

A C O N

AIDS Council of New South Wales Inc.

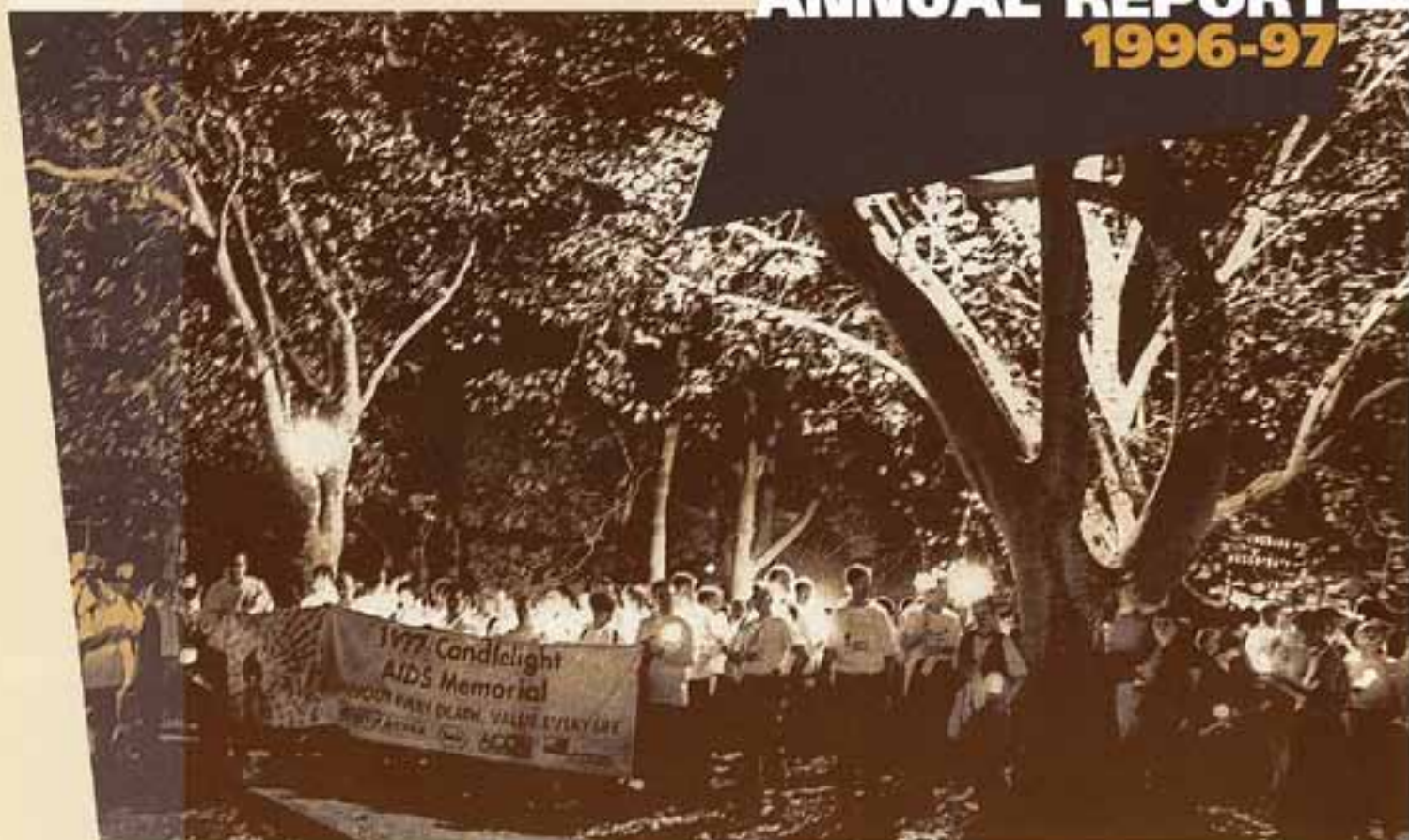
1996-97 Annual Report





AIDS Council of New South Wales Inc.

ANNUAL REPORT 1996-97



CREDITS

Project Management

Kevin Golding

Editing

Jill Jones

Art Direction/layout

Martin Köhn - m.art design

Printing

South Coast Graphics

Photography

Mazz Images

C Moore Hardy

Alex Rossi

Courtesy:

Star Observer, Capital Q



Clockwise from top

Vanessa Wagner and show cast

at Hand in Hand;

Positive Women

at the Mardi Gras Parade;

ACON at Mardi Gras Fair Day

About ACON	2
President's Report	4
Executive Director's Report	6
During 1997	8
Organisation Chart	9
HIV Living Unit	10
Community Support Network Unit	12
Policy and Women's Unit	14
Sydney Gay Education Unit	16
Peer Education Unit	18
Organisational Services Unit	19
Volunteer Program	20
Client Liaison and Information Unit	21
Western Sydney Region	22
Hunter Region	23
Illawarra Region	24
Northern Rivers Region	25
Treasurer's Report	26
Auditor's Report	27
Financial Reports	28
List of staff and committees	35

OUR MISSION

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
- by empowering all affected by the epidemic, and
- by 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.

OUR CORE VALUES

Social justice

Paramount to the work of ACON is the belief in the rights of and social justice for all people including those living with HIV/AIDS. ACON believes that health is a fundamental human right and that people affected by HIV/AIDS have the right and duty to participate, both as individuals and collectively, in the planning and delivery of their health care.

The HIV/AIDS epidemic is special

ACON believes that the HIV/AIDS epidemic is - and remains - special.

This arises from a unique confluence of factors, namely:

- transmission of the virus involves sex, drugs and blood - issues society is only slowly learning to deal with openly and calmly.
- the societal groups most at risk - gay men, injecting drug users and sex workers - are traditionally wary of government and the health system, and subject to prejudice by both social institutions and by individuals.
- the paradoxical nature of the virus - that it is communicable and the person infected always remains infectious, yet transmission is easily preventable as long as the confidence and the co-operation of those infected and most at risk is retained.

This means that the epidemic requires innovative, challenging - sometimes audacious - responses from society, from government, and from the health system.

Community mobilisation

ACON originated in the gay community in Sydney, and is in itself the primary expression of the community's response to the epidemic.

ACON values its origins and seeks to promote and implement community development strategies which initiate, nurture, encourage and facilitate community mobilisation, believing these to be the only truly effective responses to the epidemic in the long run.

OUR 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.

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.

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.

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.



Committee of Council

WHO WE ARE

The AIDS Council of New South Wales (ACON), is a community-based organisation funded by the NSW and Commonwealth Governments and from donations and fundraised monies.

We are Australia's largest AIDS organisation with seven management units in the Sydney office - HIV Living Unit, Community Support Network Unit (CSN), Client Service and Information Unit, Policy and Women's Unit, Sydney Gay Education Unit, Peer Education Unit, and Organisational Services Unit - and four regional branches in the Hunter (Newcastle), Northern Rivers (Lismore), Illawarra (Wollongong) and Western Sydney (Parramatta).

ACON's philosophy is to work closely with the State and Commonwealth Governments and with other organisations in the HIV/AIDS area.

Governance

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 a selected honorary committee of 20 persons, which determines ACON's strategic directions, policy and accepts financial accountability. Following a constitutional amendment the committee will reduce to 13 members at the Annual General Meeting. 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.

Staff

ACON has over 100 permanent staff and a number of other staff employed for fixed term projects. The staff of ACON carry out day-to-day administration and implement policy to meet the Mission and Strategic Plan established by the organisation.

Volunteers

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.

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.

Australia Post knocks back an 'offensive' postcard because it carries a man's naked butt with a Hep A message, while the Queensland Government anguishes about safe sex cards because they 'recruit'. The Telegraph Mirror campaigns against "drug pushers in suits" and the Chair of ANCARD reminds us that we better get used to it: the Government has changed. "Government sets the rules of the game" because they have "the power and the money" and, presumably, we don't.



Chris Gratton & Don Baxter

I'm told by minders that the times are a changin' and courage is hard to find. Yet ten years ago in 1987 when the first needle and syringe exchange was established, or eight years ago in 1989 with the first National HIV/AIDS Strategy, were community fears any easier to confront? Was less courage required of our political leaders?

In fact, the challenge of leading the community through its fears passes to new generations of politicians. So far - with the exception of our State and Federal Health Ministers and a handful of others - our politicians have shrunk from the challenge.



Candlelight AIDS Memorial Vigil

1997 was one helluva year. New pills in lots of new colours. Pills which work for some, and which don't or are too late for others.

And one really striking thing. Among all the voices raised against the fundamental tenets of our National HIV/AIDS Strategy, there were few voices speaking in support in our Parliaments. In fact our Parliaments have echoed with a vast silence on HIV/AIDS.

**GOVERNMENT MAY
HAVE THE POWER
AND THE MONEY,
BUT WE HAVE OUR
OWN STRENGTH!**

in our own communities, courage isn't such a rare commodity. In 1997 positive people and their friends have ridden a roller coaster. New pills, new hope, new guilt, new failures. Fears about waning interest in HIV/AIDS in our community. Discrimination. Still! And each positive woman and each positive man responding in their own way, but all with courage.

For all the volunteers of ACON - CSN carers, Fun and Esteem and HIV Support facilitators, packers - courage is also part of the job description. Clients are still dying, resources are still scarce and each new rise and fall of the roller coaster affects them and their jobs too. It takes courage to keep going.

1997 also brought new challenges for ACON's staff. ACON's groundbreaking approach to HIV prevention education



came under attack as reports emerged of increases in unsafe sex. New treatments arrived and new demands had to be met: providing information, counselling, care and support. And yet ACON's new treatment campaign was a world first. ACON's HIV Support groups, Positive Women's Peer Support and CSN expanded to meet new needs. ACON was still able to launch the biggest community and client survey an AIDS Council has ever undertaken to help guide our future work as part of our strategic plan review.

As I look forward to 1998, I am both fearful and hopeful. Fearful that now, like no other time in recent years, central planks of the partnership we have built to fight this epidemic are under attack. Fearful that more and more, our politicians are being cowed into silence.

And yet I am also hopeful. For me and other positive people, there are new choices. New transmissions in New South Wales are declining, and some of us are living longer.

But I think the most encouraging sign is that our community is still with us and our fight against the epidemic. The Hand in Hand party in 1997 was our most successful ever. It is run by volunteers with community support and raised more than \$120,000 to

extend ACON's work and the work of other community organisations. To me, Hand in Hand was a timely reminder of ACON's history, that ACON was founded by the community to build on the response of the community. In 1997 ACON's Committee of Council has made changes to strengthen community ownership and involvement in ACON and its work. A new membership campaign has been launched. The Constitution has been amended to emphasise the Committee's responsibility to the membership and community for the leadership of ACON.

A review of ACON's Strategic Plan has begun, supported by community and client surveys, so our community can set an agenda for ACON's work over the next few years. We need to plan for changing treatments and care and support needs, and ways of supporting safe sex practices.

And difficult as it has been at times, we have said in 1997 that we value negative criticism as much as positive feedback. We have had some very difficult debates this year about exactly how ACON - in all its work and all its Branches - should implement its Mission Statement. These debates have been difficult and sometimes misunderstood. But they will and should continue because our Mission Statement must constantly be tested and re-argued.

"The most encouraging sign is that our community is still with us and our fight against the epidemic. The Hand in Hand party in 1997 was our most successful ever. Run by volunteers with community support, it raised more than \$120,000 to extend ACON's work and the work of other community organisations."

So as I look forward to 1998, I do feel confident. Confident that we care enough about ACON and its work to debate it, contest it, and yet still get on with it. Confident that we are strengthening our membership and community involvement. Confident that if we are debating, at least we are debating the right issues.

Finally, on behalf of the Committee of Council, I'd like to thank some people who don't often get thanked for the work they do. I'd like to thank ACON's Managers, staff, and volunteers, and in particular our new Executive Director Bernie Coates, who has come to a new job, a new life and a new city and faced questions and issues I'm quite sure he didn't even imagine. And to the 20 members of the Committee of Council, thank you, too.

As we head into 1998, we need to know that while around us the epidemic, the political climate and our lives will change, our strength is in our community. In the pages of this Annual Report, you will read about that strength. Government may have the power and the money, but we are our own strength.

Chris Gratton
President

A YEAR OF CHANGE

This has been a year of extraordinary change in HIV/AIDS, a year in which we were faced with complex new challenges and were compelled to ask what is really important about what we do and how we do it.

The year began with a sense of mounting hope about the impact of new treatments and growing optimism as more and more positive people took up therapies, saw their health improve and began constructing a new view of the future. The familiar death notices in the *Sydney Star Observer* dwindled.

But we soon learnt that new treatments brought new complexity and a raft of new challenges. More pills, new dosing demands, new side effects and new expectations saw a big increase in demand for support programs, treatments information and education. For some, whose treatments were not working, there was a new sense of isolation. Care demands decreased for a time and then began to increase again. The media headlined 'new hope' and this was read by many as 'AIDS cure' or that the crisis was somehow over.

At the political level, there were a number of successes - a new National Strategy, new national advisory bodies and new commitments to maintaining the community-based response - significant achievements in the face of growing opposition to the 'specialness' of HIV/AIDS. These successes demonstrate the continuing strength of the community leadership in HIV/AIDS and the critical support of Federal Health Minister, Michael Wooldridge.

But more broadly, the committed political leadership that had characterised the early Australian response to HIV/AIDS, and had made it an international success story, appeared to be waning. In NSW, the needle and syringe exchange programs, which have prevented an HIV epidemic among injecting drug users, were under attack. A new politics of intolerance and moralism was emerging and, for the first time in a long time, we needed to defend the use of explicit education material among gay men. New and old critics of our education campaigns emerged.



ACON at the Mardi Gras Parade

Federally, the old funding arrangements for HIV/AIDS were on the way out and there was increasing pressure to form new alliances in sexual health and communicable diseases.

Within our own communities, important shifts in attitude to HIV/AIDS and in sexual practice began to emerge. An ACON survey of constituents' views, conducted for the development of a new Strategic Plan, found that many people believe HIV/AIDS is less important to the community than it was. They were clear, however, that AIDS is still important to them, that they don't think the crisis is over and that they don't want HIV funding spread to other diseases. Research also showed there has been a marked increase in the number of gay men having sex without a condom with casual partners, though the reasons for the shift were unclear.

IT'S YOUR LIFE

ACON AND CHANGE

As the nature of the epidemic, the political environment and community views change, so too does ACON need to change. New demands require new projects and services and a shift in resources. More complex needs require new thinking. The changing nature of treatments have added another layer of complexity to prevention education. There is new urgency in protecting what is special about the HIV/AIDS response. And there is a need to re-engage with the community we serve and on whose support we rely.

The atmospherics of change are compounded at ACON by the departure of the remarkable Don Baxter as Executive Director after six years in the position.

Coping with this level of change presented particular challenges for ACON in 1997.

Inevitably, in a period of rapid change, there is confusion and the potential for conflict. Some resist the need to change, others welcome change but embrace overly simplistic prescriptions. Others know successful change is hard work and requires good communication and open dialogue.

In a period of change, an organisation needs to reflect, to go back to the things that are fundamental to its purpose - its core reasons for existing - and to consult those to whom it is accountable.

SO, WHAT IS MOST IMPORTANT ABOUT ACON?

ACON - the fundamentals

ACON is the largest Australian HIV/AIDS organisation, in the city where more than 60% of those affected by the epidemic live, in the nation with perhaps the most successful international response to HIV. It was established by the Sydney gay community as its primary vehicle in the fight to end the AIDS crisis.

Its work is primarily with gay men who remain most at risk and are the principal group living with HIV. But it also works with others affected, as far as its resources and mandate allow. It provides services, information and education for both gay men and positive people and care and support services for positive people. And it advocates on behalf of those groups to get better access and services and to remove legal and other barriers to equity, justice and independence.

It is fundamental to our approach that we emerged from a community and remain primarily accountable to it - that is what it means to be a community-based organisation and it is a critical difference between us and government-controlled health services. ACON exists while our community wants us to do so and acts with the explicit or implicit support of that community.

Our Mission Statement talks of mobilising the community and of building on the community response to HIV/AIDS. While we need to be competent and professional service providers, we need also to facilitate the work of others in the community to

respond to community needs and contribute to the response. ACON's clients, staff, volunteers, members and supporters are primarily drawn from the community we serve and we see what we do as part of a broader community movement. Ultimately, we are a part of something bigger, a community responding to a need and a challenge, and a community taking care of itself.

Because ACON has a high profile and more resources than others, there are endless calls on ACON to do more. Expectations are always high, so it is critical to be clear about our core purpose and focus and to have a clear and effective system for setting priorities. A clear strategic plan, an effective annual planning cycle and budget systems that put the resources where they are most needed and have the greatest impact are critical.

A large organisation, meeting complex and diverse needs in a range of locations requires good policies, systems and structures and a focus on a positive organisational culture. 'Make do' approaches are maybe OK at the beginning but they are unsustainable over the long haul. Problems with systems, structures and culture need to be addressed and not left to eat away at morale or undermine community confidence.

These are some of the fundamentals - and, during 1997, we were called upon to reconsider our thinking and our practice in each of these areas.

SOME OF THE NUMBERS

- 23 Treatments workshops in city and regional areas.
- 556 client contacts for HIV/AIDS Legal Centre
- CSN completed a pre-accreditation review through CHASP
- 5000 volunteer hours contributed to gay men's peer education work
- 2,700 new clients in our peer education program
- Developed a special events team of over 700 volunteers
- 10,000 calls per month to ACON switchboard
- 2,134 information requests
- Over \$2 million worth of work contributed by volunteers
- 33,000 hours of volunteer time contributed in one branch alone.



Ms Muriroa 1997, fundraising event for ACON Vitamin Service

ACON CARRIED A PACKED CHANGE AGENDA DURING 1997.

We conducted the biggest ever survey of our members and constituents to find out their views on HIV, on ACON, and how we should change. The survey will inform the development of a new Strategic Plan which will affirm or modify ACON's Mission, core values, primary clients and core business.

We focussed on our accountability to the community and began a new members' newsletter and a membership drive to increase the sense of ownership that the community has invested in ACON. The ACON Constitution was altered to reduce the size of the Committee of Council and we began to develop a proposal for a new forum of community organisations in HIV/AIDS.

We began to send a clearer message that ACON is responsive and open to criticism and will act to correct mistakes where they happen. This received mixed but overall positive responses in two areas

where trust had broken down between ACON and some of its community - Western Sydney and Northern Rivers.

We also began to address structural and systems problems, some of which were long standing. New relationships and improved communication between the Sydney office and branches began to develop.

Management systems began to improve. New financial systems and information technology emerged. Ideas for new planning systems and performance management began. Systems for quality improvement were introduced.

And we continued to respond to new and emerging needs with new projects and services, new prevention campaigns, new treatments information and lobbying.

In many ways it has been a difficult year, but ultimately a successful one for ACON.



THANKS

None of this success would have been possible without the commitment, dedication, skills and ideas of the people at ACON - the Committee and working group members, the staff and volunteers, the members and other supporters. They have all played a part in continuing the successes of ACON.

I have been here just a few months, but in that time I have been particularly struck by the extraordinary talent and commitment of the people at ACON. They sustain ACON's work, keep us honest and ensure we keep the community foremost in all we do.

On my own behalf, I especially want to thank the Committee of Council members and, in particular, ACON president Chris Gratton whose support has made a difficult transition so much easier. I thank Chris and Annette Gunnis in particular for their personal support during the year.

Thank you to the Management team at ACON and to those staff and volunteers who have added their support and goodwill to my induction.

Lastly I want to pay tribute to my predecessor, Don Baxter. Don carried out the role of Executive Director of ACON

during an extremely difficult period in HIV/AIDS. Throughout, Don demonstrated a dedication to HIV/AIDS, the community response and to the Sydney gay community that was unmatched. His vigilance, diplomacy and the long hours he contributed sustained ACON and were critical to the authority and standing it now enjoys. I thank him for his support and wish him a quieter life now.

Bernie Coates
Executive Director

WHAT WE DO

The HIV Living Unit provides support, education and information to people living with HIV & AIDS and their significant others.

We provide both peer and professional support and education directly to clients and offer information and training to health and support workers who work with people living with HIV/AIDS.

Our individual projects provide a referral point for other unit and external projects and services.



COUNSELLING OUR CLIENTS

The ACON Counselling Team provides individual counselling, in person and over the phone, to people with HIV/AIDS and their significant others. This may be short term crisis help or longer term counselling.

During the year we:

- Organised a Treatments Forum attended by 70 counsellors, social workers, nurses and other service providers.
- Developed and ran five workshops, aimed at Service Providers, dealing with new Treatments information as well as personal and social issues. We received a extremely positive evaluation from participants and have had requests for more workshops both in and out of Sydney.
- Provided a six day volunteer counselling training workshop.

SUPPORTING OUR CLIENTS

The HIV Support Project offers peer support both through groups run by volunteers and one-to-one interaction. We provide information and education to HIV positive people through forums, workshops and campaigns.

During the year we:

- Provided one-to-one support to clients both in person and over the phone.
- Ran nine HIV Peer Support Groups.
- Ran "Orientations", a two day workshop for recently diagnosed HIV positive gay men.
- Ran facilitator training over four days.
- Ran regular workshops on topics such as treatments, legal issues, recreational drug use & complimentary therapies.
- Ran a treatments forum and subsequent peer support group.



PROVIDING THE LATEST ON TREATMENTS

The Treatments Project provides information on conventional HIV/AIDS treatments. We do this with individuals, through workshops, forums and written material.

During the year we:

- Presented 23 treatments workshops in both metropolitan and rural areas to people living with HIV/AIDS, health professionals, positive people in prison and ACON/ CSN staff and volunteers.
- Responded to an average of 35 telephone treatments information calls a week (a call may last up to an hour and a half in some cases).
- Provided treatment information sessions to an average 12 to 15 individual clients a week.
- Liaised with drug companies and doctors on access to treatments.

GIVING LEGAL ADVICE

The HIV/AIDS Legal Centre (HALC) provides legal advice and representation on HIV/AIDS related matters. We also identify and carry out test cases where appropriate.

We had a 98% success rate in representing superannuation cases which account for a large part of our caseload. We also provide advice to legal centres and others representing people with HIV/AIDS.

In the last year we:

- Had 556 client contacts, both in person and over the phone.
- Gave 20 talks and seminars in both metropolitan and rural areas.
- Operated regular consultations at St. Vincent's Hospital out-patient clinics.

We produced and distributed a number of resources including the HIV/AIDS Sentencing Kit, which provides reasons why people with HIV/AIDS facing custodial sentence should sometimes receive a reduced or non-custodial sentence.

GETTING AWAY FROM IT

The Positive Retreats Project offers regular four day retreats in a rural setting where HIV positive people can experience a range of complementary therapies in a supportive environment. Two retreats were held during the year and six are planned over the next 12 months.

"WITH COMPLEMENTS"

"With Complements" is a newsletter which discusses complementary therapies in relation to HIV/AIDS. We produced issues regularly over the past 12 months.



LOOKING FORWARD

Currently, as with all HIV/AIDS services, we are reviewing our work to ensure we are meeting the needs of our current and potential clients in the face of changes wrought by HIV/AIDS treatments advances. Our primary goal is to provide a more seamless service to clients by developing closer co-operation between all our projects.

David Edler
Manager

WHO WE ARE

The Community Support Network (CSN) is affiliated with ACON and 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 practical care, transport and housing services.

We ensure all our service providers are appropriately trained and equipped.

We strive to be sensitive and responsive to our clients' changing needs.

CHANGE AND GROWTH

During the year CSN invested a lot of time and energy in consolidating substantial changes made in the

CONSOLIDATING OUR POLICIES

CSN was established as one of the early Sydney organisations involved in HIV/AIDS. As a consequence, a

substantial body of policies, procedures and everyday practice had simply grown up around the way we were doing things. Unfortunately, most of this tradition was oral, and its continuation depended heavily on just a few individuals knowing how things were done.



previous year. For instance, we completed the multi-skilling of all Care Liaison Officers, brought together all of our "word-of-mouth" policies into a single CSN Policy and Procedure Manual, and underwent a pre-accreditation review of our client service and other activities by the Community and Health Accreditation and Standards Program (CHASP).

CSN Sydney also began to directly support recruitment and training for the CSN office in Western Sydney, and began work on establishing a home care operation in the Mid-North Coast area.

That circumstance, coupled with a need to update a number of our practices because of the changing home care environment, led CSN staff, carers, and clients to conclude that an oral tradition was no longer appropriate. Instead, we worked together to create an extensive CSN Policy and Procedure Manual. In addition to standardising the way things are done in Sydney, other CSN offices determined that most parts of the Manual were also applicable to them. While a process was put in place to assure that local needs can be met, generally speaking, all CSN offices now offer service to clients based on the same standards.



“our Mardi Gras float (this year a giant beehive swarmed over by about a hundred busy bees)”

REVIEWING OUR SERVICES

Having put together the manual, we decided it was time for an impartial, outside review of our work so we could be sure our service model and our service to clients was the best that it could be. Consequently, we invited the Community and Health Accreditation and Standards Program (CHASP) in to do the review. CHASP is a state-funded organisation which has done most of its work in the public health sector.

CSN is one of the first non-government organisations to undergo review. Despite some initial trepidation among staff, carers, and clients, the review turned out to be a stimulating learning experience for everyone who participated in it - and we involved the broadest possible range of CSN people.

The initial review has now been completed. An accreditation review will occur in mid 1998. Encouragingly, however, the head of the CHASP review team told us that if this had been an accreditation review, we would have been accredited. Needless to say, the entire CSN team - staff, carers, and clients - were justifiably proud of that outcome.

RECRUITMENT CAN BE FUN

Naturally, we also did all the fun recruitment things we've become well known for, such as our Fair Day activities, our Mardi Gras float (this year a giant beehive swarmed over by about a hundred busy bees), and the appearance of our special 'characters', the Amandas, the Sadies, and the Nurses at the Newtown Fair and on Oxford Street. These activities (and our media work) are not only fun, but they have moved us from a situation where we were finding new carers difficult to attract to one where we have a waiting list.

LOOKING FORWARD

There has been some talk in the community that the success of combination therapies will mean a CSN-type service is no longer required. We wish that were true. In fact, the CSN home care case load has diminished only slightly and the demands on transport have increased. Finding appropriate housing for our Sydney-based clients continues to be a major problem because of the Sydney real estate market and inadequate subsidies.

It is true, however, that the pattern and nature of home care seem to be changing. We have undertaken a detailed analysis of these trends to see what impact they may have on the nature and delivery of our services. This should be completed early in the new year, and the conclusions will be fed immediately into our policies and procedures.

Finally, we are undertaking a major campaign to inform those people eligible for CSN services how to gain access to them. A highlight of this effort will occur when CSN serves Saturday brunch at ACON to as many positive people as may wish to join us, including our present clients. We believe the best way for people to find out about CSN is to ask the people who are a part of it already.

Jim Belford
Manager

WHAT WE DO

The Policy and Women's Unit deals with a wide range of projects and policy issues. We have two main roles: to draw together all ACON projects dealing primarily with women and to provide policy development for ACON's lobbying and advocacy work.



OUR POLICY PROJECT

The Commonwealth Government's Third National HIV/AIDS Strategy was an important focus for our Policy Project work this year.

We supported the Public Interest Advocacy Centre's work on access to medical records including advocating patient's rights to gain access to their medical records.

ACON made submissions to the NSW Privacy Committee about confidentiality regarding police data entry systems. We contributed to discussions on the use of HIV data for research purposes and confidentiality implications.

WE continued working in coalition with PLWHA (NSW), BGF and housing groups to highlight the impact of the Federal Government's proposed housing reforms on people living with HIV/AIDS.

We played a central role in establishing the Chronic Illness Alliance (NSW), a broad-based coalition for building working relationships and a common voice for lobbying and campaigning.

SUPPORTING WOMEN

Our Women and AIDS Project is involved in a range of activities related to women and HIV/AIDS. Advocacy and policy are becoming more central to our role and we are restructuring to work more closely with current issues.

We helped develop and distribute a series of fact sheets for women about HIV. Topics included Testing, Newly Diagnosed, Symptoms, Pregnancy and Treatments.

Bound By Consent, a joint project with GLIDUP (Funded by a Tribes grant and assisted by a Sydney Leather Pride Community Grant), produced a resource and series of workshops for lesbians about safe SM sex and drug use.

Clover Moore handing a cheque for \$17,000 from the NSW Department for Women to Erycka Fars of the Positive Women's Support project.



HELPING IN THE DRUG USE AREA

We had a productive year with the Gay and Lesbian Injecting Drug Use Project (GLIDUP).

We helped coordinate and staff the successful ACON Information stalls at this year's major lesbian and gay parties.

In October we launched the Sydney Women and Sexual Health Report which detailed the 1996 findings of research into lesbians' injecting drug use and sexual contact with gay men. The report was done in collaboration with the National Centre in HIV Social Research and the National Centre in HIV Clinical Research and Epidemiology and attracted interest from a broad range of community members and health workers.

SUPPORTING POSITIVE WOMEN

Our HIV Positive Women's Support Project has two Peer Support Officers who provide weekly support sessions and produce a monthly newsletter.

We have given talks in Gosford about women and HIV and represented ACON at conferences including the Women and HIV Conference in California.

During the year we helped at the ACON Fair Day stall, had two fully-packed convertibles representing Positive Women at the Mardi Gras Parade and started lunches for women at the PLWHA Day Centre.

We received funding from the NSW Department for Women to develop a peer support model for HIV Positive women.

TARGETTING ABORIGINES AND TORRES STRAIT ISLANDERS

We finalised the development of our Aboriginal and Torres Strait Islander Program, designed to target gay men and lesbians, HIV positive men and women and transgender people in the Aboriginal and Torres Strait Islander communities. The project commenced August 1997.

SUPPORTING WOMEN PARTNERS OF BISEXUAL MEN

Our Women Partners of Bisexual Men Project completed an information video for health care workers on support for women partners of bisexual/gay men. We began developing an accompanying manual for health care workers. We also held a one-day workshop for women partners of bisexual/gay men.

We produced and distributed two newsletters: for health care workers in NSW and for women partners.

We ran monthly support groups in Sydney. Affiliated groups also met in Wollongong and Canberra.

SUPPORTING FAMILIES AFFECTED BY HIV/AIDS

Our Family Support Project is a relatively new program to ACON. It provides a resource for families, the Department of Community Services and substitute care agencies, and provides advocacy, information and training. Since its inception, 29 families have been assisted.

We have close links with the Children's Hospital, and assisted in the training and selection of their volunteers. We also attended Camp Goodtime, a national event run annually by Sydney Children's Hospital for families with members living with HIV.

We provided education and information to staff, students and parents at kindergartens and schools to support the disclosure of a family member's HIV status.

LOOKING FORWARD

ACON has a key role in policy development, particularly with regard to state issues. We will be increasing the level of our policy and advocacy work in all areas in the coming year. We will also be developing a major strategy on women and HIV, to be co-ordinated with other organisations, and implementing the review of GLIDUP which will shift the focus of that project to a stronger role in policy and advocacy.

Stevie Clayton
Manager

SYDNEY GAY EDUCATION UNIT

A CHANGING ENVIRONMENT

We continue to focus on the inner-city gay community, ensuring these people remain a high priority for our education programs. In the past year we have seen enormous changes in the nature of the epidemic, in particular, the advent of new treatments and research indicating an increase in unsafe sex among gay men. To respond to this changing environment we have begun restructuring our activities and establishing new education programs.

OUR CAMPAIGNS

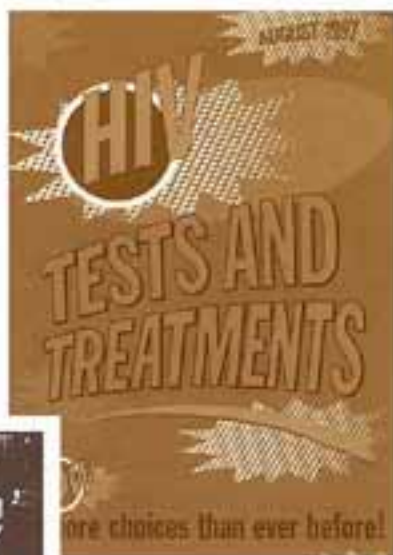
Men Like Us

Men Like Us addressed the changing notion of safe sex in the Nineties and gay men's changing relationship to the epidemic. We found it was particularly popular among positive gay men who valued the re-affirming images it presented. A comprehensive evaluation is available.



New Information, New HIV Tests, New Treatments - Now more choices than ever before

This campaign was the first in Australia to provide comprehensive and accessible information to all people living with HIV in NSW on the new treatments. The colourful, bright and loud approach it took ensured a new standard for treatments education was set. The booklet is already in its second print run and has been adapted for national use. It has proved to be our most popular resource this year.



Campaign feedback ... ACON hits the streets. Photo: Steve Wright

ACON calls for community debate

A statement issued this week by the AIDS Council of NSW (ACON) called for discussion and debate on the reported rise in unsafe sex.

ACON president Chris Graham said it was important that debate about safe sex was held in a respectful and open manner.

"We need both good research and community debate to keep the message

relevant. "ACON will be focusing on what gay men are saying on the street because it is vital that education messages remain relevant to positive and negative gay men's lives."

Graham rejected criticism that ACON's campaign had been an "appealing blunder".

He said the campaign was based on detailed

research into the sexual practices of gay men in Sydney, including evidence that over 70 per cent of men in relationships are having unprotected sex since 1992.

"Such communities may not like the way gay men are making these decisions, but we spare them rights in our past," Graham said. ■

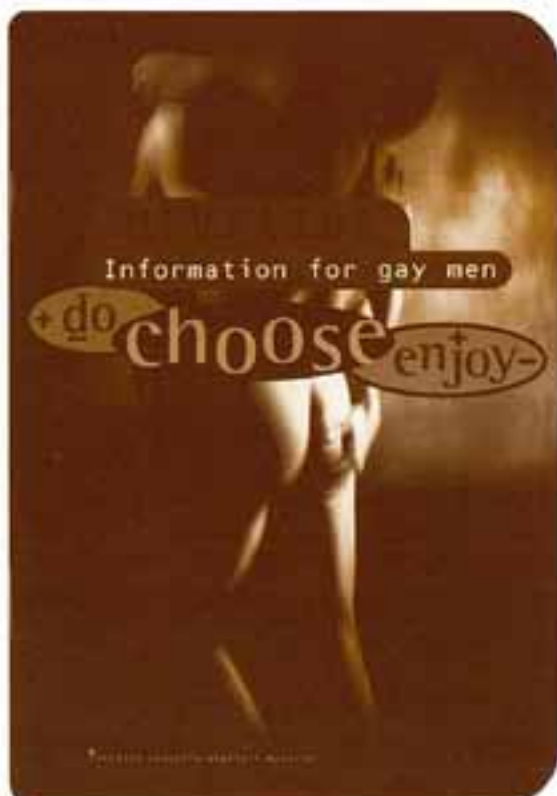
Ms Vanessa Wagner
graciously accepting her 1997
ACON/DIVA Safe Sex Award

Strength-in-Difference

Strength-in-Difference focused on HIV negative gay men in relationships with HIV positive gay men. The campaign sparked considerable community interest.

Do-Choose-Enjoy

We collaborated with the Queensland AIDS Council and the Victorian AIDS Council in developing this campaign. It focuses on ensuring basic information on safe sex and sexually transmitted diseases is available, particularly for gay men who are newly sexual. Two booklets were produced and they proved to be extremely popular.



OUR WORKSHOPS

We offered two workshops to gay men. The Relationships Workshop is a 12 hour workshop providing gay men with an opportunity to talk about all aspects of gay relationships. It focuses on communication skills and safe sex. We start up a new group every six weeks.

The Sexshop Workshop is a nine hour experimental workshop providing a space for gay men to talk about sex. Three groups have already occurred and we will be running with a new revised program shortly.

SLUTS, VENUES AND SAFE SEX

The now notorious Safe Sex Sluts continue to bombard party-goers and venue patrons with safe packs through the year and at all major community events. We continue to supply gay venues with free Safe Packs. This is thanks to our sponsors, particularly DNA, Durex, Club X, Ansell.

Venues liaison continues to be an important ongoing part of our resource distribution strategy. We are currently developing a series of new education initiatives targeting gay venues.

The ACON/DIVA Safe Sex Award is given each year to a performer in the drag industry for contributing to safe sex awareness. This year the winner was the extraordinarily talented Vanessa Wagner. Congratulations Vanessa!

STAYING ON TRACK

We regularly conduct community surveys to ensure there is an ongoing evaluation of our education activities. We ran two this year.

Aldo Spina
Manager

PEER EDUCATION UNIT

WHAT WE DO

We provide peer-based education forums to NSW's gay community. We focus on enabling and supporting gay men from a variety of backgrounds and communities to increase their capacity to confront issues of HIV and AIDS in their own lives.



OUR VOLUNTEERS

Volunteers continue to play a vital role in our work. They contributed over 5,000 hours to our projects.

CONTACTING OUR CLIENTS

One of the most effective means to deliver peer education is through workshops, community meetings and seminars. We held 75 educational sessions as part of our projects. We contacted almost 2,700 new clients through the services we offered in the past year.

REACHING OUT TO ASIAN GAYS

There were major shifts in our Asian Gay Education Project in the past year, including changes in project staff and efforts to clarify the activities of the project to better meet community concerns.

In the face of these challenges, we relied upon key volunteers and community members to keep up the good work of the project.

REACHING OUT TO RURAL AREAS

Our Rural Education Project provides support and education to gay men living in rural areas across NSW. We are aiming to increase the capacity of local gay communities to deal with HIV/AIDS using their own community networks. We have worked with over

300 gay men across the state, offering local consultation meetings and workshops as well as continued support through outreach and referrals.

We have also been working with rural gay community support groups and area health workers on developing a regional phone-line service and co-ordinating a 1998 Rural HIV Conference.

SUPPORTING OLDER GAY MEN

Our Mature Aged Gay Men's Project (MAG) continues the success it has built over the past six years. It uses a holistic approach, which encompasses issues relating to the whole person not just HIV/AIDS, and operates through social, educational and peer support activities.

Overall attendance at the fortnightly meetings was up by over 30% on the previous year. This project exemplifies community development in action - it uses the group's membership to provide well over 90% of its activities. Members are also involved in all decision-making and planning for the group. MAG had 36 meetings in the past year which covered a wide range of health and social issues. An average of 120 men attended each meeting.

SUPPORTING YOUNGER GAY MEN

We continued to provide much-needed education and a safe and supportive social environment to young gay men

through our Youth Peer Education Project (Fun and Esteem). We offered workshops to young gay men on issues of self-esteem, negotiating safe sex, relationships, and HIV transmission as well as specialised workshops with HIV negative partners of HIV positive gay men.

We trialed a volunteer counsellor as a service to Fun and Esteem clients. The counsellor dealt with issues such as sexuality, relationships, coming out and eating disorders. Due to the overwhelming demand and positive feedback for this service, a permanent team of volunteer counsellors is being established.

We held 22 Start Making Sense and Relationships workshops which had over 350 participants in the past year. We also had increasing demand for the HIV Negative Partners Group, a new service offered during this past year.

LOOKING FORWARD

We have committed ourselves to a process of both building our professional ability to provide our services and critical reflection on our work. We will continue to do this to ensure that the services offered through the Unit are seen as dynamic programs that reflect the changing needs of the communities they serve.

Brent Allan
Manager

WHAT WE DO

We provide a range of services which allow ACON to achieve its mission. These services include financial management, personnel and payroll, training and development, volunteer and staff support, volunteer coordination, computer systems and support, graphic design and administrative services including building management, fleet management, insurance administration and purchasing.

19

LOOKING AFTER
OUR PEOPLE

The Human Resources Team is responsible for the systems which manage both paid and unpaid staff.

Their job is made increasingly complex by ACON's size and by changes in legal and government requirements. Some examples are superannuation, industrial relations, workers compensation, occupational health and safety and affirmative action for women.

The Team conducted a staff survey in December to identify issues of concern to staff including human resources management, staff support and recognition. Management is currently implementing the recommendations.

We also reviewed the role and functions of the Joint Consultative Committee, the formal consultative mechanism between staff and management. The Committee's role is now to ensure consultative processes are adequate and provide recommendations to management. This new role acknowledges that individual proposals often bring with them a need for sound staff consultation strategies.



Superannuation administration also became a major issue for us. The challenge is to ensure staff have the information to make an informed choice without necessarily providing advice. Superannuation was made even more complex by changes announced in the 1997 Commonwealth budget.

This year we reviewed ACON's Occupational Health and Safety policy and program to ensure we comply with legislative requires. We improved the Sydney Occupational Health and Safety Committee by training staff representatives. The Committee conducted workplace inspections and made a number of recommendations to improve workplace safety.

LOOKING AFTER
OUR BUILDINGS

We were able to make improvements to the air-conditioning system in the Sydney office and also upgraded fire services and alarms and reviewed building evacuation procedures.

MANAGING OUR
FINANCIAL
SYSTEMS

Financial turnover increased by 8%. This year we trialed a portfolio structure in the Finance Team which increased our productivity, streamlined tasks and improved client service.

We also reviewed ACON's financial policies, revised the Committee monthly financial reporting systems, and improved the annual budgeting system.

MANAGING OUR
INFORMATION
SYSTEMS

We began implementing the Information Technology Strategy by ensuring all sites had adequate software licenses and by standardising word processing software. Due to personnel changes the main thrust of the strategy was delayed until the second half of 1997. This involves implementing Lotus Notes as the organisation wide e-mail and information management system and providing external e-mail through the Sydney local area network.

We began work on establishing an ACON Internet Home Page to improve accessibility to information by ACON's clients. The Home Page was used in the stakeholder survey for the development of the new ACON Strategic Plan.

We also improved the internal graphic design service by converting to a Macintosh environment. This has improved the quality of ACON's printed resources, increased productivity and allowed us to output to bureaux and agencies more effectively.

Kevin Golding
Manager

VOLUNTEER PROGRAM

20

Right:
Volunteer performers
at 1997 Hand in Hand
Below: Volunteer packing team



WHAT OUR VOLUNTEERS DO

ACON has over 800 regular and 700 special events volunteers. These volunteers provide their time and expertise in most of our programs, from home-based care to counselling, peer support programs and office support. Without them we would not be able to provide most of our services. Their contribution provides ACON with the equivalent of over \$2 million dollars of paid work.

We aim to ensure our volunteer resources are used in the most effective way possible. We also want to ensure our volunteers have the best possible experience when working at ACON.

THIS YEAR'S HIGHLIGHTS

This year we developed the ACON Volunteer Policy which is in the process of being adopted across the organisation. Volunteering Australia sees this as a model policy for community based organisations.

We also:

- Developed and implemented consistent recruitment, induction and assessment systems.
- Began developing a centralised volunteer database.
- Implemented a Volunteer Services Team at Illawarra to manage their volunteer program. The Illawarra program offers many of the volunteer-based services operating in Sydney.
- Established the Packing Team which runs two packing days a month to process mail-outs and prepare condom packs.
- Established the Sydney Adminvol team which provides over 100 hours per month of administrative support including photocopying, filing and word-processing.
- Established a special events database of over 700 volunteers who are called upon for events like World AIDS Day, Candlelight AIDS Memorial and Hand in Hand dance party.
- Established the Sydney Volunteer Services Team staffed by volunteers, which co-ordinates volunteer recruitment, assessment, orientation and appraisal.
- Provided ongoing support and consultancy to the many volunteer programs in the branches and Sydney.

CLIENT LIAISON & INFORMATION UNIT

WHO WE ARE

We are primarily concerned with communication, both internal and external. The Unit has three teams: Client Liaison, Information and the Library.

LIAISING WITH OUR CLIENTS

Our Client Liaison team is often the first point of contact for clients wishing to use ACON services, both through the switchboard and the reception desk. We refer clients to appropriate units, people or services within ACON, as well as external agencies or services.

A limited needle exchange operates at Reception. Counselling appointments are also made through the team.

We also administer the ACON Vitamin service which provides a range of vitamins and nutritional supplements, via prescription, to HIV positive clients, often at subsidised prices.

We field an average of 10,000 calls per month through the switchboard. Our staff maintained their characteristic good humor and professionalism again this year. Their friendly service was noted in the community response to the recent ACON Strategic Planning Survey.

DIRECTING CLIENTS TO THE RIGHT INFORMATION

ACON's Information project acts as a channel for information and communication; both within the organisation as well as between ACON and its clients, stakeholders and other services and groups.

In the year 1996-1997 we successfully responded to 2,134

requests. We also provided or coordinated talks, lectures and presentations to over 35 groups, including overseas health professionals and government officials, local service providers, University, TAFE and secondary school students.

We provided four information stalls (Mardi Gras Fair Day, National Mutual Gender Health Expo, Surry Hills Multicultural Day, Health in Difference Conference).

CHANGES IN THE LIBRARY

We changed the layout of the library to create a more open and inviting space. We also developed a new, more accessible database for the library catalogue which should be up and running soon.

The library continues to play an active role in the HIV/AIDS Library network. The new database will help to create a more up-to-date catalogue for the network. Our clients will be able to get access to up-to-date records from any of the libraries in the network by accessing one database.

We have also spent a lot of time teaching staff and clients how to use the wide variety of sites and databases available on the Internet.

Tess Ziems
Acting Manager



A YEAR OF CHANGE

We have experienced many changes and welcomed a number of new faces to the team this year. We created two new project areas, and revamped CSN, and we can now offer increased support and education services for both positive and gay communities in the West.

We have been developing our relationships with the AIDS Co-ordinators of Area Health Services in the west to achieve better liaison and co-ordination. Our shared goal is to ensure that all our clients receive the best possible service.



EDUCATING GAY MEN

The Gay Men's Education Project has only been running for six months, but in that time has built up a good working relationship with the many communities of gay men in the West.

Regular support has continued for young men who are attracted to other men through our Just Guys Youth Peer Education Project. We held a number of very successful workshops on relationships and safe sex, including the training of ten facilitators. More than 15 volunteers assisted the project, donating over 800 hours. There was a steady increase in the number of client contacts made.

MARDI GRAS OUT WEST

In a first for the West, the Mardi Gras Film Festival was held at the Roxy Parramatta. The opening of the Festival coincided with the Western Sydney launch of the 'Men Like Us' campaign. The night was a great success.

Our combined ACON/CSN float for the 1997 Mardi Gras Parade was a huge success, providing a great opportunity for community members to come together celebrating both their sexuality and life in the West. The theme was 'One World One Hope', reflecting both the diversity and the shared kinship in gay men's lives.

SUPPORTING POSITIVE COMMUNITIES

We established the HIV Community Development and Education Support Project. This move was long overdue for the West where we have a substantial population of people living with HIV. The project will develop, implement and evaluate support and education services for positive communities.

CSN IN THE WEST

CSN has undergone a comprehensive review and restructuring to ensure HIV positive clients get the best possible service. CSN has used over 50 carers and trained 32 new carers. A total of 1942 caring shifts were organised, servicing a total of 64 clients with 7323 caring hours. CSN has been very involved in the community resulting in significant increases in client contacts.

POSITIVE DROP-IN

The Friday Drop-in Centre for HIV positive people adopted a new name, Western Suburbs Positive Drop-in, and for the last year has operated as an independent, self-fundraising group. The Drop-in group has used Western Sydney as a safe and supportive environment, but is currently looking for its own space in which to provide a broader range of activities.

Michael Erwee
Manager



Top: Western Sydney & the Blue Mountains in the Mardi Gras Parade
Above: Graeme Norton, ACON Just Guys, receiving Q Fund grant.

WHAT WE DID

ACON Hunter has continued to provide services within the region through:

- outreach services at beats and venues
- counselling, advocacy and referral for PLWHA and gay men
- community support services for those living with HIV/AIDS
- regular workshops for the Positive Speakers' Association, gay men and those coming out
- support groups for the parents of those who have died.

HUNTER REGION

THE IMPORTANCE OF VOLUNTEERS

The contributions of volunteers has become an increasingly important aspect of our work. They provide services through the Community Support Network (CSN), the Beat Project, office administration, Venues Outreach and resource production meetings. For instance, volunteers in CSN worked 30,754 hours and clocked up 140,146 kilometers over the year. The CSN hours alone represent an in-kind contribution of over \$430,000. Administration, beats and venues volunteers contributed a further 1,200 hours.

CSN provided services to 82 people in June 1997, compared to 67 for June 1996.

EDUCATING PEER GROUPS

Peer-based education programs remain a large component of our activities via beats/venues outreach and group work. A variety of participants are attracted to the 'Altogether' peer group which operates fortnightly and the 'Start making Sense' workshops. Requests for these services have continued to rise, and as a result we developed a 'Relationships' workshop series. Outreach work to beats continues to be an essential service for

Health Clinic), the Sex Worker Outreach Project, the Bisexual Support Group and the ACON Community Choir.

We are involved in the Hunter Area Health Service HIV/AIDS and STD Management Committee and related sub-committees on Education, Study Grants, Community Liaison and Sex Worker Education. We are also represented on the Hunter HIV Networking Committee, Hunter Palliative Care Committee and Hunter Lesbian and Gay Interagency.

WHAT WE ALSO DID

We co-ordinated the National Quilt Project Tour in the region, the Candlelight Vigil and World AIDS Day activities.

We continued campaigns targeting men who have sex with men (funded by the Hunter Area Health Service), and gay PLWHA's (funded by AFAO). We commenced a gay needs assessment, also funded by the Hunter Area Health Service.

Our monthly newsletter is well received. The office provides important services including condoms/lubricant/dams, ACON Vitamin Services, printed materials, library resources and back-up facilities to PLWHA. Approximately 650 people per month use our various services.

Kevin Paton
Manager



Hunter CSN volunteers at the Mardi Gras Fair Day

CSN IN THE HUNTER

CSN has continued to provide services to an expanded client group during 1996-97. The sixth CSN Hunter Carer Course was evaluated and we received extremely favourable feedback. During the year, physical, emotional and practical support was provided to 112 people on 7,602 separate occasions.

those men who may not be reached by other programs.

REACHING OUT

The ACON Branch Office provides space for a number of community organisations including the Gay and Lesbian Information & Support Services, HIV Anti-body Testing (Sexual

A YEAR OF CHANGE

We experienced a great deal of change this year. One big change was our office move last March from Kembala Street to 9 Crown Lane. We now have more office space increasing our creativity and output and providing greater confidentiality for our clients. The number of community groups using the amenities for education, support and drop-in sessions has also increased.

Two staff members have resigned in this period, including Manager Jackie Braw; their contribution to our work was significant and greatly appreciated by everyone. A new manager and administration officer were appointed later in the year.

TEST AND TREATMENTS CAMPAIGN

The Test and Treatments campaign was successfully launched by Jonathan Crow at Our Pathways Inc. We will be following this up with a series of Treatment workshops for service providers in partnership with the Illawarra Area Health, HIV Prevention Service.

CSN

CSN Illawarra has been through a period of change but also boasts many achievements in service provision this year. A total of 1,184 shifts were organised during this period, servicing 65 people, including 23 new clients. These shifts resulted in 3,444 caring hours provided to clients within a 5,653 square kilometre area, extending from Helensburgh in the north to Durras in the south.

The CSN Carer's Representative Committee has played a vital role in maintaining service provision and in fundraising activities. Four CSN training programs were conducted throughout the year providing an additional 36 new volunteers. We are now preparing for the Community Health Accreditation & Standards Program (CHASP) review being undertaken throughout all CSN branches.

Illawarra region in the Mardi Gras Parade



ANTI-VIOLENCE PROJECTS

In early 1997 the volunteer co-ordinator of Illawarra's Anti-Violence Project (AVPI) left. Currently, we are developing strategies to create safe venues, educate school counsellors and principals on the benefits of anti-homophobia programs and engendering a community norm of safety.

SUPPORTING OUR VOLUNTEERS

The Volunteer Illawarra Support Implementation Team (VISIT) was set up in early 1997 with the assistance of the Sydney Volunteer Co-ordinator. Since then, we have seen a big increase in the number of volunteers.

OUR FIRST MARDI GRAS ENTRY

1997 was the first year ACON Illawarra put together an entry for the Mardi Gras Parade. Staff, volunteers and community members marched alongside a red RAV 4 in Roman attire and our slogan was "Roman Where We're Needed".

WORKING THE BEATS AND THE VENUES

Beats outreach is our major form of outreach and we have continued working with local councils and police. Our program has worked extremely well with men who use beats. The Safe Sex Sluts, ie. volunteers who promote safe sex through distribution of information and condoms, have been a big feature at our local venues.

KEEPING IN TOUCH

We launched the One Community calendar in October 1996. It was produced by a dedicated team of volunteers. We are now looking at combining the calendar and the re-vamped ACON newsletter.

We continued to encourage communication between various community groups by providing them with resources, support and a meeting space. During the past 12 months, we also provided a great many information sessions, talks and stalls such as Sexuality Week at Wollongong Uni, TAFE, AIDS Awareness Week, Community expos and World AIDS Day.

Trudy Heathwood
Manager

WHO WE ARE

The ACON Northern Rivers Branch serves a very diverse community covering the area from the Tweed Valley to Grafton. We provide information, advocacy, care, support, education, prevention and outreach to people living with and/or affected by HIV/AIDS.

REFOCUSING OUR SERVICES

A review of ACON Northern Rivers was completed in June of 1997. The review highlighted the need to increase service provision to all people living with HIV/AIDS, especially the primary target group of those most at risk of contracting HIV, i.e. gay men and men who have sex with men. To achieve this, some internal restructuring of the branch was necessary.

The review generated a certain amount of community debate which our community is still working through. Despite these difficult circumstances, staff maintained their team approach, and continued to carry out day-to-day activities.

OUR CLIENTS

The Northern Rivers Area is believed to have the largest number of people living with HIV/AIDS outside the Sydney metropolitan area. We have approximately 145 positive clients and the Support Worker provides service for around 4 to 10 positive clients per day. There can be up to 15 people at our PLWHA lunch days.

OUR VOLUNTEERS

We have 90 active volunteers involved in education and the buddy program as well as administration, office work, fundraising and peer support. The number of combined volunteer hours per month are approximately 310 with 96 hours in care and support.

Due to the problems in the community and changes at the branch, it has been very difficult to sustain a level of interest or recruit and train more volunteers. Once the changes have been implemented a new recruitment and training program will go ahead designed to meet the changing needs of the client group.

NEEDLE EXCHANGE

Our needle exchange outlet is a very busy one with the number of occasions of service running at 2064 and needles given out at 26,592.

REACHING YOUNG MEN

"Young and Proud" is a successful forum for young men under the age of 26. It explores issues around relationships, self-esteem, safe-sex, drug-use and its affects and provides peer support through social activities. This project is supported by SHAIDS, the local Sexual Health and AIDS Service.

DOING LUNCH

The very popular PLWHA lunches are held twice a week. They provide a space for PLWHA's to talk about the issues relevant to them, as well as peer support.

REACHING OUT

Our Women's Project gives women access to information about safe sex and prevention as well as resources for women living with HIV/AIDS. It culminated with a launch of the "Women's Posters" at Caddies in Lismore.

The Homophobia Project used the Safe-Summer Safari bus to get messages out to young people about discrimination around sexuality.

With the Schools Project we were involved in putting together a number of HIV workshops for schools in the area.

WORLD AIDS DAY

Our World AIDS Day project included the display of panels of the quilts in a number of areas including Ballina, Casino, Tweed, Grafton and Lismore.

We raised about \$4,000 by selling Red Ribbons on the day with volunteer participation. At a special social event held on World AIDS Day, awards were given out in recognition of the contribution of individual volunteers during the year.

STAFF CHANGES

Our Branch Manager, Di Furniss, resigned mid year and Kathleen Cross-Nelson, the Care and Support worker, resigned in December 1996. We thank them for their commitment and hard work.

LOOKING FORWARD

The coming year will also bring with it many challenges and opportunities. One positive move will be a change of premises around October 1997. One of our priorities will be to resolve the conflict and fragmentation of our community and move forward.

Kevin Orrell
Acting Manager



TREASURERS REPORT

I am proud to be able to present this set of reports on behalf of ACON. We have made considerable progress in achieving the major financial planning objectives of ACON.

These objectives are:

- the assured financial security of ACON.
- the protection of ACON from complete dependence on a single income source.
- the use of effective systems of budgeting and accountability.

ASSURED FINANCIAL SECURITY OF ACON

The reports show a decrease in overall expenditure of around 3% or \$100,000. The most notable decrease in expenditure was for accommodation. Expenditure has been tightly controlled, with ACON continuing to operate in an efficient and effective way.


Income has increased by around 4% most notably in the area of Grant Income.

Importantly, the achievement of a net surplus after abnormal and extraordinary items of \$156,913 is the result of the exceptional efforts of ACON's volunteers, staff and management. The future security of our organisation depends upon this continued vigilance and attention.

In addition, budget decisions have reduced unfunded expenditure carried over from previous years by a very substantial \$337,000. This has contributed to an increase in accumulated funds and substantially eased the pressure on future budgets.

PROTECTION OF ACON FROM COMPLETE DEPENDENCE ON A SINGLE INCOME SOURCE

ACON'S annual dance party fundraises, Hand in Hand, was a great success, returning a surplus of \$120,000.



Other fundraising initiatives included the first joint venture with the AIDS Trust of Australia for Red Ribbon Day. Net funds raised through this initial venture were around \$55,000, shared between ACON and the AIDS Trust. ACON intends to continue this cooperative effort for the 1997 Red Ribbon Day with the aim of increasing revenues for both ACON and the Trust.

A working group developed a fundraising policy during the year and began to work on an overall strategy.

EFFECTIVE SYSTEMS OF BUDGETING AND ACCOUNTABILITY

There has been substantial emphasis placed on the simplicity and clarity of ACON's financial reporting. The close monitoring by management, Finance Sub-Committee and Committee of Council has been greatly assisted by the development of a simplified set of monthly financial reports. The effort of the Finance Team and management of ACON is particularly commended in this area. The development of a comprehensive Financial Policy during the year has clarified expectations and roles and set clear benchmarks for accountability.

Annette Gunnis
Treasurer

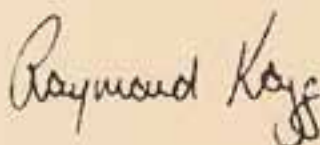
I have audited the financial statements of AIDS Council Of New South Wales Inc. (ACON) for the year ended 30 June 1997 set out on pages numbered 1 to 15. The ACON Committee of Council members are responsible for the preparation and presentation of the financial statements and the information they contain. I have conducted an independent audit of these financial statements 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 financial statements are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, 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 other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) so as to present a view of Aids Council Of New South Wales Inc. (ACON) which is consistent with my understanding of its financial position, the results of its operations and cash flows.

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

Audit Opinion

In my opinion, the financial statements present fairly in accordance with Australian Accounting Standards and other mandatory professional reporting requirements the financial position of AIDS Council of New South Wales Inc. as at 30 June 1997, and the results of its operations and cash flows for the year then ended.



RAYMOND KAZZI, BEc. CPA

Level 2
105 Burwood Road
CONCORD NSW 2137

Dated this 7th day of October 1997

**DECLARATION OF
PRESIDENT IN RESPECT OF
FUNDRAISING APPEALS**

I, *Chris Gratton*, 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 are appropriate and effective in accounting for all income received.

AIDS COUNCIL OF NEW SOUTH WALES INC.

AUDITED FINANCIAL STATEMENTS AS AT 30 JUNE 1997

AIDS COUNCIL OF NEW SOUTH WALES INC. BALANCE SHEET AS AT 30 JUNE 1997

FINANCIAL REPORT

28

	Notes	1997 \$	1996 \$
CURRENT ASSETS			
Cash	3	1,160,492	911,667
Receivables	4	126,262	176,876
Inventories	5	18,446	21,739
Other	6	38,741	41,428
TOTAL CURRENT ASSETS		1,343,941	1,151,710
 NON CURRENT ASSETS			
Property Plant & Equipment	7	842,624	1,066,689
TOTAL NON CURRENT ASSETS		842,624	1,066,689
 TOTAL ASSETS		2,186,565	2,218,399
 CURRENT LIABILITIES			
Creditors and Borrowings	8	651,019	744,379
Unexpended Grants and Grants in Advance	9	664,778	760,388
TOTAL CURRENT LIABILITIES		1,315,797	1,504,767
 NON CURRENT LIABILITIES			
Creditors and Borrowings	10	70,059	69,836
TOTAL NON CURRENT LIABILITIES		70,059	69,836
 TOTAL LIABILITIES		1,385,856	1,574,603
 NET ASSETS		\$800,709	\$643,796
 ACCUMULATED FUNDS			
Accumulated funds at beginning of year		643,796	852,047
Current Year Surplus/(Deficit)		156,913	(208,251)
TOTAL ACCUMULATED FUNDS		\$800,709	\$643,796

AIDS COUNCIL OF NEW SOUTH WALES INC.

INCOME & EXPENDITURE STATEMENT YEAR ENDED 30 JUNE 1997

29

	Notes	1997 \$	1996 \$
INCOME			
Grants Received	11	6,841,073	6,615,756
Less: Grants Unexpended	9	658,003	760,388
		6,183,070	5,855,368
Add:			
Donations		212,072	244,909
Events and Activities	13	53,203	61,537
Fund Raising	12	122,043	125,640
Interest		92,315	91,825
Sales of Vitamins		93,997	104,685
Other	14	68,705	106,173
		642,335	734,769
TOTAL INCOME		6,825,405	6,590,137
EXPENDITURE			
Accommodation		529,912	629,660
Audit Fees	15	17,753	17,215
Board and Council		24,541	15,476
Cost of Goods Sold		92,505	96,092
Financial Charges		16,264	17,469
Events and Activities	13	2,975	27,335
Office Supplies		237,968	198,909
Payroll	16	4,067,908	4,069,266
Postage, Freight and Telecommunications		218,292	234,106
Program, Resources and Client Services		621,399	695,522
Publicity and Promotion		204,654	192,532
Insurances and Professional Services		81,764	89,037
Travel and Representation		228,158	280,872
TOTAL EXPENDITURE		6,344,093	6,563,491
Net surplus/(deficit) before abnormal and extraordinary items		481,312	26,646
LESS: Abnormal Items	2A	234,897	234,897
LESS: Extraordinary Items	2B	89,502	-
NET SURPLUS/(DEFICIT) AFTER ABNORMAL AND EXTRAORDINARY ITEMS		\$156,913	\$ (208,251)

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1997

30

FINANCIAL REPORT

NOTE 1 - STATEMENT OF ACCOUNTING POLICIES

The financial statements are a general purpose financial report that have been prepared in accordance with Australian Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) and the requirements of the Associations Incorporations Act (NSW).

(a) Basis of Preparation

The financial statements 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.

NOTE 2A - ABNORMAL ITEMS

During the year ended 30 June 1995, AIDS Council of New South Wales Inc. moved offices from Goulbourn 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

1997	1996
\$	\$

\$ 234,897	\$ 234,897
------------	------------

NOTE 2B - EXTRAORDINARY ITEMS

During the year ended 30 June 1997, AIDS Council of New South Wales Inc. made a payment to a former employee as a result of a legal action regarding a superannuation payout.

\$ 89,502	\$ -
-----------	------

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1997

	1997 \$	1996 \$
CURRENT ASSETS		
NOTE 3 - CASH		
Cash at Bank:		
Commonwealth Bank	33,998	52,455
Cash on Investment Account:		
Australian European Finance Corporation (A subsidiary of the Commonwealth Bank)	1,112,336	845,451
Commonwealth Bank	10,758	10,060
	<u>1,123,094</u>	<u>855,511</u>
Cash on Hand:		
Petty Cash	3,400	3,700
TOTAL CASH	\$ 1,160,492	\$ 911,667

NOTE 4 - RECEIVABLES		
Grants Money Committed and Sundries	\$ 126,262	\$ 176,876
NOTE 5 - INVENTORIES		
Vitamins on Hand - at cost	\$18,446	\$ 21,739
NOTE 6 - OTHER		
Prepaid Expenses	35,014	37,701
Deposits - Utilities	3,727	3,727
	<u>538,741</u>	<u>\$ 41,428</u>

NON CURRENT ASSETS

NOTE 7 - PROPERTY, PLANT & EQUIPMENT

1 Furniture & Fittings		
Furniture & Fittings - At cost	1,218,070	1,207,047
Less: Accumulated Depreciation	652,760	415,224
	<u>565,310</u>	<u>791,823</u>
2 Office Equipment		
Office Equipment - At cost	937,131	850,085
Less: Accumulated Depreciation	695,064	580,337
	<u>242,067</u>	<u>269,748</u>
3 Equipment Under Lease		
Equipment Under Lease - At Cost	46,705	13,350
Less: Accumulated Depreciation	11,458	8,232
	<u>35,247</u>	<u>5,118</u>
TOTAL PROPERTY, PLANT & EQUIPMENT	\$842,624	\$1,066,689

CURRENT LIABILITIES

NOTE 8 - CREDITORS AND BORROWINGS

Trade Creditors	217,860	340,121
Accrued Expenses	4,046	13,762
Lease Liability	10	25,206
Provisions	17	403,907
TOTAL CREDITORS AND BORROWINGS	\$651,019	\$744,379

NOTE 9 - UNEXPENDED GRANTS

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.

Unexpended Grants are as follows:

NSW Department of Health	518,200	654,860
Commonwealth Grants including Department of Human Services and Health	-	664
Australian Federation of AIDS Organisations Inc.	18,130	-
AIDS Trust of Australia	13,090	75,060
NSW Department of Community Services (SAAP)	33,130	3,040
Area Health Service	14,390	17,944
Legal Aid Commission of NSW	1,980	2,450
Law Foundation of NSW	40,633	-
Other Grants	18,450	6,370
	<u>658,003</u>	<u>760,388</u>
Grants in Advance: Area Health Service	6,775	-

TOTAL OF COMMITTED BUT UNEXPENDED GRANTS RECEIVED	\$ 664,778	\$ 760,388
--	-------------------	-------------------

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1997

32

FINANCIAL REPORT

	Note	1997 \$	1996 \$
NON CURRENT LIABILITIES			
NOTE 10			
- CREDITORS AND BORROWINGS			
Finance Leases			
Finance Leases capitalised and included in Plant and Equipment (Note 7)			
Lease Commitments			
- Not later than one year		36,116	32,304
- Later than one year but not later than two years		36,116	29,456
- Later than two years but not later than five years		45,649	52,363
- Later than five years		-	-
Minimum Lease Payments		117,881	114,123
Deduct Future Finance Charges		22,616	21,862
TOTAL LEASE LIABILITY		95,265	92,261
LESS: CURRENT LIABILITY	8	25,206	22,425
NON CURRENT LIABILITY		\$ 70,059	\$ 69,836
NOTE 11 - GRANTS RECEIVED			
Grants received include unexpended grants and grants in advance from the previous financial year:			
NSW Department of Health		6,419,360	6,268,417
Federal Government		664	8,494
Australian Federation of AIDS Organisation Inc.		19,000	2,081
AIDS Trust of Australia		89,018	89,071
Area Health Service		68,326	89,301
NSW Department of Community Services (SAAP)		76,425	71,458
Legal Aid Commission of NSW		97,062	64,404
Law Foundation of NSW		47,748	-
Other Grants		23,470	22,530
		\$6,841,073	\$6,615,756

	Note	1997 \$	1996 \$
NOTE 12 - FUNDRAISING			
Hand In Hand Party:			
Gross Proceeds		272,310	254,714
Less: Tickets Commission		2,598	4,902
		269,712	249,812
Less: Expenses			
Venue Hire		9,184	15,145
Production Costs		134,765	83,727
Other Costs		18,865	11,935
Total Costs		162,814	110,807
		106,898	139,005
Add: Community Sponsorship and Donations Received			
		15,145	-
Less: Disbursements and Donations Paid			
		-	13,365
		\$122,043	\$125,640

An amount of \$15,850 is to be disbursed during the year ended 30 June 1998 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.

NOTE 13 - EVENTS AND ACTIVITIES
Income obtained from a variety of miscellaneous events and activities including branch activities, 1997 Candlelight AIDS Memorial sponsorship and Mt. Murrumbidgee 1996 ticket sales.

NOTE 14 - OTHER INCOME			
Rental Income		2,438	15,158
Sales of Materials		38,430	40,780
Membership Fees		3,879	4,120
Wages Reimbursed		4,515	37,386
Buyers Club		200	-
Blue Phone Income		198	357
Positive Retreat/Treatment Workshop Fees		3,880	8,372
Project Male Call Reimbursements		15,165	-
		\$ 68,705	\$106,173

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1997

Note	1997 \$	1996 \$
NOTE 15		
- AUDITORS REMUNERATION		
Amounts received, or due and receivable by the Auditor for:		
Auditing the main and project accounts of AIDS Council of New South Wales Inc.	17,753	17,215
Other Accounting Services		200
	\$ 17,753	\$ 17,415
NOTE 16 - PAYROLL		
Wages and wage-related expenses	3,857,712	3,862,581
Superannuation	210,196	206,685
	\$4,067,908	\$4,069,266
NOTE 17 - PROVISIONS		
Annual Leave	242,828	223,095
Leave Loading	42,495	49,643
Long Service Leave	104,904	95,221
Workers Compensation	13,680	112
	\$ 403,907	\$ 368,071
NOTE 18 - STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 1997		
Cash flows from operating activities:		
Receipts from customers & granting bodies	7,677,354	7,205,778
Payments to suppliers & employees	(7,361,592)	(6,309,319)
Interest received	92,315	91,825
Interest and other costs of finance paid	(4,429)	(4,960)
Net cash from operating activities	403,648	983,324
Cash flows from investing activities:		
Payments for furniture & fittings, and plant & equipment acquired	(118,248)	(95,535)
Proceeds for plant & equipment sold	2,080	1,350
Net cash from investing activities	(116,168)	(94,185)
Cash flows from financing activities:		
Payments reducing lease liability	(38,655)	(32,132)
Net cash from financing activities	(38,655)	(32,132)
Net increase in cash held	248,825	857,007
Cash at the beginning of the year	911,667	54,660
Cash at the end of the year	\$1,160,492	\$911,667

Notes to the Statement of Cash Flows

A. 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	3,400	3,700
Cash at bank	33,998	52,456
Deposits at call	1,123,094	855,511
	1,160,492	911,667

B.

Reconciliation of net cash from operating activities to operating profit(loss) after income tax and extraordinary items.

Operating profit(loss) after income tax and extraordinary items	156,913	(208,251)
Depreciation & Amortisation	365,489	370,086
Lease Interest	12,211	12,080
Loss on Disposal of Assets	192	238
Decrease in Provision for Doubtful Debts	-	(12,787)
Increase in Provision for Employee Entitlements	35,836	(10,034)
	417,728	359,583

Changes in Assets and Liabilities:

Decrease in Receivables	50,614	199,319
Decrease in Other Current Assets	2,687	14,635
Decrease in Inventory	3,293	(2,208)
Decrease in Trade Creditors	(122,261)	104,927
Decrease in Accruals	(9,716)	7,172
Decrease in Unexpended Grants	(95,610)	508,147
	(170,993)	831,992
Net cash from operating activities	\$403,648	\$983,324

C.

Non-Cash Financing and Investing Activities

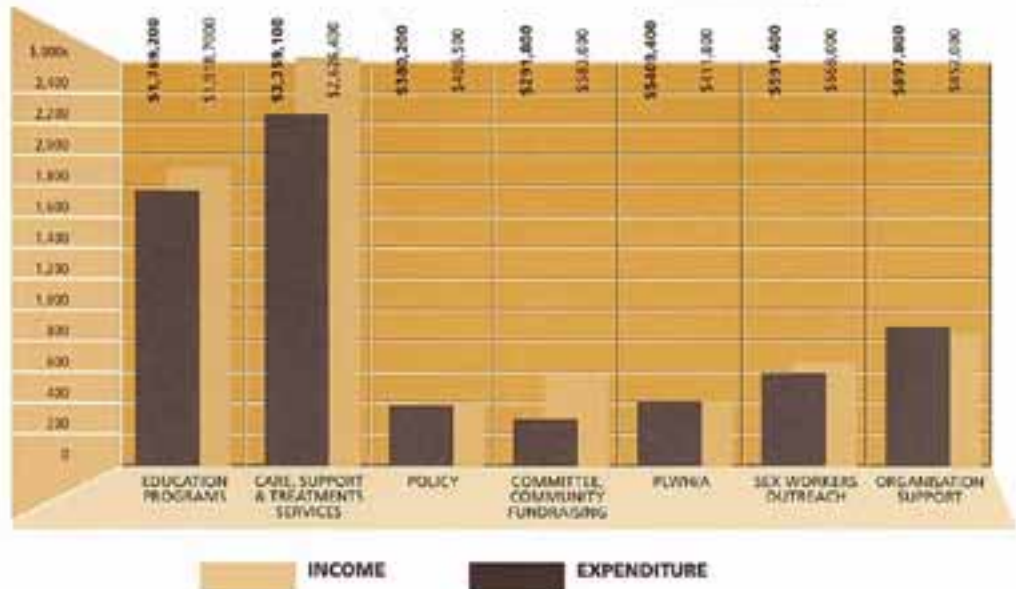
During the financial year, equipment with an aggregate fair value of \$33,355 was acquired by way of finance lease. These acquisitions are not reflected in the Statement of Cash Flows.

INCOME & EXPENDITURE BY PROGRAM AREA

Program area	
• Education program	
• Care, Support & Treatments Services	
• Policy	
• Committee, Community, Fundraising	
• PLWH/A NSW	
• Sex Workers Outreach	
• Organisational Support	Increased expense resulting from legal case in note 201
Total	

Income	Expense
\$1,918,700	\$1,769,200
\$2,625,400	\$2,529,100
\$406,500	\$380,200
\$1583,000	\$291,800
\$411,800	\$409,400
\$668,000	\$591,400
\$852,600	\$897,800
\$7,466,000	\$6,598,900

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



HOW WE SPEND OUR FUNDS

Care Support
& Treatments Services
34%

Education Programs
27%

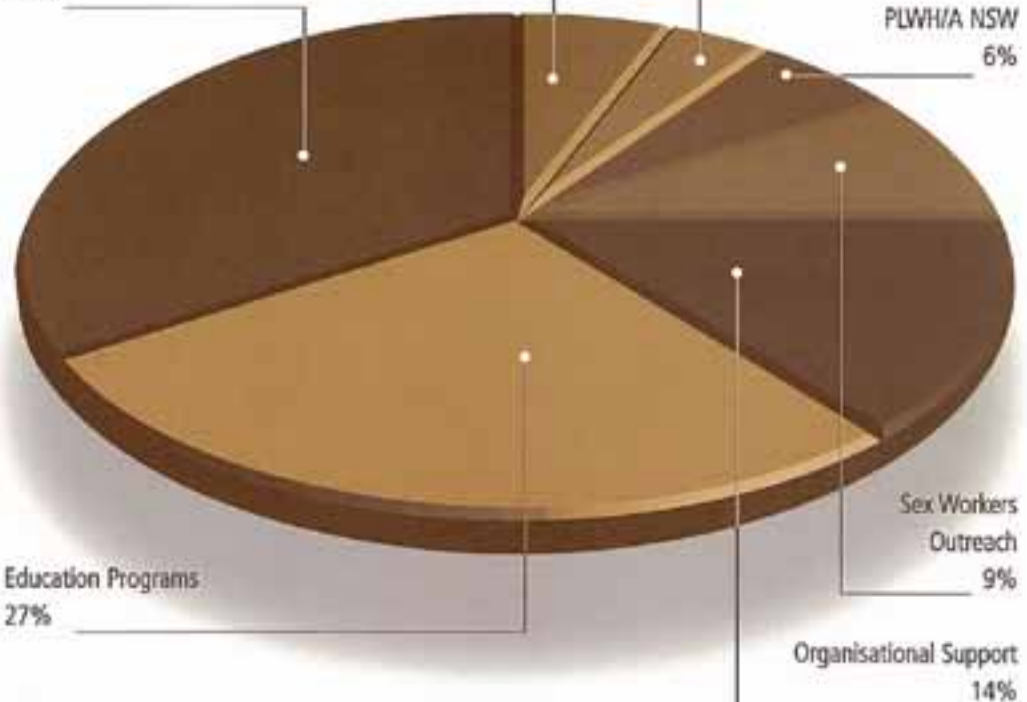
Policy
6%

Committee, Community,
Fundraising
4%

PLWH/A NSW
6%

Sex Workers
Outreach
9%

Organisational Support
14%



COMMITTEE OF COUNCIL

President: Chris Gratton

Vice President: Kathy Sant

Secretary: Bruce Meagher

Treasurer: Annette Gurnis

Elected Members: David Buchanan

Adam Davis

Marise Payne

Michael Nelson

David Stone

Craig Patterson

Mark Western

Allison Cunningham

Ex-Officio: Bernie Coates

Paul Kinder

CSN Representative: Jenny Carlton

PLWHA Representative: Andrew Kirk

Philip Medcalf

BDF Representative: Chris Barton

GLCS Representative: Tim Young

ACON Staff Representative: Alex Sornov

Minutes Volunteer: Hermione Kidd

ACON ILLAWARRA ADVISORY COMMITTEE

Convenor: Keith Marshall

Secretary: Gayle Barkley

Committee Members: Lynne Brown

Greg Swan

Scott Richardson

Robin Dougherty

ACON HUNTER ADVISORY COMMITTEE

Convenor: Vacant

Secretary: David Cook

Treasurer: Peter Howden

Committee Members: Mark Toohy

Michael Webster

Annette Roberts

PLWHA Representative: John Sullivan

ACON WESTERN SYDNEY COMMUNITY LIAISON WORKING PARTY

Allison Cunningham

David Monnes

Stephen Hodge

Kieran Dwyer

Alan Kirby

Pat Kennedy

Michael Donnelly

David Williams

John Wilkinson

Gerry Tobin

ACON NORTHERN RIVERS ADVISORY COMMITTEE

Committee members awaiting appointment

EXECUTIVE

Executive Director: Bernie Coates

Deputy Director: Paul Kinder

Executive Secretary: John Harman

ORGANISATIONAL SERVICES UNIT

Manager: Kevin Golding

Admin Services Officer: Faye Rescigno

Personnel Officer: Mark Gruber

Payroll Officer: Tazzy Wood

Training & Development Coord: Paul Hannan

Staff & Volunteers:

Support Coordinators: Steve Keith

Allen Sornov

Volunteer Coordinator: Martin Cowling

Finance Officer: Allen Lee

Finance Assistant: Penny Hill

Supplies Officer: Suzanne Davies

Computer Systems Support Off: Richard Green

COMMUNITY SUPPORT NETWORK UNIT

Manager: Jim Belford

ACSN Care Liaison Officer: Sharon Gibson

CSN Care Liaison Officer: Barry Webb

ACSN Care Liaison Officer: Anne Clapham

CSN Volunteer & Training Coord: Liz Yeo

CSN Training Support Officer: Lisa Osborn

Care Liaison Officer - Transport: Diana Carr

Care Liaison Officer - Housing: Julie Callaghan

HIV LIVING UNIT

Manager: David Edler

Positive Education: Gerald Lawrence

HIV Support Officer: Guy Taylor

HIV Support Officer: Graeme Liddle

Treatments Officer: Bernie Harrison

HAUC Solicitor: Paul Goode

HAUC Coordinator: Ed Moreno

Counsellors: Sheelagh Daniels

Alex Sornov

Tim Wong

Grant Farquharson

David Vermeeren

Positive Reviews Coordinator:

Day Centre Transition

Coordinator: Joe Kelleher

CLIENT LIAISON & INFORMATION UNIT

A/Manager: Tess Ziems

Senior Client Liaison Officer: Leighton Chae

Client Liaison Officers: Paul Yould

Juliet Dewar

Barrie Brockwell

Nicola Addison

A/Librarian: Susan McGuckin

Information Coordinator: Shan Short

A/Information Admin Assistant: John Byrne

POLICY & WOMEN

Managers: Stevie Clayton

ATS Project Officer: Sue Fowles

Policy Development Officer: Julia Cabassi (from Sept 97)

Women & AIDS Project Officers: Sonia Lawless

Bridget Inder

HIV Women's Support Officer: Eryka Fies

HIV Women's Support Officer: Shelley Koen

Family Support Policy Officer: Violette Munro

Family Support Liaison Officer: Angela Stewart

Sam Corrie (on leave)

Partners of Bisexual Men: Sara Lubowitz

GLDUP Project Officer: Robyn Maurice

GLDUP Outreach Officers: Sarah Bergin

Tony McLaughlin

SYDNEY GAY EDUCATION UNIT

Manager: Aldo Spina

Campaign Planners: Nicholas Parkhill (until Jul 97)

Greg Simpson and Stephen

Gallagher (from Jul 97)

Venues Liaison Officer: Phillip Terry

Gay Education Officer: Hannah Niven

PEER EDUCATION

Manager: Brent Allan

MAG Project Officer: Steve Osrow

Youth Peer Education Officer: Brad Gray, Greg Staples

Rural Education Officer: Graeme More

HUNTER

Manager: Kevin Paton

Counsellor/Educator: Gail Maffioni

CSN Co-ordinators: Rosemary Bistow

Mary Anne Saunders

Field Education Officers: Wayne Cook

Brett Steel

Administrative Officer: Ceryn Collins

ILLAWARRA

Manager: Trudy Heathwood

Community Development Officer

(Gay/NGHAM): David Webber

CSN Review/Client

Services Co-ord: Thelma Todd

CSN Training Officer: Glen Barrington

Administrative Officer: Emma Partridge

HIV Community

Development Officer: Cathy King

NORTHERN RIVERS

A/Manager: Kevin Orrell

Acting Care and Support Worker: Sue Rodda

Administrator: Graeme Williams

Client Liaison Officer: Glenn King

WESTERN SYDNEY

Manager: Michael Erwee

Administrative Officer: Lance Price

CSN Care Liaison Officer: Anne Clapham

CSN Care Liaison Officer: Brooke Hill

Youth Peer Education Officer: Anthony Yeo

Gay Men's Educator: Joseph Jewitt

HIV Education Officer: Scott Weller

