-built, organisation-controlled system designed to capture real-time, participant-level information. Rolling out fully in 2026, SiSTA will strengthen data accuracy, support early identification of engagement challenges, enable long-term alumni tracking, and reduce reliance on inconsistent external data sources.

The Research team also refined internal documentation standards and quality assurance processes to improve consistency, strengthen consent and safeguarding practices, and support transparent, ethical data use aligned with community expectations.

Supporting Partnerships With Schools

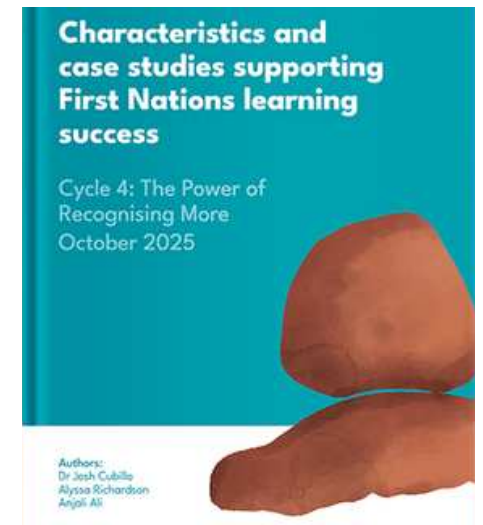
In 2025, Shooting Stars introduced termly site-based reports shared with school leadership. These reports supported shared understanding of participation, engagement and context, strengthening collaboration between schools and program teams.



Regional Managers and Operations Managers by the Swan River in East Perth for a Mother Country & Me demonstration session.

Sector Contribution and Knowledge Sharing

Shooting Stars’ approach to community-led, strengths-based practice was recognised within national education research in 2025. The program was featured as a case study in publications by NIYEC and Learning Creates, including Characteristics and Case Studies Supporting First Nations Learning Success and Claiming Space and Shifting Narratives. These publications highlight how Indigenous leadership, relationships and belonging can reshape learning environments and challenge deficit narratives.



2025 MARKED 10 YEARS OF GLASS JAR AUSTRALIA'S SHOOTING STARS PROGRAM

A Decade of the Organisation

Shooting Stars grew from an idea first explored in 2013, when Netball WA began working with the Halls Creek community on a youth engagement pilot for Aboriginal girls and young women.

Following the success of the pilot, Glass Jar Australia was established in 2016 to support the program's long-term delivery and growth of the program. A dedicated leadership team was formed to guide expansion into additional communities.

Since then, Shooting Stars has evolved well beyond its netball foundations into a holistic, place-based, community-led program. Today, it works alongside Aboriginal and Torres Strait Islander girls and young women across Western Australia and South Australia, supported by strong partnerships and guided by relationships, trust and lived experience.

Ten years on, this journey reflects the organisation's evolution into a trusted, community-led program shaped by learning, and sustained through deep connections with the communities it serves.



THE ARTWORK

About the Artist

Janine Mongoo is a proud Meenangu and Ngoonooru Wajarri woman from Meekatharra in Western Australia's Midwest. Her strong connection to Country runs deep, with family ties to the land stretching back thousands of years.

Janine's art draws on culture, environment and ancestral knowledge. Her work reflects the stories, strength and spirit of her people, blending traditional themes with contemporary elements to honour the past and speak to the present.

Artwork produced in collaboration with Nani Creative.

Artwork Story

The artwork *Communities* represents Shooting Stars as a guiding light for Aboriginal and Torres Strait Islander girls and women.

Like stars in the night sky, Shooting Stars stands as a symbol of strength, unity and possibility. At the heart of the artwork are three guiding pillars:

Empowerment – Lighting the way forward and affirming that every voice matters.

Authenticity – Staying grounded in identity, heritage and self-belief.

Challenge – Encouraging growth, courage and new possibilities.

The foundation of the artwork is built on the values of:

Integrity | Respect | Heart | Pride | Success

The artwork travels with Shooting Stars across communities and Country, carrying a story of connection, resilience and future vision.

Like the stars above, we shine brighter together.

ShootingStars



Communities

by Janine Mongoo (original artwork)

10-YEAR GALA

In December, Shooting Stars marked its tenth year with a Gala event that brought together staff, sponsors, and advocates to celebrate the program's journey, impact and future.

This milestone event, held at the Ritz-Carlton, honoured the young women, communities, schools and supporters who have shaped Shooting Stars over the past decade across Western Australia, South Australia and beyond. The evening centred the voices, stories and achievements of participants and staff, reflecting the strength of the program and the relationships that sustain it.

The event opened with a Welcome to Country by Nyoongar leader Honey Webb, followed by a dance performance by Kwopidak Kenning Yok, the dance group she leads and choreographs, featuring three of her daughters. Guests were welcomed with live music by Indigo Ellis, with entertainment continuing throughout the evening from local artists, including band Get Groove and DJ Agapantha, a proud Yidinji, Mer Island and Quechuan artist.

The program included reflections from Executive Officer Helen Ockerby, Chair Dr Glenda Kickett and the Hon Simone McGurk, alongside a partner panel featuring Mineral Resources, Horizon Power and Genesis Minerals. Staff service milestones were also recognised, with award recipients receiving gifts designed by Deadly Paintings.

The evening provided a meaningful space for connection, celebration, and reflection, marking both a proud milestone and the beginning of Shooting Stars' next chapter.

Shooting Stars GALA



Shooting Stars GALA



Shooting Stars Staff at the 10-Year Gala, at the Ritz Carlton, Perth.

LOOKING FORWARD: 2026

2026-2030 Strategic Plan

The new Strategic Plan will be launched in 2026, and will guide the organisation until the year 2030. This comes with a new vision, purpose, values, focus areas and objectives, outlined on the following page.

Research Papers

Research papers developed throughout 2025 will be finalised and submitted in 2026, contributing to sector knowledge, sharing learnings and insights from Shooting Stars' practice.

Seeking Ethics Approval for the Whole Program

With systems and data practices now in place, Shooting Stars will seek ethics approval in 2026 to support program-wide research and publication. This milestone will reflect organisational maturity and will enable ethical sharing of learnings drawn from the program.

Executive Officer in the Beediyar Program

This is AIM WA's landmark executive development program for First Nations leaders. Shooting Stars Executive Officer Helen Ockerby will be taking part amongst other prominent First Nations leaders in the cohort, while also contributing to strengthening the voice, presence and impact of First Nations leadership in the state.

Investment in Professional Development

Building organisational capability will remain a priority in 2026. Investment in professional development, including training supported through AIM WA opportunities enabled by Horizon Power, will strengthen leadership, workforce development and governance as Shooting Stars continues to grow and evolve.

SiSTA

In 2026, Shooting Stars will begin the full rollout of the SiSTA data platform, strengthening the organisation's ability to capture accurate, real-time information and better understand participant journeys over time. SiSTA will support improved monitoring of engagement, stronger alumni tracking and more consistent reporting across sites, enabling deeper insight into program outcomes.

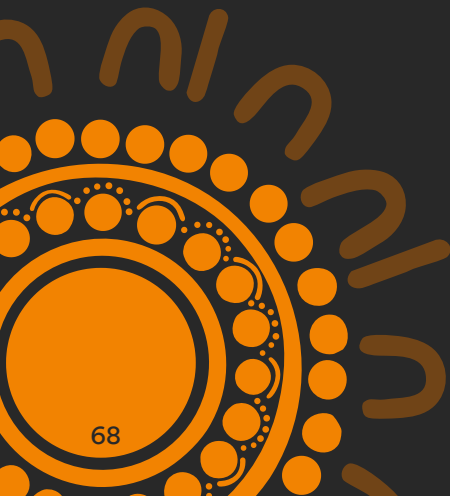
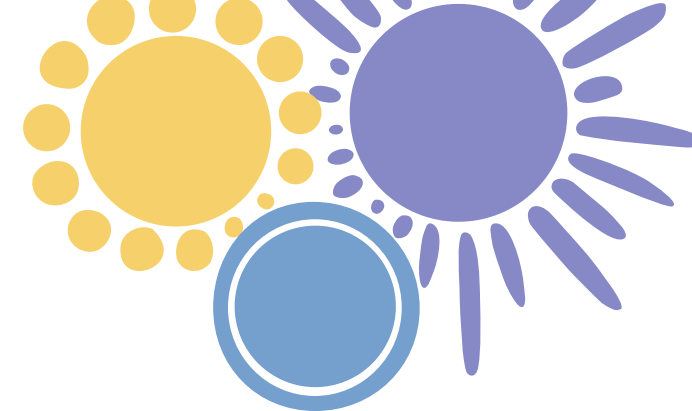
Virtual Art with the Stars Exhibition

A new website platform has been developed to showcase Art with the Stars artworks in an immersive and accessible way. Previewed at the 10-Year Gala, the platform will be rolled out in full in 2026. It aims to break down geographic barriers, elevate artist profiles, and celebrate the stories, creativity and cultural pride embedded in each artwork.

Strengthening Alumni Connections and Tracking Impact

Shooting Stars will continue to strengthen its Alumni Network through ongoing engagement and the continued delivery of the Alumni Program in partnership with Upskill Global. Maintaining strong relationships with alumni will support connection beyond school and create opportunities for learning, mentoring and pathways into further education, training and employment.

Improved alumni engagement will also enable more robust tracking of post-school pathways, allowing Shooting Stars to better understand long-term outcomes and demonstrate the sustained impact of the program over time.



LOOKING FORWARD: 2026-2030 STRATEGIC PLAN

Vision and Purpose

Vision

Strong and thriving Aboriginal & Torres Strait Islander women and girls

Purpose

Strengthening Aboriginal & Torres Strait Islander women and girls

Values

Culture

Spirit and Connection

Voice

Courage and Leadership

Community

Heart and Empathy

Respect

Accountability and Honesty

Key Focus Areas

Grow Our Reach

Grow Our Impact

Nurture Our People

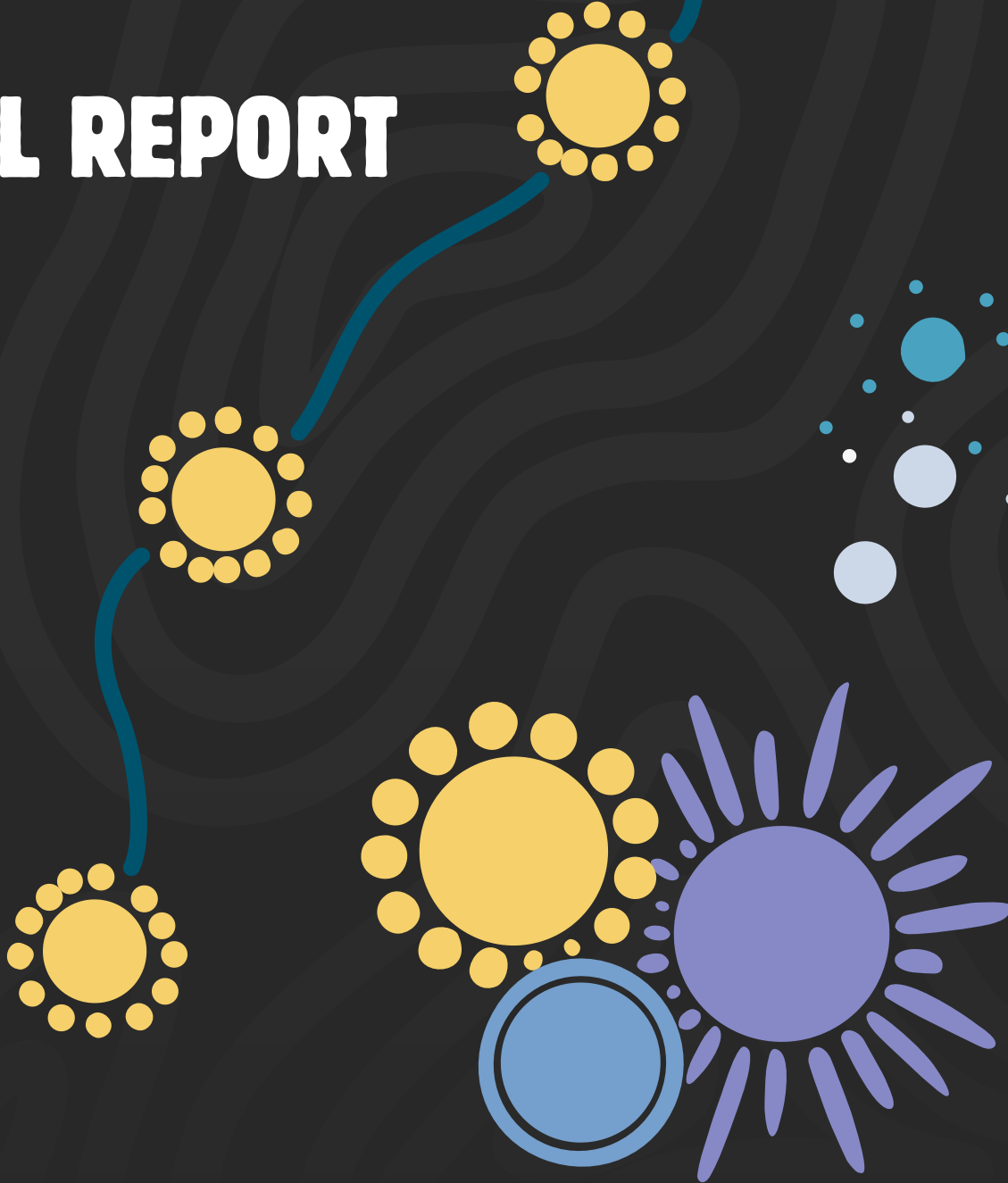
Strengthen Our Organisation

Work Alongside Our Communities




ANNUAL REPORT

2025




shootingstars.com.au

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

 facebook.com/shootingstarsaus

 instagram.com/shootingstarsaus

 linkedin.com/company/shooting-stars-glass-jar-australia

 vimeo.com/shootingstarsaus