





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.



# We believe LGBTQIA+ youth deserve a safe and welcoming world.



## 2 in 3 LGBTQIA+ youth still face discrimination.

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

We're 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.

# WHAT MADE THIS YEAR SO GREAT?



We're building a safe and welcoming world for LGBTQIA+ youth

5,124

LGBTQIA+ youth attended life-affirming programs and safe spaces nation-wide.

26,900

People engaged in LGBTQIA+ Education sessions nation-wide.

900 k

People accessed our free resource platforms across [minus18.org.au](https://minus18.org.au) and [idahobit.org.au](https://idahobit.org.au).

1.7 Million

People attended Inclusion Activities (like IDAHOBIT) supported by Minus18.



2,724

Youth participated in our National Survey of LGBTQIA+ Youth Voice.

9,173

People used our National Services Directory to find their local LGBTQIA+ youth group.

16,052

People engaged in Education via our eLearning content library.

## LGBTQIA+ Youth<sup>1</sup>

Feel more connected to their place with community and peers.



Recommend Minus18 to their friends.



Our Young Leaders felt more confident in their skills to lead the next generation of youth.



## Education Participants<sup>2</sup>

Understanding of LGBTQIA+ inclusion increased.



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



## Inclusion Activity Organisers<sup>3</sup>

Said their activity made a positive impact in their community.



Said their activity sparked ongoing inclusion beyond the day.







# GOVERNANCE & TEAM

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.

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.



**We believe** that LGBTQIA+ youth deserve a safe and welcoming world.

As resistance to inclusion grows, our commitment to this belief only grows stronger.

Thank you for standing with us to make that world possible for thousands of LGBTQIA+ young people this year.



**Micah Scott**  
Founding CEO

**BOARD OF DIRECTORS**



**ALEXANDER BATSI**  
he/him  
Incoming Chair



**EWAN CLELAND**  
he/him  
Treasurer



**ALIX GRUN-  
WALDT-SAMPSON**  
she/her  
Director



**BRADLEY BURNS**  
he/him  
Director



**OLIVER KEANE**  
he/they  
Director



**STEPH FOXWORTHY**  
he/him  
Director



**MICAH SCOTT**  
he/they  
Founding CEO

**Thank You**



**CHARLES HAMMERSLA**  
he/him  
Outgoing Chair



**GEMMA DENTON**  
she/her  
Outgoing Secretary



**DANIELLE HIGGS**  
she/her  
Outgoing Director

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

- Theory of Change
- Policies and Risk Management
- Financial Management

[GOVERNANCE PAGE](#)

# CHAIR REPORT

## Goodbye and Welcome

### From our outgoing Chair

Reflecting on the past year at Minus18, I am filled with immense pride and gratitude for what we have achieved as an organisation. However, what remains central is our unwavering commitment to our mission: creating an Australia where LGBTQIA+ youth are safe, empowered, and surrounded by people who support them.

This year, our impact has been profound and far-reaching. We've seen 5,124 LGBTQIA+ youth attend life-affirming programs and the safe spaces we provide nationwide, fostering connection and belonging. Our LGBTQIA+ education sessions engaged 26,900 people, which directly increased understanding of LGBTQIA+ inclusion.

900,000 people accessed our free resource platforms, and 1.7 million people attended inclusion activities supported by Minus18. These numbers are not just statistics; they represent lives touched, minds opened, and communities strengthened.

A standout achievement this year has been the launch of "Queer Youth Now," Australia's first National Survey of LGBTQIA+ Youth Voices. With 2,724 LGBTQIA+ youth sharing their experiences, this survey has provided invaluable insights, amplifying the voices of young people nationwide. Within the first month, an impressive 1,486 people accessed the interactive report, demonstrating the critical demand to understand and uplift LGBTQIA+ youth perspectives.

The survey embodies our commitment to a human-centered approach, and will ensure Minus18's decisions are informed by the experiences and research of those we serve.

Our work is a testament to the power of the dedication of our team, volunteers, and

partners. We sent 6,823 Pride Packs to schools and workplaces, helping to build visible LGBTQIA+ inclusion. Our awareness campaigns, including IDAHOBIT, Wear It Purple Day, and Trans Awareness Week, mobilized 52,465 community supporters and saw 1.7 million people attend inclusion activities. These efforts are crucial in building a world where 86% of LGBTQIA+ young people in Australia feel safer and more like they belong when they see visible signs of allyship.

I have had the immense privilege of serving on the Board for over 6 years, 3 of which I have been Chair of the Board. It is my belief that now is the right time to step away and pass the baton on to the next generation of LGBTQIA+ leaders. On this basis, this will be my last message as Chair as I have decided to resign from the Board of Minus18 Directors. Serving as Chair has been a profound privilege, and has been a highlight of my life. It is hard to express the profound pride I have of the impact Minus18 has had for LGBTQIA+ youth during my tenure.

I have full confidence in the incoming leadership and the dedicated team at Minus18. Our foundations are stronger than ever, with robust governance, innovative programs, and a clear purpose. I am certain that Minus18 will continue to thrive, expanding its reach and deepening its impact on the lives of LGBTQIA+ youth for generations to come. The future is bright, and I look forward to witnessing the continued success of this vital organisation.

Thank you for your unwavering support and for standing together for LGBTQIA+ youth.

*Charles Hammersla*

**Charles Hammersla**  
Outgoing Chair

### From our incoming Chair

It is with great enthusiasm that I accept the role of Chair at the October board meeting, following Charles Hammersla's impactful six-year tenure. Charles's dedication has left Minus18 stronger than ever. I thank him for his profound leadership and commitment to LGBTQIA+ youth.

The past year's achievements—reaching thousands of Australian youth through life-affirming programs, educating over 25,000 people on inclusion, and our groundbreaking "Queer Youth Now" survey—underscore the critical importance of Minus18's mission. These are not just numbers; they are powerful examples of lives made safer and communities strengthened.

As the Board looks ahead, we will be developing these robust foundations to launch a new strategic plan for 2025-2030. This plan will be a bold roadmap, ensuring that Minus18 continues to operate sustainably with a community-centered approach.

As Chair of Minus18 and alongside the rest of the Directors of the Board, I am committed to championing this new strategy, deepening our governance, and expanding our reach to create an Australia where every LGBTQIA+ young person is safe, empowered, and truly belongs. The future is bright, and I look forward to working alongside our dedicated team, volunteers, stakeholders, and partners in this vital journey.

**Alexander Batsis**  
Chair



**CHARLES HAMMERSLA**  
he/him  
Outgoing Chair



**ALEXANDER BATSIS**  
he/him  
Chair



# 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

**ERIN**  
she/her  
GM National Programs

**ALVI**  
he/him  
Strategy & Operations Business Partner

**AMY**  
she/they  
Finance Business Partner

**DAN**  
they/he  
People & Culture Business Partner



**REB**  
she/they  
Brand & Marketing Manager

**BEC**  
she/her  
Partnerships Team Lead

**BIBI**  
she/her  
Marketing Team Lead

**JAXOM**  
he/him  
Youth Programs Team Lead

**NATAE**  
they/she/he  
eCommerce Team Lead

**MAX**  
he/him  
LGBTQIA+ Training Faciliator Team Lead



**CHARLIE**  
she/they  
LGBTQIA+ Training Faciliator

**EVA**  
she/her  
Philanthropy Lead

**ISOBEL**  
she/her  
Events Lead

**JANVI**  
she/they  
Programs Lead

**JULES**  
she/her  
Youth Safety Lead

**SARAH**  
she/her  
Partnerships Coordinator



**SEZ**  
they/she  
Grants Coordinator

**SHAAM**  
he/him  
Education Engage-ment Coordinator

**STEPHANIE**  
she/her  
Learning Designer

**TIFF**  
she/her  
Digital Marketing Specialist

# 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

**4,254 LGBTQIA+ youth** shared their voices to shape and strengthen Minus18’s work this year.



### PROGRAM FEEDBACK

1,448 young people shared their feedback on our programs to drive our continuous improvement.



### CONSULTATION & CO-DESIGN

82 young people engaged in consultation and co-design with Minus18 and our partners.



### NATIONAL YOUTH SURVEY

2,724 LGBTQIA+ youth shared their experiences via our National Survey *Queer Youth Now*.



### YOUTH PARTICIPATION

20 LGBTQIA+ Young Leaders led the implementation of our youth programs across the year.

# QUEER YOUTH NOW

The National Survey of LGBTQIA+ Youth Voice in Australia



This year, in partnership with the **Telstra Foundation**, we launched our largest National Survey of LGBTQIA+ Youth Voice, amplifying the experiences of over 2,700 young people nationwide.

Within the first month, 1,486 people accessed the interactive report — a powerful reflection of the growing demand to understand and uplift LGBTQIA+ youth perspectives.



[VIEW THE REPORT](#)



# 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:

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

## 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.





# 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<sup>1</sup>

Felt confident in their skills to lead the next generation of queer youth after the program (up from 33% before)



Felt connected to their place within the queer community after the program (up from 58% before)



### Thank You!

I couldn't have imagined in a thousand years, just how much this program would impact me in such a positive way. As a young leader, I have gained more confidence, capacity, friendships and important life skills. I feel like I can fully trust in my own abilities, I know I can succeed and thats so invaluable to me. To have already grown so much in just this short time, I feel so incredibly lucky I got the chance to become a young leader and how successful this program has been to improving my mental health and well-being. I am genuinely grateful to everyone at Minus18. This truly is an amazing program!

Young Leader, 2025

## 2025 Young Leader Graduates



Claire (she/they)



Emma (they/them)



Evie (she/her)



Izzi (they/them)



Izzy (they/them)



Jade (she/they)



Jayden (he/him)



Jo (he/she/they)



Josie (she/they)



Kai (he/him)



Liad (he/him)



Lilly (he/she)



Mads (she/they)



Rose (she/her)



Sage (they/them)



Sklylar (she/they)



Sterling (he/him)



Theo (they/he)



Thomas (he/him)

# LIFE-AFFIRMING EVENTS

We created spaces for 5,124 LGBTQIA+ youth to 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.

## LGBTQIA+ Youth<sup>1</sup>

Feel more connected to their place with community and peers.



Recommend Minus18 to their friends.



## 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.

→ 1,824 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.

→ 1,679 young people joined Discord sessions this year.

### YOUTH EVENTS

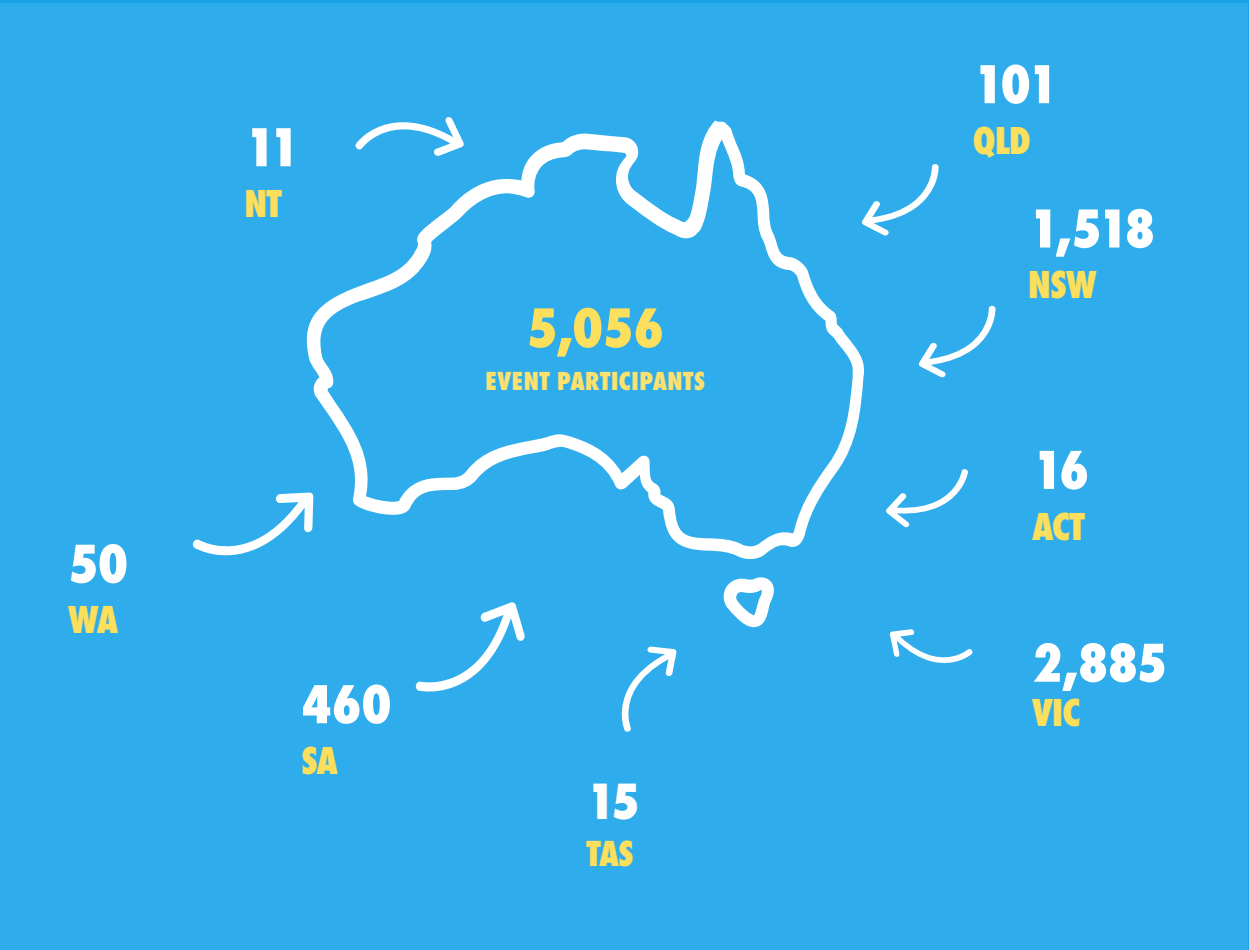
From high-energy Pride March and Pride Parties to low-sensory Crafternoons - Minus18 offers spaces for all young people to celebrate their identity safely. Many of these spaces are also provided online to ensure accessibility across Australia.

→ 1,553 young people joined our other Youth Events this year.





# Our Programs reach LGBTQIA+ young people all over Australia



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	76%
Regional / Rural	24%

## In their own words

“ **Thank you!!**

Thank you so much, to all of you, for making this such a welcoming and safe event for us! I felt so, so happy there, and I felt so supported. It's amazing to see there are others like me, all over, with similar struggles.

“ **!!!!**

THANKS SO MUCH THESE EVENT ARE LIFE SAVING

“ **I can finally participate**

It was so fun to be able to experience my bodies physical abilities at science works sports zone. Since coming out as trans my options of playing sport while being safe and affirmed is really limited. It was so incredibly affirming to be-able to participate in sport related activities in a safe and affirming space. This is something I can rarely experience, sport means so much to me and I miss it so much.

“ **Did I love it?**

yes, it was a really unique experience for me having not been to a queer youth event before and made me feel so connected and less alone, especially as someone who lives in an area/attends a school with a very small and hidden queer community, it was beautiful to see that queer youth can express themselves and be happy and be a part of that myself







# 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

**399 LGBTQIA+ Education Sessions**  
were delivered this year.

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

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<sup>2</sup>

Understanding of LGBTQIA+ inclusion increased.



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



<sup>2</sup> Minus18 Post-Education Impact Surveys, 2024 - 2025 (n=1,340),



# SESSION BREAKDOWN

Sessions delivered in a range of styles



## YOUTH SERVICES AND WORKPLACES

Live, interactive sessions held for youth services that support LGBTQIA+ youth, and workplaces of LGBTQIA+ youth.  
→ 158 sessions held.



## SCHOOL SESSIONS

Live, interactive sessions held directly for LGBTQIA+ youth, secondary school students, and secondary school teachers.  
→ 84 sessions held.

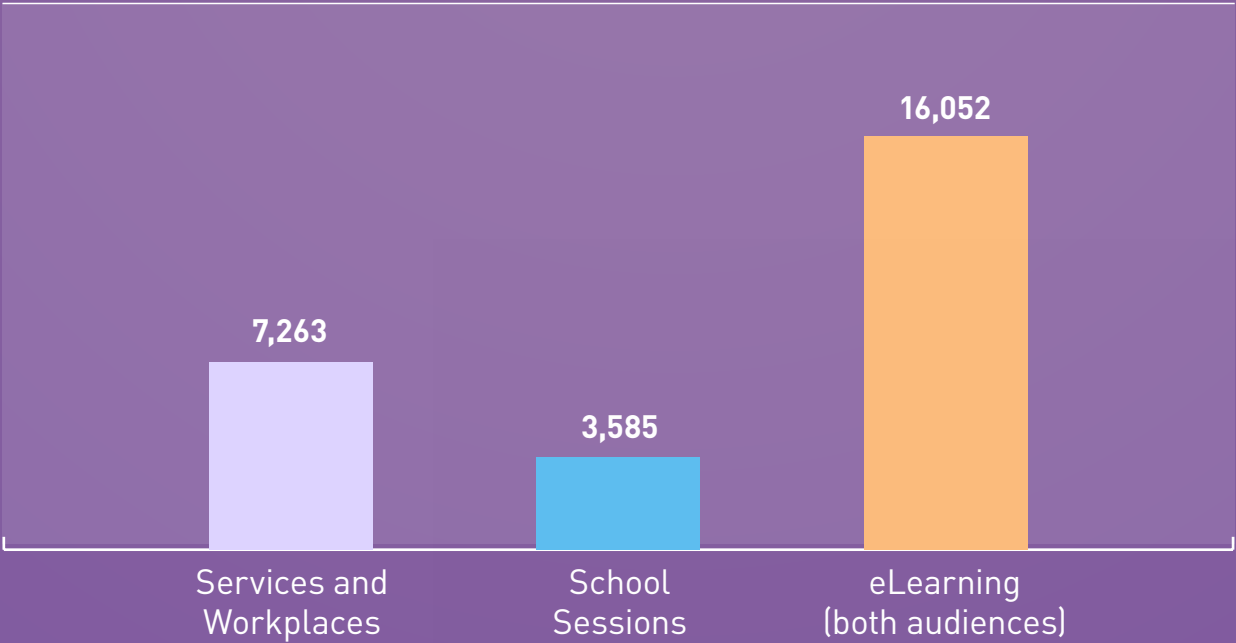


## eLEARNING

Pre-recorded, digital sessions provided to all audiences.  
→ 157 sessions held.

26,900 people engaged in Education Sessions this year.

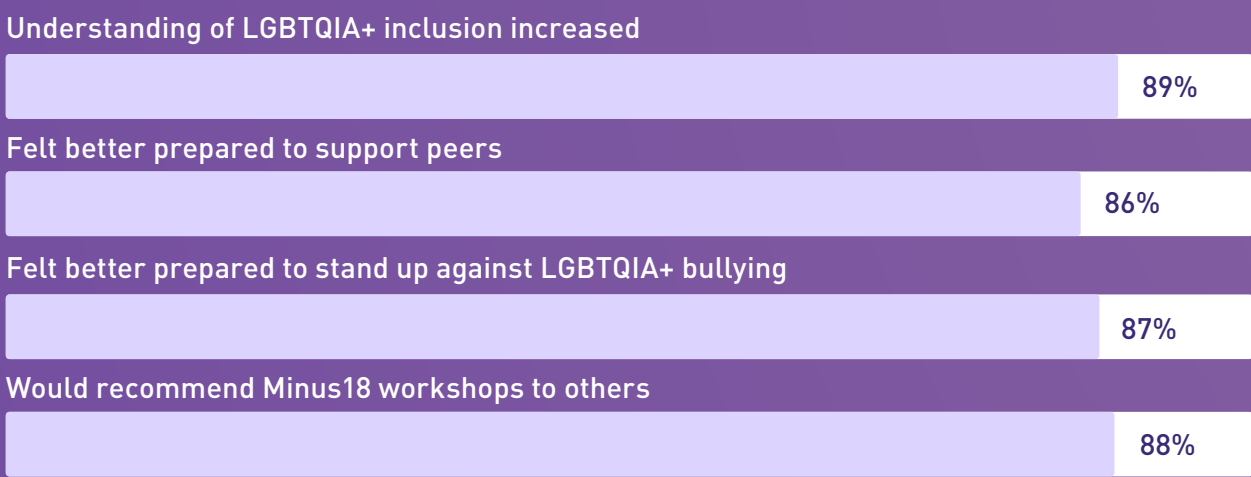
Breakdown of Participants by Session Type



## YOUTH IMPACT

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

### Youth Workshop Participants<sup>1</sup>



“

**This was so kind and fun**

I just loved how engaging and enthusiastic the session was. The presenters were really kind and non-judgemental.  
Student Participant, 2025

“

**These classes are usually boring**

It was easy to understand and helpful to everyone, including those who already have a lot of knowledge on the subject.  
Student Participant, 2025

## TEACHERS & ADULTS

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

### Teacher and Workplaces Training Participants<sup>1</sup>



“

**At first, I was nervous**

The presenter was extremely knowledgeable and engaging, but most importantly they were warm and kind and made it a safe space at every possible juncture. Top notch!  
Workplace Participant, 2025

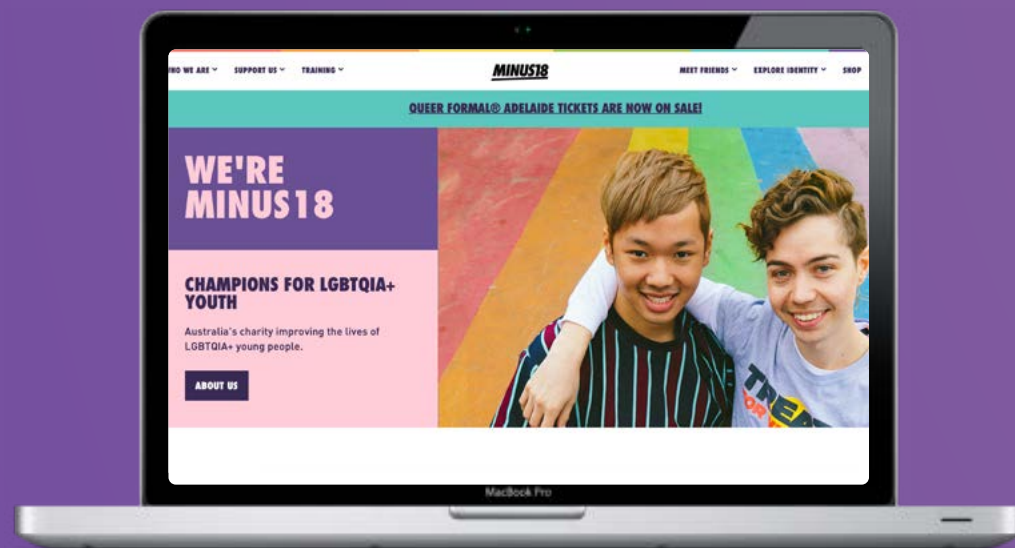


<sup>1</sup> Minus18 Post-Education Impact Surveys, 2024 - 2025 (n=1,340)



## DIGITAL RESOURCES

900,000 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.

## 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.

# 9,173

People used the services directory this year to find their local LGBTQIA+ youth group.



# 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

**1.7 million people attended LGBTQIA+ Inclusion Activities created as part of 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 year<sup>1</sup>:

### Inclusion Activity Organisers<sup>1</sup>

Said their activity made a positive impact in their community.

99%

Said their activity sparked ongoing inclusion beyond the day.

92%



# CAMPAIGN BREAKDOWN

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

We mobilised our **52,465 supporters** to champion LGBTQIA+ youth this year. Here's how:

52,465

## Community Supporters

52,465 young people, schools, workplaces and families have signed up to support our mission to improve the lives of LGBTQIA+ youth.

9,420

## Inclusion Activities

Our Community Supporters held 9,420 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.

1.7 Million

## Activity Participants

Approximately 1.7 million people attended these inclusion activities across the year. Together, we're starting critical conversations that turn into ongoing LGBTQIA+ inclusion.



## Why we do it

86% of LGBTQIA+ young people in Australia say seeing someone wearing a rainbow or ally accessories makes them feel safer and more like they belonged.



## IDAHOBIT

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

- 5,195 Inclusion Activities held.
- 1.05 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:

- 2,295 Inclusion Activities held.
- 464,116 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:

- 1,930 Inclusion Activities held.
- 193,045 people attended in total.



## This week really helped me

This month I came out as a trans woman, and I sent the Trans Awareness Week materials to people at my work. When I came in the next day my colleagues had printed the posters and flags and placed them up around the office. It was a small gesture but honestly meant the world to me. This campaign made me feel seen and valued. Thank you.

## PRIDE PACKS

We sent 6,823 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



27% of Pride Packs were provided for free to schools, community orgs and sporting clubs across Australia.

### Product Highlights



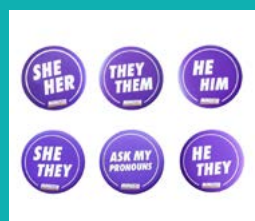
#### Rainbow Ribbons

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 32 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



## Victorian Government - DFFH

With support from the Department of Family, Fairness & Housing, we strengthened LGBTQIA+ youth inclusion, celebrated community through Pride Events funding, and empowered young changemakers via the Sector Strengthening grant.

## MECCA Brands

As part of Mardi Gras, MECCA brought Pride to life through fundraising from their MECCA MAX Shade Parade Palette, empowering authentic self-expression. Now in its third year, the partnership celebrated LGBTQIA+ youth and deepened inclusion through a panel featuring LGBTQIA+ voices, including a Minus18 Young Leader alum.

2



3



## CASETiFY

CASETiFY launched two Pride cases — Queer Joy is Fluid and Proud to Be — featuring designs and stories from queer young people. The collaboration reflects CASETiFY’s commitment to authentic, values-led storytelling, and we’re excited to keep amplifying queer youth voices together.

## Garnier

Garnier’s “Remove Your Makeup, Never Your Pride” campaign champions self expression and self care for all, celebrating the LGBTQIA+ community with the launch of their limited edition Micellar Pride bottle. By leading with visibility and authentic storytelling, Garnier empowers individuals to embrace their pride, whilst continuing their commitment to inclusivity through ongoing internal education.

4



# LEGENDARY PARTNERS



# PARTNERS

## EVENT SPONSORS

Bonds,  
Converse,  
lululemon,  
Hilton Hotels,  
City of Melbourne

## EDUCATION PARTNERS

GPT Group,  
Carsales,  
Centre for Excellence in  
Child & Family Welfare,  
Court Services Victoria,  
The Man Cave

## CAMPAIGN PARTNERS

Bonds,  
ME Bank,  
GPT Group,  
Garnier,  
MECCA MAX,  
CASETiFY,  
Deciem,  
Allens,  
LUSH,  
Quadlock

## COMMUNITY PARTNERS

VicHealth,  
Each,  
City of Port Phillip,  
Midsumma,  
Mardi Gras,  
Our Watch,  
ACON,  
Feast Festival,  
Queerspace Youth,  
headspace Adelaide,  
SHINE SA

## SUPPORTING PARTNERS

Lord Glendonbrook  
CBE AM through the  
Glendonbrook Foundation,  
Disney,  
National Gallery of Victoria,  
Museums Victoria,  
Adelaide Town Hall,  
Marrickville Town Hall,  
Victorian Pride Centre,  
Australian Queer Archives,  
Uber,  
Sportsgirl,  
SIGNAL

PARTNER WITH MINUS18





## THANK YOU

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



# 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.

## GRANTS

### \$50,000+

lululemon  
Telstra Foundation  
DFFH  
Ross Trust

### \$10,000+

Bank SA Foundation,  
Westgate Neighbourhood Fund,  
City of Hobsons Bay,  
City of Adelaide,  
Inner West City Council,  
City of Melbourne,  
DOOLEYS Community Funding

## DONORS

### \$10,000+

Albert van Moorst Memorial Trust  
Australian Venue Co.  
Blueshore Charitable Trust  
Claire Elizabeth Smith Foundation  
Services Australia team, casual dress days  
TF Foundation

### \$5,000+

Boring Without You  
James Vivian  
Kilfera Foundation  
Medibank  
Seasonal Supplies

### \$3,000+

Albion Hotel  
Barbra Borrowing  
Charlie Hartley  
endota  
Erstwilder  
Ferocia *(the creators of Up)*  
MinterEllison

### \$2,000+

Dendarii Charitable Trust  
Jessbyte Foundation  
Marsh & McLennan

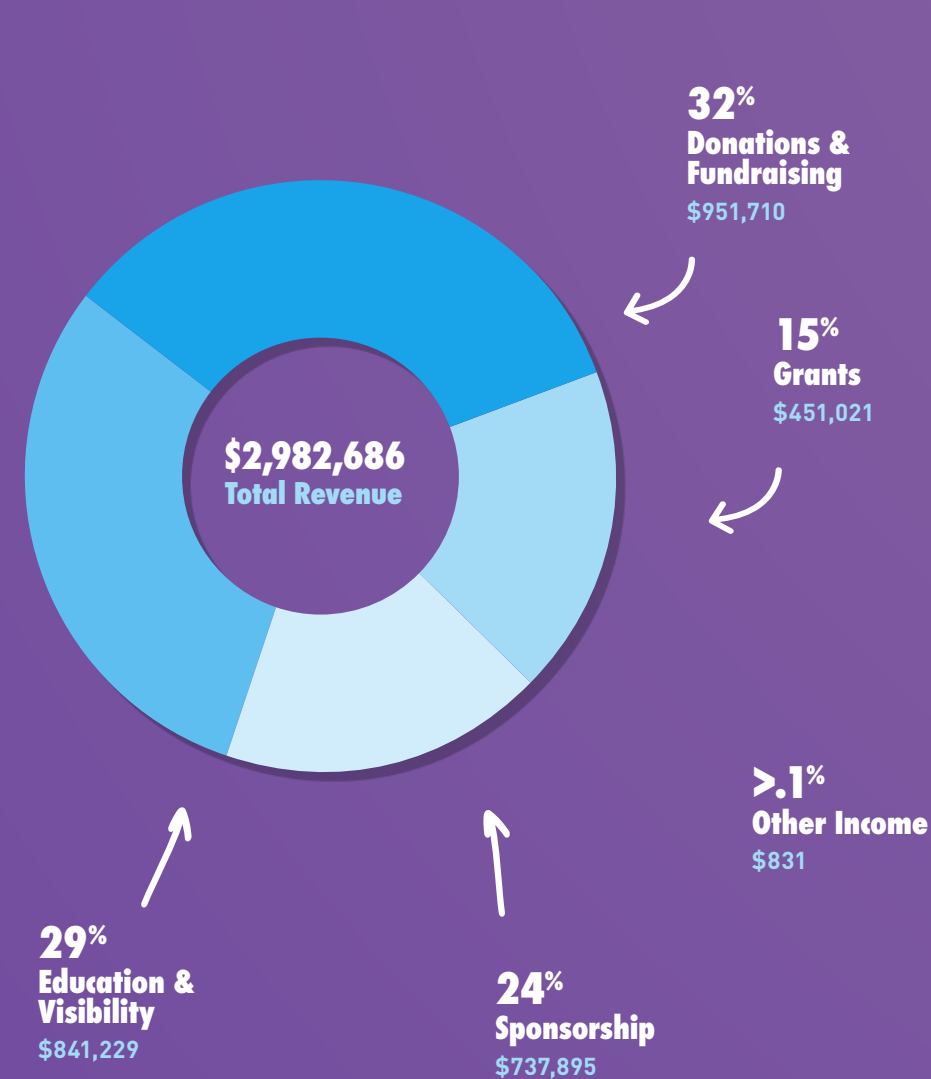


# WHERE THE MONEY CAME FROM

Year-on-year revenue growth has declined this year due to reduced giving amid economic challenges.

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

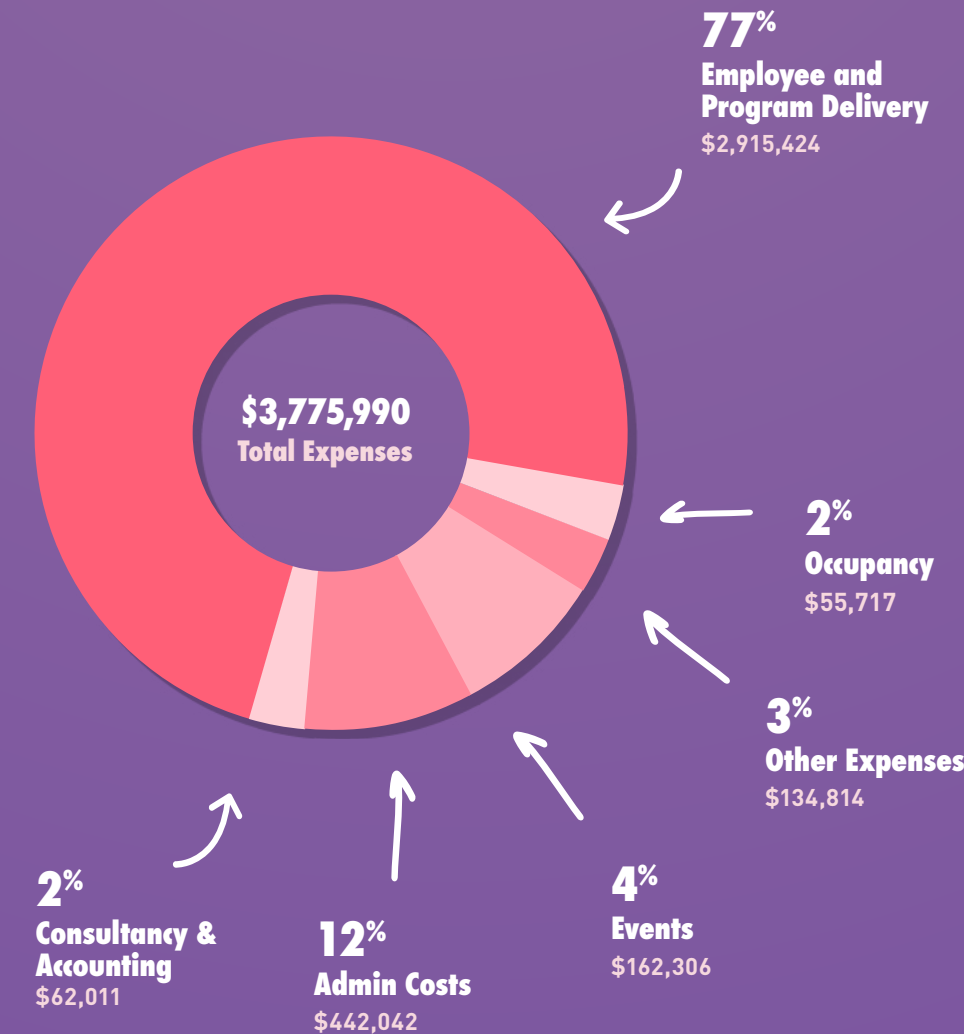
Despite these challenges, sponsorship of programs has grown thanks to our legendary supporters and donors.



# 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 continued our investments in safety initiatives, including dedicated safety roles, security, risk mitigation, and psychosocial support.



# INCOME STATEMENT

	2025 \$	2024 \$
REVENUE		
Donations & Fundraising income	951,710	1,073,063
Event income	-	-
Grant income	451,021	564,674
Sponsorship income	737,895	565,774
Education & Visibility income	841,229	961,201
Other revenue	831	308
Total Revenue for year	2,982,686	3,165,020
EXPENSES		
Administration & Overhead expenses	(442,042)	(711,757)
Consulting and Accounting expenses	(62,011)	(47,626)
Employee Benefits expense	(2,915,424)	(2,257,499)
Events expenses	(162,306)	(123,000)
Finance charges on AASB 16 lease liability	(3,676)	(4,341)
Occupancy expenses	(55,717)	(39,590)
Other expenses	(134,814)	(89,475)
Total Expenses for year	(3,775,990)	(3,273,288)
Total Comprehensive Income for the year	(793,304)	(108,268)

Our accounts are independently audited  
by Stannards Accountants & Advisors.

FULL FINANCIAL REPORT

# FINANCIAL POSITION

	2025 \$	2024 \$
ASSETS		
Cash & cash equivalents	27,443	1,104,877
Financial assets	2,137,416	2,473,691
Trade receivables & other assets	321,259	81,809
Total current assets	2,486,118	3,660,377
NON CURRENT ASSETS		
Equipment & Lease Property	57,677	109,928
Total non current assets	59,380	111,424
Total Assets	2,545,498	3,771,801
CURRENT LIABILITIES		
Trade & other payables	190,848	392,502
Income received in advance	196,600	577,732
Lease liability & provisions	237,975	185,503
NON CURRENT LIABILITIES		
Lease liability & provisions	4,637	61,047
Total Liabilities	630,060	1,216,784
Equity		
Accumulated Surplus	1,805,618	2,584,604
Reserve	109,820	(29,587)
Total Equity	1,915,438	2,555,017



## WHAT'S NEXT

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



### 2023-2026 Strategic Plan

Our 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 2,700 youth.



### Diversity and Inclusion

We have developed our 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**