

FORWARD

FOCUS



ANNUAL REPORT

2011/2012



The 2011/12 financial year has provided ACON with an opportunity to take a

FORWARD FOCUS

in relation to how we deliver our programs and services. As well as reviewing our achievements throughout the year, this Annual Report details our process of reconstruction and offers our blueprint for the future.



OUR VISION

- *An end to the HIV/AIDS epidemic locally and globally*
- *A healthy, resilient and inclusive GLBT community*
- *A society that protects and promotes human rights as the foundation for good health*



CONTENTS



- 2. *President and CEO Message*
- 4. *About ACON*
- 5. *Our Community*
- 6. *Organisational Structure*
- 8. *Senior Management Team*
- 9. *Key Stats*
- 10. *Overview of Operations*
- 13. *Overview of Finances*
- 14. *The Prevention Revolution*
- 16. *Key Organisational Issues*
- 18. *Performance Against Strategic Plan*
- 20. *HIV and STI Transmission*
- 22. *People with HIV*
- 24. *Drug and Alcohol Use*
- 25. *Mental Health*
- 26. *Women*
- 27. *Older People*
- 28. *Aboriginal and Torres Strait
Islander People*
- 29. *Young People*
- 30. *Culturally and Linguistically
Diverse People*
- 31. *Sex Workers*
- 32. *Safety*
- 33. *Policy, Advocacy, Research and
Communications*
- 34. *LGBT Workplace Inclusion*
- 35. *International Work*
- 36. *Social, Environmental and
Community Responsibility*
- 37. *Online and Emerging Technologies*
- 38. *Regional and Rural NSW*
- 39. *Western Sydney*
- 40. *Fundraising*
- 41. *Finance, Human Resources and
Information Technology*
- 42. *Planning, Evaluation and Reporting*
- 43. *Financial Report*
- 58. *Staff and Volunteers*
- 62. *Sponsors, Partners and Supporters*
- 68. *Contacts*



MESSAGE

from the President and CEO

Three years ago, we envisaged a revolution in terms of ACON's organisational development and program delivery, so much so that we chose to use the word in the title our *Strategic Plan 2009-2012*.

Over this three year period – and in particular over the 2011/12 financial year – this revolution has become a reality. Over the last 12 months we have fundamentally changed as an organisation with new premises, a new organisational structure, and a new approach to our HIV-related work.

We started the year by settling into our new Sydney accommodation in Surry Hills and enjoyed an official opening of the centre by the NSW Minister for Health and Minister for Medical Research, The Hon Jillian Skinner MP. The relocation has led to significant changes in the way we work and has achieved the efficiencies we envisaged when we first started planning the move. This includes sharing the premises with our community partners Positive Life NSW, the HIV/AIDS Legal Centre, the AIDS Trust of Australia, the Sex Workers Outreach Project (SWOP) and Hepatitis NSW. This co-location is leading to a strengthening of the partnerships between the organisations, in addition to improved service delivery for people with HIV as well as our communities more generally.

An important metric of the success of the move was demonstrated in the annual ACON client satisfaction survey which continued to show high levels of satisfaction from clients accessing ACON's services across all sites. This is a credit to the hard work of staff and volunteers and a clear demonstration that ACON's services are meeting the needs of many people in the communities we serve. This year SWOP undertook its first service user satisfaction survey with equally good results, highlighting the important role SWOP plays for sex workers in NSW and underscoring the high regard in which SWOP's services are held by them.

To complement this process of renewal, this year we also undertook a review of ACON's operations and organisational structure. The review included interviews with staff, clients, stakeholders, partner organisations and the Ministry of Health, and provided recommendations about our structure as well as our planning and evaluation activities. The goal was to ensure HIV remained at the core of our work, and that accountability for delivery of HIV services was clear to our staff, community and the government. The ACON board accepted all of the review's recommendations – including the establishment of a HIV and Sexual Health Division – and they were implemented progressively throughout the second half of the year.

Changing our organisational structure was an essential first step in the process of adapting to the contemporary reality of the HIV epidemic and what many are calling the HIV Prevention Revolution. This year, there have been significant and rapid changes occurring in relation to the HIV prevention landscape driven by new advances in science and medicine and spurred on by the 2011 United Nations Political Declaration on HIV/AIDS. As a signatory to the declaration, Australia has an important role to play in achieving the targets and a responsibility to lead by example for the rest of the world.

This year ACON has been at the forefront of discussions and actions about how services across the NSW and Australian HIV sectors need to be transformed to achieve the Declaration's targets. In addition to our organisational restructure, this year we reviewed and updated all our HIV prevention and support initiatives. We also worked with partner agencies to identify how the HIV sector generally can reorient structures, programs and resources to reflect the new prevention priorities.

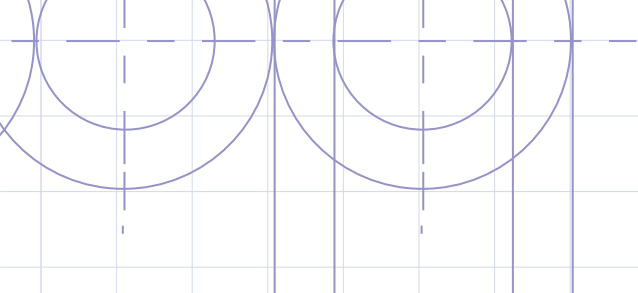
Building on our advocacy work last year – and the achievement of necessary changes to the National HIV Testing Policy – major effort has been devoted to advocating for the introduction of rapid HIV testing (RHT). Progress has been slow but positive steps have been taken. The limiting factor to achieving this goal has been the lack of approval by the Therapeutic Goods Administration (TGA) of an RHT device for general use. At the time of writing, a decision is still pending.

Regardless, discussions have been occurring about innovative service models and reorganising current testing services to provide quicker HIV test results. Research has been undertaken in Sydney and other capital cities about the acceptability and feasibility of RHT in various settings. ACON has been a key participant in the NSW sites, assisting in the social marketing and recruitment of community members. Together, these initiatives are preparing the way for the introduction of RHT without delay once TGA approval is achieved. The one issue then to be resolved is how to fund the tests.

Fortunately, the Ministry of Health understands the importance of increasing testing rates and is supportive of the introduction of RHT as soon as approval is provided by the TGA. The Ministry's continuing support for the implementation of RHT in community based settings will be crucial to achieving the benefits promised by RHT in NSW.

During the year, Minister Skinner announced a review of the NGO Grants Program, through which the Ministry of Health provides ACON's core grant funding. ACON is participating in the review process to ensure the Government is fully informed about the important and successful role community based organisations play in the Australian HIV response, in addition to the well developed partnership approach involved.

Our campaign work continued to be developed with detailed input from the NSW Ministerial Advisory Committee on HIV/AIDS, STIGMA, the Kirby Institute and the National Centre for HIV Social Research. This year the ACON board established a new committee – the HIV and Sexual Health Advisory Committee – to provide advice to the CEO about ACON's HIV prevention, care and support activities. The committee brings together researchers, clinicians, Local Health District representatives, people living with HIV and external prevention experts to ensure ACON's work is based on the best possible evidence and advice.



ACON's other health related programs continued to grow this year, in recognition of the range of health inequalities faced by people with HIV as well as gay, lesbian, bisexual and transgender people.

Whilst commemorating SWOP's 21 years of successful service to the sex industry this year, one of our key advocacy efforts centred around plans by the NSW Government to introduce a Brothels Licensing Authority. ACON and SWOP have urged caution amid concerns about the potential negative impacts such a development may have on the health and wellbeing of sex workers. We are briefing the NSW Government about our concerns and, through SWOP, ensuring it hears the voices of sex workers in its deliberations.

A huge vote of thanks must go to ACON's staff and volunteers. Their passion for ACON's work and the communities we serve saw them actively participate in the organisational review and implement its recommendations quickly and effectively. In some places, such significant change would have taken much longer and would have been much more difficult. Not so at ACON where staff enthusiastically embraced these changes.

The ACON board continued to provide outstanding governance oversight to the organisation during the year. Their leadership and service was instrumental in helping ACON navigate successfully through a year of substantial organisational change. Their commitment to ensuring ACON continues to implement evidenced based programs and services is commendable.

The board's commitment to good governance practice saw it participate in *Know Your Board*, a board performance assessment process developed by the Australian Centre for Philanthropy and Not for Profit Studies at QUT. This process also included an assessment of the performance of the President. This was a very positive experience and provided some useful guidance to assist the board to improve its governance processes.

This year Rod Bruem left the board after eight years and Siri Kommedahl left the board having served four years. We are grateful for the many years of service Rod and Siri provided to ACON and for

their wise counsel and commitment to ACON's work, particularly our fundraising program. Angela Trevaskis completed her term as staff elected Director and we thank Ange for sharing her experience as a staff member, member of the counselling team and previous experience as a board member of our sister organisation, the AIDS Action Council of the ACT. We also welcomed Mitchell Gordon from the Illawarra as a Director, increasing board representation from regional NSW, as well as GLBT rights activist Senthorun Raj, corporate communications specialist Leigh O'Dwyer and Professor John deWit, Director of the National Centre for HIV Social Research.

Finally, 2012/13 will see the development of a new strategic plan to guide ACON's work for the following three years. As the pace of change increases and our work becomes more complex, we will need to continue responding quickly and effectively as evidence about new HIV prevention activities and treatments comes to light. Our *Strategic Plan 2014 - 17* will help us identify and prepare for the key opportunities and challenges facing ACON and the communities we serve through the coming years, particularly the HIV prevention revolution.

Of course, our work continues to be founded on our relationship with gay, lesbian, bisexual and transgender people, people living with HIV, sex workers and people who use drugs. Our connection with our communities continues to provide our inspiration and is fundamental to our approach and the effectiveness of our efforts.

We thank the many people and partner organisations mentioned in this annual report for their support and look forward to working with them to improve the health and wellbeing of GLBT people and people with HIV, and pursuing the prevention targets set in the UN Political Declaration on HIV/AIDS.




Mark Orr
President


Nicolas Parkhill
Chief Executive Officer



About

acon

WHO WE ARE

ACON is NSW's largest community-based HIV/AIDS and gay, lesbian, bisexual and transgender (GLBT) health organisation.

Our mission is to reduce HIV transmission and improve the health and wellbeing of people with HIV and the GLBT community.

Most of our funding comes from the NSW Government but it doesn't cover all of our work, so many of our services are financed by other grants from the public and private sectors as well as fundraising activities and donations.

WHY WE DO IT

The people and communities we serve face the same broad health issues as everyone else. However, mainstream service providers don't always respond adequately to their needs due to a lack of knowledge, understanding or acceptance.

Our communities also have specific health needs that are best met by community-based organisations with specialist 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 communities, particularly people with HIV. We also work to improve access to mainstream services through training, partnerships and advocacy.

Right across NSW, our team of caring and professional people genuinely understand and value the unique character of our communities and work hard to help build their health and wellbeing.

WHAT WE DO

We promote the health and wellbeing of people with HIV and the gay, lesbian, bisexual and transgender (GLBT) community. We also provide information and support for people at risk of or affected by HIV, including sex workers, people who use drugs and the family and/or carers of people with HIV.

We run HIV prevention programs for the groups most at risk of HIV transmission – gay men, sex workers and people who inject drugs. For people with HIV, their families and carers, ACON provides a broad range of health promotion and support services. In the area of policy and advocacy, ACON provides advice on issues related to HIV and human rights.

Our work also covers other health issues for our communities such as:

- Sexual health
- Mental health / counselling
- Alcohol and other drug use
- Ageing
- Homophobic violence
- Domestic violence
- Home-based care
- Housing
- Workplace inclusion
- Community development

Our COMMUNITY

Gay Men And Other Men Who Have Sex With Men (MSM)

We help gay men and other men who have sex with men to improve their health and wellbeing by providing a range of programs, workshops, resources and events. We focus primarily on HIV prevention and support because HIV is a significant health issue for gay men in Australia.

People With HIV

In NSW, most people with HIV are gay men so our services reflect this. However, HIV doesn't discriminate and neither do we. Heterosexual people with HIV are welcome at ACON and we provide information and a range of support services to help them, their families and their carers.

Sex Workers

Through the Sex Workers Outreach Project (SWOP), we provide sexual health information and support services across NSW to escorts as well as private, brothel and street-based workers.

People Who Use Drugs

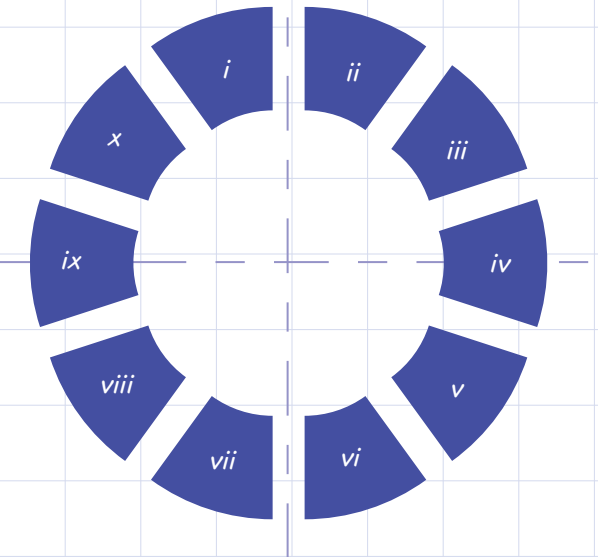
Minimising the risks associated with injecting drugs is important for public health and the prevention of blood-borne viruses, so we offer information, support services and treatment referrals for people who inject drugs. We also work on preventing and reducing the harms associated with other types of drug use.

Lesbians And Other Same-Sex Attracted Women (SSAW)

We help lesbians and other same-sex attracted women to improve their health and wellbeing by providing a range of programs, workshops, resources and events.

Young GLBT people

We help young people (under 26) in our community to improve their health and connect with other young people by providing a range of programs, workshops, resources and events.



Transgender People

We help transgender people to improve their health and wellbeing by providing a range of sensitive and supportive services including counselling, housing support, and alcohol and drug programs.

Mature GLBT people

We help mature aged people in our community to improve their health and wellbeing by providing support groups, developing health promotion initiatives and advocating for improved mainstream health and aged care services.

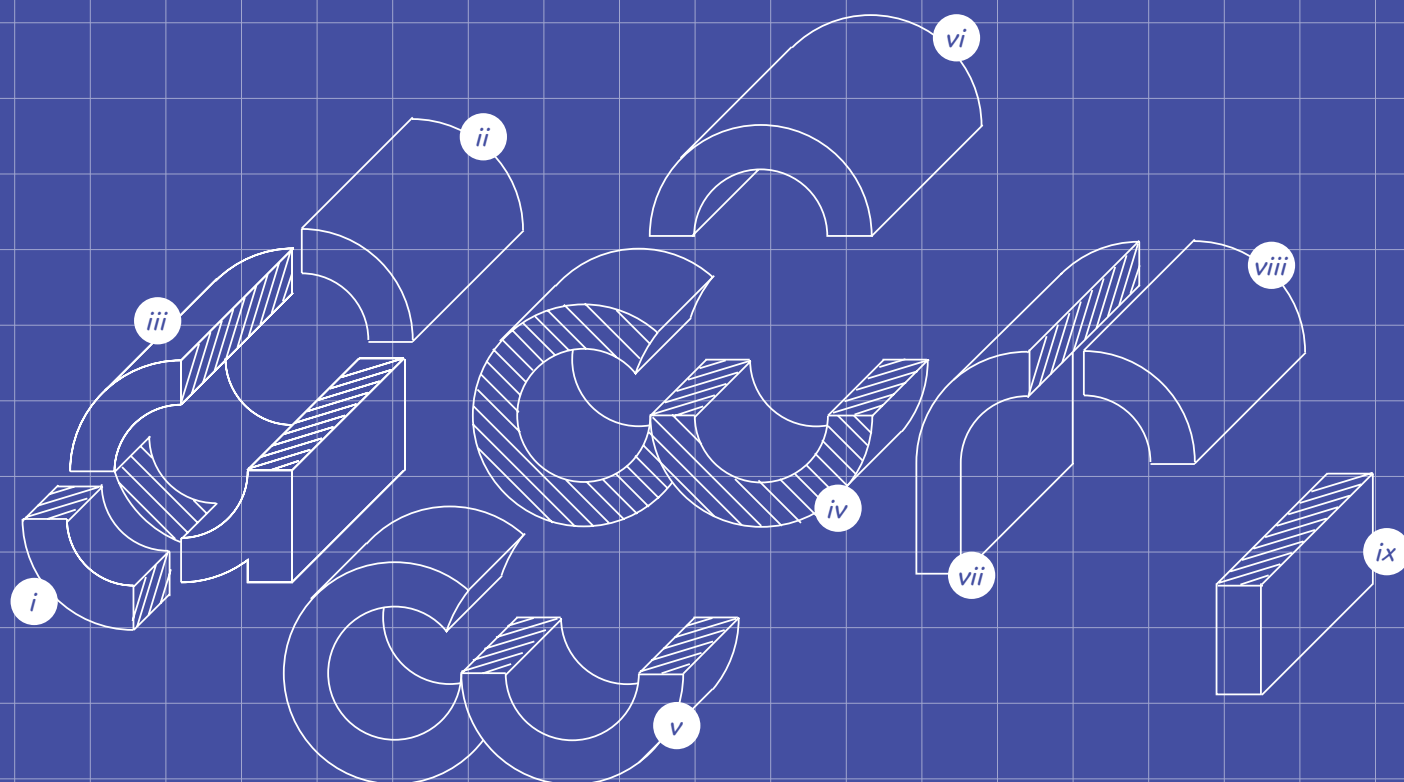
Aboriginal + Torres Strait Islander People

We help Aboriginal and Torres Strait Islander people in our community to improve their health and wellbeing by providing information, skills, resources and social networks within a culturally appropriate model of holistic health.

People From Culturally And Linguistically Diverse Backgrounds (CALD)

We work closely with the Multicultural HIV/AIDS and Hepatitis C Service (MHAHS) and other partners to ensure that our HIV work targets those groups which epidemiology tells us are at greatest risk of HIV transmission.

Organisational STRUCTURE



i The Board

ii CEO / Executive Assistant

iii HIV & Sexual Health

Engagement Strategies
 Social Marketing Innovation and Planning
 Gay Men Engagement
 Campaigns
 Population Programs
 Peer Programs
 Sexually Adventurous Men's Project
 Young Gay Men's Project
 Partnerships Engagement
 Venue and Partnerships Liaison
 Aboriginal and Torres Strait Islander
 Gay Men and Sistersgirls Project
 Gay Asian Men's Project
 Western Sydney Gay Men's Project
 Women and Families Project
 SSAW Sexual Health Project
 Young Women's Project

iv Community Health & Wellbeing

Community Care
 Housing
 Ageing
 Mature Age Gays
 Community Support Network (CSN)
 Wellbeing Programs
 Counselling Team
 Social Work Team
 Healthy Communities
 Alcohol & Other Drugs Team
 Anti-Violence Team
 Needle & Syringe Team (NSP)

v Policy Strategy & Research

New Services Development
 Advocacy & Government Relations
 Policy
 Planning, Evaluation & Knowledge Mgt
 Strategic Planning
 Knowledge Coordination
 Evaluation
 Research

vi Regional Services

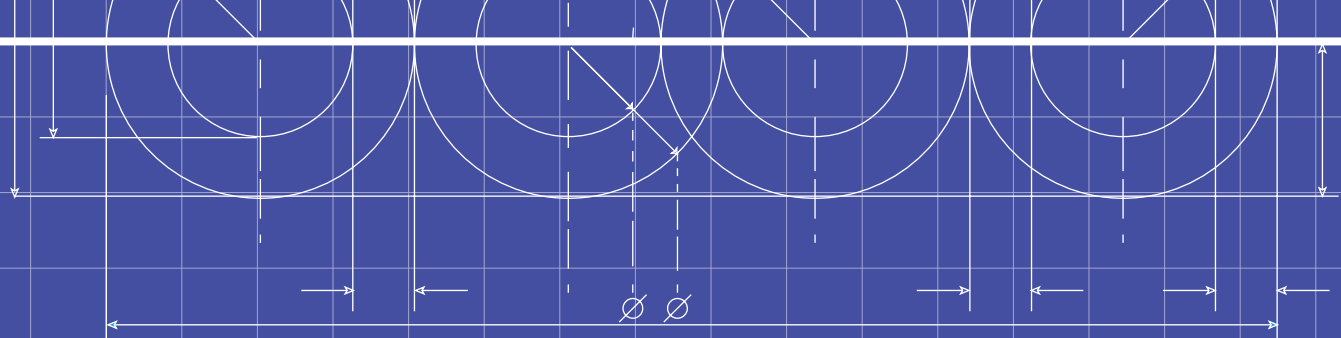
Hunter
 Port Macquarie Outreach
 Northern Rivers
 Coffs Harbour Outreach
 Illawarra

vii Corporate Services

Front of House
 Building Services
 Information Technology
 Finance
 Marketing, Communications & Fundraising
 Fundraising
 Studio
 Events
 Media

viii Sex Workers Outreach Project

ix Pride in Diversity



As part of our *forward focus* for this year, we undertook an organisational restructure to ensure the delivery of our programs and services continues to be effective in the future.

In March 2011, the ACON board determined that a reinvigorated structure was required so ACON could:

- Better reflect our organisational development over the past 10 years
- Better respond to contemporary and emerging issues, especially in relation to HIV prevention
- Become more focussed on results and outcomes
- Ensure measured and sustained growth
- Be more transparent and accountable to our various partners and stakeholders

With specific funding from NSW Health, we engaged an external consultant to undertake a full review of ACON's organisational structure, the delivery of our programs and services and the issues which will impact on ACON and the communities we serve in the years ahead.

The review commenced in April 2011 and included interviews with staff, clients, stakeholders, partner organisations and the Ministry of Health. The review's recommendations were delivered in July and all were approved by the ACON board. The restructure began immediately and was implemented over the ensuing months.

The most significant difference was the reorganisation of our health promotion and healthcare services into two new divisions, both of which have responsibility for strategic development within Sydney and across the state.

The first new division is the HIV and Sexual Health Division which is responsible for all our work related to HIV prevention and support. This includes programs and services specifically for people with HIV, as well as campaigns and education services for gay men, Aboriginal people and people from culturally and linguistically diverse backgrounds.

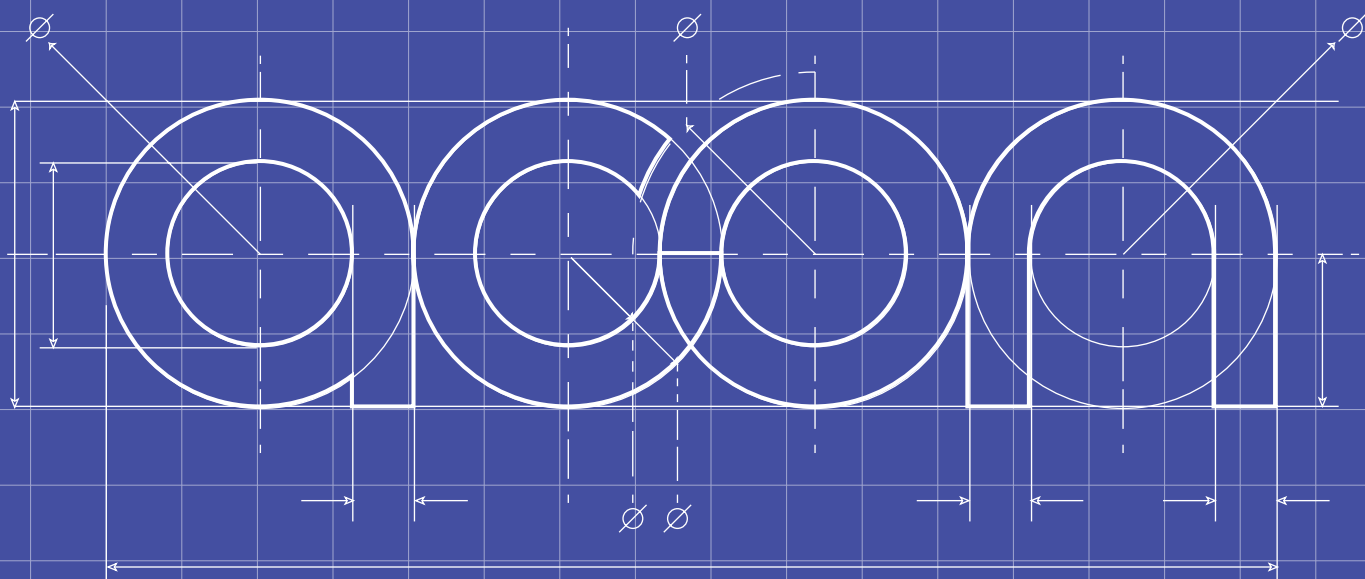
The second new division is the Community Health and Wellbeing Division, which is responsible for all our work related to improving the general health and wellbeing of our community. This includes services related to mental health, alcohol and other drugs, anti-violence, home-based care, housing and ageing.

All ACON's other divisions – Sex Workers Outreach Project; Regional Services Division; Policy Strategy and Research Division; Corporate Services Division; and Pride In Diversity – have largely remained the same.

The other key recommendations of the review included a revision of existing committees; adopting a standard set of job titles; developing a small set of program plans to supplement existing strategies; developing an overarching framework for our quality and evaluation processes; and taking a planned approach to service expansion that links funds development and service development.

All the recommendations from the review have now been implemented and we look forward to the improved outcomes that these changes will help deliver.

This strategic restructuring was commended in September by the Quality Improvement Council during ACON's successful triennial accreditation process.



SENIOR MANAGEMENT Team



a *Nicolas Parkhill – Chief Executive Officer*

Nicolas has almost 20 years of experience in the public and community health sectors. For the past three years, Nicolas has been the CEO of ACON. In the preceding years, he headed up both the Community Health and Operations divisions of ACON. Prior to this, Nicolas worked in a variety of senior management and policy development roles for NSW Health and the NSW Cabinet Office, many with a specific focus on alcohol and other drugs. Nicolas also has a background in campaign management and public relations.

b *Geoff Honnor – Director, HIV and Sexual Health*

Geoff took up his current role at ACON in October 2010 following three years at the AIDS and Infectious Diseases Branch of NSW Health where he had portfolio responsibility for gay men's prevention programs and HIV/STI research. Previously, he headed PLWHA (NSW) - now Positive Life NSW - for four years, preceded by a variety of HIV sector governance, management and policy roles in national and NSW-based organisations over several years. Geoff has lived with HIV for over 20 years and is currently on the Board of the National Association of People Living with HIV (NAPWA).

c *Ian Walker – Director, Community Health and Wellbeing*

Ian has over 25 years experience in the public and community health sectors. Ian joined ACON in 2006 as a CSN volunteer. Before becoming Client Services Director in 2011, Ian was the Manager of Positive Services and Health Promotion at ACON for three years. Prior to that Ian worked in a variety of senior management roles in the US and the UK in the allied health sector. Ian has also worked for many years as occupational therapist specialising in HIV for various community, rehabilitation and hospice services in Australia, the UK and the US.

d *Shannon Wright – Director, Regional Services*

Shannon has worked in both the government and private health sector for over 20 years and has a strong commitment to social justice and a passionate interest in GLBT issues. Shannon worked as ACON's Southern Region Manager for 18 months prior to taking on the role of Regional Services Manager in 2009. Shannon also has a background in policy and advocacy with a focus on ageing as well as alcohol and other drugs.

e *Lance Schema – Executive Director, SWOP*

Lance has been involved in the community sector since moving to Australia from the U.S. in 2003. He has headed up the Sex Workers Outreach Project (SWOP) for most of the last two years. Prior to working at SWOP, Lance launched and ran the NSW HIV Supported Accommodation Program as its coordinator, and had also held positions with ACON as the GLBT Housing Officer and then as the Manager of Client Services. He also has a background in the community housing and health sectors.

f *Alan Brotherton – Director, Policy, Strategy and Research*

Alan has worked in the HIV field for over 20 years, in Australia and internationally. He first worked with ACON in 1993, as a beats outreach worker. Since then he has managed education and prevention programs for the Victorian AIDS Council, Australian Federation of AIDS Organisations and the AIDS Council of SA, and has worked in policy roles for AFAO, NSW Health and the International HIV/AIDS Alliance, based in Brighton, UK. His most recent post before joining ACON was as Director, Policy and Communications, for the International AIDS Society.

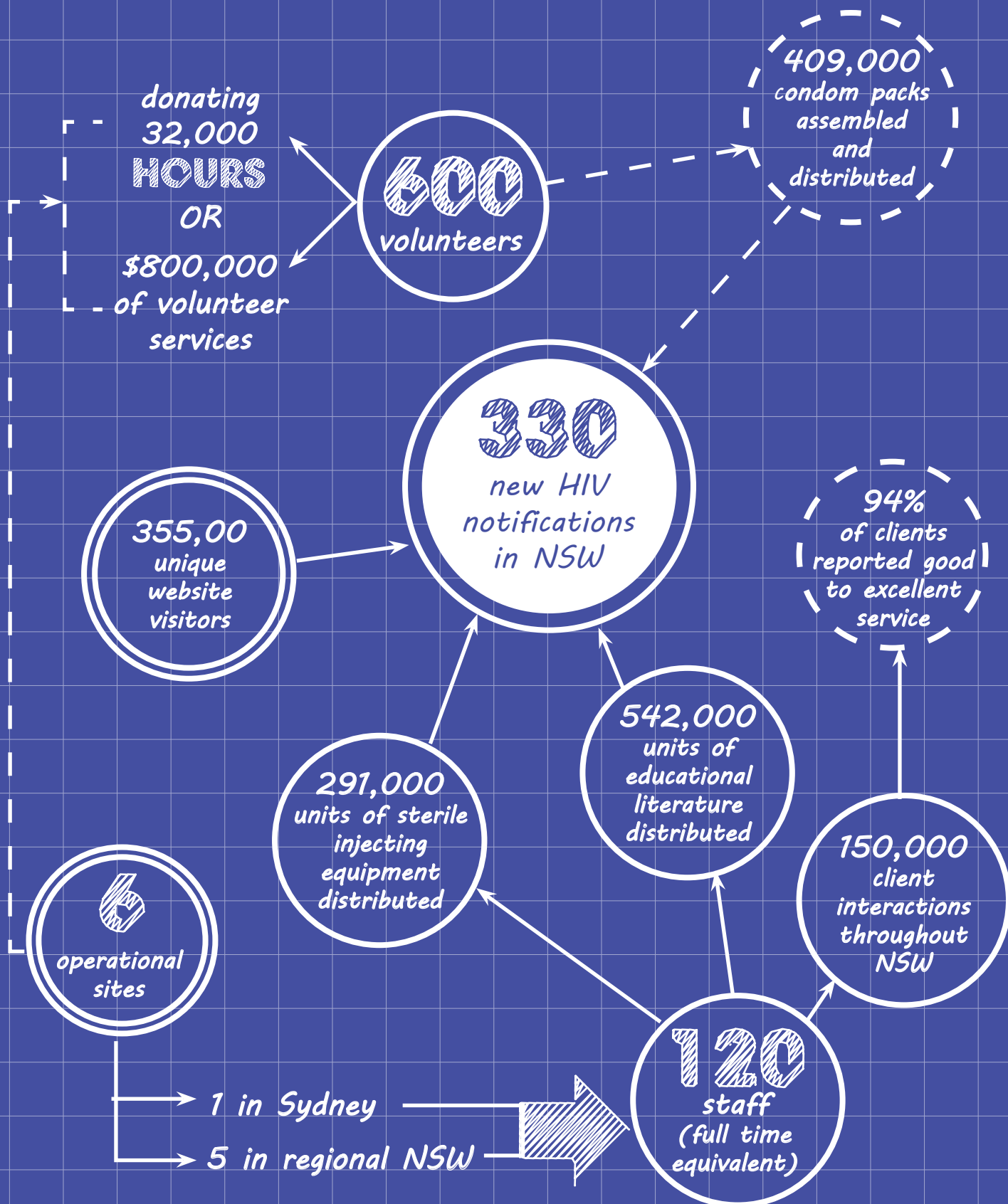
g *Dawn Hough – Director, Pride In Diversity Program*

Dawn has almost 20 years' experience in organisational development, learning and human resources. Prior to joining ACON in 2009, Dawn headed up the diversity function at ING Australia aligning local diversity strategy and initiatives with global operations in Amsterdam. Previously at ING, Dawn was responsible for Organisational Development, Talent Management, Learning & Development, Leadership Development, Employee Engagement, Culture and Wellbeing.

h *Nicole O'Brien – Director, Corporate Services*

Nicole has over 20 years' experience working in the not for profit sector as a marketing and communications professional with an extensive background in operations and general management. Before joining ACON in 2009, Nicole was the Director of Marketing for YWCA NSW which included the development and management of a large social enterprise - Y Hotels. Nicole also has a background in fundraising, event management and magazine publishing. Nicole is also the ACON Health Ltd Company Secretary.

KEY STATISTICS



KEY STATS

11/12

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Overview of OPERATIONS

Following the consolidation in June last year of our four Sydney-based sites into a single operational location, the 2011/12 financial year has provided ACON with an opportunity to continue laying the foundations for a new era in terms of how we deliver our programs and services. As anticipated, the new premises at 414 Elizabeth Street, Surry Hills has become an important centre for people living with or affected by HIV and members of the GLBT community, and we look forward to further developing the facilities and resources that have been made available to us through the generous support of the NSW Government.

Reducing HIV and STI transmission among gay men remained ACON's primary focus throughout the year. In terms of HIV prevention, the rate of new HIV diagnoses in NSW remained stable in 2011. Surveillance data compiled by NSW Health recorded 330 new HIV notifications in 2011 compared with 305 in 2010. Consistent with the historical trend, most cases in 2011 (279 or 85% of notifications) were attributed to sex between men compared with 230 cases in 2010 and 235 in 2009. Rates of unprotected anal intercourse remained stable at 34% of respondents to the February 2012 Gay Community Periodic Survey. This same survey found that 69% of respondents had had an HIV test in the previous 12 months, which was slightly lower than the 2011 result of 72%.



(left) *Know The Risk* campaign poster.

(below) Artwork from the *How Hard* initiative

This trend of stability across all key HIV indicators in NSW has now entered its fifteenth year. However, we need to dramatically increase the scope and momentum of our response to the epidemic in order to reach the 2015 prevention targets committed to by the Australian Government under the 2011 United Nations Political Declaration on HIV/AIDS. To help achieve this, we undertook a comprehensive reformation this year of our organisational structure, strategies and programs to reposition our work in relation to HIV/STI prevention, health promotion and sexual health. With the support of the NSW Government we are developing new approaches to our



(above) NSW Minister for Health The Hon Jillian Skinner MP speaking at the official opening of ACON's new premises.
(photo courtesy of Ann-Marie Calilhanna)

work in HIV prevention and look forward to capitalising on new opportunities created by advances in HIV prevention approaches and technologies.

One of these opportunities is the introduction of rapid HIV testing. In 2010 ACON commissioned the Burnet Institute to undertake a systematic review of community based rapid HIV testing services internationally which strongly supported the case for the introduction of rapid HIV testing in Australia. In November we welcomed the start of NSW's first ever trial of rapid HIV testing. The trial, conducted in four Sydney-based sexual health clinics, is continuing into 2012/13 and we continue to pursue a commitment from all relevant authorities to making rapid HIV testing a permanent healthcare initiative.

Another of these opportunities is increasing the accuracy of gay men's knowledge about the degrees of risk involved in not using condoms when they're having sex. To address this, we developed a new interactive education campaign called *Know The Risk* which provides an analysis and evaluation of non-condom based risk reduction strategies which are commonly used by some gay men. This campaign recently launched and we look forward to reporting on its impact in next year's Annual Report.

Engaging sexually adventurous men (SAM) with ACON's HIV prevention messages was another key focus this year, as SAM are a high risk group in terms of HIV transmission. This year we

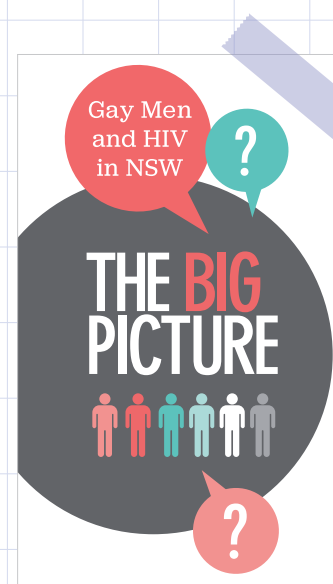


created and staffed a dedicated SAM Project which developed and launched *How Hard*, an innovative interactive online portal which is helping us create more effective health promotion messaging for this population group.

To help increase awareness and understanding about how HIV is currently impacting on gay men in NSW, a new education campaign, *The Big Picture*, was promoted over summer. Incorporating a Q&A format with stylised infographics, the campaign was promoted through GLBT media in print and online, and through a range of social media platforms. Several existing campaigns were also redeveloped to address a range of HIV and STI prevention priorities. These included new executions of our condom reinforcement campaign *Wherever Sex Happens* and our HIV/STI testing campaigns *Drama Down Under* and *Get Tested Now*. All these campaigns were promoted in key GLBT media, in clubs, pubs and sex on premises venues, and to GPs and other relevant clinicians.

(right) *The Big Picture* campaign identity

(below) An image from *A-Men* resource featuring selected participants.
(photo courtesy of Simon Le)



We also took the battle to the frontline with the pilot program *The Sexperts* which involved specially trained volunteers visiting gay sex on premises venues in Sydney to discuss sexual health matters with venue patrons. We continued working with young gay men through our program of health promotion workshops and we increased our level of engagement with this target population throughout the year via improved use of Facebook and relevant online communities. And we continued to work with gay Asian men through the production and distribution in February of our new *A-Men* resource, a book of photos and essays exploring the social and cultural experiences of Asian gay men in Australia.

Another of ACON's primary areas of focus is the provision of care and support for people living with HIV. Throughout the year we provided a comprehensive range of services for

men and women including counselling, home-based care, housing assistance, support groups, treatments information, workshops, meals and complementary therapies.

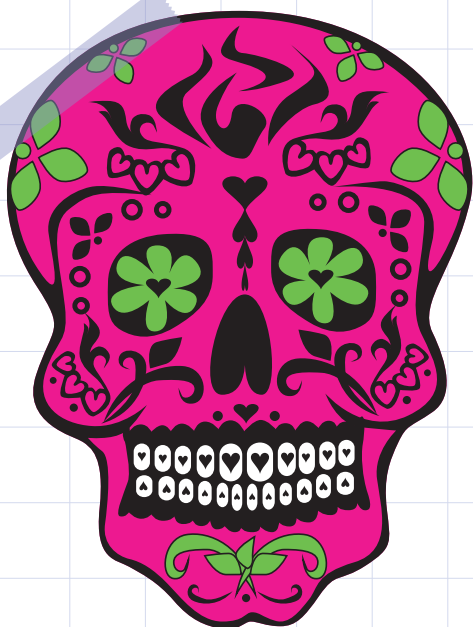
In terms of promoting the health of sex workers, we continued to auspice the work of the Sex Workers Outreach Project which marked 21 years of service to workers in NSW's sex industry at a special ceremony in October. In June, we also commenced a process which we hope will lead to SWOP becoming an independent NGO in the future.

It is widely accepted among HIV and health advocates that a range of social and environmental factors can increase a person's risk of acquiring HIV as well as reduce the capacity of some people with HIV to maintain their health and wellbeing. These factors can include issues related to mental health,

Overview of OPERATIONS

alcohol and other drugs, homophobic violence, same sex domestic violence, and ageing. To help reduce the impact of these influences, ACON continued to provide a range of relevant programs and services.

In May we introduced *Peace of Mind*, a state-wide mental health early intervention education program for GLBT community members. In April we co-produced the ground-breaking *We're Family Too* report which examines the effects of homophobia, racism and stereotyping on same sex attracted Australians from Arabic speaking backgrounds. In September, we produced Australia's first ever national conference addressing domestic and family abuse in the relationships of GLBT people.



(above) Detail from *Word Of Mouth* campaign

Between July and November, we conducted a 12 site trial of a GLBT cultural sensitivity education program for workers in the aged care sector, while in October, we co-hosted the first ever National LGBTI Ageing Roundtable, a two day high level conference aimed at improving Australia's aged care system so it meets the needs of GLBT people. For lesbians and same-sex attracted women, the *Word of Mouth* campaign was launched in February to help reduce the health risks associated with drug use and body art practices, while in June we launched *Project Kink*, a peer-based health promotion program targeting sexually adventurous women with a focus on the prevention of STIs and blood borne viruses.

September saw one of our major annual fundraisers – the Honour Awards – recognise significant achievements within or contributions to NSW's GLBT the community. 25 finalists were selected from over 100 nominations received across six categories covering the business, health, education, community,

legal, political, media and cultural sectors. Dave Sergeant won the Community Hero Award for over 35 years of service to the GLBT community as the founder of rural GLBT support group The Country Network. Our Red Ribbon Appeal and World AIDS Day fundraising activities also delivered one of our best results for many years with over \$120,000 being raised to fund vital support services for people with HIV.



(above) Marcia Hines presenting Community Hero winner Dave Sergeant his award at the 2011 Honour Awards ceremony.
(photo courtesy of Ann-Marie Calilhanna)

Finally, our Pride In Diversity workplace equality program recognised workplace support for GLBT people at its annual awards ceremony in May. PriceWaterhouseCoopers (PwC) was named Australia's most gay-friendly employer for 2012 at the event which featured keynotes addresses from Pride In Diversity patron The Hon. Michael Kirby AC, CMG and Academy-Award nominated actress and high profile GLBT community supporter Jacki Weaver.



(above) Academy Award-nominated actress Jacki Weaver and The Hon. Michael Kirby present PwC representatives with their 2012 Top Employer Award.

Overview of FINANCES

ACON's overall result for the 2011/12 financial year was a deficit of approximately \$295,000, after all depreciations, accruals and provisions. Total income was approximately \$12.9 million and total expenses were approximately \$13.2 million.

The reportable deficit is a result of differences in the timing of recognition of revenue, grant expenditure and depreciation of assets. The Australian Accounting Standards requires not-for-profits to recognise grant revenue in the financial year it is received, even though in some instances the corresponding service delivery and associated expenses won't occur until the subsequent year. The adjustment made each year to account for this standard has resulted this year in a reportable deficit due to the year-on-year differential in grant income.

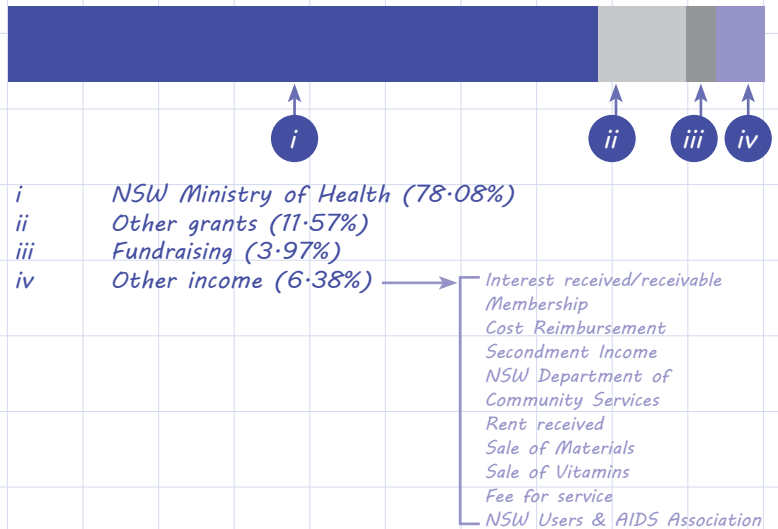
As a community-based organisation, ACON is mindful that we need to be accountable for every dollar we spend. We spend over \$10 million a year, or about 80% of our operating budget, on directly providing programs and services for our clients and communities. This proportion is consistent with similar-sized organisations within the NGO sector.

The biggest service delivery expense we incur is the cost of employing our staff, without whom we would not be able to deliver our programs and services. The proportion of 58% of our operating budget being allocated to salaries is comparable to organisations providing similar services.

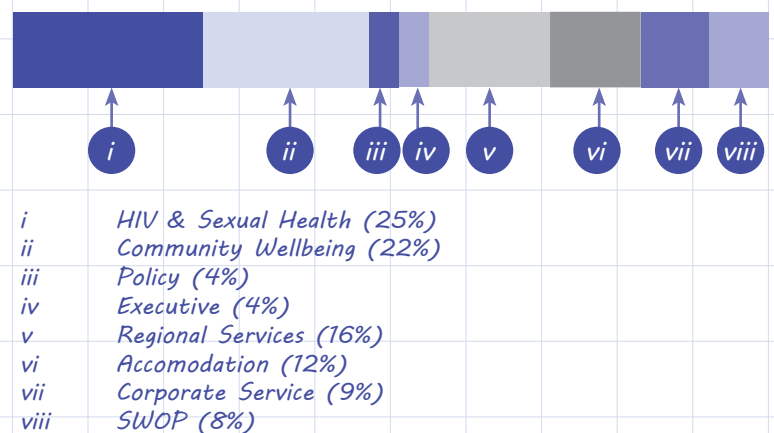
Our annual service delivery expenses also include:

- Leasing the premises from which our programs and services are delivered
- Supporting staff who need to travel to deliver services to clients such as counselling, home-based care and housing assistance
- Advertising our programs and services in the GLBT and mainstream media, including our HIV prevention and health promotion campaigns
- Communications with our clients, communities, members, stakeholders and staff through a range of traditional and new media channels (telephony, postal services, websites, social media, etc)
- A range of statutory, compliance and workplace support matters including Workers Compensation premiums, external auditors' fees, insurance, recruitment, building maintenance, plant and equipment depreciation, contract services, and learning and development.

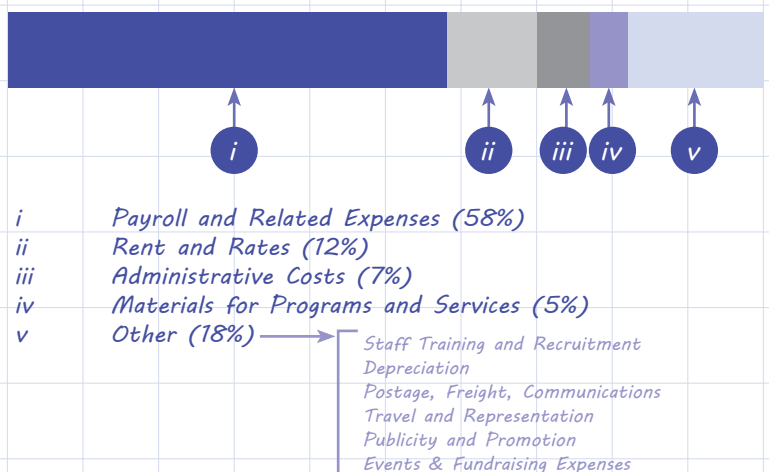
Income



NSW Health Core Grant Breakdown



Expenditure



The PREVENTION REVOLUTION

For the last 15 years, ACON's range of HIV-related programs have helped keep NSW's HIV transmission rates stable. While we're proud of what we have achieved historically, we're now at a turning point in our response to the epidemic. Recent medical and technological advances are redefining the way that we and other HIV-related organisations can engage with the epidemic. For the first time since the introduction of effective HIV combination therapy in the mid-1990s, we now have a range of new approaches available to us which are revolutionising the practice of HIV prevention, providing us with an opportunity to turn NSW's stable rate of HIV notifications into a sustained decline, and giving us hope that the end of the HIV epidemic is in sight.

i

PRE-EXPOSURE PROPHYLAXIS (PrEP)

This approach involves HIV negative people taking HIV medication in order to protect themselves from infection. This is an extremely important development for pos-neg couples. While readily available in the United States, PrEP is not yet available in Australia. We are advocating for the introduction of Australian-based trials as soon as possible.

ii

TREATMENT AS PREVENTION

This approach involves encouraging more people with HIV to start treatment. HIV treatments have significant health benefits for people with HIV and can reduce their viral load to an undetectable level, significantly reducing the likelihood of them transmitting the virus. Currently only about 70% of people with HIV in Australia are on treatment.

iii

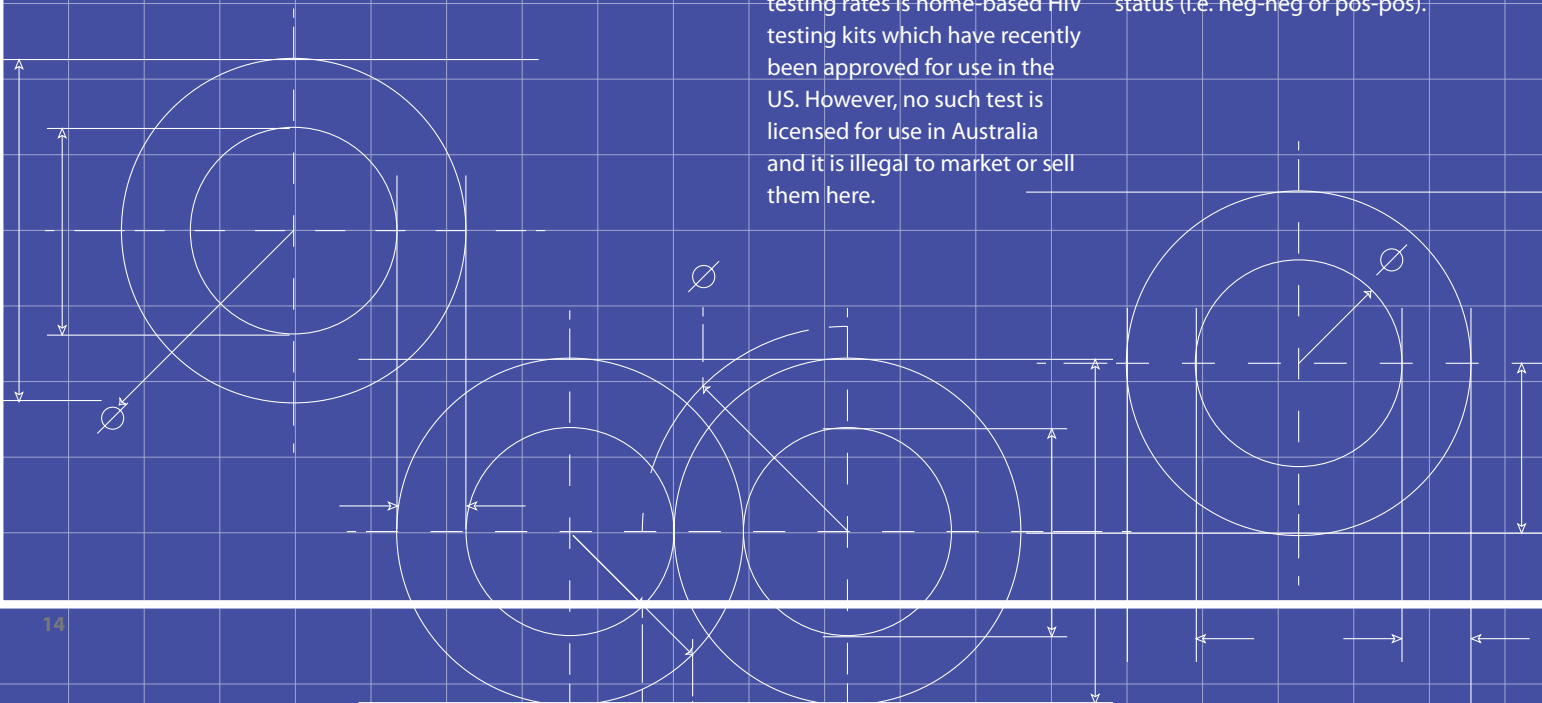
RAPID HIV TESTING

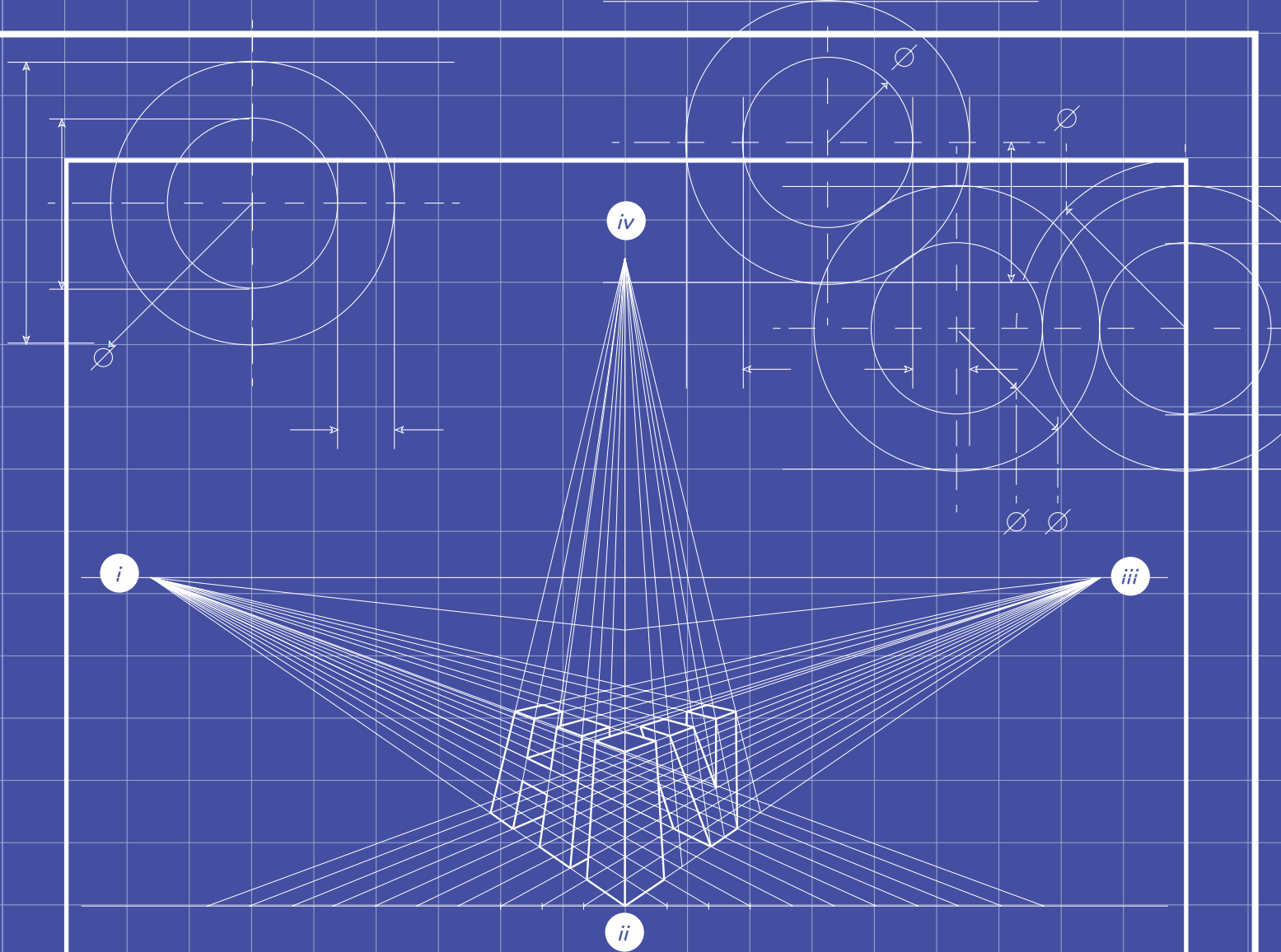
Currently being trialled in selected clinics in NSW, rapid testing gives an HIV result is less than one hour. It's quick, accessible, and will encourage regular testing, which is crucial to reducing transmission rates. The TGA is yet to approve a rapid testing device for use in Australia and funding for the initiative is yet to be finalised. Another option for increasing testing rates is home-based HIV testing kits which have recently been approved for use in the US. However, no such test is licensed for use in Australia and it is illegal to market or sell them here.

iv

RISK REDUCTION STRATEGIES

This approach involves educating gay men about non-condom based strategies which can be used to reduce the risk of HIV transmission. These strategies include ensuring the HIV-positive partner has an undetectable viral load, ensuring the HIV-negative partner is insertive (i.e. the 'top'), and seeking partners with the same HIV status (i.e. neg-neg or pos-pos).





THE PREVENTION REVOLUTION

New Perspectives on HIV

SCALE

3 : 2

DWG

1 of 1

4PP DWG

2011 / 2012

For ACON and the communities we serve, the advent of these approaches marks the beginning of a new era in how we deliver our HIV-related programs and services. Following our organisational restructure in July, our new HIV and Sexual Health Division commenced a comprehensive root and branch reconstruction of our HIV programs, reaffirming gay men as our number one priority and reforming all relevant services to better reflect the key prevention priorities of increasing HIV testing and getting more people with HIV on treatment. With the support of the NSW Government, and in collaboration with the NSW HIV partnership, we look forward to advancing this program in 2012/13 and beyond.

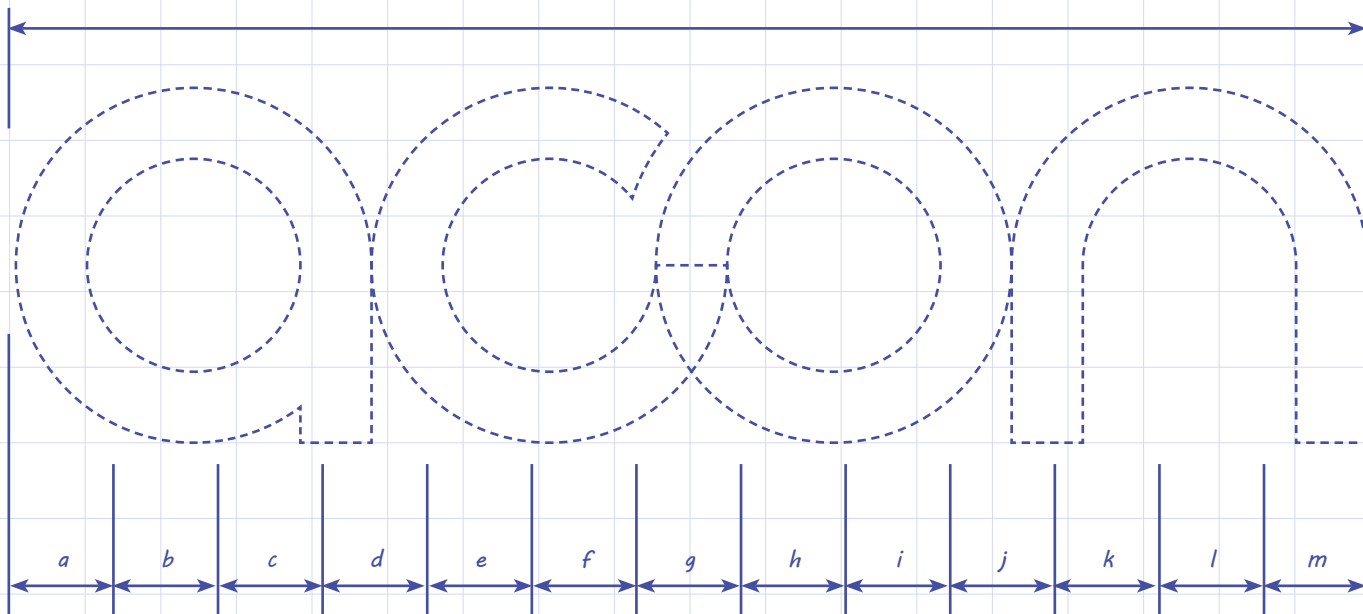
However, if we are to make any serious inroads, we need to improve our response not only here in NSW but on a national level. Australia used to be a world leader in HIV prevention, but in recent years we have fallen behind international best practice. Moreover, the Federal Government last year signed Australia up to the 2011 United Nations Political Declaration on HIV/AIDS, which includes bold new prevention targets aimed at achieving a significant reduction in HIV transmissions in Australia – and globally – by 2015.

If we are to honour this commitment and help make HIV history, we need to get Australia's HIV response back to best practice. This means creating appropriate policy and legislative frameworks; providing funding for a national rollout of rapid HIV testing; fast tracking approvals for new HIV treatments and testing technologies; and funding education campaigns to re-engage gay men and other at risk communities with the new realities of the HIV epidemic.

This is the strategy we outlined in a position statement we released on the eve of the 2012 International AIDS Conference in Washington D.C. and we continue to urge all relevant authorities to embrace this strategy and incorporate the tenets of the prevention revolution into Australia's HIV response as soon as possible.

Key

ORGANISATIONAL ISSUES



Our *forward focus* over 2011/12 has been part of an ongoing process of adapting our programs and services to meet the medical, social, cultural, economic and technological issues which impact on the people and communities we serve. The following are some of the key issues ACON will address over the next 12 months.

(a) Strategic Planning

The development and implementation of ACON's programs and services is guided by a three year strategic plan. We are currently operating under the 2009/12 Strategic Plan, which was extended this year by the ACON board through to 30 June 2013. We have already begun developing our Strategic Plan for 2014 - 17 which will identify and prepare for the key opportunities and challenges facing ACON and the communities we serve through the coming years.

(b) Prevention Revolution

As a result of recent advances in medicine and technology, we're now on the cusp of what many people are calling a revolution in the way we respond to the HIV epidemic. Through a combination of new biomedical approaches, innovative behavioural strategies and new testing technologies, we now have an unparalleled opportunity to achieve a dramatic reduction in HIV infections here in Australia. With the support of the NSW Government, ACON is embracing these new opportunities and we will continue to redevelop our programs and services over the coming years with the aim of making HIV history.

(c) Rapid HIV Testing

Getting more people to know their HIV status through regular testing is vital to reducing HIV transmission rates. The clear preference gay men have identified is for testing that is quick and convenient. Rapid HIV testing technology, which provides an HIV result in under one hour, is available in practically all developed countries except Australia. Over 2011/12, we welcomed the new National HIV Testing Policy (which makes provision for the introduction of rapid HIV testing) as well as the start of NSW's first ever trial of rapid HIV testing. However, there is still no approval from Australia's Therapeutic Goods Administration for a testing device that would enable rapid testing to be made a permanent healthcare initiative. Advocating on this issue will continue to be a key priority for ACON over the next 12 months.

(d) Sex Work Regulation

The NSW Government recently set up a taskforce to investigate strategies for better regulation of the sex industry in NSW, including the option of a new licencing authority for brothels. Through the Sex Workers Outreach Project, we will participate in this process, urging caution, as we believe that while the current system of regulation can be improved, a centralised and costly licensing system will not achieve this, but rather wipe away the extensive health and safety gains made over the past two decades. Experience with similar licensing systems in Queensland and Victoria shows them to have restricted the capacity of health workers to deliver sexual health promotion programs and services, or to have produced no demonstrable improvements in sex worker health and safety.

(e) Mental Health

Mental health has been receiving increased attention over the last few years and our Mental Health Strategy has been guiding an associated increase in the range and scope of our mental health programs and services, particularly in relation to the links between mental health issues and drug and alcohol use within the GLBT community. As we increase our understanding of these often co-occurring issues, we will continue to develop programs and services to address this issue. Another key focus over the next few years will be helping people in our community identify when their family and friends are experiencing mental distress and how they can offer support. Current research shows that GLBT people are more likely to experience depression, anxiety and suicidal ideation than people in the general population. Supportive personal networks are one of the most powerful tools for supporting recovery and so we will continue to seek opportunities to provide a range of mental health early intervention training programs for our community.

(f) Community Care

Over the last few years, we have broadened the scope of our programs to include a focus on the impact that ageing has on the health and wellbeing of GLBT people, especially in relation to services provided by the aged care sector. Over the coming year, we will develop new ways to provide home-based personal care and social support services for older members of our community and for those with a disability. Notably, as people within the GLBT community age, they will qualify for funding from sources such as the NSW Government's Home and Community Care and Community Visitor Schemes. We are working towards a fully-funded model which will support GLBT people to remain safe and comfortable within their own homes as they continue to age.

(g) Aged Care

With more and more openly GLBTI seniors needing specialised care, it's important that service providers offer a welcoming, comfortable and inclusive environment for GLBTI people, their family and friends. In response, we've increased our commitment to working with aged care providers to create appropriate services. We commend recent Federal Government reforms to the aged care sector to improve their inclusiveness of GLBTI people and will continue to seek opportunities to improve services for older GLBTI people through our programs and advocacy.

(h) Lesbian Health

The lack of inclusion of lesbians and same sex attracted women in many policy frameworks and funding streams, coupled with very limited specific research on lesbians, presents a significant barrier to the development of our health promotion programs specifically for lesbians and same sex attracted women. Therefore we will continue to seek an increased commitment from state and federal governments for inclusion of lesbians in research and policy so the health needs of women in our communities are better understood and able to be addressed effectively. We will also continue to support the Sydney Women And Sexual Health survey to ensure our programs for lesbians and same sex attracted women have the best possible evidence base.

(i) Early Intervention Programs

Identifying a health issue before it turns into a problem is an important aspect of ACON's health promotion practice. However, funding from state and federal governments for early intervention programs is limited across the healthcare spectrum. ACON's extensive range of education programs, services and groups are effective in helping achieve significant behavioural change among members of our community. While we remain grateful to various government bodies for the funding we do receive, we will continue to advocate for increased funding for early intervention programs.

(j) Funds Development

The NSW Government recently announced changes to the health program budget from which ACON receives the majority of its funding. While ACON is grateful that our core funding from NSW Health has been guaranteed to June 2013, it is uncertain at this stage what future funding models will apply in the 2013/14 financial year. Contingency planning has commenced to deal with any future funding shortfall. This will include an increased focus on other funds development activities such as new community-based fundraising initiatives, identifying new sources of public funding, and developing partnerships with community groups, businesses and organisations.

(k) Service Reach and Engagement

Using online and emerging technologies to expand the reach of our programs into regional and rural NSW, as well as extend the engagement of all people with our programs and services, will remain an important focus for ACON. Effectively utilising a wide range of communication platforms will expand the reach of our service provision and community engagement while allowing us to maximize the value of our financial and other resources.

(l) Innovation and Quality Assurance

The communities we serve are part of a fast-changing social, cultural and technological environment. As such, we need to ensure that our programs and services keep pace with an appropriate level of innovation. We recognise there is a need for ACON to pursue opportunities for bold, creative and ground breaking approaches to our work. Related to this is our triennial reaccreditation with the Quality Improvement Council of Australia through which we ensure the programs and services we deliver are evidence-based, safe, needs-focused, responsive and empowering. We recognise that a process of continual improvement is essential to providing a best practice experience for clients, stakeholders and staff, and we will continue to focus on improving the quality of all our activities over the next three years.

(m) Research

One of the biggest barriers to improving the health and wellbeing of GLBT people is a lack of statistical and behavioural research. State and federal governments as well as a range of research bodies conduct regular and wide-ranging studies of the health needs of Australians to assist with policy development, infrastructure planning and service delivery. However, rarely do they ask Australians questions about their sexuality or gender identity because of issues relating to sensitivity and embarrassment. But this information is vital to the health needs not only of the GLBT community but our society as a whole. To help address this situation, we will continue to advocate for inclusion of questions about sexuality and gender identity across all relevant government information and data management systems.

PERFORMANCE

against Strategic Plan

2011/12 marked the third year of the strategic plan under which ACON and the Sex Workers Outreach Project (SWOP) are currently operating. Because SWOP has a specific focus on the sex industry, it has a separate strategic plan which forms part of ACON's broader plan. The primary focus of both plans is increasing ACON's capacity to reach out, connect with and support people and communities in need. The following pages contain an assessment of our performance to date against the principal key performance indicators (KPIs) of both plans as well as a summary of our activities throughout the year in relation to the goals outlined in each plan.

KEY PERFORMANCE INDICATORS

1) A decrease in HIV and STIs transmission among gay men and other MSM in NSW

In 2011, NSW recorded 279 HIV transmissions among gay men, a slight increase compared to the respective 2010 and 2009 figures of 230 and 235. In terms of behavioural indicators, the reported rate of unprotected anal intercourse among gay men with casual partners in NSW has remained stable for the third consecutive year at around 34%. The proportion of gay men in NSW reporting an HIV test within the last 12 months decreased slightly to 69% compared with the 2011 figure of 72%, while men who reported having at least four different STI tests in the last 12 months remained stable at just over 38%. The relative stability of all these indicators is further evidence that the effectiveness of our previous strategies has plateaued and that the new approaches offered by the 'prevention revolution' provide the best way forward in terms of reducing HIV and STI transmission rates among gay men in NSW.

2) An increase in reported levels of health and wellbeing by people with HIV

Health and wellbeing levels of people with HIV have increased steadily over the past seven years. Recent data indicates that almost three quarters of people with HIV in NSW reported good or excellent health and almost two thirds reported good or excellent wellbeing. Through a range of programs and approaches we support people both newly diagnosed with HIV as well as those living long term with HIV. The number of people newly diagnosed with HIV who use our counselling services increased 28% when compared with 2010/11. Clients accessing our HIV support groups this year reported an increase in their knowledge about treatments and improved awareness and skills around disclosure. Our HIV wellness programs provide direct services and social opportunities for people living long term with HIV, and help increase access to a range of clinical and health promotion services for many disadvantaged people with HIV. We also work with high caseload general practices to increase access to services for people with complex health needs through our very successful GP Social Work program.

3) A reduction in the number of people in our communities who experience negative health outcomes as a result of drug and alcohol use, and an increase in the number of people in our communities who report good mental health

Despite the fact that recurrent comparative data about the health outcomes of GLBT people in NSW who use drugs is not available, we are confident that the work of our Alcohol and Other Drugs Program over the past three years has significantly increased our capacity to provide treatment and support to people in our community who use drugs. For example, statistics from our Sydney Needle and Syringe Program reveal a 30% increase in occasions of client service. In the same period, there has been a 20% increase in our supply of clean injecting equipment. We have also increased the number of support groups we provide for people experiencing problematic drug use. The expansion of our mental health services continued over the last 12 months allowing us to further increase support for people in our community experiencing mental health issues. Our new regional counselling service is providing hundreds of hours of counselling for GLBT people and people with HIV in regional NSW, and our new mental health awareness program is helping educate community members about mental health distress so they can help loved ones get help. Over the last three years, the number of clients accessing our services has increased by 10%, our client interactions have increased by 20% and clients presenting to ACON with mental health/psychological needs increased by close to 15%, all of which indicates that members of our community want and need the mental health services we are providing.

4) An increase in reported levels of health and wellbeing by women in our communities

Over the past three years, our support programs for women with HIV have increased considerably. Women with HIV represent about 8% of our clients and the assistance we provide them comprises mainly home-based care and outreach support services. In terms of lesbians and same sex attracted women, our range of programs and support services continued to act as one of the few providers of sexual health information for this population. Our lesbian health work also addresses a range of other issues including mental health, alcohol and drug use, homophobic and domestic violence, and ageing. The results of the most recent Sydney Women and Sexual Health survey which were released this year show high rates of risky alcohol consumption, smoking and injecting drug use among lesbians as well as low rates of testing for STIs, Hep C and cancer.

5) An increase in reported levels of health and wellbeing by older people in our communities

Advocating for initiatives that improve the health and wellbeing of older GLBT people has been a key priority of ACON's for a number of years, but evaluating the health and wellbeing of GLBT seniors is problematic due to a lack of relevant research and statistical data. Hopefully this situation will improve in the future following recent reforms to the aged care sector requiring service providers to be more inclusive of GLBT people. However, we do know that many older GLBT people fear social isolation and experiencing discrimination when receiving services from aged care providers. To address this, we have continued delivering GLBT cultural awareness training program for the residential aged care sector, and have continued to advocate for the removal of discrimination exemptions for some classes of service providers. We have also continued to develop programs which address social isolation, such as our Mature Aged Gay Men's program and our Senior's Week activities.

6) An increase in the number of people in our communities reporting a high level of health and wellbeing

Measuring the general health and wellbeing of people and sub-populations in our community presents a range of challenges due to a lack of relevant statistical data. However, clients using our services and people involved in our programs consistently report increased levels of wellbeing as a result of their participation. The number of Aboriginal people accessing our services doubled this year after decreasing by 50% over the last two years. Over the same period, the number of young people, clients from culturally and linguistically diverse communities, and clients with a disability have all remained relatively stable. Reporting of homophobic violence to ACON and/or the NSW police has more than doubled over the last three years as have reports of same sex domestic violence. To address both these issues, we have undertaken a range of research and education initiatives to improve service provision for GLBT people experiencing violence.

7) An increase in ACON's involvement with GLBT health and HIV/AIDS policy and program delivery at the local, national and international level

Over the past three years, we have actively participated in the development and evaluation of all relevant state and national HIV, STI and Blood-Borne Virus strategies, produced a range of key policy statements, and made over 53 submissions to both state and federal government commissions and inquiries. The national workplace equality program we established two years ago continues to expand its network and operations. Through our communications strategies, we have maintained a significant presence in GLBT media – an average of 35 stories per month – and increased broader awareness of issues affecting our community with mainstream media articles increasing by 25% over the last three years. We continue to support the development of HIV and GLBT health agencies throughout the Asia Pacific region and have formed strong partnerships with like-minded organisations in places such as Hong Kong, Malaysia and Thailand.

8) Increase the capacity of ACON to effectively use and manage its resources

The long term accommodation we secured last year has developed to become a valuable community centre for the clients and communities served by ACON and our partner organisations. We have continued to expand our services in regional areas through a range of new initiatives, and we have continued to increase and diversify our funding base by investigating new funding opportunities and establishing new financial partnerships. Our IT infrastructure continues to be improved with the addition this year of an intranet, and we continued to provide development opportunities for our staff with the introduction this year of a new learning and development program. We also recorded a third consecutive year of increased employee engagement as measured through the Hewitt workplace assessment system. This has been a key driver for reducing turnover rates and improving overall organisational performance.

9) Maintain low levels of HIV and STIs in the sex industry and increase our capacity to provide health and safety services to sex workers

Over the last three years, the performance of the Sex Workers Outreach Project has improved significantly. All key indicators have increased with distribution of safe sex packs up by 180 per cent, outreach services to CALD clients more than doubling, production and distribution of health and safety publications rising significantly and website traffic increasing substantially. The programs and services provided by SWOP have helped NSW become internationally recognised as providing a best practice health framework for sex workers. Not one case of HIV transmission in NSW has ever been reported from a sex worker and the rates of other STIs is much lower among sex workers in NSW than the general population. This is because NSW has some of the highest rates of condom use among sex workers anywhere in the world. In fact, recent research by UNSW's Kirby Institute found that 99 per cent of commercial sex encounters in NSW involve a condom and that STI rates among sex workers are at a historic low.

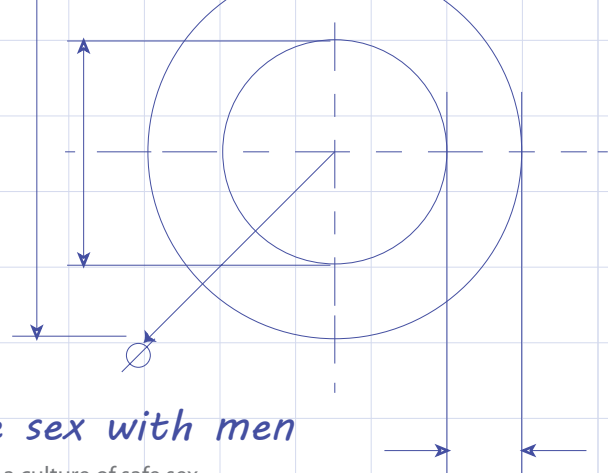
We reduce

HIV & STI TRANSMISSION

among gay men and other men who have sex with men

by providing a range of programs, workshops, resources and events that encourage a culture of safe sex.

We also help mainstream service providers improve their knowledge of gay men's health issues.



Reinventing our HIV and STI prevention programs so they align with the new realities of the prevention revolution was an important part of our *forward focus* this year. While our programs have constantly evolved over many years, this year we took an evolutionary leap in terms of how we develop, produce and promote our educational materials in relation to HIV and STI prevention. As with any major organisational change, the results will take time to appear and we look forward to detailing the positive impact of our new approach in next year's annual report.



i

We developed *Know The Risk*, an interactive education campaign which aims to increase gay men's knowledge about the degrees of risk involved in not using condoms when they're having sex.

ii

We ran *The Big Picture* campaign to educate gay men regarding the current state of the HIV epidemic. It relied mainly on online activities, reaching up to 140,000 Facebook users per week.

iii

We ran *The More Sex... The More Tests*, *Drama Down Under* and *Syphilis Is Spreading. Get Tested Now* campaigns to encourage gay men to get tested for HIV and other STIs.

iv

We ran the *Wherever Sex Happens* condom reinforcement campaign in GLBT media and gay venues.

v

We created and staffed a project dedicated to improving engagement with sexually adventurous men, and developed and launched *How Hard*, an innovative interactive online portal to help us create more effective health promotion messaging for this population group.

vi

We worked with over 120 young gay men in 10 workshops, totalling 58 sessions on HIV, sexual health, community and relationships. We also conducted seven workshops, comprising 42 sessions with nearly 100 men of all ages. Throughout the year, 26 new volunteer facilitators were trained.

vii

Our *Sexperts* outreach program continued at Sydney City Steam liaising with 800 patrons. 20 new volunteers were trained and the project prepared to expand into a second sex on premises venue.

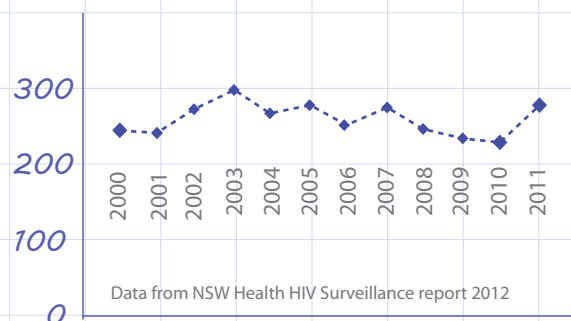
viii

We increased our level of engagement with target populations through improved use of social media platforms and relevant online communities.

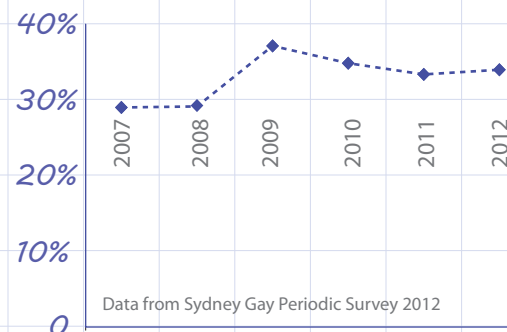
ix

We made over 600 visits to more than 80 venues to distribute health promotion information and resources.

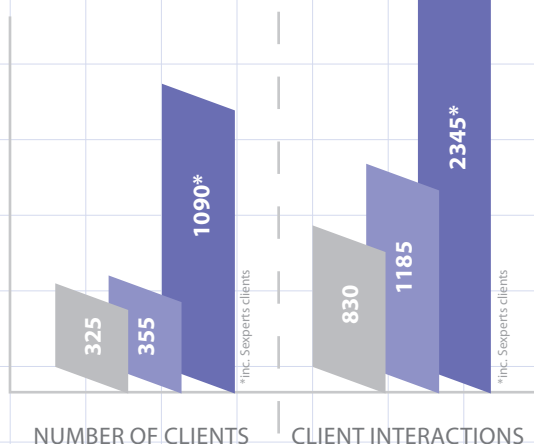
HIV Notifications Among Gay Men in NSW



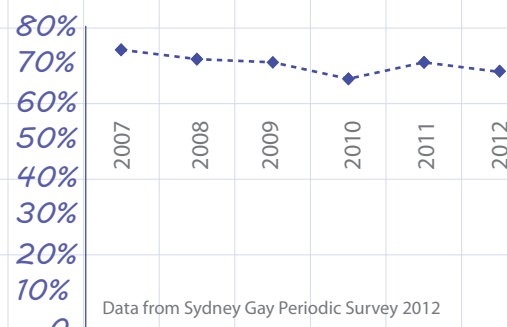
Rates of Unprotected Anal Intercourse with Casual Partners



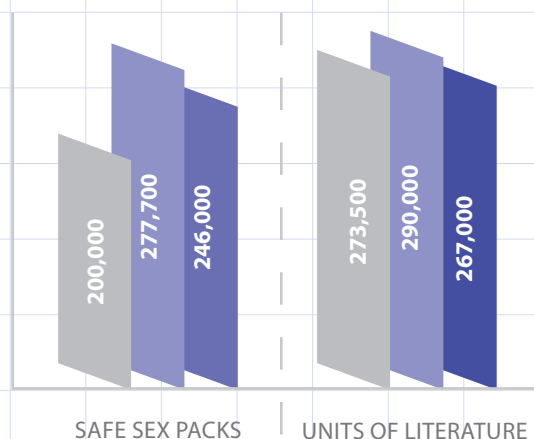
Client Support



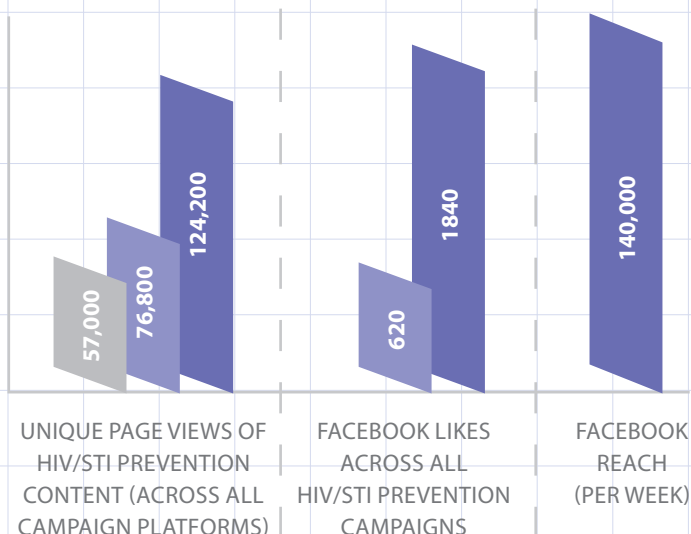
HIV Testing Rates Among Gay Men in NSW



Resource Distribution



Online Engagement



2009/2010 figures
 2010/2011 figures
 2011/2012 figures

HIV/STI GRAPHS

DWG
1 of 1

2011/
2012

PAGE
21

We improve the health and wellbeing of PEOPLE WITH HIV

from those newly diagnosed to
those living long term with HIV

by providing a diverse range of services and programs including support groups, workshops, information about HIV treatments, home-based care, transport services, housing assistance, counselling, therapies, discount vitamins, meals and social events.

Taking a *forward focus* to our services for people with HIV resulted in a review of all our HIV support programs this year, followed by a period of streamlining and consolidation. The result is a more efficient and effective suite of services that responds to the contemporary needs of our clients. We continue to work closely with gay men – the group most affected by HIV in NSW – as well as women and families. As we take our next steps, we look forward to increasing awareness for all people with HIV around the importance of treatment and its benefits to both the individual and our community.

i

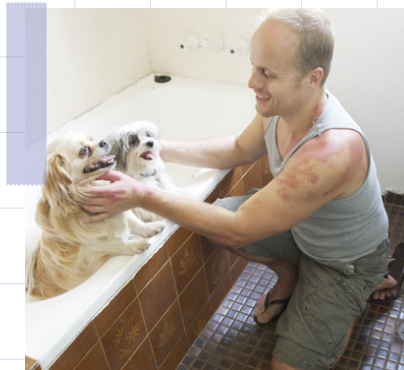
We provided support programs involving weekend retreats, discussion groups, after-hours groups, social nights and a gym-based fitness programs. Over 1000 people attended these events.

**Newly diagnosed
HIV positive?
Want to talk?**



ii

Our Community Support Network (CSN) volunteers provided 4500 hours of home-based care and transport services for almost 200 people affected by HIV. (below) CSN volunteer Gary providing a client with pet care assistance.

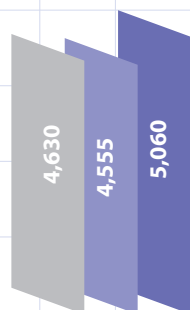


iii

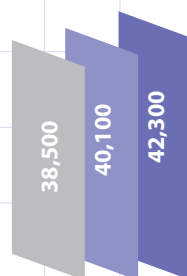
We provided almost 1,500 hours of free complementary therapy services involving remedial, Swedish and Bowen technique massage as well as acupressure and yoga.



Client Support

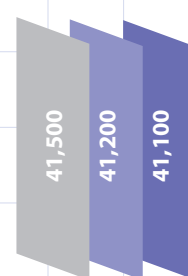


NUMBER OF CLIENTS



CLIENT INTERACTIONS

Online Engagement



UNIQUE PAGE VIEWS OF
LIVING WITH HIV CONTENT

2009/2010 figures

2010/2011 figures

2011/2012 figures

Picking up your HIV meds has just become easier

The EMA is a new scheme that allows you to have your HIV medications delivered to your home, work, or a pharmacy of your choice.

The EMA is operating in both inner-city, outer metropolitan and regional areas of NSW.

To enrol in the scheme talk to your HIV prescribing doctor.

For more information, visit:
<http://www.positivelife.org.au/new-hiv-medication-access-scheme-nsw>

PositiveLifeNSW acon

vii

We helped facilitate the introduction of the NSW Government's Enhanced Medication Access (EMA) Scheme which allows eligible people with HIV to have their HIV medicine delivered to their home without the need to go to a hospital pharmacy.

(left) EMA advertisement.

iv

We provided over 3000 occasions of advice involving information about HIV treatments and living with HIV.

v

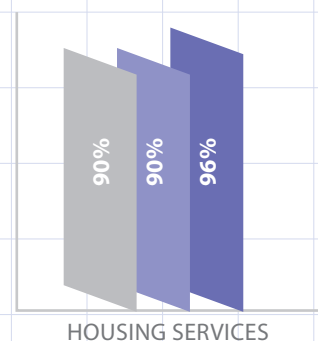
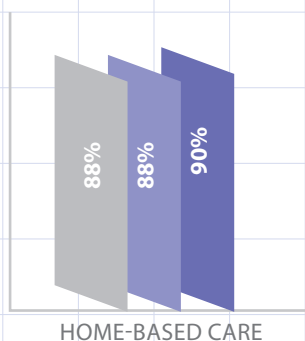
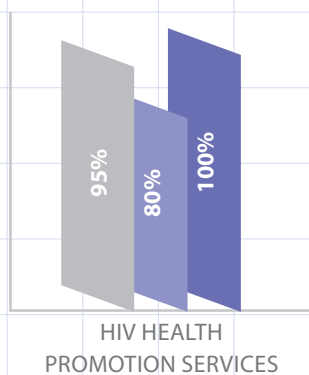
We provided housing assistance for over 120 people involving short term accommodation and public housing advocacy.

vi

We served over 6100 meals to people with HIV



Client Satisfaction (Good-Excellent)



2009/2010 figures

2010/2011 figures

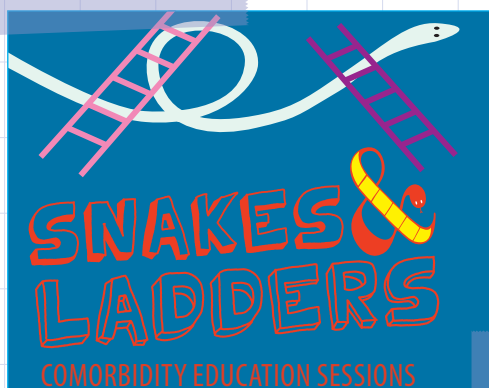
2011/2012 figures

We reduce the negative impacts of

DRUG AND ALCOHOL USE

at both the individual and community level

by providing a range of targeted resources and support services. This helps reduce the potential for HIV transmissions as well as the impact that drug use has on the wellbeing of some individuals, our community and the public health system.



(top) Snakes & Ladders brochure detail.
(middle) Volunteer ACON Rovers at Mardi Gras Daywash 2012. (photo courtesy of Ann-Mair Calilihanna)
(bottom) Drug forum ad.

Taking a *forward focus* in relation to reducing the harms of alcohol and other drugs means identifying new and innovative way to provide education, training, information, support and referrals to people who use drugs, to health and welfare workers, and to members of our community. Our team of health promotion professionals works closely with a team of volunteer supporters to ensure our programs and services meet the ever changing dynamics of drug and alcohol use in our community.

i

We trained 136 ACON staff and volunteers to recognise and respond to co-morbidity issues involving mental health and drug and alcohol issues.

ii

We provided 11 community events with the services of the ACON Rovers, teams of specially trained volunteers who attend events to help people experiencing problems due to alcohol and other drug use. A team of 16 new volunteers were trained this year.

iii

We trained 150 drug treatment workers to respond better to the needs of GLBT people.

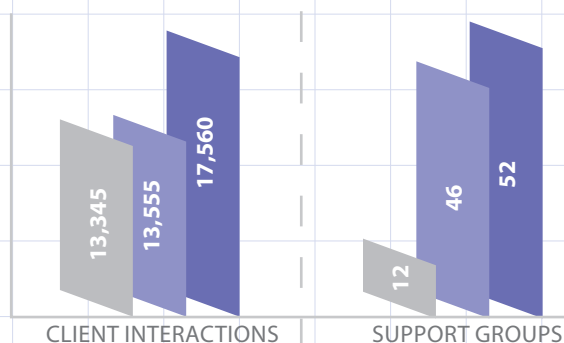
iv

We conducted 11 targeted education, training and community forums, each addressing the issues of a particular sector of our community. Over 150 people attended these events.

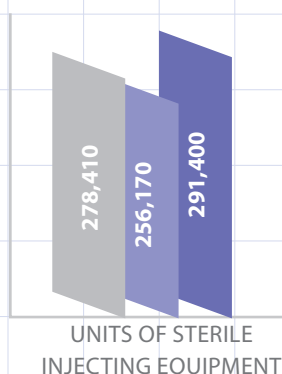
v

We launched the *Snakes & Ladders* comorbidity project, four forums that explored the links between alcohol and other drug use with mental illness in our community. It was attended by 160 staff, volunteers and allied services and health and welfare workers.

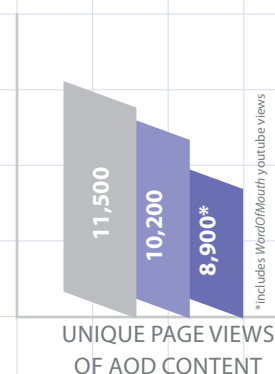
Client Support



Resource Distribution



Online Engagement



2009/2010 figures

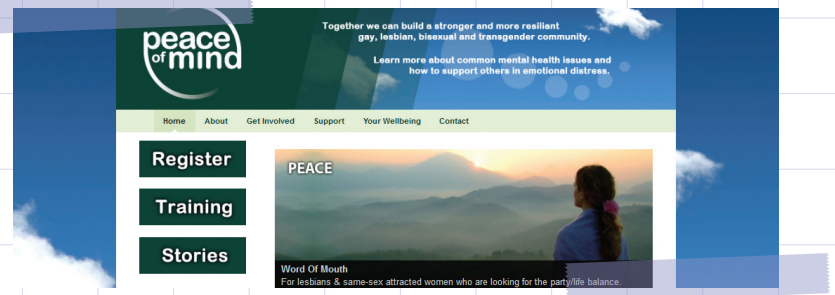
2010/2011 figures

2011/2012 figures

We improve the MENTAL HEALTH and wellbeing of people in our communities

by providing a range of counselling, therapy and support services as well as a special service for people newly diagnosed with HIV.

The increased attention being placed by federal and state governments on mental health over recent years has provided us with a valuable opportunity to take a *forward focus* on mental health by increasing the range and scope of our programs and services. Research shows that GLBT people are more likely to experience depression, anxiety and suicidal ideation than people in the general population and we are responding by addressing the links between mental health issues and drug and alcohol use within the GLBT community, as well as offering an innovative program of mental health early intervention training.



(above) *Peace of Mind* website detail.



ASIST

(right) ASIST Program logo

i

We introduced the *Peace of Mind* education program to reduce the impact of mental distress in the GLBT community by helping community members and service providers improve their understanding of how mental health issues impact on GLBT people, as well as how they can provide support.

ii

We continued to provide our new regional counselling service which provides clients in the Hunter, Illawarra and Northern Rivers regions access to counselling services outside of regular hours.

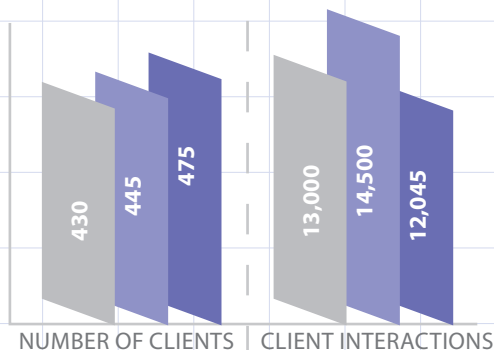
iii

We introduced the ASIST (Applied Suicide Intervention Skills Training) project to provide knowledge and skills to ACON staff and volunteers to enable them to deliver suicide prevention first aid. ACON held nine courses, training 136 staff and volunteers from across all our teams.

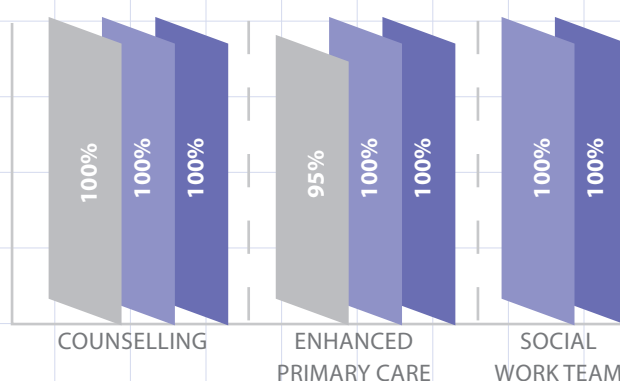
iv

We provided 530 counselling sessions through the contribution of almost 2000 hours of volunteer counselling.

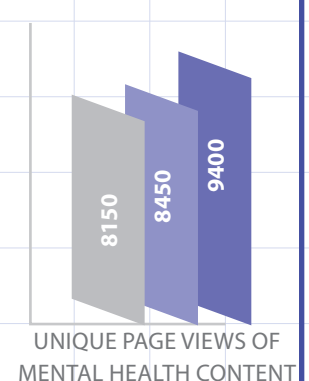
Client Support



Client Satisfaction (Good-Excellent)



Online Engagement



2009/2010 figures

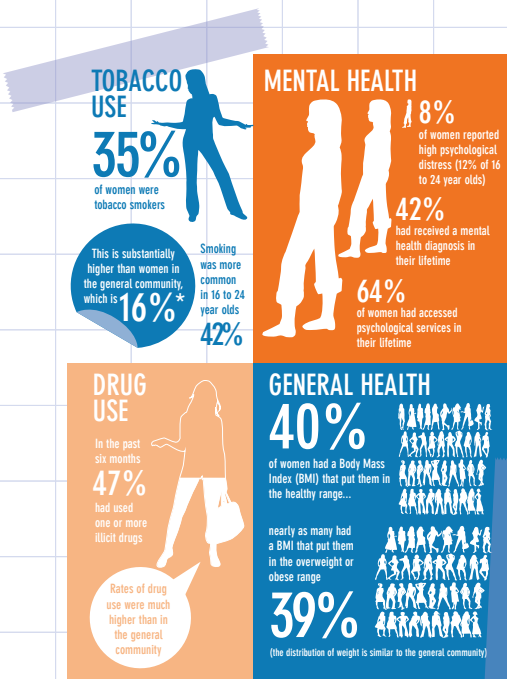
2010/2011 figures

2011/2012 figures

We improve the health and wellbeing of WOMEN in our communities

by providing a range of programs, workshops, resources and events. We also help mainstream service providers improve their knowledge of the health issues affecting lesbians and same sex attracted women.

Ensuring all relevant units in our organisation address the needs of women in our community was a key part of our *forward focus* this year. This process has enabled us to now dedicate a health promotion officer to addressing STI prevention and sexual health issues rather than relying on this staff member to be a specialist across the many other health issues affecting women in our community. However, we will continue to seek an increased commitment from state and federal governments for inclusion of lesbians in research and policy so the broader health needs of women in our communities are better understood and able to be addressed effectively.



(top) Detail from *SWASH Report Card*
(bottom) ACON CEO Nicolas Parkhill, Federal Health Minister The Hon Tanya Plibersek MP and ACON President Mark Orr at Mardi Gras' *Women Say Something* event.

i

We conducted five Women's Day events for women with HIV, with a focus on sexual health and wellbeing.

ii

We supported the Paediatric HIV service to deliver Camp Goodtime to 27 families affected by HIV.

iii

We produced *Word of Mouth*, an innovative health promotion campaign aimed at reducing the health risks associated with drug use and body art practices.

iv

Through our *Hen House* support group, we conducted over 27 workshops on topics such as sexual health, relationships, identity and coming out.

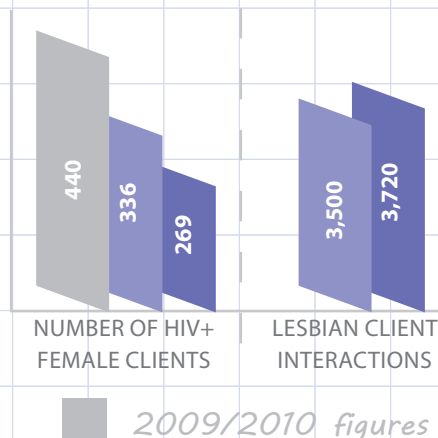
v

We developed *Project Kink*, a peer-based health promotion program targeting sexually adventurous women with a focus on the prevention of STIs and blood borne viruses.

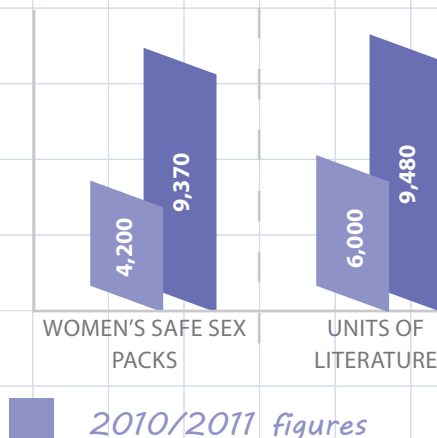
vi

We released data from the 2010 Sydney Women and Sexual Health Survey which included a significant increase in tobacco use among SSAW. The data was launched by Federal Health Minister Tanya Plibersek during Mardi Gras.

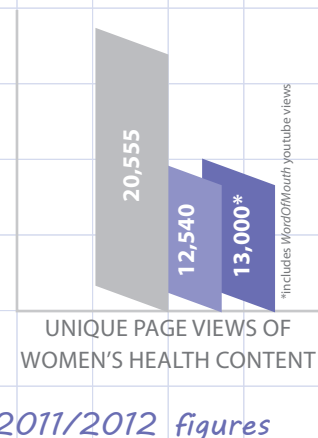
Client Support



Resource Distribution



Online Engagement



We improve the health and wellbeing of **OLDER PEOPLE** in our communities

by providing support groups, developing health promotion initiatives and advocating for improved mainstream and aged care services.

Helping facilitate healthy ageing for GLBTI seniors is an important *forward focus* for us, and one which the Australian Government now also shares following its commitment this year to improving the inclusiveness of GLBTI people in the aged care sector. The training program we delivered to aged care providers this year is a ground breaking initiative which we hope will make aged care facilities more GLBTI friendly in the future. Reducing social isolation among our seniors is also important and we will continue to provide a range of opportunities where we can combine social interaction with health promotion activities.

i

We completed the pilot of our GLBTI cultural awareness training program for aged care providers and welcomed a Federal Government budget allocation for the next five years to offer this training across the country.

ii

We celebrated the 21st anniversary of our Mature Age Gays support group for men aged over 40.

iii

We provided social events for older members of our community including *Afternoon Delight*, a double feature movie matinee and tea party as part of NSW Seniors Week.

iv

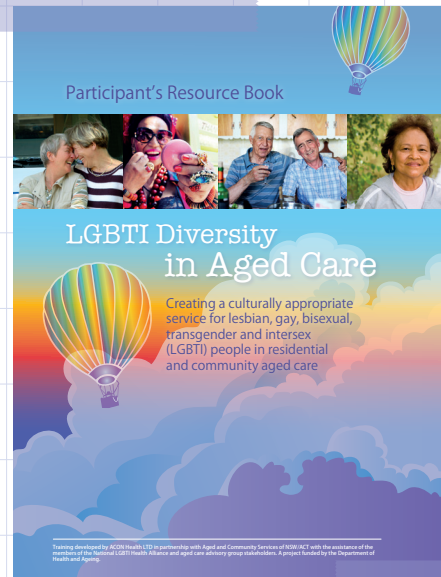
We piloted a small expansion of our Community Support Network service for older GLBT people to ensure they receive culturally appropriate social and domestic support services.

v

In partnership with the National LGBTI Health Alliance, we organised and hosted Australia's first National LGBTI Ageing Roundtable which was attended by the Federal Minister for Ageing and representatives from 40 relevant agencies.

vi

We continued ACON's advocacy on ageing issues for the GLBT community in various forums and welcomed the inclusion of GLBTI people in the Federal and NSW Ageing Strategies.

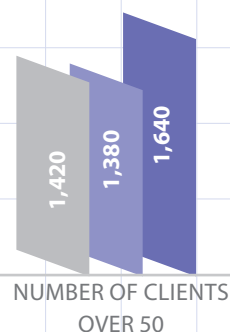


(left) Aged Care Training booklet.

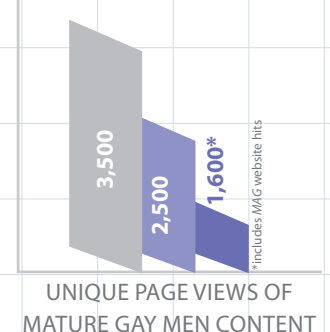
(below) Ageing Roundtable participants (l-r) ACON Pres. Mark Orr, LGBT Health Alliance Chair Paul Martin, Dr Jo Harrison, ACON CEO Nicolas Parkhill, Federal Mental Health and Ageing Minister Mark Butler MP, and LGBT Health Alliance GM Warren Talbot.



Client Support



Online Engagement



09/10

10/11

11/12

We improve the health and wellbeing of ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE *in our communities*

by providing relevant knowledge, skills, resources and social networks. We do this within a culturally appropriate model of holistic health that recognises emotional, spiritual, social and mental wellbeing. We also work with many different groups to tackle all forms of racism.

Our *forward focus* this year resulted in a streamlining of our Aboriginal Project to increase its emphasis on HIV and STI prevention while ensuring other units in ACON are able to deliver culturally appropriate services to Aboriginal and Torres Strait Islander people in our community. Australia's indigenous people have low rates of HIV transmission in comparison with indigenous peoples in other developed countries, and we will continue to work with and support Aboriginal people in our community in their efforts to improve their health and wellbeing.



(above) Participants from the 2012 First Australians Mardi Gras Float *Tru Love... Tru!*
(photo courtesy of Greg Dickson)

i

We produced the Ngalawi Djardi *Sit and Yarn* health retreat for Aboriginal people living with HIV, attracting a record 34 participants.

ii

We delivered a range of our resources to almost 100 community venues.

iii

We worked in partnership with NSW's Aboriginal and Torres Strait Islander community to produce the *First Australians* float in the Mardi Gras parade.

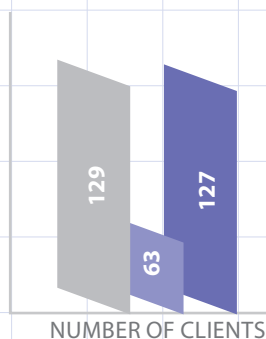
iv

We participated in 19 working groups and boards with our partners, including Local Health District Aboriginal sexual health committees, the Anwernekenhe National Aboriginal and Torres Strait Islander HIV/AIDS Alliance (ANA) and the NSW Aboriginal STI, HIV and Hepatitis Advisory Committee.

v

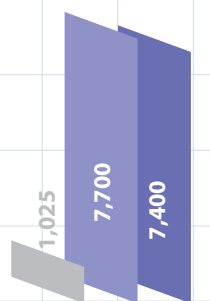
We produced and distributed four newsletters for community members.

Client Support

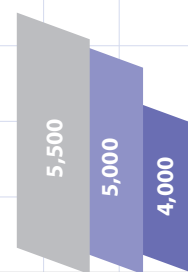


NUMBER OF CLIENTS

Resource Distribution

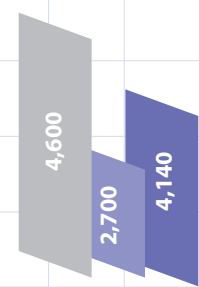


SAFE SEX PACKS



UNITS OF LITERATURE

Online Engagement



UNIQUE PAGE VIEWS OF ABORIGINAL CONTENT

2009/2010 figures

2010/2011 figures

2011/2012 figures

We improve the health and wellbeing of **YOUNG PEOPLE** in our communities

by providing a range of programs, workshops, resources and events for men and women under 26 years of age.

Our *forward focus* this year has resulted in a significant change in how we work with young GLBT people. While the workshop model used by both our Fun & Esteem Project for young men and our Young Women's Project has a venerable history and will remain an important facet of ACON's work, foundations were laid this year for exciting new work with these groups in the future. Ensuring young GLBT people have access to information about their sexual health is vital to building the health and wellbeing of our communities and we look forward to reporting on our new programs for young people next year.



(above) (l-r) *Dangerous Doubles* postcard; *School's Out* poster detail.

i

We conducted 68 workshop sessions on sexual health and wellbeing, attracting over 150 participants.

ii

We showcased our youth services at 12 conferences and community events.

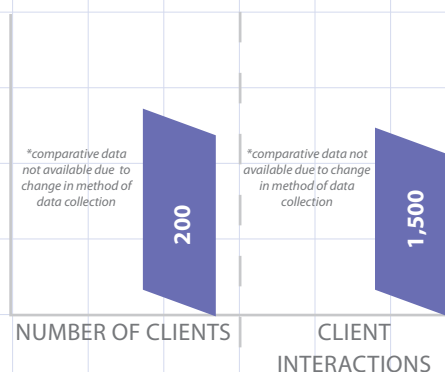
iii

We undertook an extensive program of volunteer training, producing 19 newly-trained peer educators.

iv

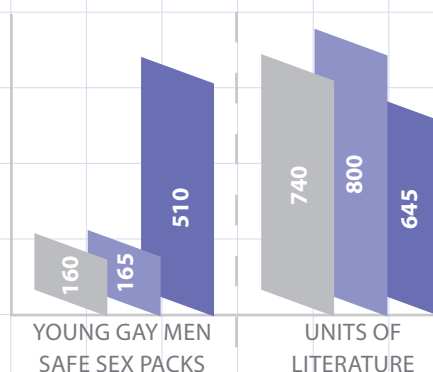
We presented *Dangerous Doubles*, a community development event for young women during the Mardi Gras Festival in February.

Client Support



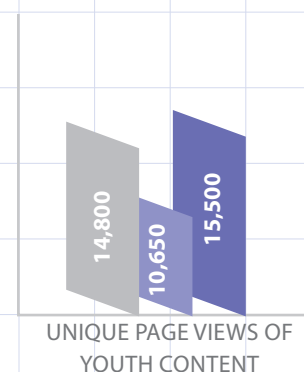
2009/2010 figures

Resource Distribution



2010/2011 figures

Online Engagement



2011/2012 figures

We improve the health and wellbeing of CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE in our communities

by providing knowledge, skills, resources and social networks in culturally appropriate ways.

Understanding and working with the diversity of cultures within our community was an important aspect of our *forward focus* this year. There are disproportionately high rates of HIV notifications among gay Asian men in NSW and so we work together with men from right across the South, Central and South East Asian cultural spectrums to help them build the knowledge, skills and networks that can assist in improving their health and wellbeing. This type of community development is extremely effective in bridging cultural gaps and creating a strong, well-informed gay Asian community in Sydney, both of which are essential to reducing the rate of new HIV notifications among gay Asian men.



(above) Images from and cover artwork of A-Men resource. (photo courtesy of Sam Lim)

i

We conducted 7 support groups and 2 sexual health and wellbeing workshops for gay Asian men.

ii

We produced and distributed A-Men, an innovative resource comprising photos and essays exploring the social and cultural experiences of gay Asian men in Australia. Almost 100 volunteers were involved in the planning and production process and the launch attracted 200 people including Lord Mayor Clover Moore and The Hon. Michael Kirby AC, CMG.

iii

We constructed a dedicated A-Men float for the Mardi Gras parade. Over 100 people participated.

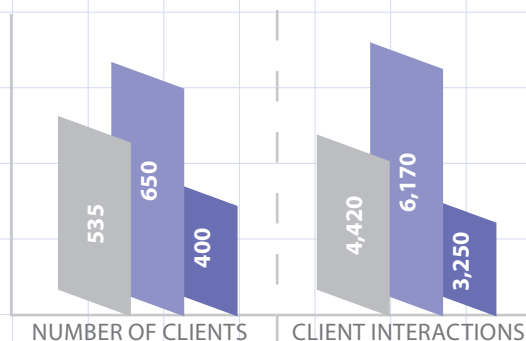
iv

We hosted the Queer Thinking discussion forum during Mardi Gras exploring the conflicting worlds of being Asian and gay, attracting 150 participants.

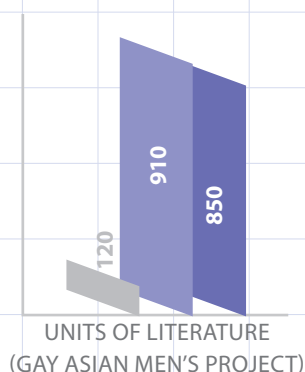
v

We supported new research into the gay Chinese men's community in Sydney.

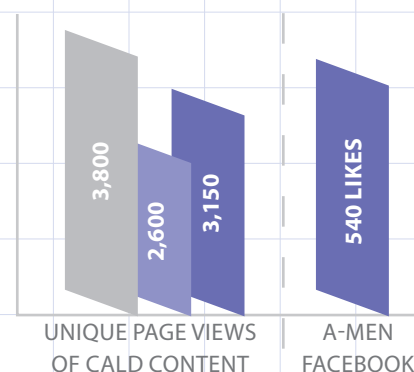
Client Support



Resource Distribution



Online Engagement



2009/2010 figures

2010/2011 figures

2011/2012 figures

We improve the health and wellbeing of SEX WORKERS

by providing HIV and STI education as well as general health promotion services through our Sex Workers Outreach Project (SWOP).

Taking a *forward focus* in relation to our work with sex workers took a variety of forms this year. In terms of the broader industry, we continued to raise concerns about NSW Government plans to introduce a Brothels Licencing Authority in NSW. In terms of organisational development, we undertook a major overhaul of our volunteer programs and began a process of transitioning the Sex Workers Outreach Project to an independent community-based organisation. We believe both approaches will help SWOP continue to sustain low rates of STI transmission among sex workers in NSW.



(above) SWOP Services brochure in Korean, Thai and Chinese.

i

We increased our outreach work and capacity building initiatives in regional centres such as Tweed Heads, Orange and Albury.

ii

We produced the annual Hookers and Strippers Ball, with attendance exceeding all previous years. The diversity of attendance reflected the work SWOP had undertaken to increase our reach into the community.

iii

We presented the successful 'Fantasy Brothel' stall at the Mardi Gras Fair Day, which provided a valuable opportunity for visitors to see how a brothel actually functions, ask questions and break down stereotypes.

iv

We increased our key stakeholder training to improve the effectiveness of our community engagement. Among the groups we worked with were Kings Cross Police, Workcover NSW and Mount Drutt TAFE.

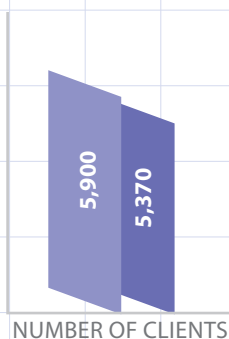
v

We distributed over 8000 copies of *The Professional*, SWOP's quarterly magazine for sex industry workers and management.

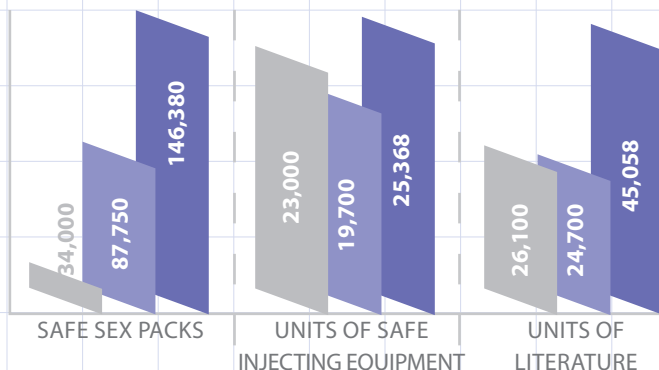
vi

We marked SWOP's 21 years of service to workers in NSW's sex industry at a special event in October

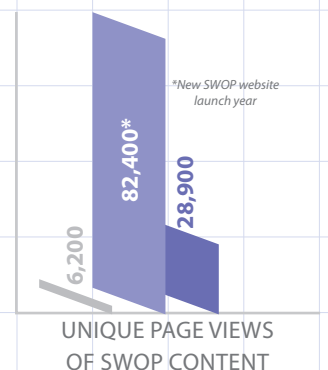
Client Support



Resource Distribution



Online Engagement



2009/2010 figures

2010/2011 figures

2011/2012 figures

We increase the level and sense of **SAFETY** experienced by people in our communities

by providing survivors of violence with support, taking reports and working with police. We promote anti-homophobia initiatives in schools, run anti-homophobia education campaigns, advocate to relevant authorities on security issues, and work with police, government and community organisations to address a range of violence, including same-sex domestic violence.



Ensuring the safety of people in the GLBT community requires a strong *forward focus*. We continually monitor trends in homophobic and domestic violence to ensure our programs and services are responding effectively. We use this information alongside other evidence-based research to lobby police and government agencies to provide better security measures for our community as well as advocate for relevant programs and services that meet the needs of our community.

(top left) *We're Family Too* report cover.

(top middle) Drag Jam poster detail.

(top right) HCB campaign detail.

(bottom) ACON VP, Andrew Purchas, NSW Education Minister Adrian Piccoli, NSW Legislative Council President Don Harwin and ACON CEO Nicolas Parkhill at the Homophobic Bullying dinner at Parliament House.

i

In partnership with the Arab Council Australia, we produced and launched the ground breaking *We're Family Too* report into the effects of homophobia in Arabic-speaking communities.

ii

We collaborated with the LGBTIQ Domestic Violence Interagency to produce the First National LGBTIQ Domestic and Family Violence conference.

iii

We received Federal Government funding of \$250,000 to help us provide services for GLBT people experiencing domestic violence.

iv

We collaborated with Surry Hills Local Area Command on a *Summer Safe Streets* initiative for the Oxford St precinct.

v

We continued to promote our *Speak Up* police reporting campaign.

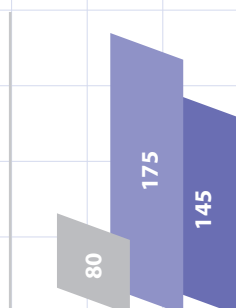
vi

In partnership with Harbour City Bears we produced and promoted the *Look After Your Mates* campaign to increase awareness of domestic violence and street safety.

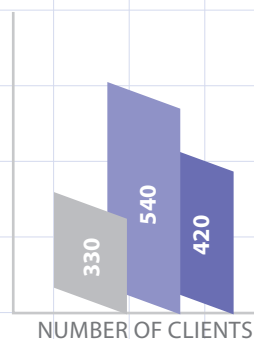
vii

We organised a dinner at Parliament House to increase engagement among key stakeholders with initiatives to reduce homophobic bullying in schools.

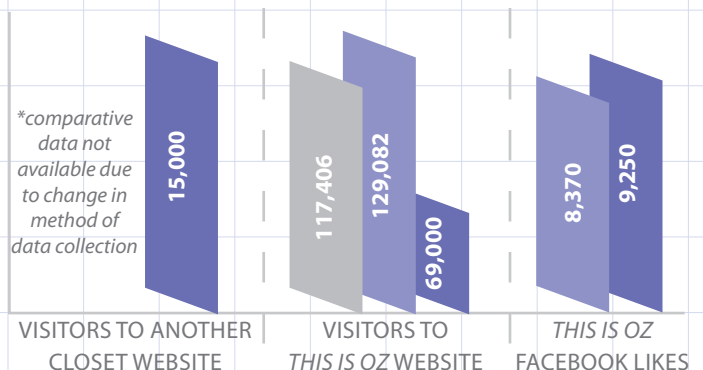
Reports of Violence



Client Support



Online Engagement



2009/2010 figures

2010/2011 figures

2011/2012 figures

We increase understanding and awareness of the issues which impact on the health and wellbeing of our communities through

POLICY DEVELOPMENT, ADVOCACY, RESEARCH AND COMMUNICATIONS

Helping legislators, policymakers and service providers to take a *forward focus* in relation to issues affecting the communities we serve is a vital part of our work. We achieve this through written submissions to government inquiries, presenting on panels and hearings, engaging directly with service providers and policy makers, and through participation in a wide range of advisory processes and committees. ACON's policy and advocacy work is based on evidence we acquire from working with our community as well as research bodies and academics. This aspect of our work also involves raising public awareness of the issues facing our community through print, broadcast and social media.

i

We reviewed and contributed to the development of NSW's HIV, STI and Hepatitis C Strategies.

ii

We provided logistical and material support to the International Microbicides Conference in March 2012.

iii

We provided policy advice to the NSW Government on issues such as the public health implications of a Brothels Licensing Authority, rapid HIV testing and the implications of pre-exposure prophylaxis (PreP) and other biomedical modes of HIV prevention, and the implementation of the NSW Public Health Act 2010.

iv

We coordinated the biannual Sydney Women and Sexual Health Survey in February 2012. (below)

v

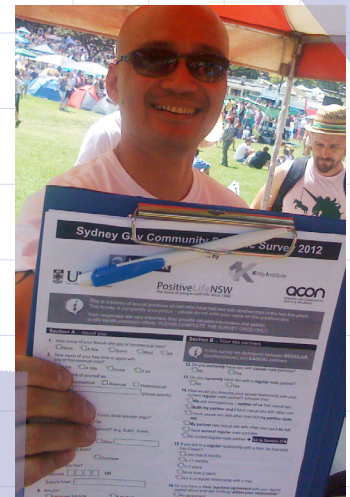
We participated in a range of advisory committees including the NSW Ministry of Health's Advisory Committee on Blood Borne Viruses and STIs.

vi

We coordinated the 2011 and 2012 Sydney Gay Community Periodic Surveys in February and August.

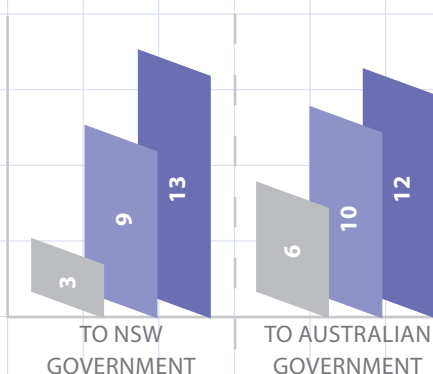
vii

ACON's Research Ethics And Review Committee met 8 times during the year, considered 16 applications for research support and approved 11.



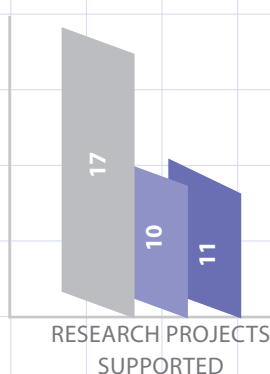
(above) ACON Senior Research Officer Shih-Chi Kao getting participants for the 2012 Sydney Gay Periodic Survey At Fair day 2012.

Briefings and Submissions



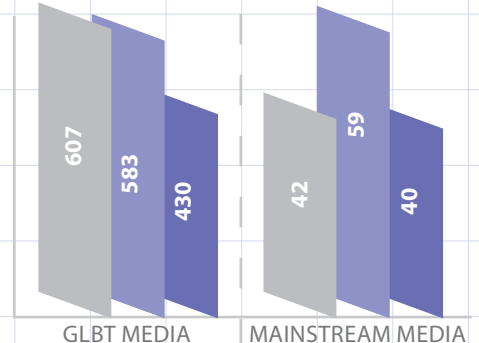
2009/2010 figures

Research Projects



2010/2011 figures

Media Stories



2011/2012 figures

We help employers with all aspects of LGBT WORKPLACE INCLUSION



(above) Employees from the 2012 AWEI Top 10 Employers taken at the Annual Awards Luncheon.

We take a *forward focus* by helping Australian employers create workplaces that are inclusive of and support LGBT employees. We assist member organisations by providing comprehensive human resources and diversity support, consulting services in the areas of policy and practice, training on sexual orientation and gender identity in the workplace, assistance with the development of effective LGBT employee networks and the ongoing development of a comprehensive suite of LGBT workplace initiatives.

i We produced our second Australian Workplace Equality Index (AWEI), the only Australian national benchmark on LGBT workplace inclusivity. We assessed current practice, benchmarked organisations and provided strategic support along with a document for industry comparisons.

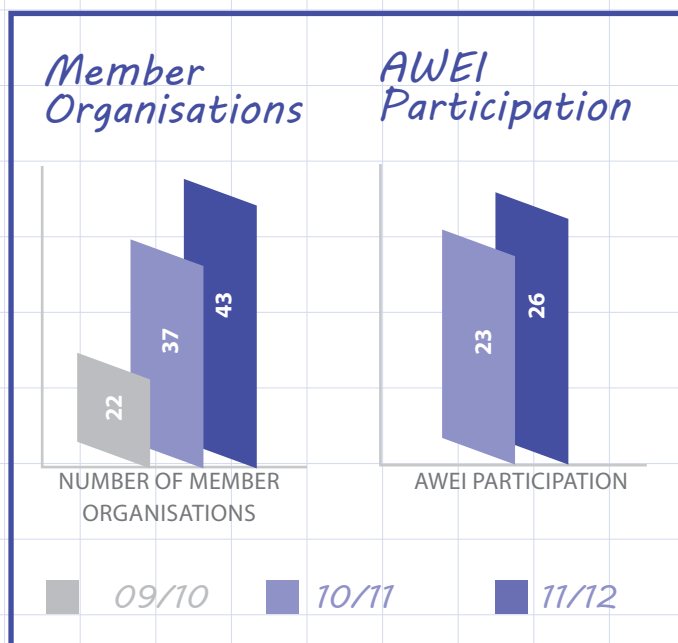
ii Over 270 people attended our annual PID Business Luncheon and Awards recognising Australia's top 10 LGBT employers. PriceWaterhouseCoopers was named Employer of the Year.

iii We conducted our first employee survey in conjunction with the AWEI, attracting over 770 respondents. This enabled us to produce our first piece of research specifically designed to fine tune program deliverables and to gauge effectiveness of LGBT employer support programs.

iv We conducted our first Pride in Practice Workplace Conference showcasing the practice of our Top 10 employers along with academic addresses and insights into leading practice. 140 people attended from a range of companies and organisations.

v We developed a publication on how to set up effective LGBT employee networks within Australian workplaces and created an ally guide to support LGBT employee networks with the engagement of straight allies for cultural change.

vi We delivered presentations at a range of local and international conferences on the importance of LGBT diversity practice.



INTERNATIONAL WORK

*We undertake
with a particular focus on the Asia-Pacific region*

Taking a *forward focus* in relation to HIV prevention involves working with our neighbours in Asia and the Pacific to help bolster our region's response to the epidemic. We offer our experience in HIV prevention and support through training, exchanges and presentations. In turn, we benefit from fresh perspectives on our work, develop our skills to work cross culturally and learn about the innovative approaches being developed by our regional neighbours.

i

We continued our partnerships with AIDS Concern Hong Kong, Thailand's Rainbow Sky and Malaysia's PT Foundation.

ii

We conducted seminars and workshops for delegations from various countries including China, Singapore, Taiwan, Vietnam, Indonesia, India and Paraguay.

iii

We established valuable new contacts in China with both government authorities and NGO representatives, through a growing partnership and skills exchange program.



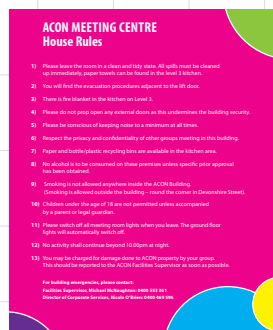
(above) Members of an international delegation from Zambia, India, Cambodia and Botswana.

We model best practice

SOCIAL, ENVIRONMENTAL AND COMMUNITY RESPONSIBILITY



Health promotion is not the only work ACON does to improve the quality of life in our community. Our *forward focus* is to maximise the benefits we bring to the community by supporting a range of GLBT and HIV community organisations. We also work to minimise our impact on the environment through a range of green-friendly initiatives.



(top left) HCB campaign ad.
(bottom left) ACON staff with Give A Dog A Bone donations.
(right) ACON Meeting Centre rules poster.

i

We generated significant efficiencies and savings across the sector as well as improved client access by accommodating other HIV and GLBT health-related organisations in our Sydney premises including Positive Life NSW, AIDS Trust of Australia, Hepatitis NSW, HIV AIDS Legal Centre, Twenty 10 and Palliative Care NSW.

ii

We supported a number of community groups by providing them with meeting spaces for free or at a nominal cost. These groups included the Sydney Gay and Lesbian Business Association, Aurora Group, Camp Co-op, Gay and Married Men's Association, Gay and Lesbian Immigration Taskforce, Harbour City Bears, Meditation, Trikone, Freedom2b(e) and the Gay and Lesbian Deaf Association.

iii

We strengthened existing and developed new partnerships with various GLBT cultural and sporting organisations to improve how we provide services to and communicate with people in our community. Among these many organisations are Sydney Gay and Lesbian Mardi Gras, Sydney Gay and Lesbian Business Association, Queer Screen, Team Sydney, Sydney Convicts Rugby Club, Sydney Women's Baseball League, Freezone Volleyball Club, Sydney Rangers Football Club and the Sydney Femme Guild.

iv

We employ a range of green initiatives in our Sydney premises including low energy building exhausts, meeting room sensor lights to reduce electricity consumption, eco fabrics on workstation screens and significant recycled content in our furniture and flooring. We reduced our amount of waste by continuing a recycling scheme for paper, glass, bottles and cans, and we reduced our carbon emissions by encouraging staff to turn off computers at the wall and by continuing to replace old equipment with more energy-efficient models.

We leverage **ONLINE AND EMERGING TECHNOLOGIES**

by investing in relevant resources and training



With the increasing importance of online communities and social media, we're taking a *forward focus* in the way we connect with people by increasing our presence online. Through innovative use of our website and social media platforms, we're significantly improving the impact of our HIV prevention, health promotion, advocacy and fundraising activities and developing a sophisticated framework for direct engagement with our community into the future.

(above) Slip It On Facebook page detail.

i

We began development of an ACON website for mobile phones, tablets and other handheld devices.

ii

We conducted a user survey as well as a comprehensive content and functionality audit of the ACON website.

iii

We developed a social media and digital communication policy for ACON employees.

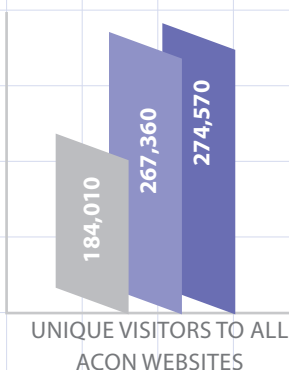
iv

We conducted training for ACON staff to improve their use of social media and digital communication platforms.

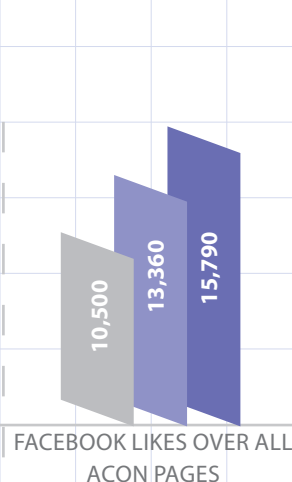
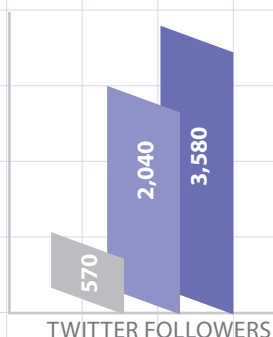
iv

We improved the efficiency and effectiveness of our advertising and promotional strategies by continuing to expand the placement of key health promotion campaigns, as well as our fundraising and organisational messaging, into relevant social media platforms.

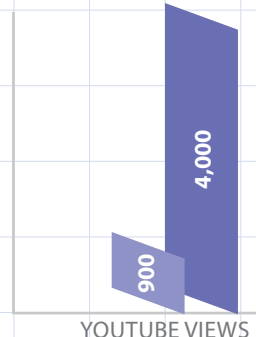
Website Visitors



Followers



YouTube Views



2009/2010 figures

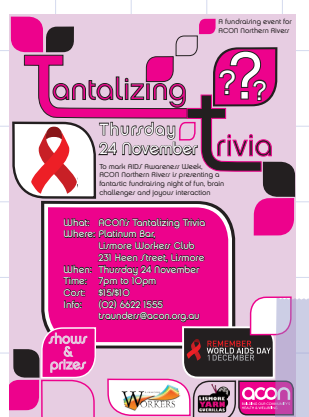
2010/2011 figures

2011/2012 figures

We increase the reach and impact of ACON's programs to our communities in

REGIONAL AND RURAL NSW

by providing a range of services, resources, support groups and events for members of our community in these areas. We also provide information and training to mainstream service providers and community groups throughout NSW to improve their knowledge of HIV and GLBT health issues. We have offices in the Hunter, Mid North Coast, Northern Rivers and Illawarra regions of NSW.



(left) ACON Health Promotion Officer Tobin Saunders at CoastOut in Coffs Harbour.
(right) Tantalizing Trivia poster.

For GLBT people and people with HIV, living in regional and remote areas can present a range of unique challenges to maintaining good health. These challenges include discrimination, lack of services and geographic isolation. So increasing our work with individuals, community groups and service providers in regional and rural areas of NSW was a key part of our *forward focus* this year. For example, a recent review of our service provision in Southern NSW will help us improve the delivery of our programs in this region specifically as well other regions more generally. By creating more efficient models of service delivery, we can create additional resources to ensure the needs of people in these areas are addressed as effectively as possible.

i

We delivered the second *Positively Healthy* retreat in Southern NSW and the 19th *Treatments By The Sea* retreat in the Northern Rivers.

ii

We improved access to testing for sex workers by providing outreach testing services to parlours throughout the Illawarra and Shoalhaven.

iii

We provided 27 sexual health clinics in the Illawarra.

iv

We increased support to local street based sex workers in the Hunter through the Sex Work Integrated Care Project.

v

We hosted *Tantalizing Trivia* in the Northern Rivers to raise awareness about HIV/AIDS and funds for locals living with HIV.

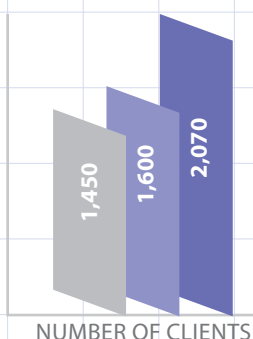
vi

We supported the second CoastOut festival in Coffs Harbour, with information stalls, safe sex resources and a team of ACON Rovers.

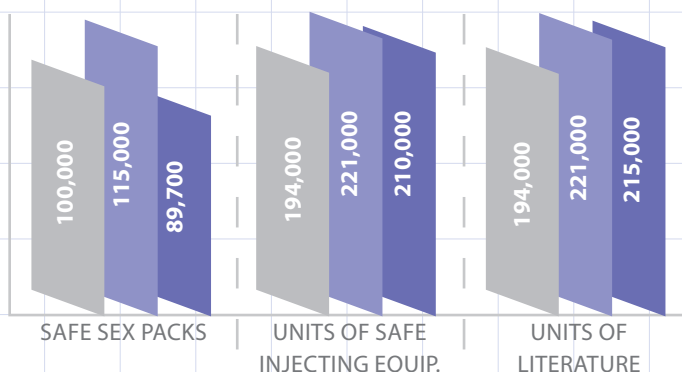
vii

We provided workshops in schools and training for aged care, mental health, drug and alcohol, youth and other allied health services.

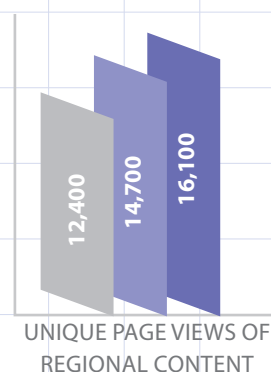
Client Support



Resource Distribution



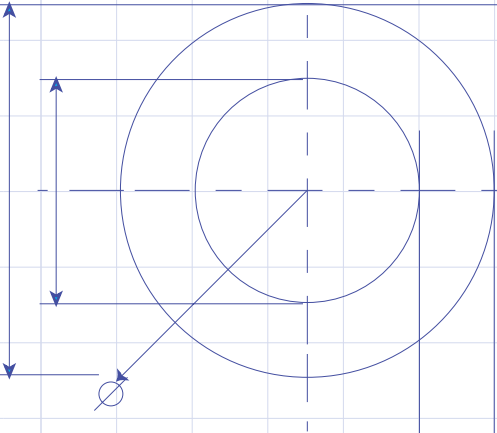
Online Engagement



2009/2010 figures

2010/2011 figures

2011/2012 figures



We help improve the health and wellbeing of people in our community from **WESTERN SYDNEY**

by providing a range of programs, workshops, resources and events. We also provide information and training to mainstream service providers in the region to improve their knowledge of HIV and GLBT health issues.

Taking a *forward focus* to our work in Western Sydney involves looking ahead and identifying opportunities to partner with community groups and service providers. Living in the region can be difficult for GLBT people who may encounter homophobia, social isolation and a lack of GLBT venues and events. By working with community groups and service providers, we help generate valuable opportunities for the local GLBT population to connect with each other and for us to deliver important information about health and wellbeing.



(above) Participants at the Parramatta Pride Picnic 2011.

i

We conducted 7 events with a health promotion and community development focus, including the annual Parramatta Pride Picnic. These events attracted over 1600 attendees.

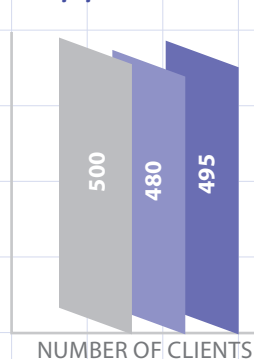
ii

We helped facilitate HIV and GLBT support, education, sporting and social groups in Parramatta, Penrith, Blacktown and Katoomba.

iii

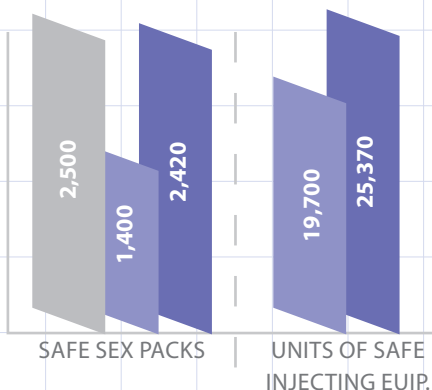
We continued developing partnerships with key Western Sydney organisations including the Sydney West Local Health District, Sydney South West Local Health District, the Western Suburbs Haven, Queer Out West, the Parramatta Queer Forum, and Penrith and Parramatta Councils.

Client Support



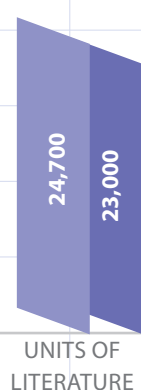
NUMBER OF CLIENTS

Resource Distribution



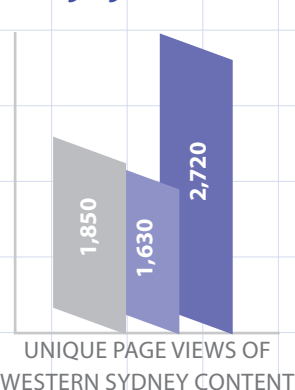
SAFE SEX PACKS

UNITS OF SAFE INJECTING EQUIP.



UNITS OF LITERATURE

Online Engagement



UNIQUE PAGE VIEWS OF WESTERN SYDNEY CONTENT

2009/2010 figures

2010/2011 figures

2011/2012 figures

We undertake a range of **FUNDRAISING** activities

We rely on a range of fundraising activities to finance many of our programs and services. With the end of the HIV epidemic now in sight, our *forward focus* in relation to fundraising will be on re-engaging our communities with this new emphasis and inspiring community members to help us make HIV history through cash and/or in kind donations. In relation to funding our broader GLBT health agenda, we will focus on identifying new sources of public funding as well as developing new partnerships with community groups, businesses and organisations.



Performers (incl. Trevor Ashley, Simon Burke, Amanda Blshop and Paul Capsis) at the Judy Garland tribute World AIDS Day Concert. (photo courtesy of Ann-Marie Calilhanna)

i

We raised over \$120,000 through our various World AIDS Day-related activities including the Red Ribbon Appeal, the World AIDS Day Concert (which this year was a tribute to Judy Garland) and a series of special benefit events and memorial ceremonies throughout NSW. All proceeds funded HIV related services.

ii

We raised over \$60,000 through Bingay and BIG Bingay, our weekly bingo nights and quarterly bingo events.

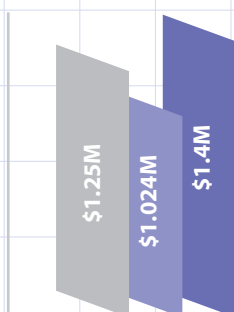
iii

We raised over \$50,000 through our annual Honour Awards which recognise outstanding achievements in and contributions to the GLBT community. Seven people and organisations received awards including Country Network founder Dave Sergeant who received the Community Hero Award.

iv

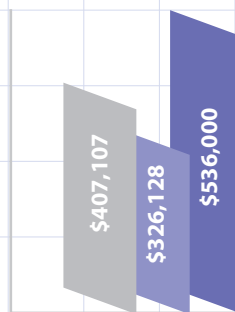
We raised \$10,000 by partnering with Richard Savvy and the Sydney Leather Pride Association to produce the inaugural ACON Slave Auction.

Revenue from Tied Grants*



*ADDITIONAL TO NSW HEALTH CORE GRANT

Revenue from Events/Donations



09/10

10/11

11/12

Make a difference on **WORLD AIDS DAY**

Make A Donation

You can buy red ribbons online, on the street or in participating shops and businesses. Or you make a donation online.

Sell Red Ribbons

You can sell ribbons on the street or you can order a counter box and sell ribbons to your customers or colleagues.

Go To An Event

You can attend one of the many memorial, fundraising and awareness-raising events happening all around NSW.



Ricki-Lee Coulter
Red Ribbon Appeal ambassador

For more info or to get involved, please visit:

www.redribbonday.org.au

All proceeds from the Red Ribbon Appeal fund vital services for people with HIV

trust
AIDS Trust of Australia

RED
RIBBON
APPEAL

acon
AUSTRALIAN COMMUNITY
HEALTH & WELLBEING

(above) World AIDS Day 2011 promotional poster.

We continually improve our organisational management and support functions such as

FINANCE, HUMAN RESOURCES AND INFORMATION TECHNOLOGY

Ensuring we have effective and efficient workplace systems continues to be a *forward focus* for our organisation. We also recognise that maintaining an environment that encourages staff responsibility, initiative and teamwork is crucial to the operations and culture of our organisation. Our Corporate Services Division works closely with all members of staff to determine their needs so we can achieve the best possible outcomes.

i

We installed a new intranet portal to manage and consolidate the organisation's information, as well as provide an accessible and efficient one stop information resource for staff and board members.

ii

We improved our communications and information management capacity by migrating to Microsoft Outlook.

iii

We saved \$60,000 by successfully applying for Microsoft charitable licensing.

iv

We established a Whistle-Blower Policy to ensure we have adequate mechanisms and protections for reporting fraudulent, harmful and illegal behaviour.

v

We upgraded our internal policies and procedures through our Policy Audit Schedule, ensuring they are evaluated against external comparators and meet the organisation's needs in a changing environment.

vi

We developed a new Volunteer Policy and Procedure Manual to centralise a number of processes to ensure our volunteers are effectively recruited, assigned, managed, supported and valued.

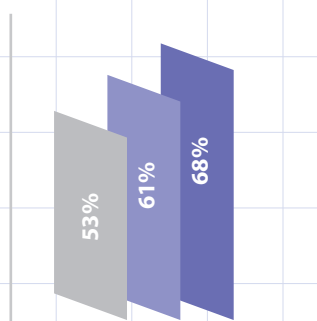
vii

We developed a new Fraud Policy to ensure we foster an environment that promotes awareness to fraudulent practices and articulates the controls to aid in prevention and detection.

viii

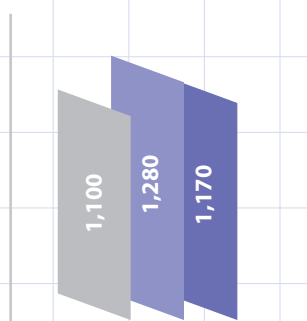
We consolidated our learning and development initiatives into a new program to equip all staff with a range of skills to meet operational needs and service standards of the organisation, and improve performance, productivity and job satisfaction.

Organisational Engagement of Employees



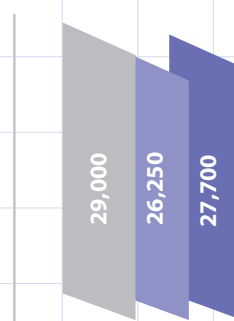
ORGANISATIONAL ENGAGEMENT OF EMPLOYEES

IT Helpdesk Service

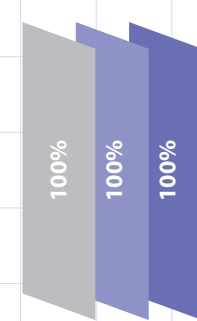


IT HELPDESK SERVICE

Reception Services



CLIENT INTERACTIONS



CLIENT SATISFACTION

2009/2010 figures

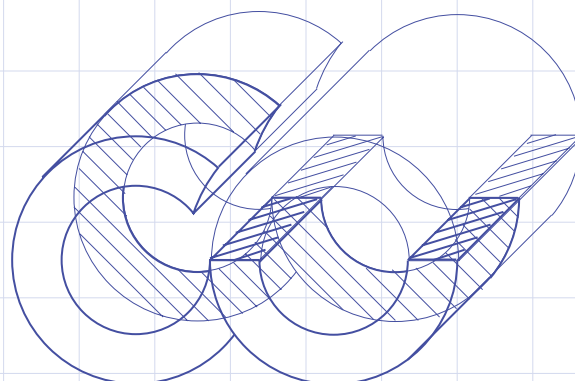
2010/2011 figures

2011/2012 figures

We continually improve our

PLANNING, EVALUATION AND REPORTING *processes*

Meeting the needs of our staff, clients and community members by continuously improving the way we function is always part of our *forward focus*. Taking the initiative to strengthen, streamline and improve our programs, services, policies and procedures is critical to the way we work. We know the best way to do this is to always be open to criticism, be honest about our ability to address an issue and to do whatever we can to rectify a problem.



i

We held the 2011 Big Day In, ACON's annual two-day staff learning and development seminar.

ii

We undertook regular client/stakeholder satisfaction surveys and community consultations.

iii

We received triennial accreditation from the Quality Improvement Council of Australia. This ensures we deliver the best possible services and programs while making sure our administrative and organisational support functions are targeted, cost effective and appropriate.

iv

We streamlined our annual business planning process.

v

We instigated a new business reporting program, to better and more effectively measure outcomes and KPIs across all departments.

vi

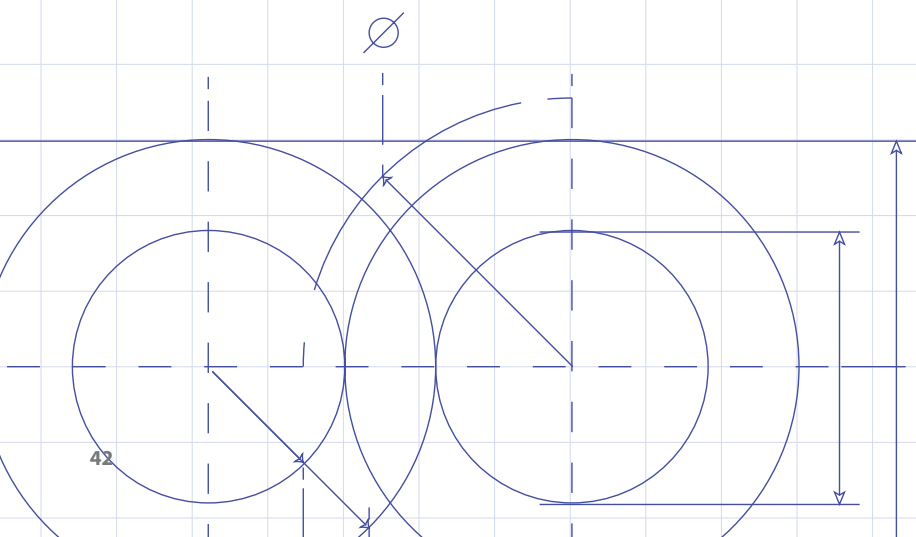
We continued to develop performance indicators utilising a results-based accountability framework.

vii

We reoriented planning and evaluation systems across the organisation to contribute to the delivery of a more refined and robust activity report for the coming years.

viii

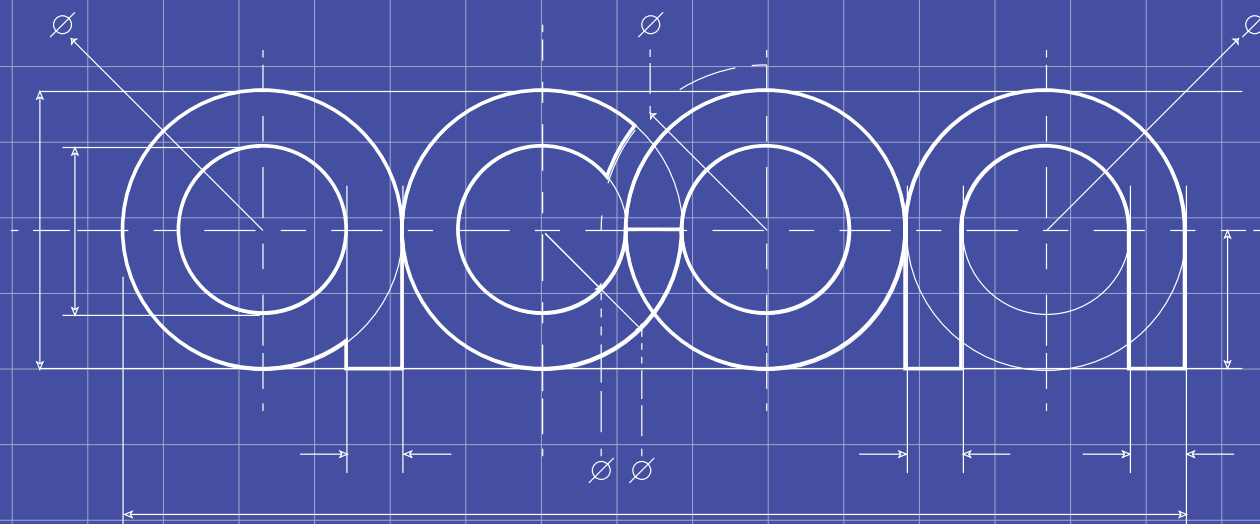
We produced comprehensive acquittal reports for our various funding agreements with NSW Health and other key funding agencies.



The

FINANCIAL REPORT

for the Period Ended 30 June 2012



ABN 38 136 883 915

ACON HEALTH LIMITED

These financial statements are the consolidated financial statements of the consolidated entity consisting of ACON Health Limited and its subsidiary, AIDS Council of New South Wales Incorporated.

The financial statements are presented in the Australian currency.

ACON Health Limited is a public company limited by guarantee, incorporated and domiciled in Australia.

Its registered office and principal place of business is:

*414 Elizabeth St
Surry Hills NSW 2010
Australia*

The financial statements were authorised for issue by the directors on 24th September 2012. The directors have the power to amend and reissue the financial statements

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2012

The 2011 – 2012 Financial Year represents the 27th year of operation for ACON. Over those 27 years the organisation has continued to stay focused on our core work in the area of HIV prevention and support for those living with or affected by HIV/AIDS and we thank our principal funder, the NSW Ministry for Health, for their ongoing commitment to this important work.

The evolution of the HIV/AIDS epidemic in NSW and the world has also been a catalyst for ACON to evolve and adapt and this year has seen a significant restructure for the delivery of our HIV program.

In addition to our core HIV prevention and support services, we also provide a broad range of GLBT health programs covering men's and women's health, alcohol and other drugs, mental health, anti-violence, ageing and workplace equality.

Our approach across all our programs is based on one of partnership, partnership with our funders, the HIV sector and our communities. The President and CEO's Report and the wider Annual Report details the strength of this partnership approach and the positive outcomes achieved with and for people living with HIV and the NSW GLBT community.

It is because of our approach and the strength of our programs and services that throughout the year we have been successful in securing a number of ongoing and new one-off grants from both federal and state funding sources, allowing us to address the broader health needs of the GLBT community. These programs include enhancing the capacity, skills, knowledge and sensitivity of mainstream service providers, as well as the providing health services directly to GLBT community members and people living with HIV.

I am very pleased to confirm that ACON's Pride in Diversity workplace program continues to grow strongly with a 16% increase in its' membership, now with 43 members. Pride in Diversity is a workplace equality program that ACON delivers in partnership with Diversity Council Australia and Stonewall UK.

Supporting our service delivery is a strong and robust Corporate Services Division, providing the foundations for strong year-on-year program delivery. Over this last year the Finance and Audit Committee has continued its work with the CEO and Director of Corporate Services to ensure that the organisation continues to refine and improve its systems and processes, to ensure that we identify and deliver efficiencies and reduce our operating costs where feasible.

This year operational enhancements have implementation of a new knowledge management system and a new organisation wide learning and development program. Year-on-year these and past improvements have not only streamlined operations and reduced operating costs they have also importantly had a positive impact on performance, productivity and job satisfaction.

In addition to supporting ACON, our Corporate Services Division now provides a number of shared-services, such as accommodation, reception and IT services, to a number of not-for-profit community organisations. By providing these corporate services both ACON and the community organisations benefit from improved cost effectiveness and operating efficiencies.

After depreciation, accruals and provisions, our reportable deficit is \$295,650. The reportable deficit is a result of differences in the timing of recognition of revenue, grant expenditure and depreciation of assets.

The Australian Accounting Standards requires not-for-profits to recognise grant revenue in the financial year it is received, even though in some instances the corresponding service delivery and associated expenses won't occur until the subsequent year. The adjustment made each year to account for this standard has resulted this year in a reportable deficit due to the year-on-year differential in grant income.

I extend my appreciation and thanks to Nicolas Parkhill (CEO), the senior management team and all the staff of ACON for their focus and dedication throughout the year. I also extend my thanks to our numerous active volunteers who help ACON deliver its programs, services and events across NSW.

Finally I take this opportunity to thank our principal funder the NSW Ministry of Health, our major funder the Commonwealth Department of Health and Ageing, our many other funders and our longstanding pro-bono solicitors Herbert Smith Freehills, sponsors, donors and supporters for their generous assistance throughout the year.



JASON BRADSHAW
Treasurer

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2012

The directors present their report on the consolidated entity (referred to hereafter as the group) consisting of ACON Health Limited and its controlled entity, AIDS Council of New South Wales Incorporated for the year ended 30 June 2012.

Directors

The following persons were directors of ACON Health Limited during the whole of the financial year and up to the date of this report:

- | | |
|--------------------|--------------------|
| • Mark Orr | • Garrett Prestage |
| • Andrew Purchas | • Danny Adams |
| • Jason Bradshaw | • John de Wit |
| • Nicolas Parkhill | • Leigh O'Dwyer |
| • Wes Bas | • Senthorum Raj |
| • Rod Bruem | • Mitchell Gordon |
| • Jeremy Hutton | • Angela Trevaskis |
| • Devon Indig | • Steven Berveling |
| • Siri Kommedahl | |

Angela Trevaskis, Rod Bruem, Siri Kommedahl and Wes Bas resigned from the board on 1 March 2012, 12 April 2012, 10 May 2012, and 17 July 2012 respectively.

Steven Berveling, Mitchell Gordon and Danny Adams were appointed as directors on 2 October 2011, 14 November 2011, and 1 March 2012 respectively.

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2012
INFORMATION ON DIRECTORS MEMBERS OF THE BOARD AT 30 JUNE 2012:



Mark Orr, President

BSc (Hons), MHSM, Grad Dip ACG, Grad Dip Spec Ed, Grad Cert App Fin & Inv, GAICD
 Mark is a senior manager in a mental health not-for-profit organisation. He is a registered psychologist and has a long history of working with people with disabilities. Mark is a past director and Co-chair of the board of New Mardi Gras Ltd.



Andrew Purchas, Vice President
BEc, LLB

Andrew has over 15 years of experience as a Senior Executive in the legal, financial services and fast moving consumer goods sectors. He has significant commercial experience in business process redesign, change management, risk management and business development. He is currently the Principal in Purchas Consulting, specialising in supply chain and security consulting. Andrew has had long involvement in sports administration and is the founder the Sydney Convicts Rugby Club.



Jeremy Hutton

Experience as a political staffer and in the bookselling, advertising and marketing sectors. Jeremy has operated retail bookshops in country NSW and Victoria.



Nicolas Parkhill, CEO
BAC, JP

Nicolas Parkhill has over 16 year's experience in the public and community health sectors. For the last three years, he has been the CEO of ACON. Prior to that Nic headed up both the health promotion and operational divisions of ACON and worked in a variety of senior management and policy development roles for NSW Health and the NSW Cabinet Office, many with a specific focus on alcohol and other drugs. He also has a background in campaign management and public relations.



Garrett Prestage

BA (Hons), PhD
 Associate Professor at the Kirby Institute and at the Australian Research Centre in Sex Health & Society, with twenty-five year's experience researching gay and lesbian community and health issues.



Jason Bradshaw, Treasurer

BA, Dip Bus(Frontline Mgt), Cert IV Proj Mgt, AIMM
 Jason has over 16 years experience in the banking, finance, retail, telecommunication and government sectors and currently is an executive consultant specialising in organisational change, employee and customer experience excellence. Twice nominated as Young Queenslander and Young Queensland Manager of the Year, Jason has a solid track record of community involvement ranging from mentoring university students through to volunteering with ACON and other Not-For-Profit organisations.



Leigh O'Dwyer

BBus (Org Comm)
 Leigh works in the construction industry providing communication services, social impact assessments and community consultation programs for the delivery of major infrastructure projects. She has a background in education and training and has previously volunteered on the Twenty10 management committee.



John de Wit
MSc, PhD

Prof. John de Wit is Director of the National Centre in HIV Social Research at the UNSW. His recent work continues to emphasise HIV and gay men, although he has broadened in scope to include hepatitis B, STIs, teen-pregnancy and unwanted sex. He has over 20 years of experience working in HIV social research.



Mitchell Gordon

Mitchell Gordon has worked in nursing since 2008 and also studies journalism. He is an active member of the Woonona/Bulli Rotary Club, Wollongong City Council's Heritage Advisory Committee, and the Gay & Lesbian Rights Lobby of New South Wales.



Danny Adams

Danny is Communications Team Leader at ACON, and the staff representative on the Board. Danny has over 10 years' experience in graphic design and communication. Danny has a Bachelor of Creative Arts (Graphic Design and New Media) and is currently studying his Masters in Communications. He is also an active volunteer within the GLBT community, volunteering since 2006 as an ACON workshop facilitator and now as a volunteer lifesaver with Tamarama Surf Club and Lifesavers With Pride.



Wes Bas
JP, Dip Pol

Wes is a NSW Police Officer with over eight years experience in general duties and corporate policing. He is also affiliated with a number of youth development organisations.



Devon Indig
BSc, MPH, PhD

Devon is the Head of Research at the Justice Health Centre for Health Research in Criminal Justice and a Conjoint Lecturer at the UNSW. Prior to working at Justice Health, she worked for eight years at NSW Health, including three years at the Centre for Epidemiology and Research and five years at the Centre for Drug and Alcohol.



Senthoran Raj
BA (Hons)

Senthoran (Sen) Raj is a social justice advocate and researcher. He is currently a Churchill Fellow and serves as the NSW President of Amnesty International Australia. Sen writes regularly for the Sydney Morning Herald, The Vine and The Punch on matters relating to sexuality, culture and politics.



Steven Berveling
SJD, BSc, LLB

Steven is a barrister specialising in town planning and environmental law. He has been HIV+ since May 1996, and lives life to the full. He is an avid competitive cyclist, and President of the Sydney Cycling Club. He recently organised the first HIV+ team of racers to compete in the Race Across America. Steven speaks regularly to a range of groups about living with HIV.

MEETINGS OF DIRECTORS

The number of meetings of the company's board of directors during the year, and the number of meetings attended by each director were:

FROM 1 JULY 2011 - 30 JUNE 2012

Board member	Meetings held	Meetings attended
Mark Orr	12	11
Andrew Purchas	12	7
Jason Bradshaw	12	9
Nicolas Parkhill	12	11
Angela Trevaskis	10	8
Danny Adams	2	2
Wes Bas	12	7
Steven Berveling	7	7
Rod Bruem	10	7
Mitchell Gordon	7	5
Jeremy Hutton	12	8
Devon Indig	12	7
Siri Kommedahl	5	4
Leigh O'Dwyer	12	11
Garrett Prestage	12	9
Senthoran Raj	12	10
John de Wit	12	8

Craig Gear is a Board Associate on the ACON Health Limited Board. Board Associates do not take on any legal duties or responsibilities of directors.

PRINCIPLE ACTIVITIES AND OBJECTIVES

PRINCIPAL ACTIVITIES

The principal activities of the group 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.

ACON SHORT TERM OBJECTIVES

- Reduce the rate of unsafe sex practised by gay men and other MSM
- Reduce the rate of HIV and STIs among gay men and other MSM
- Increase the knowledge, skills and ability of all people with HIV to maximise their health and to prevent HIV transmission
- Increase the mental health of people in our community by provision of best practice counselling services and appropriate referrals.
- Increase the number of women in our communities who are accessing ACON for health and wellbeing information and services
- Increase social connectedness and reduce isolation for older people in our community
- Maintain ACON's position as a strong and influential advocate particularly on issues to HIV, GLBT health and the intersection of health and human rights.
- Increase ACON's effectiveness by leveraging online and emerging technologies

ACON LONG TERM OBJECTIVES

- Reduce the number of HIV & other sexually transmissible infections among gay men and other men who have sex with men
- Improve the health and wellbeing of people with HIV from those newly diagnosed to those living long-term with HIV
- Reduce the negative impacts of drug and alcohol use at both the individual and community level and improve the mental health and wellbeing of our communities
- Improve the health and wellbeing of women in our communities and work to make ACON a key source of health information for them
- Improve the health and wellbeing of older people in our communities through new ACON programs and through partnerships with other community-based and mainstream providers.
- Generally improve the health, safety and wellbeing of people in our communities through a range of health promotion programs.
- Build ACON's role as a leader in GLBT health and HIV/AIDS policy and program delivery at the local, national and international levels.
- Ensure ACON has the people, resources and culture to develop innovative programs, strong partnerships and an engaged community.

STRATEGIES TO ACHIEVE THOSE OBJECTIVES

- Maintain a culture that normalises condom use and reinforces a culture of care as well as a shared responsibility for prevention

- Advocate for the introduction and accessibility of rapid HIV and STI tests.
- Develop a range of programs and services for people with HIV, including web-based approaches on health, treatments and other issues related to living with HIV.
- Raise our community's awareness of mental health illness, mental health promotion and concepts of communities of care through a range of activities.
- Develop marketing strategies that promote ACON's programs and services to women.
- Continue to provide support for peer-led social support group such as Mature Age Gays (MAG) and encourage the formation of new groups.
- Represent the HIV community sector and GLBT community to NSW health, in health and welfare sector reform and in a range of other local and international forums.
- Continue to develop the organisation's hardware and software infrastructure to effectively meet our changing needs.

PERFORMANCE MEASURES (KEY PERFORMANCE INDICATORS)

- A decrease in HIV infections among gay men and other MSM in NSW
- An increase in reported levels of health and wellbeing by people with HIV
- A reduction in the number of people in our communities who experience negative health and other outcomes as a result drug and alcohol use
- An increase in reported levels of health and wellbeing by women in our communities
- An increase in reported levels of health and wellbeing by older people in our communities
- An increase ACON's involvement with GLBT health and HIV/ AIDS policy and programs delivery at the local, national and international levels.
- Increase the capacity of ACON to effectively use and manage its resources

OPERATING RESULTS

Operations for the year ended 30 June 2012 resulted in a net deficit of \$295,650 compared to a balanced budget. The current year result includes grants received in advance of \$1,443,178 recognised as income.

APPLICATION OF FUNDS

The net surplus obtained from fundraising activities was applied to the purposes of ACON Health Limited as described under 'principal activities' above.

WINDING UP

Each Member undertakes to contribute to the assets of ACON Health, if it is wound up while they are a Member, or within one year afterwards, an amount of money not exceeding the limit of liability of the relevant class of membership they hold and at the time of winding up the debts and liabilities of ACON Health exceed its assets.

AUDITOR'S INDEPENDENCE DECLARATION

PwC continues in office in accordance with section 327 of the Corporations Act 2001. A copy of the auditor's

independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 48.

Signed in accordance with a resolution of the Board.

Dated at Sydney this 24th September 2012



MARK ORR
President



JASON BRADSHAW
Treasurer

AUDITORS' INDEPENDENCE DECLARATION

As lead auditor for the audit of ACON Health Limited for the year ended 30 June 2012, 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 ACON Health Limited and the entity it controlled during the period.



PETER BUCHHOLZ
Partner
PricewaterhouseCoopers

Sydney
25 September 2012

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Liability limited by a scheme approved under Professional Standards Legislation.

CONSOLIDATED INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	Notes	2012 \$	2011 \$
REVENUE FROM CONTINUING OPERATIONS			
Grants:			
NSW Department of Health		9,957,243	10,852,369
NSW Department of Community Services		166,958	100,877
Area Health Services		627,246	640,732
NSW Users & AIDS Association		1,728	2,376
Other grants		751,800	748,729
Fundraising	16(a)	536,341	371,954
Interest received/receivable		259,198	206,772
Fee for service		197,482	138,314
Membership		1,025	3,112
Rent received		67,694	80,822
Sale of vitamins		30,307	36,378
Sale of materials		62,953	74,246
Cost reimbursements		76,050	136,166
Secondment income		151,611	107,640
Other income		37,125	59,196
Total revenue from continuing operations		12,924,761	13,559,683
EXPENDITURE			
Salaries & associated costs		7,554,402	7,364,848
Program materials and services		769,629	576,579
Rent and rates		1,488,707	1,068,322
Depreciation – plant & equipment		370,539	136,787
Amortisation – lease incentive		150,500	62,709
Building maintenance		389,116	408,381
Communications		260,692	268,821
Travel and representation		399,309	422,328
Donations given		24,891	51,253
Advertising costs		596,348	565,658
Events and activities		175,555	137,547
Administrative costs		1,006,098	862,478
Cost of goods sold		34,625	37,399
Total expenditure		13,220,411	11,963,109
Operating surplus for the year	2	(295,650)	1,596,574

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

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$	2011 \$
Operating surplus for the year	(295,650)	1,596,574
Other comprehensive income	-	-
Total comprehensive income for the year	(295,650)	1,596,574
Operating Surplus of ACON Health Limited	(295,650)	1,596,574

The above Consolidated Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

CONSOLIDATED BALANCE SHEET AS AT 30 JUNE 2012

	Notes	2012 \$	2011 \$
CURRENT ASSETS			
Cash	4	3,807,539	4,302,699
Receivables	5	56,598	203,174
Inventories	6	9,842	5,791
Other	7	197,423	354,961
TOTAL CURRENT ASSETS		4,071,402	4,866,625
NON-CURRENT ASSETS			
Property, plant & equipment and lease incentive	8	3,139,223	3,480,360
TOTAL NON-CURRENT ASSETS		3,139,223	3,480,360
TOTAL ASSETS		7,210,625	8,346,985
CURRENT LIABILITIES			
Accounts payable	9	558,155	1,424,720
Employee entitlements	10	672,030	588,396
TOTAL CURRENT LIABILITIES		1,230,185	2,013,116
NON-CURRENT LIABILITIES			
Employee entitlements	11	439,554	346,833
Other provisions	12	1,291,791	1,442,291
TOTAL NON-CURRENT LIABILITIES		1,731,345	1,789,124
TOTAL LIABILITIES		2,961,530	3,802,240
NET ASSETS		4,249,095	4,544,745
STAKEHOLDERS FUNDS			
Retained surplus at the end of the year	18	4,217,275	4,512,925
Revaluation reserve		31,820	31,820
TOTAL ACCUMULATED FUNDS		4,249,095	4,544,745

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$	2011 \$
Total stakeholder funds at the beginning of the financial year	4,544,745	2,948,171
Total comprehensive income for the year	295,650	1,596,574
Total Accumulated Funds at the end of the financial year	4,249,095	4,544,745

The above Consolidated Statement of Changes in Members' Funds should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2012

	Notes	2012 \$	2011 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers, granting bodies & fundraising (inclusive of goods & services tax)		12,969,677	14,730,808
Payments to suppliers and employees (inclusive of goods & services tax)		(13,544,133)	(11,526,147)
Interest received		259,198	206,772
NET CASH INFLOW FROM OPERATING ACTIVITIES		(315,256)	3,411,433
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant & equipment		(179,902)	(3,098,483)
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(179,902)	(3,098,483)
NET INCREASE IN CASH HELD		(495,160)	312,950
CASH AT THE BEGINNING OF THE YEAR		4,302,699	3,989,750
CASH AT THE END OF THE YEAR	3	3,807,539	4,302,699

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

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The financial statements are for the consolidated entity consisting of ACON Health Limited and AIDS Council of New South Wales Incorporated.

A. BASIS OF PREPARATION

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the *Corporations Act 2001*. ACON Health Limited is a not-for-profit entity for the purpose of preparing the financial statements.

- i) *Compliance with Australian Accounting Standards – Reduced Disclosure Requirements*
The consolidated financial statements of the ACON Health Limited group comply with Australian Accounting Standards – Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).
- ii) *New and amended standards adopted by the group*
None of the new standards and amendments to standards that are mandatory for the first time for the financial year beginning 1 July 2011 affected any of the amounts recognised in the current period or any prior period and are not likely to affect future periods.
- iii) *Early adoption of standards*
The group has not elected to apply any pronouncements before their operative date in the annual reporting period beginning 1 July 2011.
- iv) *Historical cost convention*
These financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain classes of property, plant and equipment.
- v) *Critical accounting estimates*
The preparation of financial statements 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. PRINCIPLES OF CONSOLIDATION

The consolidated financial statements incorporate the assets and liabilities of the subsidiary of ACON Health Limited ("company" or "parent entity") as at 30 June 2012 and the results of the subsidiary for the year then ended. ACON Health Limited and its subsidiary together are referred to in this financial report as the group or the consolidated entity.

Subsidiaries are all entities (including special purpose entities) over which the group has the power to govern the financial and operating policies, generally accompanying a shareholding of more than one half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the group. They are de consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group.

C. GRANT REVENUE

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of any rebates and amounts collected on behalf of third parties.

The group recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met.

D. GOVERNMENT GRANTS

Grants from the government are recognised at their fair value where there is a reasonable assurance that the grant will be received and the group will comply with all attached conditions.

E. LEASES

Leases in which a significant portion of the risks and rewards of ownership are not transferred to the group as lessee are classified as operating leases (note 16). Payments made under operating leases (net of any incentives received from the lessor) are charged to profit or loss on a straight-line basis over the period of the lease.

Incentives received on entering into operating leases are recognised as liabilities (note 11).

F. IMPAIRMENT OF ASSETS

Assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

G. CASH AND CASH EQUIVALENTS

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

H. TRADE RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are generally due for settlement within 30 days. They are presented as current assets unless collection is not expected for more than 12 months after the reporting date.

Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off by reducing the carrying amount directly. A provision for impairment of trade receivables is used when there is objective evidence that the group will not be able to collect all amounts due according to the original terms of the receivables.

The amount of the impairment loss is recognised in profit or loss within other expenses. When a trade receivable for which an impairment allowance had been recognised becomes uncollectible in a subsequent period, it is written off against the allowance account.

I. 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.

J. PROPERTY, PLANT & EQUIPMENT

Plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

The Group 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 regular intervals at the Directors' discretion. Revaluations reflect independent assessments of the fair market value of works of art.

Depreciation is calculated using the straight-line method to allocate cost or revalued amounts, net of residual values, over the estimated useful lives of assets as follows:

Plant and Equipment, Office Equipment: 2-5 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 1(f)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is group policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

Leasehold improvements

The cost of fit out of ACON's new head office leased at 414 Elizabeth St, Surry Hills, has been capitalised to leasehold improvement and is being amortised over the lease term of 10 years.

The cost of extensions to the Hunter branch on premises leased at 129 Maitland Road, Islington has been capitalised to Leasehold Improvements and is being amortised over the lease term of 10 years.

K· TRADE AND OTHER CREDITORS

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

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 after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end

of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability for annual leave and accumulating sick leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables.

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.

The obligations are presented as current liabilities in the balance sheet if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

Superannuation

Contributions are made by the group to several employee superannuation funds of choice and are recognised as expenses as they become payable.

M GOODS AND SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows.

N· PARENT ENTITY FINANCIAL INFORMATION

The financial information for the parent entity, ACON Health Limited, disclosed in note 18 has been prepared on the same basis as the consolidated financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

2. INCOME TAX

ACON Health Limited is a Health Promotion Charity and the AIDS Council of New South Wales Incorporated is a Public Benevolent Institution. As such, both are exempt from paying income tax.

3. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	2012 \$	2011 \$
Cash on hand	10,020	10,620
Cash at bank:		
Cheque account – operations	3,650,415	4,155,696
Deposits	147,104	136,383
	3,807,539	4,302,699

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the financial year as shown in the statement of cash flows as follows:

Balances as above	3,807,539	4,302,699
Bank overdrafts	-	-
Balances per statement of cash flows	3,807,539	4,302,699

7. NON-CURRENT ASSETS- PROPERTY, PLANT & EQUIPMENT AND LEASE INCENTIVES

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

2011	Furniture & fittings \$	Office & IT equipment \$	Library Works of Art \$	Leasehold improvements \$	Lease Incentive \$	Totals \$
At 30 June 2011						
Cost or fair value	870,751	757,502	141,150	819,972	1,505,000	4,094,375
Accumulated depreciation	(24,534)	(446,747)	-	(80,025)	(62,709)	(614,015)
Net book value	846,217	310,755	141,150	739,947	1,442,291	3,480,360
Year ended 30 June 2012						
Opening net book value	846,217	310,755	141,150	739,947	1,442,291	3,480,360
Additions	2,777	123,659	-	53,466	-	179,902
Depreciation/amortisation charge	(171,118)	(121,181)	-	(78,240)	(150,500)	(521,039)
Closing net book value	677,876	313,233	141,150	715,173	1,291,791	3,139,223
At 30 June 2012						
Cost or fair value	873,528	881,161	141,150	873,438	1,505,000	4,274,277
Accumulated depreciation	(195,652)	(567,928)	-	(158,265)	(213,209)	(1,135,054)
Net book value	677,876	313,233	141,150	715,173	1,291,791	3,139,223

4. CURRENT ASSETS - TRADE RECEIVABLES

Accounts receivable	56,598	203,174
	56,598	203,174

As at 30 June 2012, no receivables were considered impaired. The amount of the provision for doubtful debts was \$nil.

5. CURRENT ASSETS - INVENTORIES

Finished goods (vitamins) at cost	9,842	5,791
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6. CURRENT ASSETS - OTHER

Goods and Services Tax receivable	171,445	282,620
Prepaid expenses	25,978	72,341
	197,423	354,961

8. CURRENT LIABILITIES –
ACCOUNTS PAYABLE

	2012 \$	2011 \$
Goods & Services Tax payable	59,587	313,217
Trade creditors	463,409	1,064,802
Accrued expenses	35,159	46,701
	558,155	1,424,720

9. CURRENT LIABILITIES –
EMPLOYEE ENTITLEMENTS

Employee entitlements - annual leave	672,030	588,396
Employee numbers	Number	Number
Number of employees at reporting date (full time equivalent)	105	103

10. NON-CURRENT LIABILITIES –
EMPLOYEE ENTITLEMENTS

Employee entitlements - long service leave	439,554	346,833
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11. NON-CURRENT LIABILITIES –
DEFERRED LEASE LIABILITIES

414 Elizabeth Street, Surry Hills	1,291,791	1,442,291
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12. REMUNERATION OF MEMBERS OF THE
BOARD

Members of the Board, including the CEO and staff representatives, serve on the Board of the group in a voluntary capacity and receive no remuneration for this service to the group. An employee of the group serving on the board receives normal salary and employment benefits commensurate with their position as an employee.

13. RELATED PARTY TRANSACTIONS

There were no transactions with related parties during the year ended 30 June 2012.

14. ECONOMIC DEPENDENCY

The major source of funding for the group is an annual grant from the NSW Ministry of Health. For the period of 1 July 2012 to 30 June 2013, the NSW Ministry of Health has agreed to provide core funding for the whole year.

15. CHARITABLE FUNDRAISING ACT 1991

ACON Health Limited was issued with an authority to fundraise by the Office of Charities to fundraise for the period 4 May 2012 to 3 May 2017.

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

The information disclosed below is in relation to fundraising activities undertaken by ACON Health Limited.

- (a) Details of aggregate gross income and total expenses of fundraising activities:

	2012 \$	2011 \$
Gross proceeds from fundraising:		
Red Ribbon World AIDS Day Appeal	90,901	83,872
Other including Donations, Events & Sponsorship	445,440	288,082
Total gross income from fundraising	536,341	371,954
less total costs of fundraising		
Red Ribbon World AIDS Day Appeal	31,329	57,420
Other	187,443	257,330
Total costs of fundraising	218,773	314,750
Net surplus obtained from fundraising appeals	317,568	57,204

- (b) Forms of fundraising activities conducted during the year covered by these financial statements were: Dance Parties, Concerts, Appeals, Bingo, Dinners and Special Nights at Venues.
- (c) Comparative Ratios

Ratio of costs to gross proceeds	41%	85%
Ratio of net surplus to gross proceeds	59%	15%

Ratio of total cost of fundraising services to total Organisation expenditure	2%	4%
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Ratio of total cost of fundraising services to total Organisation income	2%	3%
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This ratio includes all fundraising activities – appeals and events.

In the view of the Board, all expenses incurred by the ACON Health Limited contribute to the delivery of its programs and services.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

16. COMMITMENTS FOR EXPENDITURE

Lease Commitments

Non-cancellable Operating Leases

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

	2012 \$	2011 \$
Within one year	1,666,996	1,559,847
Later than one year but not later than 5 years	5,932,077	5,885,689
Later than 5 years	5,092,647	6,346,879
	12,691,720	13,792,415

17. RETAINED SURPLUS

Retained surplus at the beginning of the year	4,512,925	2,916,351
Current year surplus	(295,650)	1,596,574
Retained surplus at the end of the year	4,217,275	4,512,925

Included in the retained surplus is an amount of \$1,931,916, which is restricted in its use. This relates to grants received not yet expended for the purpose for which they were intended.

18. PARENT ENTITY FINANCIAL INFORMATION

(A) SUMMARY FINANCIAL INFORMATION

The individual financial statements for the parent entity show the following aggregate amounts:

Balance sheet		
Current assets	4,043,750	4,510,525
Total assets	7,182,973	8,194,059
Current liabilities	1,229,808	2,013,542
Total liabilities	2,961,530	3,802,667
Members' Funds		
Retained surplus	4,221,443	4,391,392
Operating surplus for the year	(283,850)	1,708,876

(B) CONTINGENT LIABILITIES OF THE PARENT ENTITY

The parent entity did not have any contingent liabilities as at 30 June 2012 or 30 June 2011.

DIRECTORS' DECLARATION

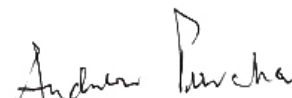
In the directors' opinion:

- (1) The financial statements and notes set out on pages 11 to 22 are in accordance with the *Corporations Act 2001*, including:
 - (a) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (b) giving a true and fair view of the consolidated entity's financial position as at 30 June 2012 and of its performance for the financial year ended on that date, and
 - (c) there are reasonable grounds to believe that the group will be able to pay its debts as and when they become due and payable.
- (2)
 - (a) the financial statements and notes are in accordance with the *Charitable Fundraising Act 1991 (NSW)* and the *Charitable Fundraising Regulations 1993 (NSW)*;
 - (b) 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
 - (c) the internal controls exercised by the group 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:



Mark Orr
President



Andrew Purchas
Vice President

Dated at Sydney this 24th Day of September 2012.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACON HEALTH LIMITED

Report on the financial report

We have audited the accompanying financial report of ACON Health Limited (the company), which comprises the balance sheet as at 30 June 2012, and the income statement, the statement of comprehensive income, statement of changes in stakeholders' funds and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration for the ACON Group (the consolidated entity). The consolidated entity comprises the company and the entity it controlled at the year's end and during the financial year.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. 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 entity'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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

We believe that the 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 *Corporations Act 2001*.

Auditor's opinion

In our opinion the financial report of ACON Health Limited is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the consolidated entity's financial position as at 30 June 2012 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.
- (c) The financial report and associated records have been properly kept in accordance with:
 - Sections 20 (1), 22 (1-2) of the NSW Charitable Fundraising Act 1991 ("the Act");
 - Section 10 of the NSW Charitable Fundraising Regulation 2008 ("the Regulations") and section 7 of Schedule 1 of Regulationsfor the year ended 30 June 2012; and
- (d) the funds received as a result of fundraising appeals conducted for the year ended 30 June 2012 have been properly accounted for and applied in accordance with the above mentioned sections of the Act and Regulations.

Matters relating to the electronic presentation of the audited financial report

This auditor's report relates to the financial report of ACON Health Limited (the company) for the year ended 30 June 2012 included on ACON's web site. The company's directors are responsible for the integrity of the ACON web site. We have not been engaged to report on the integrity of this web site. The auditor's report refers only to the financial report named above. It does not provide an opinion on any other information which may have been hyperlinked to/from the financial report. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this web site.



PricewaterhouseCoopers



Peter Buchholz
Partner
Sydney 25 September 2012

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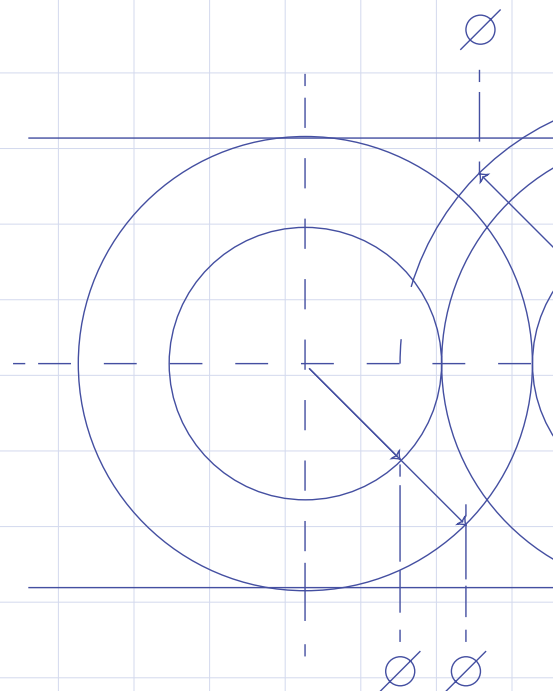
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Aboriginal Health and Medical Research Council of NSW	Ansell	Beit El Hob	Centrelink
Aboriginal Reference Group Hunter	Anthony Kable	Belgravia Leisure	Centrelink Aboriginal Liaison Officer
Aboriginal Women's Refuge	Anthony Nesci	Belmont Hospital	Centrelink Outreach Team Hunter
Access Community Group	Anthony Ogle	Belvoir Theatre	Centro Charlestown Square Shopping Centre
ADAHPT	Anti-Homophobia Interagency	Ben Bristow	Cessnock Hospital
Adam Bold	Anti-Slavery Australia	Ben Johnson	Cessnock Library
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Adam Fitzpatrick	Arq	Benjamin Heathwood	Cherry
Adam Joseph	Arredorama	Benson Waghorn	Chien Cheng Huang
Adam Moar	Art Gallery Of NSW	Bernie Green	Chih Yao Chang
Adam Stankevicius	Art Series Hotels	Beverly Buttercup	Chilli Cha Cha Restaurant
Adeb Mokbel	As You Are	Bill Whittaker	China Doll
Adrian Lovney	Aussie Boys	Billabong Retreat	Chloe Ball
AHMRC	Australian Brandenburg Orchestra	Black Dog Institute	Chris Brooke
AIDS Action Council of the ACT	Australian Chamber Orchestra	Blacktown Community Transport	Chris Gration
AIDS and Infectious Diseases Branch	Australian College of Applied Psychology	Blacktown Women's and Girls' Health Centre	Chris Mclean
AIDS and Infectious Diseases Branch NSW Health	Australian College of Contemporary Somatic Psychotherapy	Blond Catering	Chris Muir
AIDS Dementia & HIV Psychiatry Service	Australian Dental Association	Blood Borne Virus Prevention Service	Chris Panton
Aimee Elliott	Australian Federation of AIDS Organisations	Blue Hotel	Chris Puplick
Alan Hough	Australian Human Rights Commission	Blues Sisters Softball Team	Chris Turano
Albion Street Centre	Australian Injecting and Illicit Drug Users League	Bobbi's Pole Studio	Chris Yamamoto
Albury Community Health	Australian Radical Faeries	Bobby Goldsmith Foundation	Christian Acuña
Albury Sexual Health Clinic	Australian Society of HIV Medicine	Bodyline	Christine Harcourt
Alcohol and Other Drugs Service	Avant Gardens	Brad Monaghan	City of Sydney Council
Aldo Spina	Awabakal Aboriginal Medical Service	Bradley Foxlewin	Claire Beckwith
Alen Vujevic	Awabakal Land Council	Brain and Mind Research Institute	Clarence River Women's Refuge & Outreach Services
Alex Jackson	Ayman Barbaresco	Brendan McAllen	Clinic 145
Alex Whitfield	Ballina Byron Family Centre	Brenton Conway	Clinic 16
Alison Diffey	Bankstown CDAT	Brett Brown	Clinic 16
Alistair Wong	Bankstown Women's Centre	Brett Toelle	Clinic 229
Alliance of NSW Divisions	Bankstown Women's Health Centre	Brett Williams	Clinic 229
Allira Fraser	Barry Hammond	Bridge Housing	Clinic 468
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Amber	Barry Rutledge	Bump Productions	Coalition Of Activist Lesbians
American Express	Barry Taylor	Byron Gay	Coastal Castaways
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Andie Noonan	Basil Donovan	Cameron Cox	Coffs Harbour Sexual Health
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		Carers Association	Community Wheels
		Carers NSW	Community Youth Development Project
		Carlos Felix	

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Cornelia Feagan	Domestic Violence Helpline	Gel Works	HNELHD Population Health Team
COTA NSW	Dominic Barrington	GenQ Gosford and Wyong	Holden Street Sexual Health Clinic
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Craig Renshaw	Donald Campbell	George Braybon	Homelessness NSW
CSCAN	Donald Love	Gestalt Australia and New Zealand	House With No Steps
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Daniel Brace	Drew Sheldrake	Gliv Liam Leonard and Catherine Barrett	Housing Trust
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Daniel Lane	Duncan Holmes	Gorman House Detox	Hunter and New England Adolescent Health Team
Daniel Leelarthaeapin	Dykes on Bikes	Gosford Sexual Health Clinic	Hunter and New England AOD Treatment Services
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Daniel Proh	Eastern and Central Sexual Assault Services	Graham Vince	Hunter Gay Network
Darlinghurst Bookshop	Eastern Suburbs Domestic Violence Network	Grant Beaumont	Hunter Headspace
Darlinghurst Community Health	Education Centre Against Violence	Grant Drury-Green	Hunter Health
Darlinghurst Mental Health Crisis Team	Edzan Dasman	GREAT Community Transport	Hunter Institute of Mental Health
David Buchanan	Elindale House	Greg Jones	Hunter Low Energy Systems
David Davies	Elissa Elvidge	Greg Prior	Hunter Women's Centre
David Gray	Elsie Women's Refuge	Greg Sheridan	Ian Brown
David Hall	Emanuel Laermenos	Gregory Howard	Ian Carrick
David Josephson	Emsen Lane Couture Cake	Gregory Jewellers	Ian Fraser
David Libter	ETHOS Project	Griefline	IDAHO 2012 Working group
David Lyons	Eva Cox	H2M	Illawarra Aboriginal Medical Service
David Sergeant	Evelyn Drivas	HACC Service	Illawarra Community Legal Centre
David Walters	Evolution Publishing	Hamilton Bottle Shop	Illawarra Division of General Practice
Dawn Hough	Family Planning NSW	Harbour City Bears	Illawarra Drug and Alcohol Service
Dean Bailey	Family Services Illawarra	Harbour Youth Service	Illawarra HARP
Dean Bell	Fernwood Newcastle	Harm Minimisation Program	Illawarra Local Aboriginal Land Council
Dept of Aboriginal Affairs	First Step Program	Harry Fransen	Illawarra Sexual Health Providers Network
Dept of Ageing and Disability	Fitness First Darlinghurst	Harry West	Illawarra Shoalhaven LHD
Dept of Ageing, Disability and Home Care	Foley House	Hayley Lewis	Illawarra Women's Health Centre
Dept of Families, Housing, Community Services and Indigenous Affairs	Four Seasons	Headquarters	IMAX Theatre
Dept of Family and Community Services	Fresh	Headspace	Imperial Hotel
Dept of Health and Ageing	Fresh Fruits Youth Group	Healing Hands Massage	Imperial Hotel
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Designer Boys	Gallery Serpentine	Heinz Von Hollander	
Diamond Communication	Gareth Hooper	Hellfire	
Diana Stewart	Garry Brown	Hep C Helpline	
Diana Van Bell	Gary Stocks	Hepatitis NSW	
District 01	Gateway Hotel	High Heels	
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	Gay and Lesbian Counselling Service	HIV Outreach Team	
		HIV/AIDS Legal Centre	

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Inside Out TV	Karen Price	Linking Lesbians in Newcastle	Maureen O'Brien
Interrelate Newcastle	Karumah Positive Living Centre	Lisa Lai	Maxine Lewis
INTRA Drug and Alcohol Counselling	Kassa Bird	Lisa Maher	MaXXX Black
Isaac Dekker	Kate Clark	Lismore and District Women's Health Centre	McCauley Outreach
Ivan Van Tonder	Kate DeMaere	Lismore City Council	Medical Service
Ivy	Kath Albury	Lismore Dementia Pathways Forum	Medically Supervised Injecting Centre
Jackson Gooch	Kathleen Connors	Lismore Liver Clinic	Megan Brooks
Jai Evans	Kathy Newman	Lismore Mayor Jenny Dowell	Men & Family Centre Lismore
Jake Whitby	Katrina Summers	Lismore NSP	Mental Health Coordinating Council
James Fletcher Hospital	Katy Roy	Lismore Workers Club	MERIT
James Kelly	Keith Baker	Liverpool Sexual Health Service	Merivale
James Masselos	Kellie Shields	Liya Daly	Metro Aboriginal MSM Working Group
James McCrow	Kenda Cuneo	Liz Chessman	Metro Entertainment
Jansen Newman Institute	Kenneth Caldwell	Lonely Planet	Metropolitan Community Church
Jason Prior	Kenneth Mason	Lord Mayor Clover Moore	Michael
Jay White	Kevin Paton	Lorna Downes	Michael Gates
Jeanie Campbell	Kings Cross and Waratah Police Sex Work Liaison Officers	LOTL	Michael Holtham
Jeannette Walsh	Kings Lane Sandwiches	Luke Downend	Michael Robinson
Jeffrey Kamins	Kingsteam	Lynne Martin	Michael Rolik
Jen Bond	Kirby Institute	Madam Ratri Upatising	Michael Ward
Jenny Heslop	Kirketon Road	Madeline Fabian	Michael Wilton
Jermaine Peters	Kirketon Road Centre	Maecheng Groceries	Michelle Imison
Jess Byrne	Kitty Sheridan	Magenta	Michelle Vassallo
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Jodie McNeil	Kylie Druett	Malcolm Austin	Midnight Shift
Joh Bailey	Lake Illawarra Family Violence Support Service	Malcolm Miller	Migrant Resource Centre Newcastle
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John Newbury	Lee James	Mark Seymour	Morisett Hospital
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John Stoddart	Leichardt Women's Family Health	Markus Lessing	Mullumbimby Women's Resource Centre
John Stokes	Leichardt Community Transport Group	Marrickville Council	Muloobinba Aboriginal Family Support Service
John Ulrick	Leichardt Women's Community Health Centre	Martin Nguyen	Multicultural HIV & Hep C Service
Johnny Wong	Lesbian Health Network Illawarra	Martine Caddies	Multicultural HIV and Hepatitis Service
Jon Angus	LGBTI Health Alliance	Master/Slave	Murrumbidgee and Southern
Jon Bastin	LGBTIQ Domestic Violence Interagency	Mater Hospital	
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Naemi	NSW Ministry of Health	PFLAG	Redfern Health Centre
Natalie Peterson	NSW Office for Women	Philip Tayler	Redfern Legal Centre
National Drug and Alcohol Research Centre	NSW Police Force	Philippa Dufrou	Reg Domingo
Natural Tucker	NSW Police Mental Health Intervention Team	Phoenix Theatre	Regional Youth Support Services
Nauti and Nice	NSW Rape Crisis Centre	Pink Media Group	Relationships Australia
NAUWU	NSW Users and AIDS Association	Pip Ditzell	REPIDU
Network of Drug and Alcohol Agencies	NSW Women's Refuge Movement	Points of Difference Events	Respect Inc
Nevermind	Office of the Director of Public Prosecution	Police Domestic Violence Liaison Officers	Rev. Ken Day
New Theatre	Office of the Registrar of Community Housing	Police Gay and Lesbian Liaison Officers	RhED
Newcastle City Council	Oishi Australia	Porntep Kunpitukwattana	Richard Gardner
Newcastle Community Greening	Open Ground	Port Kembla Sexual Health Clinic	Richard Gleeson
Newcastle Community Legal Centre	Opera Australia	Port Macquarie Hastings Council	Richard Riley
Newcastle Local Area Command	Organisation Intersex International	Port Macquarie Police	Richard Savvy
Newcastle Locksmiths	Out "n" Hastings	Port Macquarie TAFE Campus	Richmond Aged Care Network
Newcastle Mental Health Service	Out Tonight	Positive Central	Richmond Community Options
Newcastle Sexual Health Service	Oxford Hotel	Positive Life NSW	Rick Salvatico
Newcastle University Bookshop	Ozegay	Positive Support Network	Ricki Menzies
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Nicholas Ward	Paddington-Woolahra R.S.L Memorial Club	PRA on King	Riverlands Drug and Alcohol Centre
Nick Ball	Paediatric HIV Service	Premium Health	Riverside Theatre
Nick Van Breda	Palms	Prince Alfred Pool	Road and Transport Authority
Nigel Crocker	Paris Opera Ballet	Prince of Wales Hospital	Rob Lake
No to Violence Victoria	Parramatta City Council	Pullman Hotel	Rob Robilliard
North Coast HARP	Parramatta Queer Forum	Queanbeyan Community Health Service	Robert Beetson
North Coast Institute TAFE	Parramatta Sexual Health Clinic	Queensland Association for Healthy Communities	Robert Brough
North Shore BMW	Passionflower	Queer Fruits Film Festival	Robert Judd
North Sydney Central Coast Area Health Service	Paul Blackmore	Queer Out West Radio	Robert Stirling
North West Rainbow Connection	Paul Hardey	Queer Screen	Rock Salt
Northern Rivers Community Legal Centre	Paul Ranocchiari	Radisson Blu Hotel	Rockdale Community Centre
Northern Rivers Echo	Penny Crofts	Rail Corp	Rod Conroy
Northern Rivers Social Development Council	Penrith City Council	Rainbow Coffs Harbour	Rodney Bruem
Northern Rivers Women and Children's Services	Pens Plus Promotional Products	Rainbow Recovery	Ron Nelson
Northern Star	People with Disability	Rainbow Visions	Rory Delaney
Nowra Youth Centre	PEP Treatment Line	Rainbow Zebras	Rose Pappalardo
NSW Aboriginal Health and Medical Research Centre	Peta Bryant	Ramjet Cooks Hill	Ross Henderson
NSW Aboriginal Sexual Health Worker Network	Peter Ballard and Associates	Randwick Waverley Community Transport Group	Rosso Espresso
NSW Department of Corrective Services	Peter Brew Bevan	Rape Crisis Centre	Roxanne McMurray
	Peter Eyers	Rape Crisis NSW	Roy Freeman
	Peter McKee	Raymond Ho	Royal North Shore Hospital
	Peter Morrissey	Reaching Home	Royal Prince Alfred Hospital
	Peter Murdoch	REAL	Royal Thai Consulate
	Peter Murphy	Rebecca Gill	RPA Hospital Drug and Alcohol Services
	Peter Punch	Rebecca Jockel	RPA Sexual Assault Unit
		RED	RPA Sexual Health Clinic
			RPA Sexual Health Unit
			Ryan Jace
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SESI Local Health District
SESIAH HIV Community Health Team
SESIAHS HIV Outreach Team
SESLHD HIV and Related Programs Unit
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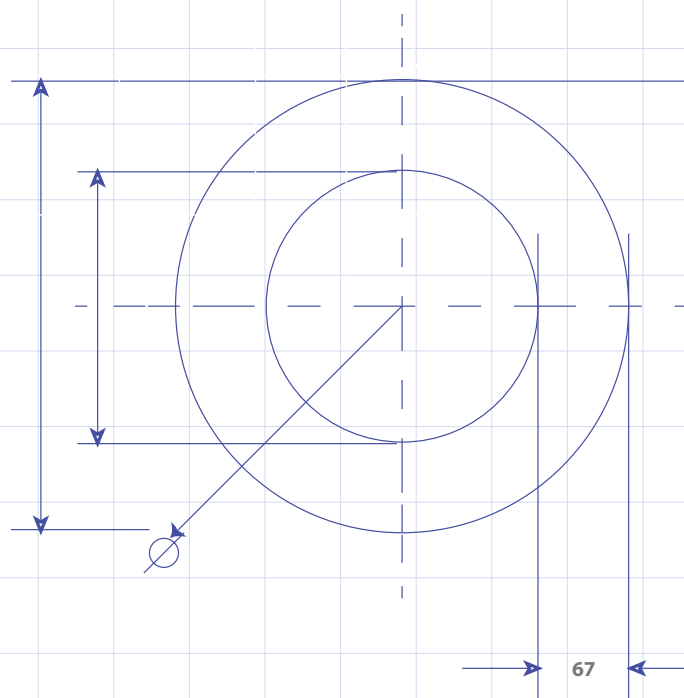
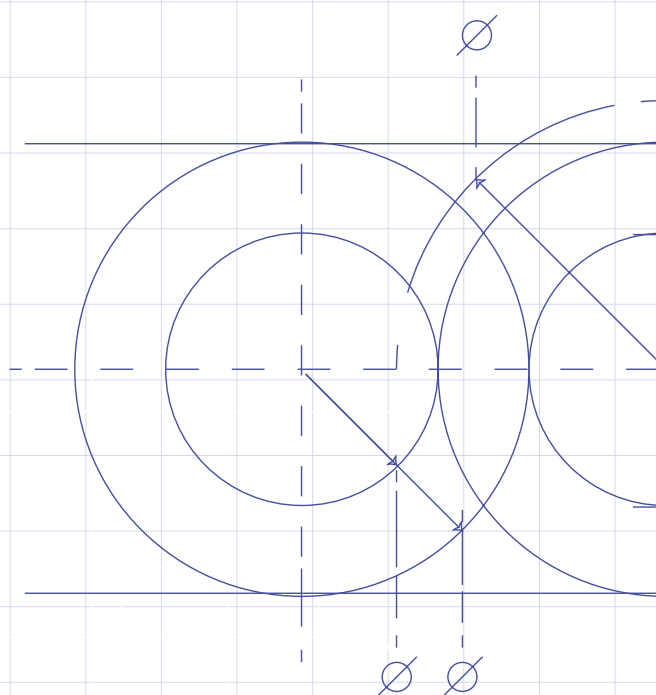
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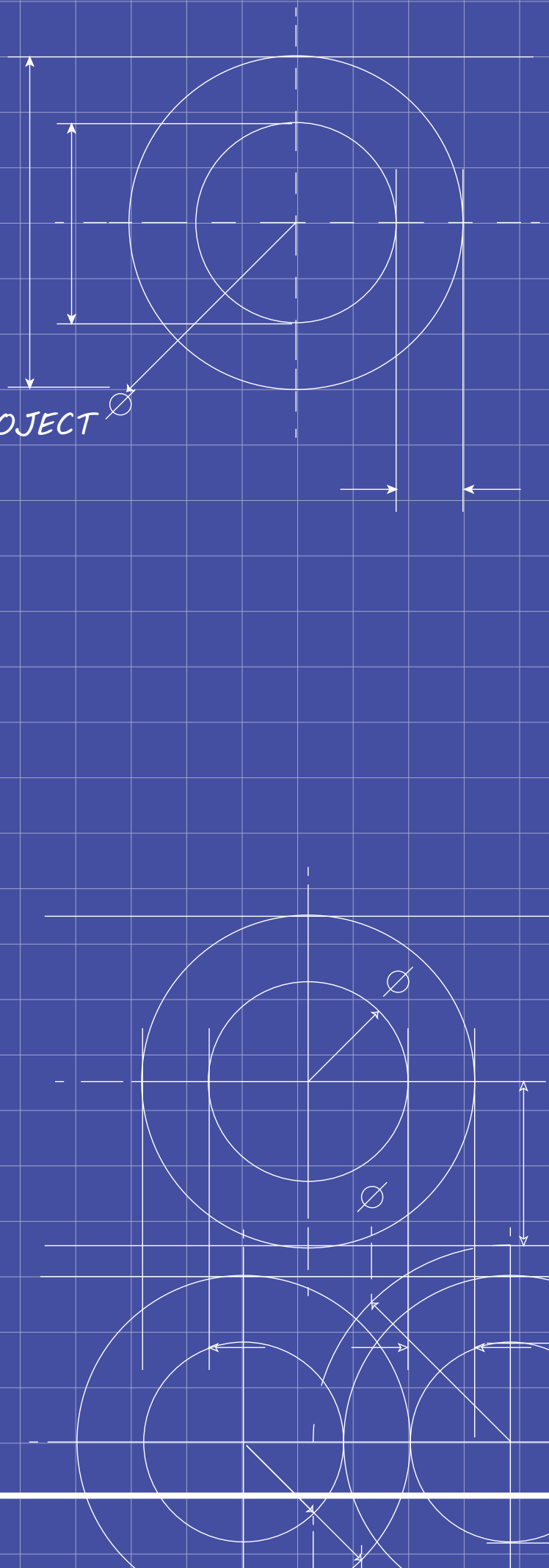
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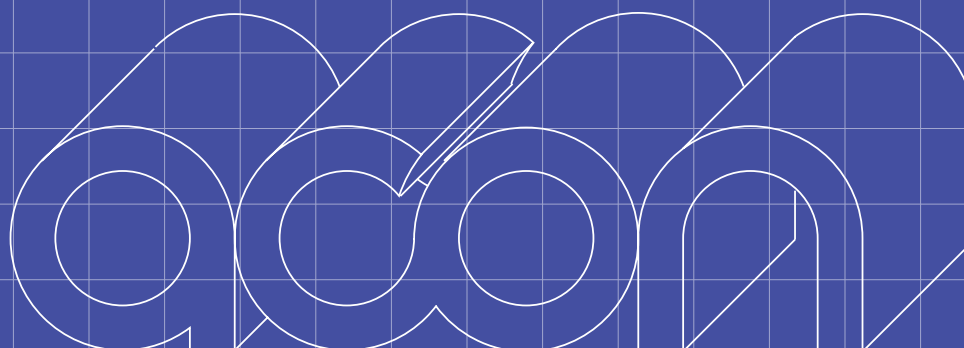
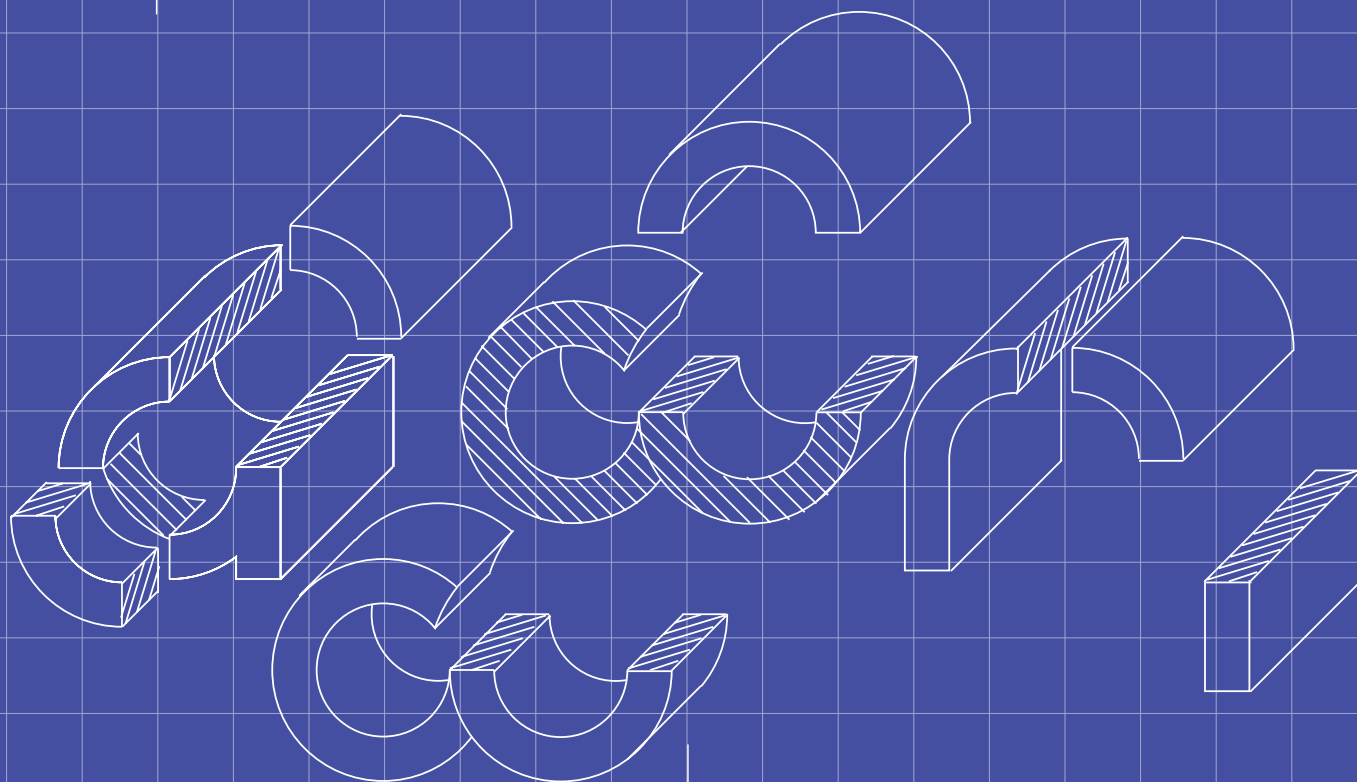
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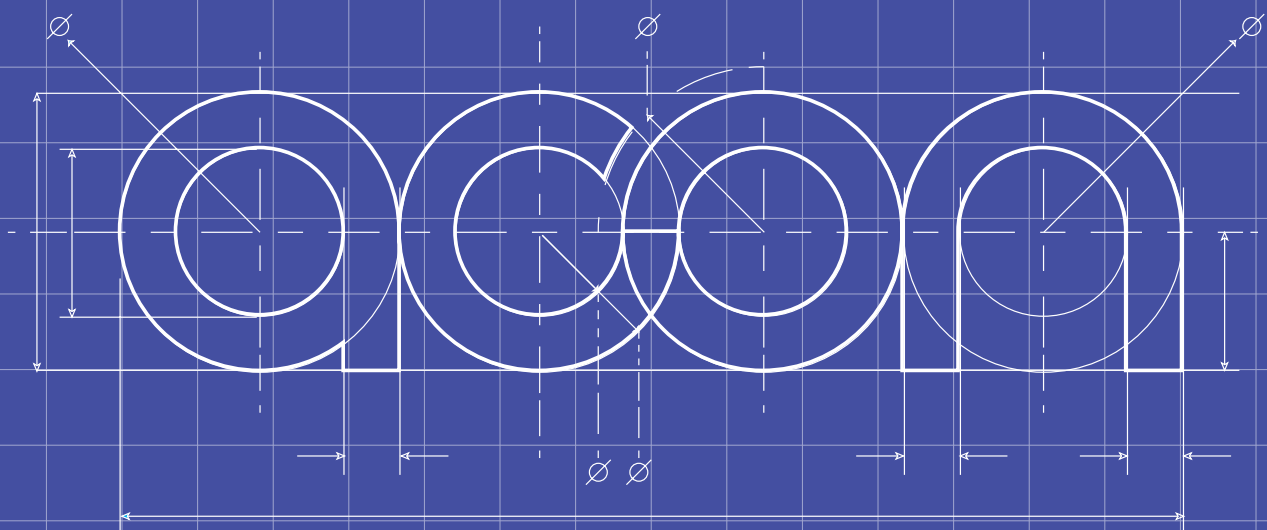
ACON ANNUAL REPORT

Design: Marvin Mico
Communications Officer, ACON

Printer:
Competitive Edge

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2011/2012



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