





Australia's Charity Improving
the Lives of LGBTQIA+ Youth

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Our office is located on the land of the Yalukut Weelam Clan of the Boon Wurrung people, Australia's First People and Traditional Custodians. This always was and always will be Aboriginal land.



Our work wouldn't be possible if not for the tireless activism from the LGBTQIA+ heroes who have come before us. Their advocacy and protests have paved the way for Minus18 — we stand on the shoulders of giants.

OUR MISSION

To Improve the Lives of LGBTQIA+ Youth.



2 in 3 LGBTQIA+ youth still face discrimination.

We're working to change this.

More young people than ever before identify as LGBTQIA+ youth, and schools, workplaces and families are struggling to keep up. We don't just create inclusive spaces for LGBTQIA+ youth - we're working to address discrimination and the impacts of social exclusion through **harm prevention** and **health promotion** initiatives.

[DOWNLOAD OUR THEORY OF CHANGE](#)

[Minus18.org.au](https://minus18.org.au)

OUR ROLE

Creating an Australia where LGBTQIA+ youth are safe, empowered and surrounded by people who support them.



Awareness and Visibility

We build awareness of the 2 in 3 LGBTQIA+ youth who still experience abuse for who they are.

Our digital campaigns, partnerships and research create visibility for the inclusion of LGBTQIA+ youth.



LGBTQIA+ Education

Creating an Australia free from discrimination is a job for everyone. We transform awareness into action through LGBTQIA+ training, workshops and resources that enable others to champion inclusivity – no matter their location.



Life-Affirming Programs

Our preventive model of mental health support tackles social isolation by creating spaces where LGBTQIA+ youth belong.

Young people are at the forefront of our programs – and we're empowering them to be the next generation of LGBTQIA+ leaders.

2024 SUMMARY

This year we impacted the lives of millions of people across Australia.



4,363

LGBTQIA+ youth attended free programs and events this year.

82,936 since 2011.



17,738

People engaged in Education Sessions this year.

95,078 since 2015.



1 MILLION

People accessed our free resource platforms this year.

7.4 million since 2015.



1.9 MILLION

People attended Inclusion Activities inspired by Minus18.

5.6 million since 2019.

We've directly helped young people to feel safe and supported, while equipping the adults in their lives to do the same.

LGBTQIA+ Youth¹

Feel more connected to their place with community and peers.

93%

Recommend Minus18 to their friends.

98%

Felt confident in their skills to lead the next generation of queer young people.

93%

Education Participants²

Understanding of LGBTQIA+ inclusion increased.

96%

Felt better prepared to stand up against LGBTQIA+ discrimination and bullying.

95%

Inclusion Activity Organisers³

Said their activity made a positive impact in their community.

99%

Said their activity sparked ongoing inclusion beyond the day.

95%



GOVERNANCE & TEAM

Minus18 Foundation Ltd is a not-for-profit public company endorsed as a Deductible Gift Recipient by the ATO. We're committed to strong and transparent governance, led by an effective board.

HOW WE DO THINGS

The values and core beliefs that guide us
and our work each day.



HUMAN CENTERED

We centre collective voice
- stories, experiences and
research - to inform our
decisions and maintain action.



BRING THE VIBES

We cultivate spaces of
kindness and self expression
to stay connected as people,
especially when the going gets
tough.



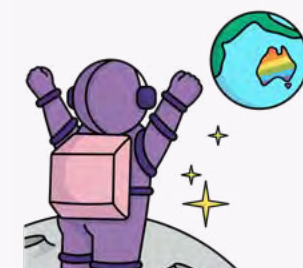
WORK TOGETHER

We're stronger when we
collaborate, empower each
other, and work together as
community and allies.



BE PROUD

We proudly share who we
are and our impact with
each other and the world -
celebrating the big wins and
small efforts together.



SHOW UP

We embrace the responsibility
of our mission by setting
ambitious goals, continuously
growing, and leading by
example.

DIRECTORS REPORT

Standing Together for LGBTQIA+ Youth in Australia

This year, LGBTQIA+ youth in Australia have faced an unprecedented rise in challenges and attacks. As the nation's leading champion for queer youth, Minus18 has been at the forefront of these, and we have felt their full impact.

For those who have followed us through our newsletters, social media, and public appearances, this is not new information—but it does serve as a reminder of the urgency and necessity of our mission.

Despite these obstacles, we have stood tall, responding with resilience and determination. When confronted with adversity, we rose above. We increased our investment in youth safety, extended the reach of our free inclusion programs, and openly shared our experiences to ensure the voices of LGBTQIA+ youth are heard, and the evolving climate does not go unnoticed.

Yet, our work is far from over and is becoming increasingly challenging. Most of our supporters are surprised to learn that less than 8% of our total revenue comes from state or federal government sources. We have faced the rising cost of delivering our essential programs, however despite these headwinds we remain committed to ensuring that every LGBTQIA+ young person has access to safe, empowering spaces. To all of our steadfast supporters - we thank you - we could not do this without you.

This past year alone, we've continued to make a profound impact. Here are some highlights:

4,363 LGBTQIA+ youth were uplifted through free life-affirming programs.

17,738 new allies were educated through our initiatives 16% of whom were located in regional or rural areas.

10,039 schools and workplaces held inclusion activities using free Minus18 resources and reached over 1.9 million individuals.

Despite a year of adversity, we have only deepened our resolve. These experiences fuel our commitment to expanding our reach and creating spaces where young people can be unapologetically themselves.

We also call upon our allies to step up and join us in this critical work.

As always, Minus18 thrives because of you—our community. Your social media shares, hosting activities, and every donation, no matter the size, enables us to continue building an Australia where every LGBTQIA+ young person feels safe, supported, and celebrated.

Together, we are making this vision a reality. If you're in a position to do so, help us to champion this work in your school, workplace or community.

Thank you for standing with us.



Charles Hammersla
Chair



Micah Scott
Founding CEO

Board of Directors



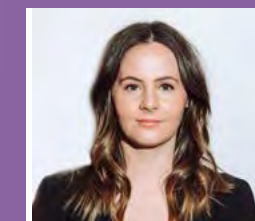
CHARLES HAMMERSLA
he/him
Chair



EWAN CLELAND
he/him
Treasurer



GEMMA DENTON
she/her
Secretary



DANIELLE HIGGS
she/her
Director



ALEXANDER BATSI
he/him
Director



OLIVER KEANE
he/they
Director



MICAH SCOTT
he/they
Founding CEO



MAYA AGARWAL
she/her
Outgoing Director



TIMOTHY DART
he/him
Outgoing Director

Governance Information

Minus18 Foundation Ltd is a company limited by guarantee, a charity registered with the ACNC, and a Public Benevolent Institution endorsed as a Deductible Gift Recipient by the ATO.

The board of directors held 9 meetings during the financial year.

Our Governance page contains the most up to date information on:

- Theory of Change
- Program Performance
- Risk Management
- Financial Management

[GOVERNANCE PAGE](#)

THE TEAM

Just some of the legends responsible for the work behind the scenes.



MICAH
he/they
Founding CEO



ADRIAN
he/they
GM Brand and Business Dev.



AIMIE
she/they
GM National Programs



ALVI
he/him
Insights & Analytics Business Partner



DAN
he/him
People & Culture Business Partner



ERIN
she/her
Education Manager



BEC
she/her
Partnerships Team Lead



JAXOM
he/him
Youth Programs Team Lead



NATAE
they/she/he
eCommerce Team Lead



REB
she/they
Marketing Team Lead



MAX
he/him
Presenter Team Lead



JULES
she/her
Youth Safety Lead



CHARLIE
she/they
LGBTQIA+ Education Presenter



EVA
she/her
Philanthropy Coordinator



HANNAH
she/they
LGBTQIA+ Education Presenter



NIK
he/they
Digital Marketing Coordinator



ROSE
she/they
Event Coordinator



SEAN
he/they
Video Content Coordinator



SEZ
they/she
Bookings - Schools & Community



SHAAM
he/him
Bookings - Corporate Sales



SARAH
she/her
Partnerships Coordinator

OUR STRATEGY

Vision

Be the go-to organisation for connection, empowerment and education for LGBTQIA+ youth and allies in Australia, and a household brand broadly recognised and respected for the services we provide.

Strategic Pillars



Deepen direct engagement with LGBTQIA+ youth.

- Young Leader program & consultation.
- National survey to capture and share the voice of LGBTQIA+ youth.
- Fortnightly life-affirming events.



Expand the reach of our impact and presence across Australia.

- Align on an interstate entry strategy to continue growth.
- Continue our work through fly-in-fly-out & digital offerings across Australia.



Grow our work with adults and allies to create systemic change.

- Grow our workshops and training through increased delivery and new offerings.
- Create an e-learning delivery system.
- Grow our awareness campaigns.



Define and fulfil our role as a leader in the LGBTQIA+ sector.

- Define our role in community.
- Amplify the voice of LGBTQIA+ youth.
- Enhance our data governance, and share our knowledge and platforms with peers.

[VIEW THE STRATEGIC PLAN](#)



YOUTH VOICE

953 LGBTQIA+ youth shared their voice with Minus18 to inform our programs.

Our youth-driven approach is powered by the voices of LGBTQIA+ youth across Australia. As Minus18 grows, we remain committed to not only listening to their experiences but also using our platform to amplify them, ensuring LGBTQIA+ youth are better represented in communities nationwide.



FEEDBACK & CONSULTATION

The feedback we collect from participants after each program drives our continuous improvement.



PARTICIPATION

Young people are at the forefront of our youth programs, leading the implementation.



NATIONAL YOUTH SURVEY

Our first National Survey will engage 2,000 LGBTQIA+ youth to inform organisations across Australia - launching in FY25.

LIFE-AFFIRMING PROGRAMS

At its core, Minus18 is a place where LGBTQIA+ youth belong - no matter the challenges they experience at school, home or at work.

We create this through:

- LGBTQIA+ Youth Voice.
- Youth Leadership Programs.
- Life-Affirming Events.
- Opportunities for LGBTQIA+ Emerging Artists.



YOUNG LEADERS

The **20 young people** who bring Minus18 programs to life.

The Young Leaders Program is a 10 month course for 20 LGBTQIA+ youth aged 18-25.

Through fortnightly development sessions this program builds the skills, confidence and social connection of 20 LGBTQIA+ youth to be the next generation of LGBTQIA+ leaders and bring Minus18 youth programs to life.

Young Leaders

Felt confident in their skills to lead the next generation of queer youth after the program (up from 45% before)

93%

Felt connected to their place within the queer community after the program (up from 55% before)

93%



1 Young Leaders Post-Program Evaluation, 2024 (n=20)

2024 Young Leader Graduates



Enfys **they/them**



El **they/them**



Bella **they/she**



Ezra **he/they**



Jemma **she/her**



Kira **they/them**



Alicia **she/her**



Lani **she/any**



Meagan **she/her**



Noah **he/him**



Mads **she/her**



Sam **he/him**



Silas **he/him**



Scott **he/him**



Vivian **she/her**



Tara **they/she**



Sam **they/them**



Todd **he/him**



Mako **he/they/she**



Fen **he/it**

“

Thank You!

The confidence and security I feel in my queerness and my leadership is unparalleled. This program has given me such purpose and such a strong connection to our lgbtq+ community.
Young Leader, 2024

“

This changed my life!

This program is one of the most useful, fun and helpful things I've ever done - thank you for everything!
Young Leader, 2024

LIFE-AFFIRMING EVENTS

We created spaces for 4,363 LGBTQIA+ youth to finally be themselves, safely.

Minus18 events provide a life-affirming space for LGBTQIA+ young people to make friends, and truly be themselves without fear of judgement. These spaces are designed with youth safety experts, and brought to life by the Minus18 Young Leaders.

Youth Participants:¹

Felt more connected to their community and peers.

93%

Recommend Minus18 to their friends.

98%



¹ Minus18 LGBTQIA+ Post-Events Feedback, 2023-2024, (n=953)

Events Breakdown

QUEER FORMAL®

Queer Formal is Minus18's flagship event, providing hundreds of LGBTQIA+ youth with the inclusive high school formal experience they otherwise would not have.

→ 1,925 LGBTQIA+ youth attended Queer Formal across Melbourne, Sydney and Adelaide this year.

DISCORD

This year we launched the Minus18 Discord Server, a safe, supervised online space for LGBTQIA+ youth. Discord allows young people to build connection no matter their location, especially supporting regional and rural young people to make friends.

→ 567 young people joined Discord sessions this year.

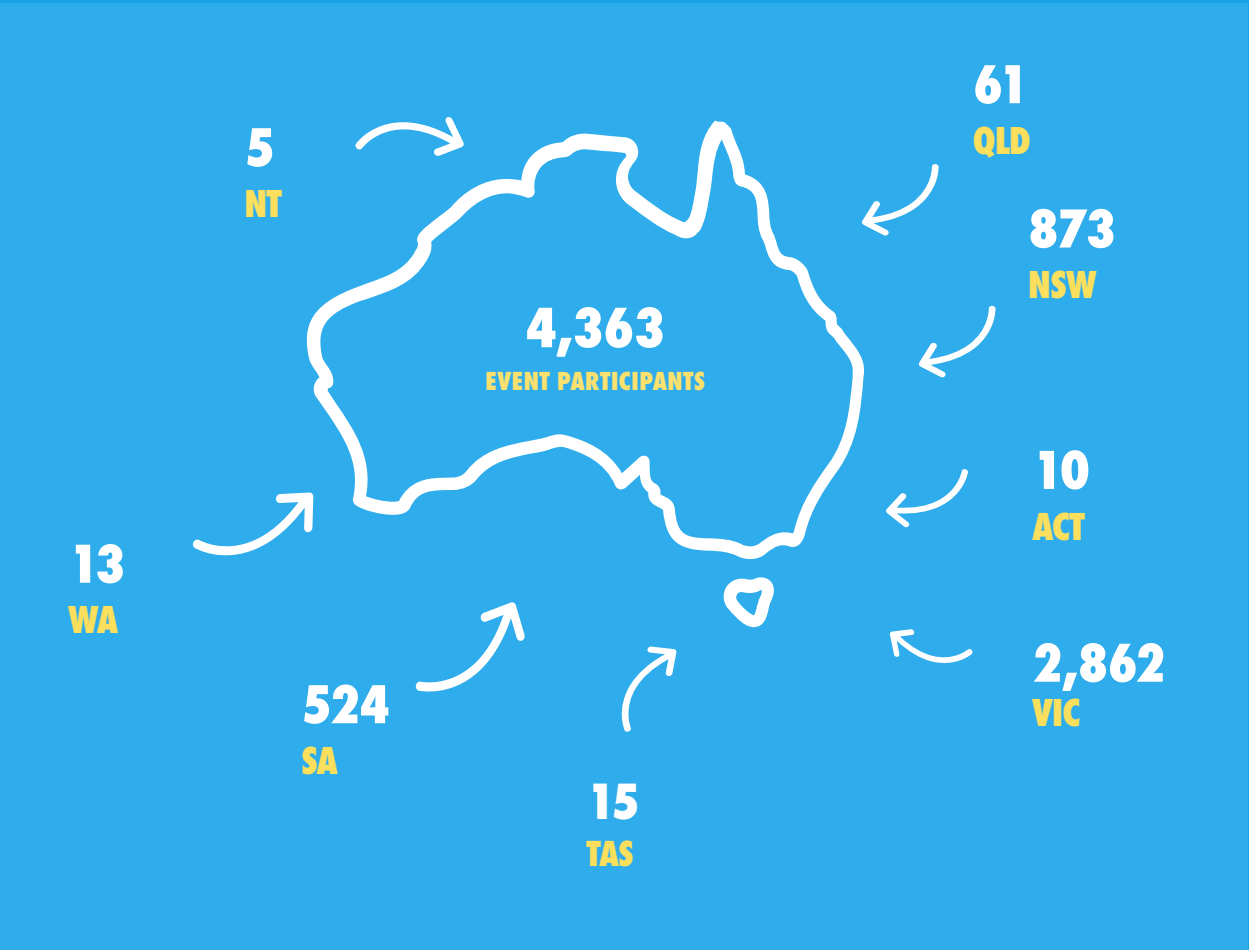
YOUTH EVENTS

From high-energy Pride March and Pride Parties to low-sensory Crafternoons - Minus18 offers spaces for all young people to celebrate their identity safely. Many of these spaces are also provided online to ensure accessibility across Australia.

→ 1,870 young people joined our other Youth Events this year.



Our Programs reach LGBTQIA+ young people
all over Australia



In their own words

“

Minus18 is LIFECHANGING!

This was my first queer formal and it was the most amazing experience. I've never felt more safe or connected to a community than I have when I was there, events like these are truly life changing <33

“

I loved making friends!

I loved being able to connect with others my age and sexuality. I don't know many people that are apart of the queer community in real life, but it was cool to see how many people there are out there, as well as doing fun challenges with them. Thank you so much.

“

I truly felt like I can be myself

I just love how there's such an event where everyone can be themselves and feel represented. I'm not queer myself but it warms my heart so much to have such an organisation and event like this. Thank you so much. That's probably the best part.

“

The best part?

Simply just being surrounded by those like me was really inspiring and comforting, and this event really helped me feel more welcome and proud to be myself.

Young people from all over Australia attend Minus18 events - both in person and online.

Through our new programs, we were also able to ensure young people from regional and rural areas remain connected.

LOCATION

Metropolitan	73%
Regional / Rural	27%

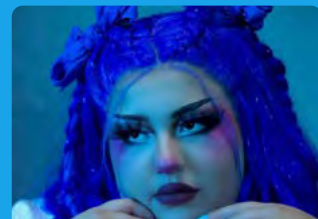


EMERGING ARTISTS

We created **85 paid opportunities** for emerging LGBTQIA+ artists.

Through our youth programs, we created 85 paid opportunities for emerging LGBTQIA+ artists and performers.

- 87% of these artists were under 30 years old.
- 55% of artists were trans, non binary or gender diverse.
- 50% of artists booked were people of colour.
- 20% of artists booked were Aboriginal or Torres Strait Islander people.



INCLUSION

Ensuring all young people can access our programs.



ACCESSIBLE VENUES

Our in-person events were held in accessible venues with gender-neutral bathrooms.



INTERPRETERS & CAPTIONS

Events and programs included Auslan Interpreters and/or closed captions depending on participant needs.



FREE TICKETS

100% of event tickets were sponsored, allowing us to provide them to LGBTQIA+ youth free of charge.



EMERGING ARTISTS

We prioritised young people for paid performer opportunities, especially People of Colour, First Nations people and Trans and Gender Diverse people.



YOUTH WORKERS

All events were supported and supervised by trained youth workers.



DIVERSE EVENT TYPES

We catered to a diverse range of energies, including high-energy music events and low energy chill out events.



DIGITAL AND IN PERSON

We maintain digital spaces for those who prefer or need them.





LGBTQIA+ EDUCATION

It's not enough to simply create our own safe spaces for LGBTQIA+ youth - we empower schools, families and workplaces with the tools to create LGBTQIA+ inclusive spaces too.

We do this through:

- Workshops for Students and Youth
- Inclusion Training for Teachers and Workplaces
- Free Digital Resources

EDUCATION SESSIONS

302 LGBTQIA+ Education Sessions
were delivered this year.

Minus18 provides industry-leading training on LGBTQIA+ inclusion, delivered by LGBTQIA+ presenters.

These sessions equip schools, services and workplaces across Australia with the skills needed to better understand and support the next generation of young people.

Education Participants:¹

Increased their understanding of LGBTQIA+ inclusion

96%

Felt better prepared to stand up against LGBTQIA+ discrimination and bullying

95%



SESSION BREAKDOWN

17,738 people engaged in Education Sessions this year.

SCHOOL SESSIONS

Live, interactive sessions held directly for LGBTQIA+ youth, secondary school students, and secondary school teachers.
→ 87 sessions held.

YOUTH SERVICES AND WORKPLACES

Live, interactive sessions held for youth services that support LGBTQIA+ youth, and workplaces of LGBTQIA+ youth.
→ 149 sessions held.

eLEARNING

Pre-recorded, digital sessions provided to all audiences.
→ 66 sessions held.

Breakdown of Education Sessions

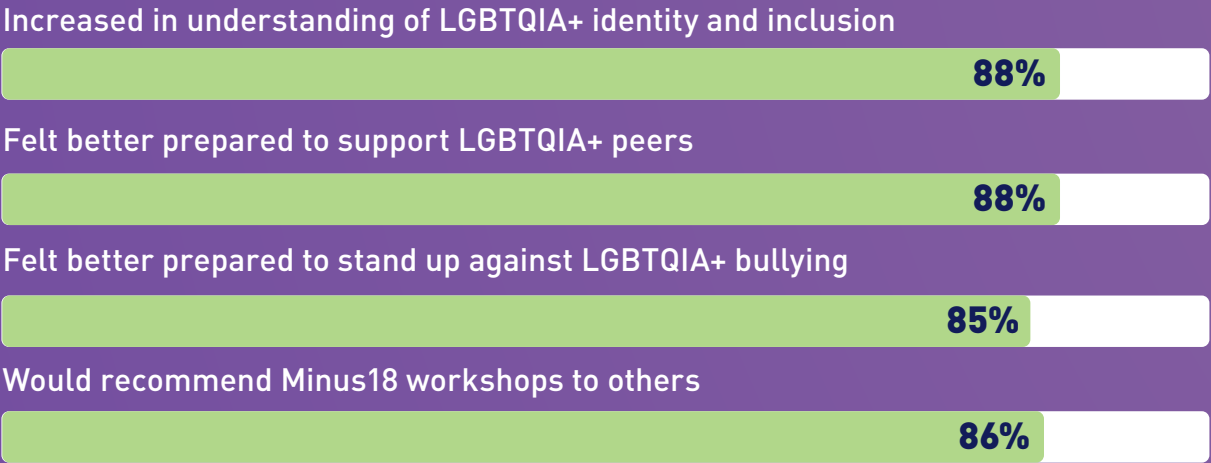
- Youth Services and Workplaces 6,423
- School Participants 3,315
- eLearning (both audiences) 8,000



YOUTH IMPACT

Minus18 gives students a facilitated space to discuss LGBTQIA+ topics without shame or judgement.

Youth Workshop Participants:



You've made me feel so comfortable
I really like how open the discussions were and how the presenter made it such an open and safe space.
Student Participant, 2024

These classes are usually boring
But I enjoyed this workshop it was engaging and fun and entertaining.
Student Participant, 2024

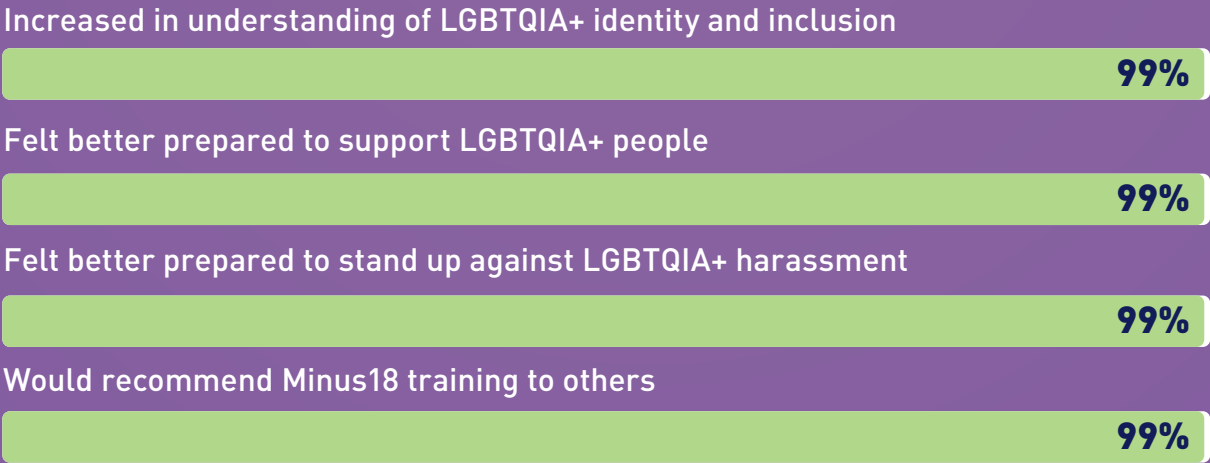
This was actually relatable
I liked how chill it was... It was very interesting and really broadened my understanding.
Student Participant, 2024

¹ LGBTQIA+ Inclusion Student Surveys, 2023 - 2024 (n=541).

TEACHERS & ADULTS

Schools and workplaces often desire to support LGBTQIA+ youth, but aren't always sure how.

Teachers and Adult Training Participants:



At first, I was nervous
My understanding of LGBTQIA+ is not great, despite the work we do. But this session was awesome! I felt inspired in allyship through this session and gained so much clarity around LGBTQIA+ aspects such as identity and expression.
Workplace Participant, 2024

What an incredible session
The presenters brought great energy and nuance to the discussion around sex, gender, and sexuality. I feel that I have a much better understanding of these topics and can create a more inclusive space in my classroom.
Teacher Participant, 2024



¹ LGBTQIA+ Inclusion Training Participant Surveys, 2023 - 2024 (n=1,683).

GROWING INCLUSION

We partnered with some incredible organisations to create inclusive spaces for LGBTQIA+ youth and employees.



DIGITAL RESOURCES

Almost 1 million people accessed free digital resources on LGBTQIA+ identity, allyship and services.



This includes the launch of our free Youth Directory tool - allowing young people from anywhere in Australia to connect to an LGBTQIA+ youth group near them.



Let's create something special

Whether it's to inspire your team with the basics, refresh previous learnings, or deep dive into brand new knowledge, we're here to guide you in creating LGBTQIA+ inclusion that makes your school or workplace better for everyone.

[FIND OUT MORE](#)

MINUS18

Minus18.org.au hosts free articles for young people on identity, health and wellbeing.

IDAHOBIT

IDAHOBIT.org.au platform provides free resources and information on LGBTQIA+ identity and allyship for schools and workplaces.



AWARENESS & VISIBILITY

Once you understand the importance of LGBTQIA+ inclusion, it's time to put it into action. We inspire thousands of people to host their own inclusion activities throughout the year. We do this through:

- Visibility of LGBTQIA+ youth issues.
- Campaigns to inspire inclusion activities.
- Partnerships to innovate LGBTQIA+ inclusion.
- Pride Packs for schools and workplaces.

AWARENESS CAMPAIGNS

We inspired **1.3 million people** to attend LGBTQIA+ inclusion activities through our awareness campaigns.

Minus18 hosts Awareness Campaigns throughout the year to ensure the experiences of LGBTQIA+ young people remain front of mind for schools, workplaces and our community.

The impact is huge! Those who organised activities this year¹:

Inclusion Activity Organisers:

Said their activity made a positive impact in their community.

99%

Said their activity sparked ongoing inclusion beyond the day.

95%



¹ Awareness Campaign Participant Surveys, 2023 – 2024 (n=621).

CAMPAIGN BREAKDOWN

We mobilised our **47,006** supporters to champion LGBTQIA+ youth this year. Here's how:

47,006

Community Supporters

47,006 young people, schools, workplaces and families have signed up to support our mission to improve the lives of LGBTQIA+ youth.

10,039

Inclusion Activities

Our Community Supporters held 10,039 inclusion activities in the past 12 months. From whole school assemblies to family pride picnics, these events build LGBTQIA+ inclusion and visibility within the community.

1.9 Million

Activity Participants

Approximately 1.9 million people attended these inclusion activities across the year. Together, we're starting critical conversations that turn into ongoing LGBTQIA+ inclusion.



Each campaign has its unique focus.
Here's how they went:



IDAHOBIT

We Go Rainbow on May 17, the International Day Against LGBTQIA+ Discrimination and start creating ongoing change. This year:

- 5,568 Inclusion Activities held.
- 1.2 million people attended in total.



WEAR IT PURPLE® DAY

We go purple on the last Friday in August to raise awareness for the disproportionate rates of bullying LGBTQIA+ young people still face. This year:

- 3,052 Inclusion Activities held.
- 612,497 people attended in total.



TRANS AWARENESS WEEK

Trans Awareness Week brings visibility to the experiences of the trans community, through story sharing, celebration and advocacy. This year:

- 1,419 Inclusion Activities held.
- 146,927 people attended in total.

“

This Is The Way We "Walk the Walk"

I have noticed during committee meetings we like to "talk the talk" in relation to our club's diversity and inclusion, but don't always "walk the walk". I therefore purchased 2 packs of rainbow ribbons so the boys team could get involved. Merely pinning them on each boy brought up the conversation that allowed us to talk about respect. If I can make just the slightest positive difference to a young person's life then it makes it all worth it.

Coach, 2023

PRIDE PACKS

We sent 7,561 Pride Packs to help schools and workplaces build LGBTQIA+ inclusion.

Minus18 creates Pride Packs containing everything needed to spread LGBTQIA+ inclusion in schools, workplaces and family homes. Whether it's posters, education cards, rainbow flags, or pronoun pins - Pride Packs make visible inclusion easy.

This year



25% of Pride Packs were provided for free to schools, community orgs and sporting clubs across Australia.

Product Highlights



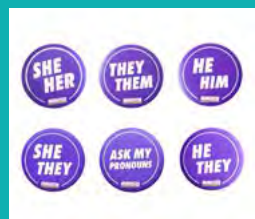
Rainbow Ribbons

These little rainbow ribbon pins make a big difference signalling visible inclusion and awareness.



Intersex Progress Pride Flag

This year we released a Progress flag pin that includes intersex people.



Pronoun Badges and Pins

Displaying your pronouns lets others know you'll respect theirs, and their gender identity.



Pride Keyrings

We also converted our popular rainbow lanyards into personal keyrings.

PARTNERSHIPS

We partnered with 45 orgs to help bring LGBTQIA+ inclusion initiatives Australia-wide.

We work with local, national and international partners to bring our programs to life. All our partners must align to our partnership values, and create ongoing impact for the LGBTQIA+ community:

Our Partnership Values

- **LGBTQIA+ Inclusion** - Partners demonstrate a record supporting the LGBTQIA+ community and employees.
- **Youth Empowerment** - Partners demonstrate a record of treating youth with respect, and our partnership creates positive outcomes for young people.
- **Shared Alignment** - We share the mission to elevate voices from diverse communities, and our partnership improves the financial sustainability of LGBTQIA+ groups and people.



Partner Highlights

1



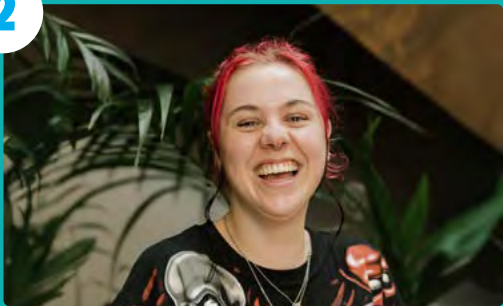
Inclusive School Formals

Our partnership with Hilton Hotels advanced LGBTQIA+ Inclusion Training at 20 sites across Australia and New Zealand to equip employees with the skills to provide supportive and welcoming experiences to LGBTQIA+ individuals - especially in the school formals they host.

LGBTQIA+ Youth Voice

The Telstra Foundation has enabled Minus18's National Youth Survey - collecting and amplifying the experiences of 2,000 LGBTQIA+ youth from across Australia to ensure their voices inform community and government programs nation-wide.

2



3



Digital Resource Platform

Our partnership with MeBank has enabled 1 million young people, parents, teachers, and allies to access Minus18's digital resource platforms from anywhere in Australia, completely free.

Free Resource Kits

Minus18 has partnered with P&G for four years to deliver physical LGBTQIA+ Resource Kits to schools, classrooms, community groups, and sports clubs free of charge. This ongoing support is part of P&G's broader commitment to visibility and inclusion for LGBTQIA+ youth.

4



LEGENDARY PARTNERS



PARTNERS

EVENT SPONSORS

Bonds
Converse
City of Melbourne

COMMUNITY PARTNERS

VicHealth
EACH
City of Port Phillip
Midsumma
Mardi Gras
UNSW
ACON
Museums Victoria
University of Melbourne

EDUCATION PARTNERS

Merri-Bek City Council
Department of Education (Northern Territory)
Williamstown High School
RACGP
Melbourne Football Club
eSafety Commissioner
Specsavers
Hilton Hotels
Bank First
Anglicare Victoria

SUPPORTING PARTNERS

Disney
Virgin
lululemon
Dangerfield
Levi's
Havianas
Erstwilder
Crocs
Apple
QVBGeneral Pants Co
Typo

CAMPAIGN PARTNERS

MeBank
GPT
P&G
Skittles
Bonds
Converse
NAB
AMPOL
Typo
Quadlock
Disney
BigW
Caprice
Kerastase
Allens
Deciem

PARTNER WITH MINUS18



FINANCIAL SUSTAINABILITY

We're working to ensure Minus18 is around to improve the lives of LGBTQIA+ youth for generations to come. We do this through:

- Fundraising, Grants and Donations.
- Maintaining Financial Transparency.
- Investing in the Future of LGBTQIA+ Youth.

THANK YOU

Donations and grants ensure our programs reach those who need them most.



GRANTS

\$50,000+

lululemon
Telstra Foundation
DFFH - Engage!
VicHealth - Jump Start!

\$10,000+

AusPost DFFH - Pride Events
Festival Funding
City of Adelaide
City of Hobsons Bay
City of Melbourne
Ross Trust
Sidney Myer Trust

DONORS

\$10,000+

Albert van Moorst Trust
Ampol
Australian Football League (AFL National)
Born This Way Foundation
Kmart
Lord Glendonbrook CBE AM through the Glendonbrook Foundation
Vivienne Court Trading
Woolworths Group

\$3,000+

99 Bikes
Bingo Loco
Flatmates.com.au
Jessbyte Foundation
Patrick Quinn-Graham
Vicinity Centres – Queen Victoria Building

\$5,000+

AusNet
Kilfera Foundation
Fast Times
Gelato Messina
Darling Quarter
MinterEllison
Medibank
Cavetown
Seasonal Supplies

\$2,000+

Milford Community Connection
IRAL Foundation
Hillbrook School

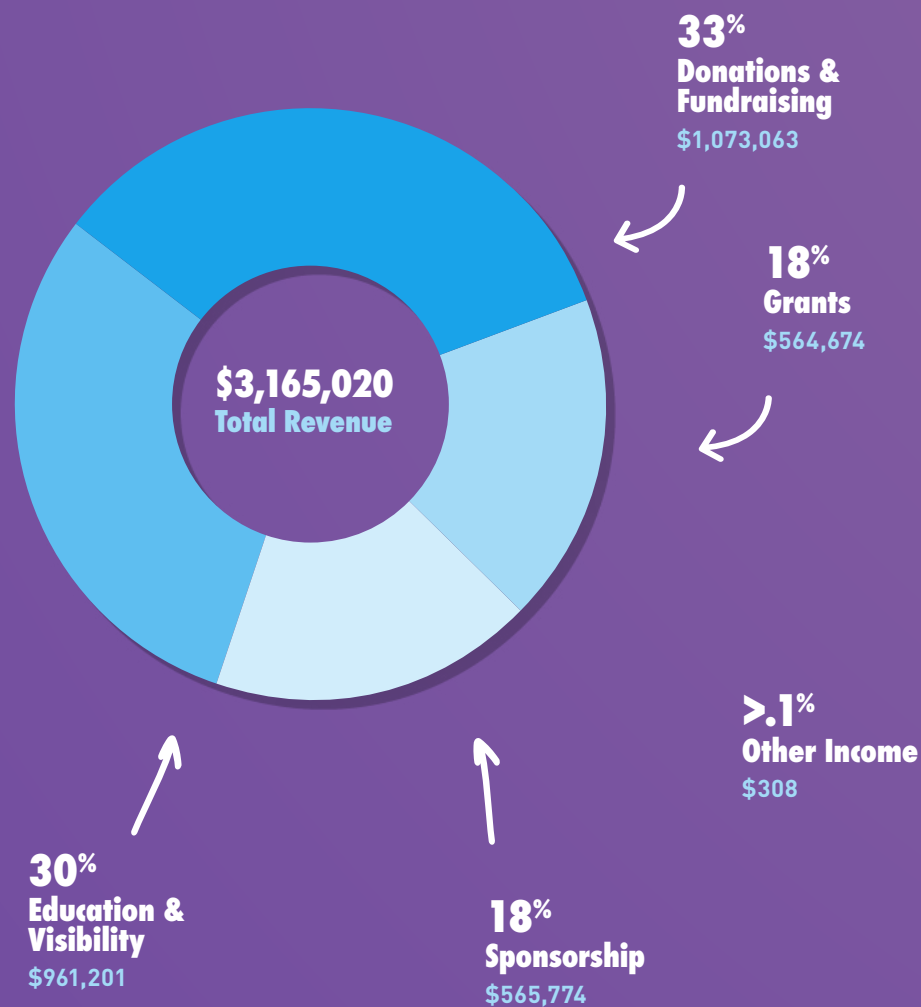
WHERE THE MONEY CAME FROM

Year-on-year revenue growth has slowed due to reduced giving amid economic challenges and Minus18's focus on program expansion and strategic initiatives.

Demand for paid LGBTQIA+ inclusion services also declined, with additional resources needed to support schools and workplaces in addressing resistance to DEI.

Grants remain steady at 18% of total revenue - while state and federal government grants accounts for less than 8% of total revenue.

Despite these challenges, sponsorship of youth programs has grown, now representing 18% of total revenue.

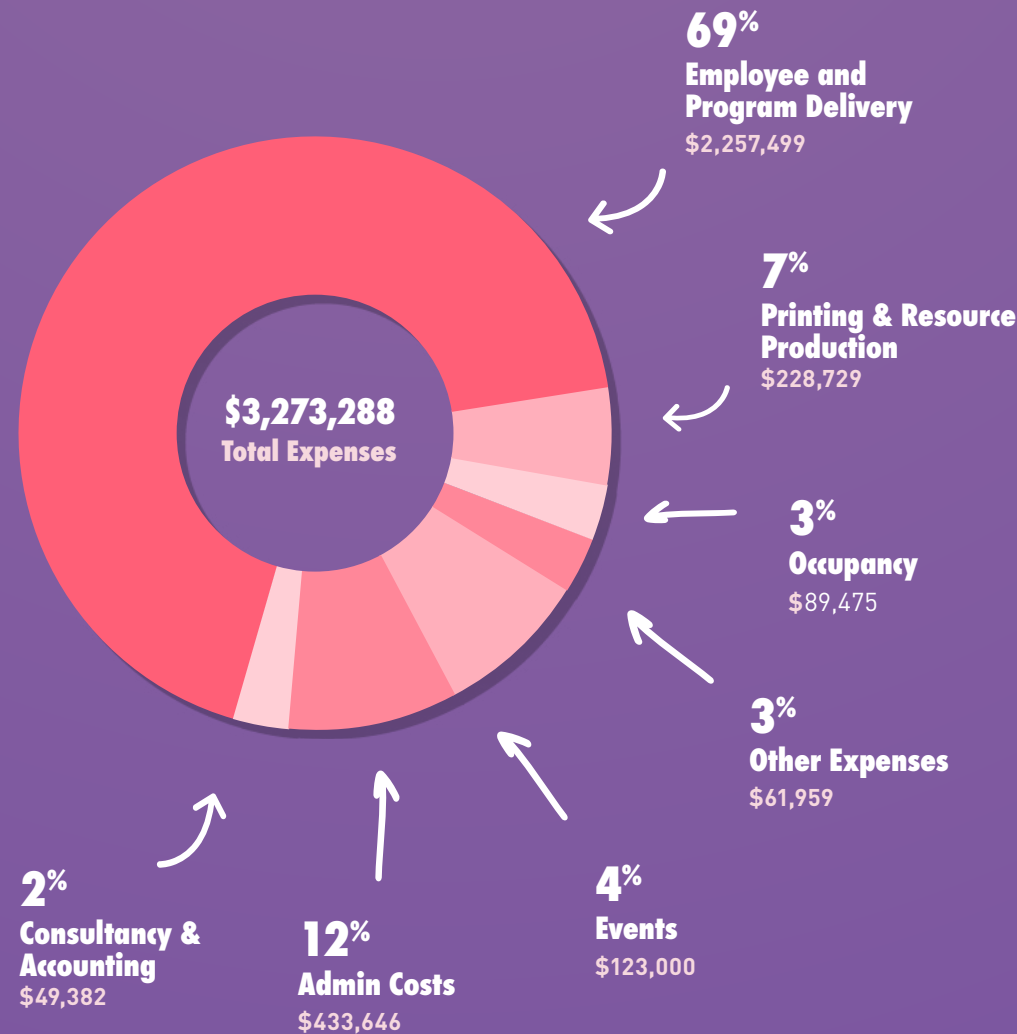


WHERE THE MONEY WAS SPENT

This year, we utilised our 2023 surplus in line with our 2023-2026 strategic plan, launching ambitious investments in youth and community programs. This included scaling up our program delivery teams, particularly in youth programs and education strategy.

In response to rising attacks on LGBTQIA+ youth and communities, we significantly invested in safety initiatives, including dedicated safety roles, security, risk mitigation, and psychosocial support.

Notably, consultancy and accounting expenses decreased as we built internal capacity through our new Business Services team.



INCOME STATEMENT

	2024 \$	2023 \$
REVENUE		
Donations & Fundraising income	1,073,063	1,092,094
Event income	-	-
Grant income	564,674	549,895
Sponsorship income	565,774	298,386
Education & Visibility income	961,201	1,214,111
Other revenue	308	438
Total Revenue for year	3,165,020	3,154,294
EXPENSES		
Administration & Overhead expenses	(433,646)	(232,379)
Consulting and Accounting expenses	(49,382)	(153,296)
Employee Benefits expense	(2,257,499)	(1,879,489)
Events expenses	(123,000)	(150,732)
Finance charges on AASB 16 lease liability	(4,341)	(2,942)
Occupancy expenses	(39,590)	(28,384)
Printing & Resource production	(228,729)	(232,868)
Other expenses	(89,475)	(61,959)
Total Expenses for year	(3,273,288)	(2,764,529)
Total Comprehensive Income for the year	(108,268)	470,095

Our accounts are independently audited
by Stannards Accountants & Advisors.

FULL FINANCIAL REPORT

FINANCIAL POSITION

	2024 \$	2023 \$
ASSETS		
Cash & cash equivalents	3,205,840	2,716,365
Financial assets	372,728	396,899
Trade receivables & other assets	81,809	105,513
Total current assets	3,660,377	3,218,777
NON CURRENT ASSETS		
Equipment & Lease Property	109,928	73,259
Total non current assets	111,424	73,259
Total Assets	3,771,801	3,292,036
CURRENT LIABILITIES		
Trade & other payables	392,502	265,589
Income received in advance	577,732	302,480
Lease liability & provisions	51,918	173,072
NON CURRENT LIABILITIES		
Lease liability & provisions	194,632	48,064
Total Liabilities	1,216,784	789,205
Equity		
Accumulated Surplus	2,584,604	2,532,418
Reserve	(29,587)	(29,587)
Total Equity	2,555,017	2,502,831

WHAT'S NEXT

Thanks to your support, we're increasing our investments to improve the lives of LGBTQIA+ youth.



2023-2026 Strategic Plan

Our new Strategic Plan outlines the new areas of investment we will be making from 2023-2025.



Education Growth

We are increasing the number of education offerings, and the ways we deliver these - especially for the needs of youth-specific industries.



National Youth Survey

We have launched Minus18's first National LGBTQIA+ Youth Survey, aiming to amplify the voices of over 2,000 youth next year.



Diversity and Inclusion

We are developing our next, whole of organisation diversity and inclusion strategy, ensuring young people from all walks of life continue to benefit from our work.



Youth Program Growth

We are growing the frequency of our youth events and programs, and continuing to adapt these to the consulted needs of LGBTQIA+ youth.



And So Much More!

We can't wait to show you all the new ways we'll be improving the lives of LGBTQIA+ youth next year. Follow us and stay up to date:

[VIEW THE STRATEGIC PLAN](#)

OUR STORY

Celebrating 26 years of Minus18.

1998

Minus18 youth group

Nan McGregor, a proud mum of a gay child, held a support group for parents of LGBTQIA+ children in 1998. Together with community volunteers, other parents and their children, the first spaces for LGBTQIA+ teenagers were held in Melbourne, known as Minus18.

2011

Minus18 Foundation

Due to financial hardship, Minus18 events ceased operation during 2011. Micah Scott, whose life had been changed for the better by the work of Minus18, rallied the support of existing and previous volunteers to lead the creation of the Minus18 Foundation.

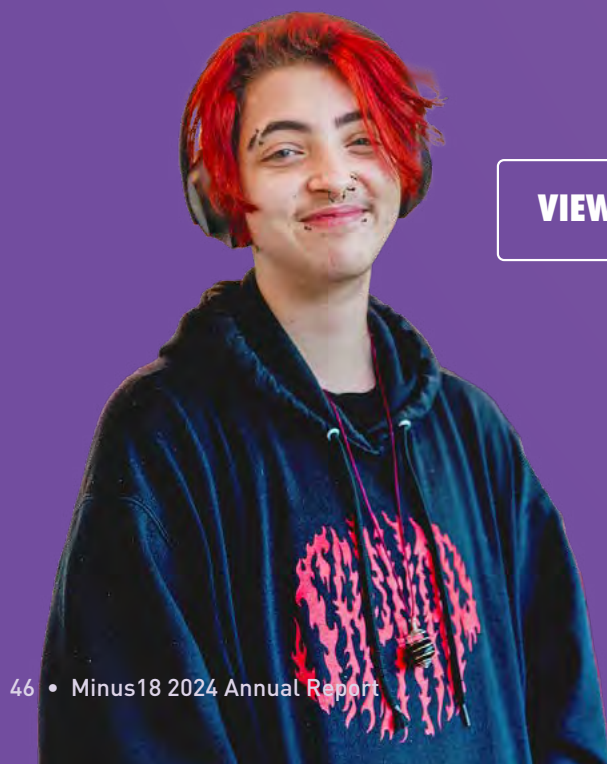
2024

The future is bright

As we celebrate 26 years, Minus18 has grown to support millions of people across Australia through youth programs, community education and visibility.

Join our mission so that we can continue to improve the lives of LGBTQIA+ youth together.

[Learn More](#)



MINUS18

**Australia's Charity Improving
the Lives of LGBTQIA+ Youth**