

**A C O N**

AIDS Council of New South Wales Inc.

# **ANNUAL REPORT 1995-1996**



AIDS Council of New South Wales Inc.

# **ANNUAL REPORT**

## **1995/96**

Committees and Staff List	3
Historical Background	4
Mission & Objectives	5
President's Report	6
Executive Director's Report	8
Unit Reports	
• HIV Living Unit	14
• Community Support Network	16
• Client Liaison & Information Unit	18
• Policy & Women Unit	20
• Sydney Gay Men's Education Unit	22
• Peer Education Unit	24
• Organisational Services Unit	26
Branch Reports	
• Hunter	27
• Illawarra	28
• Mid-North Coast	29
• Northern Rivers	30
• Western Sydney	31
Treasurer's Report	32
Auditor's Report	33
Financial Reports	34

## ACKNOWLEDGMENTS

Design & Layout: Raymond Carbonaro

Editing: Dean Andrews

Printing: The Impressionists

Photography: Maz Images, Peter Elfer, C Moore Hardy, courtesy of Sydney Star Observer

# Committee Of Council

President: Bruce Maughler  
 Vice President: Kathy Sant  
 Secretary: Anneke Gossels  
 Treasurer: Steve MacDonald  
 Elected Members: David Buchanan  
 Adam Davis  
 Marina Payne  
 Chris Graham  
 David Jones  
 Gaurav Puri  
 Simon Watt  
 John Guderis  
 Ian Baxter  
 Paul Kinder  
 PUSMA Representative: Andrew Kirk  
 Paul Macfarlane  
 CSN Representative: Andrew Braden  
 Gay & Lesbian  
 Counselling Representative: Michael Nelson  
 BOP Representative: John Peterson  
 ACON Staff Representative: Tess Ziems  
 Minutes Volunteer: Hesterine Kidd

## ACON Illawarra Advisory Committee

Convener: Lyne Brown  
 Secretary: Diana Franklin  
 Committee Members: Howard Edwards  
 Greg Swan  
 May Thompson

## ACON Hunter Advisory Committee

Chairperson: Graham Davis  
 Secretary: Johanna May

Treasurer: James Nepe  
 Committee Members: Susan Cundy  
 Christine Woodley  
 Wayne Baker  
 David Cook  
 George Quinn

## ACON Northern Rivers Advisory Committee

Convener: Bradley Scott  
 Secretary: Jill Rhodes  
 Vera Bennett  
 Gail Bryson  
 Peter Clemens  
 Joe Durrant  
 Wendy Evans  
 Ian Gray  
 Alan Hickley  
 Ross Lehman  
 Alan McGregor  
 Gary Schumann  
 Victor Shepherd  
 Robyn Singh  
 Bill Trott  
 Mary Ward  
 Sue Wilkins

## ACON Western Sydney Branch Interim Working Party

Convener: Paul Kinder  
 Lia Officer: Chris O'Reilly  
 David Mainikis  
 Judy Playfair  
 Michael Donnelly  
 Stephen Smith

## EXECUTIVE UNIT

Executive Director: Don Baxter  
 Deputy Director: Paul Kinder  
 Executive Secretary: John Hardman

## ORGANISATIONAL SERVICES UNIT

Manager: Kevin Golding  
 Admin. Services Officer: Faye Reaigh  
 Personnel Officer: Mark Crober  
 Payroll Officer: Tracy Wood  
 Training & Development Co-ordinator: Paul Hunter  
 Staff & Volunteer Support Co-ordinators: Steve Keith  
 Alex Sweeney  
 Volunteer Co-ordinator: Marie Cowling  
 Finance Officer: Allen Lee  
 Finance Assistant: Penny Hill  
 Geoffrey Moss  
 Raymond Cartwright  
 Desk Top Publishing: Computer Systems  
 Support Officer: Makana Griffiths

## COMMUNITY SUPPORT NETWORK

Manager: Jim Relford  
 CSN Volunteer & Training Co-ordinator: Liz Yee  
 CSN Operations & Policy Co-ordinator: Tess Ziems  
 Barry Webb  
 Catherine McGilgus  
 Angela Marshall  
 Michael Erwin  
 Care & Liaison Officer - Housing: Alison Cunningham  
 Care & Liaison Officer - Transport: Monica Khour  
 Client Assistance Officers: Julie Callaghan  
 Warren Anderson  
 Diana Carr  
 A/Client Assistance Officer:

## HIV LIVING

A/Manager: David Elder  
 HIV Support Officer: Scott Berry  
 HIV Resource Officer: Noel O'Donnell  
 Treatment Officer: Alan Strain  
 Positive Youth Peer Support Officer: Jacqui Elder  
 Paul Gaudin  
 Ed Morris  
 HALL Co-ordinator: Shelly Daniels  
 Counsellors: Alex Sweeney  
 Tim Wong  
 Grant Pangbourne  
 Spanish Counsellor:

## CLIENT LIAISON & INFORMATION UNIT

A/Manager: Mervin Khouri  
 A/Senior Client Liaison Officer: Nicola Addison  
 Client Liaison Officers: Juliet Dewar  
 Paul Youd  
 Bill Warren  
 Adrienne Martin  
 Pam Jenkins  
 Susan McCookin  
 Shan Short  
 Librarian: Gillian Mahony  
 Information Co-ordinator: Gillian Mahony  
 Administration Assistant:

## POLICY & WOMEN

A/Manager: Robyn Maurice  
 Media Liaison Officer: Trent O'Keefe  
 A/Policy Development:

Officer: Chris Ward  
 Women & AIDS Officer: Rhiannon Jones  
 Family Support Liaison Officer: Vivienne Munro  
 Angela Stewart  
 Partners of Bisexual Men: Philippa Cranwick  
 AGLIDUP Project Officer: Paul Youd  
 GLIDUP Outreach Officer: Sarah Bergin

## SYDNEY GAY MEN'S EDUCATION UNIT

Manager: Brent Mackie  
 Campaign/Resource Development Officer: Nicholas Parkhill  
 GLIDUP Outreach Officer: Paul Youd  
 Venues Liaison Officer: Steven Hales  
 Venues Outreach Officer: Hamish Nixon  
 Sydney Gay Men's Project Officer: David Radford

## PEER EDUCATION

Manager: Alde Sydes  
 Arson Gay Education Officer: Bing Yi  
 NAG Project Officer: Steve Oatway  
 Youth Peer Education Officer: Brad Gray  
 Greg Staples  
 Nigel Carrington  
 Graeme Rose  
 Rural Education Officers:

## WESTERN SYDNEY, PARRAMATTA

Manager: Judy Playfair  
 Administration: Graham Norton  
 CSN Co-ordinator: Pat Kennedy  
 Youth Peer Education Officer: Michael Donnelly  
 Philip Koon  
 Glen Anderson  
 Neil Pienacka  
 Graeme Little  
 David Moriarty

## HUNTER

Manager: Kevin Paton  
 Counsellor/Educator: Gail Matheson  
 CSN Co-ordinator: Rosemary Britton  
 Mary Anne Saunders  
 Wayne Cook  
 Brent Steel  
 Ceryn Callison  
 Administration Officer:

## ILLAWARRA

Manager: Jacqueline Brown  
 Community Education Officer (Gay/MSM): David Weber  
 Volunteer Youth Peer Education Officer: Phillip Graydon  
 Thomas Todd  
 CSN Resource Co-ordinator: Glen Harrington  
 Administrative Assistant: Tracy Simon  
 HIV Community Development Officer: Cathy King

## NORTHERN RIVERS

Manager: EN Furniss  
 Care & Support Officer: Kathleen Cross-Nelson  
 Educator: Sue Rodda  
 Graeme Williams  
 Client Liaison Officer: Glen King  
 Geoffery Colwell  
 Tessel Outreach: Steve Skelgland  
 Youth Peer Support: Sheryl Davidson  
 Kerry Anderson  
 Orona Mercy  
 Robyn Singh  
 SWOP Officer: Aboriginal Outreach Officer: Hep. C Officer:



# AIDS Council of New South Wales

## Mission Statement

ACON's purpose is to bring the AIDS crisis to an end.

We strive to do this by

- building on the response of the gay community;
- empowering all affected by the epidemic; and
- achieving self-determination for people with HIV/AIDS

We work primarily with gay men, and we are committed also to working with other people and communities directly affected by the epidemic in New South Wales.

## Major areas of work

In order to achieve our Mission ACON initiates, conducts and supports a range of activities in four major areas - advocacy and policy, education, HIV support and care, and human and physical resources. Experience has taught us that, rather than four discrete areas of work, these are areas intimately linked. An effective response to the epidemic requires as much a focus on this interlinking as on work in a particular area.

### *Advocacy and policy*

ACON has a key responsibility in developing and advocating effective HIV/AIDS policy. We work in all areas of HIV/AIDS policy including policy issues and advocacy with government, the health system, the community sector and workplaces. We provide advocacy on behalf of individuals living with HIV/AIDS on a wide range of issues.

### *Education*

We conduct a wide range of education programs, focusing chiefly on people living with HIV and gay and bisexual men. These are aimed at improving health maintenance among people living with HIV and at promoting safe sex and safe needle use. A diverse range of strategies and techniques is used, including community mobilisation, outreach, peer education approaches, social marketing and information provision.

### *HIV support and care*

ACON uses a range of strategies to promote empowerment of people with HIV/AIDS. This includes community mobilisation and group support strategies as well as the provision of a range of services promoting independence and improved quality of life for people living with HIV/AIDS. Counselling, peer support, treatment information, home care, housing assistance, legal advice, transport, vitamin and food supplement provision and services referral are major elements in the range of services offered.

### *Human and physical resources*

We work to develop and improve skills of both volunteers and employees in their contribution to achieving our Mission. This includes developing and maintaining an efficient and effective organisation which also fosters and promotes the participation and work of people from affected communities.

## Background

The AIDS Council of New South Wales (ACON), is a community-based organisation funded by the NSW and Commonwealth Government and is Australia's largest AIDS organisation.

## Formation and Membership

ACON was formed in 1985 at a public meeting organised by members of Sydney's gay community to discuss appropriate ways of responding to HIV/AIDS in NSW. The meeting subsequently resolved to form the AIDS Council, adopt a constitution and elect a Committee to manage the affairs of the Council.

ACON represents and provides services for all people affected by AIDS in NSW.

ACON has branches based in the Hunter (Newcastle), the Mid-North Coast (Coffs Harbour), the Northern Rivers region (Lismore), Illawarra (Wollongong) and Western Sydney (Parramatta).

A number of community organisations are closely affiliated with ACON, including the Community Support Network (CSN), which provides volunteer home care and support for people with AIDS, and the Bobby Goldsmith Foundation, a charitable organisation which provides financial assistance to people with AIDS.

## Management

ACON is incorporated under the NSW Associations Incorporation Act and has a detailed constitution and a management plan to ensure efficient use of resources, clear lines of communication and effective participation of volunteers.

ACON is governed by an elected honorary committee of 12 persons, which determines ACON's strategic directions, policy and accepts financial accountability.

Committee of Council has a number of working groups and sub-committees to advise it and to develop policy. Membership of working groups and sub-committees is open to anyone willing to contribute.

The staff of ACON carry out day-to-day administration and implement policy to meet the Mission and Strategic Plan established by the organisation.

Staff also manage the operation of CSN, with the Executive Director of ACON also acting as the Executive Director of CSN.

## Staff

ACON has over 100 permanent staff and a number of other staff employed for fixed term projects.

Staff in the Sydney office are grouped into management units - HIV Living Unit; Community Support Network (CSN); Client Service and Information Unit; Policy and Women's Unit; Sydney Gay Men's Education Unit; Peer Education Unit; and Organisational Services Unit. The staff are responsible through Unit Managers to the Executive Director and Deputy Director, who are in turn responsible to the Committee of Council for all aspects of the organisation's operation.

## Volunteer Participation

ACON and its affiliated organisations rely a great deal on the involvement of volunteers. We actively encourage the involvement of our membership and the community in our activities, particularly in home care and participation in working groups.

## Conclusion

ACON's philosophy is to work closely with the State and Commonwealth Governments and with other organisations in the HIV/AIDS area. The Council and its affiliated organisations provide a very effective model of optimising community involvement in responding to AIDS in NSW.

# In Memoriam

The Committee, Staff, Volunteers and Management of ACON wish to dedicate this Annual Report and the work it represents to the memory of those AIDS Council Staff, Volunteers and Committee members who have lost their lives as a result of AIDS over the course of the last 12 months



# President's Report

The last year has been a dramatic one for ACON and all people living with and affected by HIV/AIDS in our community, with the two most important events being the significant changes in the political environment and in new therapies which were last year hailed as hopeful and which do seem, for once, to be living up to expectations. These changes create opportunities, pose threats and give rise to challenges. I believe that ACON, its staff, Committee and volunteers are capable of rising to those challenges. The achievements outlined in this Report are testimony to the skill and dedication of all associated with ACON.

The election of the first Federal Coalition Government since HIV/AIDS impacted on Australia's social, health and political landscape caused many people to fear for the future of the nation's response to the epidemic. The former Labor Government can be justifiably proud of its record. However, we should remember that the response has been built through strong bipartisan support and in NSW, in particular, we have experienced sympathetic and supportive Coalition Governments.

In Dr Michael Wooldridge we have a minister who is concerned to ensure that the best possible outcomes are achieved for people with HIV/AIDS. Early decisions regarding treatment drugs give hopeful signals, as does the fact that HIV/AIDS was relatively untouched in the recent Commonwealth budget (although some aspects of the draft National Strategy could result in an effective cut to that budget if not changed). ACON was also pleased with the appointment of Chris Puplick as Chair of the Australian National Council on AIDS (ANCA). Mr Puplick has a keen understanding of many issues to be confronted in the epidemic, especially in the area of discrimination. He is also a skilful operator and is committed to achieving outcomes.

However, there are many aspects of Federal Government policy we disagree with and where there will need to be action, either to prevent implementation or to ensure compensation occurs for those already disadvantaged in our community. The decision to treat social security recipients who share accommodation as couples will affect many people with HIV/AIDS. Similarly, cuts to legal aid will restrict the ability of the financially disadvantaged to obtain access to justice.

Of greatest concern, however, are proposed changes to the Commonwealth/State Housing Agreement which could see market rents applied to public housing, threatening the Special Rental Subsidy which the State Government pays to people with HIV/AIDS in the private market. ACON estimates there are over 2000 people with HIV/AIDS in NSW benefiting from these programs. Most could not afford to pay market rent in inner Sydney, where most HIV/AIDS services are concentrated. The situation is likely to be exacerbated as the Olympics draw near.

ACON, along with other housing and welfare groups, has been particularly active in opposing these proposals. We have received strong support from the NSW Housing Minister, Craig Knowles, but it would seem that the Commonwealth will insist the scheme is adopted, meaning our approach may need to focus on ensuring provisions are made for people with special need.

As I have already noted there are certain aspects of the draft Third National Strategy which are of concern to ACON. We have made detailed submissions and have supported the lobbying efforts of AFAO in the hope that the final document is one that we can endorse. However, we cannot support a strategy which does not address fundamental issues facing affected communities. In general terms, the major problem can be categorised as lack of focus. This is the result of attempting to draw in other diseases, such as Hepatitis C, without adequately accounting for differences in the approaches needed to be taken. To a great extent the Strategy is based on the agenda of many health bureaucrats to 'broad band' approaches to public health, part of the Commonwealth's overall approach of disbanding tied program grants and freeing up the States to spend money as they wish.

We all long for the day when HIV/AIDS is a disease which can be treated like most others, when there are appropriate treatments and when HIV positive people can receive care free of discrimination. That time is not yet here. We may be at the point, however, where there is a real opportunity to progress closer to these goals. For the first time combination therapies, viral load testing and early intervention give people with HIV/AIDS hope of, if not a cure, at least a way of prolonging life indefinitely and at a reasonable quality of life.



These drugs must be made available quickly, requiring changes to federal regulation which ACON, AFAO, NAPWA and PLWHA (NSW) have been lobbying for many years. It is also imperative that HIV positive people have access to information about taking treatments. There will be a challenge to ensure that treatments are taken consistently to prevent the build up of resistance, which will be hard for many people wanting to stop as they get better or at times when the treatment does not seem to be having the desired effect. New and more complex education messages will need to be devised and ACON and its constituency will have to support those undergoing treatments. On another front, new hope must not lead to complacency and the destruction of the safe sex culture. We cannot be sure of the long term efficacy of new drugs, nor can we be sure of Government financial support continuing if there is an apparent failure in the prevention message, leaving ACON educators a complex set of new issues to confront.

Having dealt with a few 'big picture' items, I should turn briefly to some of the other important issues which the Committee, staff and volunteers have dealt with in 1995/96.

The euthanasia debate continues to rage and ACON remains at the forefront of that debate. Sadly, the departure of Paul O'Grady from Parliament reduced the momentum for reform in this State. However, events in the Northern Territory have kept the issue on the front burner. ACON will continue to work for what we believe to be a fundamental right, the right to die with dignity.

ACON's educators have again led the world in the development of important new campaigns which help gay men consider their sexual behaviour. *Talk, Test, Test, Trust... Together* was a particularly significant campaign, gaining attention at home and abroad. The campaign was supported by the Ten Network, which ran community services announcements.

ACON assisted the Transgender Liberation Centre in lobbying for transgender anti-discrimination legislation, which was eventually passed by Parliament. We have also supported moves to amend laws relating to same sex relationships, in conjunction with the Gay and Lesbian Rights Lobby. The Council made a submission to the Wood Royal Commission into the NSW Police Service in relation to age of consent laws affecting gay men and calling for the establishment of injecting drug venues. ACON also played an active role in resolving problems at the PLWHA Day Centre. We hope that the Centre can now function effectively playing a crucial role in alleviating problems associated with poverty and isolation for HIV positive people.

Members of Committee and staff have developed a fundraising policy which we hope will assist in giving the organisation greater independence from government funding. However, government will continue to be our chief source of financial support. We are particularly grateful for the support received from the NSW Health Minister, other State Government Ministers and NSW Health, in particular the AIDS Branch.

I would like to thank all staff and volunteers who have worked so hard and achieved so much in 1995/96. Nothing would happen at ACON without the dedication each and every one offers. The Management Team has provided strong and effective leadership, deserving thanks and praise for a demanding job well done.

I would particularly like to thank the Committee, an extremely talented and energetic group. They have each taken on various 'portfolio' responsibilities and I have always trusted that where they were active things would get done. Committee has been involved in treatments activism, political lobbying, the development and monitoring of education strategies, the development of fund raising and membership policies, to name but a few.

Finally, I must single out Don Baxter. This will be the last Report in which he features as Executive Director. In many respects, Don is ACON, stamping his mark on the place and devoting so much of his life to it. He has extraordinary political, analytical and management skills and his departure will be a great loss to the organisation. Don's successor will have a hard task to follow. I am sure that we all wish him well in the future and look forward to his counsel and advice in the years to come.

*Bruce Meagher*  
President



# Executive Director's Report

1995/96 has been somewhat of a schizophrenic year. On the one hand, the external environment in which ACON operates has been characterised by uncertainty and change. The key elements contributing to this were the federal election timing and outcome (stretching over nine months), the awkward confluence of an election and the expiration of the Second National Strategy and its associated funding, a dramatic, albeit welcome, paradigm shift in HIV science and treatments and a new State government finding its feet.

Internally, on the other hand, the overall picture has been one of intensive, well-directed work in a stable environment, shaped and directed by full implementation of the second year of the ACON Strategic Plan. Despite the external uncertainties, ACON's programs and services have been delivered at full capacity. Improved program focus and better use of volunteers has allowed expansion in many areas, achieved with a very satisfactory financial result given the complexity of our programs and funding sources. That this was achieved is due in no small measure to a Committee of Council providing vigorous leadership appropriately focused on the key strategic issues facing the organisation, and in a way which instilled confidence and comfort in the volunteers and staff delivering the day-to-day services.

I draw readers attention to long-term investments made in three major areas which have come to fruition over the last 12 months. They have enhanced our work significantly and arise from the Strategic Plan.

Firstly, the development and implementation of the Gay Men's Education Strategy has seen a transformation in the quality and quantity of our work, to the extent of international acknowledgement at the Vancouver AIDS Conference in July 1996 for our world leadership in the area.

Secondly, the implementation of our revised Volunteer Strategy has allowed enhanced and expanded service delivery at minimal additional cost through better-trained, better-resourced, more productive and more satisfied volunteers in nearly every area of the organisation's diverse operations. The UNAIDS program is currently considering promoting our strategy as a model of volunteer management.

Thirdly, participation by HIV positive people has increased in all areas of the organisation. The success of this largely invisible process can be measured in the reduction of tension between HIV positive and negative people working together and the expressions of support for the sensitivity and quality of our services and campaigns in a wide range of surveys and evaluations.

The past 12 months have demonstrated the robustness of ACON's planning, leadership and management systems. We have been able to survive and significantly influence a turbulent, at times tempestuous, external environment, yet continue to provide sufficient levels of internal stability to foster both growth and significant change which in no way compromised the organisations' performance. This is an unusual achievement for an organisation of this size. Notwithstanding any major internal and external changes in the next 12 months we have sound reason to be confident that the systems and structures are in place to ensure ACON continues to move towards achieving its mission.

## EXTERNAL RELATIONS: GOVERNMENT & COMMUNITY

ACON has successfully developed a close relationship with the NSW Government and its Health Minister, Dr Andrew Refshauge. We welcomed the Minister's World AIDS Day announcement of an additional \$2 million for high cost drugs and diagnostic tests, which met the government's response to ACON's policy proposals released during the election. We have also developed strong links with the Attorney-General, Mr Shaw, and more recently with the Housing Minister, Craig Knowles. Mr Knowles has been very helpful in our campaign to ensure the Commonwealth Government's proposed



*Don Baxter accepting the 1996 DIVA award for Outstanding Achievement by an Individual.*



changes to public housing arrangements do not jeopardise the health of people with HIV/AIDS.

Our relationship with the NSW Government has in no way compromised our capacity to be critical of it. We took a very prominent public position against the Government's proposal to move St Vincents Hospital to St George, threatening the country's leading AIDS treatment unit. The fact that our good relationship with the Government continues despite this opposition reflects its strength.

We have also established good working relations with the office of the new Federal Minister, Dr Michael Woolridge. His appointment was welcomed for his detailed understanding of the health portfolio and for his special interest in, and knowledge of, HIV/AIDS. This interest was demonstrated in April by an extensive visit to ACON by Dr Woolridge's AIDS policy adviser, Naomi Dougal.

Our relationship with the NSW Department of Health AIDS and Infectious Diseases Branch has remained constructive and productive. Ross O'Donoghue continues the tradition of vigorous, yet consultative, leadership. However, concerns have developed recently about the understanding of, and commitment to, the AIDS program at more senior levels in the Department. ACON will need to monitor the situation over the next 12 months.

Despite the occasional spat, relations with HIV and gay and lesbian community organisations has been largely productive, with the notable exception of [the now defunct] HEAL Inc. We came under some pressure from some community organisations on the 'poverty' issue, but in the long run our strategy of facilitating discussions and focusing on getting the PWA Day Centre operating effectively, concluded with an unanimous endorsement of our role by a wide range of community organisations.

ACON continues to work closely with AFAO on issues of national significance. It has been particularly important with the change of federal government and expiration of the Second National Strategy. Despite some leadership issues in AFAO in 1995, our joint achievements in policy development, advice and co-ordinated service and program delivery was remarkable for its lack of problems.

The AIDS Trust of Australia and ACON have worked closely in the potentially conflict-prone area of fundraising. The Trust last year provided over \$80,000 in grants to ACON, enabling us to conduct projects and work we could not otherwise have undertaken.

Research provides essential guidance to the development of many of our programs. We work closely with the Macquarie unit of the National Centre for HIV Research by advising, liaising and assisting with many of their research projects. The relationships has its occasional hiccup and there is always plenty of healthy debate.

Relations with most Area Health Services have improved, with a notable success being the support ACON provided for the Rural HIV Conference in Dubbo. In the North Coast we finally saw a much-needed Departmental review of HIV and STD services. A number of Areas have now developed more appropriate programs for homosexually-active men, however, South Eastern Sydney Area, with the largest prevalence of HIV, remains largely preoccupied with internal changes arising from amalgamation and has unfortunately suffered a lack of leadership in the HIV area.

## MAJOR POLICY ISSUES

In addition to the issues noted above and in the President's Report, ACON has continued to play a leading role across a range of HIV/AIDS policy issues, including the following areas:

### • *HIV science and drug developments, access and uptake*

ACON has played a leading role in raising community awareness of the "paradigm shift" in our understanding of HIV and how to treat it. Working closely with NAPWA and AFAO we have been vigorous lobbying of a range of drug companies and government bodies to improve access to drugs and standards of clinical management. Part of our success has been the NSW Minister's \$2 million World AIDS Day announcement mentioned earlier, widespread compassionate access schemes and the availability of viral load tests. Commonwealth drug funding rules, however, still allow access only after substantial damage has been done to the person's immune system. This issue will remain a priority in the next 12 months.

### • *Review of AIDS Treatment Services in inner Sydney*

The State Government agreed to our proposals for a review of major treatment services following improvement in HIV drugs, the proposed move of St Vincents to Kogarah and the proposed Barker Street Centre.



The review, the first since 1989/90, is currently under way, although in a rather more circumscribed way than we would have preferred.

Working alongside NAPWA and AFAO, we have had many successes in the treatment area. However, there are still some key problems to be addressed. These include a lack of awareness among many with HIV of the "paradigm shift", no long term solution to funding of viral load tests and also Commonwealth drug funding criteria. This last problem is an issue with criteria currently allowing subsidies only if there is already substantial damage to the person's immune system.

• **National HIV/AIDS Strategy**

ACON joined with AFAO in a lengthy lobbying campaign to ensure the National Strategy and its associated funding is continued beyond June 1996. This appears to have been largely successful, although a further submission has been lodged in an attempt to ensure the Strategy is not diluted with Hepatitis C and sexual health to the extent that the nation's response to HIV/AIDS is jeopardised.

• **Housing and People with HIV/AIDS**

We recognised what a potential threat to people with HIV/AIDS, albeit unintended, the new Commonwealth Government's changes to public housing represents. The medium and long-term effect would be to force PLWHAs to move away from their treatment centres and sense of a secure, supportive community. While considerable progress has been made, this issue will require much more work over the coming months.

• **HIV-related poverty, "Starving To Death" & the Day Centre**

This very real and complex issue caused considerable heat in the community in late 1995. Recognising that the desired goal - increased pensions for people with AIDS - was not likely to be achieved in the political environment of the time, ACON focused on ensuring the Day Centre, the key Sydney agency responsible for alleviating some effects of poverty, returned to effective operation after having been allowed to descend far below that by the Eastern Sydney Area Health Service. In what was a complicated, protracted, and sometimes unpleasant, process this has now largely been achieved.

• **Negotiated Safety in Relationships**

ACON developed and launched the *Talk, Test, Test, Trust... Together* campaign in early 1996. This was the first extensive campaign in the world to address the issue of negotiated safety directly and received widespread praise from the local community and international HIV organisations. It has moved policy and strategy in this area forward both nationally and internationally.

• **Non-Gay Identifying Homosexually Active Men's Strategy**

Following the success of the Gay Men's Education Strategy, extensive work has gone into developing a similar strategy for non-gay identifying men who have sex with men. The complexity of analysis and planning required in this contentious area means it will now be finalised late in 1996.

• **Euthanasia**

In late 1995 we continued our campaign to legalise voluntary, active euthanasia, which included the release of a draft bill. This improved the standard of public debate considerably. Unfortunately the leadership of both major parties in NSW failed to build on the lead provided by the Northern Territory legislation and we were forced to focus our attention on other priorities.

• **Wood Royal Commission into NSW Police**

Justice Wood's Commission has had a positive effect on sex industry law reform and possibly some



1995 Teddy Auction



assistance around injecting drug issues, but a negative impact on gay men and sex involving young men. ACON lodged two well-received submissions with the Commission, the first urging a change in the age of consent for sex between men, which would considerably assist our HIV education and prevention efforts with young men, and the second urging the establishment of safe injecting rooms in areas of high drug use. We await the outcomes.

#### • *Sex Industry Law Reform*

The NSW Government enacted the Disorderly Houses Amendment Act in late 1995, thereby achieving one of ACON's long-term legislative objectives. We assisted the SWOP Legal Working Group in shepherding appropriate legislation through. While the immediate outcome for SWOP has been an increase in work with local government, it has already considerably improved the working environment for safe sex and injecting education.

#### • *Prisons Policy*

After lengthy negotiations, ACON and five other community organisations were able to sponsor a Community Prisons Policy on Blood-Borne Diseases. The policy sets a standard for correctional institutions and departments to work toward. We were pleased to note that following the release of the policy the NSW Government moved to trial condom availability in two prisons, with an extension to all prisons if successful. Needle and syringe availability, a more significant public health objective, remains elusive.

#### • *ACON Fundraising Policy*

An energetic team has developed a comprehensive fundraising policy for the organisation. This is very timely given the growing complexities of fundraising and funding sources for HIV/AIDS programs, and will bring greatly improved clarity to a range of activities.

#### • *NSW Health NGO Devolution Program*

ACON played an important role for the HIV/AIDS community in the Department of Health's devolution of non-government organisations to area health services. It is moving ahead with significant modifications from what was originally proposed, though perhaps not enough. ACON will need to clarify its ongoing role on this issue and establish structures to fulfil that role.

### PROGRAM CHANGES & ADJUSTMENTS

While ACON's overall program expanded into only one new area this year - the Family Support Project for families with children in crisis involving HIV - activity levels in nearly every area were higher and there were a range of significant changes, reviews and adjustments.

#### • *Volunteer Strategy Implementation*

Increased management focus on implementing the Volunteer Strategy has seen increased contributions by volunteers in many areas of ACON, increasing our capacity to provide cost-effective service to clients. These services include the expansion of Counselling services through the recruitment and training of volunteer counsellors, a revitalisation of the volunteer base for the legal advice service and improved facilitator training across the range of peer support projects. We have also significantly increased volunteer support in administrative operations.



*Candlelight AIDS Memorial*

#### • *Gay Men's Education*

A number of adjustments have been made to the education units following the adoption of the Gay Men's Education Strategy. A joint Committee/community/staff planning team was established and new program processes developed. Our campaign activity increased by 300% this year, with quality improvement demonstrated through external evaluations.

#### • *Home Care/Housing/Transport*

The integration of services in the CSN Unit has been completed and our regular client surveys indicate it has been very well received.

**• Review of Gay & Lesbian Injecting Drug Use Project**

An external consultant was contracted to review the objectives, operation and structure of GLIDUP. The consultant has provided a comprehensive report with recommendations to be implemented in the latter half of 1996.

**MAJOR EVENTS, CAMPAIGNS & RESOURCES**

ACON conducts a large and varied range of events and campaigns each year. The reports by branch and unit managers cover these in some detail. The major events this year include:

- the *Withdrawal* Campaign, primarily conducted through gay media; evaluation showed high recall and impact in the Sydney gay community
- a revitalised Sex Venues Code of Practice and implementation campaign has led to significant improvements in recalcitrant venues
- the *One Community* Campaign, an adaptation of a Western Australian campaign emphasising mutual responsibility between HIV positive and negative people
- the *Women & HIV Visibility* Campaign, featuring billboards at major railway stations and a poster campaign
- the *Talk, Test, Trust, Trust... Together* Campaign about negotiated safety for the inner Sydney gay community
- the *Trust* Campaign (for Women), addressing condom use and negotiated safety in heterosexual relationships
- the annual Candlelight AIDS Memorial in May, which attracted over 7000 people
- the 1996 Hand-In-Hand Party in June, raising over \$100,000
- the Teddy Bears Auction in 1995, raising over \$10,000 (shared with the Victorian AIDS Council)
- an exhibition of ACON posters produced in the past ten years, exhibited in Sydney at the Midnight Shift bar and in Coffs Harbour

**INTERNAL OPERATIONS**

ACON's internal management continued to run efficiently through the Management Team and quarterly management forums, which included the branch managers.

Our financial outcome, a small surplus in an operating budget of seven million dollars, is particularly noteworthy this year. All ACON projects are tightly budgeted and are now at full operation, giving managers limited flexibility in adjusting to change or crisis in any area. The Management Team aimed for a \$50,000 surplus, which would have been achieved but for the unforeseen need to settle a legal claim concerning the make good of our former office in Goulburn Street. That we were able to come in on budget, yet both change and expand many of our services and programs, is a credit to the Team.

The Management Team also focused on encouraging co-operation across the organisation to ensure maximum synergy in our work. A number of organisational cultural factors have often worked against this. ACON provides an unusually disparate range of services for one organisation (education, support, counselling, home care, legal advice, transport, housing, information in both rural and urban settings); our history of growth is an accretion of individual, task-focused projects, often bringing their own particular constituency; and, as the community's primary response to HIV, we want to promote community ownership of initiatives and projects. This is, of course, much easier in a small-scale project than a large, multifaceted organisation.

A number of strategies have been put in place to increase synergy across the organisation, foster easier and more systematic 'entry points' to the organisation for clients and to promote a wider range of options for volunteer experience and contribution. These included a series of workshops for staff and volunteers, the development of a Code of Conduct for the organisation (workshopped throughout ACON), more emphasis on cross-Unit projects and working parties, implementation of the Volunteer Strategy and some structural reforms mentioned above in the CSN Unit and arising out of the Gay Men's Education Strategy.

The Management Team deserves particular recognition this year. The turbulence in the external environment has meant I have been almost entirely focused on external issues - elections, national strategy expiration, funding, new governments and scientific developments. Yet internally the organisation intensified and expanded its effort, operated on budget and staff were able to work in a stable, task-focused environment. At the same time the Team provided sound and often steadying advice and input to external strategic decisions.





*Talk, Test, Test, Trust... Together Campaign materials*

## CONCLUSION

This is my final report after six years as Executive Director of ACON. While the work has been intense, sometimes arduous, often difficult, the job itself has been a privilege. Few people in society get the opportunity to work in an influential position on issues that are close to their very being and sense of self within a community. This makes motivation and commitment a non-issue and rewards and remuneration largely irrelevant. The effects of my work is the reward itself.

Understandably there are significant levels of anxiety about my departure and replacement. While the organisation will need to manage the transition carefully, I do not share the anxieties. The new Director will be taking over an organisation which has:

- a talented Committee, focused on the key strategic issues and providing dynamic leadership
- a skilled and experienced Management Team able to focus on program implementation but also provide input and support on the key strategic issues
- a staff which has confidence in the management and organisational systems in a way which allows them to focus their work
- a large and growing volunteer base operating within improved systems which promotes their value
- a sound Strategic Plan (which will undergo a full scale review in early 1997) which has provided direction and coherence to the organisation, provides the vehicle for the organisation to adapt to the changed circumstances of new government, treatments paradigm and National Strategy, all of which will become clear only in late 1996
- an organisational culture which is largely harmonious but does not resile from creative tension, attempts to address non-productive conflict and maintains a focus on achieving the mission and goals of the organisation.

With 1997 and beyond bringing a new set of challenges, these worthy achievements need to be maintained. Some challenges are positive, some exciting, some less than either. They include dramatically altering the course of disease progression in many, perhaps most, people with HIV; major changes in the national and inter-government health policy development, funding and service delivery; new challenges in transmission prevention in a changed treatment environment; bringing the crisis to an end.

*Don Baxter*  
Executive Director



# HIV Living Unit

The HIV Living Unit has had a hectic 12 months with many changes of personnel working in the unit on both a paid and unpaid basis. Changes to the external HIV/AIDS environment have also impacted the Unit in a substantial way.

## THE COUNSELLING TEAM

The permanent counselling staff have witnessed client demand for the Team's services increase over the past year. It is anticipated that with changes in treatments and the impact this will have on people living with HIV/AIDS, that more people will want to access the team to help them work through difficult and important decisions.

The recruitment and training of a team of volunteer counsellors has considerably enhanced the team's ability to meet the current and future demands on the service. Because of the introduction of volunteers, the Counselling service was able to expand its services to six days a week, operating on Saturdays. The program is anticipated to continue next year. A great deal of appreciation goes to Sharon Snir, Ron Rochester, Geoff Moss, Penny Hill, Angelo Morrelli and Alan Tan who have volunteered their time to help provide this valuable service, and to Steve Keith who has co-ordinated the Project. The Levi Strauss Company and AIDS Trust of Australia provided funding for the development of the program and ACON wishes to acknowledge this support.

Early in 1996 an eye-catching poster and pamphlet were produced to advertise ACON's counselling program. While the poster aims to promote the service in the community, the pamphlet provides service-users with a number of counselling options to consider. Both resources have proved successful in achieving their aims.

It was with some sadness that the team farewelled Marcus Cohen in March. Marcus was a counsellor with the team for several years and his dedication to clients and ACON were enormous. Marcus made a significant contribution to the ACON Strategic Planning process and was for a time Acting Manager of HIV Living. We wish him well in finishing his PhD and other endeavours. Tim Wong recently joined the team as Psychologist/Counsellor and we hope he finds his work with ACON to be rewarding.

## THE TREATMENTS PROJECT

As a deluge of information about treatments continues to come through the Internet and from other sources, the Treatments Officer had a busy 12 months making the information accessible to clients. This was achieved through regular group information sessions, one-to-one consultations with clients and through newsletters and bulletins. The Treatments Officer also represents the organisation on a number of treatment advisory groups, assists in lobbying drug companies and



**HIV living Counsellors**

**EMOTIONAL LIFTS**  
Who to talk to when you don't need a friend

**ONE-TO-ONE CONSULTATIONS**  
Book for a one-off touch-up or a six-month make-over

**EXTENSIONS**  
More counsellors and longer hours mean you can come after work

**SAFE PROCEDURE**  
All gossip guaranteed to go no further

**DIAL-A-COUNSELLOR**  
10am-6pm weekdays  
Freecall 1800 647750

Call (02) 206 2000 for an appointment

government bodies and liaises with medical practitioners so that the HIV community continues to have a voice in, and access to, treatment decisions.

The Project is currently recruiting volunteers to assist the Treatments Officer in providing basic treatments information to clients. Also being developed is a campaign which identifies access issues to the new generation of combination therapies.

## THE HIV SUPPORT PROJECT

The Support Project continues to provide a high level of support to HIV positive gay men through facilitated peer support groups, information sessions and one-to-one support sessions.

This year has seen a number of changes to staffing with the departure of Stephen Gallagher from the position of Health Maintenance Officer and Scott Berry as HIV Support Officer, both of whose contributions to the Project have been substantial. Along with the new position of HIV Support administration officer these two positions are currently being recruited. The contribution of volunteer facilitators has continued to be crucial in allowing the team to provide services to the HIV community. With the change in personnel we will be taking the opportunity to reflect on the Project's work, making appropriate adjustments to better meet the ever-changing needs of gay men living with HIV/AIDS. Recently Planet Positive, a HIV Living Room within the ACON Resource Centre, was officially opened. The facility provides a relaxing and practical area for HIV positive clients visiting ACON.

## HIV & AIDS LEGAL CENTRE (HALC) INC.

This year has seen an expansion of the HALC team following the recruitment of a full-time Legal Centre Administrative Officer. The creation of the position has improved the running of the HALC office, co-ordination of volunteers and liaison with other legal bodies.

The client load of the Centre has remained constantly high throughout 1995/96. The Monday night legal service continues to be in demand by those requiring advice in HIV related matters. It is mainly through the tireless work of much-valued volunteer solicitors that the Monday night service has continued.

## UNIT MANAGEMENT

Peter McCallum, Manager of HIV Living, resigned his position in June after much hard work on internal and external issues relevant to the operation and work of the Unit. David Edler, currently acting in the position, has continued this work so that HIV Living can continue to provide a high quality standard of service to NSW's HIV community.

David Edler  
A/Manager

**HIV living**

**Support groups**

Join one for free

**SECRETS REVEALED**  
Hear how others deal with lovers, treatment, grief

**SPECIAL SEALS SECTION**  
Everything that's in the group stays in the group

**TRUE HAPPINESS**  
"I found him there"

**ATTITUDE: free!**  
Leave it at the door

**THE GUILT LOSS DIET**  
Get that weight off your mind in just 8 weeks!

Phone Scott on (02) 206 2014



# Community Support Network Unit

- A VISION OF SERVICE TO CLIENTS
- A MISSION OF CARE AND SUPPORT
- A STANDARD OF EXCELLENCE;

In 1995/96 the Care, Housing and Transport (CHAT) Unit underwent some of the most significant and progressive changes in its history, not the least of which was a name change to the Community Support Network (CSN) Unit to accurately describe the newly-integrated nature of services offered to clients.

Early in this process of change staff members met with volunteers and clients to pose several questions. Amongst these were:

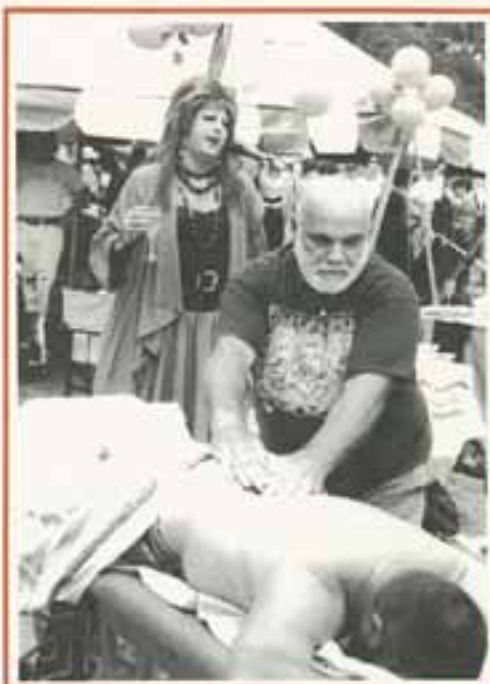
- What are we trying to achieve?
- How can we measure our outcomes?
- What outcomes are we actually achieving?
- How much is it costing?
- Can we use our resources better?

Along with these questions, the Unit adopted three statements as the philosophical framework on which decisions related to client service would be made.

- (1) Clients are not our main focus: they are our *only* focus. Although from time to time we have to turn our attention and invest resources elsewhere to assure our service delivery is the best it can be, the fundamental principal underlying any decision will be the enhancement of services to clients
- (2) People want continuity of care. *"Clients want to move easily between the various forms of health care without complex administrative worries"* (NSW Health Department)
- (3) Services provided to people living with HIV/AIDS should be based on the premise that they will maintain to the maximum degree possible their health, independence, dignity and autonomy.



Recruiting new CSN volunteers at Mardi Gras Fair Day



Hands On demonstration at Mardi Gras Fair Day

After considering these questions and statements, it became clear that a more effective way to offer our services was to merge the three separate projects of care, housing and transport into a single operation. As a result, service was improved without increasing costs and, most importantly, client service standards were enhanced. Multi-skilling replaced specialisation. When responding to client enquiries, staff would be able to offer information and advice in all areas of the Unit's work. This new focus reflected a greater depth of understanding about how to be responsive to the expressed needs of clients.

In addition to organisational streamlining, clients, carers and staff joined together for a series of meetings to develop a revised mission, which now acts as a basic tool to determine how services are offered in CSN.



"Community Support Network (CSN), affiliated with the AIDS Council of NSW, is committed to supporting the quality of life, independence and choices of people living with HIV/AIDS in New South Wales. We offer supportive home-based care, transport and housing services as identified and required by our clients, without regard to mode of transmission, beliefs, background or sexual orientation. People who deliver the services are trained and equipped to do so effectively. We will strive to be sensitive and responsive to our clients' needs, adapting ourselves to achieve service excellence."



CSN participating in Mardi Gras parade

With changes to its structure and mission in mind, CSN undertook a number of exciting activities throughout the year. As a part of a reinvigorated recruitment program, Fair Day found CSN demonstrating some of its activities, including bed bathing and massage. This was followed by the a Mardi Gras float of a giant vacuum cleaner surrounded by more than 100 CSN volunteers and clients.

Thanks to a grant from the Levi Strauss Company, CSN was able to develop a training course for significant others caring for their loved ones. A new train-the-trainer course was also developed. It will directly impact on the number of new carers who can be trained.

Carer Forums, which had not been held for a substantial period of time, were revived. More than 60 carers attended the first of these to hear treatment updates and enjoy an awards presentation ceremony from the Mardi Gras. Almost as many attended the second forum on HIV nutrition. Recently CSN has introduced high quality, nutritious frozen meals to household clients and, if required, can roster a carer to visit the client to help heat the meals.

Tight financial management practices have been put into place in the past 12 months and all expenditures are carefully monitored by staff. The streamlined Unit finished within budget for the first time in several years and service was judged to be excellent as indicated by responses to a mail survey of clients.

## Statistics

### Care & Support Services

No. of clients	302
No. of volunteer carers	247 active (57 on rest)
No. of care shifts	9 566
No. of care hours provided	23 819

### Transport Services

No. of clients	280
Total No. of journeys	3 248 (CSN vehicle) 5 480 (taxi)

### Volunteer And Training Service

#### Training

No. of Volunteers trained	94
---------------------------	----

#### Support

No. of facilitators trained	32
No. of vol. support groups	82
Primary carers/sig others	
No. of training modules presented	12
No. of participants	60

#### Service Promotion

No. of presentations to other agencies, seminars or conferences	16
---	----

As part of an ongoing commitment to service development and excellence, CSN is involved in the Community Health Accreditation Standards Program (CHASP), which should see CSN registered as one of the few community based accredited associations with the NSW Department of Health. Staff and volunteers are working in anticipation of the first review by the external panel of experts in April 1997.

Finally, and most importantly, 1995/96 has seen CSN change and develop in ways that have surprised, delighted and challenged everyone involved. But perhaps the most valuable lesson that has been learnt is that CSN can be as responsive and successful as its clients and volunteer carers challenge it to be.

Jim Belford  
Manager

# Client Liaison & Information Unit

## INFORMATION

The Information Team is the access point for many people utilising ACON's resources, including HIV positive clients, health professionals, family, friends and carers of PLWHAs, students and other organisations. The Information Team also co-ordinates information systems within the organisation and is staffed by a co-ordinator, administrative assistant and trained volunteers.



*Bruce Meagher, President receiving condom sponsorship from DNA Alcohol*

There has been a dramatic increase in telephone enquiries in the past 12 months. A new system of recording and collating responses by the Team has provided concrete evidence of its importance in information provision, both externally and internally. ACON would like to acknowledge the efforts of Janet Jukes, who was responsible for turning the concept of information provision into an effective and operational Team. Janet left ACON in July to return to Melbourne.

A key highlight this year was the production, launch and distribution of two important brochures: the *ACON Services Guide* and *ACON Safe Sex and HIV/AIDS*. The *Services Guide* provides an overview of the range of services offered by the various projects within the organisation, while *ACON Safe Sex and HIV/AIDS* is the third edition of one of ACON's oldest and most successful leaflets on HIV transmission. The Information Co-ordinator also played an instrumental role in the development of the *Information Technology Strategy*, which examined the technology needs of the organisation and its projects.

## CLIENT LIAISON TEAM

This Team is the initial point of contact for many clients accessing ACON services. Through operating the switchboard and reception, the Team refers clients to the appropriate project within ACON, as well as to external organisations. A needle exchange service is offered at reception and counselling appointments are made through the Team. The Vitamin Service, which provides vitamins and nutritional supplements to HIV positive clients, is administered by the Team.

The past 12 months has seen a number of long term staff departing Client Liaison, resulting in a period of some difficult adjustments for the Team, particularly following the departure of Senior Client Liaison Officer, David Radford, and several changes of Unit management. The hard work and dedication of Nicola Addison and Juliet Dewar in maintaining the efficient running of the team through this period is to be particularly acknowledged.





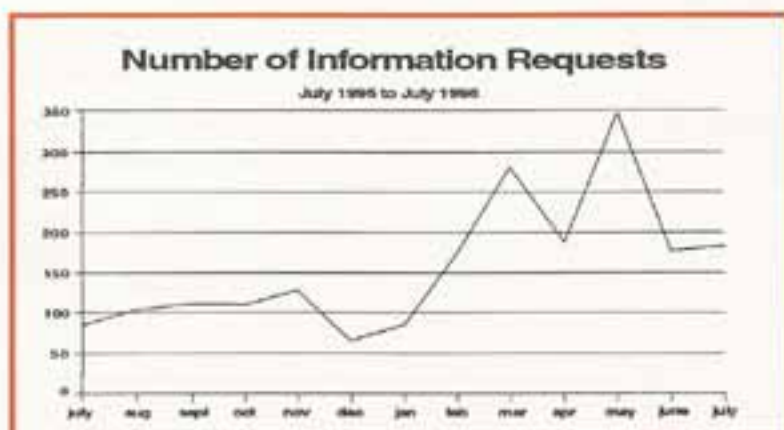
## LIBRARY

The Library joined the race to the 21st century in 1995/96, going on-line on the Internet. Geko generously provided ACON's connection free of charge for 12 months, providing access to a wide range of previously inaccessible information. Communication with other organisations, both nationally and internationally, by e-mail was established following the training of Library staff.

As with the Client Liaison Team, staffing shortages were experienced due to extended leave and the resignation of Librarian Meryl Pannaci in April. This resulted in a short period where the Library was open only part-time. However, disruption to clients accessing the services of the Library were minimised as much as possible thanks to the volunteer work of Ling Fan, whose assistance has proved invaluable.

The Library continued to be an active member of the HIV/AIDS Library Network. Library staff assisted with a Network information stall at the NSW HIV/AIDS Health Promotion Conference.

Monica Khouri  
A/Manager



## Information Requests by Client Category July 1995 - July 1996





# Policy and Women Unit

The Policy and Women Unit (PAWU) has had an enormously productive year in 1995/96. This report presents an overview of the highlights and directions of the projects.

## POLICY PROJECT

ACON and AFAO produced a joint submission to the *National HIV Testing Policy Review* commissioned by ANCA. Issues discussed by the Review included licensing of rapid HIV test kits, the desirability of screening select groups (e.g. pregnant women, prisoners) and whether HIV tests should be user pay.

A paper was prepared which discussed the impact of the massive changes being implemented by the new Federal Government to public housing. ACON also organised meetings to provide HIV stakeholders into a comprehensive submission to the State Government's Housing Green Paper.

With Hepatitis C becoming increasingly prevalent in NSW, and with pressure for HIV services to merge with Hepatitis C services, a survey amongst ACON staff and volunteers found that such a crossover had only limited potential.

The release of ACON's proposed *Voluntary Euthanasia Bill* made recommendations to the NSW Government on law reform in this important area. ACON also played an integral part in the formation of the Coalition of Organisations for Voluntary Euthanasia (COVE).

The *Prisons and Blood Borne Communicable Disease - The Community View*, a comprehensive policy on prison reform, was released by a coalition of community organisations of which ACON was a prominent member.

## MEDIA LIAISON PROJECT

The Media Liaison Project's primary role is to foster constructive, responsible and accurate coverage of HIV/AIDS issues in the mainstream and lesbian and gay media. The position is generously funded by the AIDS Trust of Australia and through other non-government funds.

Internally, the Project has assisted a number of ACON projects in launching new campaigns. Committee, key stakeholders and staff are also kept informed of HIV/AIDS issues arising in the media through daily news summaries. Project officers and staff from allied organisations can also access the Media Liaison Officer to develop strategies and skills in dealing with media.

## HIV WOMEN'S SUPPORT PROJECT & SCREAMLINE

The HIV Women's Support Project undertook a number of successful projects this year. The *MY SEX - For HIV Positive Women* booklet

involved the HIV Women's Support Project, Women & AIDS Project, Positive Women NSW and Family Planning. The booklet discusses sexuality issues relevant to HIV positive women. The third Annual Retreat for Positive Women was another collaborative success involving the HIV Women's Support Project. This year's retreat provided an important opportunity for participants to have input into the KMI herbal trial.

The Project was involved in numerous training courses and

postcode/region  
of callers



Screamline Caller statistics



Women & HIV/AIDS Visibility and Awareness Campaign

presentations, including World AIDS Day, the first HIV Rural Conference, the Third Asia/Pacific Conference on AIDS and the Vancouver International Conference on AIDS.

*Screeline* is a 1800 peer support phone line launched in 1995. It provides women living with HIV/AIDS throughout NSW access to peer support and is staffed by volunteers.

### WOMEN & AIDS PROJECT

In addition to its regular and ongoing provision of policy and project support to a range of agencies, the Women and AIDS Project had a number of significant achievements over the past year.

A highlight was the *Women and HIV/AIDS Visibility and Awareness Campaign*, with the Project co-ordinating the production of a series of four posters promoting HIV/AIDS issues for women. It included billboard ads at over 20 sites in Sydney, Newcastle and Wollongong.

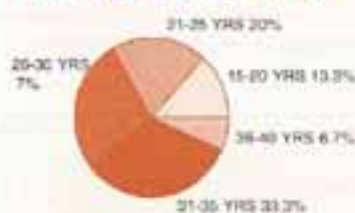
Women in the National Strategy (WINS) was a response initiated by the project with Family Planning to co-ordinate responses to the evaluation of the Second and Third National AIDS Strategies. This group involves a number of agencies working in the women and HIV/AIDS area. Women and Antenatal Testing (WANT) is another ongoing group which examines the issues of antenatal testing for HIV and the resource needs for HIV positive and negative women considering pregnancy.

### IDENTIFYING FACTORS OF CALLERS



*Screeline Caller statistics*

### AGE OF CALLERS



*Screeline Caller statistics*

### WOMEN PARTNERS OF BISEXUAL MEN PROJECT

The Women Partners of Bisexual Men Project enjoyed great success in 1995/96 with the production of two new resources. The *Trust Campaign*, developed in conjunction with the Women and AIDS Project, discussed the issue of condom use and negotiation of safe sex in heterosexual relationships. A poster and pamphlet were two important components of the campaign, as was a video. The video, a resource for women partners and health care workers, features women involved in the project discussing their experiences and excerpts of the ABC TV drama *GP* episode about women partners.

The Project has expanded the number of support groups and has produced *The Other Side of the Closet*, a new newsletter for health care workers in conjunction with the peer support newsletter which continues to be accessed by a large number of women.

### GAY & LESBIAN INJECTING DRUG USE PROJECT (GLIDUP)

Throughout the year GLIDUP provided service to gay and lesbian party goers through Information Booths at the Mardi Gras, Inquisition, Hand In Hand, Sleaze Ball and Pride New Years Eve dance parties and Fair Day. Co-ordinated by the Project officers, the booths are staffed by hard-working volunteers. GLIDUP also contributed articles to a range of publications and continued its advocacy, support, information and service provision for HIV positive and negative gay men and lesbians who inject.

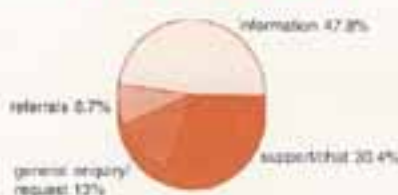
New initiatives included the Sydney Women and Sexual Health (SWASH) survey which is researching the experiences of women who inject or have sex with homosexual or bisexual men and the commissioning of the GLIDUP Review, which will assess the effectiveness of service delivery and consider the needs of clients.

### FAMILY SUPPORT

The Family Support Project is a recent initiative employing a Family Liaison Officer and a 12 month position of Family Support Policy Officer. The Project will work with families affected by HIV/AIDS, substitute care agencies and the Department of Community Services to ensure high quality continuum of care.

Robyn Maurice  
A/Manager

### TYPE OF CALLS



*Screeline Caller statistics*



# Sydney Gay Men's Education Unit

The Unit consists of projects which deliver specialised programs for Sydney's gay community, in line with the strategic objective of ensuring gay men remain a primary client group. This report provides an overview of the work of these projects in 1995/96.

## CAMPAIGN PROJECT

In a very busy year, the Project has successfully delivered three major education campaigns targeting the gay community. The *Withdrawal* Campaign, launched in October, discussed the risk of HIV infection through pulling out before cumming during anal sex. A post-campaign survey found over 80% of gay men questioned could recall the campaign and had a clear understanding of the issues it discussed.

In January the *One Community* Campaign was launched. It addressed issues affecting the relationship between HIV positive and negative gay men in the Sydney community. This successful campaign ended in March with a well-attended public forum that debated the issues arising from it.

The *Talk, Test, Test, Trust... Together* Campaign, launched in May, was the most successful of the ACON campaigns in 1995/96. It employed a range of approaches, including posters, pamphlets, street banners and even a community service announcement on Channel Ten to provide gay men with safe sex options within regular relationships. The evaluation of this campaign showed well over 80% of gay men surveyed were aware of its messages.

## VENUES OUTREACH PROJECT (SPEAKEASY)

The Venues Outreach Project had a very successful 12 months targeting patrons of gay bars, clubs and sex on premise venues with safe sex information and education, with much of the work carried out by the Venues Outreach Volunteers and infamous Safe Sex Sluts.

The Sluts attend most major community events every year, distributing condoms, lube and safe sex information. At the three largest dance parties alone the Sluts handed out over 50,000 safe packs. More than 40 Venues Outreach volunteers regularly visited Sydney gay venues, initiating discussion and raising awareness of specific safe sex issues. The volunteers also conducted a number of surveys throughout the year evaluating the work of the Unit, including the three major campaigns.

Project volunteers also produced *Barfly*, a newsletter distributed through bars and clubs. It covers a range of issues around safe injecting and sex and promotes ACON projects. Three issues were produced in 1995/96, with over 3000 copies distributed per issue.

A series of Cruise Cards were another major achievement. Available in bars and clubs, they allow people to swap names and telephone numbers and include up-to-date safe sex tips. Since launching the cards in October over 80,000 cards have been distributed!

## VENUES LIAISON PROJECT

Venues Liaison is a community development project which works with the owners, management and staff of gay venues and community organisations. It is the major distributor of ACON material to venues.

In 1995 the Project launched the ACON Sex On Premise Code of Practice, bringing together interested venue owners to develop and agree on a code of practice promoting safe sex behaviour and the

Essential information for  
gay **talk**  
**MEN** **test**  
who want to consider  
**test**  
not using **condoms**  
**trust**  
in their relationship.  
**...together**  
ACON

availability of condoms and lubricant. The Code has since been endorsed by NSW, voluntarily embraced by almost all businesses and has gone a long way in ensuring gay men continue to be encouraged to behave safely and responsibly in sex on premise venues.

In 1996 Venues Liaison launched a Condoms in Bars Project. Funding and support from a number of corporate sponsors, including DNA alcohol and Durex, allows the Project to supply condoms and lubricant in Sydney gay venues at minimum cost to ACON. To date over 80,000 safe packs have been given to venue patrons.

#### GLIDUP PROJECT

The Gay and Lesbian Injecting Drug Use Project provides the gay and lesbian communities with information and education on safe injecting and safe sex through community development and outreach education. The Sydney Gay Men's Education Unit administers the gay half of GLIDUP. For a detailed review of the Project's activities in 1995/96, see the Policy and Women's Unit Report on page 19.

#### SYDNEY GAY MEN'S PROJECT

The Sydney Gay Men's Project went through a number of staff changes over the past year. Despite this, the Project continued to offer a range of activities to gay men. Nitty Gritties, workshops offering gay men the opportunity to talk about issues around sex and HIV, were conducted throughout the year. In January the Project launched a new series of workshop examining relationships. These deal with a range of issues surrounding the *Talk, Test, Test, Trust ... Together* Campaign and have proved to be very popular.



*One Community Campaign*



*Withdrawal Campaign*

The Project also co-ordinates the ACON Writers Project, a forum for writers to workshop new material relating to HIV/AIDS arising from an Australia Council grant. A number of workshops, which include guest speakers, have been well attended and proved to be one of the more popular ACON initiatives.

#### OTHER INITIATIVES

The Sydney Gay Men's Education Unit was proud to organise ACON sponsorship of a new category at this year's Drag Industry Variety Awards (DIVA). Best Performance to Promote Safe Sex Education aims to recognise the work of Sydney's drag performers in promoting safe sex messages for gay men, with Queen Bunny (Kevin Rigby) winning the inaugural award.

Several successful education forums were conducted over the past 12 months, including the One Community forum which discussed issues which united and divided HIV positive and negative gay men, and a forum which explored new directions for education.



*Queen Bunny receiving the inaugural DIVA/ACON award*

#### STATISTICS

- 2350 volunteer hours were contributed to Sydney Gay Men's Education Unit activities in the past 12 months.
- 30 clients attend a Sydney Gay Men's Education Unit group every fortnight.
- More than 360 new clients contact the Unit every year.
- 600 clients regularly receive copies of project newsletters.

*Brent Mackie  
Manager*



# Peer Education Unit

Projects in the Peer Education Unit offer peer-based support, advocacy and education to target groups in the NSW gay community. The Unit has had another active and productive 12 months, relying greatly on the support and work of a large number of volunteers. Their effort is greatly appreciated by the staff and management of the Unit.

## ASIAN GAY EDUCATION PROJECT

The Project continues to run *Yum Cha*, a fortnightly group for HIV positive Asian gay men. This group has played an important role in meeting the needs of gay men feeling marginalised by other service providers. The Project also initiated contact with Sydney gay venues which enjoy a large Asian clientele, with the aim of accessing its target group with more ease. This has allowed the Asian Gay Education Project to focus its outreach work where it is most needed.

## RURAL EDUCATION PROJECT

The Rural Project provides information and services, primarily through workshops and outreach, to people with HIV/AIDS and gay men in country NSW. Two major Peer Education Training (PET) workshops were held in 1995/96, fostering a sense of community development amongst participants from around the State. The training also provides the basic educative tools for gay men to undertake HIV initiatives relevant to their region. The Rural Project was instrumental in the organisation of the first Rural HIV/AIDS Conference, held in Dubbo. The Conference was an important milestone in the development of education initiatives and gay community development in rural NSW and proved to be an enormous success.

## MATURE AGE GAY MEN'S PROJECT (MAG)

Through its fortnightly meetings and regular social group initiatives, the Mature Age Gay Men's Project continued to provide gay men over 45 with peer support. The meetings still attract the largest gathering of any regular gay group in Australia, with between 60 and 100 participants each fortnight. The Project is the only service in Sydney which caters specifically to the needs of mature aged gay men around HIV related issues.



*The fortnightly MAG meetings now attract over 100 people*

## YOUTH PEER EDUCATION PROJECT (FUN AND ESTEEM)

Regular Start Making Sense workshops and a fortnightly social support group ensured the Fun and Esteem Project continued to provide important peer education to gay men under 26 for an eighth year. The popularity of Start Making Sense is highlighted by the fact that a new group starts every three weeks. The 15 hour workshop provides young gay men the opportunity to discuss and confront issues around coming out, self-esteem, safe sex negotiation and HIV transmission education. The social group provides a relaxed alternative for young gay men to socialise and runs informal activities which encourage participants to further discuss the issues touched upon in the Start Making Sense workshops.

In 1996 the Youth Peer Education Project has been involved in the development of a new workshop on gay relationships. The need for this workshop arose from research indicating gay men

continue to negotiate unprotected anal intercourse in relationships and that a significant number of young gay men who are seroconverting are doing so within relationships. The workshop has a number of aims, including discussing safe sex in relationships, improving participants communication skills and providing a space to talk about gay relationships.



*Another successful Rural PET workshop*

## STATISTICS

- 5094 volunteer hours were contributed to Peer Education Unit activities, the equivalent of approximately 3 full time workers
- 202 clients attend a Peer Education Unit group every fortnight
- 1358 new clients contact the Unit every year
- 2100 clients regularly receive copies of project education newsletters

### ARE HIV INFECTION RATES BECOMING GREATER AMONGST YOUNG GAY MEN?

At the Vancouver AIDS Conference research reports from the US and Canada claimed to show higher infection rates among young gay men. This is supported by some British and Dutch research. Close analysis of Australian data with the NCHSR, however finds no evidence of this in Sydney.

Is this because the overseas research is not sound, Sydney is different or because Fun and Esteem has been a dramatically successful program over the eight years of its existence?

We're working on it.

*Aldo Spina  
Manager*



# Organisational Services Unit

The Organisational Services Unit is responsible for the efficient running of ACON's internal operations and providing support and training to staff and volunteers. This report provides an overview of some of its activities in the past 12 months.

## HUMAN RESOURCES

ACON reviewed and commenced implementation of a Volunteer Strategy in 1995/96. This initially led to the restructuring of Volunteer Services to give it a more strategic and co-ordinating role. Its mission is to provide the best possible experience for volunteers whilst achieving ACON's goals.

To date a volunteer recruitment and assessment system has been developed, regular volunteer orientation workshops are conducted and support provided to Branches. A Volunteer Packers Team has been established, which undertakes mailouts and prepares condom packs once a fortnight. A Volunteer Administration Team provides more than 300 hours of valuable administrative support to the Sydney Branch each month in all units. The implementation of the Volunteer Strategy has successfully resulted in a significant cultural shift across the whole of ACON in regard to volunteers.

The Staff and Volunteer Support Service was restructured to operate more strategically, balancing direct support through individual counselling and group work with working with units and branches to develop more effective internal support mechanisms for staff and volunteers.

The Staff and Volunteer Training and Development Service also made significant advances in the past year. Through the ACON Training Implementation System (ATIS), identifying training needs has become easier. A half-yearly training program has been developed to meet those needs. An integral part of ATIS is the *ACON and You* orientation workshops for new staff and volunteers. Over 84% of new Sydney staff have attended these workshops. Other workshops conducted by ATIS have included a HIV/AIDS Treatments and Related Issues Workshop for Service Providers, funded through the NSW Health HIV Study Grants.

The Personnel Team revised and implemented ACON's Recruitment, Selection and Appointment policy and procedures, and administrative procedures for retiring staff.

## COMPUTER SYSTEMS

An Information Technology Strategy has been developed and implementation is now under way. The strategy identifies needs and usage guidelines for computer hardware and software for the next five years.

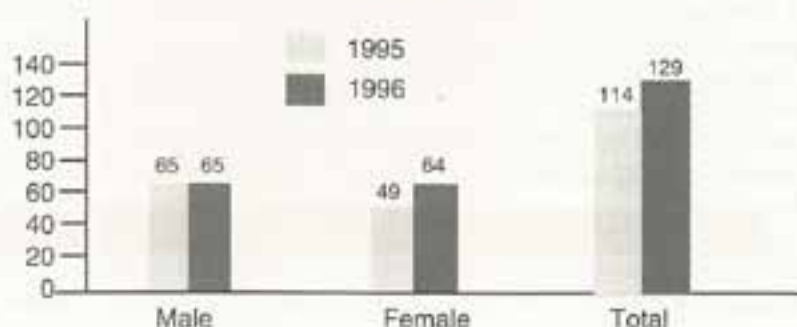
## ADMINISTRATION & BUILDING MAINTENANCE

In response to client and staff feedback, the air conditioning system underwent major maintenance. This has resulted in more comfortable working conditions for volunteers and staff, as well as for clients accessing the Resource Centre.

The ACON Vehicle and Transportation Policy was revised to ensure that these resources are used to offer the best possible service to our clients in the most safe and cost effective way. Significantly, the revised policy aims to reduce insurance costs from \$1300 to \$800 per vehicle.

*Kevin Golding*  
Manager

### Paid Staff



# Hunter

Demand for education and support services increased significantly in 1995/96, particularly in the last six months. Sufficient interest has meant the Branch's Youth peer Education Project continued to run workshops once a fortnight, as well as Coming Out, a group for men under 26 questioning their sexuality. ACON Hunter's Counselling Project, assisting individuals and couples dealing with HIV and sexuality issues, has also experienced an increase in the number of people utilising its services.

Through its Beats program, the Education Outreach Project made more than 1100 contacts with gay men and men having sex with men at beats (public places where sexual encounters take place). Similarly, the Project's Venues Liaison allowed it to reach almost 3000 gay men at a number of clubs, pubs and groups in the Hunter Region. Each year the Hunter Branch also promotes support and education campaigns originating in the Sydney Branch. In 1995/96 these have included the *Women and AIDS Awareness*, *Withdrawal and Talk, Test, Test, Trust... Together* campaigns. Through this promotion, target groups in the region have benefited greatly.

Hunter CSN continued to provide services to an expanded client group during 1995/96. The number of clients in June 1996, for example, was 67, compared to 57 in June 1995. Sixteen new Carers completed the sixth CSN Hunter Carer Course in June, increasing the current team to 95. During the past 12 months CSN has delivered the following services:

- Physical/emotional/practical support provided to 97 individuals
- Direct care in 26,649 hours over 6821 shifts

Many of ACON Hunter's ongoing activities and services successfully continued throughout the year. These include condom, dam and lube distribution, resource distribution and library service, regular newsletter production with a circulation of more than 150 and the ACON vitamin service. In addition to these services, the following activities have also been initiated in the last 12 months:

- needle and syringe exchange program training for all staff and regional exchange services
- formation of the ACON Hunter Volunteer Team, resulting in fortnightly outreach to venues, increased fundraising efforts and office support
- education provided to other organisations, including Department of Social Security counter staff, University of Newcastle Medical and Nursing students, Hunter Hospice/Palliative Care Unit staff and TAFE students.
- co-ordination of the National Quilt Project Tour (2048 visitors), Candlelight Vigil (220 participants) and World AIDS Day activities (minimum of 1500 contacts)
- three TAFE welfare students completed placements with the Branch
- the establishment of support groups for fathers whose sons have died of AIDS
- fortnightly visits to ACON by the HIV dietician from John Hunter Hospital allows clients to receive information and advice in planning appropriate diets to maintain their health
- two campaigns are currently being developed which will target MSM and gay men with HIV/AIDS, funded by the Hunter Area Health Service (HAHS) and AFAO respectively.
- the development of the ACON/CSN Hunter Community Consultation Group provided an opportunity for key stakeholders to directly and regularly provide feedback on the organisation's service delivery.

ACON Hunter currently provides space for a number of other organisations and groups, including the Gay and Lesbian Information and Support Services, Anti-Violence Project, HIV Antibody Testing (Sexual Health Clinic), Bi-Centennial Working Group, Tai Chi Course, Hunter PLWHA group and ACON Community Choir. Additionally, ACON is represented on the HAHS HIV/AIDS and STD Management Committee and the related sub-committees on Education, Study Grants, Community Liaison and Sex Worker Education; the Hunter HIV Networking Committee, Hunter Palliative Care Committee, Transgender Needs Assessment Advisory Committee and the Hunter Lesbian and Gay Interagency.

*Kevin Paton*  
Manager



## Illawarra

1995/96 saw many 'firsts' for the Illawarra Branch, which enjoyed a very productive and successful year. The momentum built by ACON's HIV Community Development project and the *United Views* needs assessment of 1995 culminated in the creation of the Positive Space Project, which aimed to provide an autonomous, safe and therapeutic space for PLWHAs. A name change and a few months later, OUR Pathways Inc. (OPI) began searching for independent premises and funding. Also as a result of the *United Views* report, the first HIV Services Forum was held. All HIV related services in the Illawarra/Shoalhaven region participated to prioritise a list of over 90 recommendations made by PLWHA.

ACON organised a public forum on Euthanasia in September, bringing together more than 40 people, including members of the ACON Euthanasia Working Group, local speakers and interested community members to discuss this complex and controversial issue. In November the first Gay and Lesbian Roadshow in the Illawarra involved participation from a number of local community organisations, groups, individuals and representatives from Sydney services. The aim of the day was to network, share information and promote the range and diversity of services available to the lesbian and gay community in the Wollongong/South Coast region.

1995 was brought to a poignant close with a beautiful World AIDS Day memorial service organised by the Illawarra Branch Advisory Committee. Held at the ACON offices, the service attracted almost 50 people. At the same time, CSN Illawarra co-ordinated the region's most successful Red Ribbon Day ever.

The Illawarra Branch was represented at the first Rural HIV/AIDS Conference, held in Dubbo, by eight staff and volunteers, including HIV positive representatives.

The Youth Peer Education Project, which is run entirely through the tireless efforts of dedicated volunteers, launched *Who am I?*, a book of coming out stories which aimed to provide support and information for young men in the Illawarra/Shoalhaven questioning their sexuality. The book has proved to be popular, with the Branch receiving many requests for copies.

CSN trained 22 new carers in the past 12 months. A total of 1151 caring shifts were organised during this period, servicing a total of 81 clients with 4445 caring hours. A training course was held at Sanctuary Point, aiming to strengthen service provision to more geographically isolated clients south of Nowra.

For the first time, Wollongong was host to the *Women and AIDS Awareness and Visibility Campaign*, originating in Sydney. The Illawarra component included two of the posters advertised on prominent billboards in Wollongong. A One Community Forum was also conducted as part of ACON's statewide campaign to address the issues confronting HIV positive and negative gay men. More than 40 people attended, providing excellent feedback and requesting further forums. Although another is yet to be organised, the One Community theme has continued in the establishment of a volunteer Calendar Team, which is currently producing a bi-monthly glossy, fridge-friendly calendar of Illawarra/Shoalhaven area events.

As a lesbian and gay community initiative, ACON Illawarra was responsible for the creation of the region's own Anti-Violence Project. The new initiative ensures that the issue of homophobic/motivated violence is adequately addressed and appropriate responses developed.

Jacqueline Braw  
Manager



Gay & Lesbian Roadshow visits the Illawarra

# Mid-North Coast

ACON Mid-North Coast has experienced long standing operational difficulties and in July 1996, shortly after the end of the financial year, the Branch was closed. A review of services and appropriate delivery models is currently under way. Once the review is complete a new level of service for the region should be established. Despite the difficulties experienced by the Branch, however, it undertook a number of activities throughout the past year, summarised below.

Regular PLWHA luncheons were established throughout the Mid-North Coast region. The luncheons provided a "buddy" support network for many HIV positive clients, some of whom live a considerable distance from services in major towns. It also provided an opportunity for ACON Mid-North Coast to provide information sharing and resourcing. A survey conducted amongst HIV positive clients found a good deal of satisfaction in the service provided by the Branch's Client Service Project, particularly through its monthly outreach in Taree, Port Macquarie and Kempsey.

The Mid-North Coast Branch was instrumental in successfully lobbying for a visiting HIV/AIDS specialist position to be established in Coffs Harbour, which will greatly assist service delivery to a number of people with HIV/AIDS in the area. ACON was also able to provide financial assistance to HIV positive clients through monthly subsidies to participate in alternative treatment, and ran a weekly Living Well Clinic for PLWHAs.

ACON Mid-North Coast, in conjunction with the Northern Rivers Branch and Queensland AIDS Council, conducted volunteer training for a telephone support line for non-gay identifying men who have sex with men. The service ran for three months. A number of other courses, workshops and forums were conducted in 1995/96, including training of Carers in Taree and the establishment of a local Carers group, a three day course for health workers from the lower Mid-North Coast which examined issues around counselling people with HIV/AIDS and four seminars discussing and debating the draft ACON Euthanasia Bill.

Community discussion of HIV issues was encouraged through the Branch's expanded and comprehensive monthly newsletter. Similarly, ACON Mid-North Coast conducted "Say It With Flowers, Do It With a Condom", a very successful Valentines Day Campaign aimed at raising community awareness of HIV/AIDS issues. This campaign was made possible through the support of a number of florists in the region.

A number of community activities were organised and supported by the Branch, including Quilt Project displays in Bellingen, Macksville and Kempsey, a ceremony to mark World AIDS Day and Candlelight Memorial services held in Coffs Harbour and Taree (both of which included displays of the Quilt Project). The Taree service was organised by local Carers and was the first AIDS memorial held in that town, while the Coffs Harbour service enjoyed a substantial increase in community participation.

The Branch was also active in community development activities, including facilitating the Police Gay and Lesbian Liaison in Kempsey and Coffs Harbour and establishing a working party which examined the needs of a local lesbian and gay counselling service. The Education Outreach Project also helped develop gay community activities in Port Macquarie and the Tuncurry/Forster area.



# Northern Rivers

ACON Northern Rivers has had a busy year, continuing to provide support, advocacy and education services in northern NSW. As more people move from southern cities to the Northern Rivers for a less stressful life, demands on the Branch's services have increased significantly.

Young and Proud, a peer support group was established to provide a forum for men under 26 to explore issues around relationships, self-esteem and safe sex. There has been a great deal of interest in the group since it began, with a high number of enquiries from young gay men.

HOME-Open Environment, a drop-in centre operated by ACON's HIV positive clients, ran workshops and activities in 1995/96. The regular barbecues proved to be particularly popular.

Three new staff positions were funded, including a trainee worker employed to provide outreach to local Aboriginal communities. This has been an important step in continuing dialogue with this target group. A Sex Worker Outreach Project was established to provide an outreach service to sex workers in the region. A six month part-time position was established to co-ordinate the project and establish contacts. A six month position was also funded to undertake a needs assessment for community based support and advocacy for people living with Hepatitis C.

ACON Northern Rivers continued to participate in the Gay and Lesbian Police Consultative Committee, monitoring police response to abuse and harassment affecting gays and lesbians. It has been very successful in opening productive dialogue between police and the community.

Twenty participants successfully completed a Volunteer Training Program in the Tweed area to assist the organisation in providing its services. A further 20 people undertook the Program in Lismore. The participation of volunteers in its work is critical to the operation of the Branch. Workshops conducted by the Northern Rivers Branch included HIV/AIDS and Personal Development courses in Ballina, Kyogle, Casino and Lismore, and Living and Loving workshops for HIV positive gay men, which were funded through profits from Sydney's Hand In Hand party.

The MSM Project Officer released a report on activities of men having sex with men in the Northern Region. The report found MSMs are not testing due to fear of disclosure and because they are not wanting to admit they are participating in unsafe sex. As a result, the Branch identified the need to prioritise its education and support services to MSMs and their women partners.

Lesbian Line, a telephone line offering information and support, was established by the Branch. Currently operating one night a week, it is staffed by a team of volunteers.

The Utopia Dance Party was held as a major ACON Northern Rivers fundraising event. It also proved to be a successful community-building event for local gays and lesbians. Similarly, a World AIDS Day Quilt display at various locations in the Northern Rivers drew support from both the local gay and wider communities.

Successful lunches were organised for positive women and heterosexual people living with HIV. These lunches provided an opportunity for people to network and support each other.

## STATISTICS

- 300 PLWA clients accessed ACON services
- 1256 hours of direct care provided by volunteers and staff
- 40 volunteers provided buddy support and physical assistance to clients
- 4800 volunteer hours were achieved in providing services to clients
- 100 carers, friends and partners of PLWHAs were supported by the Client Services Worker
- 40 community education sessions were provided to schools, police and local parks and garden staff, amongst others in over 300 hours of information dissemination
- 200 hours of volunteer training was undertaken
- A core group of 60 volunteers provided invaluable work in assisting the Branch
- 200 hours of Gay men's education workshops and retreats took place

*Di Furniss  
Manager*

# Western Sydney, Parramatta

The past year has been challenging for ACON Western Sydney with change and survival underpinning its work. The low level of funding to this Branch, given the area and population to cover, continued to be a source of concern and projects were consequently limited in their scope of operations. However, a working party to broaden membership and recruit from across the communities in the Western Suburbs and Blue Mountains has been established, which will assist the transition to a branch structure and broaden the volunteer base.

Regular support groups for non-gay identifying men having sex with men continued throughout the year. Recently the Project focus-tested new brochures and education messages amongst the target audience in an effort to identify specific needs in education and support services. Similarly, the Youth Project has broadened its focus to include non-gay identifying men and has changed its name to *Just Guys*. New workshops have been developed and the Fun and Esteem manual revised to accommodate the changes. ACON fostered the development of a strong network within the region between similar groups at Macarthur and Kogarah and also liaised with Wentworth Area Health to establish a new group in Penrith.

The Friday Drop-in Centre for HIV positive people continued to provide food, massage and a friendly environment for those who access ACON Western Sydney. With the shift from the original project intent and funding no longer forthcoming, a minor review of the service was conducted. Strategic changes such as the provision of further activities and moving the Centre to Penrith one Friday a month were debated with the outcome being the establishment of a self-funded group of volunteers organising the Centre's activities.

CSN continued to provide its service across the region, with support groups for Carers meeting at Parramatta, Katoomba and Springwood. A working party to establish a Carers Representative Committee was set up and the first AGM held in February. The Committee has since dispersed community-raised funds and produced a newsletter. The funds raised came from events such as the Hand in Hand coffee shop and a number of parties and balls held in the Blue Mountains. The work of these events was undertaken entirely by volunteers. Retreat weekends for PLWHAs and a refresher course for volunteers were also conducted.

The Beats Team supported ACON's gay community campaigns through its outreach at inner city beats. A major policy achievement was the adoption by the NSW Police Service of a policy which should ensure more appropriate policing techniques at beats, fostering less adversarial contact and thus making the work of the team a lot easier.

For the first time CSN and ACON West joined together to create their float "Eden in the West" for Mardi Gras. Lots of fun was had raising money at a local venue, building the float and participating in the parade.

## CSN WEST STATISTICS

- Total hours of care 7379
- Shifts 1845
- Carers Used 83
- Clients Cared for 130
- Died 22
- Non hands on time by volunteers 3000

Judy Playfair  
Manager



# Treasurer's Report

This financial year the AIDS Council of NSW achieved a small operating surplus of \$26,646 before abnormal and extraordinary items. ACON budgeted for a small operating surplus and the achievement of this result is a commendable effort of which ACON's management, staff and volunteers can be proud.

The accounting results show a charge in respect of the depreciation of the 1994 fit-out of the Sydney Resource Centre, following the decision made last year to capitalise the grant received for the fit-out of these premises. This depreciation charge will continue to be made for the next three financial years. The spreading of this depreciation charge over this time frame reflects the extended period over which the fit-out will provide value and benefit to the organisation. The impact of the charge to ACON's bottom line result for the year should not be confused however, for the operating result.

## Financial Performance

Overall there was a small increase of 3% in expenditure compared with 1994/95, well within the Committee's maximum of 5%. Most of this increase was in advertising, program costs and fundraising reflecting ACON's increased activity in these areas during 1995/96. However office supplies decreased by 5%, accommodation costs by 11% and financial charges by nearly 50%. Wages remained static. These results reflect the success of ACON's cost containment strategies. We also reviewed our Vehicle and Transportation Policy with the objective of reducing vehicle costs.

On the income side there was a small increase in grant income. On the other hand non-grant income jumped by 75%, due primarily to fundraising and donations.

## Fundraising

I would like to thank our community's support of ACON throughout the year but in particular for the strong support given to ACON's Hand in Hand party which raised a surplus of \$139,000. The success of the party enabled ACON to disburse \$13,965 to a variety of small community groups throughout NSW who are ineligible or unlikely to receive government funding for services directly beneficial to people living with HIV/AIDS.

ACON also raised funds for the ACON Vitamin Service through the Ms Murewa Pageant in July 1995 and had a moderate success with the 1995 Teddy Auction which was done jointly with the Victorian AIDS Council.

## Financial Management

ACON's finances are closely monitored by management, Finance Sub-Committee and the Committee of Council with the assistance of the Finance Team. This monitoring process has been designed to ensure full accountability.

ACON continues to operate as a lean and efficient organisation with organisational support costs representing only 12 cents in each dollar spent. This compares very favourably with the public sector ratio of 25 cents and business ratio of 33 cents in each dollar. The continuation of this efficiency and accountability is important to ensure that ACON continues to meet the expectations of the community it serves. To this end, ACON is budgeting for another small operating surplus for the 1996/97 financial year. ACON's finances are in a sound position but we remain reliant on the continued flow of government funding.

Steve MacDonald



*Hand In Hand disbursement function at the Midnight Shift*

## AUDITORS REPORT TO THE MEMBERS OF AIDS COUNCIL OF NEW SOUTH WALES INC.

I have audited the accounts for the year ended 30 June 1996 set out on pages numbered 1 to 16. The ACON Committee of Council members are responsible for the preparation and presentation of the accounts and the information they contain. I have conducted an independent audit of these accounts in order to express an opinion on them to the members of AIDS Council of New South Wales Inc.

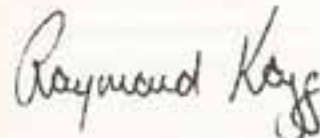
My audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Standards and statutory requirements so as to present a view of the company which is consistent with my understanding of their financial position and the results of their operations and cash flows.

The audit opinion expressed in this report has been formed on the above basis.

### Audit Opinion

In my opinion, the accounts of AIDS Council of New South Wales Inc. are properly drawn up:

- (a) so as to give a true and fair view of:
  - the state of affairs of AIDS Council of New South Wales Inc. at 30 June 1996 and of the results and cash flows for the year ended on that date; and
  - (ii) the other matters required by Divisions 4, 4A & 4B of Part 3.6 of the Corporations Law to be dealt with in the accounts;
- (b) in accordance with the provisions of the Corporations Law; and
- (c) in accordance with all applicable Accounting Standards.



RAYMOND KAZZI, B.Ec CPA

Level 2  
105 Burwood Road  
CONCORD NSW 2137

Dated this 13th day of September 1996.

### Declaration of president in respect of fundraising appeals

I, *Bruce Meagher*, President of the AIDS Council of NSW Inc. declare that in my opinion:

- (a) the accounts give a true and fair view of all income and expenditure of the AIDS Council of NSW Inc. with respect to fundraising appeals; and
- (b) the balance sheet gives a true and fair view of the state of affairs with respect to fundraising appeals; and
- (c) the provision of the Charitable Fundraising Act 1991 and the regulations under that Act and the conditions attached to the authority have been complied with.
- (d) the internal controls exercised by appropriate and effective in accounting for all income received.



## AIDS COUNCIL OF NEW SOUTH WALES INC.

AUDITED FINANCIAL STATEMENTS  
AS AT 30 JUNE 1996AIDS COUNCIL OF NEW SOUTH WALES INC.  
BALANCE SHEET AS AT 30 JUNE 1996

	Notes	\$	1996 \$	1995 \$
<b>CURRENT ASSETS</b>				
Cash	3		911,667	54,660
Receivables	4		176,876	363,408
Inventories	5		21,739	19,531
Other	6		41,428	56,063
<b>TOTAL CURRENT ASSETS</b>			<u>1,151,710</u>	<u>493,662</u>
<b>NON CURRENT ASSETS</b>				
Property Plant & Equipment	7		<u>1,066,689</u>	<u>1,342,351</u>
<b>TOTAL NON CURRENT ASSETS</b>			<u>1,066,689</u>	<u>1,342,351</u>
<b>TOTAL ASSETS</b>			<u>2,218,399</u>	<u>1,836,013</u>
<b>CURRENT LIABILITIES</b>				
Creditors and Borrowings	8		744,379	639,464
Unexpended Grants	9		<u>760,388</u>	<u>252,241</u>
<b>TOTAL CURRENT LIABILITIES</b>			<u>1,504,767</u>	<u>891,705</u>
<b>NON CURRENT LIABILITIES</b>				
Creditors and Borrowings	10		<u>69,836</u>	<u>92,261</u>
<b>TOTAL NON CURRENT LIABILITIES</b>			<u>69,836</u>	<u>92,261</u>
<b>TOTAL LIABILITIES</b>			<u>1,574,603</u>	<u>983,966</u>
<b>NET ASSETS</b>			<u>\$ 643,796</u>	<u>\$ 852,047</u>
<b>ACCUMULATED FUNDS</b>				
Accumulated funds at beginning of year			852,047	345,627
Current Year Surplus/(Deficit)			<u>(208,251)</u>	<u>506,420</u>
<b>TOTAL ACCUMULATED FUNDS</b>			<u>\$ 643,796</u>	<u>\$ 852,047</u>

# AIDS COUNCIL OF NEW SOUTH WALES INC.

## INCOME & EXPENDITURE STATEMENT YEAR ENDED 30 JUNE 1996

### FINANCIAL REPORT

	Notes	\$	1996 \$	1995 \$
<b>INCOME</b>				
Grants Received	11	6,615,756		5,872,949
Less: Grants Unexpended	9	<u>760,388</u>		<u>252,241</u>
			5,855,368	5,620,708
Add:				
Donations		244,909		124,509
Events and Activities	13	61,537		54,930
Fund Raising	12	125,640		36,816
Interest		91,825		51,040
Sales of Vitamins		104,685		90,735
Other	14	<u>106,173</u>		<u>61,292</u>
			734,769	419,322
<b>TOTAL INCOME</b>			<u>6,590,137</u>	<u>6,040,030</u>
<b>EXPENDITURE</b>				
Accommodation		629,660		668,119
Audit Fees	15	17,215		17,845
Board and Council		15,476		11,714
Cost of Goods Sold		96,092		83,567
Financial Charges		17,469		33,470
Events and Activities	13	27,335		8,059
Office Supplies		198,909		209,593
Payroll	16	4,069,266		4,000,032
Postage, Freight and Telecommunications		234,106		207,662
Program, Resources and Client Services		695,522		474,387
Publicity and Promotion		192,532		165,881
Insurances and Professional Services		89,037		56,014
Travel and Representation		<u>280,872</u>		<u>262,945</u>
<b>TOTAL EXPENDITURE</b>			<u>6,563,491</u>	<u>6,199,288</u>
Net surplus/deficit) before abnormal and extraordinary items			26,646	(159,258)
LESS: Abnormal Items	2A		234,897	156,597
ADD: Extraordinary Items	2B		<u>-</u>	<u>822,275</u>
<b>NET SURPLUS/(DEFICIT) AFTER ABNORMAL AND EXTRAORDINARY ITEMS</b>			<u>\$ (208,251)</u>	<u>\$ 506,420</u>



## AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 1996

## NOTE 1 - STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared in accordance with Statements of Accounting Concepts, applicable Accounting Standards and the applicable disclosure requirements of Schedule 5 of the Corporations Regulations, with the exceptions where noted.

- (a) **Basis of Preparation**  
The accounts have been prepared on an accrual basis and on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated.
- (b) **Depreciation**  
Depreciation is calculated on a straight line basis so as to write off the net cost of each depreciable non-current asset over its expected useful life.
- (c) **Fixed Assets**  
Fixed assets are included at cost or at independent valuation and are depreciated over the estimated useful lives commencing from the time the asset is held ready for use. Only assets of substance and of material value have been capitalised and subject to depreciation.
- (d) **Accounts Receivable - Grants**  
The council prepares accounts on an accrual basis, therefore all funds to be committed for the financial year have been recorded as income for that year.
- (e) **Leases**  
Assets which are acquired under leases deemed to be "finance leases", that is, leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incident to the ownership of the leased assets, are capitalised as fixed assets.  
Finance leases are capitalised by recording an initial asset and liability equal to the present value of the minimum lease payments including any guaranteed residual values. Leased assets are amortised over their expected useful lives using the straight line method. Lease payments are allocated between interest expense and lease liability.  
Lease expenditure relating to leases deemed to be "operating leases" is expensed as incurred. Operating lease commitments outstanding at balance date include guaranteed residual values.

INCOME & EXPENDITURE STATEMENT  
YEAR ENDED 30 JUNE 1996

	1995 \$	1996 \$
<b>NOTE 2A - ABNORMAL ITEMS</b>		
During the year ended 30 June 1996, AIDS Council of New South Wales Inc. moved offices from Goulburn Street to Commonwealth Street, Surry Hills. The fit out of the new office is being depreciated over the considered life of the fitout. As the capital expenditure of the fitout was an extraordinary item in 1995, the ACON Committee of Council considers the depreciation write off of this item as abnormal.		
Depreciation on fitout of Commonwealth St offices	\$ 234,897	\$ 156,597

NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 1996

## NOTE 2B - EXTRAORDINARY ITEMS

During the year ended 30 June 1996, the AIDS Council of NSW moved offices from Goulburn Street to Commonwealth Street, Surry Hills. The new offices required extensive renovations and a grant for the cost of renovations as well as the cost of moving was sought from NSW Health Department and was expended as follows:

Commonwealth Street Fit Out Grant		1,054,000
Rent to Ray White on 1.12.94		22,842
Make Good on Oxford Square		
Investment RL on 31.1.95		26,105
Rent to Ray White on 4.1.95		22,842
Make Good on 188 Goulburn St to Quicks Interiors		67,028
Consultancy Fee to Davenport Campbell on 27.08.94	-	140,817
	-	96,938
	-	231,725
	\$ -	\$ 802,275

# AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 1996

## FINANCIAL REPORT

	1995 \$	1996 \$
<b>CURRENT ASSETS</b>		
<b>NOTE 3 - CASH</b>		
Cash at Bank:		
Commonwealth Bank		
- Sydney	24,864	(48,948)
- Lismore (North Coast)	4,215	2,526
- Newcastle (Hunter)	8,205	1,137
- Coffs Harbour	8,168	10,031
- Warrumbungle	3,309	(1,372)
- Parramatta (Western Sydney)	5,541	177
	<u>52,458</u>	<u>(36,437)</u>
Cash on Deposit:		
Australian European Finance Corporation (A subsidiary of the Commonwealth Bank)	845,451	71,677
Commonwealth Bank	10,060	15,429
	<u>855,511</u>	<u>87,097</u>
Cash on Hand:		
Petty Cash	3,700	4,009
	<u>3,700</u>	<u>4,009</u>
<b>TOTAL CASH</b>	<b>\$ 911,667</b>	<b>\$ 54,669</b>
<b>NOTE 4 - RECEIVABLES</b>		
Government and Other Grants Committed	176,876	376,195
Less: Provision for Doubtful Debts	-	12,787
	<u>\$ 176,876</u>	<u>\$ 363,408</u>
<b>NOTE 5 - INVENTORIES</b>		
Vitamins on Hand - at cost	\$ 21,729	\$ 19,531
<b>CURRENT ASSETS</b>		
<b>NOTE 6 - OTHER</b>		
Accrued Income	-	13,133
Prepaid Expenses	37,701	28,840
Deposits - Utilities	3,727	14,100
	<u>\$ 41,428</u>	<u>\$ 56,063</u>
<b>NON CURRENT ASSETS</b>		
<b>NOTE 7 - PROPERTY, PLANT &amp; EQUIPMENT</b>		
1. Furniture & Fittings		
Furniture & Fittings - At cost	1,207,047	1,205,339
Less: Accumulated Depreciation	415,224	178,686
	<u>791,823</u>	<u>1,026,653</u>
2. Office Equipment		
Office Equipment - At cost	860,085	762,805
Less: Accumulated Depreciation	580,307	454,694
	<u>279,778</u>	<u>308,111</u>
3. Equipment Under Lease		
Equipment Under Lease - At Cost	13,350	13,350
Less: Accumulated Depreciation	8,232	5,563
	<u>5,118</u>	<u>7,787</u>
4. Leasehold Improvements		
Leasehold Improvements - At cost	2,614	2,614
Less: Accumulated Depreciation	2,614	2,614
	<u>-</u>	<u>-</u>
<b>TOTAL PROPERTY, PLANT &amp; EQUIPMENT</b>	<b>\$1,066,689</b>	<b>\$1,342,351</b>
<b>CURRENT LIABILITIES</b>		
<b>NOTE 8 - CREDITORS AND BORROWINGS</b>		
Trade Creditors	340,121	235,194
Accrued Expenses	13,762	6,590
Lease Liability	22,425	19,575
Provisions	368,071	378,105
	<u>744,379</u>	<u>639,464</u>
<b>NOTE 9 - UNEXPENDED GRANTS</b>		
Unexpended grants represent the total of grants unexpended, including grants received in advance for programs and services in future years, at the end of the period. The balance of these grants will be carried forward to the next period when the relevant expenses can then be properly matched to the period in which they are incurred.		
	Notes	1995
	\$	\$
Grants are as follows:		
NSW Department of Health		454,860
Commonwealth Grants including Department of Human Services and Health		664
Australian Federation of AIDS Organisations Inc.		-
AIDS Trust of Australia		75,000
NSW Department of Community Services (SAAP)		3,040
Area Health Service		17,944
Other Grants		8,820
		<u>559,328</u>
<b>TOTAL OF COMMITTED BUT UNEXPENDED GRANTS RECEIVED</b>	<b>\$ 700,369</b>	<b>\$ 252,241</b>



## AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 1996

	Note	1996 \$	1995 \$
<b>NON CURRENT LIABILITIES</b>			
<b>NOTE 10 - CREDITORS AND BORROWINGS</b>			
Finance Leases			
Finance Leases capitalised and included in Plant and Equipment (Note 7)			
Lease Commitments			
- Not later than one year		32,304	32,132
- Later than one year but not later than two years		29,456	32,304
- Later than two years but not later than five years		52,363	81,819
- Later than five years		-	-
Minimum Lease Payments		114,123	146,255
Deduct Future Finance Charges		21,862	34,419
<b>TOTAL LEASE LIABILITY</b>		<b>92,261</b>	<b>111,836</b>
<b>LESS: CURRENT LIABILITY</b>	<b>6</b>	<b>22,425</b>	<b>19,575</b>
<b>NON CURRENT LIABILITY</b>		<b>\$ 69,836</b>	<b>\$ 92,261</b>
<b>NOTE 11 - GRANTS RECEIVED</b>			
Grants received include unexpended grants and grants in advance from the previous financial year:			
NSW Department of Health		6,266,417	6,403,155
Federal Government		72,896	88,290
Australian Federation of AIDS Organisation Inc.		2,081	24,308
AIDS Trust of Australia		89,071	94,768
Area Health Service		89,301	134,772
NSW Department of Community Services (SAAP)		71,458	70,146
Austliak Council		-	6,020
Others		22,530	104,889
		6,815,756	6,926,949
less: Extraordinary items	<b>2</b>	-	1,064,000
		<b>\$6,815,756</b>	<b>\$5,872,949</b>
<b>NOTE 12 - FUNDRAISING</b>			
Hand In Hand Party:			
Gross Proceeds		254,714	156,373
Less: Tickets Commission		4,502	3,528
		249,812	152,845
Less: Expenses			
Venue Hire	15,146		12,546
Production Costs	83,727		80,879
Other Costs	11,536		7,804
<b>Total Costs</b>		<b>110,837</b>	<b>101,029</b>
		138,005	51,816
Less: Disbursements and Donations		13,386	15,000
		<b>\$125,640</b>	<b>\$36,816</b>
An amount of \$13,386 was disbursed in the form of small grants to community organisations who are ineligible or unlikely to receive government funding for services directly beneficial to people living with HIV/AIDS. The balance of fundraising income will be spent on activities which are ineligible for or unlikely to receive government funding; or are most likely to enhance ACON's service provisions for its clients.			
<b>NOTE 13 - EVENTS AND ACTIVITIES</b>			
Events and Activities includes income from fundraising prior to Authority to Fundraise being granted to AIDS Council of New South Wales Inc. in April 1995. It includes \$24,821 received from the Teddy Auction, conducted jointly with the Victorian AIDS Council in October 1995.			
<b>NOTE 14 - OTHER INCOME</b>			
Rental Income		15,156	14,811
Sales of Materials		46,780	18,270
Membership Fees		4,120	5,201
Wages Reimbursed		37,286	21,512
Staff Social Club Fees		-	258
Blue Phone Income		357	-
Positive Retreat/Treatment Workshop Fees		8,372	1,240
		<b>\$106,173</b>	<b>\$61,292</b>
<b>NOTE 15 - AUDITORS REMUNERATION</b>			
Amounts received, or due and receivable by the Auditor for:			
Auditing the main and project accounts of AIDS Council of New South Wales Inc.		17,215	17,095
Other Accounting Services		200	750
		<b>\$ 17,415</b>	<b>\$ 17,845</b>

# AIDS COUNCIL OF NEW SOUTH WALES INC.

## FINANCIAL REPORT

### NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1996

	Note	1995 \$	1996 \$
<b>NOTE 16 - PAYROLL</b>			
Wages and wage-related expenses		3,862,581	3,831,951
Superannuation		296,685	168,091
		<u>\$4,060,266</u>	<u>\$4,000,032</u>
<b>NOTE 17 - PROVISIONS</b>			
Annual Leave		223,035	261,144
Leave Loading		40,643	38,894
Long Service Leave		95,221	63,617
Workers Compensation		112	14,460
Sick Leave		-	-
		<u>\$368,071</u>	<u>\$378,105</u>

### NOTE 18 - CONTINGENT LIABILITIES

AIDS Council of New South Wales Inc. has a dispute with a former employee before the courts. The action brought about by the plaintiff is in regard to a perceived breach of duty of care regarding a superannuation payout. Damages in the vicinity of \$99,000 have been sought. At this stage, the ACCV Committee of Council view this as only a contingency.

### NOTE 19 - STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 1996

Cash flows from operating activities:			
Receipts from customers & granting bodies		7,205,778	8,689,675
Payments to suppliers & employees		(6,309,319)	(6,281,215)
Interest received		61,825	51,040
Interest and other costs of finance paid		(4,900)	(5,520)
Net cash from operating activities	2	<u>983,324</u>	<u>633,971</u>
Cash flows from investing activities:			
Payments for building renovations, furniture & fittings, and plant & equipment acquired		(95,335)	(1,268,459)
Proceeds for plant & equipment sold		1,350	-
Net cash from investing activities		<u>(94,185)</u>	<u>(1,268,459)</u>
Cash flows from financing activities:			
Payments reducing lease liability		(32,132)	(32,132)
Net cash from financing activities		<u>(32,132)</u>	<u>(32,132)</u>
Net increase in cash held		857,007	(664,680)
Cash at the beginning of the year		54,650	719,330
Cash at the end of the year	1	<u>\$ 911,657</u>	<u>\$ 54,650</u>

### Notes to the Statement of Cash Flows

#### 1. Reconciliation of cash

For the purposes of the statement of cash flows, cash includes cash on hand and in banks and investments in money market instruments. Cash at the end of the year as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash on hand	3,700	4,000
Cash at bank	52,456	(36,437)
Deposits at call	<u>855,511</u>	<u>87,287</u>
	<u>\$ 911,657</u>	<u>\$ 54,650</u>

#### 2. Reconciliation of net cash from operating activities to operating profit/loss

Operating profit/loss after income tax and extraordinary items	(206,251)	505,420	
Depreciation and Amortisation	370,086		283,119
Lease Interest	12,060		14,894
Loss on Disposal of Assets	238		19,727
Decrease in Provision for Doubtful Debt	(12,787)		-
Decrease in Provision for Employee Entitlements	<u>(10,024)</u>		<u>81,060</u>
		559,563	407,400
Changes in Assets and Liabilities:			
Decrease in Receivables	199,319		(259,423)
Decrease in Other Current Assets	14,635		(11,390)
Increase in Inventory	(2,208)		(9,794)
Increase in Trade Creditors	104,927		45,301
Increase in Accruals	7,172		(14,712)
Increase in Unexpended Grants	<u>508,147</u>		<u>(29,921)</u>
		821,892	(279,845)
		<u>1,191,575</u>	<u>127,551</u>
Net cash from operating activities		<u>\$ 983,324</u>	<u>\$ 633,971</u>



## Income and Expenditure by Program Area

Program Area	Expenditure	Income
Education Services	\$ 1,961,100	\$ 2,082,600
Care, Support & Treatments Services	\$ 2,289,300	\$ 2,733,600
Policy	\$ 369,900	\$ 387,100
Committee, Community, Fundraising	\$ 270,600	\$ 338,600
PLWHIA NSW	\$ 272,900	\$ 306,700
Sex Workers Outreach	\$ 630,800	\$ 687,000
Sydney Resource Centre	\$ 300,900	\$ 224,200
Organisational Support	\$ 510,600	\$ 498,600
<b>Total</b>	<b>\$ 6,606,100</b>	<b>\$ 7,260,500</b>

This includes the settlement of Goulburn Street rape case and associated legal costs

Surplus includes unexpended grants and grants received in advance for programs and services in future years

