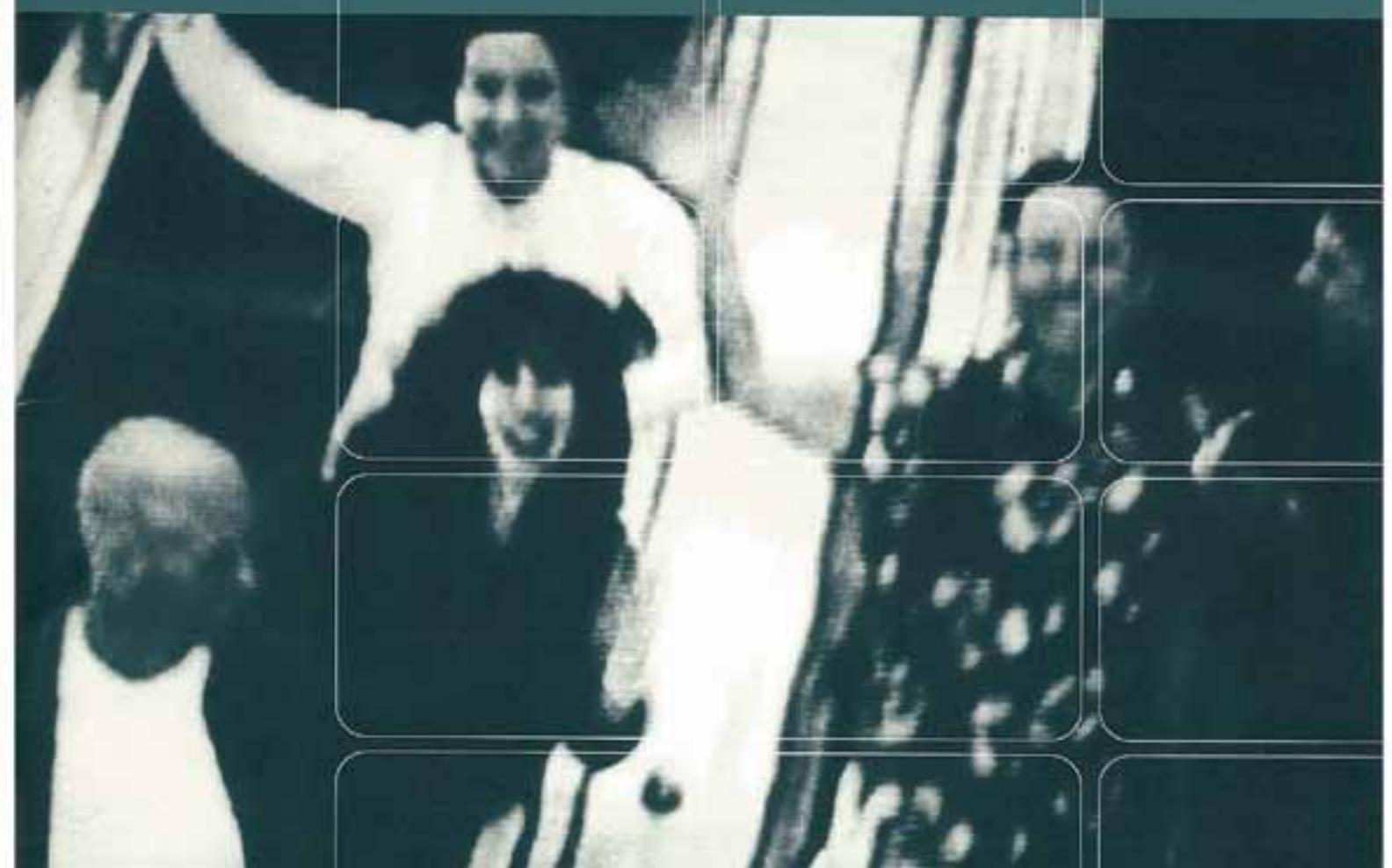


ANNUAL REPORT 2000

JOIN US ON THE JOURNEY

ACON

AIDS Council of New South Wales Inc



ACON:

Was born in crisis and shaped by our experience of HIV.

We were there at the beginning. We'll be working with all people affected by HIV until the epidemic is at an end.

Came from and is based in the lives, culture, health and practices of the gay and lesbian communities of NSW.

Stands with people and communities whose health is affected by discrimination and prejudice. We walk together with Aboriginal and Torres Strait Islander communities, sex workers, transgender people and people who inject drugs.

CONTENTS

ABOUT ACON	2
PRESIDENT'S REPORT	4
CEO'S REPORT	6
BOARD MEMBERS	8
EDUCATION	10
CARE & SUPPORT	12
ORGANISATIONAL SUPPORT	14
WEB SITE	16
ABORIGINAL & TORRES STRAIT	17
ISLANDER SERVICES	
ADVOCACY	18
REGIONAL SERVICES	20
ILLEWARRA	21
HUNTER	22
MID-NORTH COAST	23
WESTERN SYDNEY	24
NORTHERN RIVERS	25
SEX WORKERS OUTREACH PROJECT	
EVENTS & FUNDRAISING	27
EXPENDITURE	28
TREASURER'S REPORT	29
FINANCE	30
DIRECTORS' STATEMENT	30
INCOME AND EXPENDITURE	32
BALANCE SHEET	33
CASHFLOW	34
NOTES	35
APPENDICES	46
MAJOR SPONSORS & DONORS	46
SPONSORS & VALUED SUPPORTERS	47
STAFF & VOLUNTEERS	47
WORKING IN PARTNERSHIPS	48
PUBLICATIONS/PAPERS/RESOURCES	51
COMMITTEES/CONSULTATIONS	53

ACKNOWLEDGEMENT AND CREDITS

The Board and Management of the AIDS Council of NSW would like to acknowledge and thank the staff and volunteers of our organisation for their commitment and dedication, and for the wonderful work they continue to do for our clients and communities. To staff who left the organisation during the course of the year, we would like to acknowledge your contribution during your time with ACON.

ABOUT ACON

ACON (the AIDS Council of NSW) was born out of a crisis and grew from our community's fear and desire to act. We started in the first years of the AIDS epidemic, motivated by fear that the mainstream health system would not care for gay men who were getting sick and dying. We were sure that our Governments would not act about those getting infected and we were driven by the belief that strong community action was needed to make a difference.

ACON grew from the gay & lesbian communities of NSW and is still firmly based in those communities. Over time we have also come to embrace a diversity of communities affected by HIV and AIDS, including sex workers, injecting drug users and the Aboriginal and Torres Strait Islander community.

We strive to be a specialist, expert and professional community health organisation, recognised nationally and internationally for the innovation and quality of our work. In the last year, for example, our community care arm, Community Support Network (CSN), has received full accreditation from the Quality Improvement Council. Our professional community education programs are sought out by agencies across the world, many sending practitioners to study our approaches.

The challenge which ACON prides itself on having met is to establish the highest standard of professionalism while staying true to the communities for which we are based and speaking effectively on their behalf. We now measure a range of client interactions and apply rigorous evaluation to our programs. We are committed not to rest on our laurels but to criticise and seek critique of our work so that it will continuously improve. In the last year, our program for young gay men, 'Fun and Fifteen', has been independently evaluated and validated as an effective program which has enhanced the self-esteem and therefore the health of literally thousands of young gay and bisexual men.

The Sex Workers Outreach Project (SWOP) has achieved a high level of coverage of all aspects of the sex industry while staying true to a peer model, covering rural workers, male, female and transgender workers, workers from a non-English-speaking background, and Indigenous workers. The Massage Project works with massage parlours, white street outreach workers provide services and support to workers out on the street. Government departments have acknowledged SWOP's importance and expertise. This has seen major grants funded in the prevention of violence against sex workers and for SWOP to provide occupational training and act as the second tier occupational health training provider for health. As a result of their work, Australia has very low levels of HIV infection among sex workers.

We also have low prevalence, below 2%, among injecting drug users. This is not accidental. It is the result of a partnership between government and community organisations such as ACON which has led to more or less stable harm minimisation strategies, including clean needle and syringe programs and access to treatments such as methadone. In other comparable countries, including Europe and North America, the HIV epidemics have changed with increasing HIV infection among users. In Vancouver, HIV prevalence grew from similar levels to ours to over 20% in about one year because of decreased commitment to needle exchange.

ACON has established a reputation for sound research advocacy and lobbying has played a key role in the establishment and maintenance of social and political environments supportive of the fight against the epidemic. We played a key role in the NSW Drug Summit in 1999 and have been closely involved in the implementation of the initiatives to come out of that summit, such as the trial of the directly supervised injecting room in Kings Cross.

Governments, advisory committees and peak bodies seek out ACON for input to policy development, and for our technical expertise. ACON is now represented on a diverse range of bodies including: the Australian Health Ethics Committee (a principal committee of the National Health and Medical Research Council); the NSW Council of Social Services' Health Policy Advice Group; various advisory committees to scientific bodies at the National Centre for HIV Epidemiology and Clinical Research; the NSW Minister's Advisory Committee on HIV/AIDS.



Senior Management Team

We started in the first years of the AIDS epidemic, motivated by fear that the mainstream health system would not care for gay men who were getting sick and dying.

ABOUT ACON

Strategy, NSW Health's AGU Advisory Committee, South Sydney Council's Gay and Lesbian Consultative Committee, the Attorney General's Gay & Lesbian Advisory Committee, and a range of committees working on the implementation of the Report of the NSW Health Council.

During the last year, the ACON Board led a process of community discussion over the nature and direction of our organisation. At the end of that process, we have adopted a Vision for ACON.

We have also adopted six fundamental strategies to make real our Vision. We are now implementing these strategies and will seek to be held accountable for improving our service delivery for tackling community health issues, for exerting advocacy, for contributing to community development, for building better partnerships and for developing our own organisation. In doing so, we are confident we are building on a strong base of services, programs and improvement strategies already in place.

SOME INFORMATION ABOUT ACON

From our Activity Reporting System for the 6 months from 1 January 2000 to 30 June 2000.

- Of individual services provided to positive people:
 - 18% were to heterosexual people
 - 5% were to Aboriginal and Torres Strait Islander people
 - 17.6% were to people from a non-English speaking background
 - 49% were to people living in inner city Sydney
 - 13% were to people living in Western Sydney
 - 15% were to people living in the Northern Suburbs
 - 12% were to people living in the Hunter and Mid North Coast
 - 5% were to people living in the Hawkesbury and Southern Highlands
 - 95% were to ongoing clients
- 40% of contacts were with individuals between 26 and 35 years of age
- 3% were with individuals aged 55+ years and over

- 800 occasions of service (about 45 per week) were for over an hour, while the majority were for under 30 minutes
- On average 6 times per week, ACON staff responded to a client in acute crisis
- On average 6 times per week, other service providers turned to ACON for expertise or assistance
- ACON's branch offices ran 55 group workshops or forums
- Statewide, ACON has 250-280 active clients and 210-230 active clients on its books
- Housing issues, transport and help in maintaining good health were the most common issues addressed through individual services for positive gay men
- The most common issues for clients of ACON's Education staff were self-esteem, social reconnection and issues of sexual, cultural or gender identity
- The most common reason given for people coming into branch offices were social connection and community attachment
- On average, we distribute 630 booklets and 130C condoms in safe packs per week (other than through SNAF)
- SNAF distributes condoms at an average of 16,000 condoms per week
- SNAF also:
 - Provides information, education and support services at over 750 brothels, parlours and escort agencies, including to over 150 which include people from non-English speaking backgrounds
 - Conducts 7 outreach sessions per week
 - Undertakes rural outreach to all regional areas in NSW
 - Is visited by an average of 24 individuals per month
 - Delivered outreach to transgender sex workers in the last year

PRESIDENT'S REPORT

ACON has always faced new challenges with energy and commitment. This year has been no different.

In the last year, ACON has recovered from some earlier instability and built a sound financial base to take us into the future. We started a difficult discussion about how best to respond to the needs of our communities and to continuing change in HIV and developed a clear plan to guide us through the next few years. At the same time, we continued to strengthen and improve our existing services, while responding to extra pressure created by new and emerging challenges.

That we have survived, in fact thrived, is a tribute to all those who are a part of ACON. This annual report records our achievements together over the past year.

A large part of the last year has been our Future Directions process, in which we grappled with the changing nature of HIV and how we would deal with it. Over three months, we conducted an intensive series of consultations with our communities, our clients, our service partners, and other organisations right across NSW. The process was challenging and provided us with enormously valuable advice and ideas for future action. We heard people tell us about the things we have done well, and the things we have done badly in the past. We learnt a great deal about changes people would like to see, and about the health needs and priorities of our communities. This input helped us develop our Strategic Directions 2000-03 and our Business Plan for next year.

Much has been said about change and HIV/AIDS. The epidemic doesn't look the same in 2000 as it did in 1990 and, if ACON is to be effective, neither must we. HIV doesn't occupy the same position it once did; for our communities, for government, and even for many positive people. Our work is very different and even more difficult now. Our prevention message used to be 'a condom every time' and our care services 'focused on palliative care'. Now, ever such a rigid distinction between prevention and care doesn't serve us well. Parts of our landscape have radically changed.

During our consultations, we heard time and time again that positive people did not want to be defined wholly by their HIV status. As treatments prolong their lives and give greater periods of wellness, positive women and men now face issues such as maintaining relationships, return to work challenges, financial difficulties, as well as issues connected with mental and emotional health.

Today, better health for our communities, including in response to HIV, means that we must build on our earlier strengths, but must also include work on things like sexual health, drug and alcohol use, emotional wellbeing and self-esteem. Over time, we also want to help meet some of the specific health needs of lesbians. These changes will be gradual and considered, and will not come at the expense of our existing work, but rather will strengthen it.

Strategic Directions 2000-03 will guide ACON for the next three years. It strikes a balance between two commitments: improving our existing services and connecting better with the needs of our communities. We have made ambitious promises and we will make them real by working in partnership.

We will need to build stronger relationships with other organisations and our communities, and we will do this with enthusiasm. But our work will not be possible without the continued dedication, energy, and talent of ACON's staff, management and volunteers. They have been at the very core of our achievements over the last twelve months, and they are the key to our future success.

**Much has been said about change and HIV/AIDS. The epidemic doesn't look the same
in 2000 as it did in 1990 and, if ACON is to be effective, neither must we.**

PRESIDENT'S REPORT



Adrian Lovney

Our staff and volunteers have maintained and strengthened ACON's programs over the last twelve months, while facing many of the challenges described in the C10's report. They coped with the criticism and pressure that comes with any change process and yet have produced a Business Plan that is coherent, brave, and innovative. ACON's volunteers too, are crucial - many unsung heroes do thankless work that is vital to our continued operation - from CSN carers to Red Ribbon volunteers.

I became President of ACON in March, following the announcement by David Sture that he was planning to leave Australia to work overseas. I want to acknowledge David's enormous commitment to ACON as its President. His work was invaluable during a time in which we faced many challenges. Under his leadership, we had the foundations for much of our current work. David's integrity and devotion to ACON has been extraordinary and we wish him all the best.

In April this year, ACON lost one of its greatest supporters with the death of Bill Phillips. Bill sat on the ACON Board as a representative of PLWH(A) (NSW) Inc and played a key role in shaping our thinking about the future. He challenged, supported, advocated, jostled and occasionally infuriated. He represented many of the strands of our work that we are now drawing together and his voice will be sorely missed.

ACON is an amazing organisation. It is vibrant, passionate, intense and visionary, and it has led the way in responding to HIV. These same qualities, which have underpinned our past achievements, will also ensure our future success.

Adrian Lovney



CEO'S REPORT

It has been traditional in ACON to say that there are three parts to our work: prevention, care & support, and advocacy. Equally, we have long appreciated the overlaps and interactions between these areas.

During 1999-2000, the pattern has been different. We have developed new approaches in prevention education, and have seen the reward of some very hard thinking in reshaping our care and support services. Our advocacy efforts have also continued to produce high-quality results. New initiatives have, perhaps more than ever, crossed these divisions, and the intensity with which we confronted fundamental issues in our environment created an additional workload for everyone in the organisation. Reflection and planning became a major focus for a considerable part of the year.

The strategic planning process, led by the Board, is now complete and the organisation can focus on implementing our new Business Plan and consolidating the directions in new programs. However, it is with some pride that I look back and observe the way programs continued and were improved throughout a tumultuous year.

In Education, "Give a Fuck" delivered a hard-hitting message for Mardi Gras, and action research projects targeted bath sex or premises venue users and self-discreet couples in new and more textured ways. We confronted gonorrhoea and syphilis outbreaks among gay men, and heard the message that effective HIV prevention will increasingly need to address a wider range of health issues. We fundamentally reviewed our drug-related programming and increasingly embraced a health-promotion model in both prevention and care services.

Our communities seem increasingly uninterested in messages that always relate their health to HIV, even when the issues (such as outbreaks of sexually transmitted infections) are clearly related. Future activities will build on our foundations in drug-related programming, in sexual health, and on our growing understanding of some of the mental health issues facing us.

In Care and Support, the Community Support Network achieved full accreditation from the Quality Improvement Council. This is a hugely creditable achievement for any health organisation, let alone one almost solely dependent on volunteer carers.

Lots of work during the year went into building a health promotion framework across our care and support activities, emphasising and building on the health and capacity of our clients. The highly innovative Street Jungle Project created gardens for positive people and their friends in Central Sydney. The new Genesis Project provided a peer-based support program for newly diagnosed men. A Women and HIV Speakers Series profiled and focused attention on issues affecting positive women and women affected by HIV. The housing program continued to be a focus of high client demand, with increasingly complex needs evident.

Our increased capacity in Aboriginal programming was reflected in dedicated programming for indigenous transgender people and for Aboriginal communities in the Northern Rivers and Mid North Coast areas.

ACON is well known and respected for our advocacy. We continue to have input to Government policy, for example, the review of the NSW Public Health Act. We successfully pursued and contributed to the implementation of the outcomes of the NSW Drug Summit, being represented on the Program Advisory and Community Consultation Committees for the Metabolic Supervised Injecting Service in Kings Cross. We also established a key role in national advocacy on Aboriginal HIV and health issues.

Our communities seem increasingly uninterested in

messages that always relate their health to HIV

CEO'S REPORT



Robert Grieves

Increasingly over the year, however, our advocacy and policy capacity was directly program related. Examples include the development of an

Enhanced Care pilot to demonstrate the potential of closer working relationships with general practices, and the expansion for a trial of the provision of HIV medications through community pharmacies. From 1 January to 30 June, we had the first common collector across NSW of activity data which will support evaluation and service feedback for all areas.

Our branch offices contributed to every dimension of this work. Each in its own way continued to be relevant itself. A number of existing new contracts were won, including one for in-home respite and step-down care in Western Sydney. Partnerships with other organisations saw enhanced financial counselling and support, psychosocial counselling, housing and health care support provided in a number of regional communities. The Sex Workers Outreach Project had another six year, with outreach in a number of branches increasing, a new and progressive Sex Industry Policy in South Sydney Council, and extensive preparations for the sex industry impact of the Games.

1999-2000 also saw the continued development of management capacity and resilience in ACON, and of the support provided to the organisation from our Human Resource, IT & Building Services and Finance areas. Our organisational support team did more with less for all of us. The financial health of the organisation has turned around from the outcome reported in last year's Annual Report, an outcome requiring immediate restraint across the organisation. Our Information and Events and Fundraising Units continue to promote ACON and our message, drawing on another fabulous year in fund raising, among a host of other events and Fundraisers, and a raft of innovative new ventures such as a completely obscure Quiz night at the Imperial and another Day of Dignity.

That this work all proceeded whilst the organisation pursued one of the most fundamental re-examinations of direction and focus in our history is a credit to our staff, managers and teams of volunteers. I would like to pay tribute to the level of hard work and "quietly determined" across the organisation throughout the year. It is much more than a truism to observe that the new programming which will flow from the Board's Strategic Directions 2000-02 will build on, and would not be possible without, the work done over the last couple of years.

Robert Grieves



■ BOARD MEMBERS ■ As at 30th June 2000

Adrian Lovney — President

Moved to NSW in 1989 joining the Board soon after. Formerly QAC President and AAO Vice President. His background is health and community service police. He now works in public affairs for credit unions.

Robert Grieves — CEO



Two years at ACOD as CEO. Moved to the Commonwealth Home and Community Services department in Aboriginal health, aged care and children's services. Dual health and social and research interest in public health.



Shayne Mallard

Board member for 18 months. He is a community activist supporting ACOD's work in Parliament. Shayne resigned 1 Aug. 2000 declining his election as a South Sydney Councillor.



Andrew Grulich — Vice President

Board member for two years including as Treasurer and Vice President. Medical epidemiologist at the ICHFOR, working in HIV/AIDS research since 1993. Sits on the National AIDS Committee of the UNAIDS.



Chris Gration

Board member for ten years, including two as President. Works in strategic management and has a background in local government and public policy. Spent years as an Advisor to Federal Labor Ministers.



Linette Collins

Turned to social work, worked in residential management positions at Sydney Hospital, Rose Bay Hospital and Kilkenny Road Centre. Currently with NSW Police in young offenders unit. Completing a Masters of public health.



David Stone — Secretary

An ACOD Board member since 1990, serving as Member, Secretary, Vice-President and President. David lives with his partner Ann, now near Broken Hill where his spent time, as a solicitor.



Fraser Drummond

AV physician and Board member since 1997 serving as Ordinary Member, Secretary and Convener of the Treatment Working Group. Has conducted the Hand & Hand Walking Group for the past two years.

BOARD MEMBERS

Rachel Pepper

Board member since February 2000, is the co-founder of Lesper. Rachel Was Co-ordinator of Lesbian & Gay Legal Rights Service, and volunteer solicitor at Inner City Legal Centre. Now practising as a solicitor.



Robert Rogers — PLWH/A Representative

Experienced with community organisations such as Arikel, PLWH/A (NSW) Inc, PCC and Options. Currently Associate Treasurer of PLWH/A (NSW), Inc Management Committee, BA and Graduate Diploma in Health Sciences.

Margaret Hansford — Treasurer

Extensive experience at all levels of health industry, with particular interest in women's health and primary healthcare. Currently CEO of FPA Health and studying a Master of Primary Health Care.



Tony Katsigiannis — Staff Representative

Elected staff representative on the Board. Currently Project Officer in the Human Resources unit with responsibility for 2000's voluntary program. Tony previously worked in the criminal justice system.



Paul-Auguste Cornefert — PLWH/A Representative

Charitable and voluntary background in Europe, German Embassy in London. An extensive management and leading roles in pharmaceutical companies. Currently Treasurer and Committee Member of PLWH/A (NSW) Inc.



David Buchanan

Board member since 1997, Vice President and Secretary at various times. Active in a number of HIV/AIDS policy, ethics and legal advocacy activities both here and overseas. Barrister appointed Senior Counsel in 1997.

EDUCATION DIVISION

For some time, ACON has brought a health promotion perspective to HIV prevention education, and progressively, we have extended this to other areas of our work and to a broader range of health issues. ACON undertakes community development by promoting discussion about health and identity, and by connecting people with one another and with community. Increasingly, the Education Division is working in partnership with other organisations and involving community members in our projects.

New Challenges in HIV Prevention

The place of HIV in the lives of many gay men has changed. In response, ACON has examined our HIV prevention programs and found new ways to support gay men in making decisions about sex and negotiating the risk of HIV and other sexually transmitted diseases.

The hard-hitting Give a Fuck campaign ran during Mardi Gras, reminding gay men about condom use during casual sex, and formed one element of our response to reported increases in unprotected anal intercourse among gay men in Sydney.

Two school-research projects brought together researchers and educators to focus on HIV prevention for men in sera, discordant relationships and users of sex on premises venues.

In addition to *qui keeps an eye on you*, the sera-discordant Relationship Project trial ed. interventions, looking at all aspects of gay men's relationships, including the social and personal reasons gay men may place themselves at risk.

The Venues Project aims to reduce health risks for people who use, or are interested in using, sex on premises venues. The project examined the experiences and expectations of venue users and implemented interventions with the support of owners and managers of sex on premises venues. These interventions were aimed at ensuring condoms, lube and syringe disposal were available for patrons and that HIV prevention and sexual health messages continued to be displayed.

A Healthier Community

Over the last 12 months, ACON's education staff have been working with a number of partners to support healthier communities.

Fun and Esteem worked with South Sydney Youth Services on the production of an anti-discrimination CD for broadcast to young people across Australia. The CD is part of a series produced through the Commonwealth Government's *Living in Harmony* program and was launched by the Hon. Philip Ruddock, Minister for Immigration and Ethnic Affairs, in May.

A greater focus on the impact of harmful drug use in our communities, particularly party drugs, was another major achievement of the last year. In July 1999, a number of community organisations, venue owners and individuals came together for a two day forum, co-sponsored by ACON and Sydney Gay & Lesbian Mardi Gras, to celebrate and respond to concerns about the impact of harmful drug use.

From the forum, the Gay and Lesbian Community Drug Action Group emerged to take forward many good ideas for responding to health issues surrounding drug use. ACON added a team of drug users to our



Staff from the Education Division



Increasingly, the Education Division is working in partnership with other organisations and involving community members in our projects.

EDUCATION DIVISION

presence at major dance parties. The drug rovers are volunteers who are rostered to move throughout the party, caring out for people who may need help, reaching the medical team or some other form of assistance. ACON also continues to provide condoms and safe, clean injecting equipment and operates information booths at major dance parties.

In October, Mardi Gras and ACON's came together to produce a number of resources for State Aid 1999. The eight page series examine a range of health issues, including HIV/AIDS, sexual health, interactions between HIV education and recreational drug needle use and Hepatitis C. These resources paved the way for collaboration with Pride on their New Year's Eve celebration.

We continued to maintain ACON's needle exchange and provide support for individuals when required. Our involvement in early 1999 in the NSW Drug Survey prompted a consultation project with a number of agencies to investigate the ways in which ACON's partner organisations could provide a better response for people who use illicit drugs, particularly people who inject drugs.

ACON also joined forces with a number of free Health Services and Sydney Sexual Health in response to an outbreak of gonorrhoea among gay men in inner city Sydney. The taskforce was convened by NSW Health and acted quickly to promote testing for gonorrhoea among sexually active gay men.

Talking, Learning and Connecting

For the last year, we have continued to run workshops, forums and social events that allow people to understand, debate and take action in relation to their own health. In the six-month period from January to June 2000, over 60 individual groups or events were run by divisional staff.

Now in its eleventh year, Fun and Esteem continues to run workshop series for gay men under the age of 26. Fifteen six week workshops were run throughout the year by a dedicated team of 25 volunteers. Each workshop covered a range

of topics, including coming out, drugs use, self-esteem, HIV and sexual health.

A research project examining the long term impact of the project on participants has found the peer mentor approach needs to be an effective way of communicating health messages and fostering self-esteem among young gay men.

We held a number of forums relating to positive health and HIV. Topics included early drug and interactions with antiretroviral therapy, shared responsibility for HIV prevention and the specific of HIV treatment. We commenced work on a number of resources focusing on lifestyle factors such as diet and exercise, targeted at HIV positive gay men. The education area also worked with ACON's Treatment Information Officers in the production of a brochure on understanding blood test results.

Positive Fun and Esteem has continued to provide groups, individual support and referrals for gay



men under 26 living with HIV, with the number of men in touch with Positive Fun and Esteem increasing over the last 12 months.

Silk Road provides a regular meeting place for Aboriginal men from a variety of backgrounds, with a program focusing on health, identity and cultural issues. The project once again supported the Asian Gay Marching Boys in the 2000 Mardi Gras. Since this year, Silk Road began which includes web training on the health of HIV positive Asian gay men.

The Maturing Age Gays project (MAG) continued to be a presence in the community through fundraising and representation at key events, and were involved in activities for the International Year of the Older Person, having been invited by the Council on the Ageing to participate in the Grey Mardi Gras.



CARE & SUPPORT DIVISION

This year has been one of consolidation as well as expansion in programming, with a number of new, exciting projects under way and more in the pipeline.

The development of new partnerships with mental health, drug & alcohol and health promotion services has lead to innovative joint programming, including the post-party counselling service and the Outings program. We improved our linkages and referral relationships with other services and have increased our capacity in client assessment.

The HIV Support Unit, encompassing Treatment, Peer, Family Support, the In Promotion Projects, the Women Partners of Positive Men Project and 'With Components', has re-positioned from a crisis illness model of service delivery towards a broader health and quality of life agenda within a health promotion framework. This is reflected in a number of successful collaborative health promotion programs, including Street Gangs, Women's Sexual Health Forums, the Lesbian Health Interagency Network, and Place Positive.

Advocacy continues to be a core national activity, both at an individual and system level. Key achievements include the coordination of input on issues related to women and HIV to the Fourth National Strategy, and the implementation of measures by NSW Housing to improve the responsiveness of housing assistance to the needs of people living with HIV/AIDS.

Over the past year, we have been reinvigorating men's peer support, improving the quality and reach of our individual support, information and advocacy services, and developing a new programme-based approach. As a result, we have seen an increase in the number of positive people using our service. In May we launched 'Genesis', a weekend workshop for newly diagnosed gay men, which was very well received, and we plan to run three further workshops over the coming year.

Women's Peer Support continues to provide individual and group support and information for women and their families. We currently have three support groups operating in Parramatta, Neutral Bay and the inner west. This year introduced a alternative format for groups, incorporating a stronger information component. In June, the project launched the Women and HIV Speaker Series, a bi-monthly series to stimulate discussion and debate around HIV issues for women. We also held a successful women's school in Western Sydney, in collaboration with the Western Sydney Positive Women's Committee, which was attended by 12 women.

The main focus of the Men's HIV Health Promotion Project over the past year has been the development of Street Gangs, a community development initiative designed to provide opportunities for people to engage with their local community, reduce isolation and stress and earn skills in gardening and permaculture. This is an important collaborative project between government and non-government agencies, specifically South East Sydney Area Health, Central Sydney Area Health, South Sydney Council and ACOSS. The project has an invigorating focus on healthy lifestyle, quality of life and wellness.



Staff from Community Support Network



Staff from HIV Support

We improved our linkages and referral relationships with other services

and have increased our capacity in client assessment.

Health Promotion Team



ACON has been forging stronger links, relationships and profile in the women's health sector with activities such as events on women and sexual health, the involvement of a broad range of agencies in the women's health Inter-agency Network, and sole sex forums held in the inner West and South Western Sydney. We are continuing to author a second series of Women and HIV Fact Sheets, in partnership with SPA Health, covering topics such as reproductive rights and treatments.

The project also coordinated ACON's "party" programme, harm minimisation strategies for gay and lesbian community gatherings. This involved two pre-party drug interaction information sessions - Achieving Till Nirvana and Positively Party-ing - the provision of safe sex and injecting equipment during the party, and the coordination of a post-party resource and support line.

The Treatment Project has expanded its clinical provision via the ACON Website and has increased outreach and liaison with GPs and other healthcare providers. Our Treatment Attorney has changed practice to HIV drug availability, an emergency physician. In partnership with St Vincent's Hospital, we have established a 24 hour phone line to a panel of 991 clinical practitioners; the demands and self-directed education therapies.

The Family Support Project continues to deliver high quality support, advocacy, referral and information to families affected by HIV and now also offers mediation as a way of resolving families in developing care plans for their children. Our partnership with Sydney Children's Hospital remains strong and we have played an active role in the regular Family Support Groups. Come September the new 12 Camp for pre-teens age children, co-ordinated by the hospital and funded by CHAMS.

1993 saw clients and staff, past and present, come together to celebrate 10 years of the Community Support Project. CSC has had an extremely busy year, providing 12,337 hours of a ref to 133 Sydney clients. We have worked hard to improve the quality and relevance of our home-based care and respite services, and our support and training for voluntary carers.

During 1993, we met with each of CSC's clients to discuss and assess their needs and ensure they were linked with necessary services. We also received a three year accreditation from the Quality Improvement Council, which is a huge boost to our professional standing.

Over 2000 clients sought assistance from our housing service during the year via an accessible, complex range of housing and support services. We are providing information, support, advocacy and referral services to support positive people in successfully establishing and maintaining appropriate and affordable housing, implementing an early intervention approach to homelessness prevention.

Housing information was more accessible across the State by increased use of the ACON Website, production of a set of fact-sheets and contributing articles to sector publications. The service increasingly focus on the role of expert resource to other services on HIV and housing issues and has built new and stronger relationships with a range of health, housing and welfare agencies.

The Connecting Team continue to provide telephone and face to face counselling for people living with or affected by HIV/AIDS, developing a new secondary focused client team integration model, and a client assessment and care coordination function to be implemented this year. The team conducted two-thirds of a 72-hour test-duty counselling. The initiative is a joint-risk project targeting the "post-party lots" in the gay & lesbian and HIV communities.

CARE & SUPPORT DIVISION



Treatments Offices

ORGANISATIONAL SUPPORT DIVISION

The Organisational Support Division has continued to consolidate around the themes of supporting line managers and work teams with high quality information and systems, improving efficiency and quality of service. We also supported the organisation in a number of major management challenges: budgeting, Y2K and GST, and the implementation of the new Enterprise Agreement.

Like the rest of the world, on New Year's Eve, we did our practice run for the Y2K change. We planned and returned to work on 4 January to business as usual. Despite the predictions of an IT meltdown, the Y2K bug didn't bite and there was little disruption to our activities. Considerable effort and planning had been undertaken to ensure this outcome, and the exercise proved worthwhile. Was the bug real? Does it really matter? Our IT systems are now in a much better position to cope with whatever the future may bring.

Whilst all this went on, our reception staff continued to service our clients, provide a Vitamin Service, Needs & Strategic Executive, reception, switchboard and mail distribution.

The introduction of GST on 1 July has necessitated the installation of a point of sales system. The system will allow better control not only of sales but also inventory, and allows us to optimise the service, with the availability of information not easily accessible before.

Our Organisational Development Unit undertakes a wide variety of activities, including administering the payroll for our diverse workforce, developing our new Performance Planning and Review system to ensure all staff receive regular feedback and appraisal, and facilitating business planning and a new Organisational Health Think Tank. A new Learning and Development Plan will support AGFA's new directions in the coming year.

We reviewed our volunteer program to find better ways to recruit, support and integrate our many and wonderful teams of volunteers, as well as providing 21 volunteer induction sessions. A particular focus and strength of the team is the provision of facilitation at team level, which has been greatly appreciated by a number of work units.

Our Joint Consultative Committee has worked as never before, developing pragmatic and strategic options on a whole range of issues, notably the new enterprise agreement, voted for by an overwhelming majority of staff in the latter part of 1999, and the appraisal system which will flow from that. The local industrial officer of the Australian Services Union described our JCC during the year as one of the most productive and functional she had ever seen.

Our Finance unit started this year with a new manager, new computer systems and an exhaustive and exhausting audit of the previous year's accounts. The final year end result for that financial year was, as predicted, a substantial operating deficit that depleted organisational reserves. This year, we report an operational surplus, above the level budgeted for, and a return to a healthy balance sheet and liquidity ratios. Managers and Board members have also appreciated a steady improvement in the quality of financial data and services that have underpinned this result. This has been delivered with a lower level of staffing than before, despite the burden of preparations for the GST and the new tax system.



Staff from Client Liaison Unit

... supporting line managers and work teams with high quality information and systems, improving efficiency and quality service.

Many of the division's services - like those mentioned above, as well as those that provide a safe and comfortable environment for clients and staff, are largely invisible. However, that is not true for the Information Section.

Information flew the flag at local community fairs. ACTON's staff, volunteers and resources were seen at the Sydney Gay & Lesbian Mardi Gras Fair Day, Glebe and Haymarket Street fairs and the Sydney Leather Pride Forbes Street Fair. In my case as an ACTON

volunteer at a street dance event titled *atone@taylorssquare*. This three day information stall in the heart of Darlinghurst on each night of our services and resources. The added touch of street performance and fun promotional activities, organised by staff from across the organisation, was well received and after the uplifting atmosphere over the duration, Taylor Square seemed to be missing something the next time we packed up and left.

Our involvement and commitment to dance parties remained, and this year we continued to adapt each overall dance party theme into our information stall. Our participation at dance parties allows us to service partygoers with the news and information over the length of the night.

In an effort to make our Library Services more user friendly and acceptable for clients we have been working towards developing an Interactive Learning Centre. The re-development is now underway. We have made the commitment that, if no new home is found for the hard copy collection, it will be maintained but within the context of a more integrated and user friendly service.



Staff from the Organisational Development Unit



Volunteer at acone@taylorssquare

WEB SITE

WEB PAGE

acon.org.au

Over the last year, the ACON Website has been used extensively to complement traditional communications media for campaign material, policy-related issues and health matters. It was also used to disseminate the result of consultations for Strategic Directions 2000-05. Details of all of our major initiatives are published on the site as well as documents such as the Annual Report. The site is regularly updated to ensure that its appearance is fresh and exciting, and the information is up-to-date.

- Usage of the site has grown over the past year.
- Whilst most of the visits are from Australia, we have significant traffic from overseas.
- And they keep coming back!

What do our peers think about the site?

From the publishers of *Encyclopaedia Britannica*:

★★★★★

"Britannica.com is contacting you because our editors have selected your site as one of the best on the Internet when reviewed for quality, accuracy of content, presentation and usability."

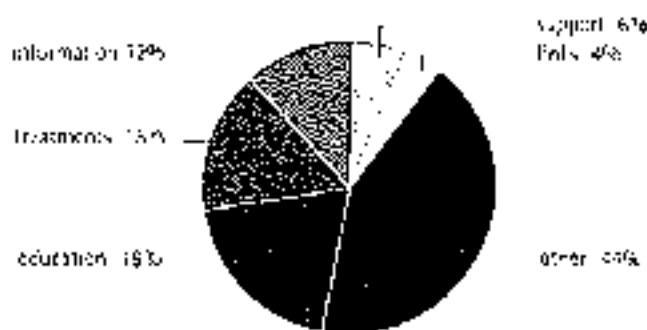
"...the award, which will tell visitors to your site that Britannica editors have rated it one of the most valuable and reliable on the Internet, is the equivalent of an elite group of Web sites."

From the *Sydney Morning Herald*:

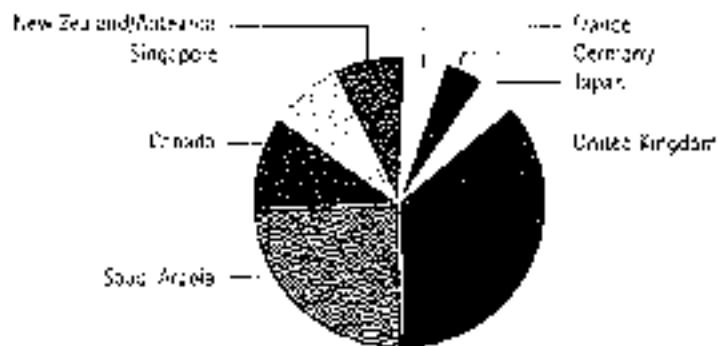
★★★ Add to Favourites

"...simple and smart. Good layout and good use of graphics... Nice touches of humour about it, too."

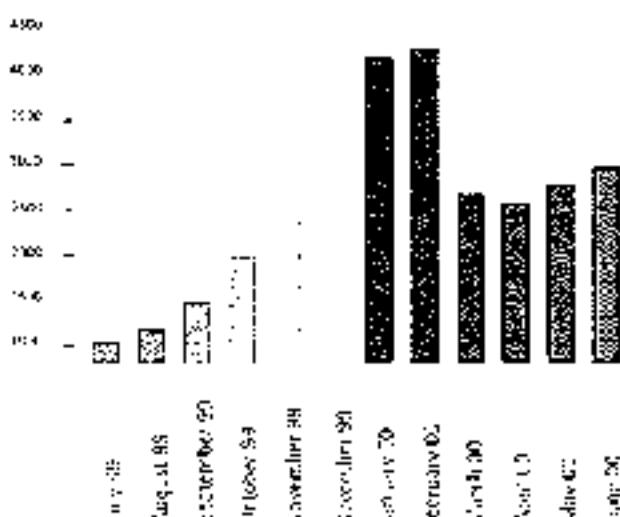
SITE HITS BY SECTION



SITE HITS BY COUNTRY OF ORIGIN



SITE VISITS PER MONTH



ABORIGINAL & TORRES STRAIT ISLANDER SERVICES

ABORIGINAL & TORRES STRAIT ISLANDER SERVICES

The Aboriginal and Torres Strait Islander Unit at ACON continues to provide a mix of individual support, groups and advocacy services. We work with the entire Aboriginal and Torres Strait Islander Community, with a focus on HIV and the health of gay men, transgender/sistersgirls, lesbians and HIV positive people.

The Aboriginal and Torres Strait Islander Unit provides peer support and assistance to individual community members. We have significantly increased assistance in relation to housing, HIV treatment information, social security, sexuality issues, discrimination, veterans, drug and alcohol problems and prevention equipment. The unit works with a range of other providers, facilitating Aboriginal and Torres Strait Islander people's access to the full range of ACON services.

During the year, we employed Australia's first worker focusing on services for Aboriginal and Torres Strait Islanders, transgender/sistersgirls. Since establishing the position, we have provided individual support to new clients and have examined the health information and support needs of this community.

Our statewide reach also increased with the addition of two part-time workers in the Northern Rivers and Mid North Coast offices. Both of these positions are involved in client support, health education and community development initiatives and are an important local extension to ACON's work with Aboriginal and Torres Strait Islander communities. Staff from ACON Sydney have also worked with a number of local communities and Aboriginal community controlled health organisations, including visits to Moree, Newcastle and Wagga Wagga.

One of the aims for the unit is to raise the visibility of Aboriginal people in the gay and lesbian community and of HIV positive Aboriginal, sistersgirls, gay men and lesbians within the NSW Aboriginal community. A major highlight for the year was the Our Queen, Our Country' float in the 2002 Mardi Gras Parade which received the judges' Choice Award at the annual Mardi Gras Awards.

Our Queen, Our Country provided an opportunity to bring new energy to a support group for Aboriginal gay men, lesbians and transgender/sistersgirls. The group meets regularly and is planning a calendar of events to bring people together in a supportive



Staff from the unit

environment. Over the next 12 months, the support group will be working with a range of organisations, such as the 2002 Gay Games, the Bellairs Aboriginal Medical Service, National Aboriginal and Islander Skills Development Agency (NATSISDA) and the Bora Centre.

We have a strong relationship with the Aboriginal Health and Medical Research Council (AHMRC), which allows for close links between ACON and the network of Aboriginal Medical Services (AMS). AMS staff were invited to address the national conference of AMS about concerns for gay men, Aboriginal and transgender/sistersgirls.

In partnership with the Australian Federation of AIDS Organisations (AFAO), the unit has worked on the Access for All training manual. This manual complements other work being done by AFAO to address discrimination against Aboriginal and Torres Strait Islander gay men and sistersgirls and to raise the knowledge and understanding of Aboriginal sexual health workers about HIV, sexuality and risk taking. This resource will be used across the country, including in our own work with other health service providers and communities.

Throughout the year, we have continued to work closely with a number of key partners. These include the Central Sydney Area Health Service, National Centre in HIV Social Research, Koori Radio, IPA Health, Darlinghurst Community Health, Orkeson Road Centre, the Bora Centre, National Aboriginal and Islander Skills Development Agency and Black Culture and Park. The work of the unit would not have been possible without these collaborations.

Staff from the unit

POLICY AND ADVOCACY



Bernadette Keefe Media Officer

Community consultations in the last 12 months showed that ACON's advocacy effort is, for many, its best known work. We have continued over the last year to lobby for effective policy and laws in NSW by working with government, making submissions and, perhaps most importantly, building a strong relationship with community and mainstream media. In addition, the last year has seen our policy work focus on the way services are provided, including ACON's own programming.

ACON's media profile is a key part of our advocacy work. We have strong relationships with the media and have built a reputation for well informed and timely comment. We are regularly contacted by mainstream media, and have been able to forward our advocacy agendas in areas such as drug law reform and sex industry regulation by participating in public debate. Working with community media has also allowed us to talk directly to our communities about important health issues as they arise and to profile changes and new initiatives in ACON's services.

The need for a legal and policy environment that supports the work of health organisations has always been central to the Australian HIV/AIDS response. Law reform issues have continued to be a focus of our work. With PLWHA NSW Inc, we participated in the review of the NSW Public Health Act. This provided an important opportunity to progress long overdue reform of both public health and criminal laws, particularly as they relate to people who place others at risk of HIV. In conjunction with the Gay & Lesbian Rights Lobby (GLL) and other organisations we have worked to further the rights of gay men, lesbians and transgender people, particularly with regard to the unequal age of consent, superannuation laws and equal recognition of same sex relationships.

Anti-discrimination laws and systems continue to be vital in protecting the rights of people living with HIV/AIDS and those most at risk of HIV. We have prepared a number of submissions on proposed legislative reform of both NSW and federal anti-discrimination laws, including a response to the NSW Law Reform Commission final report on the Review of the Anti-Discrimination Act 1977 (NSW). We also supported the Australian Federation of AIDS Organisations (AFAO) following on the Human Rights Legislation Amendment Bills and Federal Majorities Bill. We have used our public platform in the Australian National Council on AIDS, HIV/AIDS and Related Diseases (ANCAHARD) Legal Working Party as a key forum for making representation on proposed changes to federal anti-discrimination laws.

Greater public debate about brothels, including the establishment of a Ministerial taskforce examining the regulation of brothels, placed sex industry regulation at the forefront of our advocacy agenda. Since the deregulation of the sex industry in 1995 local councils have had responsibility for regulating the health, safety and location of brothels. In many local government areas, the purpose of the reforms has been undermined by the routine rejection of development applications from brothels, forcing the sex industry to continue to operate outside normal regulatory mechanisms. In conjunction with NSWDF and sex workers, ACON has been active in lobbying the NSW Government and local councils to promote realistic sex industry regulation. In particular, we have continued to work with South Sydney Council on what is seen as a more palatable policy for sex industry regulation.

One of the most important outcomes from the NSW Drug Summit in May 1999 was the commitment from the NSW Government to trial a medically supervised injecting facility in Kings Cross. Over the last year, we have worked closely with the NSW Users' and AIDS Association (NUAA) in lobbying for the most effective legislative framework for the trial. The Drug Summit Legislative Response Act was passed by the NSW Parliament and given assent in November 1999. However, there remain difficulties in securing a location for the facility. We are working to ensure the necessary political and community support to ensure the trial goes ahead. Our media profile has been particularly important in this area.

This year has also seen ACON develop a range of new partnerships in the community and welfare sectors, and in the health consumers' movement.



Julie Calossi, Policy Officer

Service delivery, so far have also been a focus for our policy work we have continued to work through the Intersectoral Council on AIDS Strategy (KASI) to establish trial access to combination therapy through a limited number of community practitioners. After significant interest from a number of emerging community practitioners, the Industrial Council endorsed the principles of Bereavement and HIV Health Initiatives to address the issue. We are continuing to advocate for the specific recognition of a continuing issues and the commencement of a trial in the near future.

Recent research makes it clear that general practitioners have a central role in the delivery of health services for HIV-positive people, as well as a role to play in HIV prevention. With the aid of funding from the Commonwealth Department of Health and Ageing Care, we have been examining ways of better integrating ACON's work with general practice, and ways of supporting general practitioners to provide care in community settings.

An innovative model has been developed for trial in the eastern suburbs of Sydney and the Central West of NSW. Project staff will be located in general practice surgeries at a few sites, providing psychosocial support and referring people to the

with HIV/AIDS, any amount of CD4 will be at risk of infection. The Central West trial will look to educate, inform, community development and other health practitioners, services with less clinical providers in the Bathurst/Orange district an area currently not served by ACON branches.

This year has also seen ACON develop a range of new partnerships in the community and welfare sectors and in the health consumers' movement. ACON works closely with the Council of Social Services NSW (COSCNSW), including participation on its Health Policy Advice Group (HPAG), and was one of the founding members of the new Health Consumers' Network of NSW (HCN). ACON represents the HIV/AIDS sector on NSW Health's NCD Advisory Committee and reports back to the sector through the HIV Agencies Forum.

The Policy and Media Officers assisted with the organisation's strategic and business planning exercises over the last year through support for board and senior management. This ensured the organisation's programs and services were consistent with ACON's broader advocacy agenda. It has also been an interest in which our advocacy partnerships with other organisations and the community need to continue to influence our future programming.

POLICY AND ADVOCACY

REGIONAL SERVICES DIVISION

The Regional Services Division at ACON started the year under the direction of the Deputy Executive Officer. Midway through the year, management responsibility shifted to the Director of Education, who took on the role of Acting Director of Regional Services. This change was in part due to the realisation that, with the ACON Board embarking upon a re-focusing of direction and vision for the organisation, there would be additional resources required to manage the consultation process. The change also brought the Sex Workers Outreach Project (SWOP) into the Regional Services Division.

The consultation process for the development of ACON's new Strategic Directions 2000-03 highlighted the fact that our branches were already providing HIV services in a broader health context and adapting to the needs of their local communities. In the coming year we will be working to recognise the programs and services that exist in one region that have a degree of applicability to other regions.

Planning will take account of the need for branches to implement organisation wide initiatives at the same time as allowing scope for the development of local programs and services tailored to local needs.

Obviously, the implementation of these ambitious programs in branches will come at a cost. It will require the intellectual and human resources provided by staff and volunteers, the time, effort and participation of community members, and the continued financial support of our donors, sponsors and granting agencies.

Two great achievements this year have been the expansion of services in all of the ACON branches, and our active pursuit of new partnerships in service provision. From local community groups to the range of government departments and agencies, as well as specialised HIV services - both clinical and health promotion - our partnerships have grown to meet the diversity of community needs and issues.

Without the cooperation and support of local communities, as well as local agencies and organisations, many of our programs and services would not be successful. Next year our challenge is to build and expand these partnerships even further as we chart new directions and explore new innovations in service delivery. It is a challenge that each branch and their respective staff take seriously and with great dedication.

There are many other challenges in the coming year - some that branches hold in common and others that are specific and unique to the region and local communities. We are committed to meeting these challenges by seeking innovative solutions, including new partnerships and continuing to strive for excellence in service delivery. One of our greatest tasks will be to establish each ACON branch as the centre of support and innovation for its community.

It will be important in future years, as the landscape of HIV/AIDS continues to evolve, that branches continue to focus on creating and initiating programs and services to meet emerging needs in local areas, whilst continuing to support those communities most at risk. With a business plan that sets realistic and achievable goals, and recognises the distinct needs of each region, the next year looks to be another year of success as we continue to recognise the value of diversity and remain focused on communication with our communities.

ILLAWARRA BRANCH

ILLAWARRA BRANCH

Illawarra Branch has been building strong community links across the region with the introduction of Shoalgaze, a monthly meeting of people from Wollongong to Nowra. This monthly excursion to different local events and locations has proved a good informal meeting place for clients, community and service providers.

The Gay Men's and Lesbian Drop-Ins have proved a valuable tool for ACON Illawarra to the community, providing a relaxed and unstructured way for the Branch to introduce prevention, treatment and other relevant information. From quiet beginnings, the drop-ins now attract a regular crowd, and have proved to be a way for new community members to get in touch with ACON and with each other.

ACON Illawarra has appointed a counsellor two days per week. In conjunction with a counselling survey to identify local gay and lesbian friendly private counsellors, this gives a wider range of emotional health choices for the community.

ACON Illawarra has been able to support the physical health of clients with a fortnightly medical clinic in partnership with the local sexual health service. Many clients prefer to see the doctor in a community rather than hospital setting.

With ACON's Legal Outreach in partnership with Legal Aid, ACON now offers clients a wider range of support options.

This year saw a welcome partnership with the Sex Workers Outreach Project, offering outreach and support to sex workers in the Illawarra.

We continue to provide services liaison, ensuring that resources are distributed widely in the community. Our safe sex material distribution is well utilised, and now well established.

ACON Illawarra continues to run the Transgender Service & Advisory Network (TSAN), an innovative program meeting the needs of local transgender people. This highly successful project allows a safe and supportive environment for transgender people, and we remain committed to its ongoing success.

Our monthly Happy Hours, co-ordinated by the Fun and Support team, have continued to be a popular, thriving guest speakers presentation on a variety of topics from HIV treatments to finance, a planning tool from the Dept of Ageing, Housing and以致老。

We continue to communicate through our bimonthly newsletter, which now reaches more than 300 members of the local community. Our Illawarra & Shoalhaven Gay, Lesbian and Transgender Services Directory has proved to be a resource much in demand. This year, another 4000 copies were printed, and it is pleasing to be able to say that stocks are running low.

ACON Illawarra has continued to play a part at a policy and advocacy level in the region, with representation on a wide cross-section of advisory groups, including this year the Illawarra Drug Summit, the Regional HIV and Hepatitis C Services Collaborative, and health inter-agencies. It is always encouraging to see that our partnerships and involvement with other agencies continue to go from strength to strength.

In amongst all this activity, we have also been able to host talks to local schools, LFFE (leges), youth multicultural programs, and two lots of international visitors. This year saw three successful placements of police officers in training.

One of the undisputed highlights of the year was the successful "Put the Town Red". This performance spectacular saw local drag performers take over one of the local clubs for an evening of drag, glamour, and HIV/AIDS awareness awareness in the region. All involved gave freely of their time, energy and talent to ensure that this event was sensational.

Our volunteers, as always, continue to provide invaluable support across all project areas of the branch. This year, we were able to offer volunteers training in communication, transgender issues, basic computing, and Needle and Syringe Exchange programs. Without them, and the tireless dedication of Branch staff, we would not be able to make the impact we do in education, care and support and community development in the region.

Volunteers in fashion hit the red carpet at Put the Town Red!



HUNTER BRANCH

The last year has been one of great change for ACON Hunter service providers, and the clients and communities we represent, as we have worked to implement the recommendations of the ACON Hunter Review, participated in ACON's strategic planning processes, and moved premises.

The closure on 20 June of Vacabon House, a facility that has provided residential, clinical and emotional care for over 12 years, presented new challenges in care and support. People living with HIV/AIDS in the region have looked to ACON Hunter to fill the gap and provide immediate care and housing services.

As a result of this, more intensive partnerships with government and non-government health agencies have been formed across the areas of welfare, housing, home and community care, and in the youth sector. ACON has engaged in a collaborative arrangement with professional services, employed contract care and support staff, and utilised paid and volunteer carers to ensure that a program of 24 hour emergency respite care is available.

Some clients present with complex needs and demands, and a continuing priority is the co-ordination of volunteer carers in the Community Support Network (CSN). Over the last 12 months, CSN carers in the Hunter provided 17,902 client care hours averaging 400 shifts per month.

In Newcastle, ACON Hunter moved premises to Sington, providing a more visible service and greater access for clients. An Open House was held on 19 May for clients and service providers, which proved so popular that it has now become a monthly event.

The Education Team continues to provide peer workshops, which, after nine years of operation, have been renamed Hunter Out & Proud. Advertising for 'coming out' groups resulted in a surprising demographic shift, and, for the first time, a mature aged men's group (over 45) commenced, mirroring the workshop for young gay men (under 25), which continues to operate.

Health promotion activities during the year included "travel packs" developed for the Hunter Region March Gays entry, a health promotion campaign, information provision at local events and community stalls, and a partnership with NSW Health to produce leaflets.

New initiatives included the restructure of the Gay & Lesbian Information and Support Service (GLISS), a regional telephone support service that has been operating for 11 years. This process involved consultation with other gay and lesbian community-based telephone services in other states and overseas, a large amount of research, the development of training and orientation manuals, and the commitment and support of ten agencies.

The re-establishment of a working relationship with the Central Coast Area Health Service will see ACON Hunter extend its service provision to the Central Coast area, ensuring continuity and quality in services for that area.

Care and Support staff have maintained individual assessment of clients, undertaken case management, and examined emerging impacts of treatments on service provision. As the project moves to a greater health promotion focus, it will introduce a 'return to work' program, and implement information technology training packages for positive clients. A new service of frozen meal supplements will commence, and staff continue to advocate for positive people.

ACON Hunter's counselling service has been in great demand, with client numbers reaching capacity. Staff hours have increased by 100 per cent to deal with the increasing demand on this valuable service.

The Sex Workers Outreach Project (SWOP) continues its work with brothels, agencies and private workers. SWOP representation has been extended to a new centre (the Islander Centre), operating fortnightly in a joint initiative with the Newcastle Sexual Health Clinic.

The community magazine *flat* now continues producing bi-monthly issues, and underwent major graphic and layout changes.

Community development activities include World AIDS Day commemoration support and participation in a major local initiation of a boat, Big Star, published by Elanora Press, representation at the voice festival Yell fest (jointly with EPA Health and the Sexual Health Clinic); and AIDS '99, an adult and sexual health exhibition.

Front of office services provide general information and health resources, and a volunteer service. Needle and syringe distribution for the year was 30,798, and ACON's return rate remained significantly higher than the State average. In administration, volunteer numbers increased, with CSN carers and other activities also contributing more than 22,000 volunteer hours.



A consolidation of partnerships with a range of services in the government and non-government health sectors, strengthening of relations between ACON Mid North Coast (MNC) and agencies across the youth arena, and joint initiatives with the Area Health Service have all contributed to an expansion of services throughout the MNC area.

Education and care and support services are provided by regular outreach programs across the region. This approach continues to be an integral part of the success of the service and provides points of access for people who would otherwise remain isolated and at increased risk.

The MNC care and support staff provide case training, assessment, transport, advocacy and referral services across the region. A re-focusing of the care program resulted in the creation of northern and southern sector care groups which are coordinated by local volunteer carers.

ACON MNC will continue its work in advocating for counselling services, a regional Sex Workers Outreach Project, sexual health services in Port Macquarie, and a Needle and Syringe Project, to be located within ACON MNC.

MID NORTH COAST OUTREACH SERVICE

The Aboriginal Project has been a key initiative for the Mid North Coast Outreach Service. As a part of the project, a cultural awareness training program, entitled "An Introduction to Aboriginal Cultural Awareness", has been developed. Following a successful presentation, facilitated by staff from ACON and the Department of Community Services, the module will be available for presentation to other parts of ACON for staff, volunteers, managers and other community members.

A peer education group entrenched in Port Macquarie, focusing on issues specific to the Mid North Coast, Mt. Yengo & Pindu (MYPI), which continues to enjoy high attendance, is well respected and has resulted in ACON Western Sydney adopting the program. Local user groups are held in Taree, Coffs Harbour and Port Macquarie, with co facilitation from area health workers. Monthly social support groups are also held to provide ongoing contact for past participants.

The Tuesday/Friday Line, a telephone support service for gay men and lesbians, was successfully implemented with local group Coastal Lyric, and consideration is being given to operating a 24 hour service with ACON staffer.

Resource distribution, including magazines, newsletters, campaign materials and sale items, continues throughout the region, providing a valuable service to otherwise isolated communities.

Parents and Friends of Lesbians and Gays (PFLAG), with groups in Port Macquarie, Coffs Harbour and Bellinger, are supported by the branch as a key point for community engagement.



Staff from Mid North Coast Outreach Service



Staff from Mid North Coast Outreach Service

WESTERN SYDNEY BRANCH

Programs and services in the West have continued to grow and diversify, with the addition of new programs such as the Positive Employment Service, and a home-based respite and step-down care service.

A series of information seminars were held to keep community members and service providers informed and to provide opportunities to discuss the findings from several social research reports. The seminars covered a range of topics, including epidemiology, transgender issues and lesbian health.

The Education Team continues to offer high quality social and support groups across the Western Sydney region, with services operating from Liverpool, Parramatta and Penrith. Fun and Festive West was adapted to become a mixed gender group similar to the program run by ACON Mid North Coast.

Gay men's groups continue to operate in Liverpool and Penrith, with the Liverpool group entering their first Mardi Gras float this year. Group members were responsible for the concept/design and also formed their own working party, which took responsibility for fundraising for materials.

The Miss Western Sydney pageant has now become a tradition, with eight contestants from various suburbs competing this year. More than \$2000 was raised, which was used to fund 50 food hampers for positive people within Western Sydney and the Blue Mountains.

The Positive Branch held at Glengariff House in Parramatta, was a huge success, and we are planning to make it an annual event. The Positive Agenda calendar was also popular and will in future be produced in tandem with the social activity calendar from the Liverpool and Penrith groups.

There have been a number of collaborative projects initiated over the past year, including the production of a pocket sized resource directory for gay men in the region, in collaboration with Wentworth Area Health Service, South Western Sydney Area Health Service and Western Sydney Area Health Service. These services have come together to form the Greater Western Sydney Gay/Men's Education team, which also ran a quidproquo campaign in April 2003. The campaign included a brochure and presentations to services, organisations and social/support groups in the Greater West.

There continues to be a high demand on our care and support services, which are made more difficult by the distances to be covered in the region. Fifteen new carers have been trained in the last 12 months, and a new NSW Carers' Committee has been elected. Housing continues to be the most common and pressing need in the West.

In July, our office was damaged by a fire in an adjoining office, which forced us to relocate the education staff to Sydney, and the care & support staff to Lethbridge within the Wentworth Area Health Service. We are incredibly grateful to Wentworth Area Health Service, South Western Sydney Area Health Service and Western Sydney Area Health Service, and the other service providers and community-based organisations which offered assistance during this difficult time. Trying for a moment to look on the bright side of this tragedy it has provided us with an opportunity to reconsider how best to provide services so that they meet the needs of people throughout Greater Western Sydney.

Western Sydney staff



NORTHERN RIVERS BRANCH

NORTHERN RIVERS BRANCH

ACON Northern Rivers covers an area spanning 23,000 square kilometres, from the Tweed Valley to south of Grafton. The region is recognised as having the largest number of people living with HIV/AIDS outside of the Sydney metropolitan area.

1999-2000 saw the branch involved in a number of well-publicised activities. Two of these were the very successful launches of "Who Do I Tell?", and the Anti-Homophobia Campaign. Both programs attracted local press coverage and were well attended by the general community.

Our long established working relationships and partnerships with service providers allow us to provide a broad range of services, thus ensuring survivors, and their families and carers, can continue to be heard in the broader community.

We have endeavoured to provide services that reflect the changing needs of people living with HIV/AIDS, an example being our "looking to the future" program. This program has been running successfully for two years and provides training for HIV-positive people wishing to return to the workforce. The demand for and success of this program guarantees that it will be an ongoing initiative.

The Gay Men's Health Clinic is very popular year after year. Our health clinics continue to be one of our most requested programs. Throughout the year, we implemented and evaluated a number of health promotion, peer education and community development programs and strategies for HIV positive and negative gay men. These included skills based stigma & therapy workshops, community development activities and the strengthening of links with local groups such as PHAG, Tropical Fruits and the Northern Rivers Lesbian & Gay Inter-agency.

Our Care and Support Service continues to provide services that reflect the changing needs of the community. ACON's working in collaboration with other service providers to ensure that relevant programs and services are delivered. An example of this was the two day workshop "Overcoming fears", designed by ACON Northern Rivers, for Aboriginal, Asian and Community Care (HACC) workers. This workshop was conducted in collaboration with Aboriginal Sexual Health, Aboriginal Health Services Grafton and Regional HACC.

We continue to concentrate our relationship with Aboriginal services in the area. We remain on relevant committees and continue to liaise with relevant government agencies. In 1998-99, we were successful in obtaining funding that allowed us to recruit a part-time Aboriginal and Torres Strait Islander Worker. This worker has produced a draft strategic directions document, which will be further developed in 2000-01.

The Tweed Valley Project continues to provide much-needed outreach and educational support. The project maintains its collaborative approach to service provision with the Murwillumbah Community Area Team Workers.

As a secondary outlet, our Teenage & Spring Exchange Program remains very much in demand. We have continued to experience a significant increase in demand for this service, along with providing appropriate orientation, assessment and referral.

The AIDS Detection and HIV Complex Needle Case Management Project was completed at the end of the year. This has been a successful joint project involving ACON, Northern Rivers, South Eastern Sydney Area Health Service, and the Northern Rivers Area Health Service. The model will be trialed and then implemented statewide.

The contribution of volunteers remains a vital and important part of our service delivery. Their continued support and dedication is the cornerstone of our success.

Anti-homophobia launch



THE SEX WORKERS OUTREACH PROJECT (SWOP)

SWOP provides information, education and support services to sex workers at over 750 brothels, parlours and escort agencies, including 150 employing people from non-English speaking backgrounds.

Hundreds of "private" workers visit SWOP and receive mail outs. In total, 3,850 individuals visited SWOP's office, and 5,000 telephone calls were taken by our receptionists, an increase of 25% in recorded activity over the previous year. 245 counselling sessions were conducted at SWOP, along with 400 telephone counselling sessions.

Outreach sessions were conducted at the rate of 26 per month across Sydney, plus weekly to regional centres and high need street work areas, such as Kings Cross and Canterbury Rd. Area outreach and training sessions for service providers were conducted in all regional areas, while visits to suburban transgender workers doubled this year. In total, SWOP conducted over 300 outreach sessions this year.

A staggering 3,400,000 condoms were bought or picked up from SWOP.

SWOP moved to larger, brighter premises at Reuterz, and services were expanded when SWOP/ACON in Newcastle and Wollongong opened weekly sexual health clinics. We took our services even further when we launched the SWOP and SILK resources and website, bringing together the funding bodies and community.

In the area of legal and social reform, SWOP was there when South Sydney Council reviewed their Sex Industry Policy, and whenever communities focused on sex industry issues, such as at Parramatta, Port Kembla and East Sydney. ACON and SWOP co-authored a briefing paper on legislative reform titles. Unithred Business, the Sex Industry Advisory Council (SIA) was formed to inform educate and lobby on issues hosted by SWOP.

Continuing to lead the way in advocacy for sex workers' and clients, SWOP conducted WorkCover training in 15 locations. Some 300 have now implemented WorkCover guidelines and workers' compensation insurance.

A range of new resources were developed and distributed, dealing with issues from sexual assault and self-defence, through tips for clients, to a legal guide. Resources for NSW sex workers

include "Sex, Tax, the facts" in Chinese, and "What to do if a condom breaks" and "New Worker's guide" in Thai and Chinese.

'WorkCover's Guidelines for Brothels' were developed in English, Thai, Chinese and Korean and a video, 'Getting on top of Health and Safety in the Sex Industry' as a comic from the WorkCover project.

"Sistergirls" was extended to become a one year indigenous anti-isolation sex worker project. The "Sensible Buzzing" project promoted safer drug and alcohol use for show queens and their fans, producing a series of much collected posters, Avant Care postcards, and drag performances, which launched Ms Sensible Buzzing 2003. The Sex Work and Massage project was on hold, but recommenced July 2003.

SWOP was invited to a range of conferences, including: "Mitternachts, Magnetic Islands, Social Change and Education", University of Sydney; International Occupational Health and Safety, Hong Kong; Gay Educators/H.A.B.D., AICD; Statewide NSW Workers' Sexual Health Nurses; and the Asia-Pacific HIV/AIDS and Scarlet Alliance Conferences, Kuala Lumpur.

Partnerships remain vitally important to SWOP in all areas of our work, including outreach, resource development, research, project planning and implementation, clinical work, international exchanges and joint training programs.

We participated in regular inter-agency meetings, including the Sexual Health Workers' meetings, Sex Industry Educator Committee (Newcastle), Sex Workers' Network (Darlinghurst), the Hepatitis C Inter-agency, and Kings Cross Community Drug Action team.

SWOP joined forces with Croclet, Head, Women's Space, and Rouge Laces to provide night outreach in Kings Cross. Police Sex Worker Liaison Officers were trained in Bankstown, Kings Cross, Newcastle, Wollongong and Dharawal. Also, the AICD provided staff for well attended CST Forums, which left us a monitoring tool should tax evaded



EVENTS & FUNDRAISING

EVENTS & FUNDRAISING

The Events & Fundraising Team is responsible for staging major events and for generating income to supplement government funding and to enable us to provide financial support to smaller community-based organisations that find it difficult to attract funding.

Some of our major events in 1999-2000 were the Candlelight Memorial, Red Ribbon Appeal and the Hane in Hand dance party. The majority of our funds raised come from ticket sales and Hane in Hand ticket sales.

From the funds raised at Hane in Hand, ACON was distributed to other community-based organisations, many of which are reliant on these disbursements for their survival. This year grants were made to: Bobby Brumsmith Foundation (BBF), Black, White and Pink; Chaps Outback; the Lesbian & Gay Anti Violence Project, the Turnheath Club, Our Pathways Inc., Pets are Wonderful Support (PAWS), Strategic Element's Music Festival, Sydney Gay & Lesbian March AIDS Medical Unit; South Sydney Youth Services, and the Western Suburbs Haven. ACON also set aside \$2000 to ensure that community media and resources are distributed to rural and regional centres at no cost to local organisations.

The disbursement process also allows ACON to identify projects which do not qualify for grants but which we can financially assist. In the coming year, we will be working with PWA/HIV (NSW) Inc to develop a series of fact sheets on complementary therapies as a result of this process.

We hold regular events throughout the year often in partnership with other organisations or community businesses. This year they included the Rec Party at the Statewall Hotel in Surry Hills, the joint ACON/APL launch of William Yan's *Sadness* at the Art Gallery of NSW, the Big Balloons Street Party, the American Alliance at the Opera House, Easter Sunday at the Imperial Hotel and the Orgy of Drag fund-raiser at the Stone Wall Hotel as part of Stonewall Week.

Jimmy Barnes, Paul Gepsis and Thelma Houston sang beautifully in Hyde Park for the Candlelight Memorial as we remembered those we have loved and lost, and celebrated their lives. This year Candlelight also gave us cause to think about changes in the epidemic and the lives of people living with HIV/AIDS.

Barbra Streisand (right)



ACON'S message was 'Listen Up! AIDS isn't Over' at the Mardi Gras Parade, where enormous ears and eyeballs made their way up Oxford Street and the outrageous Pam Ann entertained us at Fair Day Seafood dinner and dozens of drag queens kicked up their heels at the 'Orgy of Drag' and nearly 100 people performed in five shows at our annual Hane in Hand party.

ACON's events are made possible only by the incredible energy and commitment of the hundreds of people who volunteer to pack, perform, marshal, paint, sell, set up, run and clean up at our events. The support of these wonderful people is very much appreciated by everyone at ACON and we aim to make the experience of volunteering safe, rewarding and fun. Sadly volunteer numbers out on the streets for our Annual Red Ribbon appeal in the first week of December have declined.

Every Tuesday night for the last 12 months, ACON has received the proceeds from 'Bingo' at the Imperial Hotel hosted by the amazing Mitzie Macintosh. Nationwide Realty Corporate have recently come on board as the major 'Bingo' sponsor, and we have continued to attract great prizes each week.

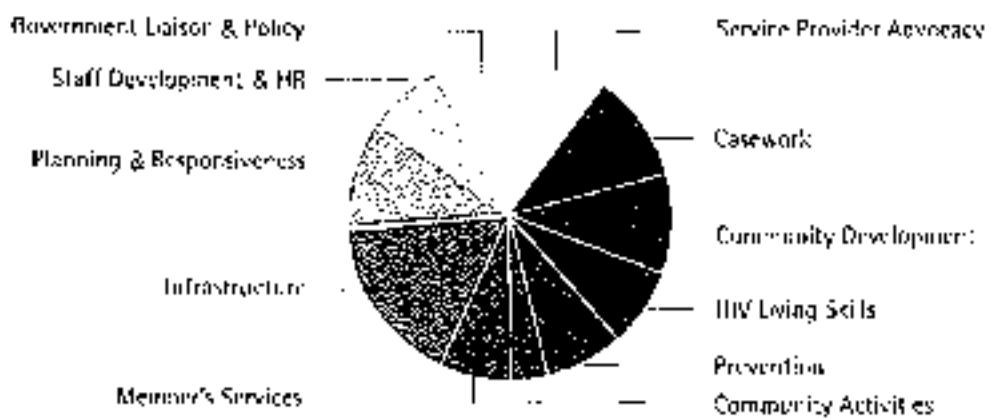
OWI, Sydney Gay & Lesbian March Day and other theatrical and production companies have maintained their support for ACON. Sponsorship has grown in the last year, and we have been particularly successful in attracting increased support for Hane in Hand.

In the new year, the Events and Fundraising Team will be joining with Information and Membership Services to form a new Promotions Unit. By bringing together both large and smaller events production, other forms of fundraising, resource distribution, membership services, public relations and advertising into one unit, we can strengthen these activities.

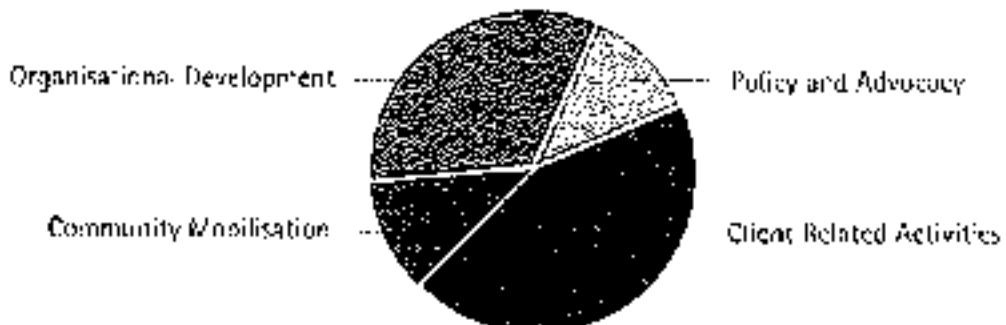
Red Ribbon volunteers

EXPENDITURE

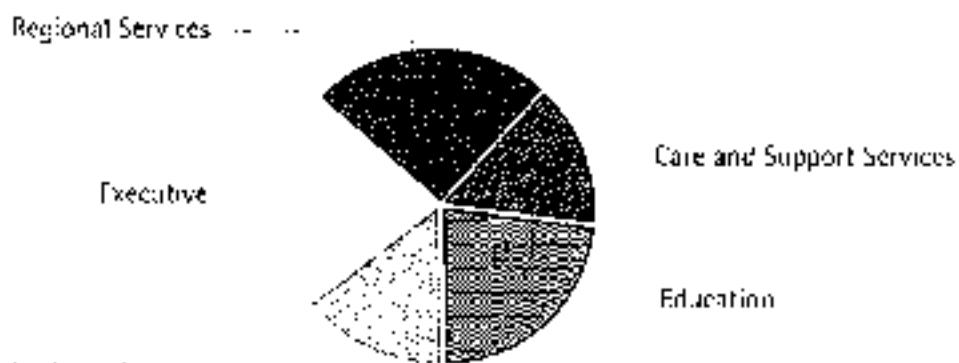
SUB PROGRAM AREA



PROGRAM AREAS



DIVISION



Treasurer's Report

For the year ended 30 June 2000

TREASURER'S REPORT

A year ago ACON reported a planned but substantial operating deficit for the 1999-2000 financial year, a deficit which had reduced our reserves to a minimal level. At that time and throughout the 1999-2000 financial year it has been the Board's and management's goal to build up ACON's reserves by producing a modest surplus.

We set ourselves the goal of producing an operating surplus of \$170,000 and after abnormally reduced costs of \$273,824, compared to the previous year, this was a turnover deficit of \$599,995.

ACON receives the great majority of our income from government clients. The turnaround in ACON's financial performance last year did not come from increase in income, although a number of one off grants were received. The marginal financial position had to come from a continuous and detailed scrutiny of every area of expenditure and maintaining tight control of cashflow.

That such a turnaround has been achieved in this way is a credit to management and to the improved systems put in place by ACON's Finance Manager. Tight spending controls, of course, meant some frustration for managers and staff who would like to roll out our programs faster and further. We could not, however, have survived another year without that level of control and the Board wishes to acknowledge the effort staff and management were, to this last year to control spending, to ensure that every dollar was accounted for and to avert the frustration and concern that sometimes flowed from that process.

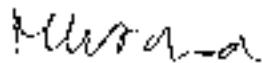
This of course all happened while we prepared for both the Year 2000 bug and the, as it turned out, far more demanding implementation of the new tax system. The result of the two is a far more robust systems platform for our financial administration.

ACON now has accumulated funds of \$213,55 which is enough to meet, leave aside other provisions and to ensure implementable cash flow ease over the long term capital requirements of the organisation to meet our obligations of 1999, which puts us in a good position to face the uncertainties and opportunities the future holds.

The strategic challenge for ACON's financial management is still far from over. In the coming financial year we must absorb the impact of the new tax system and an increase in the superannuation guarantee charge, as well as plan for the negative impact of a cap on the fringe benefit tax exemption currently granted to public benevolent institutions which will be implemented in April 2001. These changes will make it harder to reward our staff with the current budget.

Also during the coming financial year, the ACON Board has committed itself to build on the platform established by the good financial performance of 1999-2000. Key components of future strategy include planning, including long term property and leasing options for the head office in Sydney and for our Branches; developing a target for reserves and cashflow management; forward planning for future information technology needs; and further developing independent sources of revenue.

Financial management is rarely a high profile part of service organisations (perhaps except when things go wrong!) but is, however, absolutely crucial to our ability to deliver our services and programs to our communities and clients. This last year is a great example of that. I would like to thank the management and staff of ACON, especially in the very, very small finance team.



Margaret Hansford
Treasurer

Finance

Directors' Statement

The Board of the AIDS Council of New South Wales Incorporated submits its Report on the Association for the year ended 30 June 2000.

1. Attenders by Members of the Board who held office during the year at meetings of the Board during the year ended 30 June 2000 are as follows. Elections for the elected Board Members were held in September 1999.

	Meetings held	Meetings attended
Elected Members and Ex Officio		
Dawn Bullock	13	12
Jacinta Collins (from May 2000)	2	0
Graeme Drummond	13	10
Chris Gralton	13	11
Andrew Grulich (Secretary to September 1999; Secretary to March 2000; Vice President from April 2000)	13	10
Margaret Hardard (Secretary from October 1999)	9	8
Perry Head (to December 1999)	7	6
Barry Lee (to July 1999)	1	0
Aidan Lamey (Vice President from October 1999; President from April 2000)	9	9
Shayne Malazzo	13	10
Heather McGivern (to March 2000)	10	7
Craig Patterson (Acting President to September 1999)	4	2
Rachel Pepper (from March 2000)	4	3
David J Stone (President to March 2000; Secretary from April 2000)	13	12
Sarah Berlin (Staff Representative to January 2000)	3	2
Tony Katsarannis (Staff Representative from February 2000)	5	3
Robert Grieve (Chief Executive Officer - Ex Officio)	13	13

Appointed positive women and representatives of PLWH/A (NSW) Inc.

Paul-Auguste Comelert (from June 2000)	0	0
Jean Cummins (to September 1999)	0	0
Sue Lee Korn (to December 1999)	6	4
Ryan McGaughrin (to May 2000)	11	5
Phillip Vedenoff (to November 1999)	6	4
Riki Phillips (from December 1999 to April 2000)	4	2
Robert Rogers (from June 2000)	1	0

In addition, various representatives appointed by PLWH/A (NSW) Inc. explained under the Constitution.

The Board also appointed individuals from time to time.

Directors' statement continued

2. The principal activities of the Association during the year were the provision of health promotion, advocacy and care and support services to people living with HIV/AIDS and the communities affected by HIV/AIDS.
3. After preparing \$nil for income tax purposes for the year ended 30 June 2000, revisited in note 1(c), surpluses before a surplus of \$238,924 (\$998,999 deficit of \$321,047) compared to a revised budget surplus of \$173,526.
4. Abnormal items totaled \$14,000 (\$998,999; \$4,826) which were from gifts of works of art (\$998,999; \$55,000 and \$30,126) amortisation of the Commonwealth Street fit-out.
5. The Association is incorporated under the Associations Incorporation Act 1985 (NSW) and is restricted from declaring any dividends.
6. During the year ended 30 June 2000, there was no significant change in the state of affairs of the Association other than those referred to in the above review of financial statements.
7. There have not been any matters or circumstances that have arisen since the end of the financial period, other than those referred to in the review of financial statements, that have significantly affected or may significantly affect the operations of the Association, the results of its operations or the state of affairs of the Association in subsequent years.
8. Other than Staff Representatives and the Chief Executive Officer, no Member of the Board has received or become entitled to receive, during or since the financial year, a benefit because of a contract made by the Association with the member, a firm of which the member is a member or an entity in which the member has a substantial financial interest.
9. There are no significant environmental regulations which affect the Association's operations.
10. The Association has paid a premium of \$1,580 (\$998,999; \$1,026) to insure certain officers of the Association. The officers of the AIDS Council of New South Wales Incorporated covered by the insurance policy include the Members of the Board.

The liabilities insured include costs and expenses that may be incurred in defending claims or demands brought against officers of the Association.

11. The net surplus obtained from fundraising activities was applied to the purposes of the AIDS Council of New South Wales Incorporated as set out in Note 2 above. A portion of the net proceeds from the London Land Dance Party (\$21,000) was disbursed as small grants to community organisations who are ineligible or unlikely to receive government funding for services directly benefitting people living with HIV/AIDS.

Signed in accordance with a resolution of the Board:

Dated at Sydney, 11th twenty seventh day of September 2000

Adrian Levney
President

Margaret Mansford
Treasurer

Finance

Income & Expenditure Statement for the year ended 30 June 2000

	Notes	2000 (\$)	1999 (\$)
OPERATING SURPLUS/(DEFICIT)			
before abnormal items	2	255,824	(321,047)
ABNORMAL ITEMS			
Gift of Works of Art	2	14,000	55,000
Amortisation on fit out of Commonwealth Street offices		-	(50,124)
TOTAL ABNORMAL ITEMS		14,000	1,876
OPERATING SURPLUS/(DEFICIT)			
after abnormal items		273,824	(316,171)
RETAINED SURPLUS AT THE BEGINNING OF THE FINANCIAL YEAR		524,331	840,502
Operating Surplus/(Deficit) available for appropriation		273,824	(316,171)
RETAINED SURPLUS AT THE END OF THE FINANCIAL YEAR		798,156	524,331

The above Income and Expenditure statement should be read in conjunction with the accompanying notes.

Balance Sheet as at 30 June 2000

Balance Sheet as at 30 June 2000

	Notes	2000 (\$)	1999 (\$)
CURRENT ASSETS			
Cash	4	1,751,386	525,359
Receivables	5	366,084	412,705
Inventories	6	8,332	11,499
Other	7	43,574	36,923
TOTAL CURRENT ASSETS		1,870,357	989,785
NON-CURRENT ASSETS			
Property, Plant & Equipment	8	422,361	575,466
Other			331
TOTAL NON-CURRENT ASSETS		422,361	575,466
TOTAL ASSETS		2,292,718	1,568,170
CURRENT LIABILITIES			
Accounts Payable	9	498,863	221,824
Provisions	10	441,408	26,247
Grants in Advance	11	350,172	605,749
Borrowings	12	10,724	38,784
TOTAL CURRENT LIABILITIES		1,261,167	1,030,778
NON-CURRENT LIABILITIES			
Borrowings	13	3,396	11,692
TOTAL NON-CURRENT LIABILITIES		3,396	11,692
TOTAL LIABILITIES		1,264,563	1,042,470
MEMBERS FUNDS		798,155	524,331
MEMBERS FUNDS			
Retained Surplus at beginning of the Year		524,331	429,331
Current Year Surplus/(Deficit)		273,824	(316,171)
TOTAL MEMBERS FUNDS		798,155	524,331

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

Finance

Statement of Cashflows for the year ended 30 June 2000

	Notes	2000 (\$)	1999 (\$)
Cash flows from operating activities:			
Receipts from customers, non-government grants, bodies and individuals		1,362,672	405,778
Receipts from government:			
NSW Department of Health		5,945,000	3,283,500
NSW Department of Community Services		76,691	75,556
WorkCare New South Wales		50,179	10,300
NSW Aging & Disability Department		1,450	-
NSW Attorney General's Department		-	6,270
NSW Department for Women		-	903
Area Health Services		13,572	7,392
Legal Aid Commission of NSW, South Wales			102,741
Commonwealth Department of Health & Aged Care		25,000	-
Payments to suppliers and employees		(6,776,623)	(7,402,575)
		697,564	3820,551
Interest paid		(4,011)	(9,226)
Interest received		39,313	69,808
Net cash inflow/(outflow) from operating activities		762,386	(760,475)
Cash flows from investing activities			
Payment for plant and equipment		-	(34,940)
Net cash (outflow) from investing activities		-	(34,940)
Cash flows from financing activities			
Payments reducing lease liability		(38,438)	(40,502)
Net cash inflow/(outflow) from financing activities		(36,713)	(40,604)
Net increase/(decrease) in cash held		723,050	1,665,547
Cash at beginning of the financial year		528,358	1,383,925
Cash at end of the financial year		1,261,008	528,358

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

Notes to and forming part of the Financial Report for the year ended 30 June 2000

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This annual financial report has been prepared in accordance with Accounting Standards, other mandatory pronouncements, reporting requirements, other authoritative pronouncements of the Australian Accounting Standards Board, Current Issues Group consultations, and the requirements of the Associations Incorporation Act 1994 (NSW), the Charitable Fundraising Act 1991 (NSW), and the Capitalistic Fundraising Regulations 1992 (NSW).

It is prepared in accordance with the cash or cost convention on an entity basis except for the amounts which, as noted, are at valuation.

Unless otherwise stated, the accounting policies are consistent with those of the previous year. The comparative information is restated where appropriate to enhance comparability.

(a) GRANT REVENUE

Grant revenue received is brought to account over the life of the funded project, hence all funds committed for the financial year have been recorded as income for that year and funds not committed as grants in advance.

(b) RECEIVABLES

Trade receivables are recognised at fair amounts receivable as they are due for settlement or more than 30 days from the date of recognition.

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

(c) INVENTORIES

Inventories are represented by vitamin stock and are stated at the lower of cost or net realisable value.

(d) RECOVERABLE AMOUNT OF NON-CURRENT ASSETS

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

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

(e) REVALUATION OF NON-CURRENT ASSETS

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

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

Revaluation increments are credited directly to the asset revaluation reserve, unless they are reversed as a previous decrement charged to the profit and loss statement, in which case the increment is credited to the profit and loss statement.

Revaluation decrements are recognised as expense in the profit and loss statement, unless they are recognised as a reduction in increments previously recognised by an offset in the balance of the asset revaluation reserve in respect of that same class of assets, in which case they are debited directly to the asset revaluation reserve.

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

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

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

(f) DEPRECIATION OF PLANT & EQUIPMENT

Depreciation is calculated on a straight line basis so as to write off the net cost of each depreciable non-current asset over its expected useful life to the Association. Estimates of remaining useful lives are made on a regular basis for all assets with annual reassessments for major items.

Notes to and forming part of the Financial Report for the year ended 30 June 2000

The expected useful lives are as follows:

Plant and Equipment	5 years
Office Equipment	3-5 years
Works of art are not depreciated	

(g) LEASED PROPERTY

A lease for premises at 9-25 Commonwealth Street, Darlinghurst exists between the Association and the NSW State Government, terminating on 30 September 2004. The costs of leasedhold improvements relating to this property will be amortised over the remaining period of the lease, or the estimated useful life to the Association, whichever is shorter. Leasedhold improvements held at the reporting date are being amortised over 10 years.

(h) USED NON-CLIFFED ASSETS

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

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

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

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

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

(i) TRADE AND OTHER CREDITS

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

(j) YEAR 2000 SOFTWARE MODIFICATION COSTS

Costs relating to the modification of computer software for Year 2000 compatibility are charged as expenses as incurred.

(k) RENTS AND SERVICES BY SYSTEMS CHARGES

Costs relating to update existing systems or to design, develop and implement new systems to deal with the GST are charged as expenses as incurred, except where they result in an enhancement of future economic benefits and are recognised as an asset.

(l) EMPLOYEE BENEFITS

Wages, Salaries and Annual Leave

Liabilities for wages, salaries and annual leave are recognised, and are measured as the amount expected at the reporting date at current pay rates in respect of employees' service up to that date.

Long Service Leave

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using interest rates on national guaranteed securities with terms to maturity that match as closely as possible, the estimated cash outflows.

Superannuation

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

(m) BORROWING COSTS

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

(n) CASH

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

Notes to and forming part of the Financial Report for the Year ended 30 June 2000

Notes	2000 (\$)	1999 (\$)
--------------	------------------	------------------

2. OPERATING INCOME & EXPENDITURE

INCOME

Membership income	5,832	7,125
Grants:		
NSW Department of Health	5,959,151	6,167,618
NSW Department of Community Services	82,646	74,963
Walkover New South Wales	715,510	25,540
NSW Aging & Disability Department	1,451	-
NSW Department for Women	6,898	28,572
NSW Attorney General's Department	4,346	3,524
Commonwealth Department of Health & Aged Care	76,063	-
Area Health services	26,014	34,077
Australian Federation of AIDS Organizations	29,569	34,467
AIDS trust of Australia	74,978	8,330
Law Foundation of NSW	2,072	443
Legal Aid Commission of NSW	-	107,724
NSW Jesuit & AIDS Association	24,856	13,254
Other grants	16,378	1,362
Total grants	524,697	483,724
Interest receivable/receivable	77,392	69,339
Rent received	60,952	49,351
Sale of Merchandise	63,410	53,451
Sale of Materials	105,915	81,360
Other Income	65,284	31,014
Total Income	7,269,001	7,274,980
Gifts of Works of Art	14,636	55,000
Total Income	7,283,637	7,299,980

EXPENDITURE

Payroll and Related Expenses	4,425,411	4,419,722
Rent and Rates	217,380	219,874
Depreciation	767,107	1,144,137
Building Maintenance	257,314	262,086
Communications	239,281	245,976
Travel and Representation	277,305	343,886
Donations given	30,146	96,380
Publicity and Information	118,748	108,612
Programs and Services	403,081	504,105
Events and Activities	255,660	208,867

Notes to and forming part of the Financial Report for the year ended 30 June 2000

	Notes	2000 (\$)	1999 (\$)
Administrative costs		964,039	850,728
Cost of goods sold		69,905	46,678
Total Expenditure		1,033,944	897,397
Amortisation of Commonwealth Steel losses		-	190,127
Net Surplus/(Deficit)		773,824	(316,771)

Operating profit/(loss) is arrived at after crediting and charging the following specific items:

Charging:

Interest and bank fees	4,011	9,226
Provision for Doubtful Debts	9,186	-
Provision for Employee Entitlements	75,967	14,554

3. INCOME TAX

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

4. CURRENT ASSETS — CASH

Cash on hand	4400	3,000
Cash at bank:		
Cheque Account - Operators	105,411	137,926
Investment account	542,145	562,387
	1,251,968	698,313

Cash at bank carry interest at variable rates between 3.25% and 5.81% (1999/99.7, 5.56% and 4.65%)

Reconciliation of net cash provided by operating activities to operating surplus/(deficit):

Operating surplus/(deficit)	773,824	(316,171)
Depreciation and Amortisation	167,139	159,368
BTUs of Works of Art	(4,960)	(55,000)
Lease interest	4,911	9,226
Provision in respect of Employee Entitlements	75,967	14,554

Changes in assets and liabilities:

Decrease/(Increase) in Grants in Advance	(95,077)	(131,736)
Increase/(Decrease) in receivables	46,621	1340,953
Increase/(Decrease) in other current assets	(7,155)	(6,590)
Decrease/(Increase) in inventory	2,092	(5,371)
Decrease in other non-current assets	3,017	17,269
Increase/(Decrease) in creditors	265,009	(94,831)
Net cash outflow from operating activities	761,806	(160,475)

	Notes	2000 (\$)	1999 (\$)
5. CURRENT ASSETS — RECEIVABLES			
Accounts Receivable		97,381	12,547
Accrued Income		272,003	100,004
		369,084	122,551
6. CURRENT ASSETS — INVENTORIES			
Finished Goods (Vitamins)		8,306	11,499
		8,306	11,499
7. CURRENT ASSETS — OTHER			
Pread paid expenses		43,978	36,820
		43,978	36,820
8. NON-CURRENT ASSETS — PLANT & EQUIPMENT			
Furniture & Fixtures, at cost		1,259,484	1,259,484
less: Accumulated Depreciation		(1013,067)	(952,918)
		247,797	302,546
Office Equipment, at cost		1,037,933	1,037,933
less: Accumulated Depreciation		(960,854)	(856,002)
Net Book Value		77,079	171,841
Equipment Under Lease, at cost		71,390	71,390
less: Accumulated Depreciation		(46,775)	(34,657)
Net Book Value		25,115	36,733
Library Resources		3,653	3,653
Gift of Works of Art		69,000	55,000
less: Accumulated Depreciation		-	-
Net Book Value		72,653	58,653
Leasehold Improvements		2,494	2,494
less: Accumulated Depreciation		(1,447)	(1,058)
Net Book Value		5,047	5,635
Total PLANT & EQUIPMENT		402,381	575,466
9. CURRENT LIABILITIES — ACCOUNTS PAYABLE			
Trade Creditors		366,439	143,273
Accrued Expenses		102,424	89,525
		468,863	232,804

Notes to and forming part of the Financial Report for the year ended 30 June 2000

	Notes	2000 (\$)	1999 (\$)
10. CURRENT LIABILITIES — BORROWINGS			
Lease Liabilities - secured	10	10,724	38,784
		<u>10,724</u>	<u>38,784</u>
11. CURRENT LIABILITIES — PROVISIONS			
Employee Entitlements		441,408	365,447
		<u>441,408</u>	<u>365,447</u>
12. CURRENT LIABILITIES — GRANTS IN ADVANCE			
Grants received in advance			
NSW Department of Health		104,272	125,400
NSW Department of Community Services		67,615	72,965
WorkCover NSW South Wales		22,931	198,444
NSW Attorney General's Department		28,538	32,655
Australian Federation of AIDS Organisations		14,902	-
Area Health Services		81,371	-
Taxation Office of NSW		-	1,817
NSW Users & AIDS Association		8016	-
NSW Department for Women		6,828	-
Other grants		32,245	33,602
		<u>356,172</u>	<u>402,249</u>

13. BORROWINGS: NON-CURRENT LIABILITIES

Finance leases capitalised and included in financial statements

Future commitments:

- for more than one year	10,724	19,236
- for one to three years but not more than five years	3,563	5,287
later than five years	-	-
Minimum lease payments	14,287	51,523
less future finance charges	2,757	(6,172)
and fair value	14,130	45,351
less Current liability	10,724	(38,784)
	<u>3,306</u>	<u>11,567</u>

14. FINANCIAL INSTRUMENTS

(i) Credit Risk Exposure

The Association does not have assets of its own but only the carrying amount of any receivable for unpaid debts.

(ii) Interest Rate Risk Exposure

The Association's position in interest rate risk is recorded in interest rate for each class of financial assets and liabilities are set below.

	floating Interest Rate (\$)	Fixed Interest Maturing In:		Total (\$)
	1 year or less (\\$)	over 1-5 years (\\$)	Non- Interest bearing (\\$)	

2000

Interest Rate Risk Exposures

Financial Assets

Cash and deposits	691,746	543,145	21,665	1,351,956
Receivables	-		264,007	264,007
	684,746	542,145	281,102	1,317,957
Weighted average interest rate	4.00%	3.67%		
Interest Rate Risk				
Trade and other receivables	-		186,062	186,062
Borrowings	-	3,734	3,396	14,129
Grant's in advance	-		250,172	250,172
	10,734	3,095	530,063	653,895
Weighted average interest rate	4.56%	3.95%		
Net financial assets/(liabilities)	684,746	531,621	(1,392)	1,217,355

1999

Interest Rate Risk Exposures

Financial Assets

Cash and deposits	126,354	-	-	126,354
Receivables	-		412,705	412,705
	126,354		412,705	541,060
Weighted average interest rate	4.39%			
Interest Rate Risk				
Trade and other receivables	-		220,804	220,804
Borrowings	38,284	1.05%	-	38,284
Grant's in advance	-		105,249	105,249
	38,284	1.05%	926,063	1,073,596
Weighted average interest rate	4.50%	1.05%		
Net financial assets/(liabilities)	490,074	1.05%	(2,508)	487,566

■ Notes to and forming part of the Financial Report for the year ended 30 June 2000

Notes	2000 (\$)	1999 (\$)
Reconciliation of Net Financial Assets to Fair Value		
Net financial assets as above	734,917	202,656
Non-financial assets and liabilities:		
Properties	8,306	11,459
Property, plant & equipment	622,381	575,458
Other assets	43,379	40,140
Provisions	(241,469)	(165,461)
	793,155	524,031

(d) Net fair value of financial Assets and Liabilities

Financial assets and Liabilities comprising cash and borrowings. The net fair value of financial assets and liabilities approximates the carrying value.

15. REMUNERATION OF MEMBERS OF THE BOARD

Members of the Board serve the Association in a voluntary capacity.

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

Nil Nil

16. REMUNERATION OF AUDITORS

Remuneration for audit and review of the

Association's Financial Report

26,602 30,373

Remuneration for other accounting and

audit services

5,735

26,602 30,668

17. SEGMENTS

The principal activities of the Association during the year were the provision of health promotion, advocacy and care and support services to people living with HIV/AIDS and the communities affected by HIV/AIDS. The Association operates predominantly in one geographical area being New South Wales, Australia.

18. SHARE CAPITAL

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

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

19. ECONOMIC DEPENDENCY

The major source of funding for the Association is an annual grant from the NSW Health Department. The Association has entered into a triennia funding agreement with the Department for the period 1 July 1999 to 30 June 2002.

20. RELATED PARTIES

There were no transactions with related parties during the year ended 30 June 2000.

Notes	2000 (\$)	1999 (\$)
-------	-----------	-----------

21. CHARITABLE FUNDRAISING ACT 1991

The AIDS Council of New South Wales Incorporated was issued with an authority to fundraise by the Office of Charities on 4 April 1996.

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

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

Gross proceeds from fundraising:		
Hannan-Hann Dance Party	334,425	302,879
Red Ribbon World AIDS Day Appeal	95,355	66,106
Bingo Raffle	20,328	-
Other including Donations & Sponsorships	104,545	84,057
<u>Total gross proceeds from fundraising</u>	<u>524,633</u>	<u>453,124</u>
 less total costs of fundraising:		
I am in Basic Dance Party	224,650	175,452
Red Ribbon World AIDS Day Appeal	39,232	14,746
Bingo Raffle	1,626	-
Other	72,703	55,975
<u>Total costs of fundraising</u>	<u>344,137</u>	<u>336,134</u>
 Net surplus obtained from fundraising appeals	<u>180,526</u>	<u>126,990</u>

(b) Details of fundraising appeals conducted during the period covered by these financial statements were:

Dance Party, Red Ribbon Appeals, Raffles, Bingo, Bazaar.

(c) Comparative Ratios:

Ratio of costs to gross proceeds	69%	83%
Ratio of net surplus to gross proceeds	34%	37%
Ratio of total cost of services to total expenditure	100%	100%
Ratio of net cost of services to total income	38%	40%

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

22. CONTINGENT LIABILITIES

Bank guarantee in respect of office leases (\$27,700) and electronic funds payroll (\$126,000), as at 30 June 2000. No material losses are expected in respect of any of the above contingent liabilities.

23. TRADING ACCOUNT

Sales - Vitamins	63,410	50,491
Less Cost of Goods Sold	49,925	43,878
<u>Gross Profit</u>	<u>13,485</u>	<u>6,613</u>

	floating Interest Rate (\$)	Fixed Interest Maturing In:		Total (\$)
	1 year or less (\\$)	over 1-5 years (\\$)	Non- Interest bearing (\\$)	

2000

Interest Rate Risk Exposures

Financial Assets

Cash and deposits	691,746	543,145	21,065	1,351,956
Receivables	-		264,007	264,007
	684,746	542,145	301,102	1,337,952
Weighted average interest rate	4.00%	3.67%		
Interest Rate Risk				
Trade and other receivables	-		186,062	186,062
Borrowings	-	3,024	3,006	3,029
Grant's insurance	-		250,172	250,172
	10,124	3,006	530,063	653,193
Weighted average interest rate	4.56%	3.96%		
Net financial assets/(liabilities)	684,746	531,621	(3,393)	1,217,954

1999

Interest Rate Risk Exposures

Financial Assets

Cash and deposits	126,354		-	126,354
Receivables	-		412,705	412,705
	326,354		412,705	739,059
Weighted average interest rate	4.39%			
Interest Rate Risk				
Trade and other receivables	-		220,804	220,804
Borrowings	38,284	11,067	-	49,351
Grant's insurance	-		105,249	105,249
	38,284	11,067	926,053	1,075,396
Weighted average interest rate	4.57%	3.99%		
Net financial assets/(liabilities)	490,074	11,051	(1,518)	488,506

Independent Audit Report to the Members of the Board of the AIDS Council of New South Wales Inc.

Scope

We have audited the financial statements of the AIDS Council of New South Wales Inc. (ACON) for the financial year ended 30 June 2000 as set out on pages 23 to 24. The Members of the Board of ACON are responsible for the financial statements. We have conducted an independent audit of the financial statements in order to express an opinion on them to the Members of the Board.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements in Australia and statutory requirements so as to present a view which is consistent with our understanding of ACON's financial position, the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

Qualification

As is common for organisations of this type, it is not practical for ACON to maintain an effective system of internal control over donations, subscriptions and other fund raising activities and their initial entry in the accounting records. Accordingly, our audit in relation to fund raising and the accounting for and the application of money received as a result of fund raising aspects was limited to amounts received.

Dual Audit Opinion

In our opinion, except for the effects of such adjustments, if any, as might have been determined to be necessary had the limitation discussed in the qualification paragraph not existed:

- (a) the financial statements present fairly in accordance with Accounting Standards and other mandatory professional reporting requirements the financial position of ACON as at 30 June 2000 and its net surplus and its cash flows for the year ended 30 June 2000;
- (b) the financial statements of ACON give a true and fair view of the financial results of continuing operations for the period of the fundraising authorities being 1 July 1999 to 30 June 2000;
- (c) the financial statements and associated records have been properly kept in accordance with the NSW Charitable Fundraising Act 1997 (the Act) and the NSW Charitable Fundraising Regulations 1997 (the Regulations) during the period of the fundraising authorities, being 1 July 1999 to 30 June 2000;
- (d) money received as a result of fund raising appeals conducted during the year ended 30 June 2000 have been adequately accounted for and agreed in accordance with the Act and the Regulations during the period of the fundraising authorities, being 1 July 1999 to 30 June 2000; and
- (e) nothing has come to our attention that causes us to believe that ACON will not be able to pay its debts as and when they fall due.



Pricewaterhouse Coopers

22 September 2000
Sydney

Peter Buchholz
Partner

APPENDICES

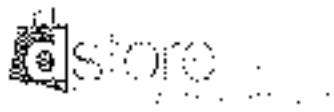
We wish to acknowledge the support of sponsors who have given generously to ACON and its projects during the year. Without you we would not be able to continue much of our work.

Major Sponsors and Donors

AIDS Trust of Australia
Ansell
Diva
dotcom.au
Euro Neisser Conjuris
Fetus
Alpha Medical
Nationwide Realty Corporation
Oracle Laser Productions
Red Bull
Sydney Gay & Lesbian Mardi Gras
The Imperial Hotel

Ansell

diva

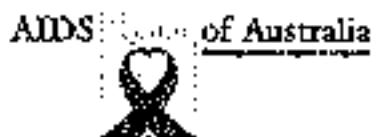


Lotus



**FOUR
*seasons***

IMPERIAL HOTEL



ACON also gratefully acknowledges the pro bono legal support of Freshfields, Sydney.

APPENDICES

APPENDICES

Sponsors

Aquarius Construction Products
Bayview Apartments
Bridge Inn
Bristol Myers Squibb
Bruce & Jack Puglisi
Cahill
Delta Optical
Dr. Leo Chui
City of Sydney Council
JKA
JCM
Drug Bag
JET Records
Futura Hotel Central
Futura Hotel Darling Harbour
Suzette
Olympos
HSS
Kefalos
House of Hayles
House of Priscilla
Ernest Hemingway
I'm On Your Side
Monroe
Gloria Patel
Ge Showery Cakes
Pen-Ropes Associates
Professional Insurance Brokers
Rimfirearm
South Sydney Council
STA Travel
Shantell Hiles
Summit Restaurant
Tastes West
Tax Club
The Sydney Star Observer
Toko-ko, Darlinghurst
Tokyo, Darlinghurst
Toko-ko, Darlinghurst

Cards are also given to the following individuals and businesses who have donated money or products or services over the last year.

Valued Supporters

Alan Chee
Amberlaw Accountants
Annie's Bar
Anthony Clegg
Backlot Fix Studios
Barry S. Co. Fletchers
Bodenite
Books up the ramp
Joan Brown
Broadway Gym
Dawn & Jon
David McLean
Debra Fox, RN

Dingles Cakes & Icets Ice Pictures
Dr. James O'Byrne
Dr. George Sullivan
Duffy Boys Darlinghurst
Fitness Reward
Fitz R.
Foxy
Global Gossips
Golds Gym, Darlinghurst
Graffiti Supermarket & Pictures
Half Design (Peter Liu)
J.C. Jonson Design
James Centurion Concrete Masons
Jimmy Taylor
John Thompson
King Street French
Leopold's Underwear Australia
Greek Island Cafe (at Salt City 2010)
Maya's Kitchen (Gloria Maguire)
Mitsubishi
New Mexico Film Commission Project
Newton Gym
OLYMP
Outback Magazine
Todd Parker (Macarthur RSC)
Pilgrim Edge
Prism Marketing
Reagents of Australia
PUDIC
Robert Primosch
Roy & Anne Narayanan
Russev's Mat奇che
Sam Krankel
SA4 Music
Smiles Pharmacy
Soil Doctor Restaurant
Sony Music
Sunset Beauty Emporium
Sunset Tanning Studio
Sunworld Tanning Salons
Spiney Oyster & Lobster (Mardi Gras)
Suzies Leather Studio
Toku-ko Newspaper
The Family and Friends of Andrew Kieser
The Family and Friends of Darren McNamee
The Family of Chay
The Hop Shop
The Spice of Life
The staff at Anna's Bar Darlinghurst
The staff at Amy's Nightclub Darlinghurst
Tinny's Bar, Darlinghurst
Tora Whistley
Ultimate Gym, Darlinghurst
Vivian Mira & Beatty
Woolworths Super Store
Woolworths Supercenters
Wayne Sherman & Associates
William Yang

Staff & Volunteers

ACCA Fun & Fitness Project Volunteers
ACTIN Volunteer Administration Team
ACTIN Volunteer Planning Team
Aileen Meighan
Aileen O'Gorman
Aileen W. Folger
Alan Desirous
Alan Dymond
Alannah
Alana Chisholm
Alain Scott
Aline Vassilatos
Alex Jackson
Alexander Ku
Aileen L. Williamson
Alyn Wade
Andrea McLaughlin
Angela Stewart
Anita Pinto
Anne Hsu
Annette Lettice
Anthony Adams
Anthony J. Hillis
Anthony McVees
Ashleigh Penn
Barrie M. Hanson
Barry Brockwell
Bevinda Munn
Belinda Barnabas
Bernadette P. Keeffe
Bev A. Taylor
Brad S. Gray
Brenda Johnson
Brent C. Alton
Bret Kelly
Brett Adamson-Saw
Brigid Attard
Brooke J. Crawford
C. Gies
Carol Jackson
Carole A. Goodland
Cath Adams
Catherine Haigler
Chris I. Bajic
Chris Lawrence
Christine Connors
Christine Faro
Colin Frangie
Craig Turek
Craig Freeman
Craig R. Yeates
Cindy A. O'Donnell
D. Green
Dale Hardy
David A. Morrison
David E. Moxley
David J. Walker
David J. Walker
David McLean
David Wilkes
Denise

APPENDICES

Jefferson J. O'Neill	Karen A. Traverso	Paul E. Fiske
Douglas M. Brumfitt	Karencha Brown	Paul G. McCall
Dee' Dicks	Kyle Leahy	Paul Williams
Jessica Cook	Kym McClelland	Paul Yocomans
Denise Johnson	L Clarke	Peter Williamson
Cline Lorraine	L Ward	Polly Purser
Elizabeth A. Zammuto	Laura Frile	R. Baker
Eric J. Bonanno	Lobby Sheridan	Richard Kotsopoulos
Infinity A. Ryan	Linde Brattin	Ralph Taylor
Fredie M. Lett	Lisa A. O'Brien	Rebekah Tandy
G. Cook	Liza O'Brien	Reva Tugli
Quale Andrew Philip	Lynette M. Cameron	Richard Budden
Geoff O'Hearn	M Bell	Richard F. Green
Geoff Stombe	M. Jewell	Richard Knight
Gerard J. Farmer	M. Trull	Richard Williams
Gen G. Price	M. Young	Robert Blackmore
Glen W. King	Madelene Pidgeon	Robert Pearson
Graham H. Norton	Maggie Maylar	Robert Rogers
Graham Saunders	Maggie McEwen	Robert W. Chow
Glen Teng-Jackson	Mari Chvala	Robert J. Macneil
Greg J. Simpson	Mary McMillan	Ron M. Hale
Greg P. Stables	Marc Barnes	Rod Luck
Hedrena Sutcliffe	Mark A. Bellinger	Rodney J. Bryant
Heen P. Slator	Mark Bayor	Ron Davis
Heen S. Zukert	Mark Hardy	Rosamary Anderson
Heena O'Connell	Mark K. Hobson	Rosemary Britton
Ian R. Gray	Mark L. Adams	Ross Bell
J. Kinn	Marilyn Cornell	Ruth deJarlak
Jacob Leoniard	Mary Anne Saunders	S. Mitchell
James H. Lewis	Melissa P. Ha	S. Richardson
Jesus T. Chatwin	Matthew Vines	Sarah Bequin
Jefferson C. Murray	Maudie Frances	Shirley L. Sheet
Jennifer Davis	Maurine Lewis	Sharon Blazier
Iow B. Karmley	Megan Nicholson	Sharyn Taetz
Iow Sublette	Marilyn King	Shirley Foster
John Bright	Michael DeGio	Sonny Williams
John C. Byrne	Michael Erree	Sophia Paras
John Dixie	Michael Guy	Stacey Mays
John Doers	Michael J. Brady	Stephanie Taylor
John Ferguson	Michael Plourde	Steve J. Whedley
John M. Cunningham	Michael Riehes	Steve Ostrow
Joseph J. Jewell	Michael S. Reid	Steve Clayton
Jesse Colenso	Michael Woodhouse	Sue Fowler
Jill M. Gibbons	Michelle Hyatt	Sue Rankin
Jill S. Arner	Michelle Loms	Susan Devaney
Jule Callaghan	Milton O'Neill	Suzette Jenkins
Jule Cassidy	Mona K. Hodewicz	Suzie M. McNamee
Jule K. K.	Murray S. Chalmers	T. Hanson
Kate H. DeVaere	N. Hoy	Less M. Zwick
Kay Howes	Neil Bagford	Tim Trott
Kenshi Abe	Henry Mather	Timothy Wong
Kenn W. Robinson	Ngaku Lu Abomuo	Tom B. Robertson
Kent A. Glynnion	Nelson Ossington	Tony Givighanous
Kerry Oates	Nik Roy	Trish Haig
Kerry J. Hall	Niki Kallenberg	Vicki Hunter
Kerry L. Warr	Noelle M. McElroy	Vicki M. Scott
Kerry S. I. Patterson	Odilia	Virginia L. Moran
Kevin D. Eaton	Oscar Yu	Warwick Ford
Kevin O'Neill	P. Holtan	Wayne Armstrong
Kevin Orr	Patricia Holton	Wayne M. Race
Kraig Lee Huynh	Patricia Synott	Wendy Parsons
Kim Hardaker	Paul A. McQueen	Xin Wang Gerardi
Kim Hepp	Paul G. Hartman	Zia Zaccuti

Working in Partnerships

Aboriginal & Torres Strait Islander Commission (ATSIC)
Aboriginal Health Centre, Galkurnia
Aboriginal Medical Service, Grafton
Aboriginal Medical Service, South Coast
Aboriginal Medical Services Corporation, Western
AIDS Council of South Australia (ACSA)
AIDS Domestic and HIV Psychiatric Team (ADHPT)
AIDS Treatment Project Australia
Aboriginal Street Clinic
All Sorts, Wollongong University
Art, Homeopathic and Access Alliance
Australian Society for HIV Medicine (ASHM)
Australian Federation of AIDS Organisations (FAAO)
Australian Taxation Office (ATO)
Avesana Medical Centre
Bankstown District Gay & Lesbian Social Network
Bankstown Workers with Youth Network
Belgrave Neighbourhood Centre
Bridge Park Sexual Health Clinic
Brisbane Mental Health Centre
Blacktown Mt Druitt Youth Service Network
Blue Mountains Family Support
Bobby Soedarmo Foundation (BSF)
Bonni Youth Accommodation
Caille Personnel
Centacare
Central Sydney Area Health Service (CSAHS)
Centeline
CHADS Outback
City of Sydney Council
Clarendon Westmead Hospital
Community of Aboriginal Lesbians (COLL)
Dyspal Lynx
Fotts Farbury Sexual Health Unit
Community Health for Adolescents in Need
IDAN
Community Options Program
Community Support Network (CSN)
Cool Creek Care Refuges
Cover Response Centres
CRC Justice Support
Crime Prevention Division, NSW Attorney General's Department
Curriculum Projects
Disaggregated Community Data

Deadly Voices
Department for Women
Department of Aboriginal Affairs
Department of Community Services
Department of Education
Department of Housing
Citizen-Age
Corrige Youth Services
Dinner Aboriginal Medical Service
Fairfield Aboriginal Youth Health Team (HYHT)
FPA Health
Gay & Lesbian Interagency, Northern Rivers
Gay & Lesbian Line of Tasmania (GLLT)
Gay & Lesbian Solidarity Choir (GSSC)
Gender Centre
Generation Youth
Genderspace Taskforce
Group of Youngish Lesbians (GOYL)
Harbour No. 1
Healthy Cities, Hawkesbury
Leppiat LST Council
Peppermint Interagency
Pines St Youth Health Centre
Polyed Parramatta Migrant Services
Home and Community Care (HACC)
Home Care Association of NSW
Hunter Centre for Health Advocacy
Hunter Bay and Broken Bay Business Association
Hunter Lesbian and Gay Interagency
Jesurun Neighbourhood Centre
Kai-ourain Inc
Kickstart Youth Program
Kirribilli Community Drug Action Team
Kirribilli Pool Centre
Koori Radio
Leichhardt Women's Health Centre
Lefeline
Liverpool Youth Service Network
Meals on Wheels Food Services
Member of the Hawkesbury Group (MHG)
Men's Line
Mid North Coast Area Health Service (MNCAHS)
Mixed Root Collective
Multicultural HIV/AIDS Service
Neighbourhood Neighbourhood Centre
Neurimba Aboriginal Council
National Centre in HIV Epidemiology & Clinical

APPENDICES

Research [ACHIEVE]	South Penrith Youth Service
National Centre on HIV Social Research (NCS-SR)	South Sydney Clinic
Nepean Sexual Health Clinic	South Sydney Youth Services
New South Wales Users and AIDS Association (NSWUAA)	South Western Sydney AIDS & Family Counselling Service
Newcastle East Health Centre	South Western Sydney Area Health Service (SWSAHS)
Newrybar Housing委員會	Southern Cross University (Outer Spurier)
NorthAIDS	St Vincent's Hospital, Adherence Support Line
Northern Rivers Area Health Service (NRAHS)	Stafford House
NSW Department of Health	Sydney Children's Hospital (SCCH)
NSW Police Service	Sydney Gay & Lesbian Community Project
Open Door Youth Refuge	Sydney Gay & Lesbian March/Gay
Options Emergency	Sydney Sexual Health Services
Our Pathways Inc (OPI)	Takabon Newsletter
Parents and Friends of Lesbian and Gays (PFLAG)	Technical and Further Education (TAFE)
Penta Craft	Technical and Further Education (TAFE), Welfare & Drug and Alcohol
Parents and Friends of Lesbian and Gays (PFLAG)	The Positive Living Centre (PLC) (NSW)
Northern Rivers	The Samaritans Foundation
Paramatta Sexual Health Clinic	The Warehouse
Paramatta Youth Service Network	Three Sisters Social Group
People Living with HIV/AIDS NSW Inc (PLWHAI)	Transfusion Related AIDS (TRAIDS)
Police Nation	Trusline
POWD/A, Blue Mountains	tree of Hope, Sunny Hills
Police Sex Worker Liaison Officers	Tropical Fruits
Positive Ambitions Safety program	University of NSW Centre for Public Health
Positive Citizens Youth Club	Victoria - AIDS Council/Gay Men's Health Centre
Positive Homosexuals	Wards AAC, Westmead Hospital
Positive Living Centre (PLC)	Wentworth Area Health Service (WAHS)
POZH EWEST	Western Area Adolescent Team (WAT)
Queensland AIDS Council (QuACC)	Western Suburbs Hawks
Queer Youth Interagency	Western Sydney Area Health Service
Rebel Forces	Western Sydney HIV & Hep C Prevention Unit
Reidmen Community Health Centre	Western Sydney Pastoral Care
Region of Youth Support Services, Gosford	Westagays
Rough Edges	What's on for Women
RVA Sexual Assault Service	Windsome Hotel
Sex Industry Education Committee, Newcastle	Wollongong University
Sex Workers Network, Darlinghurst	Women's Health
Sexual Health Clinic, Illawarra	Women's Space
Sexual Health Service, Central Coast	WorkCover NSW
Sexual Health Services, Multicultural HIV/AIDS Service	Working Women's Centre
Sexual Health Workers Interagency Meeting	Young Men's Needs Assessment
Sexual Health Service, Hunter Health	Youth Action Policy Association (YAPA)
SEHHS	Youth Interagency
South Eastern Sydney Area Health Service (SESASHS)	Youth Suicide Prevention Council Inc

Publications/ Papers/Resources

- Superannuation (Entitlements of Same Sex Couples) – Submission to Senate Select Committee on Superannuation and Financial Services.
- Apprehended Violence Brief – A Review of the Law.
- Green Paper on Powers of Attorney Discussion Paper.
- Established Business – achieving effective regulation of the NSW sex industry – Joint submission with SWOP to the NSW Brothels Taskforce.
- Sex Industry Policy – Submission to South Australia Council on Drugs draft of their policy.
- Public Health Act – Joint submission with PWHA NSW Inc.
- Anti Discrimination Act 1997 (NSW) – Response to NSW Law Reform Commission.
- Federal Magistrates Bill and the Human Rights Legislation Amendment Bills – Briefing papers.
- Why We Support Superceded Inetting facilities Position papers for ACORN and the ANCA/HIV Legal Working Party.
- Patient Information Confidentiality Code of Practice for Unique Patient identifiers – joint submission with PWHA NSW (NSW) Inc to SCSA 15.
- Barriers to access and effectiveness of anti-discrimination remedies for people living with HIV and HCV – Study commissioned by Commonwealth Attorneys-General's Department for Australian National Council on MDS and Related Diseases, June 1999.
- HIV/AIDS: a concern for Aboriginal and Torres Strait Islander People in Australia & Non-Indigenous Organisations' response – The World Indigenous Education Conference, Hawaii, August 1999 C Lawrence.
- Key Note Address – Aboriginal Male Health Conference, Ross River Northern Territory, October 1998 C Lawrence.
- Key Note Address – Second National Men's Health Conference, Alice Springs, Northern Territory C Lawrence.

- Unconscioous Men and HIV – Engaging with a Changing Epidemic – 11th International Conference on the Psycho-social Aspects of HIV Infection, Dallas July 1999 B Alan, R Hudono, P Perche, J Leonard, S Fallon
- You're not the only one – Ian and Iseem Live A3 Poster ACON Western Sydney July 1998
- Sex, Sex, the Law – Printed Resource [VHS] SWOP, July 1999.
- 8 Steps – Surviving Sexual Assault in the Sex Industry – Printed Resource SWOP, August 1999.
- 10 Hot Tips for Working Tools: Safety and Self-defence for Sex Workers – Printed Resource SWOP August 1999.
- What to do if a customer backs – Printed Resource SWOP September 1998.
- Getting on Top of Health and Safety in the Sex Industry – Video SWOP October 1999.
- New Worker's Guide – Printed Resource SWOP November 1999.
- An Analysis of the Pedagogy of Workshop-based Peer Education for Young Gay Men Report from the ACON Peer Education Review Project – ACON and the University of Western Sydney December 1999 D Velmes, G Staples, J Belen, B Alan
- Sex Industry Legal Kit (SILK) – Printed Resource SWOP December 1999.
- Informed Substitution: Managing Risk in an Edamame Pill Sheet – The Journal of Gay Men Turning AIDS JK March 2000 Issue No 24 15, 4 pp
- Services in Greater Western Sydney for gay men and other men who have sex with other – Resource Directory April 2000 ACON Western Sydney South Western Sydney AIDS Partnership NSW, Western Sydney AIDS
- Can All Roads Lead to Rome? – ACON's future in the community – Concurrent Session Gay and Positive Educators' Conference 2000 May 2000 B Alan
- Worldwide Concurrent Session Gay and Positive Educators' Conference 2000 May 2000 B Alan
- Sexual Negotiation and Risk – Concurrent Session HIV/AIDS & Related Diseases Sex Research Conference May 2000 B Alan

APPENDICES

- The Hunterline Project – Ken Gay identifying bi-homosexual active men in the Hunter area – Report May 2000. Hunter Centre for Health Advancement, ACON – Hunter, Hunter Area Health Service.
- Young Men's Health and Sexuality Project 2000-2003 – FPA Health June 2000. B. Alum, J. Jewitt, Inc Workplace.
- WorkCover Guidelines – Printed Resource SWOP June 2000.
- Tips for Clients – Printed Resource SWOP June 2000.
- Silence 1999 – ACON Campaign, October 1999.
- National Youth Campaign – Printed Resource, ACON and AFAC.
- Positive Action Campaign – Printed Resource, ACON and AFAC.
- Bar Outreach – Printed Resource, ACON and the Corporation Taskforce.
- Prior NME 2000 – Safe Place, ACON 1999.
- Give A Fuck – Printed Resources, ACON, February 2000.
- Opposites Attract – Printed Resource, ACON, March 2000.
- Wash Out Your Blood Tests – Printed Resource, June 2000.
- 10 Things to Do When Your Friends Fall In Love – Printed Resource.
- Fun and Esteem – printed postcard – Printed Resource.
- National Gay and Positive HIV Educators Conference Resources Presented PGP – New Model Educators Respond, Mark Belibergton; Mono-Secondant Relationships, David McGugan; Holistic Approach to HIV Living, Graham Norton; The Changing Future of AIDS Research, Robert Grier, ACON's burgeoning Projects, Jason Sanderson, The Sistergirl Project, Roarcha Brown, ACON's future in the Community, Brent Allen.
- Submission to the Department of Community Services – Review of Substitute Care and Supported Accommodation Assistance Program Standards, March 1999. S. Miles.
- Report On Olympic Housing Impacts – a HIV/AIDS Sector Response June 1999. S. Miles.
- Submission to the Deputy Director General of the Department of Housing – operation and policy reforms being undertaken by the Department of Housing, November 1999. S. Miles.
- Submission to the Commonwealth Department of Family and Community Services Reference Group – Welfare Reform Review Discussion Paper, November 1999. S. Miles.
- IASDP Socio Research Conference – Research and Education Collaboration, David McGuigan.
- Strategies to improve health outcomes by improving relationships between Treatment Information Officers and NSW GPs – 11th Annual Conference Australian Society for HIV Medicine, Perth, December 1999. J. Cummings, S. Harrison, B. Inder.
- Gayv Scan – National AIDS Bulletin, vol 13, No 1, 1999. B. Inder.
- Sexuality and Human Rights – Lesbian Lives – Panel Discussion, United Nations Fourth World Conference on Women (5 year review), New York, March 2000. B. Inder, Chair.
- Treatment Information Service Brochure Resource, 1999.
- Street Jingle – Foster and painted, June 2000.
- Achieving 21 Havana – Research, 1999.
- Lesbian Lives – Spokesperson at International Press Conference, United Nations Fourth World Conference on Women, New York, June 2000. B. Inder.
- Health and Workplace Safety in the NSW Sex Industry – 9th Annual Conference of the Australian and New Zealand Association of Occupational Health and Safety Educators, Hong Kong January 2000. M. Toms.

Committees/Consultations

- Ministerial Advisory Committee on AIDS Strategy, NSW (CAS)
- NSW Health Council, Models of Care Implementation Working Group
- Ministerial Advisory Committee on Privacy and Health Information
- Medically Supervised Injecting Centre Programs Advisory Committee
- St Vincent's Hospital HIV Consultative Committee
- AFAO Policy Reference Groups – Vaccines and Treatments
- Australian National Council on AIDS, Hepatitis C and Related Diseases (ANCAHRD) Legal Working Party and Indigenous Australians Sexual Health Advisory Committee
- NCOSS NGO Health Policy Forum
- HIV Interagency Forum
- South Sydney Council's Gay and Lesbian Advisory Committee
- NSW Attorney General's Gay and Lesbian Advisory Committee
- NSW Cabinet Office – Working Party on the Use of Cannabis for Medicinal Purposes
- The introduction of a Unique Patient Identifier across South Eastern Sydney Area Health Services (SESAHS) and changes to the record-keeping in hospital pharmacies
- The use of information collected through the Medical Benefits Scheme and Pharmaceutical Benefits Scheme for health consumers
- Development of the NSW Government's Carers' Framework, a key policy document responding to the health and service needs of informal carers in NSW.
- Senate Select Committee on Indigenous Health.
- National Indigenous Australians Sexual Health Strategy, Mid-Term Review
- Anti-Discrimination Board Indigenous Advisory Committee
- AFAO Education Strategies Group
- AFAO/NAPWA Education Team
- Gonorrhoea Taskforce
- PEP Working Group
- HACC/CSN CHIARR Pilot Project Steering Committee
- AFAO Policy Reference Group on antenatal testing of pregnant women
- National Centre in HIV Epidemiology and Clinical Research Oncology and Antiretroviral working groups
- Bristol-Myers Squibb Pharmaceuticals
- Treatment Officers' Network
- Complementary Therapies Working Group [PLWH/A]
- AFAO Policy Reference Committee on Women and HIV
- Sub-committee on Screening in Pregnancy, Ministerial Advisory Committee on AIDS Strategy (CAS)
- Lesbian Health Interagency Network (LHIN)

ACON
AIDS COUNCIL OF NSW INC.
9 COMMONWEALTH STREET
SURRY HILLS NSW 2010
TEL: 9206 2000
FAX: 9206 2069
acoh@acon.org.au
www.acon.org.au
ABN 84 633 810 355 CRN: 15214