

A promotional poster featuring two young men in a dynamic, energetic pose against a solid pink background. The man on the left is wearing a bright blue t-shirt, black pants, and glasses, with his arms crossed and a wide smile. The man on the right is wearing a grey tank top, a light blue button-down shirt, and blue jeans, with one arm raised and a joyful expression. Both are wearing colorful, polka-dot sneakers. The text 'QUEER PRIDE STARTS HERE' is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

# QUEER PRIDE STARTS HERE

 **MINUS18**



# FY 2018-2019 ANNUAL REPORT

**MINUS18**

f @ MINUS18YOUTH



## OUR MISSION

We are leading change, building social inclusion and advocating for an Australia free of homophobia, biphobia and transphobia.



## Our Vision

A community where all young people - regardless of their sexuality, or gender identity - are safe, empowered, and belong.



WE ACKNOWLEDGE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AS AUSTRALIA'S FIRST PEOPLE. OUR WORK TAKES PLACE ON STOLEN LAND.



WITHOUT THE OLDER LGBTIQ HEROES WHO CAME BEFORE US, WE WOULDN'T HAVE THIS BEAUTIFUL ORGANISATION. WE TRULY STAND ON THE SHOULDERS OF GIANTS.

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# THE MINUS18 JOURNEY



**1998**

## MINUS18 UNDERAGE EVENTS BEGIN

Nan McGregor, a mum from PFLAG, wants her gay son to have a safe space to meet other LGBTIQ youth so she launches Minus18 events.

**2007** Minus18 Events grow to hundreds of young people attending each school holidays. This got us thinking: Woah, we've got something really special here!

**2010** Our first school resource is launched with Safe Schools, giving students the tools they need to take a stand against homophobia and transphobia by creating Queer-Straight-Alliances.



**2010** The first Queer Formal in Australia is held by Minus18, with 200 youth attending, and over 100 community members sponsoring their tickets for free!

**2011** Minus18 volunteers from the past 10 years meet together and begin planning for the charity.

## 2011 THE MINUS18 FOUNDATION IS BORN!

We transformed the beautiful community we created through events to launch the Minus18 Foundation: Australia's charity for LGBTIQ youth.



**2015** Minus18 co-develops the first national LGBTIQ teaching resource with Safe Schools, supporting secondary schools Australia-wide.

**2016** The first Minus18 event in Adelaide attracts 200 youth.

**2018** Our first Sydney event attracts 450 LGBTIQ youth.

**2013** 150,000 people access Minus18 resources online each year, and that number continues to grow.

**2017** As LGBTIQ school programs are defunded around the country, Minus18 Workshops are launched to champion LGBTIQ inclusion.

**2018** Queer Ideas Festival is held - the first youth summit for 120 young LGBTIQ leaders to have their voices heard by Government and community.



## THE FUTURE IS BRIGHT, BUT WE NEED YOUR HELP!

Will you join us to continue transforming the lives of LGBTIQ youth all over Australia?



## SINCE 2011 WE'VE SUPPORTED



**64,100 YOUTH**  
AT EVENTS IN MELBOURNE,  
SYDNEY & ADELAIDE

**15,690 PEOPLE**  
IN SCHOOL WORKSHOPS &  
WORKPLACE TRAINING

**171 YOUTH**  
THROUGH OUR  
VOLUNTEER PROGRAM

**250,000 PEOPLE**  
HAVE RECEIVED PHYSICAL  
LGBTIQ RESOURCES

**2.5M PEOPLE**  
WHO HAVE ACCESSED  
FREE ONLINE RESOURCES



As a parent, I just want to say a BIG THANK YOU to Minus18 for putting on this fantastic event. A place where our kids can go which is fun, affordable and safe. Mostly, where they can have a great time, just be themselves and not be judged. You do great work at all your events.

Thank you again for caring as much about our precious kids as we do.

- Parent email

# TIMES ARE CHANGING



## LGBTIQ YOUTH ARE MORE VISIBLE NOW THAN EVER BEFORE.

### BULLYING

75% of LGBTIQ young people will experience verbal or physical abuse due to their LGBTIQ identity before they're 25.<sup>1</sup>

The most common places for this to occur is at school and at home.

### IDENTITY

Sexuality and gender identity are increasingly experienced by young people as fluid and non-binary. More young people are identifying as queer, genderqueer, gender fluid, and are more open about the fact they might just still be figuring it out.<sup>1, 23</sup>

### MISTRUST OF COMMUNITY

More and more, LGBTIQ youth feel misunderstood by those who are not LGBTIQ, or who are not their own age. They're relying more on LGBTIQ peers and online information for support.<sup>5</sup>

### EDUCATION

81% of LGBTIQ students believe their school doesn't support them, and that their teachers aren't doing enough to stop LGBTIQ bullying.

The positive is that having just one supportive teacher can reduce a young person's negative experiences by 50%.<sup>2</sup>

### COMING OUT

Majority of same sex attracted young people realise their identity before they are 13. It's a lot earlier than most realise, and shows that they really aren't 'too young to know'.<sup>1</sup>

### THE GOOD NEWS

In many cases, young people are feeling more empowered to be the ones leading the movement of equality in Australia, and are joining spaces like Minus18 to help make it happen.

### MENTAL HEALTH

Because of these experiences, LGBTIQ youth are up to 12x more likely to experience depression<sup>3</sup> and up to 5x more likely to experience anxiety<sup>4</sup> than the general population.

### INTERSECTIONALITY

LGBTIQ youth from other marginalised demographics experience additional hardship and isolation, especially people of colour, people of faith, people living with a disability and people from regional and rural areas.

# THE STORIES WE CREATE



## Argo

I was born in Greece, and moved here to Australia when I was 5. My background is a mix of Greek, Filipino and Spanish, which means at home there's a whole lot of Filipino and Spanish style cooking. Unfortunately I forgot all my Greek when I moved here though, ha!

Growing up was a little difficult. My mum is fairly Catholic, and from the get go I went to private Catholic school. It was good to begin with, with a diverse community and a lot of other first-generation immigrants like me.

But highschool was a bit more difficult. I was really at that stage of my life where I was coming to terms with my sexuality, and what it all meant. I found Minus18, which was amazing. I had a safe avenue to meet others who identified as anything other than 'straight', which was completely brand new to me.

In Year 9 I was outed by a friend, who told the whole school that I was bisexual. It made everything that much more difficult for me. So I had to deal with that for at least 6 months.

The fact that I had made friends outside of school was one of the most supportive things, in the sense that there were other people in my life who were coming out at the same time, or who already had. They all had advice, and we could actually talk about it. Really that's exactly what I needed at the time.

Slowly bit by bit, people realised that my sexuality didn't change me, and realised "Oh, it's still Argo, he hasn't changed."

If it wasn't for Minus18, I wouldn't have known where to go; I would have been a pretty lonely kid. Honestly, I think I might have had to end up moving schools. It was tough, and I can't imagine getting through it without Minus18.



## Elyza

Growing up was a TOTAL train wreck, haha. I grew up in Sale, which is 3 hours out of Melbourne. It's a small town, but we did have a McDonalds, so it was booming!

Being in a small town, everyone knew everyone's business. I knew I liked girls, and it was something I was really open about, and from about year 8 I copped a lot of shit.

In the change rooms at school, girls would be like, "Ew, Elyza don't look at me" or I'd walk past a crowd of girls, and they'd yell out nasty things, like 'dyke'. You know, that sort of stuff.

My family was completely awesome, though. I remember when I was 14 I told my mum, and told her what was going on at school, and she was the most amazing, supportive person ever. It definitely made it easier, but even then, I felt pretty alone.

At 16, a friend introduced me to the Minus18 online community, where I had the chance to talk to thousands of other people who were all going through the exact same things as me.

It was amazing. Instantly, things seemed to get easier. Life got easier. I thought "Wow this is something I want to get involved in". It was incredible.

One day I got the courage to take the train to a Minus18 event. It was colourful, and fun, and within the space of 4 hours I had 6 best friends just-like-that. I felt for the first time I was happy for a whole day, and didn't have to worry about all the other shit bothering me.

Minus18 has opened my mind and my life so much. Going from a scared lesbian in Sale to realising that my sexuality is an amazing part of who I am; it's an incredible feeling.

<sup>1</sup> Writing Themselves in 3 (2010), La Trobe University

<sup>2</sup> From Blues to Rainbows (2014), La Trobe University

<sup>3</sup> 6% general population (LGBTI People Mental Health & Suicide, LGBTI Health Alliance) vs 75% of trans / gender diverse youth - Trans Pathways (2017), Telethon Kids Institute

<sup>4</sup> 14% of the general population (Beyond Blue) vs 72% of Trans and Gender Diverse Youth - Trans Pathways (2017), Telethon Kids Institute

<sup>5</sup> Young & Queer Report: Youth Driven Ideas for a Better Victoria (2019), Minus18 Foundation

## OUR MODEL



### LIFE-AFFIRMING SOCIAL INCLUSION

Through a preventative model of mental health support, we tackle social isolation by creating spaces where young people belong. That means spaces where young people are the ones who are visible, and where expressing your LGBTIQ identity is celebrated.



### YOUTH EMPOWERING YOUTH

We believe that the best and most effective way to empower young people is for other young people to be the ones engaging with them. Minus18 initiatives place youth at the forefront, supported by Minus18 staff.

- Our volunteer crew are young people themselves. They're the ones who engage with our attendees and support education content.
- 'Lived experience and connection to LGBTIQ youth' is a key selection criteria for all staff roles.
- Our strategic plan has been developed with input from our youth advisory group.



### EDUCATION & ADVOCACY

LGBTIQ youth shouldn't need to access Minus18 events to feel safe, so we transform communities through workshops, resources and health promotion campaigns that enable others to champion inclusivity.

We go to schools, organisations and workplaces to teach and train them on LGBTIQ inclusion.



### CREATING HIGH IMPACT

In 20 years more than 65,000 youth have attended Minus18 programs collectively across Melbourne, Sydney and Adelaide, and over 2.5 million people have found support online.

We gather feedback with our young people about their experience of our programs, and are constantly adjusting and tweaking what we do to suit their needs.

95% of young people who participate in Minus18 activities would recommend us to a friend, and we think that's pretty great.



**MICAH SCOTT**  
FOUNDING CEO



**GEMMA HALLETT**  
CHAIRPERSON

When we launched the Minus18 Foundation less than 8 years ago, we only dreamt of the impact we would have, and the young lives we could continue to transform.

The past 12 months have seen Minus18 undergo a sorely needed period of financial growth, after the implementation of new activities to raise the profile of our critical work and share this with the community. It's through the generous support of you, our partners, supporters and donors, that this is possible. It's only with your help that we can continue our mission to create an Australia where all LGBTIQ youth are safe, empowered, and belong.

#### Championing Inclusion

This year we continued to invest in our famous, high-impact events, hosting the first ever Sydney Queer Formal, alongside our Melbourne and Adelaide events. Our highest priority while growing the reach of our events is to maintain the inclusive, identity-affirming heart and soul that makes them so magical. This year, 98% of attendees reported that they felt more positive about their LGBTIQ identity after attending Minus18 - we couldn't be more proud.

It shouldn't just be Minus18 events that affirm identity, and that's why we deliver LGBTIQ Education Workshops in schools and workplaces, and work with partner organisations to ensure we're able to reach as many corners of the country as possible.

The experiences of LGBTIQ youth are changing rapidly - but that doesn't mean it's 'getting better' for everyone. 36% of our Queer Formal attendees told us their parents didn't know, or weren't supportive of their LGBTIQ identities, especially those who were bisexual and gender diverse. As the experiences of LGBTIQ youth are changing, they need an organisation that can keep up. That's where we come in.

We couldn't create the spaces we do without the tireless work of the Minus18 team—our staff and youth volunteers—whose passion and energy keeps our organisation relevant and thriving.

#### Fulfilling our Strategy

This year we completed our 2017-2019 Strategic Plan, and partnered with Nous Group to undertake a national-expansion study. It's the first step in creating the groundwork to take Minus18 to even more parts of Australia.

This financial year, we turned a surplus, and we'll be allocating these funds immediately towards our 2019/2020 youth and advocacy programs, including:

- » Aligning the Sydney Queer Formal to Mardi Gras 2020, to build youth inclusion and visibility throughout the festival.
- » Continuing to ensure that money is never a barrier for a young person to engage with our events, by removing or subsidising ticket costs.
- » Launching our LGBTIQ Workshop delivery program for schools and youth services in regional and rural areas.
- » Working with partner and grant agencies to provide even more free LGBTIQ Education Workshops to secondary schools and not-for-profits.
- » Investing in additional professional development and training for all staff and volunteers, ensuring that we upskill the next generation of LGBTIQ leaders.
- » Continuing to shine a light on the injustice that LGBTIQ youth face and continuing to have conversations to build empathy and change hearts and minds.

Minus18 isn't just a social network, a voice, or an education centre. Minus18 is a beacon to all LGBTIQ young people with the essential message that they are worthy of being loved. No matter the circumstances at school, home or at work—they'll always have a place to belong.

**THANK YOU FOR  
BEING PART OF SUCH A  
GREAT YEAR AT MINUS18**

# OUR BOARD



**GEMMA HALLETT**  
CHAIRPERSON



**TIMOTHY DART**  
TREASURER



**MICAH SCOTT**  
CHIEF EXECUTIVE OFFICER



**NICK BASSETT**  
SECRETARY



**DAVID WILLIAMS**  
FINANCE & RISK - LEAD



**BLAKE CONNELL**  
PEOPLE & CULTURE - LEAD



**SON VIVIENNE**  
ACCESS & INCLUSION - LEAD



**PIP HENTY**  
DIRECTOR



**ASIEL ADAN  
SANCHEZ**  
DIRECTOR



**ROBBIE  
VAN DIJK**  
DIRECTOR



**MINTO FELIX**  
OUTGOING CHAIR



**AIMEE COOPER**  
OUTGOING DIRECTOR



**LUCY THOMAS**  
OUTGOING DEPUTY CHAIR



**EMMA FLETCHER**  
OUTGOING DIRECTOR

## GOVERNANCE

### Company Structure

Minus18 is a company limited by guarantee (CLG) incorporated under the Corporations Act 2001, a charity registered with the ACNC, and a Public Benevolent Institution endorsed as a Deductible Gift Recipient by the ATO.

In July 2018, following six months of preparation and with the assistance of a pro bono legal team, Minus18 transitioned from an incorporated association to a CLG. We made the switch to reflect Minus18's significant growth in revenue and reach, and enable us to expand nationally. Minus18 has adopted a new constitution and commenced its new compliance obligations, including annual reporting to ASIC.

### Board Composition

Directors receive no remuneration for their services (with the exception of the Chair, who receives a modest honorarium) and are appointed for a two-year term. The CEO also sits on the Board, and is delegated operational authority.

The appointment and induction process for Directors is overseen by the Secretary and Chair. The Board selects Directors by majority vote, based on skills, expertise, and lived experience at diverse intersections of the LGBTIQ community.

Directors receive a face-to-face and written induction, and sign a Directors Agreement. Directors' knowledge of Minus18's operations is maintained by monthly reports from the CEO, invitations to Minus18 events and Board-Staff social opportunities.

### Sub-Committees of the Board

Empowered by our Constitution, the Board has delegated additional controls and responsibilities to three Sub-Committees. The Sub-Committees make recommendations to the Board to enable informed decision-making. Each Committee has a Terms of Reference approved by the Board, and is presided over by a Committee Lead.

Certain Sub-Committees have appointed Expert Advisors. These are external volunteer non-director roles that provide guidance and build capacity of the Foundation.

#### Finance & Risk Committee

David Williams (Committee Lead), Aimee Cooper (Committee Lead - Outgoing), Nick Bassett, Tim Dart, Micah Scott, Matt Hastings (Expert Commercial Advisor)

#### People & Culture Committee

Blake Connell (Committee Lead), Robbie Van Dijk, Gemma Hallett, Lucy Thomas (Outgoing)

#### Access & Inclusion Committee

Asiel Adan Sanchez (Committee Lead), Philippa Henty, Son Vivienne

### Risk Management

The Board (led by the Finance & Risk Committee) oversees the establishment, implementation and annual review of Minus18's risk management system. The Board identified key risks and implements mitigation strategies via a Risk Register which is reviewed quarterly.

In addition to the Expert Advisors appointed to assist the Board's Sub-Committees, the Board has access to independent advice on the following matters:

- Investments - the Board has engaged U Ethical to advise on and manage Minus18's ethical investment portfolio. The Board has approved risk and return parameters for the portfolio. U Ethical presents a report to the Finance & Risk Committee each quarter.
- Legal - the Board has engaged Clayton Utz to provide ongoing ad hoc pro bono legal advice.
- Payroll and finance - the Board has engaged Cloud Business Consulting & Bookkeeping Pty Ltd, registered Company BAS Agents, to provide payroll and bookkeeping services.

### Financial Management

Minus18 has several interconnected layers of financial management that have enabled us to harness significant financial growth:

- Minus18's Treasurer is a qualified Chartered Accountant with several years experience in the role. The Treasurer provides monthly financial reports to the Board for review and discussion.
- The annual budget for Minus18 is prepared by the CEO and Finance & Risk Committee, and reviewed twice a year. The budget is scrutinised and approved by the Board.
- Minus18 engages a qualified bookkeeper, responsible for finance administration and payroll. The bookkeeper is highly responsive to requests for information from the Board and management.
- The Board, on the recommendation of the Finance & Risk Committee, has invested a significant proportion of Minus18's cash reserve with U Ethical. This investment provides higher returns than storing the reserve in our bank accounts, and the funds remain easily accessible on demand by the Board.

### FULL FINANCIAL REPORT

Our Financial Report includes the full qualifications of Directors and independently reviewed financials. Available at [minus18.org.au](https://minus18.org.au)

# WHAT WE ACHIEVED 2018 - 2019

**4,045 YOUTH  
ATTENDED OUR EVENTS**

**6,620 PEOPLE  
ATTENDED OUR WORKSHOPS**

**WE RAN OUR FIRST EVENT  
IN SYDNEY - THE QUEER  
FORMAL®**

**WE LAUNCHED A NEW PRIDE  
MERCHANDISE COLLECTION**

**970 ORGANISATIONS  
HELD RAINBOW DAYS FOR  
IDAHOBIT ON MAY 17**

**WE HELD OUR FIRST LGBTIQ  
WORKSHOPS IN NSW & SA**

**WE PUBLISHED OUR FIRST  
CONSULTATION REPORT OF  
120 LGBTIQ YOUTH**

**WE ACHIEVED OUR  
STRATEGIC PLAN  
(2017-2019)**

**WE COMMISSIONED A  
NATIONAL EXPANSION  
SCOPING STUDY FOR OUR  
YOUTH PROGRAMS**

**WE COLLECTED &  
PRESENTED OVER 53,000  
SIGNATURES AGAINST  
RELIGIOUS DISCRIMINATION  
IN CANBERRA**

**HELD THE FIRST EVER  
QUEER IDEAS FESTIVAL**

# THE IMPACT WE MADE 2018 - 2019

**98% OF YOUTH  
FELT MORE POSITIVE ABOUT  
BEING LGBTIQ AFTER  
ATTENDING AN EVENT**

**95% OF WORKSHOP  
PARTICIPANTS  
FELT BETTER PREPARED TO  
SUPPORT LGBTIQ PEOPLE**

**100% OF QUEER FORMAL  
ATTENDEES WERE ABLE TO  
ATTEND FOR FREE**

**DOUBLE THE NUMBER OF  
YOUTH AT EVENTS IDENTIFY  
AS PEOPLE OF COLOUR**

**75% OF YOUTH  
AT QUEER FORMALS REPORTED  
MAKING A NEW FRIEND**

**95% OF PARTICIPANTS  
WOULD RECOMMEND MINUS18  
WORKSHOPS TO OTHERS**

**99% OF EVENT  
ATTENDEES WOULD  
RECOMMEND MINUS18  
TO THEIR FRIENDS**

**98% OF IDAHOBIT  
PARTICIPANTS REPORTED  
THEIR ACTIVITY MADE A  
POSITIVE IMPACT ON THEIR  
COMMUNITY**

**23.5% OF YOUTH TRAVEL  
MORE THAN 100KMS TO  
ATTEND OUR MAJOR EVENTS**



# EVENTS & CONNECTION



This was basically the best night of my life!! I've been wanting to come to minus for years but I've been scared to tell my parents and come alone. I walked in the doors and sat at a table alone and straight away someone spoke to me and said hi. It helped me so much and from there I looked through the event and found so many fun spaces and spoke to people.

The highlight was sitting at the Instagram makeover area and a girl was talking to me and we hung out for the rest of the night and I think now we're friends and we're going to hang out this week. She's my first gay friend and I'm so excited. Thank you thank you thank you thank you. I never thought I'd be able to have other gay friends.

Melbourne Queer Formal, April 2019



**4,045 PEOPLE  
ATTENDED EVENTS**

**ACROSS MELBOURNE,  
SYDNEY & ADELAIDE**

**WE HELD OUR  
FIRST EVER SYDNEY EVENT**

**98% OF YOUTH  
REPORTED FEELING MORE POSITIVE  
ABOUT THEIR LGBTIQ IDENTITY  
AFTER A MINUS18 EVENT**





# EVENTS & CONNECTION



**TENEILLE**  
EVENT COORDINATOR

## LIFE-AFFIRMING EVENTS TO BE YOURSELF AND BELONG

Making friends and having a sense of community is key to building confidence and resilience for LGBTIQ youth. This year we were able to provide this experience to 4,045 young people who attended our life-affirming events across Melbourne, Sydney, and Adelaide.

### Access & Inclusion

As we grow, we're committed to maintaining the heart and soul of our events, by ensuring young people from all identities feel safe and included when they access Minus18 spaces. In our 2017-2019 Strategic Plan, we prioritised access for young people who are:

- » Trans and gender diverse.
- » People of colour.
- » From regional / rural areas.
- » Living with a disability.

This included implementing and improving practices around:

- » Providing Auslan interpreters at major events.
- » Ensuring all venues are wheelchair accessible.
- » Providing low-sensory chill out spaces at major events.
- » Providing LGBTIQ specialist youth workers at events.
- » Prioritising the visibility and inclusion of the above identities through our volunteers, paid performers and marketing material.

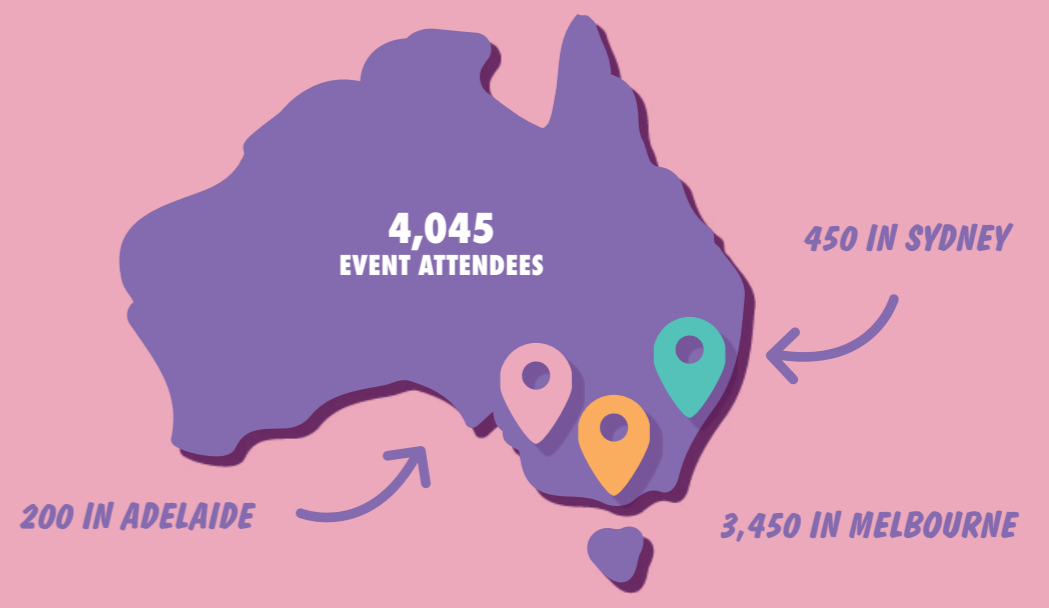
We have lots of room to grow, particularly in engaging intersex young people and people of colour, and are committed to these areas in 2019 and 2020.



**BRIT**  
VOLUNTEER COORDINATOR



**TONY**  
GENERAL MANAGER

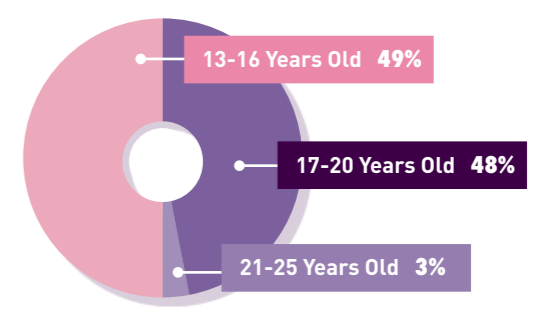


## ATTENDEE OVERVIEW

### LGBTQ IDENTITIES \*

Bisexual / Pansexual	55%
Queer	31%
Non-binary	24%
Trans / Transgender	23%
Lesbian	22%
Gay	18%

### AGE RANGE ^



### INTERSECTIONAL IDENTITIES \*

Person of Colour	14%
Culturally and Linguistically Diverse	13%
Asexual	13%
Person of Faith	10%
Living with a Disability	8%
Aboriginal / Torres Strait Islander	5%

### LOCATION

**48% travelled more than 1 hour** to get to Minus18 events

**21% travelled more than 2 hours** to get to Minus18 events

\* Many young people identify with multiple identities.

^ Only Queer Ideas Festival was open to young people aged 20 years old and over.

Demographic data from youth at Sydney Queer Formal (July 2018), Queer Ideas Festival (September 2018), Adelaide Queer Formal (November 2018), and Melbourne Queer Formal (April 2019) (N= 369)

## EVENT HIGHLIGHTS



### BANNER MAKING

Summer is massive at Minus18. We engage almost 2,000 youth at Carnival and Pride March; the two major events within Melbourne's Midsumma Festival.

In December, we held a banner making day for young people to create hundreds of banners and signs to proudly display at Pride March. Young people were invited to our Collingwood work space to paint, glue and glitter signs of their own design.



### YOUTH PRECINCT AT MIDSUMMA CARNIVAL

Teaming up with Midsumma in January, we hosted the *Youth Precinct at Carnival*—a safe, drug, alcohol and smoke-free area exclusively for young people. Over 750 youth attended throughout the day. There was a dance floor, youth performers, and interactive dance workshop where attendees learnt the choreography for Pride March. Massive kudos to Youth Projects and QUIT Victoria for their support at the event.



### PRIDE MARCH

With dance moves and their handmade signs, nearly 1,000 young people braved the summer heat to march with Minus18 at the 2019 Pride March in St Kilda. It was incredible to see the growth of young people feeling confident to march, as well as their reactions when they saw that tens of thousands of people in the community there to cheer them on.



### SCIENCEWORKS SYNC

In June, Minus18 partnered with Museum Victoria to help host their second youth dance party at Scienceworks. Minus18's involvement helped drive attendance from 150 - at their first event—to 400 at this iteration.

Minus18's events and partnerships team consulted with Scienceworks in the lead up, advising on best practice when hosting an inclusive and accessible youth event.



Graduating Event Assistant Emma

### YOUTH EMPOWERMENT

As part of graduating her learning program at Minus18, our youth event assistant, Emma, took the lead in the production of the Scienceworks Sync Event. Emma coordinated the chill out space, glam station & badge making activation, and worked with local LGBTIQ youth to bring it all to life.

Oh - and we made the switch to biodegradable glitter this year too! Phew, what an awesome year of building community.



## QUEER IDEAS FESTIVAL



### 120 LGBTIQ YOUTH LEADERS SHARE THEIR IDEAS FOR A MORE INCLUSIVE VICTORIA

Queer Ideas Festival brought together 120 young LGBTIQ leaders from all over Victoria to discuss the issues they're facing and develop the solutions they want to see. Held at Federation Square, the Festival prioritised young people from diverse backgrounds and identities, including, people of faith, people of colour, people with disabilities and people from rural and regional areas.

Travel scholarships were provided for regional and rural groups to attend the Melbourne-based event. We partnered with WayOut Wodonga, Headspace Mildura and Headspace Horsham to coordinate the travel and supervision, ensuring location wasn't a barrier to participation.

No leadership summit is complete without inspiring people to learn from, and Queer Ideas Festival engaged facilitators, speakers, artists and performers from a hugely diverse intersection of the LGBTIQ community. They collaborated on developing workshops for the festival, collecting data and information gathering; working with us to compile the 'Young & Queer Report—16 ideas for a more LGBTIQ inclusive Victoria'. This report is available for free and can be accessed to inform a youth-led approach in community and organisational inclusion strategies.

Finally, the two-day festival ended with a closing concert for 500 young people across Victoria - it was epic.

Queer Ideas Festival was funded by the Victorian Government, in partnership with Federation Square, VICE, RMIT and QUIT.



Outgoing Team Sage, Bear and Bexx.



# THE MINUS18 QUEER FORMAL®

The Queer Formal is Minus18's major event; a night that's often a young person's very first LGBTIQ event, where they can come as they are, and feel safe wearing the clothes that align to their gender identity.

Still today, not all LGBTIQ youth feel safe expressing their identity at a high school event and we hear countless stories of young people not being supported or allowed to attend their school formal with a same gender partner. The Queer Formal gives all young people, regardless of their sexuality or gender identity, a night to be themselves and celebrate their identity.

Over the past 12 months, we held 3 Queer Formals for 1,150 LGBTIQ youth across Melbourne, Adelaide—and for the first time ever—Sydney.

## The Night of Their Lives

So what does a Queer Formal look like? There's a hall full of rainbows, photobooths, snacks, fun activations and hundreds of young people covered in biodegradable glitter having the night of their lives. The evening begins with speeches from local LGBTIQ heroes, performances from queer youth performers, and dinner throughout.

There's a chill out space to hang out and chat, with youth workers to talk to if things get too much. When the nerves have calmed down, the night ends with a DJ and dance, and before too long parents will be waiting outside to pick their children up.

## Community Support

We couldn't host the Queer Formal around Australia without the generous support of our sponsors and partners. They're the ones who provide the financial support that keeps the event alive and free for every single young person to attend.

This year we introduced our first Name Sponsor: Instagram. What a dream team! Instagram elevated the Melbourne event, which boasted more activities than ever before, including makeover stations, photobooths, dessert buffets and the headline performance act: Electric Fields. It's partnerships like these that really make this the most special night for LGBTIQ youth.

**Melbourne 2019**

 Presented by Instagram

**Adelaide 2018**

*No Name Partner In 2018*

**Sydney 2018**

*No Name Partner In 2018*

## THE IMPACT

**100%**

of tickets were provided to all 1,150 youth attendees for free, thanks to our amazing sponsors and donors.

**91%**

of youth at our Sydney Queer Formal had never accessed a local LGBTIQ organisation before.

**36%**

of attendees reported that their parents did not know about their LGBTIQ identity, or did know, but were not supportive of it.

**50%**

of young people travelled more than 1 hour to attend.

**95%**

felt that the Queer Formal had increased their confidence to be their true selves.

**75%**

of youth said they made a new friend at the Queer Formal.

**98%**

said they felt more positive about their LGBTIQ identity after attending the Queer Formal.

**99%**

of youth would recommend the Queer Formal to their friends.

Responses from 240 participants aged 13 - 19 years old  
 Melbourne 2019 Queer Formal (N=91), Adelaide 2018 Queer Formal (N=41) and Sydney Queer Formal (N=108)

## SOME OF THE AWESOME MESSAGES SENT TO US AFTER OUR EVENTS

This was basically the best night of my life!! I've been wanting to come to Minus for years but I've been scared to tell my parents and come alone. I walked in the doors and sat at a table alone and straight away someone spoke to me and said hi. It helped me so much and from there I looked through the event and found so many fun spaces and spoke to people. The highlight was sitting at the Instagram make over area and a girl was talking to me and we hung out for the rest of the night and I think now we're friends and we're going to hang out this week. She's my first gay friend and I'm so excited. Thank you thank you thank you thank you. I never thought I'd be able to have other gay friends.

Melbourne Queer Formal, April 2019, 15 years old

OMG I danced in public for the first time tonight!!!\*&

Queer Ideas Festival, September 2018, 16 years old

Listening and dancing to Electric Fields I was in such awe. They were absolutely amazing: just captured every single part of me. Ever cell was vibrating with passion, pride, love and gratitude. Dancing to Djgaydad gave me such a feeling of connectedness. It was amazing to simply let loose and dance without being self conscious. I had absolutely so worried about being accepted, no one was second-looking at you. It was such a safe and proud environment

Melbourne Queer Formal, April 2019, 14 years old

The highlight was definitely seeing the life in everyone's eyes. It sounds cliché and sappy but seeing everyone feeling comfortable, accepted and truly happy makes me feel so safe and genuinely at ease. Entering and beginning the night was definitely a highlight as there was so much hype and love being shared.

Adelaide Queer Formal, November 2018, 16 years old

Meeting other queer youth was absolutely amazing. I came from my small town to attend this event and I made great new friends who are going through very similar things to me. I now have more people to support me, and I can support them too. Which is much needed with all the stress from school, being queer, coming out to parents etc. Not only this, but myself and everyone I know that was there had such an amazing time, dancing and partying. I'm so glad I got to this year and I can't wait til next time

Sydney Queer Formal, July 2018, 17 years old

I loved being part of the workshops you ran on day 1 and talking about the issues that queer youth face. I also really loved listening to guest speakers on day 2. It made me feel valid, cared for and like the work I do in my own life can be supported and is really worthwhile.

Queer Ideas Festival, September 2018, 15 years old

The highlight for me was meeting new people and making friends as well as dancing! The food was really good too and I really like the overall set up. I felt like there was a good range of free range activities without being overwhelmed by options. I enjoyed it so much and had so much fun, it was honestly probably the highlight of my year. The first couple of days afterwards I honestly had like a post-formal depression, just because I wanted to be back there, but today, three days afterwards, I'm just so happy and grateful I was able to attend and that the event happened.

Adelaide Queer Formal, November 2018, 14 years old

I love the fact that I didn't have to be scared for 5 whole hours. I could just be me and it's just okay. I made trans friends for the first time. We have group chats now and I know I'm not alone

Adelaide Queer Formal, November 2018, 16 years old

The biggest highlight of the event would be being able to have a SAFE space for me and queer, youth where I was able to be in drag and also be welcomed by everyone. The moment I walked in alone, I was able to make a friend and join their group for the rest of the night. It made me feel, welcome, safe and loved.

Sydney Queer Formal, July 2018, 15 years old

Hi Minus18, I'm the father of a child who came to your event last week. Over the past 2 years my boy has had a difficult time at school, making friends, and fitting in. It's been hard to see these struggles despite him having a loving and supportive family.

His mum and I have been at a loss over what to do. When he asked if he could go to your event, we jumped at the chance but were nervous about how he would go.

When we picked him up it felt like he was a different kid...he was happy, and talked about the friends he'd made. He hasn't stopped smiling, and has plans to go to the movies next week with them. As a parent, all you want for your child is for them to be happy, and I feel like he finally is. You probably don't get to see this side of the work you do, so thank you from the bottom of our hearts.

Email from a parent, Midsumma, January 2019

MESSAGES LIKE THESE MAKE EVERY SECOND OF WORK 100% WORTH IT YOUR SUPPORT HELPS US CONTINUE MAKING STORIES LIKE THESE.

# WORKSHOPS & EDUCATION

Throughout the gender diversity workshop, we were moved, enlightened and engaged every minute of our time together. The facilitators shared their experiences so openly and bravely, the interactive exercises were thought provoking and the sobering facts and statistics about young LGBTIQ+ people were provocations to action.

We talked about it for days and took specific actions out of the workshop. We unequivocally recommend Minus18 workshops for any workplace (or group) that is ready to learn and to be a part of making our world welcoming for everyone.

**NADJA KOSTICH**  
CoCEO and Artistic Director  
St Martins Youth Arts Centre

I wanted to reach out and about the workshop you hosted yesterday and let you know how impressed everyone was. We have had a lot of these things over the year and I would undoubtedly say that this was one of the best I personally have attended.

You both were so knowledgeable on the material and gave the entire audience a much better understanding on LGBTIQ issues. I have had multiple people say how much they got out of it. Sharing this info with youth workers is SO important and truly pleased as punch that so many people attended.

**CITY OF PORT PHILLIP**



**6,620**  
WORKSHOP PARTICIPANTS

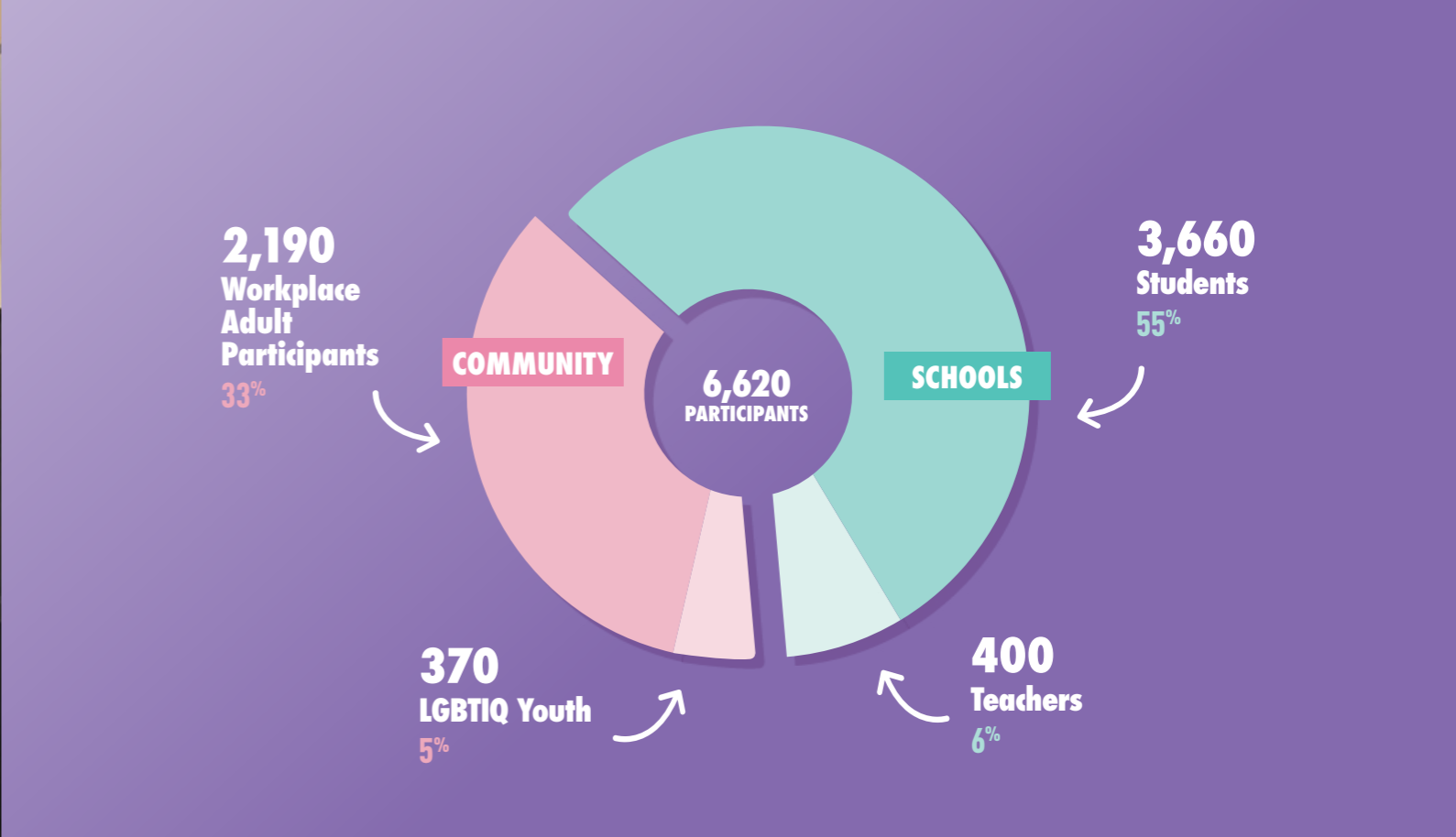
**ACROSS MELBOURNE,  
SYDNEY & ADELAIDE**

**95% OF PARTICIPANTS**  
RECOMMEND OUR WORKSHOPS TO OTHERS

**539,769 PEOPLE**  
ACCESSED ONLINE RESOURCES



# WORKSHOPS & EDUCATION



## WORKSHOPS OVERVIEW



**MILLER**

WORKSHOP PRESENTER

### CREATING AN AUSTRALIA FREE FROM LGBTIQ BULLYING & DISCRIMINATION

Whether it's in their community, school or workplace, young people deserve to feel safe and supported no matter who they're engaging with. It can be challenging to keep up with ever-evolving terminology, research and experiences of our community - that's where we can help.

We equip you and your team with the tools needed to ensure LGBTIQ people of any age are safe in these spaces.

#### Workshops

Tackling bullying in schools is at the forefront of what we do, with workshops for students and young people, and professional development for teachers.

For workplaces, we deliver high impact training and LGBTIQ professional development that's interactive, interesting, and that everyone gets involved.

We specialise in content that is easy to understand, and delivered by our high-energy young presenter team.

#### Online Support

Even though our reach is growing at an enormous rate (we must be doing something right) we aren't quite big enough to visit all of Australia—yet!

We use our online reach to provide peer support through articles, interviews and video content, so young people, schools and workplaces are able to access information online no matter what part of Australia they're located.



**SEBASTIEN**

WORKSHOP COORDINATOR

#### School Workshops

- » **Student workshops** are a space for students to learn about LGBTIQ inclusion, and ask the questions that their teachers might not be able to answer. 3,660 students participated in Minus18 Workshops. 6 school workshops were funded by the City of Stonnington community grants, and 10 were funded through a donation from VicBears.
- » **Teacher Training** this year equipped 400 teachers with the ability to support LGBTIQ students - particularly youth who are trans and gender diverse. If these teachers share their learnings with just 30 students each, that's an impact on 12,000 students!

#### Community Workshops

- » **LGBTIQ Youth Workshops** create a sense of belonging and foster leadership skills. This year 370 LGBTIQ youth participated in these workshops, which a big focus in regional and rural areas.
- » **Workplace Professional Development** is where we saw our biggest growth in the past 12 months. 2,190 adults participated in our training, with incredible results. 97% were blown away, and would recommend it to others. How about getting us in to your work?
- » Not all workplaces have the capacity or availability to invite Minus18 in to deliver a workshop, which is why we held our first Community Forum for individuals to attend. The 'Creating Queer-Friendly Workplaces' forum was delivered in partnership with the City of Darebin LGBTIQ Community Grant program. 40 community members attended, and we hope to deliver more next year.

**95%**

of participants would recommend our Workshops & Training to others.

**95%**

of participants felt better prepared to support their LGBTIQ peers afterward.

**91%**

of participants said their questions were answered by the presenters.

**92%**

of participants scored the presenters' energy and enthusiasm as 'outstanding'.

Responses from Adult Training (n=144) and Student Workshops (n=234)



ONLINE ENGAGEMENT	2017-2018	2018-2019
USERS ACCESSING ONLINE RESOURCES	<b>286,619</b>	<b>539,769</b>
DIGITAL MEMBERS	<b>4,444</b>	<b>10,466</b>
INSTAGRAM AUDIENCE	<b>8,100</b>	<b>11,170</b>
FACEBOOK AUDIENCE	<b>18,138</b>	<b>20,043</b>
RESOURCE PACKS SENT TO SCHOOLS AND WORKPLACES	<b>318</b>	<b>923</b>

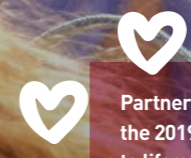
## PRIDE & EDUCATION MERCH




**100%** OF PROFITS GO TO PROGRAMS THAT SUPPORT LGBTIQ YOUTH  
 So, why wouldn't you get rainbow lanyards for your team?



# CAMPAIGNS & ADVOCACY



Partnering with Minus18 to bring the 2019 Melbourne Queer Formal to life was a powerful moment for Instagram in Australia, and recognized across our global team as one of the most impressive and creative events we invested in this year. The Minus18 team brought energy, passion, and know-how to the process—they were excited to collaborate on developing a spectacular event, but commendably put the well-being of the young attendees before any partnership or event priorities.  
Instagram Australia

It was our first year ever celebrating IDAHOBIT. Our students became aware of the day by participating in activities like getting a free handmade rainbow pin, buying a rainbow cupcake from the canteen, or coming to the lunchtime music celebration. It was wonderful to see the support from students and the start of a new era of inclusion at our school. Thank you for your help driving LGBTIQ inclusion in our community!  
Billanook College



**10,466**  
TOTAL MINUS18  
MEMBERS SIGNED UP

**53,878 PEOPLE**  
SIGNED OUR PETITION AGAINST  
RELIGIOUS DISCRIMINATION

**970 WORKPLACES & SCHOOLS**  
HOSTED A RAINBOW DAY  
FOR IDAHOBIT ON MAY 17

**YOUNG & QUEER REPORT**  
OUR GROUND BREAKING YOUTH  
CONSULTATION WAS LAUNCHED





# CAMPAIGNS & ADVOCACY



**ADRIAN**  
PARTNERSHIPS COORDINATOR



**REB**  
MARKETING COORDINATOR

## TAKING INCLUSION TO THE WORLD

We rely on the generous support of donors, partners and sponsors in order to bring all our work to life. We aim to share our knowledge and experience with other organisations, and through our own connections, act as the conduit between LGBTIQ youth and other organisations. It's a big job, but it also means we've worked with some incredible and passionate people over the past 12 months to increase the visibility of LGBTIQ youth.

### Partnership Values

When developing relationships, we ensure our partners embody our Partnership Values and that the way we work together aligns with our mission, strategic plan, and of course, what's best for LGBTIQ youth. These values include:

#### LGBTIQ Inclusion: Inside and Out

- » Supporting the LGBTIQ community and employees.
- » Demonstrated LGBTIQ inclusion strategy.

#### Empowerment of Young People

- » Treating youth and young employees with respect.
- » Creating positive, youth-centric opportunities.

#### Shared Mission and Alignment

- » Creating LGBTIQ Social Connection.
- » Fostering Community Education.
- » Prioritising Access and Inclusion.
- » Ensuring Financial Sustainability.

## CAMPAIGN HIGHLIGHTS



### IN-BLOOM

### VICE MEDIA

Minus18 co-developed the In-Bloom video series with Vice Australia, elevating LGBTIQ young people to answer questions from other LGBTIQ youth from across the world.

The launch event featured an intersectional panel of LGBTIQ speakers, answering questions from their peers and the audience around advocacy and community engagement - particularly timely around the media focus on Religious Freedoms and the treatment of LGBTIQ students and teachers.

September 2018



### RELIGIOUS DISCRIMINATION

### CHANGE.ORG

We teamed up with Change.org to create the petition in response to the Religious exemptions to discrimination against LGBTIQ students, teachers and staff. We collected over 53,000 signatures across 3 months, and worked with Equality Australia, who coordinated the delivery to Canberra, alongside our team, Change.org, and Rainbow Families.

October 2018



### TRANS AWARENESS WEEK

### LUSH

In Partnership with the cities at Lush and contributions from the Human Rights Commission, National Centre for Gender Equality and The LGBTI Health Alliance, the "How to be a Trans Ally: Guide" was created.

Minus18 partnered with Lush to train their staff on trans inclusion, co-develop the Guide, which was provided to customers for free with purchases of their limited edition *Trans Pride* bath bomb.

November 2018



### ESCAPE VELOCITY

### ST MARTINS

Escape Velocity, created with the inspiring team at St Martin's Arts Youth Centre, and funded by Creative Victoria, is a three stage campaign, advocating for Trans & Gender Diverse identities and gender acceptance.

The participants shared their lived experiences, building the framework of the campaign, developing the scripts and filming process. The first campaign, featuring three short films, will be released in August 2019.

Ongoing



### POLARIS MENTORING

### QUEERSPACE

Queerspace partnered with Minus18 to facilitate the engagement and recruitment of LGBTIQ young people to join the peer mentoring program.

Minus18 developed a campaign to help queerspace boost the diversity and capacity of their program. This involved promoting the program and encouraging young people to sign up at Minus18 events.

Ongoing



# IDAHOBIT MAY 17

## INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA, INTERPHOBIA & TRANSPHOBIA (IDAHOBIT)

May 17 is the anniversary of the World Health Organisation's declassification of homosexuality as a disease in 1990. Today, May 17 is used to champion the LGBTIQ community.

Each year, Minus18 coordinates the Australian campaign, empowering schools, organisations, workplaces and universities to go rainbow in solidarity with the LGBTIQ community.

### Toolkits

Minus18 produced free toolkits for schools and workplaces to activate for IDAHOBIT by going rainbow, hosting an event, or engaging in LGBTIQ education on the day. Through these toolkits, 970 organisations registered their IDAHOBIT activity for the day.

### Pride Packs

To really make things easy and help organisations host their own LGBTIQ inclusion celebrations, Minus18 produced Pride Packs with all the items needed to host an activity.

376 Pride Packs were sent to schools and workplaces around Australia, containing stickers, rainbow ribbons, posters, badges, and of course, rainbow flags.

Get your organisation involved at [idahobit.org.au](http://idahobit.org.au)



## THE IMPACT

	2018	2019
ORGANISATIONS WHO REGISTERED THEIR ACTIVITIES WITH MINUS18	218	970
PRIDE PACKS SENT BY MINUS18	180	376
RAINBOW RIBBONS DISTRIBUTED	14,590	18,262
EDUCATION SESSIONS DELIVERED BY MINUS18	10	15

98%

of people who held IDAHOBIT activities reported that it made a positive impact on their organisation.

92%

saw IDAHOBIT as a "very important" or an "essential" part of year-long LGBTIQ inclusion.

Responses from 90 organisations.



# YOUNG & QUEER REPORT

## A FREE REPORT DETAILING THE SOLUTIONS 120 YOUNG LGBTIQ AUSTRALIANS HAVE FOR THE FUTURE.

Young LGBTIQ people are in desperate need of opportunities to have a say on the issues that matter to them—and to be actively engaged with and involved in decision-making processes. The Victorian Government identified this, and enlisted Minus18 to produce the Young & Queer Report; a consultation report on the experiences of 120 LGBTIQ youth present at the Queer Ideas Youth Summit. The report shares the experiences, and subsequent solutions young people propose for a better, more inclusive future.

We encourage you to use this free report to shape service delivery, youth strategy, and as evidence for funding applications. The report details 16 ideas from the youth participants, and 5 key recommendations:

### 1. Review Sexual Health Education in Schools

A lack of access to, and appropriateness of sexual health education (particularly in schools) was the highest priority from the youth participants.

Participants spoke about their lack of access to LGBTIQ inclusive sexual health information, and their fears for their own wellbeing and safety, due to accessing this information online, where it risked being inaccurate, age-inappropriate or pornographic.

### 2. Involve youth in LGBTIQ school programs

Negative experiences at school (including bullying and abuse from both students and teachers) were key experiences that the participants shared and prioritised. Students were largely unaware of their own school's LGBTIQ programs and initiatives.

Students who had positive experiences at school shared how their involvement in the development of LGBTIQ activities, especially the creation of LGBTIQ student groups and pride events, had contributed to them feeling safe and included.

### 3. Build Trust Between Youth and Older LGBTIQ Communities

Participants expressed fear, and uncertainty about their relationship to older members of the LGBTIQ community, while also expressing deep care and concern for the wellbeing of older LGBTIQ people. They shared a strong appreciation for the historical work they had invested into LGBTIQ inclusion, and a desire to connect with older generations, though a lack of facilitated opportunity.

### 4. Invest in Communication between LGBTIQ Youth and their Government / Community

Feelings of frustration towards 'people in power' (particularly the Government, media and other organisations) came up frequently in the consultations. Young people expressed "not feeling heard" and that their ideas were not valued. Interestingly, many of the ideas presented by the young people aligned closely with actions that have been committed by the Government or were funded activities already occurring from other agencies.

This highlights the opportunity to bridge the gap in communication between young people, their Government, and their community. Youth summits and events are one method to build this connection, with 88% of participants self reporting feeling more connected to their Government after this summit.

### 5. Invest in LGBTIQ peer support

Participants who spoke of their experiences of discrimination, abuse or mental health challenges identified a gap in knowing where to gain support, and access LGBTIQ inclusive networks.

Others identified their friends and LGBTIQ peer groups as the primary methods of support that best helped them. In particular, young people spoke about the importance of the internet in engaging in these networks, and a desire for more content that was created specifically by other LGBTIQ youth (such as LGBTIQ youth-created resources, videos and blogs).

The full Young & Queer Report is available now for free via [minus18.org.au](http://minus18.org.au)

## ACCESS ONLINE



### YOUTH FUTURES VIDEO

A video diary capturing the thoughts and ideas of the queer youth participants.



### YOUNG & QUEER REPORT

The report, detailing 16 ideas participants had for a more inclusive Victoria.



### YOUNG & QUEER BOOK

A narrative book documenting the stories and experiences of LGBTIQ youth in Victoria today.

# OUR CONNECTION TO LGBTIQ YOUTH KEEPS OUR WORK RELEVANT



## YOUTH VOLUNTEERS

Our volunteers are all young people, aged between 16 - 25, and are the heart of all our programs. It's their fierce energy and love for our mission to support LGBTIQ youth all over Australia that fuels every aspect of our organisation. These are the incredible humans who joined our volunteer program this year.

### Workshop Crew

Workshop Support Volunteers assist in workshop delivery, providing support to presenters in workshop delivery, and contributing their lived experience to inform content development.

Alvi, Ben, Grace, Kate, Ash, Bronte

### Pride Pack Crew

Our Pride Pack Crew coordinate the development and delivery of our Minus18 resources to all corners of Australia.

Milo, Madi, Fin, Alvi, Ben, Fin, Cardin, August, Grace

### Digital Content Creators

The Digital Content Creators work with the Marketing team to keep our memes and digital content relevant and fresh.

Cordelia, Max, Parul, Sonia

### Event Production

As part of the Event learning program, we work with young people in event production to coordinate performers, stage crew, event activations and creating youth spaces.

### Event Production Assistant

Emma

### Queer Ideas - Youth Committee

Adrian, Claire, Cordelia, Milo, Aiden

### Melbourne Event Crew

2018 Program - Claire, Sarah, Milo, Dani, Sam, Sam, Cordelia, Parul, Lucy, Emma, Freya, Luis, Teddy, Ren

2019 Program - Sam, Lucy, Tierney, Harriet, Grace, Alvi, Sam, Peter, Justin, Bronte, Vanessa, Richelle, Ash, Alisha, Kate, Steph, Lyvia, Cardin, August, Fin, Samantha, Benjamin, Madi, Luka

### Adelaide Event Crew

Connor, Laura, Tahlia, Rhylee, Ruby, Darcy, Anita, Zac, Riki, Trepina

### Sydney Event Crew

Bryson, Harriet, Sarah, James, Taryn, Christina, Sam, Elise, Milo, Megan, Paige, Emma, Ella, Rebecca, Danyelle, Jet





# FINANCIAL SUSTAINABILITY



**DIVERSIFICATION  
OF KEY REVENUE  
STREAMS**

**100%  
OF QUEER FORMAL TICKETS  
PROVIDED TO YOUTH FOR FREE**

**6%  
OVERALL ADMINISTRATION  
COSTS ACHIEVED**

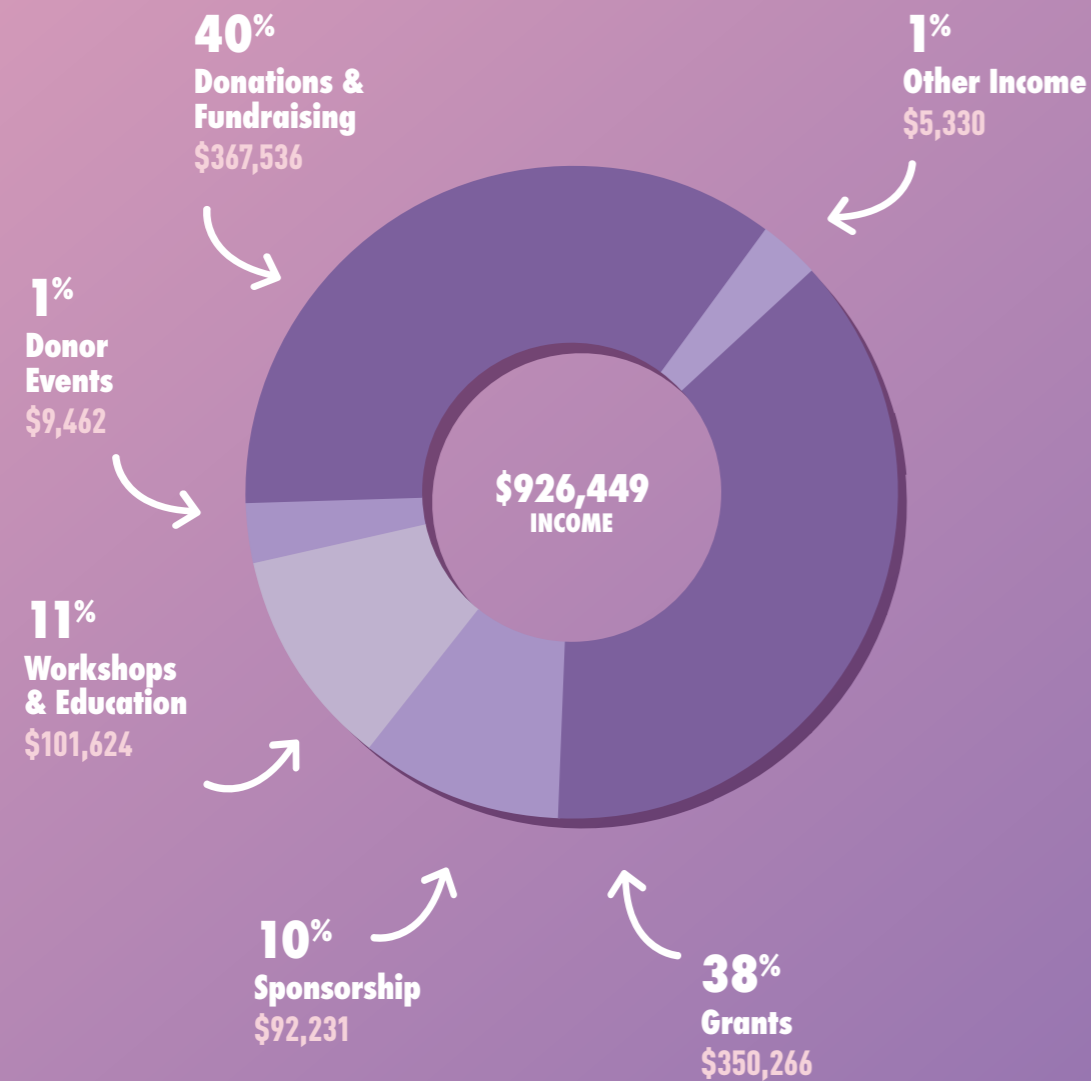
**INCREASED INVESTMENT  
IN YOUTH EVENTS, RESOURCE  
PRODUCTION & STAFF SUPPORT**

# FINANCIAL SUMMARY

## WHERE THE MONEY CAME FROM

Over the past 12 months, we've been working on diversifying our revenue streams and strengthening the income generated outside of our Government funding. This has been achieved through a focus on fundraising, sponsorship, workplace professional development and the launch of our new pride and education merchandise.

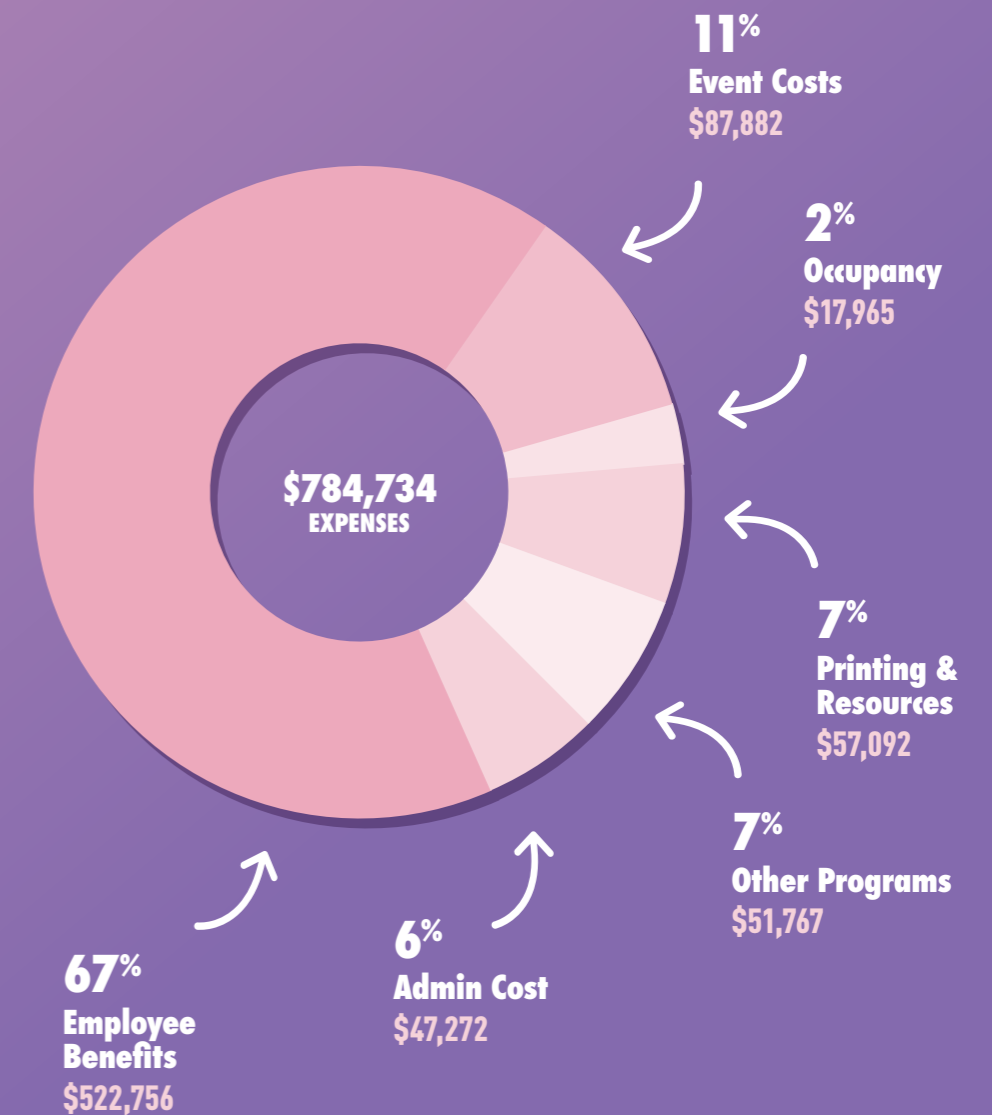
Through the generous support of our donors, partners and sponsors we were able to extend our resources and support for LGBTIQ young people beyond what aligns with Government expectations and priorities. This ensures that we're more financially resilient and sustainable, it allows for more autonomy and enables us to deliver our work in the face of changing political priorities.



## WHERE THE MONEY WAS INVESTED

Through our generous supporters, this year we were able to significantly increase our investment in youth-facing programs, growing the capacity of events by over 100%, and the production of LGBTIQ education resources by 45%. Growth within our Workshop and Partnerships teams allowed us to create new staff positions and invest in the development and training of all volunteers and staff.

Investing in our greatest asset—our people—enables us to strengthen the long-term sustainability of our organisation and bring additional rigour to the programs we deliver. Generous in-kind support has resulted in budget savings throughout the year, resulting in a reduction to our administration costs to be 6% of total expenses and contributing to a financial surplus for the year. This will be reinvested into our 2019/2020 priorities, outlined on Page 46.



# INCOME STATEMENT

	2019 \$	2018 \$
<b>REVENUE</b>		
Donations & Fundraising income	367,536	295,311
Event income	9,462	(477)
Grant income	350,266	165,298
Sponsorship income	92,231	-
Workshops & Education income	101,624	52,677
Other revenue	5,330	736
<b>Total Revenue for year</b>	<b>926,449</b>	<b>513,545</b>
<b>EXPENSES</b>		
Administration & Overhead expenses	(47,272)	(40,108)
Employee Benefits expense	(522,756)	(262,613)
Events expenses	(87,882)	(41,447)
Occupancy expenses	(17,965)	(14,635)
Printing & Resource production	(57,092)	(39,345)
Other expenses	(51,767)	(23,821)
<b>Total Expenses for year</b>	<b>(784,734)</b>	<b>(421,969)</b>
<b>Total Comprehensive Income for the year</b>	<b>141,715</b>	<b>91,576</b>

# FINANCIAL POSITION

	2019 \$	2018 \$
<b>CURRENT ASSETS</b>		
Cash & cash equivalents	656,711	595,982
Trade receivables & other assets	31,389	11,911
<b>Total current assets</b>	<b>688,100</b>	<b>607,893</b>
<b>NON CURRENT ASSETS</b>		
Plant & equipment	6,262	8,216
<b>Total non current assets</b>	<b>6,262</b>	<b>8,216</b>
<b>Total Assets</b>	<b>694,362</b>	<b>616,109</b>
<b>CURRENT LIABILITIES</b>		
Trade & other payables	47,624	28,065
Income received in advance	70,684	175,000
Provisions	53,519	32,224
<b>Total Current Liabilities</b>	<b>171,827</b>	<b>235,289</b>
<b>Total Liabilities</b>	<b>171,827</b>	<b>235,289</b>
<b>NET ASSETS</b>	<b>522,535</b>	<b>380,820</b>
<b>Accumulated Surplus</b>	<b>522,535</b>	<b>380,820</b>
<b>Total Equity</b>	<b>522,535</b>	<b>380,820</b>



## FULL FINANCIAL REPORT

Our accounts are managed by Cloud Business Consulting & Bookkeeping, and have been independently reviewed by Stannards Accountants & Advisors. The full Financial Report is available at [minus18.org.au](http://minus18.org.au)

## WHAT'S NEXT

### 2020 - 2022 Strategic Plan

Following the successful completion of the 2017-2019 Strategic Plan titled 'Where We Belong', Minus18 will work to develop its next Strategic Plan for 2020 - 2022. PwC's The Difference, will generously host a series of strategic development workshops with the Minus18 Board, staff and young people at the end of 2019. This will be the critical first step in building the next phase of Minus18's support for LGBTIQ youth Australia-wide.

### Victorian Pride Centre

The Victorian Pride Centre, home to LGBTIQ organisations from all over Victoria, opens in 2020. The Pride Centre brings the opportunity to unlock deeper community collaboration, more space for direct youth support and volunteer training, as well as the potential to host school excursions. Community tenants will be required to contribute rent and Minus18 is reserving future funds for this move whilst lease negotiation is underway. Construction of the Pride Centre has now commenced and is expected to open late 2020.

### Family Resources

As our programs and events grow, parents, carers and families of LGBTIQ youth are looking to us for more information on how to better understand and support their child. In 2020, Minus18 will work with families of LGBTIQ youth to develop new resources and content to empower the support of LGBTIQ children all over the country.

### Mardi Gras 2020

Mardi Gras is the largest LGBTIQ festival in Australia and we're currently developing a partnership to bring the Sydney Queer Formal to the 2020 festival calendar. This premier event will be the first step in incorporating Minus18 into their programming, so not only will we be reaching more young people, we'll also be boosting youth visibility and engagement throughout the world-famous festival.

### Regional & Rural Workshops

We have found that many schools and community groups from regional and rural areas are interested in undertaking our workshops and training, but because of the additional travel and resourcing costs, it has not always been possible. Over the next 12 months Minus18 will pilot the 'Queer Out Here' project, offering free education workshops to LGBTIQ youth, secondary school students and teaching staff from regional and rural areas of Victoria, as well as secondary school staff in Adelaide, Brisbane and Perth. This project is generously funded by BHP and the Alfred Felton Bequest.

### Volunteer Program

Our youth volunteers are at the heart of our programs and are the core to maintaining our relevance and connection to the rapidly changing experiences of LGBTIQ young people.

In 2020, we are investing extra resources into the volunteer program with the goal to offer additional training and development to further support the next generation of LGBTIQ youth leaders.

### Online Resource Redevelopment

The number of people accessing Minus18 online resources and support has more than doubled over the past 12 months, with over half a million users engaging each year. Online resources are essential for ensuring young people, parents and schools can access information and support on identity in their own time; especially those in regional and remote parts of Australia. In 2020, we will be rebuilding our online resource portal and website from scratch, to make accessing this support significantly easier.

**This is just the beginning of what's shaping up to be another massive year for Minus18 youth. Want to help us make this all happen? Head on over to page 50 to learn how.**





# THE LEGENDS WHO SUPPORT OUR WORK

**YOUR  
GENEROSITY  
ENABLES  
OUR YOUTH  
TO THRIVE**

## MAJOR PARTNERS



## GOVERNMENT FUNDING PROVIDERS



## SPONSORS

Instagram	Inner West Council NSW
RMIT University	QUIT Victoria
ACON	ShineSA & SaMesh
City of Port Phillip Youth Services	VICE Media
Federation Square	

## PROJECT PARTNERS

Change.org	NOUS Group
City of Port Phillip	Pinnacle Foundation
City of Stonnington	Schoolhouse Studios
Drummond St Youth Services	Scienceworks
Equality Australia	Switchboard
Heaps Gay	St Martins Youth Arts Centre
Hobsons Bay City Council	Twenty10 and GLCS
Lush Cosmetics	Wear It Purple Day
Midsumma Festival	Youth Projects

## HEROIC ORGANISATION DONORS \$2000+

Albert van Moorst Memorial Trust	Christina Papadi	Lush Cosmetics	Thorne Harbour Health
ANZ	Cinema Nova & Distribution Partners (Rialto, Universal Films, Sharmill Films)	MinterEllison	Typo
Australia Post		Nordia Foundation	Twitter
Babes of Rock Calendar	GWB - School of Rock	Obrien Trust	Vic Bears
BHP	iAG & CGU	Ravelry.com	Walt Disney Company
Carlton Football Club	Intertech Australia	St Kilda Football Club	Yarra Valley Water
Charles Lewin Somerville	Kitten Witch Community	The Rotary Club of Preston	

## HEROIC INDIVIDUAL DONORS \$500+

Adam Earnshaw	Geraldine Hickey	Kevin Stewart	Roslyn Davis
Adam Handley	Jamie Bozza	Kieran Jacka	Sa Vu
Anna Do	Jason Poley	Leone Cohen	Sean Smith
Anthony Fraser	Jennifer Grace	Linda Fragomeni	Stephen Williams
Bailey Webb - MCSS	Jessica Little - on behalf of	Mark Hooper	Tahlia Hooper &
Bianca Pezzimenti	Stephen James Kennedy.	Mark Williams	Thomas Rice
Colin Graham & Shane	Julia Kubiak	Nick Atkins	Thomas Rueckstiehs
Smith - Australian Eco Print	Justin Porter (Cher & Retweet)	Peter Ward	Tomislav Nikolic
Casey Forbes		R Godfrey	

**PLEASE NOTE:** Only those who have opted to have their donation public are shown. If you have made a donation and would like to be listed in our next report, please contact us and let us know.

# YOU CAN JOIN US AUSTRALIA WIDE



## BOOK PROFESSIONAL DEVELOPMENT

We deliver high impact professional development to bring you and your team up to speed when it comes to LGBTIQ inclusion. Our sexuality and gender workshops are all about building empathy and understanding and providing the tools you need to create inclusive spaces.

Find out more [minus18.org.au](https://minus18.org.au)



## ORDER PRIDE MERCH & RESOURCES

Minus18 resources and merchandise are the perfect way to visibly support LGBTIQ people. We've got posters, booklets, stickers and a whole lot of rainbows.

We provide discounts on all bulk orders for schools and workplaces, with 100% of the proceeds going towards programs that support LGBTIQ youth at Minus18.



## HOST A FUNDRAISER FOR LGBTIQ YOUTH

Get your workplace or friends together and host a rainbow event to raise funds to enable our work. The money you raise will go directly to ensuring more young people get to experience the world of Minus18.

Learn how at [minus18.org.au](https://minus18.org.au)

## OR DONATE DIRECTLY

### Make a Recurring Donation

If you think we're doing great things, and want to see us do even GREATER things, you can visit us online to sign up to donate monthly. This will ensure that Minus18 is around for another 20 years.

### Make a Once-Off Donation

Can't sign up to give monthly? That's OK! One-off donations are wonderful too. Any donation above \$2 is tax-deductible as well.

### Leave a Legacy

Leave Minus18 a gift in your will and support future generations of LGBTIQ young people.

### Donate at Work

Donate to Minus18 through your workplace giving program. If you need help signing us up, put your payroll department in touch with us!

### Donate Your Voice

If you don't have the ability to support financially, the second best thing you can do is to share our work. Sign up to our mailing list or connect on social media, and tell your friends, colleagues and networks about who we are and what we do. You never know whose child might need to know about Minus18.

**LEARN MORE**  
**MINUS18.ORG.AU**

f @ t MINUS18YOUTH



## PHOTOGRAPHERS

These amazing photographers bring our work to life  
Alexis Desaulniers-Lea, Liam Wright, Margot Fink,  
Parul Chandla, Kayzar Bhatwalla, Teodora Tinc





**2018  
2019**