



EVOLUTION

ANNUAL REPORT 06/07

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This year's annual report showcases ACON's new visual identity. We launched the new look in June 2007 to help us engage more effectively with our community and our stakeholders by painting a much fuller picture of who we serve, what we do and why we do it.

While we continue to be a leading agency in HIV policy development and program delivery, the new identity has been developed to better reflect our expanding role as the leading agency for the health and wellbeing of NSW's gay, lesbian, bisexual and transgender community.

The name ACON is no longer an acronym for the AIDS Council of NSW – it's now the short, sweet and preferred name of our organisation. The logo has also changed – it's now four connected letters of similar shape and equal size, representing the principles of equality and partnership that underpin ACON's work. A new palette of six bright colours highlights the diversity of ACON's community, and a new motto of "building our community's health and wellbeing" underscores the courage and empathy that the staff and volunteers of ACON bring to their work.

These values also represent the journey a person undertakes to become part of any community that sits outside the mainstream, starting with the courage to acknowledge one's difference through to the sense of community one achieves by working with others to improve the welfare of all.

WHO WE ARE

What We Do

We promote the health and wellbeing of NSW’s gay, lesbian, bisexual and transgender (GLBT) community. We also provide information and support for people living with HIV or at risk of acquiring HIV, including sex workers and people who use drugs.

A lot of our work is related to HIV/AIDS because it’s one of the biggest health issues facing our community. We run HIV prevention and education campaigns, assist people living with HIV and develop policy across a wide range of HIV-related issues. But our work also covers other health issues such as sexual health, mental health, lesbian health, alcohol and other drugs, anti-violence, youth, ageing, community care and advocacy.

We’re a community-based non-government organisation. This means the work we do is done in our community, for our community and by members of our community. Most of our funding comes from the NSW Government to help us with our HIV work. Our other work is financed by small grants from the public and private sectors, fundraising activities and donations.

What We Seek

- an end to the HIV/AIDS pandemic
- a strong, healthy and resilient gay, lesbian, bisexual and transgender community
- a society that respects the link between health and social justice

What We Believe In

- social justice
- creativity, innovation and excellence
- strengthening community
- the equal right to health
- working in partnership
- harm minimisation
- inclusiveness, respect and self-determination
- sex positivity
- minimising our environmental impact
- leading by example in a caring workplace
- social responsibility as an organisation



We are brave enough to openly address controversial issues, challenge convention and face confrontation
We have the courage to present sex in an honest and positive light. This helps reduce barriers to health issues related to sex
We are not afraid to admit our mistakes and change and grow to improve
We have the courage to do what we believe to be right, even in the face of criticism

WHO WE SERVE

Our Community

The community we come from, work in and are most accountable to is the gay, lesbian, bisexual and transgender (GLBT) community. This is not one homogenous group but is made up of many different individuals. Some are younger or older, of different genders, economic, geographic or social backgrounds, some are from different cultures, some have disabilities and some have HIV/AIDS. We appreciate these differences as a strength of our community and not a point for division. So we speak of one community even though it has many parts.

Our Clients

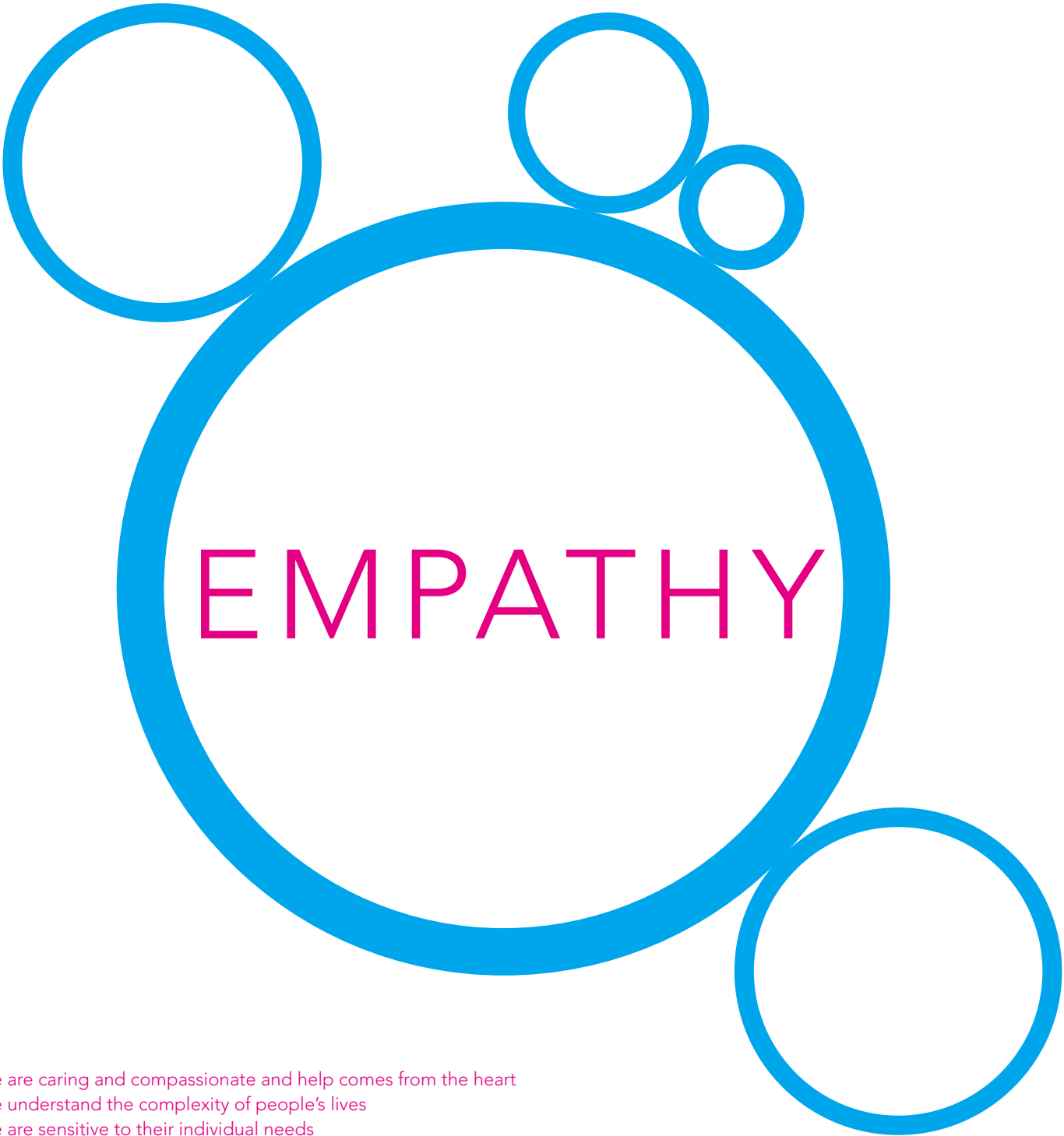
Our clients most often come from within our community but not always. We provide services for all people living with and affected by HIV/AIDS about 15% of whom, at this time, are heterosexual. Many of our HIV and STI prevention programs target people who don't necessarily identify as part of our community but who interact with our community such as non-gay identifying men who have sex with men. We often work in partnership to develop programs where only a component will focus on our community.

The Sex Workers Outreach Project (SWOP) is a large and important part of ACON with a distinct focus and client group. SWOP represents sex industry workers and management as well as sex industry clients.

Why We Do It

Our community faces the same broad health issues as everyone else. However, mainstream service providers don't always respond adequately to the needs of GLBT people due to a lack of knowledge, understanding or acceptance. Our community also has specific health needs that are best met by a community-based organisation with expert knowledge and experience, particularly in relation to HIV, sexual health, discrimination and social isolation.

We meet this dual challenge by providing information and services that support the specific needs of our community, particularly people with HIV. We also work to close the gap by improving our community's access to mainstream services. Right across NSW, our team of caring and professional people understand and genuinely value the unique character of our community and work hard to help build our community's health and wellbeing.



We are caring and compassionate and help comes from the heart
We understand the complexity of people's lives
We are sensitive to their individual needs
We are dedicated to facilitating a friendly and supportive environment
We strive for engaging relationships built on empathy, understanding and sincerity

YEAR IN REVIEW

The most significant outcome for ACON this year was the fact that NSW recorded a decline in new HIV diagnoses. Surveillance data compiled by NSW Health recorded 371 new HIV notifications in 2006 compared with 393 in 2005, including a drop of nine percent among gay men. While HIV infection rates in NSW have been relatively stable for about 10 years, such a significant decrease provided an endorsement of the education campaigns and prevention strategies being developed and promoted by ACON as well as a whole range of allied HIV/AIDS and health organisations such as NSW Health, People Living With HIV/AIDS (NSW), Area Health Services, GPs and research bodies.

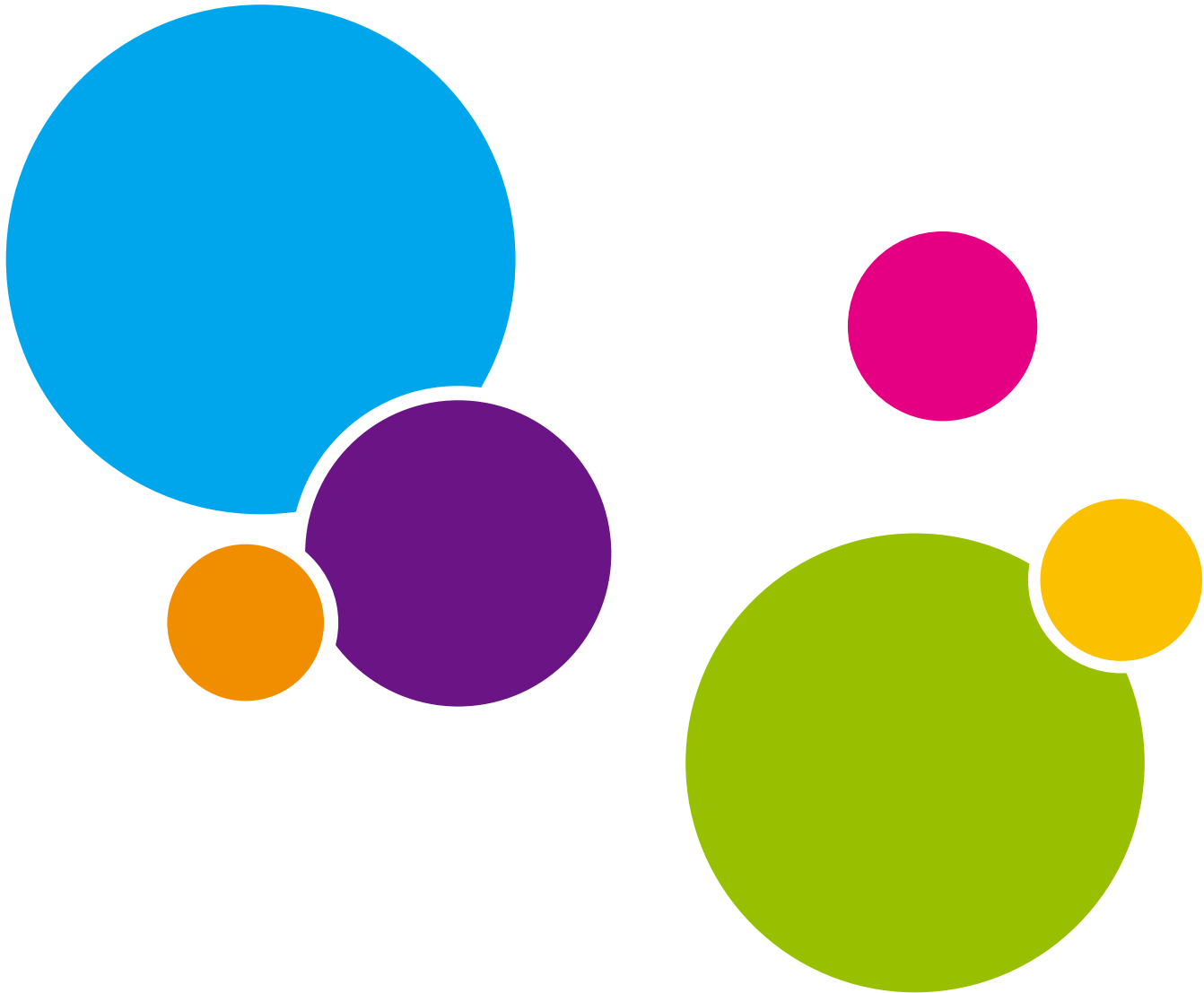
However, with HIV increasing globally at the rate of a new infection every seven seconds, with the epicentre of the epidemic moving relentlessly towards the Asia/Pacific region and with risk factors on the rise in Australia, another increase in NSW is all but inevitable. The challenge for us will be to minimize the size of that increase and ensure it is not sustained.

To support people living with HIV, ACON established a dedicated HIV Health Maintenance Team to specifically address health promotion for HIV positive people. The new team of experienced HIV professionals has allowed ACON to take a much more focussed and comprehensive approach to the provision of information and web-based resources for people living with HIV. A New Diagnosis Priority Service was also established to ensure that people who have recently found out they are HIV positive are given priority access to the most appropriate ACON services and programs.

ACON's *HIV Sero-Conversion Recognition and Testing* campaign, launched in November, was one of several HIV prevention and education campaigns created by ACON that featured in community media and at pubs, clubs, sex-on-premises venues and community events right throughout NSW. The campaign was designed to increase knowledge about the symptoms of sero-conversion illness and encourage HIV testing by gay men.

Another major campaign was the *Right Here, Right Now* campaign created for the Mardi Gras season. The multi-platform campaign, which included a stand-alone website and a range of merchandise, comprised a series of 20 key health and wellbeing messages about HIV/AIDS, sexual health, alcohol and drugs, mental health and anti-violence. More than 10,000 individuals visited the campaign website.

Working with our Asia/Pacific neighbours to help them address growing rates of HIV infection took a great leap forward in 06/07 with several international delegations visiting Sydney to learn about ACON's HIV/AIDS prevention strategies and care and support services, as well as ACON's broader role in promoting the health and wellbeing of the GLBT community. The most successful of these is the growing relationship between ACON and the Rainbow Sky Association of Thailand (RSAT), the country's leading GLBT health organisation. Members of the group visited in November and again in February. A delegation from ACON then travelled to Thailand in May to work with RSAT in Bangkok. The project was financed by ACON, the Australian Federation AIDS Organisations (AFAO) and the Commonwealth Government's Australia-Thailand Institute.



DIVERSITY

We encourage and celebrate diversity because we see it as a strength and not a weakness
We understand that GLBT people are not one homogenous group
We are non judgemental, we respect different life choices and attitudes
We work to provide culturally appropriate advice and support

YEAR IN REVIEW (con't)

In relation to our broader work in GLBT health and wellbeing, ACON released two ground-breaking reports in 06/07. Released in November, *Ageing Disgracefully* is a three-year strategy devised by ACON to promote the health and wellbeing of older members of the GLBT community. The other report, *Fair's Fair*, was released in May and calls on police, courts and healthcare providers in NSW to implement a range of new measures to help address the hidden problem of same sex domestic violence.

Throughout the year, ACON continued to advocate on a range of issues affecting the GLBT community and people living with HIV/AIDS. Chief among these was ACON's submission to the Human Rights and Equal Opportunity Commission's inquiry into same sex entitlements. The quality of this work was evidenced by the fact that ACON's submission was the most referenced when the commissioner's report was released in June.

ACON was also active in the establishment of the National GLBT Health Alliance, a new group aimed at improving access to health programs for the GLBT community. The group comprises ACON and our counterparts in other states and territories, together with Gay & Lesbian Health Victoria (GLHV).

ACON's 2006 Red Ribbon Appeal during AIDS Awareness week in November raised almost \$140,000 for HIV prevention work and for services for people living with HIV. It was the best result in years not only dollar-wise but also in terms of HIV/AIDS awareness and support for HIV services with more than 20 special events at selected theatres, cinemas, clubs and parks in Sydney and throughout the state.

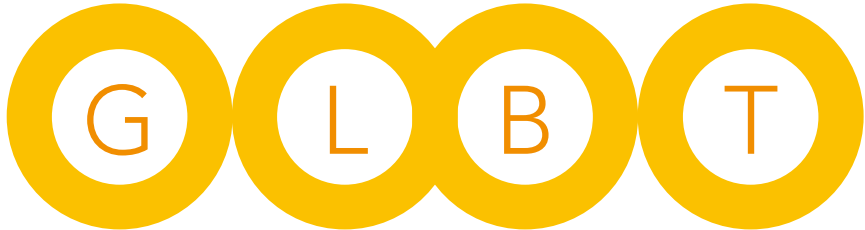
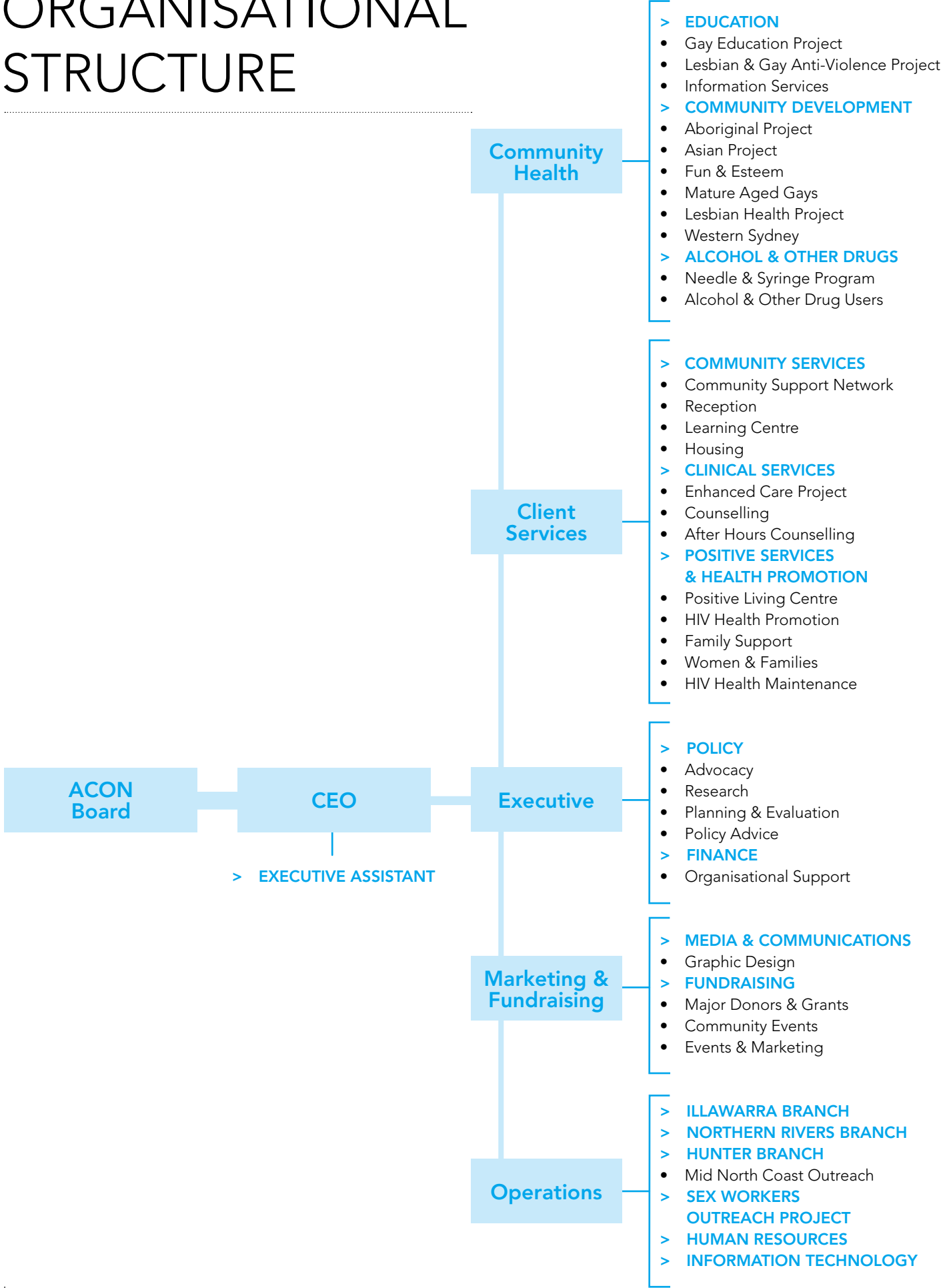
Finally, ACON's logo and visual identity were updated in June to better reflect our evolution over the last seven years from an AIDS Council to a leader in HIV/AIDS policy development and service delivery, and NSW's leading agency for GLBT health and wellbeing. The change is helping us to engage more effectively with people with HIV, has broadened our capacity to represent the needs and interests of GLBT people and is fostering a more accurate understanding of how ACON is serving our community.



EQUALITY

We believe in equal opportunity
We understand that social justice is the basis for good health
We stand up for equal rights and equal access to health care
We practice what we preach: we are respectful, inclusive and socially responsible

ORGANISATIONAL STRUCTURE



PARTNERSHIP

We recognise that it takes collaboration and teamwork to truly have an impact
We value our partnerships and the contribution they bring to our work
We are proud to share our knowledge and resources
We learn a lot from our partners which helps us to improve our work

MESSAGE FROM THE PRESIDENT & CEO

As part of our 21st birthday celebrations last year, we looked back and celebrated our achievements over two decades. So this year was always going to be about looking forward and building on our vision for the future, both for ACON and for the community we serve. The foundation of this vision was laid over seven years ago when ACON decided to expand its operations beyond that of a conventional AIDS council to embrace broader health issues that affect the GLBT community. Since then, ACON has continued to have a central focus on HIV/AIDS but has evolved to become NSW's leading agency for GLBT health and wellbeing.

This evolutionary process continued throughout 06/07 with the introduction of a range of new services and programs. We also introduced a new logo and visual identity to better reflect the role we now perform. This year's annual report draws together all these threads and weaves them into a very useful summary of what we do, why we do it and how we do it. However, there are three key points we'd like to bring to your attention as we look to the future of our organisation.

Over the last 10 years, NSW has been one of the only jurisdictions in the world where the rate of new HIV diagnoses has remained relatively stable. In fact, the rate of new diagnoses in NSW actually declined during 06/07. This has been a remarkable achievement. But if we're to improve on the effectiveness of our response, then we need the ongoing financial and political support of all levels of government to ensure we can continue to lead the world in HIV policy and prevention. We also need to continue our strong and successful partnerships with the range of HIV agencies, health

organisations and community groups that have all contributed to NSW's successful response.

However, the support we need is not only in relation to HIV/AIDS – it extends to general GLBT health and wellbeing as well, particularly priority areas such as alcohol and other drugs, domestic and street violence, mental health and ageing. The success of ACON's work demonstrates that significant public health outcomes can be achieved when policy and service delivery are based on equity and social justice. To help realize this vision, ACON became a founding member this year of the National GLBT Health Alliance, a group dedicated to getting better access to health services for the GLBT community at a national level.

In addition to these efforts, we also understand that increasing pressure on the public purse means that access to government funding in the future will become increasingly difficult to secure. To help overcome this problem, we made a long term commitment this year to expanding our fundraising activities to ensure ACON has a sustainable revenue base to continue building our community's health and wellbeing in the years to come.

So as we look to the future, we anticipate many challenges and opportunities. But our biggest challenge will be securing the political, social and financial support we need to ensure that our community remains healthy and strong. With this in mind, it is with great pleasure that we present to you ACON's Annual Report for 06/07.



Adrian Lovney
President



Stevie Clayton
Chief Executive Officer



We are part of a unique, vibrant community
We promote community connectedness whilst acknowledging our diversity
We value a community that looks after each other and we encourage a sense of shared responsibility
We recognise that communities aren't just geographic
We work to give people a sense of belonging, regardless of where they live



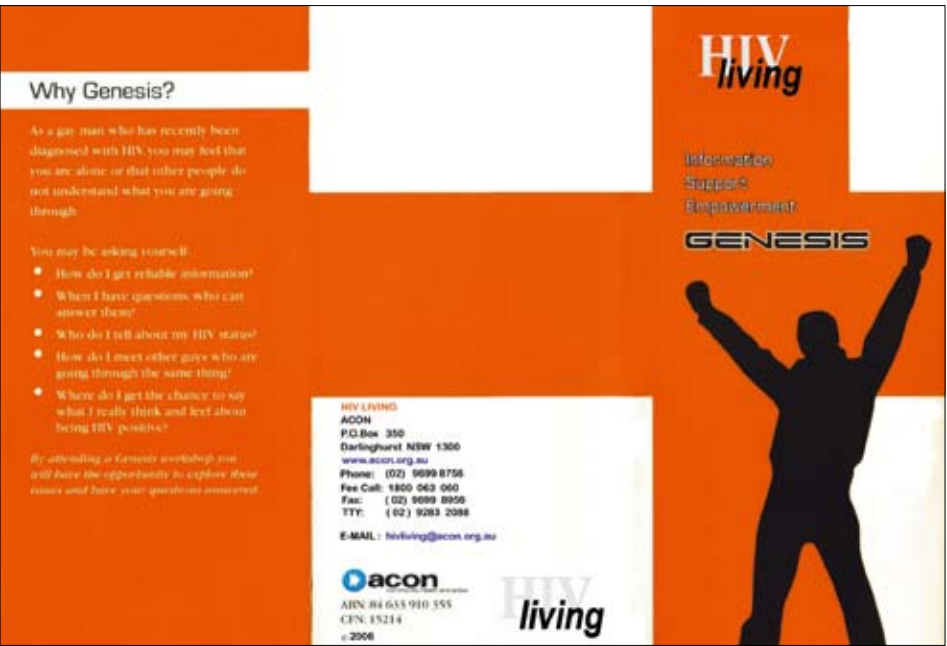
Why We Do It

Over the last 10 years, the health outcomes for many people with HIV have improved dramatically. But there are still significant challenges for some people with HIV and many require specific services or general support, particularly those people who have lived with the virus long term. By offering a diverse range of resources and activities, we provide people with HIV with the knowledge, skills and networks they need to either stay healthy and strong or to cope better with illness and increasingly complex support needs.

How We Did It

A new HIV Health Maintenance Team was set up in 06/07 to assist people with HIV to navigate the complex world of HIV treatments and health. As well as developing print and web-based information resources, the team also delivers telephone and face-to-face support. During 06/07 the team provided 257 one-to-one information sessions on a wide range of subjects including practical advice on overseas travel, HIV transmission risk, treatment side-effect management, mental health and living with HIV. In response to demand from clients and GPs, the team also forged close relationships with state dental services to facilitate improved access for people with HIV. Other initiatives included working with GPs to develop a suite of resources for those who are newly diagnosed with HIV.

Through our HIV Men’s Health Promotion program, we provided peer-based counselling services to newly diagnosed men. One of our key programs is an intensive weekend retreat called *Genesis*. In 06/07, we ran four *Genesis* retreats which were attended by a total of 64 newly-diagnosed men. *Healthy Life+* is another of our health promotion programs and is designed to help HIV positive men with their physical fitness. The 12-week program, which includes access to a gym and a personal trainer, was attended by 36 clients throughout the year. We also reviewed and restructured our Women & Families Project. This program is now once again providing information, care and support for HIV positive women and their families.



Above L-R: CSN volunteers at Fair Day; Genesis flyer.

ACON’s Positive Living Centre is a drop-in facility with 784 registered clients. One of the primary programs at the centre is its complementary therapies service. During the 06/07 period approximately \$80,000 worth of free therapies were provided by a team of volunteers. The centre also provides a Friday lunch and Tuesday breakfast service to people living with HIV as part of the PLC’s diet and nutrition program. About 2,500 meals were served throughout the year.

Through our Community Support Network, we provide home-based care and support as well as transport to people living with HIV/AIDS. During 06/07, CSN staff delivered 1858 occasions of service to carers, clients and service providers. Our 161 volunteer carers delivered 4428 shifts to 208 people, assisted 31 new clients into CSN services and supported 14 clients through palliative care. 39 new volunteers were inducted into CSN, our largest intake for many years. Through our Housing Project we provided emergency accommodation for 13 people with HIV and assisted a further 100 HIV positive clients who were experiencing housing stress.

• Approximately 10,000 people in NSW are living with HIV

• We provided over 4400 occasions of home-based care

SEXUAL HEALTH

Why We Do It

Research shows that gay men and lesbians are disproportionately affected by sexually transmitted infections (STIs). In NSW, over 85% of new HIV infections, 90% of new syphilis infections and the majority of gonorrhea cases are attributable to sex between men. Also, young same sex attracted women have more STIs than their heterosexual counterparts and most lesbians are not getting the sexual health checks that they should. To address these issues, we provide the GLBT community with the information, skills and motivation they need to look after their sexual health.

How We Did It

Working closely with partners in key agencies involved in sexual health, ACON ran several campaigns throughout 06/07 to encourage gay men and lesbians to engage more actively with their sexual health. In November, we launched the *HIV Sero-Conversion Recognition and Testing* campaign which was designed to increase knowledge about the symptoms of sero-conversion illness and to encourage HIV testing among gay men. Another major campaign was the *Right Here, Right Now* campaign created for the Mardi Gras season. As part of this campaign, we promoted a range of sexual health messages for both gay men and lesbians.

- 9% decrease in rate of new HIV infections
- We distributed over 200,000 condom packs

Throughout the year, we continued to promote the successful *More Tests* and *Why Test* campaigns, including the newly designed *whytest.org* website where men can get information about how they can get tested for HIV and other STIs. Our long-running *Up Ya Bum* condom campaign saw new designs for different seasons, events and groups of men.

Almost 300 men attended a series of workshops and information sessions we conducted on topics such as relationships, cruising and HIV prevention. We also included sexual health information in workshops for over 60 young women and 90 young men in our GLBT youth programs.

We made over 600 visits to more than 80 venues, clinics and events to distribute campaign information and safe sex equipment. This included putting 130,000 condom packs in the ACON toolboxes which appear in every gay bar and club in Sydney. We also ensured that sex could be safe on *NaviGAYtion* (Australia's first all-gay cruise) by posting a staff member on board to give out over 8,000 safe sex packs to the men on the boat.

Our relationships with sex-on-premises venues (SOPVs) continued to improve throughout the year with 15 venues now complying with ACON's code of practice which ensures that visitors to SOPVs have easy access to safe sex materials and information. Another innovative way we got safe sex material into men's homes was via the *TOM Boys* project. Targeting men who have group sex (i.e. three or more), this program involved the distribution of specifically designed safe sex play packs.

Below L-R: Sero-Conversion campaign poster; RHRN campaign poster



MENTAL HEALTH

Why We Do It

Because of their sexuality or HIV status, some GLBT people are cut off from their families and friends, denied basic legal and social entitlements, bullied at school or in the workplace, abused by their neighbours or bashed on the street. Also, living with the HIV virus often produces a range of complex emotional issues that can affect mental health. As a result, our community experiences increased rates of homelessness, risk-taking behaviour, depression, anxiety, substance abuse, self-harm and attempted suicide. ACON provides a range of mental health services so members of our community can prevent, overcome or reduce the prevalence of these issues.

How We Did It

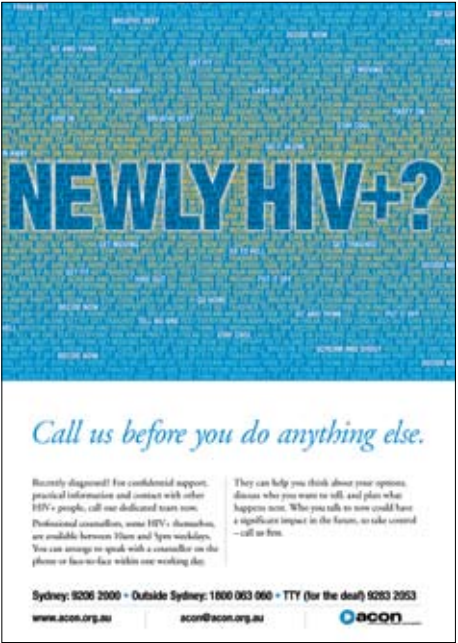
In 06/07 our counselling team provided over 2000 occasions of service to people requiring counselling, support, mental health-related information or referral to other services. Our professional counsellors provided short-term counselling to people with issues related to HIV, same sex domestic violence, the use of alcohol and other drugs, sexuality, coming out and relationship difficulties. This year we increased our provision of statewide outreach by providing counselling in the Illawarra area.

A further 836 counselling sessions were provided by volunteer counsellors during evenings and on weekends through our After Hours Counselling Project. Thanks to these volunteers, ACON was able to offer therapeutic group activities to our

- 35% of GLBT people suffer from anxiety and/or depression
- We provided almost 3000 occasions of service to people requiring counselling and support



Above L-R: RHRN campaign poster; New Diagnosis Priority Service poster.



community for the first time. The enormous demand for such a service was reflected in the oversubscription of both the Anger Management and Depression & Anxiety groups. In March 2007, we introduced a New Diagnosis Priority Service to ensure that people who have only just found out they are HIV positive are given priority access to a range of ACON services. Through this program, clients can now access face-to-face or telephone counselling within 24 hours. Our Enhanced Primary Care Project continued the critical job of helping GPs coordinate the treatment, counselling and

care planning for people with or at risk of acquiring HIV or Hepatitis C. While a review and restructure of this service reduced its capacity during 06/07, the full service will be restored in early 2008. This year we commenced development of a Mental Health Promotion Strategy to guide our work in the area of mental health and wellbeing over the coming years. A series of five statewide community consultations provided the foundations for a discussion paper which in turn will form the basis for a three-year strategy. We also assembled a Mental Health Advisory Group to provide advice and guidance on the development and implementation of the strategy. The group comprises representatives of consumer and service delivery organisations as well as relevant peak-bodies.

ALCOHOL & OTHER DRUGS

Why We Do It

Research shows that gay men and lesbians use more drugs more often than the general population. So we provide a range of targeted information and support services to help people in our community either stop using drugs or reduce the harms associated with drug use. This helps reduce the potential for HIV transmission as well as the impact that drug use in the GLBT community has on the public health system.

How We Did It

Through our Alcohol and Other Drugs Program, ACON developed and implemented a number of campaigns in 06/07. Three drug-related messages were included in the *Right Here, Right Now* Mardi Gras campaign – two about crystal methamphetamine and one about the dangers of overdosing from mixing drugs. We advised NSW Health on the content for their successful statewide *Club Drugs* campaign, resulting in the inclusion of GLBT specific components being developed that focused on crystal methamphetamine and GHB. We also lobbied the Commonwealth Government to target the GLBT community with components of their national campaigns.

The use of GHB remains a major issue within the GLBT community, especially the prevalence of overdosing at clubs, events and private homes. In response, we developed the *Not Every Dose Is The Same* campaign which helped GHB users to understand the risks of overdosing. In partnership with the Surry Hills Community Drug Action Team, we developed the *Partying at Home* website, an innovative one-stop-info-shop

• 64% of gay men and 50% of lesbians use drugs. In the general population, the rates are 20% for men and 12% for women



Clockwise from left: *RHRN* crystal meth poster; *GHB* campaign poster; ACON Rovers show off their new uniforms.

designed to help people reduce the likelihood of drug-related overdoses in private house settings. Throughout the year, we continued to run coordinated needle and syringe services across NSW for people who inject drugs. In addition to supplying 380,000 new units of injecting equipment, we provided advice and information on drug treatment options and referrals to treatment services. The provision of one-to-one services increased in 06/07 with our drug and alcohol staff being able to provide both in person and phone-based support.

Helping partygoers keep safe at major events is the job of the ACON Rovers, a

team of specially trained volunteers who continued to be in high demand throughout the year. Following a review of the service, a new training and supervision program was introduced. ACON Rovers attended all major GLBT events during the year including the first Australian all-gay cruise, NaviGAYtion.

Our partnerships with mainstream drug and alcohol service providers continued to grow and allowed us to provide better referral and treatment pathways for our clients. We also continued to lobby the Commonwealth and state governments around the needs of the GLBT community in relation to alcohol and other drug use to secure the political and financial support we need to build on our work in this area.

ANTI-VIOLENCE

Why We Do It

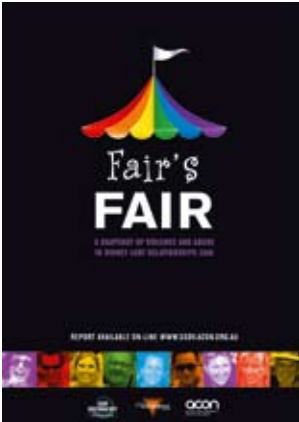
Everyone has a right to feel safe and secure in their own home, at work or out on the street. However, gay men and lesbians in NSW are between four and six times more likely than the general population to experience abuse, harassment or assault. Also, about one third of people in same sex relationships are likely to experience domestic violence. Living in fear places an enormous stress on one's health and wellbeing, so reducing violence in our community is one of ACON's most important activities.

How We Did It

In 06/07, ACON worked in several ways to improve the safety of the GLBT community. We continued to run our Anti-Violence Report Line, a service which provides us with a picture of the levels and types of violence being experienced by people in our community. It also provides victims of abuse and violence with access to help and support. We received 62 reports of abuse, harassment and/or assault over the 12 month period. However, we believe the actual number of incidents is much higher as many episodes go unreported.

To address this problem, we redeveloped our successful *Seen It, Heard It, Report It* campaign to increase the profile of our report line and to encourage GLBT community members to report violence to the police. As part of our *Right Here, Right Now* Mardi Gras campaign, we also developed two messages to encourage gay men and lesbians to seek help if they experience domestic violence. *Right Here, Right Now* also contained safety advice for people attending Mardi Gras events.

In partnership with the SSDV Working Group, we published *Fair's Fair*, a



Above L-R: *Fair's Fair* report cover; AVP Report Line poster; *RHRN* street safety poster

groundbreaking report into the hidden problem of same sex domestic violence (SSDV). Alarming, the report indicates that most survivors of SSDV are unlikely to seek support because they fear that relevant service providers lack knowledge, understanding and acceptance of gay and lesbian relationships. We launched the report in May at NSW Parliament House where we called on police, courts and healthcare providers in NSW to implement a range of new measures to help address the problem of same sex domestic violence.

We partnered with NSW Police to design and deliver training to more than 60 officers from the Surry Hills Local Area Command to ensure that they can appropriately respond to hate crimes against GLBT people. We continued to lobby the NSW Police and the Police Minister for a full-time Gay and Lesbian Liaison Officer for the inner city. We advocated for increased police presence

in and around Oxford St and worked with the City of Sydney and police to develop the Oxford St Safety Strategy to improve safety in the Oxford St precinct. In partnership with the City of Sydney we ran a series of self defence workshops to teach GLBT community members how to keep themselves safe. Through our housing program we provided emergency accommodation for people escaping domestic violence.

• Over 85% of GLBT people live in fear of homophobic violence
• Only 40% of GLBT people who experience domestic violence seek help

LESBIAN HEALTH

Why We Do It

NSW is home to a large and vibrant lesbian community. However, there continues to be little service infrastructure to respond to their needs. Research shows that many lesbians receive poorer health care and experience a unique set of health challenges including increased risk of breast cancer, high rates of alcohol and other drug use, and issues related to violence and harassment. In addition, there are often barriers to maintaining sexual health as many service providers don't understand or acknowledge that lesbians have specific needs in relation to their sexual health. ACON responds to these challenges with a variety of programs and services.

How We Did It

We provide support to women through our Housing, Counselling, Anti-Violence and Lesbian Health Projects. Our social marketing campaigns routinely carry components specific to the health needs of lesbians. ACON runs a highly successful peer-based program through our Young Women's Project – a key community development initiative driven by the dedication and enthusiasm of our volunteers. During the last year we also worked with groups such as the Boomali Aboriginal Artists' Cooperative, the annual L40 gathering of older lesbians and a range of lesbian social support groups in Western Sydney to support and enhance a variety of activities for lesbians in NSW. In cooperation with the Australian Lesbian Medical Association (ALMA), ACON helps provide small grants for research and other activities promoting lesbian health and wellbeing.

• Many health professionals don't understand that lesbians have specific health needs

Throughout 06/07, we continued to build successful partnerships with a range of lesbian community venues and other community organisations including sporting groups and women's health centres. Our partnership with the NSW Cancer Council remained strong and allowed us to meet the needs of lesbians affected by breast cancer. Our C-Word Project provided ongoing peer support and guest speaker-based activities, delivered training to Cancer Council staff on responding to lesbian clients and developed a system to help lesbians newly diagnosed with breast cancer to be linked to lesbians who have had treatment for cancer. This year we also staged a major community forum on lesbians and breast cancer with national and international experts speaking on the issue.

The growth of venues and nights for women in Sydney has presented increased opportunities for ACON to develop community links and distribute our health promotion materials for women. For example, our Mardi Gras campaign addressed priority lesbian health issues such as sexual health testing and same sex domestic violence.

Along with delivering a range of workshops, forums, groups and events throughout the year, we maintained a strong presence at mainstream conferences and forums, raising the visibility of a variety of lesbian health issues. We also commenced work on an organisational strategy to comprehensively guide our lesbian health work across ACON to the end of the decade.



Above from top: **RHRN lesbian STI poster; Safe Sex Sluts at the Velvet lesbian health fundraiser.**

YOUNG GLBT PEOPLE

Why We Do It

Life for GLBT youth continues to improve and young people make dynamic contributions to ACON's work as both volunteers and staff. However, many young people in our community still face bullying at school, social isolation and family difficulties linked to coming out. Research shows that as a group, GLBT youth face distinctive health challenges that relate to violence, mental health, sexual health and the use of alcohol and other drugs. To counter this, ACON has a range of strategies in place to work with young people in our community.

How We Did It

Our Fun & Esteem Project has provided support to young gay and bisexual men since 1988. In 06/07, it continued to deliver a range of activities including volunteer facilitated activities such as *Start Making Sense*, a workshop for men aged up to 26, and *School's Out*, a program for school aged young men that runs during late afternoons. The Fun & Esteem volunteer training program was revised and redesigned into a more comprehensive training package to include a participant training book and reading pack alongside the traditional trainer's manual.

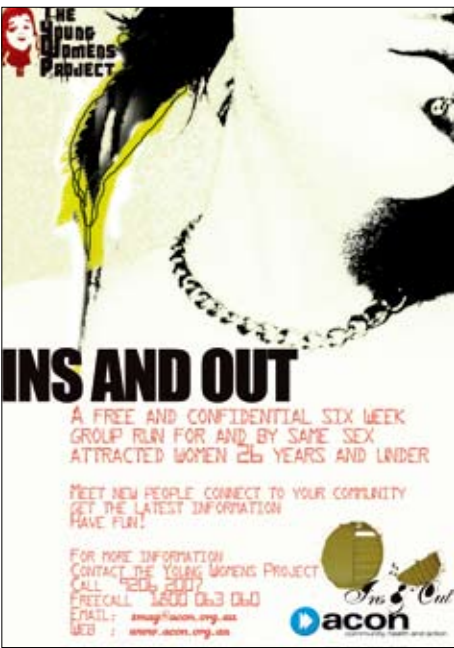
Now in its second year, our Young Women's Project continued to grow solidly in 06/07. Volunteer workshop facilitators were trained and a major promotional campaign was implemented with a series of volunteer performance workshops and a well attended community launch.

ACON delivered a strong program of events during Mardi Gras including 21

• Most harrassment of young GLBT people occurs at school



Clockwise from left: **School's Out poster; Ins & Out poster; young people at the 21 Down forum.**



Down, an alcohol and drug free event that featured Justice Michael Kirby as a speaker alongside Courtney Act and other leading figures of Sydney's GLBT community. Our Mardi Gras campaign profiled important sexual health information for young men (e.g. getting vaccinated for Hepatitis A and B), and for young women, (e.g. getting tested for STIs).

Thanks to the financial support of the Foundation for Young Australians, we helped young people in regional areas through our Queer Peer Project, which equips GLBT youth in rural areas with the knowledge, skills and networks they need to help other GLBT youth. We also participated in a range of



interagencies and our staff presented at various conferences to raise mainstream awareness of issues affecting GLBT youth. Our work with schools continued to grow, both in terms of addressing homophobia in educational settings and in promoting our programs to schools.

MATURE GLBT PEOPLE

Why We Do It

Older people in the GLBT community are among the most invisible and least cared for of all senior groups in the community. Aged care services in NSW are ill-equipped to meet the needs of the growing number of openly gay senior citizens and government policy-makers have been slow to recognise the unique needs of mature GLBT people. Also, many older GLBT people are without children or have become estranged from family networks due to their sexuality. So making sure they have access to relevant support groups and social networks is an effective way to prevent health issues related to loneliness and isolation. In addition, while new treatments are helping people with HIV to live longer, the same treatments are causing their organs to age more rapidly and so many will soon require early access to geriatric health services. ACON is working with a range of agencies and organisations to ensure these issues are addressed.



How We Did It

For the last 16 years, ACON has supported the Mature Aged Gay (MAG) Men's group through a dedicated project with its own worker. MAG's meetings bring together up to 150 men each fortnight for supper, socialising and a speaker-led discussion about health-related issues. In addition, MAG's bi-monthly newsletter is received by more than 650 older gay men across NSW and Australia.

During the last few years ACON has developed a stronger relationship with older lesbians. In 06/07, we continued to support the national L40 gathering of older lesbians which took place over Easter on the NSW central coast.

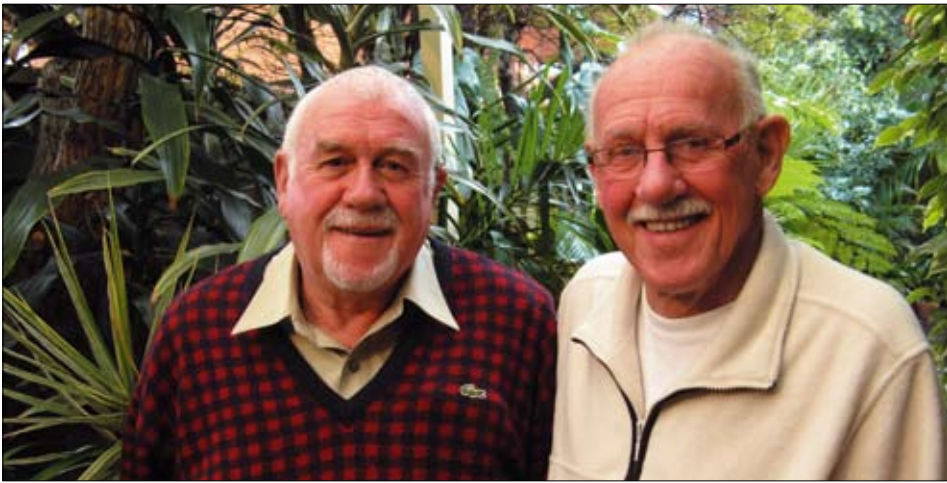
In November, ACON launched *Ageing Disgracefully*, a three-year strategy aimed at promoting the health and wellbeing of ageing GLBT people in NSW. The comprehensive strategy determines the priority needs that exist for our

• Many aged care facilities are legally entitled to discriminate against GLBT people

community and the value that mature GLBT people add to community life. The strategy highlights a range of health promotion and disease prevention policies, and outlines initiatives that can enhance the health and wellbeing of an ageing GLBT population. It also sets out a range of recommended actions for community and government stakeholders.

In February, ACON convened a working group of stakeholders to assist in the implementation of various aspects of the strategy. This group now plays a central role in ACON's work around policy and advocacy issues associated with GLBT ageing. In May, members of this group met with key mainstream organisations to promote the issues highlighted in the strategy and to gain broader support for ACON's work. As a result, ACON has been invited to participate in a series of roundtables and consultation meetings convened by the NSW Government as part of the NSW Ageing 2030 Strategy.

From left: *Ageing Disgracefully* report; MAG members James and Brian.



ABORIGINAL & TORRES STRAIT ISLANDER PEOPLE

Why We Do It

That Aboriginal and Torres Strait Islander people experience major health inequalities is well known. Aboriginal GLBT, sistergirls and HIV positive people face complex additional challenges including invisibility, racism and homophobia. Aboriginal and Torres Strait Islander people continue to be a priority in state and national HIV/AIDS strategies. ACON is committed to working with Aboriginal and Torres Strait Islander people and organisations in their struggle for improved health and rights.

How We Did It

This year, ACON participated in the development of the *NSW HIV/AIDS, STI and Hepatitis C Strategies: Implementation Plan for Aboriginal People* and presented on GLBT, sistergirl and HIV positive people's issues at the statewide forum to launch the plan. We continued to expand the community development work of our Aboriginal Project with a particular focus on increasing volunteer engagement and delivering key outcomes for Aboriginal and Torres Strait Islander people living with HIV. In March, we ran our second HIV positive retreat which brought together a significant number of HIV positive Aboriginal people in NSW for recreation, health education and social activities. Throughout the year we worked with our HIV positive volunteers to maintain their own ongoing social support group.

We continued a central focus on outreach at key Aboriginal community events throughout the year and strengthened our partnerships with Aboriginal community controlled health organisations and Aboriginal sexual health workers to build on these activities. For example,



Clockwise from above left: *Black Pearls* poster; Safe Sex Slut Lawrence Shearer at *Black Pearls*; Margaret and Jackie at *Black Pearls*.

we worked with the Redfern Aboriginal Medical Service to raise awareness through a local community event on World AIDS Day. We worked with a range of service providers, such as the Aboriginal Sexual Health Workers Network, to improve access to services for Aboriginal GLBT, sistergirls and HIV positive people.

ACON's Aboriginal Project resources the GLBT Aboriginal and Torres Strait Islander Social Support Group to stage the popular *Black Pearls* variety nights. *Black Pearls* brings together hundreds of Aboriginal GLBT people in mainstream GLBT venues for a twice-yearly night of performances and celebration. In addition, we worked with the Boomalli Aboriginal Artists'

Cooperative during Mardi Gras to present an exhibition of work by Aboriginal lesbian artists highlighting Aboriginal women's increased risk of HIV. The exhibition was complimented by performances and a public forum.

• We helped develop a new plan to assist Aboriginal people living with HIV

CULTURALLY & LINGUISTICALLY DIVERSE GLBT PEOPLE

Why We Do It

Sydney is one of the world's most culturally diverse cities and our GLBT community is increasingly multi-racial. Cultural and linguistic background can have an important impact on access to resources and services that build and maintain health. So ACON is committed to working with our community to ensure these needs are properly met. Our work in this area has a strong focus on Asian gay men who remain a priority in NSW's HIV/AIDS strategy. We also work with many different groups to tackle all forms of racism in our community.

How We Did It

This year our Asian Project piloted an exciting new peer education venture – a six-week workshop program for Asian gay and bisexual men called *ConversAsians*. The program was developed, promoted and facilitated by a team of committed volunteers working with our staff. *ConversAsians* was conducted and evaluated twice throughout the year and is now a cornerstone of our program delivery to this group. This was in addition to a busy ongoing calendar of monthly forums addressing a wide range of issues important to Asian GLBT people and their friends.



Above L-R: *ConversAsians* workshop poster; opening night of Salaam Namaste's play, *Bonds Of Love*; members of the Asian Marching Boys performing at the Camperet fundraiser.



We worked closely throughout the year with the Multicultural HIV/AIDS and Hepatitis C Service and Area Health Services to address the sexual health of gay men from cultural backgrounds that have been identified as a priority for health promotion. In this regard, we repeated our successful Thai gay men's campaign, promoting HIV testing and raising awareness of sexual health issues through key community events, media and retail outlets.

Our Asian Project continued to strengthen its partnerships with a wide range of groups within Sydney's Asian GLBT community including longstanding community institutions such as the Asian Marching Boys and the Long Yang Club, as well as more recently formed groups such as Salaam Namaste, a network for GLBT people of South Asian backgrounds. We supported Salaam Namaste to produce their first stage play during this year's Mardi Gras festival.

This year we worked on a City of Sydney funded social marketing campaign to



- We helped develop an anti-racism campaign
- We launched the *ConverseAsians* workshop program

address racism in Sydney's GLBT community. This involved an extensive and complex community development process working with diverse groups within the community and building collaboration within our own organisation. The campaign is set to be released next year.

SEX WORKERS

Why We Do It

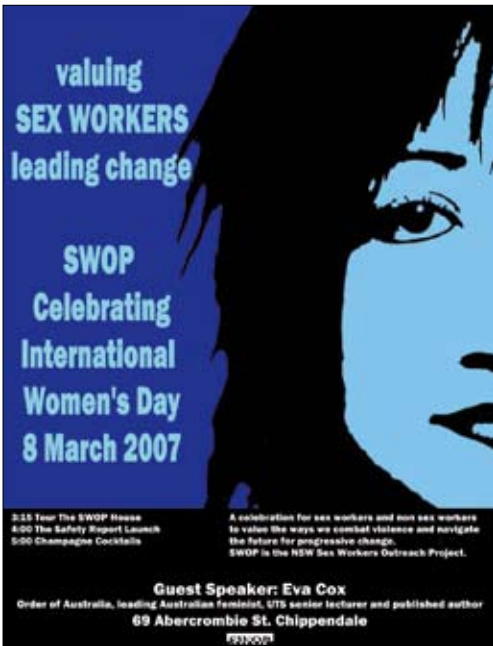
The rates of sexually transmitted infections among NSW sex workers are incredibly low by world standards. However, factors such as continuous turnover in the industry and a high level of social discrimination mean that the information and services provided by our Sex Workers Outreach Project (SWOP) are essential if we want to keep NSW's sex industry in good health.

How We Did It

In 06/07, SWOP provided almost 20,000 occasions of service to a variety of clients including individual sex workers, industry owners and operators, service providers, health services, police and other agencies. The assistance we provided covered a broad range of topics including safe sex, workplace health and safety, drug and alcohol use and other health issues. Peer-based outreach remained a strong focus for our service approach this year with SWOP delivering, in partnership with other agencies, close to 4,500 individual occasions of service. In addition, 190 counselling sessions were provided to current or former sex industry workers.

SWOP continued to address the issue of safety in the sex industry by launching the *Safety In Sex Industry Settings* report. The report draws its findings from data supplied by female, male and transgender sex workers across NSW who experienced violent attacks, rapes or other work-related problems between 2000 and 2006. It will be used to seek funding to work with police and councils to promote improved systems of dealing with violence, harassment and abuse against sex workers across the state.

Importantly, SWOP provided advice on a range of policy and legislative issues over



Above L-R: *The Professional* cover; poster promoting the launch of the *Safety In Sex Industry Settings* report.

the last year in order to improve the health of NSW sex workers. SWOP spoke at a variety of meetings, submitted policy papers and articles to journals and research publications, and provided advice and training to other service providers and government agencies. A highlight was a one-day forum at the University of Technology Sydney where professionals and sex industry workers came together to discuss the impact and outcomes of various sex industry regulatory practices.

SWOP continued to give voice to NSW sex workers through the publication of *The Professional*. Four editions of the magazine were published in 06/07 covering a range

of issues including HIV/AIDS and STIs, treatments and testing advice, stigma and discrimination, and the impact of council planning policies on workplace health and safety. SWOP also worked to make information and resources more accessible to culturally diverse sex industry workers by publishing education materials in a wide variety of languages.

- Less than 1% of NSW sex workers have HIV
- We distributed over 70,000 condoms to sex workers

WESTERN SYDNEY

Why We Do It

More than two million residents live in the vast geographic area of Western Sydney and there are large GLBT communities in many of the region's key centres. GLBT services, groups and community events continue to grow throughout the area and ACON is playing a key role in supporting these exciting developments.

How We Did It

Throughout 06/07, ACON produced some important new programs for Western Sydney, expanded our work into new areas of the region and collaborated with more partners in the area than ever before. We worked with a group of GLBT youth from Western Sydney to produce two editions of *Sticks & Stones*, a magazine targeting the needs of young GLBT people in the area. We distributed a directory of

services for lesbians and other same sex attracted women living in Western Sydney and we continued to strengthen the distribution of our campaigns, information resources and safe sex materials to community events, service providers and sex-on-premises venues across the Western Sydney region.

During Mardi Gras, ACON played a leading role in staging three festival events for local GLBT communities in Western Sydney. We worked closely with several youth services in major centres to expand and sustain the range of social and support groups for GLBT youth. Our work with lesbian support groups and women's health centres became more

- We distributed over 60,000 copies of *Sticks and Stones*
- We worked with over 70 young GLBT people in Sydney's west

strategic by providing facilitator training, running workshops on key lesbian health issues and resourcing a region-wide network for women coordinating support groups. We supported PLWHA Blue Mountains to redevelop its service provision to HIV positive people in the area and we worked with local partners in the Blue Mountains to rejuvenate the Medlow Bath AIDS Memorial Gardens for World AIDS Day.

ACON participated in several GLBT interagencies and working groups that are active across the region. In particular, we revitalised our gay men's partnership with the two Area Health Services in the region. We also took a leading role in the Parramatta Queer Forum, facilitated by the Parramatta City Council.

Clockwise below left: *Sticks & Stones* cover; volunteers rededicate the Medlow Bath AIDS Memorial; Western Sydney lesbian resource directory.



RURAL & REGIONAL NSW

Why We Do It

Throughout regional and rural NSW, there is a great need for health services for GLBT people and people with HIV. Concerns about confidentiality and homophobia can discourage people from seeking help. A lack of supportive social networks can make it hard for some GLBT people to understand or even acknowledge their health needs. And of course there's the tyranny of distance which often makes it difficult to get to whatever services are available. ACON works to bridge these gaps with a network of regional branches throughout NSW.

How We Did It

ACON's service delivery to regional areas in NSW continued to improve in 06/07 with the delivery of over 20,000 occasions of service by staff in our Hunter/Mid North Coast, Northern Rivers and Illawarra branches. This included face-to-face and telephone counselling, home-based care, support groups, information forums, access to vitamins, accommodation referrals and assistance for clients in crisis.

Each ACON branch provided needle and syringe services in their local area. This included over 286,000 new fits distributed by the Hunter/Mid North Coast branch in partnership with local agencies. In the Illawarra and Shoalhaven, we developed and implemented a specific campaign in early 2007 to combat a significant increase in new syphilis cases in the area. In the Northern Rivers, we published six editions of the local community newsletter, *Rainbow News*, and provided health information as well as drug and alcohol support services to seven large scale GLBT social events including *Tropical Fruits*, a big New Year's Eve party which attracts over 3000 people every year.



Above L-R: *Tropical Fruits* poster (Northern Rivers); Syphilis campaign poster (Illawarra); ACON stall at Rainbow Festival Picnic (Hunter).

For people living with HIV, we provided general health and wellbeing information, referred them to other health and support services, advocated on behalf of their needs and held several residential retreats and forums such as *Treatments by the Sea*, a health retreat for HIV positive men in the Northern Rivers area. Our *Bugle Boy* HIV treatments campaign was the focus of a local launch in Newcastle and was also profiled at the Positive Lifestyles forum in Port Macquarie.

All our branches continued to work with local Area Health Services to improve collaboration and coordination of services in rural areas. We provided training to mainstream health care providers on sexuality diversity issues, HIV transmission and treatment, legal issues, values and attitudes, the needs of HIV positive clients and information about ACON services. In those regions where we don't have a

- We delivered over 20,000 occasions of service to regional clients
- We finalised a 3 year Action Plan for our regional work

branch, ACON continued to work with and provide resources to GLBT groups in those areas. This included Hume Phoenix in Albury, a local community group which represents GLBT people in the Greater Southern area.

We finalised our *Regional and Rural Action Plan 2007 – 2010*. This comprehensive strategy will help build partnerships with local service providers and GLBT community groups to improve access to health services for our communities in rural areas. It will also help ensure that there are community development programs in place and that appropriate health promotion efforts are maintained for our communities where we don't have an office.

INTERNATIONAL

Why We Do It

The HIV/AIDS epidemic continues to expand relentlessly in the Asia-Pacific region and is impacting heavily on the burgeoning GLBT communities of the region. As a world leader in HIV prevention and education, ACON is uniquely placed to work with our Asia/Pacific neighbours to help them improve the programs, systems and strategies they employ in their countries. In return, we gain fresh perspectives on our own work which enables us to improve our response to the epidemic in Australia.

How We Did It

06/07 saw the implementation of our first major international project – a capacity development partnership with our Bangkok counterparts, the Rainbow Sky Association of Thailand (RSAT). RSAT is the key organisation in Thailand working with GLBT communities. They have a strong focus on HIV prevention work with men who have sex with men (MSM) and, like ACON, undertake this work within a broader framework of GLBT community health and human rights.

Supported by the Australian Federation of AIDS Organisations and funded by the Commonwealth Department of Foreign Affairs and Trade, the program involved an RSAT delegation visiting Sydney in December and again in February to learn about our HIV/AIDS education and prevention strategies, a range of other services we provide and how we operate as an organisation. A delegation from ACON then travelled to Thailand in May to work with RSAT in Bangkok. The project strengthened links with the Thai

• We worked with delegations from Thailand, China, the Philippines, Korea, Singapore, India, Papua New Guinea and East Timor

community in NSW, increased capacity within ACON to undertake international work and enhanced RSAT's capacity to promote HIV prevention and education as well as manage their organisation. Our work with RSAT was greatly assisted by the generous support of many organisations and individuals from the Thai and GLBT communities in Sydney.

ACON is visited frequently by international delegations, mostly from the Asia/Pacific region. These delegations range from government officials and policymakers to community-based organisations and activists. Their interests include HIV prevention programs, care & support programs for people living with HIV and GLBT health work. This year ACON hosted delegations from several Chinese provinces as well as the Philippines, Korea, Thailand, Singapore, India, El Salvador, Papua New Guinea, East Timor and several Pacific Island countries.

ACON staff also presented at several international AIDS conferences during the year including the International AIDS Society Conference in Toronto. At this conference, ACON participated in a key satellite meeting that galvanised global action to address the growing threat of HIV to MSM communities across the world. We also participated in the first meeting ever to specifically address HIV/AIDS among MSM in the Asia/Pacific region, held in Delhi in November.



Above top to bottom: RSAT delegates march in the Mardi Gras parade; ACON staff members at the Thai Human Rights Commission in Bangkok.

ADVOCACY

Why We Do It

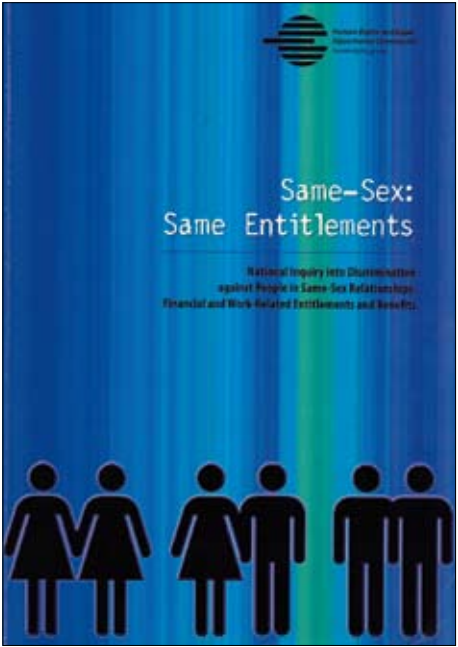
Engaging directly with our community at a grass roots level is a really effective way of helping people look after their health and wellbeing. But to ensure that GLBT and HIV positive people are getting the best possible health outcomes, we keep policy-makers and legislators informed about the issues that affect our community.

How We Did It

This year, ACON played a primary role in establishing the National GLBT Health Alliance. Launched in Brisbane in June and then at Parliament House in Canberra in August, the Alliance is a formal group of organisations across Australia working in GLBT health and HIV/AIDS. Operating at the Federal level, the Alliance advocates for greater recognition of the health needs of GLBT people and for the provision of adequate funding for program delivery and research. In the lead up to the 2007 Federal election, the Alliance met with key politicians from both the Federal Government and Opposition in order to secure commitments to GLBT health.

The release of the *Same-Sex: Same Entitlements* report by HREOC in June highlighted 58 federal laws that discriminate against same sex couples. ACON made an extensive submission to the inquiry that led to the report, which demonstrated the impact that legislative discrimination has on GLBT health. Once released, we published a brief and used the report to advocate for Federal law reform.

We developed a comprehensive response to the range of legal, health and social issues that a spate of high-profile HIV transmission criminal cases raised throughout the year. We worked



Clockwise from above left: HREOC same sex entitlements report cover; National GLBT Health Alliance logo; campaigning for sex workers at Parliament House.

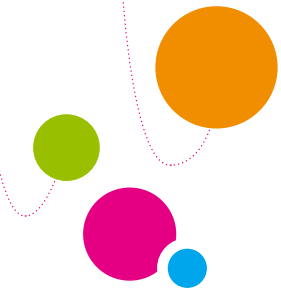
with other allied agencies to ensure that the principles and practices behind Australia's successful approach to HIV were not discarded because of the significant and somewhat negative media attention that the cases gained.

In partnership with the Scarlet Alliance, we undertook extensive lobbying around the *Brothels Legislation Amendment Bill 2007* that was passed by NSW Parliament at the end of June. We successfully convinced the NSW Government to amend the original Bill so that individual sex workers would not be subject to the disclosure order powers under the Act.

• We helped set up a national lobby group for GLBT health
• We made a detailed submission to the HREOC same sex entitlements inquiry

In addition to these specific activities, we advocated on a wide range of issues that affect the health of GLBT and HIV positive people. Throughout the year we prepared submissions to a variety of inquiries, presented at numerous forums, hosted a series of panel discussions and met with many politicians and policy-makers at the Federal, State and local levels.

FUNDRAISING



Above L–R: *Bingay* poster; volunteers selling Red Ribbon merchandise; ACON Angels poster.

Why We Do It

Every year, ACON receives a significant amount of funding from NSW Health. But that money can only be spent on work we do in relation to HIV/AIDS. Much of our broader work in relation to GLBT health and wellbeing – such as alcohol and other drugs, lesbian health, anti-violence, mental health, ageing, community care and advocacy – is financed primarily by small grants, fundraising activities and donations. To keep this important work going, we rely on the generosity of people and businesses in our community.

How We Did It

Increasing pressure on the public purse means that access to government funding in the future will become increasingly difficult to secure. To help overcome this problem, we began 06/07 by developing a three-year fundraising strategy designed to produce a strong and sustainable fundraising operation that can deliver the financial outcomes we need to continue building our community's health and wellbeing. This comprehensive plan will

allow us to successfully grow our existing events and to lay foundations for profitable long-term fundraising.

Throughout the year ACON promoted two fundraising appeals via direct marketing. Our 2006 Red Ribbon Appeal was a huge success and raised over \$140,000. Our tax time direct marketing appeal was the first time ACON focused an appeal on a specific program, raising awareness of and funds for our Anti-Violence Project.

We also launched two new significant fundraising initiatives. The first is a long-term regular giving program designed to encourage individuals to give an ongoing monthly donation to ACON. With the tagline "Help Support Our Angels", the campaign features six real staff members carrying out their work in the community in the guise of angels. The campaign was produced at a fraction of the real commercial cost thanks to the generous

support of a range of agencies and individuals including Fibre Ogilvy and photographer Michael Bradfield.

The second initiative is an event that will become an annual fixture on ACON's fundraising calendar. Simply called *Honour*, it's a stand-alone annual event that acknowledges people who display exceptional commitment to and leadership of the GLBT community. This year's inaugural event recognised the work of Don Baxter, the current head of the Australian Federation of AIDS Organisations, and Jane Marsden, the current chair of the Aurora Group. The event raised over \$10,000 thanks to generous production subsidies provided by Foxtel Executive Director Brian Walsh.

Our events staff and volunteers continued to deliver first class events, raising money and awareness around key issues for the community. Once again

ACON's Mardi Gras float was a huge success with over 400 participants. ACON hosted six Mardi Gras festival events including *The Great Debate* and *Hats Off* (in conjunction with Oz Showbiz Cares-Equity Fighting AIDS). We also had a significant presence at Fair Day where we reached thousands of people who took a stroll down ACON Alley.

Bingay continued as ACON's long term, grass roots weekly fundraising event. Now in its ninth year, *Bingay* is a great ACON success story and has raised more than half a million dollars for ACON. This event is vital to the organisation and we thank Mitzi Macintosh and Naomi Palmer for their tireless energy and support.

• We raised \$140,000 from our Red Ribbon Appeal

• Our Bingay income hit \$500,000

SOCIAL, ENVIRONMENTAL & COMMUNITY RESPONSIBILITY

Why We Do It

We try to bring about a more just, equitable and inclusive society by holding other organizations accountable across a range of issues. The best way to achieve this is to practice what you preach and we understand the importance of leading by example.

How We Did It

Throughout the year, ACON maintained regular feedback systems for clients, community and other stakeholders as well as the opportunity for them to contribute to ACON's planning processes. We sought regular feedback from clients throughout the year via client satisfaction surveys and community consultations, the results of which then formed the basis for ACON's strategic planning process and the ongoing review of ACON programs.

Through ACON's Reduce Reuse Recycle Committee (ARRRC), we continued to decrease ACON's environmental impact. We reduced our amount of waste by continuing a recycling scheme for paper, glass, bottles and cans. We reduced our carbon emissions by 13% by encouraging staff to turn off computers at the wall and by continuing to replace old equipment with more energy-efficient models. And we cut our daily average water usage by 7% by repairing leaking taps and cisterns. In addition to environmental benefits, these measures helped reduce our running costs.

ACON is strongly committed to supporting other smaller groups in the HIV/AIDS and GLBT community sectors through an annual small grants program, the provision of ad hoc donations for good causes and by providing groups with office accommodation for free or at



Clockwise top left: Sydney Women's Baseball League; DIVA poster; members of the Sydney Convicts Rugby Club promoting the Red Ribbon Appeal.

a nominal cost. In 06/07, these groups included the Bobby Goldsmith Foundation, Community Support Network, Palliative Care NSW, Mature Age Gays, Gay & Married Men's Association, HIV/AIDS Legal Centre, Gay and Lesbian Immigration Taskforce, SMART, Harbour City Bears, Meditation, Gay Freethinkers and Gay & Lesbian Deaf Association. The ACON building in Commonwealth St, Surry Hills also remains the number one meeting place for most community groups.

In addition, ACON has in place and continues to develop valuable partnerships with relevant community and corporate

• We reduced our carbon emissions by 13%

• We reduced our water consumption by 7%

organisations to improve how we provide services to and communicate with people in our community. These organisations include New Mardi Gras, Queerscreen, the Drag Industry Variety Awards, the Sydney Convicts Rugby Club and the Sydney Women's Baseball League.

OPERATIONS

Communications

Overseeing the introduction of ACON's new visual identity was one of the biggest projects undertaken in 06/07 by ACON's Media & Communications team. The first edition of *Shine*, a new biannual magazine, was launched and a new monthly email newsletter, *ACONews*, was introduced. Close relationships were maintained with GLBT media while relationships with mainstream media continued to develop. Over 40 media releases were distributed to a range of local, state and national media organisations.

Human Resources

In addition to looking after the needs of almost 150 full-time, part-time and casual staff, the Human Resources team continued to develop, implement and review internal staff policies and processes, such as a new Code of Conduct. The team also undertook an upgrade of ACON's human resource information system so greater analysis of the organisation's human resources needs and processes can be undertaken.

Finance & Administration

Operating a complete service to ACON's various business units while ensuring that accounting records were properly recorded kept our Finance and Administration team extremely busy throughout the year. Systems of control were implemented to ensure financial records were represented fairly and in accordance with the highest possible accounting standards. The team also helped to develop and pursue strategic and transactional objectives.

Information Technology

During 06/07, the Information Technology team continued its dedication to IT support services. The capacity of the back-up system was updated and expanded, the back-up procedure was reviewed and the network was prepared for the centralisation of all data at head office. We also continued the roll-out of our capital replacement program which addresses the organisation's PC, server and printer needs across the state.

Reception Services

Our reception staff continued to provide excellent in-house and external services, ranging from room and car bookings for staff to maintaining the organisation's phone lists and providing referral, information and support for clients and visitors.

Knowledge Centre

With its broad range of books, journals and newspapers as well as free internet access, our library in Sydney continued to provide our community with a wealth of information about HIV/AIDS and GLBT health and wellbeing. Clients and community members accessed computer services on at least 200 occasions each month and reported 94% of their information needs were met.

Vitamin Service

ACON continued to provide a cost-price vitamins and food supplement service to people living with HIV/AIDS and to anyone in our community requiring cheaper vitamins and food supplements. 214 people were registered for the service during 06/07 and we sold over 5,600 products to those in need.

Quality Improvement

ACON aims to ensure that our processes, systems and service provision always strive for best practice. This year, our Continuous Quality Improvement program allowed us to monitor ourselves against a comprehensive set of national standards for the community and non-government sector. We are currently working toward another three year Quality Accreditation which we hope to be awarded in April 2008.

Planning & Evaluation

ACON's Planning and Evaluation team undertook a range of initiatives to enhance the organisation's planning and evaluation processes. As well as organising the Big Day In, ACON's annual two-day staff training and planning seminar, a major focus was ensuring that ACON adopted a highly efficient and well-documented process for acquitting our major funding agreement with NSW Health.

FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2007

Treasurers Report

I am pleased to present the Treasurer's report for 2006-07, a year that marks a significant step forward in ACON's evolution into a broader GLBT health provider. In a financial context, this means ensuring we have the right fundraising mechanisms in place to address priority health issues determined by the Board in consultation with the community.

In recent years we have devoted much of our reserves to establishing new programs and initiatives, while at the same time we've worked to develop new sources of funding. These efforts have really started to achieve results this past financial year.

Of particular note:

- We have obtained our first ever grant from the Federal Government, an amount of \$313,000 over three years beginning in 2007/08 for drug addiction counselling targeting crystal methamphetamine.
- We have successfully launched our regular community giving program, *ACON Angels*, encouraging members of the community to make tax-deductible donations to support vital programs that have not been directly funded by NSW Health.

Together they represent a major breakthrough in our efforts to obtain funds from new sources, ensuring ACON is on sound financial footing going forward and is in a better position to commit to health programs longer-term.

I would like to acknowledge the efforts of our CEO, staff and my fellow Board members in these achievements and for their ongoing efforts to closely monitor expenditure so we achieve the best possible outcomes with the grants and donations we receive.

As a result of these efforts, ACON finished the 2006-07 year with an operating deficit of \$130,201. As with previous years, however, the accounting standard requires that grants in advance be taken into account as income in the year in which they are received. This year we have had to add \$276,711 which has turned the small deficit into a reported surplus of \$146,510, which compares favourably to a deficit of \$461,704 last financial year. ACON's asset base remains in a healthy position, with retained earnings of \$986,771.

I would especially like to thank the many volunteers who give their time to support so many of ACON's programs and activities throughout the year, without whose help we could not deliver world-leading health outcomes that we have been recognised for achieving for the GLBT community throughout NSW.



Rod Bruem
Treasurer

Directors Report

The Board of the AIDS Council of New South Wales Incorporated submits its report on the Association for the year ended 30 June 2007

- 1 The principal activities of the Association during the year were the provision of education, health promotion, advocacy, care and support services to members of the gay, lesbian, bisexual and transgender communities, including Indigenous people, injecting drug users, to sex workers and to all people living with HIV/AIDS.
- 2 After providing \$nil for income tax, operations for the year ended 30 June 2007, resulted in a net surplus of \$146,510 (2006: net deficit \$461,704) compared to budget deficit of \$80,433. The current year result includes grants in advance of \$834,620 (2006: \$557,909) recognised as income.
- 3 The Association is incorporated under the Associations Incorporation Act 1984 (NSW) and is restricted from declaring any dividends.
- 4 During the year ended 30 June 2007, there was no significant change in the state of affairs of the Association other than those referred to in the above review or financial statements.
- 5 There have not been any matters or circumstances that have arisen since the end of the financial period, other than those referred to in the review or financial statements that have significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in subsequent years.
- 6 Other than Staff Representatives and the Chief Executive Officer, no Member of the Board has received or has become entitled to receive, during or since the financial year, a benefit because of a contract made by the Association with the member, a firm of which the member is a member or an entity in which the member has a substantial financial interest.
- 7 There are no significant environmental regulations which affect the Association's operations.
- 8 The Association has paid a premium of \$6,237 [2006: \$6,215] to insure certain officers of the Association. The officers of the AIDS Council of New South Wales Incorporated covered by the insurance policy include the Members of the Board. The liabilities insured include costs and expenses that may be incurred in defending civil or criminal proceedings that may be brought against officers of the Association.

Adrian Lovney
LLB (Hons) MBA
President



16 years experience at governance level in HIV/AIDS organisations, and in public sector program and policy analysis/advice. Currently a General Manager in the financial services industry.

Kate Connors
BA, LLB (Hons)
Vice President



10 years experience in public sector policy advice and analysis. Currently employed as a lawyer with the Australian Law Reform Commission.

Rod Bruem
Treasurer



Rod Bruem is a communication specialist with 21 years experience in journalism, politics and media management. Employed as a communications adviser to Telstra. He has a keen interest in rural and regional issues and services.

Mark Orr
BSc (Hons),
Secretary



Senior manager in the NSW public sector. Registered Psychologist. Former Director and Chair, New Mardi Gras Ltd.

Simon Moore
B.A. (Comms)



Director of Creative Services in boutique design and advertising agency with over 11 years experience in business management. Director, 2MBS-FM.

Garrett Prestage
BA (Hons), PhD



Lecturer at National Centre in HIV Epidemiology & Clinical Research, two decades experience researching gay and lesbian community and health issues.

Stevie Clayton
OAM, JP, MAICD,
AIMM
CEO



Six years as ACON CEO & previously Deputy CEO. Long history in management in the state & federal public service and involvement in community-based organisations.

Andrew Purchas
BEc LLB



Currently working as a senior executive in the financial services sector. Andrew has significant experience in business process redesign, change management and risk management.

Dean Price



Currently working with People with Disability Australia, a peak disability rights and advocacy organisation. 6 years experience in campus, state and nationwide student and GLBTI organisations.

Louisa Degenhardt
BA (Hons),
M Psych, PhD



Senior lecturer at the National Drug and Alcohol Research Centre and a senior investigator on a number of projects monitoring trends in illicit drug markets across Australia.

Joseph Jewitt
BA (Psych), MPH



More than 10 years experience working with HIV organisations spanning the community, government and research sectors. He also has significant senior health management experience in both community health and acute care settings.

Jonathan Stambolis
BEc, LLB, Grad
Dip Leg



Corporate lawyer specialising in funds management and capital markets. Founding director of a private sector affordable housing initiative and pro bono legal adviser to various Indigenous clients.

Scott Berry



President of PLWHA (NSW). Previous ACON Client Services Director and QUAC HIV Services Director. Currently a manager with Carers NSW, the peak advocacy group for carers of people with a disability.

James Forbes
Staff
Representative



Joined ACON in the Fundraising Unit in February 2006. As well as writing grant applications, James project led the successful 2006 Red Ribbon Appeal. Prior to joining ACON James had a 15 year background in sales & marketing.

10 Attendances by Members of the Board who held office during the year at meetings of the Board during the year ended 30 June 2007 were as follows. Elections for the elected Board Members were held in December 2006.

Elected Members and Ex Officio	Meetings held	Meetings attended
Scott Berry	1	0
Rod Bruem	10	7
David Buchanan	4	3
Stevie Clayton	10	10
Kate Connors	10	10
Louisa Degenhardt	10	5
James Forbes	9	7
Geoff Honnor	7	7
Joseph Jewitt	9	9
Adrian Lovney	10	9
Simon Moore	10	7
Mark Orr	8	8
Michael Phillips	4	2
Garrett Prestage	10	8
Dean Price	10	7
Andrew Purchas	8	6
Lance Schema	1	0
Jonathan Stambolis	6	6

- 11 The net surplus obtained from fundraising activities was applied to the purposes of the AIDS Council of New South Wales Incorporated as set out in Note 1 above.
- 12 PricewaterhouseCoopers continues in office as auditors to the AIDS Council of New South Wales Incorporated in accordance with section 327 of the Corporations Act 2001.

Signed in accordance with a resolution of the Board.

Dated at Sydney this Eleventh Day of October 2007.



ADRIAN LOVNEY
PRESIDENT



STEVIE CLAYTON
CHIEF EXECUTIVE OFFICER

INCOME STATEMENT

for the Year Ended 30 June 2007

	Notes	2007 \$	2006 \$
REVENUE FROM CONTINUING OPERATIONS			
Grants:			
Grants In Advance		276,711	(149,450)
Grants Rolled Over Prior Year		488,977	482,110
NSW Department of Health		7,124,492	7,031,815
NSW Department of Community Services		90,637	111,895
Area Health Services		533,279	537,657
NSW Users & AIDS Association		2,376	7,050
Other grants		136,013	37,205
Fundraising	20(a)	516,493	300,787
Interest received/receivable		121,373	130,701
Membership		4,193	2,244
Rent received		52,144	56,054
Sale of Vitamins		73,190	82,354
Sale of Materials		94,295	75,053
Registration Fees		3,139	6,032
Other Revenue		146,200	34,340
TOTAL REVENUE FROM CONTINUING OPERATIONS		9,663,512	8,745,847
EXPENDITURE			
Salaries & Associated Costs		5,976,611	5,830,336
Program Materials and Services		739,661	604,892
Rent and Rates		231,764	220,510
Depreciation – Plant & Equipment		137,931	136,983
Building Maintenance		278,348	277,648
Communications		278,252	325,984
Travel and Representation		367,791	361,207
Donations given		18,910	22,275
Advertising costs		420,588	384,687
Events and Activities		106,040	105,470
Administrative costs		892,079	864,509
Cost of goods sold		69,027	73,050
TOTAL EXPENDITURE		9,517,002	9,207,551
PROFIT/(LOSS) FOR THE YEAR	2	146,510	(461,704)

The above **Income Statement** should be read in conjunction with the accompanying notes.

BALANCE SHEET
as at 30 June 2007

	Notes	2007 \$	2006 \$
CURRENT ASSETS			
Cash	4	1,728,506	1,332,151
Receivables	6	106,437	132,889
Inventories	7	14,576	14,960
Other	8	164,098	185,367
TOTAL CURRENT ASSETS		2,013,617	1,665,367
NON-CURRENT ASSETS			
Property, Plant & Equipment	9	339,198	367,192
TOTAL NON-CURRENT ASSETS		339,198	367,192
TOTAL ASSETS		2,352,815	2,032,559
CURRENT LIABILITIES			
Accounts Payable	10	611,207	533,473
Employee Entitlements	11	493,597	424,795
TOTAL CURRENT LIABILITIES		1,104,804	958,268
NON-CURRENT LIABILITIES			
Employee Entitlements	12	235,740	208,530
TOTAL NON-CURRENT LIABILITIES		235,740	208,530
TOTAL LIABILITIES		1,340,544	1,166,798
NET ASSETS		1,012,271	865,761
MEMBERS' FUNDS			
Retained Surplus at the end of the Year	24	986,771	840,261
Revaluation Reserve	23	25,500	25,500
TOTAL MEMBERS' FUNDS		1,012,271	865,761

The above Balance Sheet should be read in conjunction with the accompanying notes.

STATEMENT OF CHANGES IN EQUITY
for the year ended 30 June 2007

	Notes	2007 \$	2006 \$
Total equity at the beginning of the financial year		865,761	1,327,465
Net income recognised directly in equity		-	-
(Loss)/Profit for the year		146,510	(461,704)
Total recognised income and expense for the year		146,510	(461,704)
Total equity at the end of the financial year		1,012,271	865,761

The above Statement of changes in equity should be read in conjunction with the accompanying notes.

CASHFLOW STATEMENT
for the year ended 30 June 2007

	Notes	2007 \$	2006 \$
Cash flows from operating activities:			
Receipts from customers, granting bodies and fundraising (inclusive of goods and services tax)		9,590,244	9,345,262
Payments to suppliers and employees (inclusive of goods and services tax)		(9,205,325)	(10,099,023)
		384,919	(753,761)
Interest received		121,373	118,430
Net cash inflow/(outflow) from operating activities	5	506,292	(635,331)
Cash out flows from investing activities. Payment for plant and equipment		(109,937)	(143,221)
Net cash outflow from investing activities		(109,937)	(143,221)
Net increase / (decrease) in cash held		396,355	(778,552)
Cash at beginning of the financial year	4	1,332,151	2,110,703
Cash at end of the financial year	4	1,728,506	1,332,151

The above Cash Flows Statement should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS 30 June 2007

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial report includes the financial statements for the AIDS Council of NSW (ACON) as an individual entity.

(a) BASIS OF PREPARATION

This general purpose financial report has been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AIFRSs), other authoritative pronouncements of the Australian Accounting Standards Board and Urgent Issues Group Interpretations.

Compliance with IFRSs

Australian Accounting Standards include AIFRSs. Compliance with AIFRSs ensures that the financial statements and notes of ACON comply with International Financial Reporting Standards (IFRSs).

Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities (including derivative instruments) at fair value through profit or loss, certain classes of property, plant and equipment and investment property.

Critical accounting estimates

The preparation of financial statements in conformity with AIFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies.

(b) GRANT REVENUE

Grant revenue received is brought to account when received or receivable.

(c) RECEIVABLES

Trade receivables are recognised at the amounts receivable as they are due for settlement no more than 30 days from the date of recognition.

Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised where some doubt as to collection exists.

(d) INVENTORIES

Inventories are represented by vitamin stock and are stated at the lower of cost or net realisable value on the basis of first in first out.

(e) RECOVERABLE AMOUNT OF NON-CURRENT ASSETS

The recoverable amount of an asset is the net amount expected to be recovered through the cash inflows and outflows arising from its continued use and subsequent disposal.

Where the carrying amount of a non-current asset is greater than its recoverable amount, the asset is written down to its recoverable amount. Where net cash inflows are derived from a group of assets working together, the recoverable amount is determined on the basis of the relevant group of assets. The decrement in the carrying amount is recognised as an expense in net profit or loss in the reporting period in which the recoverable amount write-down occurs.

(f) REVALUATION OF NON-CURRENT ASSETS

The Association is gifted works of art from time to time. Works gifted are valued at the time of the gift and are capitalised at that amount.

Works of Art are valued at three yearly intervals. Revaluations reflect independent assessments of the fair market value of works of art.

Revaluation increments are credited directly to the asset revaluation reserve, unless they are reversing a previous decrement charged to the income statement, in which case the increment is credited to the income statement.

Revaluation decrements are recognised as expenses in the income statement, unless they are reversing revaluation increments previously credited to, and still included in the balance of, the asset revaluation reserve in respect of that same class of assets, in which case they are debited directly to the asset revaluation reserve.

Revaluation increments and decrements are offset against one another within a class of non-current assets, but not otherwise.

Potential capital gains tax is not taken into account in determining revaluation amounts unless it is expected that a liability for such tax will crystallise.

Revaluations do not result in the carrying value of Works of Art exceeding their recoverable amount.

(g) DEPRECIATION OF PLANT & EQUIPMENT

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 to the Association. Estimates of remaining useful lives are made on a regular basis for all assets, with annual reassessments for major items.

The expected useful lives are as follows:
Plant and Equipment, Office Equipment, Equipment under lease:
2-5 years

Works of Art are not depreciated.

NOTES TO THE FINANCIAL STATEMENTS 30 June 2007

(h) LEASEHOLD IMPROVEMENTS

A lease for premises at 9-25 Commonwealth Street, Darlinghurst existed between the Association and the NSW State Government, which will terminate on 30 September 2006. The costs of Leasehold Improvements relating to this property will be amortised over the remaining period of the lease, or the estimated useful life to the Association, whichever is shorter. Leasehold Improvements held at the reporting date are being amortised over the remaining life of the lease.

(i) LEASED NON-CURRENT ASSETS

A distinction is made between finance leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased non-current assets, and operating leases under which the lessor effectively retains substantially all such risks and benefits.

Finance leases are capitalised. A lease asset and liability are established at the present value of minimum lease payments. Lease payments are allocated between the principal component of the lease liability and the interest expense.

The lease asset is amortised on a straight line basis over the term of the lease, or where it is likely that the Association will obtain ownership of the asset, the life of the asset. Lease assets held at the reporting date are being amortised over 5 years.

Incentives received on entering into operating leases are recognised as liabilities. Lease payments are allocated between interest (calculated by applying the interest rate implicit in the lease to the outstanding amount of the liability,) rental expense and reduction of the liability.

Other operating lease payments are charged to the statement of financial performance in the periods in which they are incurred, as this represents the pattern of benefits derived from the leased assets.

(j) TRADE AND OTHER CREDITORS

These amounts represent liabilities for goods and services provided to the Association prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

(k) WEB SITE COSTS

Costs in relation to the web site controlled by the Association are charged as expenses in the period in which they are incurred unless they relate to the acquisition of an asset, in which case they are capitalised and amortised over their period of expected benefit.

Generally, costs in relation to feasibility studies during the planning phase of the web site, and ongoing costs of maintenance during the operating phase, are considered to be expenses. Costs incurred in building or enhancing the web site, to the extent that they represent probable future economic benefits controlled by the Association that can be reliably measured, are capitalised as an asset and amortised over the period of the expected benefits which vary from 2 to 5 years.

(l) EMPLOYEE ENTITLEMENTS

Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Long Service Leave

The liability for long service leave expected to be settled within 12 months of the reporting date is recognised in the provision for employee benefits and is measured in accordance with the policy above. The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date

Superannuation

Contributions are made by the Association to several employee superannuation funds of choice and are charged as expenses when incurred.

(m) BORROWING COSTS

Borrowing costs are recognised as expenses in the period in which they are incurred.

(n) CASH

For purposes of the statement of cash flows, cash includes deposits at call which are readily convertible to cash on hand and are subject to an insignificant risk of changes in value, net of outstanding bank overdrafts.

2. OPERATING SURPLUS

Operating surplus from ordinary activities includes the following specific expenses:

	2007 \$	2006 \$
Bad and Doubtful Debts	–	–
Provision for Employee Entitlements	96,012	17,165
Rental expense relating to operating leases	122,705	131,753

3. INCOME TAX

The AIDS Council of New South Wales Incorporated as a public benevolent institution is exempt from paying income tax.

4. CURRENT ASSETS – CASH

	2007 \$	2006 \$
Cash on hand	10,300	4,650
Cash at bank:		
Cheque account - Operations	501,157	330,452
Deposits	1,217,049	997,049
	1,728,506	1,332,151

5. RECONCILIATION OF PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2007 \$	2006 \$
Loss/Profit for year	146,510	(461,704)
Depreciation and Amortisation	137,931	136,983
Changes in Operating Assets and Liabilities:		
(Increase)/Decrease in Receivables	26,452	(106,752)
(Increase) in Other Current Assets	21,269	(6,689)
(Increase)/Decrease in Inventory	384	(4,604)
(Increase)/Decrease in other Non-Current Assets	–	–
(Decrease) in Creditors	77,734	(209,730)
Increase in Employee Entitlements	96,012	17,165
Net cash inflow/(outflow) from operating activities	506,292	(635,331)

6. CURRENT ASSETS – RECEIVABLES

	2007 \$	2006 \$
Accounts Receivable	70,079	115,235
Accrued Income	36,358	17,654
	106,437	132,889

7. CURRENT ASSETS – INVENTORIES

	2007 \$	2006 \$
Finished Goods (Vitamins) at cost	14,576	14,960
	14,576	14,960

8. CURRENT ASSETS – OTHER

	2007 \$	2006 \$
Goods and Services Tax Receivable	71,354	92,040
Prepaid expenses	92,744	93,327
	164,098	185,367

9. NON-CURRENT ASSETS - PLANT & EQUIPMENT

	2007 \$	2006 \$
Furniture & Fittings, at cost	1,256,584	1,252,783
less: Accumulated Depreciation	(1,229,579)	(1,224,536)
	27,005	28,247
Office Equipment, at cost	985,071	887,458
less: Accumulated Depreciation	(821,867)	(692,444)
	163,204	195,014
Equipment Under Lease, at cost	48,116	48,116
less: Accumulated Depreciation	(48,116)	(48,116)
	–	–
Library Resources	3,663	3,663
Gifts of Works of Art (at valuation)	134,830	134,830
	138,493	138,493
Leasehold Improvement	60,452	51,928
less: Accumulated Depreciation	(49,956)	(46,490)
	10,496	5,438
TOTAL PLANT & EQUIPMENT	339,198	367,192

(con't next page)

NOTES TO THE FINANCIAL STATEMENTS 30 June 2007

9. NON-CURRENT ASSETS - PLANT & EQUIPMENT (CON'T FROM P39)

RECONCILIATIONS

Reconciliations of the carrying amounts of each class of plant and equipment at the beginning and end of the current financial year are set out below.

2007	Furniture & fittings \$	Office equipment \$	Equipment under lease \$	Library Works of Art \$	Leasehold improvements \$	Totals \$
Carrying amount at 1 July 2006	28,247	195,014	–	138,493	5,438	367,192
Additions	3,801	97,611	–	–	8,525	109,937
Revaluation increment	–	–	–	–	–	–
Depreciation expense	(5,043)	(129,421)	–	–	(3,467)	(137,931)
Carrying amount at 30 June 2007	27,005	163,204	–	138,493	10,496	334,138
2006						
Carrying amount at 1 July 2005	14,000	195,553	–	138,493	12,908	360,954
Additions	17,140	123,579		–	2,501	143,220
Revaluation increment	–	–	–	–	–	–
Depreciation expense	(2,893)	(124,118)		–	(9,971)	(136,982)
Carrying amount at 30 June 2006	28,247	195,014	–	138,493	5,438	367,192

10. CURRENT LIABILITIES – ACCOUNTS PAYABLE

	2007 \$	2006\$
Goods & Services Tax Payable	39,423	53,284
Trade Creditors	375,312	347,103
Accrued Expenses	196,472	133,086
	611,207	533,473

11. CURRENT LIABILITIES – EMPLOYEE ENTITLEMENTS

	2007 \$	2006 \$
Employee Entitlements - Annual Leave	493,597	424,795
	493,597	424,795
Employee Numbers	Number	Number
Number of employees at reporting date	96	97

12. NON-CURRENT LIABILITIES – EMPLOYEE ENTITLEMENTS

	2007 \$	2006 \$
Provision for Long Service Leave	235,740	208,530
	235,740	208,530

13. FINANCIAL INSTRUMENTS

(a) Credit Risk Exposures

The credit risk on financial assets of the Association is the carrying value, net of any provision for doubtful debts.

(b) Interest Rate Risk Exposures

The Association's exposure to interest rate risk and the interest rate for each class of financial assets and liabilities are set below.

2007	Note	Floating interest rate \$	1 year or less \$	Fixed interest maturing in: over 1 to 5 years \$	Non-interest bearing \$	Total \$
Financial Assets:						
Cash and deposits		501,157	1,217,049	–	10,300	1,728,506
Receivables				–	106,437	106,437
		501,157	1,217,049	–	116,737	1,834,943
Weighted average interest rate		0.99%	6.00%			
Financial liabilities:						
Trade and other creditors				–	611,207	611,207
Net financial assets/(liabilities)		501,157	1,217,049	–	(494,740)	1,223,736
2006						
Financial Assets:						
Cash and deposits	4	233,455	997,049	–	101,647	1,332,151
Receivables	6, 8	–	–	–	224,929	224,929
		233,455	997,049	–	326,576	1,557,080
Weighted average interest rate		4.43%	5.41%			
Financial liabilities:						
Trade and other creditors	11				533,473	533,473
Net financial assets/(liabilities)		233,455	997,049		(206,897)	1,023,607

Reconciliation of Net Financial Assets to Net Assets

	2007 \$	2006 \$
Net financial assets as above	1,223,736	1,023,607
Non-financial assets and liabilities:		
Inventories	14,576	14,960
Property, plant & equipment	339,198	367,192
Prepaid expenses	164,098	93,327
Employee Entitlements	(729,337)	(633,325)
	1,012,271	865,761

(c) Net Fair Value of Financial Assets and Liabilities

Financial assets and liabilities comprise cash and borrowings. The net fair value of financial assets and liabilities approximates their carrying value.

14. REMUNERATION OF MEMBERS OF THE BOARD

Members of the Board serve the Association in a voluntary capacity. Staff representatives and CEO who serve on ACON Board provide their time for this activity on a voluntary basis as well.

Amounts received or due and receivable from the Association and related corporations by members of the Board.

	2007 \$	2006 \$
Net financial assets as above	Nil	Nil

15. REMUNERATION OF AUDITORS

Remuneration for audit and review of the Association's Financial report - PricewaterhouseCoopers	42,000	38,000
Remuneration for other services. PricewaterhouseCoopers	8,100	8,500
	50,100	46,500

16. SEGMENTS

The principal activities of the Association during the year were the provision of education, health promotion, advocacy, care and support service to members of the gay, lesbian, bisexual and transgender communities, including Indigenous people and injecting drug users, to sex workers and to all people living with HIV/AIDS. The Association operates predominantly in one geographical area, being New South Wales, Australia.

17. SHARE CAPITAL

The Association is incorporated under the Associations Incorporation Act 1984 (NSW) and as such does not have authorised or issued capital.

The liability of a member of the Association to contribute towards the payment of the debts and liabilities of the Association or the costs, charges and expenses of the winding up of the Association is limited to the amount, if any, of unpaid annual fees by the member in respect of membership of the Association.

18. ECONOMIC DEPENDENCY

The major source of funding for the Association is an annual grant from the NSW Health Department. The Association has negotiated a triennial funding agreement with the Department for the period 1 July 2005 to 30 June 2008. The Department continues to provide quarterly funding based on the annualised grant approved for 2005/2006.

19. RELATED PARTIES

There were no transactions with related parties during the year ended 30 June 2007.

20. CHARITABLE FUNDRAISING ACT 1991

The AIDS Council of New South Wales Incorporated was re-issued with an authority to fundraise by the Office of Charities on 4 April 2001. Subsequent to year end, the Association was re-issued an authority to fundraise for the period 4 September 2006 to 3 September 2011.

Information and declarations to be furnished under the Charitable Fundraising Act 1991.

(a) Details of aggregate gross income and total expenses of fundraising appeals

	2007 \$	2006 \$
Gross proceeds from fundraising:		
Red Ribbon World AIDS Day Appeal	145,722	58,826
Other including Donations & Sponsorship	370,771	241,961
Total gross income from fundraising	516,493	300,787
Less total costs of fundraising		
Red Ribbon World AIDS Day Appeal	45,799	19,168
Other	365,579	194,027
Total costs of fundraising	411,378	213,195
Net surplus obtained from fundraising appeals	105,115	87,592

(b) Forms of fundraising appeals conducted during the period covered by these financial statements were: Dance Parties, Appeals, Bingo, Dinners and Special Nights at Venues.

(c) Comparative Ratios	2007	2006
Ratio of costs to gross proceeds	80%	71%
Ratio of net surplus to gross proceeds	20%	29%
Ratio of total cost of services to total expenditure	4%	2%
Ratio of total cost of services to total income	4%	2%

In the view of the Board, all expenses incurred by the AIDS Council of New South Wales Incorporated contribute to the delivery of its programs and services.

21. CONTINGENT LIABILITIES

Electronic funds payroll (\$152,500) and credit card facility (\$6,000) were held at 30 June 2006. No material losses are expected in respect of any of the above contingent liabilities.

22. COMMITMENTS FOR EXPENDITURE

LEASE COMMITMENTS

Operating Leases

Commitments for minimum lease payments in relation to non-cancellable operating leases contracted for at the reporting date but not recognised as liabilities, payable:

	2007 \$	2006 \$
Within one year	66,310	78,560
Later than one year but not later than 5 years	69,875	79,097

23. RESERVES

	2007 \$	2006 \$
Revaluation Reserve		
Opening balance	25,500	25,500
Revaluation increment	–	–
Closing balance	25,500	25,500

The Revaluation Reserve is used to record increments and decrements on the revaluation of non-current assets as described in Note 1(f).

24. RETAINED SURPLUS

	2007 \$	2006 \$
Retained surplus at the beginning of the year	840,261	1,301,965
Current year surplus	146,510	(461,704)
Retained surplus at the end of the year	986,771	840,261

Included in the retained surplus is an amount of \$834,620 (2006: \$557,909), which is restricted in its use. This relates to grants received not yet expended for the purpose for which it was intended.

DECLARATION BY THE BOARD FOR THE YEAR ENDED 30 JUNE 2007

The Members of the Board declare that the financial statements and notes set out on pages 33 - 43 (a) comply with Accounting Standards and other mandatory professional reporting requirements; and (b) give a true and fair view of the Association's financial position as at 30 June 2007 and of its performance, as represented by the results of its operations and its cash flows, for the financial year ended on that date.

In the Board's opinion:

- (a) the financial statements and notes are in accordance with the Associations Incorporation Act 1984 (NSW), the Charitable Fundraising Act 1991 (NSW) and the Charitable Fundraising Regulations 1993 (NSW);
- (b) there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable;
- (c) the provisions of the Charitable Fundraising Act 1991 (NSW) and the regulations under this Act and the conditions attached to the authority to fundraise have been complied with; and
- (d) the internal controls exercised by the Association are appropriate and effective in accounting for all income received.

This declaration is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:


Adrian Lovney
President


Kate Connors
Vice-President

Dated at Sydney this
Eleventh day of October 2007

AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of AIDS Council of New South Wales for the year ended 30 June 2007, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

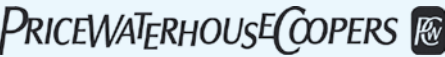
This declaration is in respect of the AIDS Council of New South Wales Inc. during the period.


Marc Upcroft
Partner
PricewaterhouseCoopers

Sydney
18 Oct 2007

PricewaterhouseCoopers
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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE AIDS COUNCIL OF NSW



Report on the financial report

We have audited the accompanying financial report, being a special purpose financial report, of the AIDS Council of New South Wales Inc (the company), which comprises the balance sheet as at 30 June 2007, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are appropriate to meet the requirements of the Corporations Act 2001, Charitable Fundraising Act 1991 (NSW) and Charitable Fundraising Regulation 1993 (NSW) and are appropriate to meet the needs of the members. The directors' responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances. In Note 1a, the directors also state in accordance with accounting standards ASB101 Presentation of Financial Statements that compliance with the Australian equivalents to the International Financial Reporting Standards ensures that the financial report, comprising the financial statements and notes, complies with International Financial Reporting Standards.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the directors' financial reporting obligations under the Corporations Act 2001. We disclaim any assumption of responsibility for any reliance on this audit or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which they were prepared.

Our procedures include reading the other information in the Annual Report to determine whether it contains any material inconsistencies with the financial report.

For further explanation of an audit, visit our website.
http://www.pwc.com/au/financialstatementaudit.

Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

We believe that audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Corporation Act 2001.

Auditor's Opinion

- In our opinion, except for the effects on the financial report of such adjustments, if any, as might have been determined to be necessary had the limitation on our audit procedures referred to in the qualification paragraph below not existed:
- (a) the financial report of the AIDS Council of New South Wales Inc is in accordance with the Corporations Act 2001, Charitable Fundraising Act 1991 (NSW) and Charitable Fundraising Regulation 1993 (NSW), including:
 - (i) giving a true and fair view of the company's financial position as at 30 June 2007 and of its performance for the year ended on that date;
 - (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001;
 - (iii) presents a true and fair view as required by the Charitable Fundraising Act 1991 (NSW) of the financial result of fundraising appeals for the financial year ended 30 June 2007;
 - (iv) the accounts and associated records have been properly kept in accordance with the Charitable Fundraising Act 1991 (NSW) and Charitable Fundraising Regulation 1993 (NSW) for the financial year ended 30 June 2007;
 - (v) money received as a result of fundraising appeals conducted by the AIDS Council of New South Wales during the year ended 30 June 2007 had been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 (NSW) and Charitable Fundraising Regulation 1993 (NSW); and
 - (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1a.

Qualification

Cash from donations and other fundraising activities are a significant source of revenue for the AIDS Council of New South Wales. Although the AIDS Council of New South Wales has implemented systems of control to ensure that monies received are properly recorded in the accounting records, it is impracticable to establish controls over the collection of revenue from these sources prior to entry into its financial records.

Accordingly, as the evidence available to us regarding revenue from cash donations and other fundraising activities was limited, our audit procedures with respect to revenue from these sources had to be restricted to the amounts recorded in the association's financial records. As a result, we are unable to express an opinion as to whether revenue from cash donations and other fundraising activities is complete.


Marc Upcroft
Partner


PricewaterhouseCoopers

Sydney
18 October 2007

STAFF AND VOLUNTEERS THROUGHOUT THE YEAR

We acknowledge those staff and volunteers who passed away this year, particularly Kenn Robinson and Kon Toumazos.

Scott Abbot
Surya Abhay
Cathy Adams
Danny Adams
Fiona Addison
Nicola Addison
Naushad Ahmed
Brett Aitkenhead
Michael Alcott
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Savina Yang
Farzad Yazdanparast
Sheena Yee
Oscar Yu
Abbas Zaheer
Rui Zhang
Joanna Zhou
Ming Zhu
Tess Ziems

Special thanks for the hundreds of other people who volunteered this year with:

- Positive Living Centre (PLC)
- Safe Sex Sluts
- Drug Rovers
- packing teams
- *The Professional* editorial committee

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Agender NSW
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AIDS Action Council of the ACT
AIDS and Infectious Diseases Branch NSW Health
AIDS Council of SA
Aids Treatment Project Australia
Alan Vella
Albion Street Centre
Alcohol and Other Drugs Service
Aldo Spina
Anchor Men's Hostel
Andrew Bullen
Andrew Creagh
Andrew Mercado
ANEX
Ankali
Annie's Bar/Carrington Hotel
Ansell Condoms
Anthony Venn Brown
APC
ARCSHS
ARQ
ASI Solutions
Attorney General's Department of NSW
Aurora Foundation
Australian College of Applied Psychology
Australian Federation of AIDS Organisations (AFAO)
Australian Lesbian Medical Association (ALMA)
Australian Research Centre in Sex, Health and Society
Australian Sailing and Cruising Club
Australian Society of HIV Medicine (ASHM)
Australian Urethane and Styrene

Awabakal Land Council
Bankstown NSP
Barbara Williams
Bayswater Fitness
Bearlay Aboriginal Interagency
Bedazzle Tanning
Beit el Hob
Bellingen and Seaboard Youth Services
Benevolent Society
Bent
Bigge Park Sexual Health
Biripi Aboriginal Medical Service
Bligh Street Clinic (Tamworth)
Blockbuster
Bloxxham & Chambers
Blue Mountains Sexual Health Clinic
Bobby Goldsmith Foundation (BGF)
Bodyline
Boehringer-Ingelheim
Boyd Duncan Breakfast Star FM
Brad Johnston
Bronwyn Turnbull
Bruce Pollack
Byron Bay Youth Services ca
Cafe Abercrombie
Cancer Council of NSW
Candy Lips
Cara Davis
Carers NSW
Caring Funerals
Central Coast Coastal Connections
Centre for Community Welfare Training (CCWT)
Centrecare
Centrelink Outreach Team
Hunter
CHAIN
Chris Puplick
Chris Tzar, Exercise Physiologist
Christ Church Cathedral
Christian Taylor
CIO Magazine
Cisco Fischer
City of Sydney Council
Clarence River Women's Refuge
Clinic 16
Clinic 33
Clinic 619
Coastal Castaways
Coastal Lynx
Coffs Harbour City Council
COMAG (Newcastle)
Community Support

Network (CSN)
Competitive Edge Graphics
Computerworld
Concord Hospital (HIV team)
Corellis
Corporate Express IT
Council for Civil Liberties
Crowne Plaza Terrigal
CSN Carers Representative Committee
Darlinghurst Community Health Centre
Darlinghurst Medical Centre
David Fowler
Deny Theatres
Department of Aging and Disability (HACC services)
Dimension Data
DIVA
DJ Beaker
DJ Greg Boladian
DJ Ruby
DNA
Doctor Earth Health Foods
Newtown
Dolores Refuge
Dr Steven Lieu
Durex Condoms
Durri Aboriginal Medical Service
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EMI Music
Evolution Publishing
Fagtag
Family Planning NSW
Fibre Ogilvy
Fight Like a Girl TKM
First Step (SESIAHS)
Fit X Gym
Flinders Hotel
Floral Decorator
Foley House
ForumDV Web Design
Foster's Group
Foundation for Young Australians
Foxtel
Freehills Solicitors
Gail Mason
Gary Stocks
Gateway Hotel (Newcastle)
Gay & Lesbian Counselling Service
Gay & Lesbian Immigration Taskforce (GLITF)
Gay & Lesbian Rights Lobby (GLRL)
Gay and Married Men's Association (GAMMA)
Gay Men's Domestic Violence Counselling

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Gay.com
Gender Centre
George Aviet Staging
Gilead Sciences
Glyde Health
Gold's Gym
Grant Gillies
Greater Sydney Community Transport Organisations
Hair Art by Matthew Snell
Harbour Youth Service
Harley Dennett
Hastings Council
Headland Press
Headquarters
Hepatitis C Council
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HIV/AIDS Library Network (HALN)
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Holdsworth House General Practitioners
Homebase Youth Service
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Hunter Institute of Mental Health
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IBM
IDC
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Illawarra Sexual Health Providers Network
Illawarra Women's Health Centre
Imperial Hotel
Inflatable Image Technologies
Inner City Legal Centre
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Jackie Braw
James Fletcher Hospital
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Jan Dilli
Jane Worrallo
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Jeannie Sotheran
Jenny's Place Inc
Jeremy Burston
JHH Infectious Diseases Unit
John Burfitt/JB Media
John Pentecost
Judith Gooden

Karumah Positive Living Centre
Kate Starr
Katrina Fox
Kens at Kensington
Kickstart
Kim Snow Furniture
Kimberly Allen
Kings Cross Community Solutions Project
Kirkton Road Centre
KRAVE
L'Occitane Le Provence
Langton Centre
Law & Justice Foundation NSW
Lee Sullik
Legal Aid Commission
Leichhardt Women's Community Health Centre
Leigh Harris
Lesbian Health Interagency Network (LHIN)
Lesbian Health Network
Illawarra
Lesbians on the Loose (LOTL)
Liam Teer
Lifeline
Lily Victoria Beauty Salon
LINC Newcastle
Lismore Base Hospital and Ambulance Service
Lismore Base Hospital
Social Work Department
Lismore City Council
Community Services Department
Lismore Community Legal Centre
Lismore Neighbourhood Centre
New Mardi Gras
Newcastle Bakehouse
Newcastle City Council
Newcastle Civic Theatre
Newcastle Mental Health Service
Newcastle Sexual Health
Newcastle Youth Service
Newtrain Northern Rivers
North Coast Area Health Service
North Sydney & Central Coast Area Health Service
North Sydney Central Coast Area Health Service
Northern Rivers Social Development Council
Northern Territory AIDS and Hepatitis Council
Nowra Youth Centre
NSW Attorney General's Department

Coordinating Council (MHCC)
Merryn Johns
Michael Bradfield
Photography
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Mid North Coast
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Midnight Shift
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Migrant Resource Centre
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Mr Balloons
Multicultural HIV Service
Multicultural HIV/AIDS & Hepatitis C Service
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NSW Attorney General's Department

NSW Department of Health
NSW Farmers' Association
NSW Federation of Parents & Citizens Associations
NSW National Parks and Wildlife Service
NSW Police Service
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NSW Workforce Development Program
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Pacific Internet
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Parramatta Sexual Health
Parramatta Sexual Health Clinic
Pastoral Care Western Sydney
Sydney
Pens Plus Promotional Products
People Living with HIV/AIDS (NSW) (PLWHA NSW)
People with Disabilities
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Planet Cake
Pleasure Chest
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Port Panthers
Port Piazza
Port PLWHA
Positive Central
Positive Support Network (Gosford)
Powerhouse Museum
PozHets
PRA on King
PriceWaterhouseCoopers
Prince of Wales Hospital (HIV team)

Priscilla the Musical
Queensland Association for Healthy Communities
Queer Collective (Newcastle University)
Queer Screen
Quilt Project
Quiver Adult Store
Rainbow Visions
Redfern Aboriginal Medical Service
Redfern Community Health
Reg Domingo
Regional Strategies Officer-Violence Prevention
Regional Youth Development Officers Network (RYDON)
REPIDU
RHed (Victoria)
Robert Lee
Ronnies Flower Shop
Royal North Shore Hospital (Clinic 16)
Royal Prince Alfred Hospital (HIV team)
RQ Restaurant
Ruth Filewood
Sacred Heart Hospice
Sally Horrobin
Sally Whitwell
Samaritans
Same Same
Scarlet Alliance
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Sekneh Hammoud
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Silke Bader
Sisterhoodlums
Slide
Slide Nightclub
Smokers
Solutions Focus Psychology
Somerset Meats
South Eastern Sydney and Illawarra Area Health Service
South West Inner Sydney Housing Co-op
Southern Cross University
St Carthages (aged care)
St George Domestic Violence Counseling Service
St George Sexual Health Clinic

St Vincent's Community Health
St Vincents Community Health
St Vincents Hospital (HIV team)
Stanford House
Star City
Star FM
Steamworx (Newcastle)
Stephen Pickels
Stonewall
Stonewall Hotel
Stonewall Hotel
Striptease Artists Union
Suki Hair
Sunny Burns
Sweet Art
SX News
Sydney Children's Hospital
Sydney City Steam
Sydney City Steam
Sydney Convicts Rugby Club
Sydney East and Southern Illawarra Area Health Service
Sydney Gestalt Institute
Sydney Morning Herald
Sydney Opera House
Sydney Psychology
Sydney Sexual Health Clinic
Sydney South West Area Health Service
Sydney Star Observer
Sydney Theatre Company
Sydney West Area Health Service
Sydney Women's Baseball League
TAFE NSW Outreach Program
TAFE Randwick
Tanya Plibersek, MP
Tasmanian Council on AIDS, Hepatitis and Related Diseases
Taylor Square Medical Clinic
Tessa Jones
The Arab Council Australia
The Aurora Group
The Bridge
The Buttery
The Catering Specialists
The Colombian
The Corner Youth Service
The Debbys
The Department of Community Services, Domestic Violence Line
The Gay and Lesbian Counseling Service
The Haven

The Hon Verity Firth, MP
The Loft (Newcastle)
The Look, Theatrical Drape
Hire and Installation
The Newtown Hotel
The NSW Department of Education and Training
The OI Group
The Oxford Hotel
The Rat Pack's Back
The Rt Hon Clover Moore, MP
The Sign Post
Tim Ball
Tim Duggen
Tool Shed
Tops in Town Plant Services
Touching Base
Toybox
Training Program (JPET)
Tree of Hope
Trouble in Paradise
Turtle Cove Resort
Tweed Shire Women's Centre
Twenty10 Youth Services
Uniting Care (Caroona aged care)
University of Newcastle
Urban Realists
Urban Theatre Company
Vanessa Viaggio
Victor Feneck, TCM
Acupuncturist
Victorian AIDS Council/Gay Men's Health Centre
Visions in Style
VOCAL
Vourneen Ward
Wandiyali
Warwick Allan
Wellbeing Magazine
Wendy Anggerani
Western Area Adolescent Team (WAAT)
Western Australian AIDS Council
Westmead Hospital (HIV team)
Whyte & Co. Coaches
Wollongong City Gallery
Wollongong Women's Health Centre
Wollongong Youth Service
Women and Girls
Emergency Centre (WAGEC)
Women's Health NSW
Workcover NSW
Yipiyiyo Restaurant
Yoga Sanga
Youth Activities Centre
Byron Bay
Yvonne Hall

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Above: ACON staff at this year’s Big Day In training seminar in Sydney.

courage ● empathy ● diversity ● equality ● partnership ● community

Art Director: Clare Hews
Photography: Donna Campbell
Production: Competitive Edge Graphics



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