

A CON

AIDS Council of New South Wales Inc.

annual report

1993-1994

ACON

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report**

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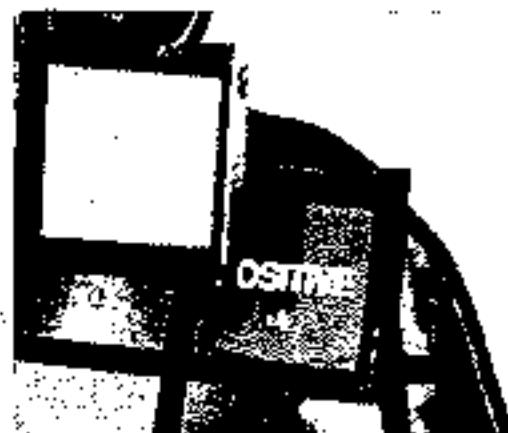
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AIDS Council of NSW

ACON's Mission

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

We strive to do this by

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

We work primarily with gay men, and we are committed also to working with other people and communities directly affected by the epidemic in New South Wales.

Core values

Social Justice

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

The HIV/AIDS epidemic is special

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

This arises from a unique confluence of factors, namely:

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

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

Community Mobilisation

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

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

Major areas of work

In order to achieve our Mission ACON initiates, conducts and supports a range of activities in four major areas-advocacy and policy, education, HIV support and care, and human and physical resources. Experience has taught us that, rather than four discrete areas of work, these are areas intimately linked. An effective response to the epidemic requires as much a focus on this interlinking as on work in a particular area.

Advocacy and policy

ACON has a key responsibility in developing and advocating effective HIV/AIDS policy. We work in all areas of HIV/AIDS policy including policy issues and advocacy with government, the health system, the community sector and workplaces. We provide advocacy on behalf of individuals living with HIV/AIDS on a wide range of issues.

Education

We conduct a wide range of education programs, focusing chiefly on people living with HIV and gay and bisexual men. These are aimed at improving health maintenance among people living with HIV and at promoting safe sex and safe needle use. A diverse range of strategies and techniques is used, including community mobilisation, outreach, peer education approaches, social marketing and information provision.

HIV support and care

ACON uses a range of strategies to promote empowerment of people with HIV/AIDS. This includes community mobilisation and group support strategies as well as the provision of a range of services promoting independence and improved quality of life for people living with HIV/AIDS. Counselling, peer support, treatment information, home care, housing assistance, legal advice, transport, vitamin and food supplement provision and service referral are major elements in the range of services offered.

Human and physical resources

We work to develop and improve skills of both volunteers and employees in their contribution to achieving our Mission. This includes developing and maintaining an efficient and effective organisation which also fosters and promotes the participation and work of people from affected communities.

Background

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

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 NSW. 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 NSW.

ACON has branches based in the Hunter (Newcastle), the Mid-North Coast (Coffs Harbour), the Northern Rivers region (Lismore) and Illawarra (Wollongong). In addition, a Western Sydney office of ACON operates in Parramatta.

A number of community organisations are closely affiliated with ACON, including the Community Support Network (CSN), which provides volunteer home care and support for people with AIDS, and the Buby Goldsmith Foundation, a charitable organisation which provides financial assistance to people with AIDS.

Management

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

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

Committee of Council has a number of working groups and

subcommittees to advise it and to develop policy. Membership of working groups and subcommittees is open to anyone willing to contribute.

The staff of ACON carry out day-to-day administration and implement policy to meet the Mission and Strategic Plan established by the organisation.

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

Staff

ACON has over 75 full-time staff and a number of other staff employed for fixed term projects.

Staff in the Sydney office are grouped into management units—IV Strategy and Support Unit; Care, Housing and Transport Unit; Client Service and Information Unit; Policy and Women's Unit; Community Development Unit; Peer Education Unit; and Organisational Services Unit. The staff are responsible through Unit Managers to the Executive Director and Deputy Director, who are in turn responsible to the Committee of Council for all aspects of the organisation's operation.

Volunteer participation

ACON and its affiliated organisations rely a great deal on the involvement of volunteers. We actively encourage the involvement of our membership and the community in our activities, particularly in home care and participation in working groups.

Conclusion

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

In Memoriam

The Committee, Staff, Volunteers and Management of ACON wish to dedicate this Annual report and the work it represents to the memory of those AIDS Council Staff, Volunteers and Committee members who have lost their lives as a result of AIDS over the course of the last twelve months.

President's Report

ACON, through its staff and volunteers, continues to fight the epidemic in NSW. We have been able to consolidate and plan for the future throughout 1993/94 in a way which has not really been possible at any previous time in the organisation's history, largely because we have not experienced further large-scale increases in funding and staff.

The political climate

In 1993 ACON was one of several community organisations which fought successfully for homosexual anti-discrimination legislation. After an even longer delay, the introduction of broader amendments to the NSW Anti-Discrimination Act included anti-discrimination on the basis of HIV/AIDS and the specific inclusion of HIV/AIDS as a ground for complaint. This process was a difficult but crucial test for the HIV and lesbian and gay communities. We should not forget the support of Independent MP Clover Moore, the Democrats, the ALP and Ted Pickering, all of whom supported the legislation. Nor should we forget the broad amendments to the Anti-Discrimination Act supported by the government and the provision of extra funding in areas such as ACON's new building, HIV/AIDS legal services (where Federal funding has been withdrawn) and the extension of CSN services to the branches. Generally we enjoy continued good relations and a good reputation with all the major parties in the NSW Parliament.

Relations with the NSW Government have at times been strained, particularly because of its dealings with the Coalition Party. ACON remains concerned that the Liberal Party's preferences in the Upper House continue to go to *Cafe To Australia*.

Federal politics is proving to be a very different ball game. The retention of Dr Michael Woolridge as spokesperson for HIV/AIDS by the Federal Coalition, despite the appointment of Mrs Bronwyn Bishop as Shadow Minister for Health, is encouraging. However, as I write this report it seems the Coalition is likely to maintain policy positions which sit totally at odds with the aims and beliefs of the HIV/AIDS community sector. Its opposition to the

Government's efforts to overturn anti-pay provisions in Tasmania is a major example. These developments will present difficult problems for ACON and AFACO. They will need to be watched closely and could ultimately jeopardise the bipartism approach which has been such a strong part in our success in confronting HIV/AIDS in this country.

Strategic Plan

This year saw the development of a Strategic Plan for the organisation for the period 1994-98, for which all involved deserve credit. This is an ongoing process. Now the Plan has been developed we are focusing on implementing it and are starting to measure the outcomes by performance indicators for all areas of the organisation. There will then be an annual review process which involves a re-examination of the Plan as it relates to current developments in the epidemic, funding opportunities, and political considerations.

It will also involve a review of our performance as it relates to the specific outcomes mentioned in the Strategic Plan. The development and the implementation of the Plan are key in ACON's efforts to fight the epidemic using available resources; to ensure that our direct services are of the highest quality; that our advocacy efforts are effective; and that our links with other community groups, service providers and the health system remain strong.

Branches and the Western Sydney office

The branches and the Western Sydney office have also experienced a year of consolidation after rapid growth in recent years. They share the difficulty of having only a few paid staff while attempting to provide as broad a range of services as possible. Lobbying for the better provision of services is also a key issue, particularly given that HIV-related services vary enormously in their quantity and quality around NSW.

Community support for the branches has at times proved difficult. There are a number of reasons for this and we are taking concrete steps to maintain a greater degree of support across the organisation. For example, we are pooling the wide-ranging experiences of the branches so that strategies which have proved especially successful in some can be applied in others.

Community support and involvement

There is little doubt that community support for ACON continues to grow. The *Sydney Star Observer* client satisfaction survey of gay and lesbian-related community organisations found only the Hobby Golombok Foundation rated higher than ACON. This is extremely significant for an organisation which provides such a wide range of services and where the community's expectations are often so high.

The survey results indicate we are succeeding in the difficult task of maintaining a strong community focus for such a large organisation - never an easy task.

Sydney office accommodation

In November 1994 the two Sydney offices will move into one building. The new premises, at 9 Commonwealth Street in Surry Hills, are old, but large and basically well constructed. We have secured the building for a nominal rent for a ten year period, ending the waste of time and money entailed in a year long process



ACON President Peter Cooper

of trying to find a building that we could afford in an area we need to be, whose owners would have us as tenants. We secured the lease due to the direct support of Premier John Fahey. We were also provided with a substantial capital grant to do some necessary work on the building, such as fire safety, air conditioning and some extensive refurbishment to the client service floors.

We are fortunate to be able to design the front of the building to suit us and, more importantly, to suit our clients. We are also fortunate to have excess space and we currently looking at various options so that we can determine the best possible use for it. The move to the building will enable us to greatly improve meeting spaces; to improve the focus of our services and make them more client friendly; and to know that our accommodation in the Sydney Office is secure for a longer period of time when HIV/AIDS funding is far from secure.

AFAO

The Australian Federation of AIDS Organisations (AFAO) is the national peak body of the AIDS Councils and other national HIV related groups such as the National Association of People Living with HIV/AIDS. The restructure of AFAO and its move to Sydney in December 1993 have been extremely successful and have been achieved well within budget. As an organisation it is now much stronger, with a greater level of support from the member

organisations. It is crucial for ACON to have the national body functioning effectively as it allows us to concentrate more on State issues.

Conclusion

I commend ACON to its members, clients and the communities it serves. The organisation deserves its reputation as being at the forefront of the fight against the epidemic and must always be clear that ACON is an organisation which is constantly evaluating its performance and assessing developments in determining its future directions. The next year will see the continuation of a high level of demand for services from ACON and the health care system, the constant challenge of trying to do the best education we can, and a State (and possibly a Federal) election. ACON is well placed to continue its core activities and to deal with these issues.

However, neither ACON nor the community can allow ourselves to be complacent. We are still in the midst of a shocking epidemic. We need to be constantly assessing our performance and open to changes in directions. Our response to current pressures such as mainstreaming of HIV/AIDS issues and inclusion in a broad sexual health framework, as well as the evaluation of the Second National Strategy - with a view to its extension into a Third National Strategy - will be crucial matters in 1994/95.

Peter Graggin



A series of postcards and posters were developed in early 1994 to promote access of
services for People Living with HIV/AIDS.

Executive Director's Report

With the Second National HIV/AIDS Strategy finally in place, ACON was able to use 1993/94 to refocus on planning and consolidation within a relatively stable environment. The major exception has been an unpredictable media, which has covered HIV/AIDS intermittently and with varying levels of competence.

While ACON continued to meet the relentlessly increasing demands of the epidemic, we were also able to successfully develop ACON's first five-year Strategic Plan. The Plan arose out of an intensive consultation process with key stakeholders in the HIV and gay and lesbian communities, other community organisations, government, and all parts of ACON.

The implementation of the Strategic Plan is allowing the Committee, Branches and Units to focus more clearly on our priorities, leading to adjustments in program content and directions and providing a framework to identify and work on the key strategic issues facing the organisation. The major investment in time, energy and focus that developing the Plan required is already paying off.

1993/94 was also probably the final period of expansion for the organisation, giving the Management Team greater capacity to focus on strategy and planning and to monitor ACON's existing work. A noticeable increase in quality of service provision and output within existing resources has resulted.

Relations with government

Throughout 1993/94 relations with the NSW Health Minister, Ron Phillips, and his Department were, for the most part, stable and productive. The Minister's commitment to sensible and constructive HIV policies was reiterated a number of times and backed by the Government's financial commitments to the HIV program remaining stable. Mr Phillips continues to provide sound and considerate leadership on HIV/AIDS at both a state and national level.

However, the NSW Government's handling of the anti-discrimination amendments and the package of amendments to the Anti-

Discrimination Act, particularly by the Attorney-General, left ACON no option but to play a leading role in bringing community pressure to bear to ensure the legislation was appropriately amended. This involved an intensive lobbying and negotiating campaign as well as two public demonstrations outside of Parliament House. More than 5,000 people attended each rally.

At the bureaucratic level the recent resignations of Chief Health Officer Dr Sue Morey and AIDS Bureau Director David Lowe have added an element of uncertainty in HIV policy and programs in NSW. Both people have provided consistent and stable planning and leadership over the last five years. Poor handling of the recent King George V Lookback by the new Chief Health Officer, Dr George Rubin, has not been a promising start. ACON will force to draw our concerns to the Minister's attention.

Our role in advocating HIV care and treatment services has been made more complex with the restructuring of the NSW health system into 11 Areas and 23 Districts. There is a serious danger that this devolution will see local decisions effectively downgrading or reallocating funds intended for HIV/AIDS services and programs.

Not all the news, however, is bad. Fruitful working relationships have been negotiated with some Areas, resulting in contracts for ACON services. These include Wentworth Area (MSM), Central Sydney Area (transport), Central Coast Region (beats work), Illawarra Area (HIV education), and Southern Sydney Area (beats resources).

Major policy issues and advocacy

ACON continues to play a major role in policy development and advocacy in the health sector at both the state and national government level and in national and local media. We have welcomed the continuing improvements in AFAO's performance in developing policy and strategy, for it has allowed us to focus more on the state level. We still, however, continue to provide important input at the national level.

Media response has been dominated by calls for compulsory HIV testing (in various forms), stimulated by the patient-to-patient transmission and the HIV positive obstetrician cases. Both acquired wisdom and consistent "tuning down" of the more extreme media, particularly talk-back radio. ACON's capacity to respond effectively and be proactive in the media has been greatly increased with a Media Officer position funded by the AIDS Trust and filled by Dominic O'Grady.

Major policy and advocacy issues have included:

Anti-Discrimination Act amendments

Lobbying achieved "representative actions" for people with HIV and prevented a last-minute water-down of the Act in relation to religious exemptions.

HIV and homoeosexual vilification

Lobbying finally achieved amendment of both... as well as a very educational process for the general community!

Cancer v. HIV research funding

This was a very damaging public debate, but lobbying by ACON and AFAO has produced a realistic government response. ACON has produced a detailed background briefing kit analysing the complexities of costing research and care for different illnesses.

Superannuation

Superannuation issues, particularly HIV exclusion clauses, continue to be a major policy issue and a chief source of activity for our legal service. ACON continues to work closely with AFAO



ACON Executive Director Don Bauer

in pressuring the Commonwealth to regulate the insurance industry, as it now seems clear the industry is refusing to remove exclusion clauses from their group entity superannuation schemes.

Hunter Area HIV/AIDS services

ACON Hunter has been closely involved in a difficult review and re-structuring of HIV/AIDS services in the region and is currently participating in strategic planning and program advisory processes.

HIV-infected health care workers and infection control

ACON has maintained constant input to the revisions and implementation of these policies by NSW Health. The issue remains unresolved, with considerable more work required over the next year.

Prisons and HIV

A revitalised Prisons Working Group has made a number of interventions in prisons policy, including input and response to the Corrections Health Strategy.

Violation: cashing in life insurance

A comprehensive policy position and advice kit to people contemplating violation offers was developed.

Supported accommodation

ACON has been working with a range of bodies considering proposals to establish supported accommodation projects. This included participating in the NSW Mental Health and HIV Working Party and assisting NorthAIDS establish a service in Dee Why. Advocacy for extensions of supported accommodation remain a high priority.

Youth Violence Inquiry

ACON prepared a comprehensive submission to the NSW Inquiry into Youth Violence and has been invited to attend subsequent hearings.

St Vincent's Ward 17 refurbishment

ACON advised and lobbied both the Hospital itself and the Department of Health concerning the delays and costs in refurbishing of Ward 17 and problems experienced in the temporary Cameron Wing ward.

Hepatitis C

ACON has prepared a background paper on hepatitis C, and has developed links with the NSW Hepatitis C Support Group to assist them develop a community response to the hepatitis C epidemic. We have provided advice, support and meeting space where possible.

Euthanasia

ACON has continued to lead and support debate around this issue and is currently preparing a comprehensive brochure with funding from the AIDS Trust. The campaign will intensify in November 1994.

Police

Following completion of a CARG-funded research project, ACON has been negotiating with senior police to change the manner in which police treat bears, bear users and ACON outreach workers. Solid, if slow, progress is being made.

Program consolidation and expansion

ACON reached some stability in the overall size of operations in 1993/94, but this stability masks considerable change within. By late 1993 the eleven fixed-term, Grimes-funded projects were completed. These reductions however, were offset by expansions, funded by NSW Health, in the following areas:

- care and support officers in the Illawarra Branch and in CSN Sydney

- the Mid-North Coast educator position extended to full-time
- Positive Asian Men's project (6 months fixed term)
- Western Sydney Young Gay Men's Project
- Women Partners of Bisexual Men Project
- expansion of Positive Women and Women and AIDS Project
- Media Officer (funded by AIDS Trust)

Many projects continue to expand their activities and services, but with no increase in their operating budgets. The Strategic Plan is providing a framework enabling them to review their focus and strategies. Some areas of major change in 1993/94 were:

Community Support Network

CSN celebrated its tenth year of operations in June 1994. An expansion in staff in Sydney provided the opportunity for a thorough review of CSN's structure and operations, the outcomes of which are being implemented. Tess Zutty has been appointed Coordinator and the team continues to expand the service's coverage while working under very high pressure. CSN also expanded in the Illawarra region with funding for a position there.

A new CSN-ACON Management Agreement was also successfully negotiated, clarifying and streamlining the management of CSN's operations. It is working quite effectively.

Housing

Operations of the Housing Project grew during the year. Over 400 people now use the Housing Department's Special Rental Scheme, which has been a major success. Under the Crisis Accommodation Program ACON has been able to purchase nine units in inner Sydney and four in the Northern Rivers area. Supported accommodation and housing for people with dementia are our current priority concerns.

Legal Project

Changes in Commonwealth Government funding saw the effective dismemberment of the very successful Legal Project at ACON. The legal policy position was moved to APAO and a full-time solicitor position retained at ACON, but only after much lobbying and a one-off grant from NSW Health, supplemented by the Commonwealth Attorney-General's Department. Nevertheless, the HIV/AIDS Legal Centre continues to operate the Monday night advice service through volunteers, in addition to solicitor Chris Ward's case load. ACON is seeking funding from the Commonwealth's "Access to Justice" process to fully re-establish our legal services.

Western Sydney Office

The purpose of the Western Sydney Office, originally established as an education office, was consolidated with the transfer of responsibility of the Western Sydney CSN position and its expansion of programs through a contract with Wentworth Area Health Service and a NSW Health grant. The Branch also conducted a review of the Beats Outreach Project and is implementing the changes recommended, as well as working with four Area Health Services on these projects.

The office also re-located from Blacktown to Parramatta, a move which has increased activity levels. ACON now needs to consider whether this office should become a branch or continue as a unit of the Sydney office.

Major events and campaigns

ACON conducted a range of campaigns and major events through 1993/94. Campaigns included:

- Talk Early Treatments Campaign (funded by Wellcome Australia)
- Chinese Safe Sex - Negative or Positive (for Mardi Gras 1994)
- Positive Sex Campaign
- Women Partners of Bisexual Men Phone-In

- Only Cundlows campaign and insert in Cleo magazine
- Red Dogs: Art for World AIDS Day (Illawarra)
- Myths cartoon series

Major events included:

- co-sponsoring the Candlelight Rally in Sydney and Illawarra
- World AIDS Day (including the Hunter, Illawarra, Mid-North Coast and Northern Rivers branches)
- Law Week Seminar on Advance Directives by the Legal Working Group
- Hand In Hand Party
- ACON Sydney Open Day
- Icons for ACON fund raising series
- CSN's tenth anniversary celebrations

Financial management and operations

1993/94 has been an extremely complex year in ACON's financial management. Managing funds from a variety of funding sources across a very disparate range of services and programs has been compounded this year by a range of external factors. These included the need to run the Oxford Street offices (for which we are not funded), gaps between the Grimes positions and other funding positions and complications arising from the transfer of the legal policy and national treatments positions to APHAO.

That the organisation overall manages to show a small operating surplus on a budget exceeding \$6 million despite this demonstrates, I believe, a very good outcome for the Management Team. Part of this is due to clarifying and simplifying our funding basis with our major funder, NSW Health - a complex process given ACON funds consisted of an accretion of ten years individual grants. The team also introduced some economy measures, principally reducing relief for positions on leave, slashing administrative costs and delaying capital expenditures.

Nonetheless the overall outcome masks some serious issues which will need addressing in the next year. These include increasing provisions for leave (as long service and HIV related leave develop a full impact); and a group of programs which are structurally under funded, namely, the Executive and Organisational Services Units, the Mid-North Coast Branch, the Western Sydney Office, and Tilly's Transport Service. Infrastructure generally is an on-going problem as its funding has generally not kept pace with overall growth of the organisation. The Management Team will be addressing these issues in 1994/

95, compounded as they will be by the move to the new Sydney Offices during that period.

Management Team

Throughout 1994 the Management Team has achieved a period of stability of membership and, following a number of training workshops and experimenting with operating procedures, has developed significantly higher levels of trust, productivity and efficiency in decision-making.

The year has also seen a more consistent involvement of the Branch Coordinators in ACON Management Team's work, with quarterly meetings in Sydney and improved liaison with the Deputy Director and other managers.

Deputy Director Anne Malcolm took a six month secondment to the World Health Organisation from October to March. David Miller acted in her place as Deputy Director for that period. I am particularly indebted to Anne and David for overseeing management of the internal operations of ACON while so much of my attention is, necessarily, externally focussed.

Challenges

Looking ahead, 1994/95 promises yet another year of turbulence in the environment in which we operate. There will be a NSW state election in March, 1995 with a far from predictable outcome. There is also the possibility of an early federal election. In both cases ACON will need to continue to provide leadership on HIV issues, policies and programs.

While the Second National HIV/AIDS Strategy is in its early days, we need to be working now towards a Third Strategy for the period beyond 1996.

There are some major strategic issues facing us. What is our response to "HIV in a broader sexual health context"? How do we increase participation of people with HIV in the organisation? How do we diversify our funding base? Fortunately our Strategic Plan gives us a framework for resolving these issues.

At the services level, we need to develop better ways of improving - and sometimes protecting - HIV services in the "devolved" environment that is now the NSW health system.

And while doing all this, every day we are reminded that many of us and our friends are ill and dying.

Dan Baxter



The 1994 Annual Campaign for the Sydney gay community is a three stage educational campaign. Both are images from the first stage produced at the beginning of the year.

Deputy Director's Report

During 1993-1994 we have continued our focus on improving the internal systems and making changes to the way we work, in order to increase our effectiveness and to make the organisation more efficient. Many of the key programs and policies which started developing in 1992/93 were implemented in the past 12 months.

Although this has been a year of some growth, we have been able to begin consolidating our work through strategic planning and by developing better mechanisms for reporting and evaluating our work. We have also paid greater attention to the support and development of staff and volunteers through a formal process of appraisal and skills development.

Client focus

Code of Practice

This was introduced into ACON in March 1994. The Code of Practice provides a guarantee of service to all clients and others who use ACON services and programs. It represents a commitment that we have to improving our services through increased awareness of client issues and through the involvement of clients in our programs. This policy will be formally launched early 1995.

Human Resource policies

Staff Appraisal and Development Program

This program was finalised in April following extensive staff consultations. It is now being implemented throughout the organisation.

Recruitment policies

Many of our policies relating to recruitment of staff are in the process of review. This is in line with the changes which will happen with the introduction of the ACON Industrial Agreement and are designed to improve our selection procedures and mechanisms for appeal.

Strategic Planning

ACON completed its Strategic Plan for 1994 to 1998 in March 1994. This process took six months and involved consultation and discussion with key stakeholders. The purpose of the planning process was to focus ACON's role in achieving its Mission over the next five years and to set priorities for this period. It has had the effect of coordinating and consolidating the areas of activity within ACON and encouraged strategic thinking and planning throughout the organisation. A feature report on the Strategic Plan can be found on page 10.

Changes to units

Within the Sydney office there have been a number of changes made to the structure of Units. In July 1994 the Policy and Information Unit became the Policy and Women's Unit, including Policy, Media, Evaluation and specific women's project positions. It will focus on providing a more coordinated response to a range of more strategic issues within ACON.

A new unit, the Client Liaison and Information Unit was also formed. The library, information, resources and reception services are now located within this Unit and it will assist ACON in continuing to improve our client focus. The Organisational Services Unit was also created in July to bring together training, staff support and personnel to form a team which focused on human resource issues for the organisation. This Unit also includes the Finance team.

These changes will streamline much of our work and create areas of work that can become more effective in their operation.

Management training

Managers have continued to demonstrate leadership within their areas of work. Given the constraint on their time, managers have developed increased skills to more effectively prioritise and plan the work of their area within the organisation. Within our Branches we have increased the responsibilities of the coordinators to have a greater role in decision making and planning within their offices. We have continued to focus on the skill development of each manager through regular training and supervision.

Industrial Agreement

A substantial amount of work has been done over the past 12 months to develop the ACON Industrial Agreement. This process involved consulting throughout the organisation and with the Australian Services Union, and was redrafted a number of times. It is now ready to be put to a staff ballot and we expect it to be ready for registration in September 1994. Under this Agreement all staff positions will be classified under an ACON award and will work to specific conditions which have been negotiated.

Accommodation

Much of the past year has been taken up with looking for new accommodation for the Sydney Office. Currently we are housed across two sites, which has proved costly to the organisation and made it difficult to facilitate good links between projects. The decision to move to one building also resulted from the expiry of the lease in November 1994 on the Cnr Bourke Street building. In June 1994 the Premier's Department offered us a ten year lease on a building in Commonwealth Street, Surry Hills. We are planning to move to this building by the end of November 1994. This will provide the stability ACON needs to consolidate and, in some areas, expand its programs.

Anne Malcolm



ACON Deputy Director Anne Malcolm



AIDS Council of New South Wales Inc.

1993/94 IN REVIEW

A chronology of
ACON's activities and achievements

Glossary

In the 1993/94 timeline you'll find some common acronyms we use in ACON. Here are their meanings.

CSN
Community Support Network

DSS
Department of Social Security

EMSOM
Ethnic Men who have Sex with Other Men Project

GLIDUP
Gay and Lesbian Injecting Drug Use Project

GP
General Practitioner

MAG
Mature Aged Gay Men's Project

MSM
Man or Men who has Sex with other Men

PLWHA
Person or PeopleLiving with HIV/AIDS

July

- ▷ A Living Well Clinic commenced operation from the premises of ACON Mid-North Coast, with a community nurse in attendance each week. A doctor and counsellor attend the service on a casual basis. The Branch also established a "positive buddy" system, a volunteer service providing support to newly-diagnosed PLWHA. The Northern Rivers Branch established a similar service in the same month.
- ▷ Participants from regional areas of NSW, including Tamworth, Armidale, Cobar, Orange and Dubbo attended the sixth Peer Education Training (PET) workshop conducted by the Rural Project. The workshops train participants to work in social groups and develop networks among gay men in rural areas. Over 140 men have participated in this training.
- ▷ At the Homosexually Active Men Who Inject Drugs workshop in Brisbane, GLIDUP presented a paper on a needs assessment it had conducted and provided suggestions on possible directions for education strategies. GLIDUP also held workshops providing similar advice for the AIDS Action Council of the ACT in August.
- ▷ ACON Northern Rivers moved to new premises at 147 Laurel Avenue in Lismore. The new office is close to the local hospital and sexual health clinic, thereby allowing easier access to these services for its clients.
- ▷ The Yum Cha Support Group, providing emotional support and resource materials to HIV positive Asian men, started. The group continues to meet on a regular basis and has a core membership of about ten people.
- ▷ A Fun and Esteem workshop conducted by the Youth Peer Education Project was filmed by ABC Television's *A Question of Survival* as part of a special on AIDS education in Australia. The workshops, with an average attendance of 12, aim to build the self-esteem and provide a social network for young gay men.
- ▷ The Rural Anti-Discrimination Project, a 12 month project funded by the Commonwealth Government, commenced. It aimed to inform and resource PLWHA about discrimination issues.
- ▷ The Women Partners of Bisexual Men's Project conducted a one week phone-in for its client group following a low-key but highly successful advertising campaign. Sixty calls were received from women during the phone-in and four from men and it generated a substantial amount of media interest.
- ▷ Silk Road, the peer support group for Asian gay men and MSM, published the first edition of its newsletter, *Silk Road*. From an original circulation of 110, the publication is now distributed to over 250 readers around Australia and internationally.
- ▷ Posters and postcards from ACON's "Let's Face It Together" campaign were distributed in inner-Sydney venues. At the same time an evaluation of the campaign commenced.
- ▷ The MAG Project launched its "Prominent Mature Aged Gay Men" Speakers' Program at its regular Saturday meetings. The first guest speaker was lawyer John Marsden.
- ▷ ACON Hunter gained representation on the Hunter Area Health Service HIV/AIDS Service Development group and was also involved in a HIV/AIDS Clinical Review Planning Committee. In February 1994 the Branch became a member of the HAHS AIDS Management Committee and was part of a sub-committee which finalised the draft of a strategic plan for HIV services in the Hunter.



Talk Early Treatments

The NSW Minister for Health, Ron Phillips, launched the "Talk Early Treatments" campaign on 16 July. The campaign, funded by Wellcome Australia, runs a 008 phone line for PLWHA wanting treatment advice and information about early intervention.

August

- ▷ West Slik Road was established to provide peer support and education to Asian gay men and MSM in the Western suburbs. The group, initiated by ACON, became part of the South Western Area Health Service in January 1994.
- ▷ The Administrative Services Team launched its Services Guide at the staff meeting on 4 August. The guide aimed to streamline administrative procedures and to provide staff with a reference point for utilising the services of the team.
- ▷ The MAG Project established ongoing liaison with similar projects run by AIDS Councils in Queensland, Victoria and Western Australia.
- ▷ A group of HIV positive people, organised by the Northern Rivers Branch, gave advice and provided input to the Department of Social Security on the production of a Disability Rehabilitation Package.
- ▷ ACON Hunter and CSN Hunter prepared written submissions and made verbal presentations to an external review of HIV/AIDS services in the Hunter region. The Branch was also consulted in drafting the terms of reference for the review.

Many of the recommendations included in ACON's submission were taken into consideration in the report resulting from the review.

- ▷ Grief and Loss workshops were developed by the Mid-North Coast Branch to address the emotional and practical needs of clients, carers, volunteers and staff. A more intensive six week course was developed for those who wished to explore the issue further.
- ▷ The Lifestyles Unit of Long Bay Gaol, established as a health promotion and healthy lifestyles program for prisoners with HIV had its first graduate. The ACON Prison Working Group has had substantial input into the operation of the unit.
- ▷ The Women Partners of Bisexual Men Project Officer joined a steering committee to design a booklet for national distribution. The booklet will act as a resource which can end the isolation felt by many women partners, as well as provide educational material and support information. It will be produced and distributed to agencies around Australia by the end of 1994.



GLIDUP

A new logo was designed by GLIDUP and produced on fridge magnets, postcards and matches. These were distributed widely throughout Sydney.

- ▷ Taking in Armidale, Tamworth, Lismore, Murwillumbah, Coffs Harbour, Port Macquarie and Taree, the Rural Anti-Discrimination Project Officer conducted liaison work in rural regions of NSW, meeting PLWHA and health workers to determine what priorities were required to address HIV-related discrimination issues. Future field trips addressed the problems rural health workers have in dealing with the social impact of HIV/AIDS.

Tiffy's Transport



Tiffy's Transport

Tiffy's Transport, a service which provides PLWHA with transport to and from hospitals, medical appointments and other therapies, carried its 7000th passenger.

- ▷ Negotiations were finalised between ACON Illawarra and the Shoalhaven Council to place stencils in public toilets. These stencils provided educational messages to bowel users, as well as local contact numbers for further information and support. Similar negotiations took place with the Kiama Council in November.

- ▷ ACON Northern Rivers provided a seminar to nurse assistants on HIV issues, including universal precautions in the workplace. The Branch carried out extensive educational outreach throughout 1993/94, including orientation to teachers providing HIV/AIDS education at Kadina High School and a workshop on ethics for TAFE welfare students.

- ▷ The Gay Men's Project, Man 2 Man, commenced on 23 August. It was funded to design, implement and evaluate a range of new educational strategies which address the current needs of gay men in inner Sydney.

- ▷ ACON Mid-North Coast converted the garage of their office into a coffee shop and drop-in centre. Opened on Thursdays, the centre provides a support service for PLWHA and gay men and aims to promote a sense of community.

September

- ▶ The MAG Project celebrated its third anniversary of providing peer support to MSM and gay men over 45.
 - ▶ The Western Sydney office commenced its Men Together workshops, providing gay men living in the western suburbs an opportunity to meet and talk about sexuality and safe sex issues.
 - ▶ Volunteers from Positive Women visited Mullawa Prison where they distributed dental dams... only to have the guards confiscate them. A second attempt several months later had the same result.
 - ▶ The Department of Housing introduced a Special Rental Subsidy scheme aimed to financially assist PLWHA who rent privately.
 - ▶ The Legal Project held its second Icons for ACON night at the Flinders Hotel, raising over \$2500. The series of fundraisers, organised by Legal Project Assistant Amanda Lyons and featuring Beverley's Cavalcade of Beauties, ACON's very own entertainment troupe, featured tribute performances to popular gay and lesbian icons. In November, the third Icons made an even larger profit of \$3000.
 - ▶ Tilly's Transport drivers underwent defensive driving training. The course aimed to improve their ability to anticipate potential problems and learn how to handle the vehicle in difficult situations. Apart from helping the drivers, such skills have meant that less stress is placed on the vehicles, saving wear and tear costs.
 - ▶ A major review of CSN by external consultants commenced. The consultants examined work practices and processes and how they might be improved. Seventeen recommendations for change resulted from the review, most of which had been implemented by June 1994.
 - ▶ A two day workshop was held by the Australian National Council on AIDS (ANCA) on Preventive Vaccines on 29 and 30 September. Papers were presented by two ACON representatives - Committee member David Buchanan discussed the legal and ethical implications of trialing such vaccines and Aldo Spina of the Youth Peer Education Project talked about the ramifications of behavioural change by young gay men recruited for trials. In early October ACON organised a public meeting to provide feedback to the community about proposed trials.
 - ▶ A Vitamin Service was established in ACON Mid-North Coast, eliminating the need for PLWHA to order through the Sydney office. The Branch also commenced operation of a clinic one day per month in the town of Bellingen. The clinic included outreach, testing, education and counselling services.
 - ▶ ACON engaged Davenport Campbell, an office space planning company, to investigate options for a move to new premises. The search continued until June 1994.
 - ▶ The first issue of *Rural Gaze*, the newsletter of the Rural Project, was produced. With an affected by HIV/AIDS. The project also worked with homeless youth.
 - ▶ A successful recruitment drive by the Men 2 Man Project followed the completion of a volunteer support and training package. The Project, like many others in ACON, relies greatly on the participation of volunteer facilitators in conducting workshops.
 - ▶ The first issue of *Rural Gaze*, the newsletter of the Rural Project, was produced. With an
- Scott Dailey/Sydney Star Observer
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Anti-discrimination Rally

ACON co-sponsored a rally outside Parliament House on 15 September to protest NSW Government delays in passing the Homosexual Anti-discrimination amendments to the Anti-Discrimination Act. The Bill did not pass until November.

- ▶ The then-Deputy Leader of the Federal Opposition, Dr Michael Woolridge, visited the ACON Sydney offices to get a first-hand look at the community response to HIV/AIDS in NSW.
- ▶ Although ACON Northern Rivers' Beats Project ceased to receive funding, it continued to provide outreach, produce resources and gather information about beat behaviour in the region. While the Beats Project was finishing up, a youth worker was employed for five months to train youth services in dealing with young people original circulation of approximately 150, by June 1994 the figure had climbed to over 600.
- ▶ A review of the Beats Project was completed, resulting in a change of name to the Outreach Education Project and the recruitment, training and supervision of a pool of fixed-term beat workers. The Project also started to map the culture of beats across Sydney to determine how often they are used and by what type of men. Approximately 355 beats have so far been identified.

October



Sleaze Ball

October started in full gear for ACON with the annual Sleaze Ball, particularly for the Venues Liaison Officer and GLIDUP, who ran an information booth at the party. Volunteers helped prepare 10,000 safe packs and countless fit packs, which were handed out within 90 minutes of the gates opening! A further 20 volunteers ran the information booth distributing needles and syringes, more dams and condoms and medical supplies.

- ▷ A report to the Federal Government found the superannuation industry had no actual or statistical evidence to justify the exclusion of PLWHA in super schemes and that such exclusion should be considered illegal under the Disability Discrimination Act. The insurance industry, however, has refused to follow the recommendations of the Trowbridge Report. ACON and other HIV/AIDS organisations continue to argue that legislation is necessary to ensure the industry complies with the Report.
- ▷ Student placements at ACON Northern Rivers developed a summer campaign aimed at youth in the Byron Bay region. The campaign involved radio ads, a survey on HIV awareness, entertainment reinforcing safe behaviour messages and general sexual health information. A similar project was developed by young people for radio in April 1994 for broadcast during the school holidays.
- ▷ CSN had its busiest month of the year, providing 2369 hours of direct care with 606 individual shifts.
- ▷ The ABC TV drama GP featured the issue of women partners of bisexual men, with HIV a major theme in the episode. The Women Partners of Bisexual Men Project provided extensive input for the story.
- ▷ ACON made a submission supporting the Sydney Gay and Lesbian Mardi Gras Associations application to the Liquor Administration Board's Inquiry into the running of the Sleaze and Mardi Gras parties. ACON argued that Mardi Gras provided an excellent focus for education and support activities and provided a focus for coming to terms with the epidemic.
- ▷ The HIV Support and Strategy Manager, Mark Hoskins, was appointed to the Management Committee for the Disability Discrimination Legal Centre and also joined the reference group responsible for advising the Human Rights and Equal Opportunities Commission on the Disability Discrimination Act for its training and resource budget. In November, he was appointed by the National Association of People Living With AIDS (NAPWA) to its Confidentiality and Law Steering Committee.
- ▷ The Second National HIV/AIDS Strategy was launched on 27 October after extensive delays, with the planning and consultation process taking over two years. A major aim of the Strategy is to reduce the number of annual new infections to 2 in every 100,000 Australians, or less than 300 per year. To achieve this, a key recommendation was to prioritise educational resources for gay injecting drug users, men who have sex with men and women and young gay men. Another key recommendation enshrined the right of PLWHA to be involved in the planning of all areas of HIV/AIDS, including treatment and educational services.
- ▷ The Venues Outreach Project began, with an aim to use outreach strategies which would minimise transmission and impact of HIV among men who attend gay bars, nightclubs and sex venues in inner Sydney. Soon after starting it adopted the name "Speak-Easy".
- ▷ The Organisational Development Team held the first of a series of workshops on sensitivity to clients with HIV. The workshops, mandatory for all staff, aimed to raise awareness of issues around treating PLWHA appropriately and were developed after extensive consultation with HIV positive staff members.
- ▷ ACON Hunter was included on a committee to develop a HIV Dentistry Course, which aimed to provide education to dentists in the Hunter region about dealing with HIV positive patients. At the same time, ACON Illawarra surveyed 98 local dentists - including government hospital services - about accessibility for PLWHA. The response was extremely poor and particularly alarming. Only eight dentists returned the survey, of whom only one was prepared to give fair and equitable treatment to PLWHA. "My life is stressful enough without worrying about AIDS" was typical of the other responses. The Branch is currently developing a comprehensive education campaign in response to the outcome of the survey.
- ▷ Vietnam's key health planning policy makers visited ACON Sydney on 1 October to as part of a tour of Sydney to gain an idea of Australia's response to HIV/AIDS.
- ▷ Two homes were purchased for accommodation of PLWHA by the Northern Rivers Branch, through the NSW Department of Housing.
- ▷ Following community concerns about the rise in incidence of tuberculosis (TB) in Australia, particularly in relation to PLWHA, a meeting was held at ACON to clarify what issues is raised. Prevention, infection control in hospitals and the use of prophylactic treatment for PLWHA were some of the concerns identified.
- ▷ ACON conducted a grief and loss survey through the Sydney Star Observer, with over 1400 people returning the questionnaire. It identified the need for more counselling services which dealt specifically with coping with grief. It also recommended that relevant community organisations form a working group to investigate strategies to teach people to learn to ask for help when in grief.
- ▷ GLIDUP conducted its first "Injecting 101" workshops for ACON staff and volunteers. These information sessions aim to reduce fear and increase knowledge of needles and syringes and safe injecting.
- ▷ ACON Illawarra produced Positive Advice for Positive People, a resource directory of support, medical and educational services available to PLWHA in the Shoalhaven region.

November

► The ACON Annual General Meeting was held on 29 November with Peter Grogan elected President unopposed for a second time.

► The Department of Housing offered a two-bedroom house in Newtown to the ACON Housing Project.

► The NSW Parliament passed the Health Care Complaints Bill, which ACON had supported and extensively campaigned for. The new Complaints Commission was given broader powers to investigate and deal with difficulties people experience in health care delivery by the Department and other health agencies. ACON believed that the new system would provide greater scope for its client groups to complain about services which were not providing them with an appropriate level of service.

► Volunteers from the Fun and Esteem Project appeared on the Channel 10's *Level 23* to talk about homophobia in schools.

► Negotiations took place between the EMSOM Project and South Western Area Health for the establishment of an Asian Project in Western Sydney, including the taking over the administration of the West Silk Road support group. The negotiations were finalised in January 1994.

► The first edition of the *Barely Bulletin* was published. Produced by the Speak-Easy Project, it was distributed to ACON staff to raise awareness of a number of the issues the Project deals with.



Western Sydney Office

On 22 November the Western Sydney office moved from its current premises in Blacktown to its current office at 9 Charles Street Parramatta. The Western Sydney office, currently a unit of ACON Sydney, provides educational services in the outer western suburbs. The CSN Western Sydney Coordinator is also based at the office, as is ACON Sydney's Beats Outreach Project.

- A local doctor started to conduct a weekly clinic on the premises of ACON Northern Rivers. The service includes testing, general practice, acupuncture and Chinese medicine.
- On 17 November a pyjama-clad Reverend Fred Nile was attempting to stop the Homosexual Anti-Vilification Bill in the NSW Legislative Council. But his marathon speech of four hours failed and the Bill was narrowly passed at 4am on 18 November. The victory was the result of extensive lobbying by ACON and gay and lesbian community organisations. A similar bill specifically for PLWHA was to pass seven months later in June 1994.
- Participants from Port Macquarie and Coffs Harbour attended a Group Facilitators Course to run support groups throughout the Mid-North Coast region for PLWHA.
- The Annual Campaign worker and a group of volunteers conducted a survey gauging what people wanted from the next ACON campaign aimed at the Sydney gay community. The Project also interviewed doctors and health care workers to determine what health issues might be addressed.
- In the five months to November, GLIDUP had distributed over 5500 needles and syringes from the ACON Sydney offices and at lesbian and gay venues and events.
- The CSN archives were completed by student placement Tanya de Sousa. The history of the organisation - including certificates, incorporation papers, newsletters and Committee minutes - are now centralised and more accessible.
- The vehicles used by Tilly's Transport were fitted with child seats and safety restraints allowing the Service to provide safe transport for young children.
- GLIDUP workers attended a planning day at the NSW Users and AIDS Association (NUAA) and a workshop at the National Drug and Alcohol Research Centre on gay men who have unsafe sex after taking ecstasy at dance parties.
- ACON held its third open day, ACON Aware, in the Sydney offices on 6 November. The well attended day included a "backroom" run by the Man 2 Man and Speak-Easy projects and a mock trial conducted by the Legal Project staff and volunteers.
- The Speak-Easy Project trialled various outreach methods to determine a suitable model for its work. By December it had developed, trialled and implemented a strategy for Sydney's gay venues.
- The Gay and Lesbian Counselling Service was provided with an information session by the Youth Peer Education staff about the services it offers to young gay men, including Fun and Esteem workshops, regular drop-in groups and liaison with other youth services.
- The Rural Project undertook major field trips to the Armidale, Tamworth, Orange and Dubbo regions as part of their continuing liaison with regional health workers and rural gay and lesbian social networks. Using a community development model, the Project assists the social groups to establish appropriate networks and take on HIV/AIDS issues.

HIV Living

North Shore Forums

The HIV Support Project commenced negotiations with Northern Area Health Services to provide HIV Information Forums in the North Shore area on a weekly basis. The scheme is likely to be underway by the beginning of 1995.

December

► A number of ACON projects participated in World AIDS Day events. The Speak-Easy Project organised the ACON stall at the annual Counteraid day in the city centre. A Harbour Cruise was held by Positive Women, with over 60 people taking part. As part of the Quilt display, the CSN quilt - a dedication to all the Network's deceased clients - was unfolded for the first time. The Illawarra Branch also participated in events, holding the Red Dog art exhibition in Wollongong. ACON Northern Rivers held a benefit concert for its HIV Wellness Fund, with five bands donating their participation. Together with the sale of red ribbons throughout town in northern NSW, the concert raised \$1800. ACON Hunter coordinated events in its region, raising \$2500 through a concert in Newcastle.

► The Illawarra Branch received funding to establish CSN in the Wollongong area.

► More than 100 toys were collected or donated by the MAG Project and given to the paediatric AIDS ward at the Prince of Wales Hospital.

► The Man 2 Man Project and its volunteers produced a planning document, which was distributed to AIDS Councils and related organisations around Australia. *A Collection of Man 2 Man Actions* is a collection of new educational strategies which have not yet been used in Australia. "Cop this", for example, suggests that organising fantasy nights could prove a novel way of providing education to gay men.

► The Annual Campaign Reference Group was convened. Made up of a number of ACON staff from across the organisation, the group met to consider possible themes and ideas for the 1994

campaign. It decided on a three-stage campaign to run over the course of 1994 - stage one would include posters, postcards and cinema ads which encouraged safe sex and injecting drug use for both HIV positive and negative gay men; the second stage would include newspaper inserts for the Sydney Star Observer on health maintenance for PLWHA and oral and negotiated sex; and the third stage would be a series of sex-positive posters to be produced for the annual Sleaze party.

► ACON Mid-North Coast commenced its "Rideline" service for a second consecutive summer, with 70% of calls coming from bisexual men and men who have sex with men, one of the most difficult to reach target groups. The Northern Rivers Branch had also conducted one earlier in the year.

► ACON and CSN both held successful end of year events - the former partied on at the Flinders Hotel with staff, volunteers, Committee and invited guests, while the latter celebrated over 200 of its hard-working carers by converting the ACON garage into a glittering palace of glamour and entertainment.

► The HIV Support Project held another successful Antibody Dance Party at the Midnight Shift, attended by over 300 people. In the same month it held a barbecue for 75 of its facilitators in recognition of their work and support of the Project throughout 1993.

► A Tribes Project started in northern NSW. Sponsored by ACON Northern Rivers, the Project targeted the "tribes" of the region (e.g. the ferals), providing safe behaviour information on piercing, sex and injecting drug use.

► Time Australia published an article in the "Society" section on the Fun and Esteem Project. The article was largely supportive of its initiatives and talked to young men who had benefited from the Project.

► With at least three major events happening for New Year's Eve, the Venues Liaison and Gay and Lesbian Injecting Drug Use projects were once again busy preparing safe packs and needles and syringes for distribution. Approximately 8500 condoms and dams were distributed at dance parties around Sydney, with posters from the Annual Campaign and GLIDUP displayed prominently at the major events.



Only Condoms

The December issue of Cleo magazine included the "Only Condoms" promotional leaflet, the result of several months of negotiation by the Women's Project. The leaflet, which provides information about the correct use of condoms and why condoms are the only form of birth control which can also prevent HIV and other STDs, was distributed to 161,000 women in NSW and a further 250,000 throughout Australia.

**DOES YOUR
BIRTH
CONTROL
PROTECT
YOU
AGAINST
HIV/AIDS
AND OTHER
STDs?**

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BIRTH CONTROL FOR:
1. IUD
2. STERILISATION (having your tubes tied or removed)
3. NATURAL FAMILY PLANNING
4. WITHDRAWAL
5. DIAPHRAGM or CERVICAL CAP
6. Barrier method
7. SPERMICIDE (spermicidal
jelly, etc.)
8. CONDOM

For more information contact:

January

- ▷ Eighty people attended the "housewarming" at the Western Sydney office on 28 January, following completion of the fit-out.
- ▷ The ACON Housing Project secured a two-bedroom house with a one-bedroom apartment in the inner city. Modifications were made to allow access for tenants with mobility difficulties.
- ▷ Out Now, the first peer education workshop for young gay men in the Illawarra region, was held and received a great deal of local media attention. The Project is based on the Fun and Esteem groups run by the Youth Peer Education Project at ACON Sydney, but is adapted to suit the needs of local young gay men. ACON Northern Rivers also developed COR (Coming Out Right), support groups for young gay men. COR meetings also started in January.
- ▷ The Venues Liaison Project obtained sponsorship from Kia-ora Pacific, resulting in a donation of 15,000 Glyde condoms and lubricant sachets to assist ACON's presence at Mardi Gras events.
- ▷ The Staff Appraisal and Development Program (SADP) was finalised, formalising the procedures by which the work performances of all staff and supervisors are reviewed and their skills developed. The development of the SADP is a significant achievement for the organisation as it assists in identifying training and development needs of staff. The program started in April.
- ▷ ACON Northern Rivers started to hold free lunches once a month for PLWHA and their friends.
- ▷ ACON lodged a submission to the NSW Legislative Council's Inquiry into Youth Violence, arguing for more resources to be devoted to young people with HIV and to lesbian and gay youth. The Inquiry has also invited ACON to appear before it in October.
- ▷ NSW Parliamentarian Fred Nile unsuccessfully attempted to introduce a Conscientious Objection Bill into the Legislative Council, which would allow doctors and nurses to refuse to perform procedures to which they objected on moral grounds. While the main focus for the Bill was abortion, it would also have had ramifications for PLWHA. ACON, through its Legal Working Group, was one of many organisations which made a submission to Parliament arguing against the introduction of such a law.



APPS UNIT

Addressing Injecting Drug Issues

GLIDUP started networking with similar projects in the Northern Territory, Queensland and Victoria. The Gay and Lesbian Injecting Drug Use Project aims to effectively address injecting and drug issues and to minimise the transmission and impact of HIV on lesbians and gay men.

- ▷ The AFAO HIV-related Discrimination Project and the Multicultural HIV/AIDS Project started English language tutorials for Asian PLWHA needing to access relevant services. The focus of the tutorials has been English needed for discussion with doctors, for use in support groups and identifying legal, medical and treatments language.
- ▷ CSN received funding for a third Client Liaison Officer and the Western Sydney Education Officer position received recurrent funding, allowing it to continue its work targeting gay men and MSM in the western suburbs.
- ▷ The Speak-Easy Project workers attended a workshop of the Queensland AIDS Council's Popular People Project, from which they adapted parts of the "Diffusion of Innovation" method for use in their own work. This method recruits and trains people to disseminate information and influence behaviour change in a social setting.
- ▷ A joint project between the Western Sydney office and the Wentworth Area Health Service targeting MSM living in the Penrith and Richmond areas began operation. It included venue liaison and outreach, initiating support groups and a confidential telephone advice service.
- ▷ ACON Illawarra conducted an education workshop with Shoalhaven Palliative Care Services.

February

► The Positive Asian Project sent two representatives to the First Positive Asian Conference in Kuala Lumpur, Malaysia. Following the visit, a network was established for Asian PLWHA to exchange Chinese and alternative medicine information. Many PLWHA in the South-East Asian region are unable to afford drugs such as AZT and instead look to alternative treatments. The exchange provides an opportunity for PLWHA in Australia to find out more about the results of the treatments in use, as well as to send information about medical trials occurring here.

► Safe sex and injecting for lesbians became a prominent issue following the Mardi Gras Festival forum "Sex, Drugs, HIV and Lesbians". There was some healthy debate among those in attendance, particularly over the issue of whether safe injecting drug use education was "promoting" drug use in the lesbian community. Adding to this discussion was the launch of a poster designed by GLIDUP specifically targeting lesbians. The new resource proved popular, with orders coming from Tasmania, Canberra, Lismore, Central Australia, Perth, Adelaide and Murwillumbah over the following two months. Work was also underway for an ACON-produced lesbian safe sex booklet.

► The Youth Peer Education Project launched its Start Making Sense Workshop Manual following revision by volunteers and staff. The manual is designed to assist volunteer facilitators run the Fun and Esteem workshops and contains materials, activities used throughout the five-week course. Approximately 125 copies were distributed in Australia and overseas.

► Nine HIV Information Forums were organised as part of the Mardi Gras Festival, with a total of over 270 people attending.

► CSN conducted its 80th training course, bringing the total number of carers trained to provide practical hands-on support to PLWHA to almost 1000 since 1984.

► February was the month in which the "breast cancer v. AIDS" debate took off in the national media. Some gave uncritical approval to the claim that too much money was being spent on HIV/AIDS research at the expense of breast cancer. ACON released a statement arguing that comparing death rates was no way to determine funding and that all illnesses, regardless of who might get them, should be adequately funded.

Mardi Gras 1994

ACON had a strong presence at the Mardi Gras Fair Day, including stalls for Speak-Easy and Man 2 Man (which raised over \$1000 for the Safe Sex Sluts), the MAG Project (where over 2000 information leaflets were handed out), CSN, the Women and AIDS Project, Silk Road, GLIDUP and Fun and Esteem. Volunteer Safe Sex Sluts from the Speak-Easy Project could be found at many Mardi Gras events, giving ACON a high profile in the gay and lesbian community during February. The Venues Liaison Project was once again hard at work, with the Mardi Gras festival and party coinciding with the launch of the 1994 Annual Campaign. Meanwhile, GLIDUP continued negotiations it had started in January with the Mardi Gras for the setting up of an information booth at the post-parade dance party in the showgrounds. The Rural Project also held a gathering for its former trainees, the first time a large PET gathering took place in Sydney.



- ACON Western Sydney started selling vitamin and food supplement service to PLWHA, joining the Sydney and Mid-North Coast offices in providing the low-cost service.
- ACON Hunter promoted and supported the formation of a local independent PLWHA group, while CSN Hunter designed and produced a leaflet promoting its services providing care to PLWHA in the Hunter region.
- Silk Road, the support group of the EMSOM Project, produced an information leaflet promoting the services it offered. It was distributed to venues and other community agencies.
- The HIV Support Project began processing DSS Disability Support Claims for PLWHA, averaging five each week. The Project assists clients having difficulty understanding questions on DSS forms and helps get the appropriate identification prepared. It has also established a contact person at the Darlinghurst branch of the DSS, who can minimise the hassle and time in approving applications.
- The staff of the Northern Rivers Branch held a workshop to reach agreement on ethical behaviour guidelines for the workplace.
- ACON Projects had a high profile in the gay press during February. The *Sydney Star Observer* ran articles on the Speak-Easy Project and also commenced the "Tales from the Backroom" series, an innovative Man 2 Man program providing gay writers an opportunity to write erotica with an emphasis on safe sex. Full page advertisements of "HIV Positive or Negative", the 1994 Annual Campaign, appeared in *Capital Q* and the *Sydney Star Observer*.

March

- ▷ March started with one of the organisation's busiest times of the year - the week leading up to the Mardi Gras parade and party. With thousands of interstate and international tourists in Sydney, ACON received many visitors finding out about services and accessing resources. Volunteers proved invaluable in a number of ways: packing safe packs, constructing the ACON float, organising the CSN contingent (which, with over 100 participants, was one of the largest in the parade and included CSN Hunter), distributing safe paks and information - to name just a few of the activities. The ACON float, a winding silver snake symbolising HIV surrounded by images of positive people confronting the virus, made a big impact on the crowd watching the parade. Other groups to have representation in the parade include Silk Road, the Rural Project and Positive Women, with Tiffy's Transport Service providing transport to the PLWHA viewing room. At the party, GLIDUP staffed a needle and syringe exchange and supplied minor medical provisions. The Safe Sex Sluts distributed 10,000 safe paks at the Showgrounds, which came on top of another 3000 which had been distributed to over 16 venues in Newtown and Darlinghurst in the preceding seven days.
- ▷ A Women's Resource Planning Day was held, starting a consultation process with stakeholders, workers and agencies to determine priorities for education and resource development.
- ▷ The Western Sydney office assisted the Northern Sydney Area Health Service in the development of a needs assessment for MSM.
- ▷ Over 50 people attended a Gay Men's Education Workshop held on 18 and 19 March to examine possible directions for HIV/AIDS education strategies to that target group. Outcomes from the workshop included the need to re-evaluate the educational programs offered to gay men, to promote research into particular areas of concern (e.g. oral sex and negotiated safety) and to better provide for increased skills and knowledge among ACON educators.
- ▷ In inverted commas, a collection of stories about young gay men with HIV was published. Told by the young men themselves, the stories discussed the emotional and practical issues which arise for young positive men. A number of articles in the gay press accompanied the release of the booklet and it has been distributed throughout Australia to health and youth centres.
- ▷ The Hunter Branch ran the first of 12 fortnightly meetings which made up the new Volunteers Training Course, covering communication and assertiveness skills, transmission issues and methods of providing information. Following the success of the program, the Branch is currently developing a Speakers' Bureau for the Hunter region, which will also rely on the inclusion of volunteers.
- ▷ Figures from the HIV Surveillance Report, released in late March, indicated that increasing numbers of women were contracting HIV. ACON responded by initiating discussion in the media about positive women and HIV as a women's health issue.
- ▷ A fundraiser screening of Philadelphia raised \$2000 for CSN Hunter.
- ▷ Training workshops for care and support of PLWHA were developed and conducted by the Mid-North Coast Branch.
- ▷ Reflecting an increased demand, the HIV Support Project increased the number of Information Nights held each month from three to four.
- ▷ The AIDS Trust of Australia provided funding of \$20,000 for a 008 "scream line" to be run by Positive Women. The telephone service, due to be running by the end of 1994, will provide an opportunity for women with HIV, particularly those in isolated areas around NSW, to find support from other positive women.
- ▷ After several months of negotiation, the Women and AIDS working group secured representation on the Community HIV/AIDS Trials Network (CHATN), successfully arguing for the necessity of including women-specific information about HIV drugs and drug trials.
- ▷ Tiffy's Transport ran a training session for volunteer drivers for a community transport group, reflecting the extent of its knowledge and expertise in running an efficient and effective service.
- ▷ Lesbians on the Loose featured an article about lesbian injecting drug users, with input from GLIDUP. The Project also contributed an article to Cleo magazine on bleaching and a Lesbian outreach worker and volunteer were photographed on the job by the Australian Services Union's members magazine.
- ▷ A new agreement was finalised between ACON and CSN which made clearer the division of responsibilities for the administration of the Network. The CSN Committee was replaced by a Carers Representative Committee, which has the responsibility of looking after the needs of carers and providing regular forums for carers to discuss issues of concern. The ACON Executive Director now manages the provision of services to CSN clients and deals with staffing issues.
- ▷ The Women and AIDS Project and Positive Women played an active role in International Women's Day, taking part in the annual rally and staffing an information stall in Parramatta.
- ▷ Along with the National Saunas and Sex On Premises Project, the Venue Liaison Project conducted the pilot workshop for staff of sex on premises venues. The workshop endeavoured to educate the staff on HIV/AIDS issues as they provide an important link in educating the patrons to the venues. Modifications were made for the second workshop, held in April.
- ▷ A HIV orientation weekend was held at ACON Northern Rivers for interested volunteers.

Tiffy Sadler



Vitamin Service

The ACON Sydney Vitamin Service, which provides cost price vitamins and nutritional supplements to PLWHA, had its busiest month of the year, with sales of over \$9200. The overall sales figures for 1993/94 saw an increase of about 38% on the previous 12 months.

April

- ▷ *The Courage of Our Convictions*, the Puplick Report on HIV Law Reform in NSW, was released. It called for changes, some controversial, to laws which hindered the delivery of services and education. The ACON President was a member of the Advisory Group for the Report.
- ▷ CSN Hunter had a record number of direct client care hours, a total of 1179 for the month.
- ▷ The Youth Peer Education Project, together with a similar project run by the Victorian AIDS Council, established a National Gay Youth Network aimed at promoting information sharing among HIV Youth Education Officers and initiating national projects.
- ▷ The National Treatments Project travelled to ACON Illawarra to provide an information night. The forum received a lot of local media attention, with radio, TV and press all featuring it as a news item. The amount of media attention given - one newspaper asked if it was a meeting about a cure - suggested a lack of general understanding of HIV/AIDS issues in the area.
- ▷ ACON Hunter, as part of a committee of health service providers educating sex workers, liaised with the Sex Workers Outreach Project in Sydney to include outreach to workers in the Hunter region. It also liaised with the Macquarie University AIDS Research Unit to ensure that the region was always included in research reports conducted by the Unit.
- ▷ Members of the Prisons Working Group visited Long Bay and Maitland Gaols to get input for ACON's prison policy from the prisoners themselves.
- ▷ Supporting the Bereaved, a workshop about grief and loss, was held for volunteers of the Northern Rivers Branch.
- ▷ Media Liaison Officer Dominic O'Grady and HIV Support Project Officer Stephen Gallagher presented a seminar to the Media, Entertainment and Arts Alliance union as part of ACON's strategy to develop better reporting of HIV/AIDS issues in the mainstream media.
- ▷ The HIV Strategy and Support Unit produced a resource guide for PLWHA on the services offered through ACON Sydney.
- ▷ The Speak-Easy Project focus tested the concept of collectable "cruising cards". Based on an idea from the Terrence Higgins Trust in London, they will be business-sized card with one side listing a range of sexual practices to be ticked and passed to someone else. The opposite side will feature an erotic photo representative of men in the Sydney gay community.
- ▷ The newsletter for the MAG Project reached a circulation of over 700. The newsletter discusses issues affecting gay men and MSM over 45 and provides reports on what activities have been undertaken by the Project.
- ▷ Three HIV-related media stories surfaced in April. With the release of the Puplick Report, it was the recommendation to provide condoms in schools which grabbed the most media attention. ACON's position was frequently quoted in the reports and the Media Liaison Officer supplied background information on the issue to reporters. AZT also featured strongly following the results of a study which suggested the drug may not be as useful in slowing AIDS as originally thought. ACON organised a press conference to discuss the implications of the study and to flag other developments in treatment. The third major story for April was compulsory testing for patients (again!), with ACON once more effectively arguing that improving infection control procedures is more desirable to compulsory testing.
- ▷ ACON Hunter was extensively involved in the 1994 Safe Summer Safari of the Central Coast. The Summer Safari, a van travelling through NSW coastal areas, was initiated by the South Eastern Regional Health Service. It targets surfers, youth and gay men, providing them with resources especially developed for the project. Volunteers and staff from the Hunter Branch were responsible for the van while it was on the Central Coast.
- ▷ ACON Northern Rivers liaised with workers at Aboriginal Health to look at the Branch's role in education for the Aboriginal community. It also met with counsellors, social workers and psychologists to determine the need for a generalist counselor in the Lismore area.
- ▷ A monthly Complementary Therapies Support Group met for the first time. Organised by the HIV Support Project, the group is open to PLWHA who wish to discuss or find out about what alternative therapies do and don't work for HIV positive people. The group has finished for 1994 after meeting for six months and will begin again in 1995.
- ▷ The Western Sydney office conducted a presentation of the Beats Outreach education strategy for staff working with HIV/AIDS at the Wentworth Area Health Service.
- ▷ The HIV Support Project assisted with the establishment of Qi Gong exercise classes for PLWHA. The exercises use a traditional Chinese healing and holistic approach and are run by a qualified Qi Gong instructor. The classes are well attended and are held on a weekly basis.
- ▷ The Client Code of Practice, which aims to ensure clients are provided with appropriate levels of service, was implemented. The new Code streamlines the organisation's complaint procedure and encourages people to make full use of, and be part of, the services ACON offers.

Youth Peer Education

In response to a re-run of the National Gay Youth Campaign - first held in 1993 - in a music magazine, the Youth Peer Education Project received more than 350 written requests for information about the Project, the majority of which were from young men living in rural areas. Pictured here is a Fun and Esteem Group, a five-part workshop which builds self-esteem and provides a social outlet and activities for young gay men under 26.



May

- ▷ Over 100 people attended the launch of the HIV Support Project's HIV Information Forum Package. The kit comprises information presented at the HIV Information Sessions collated into a single package. Topics covered include "Off Your Face" (recreational drug and alcohol use), "Shopping for a Doctor" (issues to consider when looking for a good GP) and "HIV and the Immune System" (facts about the immune system and its relationship to HIV).
 - ▷ The Sydney gay press featured a warning from GLIDUP about strong heroin being sold in the inner city. The warnings came following reports about an unusually high number of overdosing incidents.
 - ▷ The EMSOM Project addressed staff at the Parramatta Hospital about HIV/AIDS issues for people of a non-English speaking background. The Project was also interviewed by SBS Radio on the same topic.
 - ▷ The new Federal Coalition spokesperson on Health, Bronwyn Bishop, blundered her way through the first week of her job by suggesting AIDS funding was too high. ACON issued a press release condemning her comments, however the media were more interested about her equally controversial comments about tobacco advertising.
 - ▷ With the rapid growth of CSN, a Coordinator for CSN was appointed to assist the Care, Housing and Transport Unit Manager in the administration of the service.
 - ▷ Funding was announced for a National Positive Women's Conference, to be held in late February 1995, providing an opportunity for women with HIV from around Australia to meet to network. Positive Women also received money from comedian Rachel Berger, who donated the profits from her shows at the Belvoir Street Theatre.
 - ▷ The Legal Working Group organized "Let Me Decide" for Law Week 1994, a forum which discussed advance directives ("living wills") and future medical decisions made by PLWHA.
 - ▷ ACON responded to reports in the media of a university thesis which claimed that people at dance parties were highly likely to participate in unsafe sex. The Council refuted the value of the evidence collected by the study's author.
 - ▷ A workshop for ACON staff was held in response to continuing contradictions in studies about the transmission risk of oral sex and what effects it could have on educational strategies. The workshop also discussed the issue of 'viral load', with evidence suggesting that HIV is most active during seroconversion and when a person starts to develop opportunistic infections.
 - ▷ The Women Partners of Bisexual Men Project conducted workshops for Family Planning, CSN volunteers and the Blue Mountains Women's Health Centre. In the workshops an episode of GP about women partners was screened and the issues it raises were discussed. Real case studies were presented with participants asked to consider their reactions. The Project will visit regional areas in late 1994 to run the workshops for health and STD centres and rural GPs.
 - ▷ Parramatta Town Hall was the venue for Black and Gold, a major fundraising party for the Western Sydney office.
 - ▷ The Women's Project prepared briefing material for an article on HIV/AIDS issues for women for Cleo magazine.
 - ▷ An article by GLIDUP worker Sam Witch about lesbians working in AIDS Councils appeared in the National AIDS Bulletin. It accused many HIV/AIDS organisations of playing down the risk of transmission among lesbians and even ignoring the issues.
 - ▷ The Speak-Easy Project undertook intensive liaison with the gay Aboriginal community in Inner Sydney. The liaison identified the need to establish a working group to address their specific needs.
 - ▷ ACON ran an information stall at the Leather Pride Fair in Darlinghurst. Work by the Venues Liaison and Speak-Easy projects also ensured an ACON presence at many of the Pride events.
 - ▷ The Rural HIV-related Discrimination Project conducted a HIV/AIDS attitudinal survey amongst GPs in one division of general practice. The survey found that many of the GPs questioned did not perceive HIV/AIDS as a priority or that they needed to attend HIV/AIDS education programs. It also revealed a lack of economic or social incentives for GPs to take an AZT prescribing course.
- June Denton/Sydney Star Observer
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Candlelight Rally

The annual Candlelight AIDS Memorial took place on 22 May with an estimated 12,000 people in attendance. Despite the size of the event, the mainstream media all but ignored it, even though ACON and PLWHA (NSW) had done extensive publicity work in the preceding weeks.

June

CSN Anniversary

After several months of planning, the 10th anniversary of CSN was celebrated at the Lizard Lounge. Over 200 carers, past and present, and others who have been involved with the service attended the event. A number of long time carers were presented with special certificates at the celebration in recognition of the outstanding care they have provided to CSN clients. Coinciding with the anniversary was a high media profile in the press and on radio of the Network, due largely to the formation of a Media Working Group in April.



► The Positive Asian Project liaised with the National Treatments Project on the feasibility of translating existing treatments information into other languages.

► The *Sydney Morning Herald* featured a supportive article on gay children coming out to parents, which included input from the Youth Peer Education Project.

► The HIV Support Project conducted its 90th support group, with almost 1000 people having taken part in the groups since 1989.

► ACON held its annual Hand in Hand dance party at the Hordern Pavilion on 11 June. More than 5000 people helped raise \$100,000, 15% of which went to Pride and 85% to ACON. The Safe Sex Sluts handed out over 4000 safe and dam paks and once again the Venues Liaison Project and GLIDUP ran a successful stall, distributing over 200 fit paks during the night.

► June proved to be a big month for fundraisers. Tilly's Transport raised almost \$900 at a special preview of the Bette Midler film *Gypsy*. The Women and AIDS Working Group also held a fundraiser at Kinselas, raising over \$2500. The Oxford Street Cinema was the venue for Shaft, an event organised jointly by GLIDUP and the Speak-Easy Project. Shaft was devised as an innovative form of education which targeted people who frequent late night venues.

► Artist David McDiarmid, who was responsible for some of ACON's most popular posters, was commissioned to produce two safe sex murals in sex on premises venues.

► A campaign to address ageism in the gay community and its effects of providing HIV/AIDS services to gay men over 45, was launched by the MAG Project. It included a number of articles in the gay press, as well as an advertisement promoting safe sex among older men.

► The Rural Project was actively involved in a special rural edition of *Talkabout*, as well as a major article on rural gays and lesbians in the July edition of *Campaign*.

► With carers sometimes needing to acquire prescription drugs for clients but experiencing difficulties in doing so, CSN started to provide Carer Identity Cards. The cards are not compulsory, but can be obtained upon request from the staff.

► The HIV Strategy and Support Unit developed a process to make use of volunteer counsellors. Following substantially increased use of counselling services, both face-to-face and by phone, ACON counsellors identified this need.

► As the 1993/94 financial year drew to a close, the organisation prepared for some structural changes. With the move of the National Legal Project and National Treatments Project to the Australian Federation of AIDS Organisations' new Sydney office and the closure of the Speakers' Bureau, the Information and National Projects Unit became the Client Liaison and Information Unit, which included the Reception team, the library and the resource section. A Women's Team was also formed to be part of the restructured Policy and Women's Unit. The Organisational Development Team ceased to be, with the Evaluation Officer joining the Policy team and the remaining positions joining the Organisational Services Unit.

Janet Durbach/Sydney Star Observer

**Women Partners of Bisexual Men Project**

ACON Committee member Dr Kerryn Phelps (pictured here with Project Officer Sara Lubowitz) and media personality Ita Buttrose launched the poster and pamphlet for the Women Partners of Bisexual Men Project at the Australian Museum. Called *Do you think your partner could be having sex with other men?*, the new resource includes information about where women partners can find support, as well as discussing the feelings women in this situation might go through.

1993/94



CSN carers performed 19,304 hours of care, filled 6545 shifts and provided an extra 4372 hours of extra volunteer work including training, transport, mail outs and rostering. Over the 12 months CSN took on 183 new clients while 154 clients had died. A further 169 clients were hospitalised during the year.

In the six months to July 1994, CSN West conducted three training courses for carers and organised 3221 volunteer hours of care for 44 clients.

The Venues Liaison Project distributed or sold over 120,000 condoms over the 12 months, with 36,000 being passed out at the four major dance parties alone.

VENUES

- ▷ The ACON Vitamin Service in Sydney supplied PLWHA with \$83,255.50 worth of vitamins and nutritional supplements.
- ▷ ACON Mid-North Coast averaged 162 clients per month wishing to access the education, information and advocacy services, a rise of 22 from the same period the previous year. The number of PLWHA accessing the Branch increased from 36 per month to 46. There was also a significant jump in people using the needle exchange service, jumping from 49 clients per month in 1993 to 77 in 1994.
- ▷ The Gay and Lesbian Injecting Drug Use Project dispensed over 10,000 needles and syringes.
- ▷ ACON Counsellors answered 2040 telephone enquiries and conducted 1702 face-to-face counselling appointments.
- ▷ The HIV Support Project ran over 14 support groups and conducted more than 50 Information Nights.

The Youth Peer Education Project conducted 13 Start Making Sense workshops, involving a total of 170 participants. It also dealt with 350 phone calls from young gay men, 200 of which have maintained ongoing contact with the Project. Volunteers contributed over 1000 hours of work, primarily through facilitating workshops and drop-in groups. Over 450 copies of the bi-monthly newsletter were sent out, as were over 8000 National Gay Youth Campaign posters to HIV/AIDS and youth services.

FUN AND ESTEEM PROJECT

Staff and Volunteers

By the end of July 1994 ACON was employing

- ▷ 76 full-time staff
- ▷ 51 part-time staff
- ▷ 35 casual staff

Volunteers do much of ACON's work in all parts of the organisation. A snapshot at 30 June 1994 was

- ▷ 21 volunteer solicitors with the HIV/AIDS Legal Centre
- ▷ 25 facilitators running Fun and Esteem workshops for the Youth Peer Education Project
- ▷ 90 facilitators conducting HIV Support Groups for the HIV Support Project
- ▷ 12 Safe Sex Sluts who regularly hand out dams and safe packs at lesbian and gay events and venues
- ▷ 30 volunteers assisting the Man 2 Man Project in its activities
- ▷ 176 active carers who make up the Community Support Network. A further 100 people are paid up members of the Network
- ▷ 8 volunteers regularly help in the office of ACON Mid-North Coast
- ▷ 25 volunteers assist ACON Hunter in a wide range of activities including office work and information dissemination
- ▷ 64 carers, 43 of whom are currently active, make up CSN Hunter

- ▷ 10 people help in the day-to-day operations of ACON Northern Rivers, as well as 20 people providing care support to PLWHA in the region
- ▷ 30 volunteers, including CSN carers, take part in the activities of ACON Illawarra
- ▷ 100 women who volunteer their services to the Women's Project

Several working groups, comprising of staff and volunteers, also operate within ACON. They include

- ▷ The Legal Working Group, attended by approximately 15 people each meeting
- ▷ The Prisons Working Group, with a core membership of 10 people
- ▷ The International Working Group, also with a membership of 10 people
- ▷ The Women and AIDS Working Group, comprising an average of 10 participants
- ▷ The Euthanasia Working Group, which attracts about 6 people each meeting
- ▷ The Social Research and Ethics Working Group, with a core attendance of 7 people
- ▷ The Events and Fundraising Working Group, with an average of 8 participants each meeting

Strategic Planning at ACON

A significant achievement for the organisation in 1993/94 was the completion in March of the AIDS Council of NSW Strategic Plan: 1994-1998. It was the first time the organisation had undertaken strategic planning for a period longer than two years and its purposes were:

- to focus on ACON's role in achieving its mission over the next five years;
- to assist the organisation to do this by setting priorities through strategic objectives;
- to ensure coordination and consolidation in all areas of ACON's activity; and
- to ensure strategic thinking and planning throughout the organisation.

The process had a number of important features which distinguish it from previous ACON planning efforts. Strategic planning was identified as the organisational priority between August 1993 and March 1994. The process was undertaken by a small group of people comprising key staff, committee members and a community member.

An important aspect of the Plan was the extensive consultation undertaken within ACON and with external stakeholders. Over two hundred individuals, groups and organisations were identified as ACON stakeholders, reflecting the range and variety of the organisation's work. Ten key stakeholders within this group were interviewed.

Information was sought from those interviewed about ACON's purpose, what ACON does well and what ACON does badly; issues ACON needs to address in the next five years, and external and internal issues which might prevent ACON from achieving its Mission. Similar questions were asked of ACON staff in Sydney and the branches and key project volunteers, using a nominal group technique.

Analysis of the information collected resulted in the identification of a number of strategic issues. A check of staff responses against external stakeholder responses revealed that similar strategic issues were identified by both groups with a close match in all main areas.

Another feature of the strategic planning process was the consultative approach used to confirm and clarify aspects of these strategic issues. To achieve this, four one-day workshops were held representing ACON's major areas of work - policy and advocacy; care and support; education and prevention; and resources - were held for interested staff, volunteers, members of committees and relevant stakeholders.

The document, *AIDS Council of NSW Strategic Plan: 1994-1998*, which was produced as a result of the consultation and discussion, is in three parts. The first section sets the context for work at ACON in the next five years, identifying political, social and epidemiological challenges.

The second section outlines the five key strategic objectives on which all ACON planning will be based:

1. To focus on achieving our mission in a turbulent environment
2. To ensure the centrality of people living with HIV/AIDS in all aspects of the organisation
3. To ensure that ACON optimises community ownership and participation in its activities.

4. To continuously clarify, review and, where appropriate, refocus educational strategies
5. To ensure that ACON's internal operations facilitate the achievement of our mission.

A number of desired outcomes are drawn from these objectives and a range of strategies identified to assist in their achievement.

The final section outlines the process for incorporating these objectives into ongoing ACON work and for monitoring and evaluating both the implementation of the plan and the effectiveness of activities undertaken to address the strategic objectives.

Although development of the strategic plan was a significant achievement, the real challenge for the organisation lies in implementing and monitoring the plan. This will be done through the development of action plans by all projects, working groups and branches.

The Strategic Plan will be reviewed annually using information collected around indicators of achievement for each strategic objective and from a proposed annual client/community survey. This will inform future work and guide adjustments to both the Strategic Plan and action plans.

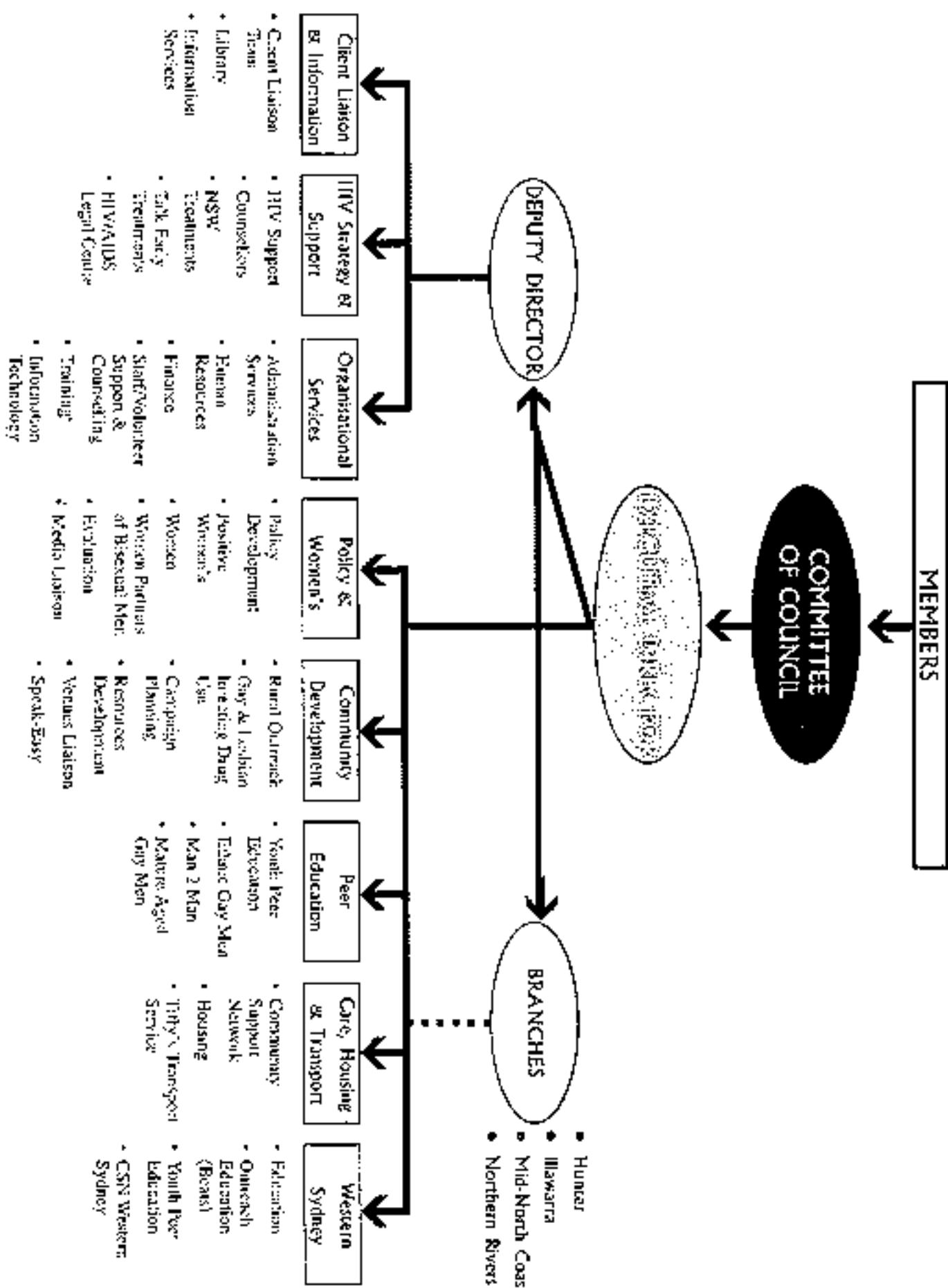
Dinah McCannachy



Do you think
your partner
could be
having sex
with others?

New resources for women in 1993/94 included 'New Life' (a booklet for women who inject drugs), and 'You are not alone', a brochure and poster for injection partners of injecting men.

Organisation Structure



Committees & Staff

Current as at September 1994

Committee of Council

President:	Peter Gregan
Vice-President:	David Buchanan
Secretary:	Gerald Lawrence
Treasurer:	Darryl Smith Bill Goss John Godwin Annette Morris Andrew Hope Keith Marshall Kerry Phelps Ravi Ravinder Lex Watson Don Baxter Anne Malcolm Robert van Maanen
Ex-officio:	Gary McKnight-Smith Michael Nelsen Bobby Goldsmith Ian Malloy
PLWHA Representative:	
CSN Representative:	
Gay & Lesbian Counselling Service Representative:	
Population Representative:	

ACON Illawarra Advisory Committee

Covenor:	Carl Hook
Secretary:	Vivienne Cunningham-Smith
Treasurer:	Rick Wilde
Ex-officio:	Daniel Madgwick Susan Barnett Mark Douglas Phillip O'Gorman Anne Malcolm Jon Suffolk

ACON Mid-North Coast Advisory Committee

Covenor:	Chris Barnett
Secretary:	John Newlin
Treasurer:	Chris Harrison Gary Bishop Rick Farmer Craig Gallon Judy Magensou Pam Stein
Ex-officio:	

ACON Hunter Advisory Committee

Chairperson:	Kerry Todd
Secretary:	Grahame Davis
Treasurer:	James Vogt Robert Bell Juny Cashel Steve Coady Mark Johnson Alan Martin Desley Ward
CSN Representatives:	Shelley Williams
MacKillop House Representative:	Bill Hecking

ACON Northern Rivers Advisory Committee

Covenor:	Jill Rhodes
Secretary:	Darren Hunter
Treasurer:	Steven Meyer Kevin Banington Raven Lories
Ex-officio:	John Oshunie Zaid Rogan Marg Ward

Executive Unit

Executive Directors:	Don Baxter
Deputy Director:	Anne Malcolm
Executive Secretary:	Christine Connolly

Client Liaison and Information Unit

Manager:	David Edler
Senior Client Liaison Officer:	Anthony Cartwright
Client Liaison Team:	Nicola Addison Dean Andrews Juliet Dewar Tegan Sallier
Librarian:	Meryl Parrot
Library Assistant:	Susan McGuckin
Casual Staff:	Beth Brockwell David Muus

HIV Strategy and Support Unit

Manager:	Mark Huskis
HIV Health Maintenance:	Stephen Gallagher Peter Hornby
HIV Support:	Les Szczesny
Counselors:	Mack Cashman Marcus Cohen Shelly Daniels Grant Farquharson
NSW Treatment Project:	Ross Duffin
Talk Early Treatment:	Tainite Eliisa-Sverre
Legal Casework Solicitor:	Chris Ward
Casual Staff:	Amelia Menia Jacques Monroe Blair Silverlock Gary Silvey

Organisational Services Unit

Manager: Kevin Golding
Administration: Andrew Sajben
Personnel: Mark Gruber
Marijke van de Driek
Finance: Penny Hill
Allen Lee
Finance Assistant: Alison Wells
Staff Support Officer: Mark Cashman
Staff/Volunteer Counsellor: Simon Jenkinsen
Training Officer: Norman Booker
Volunteer Coordinator: Jim Belford
Computer Support: Jeremy Nichols
Desk Top Publishing: Dean Andrews

Policy and Women's Unit

Manager: Lisa Brockwell
Policy Development: Geoffrey Bloom
Positive Women Project: Vivienne Merton
Women's Project: Suzanne Gale
Shea Short
Women Pioneers of
Bisexual Men's Project: Sara Lubowitz
Evaluation Officer: Diana McConachy
Media Liaison: Dominic O'Grady

Community Development Unit

Manager: Brent Mackie
Rural Outreach Project: Nik Andronis
Nigel Cartington
Rob Wilkins
Gay and Lesbian Injecting
Drug Use Project: Julia Sideris
Jack Wallace
G.I.D.C.P. Outreach: Tony McNaughton
Campaign Planning: Karl Dunn
Resource Development: Paul Kearns
Venues Liaison: Steven Bates
Speak-Easy Project: Garry Royl
Casual Staff: Sharon Prior

Care, Housing and Transport

Manager: David Harborne
CSN Coordinator: Tess Ziemis
CSN Training Coordinator: Graeme Bray
CSN Assessment Officers: Lee Elsworth
Angelo Morelli
CSN Care Support Officers: Michael Brwce
Harry Webb
Housing Project: Michael Modder
Tenancy Coordinator: Heidi Becker
Transport Coordinator: Monica Klowen
Tilly's Transport (Drivers): Steve Hammerton
Ray Bradbury
Tylie Gallagher
Judith Farbour
Cle Ritz
Helen Seaton
Michael Wardrop
Casual Staff: Jennifer Bain
Suzanne Ferrie
Linda Larsen

Peer Education Unit

Manager: Paul Kinder
Youth Peer Education: Brad Gray
Aldo Spina
Asian Ethnic Men Gay
Men's Project: Arnel Landicho
Man 2 Man Project: Greg Millan
Mature Aged Gay
Men's Project: Steve Ostrew

Western Sydney Unit

Manager: Mark Davis
Administration Assistant: Graeme Norton
Education Officer: Paul Ellwood
Outreach Ediac, Coordinator: Phillip Keen
Outreach Education Officers: Michael Camit
Jeffrey Jackson
Peter Kettans
Jeff Lirich
Neil Poetschka
Youth Peer Education: David Novella
CSN Coordinator: Pat Kennedy
Casual Staff: Geoffrey Schultz

Hunter Branch

Manager: Kevin Paton
Administration Assistant: Crillyn Collison
Nicole Green
Educator/Counsellor: Gai Maffesoni
Beats Project: Wayne Cook
Brett Steel
CSN Coordinators: Rosemary Bristow
Mary Saunders

Illawarra Branch

Manager: Daniel Madeddu
Administration Assistant: Tracy Simeon
Outreach Education Project: David Alpak
CSN Roster Coordinator: Thelma Todd

Mid-North Coast Branch

Manager: Angie O'Brien
Clerical Assistant: Diane Robinson
Educators: David Orum
Steven Solway

Northern Rivers Branch

Avg Manager: Sue Rodda
Avg Care and Support Officer: Graeme Williams
Educator: Sean Davis
Job Skills Trainee: Ian Gray
Casual Staff: Kevin Bampton
Myce Black
Stephen Heslop
Zaid Rogan
Laurie Shearer



AIDS Council of New South Wales Inc.

Financial Reports

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 1994.

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 1994;
- (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

A handwritten signature in black ink, appearing to read "Raymond Kazzi".

RAYMOND KAZZI B.B.C. CPA
LEVEL 2
305 BURWOOD ROAD
CONCORD NSW 2137
DATED: 14th September 1994

Audited Financial Statements

BALANCE SHEET AS AT 30 JUNE 1994

	Notes	1994 \$	1993 \$
CURRENT ASSETS			
Cash	2	119,320	927,573
Receivables	3	103,985	274,703
Inventories	4	9,827	9,266
Other	5	44,673	43,210
Total Current Assets		877,805	1,254,754
NON CURRENT ASSETS			
Property Plant & Equipment	6	383,698	314,646
Total Non Current Assets		383,698	314,646
TOTAL ASSETS		1,261,503	1,569,400
CURRENT LIABILITIES			
Creditors and Borrowings	7	501,878	542,865
Other	8	282,162	669,654
Total Current Liabilities		804,040	1,212,519
NON CURRENT LIABILITIES			
Creditors and Borrowings	9	111,836	36,228
Total Non Current Liabilities		111,836	36,228
TOTAL LIABILITIES		915,876	1,238,747
NET ASSETS		\$ 345,627	\$ 330,653
ACCUMULATED FUNDS			
Accumulated Funds at beginning of year		330,654	460,976
Current Year Surplus/(Deficit)		15,052	(70,423)
TOTAL ACCUMULATED FUNDS		\$ 345,627	\$ 330,544

INCOME & EXPENDITURE STATEMENT

	Notes	1994 \$	1993 \$
INCOME			
Grants Received	10	6,074,874	6,230,938
Less: Grants Unexpended	8	232,562	653,844
		5,842,262	5,577,094
Aid			
Donations		151,800	174,258
Events and Activities/Fund Raising		321,752	141,526
Interest		49,355	69,943
Sales of Merchandise		83,255	65,591
Other	12	32,454	110,041
		558,619	560,279
TOTAL INCOME		6,400,881	6,137,373
EXPENDITURE			
Accommodation		797,052	733,238
Audit Fees	11	18,210	13,183
Board and Council		27,515	13,207
Cost of Goods Sold		78,502	60,359
Finance and Disposal of Assets		43,292	16,460
Fund Raising		118,513	165,023
Office Supplies		209,305	324,090
Payroll		4,012,203	3,650,403
Postage, Freight, Telecommunications		207,782	267,334
Program, Resources, Client Services		359,039	409,212
Publicity and Promotion		152,772	157,890
Insurance and Professional Services		77,286	47,562
Travel and Representation		404,524	522,539
TOTAL EXPENDITURE		6,385,798	6,207,805
NET SURPLUS/(DEFICIT)		\$ 15,083	\$ (70,423)

Notes to and Forming Part of the Accounts for the Year Ended 30 June 1994

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 carried 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 central 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 required 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.

	1994 \$	1993 \$
--	------------	------------

CURRENT ASSETS

NOTE 2 - CASH

Cash at Bank:

Commonwealth Bank		
• Sydney	35,221	49,665
• Lismore (North Coast)	(4720)	1373
• Newcastle (Hunter)	(1999)	2154
• Colls Harbour	3214	3627
• Illawarra	447	47
• Parramatta (West of Sydney)	(1519)	-
	<hr/>	<hr/>
	28,644	56,906

Cash on Deposit:

Australian European Finance Corporation	672,396	852,613
Commonwealth Bank	15,086	14,721
	<hr/>	<hr/>
	687,476	867,369

Cash on Hand:

Petty Cash	3200	3300
	<hr/>	<hr/>
TOTAL CASH	\$719,320	\$867,369

NOTE 3 - RECEIVABLES

Government and Other Grants Committed	116,770	224,703
Less: Provision for Doubtful Debts	12,587	-
	<hr/>	<hr/>
\$103,985	\$224,703	

NOTE 4 - INVENTORIES

Stock on Hand - at cost	\$9827	\$9266
	<hr/>	<hr/>

NOTE 5 - OTHER

Accrued Income	4298	-
Prepaid Expenses	29,192	32,097
Deposits - Utilities	13,183	11,113
	<hr/>	<hr/>
\$ 44,673	\$43,210	

	1994 \$	1993 \$		1994 \$	1993 \$
NON CURRENT ASSETS					
NOTE 6 - PROPERTY, PLANT & EQUIPMENT					
1. Furniture & Fittings					
Furniture & Fittings - At cost	50,628	48,819			
Less: Accumulated Depreciation	29,039	22,434			
	21,619	26,385			
2. Office Equipment					
Office Equipment - At cost	681,304	631,216			
Less: Accumulated Depreciation	329,482	256,063			
	351,622	275,133			
3. Equipment Under Lease					
Equipment Under Lease - At Cost	13,350	13,350			
Less: Accumulated Depreciation	2893	222			
	10,457	13,128			
4. Leasehold Improvements					
Leasehold Improvements - At cost	3614	3228			
Less: Accumulated Depreciation	3614	3228			
	-	-			
TOTAL PROPERTY, PLANT & EQUIPMENT					
	\$383,698	\$314,646			
	1994 \$	1993 \$		1994 \$	1993 \$

CURRENT LIABILITIES

NOTE 7 - CREDITORS AND BORROWINGS

	Note	1994 \$	1993 \$
CURRENT LIABILITIES			
Trade Creditors		180,893	212,568
Accrued Expenses		21,302	41,408
Lease Liability	9	17,258	20,521
Provisions	15	293,445	256,368
		\$521,678	\$552,865

CURRENT LIABILITIES (cont)

NOTE 8 - OTHER

Unexpended Grants

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

Grants are as follows:

NSW Department of Health	51,155	319,828
Commonwealth Grants including:		
Department of Human Services & Health	33,149	164,770
Australian Federation of AIDS		
Organisations Inc.	17,358	106,412
AIDS Trust of Australia	61,949	26,799
NSW Department of Community Services		
ISAP		11,458
Area Health Service	3,684	-
Other Grants	61,066	\$1,747

TOTAL OF COMMITTED BUT UNEXPENDED GRANTS RECEIVED

232,562

\$53,844

Add: Grants In Advance

49,606

15,810

TOTAL CURRENT LIABILITIES - OTHER

\$282,162

\$669,654

NON CURRENT LIABILITIES

NOTE 9 - CREDITORS AND BORROWINGS

Finance Leases

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

Lease Commitments

Not later than one year	32,132	29,232
• Later than one year but not later than two years	32,132	29,232
• Later than two years but not later than five years	89,041	12,163
• Later than five years	25,051	

Minimum Lease Payments

178,386

70,627

Deduct Future Finance Charges

49,312

13,878

TOTAL LEASE LIABILITY

129,074

\$6,749

Less: Current Liability

57,238

20,521

NON CURRENT LIABILITY

\$111,836

\$ 36,228

	1994 \$	1993 \$		Notes	1994 \$	1993 \$
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INCOME & EXPENDITURE

NOTE 10 - GRANTS RECEIVED

	1994 \$	1993 \$
NSW Department of Health	5,149,325	4,992,144
Federal Government	123,930	472,271
Australian Federation of AIDS		
Organisation Inc.	429,197	476,641
ALDS Trust of Australia	101,799	43,270
NAIV Study		
Aids Health Service	61,153	-
NSW Department of Community Services		
(SAAP)	76,771	62,000
Australian Council		
Offices	132,696	139,535
	\$6,074,824	\$6,230,938

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.	17,336	12,150
Other Accounting Services	890	1031
	\$18,210	\$13,183

NOTE 12 - OTHER INCOME

	1994	1993
Rental Income	13,418	8809
Buyer's Club	348	1743
Consultancy Services	3645	36,447
Sales of Materials	29,217	56,413
Membership Fees	4452	5951
Staff Social Club Fees	2274	3278
	\$52,454	\$110,041

NOTE 13 - PROVISIONS

	1994	1993
Annual Leave	290,752	125,132
Leave Loading	30,295	30,240
Long Service Leave	46,441	-
Workers Compensation	12,520	9573
Sick Leave	2437	21,413
	\$293,445	\$256,368

NOTE 14 - STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 1994

	1994	1993
Cash flows from operating activities		
Receipts from customers & granting bodies	6,354,527	5,972,045
Payments to suppliers & employees	(6,413,756)	(5,904,328)
Interest received	49,355	68,943
Interest and other costs of finance paid	(4,497)	(4,588)
Net cash from operating activities	(13,374)	132,002
Cash flows from investing activities		
Payments for plant & equipment acquired	(164,974)	(175,046)
Proceeds from plant & equipment sold	21,097	21,572
Net cash from investing activities	(143,877)	(151,474)
Cash flows from financing activities		
Payments reducing lease liability	(31,400)	(27,225)
Net cash from financing activities	(31,400)	(27,225)
Net increase in cash held	(268,255)	(46,697)
Cash at the beginning of the year	927,575	924,278
Cash at the end of the year	1	\$ 719,320
	\$ 719,320	\$ 927,575

Notes to the Statements 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:

	1994	1993
Cash on hand	3200	3300
Cash at bank	26,644	36,506
Deposits at call	687,476	867,369
	\$719,320	\$927,575

2. Non-Cash Financing and Investing Activities

Plant and Equipment:

During the financial year the company acquired plant and equipment with an aggregate fair value of \$114,496 by means of finance leases. The acquisitions are not reflected in the Statement of Cash Flows.

3. Reconciliation of net cash from operating activities to operating profit/(loss) after income tax.

	1994	1993
Operating profit/(loss) after income tax	15,063	(70,432)
Degradation and amortisation	125,723	113,970
Provision for Doubtful Debts	12,782	-
Changes in Assets and Liabilities		
Decrease in Receivables	157,931	(421)
Increase in Other Current Assets	(3,463)	(17,701)
Increase in Inventory	(561)	4544
Decrease in Trade Creditors,		
Accruals & Provisions	(10,957)	181,120
Decrease in Grants in Advance	(387,492)	(73,934)
Increase in Lease Liability	75,608	(7523)
Net cash from operating activities	\$13,374	\$ 132,002

Summary of Income and Expenditure by Unit and Branch

Unit or Branch	Income		Expenditure			Unexpended Quarantine
	Detail	Net Gain/Loss	Total	Project Balances	Total	
Care, Housing & Transport	244,334	50,362	202,226	156,784	44,753	51,521
Community Development	325,277	37,670	462,967	140,903	133,969	121,492
Executive Team	26,463	41,653	67,116	15,313	12,919	15,757
Financial Administration & Human Resources	806,253	131,215	701,580	427,351	433,065	1,096,638
HIV Strategy & Projects	484,563	21,857	506,950	130,120	335,065	484,571
Information & Resource Projects	486,604	41,713	530,977	134,230	411,006	545,923
Peer Education	288,214	6,911	301,021	82,907	167,216	306,212
Policy & Project Developments	471,419	47,569	469,353	62,057	214,505	246,487
Organizational Development Team	127,041	0	127,041	8,173	114,004	122,195
Western Sydney	351,642	7,966	358,595	100,108	254,000	344,230
AIDS Care Support Projects	2,204	205,822	226,480	101,320	781	207,980
Total Strategic Office	4,235,552	402,861	4,699,420	1,734,490	3,014,686	4,704,451
Rural Branch	342,469	5,271	347,712	79,543	166,074	328,540
Toronto Branch	110,250	4,984	116,234	30,459	104,270	154,730
Mid North Coast	122,725	8,764	131,477	36,060	65,743	122,879
New England Branch	216,370	31,457	250,861	109,420	132,720	166,270
Total Branches	675,354	45,170	711,216	225,946	161,607	683,361
Total ACON	5,212,116	602,021	5,813,523	2,065,027	1,419,523	5,274,906
Other Organizations						
SAC Network Committee Project	356,220	30	356,220	178,769	318,217	450,000
Mobile Living With HIV Project Other	12,715	-1,863	110,315	61,137	140,711	107,943
Total Fundraising	246,299					(32,150)

Notes:

a. This information is obtained from project accounting

b. Financial Administration overhead resources include, Systems Planning Committee, Research and Doctor Street personnel and the IT Service

c. HIV Strategy & Projects include CHALD, HIV/AIDS Legal Service, ACON, for whom ACON holds

d. ACON Committee Project includes funds received from New Party and Councillor's Study

Major Fundraising Activities

	Income	Expenditure
	\$	\$

Rural in Spain 1994		
HIV Support Positive Parties	203,631	106,032
Flame Branch	9105	3023
East for ACON	7235	2260
Mid North Coast Branch	6214	734
Manly Branch	50669	3363
Northern Rivers Branch	45851	2783
Psi/Fish Xmas Wish	4275	3256
Western Sydney Office	3352	3352
	309	1260
Total Fundraising	246,299	15,126

Note These amounts are from project accounting

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