

**A C O N**

**12 / 13**

**ANNUAL**

**REPORT**

# ENDING HIV

Everything has changed. We can end HIV.

[TEST  
MORE] + [TREAT  
EARLY] + [STAY  
SAFE] = [ENDING  
HIV]



[ENDINGHIV.ORG.AU](http://ENDINGHIV.ORG.AU)

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This year's Annual Report takes its inspiration from our award winning, landmark community education and mobilisation initiative *Ending HIV*.

# MESSAGE FROM THE PRESIDENT AND CEO

Last year, NSW marked a turning point in terms of our response to the HIV epidemic. On World AIDS Day on 1 December, NSW Minister for Health and Minister for Medical Research The Hon Jillian Skinner MP released the *NSW HIV Strategy 2012-2015: A New Era*, a framework for HIV prevention, treatment, care, research and workforce development in NSW. The strategy sets bold and ambitious targets for reducing HIV transmission in NSW. The targets are based on those in the United Nations Political Declaration on HIV/AIDS agreed to by all member states in 2011, including Australia.

As ACON had participated in the development of this new framework, we knew that the delivery of our HIV-related programs and services would need to change to align with the new strategy. The reorientation of our HIV-related work which we undertook in the 2011/12 financial year enabled us to hit the ground running this year in terms of service delivery within this new framework.

The *Melbourne Declaration* developed by the Australian HIV community sector also provided guidance for us.

In addition to the new *NSW HIV strategy* and *Melbourne Declaration*, we also undertook our own strategic planning process to guide ACON's work over the next five years. This process resulted in two new plans for ACON, a Strategic Plan to guide the work of the whole organisation and an HIV Action Plan to guide our work in relation to HIV prevention and HIV health promotion, care and support. The development of both plans involved extensive consultations with our many stakeholders in the HIV and LGBTI sectors, as well as feedback from

hundreds of individual community members.

The impact of both the *NSW HIV Strategy* and the two new ACON strategic plans has been a refocussing of our HIV-related work to ensure this core function of ACON is meeting contemporary international standards of best practice.

Our efforts will make an important contribution towards meeting the targets outlined in the *NSW HIV Strategy* and the UN Political Declaration on HIV. In the end, the targets are a challenge for all members of the NSW HIV partnership – clinicians, researchers, Local Health Districts, the NSW Ministry of Health, as well as community organisations such as ACON. The partnership is responsible collectively for delivering the outcomes required.

Essential to achieving the outcomes are an increase in HIV testing rates and increased uptake of HIV related treatment earlier, as well as access to pre-exposure prophylaxis. However, a range of structural barriers currently impact on fully achieving the results required.

Some inroads have been made in increasing HIV testing rates since the commencement of trials in NSW of a rapid HIV test. ACON has been at the forefront of advocacy for access to a rapid HIV test, especially in community based settings, for a number of years. This year we were successful in opening our own rapid testing services in our Sydney and Hunter offices as part of a rapid HIV trial study. Other sites have commenced offering rapid testing as part of this study.

However, it remains a concern that a rapid HIV test is still not licensed for general use by the Therapeutic Goods Administration and a Medicare Benefits Schedule number and funding has not been achieved to date. These are both barriers to getting rapid testing to the scale required.

To increase people's ability to knowing their HIV status, access to home based rapid HIV testing must become a priority. This year ACON released a position paper advocating for access to home based testing. A review of the *National HIV Testing Policy* will be required to allow for this to occur, through rapid testing or perhaps through dry blood spot testing, used successfully in the United Kingdom as a home based screening program.

What is still required is structural changes at the Local Health District Level to increase the provision of more accessible testing services. While some reforms have commenced in some Local Health Districts, we are still a long way from the types of service which will encourage gay men to test more. We encourage Local Health Districts to increase the pace of reform in order to deliver a better customer experience which will encourage increased testing rates.

ACON has directly and through our National Peak, the Australian Federation of AIDS Organisations, advocated with health authorities for these changes to prescribing guidelines and PReP be made as a matter of public health priority. We are hopeful that positive developments will occur within the next twelve months. In the meantime we will continue our advocacy in order to achieve access to these essential tools for HIV prevention. Failure to obtain



such access will significantly jeopardise the ability of the HIV partnership to achieve the goals prescribed by the UN.

A significant part of ACON's HIV prevention work this year has been our community mobilisation campaigns, *Know the Risk* and *Ending HIV*. *Know the Risk* aimed to restart the conversation about HIV in the community, updating gay men with recent developments in HIV science and helping them to make the best possible decision to protect their own health and that of their sexual partners by using this up to date information.

*Ending HIV* is an ongoing campaign seeking to engage gay men with the fundamental requirements for ending HIV – testing more, treating early and continuing to use condoms and water based lubricant. The success of this campaign relies heavily on easy access to testing services, changes to prescribing guidelines and a reenergised commitment to a safe sex culture. We were pleased this year to have the support of our partner community organisations in promoting the *Ending HIV* campaign through the memberships and networks. In addition we have invested for the first time using both NSW Government funding and our own resources in bus shelter advertising and street banners to ensure maximum exposure of the message.

In addition to these direct efforts to address the impact of HIV, ACON also provides a range of programs and services that make an indirect contribution to eliminating HIV transmission in NSW. Issues related to alcohol and other drugs, mental health, homophobic violence, same sex domestic violence, ageing and

homelessness all impact on a person's risk of acquiring HIV as well as reduce the capacity of some people with HIV to maintain their health and wellbeing.

Throughout the year we participated in the NSW Ministry of Health's Grant Management Improvement Program and the subsequent Partnerships for Health framework. We have been advised that while NSW Health will be moving to a contestable funding environment in the future, the funding we currently receive from NSW Health will be maintained into 2014/2015. While we believe we are well prepared and placed to participate in contestable funding processes, this considered transition to a new funding environment is welcomed.

The significant changes that have been undertaken this year, to ensure ACON and its work is aligned closely to the *NSW HIV Strategy*, and pursuing many and varied LGBTI health issues, would not be possible without ACON's dedicated and enormously talented staff and volunteers. Times of change are difficult but with their renowned good grace and dedication to ACON and the communities we serve, they have led the charge, achieving more than we could ever have hoped for – our thanks to them for their many achievements. Their passion and commitment is what will help us achieve an end to HIV and remove the inequalities in health outcomes experienced by LGBTI people.

Our particular thanks go to the ACON Board. This year they have committed their extensive skills and experience to making sure ACON is the best organisation it possibly can be, and worked closely with our very talented Senior Leadership Team: Alan Brotherton, Geoff Honnor, Kylie

Tattersall, Nicole O'Brien, Shannon Wright and Dawn Hough.

This year the board said good bye to two Board Directors: Associate Professor Garrett Prestage and Jeremy Hutton. Garrett had devoted ten years to the ACON Board and Jeremy, four. We are very fortunate to have had their wise counsel over those years. Garrett and Jeremy were replaced by Benjamin Bavinton and Joshua Hatten who were appointed to casual vacancies during the year.

With the support of the Board, we also continued to actively pursue the establishment of the Sex Workers Outreach Project (SWOP) as a stand-alone NGO. The SWOP Transition Committee continued to meet throughout the year.

In closing we would like to pay tribute to ACON's members and tireless volunteers, from whom we take our inspiration and direction. ACON's achievements are their achievements, and we thank them for their trust and support.

We hope you are as inspired as we are from what you read in this Annual Report for 2012-2013. Please join us by spreading the word to your friends that ending HIV transmission in NSW is possible by testing more, treating early and staying safe. We commend the report to you.



Mark Orr  
President



Nicolas Parkhill  
Chief Executive Officer

# action on HIV!

## THE MELBOURNE DECLARATION 2012



### Galvanising Australia's HIV Testing, Prevention and Treatment Responses & Meeting our Commitments under the United Nations 2011 Political Declaration on HIV/AIDS.

The last two years have seen major developments in political commitment and scientific evidence in the fight against HIV, principally the growing body of evidence that HIV treatment can prevent new HIV infections in addition to the life-changing benefits it provides to those already infected. The prospect of an AIDS-free generation is believed to be in reach.

Australia has signed the United Nations *2011 Political Declaration on HIV/AIDS*, committing to bold actions and targets including, by 2015, reducing the sexual transmission of HIV by 50%, dramatically expanding access to HIV treatment and reducing HIV transmission among people who inject drugs by 50%. Australia is better placed than most countries to meet these targets, but concerted action is urgently required. We are calling on the Australian Government to seize the opportunity and work with State and Territory governments to remove several current barriers to enhanced HIV testing, treatment and prevention.

What are some of these barriers? There are no rapid HIV tests licenced for use in Australia. There are unhelpful restrictions on the ability of people with HIV and their doctors to decide the right time to start treatment. Dispensing arrangements for HIV treatments are unnecessarily restrictive. There are financial disincentives to taking HIV treatments.

Doctors cannot prescribe antiretroviral drugs to prevent HIV infection before people are exposed. Criminal laws, policies and regulations in relation to sex work, people who inject drugs and HIV exposure and transmission undermine the public health approach and the enabling environment.

The successful Australian response to HIV is built on a partnership between governments, community organisations, clinicians and researchers. The leading role of affected communities such as people living with HIV, gay men, sex workers, Aboriginal and Torres Strait Islander people and people who inject drugs, has been crucial in the adoption of safe sex and harm reduction practices. We must sustain this strong response and enabling environment, continue to fight stigma and discrimination and defend the rights of people living with and affected by HIV.

In 2014, the International AIDS Conference will be held in Melbourne and the world's eyes will be upon us. Immediate action, leadership and commitment to the actions outlined below will galvanise Australia's HIV response and provide new tools to engage affected communities, increase the uptake of voluntary HIV testing, get people access to treatment and prevent new infections. We declare that the following actions must be taken urgently!

#### **ACTION AREA 1: Substantially increase access to and uptake of voluntary HIV testing in Australia**

- Make rapid HIV testing widely available in clinical and community settings.
- Expedite TGA licensing of reliable rapid HIV tests and funding arrangements with States/Territories (including through Medicare).
- States and Territories to set up access programs for rapid HIV testing pending Commonwealth licensing and funding.
- Investigate options to make rapid HIV tests available for home use, with appropriate linkages to STI screening.

#### **ACTION AREA 2: Enhance access to and uptake of antiretroviral treatment for HIV**

- Enhance the scope for people with HIV and their doctors to initiate antiretroviral treatment, including the removal of the PBS indication limiting antiretroviral drug prescribing above CD4 counts of 500.
- Remove financial barriers to treatment uptake arising from patient dispensing fees for HIV antiretroviral medications in all jurisdictions and broaden HIV dispensing arrangements beyond hospital-based pharmacies.
- Establish programs to provide antiretroviral treatment to people with HIV not eligible for Medicare cover.

#### **ACTION AREA 3: Make HIV pre-exposure prophylaxis available**

- Establish demonstration projects that provide access to HIV pre-exposure prophylaxis to people at high risk of HIV infection.
- Fast track TGA licensing and PBS funding of antiretroviral drugs for effective HIV pre-exposure prophylaxis.

#### **ACTION AREA 4: Strengthen the partnership response and enabling environment**

- Mobilise and inform people with and at risk of HIV about advances in treatment and prevention to support decisions about health and wellbeing.
- Release the findings of the (Commonwealth) Ministerial Advisory Committee on Blood Borne Viruses and STIs (MACBBVS) Legal Working Group Report which considered legislative and regulatory measures that support and impede HIV programs and implement the recommendations taking a whole-of-government approach.
- Remove criminal sanctions relating to HIV transmission, implement drug law reform and decriminalise sex work.
- Increase investment in current effective HIV prevention particularly among people who inject drugs, Aboriginal and Torres Strait Islander people, sex workers and gay men and other men who have sex with men to enhance the programs that have minimised HIV infections among these key affected communities.
- Continue support for high quality national HIV research so that initiatives can be effectively monitored and can contribute to the ongoing development of evidence.

## ABOUT US



Big Day In 2012. All staff photo.

ACON is New South Wales' leading health promotion organisation specialising in HIV prevention, care and support, and lesbian, gay, bisexual, transgender and intersex (LGBTI) health.

Our mission is to enhance the health and wellbeing of the communities we serve by:

- Ending HIV transmission among gay and other homosexually active men
- Promoting the health, throughout life, of LGBTI people and people with HIV

Incorporated in 1985 as the AIDS Council of NSW, ACON has been widely recognised as an innovative, successful organisation which has adapted to changes in the HIV epidemic and responded early to emerging health issues among our communities.

ACON has been at the forefront of advocacy around issues relating to HIV and to LGBTI health, drawing on

our close foundation within the community to identify emerging issues and create dialogue around these issues with policy makers and researchers.

ACON has also worked alongside researchers and partners to build a stronger evidence base around HIV and gay men's sexual behaviour and LGBTI health, much of which has subsequently affirmed the issues identified by our communities affecting their health and access to health services.

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



# ABOUT US

## WHAT WE DO

We provide information, education and support for populations most at risk of HIV transmission – gay men, sex workers and people who use drugs.

For people with HIV – as well as 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 to legislators and policymakers on issues related to HIV and human rights.

Our work also covers other health issues for our communities many of which impact on risk of HIV transmission, so called “syndemics”, 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

## 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 challenge by providing information and services that support the specific needs of our communities, particularly people with or affected by 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.

## OUR COMMUNITY

ACON has a diverse constituency that comprises many different communities which, in turn, include many different sub-populations. We call this constituency ‘our community’ and it includes:

- Gay men and men who have sex with men (MSM)
- People with HIV
- Sex workers
- People who use drugs
- Lesbians and same sex attracted women (SSAW)
- Transgender people
- Intersex people

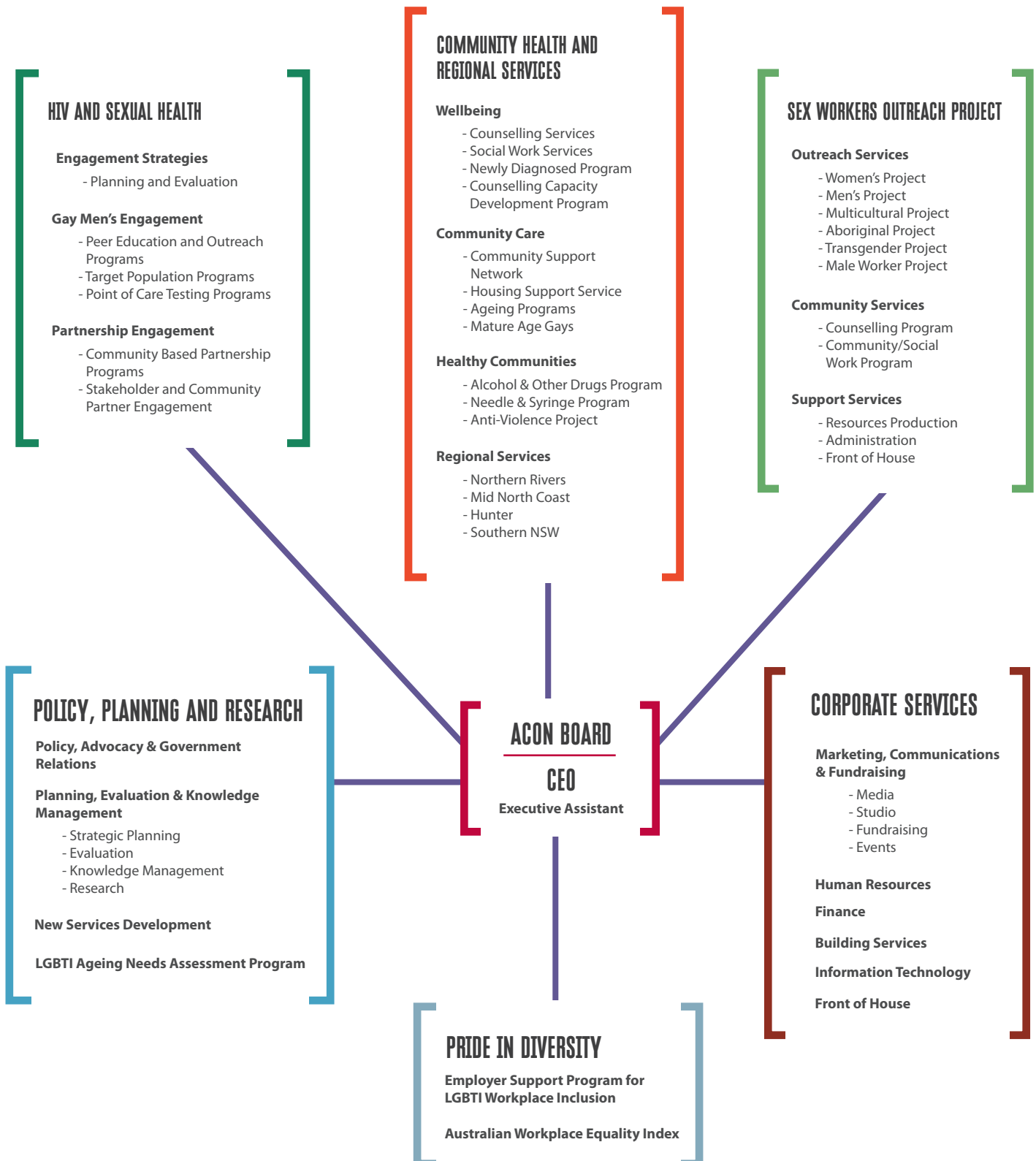
ACON also has specific programs for:

- Young gay men
- Aboriginal gay men and sistergirls
- Asian gay men
- Mature LGBTI people



ACON float in the Mardi Gras Parade 2013.

# ORGANISATIONAL STRUCTURE



## SENIOR LEADERSHIP TEAM



### **Nicolas Parkhill – Chief Executive Officer**

Nicolas has almost 20 years of experience in the public and community health sectors. For the past four 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 health and social policy, social marketing, campaign management and public relations.



### **Geoff Honnor – Director, HIV/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.



### **Shannon Wright – Director, Community Health and 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 LGBTI issues. Shannon worked as ACON's Southern Region Manager for 18 months prior to taking on the role of Regional Services Manager in 2009 and then Director, Regional Services in 2011. Shannon also has a background in policy and advocacy with a focus on ageing as well as alcohol and other drugs.



### **Kylie Tattersall – Executive Director, Sex Workers Outreach Project**

Kylie's experience in the human rights and community sector spans eight years and multiple countries. Prior to her four years at SWOP (which includes a year acting as the Executive Director before landing the role officially in 2013), Kylie spent two years in Cambodia working predominately with women and children around land rights issues. Kylie is a passionate human rights advocate, and is especially concerned with issues that affect women.

**Alan Brotherton – Director, Policy, Planning 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.

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

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.

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

Nicole has almost 25 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.

## KEY STATISTICS FOR 2012/13

**6**

*operational sites  
(1 in Sydney and 5 in  
regional NSW).*

**94%**

*of clients  
reported good  
to excellent  
service.*

**600**

*volunteers donating  
30,000 hours or  
\$750,000 of volunteer  
services.*

**480,000**

*units of educational  
literature distributed.*

**482,500**

*condom packs  
assembled and  
distributed.*

**406,300**

*units of sterile  
injecting equipment  
distributed.*

**105,000**

*client interactions  
throughout NSW.*

**354,000**

*unique website  
visitors.*

**150**

*staff (throughout  
the year).*



## OVERVIEW OF OPERATIONS



(l-r) ACON President Mark Orr, Bill Whittaker, NSW Health Minister Jillian Skinner, Professor Chris Puplick and ACON CEO Nicolas Parkhill at the launch of our Ending HIV campaign.

2012/2013 was a landmark year for ACON and NSW's response to HIV. On World AIDS Day on 1 December, NSW Minister for Health and Minister for Medical Research The Hon Jillian Skinner MP released *NSW's HIV Strategy 2012-2015: A New Era*. It is a detailed plan which aims to virtually eliminate HIV transmission in NSW by 2020 by implementing a range of new approaches to HIV prevention as well as maintaining effective existing strategies aimed at supporting safe sex and safe injecting.

The plan is the first by a government in Australia to align with advances in HIV prevention and treatment that have emerged over the past two years, as well as the goals set by the 2011 United Nations Political Declaration on HIV/AIDS which were unanimously adopted by Member States.

In NSW, gay men are the population most at risk from HIV, so the new strategy is fundamentally about getting gay men to test more, treat early and stay safe, and this was the message from our major campaign for the year, *Ending HIV*. Launched by Minister Skinner during the Mardi Gras festival

in February, this community education and mobilisation initiative promotes a clear and simple message about how gay men can help end the HIV epidemic. With engaging print, digital, video and merchandising platforms, the campaign was heavily promoted at key gay venues and events as well as across community, mainstream and social media, and it will continue to be promoted throughout 2013/14.

HIV transmission rates continued to increase in 2012 on the back of a smaller increase in 2011. This brings NSW's remarkable 15-year long era of stability in HIV diagnoses to a conclusion.

## OVERVIEW OF OPERATIONS



Community members promoting Ending HIV at Fair Day 2013.

409 new cases of HIV were diagnosed in NSW in 2012 compared with 330 in 2011. Sex between men accounted for 331 of these cases compared with 279 in 2011. Increases were recorded across all age groups, except those aged under 20.

While researchers are yet to conclusively identify the reason/s for the increase, NSW's new HIV prevention framework positions ACON and our partner organisations to respond effectively to such increases. In fact, if our efforts to increase testing rates remain effective, we anticipate further increases in new diagnoses over the next few years because increased testing rates will help identify the large number of undiagnosed HIV cases in NSW, estimated at between 2300 and 4800 people.

Improving access to testing is vital to increasing testing rates. To help facilitate this we launched a[TEST], NSW's first peer-run rapid HIV and STI screening service for gay men which we operate from our Surry Hills premises

in Sydney. The service, which opened in June, currently operates two evenings a week and provides clients with a free and confidential rapid HIV test as well as a full STI screening. Appointments take no more than 30 minutes, including the time it takes to get the HIV test result. a[TEST] joins several other locations throughout NSW which are providing rapid HIV tests as part of a trial project.

Throughout 2012/13, we advocated for new access models for HIV testing to be introduced in NSW and we will do so in the year ahead, including continued

advocacy for home-based testing and the expansion of community-based rapid HIV testing sites.

While we recognise that a combination HIV prevention approach is needed if we are to significantly reduce transmission rates, condom reinforcement remained the cornerstone of our HIV prevention program. However, we also know that some gay men use strategies other than condoms to reduce the rate of HIV transmission and we need to provide them with information so they can make informed decisions about their sexual practice. *Know The Risk* was a campaign we launched in October designed to increase gay men's knowledge about the degrees of risk involved in not using condoms when they're having sex. The campaign website included a risk calculator which can determine the degree of HIV transmission risk in over 70 different scenarios from user-supplied information about the context of their encounter.

Providing care and support for people with HIV was another key part of ACON's work and throughout the year we provided a comprehensive range of services including counselling, home-based care, housing assistance, support



a[TEST] staff at the launch of the new testing service.



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 (SWOP) and we continued a process which we began last year which will hopefully lead to SWOP becoming an independent NGO in the future. Throughout the year, SWOP delivered a range of vital HIV and sexual health-related services to sex workers as well as self-defence, legal rights and drug overdose workshops.

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 alcohol and other drugs, mental health, homophobic violence, same sex domestic violence, ageing and homelessness. To help reduce the impact of these influences on LGBTI people, ACON continued to provide a range of relevant health programs and services throughout the year.

In 2012/13, we continued to deliver our *Peace of Mind* project, a state-wide mental health early intervention education program for LGBTI community members. In September we launched *Make Your Move*, a support program for people experiencing problematic drug use. Between April and June, we developed, produced and promoted the first stage of our L.O.V.E. Project (Living Older Visibly and Engaged), a needs assessment initiative for mature age LGBTI people focusing on aged care, support needs and service enhancement. For lesbians and same



*Safe Place postcard artwork.*

sex attracted women, we continued to deliver our *Word of Mouth* campaign to help reduce the health risks associated with drug use and body art practices. We also delivered Project KINK, a peer-based health promotion program targeting sexually adventurous women with a focus on the prevention of STIs and blood borne viruses.

During the year, we also provided a range of locally relevant activities in Western Sydney and key regional centres throughout NSW. This included supporting a variety of local community groups and organisations, as well as providing health promotion services at a range of regional festivals including the Parramatta Pride Picnic, the Tamworth Country Music Festival, the Rainbow Festival in Newcastle, Tropical Fruits in Lismore and CoastOut in Coffs Harbour.

In December, we modified our service delivery in the Illawarra region and Southern NSW by adopting an outreach model for service provision in the region. The move followed

a comprehensive review of ACON's operations in the region which involved extensive consultations with clients, community members, service providers, and other stakeholders. The restructuring process involved closing our office in Wollongong and replacing it with an outreach service. In addition to a staff member working 3 days a week locally in the Illawarra, we now have outreach visits every fortnight in Port Kembla, every month at Nowra, and every 3 months at Bega/Narooma, Albury and Wagga Wagga. Staff have also increased their focus on engaging clients in the region through social media and other digital platforms.

September saw one of our major annual fundraisers – the Honour Awards – recognise significant achievements within or contributions to NSW's LGBTI 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. Six people and organisations received awards including Pinnacle

## OVERVIEW OF OPERATIONS

Foundation founding member Susan Brooks who received the Community Hero Award, and gay and HIV activist Bill Whittaker who was honoured with the inaugural ACON President's Award. Our Red Ribbon Appeal and World AIDS Day fundraising activities also delivered a good result with over \$90,000 being raised to help fund HIV-related programs and services.

Our Pride In Diversity LGBTI workplace inclusion program recognised workplace support for LGBTI people at its annual awards ceremony in May. Accenture Australia was named Australia's most LGBTI-friendly employer for 2013 at the event. We also conducted our second Pride in Practice Workplace Conference showcasing the practice of Australia's Top 10 employers for LGBTI people along with academic addresses and insights into leading practice.

Finally, ACON's focus on HIV prevention was formally emphasised in two new five-year strategic plans which were developed throughout the year and which were launched in July 2013. The *ACON Strategic Plan 2013-2018* proposes how ACON plans to carry out its core mission in relation to HIV prevention and supporting people with HIV, as well as how it plans to respond to issues affecting the health and wellbeing of LGBT people, and for the first time, intersex people, the latter in partnership with organisations such as OII Australia. The *ACON HIV Action Plan 2013-2018* provides a detailed summary of the work ACON will undertake over the next five years to help meet the medium and long-term targets of the *NSW HIV Strategy 2012-2015*.

The two plans – which were developed following extensive consultation



IDAHO in the Northern Rivers.



2012 Honour Award winners.

with ACON's clients, communities and stakeholders – will guide ACON's work over the next five years to ensure our HIV programs and services maximise the potential for people in our community to test more, treat early and stay safe.

This includes specific populations at risk from HIV including young gay men, older gay men, Aboriginal men, gay Asian men, sexually adventurous men and homosexually active men who are not connected to gay culture.

# FINANCIAL OVERVIEW

## TREASURER'S REPORT

ACON's overall financial result for the 2012/13 financial year was an operating surplus of \$81,664 after all depreciations, accruals and provisions. Total income was approximately \$13.46 million and total expenses were approximately \$13.38 million.

The majority of our income is derived from a core grant from NSW Health of approximately \$10.73 million. This money is spent on programs and services which directly reduce HIV transmission and which provide care and support for people with HIV. ACON also received grants from the NSW and Commonwealth governments to deliver other health programs for LGBTI people that address a broader range of health issues such as mental health, the use of alcohol and other drugs, homophobic domestic and family violence, and ageing. We also actively pursued income diversification throughout the year by way of philanthropy, corporate sponsorship, social ventures, membership, donations and fundraising.

As a community-based organisation, ACON is mindful that we need to be accountable for every dollar we spend. Each year, we spend over \$10 million, 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. All ACON staff, apart from those involved in internal IT, HR and finance services, are directly involved in delivering

programs and services to members of our community. The salaries paid to ACON staff are benchmarked against those provided by similar organisations to ensure they are in line with rates payable across the NGO sector. 58% of our 2012/13 operating budget was allocated to salaries, which is comparable to similar organisations providing similar services.

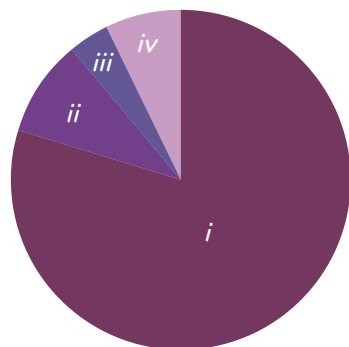
The following graphs represent ACON's revenue and expenditure for the 2012/13 financial year. These graphs are calculated by line item as a percentage of total income or expenses which can be viewed in the detailed financial statements in the latter part of this report.



*Jason Bradshaw*

Jason Bradshaw  
Treasurer

## INCOME

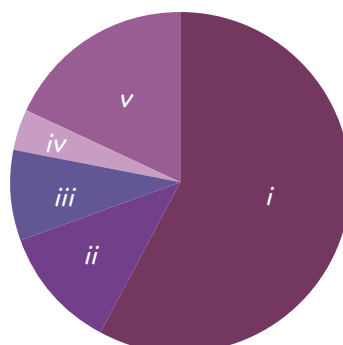


i  
ii  
iii  
iv

**Core Grant (80%)**  
**Tied Grants (9.3%)**  
**Fundraising (3.8%)**  
**Other income (7.2%)**

Interest received/receivable  
Membership  
Cost Reimbursement  
Secondment Income  
Rent received  
Sale of Materials  
Sale of Vitamins  
Fee for service  
NSW Users & AIDS Association

## EXPENDITURE



i  
ii  
iii  
iv  
v

**Payroll and Related Expenses (58%)**  
**Rent and Rates (11.5%)**  
**Administrative Costs (8.6%)**  
**Materials for Programs and Services (4%)**  
**Other (17.9%)**

Staff Training and Recruitment  
Depreciation  
Postage, Freight, Communications  
Travel and Representation  
Publicity and Promotion  
Events & Fundraising Expenses



# THE NEW ERA OF ENDING HIV

Released on World AIDS Day 2012 by NSW Health Minister Jillian Skinner, the *NSW HIV Strategy 2012-2015* aims to virtually eliminate HIV transmission in NSW by 2020 by implementing a range of new approaches to HIV prevention as well as maintaining effective existing strategies aimed at supporting safe sex and safe injecting.

A key part of the strategy is getting more people with HIV on to treatment. That's because advances in HIV treatments can significantly improve the health of people with HIV, and can substantially suppress the amount of the virus in their system, making it much harder for them to pass on HIV.

The plan also includes a commitment to scale up testing for HIV and provide rapid HIV testing in multiple settings. Increased and regular testing is crucial to reducing transmission rates and research shows that rapid HIV testing, which provides a result within 30 minutes, encourages more people to get tested on a regular basis.

The new plan is the first by a government in Australia to align with advances in HIV testing and treatment that have emerged over the past two years, and it heralds a new era of HIV prevention that will utilise testing, treatment, support and community education strategies to their full advantage.

It's a bold and ambitious plan and achieving the targets contained in the strategy have required significant service reorientation as well as reinvigorated prevention efforts by

ACON and our partners in NSW's HIV sector.

Chief among these new efforts has been the development, production and promotion this year of our internationally recognised *Ending HIV* community education and mobilisation initiative, launched by Minister Skinner in February to coincide with the start of this year's historic 35<sup>th</sup> Sydney Mardi Gras festival.

The campaign aims to educate gay men – the population group in NSW most at risk from HIV – about action they can take to help end the epidemic.

1. **Test More** – sexually active gay men need to get tested for HIV at least twice a year, as this is the only way that undiagnosed infections can be decreased and access to treatment can be increased.
2. **Treat Early** – advances in HIV medicines offer improved health benefits for people with HIV and can reduce traces of the virus in their body to an undetectable level, significantly reducing the likelihood of them transmitting HIV.
3. **Stay Safe** – condoms and other risk reduction strategies remain central to the fight against HIV so gay men need to maintain a culture of safe sex.

The campaign was heavily promoted during and after the Mardi Gras festival through print, online, social media, cinema and outdoor

advertising as well as via a Mardi Gras float, community forums and event promotions in Sydney and in key regional locations. Further stages of the campaign will be promoted over the next two years.

At the launch of the campaign, Minister Skinner said the campaign marks an historic turning point in the response to the HIV epidemic. "This new education campaign is the first initiative in NSW, and indeed in Australia, that seeks to inform and inspire gay men about the opportunities that new technologies and scientific advances provide us in relation to eliminating HIV transmissions. The campaign promotes a clear and simple message about how gay men can help end the HIV epidemic and I look forward to the contribution this initiative will make towards that goal here in NSW."

We were pleased to present *Ending HIV* to the NSW Parliament with the assistance of Minister Skinner and Professor Andrew Grulich from the Kirby Institute in February 2013.

The campaign can be viewed at [www.endinghiv.org.au](http://www.endinghiv.org.au)



Ending HIV Parliamentary briefing 2013



Ending HIV 'Stay Safe' poster.



Ending HIV Mardi Gras float.



Ending HIV bus shelter posters.

## OUR NEW STRATEGIC DIRECTION

This year we developed two new plans that will serve as blueprints for our work over the next five years. As outlined in the two plans, the key drivers of our work will be a renewed focus on HIV prevention and a more targeted approach to community health and wellbeing.

The *ACON Strategic Plan 2013-2018* proposes how ACON plans to carry out its core mission in relation to HIV prevention and supporting people with HIV, as well as how we plan to respond to issues affecting the health and wellbeing of lesbian, gay, bisexual, transgender and, for the first time, intersex people.

The *ACON HIV Action Plan 2013-2018*, which is a companion document to the *ACON Strategic Plan*, provides a detailed summary of the work ACON will undertake over the next five years to help meet the medium and long-term targets of the *NSW HIV Strategy 2012-2015*.

The two plans are designed to increase the efficiency and effectiveness of ACON's services by improving how we identify and prioritise areas of need, and how we connect with and support individuals and populations whose health outcomes are unsatisfactory or at risk. Launched in July 2013, both plans were developed over the previous six months following extensive consultation with our clients, communities and stakeholders.

In relation to HIV prevention and supporting people with HIV, recent advances in HIV testing and treatment have provided an opportunity to refocus and strengthen our work in

this area. Over the next five years, we will work closely with the NSW Ministry of Health and our other stakeholders to ensure our HIV programs and services maximise the potential for people in our community to test more, treat early and stay safe.

We will also continue to develop and provide culturally sensitive services for specific populations at risk from HIV including young gay men, older gay men, Aboriginal men, gay Asian men, sexually adventurous men and homosexually active men who are not connected to gay community.

In addition, issues such as sexual health, mental health, safety, ageing and the use of alcohol and other drugs are key health issues for our communities in and of themselves but they also impact on a person's capacity to respond to HIV-related issues. So we will continue to develop our work across these areas to ensure people have access to appropriate information and services.

We are also proud of the commitment our new strategic plan makes to officially including intersex people within the communities which ACON serves. Diversity and inclusion are key values which underpin our work and we feel there are many mutual benefits to be had from including intersex people in ACON's strategic intent. For example, many of the issues related to discrimination, equality and access to health care that are experienced by LGBT people are also experienced by intersex people, so it makes sense for ACON's advocacy efforts in relation to these issues to include giving voice to intersex people and their representative

organisations. We will also be ensuring our counsellors are trained to respond appropriately to issues affecting intersex people, and that other relevant services are as inclusive as possible of intersex people.

Both plans can be viewed and downloaded on the ACON website: [www.acon.org.au](http://www.acon.org.au)



*ACON HIV Strategic Plan 2013-2018.*



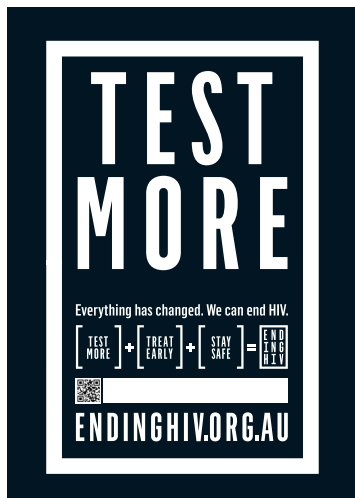
*ACON HIV Action Plan 2013-2018.*



# HIV AND SEXUAL HEALTH

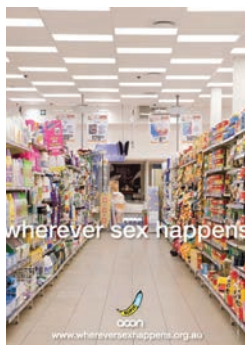
We work with a range of communities and populations to reduce HIV and STI transmission, and to enhance health and wellbeing of people with HIV, by providing a range of programs, services, workshops, resources and events throughout NSW. We also help mainstream service providers improve their knowledge of sexual health issues affecting these communities and populations.

## GAY MEN



We developed, produced and promoted *Ending HIV*, an interactive social marketing, education and community engagement initiative designed to inspire gay men to take action to help reduce HIV transmission in NSW by 80% by 2020. Kicking off at Mardi Gras in February, the campaign's launch phase comprised print, online, social media, cinema and outdoor advertising as well as a Mardi Gras float, community forums and event promotions in Sydney and in key regional locations. Further stages of the campaign will be promoted over the next two years.

We developed, produced and promoted *Gonorrhoea Is Rocketing*, to raise awareness of rising rates of gonorrhoea among gay men in NSW.



We promoted two existing campaigns in gay media and venues. *The More Sex, The More Tests* encouraged gay men to get tested for HIV and STIs, while *Wherever Sex Happens* encouraged gay men to use condoms.

We developed, produced and promoted *Know The Risk*, an interactive education campaign which analyses and evaluates a range of non-condom based risk reduction strategies which are commonly used by some gay men. The campaign was promoted in gay media and venues.



We started operating a[TEST], NSW's first peer-run rapid HIV and STI screening service for gay men. Operating from our Surry Hills premises in Sydney, appointments take no more than 30 minutes, including the time it takes to get the HIV test result, as well as a full STI screening. The service currently operates two days a week, with plans to expand to possibly five days a week.



We continued to engage with sexually adventurous men (SAM) through our *How Hard* project by conducting two community forums (one on sex and drugs, one on hepatitis C) and partnering with sex on premises venue Headquarters on Crown and men's group Woof Club to produce two editions of our *Glory Hole* community engagement event.

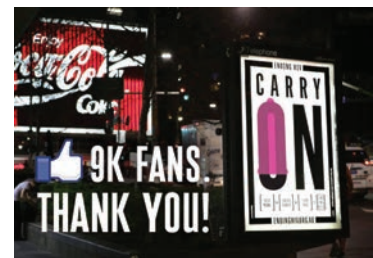


We produced a series of community forums to promote our new Ending HIV initiative. Forums were held in central and Western Sydney as well as a key regional locations.

We distributed over 482,500 safe sex packs and more than 480,000 units of educational literature.

We attracted over 191,000 unique page views of our online HIV/STI prevention content.

We attracted more than 8920 Facebook likes across all our HIV/STI campaigns and achieved an average weekly Facebook reach of over 139,000 users.



Ending HIV stall Fair Day 2013.

Our *Sexperts* outreach program continued at key sex on premises venues Sydney City Steam and Bodyline. More than 60 volunteers provided sexual health education to over 560 patrons.



We worked directly with over 130 gay men through the provision of 11 workshops, totalling 66 sessions on HIV, sexual health, community and relationships.

We made over 600 visits to more than 40 venues to distribute health promotion information and resources.

Our team of 45 volunteers spent 3470 hours packing safe sex packs for distribution throughout the state.



We reinvented our Safe Sex Sluts as the ACON Tradies. This team of volunteers distributes safe sex packs and information at key community events.

Robert Knapman Photography

## PEOPLE WITH HIV

### GENESIS

We provided a range of peer-support programs including: 5 editions of our 2-day Sydney-based *Genesis* workshop for gay men newly diagnosed with HIV; 6 editions of *The Social* (a Sydney-based social support group for people with HIV); our annual *Treatments By The Sea* workshop and a separate weekend retreat for people with HIV in the Northern Rivers region; our *Positive Outcomes* symposium for people with HIV in the Hunter region; and a retreat for Aboriginal people with HIV. Over 500 people attended these events.

We provided over 1040 occasions of health promotion advice to 120 clients involving information about HIV treatments.



**the social** presents

**Where:** Alexandria Erskineville Bowling club  
**When:** Sunday 26 May, 3:00pm

ACON, Positive Life NSW and The Institute of Men (TIM) are holding the next Social event for Gay Men Living with HIV, with Barefoot bowls @ Erskineville.

Come and join us at the Alexandria-Erskineville Bowling Club for a relaxed afternoon of barefoot bowls.

Come on down to Erko, throw on your bowling whites, grab your balls, grab some tucker and a bevvie and hit the greens! Catch up with some old mates and meet some new ones.

There will be plenty of food and drinks on offer, whilst sitting by the glorious greens of Erko.

**let the balls collide!**

**barefoot bowls @ erskineville**

For further information, please contact ACON @ 02 9206 2102

acon

We reviewed and relaunched our Newly Diagnosed Program for people with HIV, ensuring people who have been recently diagnosed with HIV receive immediate counselling support.



Peer Support  
Group For  
Gay Men  
recently  
Diagnosed  
With HIV

Through our Social Work Service, we provided over 3160 occasions of case management assistance and enhanced primary care to over 240 people with HIV who have complex mental health and/or substance support needs.

### OPPOSITES ATTRACT

In a POS-NEG relationship?  
Lots of other guys are too.  
Come and meet up and share your experiences.

acon





We provided housing assistance for over 290 people involving short term accommodation and public housing advocacy.

We provided 770 counselling sessions for 70 people with HIV.

We provided over 26,000 occasions of service to more than 3300 people with HIV across NSW with 89% of clients rating our service either good or excellent.

## Gay Men Living With HIV Retreat



We provided almost 400 hours of free complementary therapy services for people with HIV involving remedial, Swedish, and Bowen technique massage as well as acupuncture and yoga.

We attracted over 66,000 unique page views of our online Living With HIV content.

We served over 3700 meals to people with HIV.



Our Community Support Network (CSN) volunteers provided over 4100 hours of home-based care – including 1320 transport services to essential medical appointments – for almost 200 people with HIV.

## YOUNG GAY MEN

We conducted 8 workshops comprising 48 sessions on HIV prevention, sexual health, dating and relationships. These workshops attracted over 80 participants.



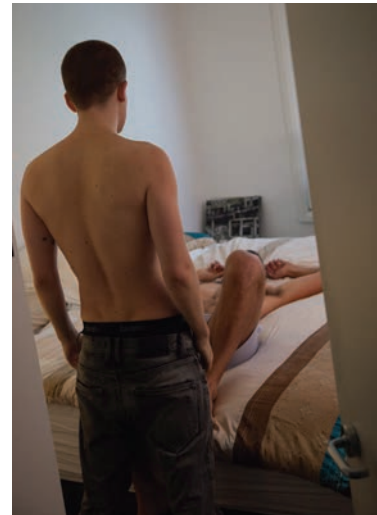
We attracted over 15,000 unique page views of our online content for young gay men.

We developed and implemented university engagement programs, including queer convener training.

We produced 2 youth engagement events for the 2013 Mardi Gras Youth Festival – *ProGenY*, a dance party/variety concert for young people under 25 which attracted 100 participants, and a history walk through Darlinghurst and Surry Hills, which attracted 15 participants.



We produced an innovative video encouraging young gay men to get tested for HIV and other STIs.  
[www.endinghiv.org.au/nsa-fun-now-hiv-testing-video-launch/](http://www.endinghiv.org.au/nsa-fun-now-hiv-testing-video-launch/)



[www.acon.org.au/youth-workshops](http://www.acon.org.au/youth-workshops)

We developed a new peer education workshop, *Getting it Online*.



We supported the production of *The Horizon* a popular web series targeting young gay men. Our support enabled us to promote condom reinforcement and HIV/STI testing. This series has had over 10 million views.  
[www.thehorizon.tv/](http://www.thehorizon.tv/)

We developed, produced and promoted *Project KINK*, a peer-based health promotion program targeting sexually adventurous women with a focus on the prevention of STIs and blood borne viruses. The main component of *Project KINK* is *Claude*, an online initiative with harm reduction information about a range of sexual activities.



**×** **CLAUDE**

We presented our work with lesbians and same sex attracted women at three national health conferences.

We developed formal partnerships with 12 community partners including Uber Dungeon, Vagine Regime roller derby team, Hellfire, Perve Film Festival and Sydney Leather Pride.

We delivered a series of 5 separate sexual health workshops for over 100 women.



We continued to produce our *Word of Mouth* initiative, an innovative health promotion campaign aimed at reducing health risks associated with drug use and body art practices. We partnered with Queer Screen to produce a short film competition to promote the initiative.

## LESBIANS AND SAME SEX ATTRACTED WOMEN

We attracted over 61,000 unique page views of our online women's health content.

We distributed over 670 play packs and 2100 units of educational literature for sexually adventurous women.





## ABORIGINAL GAY MEN AND SISTERGIRLS

We consolidated partnerships with a range of relevant organisations 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.



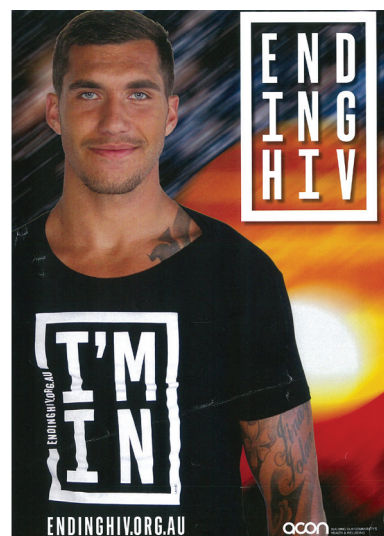
We worked in partnership with NSW's Aboriginal and Torres Strait Islander community to produce the First Australians float in the Mardi Gras parade.

We produced the Ngalawi Djardi Sit and Yarn health retreat for Aboriginal people living with HIV. 15 people attended to discuss issues such as HIV treatment, nutrition, disclosure and relationships. 90% of participants evaluated the program and rated it as "good" or "excellent".



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

We commenced development of a version of our *Ending HIV* initiative that is culturally specific for Aboriginal gay men. This new campaign will be implemented in 2013/14.





## ASIAN GAY MEN

We partnered with Sydney nightclub ARQ to deliver *Ending HIV* campaign awareness through the FANTASIA dance party during the Mardi Gras season.



We presented our work with Asian gay men at 2012 International AIDS Conference in Washington DC.

We provided over 2400 occasions of service to more than 450 Asian gay men.

We partnered with the NSW Gay and Lesbian Rights Lobby to deliver a focus group on intersections of discrimination and race for Asian gay men.

We produced a short documentary on *Ending HIV* and Asian gay men during the launch of the campaign at Mardi Gras.

We conducted 11 discussion and social support groups for Asian gay men, attracting over 160 attendees.



We partnered with the Multicultural HIV and Hepatitis Service to develop a new sexual health campaign for Chinese gay men in Sydney this campaign will be implemented in 2013/14.

# SEX WORKERS

Through our Sex Workers Outreach Project, we provide HIV and STI education to sex industry workers in NSW.

We hosted an Open Society Foundation sponsored conference with 40 sex workers and sex worker allies from 11 Commonwealth nations. The conference aimed to connect sex worker projects from across Commonwealth countries to share information and exchange ideas in order to advocate for decriminalisation, as well as regulatory and legal frameworks that enhance the health and human rights of sex workers.

We provided over 210 counselling sessions to more than 85 sex workers.



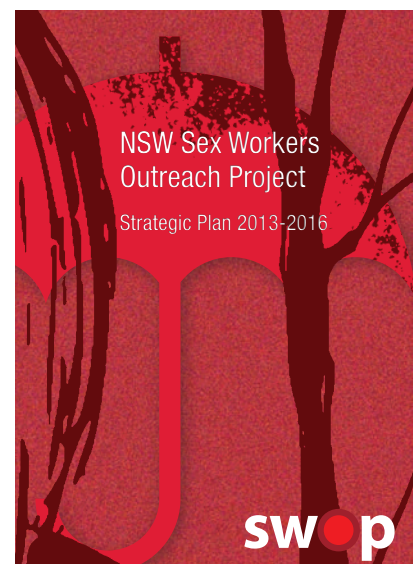
We distributed over 10,800 copies of *The Professional*, SWOP's quarterly magazine for sex industry workers and management.



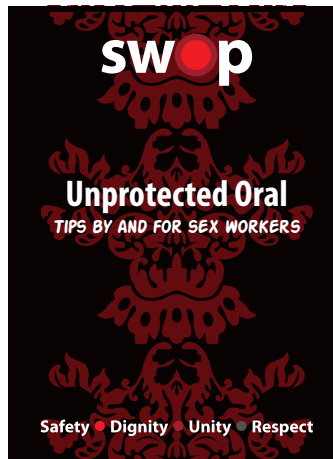
Performer at Winter Ball 2013.

We delivered 2 Save-A-Mate drug and alcohol workshops in partnership with the Red Cross.

We developed a new three-year Strategic Plan for SWOP.



We distributed over 102,000 safe sex packs, more than 7000 units of safe injecting equipment and over 35,000 units of educational literature to sex industry workers.



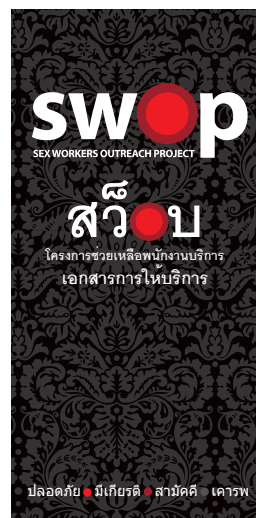
We attracted over 36,500 unique visitors to the SWOP website.

We developed and delivered a Jade Flower workshop, tailored specifically for Chinese sex workers.

We reinvented our annual Hookers and Strippers Ball to become a Winter Ball, with a record attendance of workers and sex industry advocates.



We increased our outreach work and capacity building initiatives in regional centres such as Wollongong, Newcastle, Gosford, Orange, Dubbo, Taree, Kempsey, Coffs Harbour, Port Macquarie, and Tamworth.



We delivered 2 self-defence workshops, a Law Talk on sex worker rights (in partnership with the Inner City Legal Centre), and we hosted a Community Advocacy Day in partnership with the Scarlett Alliance.



We increased our key stakeholder training to improve the effectiveness of our community engagement. Among the groups we worked with were NSW Police, NSW Rape Crisis, Mt Druitt TAFE, Jacaranda House and the Red Cross.

We began a process to help SWOP become an independent organisation after 20 years of being a project of ACON.

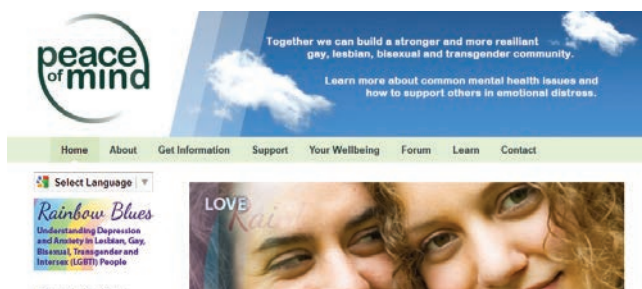
# COMMUNITY HEALTH AND WELLBEING

We work with a diverse range of individuals, groups, populations and communities within the LGBTI community throughout NSW to enhance their general health and wellbeing. We do this by providing a variety of programs, services, workshops, resources and events, many in partnership with a range of relevant community organisations, service providers and government agencies. We also help mainstream service providers improve their knowledge of health issues affecting LGBTI people.



## MENTAL HEALTH

We delivered the *Peace of Mind* education program to reduce the impact of mental distress in the LGBTI community by helping improve the understanding of mental health and the ability to help people experiencing mental health issues. 35 workshops were delivered to almost 300 community members and service providers across NSW, and a website and e-learning module were developed. This program was delivered in partnership with the Mental Health Coordinating Council, Mental Health Association, Gay and Lesbian Health Victoria, and the National LGBTI Health Alliance.



We provided over 7900 occasions of service to more than 525 clients requiring support for mental health issues.

Through our Social Work Service, we continued to provide case management assistance and enhanced primary care to people with complex mental health and/or substance support needs.

Through our Counselling Service, we continued to provide 1-on-1 short term and medium term counselling as well as group therapy sessions. 96% of clients reported good to excellent service.

We developed an on-call counselling program to support our new a[TEST] rapid HIV and STI screening service.

## GENESIS

We reviewed and relaunched our Newly Diagnosed Program for people with HIV, ensuring people who have been recently diagnosed with HIV receive immediate counselling support.

We attracted almost 11,000 unique pageviews of our online mental health content.

Our CEO chaired the NSW Ministerial Advisory Committee on Suicide Prevention.

## Snakes & Ladders COMORBIDITY EDUCATION SESSIONS

We continued our *Snakes and Ladders* comorbidity education sessions to improve the capacity of AOD and mental health service providers to respond to the needs of LGBTI communities.

# ALCOHOL AND OTHER DRUGS

Through our Needle and Syringe Program (NSP) we continued to provide sterile injecting equipment to injecting drug users in Sydney as well the Hunter and Northern Rivers regions. We also provided an outreach service to Northern Rivers clients. We distributed over 406,000 units of sterile injecting equipment.



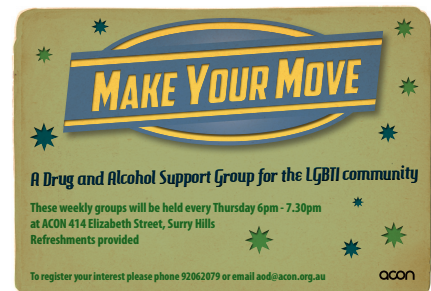
We attracted over 12,700 unique page views of our online AOD content.

We assisted over 23,000 clients through our NSP, as well as our AOD specific counselling and support services.



ACON Rovers attended 13 community events throughout the year. Rovers are teams of specially trained volunteers who attend events to help people experiencing problems due to alcohol and other drug use at events. 40 new Rover volunteers were trained this year.

We developed, produced and promoted *Make Your Move*, a campaign promoting our Substance Support Service which provides counselling for people experiencing problematic drug use.



We produced the second phase of our *Word of Mouth* campaign addressing AOD use among lesbians and same sex attracted women, including a video competition and community events.



We developed and commenced a new weekly support group for people experiencing alcohol and drug issues.

## COMMUNITY SAFETY

We provided support to over 420 clients who had experienced homophobic or domestic violence.



ACON President Mark Orr, ACON CEO Nicolas Parkhill, Bandstand Café owner Michelangelo Cecconi and South Eastern Sydney Local Health District CEO Terry Clout at the launch of the new Safe Places program.

We advocated for LGBTI inclusion in *It Stops Here*, the new domestic and family violence policy framework for NSW.

We redeveloped and relaunched the state-wide Safe Place program which involves participating venues demonstrating support for the LGBTI community through colourful Safe Place signage.

We produced and promoted a *Summer Safety* campaign focused on reducing homophobic, transphobic and domestic violence.

We supported community activities around NSW recognising the International Day Against Homophobia and Transphobia.



We initiated the *Community Safety Ambassadors* program to promote key safety messages throughout diverse social networks, using key opinion makers in our community.



We continued to promote *This Is Oz* online social inclusion and human rights project. The *This Is Oz* website attracted over 34,500 unique visitors and the *This Is Oz* Facebook page attracted over 9500 likes.

We attracted over 11,800 unique page views of our online anti-violence content and over 31,000 visitors to our *Another Closet* LGBTI domestic violence website (a 100% increase on 11/12).

## AGEING



We developed, produced and promoted the first stage of our *L.O.V.E. Project* (Living Older Visibly and Engaged), a needs assessment initiative for LGBTI people over 50 years of age. Initial consultations with a range of individuals and groups were conducted in Sydney and key regional centres, ageing support needs, preferences and service barriers.

We continued ACON's advocacy on ageing issues for the LGBTI community in various government and non-government forums.

We continued to work in partnership with the Mature Age Gays (MAG) support group for gay and bisexual men aged over 40.

We secured a \$960,000 3-year funding agreement with the Federal Government to continue providing a program offering LGBTI cultural awareness training for aged care providers throughout Australia.



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. For the first time we presented this event in Lismore, Newcastle and Albury as well as Sydney.



Our MAG Liaison Officer Steve Ostrow received the 2013 NSW Seniors Week Achievement Award for outstanding contribution in health and wellbeing. It was presented to him by 2013 Australian of the Year Ita Buttrose, AO, OBE.

We continued a pilot of a home-based care service for older LGBTI people to ensure they receive culturally appropriate social and domestic support services.



# COMMUNITY SUPPORT

We help increase the reach and impact of our health promotion work through a range of approaches. These include: undertaking locally relevant activities in Western Sydney and key regional centres; conducting research, developing policies and advocating to legislators, policymakers and service providers; helping employers ensure their workplaces are LGBTI-friendly; and developing partnerships with key community groups and organisations.

## REGIONAL AND RURAL NSW

We provide programs and services across NSW via a network of regional offices and outreach services.

We distributed over 92,500 safe sex packs, more than 272,000 units of safe injecting equipment and over 187,500 units of educational literature to people in regional and rural areas of NSW.

Following extensive community consultation, we refocussed our service provision in Southern NSW. This involved closing our office in Wollongong and replacing it with an outreach service. In addition to a staff member working 3 days a week locally in the Illawarra, we now have outreach visits every fortnight in Port Kembla, every month in Nowra, and every 3 months in Bega/Narooma, Albury and Wagga Wagga. Staff have also increased their focus on engaging clients in the regions through social media and other digital platforms.

We provided health promotion services at a range of festivals including the Tamworth Country Music Festival, the Rainbow Festival in Newcastle, Tropical Fruits in Lismore and CoastOut in Coffs Harbour.



ACON stall at Coast Out Coffs Harbour

### *Treatments by the Sea 2012* A free workshop for People with HIV



We delivered our 20<sup>th</sup> Northern Rivers Retreat for Gay Men with HIV and our 11<sup>th</sup> *Treatments by the Sea* workshop for people with HIV and their partners/carers.

We expanded our *Sexperts* initiative by training a team of Newcastle volunteers to provide sexual health advice to community members at a range of community events in the Hunter region.

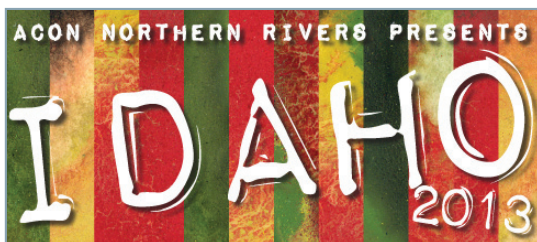


Peer facilitators and Sexperts Kain, Kale, Simon and Hayden.

We provided LGBTI cultural awareness workshops in selected educational settings as well as training for selected aged care, mental health, drug and alcohol, youth and other allied health services in the Hunter, Northern Rivers and Southern NSW.

We supported a range of LGBTI groups including:

- Mid North Coast groups Coastal Castaways Out 'N Hastings.
- New Northern Rivers groups Lesmore Womyn and the North Coast Lesbian Alliance.
- Youth groups Fresh Fruits in Lismore and Be Young & Proud in Coffs Harbour.
- Hume Phoenix in Albury.



## TEST MORE CAN WE END HIV?



ENDING HIV TOUR 2013

Come to ACON's ENDING HIV Tour 2013 and find out how you can contribute to ending HIV. Ask questions, get informed, and create a movement that will stop HIV in its tracks! Join in at the:

**City Diggers Wollongong**

82 Church St, corner of Church and Burelli Wollongong.  
6:30pm Wednesday, 28 August 2013



RSVP to Rebecca Miers on  
0437 891 397 or  
rmiers@acon.org.au

STAY SAFE

TREAT EARLY

We presented a series of community forums in key regional centres promoting our *Ending HIV* initiative. Forums were conducted in Lismore, Byron Bay and Wollongong.

We provided over 30,000 occasions of service to more than 2000 clients in regional and rural areas of NSW.



ACON staff at Rainbow Visions Festival, Newcastle



ACON stall at Tamworth Country Music Festival

We helped set up a Central Coast beats committee involving police and local councils.

We helped facilitate the *Positive Outcomes* symposium for people with HIV in the Hunter region.



## WESTERN SYDNEY

TEST MORE

### Ending HIV by 2020



ENDING HIV ORCAU

Come to ACON's ENDING HIV Tour 2013 and find out how you can contribute to ending HIV. Ask questions, get informed, and create a movement that will stop HIV in its tracks! Join in at the:

**Oxford Hotel, Polo Lounge, 7pm May 8**  
**Bank Hotel, Velvet Lounge, 7pm May 15**  
**Mars Hill Café, Parramatta, 7pm May 22**  
**Holiday Inn, Potts Point, 7pm May 29**



TREAT EARLY

Finger food provided, discussion starts at 7.30pm. Please RSVP to [gprendergast@acon.org.au](mailto:gprendergast@acon.org.au)

STAY SAFE

We presented a community forum in Parramatta to promote our *Ending HIV* initiative.

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, Western Sydney PFLAG, NSW Police Force, Parramatta Queer Forum, sexual health clinics, and the Penrith and Parramatta Councils.

### QUEER SHORTS

A GLBT SHORT FILM FESTIVAL

SATURDAY 11TH AUGUST AT 7PM

RIVERSIDE THEATRES, PARRAMATTA  
TICKETS \$10

MEET THE FILMMAKERS AT THE Q&A, ENJOY A BBQ IN THE COURTYARD AFTER THE MOVIES, GIFT BAGS, LUCKY DOOR PRIZES AND MORE

TICKETS CAN BE PURCHASED BEFOREHAND AT THE RIVERSIDE BOX OFFICE ON 0850 33005  
[WWW.RIVERSIDEPARRAMATTA.COM.AU](http://WWW.RIVERSIDEPARRAMATTA.COM.AU)  
 OR ON THE NIGHT.



Proudly sponsored by



We helped facilitate HIV and LGBTI support, education, sporting and social groups in Penrith, Liverpool and Parramatta.



Parramatta Pride Picnic 2012.

We conducted 6 events with a health promotion and community development focus, including the annual Parramatta Pride Picnic, Parramatta Queer Short Film Festival and activities for the International Day Against Homophobia and Transphobia. These events attracted over 1000 attendees.

## POLICY, ADVOCACY AND RESEARCH



We supported a diverse range of 18 research projects. Topics included: rapid HIV testing; the experiences of serodiscordant couples; changing attitudes towards HIV risk and infection; prostate cancer among gay and bisexual men; and alcohol use among lesbian and bisexual women.

We participated in a range of advisory committees including the NSW Ministry of Health's Advisory Committee on Blood Borne Viruses and STIs as well as the newly formed NSW HIV Strategy Implementation Committee.

We commenced initial planning for the 2014 International AIDS Conference in Melbourne 2012.



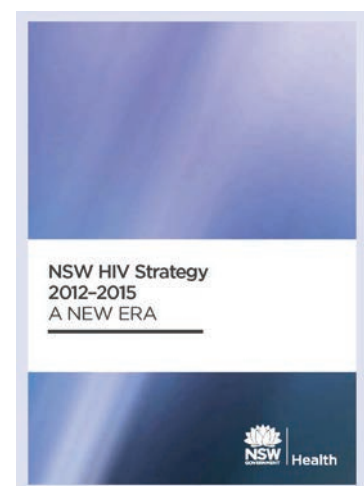
We provided 15 briefings/submissions to the NSW Government and 5 briefing/submissions to the Federal Government on a range of topics including: HIV & STI contact tracing; the availability and appropriateness of drug and alcohol treatments in NSW; and the regulation of brothels in NSW; and the inclusion of LGBTI people in Commonwealth anti-discrimination protections.

We coordinated the 2012 and 2013 Sydney Gay Community Periodic Surveys in August and February.

We hosted and supported the delivery of two workshops with the Open Society Foundation, bringing together international advocates and service providers to discuss strategies to support the decriminalisation of sex work, and to address structural barriers to effective responses to HIV and HCV amongst people who use drugs.

We worked with the NSW Ministry of Health on the Grant Management Improvement Program, and NGO Advisory Committee.

We provided advice for the development of NSW's HIV Strategy.





# LGBTI WORKPLACE INCLUSION

Through our Pride in Diversity Program, we assist member organisations to create workplaces that are equitable, supportive and fully inclusive of LGBTI employees.

We provided training and services to 57 member organisations.



We produced our third annual Australian Workplace Equality Index (AWEI), Australia's definitive national benchmark on LGBTI workplace inclusion. We assessed current practice, benchmarked organisations and provided strategic support for ongoing promotion of best practice. 36 organisations participated in the initiative, with over 3000 respondents to the employee survey (a 300% increase on 11/12).



We produced three new publications: *Engaging Allies for Change; A Managers Guide to LGBTI Inclusion*, and Australia's first *LGBTI Recruitment Guide* profiling LGBTI inclusive employers to graduates and other job seekers.

We launched a Regional Membership, securing two new member organisations seeking LGBTI inclusion support across the Asia Pacific region.

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

We conducted our second Pride in Practice Workplace Conference showcasing the practice of our Top 10 employers along with academic addresses and insights into leading practice. Over 100 people attended from a range of companies and organisations.



Conference sponsors and supporters.

Over 250 people attended our annual Business Luncheon and Awards recognising Australia's top 10 employers for LGBTI people. Accenture Australia was named Employer of the Year.



PID Patron The Hon Michael Kirby, Accenture's Ashley Anderson-Buick, AFL anti-homophobia campaigner Jason Ball, Accenture's Angela Walsh, and awards MC Bob Downe.



We launched an ally training initiative and delivered this to a significant number of member organisations.

## COMMUNITY PARTNERSHIPS

We support a range of HIV and LGBTI community organisations.

We strengthened existing and developed new partnerships with various LGBTI 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
- Sydney Roller Derby team the Vagine Regime
- Sydney Stingers Water Polo Club
- Rainbow Visions
- Tropical Fruits
- Coastal Castaways
- Out 'N Hastings
- Lesmore Womyn
- North Coast Lesbian Alliance
- Fresh Fruits
- Be Young & Proud



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

We supported a number of HIV, health and LGBTI 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, 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.

# ORGANISATIONAL DEVELOPMENT

We help increase ACON's operational capacity, effectiveness and profile through a range of approaches. These include: marketing and communications, fundraising, finance, human resources and information technology services, and planning, evaluation and reporting processes.

# MARKETING AND COMMUNICATIONS

We attracted over 354,000 unique visitors to all ACON websites, more than 23,700 likes across all Facebook pages, over 4100 followers on Twitter and over 12,000 views on YouTube.

We managed ACON's suite of digital communication platforms including 14 websites, 13 Facebook pages, 5 Twitter feeds and 5 photo/video channels.

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

We distributed 110 editions of 9 e-newsletters to over 8,500 subscribers.



We continued development of an ACON site for mobile phones, tablets and other handheld devices.

We provided graphic design and studio services to our staff and selected community partners. Over 5000 individual pieces of graphic content were produced.

We marketed our health promotion, advocacy, corporate and fundraising activities in LGBTI community media as well as mainstream media. Almost 500 stories were published in community media and over 40 stories were published in mainstream media.



# FUNDRAISING



We raised over \$60,000 through our Mardi Gras events including Bob Downe's All-Star Mardi Gras Roast, Mitzi's BIG Bingay Reunion and Richard Savvy's Slave Auction.

Make a difference on  
**WORLD AIDS DAY**  
Saturday 1 December

## MAKE A DONATION

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

## SELL RED RIBBONS

You can sell ribbons on the street on Fri 30 November or Sat 1 December or you can order a counter top 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.

For more information or to get involved, please visit:

**www.redribbonday.org.au**

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



Mitzi Macintosh  
Red Ribbon Appeal Ambassador

Photographer: Peter Green-Saxton

We raised over \$90,000 through our various World AIDS Day-related activities including the Red Ribbon Appeal, theatre and venue collections, and a series of special benefit events and memorial ceremonies throughout NSW.



We raised over \$50,000 through our annual Honour Awards which recognise outstanding achievements in and contributions to the LGBTI community. 6 people and organisations received awards including Pinnacle Foundation founding member Susan Brooks who received the Community Hero Award, and gay and HIV activist Bill Whittaker who was honoured with the inaugural ACON President's Award.



We raised over \$40,000 through our weekly bingo event Bingay, which was relocated to the Midnight Shift Hotel in Darlinghurst after 13 years at the Imperial Hotel in Erskineville.

We raised over \$1.75 million through various fundraising initiatives including non-core grant applications, donations and fundraising events.

We raised \$45,000 through our direct mail appeals, regular giving program and one-off donations including a \$15,000 donation from John Connolly & Partners for our work with LGBTI people from Arabic speaking backgrounds.

# FINANCE, HUMAN RESOURCES AND IT



77% of staff surveyed reported positive engagement with the organisation.

We improved the speed and capacity of internet access across the organisation.

We continued to enhance staff capacity ensuring that productivity and engagement was a key focus over the year, driven by the implementation of a revitalised organisation wide learning and development program.

We managed and produced acquittals for over 45 different grants, ensuring that expenditure was well contained within budgets and met funding and acquittal requirements.



Our front of house staff provided almost 28,000 occasions of service.



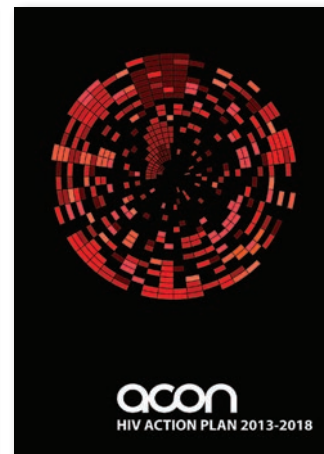
We continued to develop HAL our new intranet portal to manage and consolidate the organisation's information, as well as provide an accessible and efficient one-stop information resource for staff and Board members.

We introduced a range of new IT technologies including tablets and smart phones.

# PLANNING, EVALUATION AND KNOWLEDGE MANAGEMENT

We continued streamlining our annual business planning process.

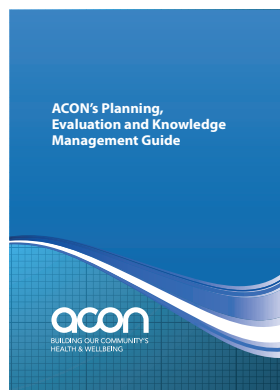
We undertook regular client/stakeholder satisfaction surveys.



We developed and produced the *ACON Strategic Plan 2013-2018* and *ACON HIV Action Plan 2013-2018*. This involved an extensive consultation process with community members and organisations as well as key stakeholders.

We developed a new campaigns database for the organisation which archives the hundreds of social marketing campaigns and education resources developed over the past 28 years.

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



We continued to reorient our planning and evaluation systems across the organisation to contribute to the delivery of more refined and robust activity reports. A new planning, evaluation and knowledge management framework was developed and implemented. A training package to accompany this new framework was developed and internal training commenced in order to build capacity in evaluation best practice.

We developed and produced the 2012 Big Day In, ACON's annual two-day staff learning and development seminar.

We developed and implemented a new Client Services database. This will enable us to improve client service, management and data analysis.

# FINAN CIAL REPORT

**FOR THE YEAR ENDED 30 JUNE 2013**

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.

It's registered office and principal place of business is:  
414 Elizabeth Street  
Surry Hills NSW 2010  
Australia

The financial statements were authorised for issue by the directors on 9 October 2013.  
The directors have the power to amend and reissue the financial statements.



# MEMBERS OF THE BOARD AT 30 JUNE 2013



## **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 as a senior associate with Corrs Chambers Westgarth and Chief Security Officer for Westpac Banking Corporation. He has significant commercial experience in business process redesign, change management, risk management and business development. He is currently Project Director with National Information Communication Technology Australia. Andrew has had a long involvement with sports administration and is founder of the Sydney Convicts Rugby Club.



## **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.



## **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.



## **Nicolas Parkhill – CEO**

BAC, JP

Nicolas has over 16 years' experience in the public and community health sectors. For the last four 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.



## **Julie Mooney-Somers**

BSc, GradCertEdStud, PhD

Julie is a Senior Lecturer in the centre for Values, Ethics and the Law in Medicine at the University of Sydney, and Director of the Qualitative Health Research postgraduate coursework program. Her research focuses on sexual health, usually in marginalised communities. Julie has been the joint coordinator of the Sydney Women and Sexual Health (SWASH) survey since 2009.



## **John de Wit**

MSc, PhD

John 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.



### **Senthorun Raj**

BA (Hons)

Senthorun (Sen) is an advocate and researcher with a passion for human rights, popular culture, and politics. He is currently a Churchill Fellow and completing his PhD at the Sydney Law School. Sen is also a writer for The Guardian and The Vine. He has published numerous articles on topics relating to refugees, sexuality, social justice, law reform, and public policy. In a governance capacity, Sen serves as the NSW President of Amnesty International Australia and a Director of ACON Health. He has previously worked as the Senior Policy Advisor for the NSW Gay and Lesbian Rights Lobby.



### **Leigh O'Dwyer**

BBus (Org Comm)

Leigh works in the construction industry providing corporate communication services including media relations management. In previous roles across the mining and infrastructure sectors, Leigh has led social impact assessments and community consultation programs in urban, regional and remote areas. She has a background in education and training and has previously volunteered on the Twenty10 management committee.



### **Daniel 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.



### **Richard Lee**

Bachelor Commerce in Marketing UNSW

Richard is a brand strategist and has led the positioning development of well-known brands in Australia and around the world.

Core skills are research & analytics, brand positioning strategy, marketing and communication strategy, cultural change strategy and creative idea generation.



### **Craig Gear**

B. Nursing Sydney University, Masters Nursing (Critical Care)

Craig has extensive experience in health service management and health consulting. He is now the principal director of a health consulting firm focusing on primary care NGOs, mental health, eHealth and Aboriginal health. Flowing from his background in nursing he is passionate about connecting and improving the health system for all Australians.



### **Joshua Hatten**

B. Eco. Soc. Sci., LL.B (Hons), MSc, G.AICD

Josh is currently serving as a senior policy advisor in the NSW Government overseeing the corporate services portfolio of one of the State's biggest Departments. He is a Director of Qantas Credit Union and serves on the Audit Committee. His experience spans law, communications, governance and politics.



### **Benjamin Bavinton**

Bachelor of Arts (Honours), Master of Public Health

Benjamin currently works at the Kirby Institute at the University of New South Wales on the Opposites Attract Study, a cohort study of HIV treatment and its effect on HIV transmission in gay male serodiscordant relationships. Both in Australia and internationally, he has worked in HIV prevention for nearly ten years in the areas of community education, policy, capacity development, and research. He worked at ACON in gay men's peer education from 2004 to 2010.

# DIRECTORS' REPORT

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 2013.

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  
 Andrew Purchas  
 Jason Bradshaw  
 Nicolas Parkhill  
 Danny Adams  
 John de Wit  
 Senthoran Raj  
 Steven Berveling

The following persons were directors from the beginning of the financial year until the date of their resignation:

Wes Bas –  
 resigned 17 July 2012  
 Devon Indig –  
 resigned 8 November 2012  
 Mitchell Gordon –  
 resigned 9 November 2012  
 Jeremy Hutton –  
 resigned 13 March 2013  
 Garrett Prestage –  
 resigned 12 July 2013

The following persons were appointed as directors on the dates stated and continue in office at the date of this report:

Craig Gear –  
 appointed 12 September 2012  
 Richard Lee –  
 appointed 14 November 2012  
 Julie Mooney-Somers –  
 appointed 14 November 2012  
 Joshua Hatten –  
 appointed 13 March 2013  
 Benjamin Bavinton –  
 appointed 13 June 2013

The following person was a director for the period stated:

Justin Koonin –  
 appointed 14 November 2012,  
 resigned 15 August 2013.

## 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:

Board Member	Meetings Held	Meetings Attended
Mark Orr	12	11
Andrew Purchas	12	10
Jason Bradshaw	12	9
Nicolas Parkhill	12	12
Garrett Prestage	12	10
Danny Adams	12	10
John de Wit	12	9
Steven Berveling	12	12
Leigh O'Dwyer	12	12
Craig Gear	8	8
Joshua Hatten	9	4
Devon Indig	5	1
Julie Mooney-Somers	6	5
Mitchell Gordon	5	2
Garrett Prestage	12	10
Senthorun Raj*	12	7*
Wes Bas	1	1
Richard Lee	7	5
Justin Koonin	6	6

\*Senthorun Raj was granted leave of absence from 10 April to 30 June 2013.

## PRINCIPAL ACTIVITIES AND OBJECTIVES

### *Ending HIV transmission among gay men and other homosexually active men by:*

- Increasing the knowledge of gay men and other men who have sex with men about when to seek a HIV and STI test.
- Using innovative, targeted engagement strategies to motivate gay men and other men who have sex with men to test more regularly.
- Increasing the number of HIV positive gay men who understand the benefits of accessing treatment earlier.
- Sustaining the safe sex knowledge of gay men and men who have sex with men utilising both condom and non-condom based risk reduction strategies.
- Advocating for better access to home-based or self-administered HIV testing and access to Pre-Exposure Prophylaxis for those who would most benefit.
- Reducing psychosocial barriers to testing and treatment uptake for people who are newly diagnosed through education, counselling and peer support.
- Ensure the range of HIV Health Promotion programs continues to be relevant and useful for people with HIV.
- Developing a HIV Health Promotion Strategy focussing on post diagnosis support, living well with HIV and planning for healthy ageing.

### **Promoting the health throughout life of the LGBTI people and people with HIV by:**

- Providing HIV Care and Support services including: Counselling, Enhanced Primary Care, Community Support Network, Newly Diagnosed Service.
- Reviewing our current care and support programs to ensure they continue to meet the needs of people with HIV.
- Intensifying our focus on immediate post diagnosis care and support to prevent transmission rates and improve the health outcomes for newly diagnosed
- Enhancing our intake and case management processes to ensure person centred, tailored responses.

- Enhancing our treatments advice and adherence support capacity to educate people with HIV about the benefits of earlier and increased treatment uptake.
- Developing programs to address the health areas that have the most negative health impact on people living with HIV, e.g. Enhanced Primary Care.
- Addressing substance support use co-morbidities through counselling from the substance use service, Needle Syringe Programs, harm minimisation support and referrals to drug and alcohol treatment services.
- Addressing the health disparities experienced by the LGBTI community and to reduce the impacts of negative health determinants including:
  - Alcohol and Other Drugs
  - Mental Health and Wellbeing
  - Smoking
  - Homophobic and Transphobic Violence
  - Healthy Ageing and Aged Care
  - Domestic and Family Violence

### **Continuing to strengthen organisational capacity and sustainability by:**

- Ensuring our infrastructure and systems enable staff to effectively deliver programs and services to rural and remote NSW.
- Investigating and implementing new partnerships, fee for service models and social enterprise approaches to diversify our funding base.
- Exploring opportunities to grow discretionary revenue through fundraising, new grants and fee for service.
- Continuing to invest in building our data collection, analysis evaluation and knowledge management capacity.
- Building the research capacity of our staff through seeding grants and partnerships with academic institutions.
- Continuing to build our presence, capacity and effectiveness in the digital space to increasing our reach and impact.



### Advocating and promoting social inclusion by:

- Providing LGBTI employees within Australian workplaces targeted initiatives via education and benchmarking and through the Pride in Diversity Program
- Establishing Partnerships with government, other NGOs, health care providers, researchers and affected communities.
- Ensuring all direct LGBTI services are sensitive to the needs of and available to all of our communities.
- Ensuring all of our training packages for service providers are inclusive of our populations.
- Ensuring our advocacy work in the areas of discrimination and human rights are inclusive of the needs and views of all our communities and is conducted in consultation with relevant stakeholders.
- Developing strategies, in collaboration with key partners to maximise inclusiveness and reach of health promotion strategies.
- Developing 'population specific' communication strategies to ensure our programs are visible to all of the communities they are intended to reach.

### Performance measures (key performance indicators). We contribute to:

- 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 LGBTI 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.

### Review of operations

Operations for the year ended 30 June 2013 resulted in a net surplus of \$81,664 (30 June 2012: deficit of \$295,650). The current year result includes grants received in advance of \$1,306,793 recognised as income (30 June 2012: \$1,443,178).

### 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 \$2 at the time of winding up the debts and liabilities of ACON Health exceed its assets.

### Matters subsequent to the end of the financial year

No other matter or circumstance has arisen since 30 June 2013 that has significantly affected, or may significantly affect:

- 1) the Group's operations in future financial years, or
- 2) the results of those operations in future financial years, or
- 3) the Group's state of affairs in future financial years.

### Likely developments and expected results of operations

Likely developments and expected results of operations comments on expected developments are included in this directors' report under the "Principal activities and objectives" section.

Any resulting surplus arising from the results of operations will be reinvested to achieve the group's objectives and strategies.

### Proceedings on behalf of the company

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the Corporations Act 2001.

**Auditor's independence declaration** A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 55.

### Signed in accordance with a resolution of the Board.

Dated at Sydney this 9<sup>th</sup> October 2013



Mark Orr  
President



Jason Bradshaw  
Treasurer



## Auditor's Independence Declaration

As lead auditor for the audit of ACON Health Limited for the year ended 30 June 2013, 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 entities it controlled during the period.

A handwritten signature in blue ink, appearing to read 'J. Richardson'.

Justine Richardson  
Partner  
PricewaterhouseCoopers

Sydney  
11 October 2013

## ACON HEALTH LIMITED

## DIRECTORS REPORT

## CONSOLIDATED INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2013

	Notes	2013 \$	2012 \$
REVENUE FROM CONTINUING OPERATIONS			
Grants:			
NSW Department of Health		10,729,106	9,957,243
NSW Department of Community Services		130,284	166,958
Local Health Districts		590,846	627,246
NSW Users & AIDS Association		-	1,728
Other grants		533,578	751,800
Fundraising	15(a)	506,991	536,341
Interest received/receivable		207,861	259,198
Fee for service		218,701	197,482
Membership		4,039	1,025
Rent received		234,471	67,694
Sale of vitamins		21,485	30,307
Sale of materials		62,044	62,953
Cost of Reimbursement		180,389	76,050
Secondment Income		30,097	151,611
Other income		15,747	37,125
<b>Total revenue from continuing operations</b>		<b>13,465,639</b>	<b>12,924,761</b>
EXPENDITURE			
Salaries & associated costs		7,767,428	7,554,402
Program materials and services		536,986	769,629
Rent and rates		1,539,358	1,488,707
Depreciation – plant & equipment		376,528	370,539
Amortisation – lease incentive		150,500	150,500
Building maintenance		334,808	389,116
Communications		241,519	260,692
Travel and representation		422,745	399,309
Donations given		20,405	24,891
Advertising costs		647,655	596,348
Events and activities		161,607	175,555
Administrative costs		1,155,078	1,006,098
Cost of goods sold		29,358	34,625
<b>Total expenditure</b>		<b>13,383,975</b>	<b>13,220,411</b>
<b>Operating surplus/(deficit) for the year</b>		<b>81,664</b>	<b>(295,650)</b>

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

## ACON HEALTH LIMITED

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED  
30 JUNE 2013**

	<b>2013</b> <b>\$</b>	<b>2012</b> <b>\$</b>
Operating surplus/(deficit) for the year	<b>81,664</b>	(295,650)
Other comprehensive income	-	-
Total comprehensive income for the year	<b>81,664</b>	(295,650)
Operating surplus/(deficit) of ACON Health Limited	<b>81,664</b>	(295,650)

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



## ACON HEALTH LIMITED

**CONSOLIDATED BALANCE SHEET AS AT 30 JUNE 2013**

	Notes	2013 \$	2012 \$
CURRENT ASSETS			
Cash and cash equivalents	3	4,204,081	3,807,539
Receivables	4	205,068	56,598
Inventories	5	5,503	9,842
Other	6	192,956	197,423
<b>TOTAL CURRENT ASSETS</b>		<b>4,607,608</b>	<b>4,071,402</b>
NON-CURRENT ASSETS			
Plant & equipment and lease incentive	7	2,753,003	3,139,223
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,753,003</b>	<b>3,139,223</b>
<b>TOTAL ASSETS</b>		<b>7,360,611</b>	<b>7,210,625</b>
CURRENT LIABILITIES			
Trade and other payables	8	772,815	558,155
Employee entitlements	9	618,233	672,030
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,391,048</b>	<b>1,230,185</b>
NON-CURRENT LIABILITIES			
Employee entitlements	10	497,513	439,554
Deferred lease liability	11	1,141,291	1,291,791
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>1,638,804</b>	<b>1,731,345</b>
<b>TOTAL LIABILITIES</b>		<b>3,029,852</b>	<b>2,961,530</b>
<b>NET ASSETS</b>		<b>4,330,759</b>	<b>4,249,095</b>
STAKEHOLDERS' FUNDS			
Retained surplus at the end of the year	17	4,298,939	4,217,275
Revaluation reserve		31,820	31,820
<b>TOTAL ACCUMULATED FUNDS</b>		<b>4,330,759</b>	<b>4,249,095</b>

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

## ACON HEALTH LIMITED

**CONSOLIDATED STATEMENT OF CHANGES IN STAKEHOLDERS' FUNDS FOR THE YEAR ENDED 30 JUNE 2013**

	<i><b>Retained surplus</b></i>	<i><b>Revaluation reserve</b></i>	<i><b>Total</b></i>
<b>Year ended 30 June 2012</b>			
Total stakeholder funds at the beginning of the financial year	4,512,925	31,820	4,544,745
Total comprehensive income for the year	(295,650)	-	(295,650)
Total stakeholder funds at the end of the financial year	4,217,275	31,820	4,249,095
<b>Year ended 30 June 2013</b>			
Total stakeholder funds at the beginning of the financial year	4,217,275	31,820	4,249,095
Total comprehensive income for the year	81,664	-	81,664
Total stakeholder funds at the end of the financial year	4,298,939	31,820	4,330,759

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

## ACON HEALTH LIMITED

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

	<i>Notes</i>	<b>2013</b> <b>\$</b>	<b>2012</b> <b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers, granting bodies & fundraising (inclusive of goods & services tax)		<b>14,439,553</b>	14,236,235
Payments to suppliers and employees (inclusive of goods & services tax)		<b>(14,110,064)</b>	(14,810,691)
Interest received		<b>207,861</b>	259,198
<b>NET CASH INFLOW/(OUTFLOW) FROM OPERATING ACTIVITIES</b>		<b>537,350</b>	(315,258)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for property, plant & equipment		<b>(140,808)</b>	(179,902)
<b>NET CASH OUTFLOW FROM INVESTING ACTIVITIES</b>		<b>(140,808)</b>	(179,902)
<b>NET INCREASE/(DECREASE) IN CASH HELD</b>		<b>396,542</b>	(495,160)
CASH AT THE BEGINNING OF THE YEAR		<b>3,807,539</b>	4,302,699
<b>CASH AT THE END OF THE YEAR</b>	<b>3</b>	<b>4,204,081</b>	3,807,539

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

## ACON HEALTH LIMITED

**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 its subsidiary, 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 2012 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 2012.

*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 2013 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.



## ACON HEALTH LIMITED

### NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

#### C. 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

Revenue from non-reciprocal grants is recognised when the company obtains control of the funds.

#### 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.

## ACON HEALTH LIMITED

### NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

#### 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. 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:

Furniture & Fittings:	2-5 years,
Office & IT 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.

## ACON HEALTH LIMITED

### NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

#### 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.

## ACON HEALTH LIMITED

## 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**

	2013 \$	2012 \$
Cash on hand	10,020	10,020
Cash at bank:		
Cheque account – operations	4,040,855	3,650,415
Deposits	153,206	147,104
	<u>4,204,081</u>	<u>3,807,539</u>

**(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	4,204,801	3,807,539
Bank overdrafts	-	-
Balances per statement of cash flows	<u>4,204,081</u>	<u>3,807,539</u>

**4. CURRENT ASSETS – RECEIVABLES**

Accounts receivable	193,155	45,398
Accrued income	11,913	11,200
	<u>205,068</u>	<u>56,598</u>

As at 30 June 2013, no receivables were considered impaired (30 June 2012: \$nil). The amount of the provision for doubtful debts was \$nil (30 June 2012: \$nil).

**5. CURRENT ASSETS - INVENTORIES**

Finished goods (vitamins) at cost	<u>5,503</u>	9,842
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**6. CURRENT ASSETS – OTHER**

Goods and Services Tax receivable	151,134	171,445
Prepaid expenses	41,822	25,978
	<u>192,956</u>	<u>197,423</u>



## ACON HEALTH LIMITED

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## 7. NON-CURRENT ASSETS- PLANT &amp; EQUIPMENT AND LEASE INCENTIVE

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:

	Furniture & fittings \$	Office & IT equipment \$	Library Works of Art \$	Leasehold improvements \$	Lease Incentive \$	Totals \$
<b>At 30 June 2012</b>						
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)
<b>Net book value</b>	<b>677,876</b>	<b>313,233</b>	<b>141,150</b>	<b>715,173</b>	<b>1,291,791</b>	<b>3,139,223</b>
<b>Year ended 30 June 2013</b>						
Opening net book value	677,876	313,233	141,150	715,173	1,291,791	3,139,223
Additions	1,280	59,028	5,500	75,000	-	140,808
Depreciation/amortisation charge	(172,622)	(124,284)	-	(79,622)	(150,500)	(527,028)
<b>Closing net book value</b>	<b>506,534</b>	<b>247,977</b>	<b>146,650</b>	<b>710,551</b>	<b>1,141,291</b>	<b>2,753,003</b>
<b>At 30 June 2013</b>						
Cost or fair value	874,808	940,189	146,650	948,438	1,505,000	4,415,085
Accumulated depreciation	(368,274)	(692,212)	-	(237,887)	(363,709)	(1,662,082)
<b>Net book value</b>	<b>506,534</b>	<b>247,977</b>	<b>146,650</b>	<b>710,551</b>	<b>1,141,291</b>	<b>2,753,003</b>

## ACON HEALTH LIMITED

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## 8. CURRENT LIABILITIES – TRADE AND OTHER PAYABLES

	2013 \$	2012 \$
Goods & Services Tax payable	365,212	59,587
Trade creditors	352,444	463,409
Accrued expenses	55,159	35,159
	<u>772,815</u>	<u>558,155</u>

## 9. CURRENT LIABILITIES – EMPLOYEE ENTITLEMENTS

Employee entitlements - annual leave	<u>618,233</u>	<u>672,030</u>
Employee numbers	<i>Number</i>	<i>Number</i>
Number of employees at reporting date (full time equivalent)	<u>98</u>	<u>105</u>

## 10. NON-CURRENT LIABILITIES – EMPLOYEE ENTITLEMENTS

Employee entitlements - long service leave	<u>497,513</u>	<u>439,554</u>
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## 11. NON-CURRENT LIABILITIES – DEFERRED LEASE LIABILITY

414 Elizabeth Street, Surry Hills	<u>1,141,291</u>	<u>1,291,791</u>
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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 2013.

## 14. ECONOMIC DEPENDENCY

The major source of funding for the group is an annual grant from the NSW Ministry of Health. The NSW Ministry of Health has agreed to maintain current funding levels in the 2013/2014 and 2014/2015 financial years.

## ACON HEALTH LIMITED

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## 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:

	2013 \$	2012 \$
Gross proceeds from fundraising:		
<i>Red Ribbon World AIDS Day Appeal</i>	<b>84,501</b>	90,901
Other including Donations, Events & Sponsorship	<b>422,490</b>	445,440
<b>Total gross income from fundraising</b>	<b>506,991</b>	536,341
less total costs of fundraising		
<i>Red Ribbon World AIDS Day Appeal</i>	<b>18,615</b>	31,329
Other	<b>201,006</b>	187,444
<b>Total costs of fundraising</b>	<b>219,621</b>	218,773
<b>Net surplus obtained from fundraising appeals</b>	<b>287,370</b>	317,568

(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	<b>43%</b>	<b>41%</b>
Ratio of net surplus to gross proceeds	<b>57%</b>	<b>59%</b>
Ratio of total cost of fundraising services to total Organisation expenditure	<b>2%</b>	<b>2%</b>
Ratio of total cost of fundraising services to total Organisation income	<b>2%</b>	<b>2%</b>

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.*

## ACON HEALTH LIMITED

## NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

## 16. COMMITMENTS FOR EXPENDITURE

## LEASE COMMITMENTS

The group leases the head office building under a non-cancellable operating lease expiring within [7] years. Excess building space is sub-let to third parties under operating leases.

*Non-cancellable Operating Leases*

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

	2013 \$	2012 \$
Within one year	1,508,165	1,666,996
Later than one year but not later than 5 years	6,105,334	5,932,077
Later than 5 years	3,845,393	5,092,647
	<u>11,458,892</u>	<u>12,691,720</u>

## 17. RETAINED SURPLUS

Retained surplus at the beginning of the year	4,217,275	4,512,925
Current year surplus/(deficit)	81,664	(295,650)
Retained surplus at the end of the year	<u>4,298,939</u>	<u>4,217,275</u>

Included in the retained surplus at 30 June 2013 is an amount of \$1,306,796, 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:

<i>Balance sheet</i>		
Current assets	4,613,877	4,043,750
Total assets	7,331,555	7,182,973
Current liabilities	1,391,048	1,229,808
Total liabilities	3,029,852	2,961,530
<i>Stakeholders' Funds</i>		
Retained surplus	4,301,703	4,221,443
Operating surplus/(deficit) for the year	80,260	(283,850)

## (B) CONTINGENT LIABILITIES OF THE PARENT ENTITY

The parent entity did not have any contingent liabilities as at 30 June 2013 (30 June 2012: \$nil).



## ACON HEALTH LIMITED

## DIRECTORS' DECLARATION

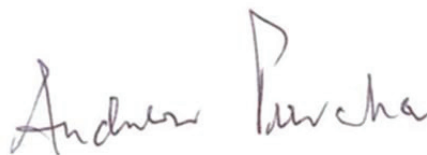
In the directors' opinion:

- 1) The financial statements and notes set out on pages 9 to 23 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 2013 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 9th Day of October 2013.

## STAFF AND VOLUNTEERS

Aaron McKenzie  
 Adain Hirn  
 Adam Poole  
 Adam Tan  
 Adam Tan  
 Adelaide  
 Aditi Halder  
 Adrian Eisler  
 Adrian Eisler  
 Adrian Hinder  
 Aeyrton Kee  
 Aidan Calabria  
 Al Moroni  
 Al Scerri  
 Alan Brotherton  
 Alan Martin  
 Albert Stangl  
 Aleksandar Jakovlevic  
 Alex Sexton  
 Alexander Cameron  
 Alexandra Mueller  
 Alicia Rich  
 Alison Jeffreson  
 Allan Jackson  
 Allan Jones  
 Allen Henry Breese  
 Alvin Valdez  
 Aly Murray  
 Amanda Diprouf  
 Amanda Jane Wilson  
 Amber McBride  
 Amy Spears  
 Ana Irvine  
 Anabell Thoener  
 Andreas Beck  
 Andrew Adam  
 Andrew Arginovski  
 Andrew Cutmore  
 Andrew Purchas  
 Andrew Stone  
 Andrew Tam  
 Andrew Trist  
 Andrew Wong  
 Andy Foxworth  
 Andy Tanamas  
 Angela Trevaskis  
 Angus Beadie  
 Ann Shirk  
 Anna Barker  
 Annaliese Constable  
 Annie Selman  
 Annie White  
 Ann-Maree Rundle  
 Anthony Castiglione  
 Anthony Duggan  
 Anthony Pyrke  
 Archana Nagendiram  
 Arky Michael  
 Aron Pardede

Ashley Nielsen  
 Astrid Gearin  
 Avi Primov  
 Basil Nicoll  
 Beau Vardhanabhuti  
 Belinda Rimer  
 Ben Khabib  
 Ben Latimer  
 Ben Micallef  
 Ben Micallef  
 Ben Wilcock  
 Benjamin Bavinton  
 Benjamin Blyth  
 Bianca Zeng  
 Bill O'Connor  
 Billy Sloan  
 Bing Wong  
 Birdie Thirapat  
 Bo Chen  
 Bo Zhang  
 Boyan Pijetlovic  
 Brad Bazley  
 Brad Curgenvin  
 Breda Drumgoole  
 Brendan Arthur  
 Brendan Maclean  
 Brendan War  
 Brent Clifton  
 Brent Clifton  
 Brian Fake  
 Bridget Haire  
 Bronwyn Bailey  
 Bruce Cherry  
 Bruce Dallas  
 Bruce Jensen  
 Bruce Strath  
 Callum Mealey  
 Cameron Cox  
 Cara van Wyk  
 Carla Stevens  
 Carmel Shevlin  
 Caroline de Castro  
 Cassandra Burgess  
 Cassandra Pomroy  
 Caterina Giuliano  
 Cath Glasson  
 Catherine Davies  
 Catherine Ekberg  
 Catherine Wilson  
 Cathy Adams  
 Catriona O'Connor  
 Chadwick Spinazza  
 Chantal Burchett  
 Charles Hunter  
 Charlie Cox  
 Chelsea Weiss  
 Chen-Ying Lu  
 Cheryl Ballas  
 Cheryl Minett

Chi Kao  
 Chiho Otani  
 Chloe Bardsley  
 Chloe Lim  
 Chris Hall  
 Chris Jackson  
 Chris McGarrigle  
 Chris Surplice  
 Chris Szeleczy  
 Christina Bennett  
 Christina Roberts  
 Christine Lade  
 Christopher Brew  
 Christopher Hui  
 Christopher Kam  
 Christopher Price  
 Claire Swan  
 Cliff Micallef  
 Colin Clarke  
 Colin Faulds  
 Colin Turner  
 Corey Irlam  
 Courtney Morgan  
 Craig Cranko  
 Craig Gear  
 Craig Gee  
 Craig Locke  
 Craig Wilson  
 Craig Wilson  
 Cristina Mihaila  
 Cristina Santolin  
 Dai Aoki  
 Dale Schilling  
 Damian Hannan  
 Damien Wilson  
 Danashi Medagoda  
 Daniel Adams  
 Daniel Freimeyer  
 Daniel McLennan  
 Daniel Monaghan  
 Danielle Coonerty  
 Danny King  
 Darren Irwin  
 Darren Kane  
 David Beeby  
 David Brasted  
 David Bryant  
 David Butler  
 David Edler  
 David Helmen  
 David Houghton  
 David Irving  
 David Travis  
 David Wilkins  
 Dawn Hough  
 Dean Price  
 Debbie Curtis  
 Debbie Ritchie  
 Deborah Broughton

# STAFF AND VOLUNTEERS

Deborah Cox  
Deborah Saxelby  
Decoda Secret  
Dennis Tiang  
Denton Callander  
Dermot Ryan  
Derrick Chiang  
Diab Metry  
Diana Bernard  
Dina Erceg  
Donna Campbell  
Donna McLaren  
Dorothee Ulm  
Dottie Gavenlock  
Doug Lee  
Doug Millen  
Douglas McIntosh  
Dungeon Boy  
Ed Ng  
Edda Lampis  
Eduardo Mariz  
Edwina Lloyd  
Eleanor Stearn  
Elic Chen  
Elissa Elvidge  
Elizabeth Rollings  
Ella Van Acker  
Ellie Walsh  
Emilie Wiggers  
Emily Graham  
Emily Parker  
Emily Spencer  
Epona Winter  
Eric Ellem  
Erika Burt  
Erin Cooper  
Ethan Rourke  
Eun Bi Kim  
Eun Kyung Chung  
Evan Gray  
Fahad Ali  
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Staff and volunteers prepare for ACON's Ending HIV Mardis Gras float 2013.

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357	APCOM	Brett Toelle
8Hotels	APHEDA	Brian Walsh
AACACT	Arab Council Australia	Bridge Housing
Aaron Allegretto	Armidale & District Women's Centre	Bristol Myer Squibb
Aarows	ARQ	Broken Glass
Abbot	Arredorama	Brunswick Valley Community Centre
Aboriginal and Torres Strait Islander	Art Central	Byron Bay Community Centre
Health NCHCR	As You Are	Byron Gay
Aboriginal and Torres Strait Islander Sexual	Au Lac Royal Vegetarian Cuisine	Byron McDonald
Health Network	Aurora Group	Byron Shire Council
Aboriginal Medical Service	Aussie Boys	Cabcharge Australia
Aboriginal Reference Group Hunter	Aussie Pole Boys	Cancer Council NSW
Aboriginal Women's Refuge	Australia Council for the Arts	CanTeen Hunter and Northern Division
Accenture	Australian Drug Foundation	Capitol Theatre
ACOSS	Australian Federation of AIDS	Care Connect
ADAHPS	Organisations	Carers NSW
ADAHPT	Australian Human Rights Commission	Carla Omiciuolo
Adam Filewood	Australian Injecting and Illicit Drug Users	Carlos Felix
Adam Fitzpatrick	League	Carrie's Place Women's and Children's
Adam Moar	Australian Network on Disability	Services
Adam Niewand	Australian Radical Faeries	Catfight Collections
Adult World	Australian Red Cross	Catholic Education Office, Inner West
Aged Care Rights Service	Australian Services Union	Region
Aged-Care Rights Service	Australian Society of HIV Medicine	CB Fitness Package
Ageing, Disability and Home Care	AVANT Card	CCL
NSW	Awabakal Aboriginal Medical Service	Cec Busby
AIDS and Infectious Diseases Branch NSW	Awabakal Land Council	Centre for Volunteering
Health	Baden Chalmers	Centrelink
AIDS Concern	Balmain Uniting Church	Centro Charlestown Square Shopping
AIDS Projects Management Group	Bandstand Café	Centre
AIDS Trust of Australia	Bankstown Community Drug Action Team	Cessnock Hospital
Air Asia	Bankstown Women's Health Centre	Cessnock Library
AIVL	Barry Hammond	Charisma Belle
Alan Boxsell	Barton Druitt	Cheeky Transport
Alan Hough	Bas Papaioannou	Chevron
Albion Street Centre	BE Productions	Chih Yao Chang
Alcohol and Other Drugs Service	Be Young and Proud	China Doll
Alen Vujevic	Bean Bar Café	Chris Brooke
Alex Jackson	Becker Minty.	Chris Muir
Alex McKinnon	Beckett Robert	Chris Panton
Alex Whitfield	Belinda Symington	Chris Turano
Alfalfa House	Belinda Wollaston	Chris Yamamoto
Allambi Youth Services	Belvoir St Theatre	Christopher's Flowers
Allsorts Queer Collective Wollongong	Ben Bristow	Christophers Flowers
University	Benjamin Heathwood	Cinnamon Twist School of Belly Dance
Alphamale Skin Care	Benson Waghorn	City Gym
Alzheimer's Australia NSW	Beresford Hotel	City of Sydney
American Express	Bernie Green	Claire's Kitchen
ANCD	Better Read Than Dead	Clarence River Women's Refuge and
Anchor Men's Hostel	Beyond Blue	Outreach Services
Andrew Bell-Chambers	Bill Bowtell	Clayton Utz
Andrew Collins	Blackbird Corner	Clinic 145 - Tweed Heads
Andrew Kirk	Blackstar Pastry	Clinic 16
Andrew Mercardo	Blacktown Community Transport	Clinic 229 - Grafton
ANEX	Blue Dog Posters	Clinic 468
Ankali	Blues Sisters Softball Team	Clinic 468 (Tamworth)
Ankali Project	Bobby Goldsmith Foundation	Clive Woodworth
Anne Bee	Bodyline	Coalition Of Activist Lesbians
Ansell Condoms	Boehringer Ingelheim	Coast Out Festival
Anthony Defina	Bon Appetite Café	Coastal Castaways
Anthony Hillis	Bongo Prints	CoastOut Festival
Anthony Kable	Bookshop Darlinghurst	Coffs Harbour City Council
Anthony Ogle	Boulevard Partners	Coffs Harbour Sexual Health
AOD Service, St Vincent's Hospital	Breast Screen	Colombian Hotel
AOD/HHP Offender Services and Programs	Brett Brown	Columbian
		Commonwealth Bank

Community Health for Adolescents in Need	Duffy Bros Darlinghurst	Gay & Lesbian Immigration Taskforce
Community Mental Health	Dulwich Hill Library	Gay & Lesbian Liaison Officers (NSW Police)
Community Restorative Centre	Duncan Cresswell	Gay and Lesbian Health Victoria
Community Wheels	Duncan Holmes	Gay and Lesbian Rights Lobby
Community Youth Development Project	Dungog Shire Community Centre	Gay Bar
ConNetica	East Sydney Doctors	Gay Camping NSW
Corelli's Café Gallery	Eastern Sydney Medicare Local	Gay Exchange Park Street
Corey Zerna	Eastlake Youth Centre	Gay Matchmaker
Corner Youth Health Service Bankstown	Ed Halmagyi	Gel Works
Cornersmith	Elindale House	Gender Centre
COTA NSW	Elissa Elvidge	Genevieve Freeman
Craig Mitten	Elsie Women's Refuge	GenQ Gosford and Wyong
CRC NSW	Elton Ward Creative	George Braybon
Crossroads Youth Health Service	Emanuel Laermenos	Gilead
Crowd Comms	Emma MacMahon	GlaxoSmithKline
CSCAN	Erko Physio	GLBTI Network - RailCorp
CSRH	Estabar	GLCS
Cullen Hotel	ETHOS Project	GLYDE
CULT	Ettalong 50+ Leisure and Learning Centre	Glyde Sexual Health
Cummings Ballina	Evans Media	Go Vita Health Food
Curt Mason Therapy Space	Evelyn Drivas	Goldman Sachs
Curtin University of Technology	Event Cinemas	Golds Gym
CUSCAL	Events NSW	Good Wool Store
DADHC Office for Ageing	Evergreen Life Care	Goonellabah Sports and Aquatic Centre
Daly Male	EVO Media	Gosford 50+ Leisure and Learning Centre
Damian Barrett	Fairfax Media	Gosford Sexual Health Clinic
Daniel Bone	Family Drug Support	Graeme Brown
Daniel Gordon	Family Planning NSW	Graham Vince
Daniel Lane	Family Referral Service	Grant Drury-Green
Daniel Lemesle	Family Relationship Centre	GREAT Community Transport
David Bain	Family Support Network	Greg Jones
David Buchanan	Far West Community Legal Service	Greg Prior
David Davies	Far West LHD	Gretel Killeen
David Hall	Fenway Health	Hamilton Bottle Shop
David Josephson	Fenway Institute	Hampsons Homewares
David Lyons	Fernwood Newcastle	Harbour City Bears
David Sergeant	Fiona Ball	Harm Minimisation Program HNELHD
David Walters	Flock Espresso & Eats	HARP Unit, SSWSLHD
Dawn French	Floral Decorator	Harry Fransen
Dean Bell	Flying Fruit Fly Circus	Harry West
DEEWR	Flying Penguin Extraordinary Educational Toys	Hawk IT Services Pty
Delta Force Paint Ball	Forbes Chambers	Haymarket Foundation
Department of Aboriginal Affairs	Four Seasons Condoms	Headquarters
Department of Aging and Disability	Foxtel	Headquarters on Crown
Department of Education and Training	FPNSW	Headspace
Department of Family and Community Services	Frank Barnes	Hecate Consulting
Department of Health and Ageing	Frankie's Place Café	Hepatitis NSW
Department of Human Services	Fraser Stark	Herbert Smith Freehills
Derek Hodgkins	Freezone Volleyball	High Street Youth Health Service
Designer Boys	Fresh	High Tide Café
Devon Indig	Fresh Fruits Youth Group	Hill Youth Centre
Diabolik Tattoo	Frost Design	HIV Accommodation Crisis Group
Diamond Communication	Frou Frou Productions	Interagency
Diamond Service Centre	Fusion Massage	HIV Outreach Team
Diana Van Bell	Gabriel Wild	HIV/AIDS & Related Programs
DIVA	Galambila Aboriginal Health Service	HIV/AIDS Legal Centre
Diversity ACT LGBTIQ Community Services	GAMMA	HNEALHD Substance Abuse Services
Diversity Council Australia	Gareth Hooper	HNELHD Dental Services
Diversity Council of Australia	Garrett Bithell	HNELHD Population Health Team
DNA Magazine	Garry Brown	Holden St Clinic
Dominic Barrington	Gary Stocks	Holdsworth House Medical Practice
Dowson Turco Lawyers	Gateway Hotel	Home Care Service of NSW
Dragonfly Cafe	Gavin Walters	Homelessness NSW
	Gay & Lesbian Counselling Service	House Broadway
		House of Priscilla



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Housing NSW  
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Hugo's Manly  
Human Rights Law Centre  
Human Rights Law Centre  
Hunter and New England Adolescent Health Team  
Hunter and New England AOD Treatment Services  
Hunter and New England Local Health District  
Hunter Gay Network  
Hunter Health Aboriginal Liaison Officer  
Hunter Institute of Mental Health  
Hunter Low Energy Systems  
Hunter New England LHD  
Huskisson Gallery & Picture Framing  
Ian Fraser  
IBM  
iCandy Sweets Bars  
ICLC  
Illawarra Legal Centre  
IMAX  
Immunology & Infectious Diseases Unit  
Imperial Hotel  
Independent Education Union  
Inner City Legal Centre  
Inner City Youth at Risk  
Inspire Foundation  
Institute for Sustainable Futures  
International Harm Reduction Development Program, Open Society Foundations  
Interrelate Newcastle  
INTRA Drug and Alcohol Counselling  
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John Hunter Hospital Sexual Assault Unit  
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Justice Health Statewide Services  
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Kingsteam  
Kirby Institute  
Kirketon Road Centre  
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KPMG  
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Lake Macquarie Local Area Command  
Lake Macquarie Mental Health  
Lakshya Trust  
Land and Environment Court of NSW  
Langton Centre  
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Laurie Budge  
Lavender  
Lawrence Bennett  
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Leichhardt Women's Community Health Centre  
Leichhardt Women's Health Centre  
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Lesbian Matchmaker  
Lesmore Womyn  
LEXUS Student Association - Southern Cross University  
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Lifebridge Kingscliff  
Lifeline  
Lifesavers with Pride  
Lifestyle Fitness Gym  
Ling Fan  
Linking Lesbians in Newcastle

LINKS Youth Support Service  
Liquid Gold  
Liquid Skin Care  
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Lismore and District Women's Health Centre  
Lismore City Council  
Lismore Cruise and Travel  
Lismore Dementia Pathways Forum  
Lismore Domestic Violence Liaison Committee  
Lismore Library  
Lismore Liver Clinic  
Lismore Mayor Jenny Dowell  
Lismore Neighbourhood Centre  
Lismore Regional Gallery  
Lismore Sexual Health Service  
Lismore Sexual Health Service  
Lismore Visitors Information Centre  
Lismore Workers Club  
Living Positive Victoria  
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Liza Bahamondes  
Loft Youth Arts and Cultural Centre  
LOTL  
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Luke Addinsall Counselling & Consultancy  
Luke Downend  
Luv a Coffee  
Lyric Theatre  
Magnet  
Malcolm Austin  
Malcolm Miller  
Manhunt  
Manta Dining Package  
Marayong House Neighbourhood Centre  
Maria Chan  
Maria Correia Marques  
Maritime Centre  
Mark Allen  
Mark Haines  
Mark Pesce  
Mark Trevorrow  
Marrickville Council Archives  
Marrickville Library  
Marrickville Youth Resource Centre  
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Martin Place Chambers  
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Matthew Henry  
Matthew Sparks  
Matthew Whitbread  
Mature Age Gays  
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Maurice Byers Chambers  
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MAXX BLACK  
Maxxx Black  
McCauley Outreach  
Mecca Cafe  
Melbourne Planning Group, AIDS 2014  
Men and Family Centre  
Men's Grooming Salon

Mental Health and Drug and Alcohol Office (MHDAO)	Newcastle City Library	NSW Nurses and Midwives' Association
Mental Health and Drug and Alcohol Office (MHDAO)	Newcastle Community Greening	NSW Office for Women
Mental Health Association of NSW	Newcastle Community Legal Centre	NSW Police Force
Mental Health Commission of NSW	Newcastle Gay and Lesbian Choir	NSW Police Gay and Lesbian Liaison Officers
Mental Health Co-ordinating Council	Newcastle Local Area Command	NSW Police, Surry Hills LAC
Merck Sharpe and Dohme	Newcastle Locksmiths	NSW Queer Student Network
MERIT	Newcastle Mental Health Service	NSW Teachers Federation
Metro Entertainment	Newcastle Museum	NSW Trustee and Guardian, Justice & Attorney General
MHCC	Newcastle Outreach and NSP worker NSW Users and AIDS Association	NSW Users and AIDS Association
Michael Gates	Newcastle Regional Art Gallery	NTAHC
Michael Holtham	Newcastle University - Equity & Diversity Unit	NUAA
Michael Rolik	Newcastle University - Students Association	Office for Women's Policy
Michael Ward	Newcastle University - The University Gallery	Office of the Governor of NSW
Michela's Family Day Care	Newcastle University - University Counselling Service	Office of the NSW Minister for Education
Michelle Imison	Newcastle University - University Health Service	Office of the NSW Minister for Health, and Minister for Medical Research
Michelle Vassallo	Newcastle University Bookshop	Office of the Registrar of Community Housing
Mid North Coast Community Support Fund	Newtown Hotel	OII Australia
Mid North Coast LHD	Newtown Neighbourhood Centre	Open Society Foundations
Mid North Coast Local Health District	Next Print	Organisation Intersex International
Midginbill Hill Outdoor Education Centre	NGO Recruitment	Oscar Oscar Salon
Midnight Shift	Nicholas Ward	Out "n" Hastings
Midnight Shift Hotel	Nigel Crocker	OX Live Radio
Migrant Resource Centre Newcastle	Nimbin Neighbourhood and Information Centre	Oxford Hotel
Mike Bowen	Nimbin Visitors Information Centre	Oz Show Biz Cares/ Equity Fights HIV/AIDS
Mike Cozens	No Time To Lose	Ozegay
Mike Evans	Noahs On The Beach	Pacific Clinic
Mike King	NORPA	Pacific Clinic Sexual Health
Mim O'Flynn	North Coast Community Housing Company	Pacific Friends of the Global Fund to Fight AIDS, Tuberculosis and Malaria
Mitchell Butel	North Coast HARP	Paddo RSL
Mitzi Macintosh	North Coast Institute TAFE	Park Street Adult Books
Mondial Neuman	North Coast Lesbian Alliance	Parks and Wildlife Service North Coast
Morisett Hospital	North Coast Medicare Local	Parramatta Sexual Health Clinic
Mr X Adult Shop	North Coast TAFE	Pastizzi Cafe Bar
MSIC	North Sydney Central Coast Area Health Service	Patrick Medd
Mt Druitt TAFE	North West Rainbow Connection	Paul Blackmore
Mullumbimby Women's Resource Centre	Northern Coast and Mid North Coast Needle Syringe Program	Paul Ranocchiari
Muloobinba Aboriginal Family Support Service	Northern NSW LHD	Paul Savage
Multicultural HIV and Hepatitis Service	Northern Rivers Community Legal Centre	Peer Representatives
Murrumbidgee LHD	Northern Rivers Echo	Peta Forder
Music Bizarre	Northern Rivers Queer History Project	Peter Brew Bevan
NAB	Northern Rivers Roller Derby	Peter Evers
NACCHO	Northern Rivers Social Development Council	Peter McKee
NADA	Northern Rivers Women and Children's Services	Peter Murphy
Nadarajah Sribalamoorthy	Northern Star	Petty Cash Café
Nads	Northern Sydney LHD	Pfizer Australia
Nanshe Studio Gallery Shop	Nowra Youth Services	PFLAG
Naomi Palmer	NSW Department of Corrective Services	Phil Scott
NAPWA	Aboriginal Client services Officer	Philippa Duflou
Natalie Peterson	NSW Department of Housing	Phillip Sutor
National Drug and Alcohol Research Centre	NSW Department of Premier and Cabinet	Phoenix Rising
National LGBTI Health Alliance	NSW Federation of Housing Associations	Pink Media
Natural Tucker	NSW Health	Pinnacle Foundation
Nauti and Nice (Hamilton)	NSW Ministry of Health	Pinsource
NCOSS		Pip Ditzell
Neil Hendriks		Pitchgut Opera
Nepean Blue Mountains LHD		Planet Ark
New Lambton Public Library		Platinum Male
Newcastle City Council		Pleasure Lounge
		Points Of Difference
		Polly's Social Club

# PARTNERS AND SUPPORTERS

Porntep Kunpitukwattana  
 Port Kembla Community Project  
 Port Macquarie Hastings Council  
 Port Macquarie Police  
 Port Macquarie TAFE Campus  
 Positive Adolescent Sexual Health Consortium (PASH)  
 Positive Central  
 Positive Frontiers  
 Positive Life NSW  
 Positive Support Network (Gosford)  
 Powerhouse Museum  
 Pozhets  
 PRA on King  
 Premium Health  
 Pride History Group  
 Prince of Wales Hospital  
 Prof Julie Byles  
 Prof. Chris Puplick  
 Prostate Cancer Foundation of Australia  
 PWC  
 QAHC  
 QT Hotel  
 Queenie van de Zandt  
 Queensland Association for Healthy Communities  
 Queer Fruits Film Festival  
 Queer Screen  
 Rachel White  
 Radisson Blu  
 Rainbow Visions  
 Ramjet Cooks Hill  
 Randwick Waverley Community Transport Group  
 Raw Hair  
 Ray Sarsin  
 Raymond Ho  
 Raymond Terrace Youth Centre  
 Reaching Home  
 Reclaim by Monica Trapaga  
 Reconciliation Australia  
 RED Inc  
 Redfern Local Area Command  
 Reg Domingo  
 Regional Strategies Officer-Violence Prevention  
 Regional Youth Support Services  
 Rekindle The Spirit  
 Relationships Australia  
 REPIDU  
 Research Centre for Gender Health and Ageing  
 Reverse Garbage  
 Richard Gardner  
 Richard Gleeson  
 Richard Riley  
 Richmond Aged Care Network  
 Richmond Community Options  
 Rick Salvatico  
 Ricki-Lee Coulter  
 Riverlands Drug and Alcohol Centre  
 Robert Beetson  
 Robert Brough  
 Robert Stirling  
 Rock Salt

Roger Deveau  
 Rohan Forkner  
 Roladoor Café  
 Ron Nelson  
 Rory Delaney  
 Ross Henderson  
 Royal Prince Alfred Hospital  
 RPA Sexual Health Services  
 RTA Office Newcastle  
 Ruben Finch  
 Rubyfruit Boutique Vegan Bakery and Café  
 Ruslan Khisameev  
 Ryde-Hunters Hill Community Transport Association Inc.  
 Sacred Heart Hospice  
 Salon West  
 Saluna  
 Salvation Army West Lakes  
 Same Same  
 San Churro Chocolateria  
 Sappho Books Cafe & Wine Bar  
 Sarah Schinckel-Brown  
 Satellite Expresso  
 Sax Fetish  
 SBS  
 Scarlet Alliance  
 School of Public Health and Community Medicine  
 Sculpture by the Sea  
 Seniors Home Instead  
 Serafims Bourke St Pharmacy  
 SESIAHS  
 SESLHD  
 Sexual Health Promotion  
 Sexually Transmitted Infections Research Centre  
 Shalini Scholtz  
 Shane Duniam Catering  
 Shane Haydock  
 Sharpes Nursery  
 Shauna Jensen  
 Shelter NSW  
 Signal Men's Club  
 Silke Bauer  
 Simmons & Simmons  
 Simon Vo  
 Simon Wolnizer  
 Simone Noirit  
 Singleton High School  
 Siri Kommedahl  
 Slide  
 Smith Street Practice  
 Social Leadership Australia  
 South African Tourism  
 South East Sydney Community Transport  
 South Eastern Sydney Illawarra AHS  
 South Sydney Community Transport  
 South West Community Transport  
 South Western Sydney LHD  
 South Western Sydney Local Health District  
 Southern Cross University  
 Southern NSW LHD  
 Southgate Inn (Tamworth)  
 Spectrum

SPRC  
 SSWAHS  
 SSWLHD  
 St Carthages Community Care  
 St George Community Housing  
 St George Youth Service  
 St Peters/Sydenham Library  
 St Vincents & Mater Health Sydney  
 St Vincent's Centre for Applied Medical Research  
 St Vincents Hospital  
 St Vincent's Hospital  
 STA Travel  
 Stanford House  
 Stanmore Library  
 Star Casino  
 Star Observer  
 Starlight Cinema  
 Starshots  
 Stephen Peoples  
 Steve Short  
 Steven Cateris  
 Steven Francis  
 Steven McAleer  
 Steven Rapeport  
 Stevens Bikes  
 Stimulant Treatment Program & Stimulant Check-up Clinic  
 Stimulant Treatment Program Hunter  
 Stockland Glendale Shopping Centre  
 Stokes Mischewski  
 Stonewall Hotel  
 Stonewall UK  
 Stuart Baker  
 Students Representative Council  
 Suicide Prevention Australia  
 Sujay Ketlyn  
 Summer Salt  
 Surry Hills Local Area Command  
 Susan Hughes  
 Suspension coffee  
 SX  
 Sydney City Family Relationship Centre  
 Sydney City Steam  
 Sydney Convicts  
 Sydney Gay and Lesbian Business Association  
 Sydney Gay and Lesbian Choir  
 Sydney Gay and Lesbian Mardi Gras  
 Sydney Gaymers  
 Sydney Leather Pride Association  
 Sydney LHD  
 Sydney Local Heath District  
 Sydney Opera House  
 Sydney Sexual Health Centre  
 Sydney Symphony  
 Sydney Theatre Company  
 Sydney Women's Baseball League  
 SydPath Pathologists  
 TAFE NSW  
 Taj BLUE Hotel  
 Taj Hotels India  
 Tania Lienert Memorial Lecture Committee  
 Taronga Zoo

TARS  
 TasCAHRD  
 Taylor Square Private Clinic  
 Teale Cafe  
 Team Sydney  
 Telstra  
 Tenants' Union of NSW Co-op  
 Tenterfield Counselling Service  
 Terrigal 50+ Leisure and Learning Centre  
 Terry White Pharmacy Waratah Village  
 The Bookshop Darlinghurst  
 The Boston Consulting Group  
 The Boyz  
 The Bridge  
 The Buttery Drug Rehabilitation Centre  
 The Catering Specialists  
 The Cruelty Free Shop  
 The Den Magazine  
 The Exchange Hotel  
 The Flower Vault  
 The Gay Exchange  
 The Gender Centre  
 The Gourmet Grocer Balmain  
 The Press  
 The Terrace Bar  
 Theatre Royal  
 Thomas Whalley  
 Tim Daly  
 Tim Duggen  
 Tim Millgate  
 Tonee Knowles  
 Toni&Guy Newtown  
 Tony Maytom  
 Tool Shed Darlinghurst  
 Tower Cinemas  
 Traditional Medicinals  
 Trans Health Program - Fenway Health  
 Transport & Transport Forum  
 Traxside Youth Health Service  
 Tree Of Hope  
 Trevor Ashley  
 Tropical Fruits  
 Turning Point Alcohol and Drug Centre  
 Turtle Cove  
 Tweed Community Care Forum  
 Tweed Community Options  
 Tweed Dementia Pathways Forum  
 Tweed Shire Council  
 Tweed Shire Women's Service  
 Twentieth Century Fox  
 Twenty10  
 Two Stars Memorial Garden Project  
 Tyak Michael  
 Uber  
 Uclinic  
 Ulo Klemmer  
 Ultimo TAFE  
 UM  
 UNAIDS  
 United Flags  
 United Protestants Association  
 Uniting Care  
 UnitingCare Ageing  
 Unity Nightclub  
 University of Melbourne  
 University of Newcastle  
 University of NSW  
 University of Sydney  
 University of Western Sydney  
 University Queer Collectives  
 Vagine Regime  
 Verna Lee  
 Victoria Lobregat  
 Victorian AIDS Council  
 Virginia Furner  
 Visual Aids  
 Voice Project  
 Volunteering Northern Rivers  
 Waratah Village  
 Warawong Residents' Forum  
 Warra Warra Legal Service  
 Warren Gardiner  
 Waverly Council  
 Wayne Cox  
 WAYS Youth Services  
 Wayside Youth  
 We Help Ourselves  
 Wear it Purple  
 Weerachai Ngamsanga  
 Wendy Harmer  
 Wesley Mission  
 West Australian AIDS Council  
 West Terrace Men's Wear  
 Western Area Adolescent Team  
 Western NSW LHD  
 Western Suburbs Haven  
 Western Sydney LHD  
 Western Sydney Local Health District  
 Westfield Kotara Shopping Centre  
 WestWood Spice  
 Whyte & Co  
 Williams Lea  
 Wollongong University - Equity & Diversity Unit  
 Wollongong Youth Services  
 Wollotuka Institute of Indigenous Higher Education  
 Women and Girls Emergency Centre  
 Women With Disabilities Australia  
 Women's Health NSW  
 Women's Health Matters  
 WOMENS Housing Company  
 Woolworths Mayfield  
 Workforce Guardian  
 Y Central Gosford  
 Yarnteem Aboriginal and Torres Strait Islander Corporation  
 Youth Connections North Coast  
 YP Space MNC  
 YWCA NSW Northern Rivers  
 Zac Underwood  
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**Southern/ Murrumbidgee / Far West**

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# I'M IN

Everything has changed. Advances in HIV treatment offer improved health benefits and the potential to dramatically reduce the risk of HIV transmission among gay men by 2020 if we:

[ TEST MORE ] + [ TREAT EARLY ] + [ STAY SAFE ] = [ ENDING HIV ]

Get tested at least twice a year. To decrease undiagnosed infections, to increase access to treatments, more of us need to know our HIV status earlier.

Poz guys – advances in HIV treatment offer improved health benefits and the potential to dramatically reduce the risk of passing on HIV.

By testing more often, by treating earlier and by continuing to stay safe, we can drive new infections among gay men down by 80% by 2020.



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