

A C O N

AIDS Council of New South Wales Inc.

**ANNUAL
REPORT**

1991/92



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COMMITTEE AND STAFF

Committee of Council:

Lavinia Crooks, President
John Godwin, Vice-President
David Buchanan, Secretary
David Harborne, Treasurer
Dan Baxter, Ex Officio
Anne Malcolm, Ex Officio
Patricia Austin
Bill Gann
Peter Grogan
John Peterson
Lex Watson
Sue Brumby
Robert Walmsley
Helen Chapman
Wayne Holt, (PLWH/A Representative)
Claude Fabian, (PLWH/A Representative)
Malcolm Stokes, (Community Support Network Representative)
David Austin, (Bobby Goldsmith Foundation)
John Greenway, (Gay and Lesbian Counselling Service)
Brent Mackie, (ACON Staff Representative)

Committee Members 1991/92 no longer sitting:

Gary Dowsett, (ACON Vice-President)
Lloyd Grasse, (PLWH/A Representative)
Dr. Richard Liddy
Annie Ling
Andrew Morgan, (ACON Staff Representative)

Staff of Council

(As at September 1992):

Executive Team

Dan Baxter, Executive Director
Anne Malcolm, Deputy Director

Care, Housing and Transport Unit

David Edler, Manager
Graeme Bray, CSN Training Officer

John Gaupset, Transport Services
Judi Jabour, Transport Services
Monica Khoury, Transport Services
Rob Lake, Transport Services
Fred Oberg, Housing Officer
Stuart Ogden, Transport Services
Che Sleeth, Transport Services
Tess Shannon, Nursing Support Coordinator
Gary Smith, CSN Roster Coordinator
Chas Stewart, CSN Western Sydney Coordinator

Community Development Unit

Michael Lockhart, Manager
Colin Allen, Deaf Community Project
Nik Andronis, Rural Project
Matthew Toomey, Venues Liaison
John Trigg, Rural Project
Paula Weber, Deaf Community Project
Campaign Planner (vacant)
Resource Development (vacant)
NSW IDU Project Coordinator (vacant)
IDU Project Worker (vacant)

Finance, Administration and Human Resources Unit

Kevin Golding, Manager
Dean Andrews, Clerical Assistant/Receptionist
Heidi Becker, Clerical Assistant/Receptionist
Jim Balford, Volunteer Coordinator (unpaid)
Michael Camit, Receptionist
Anthony Carthew, Administration Assistant (acting)
Christine Connolly, Receptionist
Penny Hill, Finance Assistant
Nikita Korvounis, Secretary to the Executive Team (acting)
Michele Lamont, Personnel Officer
Allen Lee, Finance Officer
Jeremy Nicholas, DTP/Clerical Assistant
Marian Van De Donk, Personnel Officer
Alison Wells, Finance Assistant

HIV Strategy and Support Unit

Michael Smith, Manager

Peter Canavan, HIV Support Project
Lyle Chan, NSW Treatments Project
Grant Farquharson, Spanish Counsellor
Keith Marshall, Counsellor
Vivienne Munro, HIV Support Project
Stuart Pullen, Counsellor
Jill Sergeant, Talkabout Editor
Russell Westacott, HIV Support Project
PLWHA Coordinator (vacant)

Organisational Development Team

Kerri Allwood, Staff Support Officer
Norman Booker, Education Training Officer
Simon Jenkinson, Staff/Volunteer Counsellor
Diana McConachy, Evaluation Officer

Peer Education and Western Sydney Unit

Lindsay Daines, Manager
Mark Davis, Western Sydney Coordinator
Rob Hicks, Beats Project Officer
Phillip Keen, Beats Project officer
Peter Kerans, Beats Project Evaluation
Ulo Klemmer, Beats Project Officer
Arnel Landicho, Ethnic Men's Project
Brent Mackie, Youth Peer Education
Steve Ostrow, Mature Age Gay Men
Gary Rogl, Beats Project Officer
Aldo Spina, Youth Peer Education
Western Sydney Education Officer, (vacant)
Western Sydney Clerical Assistant, (vacant)

Policy Coordination and Information Unit

Ken Davis, Manager
Michael Alexander, National Legal Project
Jo Alley, Librarian
Jane Barrett, Speakers' Bureau
Ross Duffin, National Treatments Project
Breton Essex-Evans, Speakers' Bureau/Library Assistant
Cedric Lee, Resources Distribution
Amanda Lyons, National Legal Education Project
Lou McCallum, Policy Writer
Ian McKnight, Information Officer
Robert Pearse, Library Technician
Paul van Reyk, Policy Writer
Jack Wallace, Gay IDU Project
National Legal Education Project, vacant
Women and AIDS, vacant

Hunter Region Branch

Kevin Paton, Branch Coordinator
Gail Maffesoni, Educator/Counsellor
Wayne Cook, Beats Outreach Officer
Andrew Hapa, CSN Volunteer Coordinator
Shelley Cox, Administrative Assistant

Illawarra Office

Angel Carrasco, Education and Support Officer
(On Leave)
Daniel Maddadu, Acting Education and Support Officer
David Alpak, Beats Outreach Education Officer
Ian Buckley, Beats Outreach Education Officer
John Sims, Volunteer Clerical Assistant

Mid North Coast Branch

Marilyn Marks, Branch Coordinator
Matthew Gillet, Educator
Diana Robertson, Clerical Assistant

North Coast Branch

Sally Boyd, Branch Coordinator
Dianne Robinson, Branch Assistant
Randall Speechley, Branch Assistant (acting)
John Westlund, Educator/Counsellor

Related Organisations:

Sex Workers Outreach Project (SWOP)

Geoffrey Fysh, Project Manager
Kerry Anderson, Education Officer
Gavan Bright, Education Officer
Alison Murray, Education Officer
Maggie Moylan, Counsellor/Community Worker
Leanne Pateman, Receptionist
Fay Rescigno, Administrative Assistant
Tess Robertson, Education Officer

Staff Who Left During 1991/92:

Rachelle Alexander, SWOP Education Officer
Julia Anderson, Deaf Project Clerical Assistant
Judy Arpana, North Coast Branch Coordinator
Titi Chartay, PLWH/A Coordinator
Tim Conigrave, Campaign Planner
Bernadette Cannale, Quilt Coordinator

David Farr, HIV Support Officer (Part-time)
Peter Gay, HIV Needs Assessment Officer
Yvonne Gough, Hunter Branch Coordinator
Melina Gregoric, SWOP Education Officer
Andrew Hope, Hunter Branch Volunteer
Coordinator,
James Kerwin, Deaf Aids Education Officer
Carmen Lane, Community Services Officer
Gerald Lawrence, PLWH/A Coordinator
Grant Lee, Secretary to Executive Team
Todd McCarthy, Beats Officer
Andrew Morgan, HIV Support Officer
David Northey, Receptionist
Adrian Ogier, Project Officer
Mark Pearce, Hunter Beats Outreach Officer
Helen Phillips, Hunter Branch Clerical Administrator
Christa Power, SWOP Education Officer
Susan Rodda, North Coast Education Officer
Blair Silverlock, HIV Support Officer
Amelia Tyler, HIV Support Officer
Ashley Van Houten, Illawarra Beats Officer

IN MEMORIAM

Committee of Council

Peter Cornwall
Dr. Richard Liddy

Staff

Graeme Clarke, Receptionist
Richard Johnson, Co-founder of the
Australian AIDS Memorial Quilt
Megan Mkwanzani, HIV Positive Women
Project Officer
Peter Steinhauer, National Treatments
Information Project Officer
Nicolaas van Schoalkwyk, responsible for
a number of projects during his time with
us

THE AIDS COUNCIL OF NEW SOUTH WALES

1. Introduction

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

ACON's activities include providing HIV/AIDS education to the community; counselling and support services for people affected by AIDS; advocacy for effective public health policy; and representing the interests of people affected by HIV/AIDS.

2. Formation and Membership

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

ACON represents and provides services for all people affected by AIDS in New South Wales.

A number of community organisations are closely affiliated to ACON. These organisations include the Community Support Network (CSN), which provides volunteer home caring and support for people with AIDS, and the Bobby Goldsmith Foundation, a charitable organisation which provides financial assistance to people with AIDS. CSN is managed by a Liaison Committee comprising members nominated by ACON and by CSN.

ACON and CSN together have around 800 members throughout New South Wales.

Branches of ACON have been established in Newcastle, Lismore, Coffs Harbour and there are offices in Wollangong and Western Sydney.

3. Management

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

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

ACON's Committee has a number of working groups and sub-committees to advise it and to develop policy. Membership of working groups and sub-committees is open to anyone willing to contribute to the work of the group.

Staff of ACON carry out day-to-day administration and implement policy to meet the mission and objectives established by the Committee of Council.

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

4. Staff

ACON has over 60 full-time staff and a number of other staff employed for fixed-term projects.

Staff in the Sydney office are divided into management units - Policy Coordination and Information Unit; Finance, Administration and Human Resources Unit; HIV Strategy and Support Unit; Community Development Unit; Peer Education and Western Sydney Unit; Care, Housing and Transport Unit; Project Unit; and Organisation Development Team. The staff are responsible through Unit Managers to the Executive Director, who is in turn responsible to the Committee of Council for all aspects of Council's operation.

5. Volunteer Participation

ACON and its affiliated organisations rely a great deal on the assistance of volunteers. ACON actively encourages the involvement of its membership and the community in its activities, particularly in home care and participation in working groups. Over 400 volunteers were involved in ACON

initiatives in 1991/92.

6. Conclusion

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

This week we picked up 46 men at Beats

to talk about **safe sex** and this week 55 HIV positive men came to **support groups** and 19 bought ddC from the **Buyers' Club** and we lobbied the NSW government to ensure that **ddI** is made available as soon as it's licensed next **rd 16**

A tear-off of an advertisement produced by ACON this year.

ACON'S MISSION AND OBJECTIVES

Mission Statement

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

We strive to do this by

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

Organisational Objectives

Education

- to promote behaviours and skills which prevent the transmission of HIV;
- to promote programs aimed at facilitating attitude change;
- to strengthen positive responses made by affected communities;
- to promote health maintenance of people with, or at risk of, HIV.

HIV Support, Care and Treatment

- to empower people living with HIV/AIDS;
- to provide a range of services to people with HIV/AIDS which improve or maintain their quality of life.

Advocacy and Policy Development

- to develop, advocate and disseminate effective HIV/AIDS policy;
- to advocate a supportive non-discriminatory environment;
- to advocate the provision of comprehensive high quality HIV/AIDS services.

Resource Management

- to develop and maintain an efficient and effective organisation which defines, acknowledges and integrates the roles of members, volunteers and staff;
- to promote the participation of affected communities.

PRESIDENT'S REPORT

Nineteen Ninety Two has been a particularly hectic year for the AIDS Council. Major issues have had to be addressed at the local, state and national levels. ACON Committee has to deal with all three levels simultaneously and also retain an overview of the performance of the organisation. I believe the 1991/92 Committee has done this effectively, as the contents of this annual report demonstrate.

When I first became involved in ACON there were two employees. Over the years the organisation has grown both in staff size, range of services and programs, and breadth of responsibility. Much of our work is project oriented - we are funded for a specific project and staff are employed to conduct that project. This means it is very easy to have a large number of people working on discrete issues, which can lead to problems of coherence, direction and coordination in the organisation.

The AIDS Council went through a major review process which began at this time last year. The Committee adopted the recommendations of the review in January 1992 and implementation has been proceeding ever since. It has already led to a changed outlook to our management and the development of a more cohesive team structure for the organisation.

There has also been much activity throughout the year in our relationship with governments. At the Commonwealth level, the availability of treatments and funding for them is a major issue. It will also be a major issue through 1992/93. We must resist proposals to reduce education and prevention to pay for treatments and care: the pie must get bigger.

At the NSW level, the beds problem at St Vincent's was a key issue. Although we were not always making headlines about beds, a number of us spent a great many hours negotiating to ensure that there would be an increase in the number of inpatient beds available for people requiring hospitalisation.

Treatments are becoming available. No longer can we say "... in the absence of there being any treatment for HIV...". But this has not been a simple process, and as I write this report we are waiting to

hear how ddC will be made available. The ACON Buyers Club has been very busy throughout the year assisting people to import HIV/AIDS drugs. The community has responded well to peoples' need for drugs and we have had a lot of support in pushing the Government to respond quickly to licence drugs locally. We have also had support for fundraising to provide us with money to run services like the Buyers Club, and subsidise the cost of importing treatments.

Fundraising and community development are two areas I have a particular interest in and I believe we have been performing well in those areas throughout 1991/92. The Party, Hand in Hand, was held on June 6, organised jointly with Pride. We raised \$65,000, which was distributed between Pride, ACON and a number of community groups working in HIV. The most pleasing aspect was the incredible community support we had for the event. A large amount of money was raised as donations which substantially reduced the cost of the event.

HIV Support has also been partying this year and has run a number of very successful Antibody and Mixer parties at the Midnight Shift and Exchange Hotel. These positive space nights have provided a great opportunity for positive people to socialise, meet with people from the HIV Support Project and strengthen community feeling. They have also been real fun.

We also raised substantial funds through the Eartha Kitt benefit at the Regent and from a donation from the DIVA awards. ACON was also left a substantial bequest for AIDS research, which the Committee has allocated carefully.

One of the difficult issues for this year's Committee was to grant wage rises to the staff even though the organisation did not receive funding to do this from government. Through careful management and savings we were able to fund this rise until December 1992 without reducing services or programs. However, if recurrent funding for these increases is not achieved this year 1993 will see ACON join the many other community agencies who are being forced to reduce services in order to maintain some sense of wage justice for their employees.

EXECUTIVE DIRECTOR'S REPORT

Throughout 1991/92 ACON faced some severe challenges: increased demands on all our services and programs, growing uncertainty in national strategy and long term funding, a series of external demands for program evaluation and continued expansion in program staffing, projects and program participation.

These challenges arose in what is now our standard operating milieu: periodic political attacks on our programs (this year reaching a crescendo with Professor Hollows), less than satisfactory policy leadership at the national level and intermittent policy and/or services crises creating media storms. Each requires vigorous response or intervention by ACON.

Responses to such organisational challenges would normally be staged sequentially, but as a community organisation responding to an epidemic such an option is a luxury which is not open to us.

Notwithstanding this context, ACON set out to transform its internal operations. Our goal is to provide improved and faster decision-making, more sensitive client focussed services, more effective teamwork and an organisational structure which is more transparent to service users and program participants and which will allow ACON to respond to the challenges of the 1990s pro-actively and effectively.

That ACON has been able to lay the groundwork for implementing these changes has been a tribute to the vision and leadership of the 1991/92 Committee, to a new management team planning new ways of program design and delivery while maintaining and expanding services, and to a staff and volunteer team willing to constructively participate in the change and persevere with some unavoidable yet enormously frustrating delays.

I am confident that the changes made in 1991/92 have laid the groundwork for a dramatic increase in quality and extent of ACON services not only for 1992/93 but through to the mid-1990s.

Program Expansion

1991/92 saw a continuing expansion of all ACON services and programs (as detailed in the various sections of this report), as well as the establishment of new programs.

The new programs include:

- the Treatments Access Scheme (Buyer's Club), which facilitates personal importation of HIV/AIDS drugs, primarily ddC, to more than 400 clients (funded through ACON fundraising and through the AIDS Trust of Australia);
- a major expansion has been establishing ACON services in Western Sydney. Chas Stewart began as the Roster Coordinator for Community Support Network and Mark Davis has established the ACON Western Sydney Office in Blacktown (funded by NSW Health);
- strategic coordination and development of programs for people with HIV through creation of the manager position for the HIV Strategy and Support Unit (funded by ACON and AIDS Trust);
- additional counselling and support services for people with HIV/AIDS (0.5 counsellor from NSW Health; 0.5 HIV Support officer from Wellcome funding);
- a Volunteer Legal Service for people with HIV/AIDS, which provides free legal advice and referral by qualified lawyers (ACON funded);
- home care services expanded in Sydney, Western Sydney and the Hunter through staff expansions for Community Support Network (NSW Health funded);
- a NSW Treatments Information Officer position to design and implement programs in NSW (Commonwealth ASHAC funded);

- an education and support program for mature aged gay men (Commonwealth CAPE program funding, supplemented by ACON);
- some infrastructure consolidation in the Illawarra and Mid-North Coast branches (NSW Health funded).

Research Program Expansion

While ACON has always worked closely with researchers, particularly the AIDS Research Unit at Macquarie University, 1991/92 saw a dramatic expansion in ACON's commitment to research-based program development.

This includes:

- completion of the HIV Education Needs analysis (funded through a bequest to ACON for research);
- co-sponsoring of the SMASH (Sydney Men & Sexual Health) study with the National Centre for HIV/AIDS Social Research and Centre for Epidemiology & Clinical Research;
- collaborating or conducting a package of CARG funded action research projects:
 - rural gay men (based at Coffs harbour);
 - community impact of grief & loss (with Macquarie University);
 - ethnosexual identities (with Macquarie University);
 - cultural/images production (with Macquarie University);
 - police interventions at beats;
 - gay/bisexual men in Western Sydney (with Western Sydney Area Health Service);
 - young HIV positive gay men (with Victorian AIDS Council);
- analysis of the Lesbian Information Project, the first large survey of lesbians and HIV/AIDS (ACON bequest funding);
- assisting and supporting Project Male Call, 2,000 phone interviews with gay men (with Macquarie University).

In addition the ACON Social & Research Ethics Working Group has approved 15 research pro-

posals seeking our endorsement, some after considerable modification.

Major Policy Development & Advocacy

National HIV/AIDS Strategy & Funding

Australia's *National HIV/AIDS Strategy*, assented to by the Commonwealth and state governments in mid-1989, set down a policy framework and provided three year funding. It expires in June 1993, with a federal election to be conducted prior to then.

Continuation of the strategy, with appropriate revisions, and commitment to ongoing, dedicated funding is essential to maintain an effective, planned response to the epidemic. The need to secure this prior to any election campaign was recognised early, and the Committee and senior staff assisted development of a plan to achieve it.

ACON played a major role in initiating, contributing to and reviewing the AFAO *Beyond 1993* strategy document, the "ground-breaker" in implementing action towards a resolution.

Many of the proposals in *Beyond 1993* were incorporated into the so-called "Grimes Review, Stage 1" which, when implemented, adjust decision-making and funding more satisfactorily for 1992/93.

Treatment Access Issues

Despite the relative success in reforming Australia's drug approval and clinical trials systems in 1990/91 ACON continues to play the leading role in addressing and resolving issues which continue to arise around access to HIV/AIDS treatments. These included:

- establishing the Buyers Club to allow more than 400 people to begin combination therapy at an appropriate time;
- public pressure to force the Commonwealth to resolve a funding stalemate for ddI;
- public pressure on Wellcome Australia about supply of acyclovir and negotiations with them to change content of their advertising campaigns;

- negotiations with the Therapeutic Goods Administration and Roche Australia about the approval and supply of ddC;
- initiating analysis of indemnity, compensation and insurance issues which are jeopardising Australian participation in US based trials.

Acute Care Beds in NSW

NSW reached a crisis in acute care beds early in 1992, particularly at St Vincent's Hospital. ACON had publicly warned the government of the impending crisis four months previously and was closely involved in the protracted negotiations concerning their location after funding had been identified.

A successful public meeting was held in April to allow community members to put their views directly to government and hospital policy-makers.

HIV Related Discrimination

In August 1991 ACON lodged a 100-plus page submission outlining over 500 cases of discrimination before the Anti-Discrimination Board's Inquiry into HIV-related discrimination.

We subsequently assisted with consultation on the Board's report, which was finally released in April 1992. ACON Committee member Peter Grogan has been included on the government's implementation committee, which was finally announced in August 1992. The process has been agonisingly slow, and ACON keenly awaits the government's demonstrated commitment to implementation of all 72 recommendations contained in the report.

Beats Policy

ACON's Beats Outreach program has been consistently hindered by obstructive attitudes and interventions by various police, local councils and shopping centre managements. The issue came to another crisis point early in 1992 in negotiations with senior NSW police.

To assist our negotiations, ACON decided to formally develop and adopt what had been a long-standing but uncodified policy on beats. The policy, a world first, outlines the long history of beats, their value in HIV/AIDS education and ACON's resolve

to use them for outreach education and not to cooperate in futile attempts to close them.

Medically-Acquired HIV

ACON was publicly critical of the NSW Government's decision to adopt the financial recommendations of the Standing Committee on Social Issues Inquiry into Medically-Acquired HIV.

While our objectives were not achieved on this issue there was considerable public support developed for the principle we espoused, that being that assistance should be based on need, not mode of infection, and as we predicted, there was dissatisfaction from all parties with the government's decision.

Professor Hollows & the "Doctor's Summit"

Major public attacks on ACON's programs and Australia's national HIV/AIDS strategy were initiated early in 1992 by Professor Hollows, orchestrated by the Australian newspaper and tacitly supported by some medical professionals.

Six weeks of erratic but damaging public debate culminated in the Australian Doctor's Fund "AIDS Summit" in May. In the face of papers by myself, Gabrielle McCarthy and Ross Duffin, supported by Professor Ron Penny and others, these attacks largely disintegrated, at least at the level of public debate. Even the Australian appears to have developed a more balanced and constructive coverage of AIDS.

Cross-matching of AIDS & Blood Donor Databases

The Blood Transfusion Service renewed pressure for access to the AIDS database to identify donors not previously known to be HIV-infected, and subsequently recipients of infected blood who may benefit from early treatment.

ACON's position was that this could only be done so that a public health benefit could be demonstrated which outweighs the potential for discouraging people from presenting for testing through compromising the confidentiality of the AIDS database, and that donors (or their estates) were free from possible legal liability.

While the NSW Ministerial Committee on AIDS Strategy resolved to allow cross-matching of the names of those who have died, as a result of our negotiations identifying information on donors will not be allowed to go outside the Health Department.

Issues in Services Provision

In addition to resolving individual instances of problems in service provision, ACON also plays an ongoing role in ensuring appropriate service provision at an institutional policy level. For instance, during the past year we have had to make interventions with Liverpool Hospital, St Vincent's Hospital, the Public Trustees Office, Eastern Sydney Area Health Service Community Nursing and the Maitraya Day Centre. ACON has also established an ambulatory care working party to investigate options for developing ambulatory care services in inner Sydney.

ACON representatives assist a range of Area and Regional Health Services in planning HIV/AIDS programs and services and has entered into a joint program with Western Sydney Area Health Service.

Organisational Direction

Moving "from systemic subtlety to systemic clarity" was one of the key recommendations of our organisation review (and now the name of our internal newsletter). As part of this process, the ACON Committee and senior staff revisited its overall purpose and direction, originally drafted in 1985 and only minimally updated since. After consultation with the staff and volunteers the outcome was the mission statement and set of objectives found at the beginning of this report. This has provided a clearer framework for staff and volunteers within ACON in planning activities and programs.

A parallel recommendation was the development of an organisational strategy to encourage and facilitate the participation of people with HIV/AIDS in the organisation as employees, service users and program participants.

A range of measures to achieve this have been, or are in the process of being, taken:

- establishment of the HIV Strategy & Support Unit, including responsibility for driving this strategy;

- development of HIV-sensitive employment policies and procedures;
- internal building readjustments and renovations aimed at improving ACON as a safe place for people with HIV and improving client-focussed services layout, frustratingly delayed to a significant degree by problems in renting additional space;
- special leave provisions for people with HIV;
- implementing a systematic complaints procedure;
- a series of staff workshops on HIV-positive and -negative staff working together;
- developing HIV awareness packages for staff and volunteers.

ACON owes a particular debt to our consultants, Rhonda Parkyns and Janet Donald, from Common Ground Consulting. All community organisations are more complex than private or public sector organisations; because of our size and our complex relationships with affiliate and other AIDS organisations we pose both a particular challenge and a nightmare to consultants.

Rhonda and Janet met the challenge and persevered through the nightmare. ACON is already much the better organisation for their work, and their fees were still only about 20% of the value of their time given to us. We are certainly grateful for this large donation to us.

ACON in 1992/93

Vigorous, proactive leadership, tempered by sound judgment, has always been a hallmark of this organisation. While all of us may feel like we deserve a rest, the challenges for 1992/93 are already clear: increased numbers becoming ill, pressure to reduce education and prevention spending and achieving commitment to long-term strategy and funding.

Nevertheless our record of achievement in 1991/92, documented throughout this report, and the investment we have made in restructuring the organisation place us in a strong position to meet those challenges.

Don Baxter
Executive Director

DEPUTY DIRECTOR'S REPORT

The position of Deputy Director was created at the beginning of 1992 as one of the recommended outcomes of the Organisational Review. The role of Deputy Director is to manage the key operational issues of the organisation and ACON Branches.

Organisational Change

The review of the organisation was conducted during 1991 by Common Ground Consulting Ltd and made major recommendations with regard to improving the efficiency of ACON.

These recommendations included the devolution of responsibility and accountability for the management of the organisation to a number of managers and a change in the structure from three large units to a number of smaller work units. Other recommendations provided for an emphasis on creating better organisational systems, human resource policies and specific strategies for ACON during the next 12 months.

This Review has provided the focus for a number of changes within ACON, not only in the structure, but in decision making systems, provision of client services, information systems and personnel management.

During 1992, we have been focussing on the following areas:

- management training to increase the skills of our management staff;
- organisational development to develop teamwork and improve communication and support to staff;
- strategic planning to clarify ACON's key goals and priorities;
- introducing systems which improve quality of our services to the public e.g. Complaints Resolution Mechanism, community consultation sessions;
- human resource policies to establish better

systems for recruitment, staff training and development, job evaluation and appraisal;

- management information systems to improve our decision-making processes;
- planning of strategies for employment of HIV positive staff and provision of services to HIV positive clients;
- clarifying the management structure, committee roles and responsibilities in Branches.

Organisational Development Team

The establishment of the Organisation Development team (or OD team as it is known) has assisted with these processes through facilitating team building, work planning and staff support. Although only a small team of four people, the OD team has helped to keep up the communication within the organisation and to assist in developing an open and creative work environment at ACON.

Strategic Planning

In the past our strategic planning process has tended to be driven by submissions for additional funding. This year we have been looking more closely at the process as we develop unit goals and strategies. The ACON Committee was involved in clarifying the objectives for the work of the organisation which have helped with the development of each of the unit's purpose statements.

All units have been engaged in planning and are defining their strategies for the next 12 months. Project staff have also completed workplans and performance indicators.

We anticipate that we will have completed the planning process and have a Plan written up before the end of 1992.

Staff at ACON

It has been an extremely busy and stressful year for all staff in coping with organisational change in addition to meeting their normal work commitments. Most staff have been placed in different work units and are now working alongside new colleagues and with different managers. Work output has remained high, however, despite these changes.

The growth in ACON's programs and services continues to place a strain on those parts of the organisation which provide the infrastructural support, such as finance, personnel, and clerical assistance. Staff in these areas are often overlooked against the high visibility of some of our programs. They have however, continued to ensure that the organisation is being run in an efficient way and are doing a great job.

Additional Premises

The growth in programs and services, as well as some of the recommendations arising from the Review has resulted in the need for the Sydney office to find additional space. This has proved harder than expected even in the current real estate market. We have been looking for premises close to our current office space. The Community Development Unit and Peer Education Unit will move from the current office to this new space. We expect to conclude negotiations soon, especially as this difficulty has resulted in the starting dates of a number of funded programs being delayed.

The additional space will allow a complete reorganisation within our building. The GRASP (Group for ACON Space Planning) has spent many hours planning for a more client sensitive and efficient layout.

Branches

Within the branches, changes have occurred

with personnel. Three of the branches now have new coordinators, although in Illawarra Daniel Maddedu is acting in the position while Angel Corrasco is on leave for 12 months. Sally Boyd took up the North Coast Coordinators position after Judy Arpana resigned in January. Kevin Paton was appointed to manage the Hunter Branch in June following Yvonne Gough's resignation.

Clarifying the relationship of branches and the Sydney office has been a focus of the Deputy Director's position, and I have been meeting with all branch management committees to do this.

The branches are playing an increasing role in providing programs and services in their regional health areas, however they are very under-resourced to meet the expectations of their areas.

Anne Malcolm
Deputy Director



Some of the things that we do at ACON are to provide information and support to people who are experiencing mental health problems.

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It is very important to provide people who are experiencing mental health problems with information and support.



ACON

Part of a series of four postcards/posters produced by ACON for this year's Annual Campaign.

**ACON
SYDNEY
UNIT REPORTS**

HIV SUPPORT AND STRATEGY UNIT

The HIV Support and Strategy Unit was formed as a result of the Organisational Review implemented in March 1992.

The projects incorporated into this team are the HIV Support Project, Counsellors, Spanish Speaking Project, People Living With HIV & AIDS, Sydney Treatments Access Scheme (the Buyers Club) and the New South Wales Treatments Officer. As part of the review process it was decided that there would need to be an appointment of a manager for this team. In June 1992 Michael Smith was appointed to the position.

The purpose of the unit is twofold:

- development of an employment strategy for HIV positive people within ACON and associated organisations, to support and encourage people living with HIV to be active in the organisation and acknowledge the valuable contribution that they have to the organisation;
- development of strategies for provision of services to those that are living with and affected by HIV, by working with the other units within ACON and other agencies and highlighting the areas of concern and addressing them with planned strategies, both short and long term.

1991/92 in review

There were ten series of HIV Information Nights held over 40 weeks. Each of these consist of four topics, one each week from a range of eight. Approximately 900 people have attended these sessions to increase their knowledge of HIV.

This year 25 support groups were initiated, using 50 facilitators, with over 250 people living with HIV being provided with peer support. To help support the growth of these groups, we have

trained a further 50 facilitators this year to work locally and 11 facilitators who have taken this model of peer support to their local area. We now have a local base of over 90 facilitators.

In addition to these support groups, there were a number of social events for HIV positive people and their friends. We held six barbecues, two Antibody parties, two Mixer parties and entered a float in the Sydney Gay and Lesbian Mardi Gras. Approximately 3,000 HIV positive people and their friends attended these events.

Every week, ACON Counsellors talk with about 25 people face-to-face and about 50 people over the phone. All of this is achieved with 2.5 counsellors, one of whom is dedicated to working with the Spanish speaking community. They were also involved in facilitation of meetings, forums and events as well as working with other agencies such as other community groups, Department of Social Security and Department of Housing for referral, information provision and education.

The most recent appointment to the unit was that of the NSW Treatments Officer, who is responsible for the provision of accurate and timely information to people infected and affected by HIV of all the various treatments, both mainstream and alternative. Working with the National Treatments Officers, we hope that this area of our team will be able to further assist people that are infected with HIV to have the most up-to-date information to be empowered to make informed decisions on their treatments.

During 1992 the Treatments Access Scheme reduced its work load, which was a good sign that there are improvements in the drug approval process in Australia. It is hoped it will remain this way, but if necessary its activity can be increased. The scheme helped over 750 people obtain life-sustaining drugs such as ddC (the major drug imported), ddI, NAC and Azithromycin. It also provided information to local pharmacists to assist in the

manufacturing of DNCB. Over 20% of the scheme's clients were provided with financial assistance during the year.

One of the most important factors of the success of this unit has been the untiring work of the volunteers. Without the support of these volunteers our jobs would be nearly impossible. All of the support groups are run by volunteers and all work put into the social events is done by volunteers. In total, this unit has received over 5,500 hours of support from volunteers, which is equivalent to having and

additional 19 full time employees... an astonishing achievement! The unit would like to thank these individuals for their tireless support and effort.

In the year to come we will be consolidating our efforts and focusing on our major purpose of the provision of services and support for people living with HIV.

Michael Smith
Unit Manager

One of a series of advertisements produced by HIV Support this year.



The advertisement features a central image of a chair with a patterned fabric. Behind the chair, a window or screen displays several faces. Above the chair, the text 'HIV living' is written in a stylized font. To the right of the chair, a sign reads 'COMING OUT'. Below the image, there is a black box containing a logo and text.

HIV living

COMING OUT

Support Project

It's common for those of us with HIV to feel isolated. But a support group can bring us out of ourselves and draw us together. Call us to find out more about joining one.

SUPPORT PROJECT (02) 283 3222 or 283 2453

AN INITIATIVE OF THE AIDS COUNCIL OF NEW SOUTH WALES INC. (ACORN)

PEER EDUCATION UNIT

The Peer Education Unit's goal is to create a desire for, and enhance the ability of, the individual man who has sex with men to assume the practices of, and sustain responsibility for, safe sex and safe needle use.

The projects in the unit are as follows:

- Youth Peer Education (2 workers);
- Ethnic Men Who Have Sex with Other Men (EMSOM);
- Mature Age Gay Men (MAG);
- Beats Outreach (4 workers including a community attachment worker);
- Beats Evaluation Officer;
- Western Sydney Office (Coordinator, Educator, Receptionist/Clerical worker).

The common features which link the projects are the use of peer education and outreach as major strategies and direct work with individual men who have sex with men (MSM's).

Western Sydney Office

The office will be set up at Blacktown in the near future and will provide educational activities, referral and support for MSM's and HIV positive people. Besides the coordinator, educator and clerical worker, the Beats project will have their base at this office and various other ACON projects will offer services and workshops in the Blacktown premises. The office will be functional by mid-September 1992.

Beats Project

This is an outreach project which targets men who use beats for sexual activity or to meet other men for the purposes of sex (beats can include public toilets, parks, isolated roads, beaches). The project operates primarily in Western and South-Western Sydney. The beats workers have been involved in

over 700 interactions with clients and of these about 300 have been non verbal. In addition, since January 1992 two workers have been targeting specific beats on a regular basis aiming to have repeat interactions with MSM's as a way of building further trust between workers and users of beats with a view to the development of community attachment for beats users.

This has been a year of high public profile for the project. There have been a number of interviews and other media activities and much work with police, local government and gay and lesbian organisations. As a result of these activities there is some evidence of a better understanding of beats use in some quarters and the project's profile has increased among users with the result of more workers being contacted about matters relating to police and councils, as well as safe sex and HIV.

Youth Peer Education Project

The project aims to make safe sex and safe needle use realistic aspects of the lives of young men who have sex with men. The project targets young men under the age of 26 years in the Sydney area, regardless of sexual identity or HIV status.

During the year the project conducted the following activities:

- thirteen "Start Making Sense" workshops, each of four sessions; there were over 180 participants in these workshops;
- fifty drop-in groups in Sydney with an average of 30 participants per group;
- fifty drop-in groups in Western Sydney with an average of 15 participants per group;
- two facilitation training workshops of which 25 volunteers were trained as workshop facilitators;
- a new project for the group was a support

YOU'RE NOT THE ONLY ONE!



That's right there are lots of gay people and you don't need to be a one. For some, coming out is like discovering a new and exciting part of yourself, for others it can be a frightening experience. If you want to talk with, and meet other guys who may be going through similar experiences then come along to **Start Making Sense**.



Start Making Sense is a workshop for guys, who are under the age of 26, who are interested in other guys. **ITS FUN, FREE AND FRIENDLY.**

To find out more, phone **Aldo** or **Brent** on **283 2599**. (If you're deaf, you can call TTY on 283 2088).

One of a series of advertisements for the Fun and Esteem Project

group for Young Gay Asian Men which is held bi-monthly and facilitated and convened by volunteers;

- a monthly volunteer meeting is held to organise advice and assistance with the project.

The Project also wrote and published 12 issues of the *Fun and Esteem News* which has a distribution of over 300 per issue.

In addition to assistance with workshops, volunteers contribute to the newsletter and help with general office work and recruitment for the project.

Mature Age Gay Men's Project (MAG)

The aim of the Mature Age Gay Men's Project (MAG) is to assess the needs of mature age gay men, to offer support to these men and to disseminate information about safe practices to this group.

The project was originally funded for 12 months, however ACON hopes to be able to continue the project beyond October 1992. This, however, is contingent on funding.

MAG has established an ongoing group which meets bi-monthly and has a core of over 60 members (regular attendance at meetings has been between 40 and 50). A coordinating committee of volunteers supports the worker through assisting with planning, conducting meetings and helping with administrative tasks. The meetings of MAG are usually addressed by guest speakers who present topics relating to the HIV epidemic.

An important aspect of MAG is the column *The Best is Yet to Come*, published regularly in the *Sydney Star Observer*, which addresses issues of relevance to older gay men.

The project has been of major significance in that it has reached and continues to reach a large section of the gay community previously not really touched by

many of the strategies used during the earlier years of the epidemic. In reaching these men, the project has identified many issues of relevance to older gay men and their sexual behaviour. Concerns of MAG members include self esteem, loneliness, health, lack of social venues and retirement. They are issues of major concern for HIV prevention and for the lesbian and gay community as a whole.

Ethnic Men Who Have Sex With Other Men (EMSOM)

The aim of the project is to educate gay and bisexual Asian men about safe sex and safe needle use through the provision of information, networking and peer support groups.

A major achievement in 1991/92 was the launch by William Yang in November 1991 of a pamphlet and poster series, *Love Him Safety Every Time*. The pamphlets contain explicit safe sex information for MSM's in five Asian languages: Chinese, Filipino, Indonesian, Thai and Vietnamese. The materials have been distributed to ethnic and community centres, STD clinics, other AIDS councils, doctors' surgeries and various other appropriate groups, as well as to gay and bisexual Asian men through personal contact and the Venues Project. The pamphlet has also been distributed by gay and AIDS organisations in Asian countries.

The project has received good publicity through the worker's appearance on SBS television and radio programs.

The highly successful support group Asians and Friends became independent of ACON towards the end of the year and now operates independently through a volunteer committee while retaining close links with ACON. An Asians-only support group commenced meeting in early 1992 and has developed considerable strength; the group was recently named Silk Road and, with an advisory committee of volunteers, has developed a series of weekly discussion and support meetings where the average attendance is 12.

The success of our peer education programs owes a lot to the many wonderful volunteers who assist the projects. The number of volunteers is continually growing but we can always find useful functions for more people. Many thanks to all volunteers who have contributed to our work in 1991/92.

Funding Sources

All projects are funded by the NSW Department of Health with the exception of the MAG project which was funded for one year by the Commonwealth government.

Lindsay Doines
Unit Manager

A series of 5 new pamphlets produced by EMSOM, in 5 different Asian languages.

Chinese

**愛他時
請注意安全……
每次都是這樣**



POLICY COORDINATION AND INFORMATION UNIT

The primary role of the Policy and Information Unit is to collate and disseminate up-to-date information about HIV/AIDS and to assist in the development of appropriate policies about HIV/AIDS at local, state and federal levels. Some of the projects in this unit are also involved in the production of printed resources. A number of the projects work closely with working groups, involving significant volunteer input. The unit is managed by Ken Davis. The National Treatments Project, National Legal Project and the Gay Injecting Drug Use Project are funded by the Commonwealth Department of Health, Housing and Community Services through AFAO. The remainder of the projects are funded through the New South Wales AIDS Bureau.

Library

Over the last 12 months the library staff have dealt with numerous inquiries from members of the public, health care workers, people with HIV/AIDS and members of the public. A constant demand for library services has been maintained and approximately 110 books and videos were purchased from Australia and overseas, ensuring that the collection remains current.

Over 1,260 journal articles, 250 books and 345 videos relating to HIV/AIDS have been catalogued and entered by staff and volunteers onto the automated library catalogue, allowing materials to be accessed by author, subject and title. Twelve months ago, only 250 items had been catalogued. During 1991/92, 200 AIDS education posters from all over the world were archivally preserved and stored in a specially selected plan cabinet.

The library staff participate in the New South Wales AIDS Library Network, contributing data to

its combined catalogue. This combined catalogue contains details of approximately 6,000 books, journal articles and videos held at Family Planning, CEIDA, Department of Corrective Services, Albion St Centre and ACON libraries. This catalogue is the largest HIV/AIDS catalogue in Australia and can be accessed through the ACON library.

Speakers' Bureau

The Speakers' Bureau trains volunteers to give general talks on HIV/AIDS to workplaces, schools, TAFE colleges, universities, community organisations, clubs and health services. Ten years into the epidemic, the challenge for Speakers' Bureau is to present information in new and imaginative ways, to ensure that the information is always relevant and focused for the varied audiences who request talks. Interactive approaches are preferred over straight information giving. The standard of the talks conducted is continuously evaluated.

There are 20 active volunteers in Speakers' Bureau plus 11 new trainees who have recently completed a 44 hour training course held over two months. Volunteer speakers receive ongoing training through attendance at meetings and through the provision of packages of relevant and recent information. Speakers are involved in all aspects of the project, including decision making.

Over the last 12 months Speakers' Bureau gave talks to 140 different groups, involving approximately 5,740 people and utilising 213 hours of volunteer time. These figures include the staffing of a number of stalls. Forty-two percent of talks were held at educational institutions, 27% at community organisations/clubs, 15% to health care workers, 13% were held at workplaces and 1% at prisons.

Resource Distribution

The resources section, staffed by Cadric Lee, provides educational material, including pamphlets and posters, upon request to many non-government and government organisations, health care workers, people with HIV/AIDS, students and members of the general public. Materials are also distributed to staff and volunteers at ACON's Sydney office and the branches.

Utilisation of the service has increased significantly over the last 12 months; in May 1992 223 requests were responded to, compared with 128 enquiries 12 months earlier. The nature of requests can vary from a 16 year old requiring information for a school assignment to a person requiring materials to assist in setting up a peer support and information network for people with HIV. The project actively liaises with community sector, state, national and international organisations involved in resource production.

Gay Injecting Drug Use Project

Over the last 12 months, Jack Wallace, the GIDU project worker, has been involved in completing and distributing a Needs Assessment report identifying gaps in services and education for gay men who inject drugs. Stemming from the Needs Assessment, a strategy to raise awareness of the

needs of gay injecting drug users was developed. The project worker facilitated a series of forums, primarily with staff from all AIDS Councils, user organisations, drug and alcohol agencies and government agencies throughout Australia.

Currently being developed are a poster and booklet designed to promote the health of gay men who inject drugs. During 1991/92, the project worker collaborated with the ACON Venues Project, the NSW Users and AIDS Association (NUAA) and the Langton Outreach Service to provide a needle and syringe exchange at the Sleaze Ball and Mardi Gras parties.

Policy Writer

The main work undertaken by this project over the last 12 months has been in the areas of access to treatments for HIV and related illnesses, policy on HIV testing, prisons policy and the restructuring of the national health system.

ACON has taken the lead role in monitoring the implementation of last year's Baume Report on drug evaluation in Australia. Many of ACON's concerns have been taken up by the relevant Ministers and the Therapeutic Goods Administration. The result has been a vast improvement in access to treatments, highlighted by the speedy approval of ddI in December 1991.

ACON has joined with AFAO in providing input into the National Health Strategy, which will have

FIT FOR A QUEEN

A postcard produced this year by the Gay Injecting Drug Use Project.

ACON NEW OR CLEAN

a significant impact on care services for people with HIV.

Prisons Working Group

During 1991/92, the Prisons Working Group has been involved in a number of issues including opposing cuts to the Prisons Methadone Program, lobbying to speed up the establishment of the proposed Lifestyle Unit for people with HIV/AIDS at the Malabar Complex, reviewing policy papers prepared by the National AIDS in Prisons Information Clearinghouse and preparing a kit for legal personnel seeking amelioration of bail or sentencing on the basis of a person's HIV status.

The Group has also been involved in a Working Party on HIV/AIDS under the restructuring of the Prisons Medical Service. Through this involvement, treatment and care issues are being addressed. The area of accommodation on release for prisoners with HIV is currently being investigated.

AFAO Legal Project

The Legal Project comprises a legal officer, a legal researcher and a project assistant. It is national in focus and is supported by the ACON Legal Working Group.

The legal officer provides advice and representation for people with HIV related legal problems in all States and Territories and advises other solicitors representing clients with HIV/AIDS. Information from this casework has been analysed for submissions to the NSW Inquiry into HIV and AIDS Related Discrimination and to the Commonwealth Government.

The legal researcher and project assistant have been involved in producing the second edition of the *Australian HIV/AIDS Legal Guide* due to be published in early 1993. The Legal Project also publishes the *National HIV/AIDS Legal Link* newsletter. Other publications have included the pamphlet *AIDS and Your Rights* and the forthcoming series of pamphlets *Planning Ahead for People with HIV/AIDS*, both produced in conjunction with the ACON Legal Working Group. The project has a collection of HIV/AIDS related legal materials accessible to students and researchers. In addition, the project provides policy advice and contributes a regular column on legal issues to the *National AIDS Bulletin*.

Legal Working Group

The Legal Working Group is ACON's most active working group. It has published articles in the *Law Society Journal*, has produced pamphlets in conjunction with the Legal Project and made significant contributions to the first and second editions of the *Australian HIV/AIDS Legal Guide*.

Members of the Legal Working Group have recently been involved in establishing the Volunteer Legal Service. Staffed by volunteer lawyers, this service provides free and confidential advice and assistance to people with HIV/AIDS on Monday nights.

The Working Group also sponsored a seminar, "Blood, Sweat and Tears", on occupational health and safety aspects of HIV/AIDS on July 27 this year. More than 100 lawyers and occupational health specialists attended this very successful event.

Legal Working Group members regularly undertake speaking engagements on behalf of ACON. In the policy area, the working group has had significant input into a number of areas including the Police Service HIV/AIDS policy, the Anti-discrimination Board Inquiry on HIV and AIDS Related Discrimination, drug regulation, employment law and HIV/AIDS, as well as civil liability for transmission of HIV/AIDS.

AFAO National Treatments Project

The primary objectives of the National Treatments Project are to:

- collect, interpret and distribute information on treatments to people with HIV/AIDS, their friends, carers, service providers and doctors;
- empower people living with HIV/AIDS and their carers to make partnership decisions about the options currently available for treatments;
- act as an advocate for people with HIV/AIDS on treatment issues, clinical trial programs and drug accessibility.

During the last 12 months eight issues of the *HIV Herald*, a journal which contains updated treatments information, were distributed to 2,750 subscribers, venues and clinics in Australia and overseas. Three issues of *HIV Briefs*, a publication

WE WANT SAFE SEX ... NOW!



A new and innovative poster and pamphlet series for women was launched this year by the Women and AIDS Project.

which addresses specific treatment topic issues, were produced. Numerous articles dealing with issues around treatments were written for publications such as the *National AIDS Bulletin* and *C5N News*. The project has dealt with an ever increasing number of telephone and face to face interviews for clients wishing to extend their knowledge on specific and general issues. There has also been an increased demand for project members to give seminars and talks to public groups on issues surrounding HIV/AIDS treatments. With the employment of treatment officers in state AIDS Councils, the National Project will increase its training and resourcing role.

The project has also been involved in advocating for the rapid registration of ddI and ddC, monitoring and responding to the Baume Report recommendations and monitoring policy in relation to HIV/AIDS treatments.

Women and AIDS Project

The Women and AIDS Project is in its second year. The project aims to increase awareness of how HIV/AIDS relates to women's lives. The underlying philosophy is of inclusiveness in terms of age, race, sexuality and HIV status.

The work has involved conducting presentations, producing resources such as pamphlets and posters, consulting and liaising with individuals and organisations throughout New South Wales, peer group empowerment, and media liaison.

Three highlights of 1991/92 have been:

- the highly successful "NOW" Campaign pamphlet and poster series promoting safe sex for women was launched in November 1991 by Justine Saunders and Julie McCrossin. This product has received interest and recognition throughout Australia;
- the peer support group for women partners of bisexual men, facilitated by a volunteer, Sara Lubowitz, has continued and developed. In addition to mutual support, group members have gained important media coverage in magazines, radio and television interviews;
- consultative work has continued with the autonomous peer support group, Positive Women. The project provided assistance through funding of promotional fliers and advertisements, participation in International Womens Day, and fundraising events such as the performance evening for Mardi Gras, "Daring dykes - desire and doing it!"

In conjunction with the HIV Support Project, and with significant community input, the project is currently involved in developing resources in the Positive Women's Sex Campaign, a world first.

International Visitors

The number of visitors to ACON from overseas

organisations working in AIDS increased over the last 12 months. Many of the visits are arranged through the AFAO International Program Study Tours, through the World Health Organisation regional AIDS training program and through the Australia-South Africa Training Trust. In 1991/92, over 100 people, mainly from non-government organisations in Asian, Pacific and Southern African countries, came to ACON on study or liaison

visits. These visits are of enormous benefit to ACON, as well as for newer AIDS support and education projects in neighbouring countries. Although specific models are rarely transferable, the lessons of self-organisation by people with HIV, homosexuals, sex industry workers, drug injectors and other affected communities are invaluable.

Ken Davis
Unit Manager

CARE, HOUSING AND TRANSPORT UNIT (CHAT)

The CHAT Unit aims to increase feelings of security and independence for people living with HIV infection while minimising anxiety and difficulties in accessing appropriate community based services. The unit consists of the Community Support Network, the ACON Housing Project and Tiffy's Transport Service, all of which offer services that enhance the opportunities for people living with HIV/AIDS to maintain their normal lifestyle.

The unit aims to achieve this by:

- providing care, housing and transport services in the HIV community;
- providing information and education to mainstream organisations providing services to PLWHA's;
- ensuring input regarding the needs of PLWHA's to the AIDS Council of NSW and other organisations;
- by creating a supportive and cooperative environment between the services and the

staff within the unit.

Housing Project

In 1991/92, the ACON Housing Project continued to manage the Glebe flats, which provide low cost housing for PLWHA's, and to liaise with the Department of Housing on behalf of clients seeking priority housing. In April 1992 the Share Accommodation Service managed by the Project was wound down, due to the duplication of lesbian and gay share register services in Sydney. This has allowed the worker to increase the Housing Project's profile and offer other services in other areas of HIV/AIDS and housing.

The Project has also continued its commitment to the ACON Accommodation Crisis Group, which aims to provide a coordinated response to housing issues for people affected by HIV/AIDS.

The Housing Project is funded through the Supported Accommodation Assistance Program

(SAAP). Until this year, the Project has been funded on a year-to-year basis, however in August 1992 our submission for recurrent funding was successful.

In other major achievements over the past 12 months, the Project participated in the Interdepartmental Committee on Housing and HIV/AIDS and played an effective role in influencing the Department of Housing to recognise rotational care as a bonafide fact of caring for PLWHA's and so allocating appropriate two bedroom accommodation. It has also held several successful community fundraising events to raise money for administrative aspects of the Project.

In September 1991, the project worker was the recipient of an AFAO HIV Study Grant. This provided an opportunity to learn more about HIV/AIDS housing services currently available in the US and UK, and to examine which aspects of these services would be appropriate in NSW.

As part of its plans for 1992/93, the Housing Project hopes to develop stronger ties with the Department of Housing to positively influence an increase of housing services for PLWHA's. It also intends to further its liaison with Housing Services in regional centres, to promote training and policy development for housing and HIV/AIDS issues.

Community Support Network

The Community Support Network (CSN) provides practical, physical support in the home to people living with HIV/AIDS. This support is provided by recruiting, training and rostering volunteer carers.

The past 12 months have been an extremely busy time for CSN staff and volunteers, with a significant increase in the number of clients requiring assistance, an increase in staff and significant changes to the operation of the office.

The appointment of the Support Coordinator has allowed implementation of a plan to improve referral and rostering systems. In the next 12 months, it plans to begin staff/carers forums, with an aim of encouraging communication and input from the volunteer carers and to create a new carer support structure to ensure that carers receive organisational support in setting limits and avoiding burn out.

CSN have been funded by the Commonwealth Government to document its training course. This involves describing how CSN trains its volunteers and what subjects are covered during the course. This documentation will also include instructions in how to carry out similar training in other parts of Australia.

In 1991/92 CSN received funding for an Support Coordinator. This position carries out initial and follow up assessment of client's needs, as well as providing information and support to volunteers providing palliative care. There is now also a full time CSN Coordinator in Western Sydney. Special thanks must go to Pat Kennedy, who filled the position on a temporary volunteer basis, until funding for the position was approved.

In August 1992, CSN completed its 62nd training course and courses were carried out in the Hunter and Illawarra regions. Plans are currently underway to run a course in the Western Suburbs in the near future.

Tiffany's Transport Service

The Transport Service provides free, supportive carriage to and from major treatment centres for people with HIV/AIDS. It receives recurrent funding through the NSW Health Department.

In the past year Tiffany's has made 2,128 trips, carrying a total 1,193 passengers to and from outpatient clinics at St Vincent's, Royal Prince Alfred, Prince of Wales and Prince Henry Hospitals and the Albion Street Centre. This service has been offered in a supportive and flexible manner, maximising quality of life for clients utilising it.

The service was initially contracted to the Central Sydney Community Transport Group (CSCTG), but in June 1992 Tiffany's came under the direct supervision of ACON. CSCTG established the project very successfully and has continued to maintain a high quality service. Demands on the service and the staff have grown to a level where it has become practical to incorporate it into the CHAT Unit. ACON thanks CSCTG for its great contribution to providing the service to PLWHA's and looks forward to continued liaison in relation to community transport.

David Edler
Unit Manager

COMMUNITY DEVELOPMENT UNIT

The Community Development Unit aims to achieve ACON's mission by resourcing affected individuals to develop their own processes for social change through a sense of community and common goals.

Staff training within the unit has been an early achievement of the team, and we will continue to work as a team in areas such as developing ACON's overall commitment to community development, identifying key research requirements and networking with lesbian and gay community organisations for improved co-operation.

New projects in the Community Development Unit will be commencing as soon as our current accommodation problems are resolved. They include the Gay and Lesbian Injecting Drug Use Project and Resource Production and Coordination.

Our annual Summer Campaign, with this year's theme being "Our Love", proved to be once again popular. Also successful was the launch in February of a series of posters produced by artist David McDiarmid (one of which appears on page 10).

Rural Project

The Rural Project aims to minimise the negative impact of HIV/AIDS on gay men and men who have sex with other men (MSM's) living in rural regions of NSW. One of the major ways the project seeks to do this is by developing and encouraging networks of gay social groups who can take on the issues of HIV/AIDS locally.

It has been a very busy and successful 12 months for the project, including the following achievements:

- development of new social groups for gays and lesbians, from Sydney to Tweed Heads on the far North Coast of NSW, and linking these with older, more established groups;
- three Peer Education training workshops, with a total of 60 participants, were held

which provided rural gay men with the opportunity to learn more about how AIDS/HIV affects, them and skills training in community organising and safe sex education;

- a HIV/AIDS starter kit was developed for newly formed lesbian and gay social groups. Similarly, an Outreach kit was developed for health workers in rural regions;
- the establishment of a Q&A service for rural gay men wanting information;
- a continuing and highly successful media campaign in gay- and sex-orientated magazines which alerted gay men to the project;
- a published report on rural beats outreach on the Mid-North Coast;
- a CARG funded research project looking at ways to sustain safe sex practices amongst gay men and MSM's in the rural areas of New England and Mid-North Coast;
- development of an extensive volunteer beats education outreach through the Peer Education training course.

Much of 1992/93 will be spent expanding and consolidating the achievements of the past 12 months. The CARG research will also take priority, as will a media campaign in the local press. A rural health "confest" about gay and lesbian HIV/STD issues is planned for early 1993, in conjunction with other groups.

AIDS Education for the Deaf Community

In 1991/92 the Deaf Community Project conducted an astounding 45 workshops, which have provided members of the Deaf community with

information on many issues relating to HIV/AIDS.

Funding for the Deaf Community Project is due to end in December 1992, but ACON is lobbying extensively for continued funding as part of a strategy to improve Deaf people's access to the health system, including HIV/AIDS services.

Two videos produced by the project, *AIDS, Not Hearing AIDS* and *Hot and Safe for Deaf Gay Men* continued to sell well throughout the year. A third video is currently in production and is expected to be completed in December 1992. The new video deals with HIV/AIDS Counselling and Deaf people. The project has also received funding to produce a poster promoting HIV/AIDS issues in the general Deaf community, but time constraints have delayed this for a short period.

The project has continued to receive solid support from lesbian and gay Deaf support groups throughout the year, and members of these groups have offered many hours of volunteer work in ensuring the successful aims of the project.

HIV Education Needs Assessment

The HIV Needs Assessment was conducted from November 1991 to June 1992 to investigate what the education needs of HIV positive people in NSW, so that ACON would have an indication of what programs and projects would best serve the HIV community, and therefore set appropriate priorities. The Needs Assessment was funded from uncommitted ACON funds.

A steering team assisted the project officer, Peter Gay, in designing and distributing two extensive questionnaires which sought to discover information on the information and support needs of people with HIV, their drug use and their knowledge of, and attitude to, safe sex and safe drug use practices. The surveys also asked participants to discuss how they feel about their HIV status, problems they have experienced because of it and any good things they may have resulted from a positive diagnosis.

Almost 400 people took part in the Needs Assessment.

We expect the data analysis for both surveys to be completed in the near future and a report on the information to follow in early 1993.

Venues Liaison

The Venues Liaison Project assists in the establishment and maintenance of a community standard of safe sexual and safe injecting practices by collaborating with, and utilising, inner city gay-orientated venues to dispense condoms, lubricant and clean needles. By doing so, it aims to establish public awareness of HIV/AIDS issues and to reinforce a safe sex and safe injecting culture.

In the past 12 months the project has distributed 75,000 condoms and 100,000 sachets of water based lubricant to sex on premises venues in inner city Sydney. These sex venues all distribute condom and lubricant free of charge to customers. Two of the venues are now using the ACON designed and manufactured condom and lubricant vending units.

The Venues Liaison worker was responsible for the coordination of community needle and syringe exchanges at both Mardi Gras and Sleaze parties. With a combined attendance of over 30,000 people, this also meant that over 28,000 innovatively designed safe sex paks were distributed to party goers. An additional 15,000 paks were distributed at other events and venues throughout the year.

These safe sex paks contained a condom, sachet of lubricant, information on safe injecting and contact numbers for further information including a TTY number for members of the Deaf community.

ACON was also involved in distributing safe sex paks and information at a number of concerts held by touring international artists.

As in the past, the Safe Sex Sluts provided an innovative and humorous approach to condom and lube distribution and safe sex promotion. The project extends a big thanks to all those sluts who assisted us with their many hours of making safe sex entertaining and out of the ordinary!

In 1992/93, the project hopes to maintain and improve customer access to free condoms and lubricant at sex on premises venues, while simultaneously building on the involvement of gay community businesses in participating in our response to HIV strategy. It will also be working closely with the Gay and Lesbian Injecting Drug Use Outreach Worker to integrate safe sex and safe injecting promotional strategies.

Michael Lockhart
Unit Manager

FINANCE, ADMINISTRATION AND HUMAN RESOURCES UNIT

The Finance, Administration and Human Resources Unit is responsible for the systems which ensure ACON runs smoothly on a day-to-day basis. All areas of the pre-Organisational Review Administration Unit are now part of the unit, including Finance, Personnel and the ACON Vitamin Service. In addition, all clerical support staff, the backbone of the organisation, have become part of the unit. Internal and external demands on the Finance, Administration and Human Resources Unit are constant and met to the extent its limited resources allow.

The unit manages building, equipment and vehicle maintenance, the computer and telephone systems, mailroom and receptions on both floors. It also operates all financial systems including the payroll and human resource systems.

Vitamin Service

The ACON Vitamin Service, which has been successfully running for over four years, continues to supply quality vitamins which benefit the lives of people with HIV/AIDS at a wholesale price.

Christine Connolly has done an excellent job in fastening the development of this service.

The past 12 months has seen a streamlining of the service, following extensive liaison with clients and the practitioners who provide advice about the products. The service has included more than eight new products since 1991.

In 1991/92 a successful information evening was held which resulted in wider publicity for the service and in turn a rise in clients using the service. The evening included a variety of speakers from vitamin companies and health organisations who provided information on issues of concern to people utilising the service.

Finance

The Finance section of the Finance, Administration and Human Resources Unit employs one full-time and two part-time staff. It administers a budget in excess of \$5 million, an increase of 25% over the 1990/91 budget. There has been a rapid growth of funding sources, which has increased the complexity of the section's workload.

PAID STAFF	AT 30TH JUNE 1991	AT 30TH JUNE 1992
Permanent Staff	76	90
Casual Staff	4	9
Staff Recruited	31	27
Staff Resignations	37	31
TOTAL NUMBER EMPLOYED DURING YEAR	126	167

Financial reporting both at Committee and unit level were revised and improvements made. In particular Management Reporting was altered to reflect new organisational structure. Further changes will be made in 1992/93 in response to management needs.

Funding constraints have made cost containment all the more essential and there were some significant initiatives this year. Changes to vehicle leasing arrangements will result in a 50% reduction in leasing and running costs. Travel arrangements have also been changed to ensure access to airline discounts. Maximum use has also been made of government contract pricing.

Human Resources

(See table on previous page.)

These figures highlight the continued growth in demand for personnel services. Not reflected is the dramatic increase in workload caused by recruitment due to increases in the number of applications. For clerical positions this can exceed 150 inquiries and over 50 written applications.

A number of policies and procedures were either reviewed or created this year. The most important changes made were an interim Affirmative Action

policy for employees with HIV/AIDS, disciplinary procedures for sexual harassment, disciplinary action, recruitment and staff induction.

The need to formalise industrial relations processes became apparent this year. ACON joined the Employer's Federation to ensure awareness of changes in awards and industrial issues generally. Another major development on this front was a formal commitment to Structural Efficiency Principles (SEP) and the creation of a Joint Consultative Committee comprising management, staff and union representatives to oversight the process. The anticipated outcome is an enterprise agreement for all ACON staff.

A key part of SEP is remuneration systems based on skill, as opposed to the current Public Service system. ACON has embarked upon a process of reviewing remuneration processes in the organisation commencing with management positions. The review will impact upon all related systems such as job evaluation, performance appraisal and staff training.

With the organisational restructure, the unit assumed responsibility for coordinating volunteers usage. Day to day coordination itself is the responsibility of a volunteer position pending funding being received. Currently in progress is the devel-

This year, the Vitamin Service redesigned its prescription forms. All the work - conception through design and layout - was performed by the Clerical Support Team.

ACON VITAMIN SERVICE		prescription		
188 Goulburn Street, Darlinghurst, NSW 2010 • Tel: (02) 283 3222 • Fax: 283 2199 • TTY (for the Deaf) 283 2088				
PRODUCT	COST	POST	QUANTITY	TOTAL
ADS (100 caps)	\$7.00	\$0.80	.....	.....
BARLEY GRASS POWDER (256g)	\$21.00	\$2.00	.....	.....
COENZYME / Q10 (60 caps)	\$7.00	\$0.70	.....	.....
CONTROL ACIDOPHILUS PLUS (100 caps)	\$6.00	\$0.80	.....	.....
ENSURE PLUS* (6 cans/pack)				
Choc <input type="checkbox"/> Vanilla <input type="checkbox"/>	\$13.00	NA	.....	.....
ENSURE PUDDINGS* (4 tubs/pack)				
Choc <input type="checkbox"/> Butterscotch <input type="checkbox"/>	\$8.00	NA	.....	.....
ENTRODOPHILUS (90 caps)	\$12.00	\$0.70	.....	.....
ENTROGAR (90 caps)	\$11.00	\$0.80	.....	.....
FORTIFIED VITAMINS AND MINERALS (60 tabs)	\$5.00	\$0.80	.....	.....

opment of a volunteer policy and strategy.

Clerical Support Team

The Clerical Support Team consists of three full-time and one part-time reception workers, the secretary to the Executive team, administration assistant and a desktop publisher worker. The team provides administrative and clerical support to all units and are actively involved in the day-to-day running of the organisation.

In 1991/92, the first floor reception staff made significant changes to the reception area, the foyer and other parts of the building in order to achieve greater comfort for clients using ACON's services. They have also been responsible for the efficient operation of the much-utilised vitamin service, the telephone system and mail service.

The second floor reception staff became part of the Finance, Administration and Human Resources Unit after the organisational review and were formerly part of the Community Services Unit. They have provided clerical support to staff on both floors, particularly to the HIV Support Project, Personnel, the Housing Project and Community Support Network. Also joining the unit after the review, the secretary to the Executive team has been responsible for providing assistance to the Executive Director, Deputy Director, unit managers and Committee of Council.

The past 12 months have been extremely busy for the Administrative Assistant, who has responsibility for ordering office equipment and supplies, liaising with tradespeople, maintaining the ACON membership data base, administering the car fleet (which has increased to 19 vehicles), arranging staff travel and a large number of other duties. The position has also been actively involved in organising the relocation of all projects and units within the building and the new premises.

The Clerical Support Team has also provided a large amount of desktop publishing services to the organisation throughout 1991/92. Team member Jeremy Nicholas has been responsible

for the production of the new Staff Handbook, *Frontline* and the monthly *Fun and Esteem News*, as well as countless numbers of forms and information sheets. Jeremy has also assisted other staff members to develop computer skills and increase their computer literacy, and is one of a handful of staff who people turn to when they are experiencing problems with their computer.

Future Directions

In the next year the unit will continue to consolidate with particular emphasis on matching available resources with organisational needs and priorities. Volunteers will form a key part of this as additional funding for paid staff becomes increasingly scarce. This also makes the ongoing review of systems more crucial to ensure that all resources are used in the most efficient way.

Kevin Golding
Unit Manager

RECRUITMENT ADVERTISING REQUEST

Name of person requesting recruitment placement:		
Approved Duty Statement attached:	YES	NO
Panel Convenor Name and Contact Number:		
Project Name:		
Workshop Code:		
Project Code:		
Position Supervisor:		
Position Grade Total EMP HOURS (1400-2400)		
No. of hours worked per week (24):		
Term of Position:		

NOTE:
Applicants should be invited to attend Duty Statements must also include copy of personal details of applicants for publication at the end of a month for ready. This may be sent to the Secretary of the recruitment committee or the office of the recruitment committee for the ACON recruitment sub-committee.

Applicants should be invited to attend Duty Statements must also include copy of personal details of applicants for publication at the end of a month for ready. This may be sent to the Secretary of the recruitment committee or the office of the recruitment committee for the ACON recruitment sub-committee.

Personnel revised a number of forms this year, including this one for advertising. The FAHR Unit handled layout and design.

BRANCHES AND OTHER REPORTS

HUNTER REGION BRANCH

The past year has been a time of great change for the Hunter Branch, providing many challenges and demands on our resources. While focusing on the internal operation of the Branch and developing guidelines for project accountability, requests for individual support and meeting community needs have continued to increase as well.

The Branch Coordinator, Yvonna Kekoff, resigned her position on 3 April 1992 and the coordination of the Branch was largely unattended until the appointment of the Branch Manager on June 9 1992. Recognition must be made of the ACON Hunter project staff for the extra duties they took on in this period.

ACON continues to play an active role in voicing the concerns of our clients to both the Hunter Area Health Service and the NSW Department of Health. The relocation of the Clinical Immunology Ward to John Hunter Hospital during December 1991 was an important outcome of ACON activity and our branch has continued involvement in the current situation surrounding proposed funding reductions to the Hunter Area Health Service AIDS budget.

ACON Hunter has developed considerably since its inception in 1988 and has undergone a process of restructuring. Significant in this process is the change currently underway in the Branch Management Committee to establish this body as a Steering Committee with a transfer of management responsibilities to the Hunter Branch Manager and Project Staff.

Education Projects and Services:

Beats Project

The Beats Project continues the aim of providing education for men who have sex with men in public environments, by way of face to face intervention, stencilling safe sex messages on walls and offering condoms and written information. Education topics include HIV/AIDS transmission, prevention, sexually transmitted diseases and legal rights. The Beats project also acts as a point of referral for

testing, counselling and other information services. Over the past year, the beats workers have contacted a total of 536 beat users.

The following achievements occurred during the past year:

- continued liaison with the Maitland/Newcastle District Police;
- outreach into four council areas - Singleton, Muswellbrook, Cessnock and Port Stephens - to incorporate all of the Hunter Valley into the Beats Project;
- strengthening the Safe Sex Campaign by identifying and stencilling 49 new beats, bringing to a total of 67 beats now stencilled throughout Newcastle and Lake Macquarie;
- continuing to establish accountability guidelines and upgrading forms relating to statistical data collection and collation, beat stencilling and comments relating to the Beats project;
- identifying "milkrun" style routes through the Hunter to increase contact time and reduce travelling time and costs.

Youth Peer Education Project

This program targets young gay and bisexual men under 26. The program is conducted one evening per week, over a four week period. The goals of the program are to increase knowledge regarding HIV transmission and sexually transmitted diseases, promote personal skills in safe sex negotiation, increase social support and provide a supportive environment in which the young men can explore the benefits of their sexuality.

Drop-in Evening

This evening is for gay men and lesbians and is held on the second and fourth evening of each month. Young men from the Peer Education group often attend. Semi-structured workshops on specific topics, mostly concerned with issues of lifestyle, health and relationships are presented by individuals with expertise in each particular area.

Both types of workshops not only increase participants knowledge but provide much needed support to young people in the gay community. Young men who have participated in the workshops often promote the value of the groups and in turn refer others.

Community Education and Information

ACON Hunter continues to provide HIV/AIDS education upon request and aims to reduce stigma, discrimination and prejudice towards people living with HIV/AIDS, to promote safe sex and safe needle use practices and to lessen the fear and ignorance that surrounds HIV/AIDS.

Community education has been provided through workshops, presentations and displays. Education engagements have been accepted from schools, workplaces, carer's groups and youth detention centres. In addition, ACON Hunter staff have presented workshops and talks at local conferences.

To ensure that safe sex practices as a result of HIV/AIDS prevention are reinforced, ACON Hunter provides condoms and lubricants to community events with particular support for the gay community, including local dances held by gay social groups in the Hunter and Central Coast and to night clubs in the region. Information kits and brochures are also supplied to community groups as an aid to their various education programs.

During the past 12 months, 491 people have requested specific information either in person or over the telephone. Information requests includes clarification or assessment of HIV transmission risk, information on sexual practices and safe sex, blood testing, and research or study inquiries. ACON Hunter provided input to 30 groups comprising welfare and community agencies, schools, police, nursing and university staff and students.

Support Services:

Community Support Network

Over the past year CSN has continued to expand our support services to people living with HIV/AIDS, their partners, family and friends. Services are provided to clients at home, at MacKillop House, the John Hunter Immunology Ward and the Karumoh Day Centre. As a result of increased demand, the Part-time Coordinators position was

increased to full-time status and became a shared position.

CSN Hunter now has 48 clients and 32 active carers who have provided 1,048 shifts totalling 8,634 hours of care. Client numbers are continuing to increase with 25 new client referrals being made between January and June 1992. Demand continues in the areas of home/respite care, emotional support, hospital support, transport and provision of volunteers to MacKillop House.

In June 1992 CSN Hunter organised Group 60N3 training, resulting in 15 additional carers. Support to the CSN carers is provided through designated Carers Support Persons, Network nights and counselling. CSN is also coordinating a Quilt Project with carers and clients for World AIDS Day 1992.

Counselling

The branch continues to provide counselling and support on a wide range of issues for those affected by HIV/AIDS. During the past year 267 interviews have been conducted. Notably, there has been a steady increase in the demand for counselling by members of the gay community. This increase seems to reflect a lack of sensitivity to gay issues elsewhere in the community and also a recognition of the expertise within ACON Hunter.

Counselling requests included relationship difficulties, sexual identity, parental concerns regarding gay children, people with HIV and partners, bereavement issues, discrimination and victims of assault, and HIV/AIDS remains an important focus in all these areas.

HIV Antibody Testing

Our HIV antibody testing and counselling service continues to operate each Wednesday morning between the hours of 9.30am and 11.30am. This service is provided by the outreach team of the Sexual Health Clinic from the Royal Newcastle Hospital.

Future Directions

In the coming year, ACON Hunter aims to achieve the following:

- increase community awareness of ACON Hunter and Project services;
- continue to develop a management/administrative base to enable efficient use of ACON resources;

- increase ACON Hunter's role in providing a range of services to people living with HIV/AIDS;
- develop programs aimed at people who engage in risk behaviours;
- continue an education and prevention campaign for and with the gay community of the Hunter region;
- continue liaison with community and government agencies to develop a strategic plan for people living with HIV/AIDS within the Hunter;
- develop a volunteer network through education and training for ACON Hunter Branch office and projects.

The Community Support Network's aims for 1992/93 include:

- increasing community awareness of CSN services;
- increasing service access for persons with HIV/AIDS;
- increasing carers support;
- promoting our home/respite services;
- organising the fourth Newcastle Training Course;
- completing a CSN Quilt Panel for World AIDS Day 1992;
- implementing on-going fundraising activities.

Beats Work Project

- producing a Beats Staff training manual to incorporate administrative procedures;
- increasing council/ordinance officers awareness of the beat project;
- extending beats outreach into the Upper Hunter and Port Stephens areas;
- increasing volunteer involvement;
- developing the AIDS Prevention campaign through identifying and stencilling more beats;
- maximising face-to-face contact time through the "milkrun" work style.

Acknowledgments

The Staff and Committee of the Branch acknowledges the continued support of the following groups:

Anti-Discrimination Board, Christ Church Cathedral, Clinical Immunology Ward (JHH), Coastal Connections, Fannies Nightclub, Gay & Lesbian Information Service, Gaywaves Collective, Guys on Wheels Bicycle Club, Hunter AIDS Lobby, Hunter Area Health Service, Karumals Day Centre, Lerays Nightclub, Mackillop House, Newcastle Gay Support Group, Newcastle Police Gay & Lesbian Liaison Group, Preference Publications, Sexual Health Clinic (RNH) and Satticon Social Group.

Kevin Paton
Branch Coordinator

ILLAWARRA BRANCH

The past year has been one of formative significance for the ACON Illawarra Branch. We have developed from a regional office into a branch. In November 1992 a regional Steering Committee was established and has proved to be a useful pool of local input, expertise, support and advice. Most notably, in early 1992, the Steering Committee along with ACON staff and volunteers, conducted a very successful planning day to define the direction, objectives and strategies for the new branch.

We are constantly strengthening and widening the base for ACON Illawarra and work closely with other organisations; CSN, the Area Health Service, the Healthy Cities AIDS Task force, the Needle and Syringe Exchange and Family Planning. We also work with many "informal" groups, such as local gay groups and church groups. Much of our public education has been done in conjunction with members of these groups. During the second half of the year, the Youth Peer Education group "Express

Yourself", and HIV Support group ceased to function due to staffing changes. Pinning is currently underway to recommence the group early in 1993.

The Beats Project has continued to do excellent work, speaking with an average of 20 men each month. It is now regularly assessing and evaluating itself and has made a qualitative shift over the past year from speaking to as many men as possible to more detailed and qualitative interactions.

Rapport between project staff and local police has also improved markedly. We now work with the police from the Wollongong and Carrimal precincts and in late 1992 project staff will be carrying out some HIV and Sexuality Awareness talks at police training days.

The coming year promises to be one of consolidation and improvement of the quality, quantity and efficiency in the services from the Illawarra branch. A part-time clerical assistant is to be appointed in September which will free other staff members to concentrate on other tasks. The ongoing accommo-

modation saga looks like it may have come to an end, in October 1992 we will be moving into a new premises in the city of Wollongong. This will give us more appropriate space to work from. An exciting plan for the coming year is to incorporate a day centre at the new ACON site, a safe place for our target group to come to, chat, relax and socialise.

Finally, ACON Illawarra would like to extend a big thank you to all the volunteers who have helped with the everyday running of the branch during the past year. Currently, we have 39 volunteers. One gentleman in particular deserves a special mention; John Sims has dedicated much time and effort to the smooth running of the branch - an average of 20 hours per week. Thank you very much John, and indeed all other volunteers who have made our job much, much easier over the past year.

Daniel Maddedu
Acting Branch Coordinator

MID-NORTH COAST BRANCH

The Mid-North Coast Branch of ACON has had a very successful year, despite the inevitable growing pains of a new and scarcely resourced agency. We moved into our rather comfortable house at 93 High Street, Coffs Harbour in September 1991. It is very close to the Central Business District and has a huge backyard for social events. It also has a good sized garage which we are planning to convert into a drop-in/meeting centre in the not too distant future.

Staff

In addition to our one full-time coordinator, we recently employed two new part-time staff members. The Clerical Assistant, Sandra Cornwell, began working 10.5 hours a week in May 1992. Unfortunately Sandra was snatched from us by a firm offering full time work, a luxury we were unable to provide. Diane Robertson has just started working as our Clerical Assistant and we are hoping for a longer association this time.

Matt Gillett, our newest staff member, commenced work as an Educator in August. Unfortunately his position is only 20 hours per week, but during the next 12 months we are planning to make good use of these hours and will let you know the results next year.

Volunteers

Volunteers are an essential component of our branch, providing much of our clerical assistance and much needed help at shows, displays and campaigns. We have successfully completed two volunteer training programs this year, one in February and one in June. The training programs begin with one full day of general information sessions, followed by six weekly sessions lasting two hours. These cover specific topics including women and AIDS, treatments, listening skills, etc. The volunteer training programs will continue over the next 12 months.

Education

The Branch has provided HIV/AIDS education to many groups throughout the region. Workshops were conducted for Koories, Night Patrol volunteers, long term unemployed youth, "at risk" young people, health workers, carers, Department of Social Security staff and many others.

Using the assistance of our volunteers, we have been able to arrange many displays at shopping centres, health expos, local "shows", shopping malls and so on, with the aim of disseminating accurate information to the general public. We have also provided many education workshops and talks to schools in the region.

As education for gay men and men who have sex with men (MSM) is a priority at Mid-North Coast Branch, various programs have been designed specifically for them. Several of our members attended Peer Education training workshops in Sydney during the past year and are now doing voluntary outreach work with gay men and MSM in the area. This work has included beat work, the formation of a local gay group and a safe sex summer campaign which provided information and condoms to gay men at the local beaches.

Special Event

A highlight during April this year was the arrival of a small section of the AIDS Memorial Quilt. The

display of four blocks at Park Beach Blaza in Coffs Harbour began with an unfolding ceremony performed by some of our volunteers. The Quilt was on display for three days before being taken to Chatham High School in Taree, where an additional six blocks were exhibited.

Other news

After a request from an Indian teacher in the area, a pamphlet in the Punjabi language was instigated to provide information on HIV/AIDS to the large Indian population in and around Coffs Harbour. Details are still being finalised, but we are hoping that the pamphlet will be ready for distribution within the next month or two.

In May 1992, ACON Mid-North Coast began operating as a fixed Needle and Syringe Exchange outlet. Even though this service started only recently, it is becoming accepted by users in the area.

During this past year a newsletter has been developed specifically for our region. Although several editions have been produced and distributed, we are still refining the layout. We are eventually hoping to produce monthly volumes. We are all looking forward to this next year and hoping it will be as productive as the last.

Marilyn Marks
Branch Coordinator

NORTH COAST BRANCH

The past 12 months have seen the branch go through a process of change, dedication and initiative for all involved.

Management

The 1991/92 Management Committee began its term having to focus on resolving the structural and workload problems and hired management consultants to identify specific areas needing change. The consultants recommended redefining all job positions and creating a new part-time Support Worker position. These changes have eased a lot

of the problems and have boosted branch morale considerably. Despite the uncertainties, staff maintained a high level of service to the community in existing and new areas.

We thank both our staff and volunteers who work tirelessly for the branch, including all Management Committee members! Without their dedication the North Coast Branch would not operate. Special thanks goes to Judy Arpana, whose vision and commitment to PLWA's was undeniably pivotal to the branch, and to Vicki Bayley, whose dedication to her job was demonstrated in many ways. The

outgoing Management Committee, especially the co-convenors, Rosalind Hawkins and Barry Evans, contributed greatly too. They have worked hard to ensure fair, effective management for the branch.

Support

With a part-time Support Worker, the branch has been able to provide support and care to an increasing number of clients. We now have 65 clients on our books, an increase of 135% in six months. Their support needs include referrals, transport help, BGF assistance, hospital visits, HIV and treatments information and welfare assistance. Welfare assistance is possible only through fundraised money and we need to do a lot more this coming year if we are to continue to offer the assistance.

Many clients are people moving to the North Coast to benefit from our glorious climate and peaceful atmosphere. Therefore, housing is a priority and much time has been spent getting priority housing or bonds for newly arrived people.

Our free, confidential medical service continues on Tuesday mornings and we offer therapeutic massage at a reduced cost every Friday.

Education

The Educator's job is literally vast, considering the area covered is 225,000 km² and has a population of 250,000 people, not including the tourists! Therefore we aim to educate the educators, which over the past year have included gay men, health care providers, school age young people and volunteer workers within the branch.

Educator John Westlund acted as Coordinator for six months, but continued to deliver education to around 1,200 people in the region and provide information and material to a further 2,480. He also provided resources and training to eight agencies to set up their own HIV education, participated in a large number of media events, set up and supervised a beats program, recruited HIV positive speakers for the media and supervised student placements.

Since January 1992 we have focussed on developing a pool of educated volunteers for the branch. This has been successful and volunteers can participate in administrative, educational and care areas of the branch.

Beats Project

In June 1991 the North Branch received around \$11,000 unexpended Sydney funds to conduct a three month pilot beats project for nine hours per week. We wanted to make contact with men who have sex with men (MSM's) and their partners on location and to inform them of safe behaviours. The project was stretched to six months and 14 beats were visited in the Richmond zone. Contact was made with around 240 men and we distributed over 1,500 condoms, lubricant sachets, brochures and other information.

We ran a "Rickline" telephone information service for MSM's and their partners. This consisted of personal advertisements in local papers inviting men to make phone contact with us. The response was overwhelming with 80 callers in one month. Continuation of the beats project remains an urgent priority.

Summer Campaign

The Summer Campaign for 1991 was aimed at youth, especially those who may put themselves at risk of HIV because of their present lifestyle. We combined radio ads and street theatre to advertise the issues and had an information van at a popular beachfront in Byron Bay.

The message was to empower youth to say "no" to unsafe behaviours and we produced some local resources that people could take away with them. Initial feedback received was positive from the largely young crowd that attended each day and stayed to ask questions.

Future Directions

We have completed our Care Needs Assessment which has given us clear guidelines about the needs in this region. Hopefully we will receive funds in 1992/93 so we can meet some of those needs.

We also plan to move offices in the next six months, giving us space to offer a drop-in centre for people coming into town. Being in a rural area our clients often need to come into town but have to wait for the return trip, which can be tiring and frustrating. By having a space that people can have a cuppa, talk and rest those frustration will hopefully be reduced.

Accommodation is still a major concern and we have applied for 2 x two bedroom flats in Lismore.

One would offer short term emergency accommodation, the other medium term housing.

The branch now has clear directions and is dealing positively with its structural weaknesses. We be-

lieve this will be our best year yet and look forward to it with enthusiasm and excitement.

Sally Boyd
Branch Coordinator

THE AUSTRALIAN AIDS MEMORIAL QUILT PROJECT

Again this year, we have managed to Keep the Love Alive on a shoestring. An increasingly busy schedule has seen many changes within the Quilt in 1991/92. While the project has gone from strength to strength, it has not been without some notable losses. After losing Andrew Carter last year, we must sadly acknowledge the death of his friend and Quilt co-founder Richard Johnson. Libby Woodhams also left the project, retiring from the position of coordinator after her exhaustive efforts which kept the project accessible to the community throughout Australia.

Between July 1991 and July 1992, the Quilt was displayed at over 40 different venues throughout the nation, as well as several blocks participating

in international displays in Thailand, France, England, the Netherlands and New Zealand. By World AIDS Day 1992, the display will have doubled in size since December 1991.

In extending the vital support the Project already offers we have developed an educational focus around the Quilt to assist with the promotion of safe lifestyle messages.

We would like to thank all of those who have offered us practical, financial and emotional support in the past year and look forward to a continuing association in the future.

Terry Thorley
Convener

SEX WORKERS OUTREACH PROJECT

The Sex Workers Outreach Project (SWOP) has been very busy for the past year and its multi-skilled team have been stretched to meet its objectives and to respond to the varied needs of our service users.

The SWOP outreach team regularly visits parlours/brothels, agencies and streets on a rotational system that is constantly monitored and evaluated for its effectiveness. The establishments and individual sex workers continue to be welcoming to the SWOP outreach team.

The team identifies the need for, and provides where possible, a service to any new establishment or individual. For example, the project makes

initial contact with them when they first advertise in sex papers. SWOP continues to include fostering of, and support for, peer support amongst sex workers as integral to its HIV/AIDS education.

Members of the education team also continue to visit women in Mulawa and Norma Parker Goals. Inmates in those institutions have given us positive feedback on the style and content of these visits, which are likely to continue in the foreseeable future.

SWOP has recently set up an inter-agency group that meets twice monthly. It consists of services working with sex workers in the Inner City/Eastern Suburbs area. Another service we provide, an an

ad hoc basis, is the facilitation of workshops on meeting the needs of sex workers for other service providers.

The Client Hotline, initially set up in September 1991 to run for a six month trial period, is currently being evaluated. While it is probably a useful service for clients, it is likely the Hotline will prove to be a fairly time consuming way for SWOP to directly service this group. Our aim is to devolve it to a more appropriate service.

SWOP regularly meets with representatives from Police and Corrective Services, fostering a productive relationship and working towards safety and dignity for all sex workers.

In consultation with service users, we have developed a number of appropriate resource materials, including the following:

- a set of six posters targeting clients of young and older female, male and transsexual sex workers, co-produced with Saatchi & Saatchi New Zealand;
- a HIV/AIDS Safe Work Practices pamphlet for new and young workers;
- a pamphlet for clients of sex workers;
- a flyer promoting the Client Hotline;
- four issues of *Professional*, an industry newsletter;
- a flyer promoting the services of SWOP, in English, Chinese and Thai;
- eight "Ugly Mug" lists which warn sex

workers of clients who have proved dangerous;

- a series of information sheets on a number of issues including legal matters, menstrual health and contraception, checking clients, safe drug use, taxation and sexual health checks and STD's.

In 1991/92 current and past workers in the sex industry have used the services of the SWOP Community Worker/Counsellor. Numbers and type of service are monitored and have been incorporated into the decision making and planning processes. On average, eight persons per week seek counselling support from SWOP, while a further ten seek the services of the community worker.

In May 1992 we commenced more servicing of male and rural sex workers through the two new positions created in the 1991/92 enhancements. The effectiveness of these new positions is yet to be evaluated, but already both workers are almost overcome by the amount of work needed to be done. We are hoping the next round of funding might help to rectify this situation.

SWOP also runs a Resource Centre for the sex industry 20 hours per week. Use of the centre continues to fluctuate between being very quiet to resembling a madhouse.

All in all it has been a very productive year for the project.

Geoffrey Fysh
Manager

ACON FINANCIAL REPORTS

AUDITED FINANCIAL STATEMENTS

AS AT 30 JUNE 1992

BALANCE SHEET AS AT 30 JUNE 1992

	Notes	1992 \$	1991 \$
CURRENT ASSETS			
Cash	2	974,272	814,792
Receivables	3	274,661	234,455
Inventories	4	4,722	5,193
Other	5	25,509	17,358
Total Current Assets		1,279,164	1,071,800
NON CURRENT ASSETS			
Property Plant & Equipment	6	271,944	303,004
Total Non Current Assets		271,944	303,004
TOTAL ASSETS		1,551,108	1,374,804
CURRENT LIABILITIES			
Creditors and Borrowings	7	357,746	289,082
Other	8	743,588	601,984
Total Current Liabilities		1,101,334	891,066
NON CURRENT LIABILITIES			
Creditors and Borrowings	9	48,689	64,272
Total Non Current Liabilities		48,689	64,272
TOTAL LIABILITIES		1,150,023	955,338
NET ASSETS		\$ 401,085	\$ 419,466
ACCUMULATED FUNDS			
Accumulated funds at beginning of year		419,466	319,584
Current Year Surplus/(Deficit)		(18,381)	99,882
TOTAL ACCUMULATED FUNDS		\$ 401,085	\$ 419,466

INCOME & EXPENDITURE STATEMENT
YEAR ENDED 30 JUNE 1992

	Notes	1992 \$	1991 \$
INCOME			
Grants Received	10	5,125,679	4,311,886
Less: Grants Unexpended	8	731,588	601,984
		4,394,091	3,709,902
Add:			
Donations		142,149	42,647
Events and Activities		108,403	85,092
Interest		88,920	125,122
Sales of Vitamins		51,538	41,246
Fund Raising		11,156	.
Others		103,149	70,281
		505,315	364,388
TOTAL INCOME		4,899,406	4,074,290
EXPENDITURE			
Accommodation		595,077	603,551
Board and Council		36,088	7,661
Cost of Goods Sold		86,947	39,278
Finance		18,753	14,164
Fund Raising		60,754	57,385
Office Supplies		159,389	159,737
Other Services Received		72,100	26,890
Payroll		2,779,908	2,336,262
Post Freight Telecommunications		173,171	146,785
Program and Services		512,573	287,200
Publicity and Promotion		130,271	81,183
Travel and Representation		292,756	214,312
TOTAL EXPENDITURE		4,917,787	3,974,408
NET SURPLUS/(DEFICIT)		\$ (18,381)	\$ 99,882

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 30 JUNE 1992

NOTE 1 - STATEMENT OF ACCOUNTING POLICIES

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

(a) Basis of Preparation

The accounts have been prepared on an accrual basis and on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated.

(b) Depreciation

Depreciation is calculated on a straight line basis so as to write off the net cost of each depreciable non-current asset over its expected useful life.

(c) Fixed Assets

Fixed assets are included at cost or at independent valuation and are depreciated over the estimated useful lives commencing from the time the asset is held ready for use. Only assets of substance and of material value have been capitalised and subject to depreciation.

(d) Accounts Receivable - Grants

The council prepares accounts on an accrual basis, therefore all funds to be committed for the financial year have been recorded as income for that year.

(e) Leases

Assets which are acquired under leases deemed to be "finance leases", that is, leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incident to the ownership of the leased assets, are capitalised as fixed assets.

Finance leases are capitalised by recording an initial asset and liability equal to the present value of the minimum lease payments including any guaranteed residual values. Leased assets are amortised over their expected useful lives using the straight line method. Lease payments are allocated between interest expense and lease liability.

Lease expenditure relating to leases deemed to be "operating leases" is expensed as incurred. Operating lease commitments outstanding at balance date include guaranteed residual values.

	1992 \$	1991 \$
--	------------	------------

CURRENT ASSETS

NOTE 2 - CASH

CASH AT BANK

Westpac Banking Corporation - Sydney	-	(508)
Commonwealth Bank		
- Sydney	25,242	16,916
- Lismore	3,072	1,649
- Newcastle	2,417	83
- Coffs Harbour	4,441	-

35,172	18,140
---------------	---------------

CASH ON DEPOSIT

Australian European Finance Corporation	927,650	792,427
Commonwealth Bank	8,400	975

936,050	793,402
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CASH ON HAND

Petty Cash	3,050	3,250
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TOTAL CASH	\$ 974,272	\$ 814,792
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NOTE 3 - RECEIVABLES

Government and Other Grants Committed	\$ 274,661	\$ 234,455
---------------------------------------	------------	------------

NOTE 4 - INVENTORIES

Stock on Hand - at cost	\$ 4,722	\$ 5,195
-------------------------	----------	----------

NOTE 5 - OTHER

Prepaid Expenses	15,066	6,915
Deposits - Utilities	10,443	10,443

\$ 25,509	\$ 17,358
------------------	------------------

	1992 \$	1991 \$
--	------------	------------

NON CURRENT ASSETS

NOTE 6 - PROPERTY, PLANT & EQUIPMENT

1. FURNITURE & FITTINGS

Furniture & Fittings - At cost	28,789	26,471
Less: Accumulated Depreciation	15,925	11,858
	12,864	14,613

2. OFFICE EQUIPMENT

Office Equipment - At cost	523,294	460,716
Less: Accumulated Depreciation	264,273	172,384
	259,021	288,332

3. LEASEHOLD IMPROVEMENTS

Leasehold Improvements - At cost	3,228	3,228
Less: Accumulated Depreciation	3,169	3,169
	59	59

TOTAL PROPERTY, PLANT & EQUIPMENT	\$ 271,944	\$ 303,004
--	-------------------	-------------------

CURRENT LIABILITIES

NOTE 7 - CREDITORS AND BORROWINGS

Accrued Expenses	211,177	167,499
Lease Liability	15,583	12,784
Trade Creditors	130,986	108,799

TOTAL CREDITORS AND BORROWINGS	\$ 357,746	\$ 289,082
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CURRENT LIABILITIES (CONTINUED)1992
\$1991
\$**NOTE 8 - OTHER****UNEXPENDED GRANTS**

Unexpended grants represent the total of grants unexpended during the period. The balance of these grants will be carried forward to the next period when the relevant expenses can then be properly matched to the period in which they are incurred.

GRANTS ARE AS FOLLOWS:

NSW Government	466,344	353,545
Federal Government & Dept of Health & Community Services	81,344	116,182
Australian Federation of AIDS Organisations Inc.	121,841	131,876
AIDS Trust of Australia	31,270	-
Other Grants	30,789	381

Total of Committed but Unexpended Grants Received (See Note 13)	\$ 731,588	\$ 601,984
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ADD: GRANTS IN ADVANCE

AIDS Trust of Australia	12,000	-
TOTAL CURRENT LIABILITIES - OTHER	\$ 743,588	\$ 601,984

NON CURRENT LIABILITIES**NOTE 9 - CREDITORS AND BORROWINGS****I. FINANCE LEASE**

Finance leases capitalised and included in Plant and Equipment (Note 6)

LEASE COMMITMENT

- Not later than one year	26,556	26,556
- Later than one year but not later than two years	26,556	26,556
- Later than two years but not later than five years	33,195	59,750

MINIMUM LEASE PAYMENT	86,307	112,862
Deduct Future Finance Charges	22,035	35,806
TOTAL LEASE LIABILITY	64,272	77,056
Less: Current Liability	15,583	12,784
NON CURRENT LIABILITY	\$ 48,689	\$

CREDITORS AND BORROWINGS (CONTINUED)

	1992 \$	1991 \$
2. OTHER LEASE COMMITMENTS		
Aggregate operating lease expenditure contracted for at balance date but not provided for in accounts payable used to obtain motor vehicles for ACON employees:		
- Not later than one year	73,565	80,483
- Later than one year but not later than two years	57,733	49,110
- Later than two years but not later than five years	6,114	8,368
	\$ 137,412	\$ 137,961

NOTE 10 - GRANTS RECEIVED

State Government	4,136,011	3,714,708
Federal Government	406,399	187,539
Australian Federation of AIDS Organisations Inc.	471,340	406,842
AIDS Trust of Australia	86,188	
Others	25,741	2,797
	\$ 5,125,679	\$ 4,311,886

NOTE 11 - AUDITORS REMUNERATION

Amounts received, or due and receivable by the Auditor for:

Auditing the main and project accounts of AIDS Council of New South Wales Inc.	12,125	9,965
Other Accounting Services	800	
	\$ 12,925	\$ 9,965

Notes

1992
\$

**NOTE 12 - STATEMENT OF CASHFLOWS FOR
THE YEAR ENDED 30 JUNE 1992**

CASH FLOWS FROM OPERATING ACTIVITIES

Receipts from customers & granting bodies		4,987,378
Payments to suppliers & employees		(4,833,170)
Interest received		88,920
Interest and other costs of finance paid		(18,752)

Net cash provided by/used in operating activities 2 **224,376**

CASH FLOWS FROM INVESTING ACTIVITIES

Payment for property, plant & equipment		(64,896)
---	--	----------

Net cash provided by/used in investing activities **(64,896)**

Net increase in cash held		159,480
Cash at the beginning of the year		814,792

Cash at the end of the year 1 **\$ 974,272**

1992
\$

Notes to the Statement of Cash Flows

1. RECONCILIATION OF CASH

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

Cash on hand	3,050
Cash at bank	35,172
Deposits at call	936,050

\$ 974,272

2. RECONCILIATION OF NET CASH PROVIDED BY/USED IN OPERATING ACTIVITIES TO OPERATING PROFIT/LOSS AFTER INCOME TAX.

Operating profit/(loss) after income tax	(18,381)
Depreciation and amortisation	95,956
Changes in assets and liabilities net of effects of purchases and disposals of controlled entities:	
Increase in Account Receivable	(40,206)
Increase in Other Current Assets	(8,151)
Decrease in Inventory	473
Increase in Trade Creditors' & Borrowings	65,865
Increase in Grants in Advance	141,604
Decrease in Loose Liability	(12,784)

Net cash provided by/used in operating activities **\$ 224,376**

3. THIS IS THE FIRST YEAR IN WHICH A STATEMENT OF CASH FLOWS HAS BEEN PROVIDED, AS REQUIRED BY AASB 1026 STATEMENT OF CASH FLOWS. NO COMPARATIVE FIGURES FOR THE PREVIOUS YEAR ARE SHOWN, AS TO DO SO WOULD BE IMPRACTICAL.

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 1992

SUMMARY OF GRANTS RECEIVED

	Grants Received & Other Income						Expenditure this Year	Unexpended at June 30 1992
	Unexpended at 30/6/91	Cont Grants	New Grants	Other Income & Funds	LESS Unexpended Safaritel	Total Income		
NSW Health Department								
Education Programs								
AIDS Library Network	5,689	5,553	0	0	0	11,242	4,132	7,117
Annual Campaign	29,070	81,400	0	0	1,642	112,820	123,014	(10,195)
Beats Evaluation	10,000	10,000	0	1,640	0	21,640	8,084	11,736
Beats Outreach (Sydney)	80	29,020	0	0	298	119,812	121,184	(1,352)
Conditions for NGOs	0	8,200	0	7,822	0	13,622	13,000	618
Drug Community & AIDS	11,700	47,000	90,665	15,433	23,782	135,112	86,137	48,974
Education Programs Unit	8,483	269,400	0	22	(24,780)	300,005	305,870	(5,865)
Elmick Gay Men Project	7,845	28,000	22,400	0	1,295	54,050	47,940	6,710
Evaluation Office	0	0	0	0	0	11,757	5,585	6,162
Gay & Lesbian IDU Project	0	0	32,000	0	27,026	9,001	410	8,597
HIV Needs Analysis	0	0	0	16,000	0	16,000	24,275	(5,275)
Library	4,998	46,670	0	11,048	0	62,517	57,728	5,109
Resources Production	0	0	14,850	0	5,756	9,794	0	9,094
Rural Outreach	16,107	107,050	0	830	9,348	114,861	113,354	1,307
Speakers Bureau	16,500	40,210	12,790	2,507	8,018	87,581	58,388	29,202
Education Training Office	0	42,000	0	0	7,094	34,100	32,500	1,556
Venue Liaison	204	52,140	0	6,400	0	69,029	54,178	14,851
Western Sydney Education	0	0	76,100	12,890	18,022	68,554	18,479	50,075
Women & AIDS	38,182	84,910	0	507	0	100,534	68,189	31,425
Youth Peer Education	0	88,780	0	0	(785)	87,565	85,408	2,157
Total	141,221	1,012,559	268,811	20,572	73,799	1,410,241	1,225,570	184,562
Administration								
Administration Unit	0	220,420	11,503	(2,041)	(6,710)	243,862	245,136	(2,274)
Executive Jaz	0	122,780	0	6,205	0	141,185	162,782	(21,597)
Sydney Resource Centre	0	408,530	0	68,054	0	468,624	462,782	5,842
Total	0	751,730	11,503	71,418	(6,710)	854,569	870,700	(26,131)
Community Services								
Accommodation Project	0	32,000	0	6,881	(2,778)	41,683	38,174	3,509
CSF Sydney	3,140	185,750	58,750	0	26,010	221,574	180,546	41,028
Community Services Unit	473	178,640	3,994	150	(932)	189,509	192,532	(3,023)
HIV Support Program	15,000	128,550	0	6,342	(5,404)	158,020	143,307	14,713
Spanish Community Project	0,604	50,400	0	0	5,084	53,620	48,075	5,545
Tobacco Survey	25,217	110,120	0	0	9,158	156,189	145,607	10,582
Total	24,434	604,860	62,744	7,373	(3,564)	788,996	727,241	61,755
Total SYDNEY	264,134	2,463,489	329,855	100,013	80,509	3,063,906	2,861,278	202,628
Branches & Other Programs								
Branches								
Hunter Region	9,047	246,120	6,728	0	8,322	253,517	264,770	(11,253)
Newara Region	13,505	89,410	27,413	0	448	132,006	106,638	25,368
Mid North Coast Region	32,018	48,110	41,700	20	0	122,389	95,641	26,748
North Coast Region	28,238	156,470	0	11,097	(7,145)	208,267	181,259	27,008
Total BRANCHES	82,808	540,110	75,839	11,327	1,527	710,294	651,558	58,736
Sex Workers Outreach Project								
Outreach & Support Programs	64,330	388,632	21,306	510	19,923	462,836	435,471	27,365
Anti-Sex Workers Recruitment & Training	0	0	52,000	0	0	52,000	0	52,000
Resource Translations	0	0	15,500	0	0	15,500	0	15,500
Total SWOP	64,330	388,632	76,806	510	19,923	530,336	435,471	94,865
PLWHA (NSW)	0	70,290	11,310	1,060	14,807	65,530	91,205	(25,675)
Total NSW/H Grants	353,342	3,460,600	516,892	176,791	115,130	4,280,670	4,039,483	241,187

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 1992

SUMMARY OF GRANTS RECEIVED

	Grants Received & Other Income						Expenditure in the Year	Unexpended at June 30 1992
	Unexpended at 30/6/91	Gift Grants	New Grants	Other Income & Funds	LESS Unexpended Salaries	Total Income		
Department of Health, Housing & Community Services								
National Oral AIDS Education	104,267	0	0	0		104,267	87,384	17,843
Ethnic Gay Men's Pilot Project	10,878	0	0	3,000		13,878	13,878	0
Resource Package for Women	507	0	0	0		507	537	0
NSW Treatment Office	0	0	65,000	0		65,000	1,239	63,761
CAREG AIDS & the Law	0	0	351	0		351	351	0
Total DHHCS Grants	115,652	0	65,351	3,000		184,733	103,388	81,344
AFAO								
Besola, Men Education Project	7,675	0	0	0		7,675	7,675	0
HIV Antibody Testing Campaign	14,129	0	0	(5,138)		9,001	14,001	0
HIV Peer Support Training Manual	3,800	0	0	0		3,800	1,451	2,349
HivAIDS & the Law	11,150	0	100,754	12,050		124,954	117,702	36,294
Legal Advocacy Project	4,425	56,571	0	0		61,000	61,000	0
Legal Assistance Booklets	0	0	0	0		0	1,675	(1,675)
Manuals and Gay Education	18,789	0	0	0		18,789	19,815	(28)
National Gay IDU Project	35,118	0	0	0		35,118	35,118	0
National Gay IDU Phase 2	0	0	0	0		0	10,407	(10,407)
National Treatment Project	27,355	0	102,158	201		209,740	114,200	95,445
SPAR Sustained Sex Ser. Survey	1,700	0	0	0		1,700	1,700	0
Total AFAO Grants	131,876	56,671	202,754	7,151		478,492	315,651	121,841
AIDS Trust of Australia								
Orphan Club	0	0	17,500	13,706		31,206	62,190	(2,984)
Out Project	0	0	14,588	22,717		37,306	43,219	(10,820)
Treatment Project Materials	0	0	54,000	0		54,000	9,007	44,993
Total AIDS Trust Grants	0	0	66,108	36,423		140,696	117,416	21,273
HIV Study Grants								
HIV Study Evaluation	0	0	750	0		750	0	750
Low North Coast Study Unit	0	0	2,944	0		2,944	2,520	(28)
Management Training	0	0	2,944	0		2,944	0	3,000
Mid North Coast Training	0	0	5,500	0		5,500	3,824	2,176
Peak Peer Education Workshop	0	0	13,200	0		13,200	4,845	8,655
Total HIV Study Grants	0	0	24,950	0		24,950	10,185	14,761
Other Grants								
Welcome Australia	0	0	20,000	0		20,000	1,075	18,925
CEST	0	0	5,360	0		5,360	5,360	0
Law Foundation of NSW	981	0	0	0		981	778	203
Total Other Grants	981	0	25,360	0		26,341	7,113	19,228

The following AOS Self-Help and Care (ASHAC) Grants have been incorporated in NSW Health Department Care Grants for each project:

HIV Support Program	\$53,498
Community Services Unit	\$39,993
CSN Sydney	\$72,496
CSN Hunter	\$ 9,179
PLWH/A (NSW)	\$32,810

However the total grant of \$217,976 is included in Commonwealth Grants within the Income and Expenditure Statement.

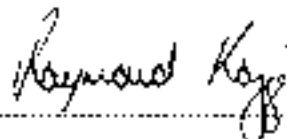
**AUDITOR'S REPORT TO THE MEMBERS OF
THE AIDS COUNCIL OF
NEW SOUTH WALES INC.**

I have audited the Income and Expenditure Statement and Balance Sheet of the AIDS Council of New South Wales Inc. for the year ended 30 June 1992.

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

- (a) so as to give a true and fair view of the state of affairs of the AIDS Council of New South Wales Inc. as at 30 June 1992;
- (b) the accounting records of the organisation for the year ended on that date have been kept in accordance with the provisions of the Associations Incorporation Act; and
- (c) in accordance with Statements of Accounting Concepts and all applicable Accounting Standards.

KAZZI & ASSOCIATES PTY LIMITED



RAYMOND KAZZI B.Ec CPA

LEVEL 1

125 YORK STREET

SYDNEY NSW 2000

DATED: 14 September 1992.

The layout and Design of this report was by Jeremy Nicholas for
the AIDS Council of New South Wales Inc.

This report was edited by Dean Andrews.

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