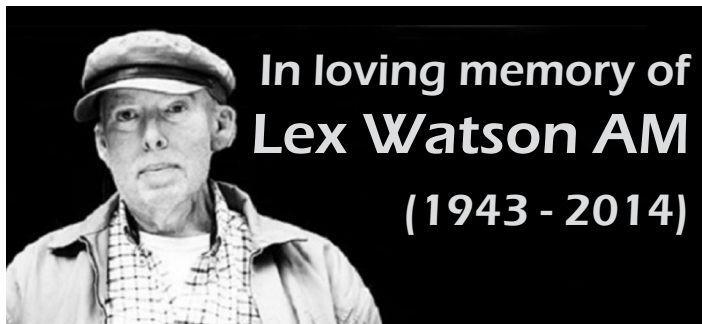




Strength in Partnerships

ACON Annual Report 2013/2014



The Board, staff, members and supporters of ACON honour the life and work of Lex Watson, one of Australia's leading HIV and LGBT rights activists, and ACON's founding President.

Lex was one of the great elders of NSW's LGBT community. In 1972, he was elected the first co-president of the Campaign Against Moral Persecution - better known as CAMP - and was responsible for the consolidation of this landmark organisation that gave birth to the LGBT rights movement in Australia.

Lex was also an active law reformer and LGBT health and welfare advocate for more than 40 years. He co-founded the Gay and Lesbian Rights Lobby in 1980, was instrumental in the formation of Sydney's AIDS Action Committee in the early 1980s and became the first president of ACON when it was established in 1985.

Lex's outstanding community service was formally recognised at NSW's 2010 Honour Awards when he was named as a Community Hero. Earlier this year he was posthumously awarded an AM as part of the Queen's Birthday Honours for significant service to the community as an advocate for gay and lesbian rights.

ACON honours the extraordinary contributions and achievements of Lex Watson and the significant difference he has made to lives of people with and affected by HIV, as well as the broader LGBT community. Lex was a dedicated and courageous pioneer whose work laid the foundations for a more authentic, caring and inclusive society, and for that he will remain forever a hero to us all.

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Message from our President and CEO



ACON President Mark Orr and ACON CEO Nicolas Parkhill



“Our principal partnership is with the NSW Government through the NSW Ministry of Health. We are extremely grateful for the support of our Minister The Hon Jillian Skinner MP and her team at the Ministry. Their vision for ending HIV and their commitment to improving the health outcomes of people in the communities which ACON serves is vital to our work, especially over the last 12 months.”

This year, the world’s biggest health conference - the 20th International AIDS Conference (AIDS 2014) - came to our backyard, creating an important opportunity to showcase Australia’s response to HIV. Many representatives from NSW’s HIV sector, including ourselves, joined 14,000 people from all corners of the globe for this massive biennial event.

As you can imagine, the breadth of content was truly remarkable, with information and inspiration shared thoughtfully and passionately.

The benefit to NSW of having the conference in Australia was considerable. The NSW HIV sector gained fresh insights for our work, we developed valuable new relationships with other HIV sector workers from Australia and overseas, and we helped improve the responses of other organisations by sharing our knowledge and experience.

AIDS 2014 was a wonderful example of the power of partnerships and the benefits that such relationships can deliver. We worked with the conference organisers, as well as a multitude of local and international organisations, to help deliver a world class forum to advance local and global efforts to treat and prevent HIV and AIDS.

Through this partnership, we were able help achieve so much more than we ever could hope through our own isolated efforts, which of course is the ultimate strength of any successful partnership.

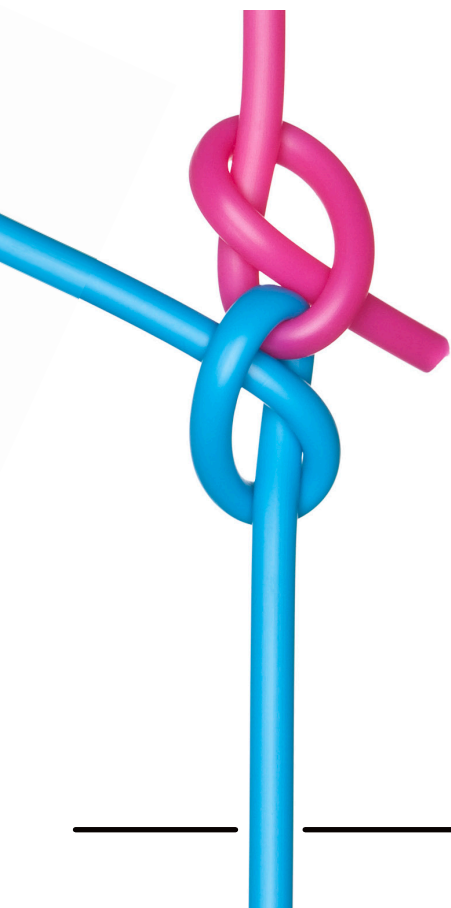
In this year’s Annual Report, we’re profiling some of the ways ACON works with people, groups and organisations to realise our mission

of ending HIV transmission in NSW and promoting the lifelong health of lesbian, gay, bisexual, transgender, intersex (LGBTI) people and people with HIV. Without their efforts and expertise, we would not be able to build the health and wellbeing of the communities we serve. We’re extremely grateful to all our partners right across the whole organisation, whether it’s in relation to health promotion, advocacy, fundraising or organisational development. A full list of our partners is included in the Acknowledgements section at the end of this report.

Our principal partnership is, of course, with the NSW Government through the NSW Ministry of Health. We are extremely grateful for the support of our Minister The Hon Jillian Skinner MP and her team at the Ministry. Their vision for ending HIV and their commitment to improving the health outcomes of people in the communities which ACON serves is vital to our work, especially over the last 12 months.

The chief focus of much of our work this year was increasing HIV testing rates among gay men, as this is the key to meeting the target of ending HIV transmission in NSW by 2020 as set out in the current *NSW HIV Strategy*.

Our *Test More* campaign - Phase 3 of our *Ending HIV* initiative - was widely promoted and we significantly increased our capacity to deliver community based rapid HIV testing by launching new testing services in Newtown, Kings Cross, Western Sydney, Newcastle and Byron Bay as well as operating temporary HIV testing services in Darlinghurst and Lismore to coincide with major LGBTI events and festivals.



This work produced some very promising early results, with data from the Ministry showing that HIV testing increased in NSW in 2013 by 6.5%, and that much of the increase occurred in Sydney's inner city areas and in Western Sydney, where we have focussed our promotions. While this is a good start, we know that testing rates need to increase by more than 70% if we're to start making any real headway. So we welcomed a decision by the Australian Government this year to allow HIV self-testing devices to be sold in Australia. The ability to do a rapid HIV test in the comfort and privacy of one's home will impact positively to increase testing rates. We're currently advocating to fast track the approval of a self-testing device for domestic manufacture and sale.

This year ACON developed 6 position papers to coincide with AIDS 2014. The position papers cover issues relating to safe sex, early treatment of HIV, undetectable viral load, Pre Exposure Prophylaxis (PrEP), and HIV testing, particularly self testing - all essential to *Ending HIV* and the *NSW HIV Strategy*. We look forward to using these documents to secure outcomes important to our work, such as expanding access to rapid testing and self testing outside of research trials, establishing new service models for HIV testing, and making PrEP widely available to gay men and other at risk populations.

Access to testing technologies, use by peer based testing services and access to PrEP all require action by the Commonwealth Department of Health and the Therapeutic Goods Administration. Without the necessary policy and regulatory action efforts by the Commonwealth to end HIV by 2020 will be stymied.

Other important advocacy tools will be a series of sub-strategies that we developed this year to complement the *ACON Strategic Plan 2013-2018* and the *ACON HIV Action Plan 2013-2018*, both of which were released last year. Called *Health Outcome Strategies*, the plans will guide our work in 3 key areas: mental health, alcohol and other drugs and smoking. The 3 plans were developed following extensive consultation with ACON's clients,

communities and stakeholders. They will guide ACON's work over the coming years to ensure our programs and services maximise the potential for people in our community to improve their health and wellbeing in relation to these issues.

We respond to these broader health issues experienced by LGBTI people because it makes an effective contribution to eliminating HIV transmission in NSW. Issues related to alcohol and other drugs, mental health, homophobic violence, domestic and family violence, ageing and homelessness all impact on a person's risk of acquiring HIV, as well as reduce the capacity of some people with HIV to maintain their health and wellbeing. The work we undertook in relation to these issues over the 2013/14 financial year continued to provide vital education and support for members of our community and we look forward to developing this work further into the future.

While we gratefully acknowledge the contribution made to our work by our external partners, none of ACON's work would be possible without our dedicated and enormously talented staff and volunteers. We thank them for their valuable contributions and their dedication to ACON and the communities we serve. Their passion and commitment will help us achieve an end to HIV and remove health inequalities experienced by LGBTI people.

Our particular thanks go to the ACON Board, a group of amazing individuals devoted to promoting the health and wellbeing of our community through good governance of the organisation.

This year they have committed their extensive skills and experience to making sure ACON is the best organisation it can possibly be, and worked closely with our very talented Senior Leadership Team: Karen Price, Alan Brotherton, Kylie Tattersall, Nicole O'Brien, Shannon Wright and Dawn Hough.

With respect to ACON's leadership, this year we mourned the passing of Lex Watson, ACON's founding President and one of Australia's leading HIV

and LGBT rights activists. Lex was a dedicated and courageous pioneer whose work laid the foundations for a more authentic, caring and inclusive society, and for that he has earned himself pride of place in the history of our community. His work helped provide inspiration and comfort to tens thousands of people living with and affected by HIV and AIDS, especially during the early years of the epidemic, and the extent to which Australia has been successful in containing the virus is testament to his vision, skill and dedication. He will remain forever a hero to us all.

Finally, this year marked a coming of age for the NSW Sex Workers Outreach Project (SWOP). After 23 years under the auspices of ACON, we assisted SWOP to transition from a project of ACON to an independent NGO. This is a significant achievement for the organisation and its supporters. We wish SWOP's staff and new Board all the best in its mission to promote the health of sex workers and look forward to working closely with the organisation in the future. This year we also assisted the Mature Age Gays (MAG) social and support group to transition to an independent organisation after being a project of ACON for many years. We wish MAG and its members all the best for the future and we look forward to partnering with over coming years

In closing we would like to pay tribute to ACON's members, from whom we take our inspiration and direction. ACON's achievements are their achievements, and we thank them for their trust and support. We hope you are as inspired as we are from what you read in this Annual Report for 2013-2014. Please join us and be a partner in our work by supporting our efforts to end HIV and improve the health and wellbeing of LGBTI people throughout NSW.

We commend the report to you.



Mark Orr, President



Nicolas Parkhill,
Chief Executive Officer

About Us



ACON staff - Big Days In 2013

Who We Are

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

Established in 1985 as the AIDS Council of NSW, our mission is to enhance the health and wellbeing of our communities by:

- Ending HIV transmission among gay and homosexually active men
- Promoting the lifelong health of LGBTI people and people with HIV

We run HIV prevention programs for gay men, the population in NSW most at risk of HIV transmission. For people with HIV, we provide a broad range of health promotion and support services. In the area of policy and advocacy, we provide advice on issues related to HIV and human rights.

Our work also addresses other health issues relevant to our communities such as:

- Sexual health
- Mental health
- Alcohol and other drug use
- Ageing
- Homophobic/transphobic violence
- Domestic and family violence
- Workplace inclusion

How We Work

ACON is a community based organisation - our work is done in our community and for our community by members of our community.

Self Determination

We believe that people and communities affected by HIV should be included and active in any local or global response. In NSW, gay men are the most affected community and so we consult widely with gay men and involve them in all relevant activities.

Peer Based Education

We believe the promotion of health enhancing information, values and behaviour is most effectively done by peers, people who share similar social backgrounds or life experiences to the target population.

Gay and Sex Positive

We support and promote a positive, life-affirming view of sexual activity in all its diversity. We recognise that a denigration of LGBTI sexual activity is strongly linked with homophobia and transphobia, and that mutually consensual sexual activity should be honoured and encouraged.

Evidence Based Responses

We maintain close collaborative ties with key HIV research centres within Australia and incorporate new evidence and research into our strategic, organisational and project planning. Evidence-based responses are essential to retaining the trust of our community, organisational partners and funders.

Our Community

ACON has a diverse constituency that comprises many different communities which, in turn, include many different sub-populations.

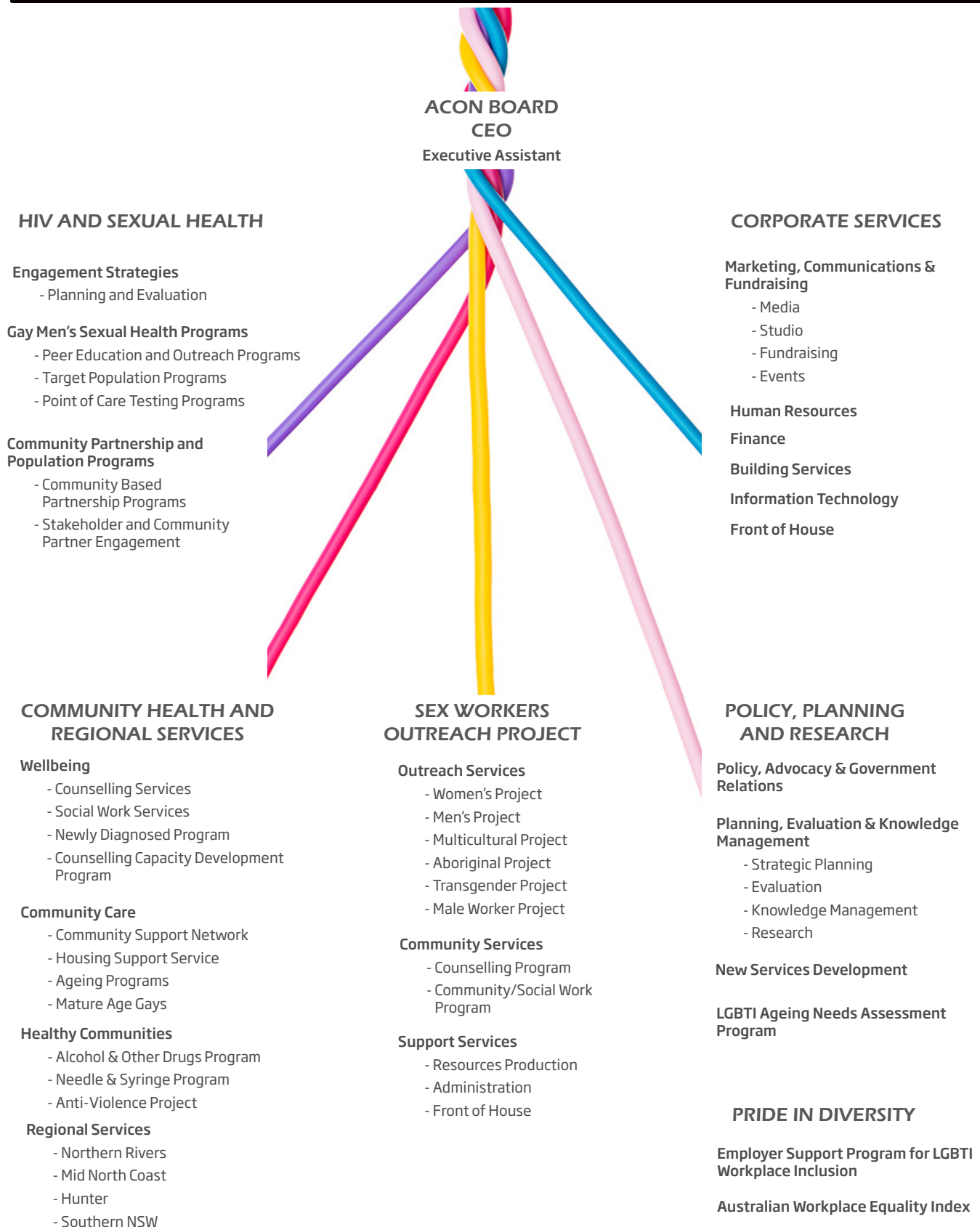
We call this constituency 'our community' and it includes:

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

ACON also has specific programs for:

- Young gay men
- Aboriginal gay men and sisters/girls
- Asian gay men
- Mature LGBTI people

Organisational Structure



Senior Management Team

Nicolas Parkhill
Chief Executive Officer

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



Karen Price
Director, HIV/Sexual Health

Karen Price has over 15 years of experience working at senior levels in the health sector. In Federal and NSW Government roles, as well as senior positions in the university and not for profit sectors, Karen has lead and managed significant health policy and program areas including HIV, mental health, ageing and aged care, drug and alcohol and anti-doping in sport. Across her career to date, Karen has emphasised the development of strategic and cross-sector partnerships, in particular, those partnerships between government and non-government sectors that result in health policy and service improvements for marginalised populations.

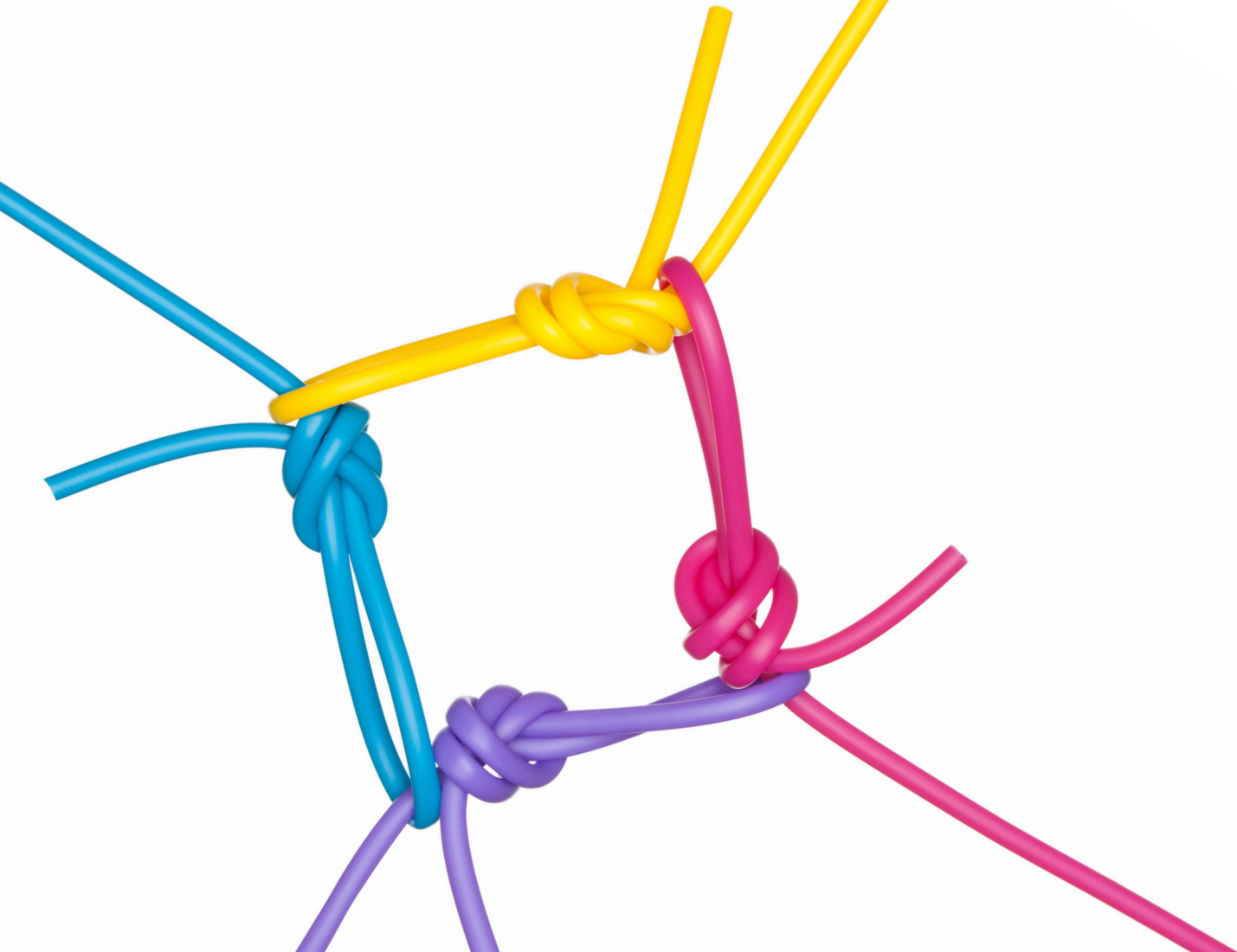
Shannon Wright
Director, Community Health
and Regional Services

Shannon has worked in both the government and private health sector for over 20 years and has a strong commitment to social justice and a passionate interest in LGBTI issues. Shannon worked as ACON's Southern Region Manager for 18 months prior to taking on the role of Regional Services Manager in 2009 and then Director, Regional Services in 2011. Shannon also has a background in policy and advocacy with a focus on ageing as well as alcohol and other drugs.

Kylie Tattersall
Executive Director, SWOP

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





Alan Brotherton
Director, Policy, Strategy
and Research

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

Dawn Hough
Director, Pride In Diversity

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

Nicole O'Brien
Director, Corporate Services

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



Key Statistics

06 operational sites
(1 in Sydney and 5 in regional NSW)

482,000
units of sterile injecting
equipment distributed

105
staff (full time equivalent
throughout the year)

2500
HIV tests performed at
ACON supported services

500
volunteers donating
20,000 hours or
\$500,000 of
volunteer services

96%
of clients
reported good
to excellent
service.

357 HIV notifications
in NSW in 2013
278 attributed to gay men

65,000
client interactions
throughout NSW

474,000
unique website visitors

400,000
condom packs assembled
and distributed

Operational Highlights



Participants in our Mardi Gras 2014 parade entry

Getting gay men to 'test more' and 'stay safe' were the focus of ACON's HIV prevention efforts during 2013/2014. Our *I'm On* campaign, the second stage of our *Ending HIV* initiative, launched in September and focused on encouraging gay men to use condoms by giving them information about risk assessment, how to use condoms, the health and social benefits of safe sex, and locations where they could get free condoms. This was followed by our *Test More* campaign which was launched during the Sydney Gay and Lesbian Mardi Gras in February. This campaign informed gay men about the importance of testing regularly for HIV and promoted the availability of rapid HIV testing services. With engaging print, digital and video platforms, both campaigns were heavily promoted at key gay venues and events as well as across community, mainstream and social media.

Making HIV testing more accessible and culturally appropriate for gay men was also a key focus. Following the successful launch in June 2013 of our a[TEST] rapid HIV testing and STI screening service in

Surry Hills, we opened two new a[TEST] services in 2013/14 - one in Newtown and another in Kings Cross. We also established new monthly services in Western Sydney, Newcastle and Byron Bay. Operated in partnership with sexual health clinicians, the NSW Ministry of Health and the Kirby Institute, these peer-led services have proved extremely popular, with all sites now functioning at capacity. We also operated three very popular temporary HIV testing services - one at Taylor Square for a week to coincide with World AIDS Day, one on Oxford St for six weeks over the Mardi Gras festival, and one in Lismore for the Tropical Fruits Festival over the New Year period.

Throughout 2013/14, we also advocated alongside other HIV organisations for new access models for HIV testing to be introduced in NSW, and this resulted in the Federal Government finally amending regulation to allow HIV self-testing devices to be sold in Australia. We're currently working with our partners to help fast track the approval of a self-testing device. Understanding that some people

are importing unregistered HIV self-testing devices from overseas, we made representations alongside our partners to the Therapeutic Goods Administration – with the assistance of our pro bono legal advisors Herbert Smith Freehills – to allow public discussion about HIV self-testing devices.

The lifting of restrictions on the manufacture and sale of HIV self-testing devices was a key part of the Australian Government's 7th National HIV Strategy which was released in June. We contributed to the development of the strategy and welcomed other key objectives, such as a target of ending new HIV infections by 2020, and improving access to HIV medications by making them available at pharmacies rather than just at hospitals.

On the back of this work, data from the NSW Ministry of Health showed that HIV testing increased in NSW in 2013, both generally and among high risk populations, such as homosexually active men. Just over 447,000 HIV tests were performed in NSW in 2013 compared to about 420,000 in the same period in 2012 – that's 27,000 more tests or an increase of 6.5%. Much of this increase occurred in Sydney's inner city areas and in Western Sydney. The data also showed a reduction in HIV notifications in NSW during 2013, with 357 new cases diagnosed in 2013 compared with 409 in 2012, a decrease of 13%. Sex between men accounted for 278 of these cases compared with 330 in 2012, a decrease of 16%. Significant decreases were recorded among people aged 30 - 39 years (31%) and 20 - 29 years (16%).

Providing care and support for people with HIV was another key part of ACON's work. Throughout the year we provided a comprehensive range of services including counselling, home-based care, housing assistance, support groups, treatments information, workshops and meals. Highlights included the



'Ending HIV' - 'I'm On' campaign on one of the many bus shelters throughout Sydney

development of *NextGen* – a new workshop designed to provide ongoing support for gay men with HIV two years on from their diagnosis – and the 30 year anniversary of our volunteer-based Community Support Network, which helps people seriously affected by HIV to live independently in their own homes.

It is widely accepted among HIV and health advocates that a range of social and environmental factors can increase a person's risk of acquiring HIV as well as reduce the capacity of some people with HIV to maintain their health and wellbeing. These factors can include issues related to alcohol and other drugs, mental health, homophobic and transphobic violence and discrimination, domestic and family violence, ageing and homelessness. To help reduce the impact of these influences on LGBTI people, ACON continued to provide a range of relevant health programs and services throughout the year.

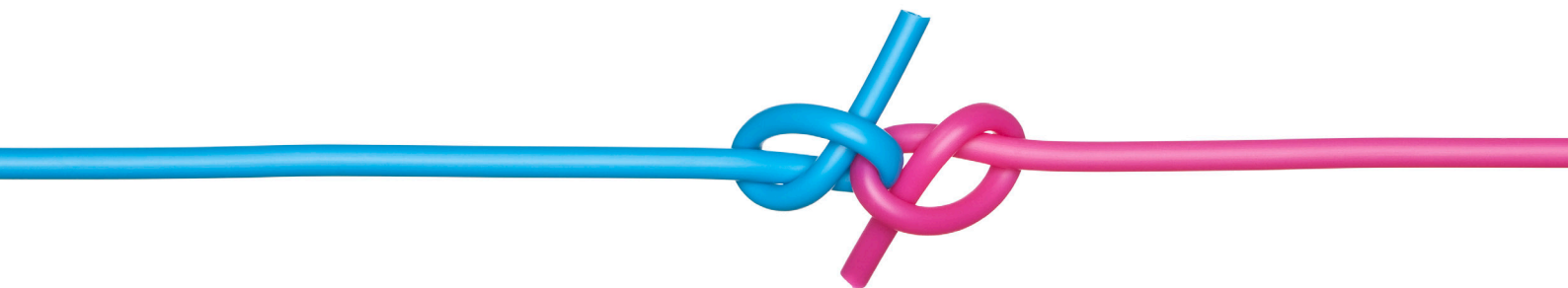
In May, we launched *The Freedom Stories*, a series of five powerful short films co-produced with the Inspire Foundation's ReachOut.com to showcase the strength and confidence of young LGBT people as a way to help other young LGBT

people struggling with their sexuality or gender identity. In March, we organised a special community fair in Taylor Square in Darlinghurst to help showcase mental health, alcohol and drug, and other wellbeing services for LGBTI people. Prior to this year's Mardi Gras festival, we collaborated with Mardi Gras and the Inner City Legal Service to develop and implement Fair Play, a new education initiative to help partygoers understand their legal rights at community events.

Throughout the year we continued providing our ground breaking LGBTI cultural awareness training for aged care providers throughout Australia. We also worked with a range of partners to fight for the expunging of historical convictions relating to consensual homosexual sex before decriminalisation in 1984 and between 1984 and 2003 when an unequal age of consent existed.

For lesbians and same-sex attracted women, we continued to deliver our Claude project, a peer-based health promotion program targeting sexually adventurous women focusing on the prevention of STIs and blood borne viruses.

During the year, we provided a range of locally relevant activities in Western



Sydney and key regional centres throughout NSW. This included supporting a variety of local community groups and organisations, as well as providing health promotion services at a range of regional festivals including the Parramatta Pride Picnic, the Tamworth Country Music Festival, the Rainbow Festival in Newcastle, Tropical Fruits in Lismore and CoastOut in Coffs Harbour. Throughout the year, we continued modifying our service delivery in the Illawarra region and southern NSW by successfully implementing an outreach model for service provision in the region.

September saw one of our major annual fundraisers, the Honour Awards, which recognise significant achievements within or contributions to NSW's LGBTI community. 27 finalists were selected from over 110 nominations received across seven categories covering the business, health, education, community, legal, political, media and cultural sectors. Eight people and organisations received awards including photographer, artist and filmmaker William Yang who received the Community Hero Award, and HIV advocate Bill Bowtell who was honoured with the ACON President's Award. Our Red Ribbon Appeal and World AIDS Day fundraising activities also delivered a good result with over \$110,000 being raised to help fund HIV-related programs and services.

Our Pride In Diversity LGBTI workplace inclusion program recognised workplace support for LGBTI people at its annual awards ceremony in May. Goldman Sachs was named Australia's most LGBTI-friendly employer for 2014. We also conducted our third Pride in Practice Workplace Conference showcasing the practice of Australia's Top 20 employers for LGBTI people along with academic addresses and insights into leading practice.

After 23 years under the auspices of ACON, we assisted the NSW Sex Workers Outreach Project (SWOP) to transition from a project of ACON to an independent NGO. Independence is a celebrated milestone for both SWOP and ACON. We wish SWOP all the best in its mission to promote the health of sex workers and we look forward to working closely with the organisation in the future. Throughout the year, SWOP delivered a range of vital HIV and sexual health-related services to sex workers.

Following the release last year of the ACON Strategic Plan 2013-2018 and the ACON HIV Action Plan 2013-2018, we developed a series of sub-strategies to guide our work in three key areas - mental health, alcohol and other drugs, and smoking.

These three Health Outcome Strategies were developed following extensive consultation with ACON's clients, communities and stakeholders, and will guide ACON's work over the

coming years to ensure our programs and services maximise the potential for people in our community to improve their health and wellbeing in relation to these issues.

Finally, we were a very active participant at the 20th International AIDS Conference which was held in Melbourne in July. ACON was a proud sponsor of many conference activities, including the MSM Global Forum Pre-Conference, the official *AIDS2014 Candlelight Vigil*, and the screening of *Transmission: The journey from AIDS to HIV* by celebrated documentary filmmaker Staffan Hildebrand. We showcased our award-winning Ending HIV initiative, promoted NSW's strategy for eliminating HIV transmission in NSW by 2020, released a range of position statements on HIV-related policies that affect our community, and our staff participated in a variety of presentations, symposiums, and panel discussions.



NSW Health Minister Jillian Skinner (centre) with NSW Health staff and representatives from NSW's HIV organisations at a special symposium about NSW's HIV Strategy at AIDS 2014.

Financial Overview

Treasurer's Report



ACON's overall financial result for the 2013/14 financial year was an operating surplus of \$212,465 after all depreciations, accruals and provisions. Total income was \$14,019,169 and total expenses were \$13,806,704.

The majority of our income was derived from a core grant from NSW Health of \$10.65 million. This money was spent on programs and services which directly reduce HIV transmission and provide care and support for people with HIV.


ACON also received grants from the NSW and Commonwealth governments to deliver other health programs for LGBTI people that address a broader range of health issues such as mental health, the use of alcohol and other drugs, homophobic domestic and family violence and ageing.

We also actively pursued income diversification throughout the year by way of philanthropy, corporate sponsorship, social ventures, membership, donations and fundraising.

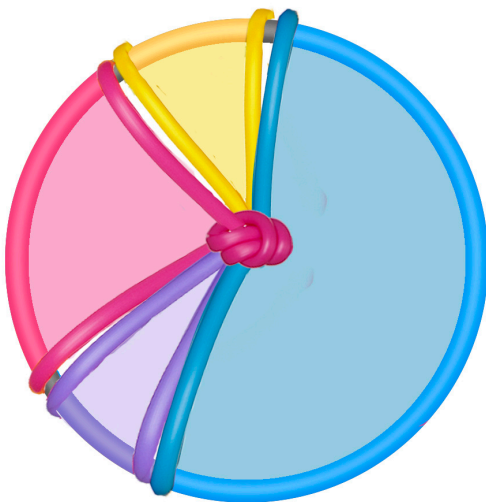
As a community-based organisation, ACON is mindful that we need to be accountable for every dollar we spend. Each year, we spend over \$11 million, or about 80% of our operating budget, on directly providing programs and services for our clients and communities. This proportion is consistent with similar-sized organisations within the NGO sector.

The biggest service delivery expense we incur is the cost of employing our staff, without whom we would not be able to deliver our programs and services. All ACON staff, apart from those involved in internal IT, HR and finance services, are directly involved in delivering programs and services to members of our community. The salaries paid to ACON staff are benchmarked against those provided by similar organisations to ensure they are in line with rates payable across the NGO sector. 58% of our 2013/14 operating budget was allocated to salaries, which is comparable to similar organisations providing similar services

The following graphs represent ACON's revenue and expenditure for the 2013/14 financial year. These graphs are calculated by line item as a percentage of total income or expenses which can be viewed in the detailed financial statements in the latter part of this report.

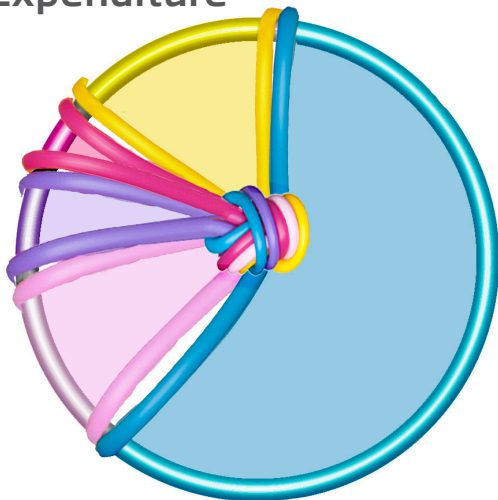

Jason Bradshaw,
Treasurer

Income



- i NSW Health Ending HIV Grant (54.5%)
- ii Fundraising & Contributions (13.2%)
- iii NSW Health Sex Workers Outreach Grant (8%)
- iv Other Government Grants (24.3%)
 - Interest received/receivable
 - Membership
 - Cost Reimbursement
 - Secondment Income
 - Rent received
 - Sale of Materials
 - Sale of Vitamins
 - Fee for service
 - NSW Users & AIDS Association

Expenditure



- i Payroll and Related Expenses (58%)
- ii Rent and Rates (11%)
- iii Administrative Costs (8%)
- iv Materials for Programs and Services (5%)
- v Other (18%)
 - Staff Training and Recruitment
 - Depreciation
 - Postage, Freight, Communications
 - Travel and Representation
 - Publicity and Promotion
 - Events & Fundraising Expenses

Unit & Project Highlights

HIV & Sexual Health

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

Community Health & Wellbeing

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

Organisational Development

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

Community Support

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

Gay Men



Volunteers in our 'sexy nurses' campaign shorts at Fair Day Mardi Gras 2014.

"What I love about working with ACON on the *ENDING HIV* project is the amazing brief that we had to begin with. The idea of ending HIV transmission is such a phenomenal statement. Working in partnership with ACON, we came up with lots of different ideas and what came out of that process was a very simple approach that was all about being incredibly bold and direct, and about creating impact. The initiative has been very successful not only in terms of educating gay men about how they can help end HIV, but it's been very well received in the fields of advertising and design, winning several prestigious awards. We're very proud of the work we do with ACON and the contribution we're making together to the health and wellbeing of gay men."

Vince Frost
CEO/Executive Creative Director, Frost* Collective

Campaigns

- We developed, produced and promoted Phases 2 and 3 of our *Ending HIV* initiative. With its core message of 'Test More + Treat Early + Stay Safe = Ending HIV', this three year project launched in February 2013 and is designed to inspire gay men to take action to help end HIV transmission in NSW by 2020.
- Launched in September, our *I'M ON* campaign focused on the 'Stay Safe' component of our *Ending HIV* equation. The campaign encouraged gay men to use condoms by giving them information about risk assessment, how to use condoms, the health and social benefits of safe sex, and locations of free condoms. This was followed by our *Test More* campaign which was launched during the Sydney Gay and Lesbian Mardi Gras in February. This campaign informed gay men about the importance of testing regularly for HIV (at least twice a year) and promoted the availability of rapid HIV testing services. With engaging print, digital and video platforms, both campaigns were heavily promoted at key gay venues and events and across print, online and social media.
- Both campaigns also made use of outdoor advertising such as street banners, street billboards and bus shelters. We also produced a 2 min video to help promote the *Test More* message featuring community identities such as Olympic champion Matthew Mitcham which generated over 25,000 views on YouTube and 190,000 views via media outlets. ACON's 2014 Mardi Gras float also had 'Test More' theme.
- Among focus groups, both campaigns had high rates of recall (up to 88%) and persuasiveness, with externally-run evaluation showing they drove very significant attitudinal shifts among gay men in relation to ending HIV.
- We also produced a range of STI education campaigns to alert gay men to rising rates of syphilis and gonorrhea, as well as an outbreak of the gut infection shigella.



(l-r) Campaign condom dump-bins, campaign material including fans and stickers, 'I'M ON' bus shelter ad, ACON Mardi Gras 2014 parade participants.

Online and Social Engagement

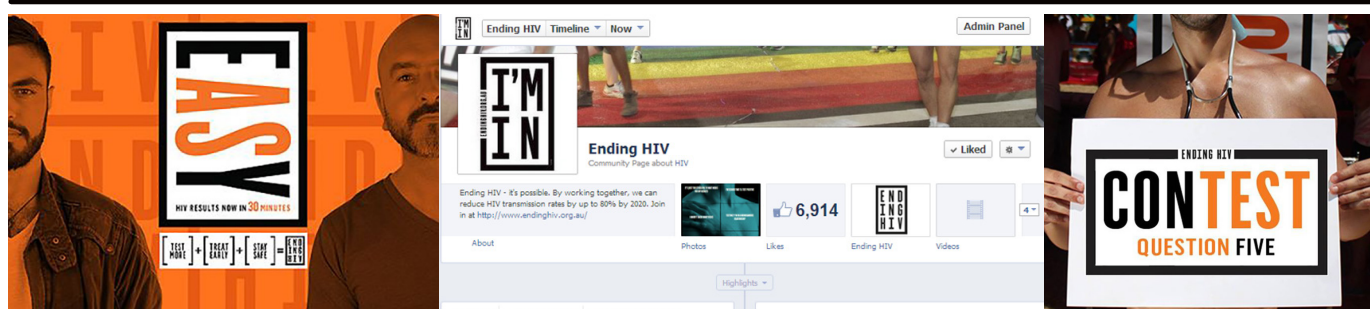
- We rolled out the new design of the *Ending HIV* website and mobile site with an enhanced user experience and tailored information for at-risk populations such as young men, sexually adventurous men, men in a relationship, HIV positive men and HIV negative men. The website received 68,000 visits and 139,000 page views, with an average of 2 minutes spent on the site per visit.
- We developed over 500 pieces of content delivered via social media daily across Facebook, Twitter and Instagram. The *Ending HIV* Facebook page reached 12,000 Facebook fans (a 65% increase in 12 months), reaching an average of 216,000 Facebook users per week during campaign periods.
- We developed 40 posts on the *Ending HIV* blog, generating more than 3,500 visits to the website and released the first two issues of the *Ending HIV* Newsroom to a list of over 1,200 subscribers.
- We also continued our partnership with Australia's premier gay web drama *The Horizon*, which depicts the life of a group of young gay men in Sydney. ACON has partnered with the production since Season 1 in 2009 by collaborating with the producers to place specific health promotion messages into the storyline related to safe sex, HIV testing, HIV treatment and HIV stigma. The series reached 22 million views globally in June, making it the #1 gay web series in the world.



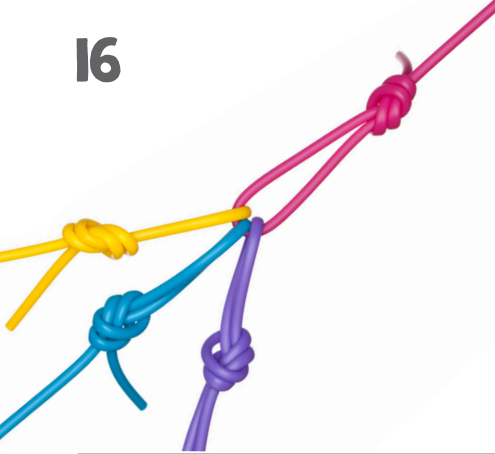
The cast of *The Horizon* at the launch of season 4.

"ACON has supported *The Horizon* web series since its inception in 2009, providing much needed production capital, spaces to audition, rehearse and shoot in, as well as information about HIV and other health-related issues for our storylines. The partnership has been very fruitful, helping us achieve over 25,000,000 YouTube views and promote the safe sex agenda to a loyal, ever-growing fan base. Our comprehensive social media feedback shows us these messages are getting through."

Boaz Stark
Writer/Producer/Director, *The Horizon*



(l-r) Ending HIV website homepage screenshot, Ending HIV Facebook page screenshot, Ending HIV online contest image.



Our Sexperts volunteers preparing for their shift at Sydney City Steam.

"We have a great partnership with ACON, across all facets of our business. A great example is the Sexperts program which essentially provides sexual health experts to be on call for our clients. Frankly without ACON a lot of our clients would probably never talk to anyone about their sexual health so having this service is really amazing for our clients and our business."

Ty Dovans
Owner/Manager, Sydney City Steam

Workshops and Resource Distribution

- We distributed over 295,000 condoms to a range of community venues and events, and we distributed over 48,000 safe sex resources, information brochures, leaflets and posters to various sex on premises venues, as well as relevant bars, clubs and clinics.
- The ACON Tradies, teams of volunteers who distribute condoms and safe sex information, attended 20 community events including a range of Mardi Gras events as well as regional events such as Tropical Fruits and CoastOut.
- We continued delivering our Sexperts program, with our volunteer educators contributing over 200 hours of service by providing information and advice to almost 230 patrons in sex on premises venues throughout Sydney. 10 new volunteers were trained.
- Over 100 participants attended eight volunteer-run workshops on subjects ranging from HIV prevention, sexual health, sex and relationships. The workshops included *Arse Class*, *Getting Together*, *Looking for Mr Right* and *Better Sex*. Our volunteer facilitators contributed close to 300 hours of service. 14 new volunteer facilitators were trained.
- We continued to engage with sexually adventurous men through our *HowHard* project, launching a new website and distributing close to 180 play packs.
- We held two sexual health workshops for trans men during Mardi Gras in February featuring Buck Angel, a high profile trans man adult film producer/performer.



(l-r) Our safe-sex Tradies, Buck Angel workshop poster, volunteers out promoting the Ending HIV campaign in clubs along Oxford Street.

Testing

- Following the successful launch in June 2013 of our a[TEST] rapid HIV testing and STI screening service in Surry Hills, we opened two new a[TEST] services in 2013/14 - one in Newtown and another in Kings Cross. These peer-led services are conducted in partnership with Sydney Sexual Health Centre, RPA Sexual Health and Kirketon Rd Centre, with support from the Kirby Institute and the NSW Ministry of Health. Five shifts are conducted each week and all services are now functioning at capacity.
- We established new rapid HIV testing services in Western Sydney, Newcastle and Byron Bay. A twice weekly trial service in Newcastle is being delivered in partnership with the Pacific Clinic and the Kirby Institute. A twice monthly pilot program in Western Sydney is being delivered in partnership with the Western Sydney Local health District and Aarows, Western Sydney's largest sex on premises venue. Our monthly service in Byron Bay is being delivered in partnership with the North Coast Local Health District.
- We operated three very popular temporary HIV testing services - one at Taylor Square for a week to coincide with World AIDS Day, one at the Tropical Fruits festival in Lismore over the New Year period and another on Oxford St for six weeks over the Mardi Gras festival.
- Across all permanent and temporary a[TEST] services, 2500 tests were performed across 220 shifts, leading to 20 new diagnoses.



(top) Sydney Sexual Health Centre staff with ACON a[TEST] peer educators (bottom) a[TEST] Oxford St pop-up.

"Sydney Sexual Health Centre has worked in partnership with ACON on a range of issues, most recently the development of the a[TEST] peer led HIV point of care testing services. This has been a very successful collaboration characterised by mutual respect, clear communication and working towards common goals. Together we have accessed a different population of men from those who attend more traditional services. There have been lots of synergies and new learnings that have made it a very rewarding experience for SSHC."

A/Prof Anna McNaulty
Director, Sydney Sexual Health Centre



(l-r) a[TEST] Oxford St pop-up interior, a[TEST] Newtown branding, NSW Health Minister Jillian Skinner and Bruce Notley Smith MP launching Taylor Square pop-up for WAD.

People With HIV



Promotional image for Genesis workshop.

"Positive Life NSW partners with ACON on many initiatives, but one of our key collaborations is the *Genesis* workshop, which we've coproduced with ACON for over 15 years. The weekend workshop is for gay men who've been diagnosed with HIV within the last two years and is designed to help them make sense of the range of issues which confront a person after they've been diagnosed. It also provides an opportunity for participants to connect with other recently diagnosed men in a safe, confidential and supportive environment. The partnership with ACON allows us to draw on the wealth of experience that ACON has in providing the knowledge, skills and networks that can improve the health and wellbeing of people with HIV, which is an essential process for many people who are newly diagnosed."

Craig Cooper
CEO, Positive Life NSW

Health Promotion

- We provided five *Genesis* workshops for gay men newly diagnosed with HIV. Produced in partnership with Positive Life NSW, workshop participants engage with issues such as HIV disclosure, treatment information and sexual risk reduction. Close to 40 people attended throughout the year.
- We piloted a follow up workshop for *Genesis* called *NextGen*, with the goal of providing ongoing support for gay men with HIV two years on from their diagnosis. We will be holding a second pilot in the coming year.
- We partnered with independent HIV support group The Institute of Many to offer a series of social events for people with HIV. These events included social outings at parks, barefoot bowls, movies and post *Genesis* workshop catch up events.
- We provided almost 100 meal based social services in the ACON café for people living with HIV. This comprised a Tuesday breakfast service and a Friday lunch service.
- We helped coordinate the first two Positive Leadership Development Institute workshops for people living with HIV. Delivered in partnership with Living Positive Victoria and the National Association of People Living with HIV and AIDS, the Positive Leadership Development Institute offer workshops run by people with HIV for people with HIV that focus on increasing resilience and leadership capacity.



(l-r) Event ads for The Social, new Genesis branding.

Support Services

- Through our volunteer-run Community Support Network (CSN), we help people with HIV to live independently in the community. Over 60 volunteers provided over 2000 occasions of practical home-based care to over 110 clients, and delivered close to 750 transport services for clients attending essential medical appointments. Client surveys indicated the majority of CSN clients were very satisfied with the services they received with 90% rating their experience as 'good' or 'excellent'. This year CSN celebrated 30 years of operation.
- Through our Housing Project, we help clients experiencing issues related to accommodation and homelessness. This year, we provided over 1,000 individual occasions of service, involving assistance with housing information, public housing advocacy and short term transitional accommodation. Due to a reconfiguration by the NSW Government of specialist housing services, 2013/2014 was the last year of operation for this project. We have worked closely with all affected clients to arrange appropriate future housing solutions. We will continue to advocate for suitable public and social housing options for affected members of our communities.
- Our counsellors provided almost 400 occasions of service to more than 65 clients who have been diagnosed with HIV for more than two years. Through our Newly Diagnosed Program, we provided counselling services to a further 40 people diagnosed with HIV within the past two years, amounting to over 230 occasions of service. We also continued to provide an on-call counselling program to support our a[TEST] rapid HIV screening service. On average, surveyed clients gave satisfaction, value and recommendation scores above 95%.
- Through our Care Coordination Service, we provide case management support for HIV-positive people with complex health needs related to mental health and/or the use of alcohol or other drugs. This year we provided over 1000 occasions of service to more than 80 clients through our partnership with Holdsworth House Medical Practice and Taylor Square Medical Practice. On average, surveyed clients gave satisfaction, value and recommendation scores above 97%.
- Through our Substance Support Service, we helped almost 30 clients with HIV to address their use of alcohol and/or other drugs.



South East Sydney Community Transport workers.

"We have enjoyed a mutual and valuable relationship with ACON for over 20 years. In 1992, Jane Rogers (who is currently manager of SESCT) did her first medical transport training with ACON as a driver. From there, SESCT made paths with ACON to assist people living with HIV. In 1999, SESCT started working on a joint initiative to provide group social bus outings for individuals living all over the metro region. It was called the Positive Living Outing, which resulted in long lasting relationships with the ACON and its clients. 2004 saw the partnership grow further, with SESCT providing all medical transport services for ACON clients, an arrangement which continues to this day. Working closely with ACON has enabled SESCT employees to be ever mindful of the issues facing people with HIV and AIDS. SESCT recognises the incredible work ACON has accomplished on behalf of its clients, and we hope to continue our relationships for many years to come."

South East Sydney Community Transport Team



SESCT workers and clients, Make Your Move AOD support group ad.



Young Gay Men



Screenshot from Tell Your Story project.

"This year the Powerhouse Museum was delighted to work in partnership with ACON to present a series of digital storytelling workshops. Over the course of six weeks, participants wrote and produced a digital story while gaining exposure to a wide range of creative media through our Thinkspace facility. ACON provided an open and relaxed environment and helped each participant develop and tell their story in an effective and engaging manner, while we contributed the Thinkspace facilities as well as guidance in production techniques. We found this collaboration a natural fit for us and hope that we can continue to work together in the future."

Robbie Mudrazija
Powerhouse Museum

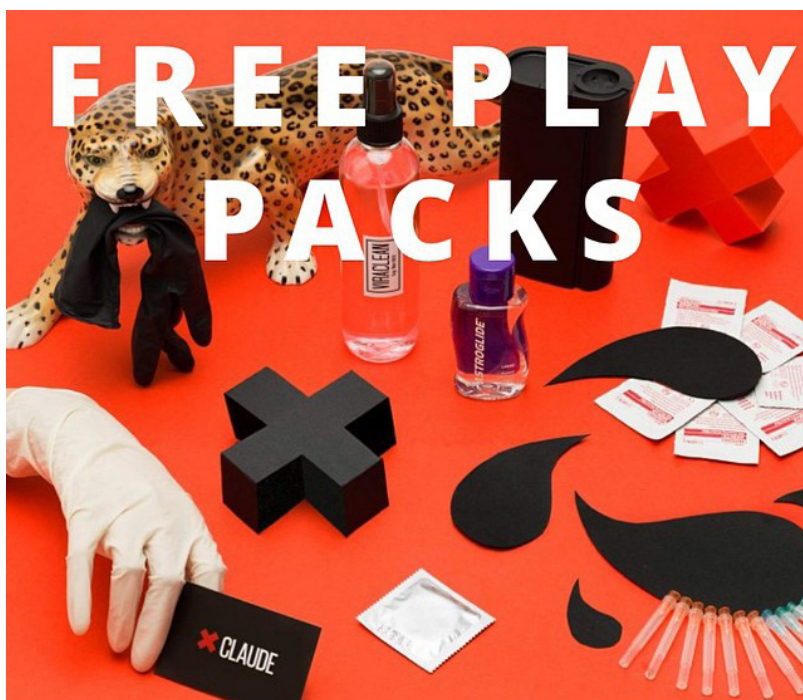
- We delivered 12 peer education programs including 7 sexual health workshops, a volunteer facilitator training course, a sexual health skills-building course for queer university students, and a digital media skills building workshop. 120 young men participated in these programs. We also developed and delivered a new workshop called *Getting it Online* in response to increasing use among young gay men of geosocial dating apps such as Grindr and Scruff.
- We delivered 2 community engagement events for the 2014 Mardi Gras youth festival: the *ProGenY* dance and performance party and a history walk around Darlinghurst. 170 young men attended these events.
- We delivered an innovative community engagement and HIV health promotion project through our *Tell Your Story* initiative. Through workshops at the Powerhouse Museum's Thinkspace, participants created a series of digital stories about the impact of HIV on the lives of themselves and their friends. The project involved young gay men at every stage of its design, development and implementation. At the AIDS 2014 conference in Melbourne in July, project workers presented a workshop to international delegates about the project and how digital storytelling methods can be used for HIV health promotion.
- We trained 15 new volunteer facilitators to help run our workshops and events throughout the year. Overall, 52 volunteers helped deliver our workshops and events by contributing over 410 hours of their time.



Getting it Online workshop ad; History Walk ad; ProGenY event ad; Tell Your Story project artwork.

Lesbians and Same Sex Attracted Women

- Through our *Claude* initiative, we provided almost 1000 individual occasions of service to women throughout NSW who were seeking information and advice about their sexual health.
- We assembled and distributed over 3000 educational resources as well as 700 safe play packs to women throughout NSW.
- We delivered four educational workshops on topics such as blood borne viruses as well as sex toys and STIs. These workshops were attended by over 90 community members.
- We provided outreach, distributed resources at and supported over 15 community events such as Coast Out, Cinekink, Perv Film Festival, Sydney Hellfire Club and Uber.
- The *Claude* website attracted almost 6000 visitors who generated over 19,000 page views with an average site visit of over 3 minutes, making the *Claude* website one of ACON's best performing sexual health websites. We also attracted over 700 followers on a range of relevant social media platforms.
- We commissioned eight artists to create work for the *Claude* website that engages visitors around topics such as sex, sexual health and desire.
- ACON staff produced *Zombie Prom*, a special fundraiser for our lesbian health work. The event, which involved teaching 150 guests to dance to Michael Jackson's *Thriller*, raised over \$2000.



Contents of Claude play pack

"Max Black works closely with ACON's *Claude* project to deliver safe sex resources and information to sexually adventurous women in our community. Max Black is much more than a retail store. Like *Claude* and ACON more broadly, we are committed to providing women with a safe, inclusive and sex positive space to explore their sexuality. The partnership work between Max Black and *Claude* means that women have access to information and resources to help them play safely, increasing a culture of safe sex and sex positivity in our community."

Bruce Duncan
Max Black



Claude promotional event at Carriageworks; still from Claude promotional video; Zombie Prom participants.

Aboriginal Gay Men and Sistergirls



Destiny Haz Arrived performing at Klub Koori 2014 Mardi Gras Edition.

"Gadigal Information Service is the media arts hub that launches creative Kooris into the space where they can perform at their best. We're the Aboriginal and Torres Strait Islander community organisation that produces Koori Radio 93.7fm / kr00.com.au, the annual Yabun Festival, Young Black & Deadly youth development project, and regular Klub Koori nights to showcase Aboriginal and Torres Strait Islander talent. Our Mardi Gras-season Klub Koori celebrates our mob's diversity including our lesbian, gay, bisexual, transgender and intersex people, and we're pleased to partner with ACON's Aboriginal Project to deliver this important event on our calendar."

Darrell Sibosado
Artist Development Manager, Gadigal Information Service

- We produced the annual Ngalawi Djardi (Sit & Yarn) Health Retreat for Aboriginal and Torres Strait Islander people living with HIV. It was held in May and was attended by 9 people. 7 formal workshop sessions were held, plus several unstructured cultural, art-making or conversational (yarning) sessions.
- We produced the First Australians float in the 2014 Mardi Gras parade which attracted almost 50 participants. This involved 4 pre-event planning and creative workshops which were well attended by many enthusiastic community members.
- We partnered with Gadigal Information Service to present Klub Koori, a post Mardi Gras parade event for LGBTI Aboriginal and Torres Strait Islander people and their friends.
- We distributed 500 safe sex packs as well as 30 copies of our *Sistergirls* DVD resource and 80 copies of our *However You Wanna See Me* booklet on cultural resilience.
- We facilitated participation of community members living with HIV in the 2014 International Indigenous Pre-Conference on HIV and AIDS in Sydney. We also hosted an Indigenous Gathering at ACON for attendees from around NSW and Australia to discuss themes and policy positions before proceeding to the Pre-Conference.
- We piloted a music project and a photography project to develop community connectedness and engage members of our community with our work.



(l-r) Ending HIV Aboriginal campaign poster, First Australians 2014 Mardi Gras Parade float, Destiny Haz Arrived with ACON Aboriginal workers at 2014 Mardi Gras Fair Day.

Asian Gay Men

- We developed and produced an HIV prevention campaign targeting Chinese-speaking gay men. Promoted in local Chinese-language print and online media as well as relevant clinics, community centres and venues, the campaign invited Chinese gay men to explore how Australia responds to HIV and to highlight local cultural norms around HIV testing, trust in doctors, and practicing safe sex. The campaign was produced in partnership with the Multicultural HIV and Hepatitis Service, Sydney Local Health District, South-Eastern Sydney Local Health District and the Centre for Social Research in Health.
- We conducted 11 peer education groups and workshops including a community forum with our sister organisation AIDS Concern Hong Kong. 210 participants attended these events.
- We partnered with the Multicultural HIV and Hepatitis Service and community volunteers to deliver a screening of *Together*, a ground breaking behind the scenes documentary looking at the HIV stigma and discrimination. This was followed by a Q&A about the experiences of Asian gay men living with HIV. 30 people attended this event.
- We presented our work with Asian gay men at the International Conference on HIV in Asia and the Pacific (ICAAP11) in Bangkok.
- We provided over 380 occasions of service to more than 100 Asian gay men.
- We supported the 2013 Mr Australasia pageant.



Detail from the Chinese Gay Men's Ending HIV campaign.

"During the past year, the Multicultural HIV and Hepatitis Service and ACON continued our long standing partnership to address HIV and improve health outcomes for culturally and linguistically diverse communities in NSW. Drawing from shared goals and shared determination, the partnership is proud to have effectively engaged key target populations through strategies such as the Chinese gay men's HIV testing campaign. We look forward to ongoing opportunities for collaboration in the years ahead."

Dr Teresa Anderson
Chief Executive, Sydney Local Health District



(l-r) Mr Australasia poster 2013; detail from the Chinese Gay Men's Ending HIV campaign; Ending HIV promotion at Love Muscle social event.

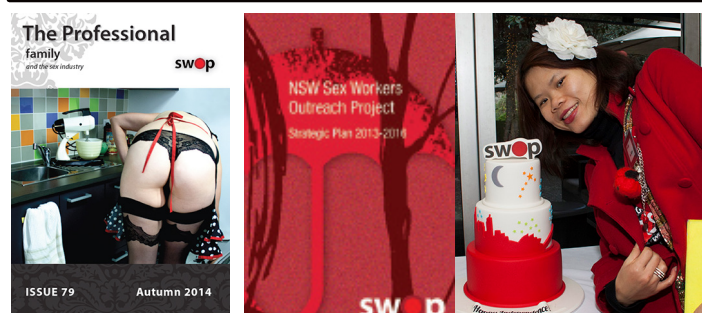
Sex Workers



SWOP's 2014 Hookers & Strippers Ball poster

"For 23 years, SWOP has worked with ACON to help improve the health and wellbeing of sex industry workers in NSW. During this time, the partnership has been strong and effective, delivering outstanding outcomes for sex workers and public health. This year, SWOP transitioned from a project of ACON to an independent NGO, a process which underscores the quality of the work that was done in partnership with ACON over the last two decades. As an autonomous entity, we look forward to continuing our partnership with ACON in relation to HIV, STI and Hepatitis C education and prevention for affected communities in NSW."

Kylie Tattersall
Chief Executive Officer,
Sex Workers Outreach Project



(l-r) The Professional cover, Strategic Plan cover, SWOP's Independence celebrations.

- We distributed over 102,000 safe sex packs, more than 7800 units of safe injecting equipment and over 18,400 units of educational literature to sex industry workers. We distributed 8800 copies of *The Professional*, SWOP's quarterly magazine for sex industry workers and management.
- We increased our service provision across the board, with notable increases in engagement with priority populations including male sex workers, Aboriginal and/or Torres Strait Islander sex workers, transgender sex workers, street-based sex workers, CALD sex workers and new workers.
- We increased our outreach services within the Greater Sydney area and regionally, with visits to Gosford, Newcastle, Wollongong, Albury, Wagga Wagga, Griffith, Dubbo, Orange, Port Macquarie, Taree, Kempsey, Coffs Harbour, Lismore, Ballina, Alstonville, Chinderah and Tweed Heads. Some of these areas were visited multiple times.
- We held two community forums, one on SWOP's transition to an independent NGO and another, in partnership with Scarlett Alliance, in relation to negative media coverage of sex work. Both forums attracted over 80 participants. We also produced 7 community engagement events throughout the year including the annual Hookers and Strippers Ball as well as stalls at the Sydney Yabun Festival, Naidoc Week Festival, and the Sydney Mardi Gras Fair Day.
- We delivered 16 peer education workshops which attracted over 160 participants. These explored various topics including sex work basics, safer sex practice and anal health.
- We released a Korean version of our *Unprotected Oral* resource. This suite of pamphlets in various languages is designed to maintain a culture of safer sex practice among sex workers and their clients.
- Our counsellor provided over 180 occasions of service to 75 sex workers.
- We attracted almost 49,000 unique visitors to the SWOP website. We also saw increased engagement across our Facebook and Twitter pages.
- We delivered training to a range of key stakeholders to increase understanding and knowledge of the NSW sex industry among service providers. This included the Sex Industry Outreach Training, a 2 day pilot training program for outreach workers delivered in partnership with sexual health workers from the Greater Sydney area.
- We made 5 policy submissions to the NSW Government: 3 in relation to HIV, STIs and HCV and 2 in relation to enabling environments.
- We completed the process of transitioning SWOP to an independent NGO after 23 years of being project of ACON.
- We launched the *SWOP Strategic Plan 2013-2016*.

- This year our counsellors provided close to 630 occasions of service to more than 105 clients. Through our regular service, we provided almost 400 occasions of service to over 65 HIV-positive clients who have been diagnosed with HIV for more than two years. Through our Newly Diagnosed Program, we provided counselling services to a further 40 people diagnosed with HIV within the past two years, amounting to over 230 occasions of service. In addition, we supported a further 22 clients at high risk with HIV prevention counselling. We also continued to provide an on-call counselling program to support our a[TEST] rapid HIV screening service. On average, surveyed clients gave satisfaction, value and recommendation scores above 95%.
- Through our Care Coordination Service, we provide case management support for people with complex health needs related to mental health and/or the use of alcohol or other drugs. This year we provided over 1000 occasions of service to more than 80 clients living with HIV, as well as 820 occasions of service to over 90 LGBTI clients presenting with mental health issues. This service is delivered through a partnership with Holdsworth House Medical Practice and Taylor Square Medical Practice. On average, surveyed clients gave satisfaction, value and recommendation scores above 97%.
- We released the *ACON Mental Health And Wellbeing Health Outcome Strategy 2013 - 2018*, a five-year plan detailing how ACON will work to reduce negative impacts on the mental health of LGBTI people and people with HIV as well as increase factors which contribute to good mental wellbeing.
- In partnership with the Inspire Foundation's youth portal ReachOut.com, we developed, produced and promoted *The Freedom Stories*, a series of five powerful short films showcasing the strength and confidence of young LGBT people. The project teamed five young filmmakers with an LGBT young person to create the films as a way to help other young LGBT people struggling with their sexuality or gender identity. The films were promoted online and through the shOUT! Film Festival.
- We provided a series of 6 grants for community events across NSW to promote LGBTI mental health during Mental Health Month in October.
- We coordinated an LGBTI community forum and a consumer focus group to provide community feedback for the development of the Mental Health Commission's NSW Mental Health Strategy.

Mental Health



Still from Freedom Stories video It Get's Boring

"The collaboration between ReachOut.com and ACON has been pivotal in reaching young Australians who are coming to terms with their sexuality. By combining ACON's expertise in LGBTIQ experience with ReachOut.com's awareness and trust among young people, we created a new way to support young people anywhere in Australia, anytime. The resource, called *The Freedom Stories*, is a collection of digital stories created and told by young people themselves. By accessing these stories on ReachOut.com, young Australians can learn from what others like them have been through. With over 40,000 LGBTIQ young people visiting ReachOut.com every month, this partnership has powerfully amplified ACON's reach and improved the help young people receive from ReachOut.com."

Kerrie Buhagiar, Shona Curvers and Doug Millen
ReachOut.com by Inspire Foundation
***The Freedom Stories* Team**



Still from Freedom Stories video; ACON mental health staff at 2014 Mardi Gras Fair Day.

Alcohol and Drugs



DJ Sandi Hotrod performing at the Thrive Wellbeing Fair

"As one of the principal funders and a community partner, East Sydney Medicare Local worked with ACON to produce the Thrive Mental Health and Wellbeing Community Fair. The fair showcased a range of local community groups and services, sporting and social groups, and professionals in the field of mental health who engage with and provide essential services and support to the LGBTI community. The fair was a great example of community partnerships working together for the benefit of the community and we enjoyed our shared working with ACON."

Robert Ford
Director for Mental Health
East Sydney Medicare Local

- Through our Needle and Syringe Program (NSP) we continued to provide sterile injecting equipment to injecting drug users in Sydney as well the Hunter and Northern Rivers regions. We also provided an outreach service to Northern Rivers clients. We delivered over 14,600 occasions of service, resulting in an estimated 445,000 occasions of safe injecting. In addition, over 480 clients received referrals to other services such as detox, rehabilitation and primary health services. On average, surveyed clients gave satisfaction, value and recommendation scores above 95%.
- Through our Substance Support Service we provided 500 occasions of service to over 70 clients seeking to address their use of alcohol and other drugs. Substance Support staff also provided LGBTI inclusivity training to St Vincent's and We Help Ourselves AOD services.
- Through our *MIND + MATTER* program, we provided support groups and intensive weekend workshops for LGBTI people wanting balance in life in relation to their drug use and general wellbeing. Over 50 people attended these activities.
- We provided 12 community events with the services of the ACON Rovers (teams of specially trained volunteers who attend events to help people experiencing problems due to alcohol and other drug use). Our volunteers provided over 500 hours of service, interacting with more than 1,750 partygoers and assisting more than 140 people. 34 new Rover volunteers were trained this year.
- We continued our *Snakes and Ladders* comorbidity education sessions to improve the capacity of AOD and mental health service providers to respond to the needs of LGBTI communities. 5 sessions were attended by over 130 participants.
- We organised Sydney's first ever Thrive Mental Health and Wellbeing Community Fair. Held in March at Taylor Square, the event was supported by 16 allied health and wellbeing services including Beyond Blue, Eastern Sydney Medicare-Local and the National LGBTI Health Alliance. The event was designed to help showcase relevant services and help community members develop support networks. The program included nutrition and fitness demonstrations.
- We released the *ACON Alcohol and Other Drugs Health Outcome Strategy 2013 - 2018* and the *ACON Smoking Health Outcome Strategy 2013 - 2018*. The two five-year plans detail how ACON will work to reduce the negative impacts of alcohol, tobacco and illicit drugs on the health and wellbeing of LGBTI people and people with HIV.



(l-r) ACON Rover poster; Thrive Wellbeing fair at Taylor Square in Sydney 2014; Mind+Matter program artwork.

- Our L.O.V.E. Project (Living Older Visibly and Engaged) project conducted a statewide consultation with older members of our communities, to identify, explore and discuss solutions to their key needs and concerns. This involved a total of 8 focus groups and 5 community/service provider forums with almost 220 participants. The issues identified helped to inform the next stage of the project, and will be used to inform a roundtable of NSW providers.
- Through the second stage of the L.O.V.E. Project we provided information and support for LGBTI people in NSW over 50 years of age. We developed a range of fact sheets covering topics such as dementia, ageing and HIV, smoking and legal tips. We also developed new partnerships and increased our network of relevant members, groups and professional contacts to over 470 through social media engagement, website activity, a monthly newsletter, and by attending relevant conferences, Medicare Local workshops and community meetings.
- We continued providing a Federal Government funded program offering LGBTI cultural awareness training for aged care providers throughout Australia. We developed a one day training package, *LGBTI Training for the Aged Care Sector*, which was delivered nationally to training providers throughout Australia. We also developed an e-learning module to accompany the face to face package. 7 training sessions were delivered throughout NSW by the end of 2013/14 with a further 55 sessions booked through until December 2014. We also completed a 2 hour training package, *LGBTI Inclusivity Training for the Disability Sector*, and delivered it to 12 locations throughout NSW.
- We provided a range of social events with a health promotion focus for older members of our community including *Afternoon Delight*, a double feature movie matinee and tea party as part of NSW Seniors Week. Delivered in partnership with NSW Seniors Week and Queer Screen, almost 400 people attended events in Sydney, Newcastle, Lismore, Albury and Wollongong.
- We continued to work in partnership with the Mature Age Gays (MAG) support group for gay and bisexual men aged over 40. This year we assisted MAG to transition from a project of ACON to an independent organisation. ACON wishes MAG and its members all the best for the future and looks forward to partnering with MAG over coming years.
- We produced a special fundraising screening of the documentary *Continental* about the life of former ACON staff member, opera singer and gay bathhouse proprietor Steve Ostrow. All proceeds went to MAG.

Ageing



Stills from the LGBTI Training for the Aged Care Sector training DVD.

"UnitingCare Ageing continues to take steps towards further development of our LGBTI strategy. The strategy aims to address the needs, expectations and the experience of LGBTI communities when accessing aged care services. One of our strategies to address this issue has been to deliver LGBTI inclusivity training to all staff and our partnership with ACON in delivering this training has been critical to the success of this program. To date we have trained over 250 staff across NSW/ACT and ACON have supported us every step of the way through co-facilitating training sessions and providing ongoing coaching to our staff. We value this partnership and look forward to our continuing relationship."

Steve Teulan
Director, UnitingCare Ageing, NSW/ACT



(l-r) Still from documentary Continental, detail from Law & Older community forum ad.

Community Safety



ACON staff and volunteers at the Fair Play initiative launch.

"The Inner City Legal Centre (ICLC) provides a specialist legal service for LGBTIQ people. Over the last twelve months we collaborated with ACON on a number of key initiatives, of particular importance being *Fair Play*, an education and support program designed to increase LGBTIQ community awareness of legal rights, partying safely and engaging with NSW Police. Over the Mardi Gras period we saw a 100% decrease in the number of complaints made about police conduct and a significant drop in drug related arrests. ACON and ICLC also work closely on issues related to LGBTIQ domestic and family violence, and improving outcomes for LGBTIQ victims of crime, including discrimination and vilification. We look forward to a continued partnership with ACON to ensure LGBTIQ people in need of legal assistance are supported across the state."

Dan Stubbs
Centre Director, Inner City Legal Centre



ACON/Oii Intersex information brochures; ACON Safe Place artwork.

- We received close to 100 reports of homophobic and domestic violence and provided around 220 occasions of service (information, support, referral) to clients who had experienced homophobic or domestic violence. 50% of reports were related to LGBTIQ domestic and family violence, representing a 35% increase on the previous year.
- We distributed over 38,500 units of educational literature relating to homophobic violence as well as family and domestic violence.
- We collaborated with Mardi Gras and the Inner City Legal Service to develop and implement the *Fair Play* initiative to help partygoers understand their legal rights at community events. *Fair Play* volunteers were on hand at Harbour Party and the Mardi Gras Party to provide information on rights and legal assistance, offer emotional support and monitor police operations. A *Fair Play* website was also developed to provide online access to Information about rights and safety.
- We added almost 200 new venues to our *Safe Place* program. The program involves participating venues demonstrating support for the LGBTIQ community through colourful *Safe Place* signage. There are now about 350 participating venues across NSW.
- We funded 9 community initiatives and supported a range of other activities across NSW that promoted the International Day Against Homophobia and Transphobia.
- We continued to promote our *This Is Oz* online social inclusion and human rights project, participating in 15 community events across NSW. The *This Is Oz* website attracted over 30,000 unique visitors and the *This Is Oz* Facebook page attracted over 9600 likes.
- We produced *Stand UP*, a community education campaign encouraging people to take a stand against domestic and family violence in LGBTIQ relationships. This included the production of a video featuring personal accounts of violence.
- We co-produced a musical theatre production about gay male domestic and family violence for the 2014 Mardi Gras Festival.
- We partnered with Organisation Intersex International (OII) to develop three new intersex information, support and awareness resources.

- We commenced a trial rapid HIV testing service at Western Sydney's largest sex on premises venue Aarows. The service, which operates twice a month, is delivered in partnership with the Western Sydney Local Health District.
- We conducted 6 events with a health promotion and community development focus, including the annual Parramatta Pride Picnic and the Parramatta Queer Short Film Festival and activities for the International Day Against Homophobia and Transphobia. These events attracted over 1000 attendees.
- We helped facilitate HIV and LGBTI support, education, sporting and social groups in Penrith, Liverpool and Parramatta.
- We continued developing partnerships with key Western Sydney organisations including the Sydney West Local Health District, Sydney South West Local Health District, the Western Suburbs Haven, Queer Out West, Western Sydney PFLAG, NSW Police Force, Parramatta Queer Forum, sexual health clinics, and the Penrith and Parramatta Councils.

Western Sydney



SOPV client.

"Aarows works closely with ACON to deliver rapid HIV screening services. Getting gay men to test more is crucial to reducing HIV transmission and we recognise that delivering testing services in community-based settings is a great way of achieving this outcome. We provide the setting and the ACON staff provide peer support. It's a great model, as it's getting more guys to test more."

Alan Denis
Owner, Aarows



Advertising for Riverside Queer Short Film Festival; Big Brother's Farmer Dave with police at Parramatta Pride Picnic 2013.

- We distributed over 72,000 safe sex packs and more than 272,000 units of safe injecting equipment to people in regional and rural areas of NSW.
- We established two new regional rapid HIV testing services – a twice weekly trial service in Newcastle delivered in partnership with the Pacific Clinic and the Kirby Institute, and a monthly service in Byron Bay delivered in partnership with the North Coast Local Health District. We also operated a temporary rapid HIV testing service at the Tropical Fruits Festival in Lismore over the New Year period.
- Through our Out & About regional outreach service, we delivered support for LGBTI people across the Illawarra, Shoalhaven, Murrumbidgee, Southern and Far West regions of NSW by working in partnership with local sexual health clinics. ACON staff visit regional clinics and are available for appointments with people with HIV and LGBTI community members. The visits are timed to coincide with visiting HIV medical specialist services. This year we delivered 48 Out & About sessions to 6 different regional clinics.
- We delivered our 21st Northern Rivers Retreat for Gay Men with HIV and our 12th *Treatments by the Sea* workshop for people with HIV and their partners/carers.
- We collaborated with the Positive Adolescent Sexual Health (PASH) Consortium to ensure LGBTI issues were addressed at the PASH 2014 Conference in April.
- Through our Beach Outreach Program, we provided HIV prevention and other health resources to gay men visiting popular Northern Rivers beaches over the summer.
- We provided health promotion services at a range of festivals including the Tamworth Country Music Festival, the Rainbow Festival in Newcastle, Tropical Fruits in Lismore and CoastOut in Coffs Harbour.
- We provided LGBTI cultural awareness workshops in selected educational settings and training for selected aged care, mental health, drug and alcohol, youth and other allied health services in the Hunter, Northern Rivers and Southern NSW.
- We supported a range of LGBTI groups including Mid North Coast groups Coastal Castaways and Out 'N Hastings, new Northern Rivers groups Lesmore Womyn and the North Coast Lesbian Alliance, and youth groups Fresh Fruits in Lismore and Be Young & Proud in Coffs Harbour.

Regional and Rural NSW



CoastOut 2013 participants

"Working in partnership with ACON has been great! Every year in Coffs Harbour, I coordinate the CoastOut Festival and having a regional ACON worker based in Coffs Harbour has been a huge help! It's sometimes difficult in regional areas to get the support for events like CoastOut, so the ACON worker supports me, and in turn, CoastOut provides ACON with a space to conduct some fabulous health promotion work for our communities. We support each other and have a great relationship. It's a win - win situation!"

Todd Buttery
Festival Director, CoastOut



Out&About project artwork, Safe Place regional launch.



PASH conference participant.

"We're very proud to have established strong working partnerships with ACON that has resulted in positive impacts on the diverse communities across the region. ACON has been a founding member and key driver of the Positive Adolescent Sexual Health (PASH Consortium), an important platform to bring together youth and sexual health stakeholders across the region. A key achievement of the consortium has been the PASH 2014 Conference held in April that brought together 300 young people and more than 100 service providers, parents and community members to collaborate on how to bring about better sexual health outcomes for our regions' young people. ACON's central involvement kept a strong programmatic focus on HIV and STI prevention as well as skills developments for LGBTI inclusion and resilience in the face of homophobia and transphobia."

Chris Clark
General Manager, North Coast NSW Medicare Local

"LINKS Youth support service has a valuable and committed relationship with ACON, as a provider of education and practical support to the members of GenQ Wyong. ACON is a strong advisory for issues such as sexual health, mental health, pride and diversity and from the collaboration with GenQ Wyong we have been able to work together to provide assistance to young people from the LGBTQI community struggling with anxiety, depression, identity and sexual health. Through working with ACON we as a service have expanded our knowledge on the above issues and can now provide greater and ongoing support to our young people."

Corrina Peck
LINKS Youth Team



LINKS youth project participants

Policy, Advocacy & Research



ACON staff and volunteers at 2014 Mardi Gras Fair Day.

"The Centre for Social Research in Health has a long history of working with ACON on community-based research projects. For example, we rely upon ACON's expertise in working with gay and bisexual men to plan and conduct the Sydney Gay Community Periodic Survey. ACON is responsible for organising peer-based recruitment and for ensuring the active engagement of participants in the study. The success of this arrangement is reflected in the quality of the data we produce, and the ongoing influence of the results on HIV prevention policy and practice. Working closely with ACON ensures that we remain responsive and effective."

A/Prof Martin Holt
Centre for Social Research in Health, UNSW



ACON staff and SWASH volunteers at 2014 Mardi Gras Fair Day; PrEP illustration.

- We produced 6 policy position papers in the lead up to the AIDS 2014 conference. The 6 topics covered were: undetectable viral load & transmission, safe sex, HIV self-testing, testing options, treating HIV early, and pre-exposure prophylaxis (PrEP). The papers were designed to clarify our position on these key issues to stakeholders, partners and communities.
- We contributed to the development of the *7th National HIV Strategy*, both through our national peak AFAO, as well as directly with the Australian Government Department of Health. We also commented on the drafts of the *3rd National Sexually Transmissible Infections Strategy* and the *4th National Hepatitis C Strategy 2014-2017*.
- We provided input to a number of NSW Ministry of Health policies, including the *NSW Rural Health Plan*, and the *NSW Hepatitis B & C Strategies*.
- We advocated in partnership with other organisations for improved access to new HIV testing technologies in Australia. This resulted in the Federal Government amending regulation to allow HIV self-testing devices to be made available in Australia.
- We worked with the Gay and Lesbian Rights Lobby (NSW), the Human Rights Law Centre and the Inner City Legal Centre to fight for the expunging of historical convictions relating to consensual gay sex before decriminalisation in 1984 and between 1984 and 2003 when an unequal age of consent existed.
- We wrote submissions to the NSW Mental Health Commission's strategic planning process, and continued to engage with the Commission in the development of their plan for responding to mental health and wellbeing in NSW.
- We worked with the NSW Gay and Lesbian Rights Lobby and Family Planning NSW to ensure that anti-homophobia programs are available in NSW schools, both through the Proud Schools program trial and the subsequent implementation of the Safe Schools Coalition.
- We coordinated the August 2013 and February 2014 rounds of the Sydney Gay Community Periodic Survey and assisted with the COUNT survey that was undertaken simultaneously. We also coordinated the 2014 round of the biennial Sydney Women and Sexual Health Survey.
- We provided advice to 32 HIV or LGBTI related research projects, and provided promotional and/or recruitment assistance to a further 22 research projects. We also delivered a total of 19 research feedback sessions and workshops to ACON staff and relevant community stakeholders. In addition, we represented ACON and our communities on a range of research advisory committees. At present we sit on 15 committees.

LGBTI Workplace Inclusion

Pride in Diversity is a social inclusion initiative of ACON, established in 2009, which seeks to improve the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

- Our membership base grew to 72 employer organisations, an increase of 26% on last year's membership numbers.
- We produced a *Manager's Guide to LGBTI Inclusion* and distributed this to members across Australia and Asia Pacific. We also produced our second *Australian National LGBTI Recruitment Guide* profiling Pride in Diversity member organisations and distributed this to universities, TAFE colleges and recruiters across Australia.
- We produced our 4th annual Australian Workplace Equality Index (AWEI), Australia's definitive national benchmark on LGBTI workplace inclusion. We assessed current practice, benchmarked organisations and provided strategic support for ongoing promotion of best practice. This year we saw an increase in participation of over 16%. Across all award nominations we saw a 40% increase and within the employee survey there was an 87% increase with more than 5,600 individual survey responses. This year we also extended the Top 10 Employer List to a Top 20 Employer List and introduced for the first time Gold, Silver, Bronze and Participating Employer tiers. This tiered structure allows organisations active in this space to receive recognition for their work outside of the Top 20 employer list.
- 320 people attended our AWEI Awards Luncheon where we announced the Top 20 employers for LGBTI Workplace inclusion, a 20% increase on last year's attendance. Goldman Sachs was named Australia's Employer of the Year for 2014.
- 130 people attended our Annual Pride in Practice 2-day conference, the only conference in Australia dedicated to LGBTI workplace inclusion, an increase of 15% on last year's conference.
- We officially launched the Sapphire initiative, aimed at increasing the visibility of lesbian, bisexual and transgender women in workplace inclusion initiatives.
- We provided guidance and experience to global NFP LGBTI workplace inclusion organisations, establishing a world-wide network to ensure consistency in offerings and provide support in global best practice. We delivered training and consultancy services to companies in Singapore, India, Hong Kong and Manila.



Goldman Sachs employees receiving Pride in Diversity's AWEI Employer of the Year award

"Pride in Diversity works with member organisations across Australia and international partners around the world to ensure that the support we offer to our members not only meets, but contributes to international best practice. The Australian Workplace Equality Index (AWEI) has contributed to other global indexes, putting Australia on the map as we acknowledge the outstanding work and achievements of Australian employers in this field. As the country's only national not-for-profit employer support program for LGBTI workplace inclusion, we will continue to work in partnership to ensure that our members obtain the very best advice, support and recognition for this important area of diversity and inclusion."

Dawn Hough
Pride in Diversity Program Director



Pride in Diversity's Mardi Gras 2014 parade participants, ANRG cover artwork.

Community Partnerships



Sydney Convicts players celebrating their 2014 Bingham Cup win

"The Sydney Convicts have a longstanding relationship with ACON, both on and off the field. Our partnership with ACON allows our members to improve their fitness, health and self esteem through playing competitive rugby. In return, we are very proud to support ACON's health promotion work by helping distribute information about HIV prevention, sexual health and general wellbeing to our members and supporters. It's a valuable and natural collaboration as both organisations are committed to improving the health and wellbeing of people in our community, and the support we provide to each other is a great example of the dynamic and caring spirit of our community."

David Whittaker
President, Sydney Convicts Rugby Club



Sydney Women's Baseball League players; Queer Screen event

- We support a range of HIV and LGBTI community organisations.
- We generated significant efficiencies and savings across the sector as well as improved client access by accommodating other HIV and LGBTI health-related organisations in our Sydney premises including Positive Life NSW, AIDS Trust of Australia, Hepatitis NSW, HIV AIDS Legal Centre and Palliative Care NSW. This year we also welcomed the NSW Users and AIDS Association to the building.
- We supported a number of HIV, health and LGBTI community groups by providing them with meeting spaces for free or at a nominal cost. These groups included: Sydney Gay & Lesbian Business Association, Gay & Lesbian Immigration Task Force, Harbour City Bears, Wear it Purple, NECTA Interest Group, Aurora, Freedom 2B, Gay and Married Men Association, Sydney Leather Pride, Shine A Light - Men's Health Services, Stanford House, Team Sydney, Tennis Sydney, Bingham Cup Sydney 2014, Wesley Counselling Support Services - SMART Recovery, Gender Identity Project, Kundalini Yoga, CAMP Coop, Sydney Gay and Lesbian Mardi Gras, National LGBTI Health Alliance, and Domestic Violence NSW - Women's Alliance.
- We strengthened existing and developed new partnerships with various LGBTI cultural and sporting organisations to improve how we provide services to and communicate with people in our community. Among these many organisations are Sydney Gay and Lesbian Mardi Gras, Sydney Gay and Lesbian Business Association, Queer Screen, Team Sydney, Bingham Cup 2014, Harbour City Bears, Sydney Convicts Rugby Club, Sydney Women's Baseball League, Freezone Volleyball Club, Sydney Rangers Football Club, Flying Bats Football Club, Sydney Outfielders, Rainbow Visions, Tropical Fruits, Coast Out, Harbour City Bears, Coastal Castaways, Out 'N Hastings, Lismore Womyn, North Coast Lesbian Alliance, Fresh Fruits and Be Young & Proud, United Flags, Lismore Men's Lounge, Brunswick Heads Queer Beers, Bangalow Men's Tennis, Blues Sistas Softball Team and the Northern Rivers Roller Derby.

Marketing and Communications

- We promoted our health promotion, advocacy, corporate and fundraising activities in the LGBTI community media as well as mainstream media. More than 450 stories were published in community media and over 30 stories were published in mainstream media.
- We distributed 110 editions of 9 e-newsletters to over 10,000 subscribers.
- We managed ACON's suite of digital communication platforms including 14 websites, 13 Facebook pages, 5 Twitter feeds and 5 photo/video channels.
- We attracted over 370,000 unique visitors to all ACON websites (a 5% increase on 12/13), more than 35,000 likes across all Facebook pages (a 30% increase on 12/13), over 5000 followers across all Twitter accounts and over 250,000 views across our various YouTube channels.
- We provided graphic design and studio services to our staff and selected community partners. Over 5000 individual pieces of graphic content were produced.
- We continue development of a new ACON website which will be responsive across mobile phones, tablets and other handheld devices.



SX Magazine cover featuring the winners of the 2013 Honour Awards.

"SX is NSW's only local LGBTI weekly publication. We have been an enthusiastic media partner with ACON for many years, supporting a range of ACON campaigns, projects and events, including the annual Red Ribbon Appeal and ACON's weekly fundraiser Bingay. Perhaps the partnership we're proudest of is the support we provide for the Honour Awards, NSW's annual LGBTI community awards which is organised by ACON. We have worked closely with ACON over the last four years to help grow this wonderful event so that it's now a key date on NSW LGBTI community calendar. It's a fantastic celebration of our community and we're delighted to be working with ACON to help shine a light on the amazing work that's being done in our community."

Reg Domingo
Editor, SX Magazine



Still from Catalyst HIV story; ACON Facebook page, compatible devices, Mardi Gras collateral campaign design.

Fundraising



Organisers of Ahlan event for LGBTI Arabic people, Nicole Barakat and Samia Sayed

"John Connolly & Partners has a proud history of supporting initiatives that make a difference in the lives of people in our community who are culturally, socially or economically disadvantaged. Through our partnership with ACON over the last few years, we have provided financial support for the organisation's work with LGBTI people from Arabic speaking backgrounds. We were inspired by the work that ACON does in helping affected people overcome the impact that homophobia has on their safety and mental health, and we recognised the challenges in attracting financial resources to this area of work. We greatly value the work that ACON does to support marginalised people in our society and we are proud to be making a contribution through this partnership."

John Connolly
Principal Partner, John Connolly & Partners

- We raised over \$1.71 million through various fundraising initiatives including non-core grant applications, donations and fundraising events.
- We raised over \$110,000 through our various World AIDS Day-related activities including the Red Ribbon Appeal, theatre and venue collections, and a series of special benefit events and memorial ceremonies throughout NSW. This included \$15,000 which was raised at a special dinner in the President's Dining Room at Parliament House to help complete a documentary by celebrated artist William Yang about the history of Sydney's LGBTI community and the impact of the HIV/AIDS epidemic in the 1980s and 1990s. We thank President The Hon. Don Harwin MLC for generously donating the use of his dining room.
- We organised a fundraising screening of documentary *Friends of Dorothy* (see above) during the 2014 Mardi Gras Festival in partnership with Queerscreen and Felix Media.
- We raised over \$50,000 through our annual Honour Awards which recognise outstanding achievements in and contributions to the LGBTI community. 7 people and organisations received awards including William Yang who received the Community Hero Award, and HIV advocate Bill Bowtell AO who was honoured with the ACON President's Award.
- We raised over \$40,000 through our weekly bingo event Bingay at the Midnight Shift Hotel in Darlinghurst.
- We raised \$45,000 through our direct mail appeals, regular giving program and one-off donations including a \$15,000 donation from John Connolly & Partners for our work with LGBTI people from Arabic speaking backgrounds.
- We redeveloped our Bequest program and began redeveloping our Regular Giving program.



Red Ribbon volunteers at Wynyard Station, Sydney; Bingay By the Sea event poster; Friends of Dorothy premiere.

Planning, Evaluation and Knowledge Management

- We developed a series of Health Outcome Strategies to guide ACON's work in three key areas – mental health, alcohol and other drugs, and smoking. These strategies will guide operational and strategic planning over the life of our *ACON Strategic Plan 2013 – 2018*.
- Planning, monitoring and evaluation practices remained essential areas of work. Embedding these practices gives ACON the ability to focus on program results, ensure accountability to our community and stakeholders, and provides the basis for continuous quality improvement in all of our work. ACON's performance framework includes the evaluation of projects and programs at output, quality and impact levels to allow constant improvement of service delivery and maximum effectiveness of resource allocation.
- We developed a planning and evaluation database which provides the organisation with a centralised access point to organisational planning and evaluation documents which capture the rich data derived from organisational practice. This allows us to learn and leverage from the information and knowledge base of the organisation.
- We developed and produced the 2013 Big Days In, ACON's annual two-day staff learning and development seminar.
- We produced comprehensive acquittal reports to various funders, including to the NSW Ministry of Health.



Training seminar participants

"This was the most informative and engaging workshop I have attended and one that is so central to the work that we do. Thank you for your hard work!!"

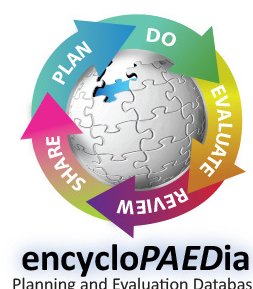
ACON staff member

"You have done a great job and are obviously making some big changes that will have a positive effect on our work, ie. make it easier! Thank you!"

ACON staff member



Health Outcome Strategies covers, Planning and Evaluation Database logo.



Finance, Human Resources, Facilities Management and IT



ACON Director Nicole O'Brien (centre) with HSF partner Phillip Rattenbury (left) and John Taberner.

"ACON and Herbert Smith Freehills (HSF) have worked together since June 2000. It is one of the many factors that make our partnership unique and exceptional. With over 14 years of experience in working together, HSF has an intimate knowledge of us and the unique work we do - our services, our clients and the complex and diverse set of issues we deal with. Over the past 14 years, HSF has provided over 2,000 hours of pro bono work for ACON involving twelve partners and dozens of lawyers as well as business and support staff. And, whether it is the human rights of sex workers, the intricacies of a commercial lease, or the interpretation of complex government regulations, HSF have always provided us timely, succinct and accurate advice and assistance on a wide range of matters including employment, intellectual property, trademarks, property and governance. The ongoing contribution that HSF has made through the provision pro-bono legal services to ACON and the expertise provided has afforded enormous savings to our organisation. This has allowed us to deliver thousands more occasions of service to people living with HIV and to more effectively pursue our mission of HIV prevention. It is partnerships like this that have been fundamental to the internationally recognised success of NSW's response to HIV."

Nicole O'Brien
Director, Corporate Services, ACON

- We managed and produced acquittals for over 45 different grants, ensuring that expenditure was well contained within budgets
- We continued to enhance staff capacity ensuring that productivity and engagement was a key focus over the year, driven by the implementation of a revitalised organisation wide learning and development program.
- We continued upgrading our internal policies and procedures through our Policy Audit Schedule, ensuring they are evaluated against external comparators and meet the organisation's needs in a changing environment.
- 79% of staff surveyed reported positive engagement with the organisation while 93% reported job satisfaction. Our staff also delivered ratings over 90% in most of the 34 management practices surveyed, significantly higher than the industry averages for the Health and Community sector and the Not For Profit sector.
- We continued to enable our staff through the application of new technologies. This included the increasing application of tablets at the client interface to encourage engagement, enhance client experience and improve productivity.
- Social marketing and digital communication is one of ACON's core competencies and our continued focus and investment in digitization and social media has allowed us to achieve ongoing improvements for event participation and online engagement.
- The provision of accommodation and related facilities services to 7 other health related NGOs continued to generate considerable efficiencies in addition to facilitating greater organisational collaboration and client convenience.
- ACON's Human Resources and Finance sections began providing shared services to other NGOs as a way to control administrative costs for both ACON and other services. In early 2014 an agreement was signed between ACON and Hepatitis NSW to deliver payroll services to their employees and with the Australian AIDS Trust to provide accounting and finance services.
- We welcomed the NSW Users & AIDS Association (NUAA) as a new tenant in our Sydney premises at Surry Hills. The move has allowed NUAA to have closer contact with other key stakeholders within the blood borne viruses sector which will lead to increased collaboration and innovation for all.

Directors' Report

For the year ended
30 June 2014

ABN 38 136 883 915

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

ACON Health Limited is a public company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

414 Elizabeth Street, Surry Hills NSW 2010, Australia

A description of the nature of the consolidated entity's operations and its principal activities is included in the directors' report on pages 2 to 8 which is not part of these financial statements.

The financial statements were authorised for issue by the directors on 9 October 2014. The directors have the power to amend and reissue the financial statements.

The directors present their report on the consolidated entity (referred to hereafter as the group) consisting of ACON Health Limited and its controlled entity, AIDS Council of New South Wales Incorporated, for the year ended 30 June 2014

Directors

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

- Andrew Purchas
- Benjamin Bavinton
- Craig Gear
- Darryl O'Donnell
- Helen Conwa
- Jason Bradshaw
- John de Wit
- Joshua Hatten
- Julie Mooney-Somers
- Justin Koonin
- Leigh O'Dwyer
- Mark Orr
- Nicolas Parkhill
- Richard Lee
- Senthoran Raj
- Steven Berveling

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

- Danny Adams - resigned 21 August 2013
- Justin Koonin - resigned 15 August 2013

The following persons were appointed as directors on the dates stated and continue in office at the date of this report:
Helen Conway - appointed 21 August 2013
Darryl O'Donnell - appointed 15 January 2014



ACON Board



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



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



ANDREW PURCHAS, VICE PRESIDENT
BEC, LLB
 Andrew has over 15 years of experience as a senior executive in the legal, financial services as an senior associate with Corrs Chambers Westgarth and Chief Security Officer for Westpac Banking Corporation. He has significant commercial experience in business process redesign, change management, risk management and business development. He is currently Project Director with National Information Communication Technology Australia. Andrew has had a long involvement with sports administration and is founder of the Sydney Convicts Rugby Club.



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



JASON BRADSHAW, TREASURER
BA, Dip Bus(Frontline Mgt), Cert IV Proj Mgt, AIMM
 Jason has over 16 years' experience in the banking, finance, retail, telecommunication, media and government sectors and currently is Head of Customer Experience with a major Australian retailer. Twice nominated as Young Queenslander and Young Queensland Manger of the Year, Jason has a solid track record of community involvement ranging from mentoring university students through to volunteering with ACON and other not-for-profit organisations.



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



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



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



RICHARD LEE
BComm in Marketing

Richard is a brand strategist and has led the positioning development of well-known brands in Australia and around the world. Core skills are research & analytics, brand positioning strategy, marketing and communication strategy, cultural change strategy and creative idea generation.



HELEN CONWAY
MBA

Helen is the Monitoring and Evaluation Officer at ACON, and the staff representative on the Board. Helen's focus in evaluation is ensuring that organisations operate as effectively and efficiently as possible. She has experience across a range of industries, including the Arts, tourism, ecommerce and agriculture, and recently obtained her MBA from Macquarie University. She has a strong interest in the mental health of young people and has raised over \$27,000 for the Inspire Foundation through her hobby of marathon swimming.



DARRYL O'DONNELL
BA, GradCertPubSecMgmt, MPASR

Darryl has over 20 years' experience working in HIV community, research and public sector roles. During the 90s he worked with AIDS Councils in Queensland, Western Australia and Victoria and was later the National President of the Australia Federation of AIDS Organisations. From 1999 to 2013, he worked for the NSW Government where he was responsible for statewide HIV policy and program development. He has also lead on many national HIV policy and program initiatives. Darryl is now the Executive Director of the NSW Mental Health Commission.



CRAIG GEAR
BNurs, MNurs (Critical Care)

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



BEN BAVINTON
BA(Hons), MPH

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



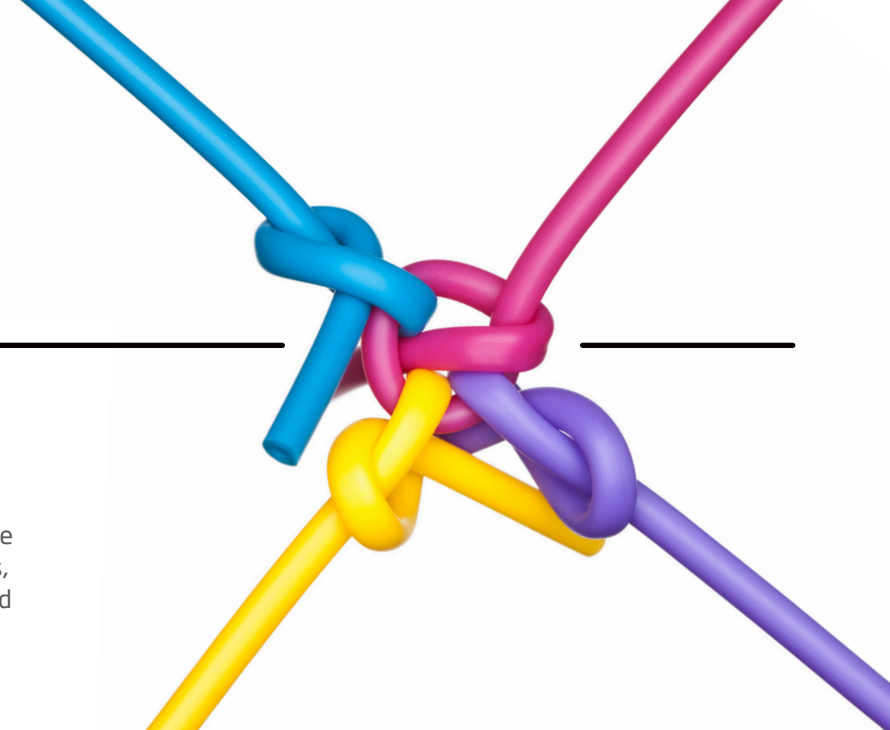
LEIGH O'DWYER
BBus(Org Comm)

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



JOSHUA HATTEN
B Eco Soc Sci, LLB (Hons), MSc, GAICD

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



Meetings of directors

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

From 1 July 2013 - 30 June 2014

Board Member	Meetings Held	Meetings Attended
Andrew Purchas	11	6
Benjamin Bavinton	11	10
Craig Gear	11	9
Danny Adams	2	2
Darryl O'Donnell	5	5
Helen Conway	9	8
Jason Bradshaw	11	7
John de Wit	11	9
Joshua Hatten	11	8
Julie Mooney-Somers	11	7
Justin Koonin	1	1
Leigh O'Dwyer	11	11
Mark Orr	11	10
Nicolas Parkhill*	11	10
Richard Lee	11	9
Senthorun Raj	11	9
Steven Berveling	11	9

Principal Activities and Objectives

ENDING HIV TRANSMISSION AMONG GAY MEN AND OTHER HOMOSEXUALLY ACTIVE MEN BY:

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

PROMOTING THE HEALTH THROUGHOUT LIFE OF THE LGBTI PEOPLE AND PEOPLE WITH HIV BY:

- Providing HIV Care and Support services including:
 - Counselling,
 - Enhanced Primary Care
 - Community Support Network
 - Newly Diagnosed Service
- Reviewing our current care and support programs to ensure they continue to meet the needs of people with HIV.
- Intensifying our focus on immediate post diagnosis care and support to prevent infection rates and improve the health outcomes for newly diagnosed
- Enhancing our intake and case management processes to ensure person centred, tailored responses.
- Enhancing our treatment advice and adherence support capacity to educate people with HIV about the benefits of earlier and increased treatment uptake.
- Developing programs to address the health areas that have the most negative health impact on people living with HIV, e.g Enhanced Primary Care.
- Addressing substance support use co-morbidities through counselling from the substance use service, Needle Syringe Programs, harm minimisation support and referrals to drug and alcohol treatment services.

- Addressing the health disparities experienced by the LGBTI community and to reduce the impacts of negative health determinants including:

- Alcohol and Other Drugs
- Mental Health and Wellbeing
- Smoking
- Homophobic and Transphobic Violence
- Healthy Ageing and Aged Care
- Domestic and Family Violence

CONTINUING TO STRENGTHEN ORGANISATIONAL CAPACITY AND SUSTAINABILITY BY:

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

ADVOCATING AND PROMOTING SOCIAL INCLUSION BY:

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

PERFORMANCE MEASURES (KEY PERFORMANCE INDICATORS)

- A decrease in HIV infections among gay men and other MSM in NSW
- An increase in reported levels of health and wellbeing by people with HIV

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

REVIEW OF OPERATIONS

Operations for the year ended 30 June 2014 resulted in a net surplus of \$212,465 (30 June 2013: surplus of \$81,664). The current year result includes grants received in advance of \$1,259,108, recognised as income (30 June 2013: \$1,306,793).

APPLICATION OF FUNDS

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

WINDING UP

Each Member undertakes to contribute to the assets of ACON Health, if it is wound up while they are a Member, or within one year afterwards, an amount of money not exceeding the limit of liability of \$2 at the time of winding up the debts and liabilities of ACON Health exceed its assets.

MATTERS SUBSEQUENT TO THE END OF THE FINANCIAL YEAR

No other matter or circumstance has arisen since 30 June 2014 that has significantly affected, or may significantly affect:

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

LIKELY DEVELOPMENTS AND EXPECTED RESULTS OF OPERATIONS

Information on likely developments in the operations of the Group and the expected results of operations have not been included in this Directors' Report because the Directors believe it would be likely to result in unreasonable prejudice to the Group.

Signed in accordance with a resolution of the Board.

Dated at Sydney this 10th September 2014



MARK ORR
President



JASON BRADSHAW
Treasurer

Auditor's Independence Declaration

As lead auditor for the audit of ACON Health Limited for the year ended 30 June 2014, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of ACON Health Limited and the entities it controlled during the period.



Justine Richardson
Partner
PricewaterhouseCoopers

Sydney
17 September 2014

CONSOLIDATED INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2014

	Notes	2014 \$	2013 \$
REVENUE FROM CONTINUING OPERATIONS			
Grants:			
NSW Department of Health		10,655,100	10,729,106
NSW Department of Community Services		180,659	130,284
Local Health Districts		315,459	590,846
Other grants		1,016,331	447,740
Fundraising	16(a)	699,790	506,991
Interest received/receivable		190,489	207,861
Membership		1,951	4,039
Fee for service		370,224	218,701
Rent received		335,013	320,309
Sale of vitamins		17,123	21,485
Sale of materials		51,540	62,044
Other Income		185,490	226,233
Total revenue from continuing operations		14,019,169	13,465,639
EXPENDITURE			
Salaries & associated costs		8,001,487	7,767,428
Program materials and services		702,878	536,986
Rent and rates		1,539,893	1,539,358
Depreciation - plant & equipment		400,330	376,528
Amortisation - lease incentive		150,500	150,500
Building maintenance		321,695	334,808
Communications		170,693	241,519
Travel and representation		354,999	422,745
Donations given		57,790	20,405
Advertising costs		757,152	647,655
Events and activities		284,569	161,607
Administrative costs		1,040,236	1,155,078
Cost of goods sold		24,482	29,358
Total expenditure		13,806,704	13,383,975
Operating surplus for the year		212,465	81,664

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

CONSOLIDATED BALANCE SHEET AS AT 30 JUNE 2014

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	Notes	2014 \$	2013 \$
Operating surplus for the year		212,465	81,664
Other comprehensive income		-	-
Total comprehensive income for the year		212,465	81,664
Operating surplus of ACON Health Limited		212,465	81,664

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

	Notes	2014 \$	2013 \$
CURRENT ASSETS			
Cash and cash equivalents	4	4,075,963	4,204,081
Receivables	5	52,556	205,068
Inventories	6	7,536	5,503
Prepayments		52,304	41,821
TOTAL CURRENT ASSETS		4,188,359	4,456,473
NON-CURRENT ASSETS			
Financial assets at fair value through profit or loss	7	1,000,000	
Plant & equipment and lease incentive	8	2,342,429	2,753,003
TOTAL NON-CURRENT ASSETS		3,342,429	2,753,003
TOTAL ASSETS		7,530,788	7,209,476
CURRENT LIABILITIES			
Trade and other payables	9	760,276	621,680
Employee entitlements	10	673,301	618,233
TOTAL CURRENT LIABILITIES		1,433,577	1,239,913
NON-CURRENT LIABILITIES			
Employee entitlements	11	563,195	497,513
Deferred lease liability	12	990,792	1,141,291
TOTAL NON-CURRENT LIABILITIES		1,553,987	1,638,804
TOTAL LIABILITIES		2,987,563	2,878,717
NET ASSETS		4,543,224	4,330,759
STAKEHOLDERS' FUNDS			
Retained surplus at the end of the year	18	4,511,404	4,298,939
Revaluation reserve		31,820	31,820
TOTAL ACCUMULATED FUNDS		4,543,224	4,330,759

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

CONSOLIDATED STATEMENT OF CHANGES IN STAKEHOLDERS' FUNDS FOR THE YEAR ENDED 30 JUNE 2014

	Retained surplus	Revaluation reserve	Total
Year ended 30 June 2013			
Total stakeholder funds at the beginning of the financial year	4,217,275	31,820	4,249,095
Total comprehensive income for the year	81,664	-	81,664
Total stakeholder funds at the end of the financial year	4,298,939	31,820	4,330,759
Year ended 30 June 2014			
Total stakeholder funds at the beginning of the financial year	4,298,939	31,820	4,330,759
Total comprehensive income for the year	212,465	-	212,465
Total stakeholder funds at the end of the financial year	4,511,404	31,820	4,543,224

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

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2014

	Notes	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers, granting bodies & fundraising (inclusive of goods & services tax)		13,828,680	14,439,553
Payments to suppliers and employees (inclusive of goods & services tax)		(13,010,680)	(14,110,064)
Interest received		190,489	207,861
NET CASH INFLOW FROM OPERATING ACTIVITIES		1,008,489	537,35
CASH FLOWS FROM INVESTING ACTIVITIES			4,330,759
Payments for property, plant & equipment		(136,607)	(140,808)
Payments for UBS Investment		(1,000,000)	-
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(1,136,607)	(140,808)
NET (DECREASE)/INCREASE IN CASH HELD		(128,118)	396,542
CASH AT THE BEGINNING OF THE YEAR		4,204,081	3,807,539
CASH AT THE END OF THE YEAR	4	4,075,963	4,204,081

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



NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

A. BASIS OF PREPARATION

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Australian Charities and Not-For-Profits Commission Act 2012. ACON Health Limited is a not-for-profit entity for the purpose of preparing the financial statements.

i) *Compliance with Australian Accounting Standards – Reduced Disclosure Requirements*

The consolidated financial statements of the ACON Health Limited group comply with Australian Accounting Standards – Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

ii) *New and amended standards adopted by the group*

None of the new standards and amendments to standards that are mandatory for the first time for the financial year beginning 1 July 2013 affected any of the amounts recognised in the current period or any prior period and are not likely to affect future periods.

iii) *Early adoption of standards*

The group has not elected to apply any pronouncements before their operative date in the annual reporting period beginning 1 July 2013.

iv) *Historical cost convention*

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of art works.

v) *Critical accounting estimates*

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the group's accounting policies.

B. PRINCIPLES OF CONSOLIDATION

The consolidated financial statements incorporate the assets and liabilities of the subsidiary of ACON Health Limited ("company" or "parent entity") as at 30 June 2014 and the results of the subsidiary for the year then ended. ACON Health Limited and its subsidiary together are referred to in this financial report as the group or the consolidated entity.

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

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

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

C. REVENUE

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

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

D. GOVERNMENT GRANTS

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

E. LEASES

Leases in which a significant portion of the risks and rewards of ownership are not transferred to the group as lessee are classified as operating leases (note 17). Payments made under operating leases (net of any incentives received from the lessor) are charged to profit or loss on a straight-line basis over the period of the lease.

Incentives received on entering into operating leases are recognised as liabilities (note 12).

F. IMPAIRMENT OF ASSETS

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

G. CASH AND CASH EQUIVALENTS

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

H. TRADE RECEIVABLES

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

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

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

I. INVENTORIES

Inventories are represented by vitamin stock and are stated at the lower of cost or net realisable value on the basis of first in first out.

J. INVESTMENTS AND OTHER FINANCIAL ASSETS

CLASSIFICATION

The group classifies its financial assets in the following categories: loans and receivables, held-to-maturity investments, financial assets at fair value through profit or loss and available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets, except for those with maturities greater than 12 months after the reporting period which are classified as non-current assets.

(ii) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss are financial assets held for trading. A financial asset is classified in this category if acquired principally for the purpose of selling in the short term. Derivatives are classified as held for trading unless they are designated as hedges. Assets in this category are classified as current assets if they are expected to be settled within 12 months; otherwise they are classified as non-current.

MEASUREMENT

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

Loans and receivables are subsequently carried at amortised cost using the effective interest method.

IMPAIRMENT

The Group assesses at the end of each reporting period whether there is objective evidence that a financial asset

or group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a 'loss event') and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

(i) Assets carried at amortised cost

For loans and receivables, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate. The carrying amount of the asset is reduced and the amount of the loss is recognised in the profit or loss. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract. As a practical expedient, the Group may measure impairment on the basis of an instrument's fair value using an observable market price. If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised (such as an improvement in the debtor's credit rating), the reversal of the previously recognised impairment loss is recognised in the profit or loss.

K. PLANT & EQUIPMENT

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

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

The Group is gifted works of art from time to time. Works gifted are valued at the time of the gift and are capitalised at that amount. Works of Art are valued at regular intervals at the Directors' discretion. Revaluations reflect independent assessments of the fair market value of works of art.

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

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

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

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

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

LEASEHOLD IMPROVEMENTS

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

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

L. TRADE AND OTHER CREDITORS

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

M. EMPLOYEE ENTITLEMENTS

WAGES AND SALARIES, ANNUAL LEAVE AND SICK LEAVE

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liability for annual leave and accumulating sick leave is recognised in the provision for employee benefits. All other short-term employee benefit obligations are presented as payables.

LONG SERVICE LEAVE

The liability for long service leave expected to be settled within 12 months of the reporting date is recognised in the provision for employee benefits and is measured in accordance with the policy above. The liability for long service leave expected to be settled more than 12 months from the reporting date is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

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

SUPERANNUATION

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

N. GOODS AND SERVICES TAX (GST)

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

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

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

O. PARENT ENTITY FINANCIAL INFORMATION

The financial information for the parent entity, ACON Health Limited, disclosed in note 19 has been prepared on the same basis as the consolidated financial statements.

2. CRITICAL ACCOUNTING ESTIMATES AND ASSUMPTIONS

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material

adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Fair value of financial assets at fair value through profit or loss
The fair value of financial assets at fair value through profit or loss is referenced to quoted market prices and assessed for changes in value at the end of each reporting period. Refer to note 7 for further information over the financial assets.

3. INCOME TAX

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

4. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	2014 (\$)	2013 (\$)
Cash on hand	5,020	10,020
Cash at bank		
Cheque account	3,913,741	4,040,855
Deposits	157,202	153,206
	<u>4,075,963</u>	<u>4,204,081</u>

5. CURRENT ASSETS - RECEIVABLES

Accounts receivable	52,556	193,155
Accrued income	-	11,913
	<u>52,556</u>	<u>205,068</u>

As at 30 June 2014, no receivables were considered impaired (30 June 2013: \$nil). The amount of the provision for doubtful debts was \$nil (30 June 2013: \$nil).

6. CURRENT ASSETS - INVENTORIES

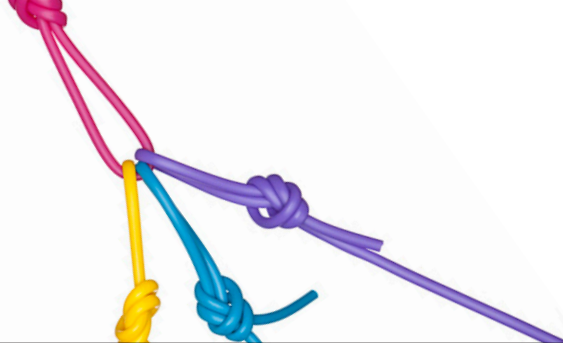
Finished goods (vitamins) at cost	<u>7,536</u>	<u>6,611</u>
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7. NON-CURRENT ASSETS - FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

UBS Investment	<u>1,000,000</u>	-
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In May 2014, the Group invested \$1,000,000 in "UBS Callable Goals - Series 25 AUD" which is an investment linked to a basket of Australian Bank Shares (ANZ, CBA, NAB and WBC). The investment pays 8% interest per annum on a quarterly basis and has a maximum term of 3 years. A call feature is available quarterly one year after the initial investment date.

The Group will not receive any capital gain should the share prices increase but will bear the risk of capital loss if any of the banks' share price drops by more than 30% on the maturity date.



8. NON-CURRENT ASSETS- PLANT & EQUIPMENT AND LEASE INCENTIVE

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

	Furniture & fittings	Office & IT equipment	Library Works of Art	Leasehold improvements	Lease Incentive	Totals
	\$	\$	\$	\$	\$	\$
At 30 June 2013						
Cost or fair value	874,808	940,189	146,650	948,438	1,505,000	4,415,085
Accumulated depreciation	-368,274	-692,212	-	-237,887	-363,709	-1,662,082
Net book value	506,534	247,977	146,650	710,551	1,141,291	2,753,003

Year ended 30 June 2014

Opening net book value	506,534	247,977	146,650	710,551	1,141,291	2,753,003
Additions	-	107,425	-	29,182	-	136,607
Depreciation/amortisation charge	-173,357	-136,028	-	-90,945	-150,500	-550,830
Closing net book value	333,177	219,374	146,650	648,788	990,791	2,338,780

At 30 June 2014

Cost or fair value	874,808	1,051,263	146,650	977,619	1,505,000	4,555,340
Accumulated depreciation	-541,631	-828,240	-	-328,831	-514,209	-2,212,911
Net book value	333,177	223,023	146,650	648,788	990,791	2,342,429

9. CURRENT LIABILITIES - TRADE AND OTHER PAYABLES

	2014 \$	2013 \$
Goods & Services Tax net payable	188,303	214,077
Trade Creditors	540,736	352,444
Accrued expenses	31,237	55,159
	760,276	621,680

10. CURRENT LIABILITIES - EMPLOYEE ENTITLEMENTS

Employee entitlements - annual leave	673,301	618,233
Employee numbers	Number	Number
Number of employees at reporting date (full time equivalent)	95	98

11. NON-CURRENT LIABILITIES - EMPLOYEE ENTITLEMENTS

	2014 (\$)	2013 (\$)
Employee entitlements - long service leave	563,195	497,513

12. NON-CURRENT LIABILITIES - DEFERRED LEASE LIABILITY

414 Elizabeth Street, Surry Hills	990,792	1,141,291
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13. REMUNERATION OF MEMBERS OF THE BOARD

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

14. RELATED PARTY TRANSACTIONS

There were no transactions with related parties during the year ended 30 June 2014.

15. ECONOMIC DEPENDENCY

The major source of funding for the group is an annual grant from the NSW Ministry of Health. The

NSW Ministry of Health has agreed to maintain current funding levels in the 2014/2015 financial year.

16. CHARITABLE FUNDRAISING ACT 1991

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

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

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

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

	2014 \$	2013 \$
Gross proceeds from fundraising:		
Red Ribbon World AIDS Day Appeal	106,119	84,501
Other including Donations, Events & Sponsorship	593,645	422,490
Total gross income from fundraising	699,764	506,991
less total costs of fundraising:		
Red Ribbon World AIDS Day Appeal	64,492	18,615
Other	192,813	201,006
Total costs of fundraising	257,305	219,621
Net surplus obtained from fundraising appeals	442,459	287,370

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

(c) Comparative Ratios

	2014 (\$)	2013 (\$)
Ratio of net surplus to gross proceeds	63%	57%
Ratio of total cost of fundraising services to total Organisation expenditure	2%	2%
Ratio of total cost of fundraising services to total Organisation income	2%	2%

This ratio includes all fundraising activities - appeals and events.

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

17. COMMITMENTS FOR EXPENDITURE

LEASE COMMITMENTS

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

Non-cancellable Operating Leases

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

	2014 (\$)	2013 (\$)
Within one year	1,671,576	1,508,165
Later than one year but not later than 5 years	6,106,961	6,105,334
Later than 5 years	2,349,396	3,845,393
	10,127,933	11,458,892

18. RETAINED SURPLUS

	2014 (\$)	2013 (\$)
Retained surplus at the beginning of the year	4,298,939	4,217,275
Current year surplus	212,465	81,664
Retained surplus at the end of the year	4,511,404	4,298,939

Included in the retained surplus at 30 June 2014 is an amount of \$1,259,108 (2013: \$1,306,793), which is restricted in its use. This relates to grants received not yet expended for the purpose for which they were intended.

19. PARENT ENTITY FINANCIAL INFORMATION

(A) SUMMARY FINANCIAL INFORMATION

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

<i>Balance sheet</i>		
Current assets	5,180,043	57%
Total assets	7,522,472	2%
Current liabilities	1,433,577	1,244,880
Total liabilities	2,987,564	2,883,687
<i>Stakeholders' Funds</i>		
Retained surplus	4,534,908	4,301,703
Operating surplus for the year	211,803	80,260

(B) CONTINGENT LIABILITIES OF THE PARENT ENTITY

The parent entity did not have any contingent liabilities as at 30 June 2014 (30 June 2013: \$nil). In the directors' opinion:

- 1) The financial statements and notes set out on pages 9 to 23 are in accordance with the Australian Charities and Not-For-Profits Commission Act 2012, including:
 - a. complying with Accounting Standards and other mandatory professional reporting requirements, and
 - b. giving a true and fair view of the consolidated entity's financial position as at 30 June 2014 and of its performance for the financial year ended on that date, and
 - c. there are reasonable grounds to believe that the group will be able to pay its debts as and when they become due and payable.
- 2)
 - a. the financial statements and notes are in accordance with the Charitable Fundraising Act 1991 (NSW) and the Charitable Fundraising Regulations 1993 (NSW);
 - b. the provisions of the Charitable Fundraising Act 1991 (NSW) and the regulations under this Act and the conditions attached to the authority to fundraise have been complied with; and
 - c. the internal controls exercised by the group are appropriate and effective in accounting for all income received.

This declaration is made in accordance with a resolution of the board, and is signed for and on behalf of the board by:


MARK ORR
 President


ANDREW PURCHASE
 Vice President

Dated at Sydney this 10th Day of September 2014.



Independent auditor's report to the members of ACON Health Limited

Report on the financial report

We have audited the accompanying financial report of ACON Health Limited (the company), which comprises the consolidated balance sheet as at 30 June 2014, the consolidated income statement and consolidated statement of comprehensive income, consolidated statement of changes in stakeholders' funds and consolidated statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration for ACON Health Group (the consolidated entity). The consolidated entity comprises the company and the entities it controlled at year's end or from time to time during the financial year.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements the *Australian Charities and Not-For-Profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the consolidated entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

PricewaterhouseCoopers, ABN 52 780 433 757

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Auditor's opinion

In our opinion, the financial report of ACON Health Limited is in accordance with the *Australian Charities and Not-For-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the consolidated entity's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements.

The financial report and associated records have been properly kept in accordance with:

- i. Sections 20 (1), 22 (1-2) of the *NSW Charitable Fundraising Act 1991* ("the Act");
- ii. Section 10 of the *NSW Charitable Fundraising Regulation 2008* ("the Regulations") and section 7 of Schedule 1 of Regulations

for the year ended 30 June 2014; and

- iii. the funds received as a result of fundraising appeals conducted for the year ended 30 June 2014 have been properly accounted for and applied in accordance with the above mentioned sections of the Act and Regulations.

Matters relating to the electronic presentation of the audited financial report

This auditor's report relates to the financial report of ACON Health Limited (the company) for the year ended 30 June 2014 included on ACON Health Limited's website. The company's directors are responsible for the integrity of ACON Health Limited's website. We have not been engaged to report on the integrity of this website. The auditor's report refers only to the financial report named above. It does not provide an opinion on any other information which may have been hyperlinked to/from the financial report. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this web site.

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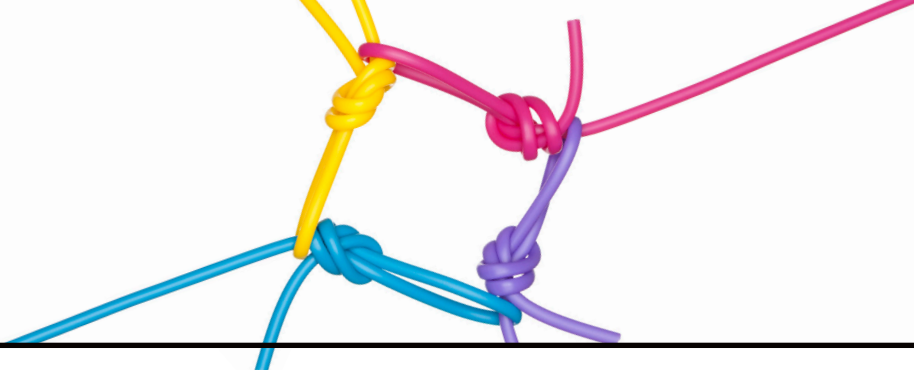
Justine Richardson

Justine Richardson
Partner

Sydney
17 September 2014

Staff & Volunteers

Aaron McKenzie	Anthony Castiglione	Cassy Sutherland	Daniel Adams	Emilie Wiggers
Aaron Plumb	Anthony Duggan	Caterina Giuliano	Daniel Freimeyer	Emily Graham
Adain Hirn	Anthony Pyrke	Cath Davies	Daniel McLennan	Emily Parker
Adam Poole	Archana Nagendiram	Cath Glasson	Daniel Meira	Emily Spencer
Adam Soupravat	Arky Michael	Catherine Davies	Daniel Monaghan	Epona Winter
Adam Tan	Aron Pardede	Catherine Ekberg	Daniel Sultman	Eric Ellem
Adelaide	Ashley Nielsen	Catherine Wilson	Danielle Coonerty	Erika Burt
Aditi Halder	Astrid Gearin	Cathy Adams	Danielle Russom	Erin Cooper
Adrian Eisler	Avi Primov	Catriona O'Connor	Danny King	Ethan Rourke
Adrian Hinder	Axeris Sondyre	Chadwick Spinazza	Darren Irwin	Eun Bi Kim
Aeyrton Kee	Baden Chalmers	Chantal Burchett	Darren Kane	Eun Kyung Chung
Aidan Calabria	Barbara Karpinski	Charissa Upcroft	Darryl Ferguson	Evan Gray
Al Moroni	Basil Nicoll	Charles Hunter	David Beeby	Fahad Ali
Al Scerri	Beau Vardhanabhuti	Charlie Cox	David Brasted	Fanny Waterfalls
Alan Brotherton	Belinda Rimer	Chelsea Weiss	David Bryant	Felicia Setiono
Alan Martin	Ben Edwards	Chen-Ying Lu	David Butler	Fiona Paskulich
Albert Stangl	Ben Khabib	Cheryl Ballas	David Edler	Fiona Whitton
Aleksandar Jakovlevic	Ben Latimer	Cheryl Minett	David Helman	Flametree Ward
Alex Sexton	Ben Micallef	Chi Kao	David Houghton	Fleur Kong
Alex Soule	Ben Wilcock	Chiho Otani	David Irving	Fred Oberg
Alex Whitfield	Benjamin Bavinton	Chih-Wei Shen	David Shakes	Gabriel Maynard
Alexander Cameron	Benjamin Blyth	Chinwei Chen	David Shoemaker	Gabrielle Lawrie
Alexandra Mueller	Benjamin Keats	Chloe Bardsley	David Travis	Gail Hilton
Alice Russo	Bianca Zeng	Chloe Lim	David Wilkins	Gareth Ernst
Alicia Rich	Bill O'Connor	Chris Hall	Dawn Hough	Gareth Taylor
Alison Jeffreson	Billy Sloan	Chris Jackson	Dean Price	Garrett Prestage
Allan Jackson	Bing Wong	Chris McGarrigle	Debbie Curtis	Garry Brown
Allan Jones	Birdie Thirapat	Chris Scott	Debbie Ritchie	Garry Neve
Allen Henry Breese	Bo Chen	Chris Surplice	Deborah Broughton	Garth Boulton
Alvin Valdez	Bo Zhang	Chris Szeleczky	Deborah Cox	Gary Aschmoneit
Aly Murray	Boyan Pijetlovic	Christina Bennett	Deborah Saxelby	Gary Greenup
Aman Nalli	Brad Bazley	Christina Roberts	Decoda Secret	Gavin Prendergast
Amanda Diprouf	Brad Curgenvin	Christine Lade	Dennis Tiang	Gavin Sutton
Amanda Jane Wilson	Brad Shelley	Christine May	Denton Callander	Gemma Abraham
Amber Karanikolas	Breda Drumgoole	Christopher Brew	Derek Woo	Geoff Webb
Amber McBride	Brendan Arthur	Christopher Hui	Dermot Ryan	Geoffrey Honnor
Amy Spears	Brendan Maclean	Christopher Kam	Derrick Chiang	George Baias
Ana Irvine	Brendan War	Christopher Price	Dexter Atienza	George Moyles
Anabell Thoener	Brennan Bastiovanszky	Cindy Murphy	Diab Metry	George Showell
Andreas Beck	Brent Clifton	Claire Swan	Diana Bernard	Gerald O'Neill
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Andrew Cutmore	Brian Fake	Colin Faulds	Donna McLaren	Godfrey Zaburoni
Andrew Purchas	Brian Kelly	Colin McDonald (Destiny	Dorothee Ulm	Grace Sharkey
Andrew Stone	Bridget Haire	Haz Arrived)	Dottie Gavenlock	Graham Bakewell
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Andrew Trist	Bronwyn Powell	Corey Irlam	Doug Millen	Grant Thomas
Andrew Wong	Bruce Cherry	Courtney Morgan	Douglas McIntosh	Greg Kiernan
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Ann Shirk	Cameron Darling	Cristina Mihaila	Edwina Lloyd	Harry Boyajian
Anna Barker	Cameron Mcneill	Cristina Santolin	Edyta Krakowiecka	Harry Schneider
Anna Disney	Cara van Wyk	Dai Aoki	Eleanor Stearn	Hayley Pigram
Anna Kathleen Burnett	Carla Stevens	Dale Schilling	Elic Chen	Hayley Turner
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Annie White	Cassandra Burgess	Damien Wilson	Elizabeth Rollings	Helen Conway
Ann-Maree Rundle	Cassandra Pomroy	Danashi Medagoda	Ella Van Acker	Helen Stacey
Anthea Brescianini	Cassie Maree Crebert	Dani Skews	Ellie Walsh	Henry Guo



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Ian Lauchlan	Joan Paculan	Katiana Shaw	Louise Dunne	Michael Godfrey
Ian Macdonald	Joanna Agius	Katie Arnold	Louise Winters	Michael Hu
Ian Middleton	Joanna Holden	Katrina Gilfoyle	Lucky Wirajaya	Michael Jerome-Smith
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Ina Schimtt	Jodi Tyne	Kee Foong	Luke Griffiths	Michael O'leary
Isabella Silvio	Jody Lewis	Keith Buss	Luke Johnson	Michael Wachter
Isobel Connell	Joel Eames	Keith Munro	Luke McCelland	Michael Yates
Ivan Crozier	Joey Knight	Kelli McLeod	Luke Mcfadden	Michael Mendel
Ivan Van Tonder	Joey McGeorge	Kelly Glanney	Luke Withers	Miche Hodgetts
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Jack Power	John de Wit	Ken Valdejueza	Malcolm McPherson	Michelle Wood
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Jackson Long	John Kennedy	Kerrie Knowles	Marc Berndsen	Milan Avenue
Jacob McDonald	John Luu	Kerry Saloner	Marco Lupoli	Min Fuh Teh
Jacqueline McMillan	John Mahoney	Kevin Keith	Marcus Pastorelli	Mindalaya Read
Jade Muratore	John O'Dea	Kevin Vun	Margaret Moylan	Ming Zhu
Jae Condon	John Rees	Kishore Logan	Margaret Sumitony Brooks	Mischa Suefert
James Adcock	John Turner	Ko Aung	Marguerite O'Brien	Mish Sparks
James Argent	Jon Allwood	Kobika Manimaaran	Maria Calandra	Mitchell Webb
James Batson	Jon Downham	koean surianto	Marie Stack Reilly	Mo Lumley
James Gray	Jon Downie	Kooncha Brown	Marina Stocks	Molly Taufik
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Jane Dunn	Joshua Levi	Lara Cassar	Martin Willis	Naomi Spillsbury
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Jeffrey Nguyen	Justin Scott	Liam Goldie	Maureen Rogers	Nicholas Christoforidis
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Jeremy Dimech	Kane Peakman	Linda Lee	McKenzie Tyler	Nicholas Van Breda
Jeremy Helder	Kareem Magribi	Linda Louise Surch	Meggan Grose	Nick Atkins
Jeremy Proctor	Karen Menzies	Lionel Fong Kee	Melissa de Silva	Nick Jenson
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Jiayin Wang	Kate Monroe	Lizzie Scally	Michael Benson	Nicole Barakat
Jim Simpson	Kate Starr	Lorraine Branz	Michael Campbell	Nicole Levi

Nicole O'Brien	Rebecca Freed	Sam Barsah	Steaphan Markotany	Tin Sang Chan
Nicole Tighe	Rebecca Miers	Sam Duncan	Stefan Joksic	Tina Gonzalez
Nikki Pearson	Reg Domingo	Sam Gatsby Lim	Stefan Poeltl	Tjana Ishter
Nilesh Deshmukh	Regina Gryc	Sam Said	Steph Rufus	Tobin Saunders
Noel Jordan	Rhonda Nohra	Sam Salvidge	Stephanie Hart	Toby Armstrong
Nolan Ngoc Tran	Rhys Bobridge	Samantha Farrell	Stephanie Howard	Toby Dodson
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Pam Richardson	Richard Savvy	Sara Adey	Stephen Wilcox	Travis De Jonk
Pang Woo	Rick O'Gorman-Hughes	Sarah Blakemore	Steve Bailey	Travis Wishart
Paolo Polimeni	Ricky Absolom	Sarah Clark	Steve Brindley	Trevor Good
Patrick Andersson	Ricky Lewis	Sarah De Vere Tyndall	Steve Frendo	Trevor Slattery
Patrick Costigan	Rita Barnett	Sarah Felgate	Steve Kaminski	Trish Darke
Patrick D'Cruz	Rizky Ramadhani	Sarah Lambert	Steve Thorne	Tristan Blackshaw
Paul Austin	Robbie Hayes	Sarah Macintosh	Steve Walker	Troy Sinkovic
Paul Clark	Robert Ampil	Sarah Weir	Steven Berveling	Ty Dovans
Paul Wade	Robert Beaven	Sarina Jackson	Steven Cao	Ulo Klemmer
Paula Wilson	Robert Duncan	Scott Leabeater	Steven Kennedy	Vaha Vaokakala
Peak Distapan	Robert Ferrero	Scott McLaren	Steven Krinitzky	Vaimoaua Kengile
Peita Johnson	Robert Fleming	Scott Middleton	Steven Moore	Valeriano Incapasa
Peng Yan	Robert Flemming	Scott Perkins	Steven Moran	Valerio Pradella
Peta Cox	Robert French	Scott Smith	Steven Morgan	Van Long Tieu
Peter Crooks	Robert Heathcote	Sean Cleary	Steven Pham	Vanessa Ahmed
Peter Distapan	Robert Hitchcock	Sean Walcott	Stuart Ewings	Vanty Tang
Peter Ellis-Jones	Robert Knapman	Senthorun Raj	Stuart Fenton	Veronica Eulate
Peter Foggitt	Robert Pearson	Sergio Rebelo	Stuart Hearne	Veronik Verkest
Peter Humble	Robert Robilliard	Serkan Ozturk	Stuart Irons	Victoria Coumbe
Peter Roach	Robert Wisniewski	Shakti Ram	Stuart Smith	Victoria Zinke
Peter Tilley	Robert Wood	Shane Campbell	Stuart Wilkinson	Visit Soupravat
Peter Trebilco	Roberto Jara	Shane Hunt	Suhendro Suhendro	Vivian Thoman
Peter Williams	Robyn Elrick	Shane Lynch	Surianto Koean	Vuong Nguyen
Petrina Hilton	Robyn Short	Shane Pascoe	Surin Kuncharin	Wallace Corey
Phena Buhrich	Robyn Vitullo	Shannon Wright	Susan Osborne	Warren Yeung
Phil Truong	Roderick Smith	Shaquille James Ray-Brazel	Tahlia Trijbetz	Wayne Barrett
Philip Colley	Rogan Richards	Sharn Dee	Tania Saffi	Wayne Harland
Philip Lidbury	Roni McGarrigle	Sharn Gokalp	Teddy Cook	Wayne Hodshon
Philip Ruble	Ronny Ronny	Shaun Brown	Teesh Bolton	Wayne Stamp
Philippa Upcroft	Rory Mckay	Shaun Nghoh	Teresa Savage	Wei Tang
Phill Horne	Rose Hogan	Shaun Watson	Terry Barnett	Wezly Saunders
Phill Quirk	Rose Pappalado	Shawn Clackett	Terry Walkinshaw	Will Capri
Pia Clare Harries	Ross Feenan	Shayan Churchill	Terry Wills	Will Jeffery
Pip Ditzell	Ross Ness	Shirley Tse	Tevin Price	William Hooke
Pitoyo Sitanggang	Roy Christopher	Shona Tough	Thai Tran	William Lau
Poppy Burnett	Roy Starkey	Sian Davis	Thanh Lam Dinh Tran	William Nigole
Prinsa Shrestha	Russ Gluyas	Sigrid May	Themistos Themistou	Winnie Wang
Priyant Pratap	Rusty Nannup	Silke Elkmann	Therese Ziemis	Xin Bin Chen
Quinn de Rosa Pontella	Ruth Devakaram	Simon Graham	Thomas Adams	Xiuyun Ma
Rachel Smith	Ruth Langford	Simon Ian Proud	Thomas Munro	Yee Lian Chew
Rachel Tangye	Ruth Rosenhek	Simon Koloadin	Thomas Murphy	Yongchen Liang
Radda Jordan	Ryan Anderson-Smith	Simon Menz	Thomas Poberezny Lynch	Yves Calmette
Raj Saini	Ryan Elwazzi	Simon Tarrant	Thomas Robertson	Zac Collins-Widders
Rami Mandow	Ryan Jackson	Siobhan Hannan	Tia Kierath	Zaine Guo
Randa Kattan	Ryan Lee	Sioux Harrison	Tim Bishop	Zenith Virago
Raul Soriano	Ryan Mark	Sol Skeletor	Tim Duggan	Zhe Li
Ray Brown	Ryhs Bobridge	Somi Kim	Tim Chen	Zishu Xu
Ray Sarsin	Saanchi Ramprakash	Sophie George	Tim Edison	Zoran Runceviski
Raymond Ho	Sabine Dhaeseleer	Spencer McGill	Timothy Ball	
Raymond Holmes	Sally Bevan	Stacey Warran	Timothy Marcs	
Raymond Webb	Sally Cotton	Stacy Hughes	Timothy Mark	

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2Spirits Aboriginal and Torres Strait Islander Program, Queensland AIDS Council 357 (Sydney City Steam) 8Hotels AACACT Aaron Allegretto Arrows Abbot Aboriginal and Torres Strait Islander Health NCHCR Aboriginal and Torres Strait Islander Sexual Health Network Aboriginal Health and Medical Research Council NSW Aboriginal Medical Service Redfern Aboriginal Reference Group Hunter Aboriginal Women's Refuge Accenture ACOSS ADAHPS ADAHPT Adam Filewood Adam Fitzpatrick Adam Moor Adam Niewand Adult World Aged Care Rights Service Ageing, Disability and Home Care NSW AIDS Action Council Canberra AIDS and Infectious Diseases Branch NSW Health AIDS Concern AIDS Projects Management Group AIDS Trust of Australia Air Asia AIVL Alan Boxsell Alan Hough Albion Street Centre Alcohol and Other Drugs Service Alen Vujevic Alex Jackson Alex McKinnon Alex Whitfield Alfalfa House Allambi Youth Services Alliance Health Allsorts Queer Collective Wollongong University Alphamale Skin Care Alzheimer's Australia NSW American Express ANCD Anchor Men's Hostel Andrew Bell-Chambers Andrew Collins Andrew Kirk Andrew Mercardo ANEX

Ankali Project Anne Bee Ansell Condoms Anthony Defina Anthony Hillis Anthony Kable Anthony Ogle AOD Service, St Vincent's Hospital AOD/HHP Offender Services and Programs APCOM APHEDA Arab Council Australia Armidale & District Women's Centre ARQ Arredorama Art Central As You Are Au Lac Royal Vegetarian Cuisine Aurora Group Aussie Boys Aussie Pole Boys Australia Council for the Arts Australian Drug Foundation Australian Federal Police Australian Federation Of AIDS Organisations Australian Human Rights Commission Australian Injecting and Illicit Drug Users League Australian Network on Disability Australian Radical Faeries Australian Red Cross Australian Services Union Australian Society Of HIV Medicine AVANT Card Awabakal Aboriginal Medical Service Awabakal Land Council Baden Chalmers Balmain Uniting Church Bandstand Café Bankstown Community Drug Action Team Bankstown Women's Health Centre Barry Hammond Barton Druitt Bas Papaioannou BE Productions Be Young and Proud Bean Bar Café Becker Minty. Beckett Robert Belinda Symington Belinda Wollaston Belvoir St Theatre Ben Bristow Benjamin Heathwood Benson Waghorn Beresford Hotel

Bernie Green Better Read Than Dead Beyond Blue Bill Bowtell Birdcage Blackbird Corner Blackstar Pastry Blacktown Community Transport Inc. Blue Dog Posters Blues Sisters Softball Team Bobby Goldsmith Foundation Bobby Goldsmith Foundation Outreach Team Bobby Goldsmith House Bodyline Boehringer Ingelheim Bon Appetite Café Bongo Prints Bongo Promotional Merchandise Bookshop Darlington Boulevard Partners Breast Screen Brett Brown Brett Toelle Brian Walsh Bridge Housing Ltd. Bristol Myer Squibb Broken Glass Brunswick Valley Community Centre Byron Bay Community Centre Byron Gay Byron McDonald Byron Shire Council Cabcharge Australia Cabcharge Australia Ltd. Cancer Council NSW CanTeen Hunter and Northern Division Capitol Theatre Care Connect Carers NSW Carla Omiciuolo Carlos Felix Carrie's Place Women's and Children's Services Catfight Collections Catholic Education Office, Inner West Region CB Fitness Package CCL Cec Busby Centre for Volunteering Centrelink Centrelink Aboriginal Liaison Officer Centrelink Outreach Team Hunter Centro Charlestown Square Shopping Centre Cessnock Hospital Cessnock Library Charisma Belle

Cheeky Transport Chevron Chick Chicks With Picks Chih Yao Chang China Doll Chris Brooke Chris Muir Chris Panton Chris Turano Chris Yamamoto Christopher's Flowers Cinnamon Twist School of Belly Dance City Gym City of Sydney Claire's Kitchen Clarence River Women's Refuge and Outreach Services Clayton Utz Clinic 145 - Tweed Heads Clinic 16 Clinic 229 - Grafton Clinic 468 (Tamworth) Clive Woodworth Coalition Of Activist Lesbians Coastal Castaways CoastOut Festival Coco Jumbo Coffs Harbour City Council Coffs Harbour Sexual Health Colombian Hotel Commonwealth Bank Community Health for Adolescents in Need Community Mental Health Community Wheels Inc. Community Youth Development Project ConNetica Corelli's Café Gallery Corey Zerna Corner Youth Health Service Bankstown Cornersmith COTA COTA NSW Craig Mitten CRC NSW Crossroads Youth Health Service Crowd Comms CSCAN CSRH Cullen Hotel CULT Cummings Ballina Curt Mason Therapy Space Curtin University of Technology CUSCAL DADHC Office for Ageing Daly Male Damian Barrett Daniel Bone

Daniel Gordon
 Daniel Lane
 Daniel Lemesle
 David Bain
 David Buchanan
 David Davies
 David Hall
 David Josephson
 David Lyons
 David Sergeant
 David Walters
 Dawn French
 Dean Bell
 DEEWR
 Delta Force Paint Ball
 Department of Aboriginal Affairs
 Department Of Aging and
 Disability (HACC Services)
 Department Of Defence
 Department of Education and
 Training
 Department of Family and
 Community Services
 Department of Health and Ageing
 Department of Human Services
 Derek Hodgkins
 Designer Boys
 Devon Indig
 Diabolik Tattoo
 Diamond Communication
 Diamond Service Centre
 Diana Van Bell
 DIVA
 Diversity ACT LGBTIQ Community
 Services
 Diversity Council Australia
 Diversity Council of Australia
 DNA Magazine
 Dominic Barrington
 Dowson Turco Lawyers
 Dragonfly Cafe
 Duffy Bros Darlinghurst
 Dulwich Hill Library
 Duncan Cresswell
 Duncan Holmes
 Dungog Shire Community Centre
 East Sydney Doctors
 Eastern Sydney Medial Local
 Eastern Sydney Medicare Local
 Eastlake Youth Centre
 Ed Halmagyi
 Elindale House
 Elissa Elvidge
 Elsie Women's Refuge
 Elton Ward Creative
 Emanuel Laermenos
 Emma MacMahon
 Erko Physio
 Estabar
 ETHOS Project
 Ettalong 50+ Leisure and
 Learning Centre
 Evans Media

Evelyn Drivas
 Event Cinemas
 Events NSW
 Evergreen Life Care
 EVO Media
 Facs
 Fairfax Media
 Family Drug Support
 Family Planning NSW
 Family Planning NSW (Newcastle)
 Family Referral Service
 Family Relationship Centre
 Family Support Network
 Far West Community Legal Service
 Far West LHD
 Feminist Variety Show
 Fenway Health
 Fenway Institute
 Fernwood Newcastle
 Fiona Ball
 Fitness First, Darlinghurst
 Flock Espresso & Eats
 Floral Decorator
 Flying Fruit Fly Circus
 Flying Penguin Extraordinary
 Educational Toys
 Food Distribution Network
 Forbes Chambers
 Four Seasons Condoms
 Foxtel
 FPNWS
 Frank Barnes
 Frankie's Place Café
 Fraser Stark
 Freezone Volleyball
 Fresh
 Fresh Fruits Youth Group
 Frost Design
 Frou Frou Productions
 Fusion Massage
 Gabriel Wild
 Gadigal Information Service
 Galambila Aboriginal Health
 Service
 GAMMA
 Gareth Hooper
 Garrett Bithell
 Garry Brown
 Gary Stocks
 Gateway Hotel
 Gavin Walters
 Gay & Lesbian Counseling Service
 Gay & Lesbian Immigration
 Taskforce
 Gay & Lesbian Liaison Officers
 (NSW Police)
 Gay and Lesbian Health Victoria
 Gay and Lesbian Mardi Gras
 Gay and Lesbian Rights Lobby
 Gay Bar
 Gay Camping NSW
 Gay Exchange Park Street
 Gay Matchmaker

Gel Works
 Gender Centre
 Genevieve Freeman
 GenQ Gosford and Wyong
 George Braybon
 Gilead
 Girthing
 GlaxoSmithKline
 GLBTI Network - RailCorp
 GLCS
 Glenda Jackson
 GLHV
 GLYDE
 Glyde Sexual Health
 Go Vita Health Food
 Goldman Sachs
 Golds Gym
 Good Wool Store
 Goonellabah Sports and Aquatic
 Centre
 Gosford 50+ Leisure and Learning
 Centre
 Gosford Sexual Health Clinic
 Graeme Brown
 Graham Vince
 Grant Drury-Green
 GREAT Community Transport
 Great Community Transport Inc.
 Greg Jones
 Greg Prior
 Gretel Killeen
 Hamilton Bottle Shop
 Hampsons Homewares
 Harbour City Bears
 Harbour City Bears
 Harbour City Wrestlers
 Harm Minimisation Program
 HNELHD
 HARP Unit, SSWSLHD
 Harry Fransen
 Harry West
 Hawk IT Services Pty
 Haymarket Foundation
 Headquarters
 Headquarters on Crown
 Headspace
 Hecate Consulting
 Hepatitis NSW
 Herbert Smith Freehills
 High Street Youth Health Service
 High Tide Café
 Hill Youth Centre
 HIV / Accommodation Crisis Group
 Interagency Meeting
 HIV Accommodation Crisis Group
 Interagency
 HIV Outreach Team
 HIV/AIDS & Related Programs
 HIV/AIDS Legal Centre
 HNEALHD Substance Abuse
 Services
 HNELHD Dental Services
 HNELHD Population Health Team

Holden St Clinic
 Holdsworth House Medical
 Practice
 Holdsworth House
 Home Care Service of NSW
 Homelessness NSW
 House Broadway
 House of Priscilla
 Housing NSW
 Housing NSW Aboriginal Liaison
 Officer Hunter
 Hugo's Lounge
 Hugo's Manly
 Human Rights Law Centre
 Hunter and New England
 Adolescent Health Team
 Hunter and New England AOD
 Treatment Services
 Hunter and New England Local
 Health District
 Hunter Gay Network
 Hunter Headspace
 Hunter Health Aboriginal Liaison
 Officer
 Hunter Institute of Mental Health
 Hunter Low Energy Systems
 Hunter New England LHD
 Huskisson Gallery & Picture
 Framing
 Ian Fraser
 IBM
 IBM Australia
 iCandy Sweets Bars
 ICLC
 Illawarra Legal Centre
 Illawarra Shoalhaven Local Health
 District
 Illawarra Women's Health Centre
 IMAX
 Immunology & Infectious Diseases
 Unit
 Imperial Hotel
 Independent Education Union
 Inner City Legal Centre
 Inner City Legal Service
 Inner City Youth at Risk
 Inner West Community Transport
 Inspire Foundation
 Institute for Sustainable Futures
 International Harm Reduction
 Development Program, Open
 Society Foundations
 Interrelate Newcastle
 INTRA Drug and Alcohol
 Counselling
 Ivy
 Jackson Gooch
 James Fletcher Hospital
 James Masselos
 James McCrow
 James Photography
 James Rogden-Hall
 Jane Markey



Janine Krochmal	Lakshya Trust	Luke Downend	Mid North Coast Local Health District
Jay White	Land and Environment Court of NSW	Luke Levi Karakia	Midginbill Hill Outdoor Education Centre
Jeanie Campbell	Langton Centre	Luv a Coffee	Midnight Shift
Jeffrey Kamins	Laurence Stark	Lyric Theatre	Migrant Resource Centre
Jen Ireland	Laurie Budge	Macquarie Group Limited	Newcastle
Jermaine Peters	Lavender	Magnet	Mike Bowen
Jess Byrne	Lawrence Bennett	Malcolm Austin	Mike Cozens
Jessica Steig	Leading Hand Design	Malcolm Miller	Mike Evans
Jodie McNeil	Lee James	Manhunt	Mike King
Joh Bailey Salon	Leichhardt Community Transport Group Inc.	Manta Dining Package	Mim O'Flynn
John Glen	Leichhardt Women's Community Health Centre	Marayong House Neighbourhood Centre	Mitchell Butel
John Hunter Hospital Immunology and Infectious Diseases Unit	Leichhardt Women's Health Centre	Maria Chan	Mitzi Macintosh
John Hunter Hospital Sexual Assault Unit	Lemons With A Twist	Maria Correia Marques	Mod Productions
John O'Dea	Lend Lease	Maritime Centre	Mondial Neuman
John Pentacost	Lesbian Matchmaker	Mark Allen	Morisett Hospital
John Stokes	Lesbians In Public Spaces (LIPS)	Mark Haines	Mr X Adult Shop
John Ulrick	Lesmore Womyn	Mark Pesce	MSIC
Jon Bastin	LEXUS Student Association - Southern Cross University	Mark Trevorrow	Mt Druitt TAFE
Jordan Bradley	LGBTI Health Alliance	Marrickville Council Archives	Mullumbimby Women's Resource Centre
Joseph Jewitt	Lian Cronje	Marrickville Library	Muloobinba Aboriginal Family Support Service
Joshua Simpson	Lifebridge Kingscliff	Marrickville Youth Resource Centre	Multicultural HIV and Hepatitis Service
JOY 94.9	Lifeline	Martin Nguyen	Murrumbidgee LHD
Julia Morris	Lifesavers with Pride	Mater Mental Health Social Worker	Music Bizarre
Julie Byles	Lifestyle Fitness Gym	Matt Akersten	NAB
Jurassic Lounge	Ling Fan	Matthew Henry	NACCHO
Justice Health	Linking Lesbians in Newcastle	Matthew Sparks	NADA
Justice Health & Forensic Mental Health Network	LINKS Youth Support Service	Matthew Whitbread	Nadarajah Sribalamoorthy
Justice Health Statewide Services	Liquid Gold	Mature Age Gays	Nads
Karen Nairn	Liquid Skin Care	Maureen O'Brien	Nanshe Studio Gallery Shop
Karumah Positive Living Centre	Lisa Maher	Maurice Byers Chambers	Naomi Palmer
Kassa Bird - Ballina Byron Family Centre	Lismore and District Women's Health Centre	Max Black	NAPWA
Kate Arnold	Lismore City Council	McCauley Outreach	Natalie Peterson
Kate Clark	Lismore Cruise and Travel	Mecca Cafe	Natasha Knowles
Kath Albury	Lismore Dementia Pathways Forum	Melbourne Planning Group, AIDS 2014	National Australia Bank
Kathleen Connors	Lismore Domestic Violence Liaison Committee	Men and Family Centre	National Drug and Alcohol Research Centre
Katy Roy	Lismore Library	Men's Grooming Salon	National LGBTI Health Alliance
Keith Baker	Lismore Liver Clinic	Mental Health and Drug and Alcohol Office	Natural Tucker
Keith Shields	Lismore Mayor Jenny Dowell	Mental Health Association of NSW	Nauti and Nice (Hamilton)
Kempsey Neighbourhood Centre	Lismore Neighbourhood Centre	Mental Health Commission of NSW	NCOSS
Ken Day	Lismore Regional Gallery	Mental Health Co-ordinating Council	Neil Hendriks
Kendal Cuneo	Lismore Sexual Health Service	Merck Sharpe and Dohme	Nepean Blue Mountains LHD
Kevin Paton	Lismore Visitors Information Centre	MERIT	New Lambton Public Library
Kevin Rigby	Lismore Workers Club	Metro Entertainment	Newcastle City Council
Kincumber Youth Centre	Living Positive Victoria	Metropolitan Local Aboriginal Land Council	Newcastle City Library
Kings Cross LAC	Liya Daly	MHCC	Newcastle Community Greening
Kingsteam	Liza Bahamondes	Michael Gates	Newcastle Community Legal Centre
Kirby Institute	Loft Youth Arts and Cultural Centre	Michael Holtham	Newcastle Gay and Lesbian Choir
Kirketon Road Centre	LOTL	Michael Rolik	Newcastle Local Area Command
Kitty Sheriden	Louise Fenton	Michael Ward	Newcastle Locksmiths
Kogarah Community Services	Lower North Shore Community Transport	Michela's Family Day Care	Newcastle Mental Health Service
Koompahtoo Land Council	Luke Addinsall Counselling & Consultancy	Michelle Imison	Newcastle Museum
KPMG		Michelle Vassallo	Newcastle Outreach & NSP worker NSW Users and AIDS Assoc.
Krystal Kleer		Mid North Coast Community Support Fund	Newcastle Regional Art Gallery
Kunalan Arjunan		Mid North Coast LHD	Newcastle University - Equity &
Lady K			
Lake Macquarie City Council			
Lake Macquarie Local Area Command			
Lake Macquarie Mental Health			

Diversity Unit	NSW Ministry of Health	PFLAG	Reconciliation Australia
Newcastle University - Students Association	NSW Nurses and Midwives' Association	Phil Scott	RED Inc
Newcastle University - The University Gallery	NSW Office for Women	Philippa Duflo	Redfern Community Centre
Newcastle University - University Counselling Service	NSW Police Force	Phillip Sutor	Redfern Local Area Command
Newcastle University - University Health Service	NSW Police Gay and Lesbian Liaison Officers	Phoenix Rising	Reg Domingo
Newcastle University Bookshop	NSW Police, Surry Hills LAC	Pink Media	Regional Services
Newtown Gym	NSW Queer Student Network	Pinnacle Foundation	Regional Strategies Officer- Violence Prevention
Newtown Hotel	NSW Seniors Week	Pinsource	Regional Youth Support Services
Newtown Neighbourhood Centre	NSW Teachers Federation	Pip Ditzell	Rekindle The Spirit
Next Print	NSW Trustee and Guardian, Justice & Attorney General	Pitchgut Opera	Relationships Australia
NGO Recruitment	NSW Users and AIDS Association	Planet Ark	REPIDU
Nicholas Ward	NSW Users and AIDS Association	Platinum Male	Research Centre for Gender Health and Ageing
Nigel Crocker	NTAHC	Pleasure Lounge	Reverse Garbage
Nimbin Neighbourhood and Information Centre	NUAA	Points Of Difference	Richard Gardner
Nimbin Visitors Information Centre	Office for Women's Policy	Polly's Social Club	Richard Gleeson
No Time To Lose	Office of the Governor of NSW	Porntep Kunpitukwattana	Richard Riley
Noahs On The Beach	Office of the NSW Minister for Education	Port Kembla Community Project	Richmond Aged Care Network
NORPA	Office of the NSW Minister for Health, and Minister for Medical Research	Port Macquarie Police	Richmond Community Options
North Coast Community Housing Company	Office of the Registrar of Community Housing	Port Macquarie TAFE Campus	Rick Salvatico
North Coast HARP	Oii Australia	Positive Aboriginal and Torres Strait Islander Network (PAT SIN)	Ricki-Lee Coulter
North Coast Institute TAFE	Open Society Foundations	Positive Adolescent Sexual Health Consortium (PASH)	Riverlands Drug and Alcohol Centre
North Coast Lesbian Alliance	Organisation Intersex International	Positive Central	Robert Beetson
North Coast Medicare Local	Oscar Oscar Salon	Positive Frontiers	Robert Brough
North Coast TAFE	Out "n" Hastings	Positive Life NSW	Robert Stirling
North Sydney Central Coast Area Health Service	Out Tonight - Newcastle Gay and Lesbian Choir	Positive Support Network (Gosford)	Rock Salt
North West Rainbow Connection	OX Live Radio	Powerhouse Museum	Roger Deveau
North West Rainbow Connection Inc	Oxford Hotel	Pozhets	Rohan Forkner
Northern Coast and Mid North Coast Needle Syringe Program	Oz Show Biz Cares/ Equity Fights	PRA on King	Roladoor Café
Northern NSW LHD	HIV/AIDS	Pride History Group	Ron Nelson
Northern Rivers Community Legal Centre	Ozegay	Prince of Wales Hospital	Rory Delaney
Northern Rivers Echo	Pacific Clinic	Prof Julie Byles	Ross Henderson
Northern Rivers Queer History Project	Pacific Clinic Sexual Health	Prof. Chris Puplick	Royal Prince Alfred Hospital
Northern Rivers Roller Derby	Pacific Friends of the Global Fund to Fight AIDS, Tuberculosis and Malaria	Prostate Cancer Foundation of Australia	RPA Sexual Health Services
Northern Rivers Social Development Council	Paddington RSL	PWC	RTA Office Newcastle
Northern Rivers Women and Children's Services	Park Street Adult Books	QAHC	Ruben Finch
Northern Star	Parks and Wildlife Service North Coast	Q-Life	Rubyfruit Boutique Vegan Bakery and Café
Northern Sydney LHD	Parramatta Sexual Health Clinic	QT Hotel	Ruslan Khisameev
Nowra Youth Services	Pastizzi Cafe Bar	Queenie van de Zandt	Ryde-Hunters Hill Community Transport Association Inc.
NSW Department of Corrective Services Aboriginal Client services Officer	Patrick Medd	Queensland Association for Healthy Communities	Sacred Heart Hospice
NSW Department of Housing	Paul Blackmore	Queensland AIDS Council	Salesforce.Com
NSW Department of Premier and Cabinet	Paul Ranocchiari	Queer Fruits Film Festival	Salon West
NSW Federation of Housing Associations	Paul Savage	Queer Screen	Saluna
NSW Gay and Lesbian Rights Lobby	Peer Representatives	Queerscreen	Salvation Army West Lakes
NSW Health	People With Disability Australia	Rachel White	Same Same
	Peta Forder	Radisson Blu	San Churro Chocolateria
	Peter Brew Bevan	Rainbow Visions	Sandi Hotrod (Hotrod Productions)
	Peter Eyers	Ramjet Cooks Hill	Sappho Books Cafe & Wine Bar
	Peter McKee	Randwick Waverley Community Transport Group Inc.	Sarah De Graaff (Here With Sarah)
	Peter Murphy	Raw Hair	Sarah Schinckel-Brown
	Petty Cash Café	Ray Sarsin	Satellite Espresso
	Pfizer Australia	Raymond Ho	Sax Fetish
		Raymond Terrace Youth Centre	SBS
		Reaching Home	Scarlet Alliance
		Reachout	School of Public Health and Community Medicine
		Reclaim by Monica Trapaga	Sculpture by the Sea

Seniors Home Instead	Stanmore Library	Committee	Tonee Knowles
Serafims Bourke St Pharmacy	Star Casino	Taronga Zoo	Toni&Guy Newtown
Sexual Health Promotion	Star Observer	TARS	Tony Maytom
Sexually Transmitted Infections Research Centre	Starlight Cinema	TasCAHRD	Tool Shed Darlinghurst
Shalini Scholtz	Starshots	Taylor Square Medical Practices	Tower Cinemas
Shane Duniam Catering	Stephen Peoples	Taylor Square Private Clinic	Traditional Medicinals
Shane Haydock	Steve Short	Teale Cafe	Trans Health Program - Fenway Health
Sharpes Nursery	Steven Cateris	Team Sydney	Transport & Transport Forum
Shauna Jensen	Steven Francis	Telstra	Twenty10
Shelter NSW	Steven McAleer	Tenants' Union of NSW Co-op	Two Stars Memorial Garden Project
Shoalhaven Women's Health Centre	Steven Rapeport	Tenterfield Counselling Service	Unitingcare Ageing NSW
Signal Men's Club	Stevens Bikes	Terrigal 50+ Leisure and Learning Centre	Unity Nightclub
Silke Bauer	Stimulant Treatment Program & Stimulant Check-up Clinic	Terry White Pharmacy Waratah Village	University Of Newcastle
Simmons & Simmons	Stimulant Treatment Program Hunter	The Aged-Care Rights Service (TARS)	Victoria Lobregat
Simon Vo	Stockland Glendale Shopping Centre	The Albion Centre	Victorian AIDS Council
Simon Wolnizer	Stockland Jesmond Shopping Centre	The Ankali Project	Waratah Village
Simone Noirit	Stokes Mischewski	The Australian Human Rights Centre	We Help Ourselves (Cessnock and Newcastle)
Singleton High School	Stonewall Hotel	The Bank Hotel	Westfield Kotara Shopping Centre
Siri Kommedahl	Stonewall UK	The Bookshop Darlinghurst	Westpac Group
Slide	Stuart Baker	The Boston Consulting Group	Williams Lea
Smith Street Practice	Students Representative Council	The Boyz	Wollotuka Institute Of Indigenous Higher Education
Social Leadership Australia	Suicide Prevention Australia	The Bridge	Women and Girls Emergency Centre
Social Work Departments - Sacred Heart Hospice, Prince Of Wales Hospital, Royal Prince Alfred Hospital and St Vincent's Hospital	Sujay Ketlyn	The Buttery Drug Rehabilitation Centre	Women Say Something
South African Tourism	Summer Salt	The Catering Specialists	Womens Housing Company
South East Sydney Community Transport Inc.	Surry Hills Local Area Command	The Centre For Volunteering	Yarnteen Aboriginal and Torres Strait Islander Corporation
South Eastern Sydney Illawarra AHS	Susan Hughes	The Colombian Hotel	Yourgen Mardi Gras Committee
South Eastern Sydney Local Health District	Suspension coffee	The Cruelty Free Shop	Zanzibar
South Sydney Community Transport Inc.	SX	The Den Magazine	
South Western Sydney Local Health District	Sydney & South Western Sydney Local Health Districts	The Department Of Premier and Cabinet	
Southern Cross University	Sydney Academy Of Sport and Recreation	The Exchange Hotel	
Southern NSW LHD	Sydney City Family Relationship Centre	The Flower Vault	
Southgate Inn (Tamworth)	Sydney City Steam	The Gateway Hotel	
Spectrum (Queer Collective, University Of Newcastle)	Sydney Convicts	The Gay Exchange	
SPRC	Sydney Gay and Lesbian Business Association	The Gender Centre	
SSWAHS	Sydney Gay and Lesbian Choir	The Gourmet Grocer Balmain	
SSWLHD	Sydney Gay and Lesbian Mardi Gras	The Haymarket Foundation	
St Carthages Community Care	Sydney Gaymers	The Home Care Service Of NSW	
St George Community Housing Ltd.	Sydney Leather Pride Association	The Imperial Hotel	
St George Youth Service	Sydney Local Heath District	The Midnight Shift	
St Peters/Sydenham Library	Sydney Medically Supervised Injecting Centre	The NSW and Act Queer Student Network	
St Vincent's Centre for Applied Medical Research	Sydney Opera House	The Oxford Hotel	
St Vincent's Hospital, S-Check Clinic	Sydney Rangers Football Club	The Press	
St Vincents & Mater Health Sydney	Sydney Sexual Health Centre	The Red Rattler Theatre	
St Vincents Hospital	Sydney Sustainable Markets	The Stonewall Hotel	
STA Travel	Sydney Symphony	The Terrace Bar	
Stanford House Inc.	Sydney Theatre Company	The Town Hall Hotel	
	Sydney Town Hall	The Tree Of Hope	
	Sydney Women's Baseball League	The Western Suburbs Haven Inc.	
	SydPath Pathologists	Theatre Royal	
	TAFE NSW	Therapy Space	
	Taj BLUE Hotel	Thinkspace At The Powerhouse Museum	
	Taj Hotels India	Thomas Whalley	
	Tania Lienert Memorial Lecture	Tim Daly	
		Tim Duggan	
		Tim Millgate	



Contacts

Sydney (Head Office)

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Surry Hills NSW 2010
PO Box 350, Darlinghurst, 1300
Tel: (02) 9206 2000
Fax: (02) 9206 2069
Freecall: 1800 063 060
Email: acon@acon.org.au
Web: www.acon.org.au

Sex Workers Outreach Project

Level 4, 414 Elizabeth St,
Surry Hills NSW 2010
Tel: (02) 9319 4866
Fax: (02) 9310 4262
Freecall: 1800 622 902
Email: infoswop@acon.org.au

Northern Rivers

27 Uralba St,
Lismore NSW 2480
Tel: (02) 6622 1555
Fax: (02) 6622 1520
Freecall: 1800 633 637
Email: sioux@acon.org.au

Hunter

129 Maitland Rd,
Islington NSW 2296
Tel: (02) 4927 6808
Fax: (02) 4927 6485
Email: hunter@acon.org.au

Coffs Harbour

c/o Galambila Aboriginal Health Service
9 Boambee St,
Coffs Harbour NSW 2450
Tel: (02) 6651 6017
Fax: (02) 6622 1520
Email: coffsharbour@acon.org.au

Port Macquarie

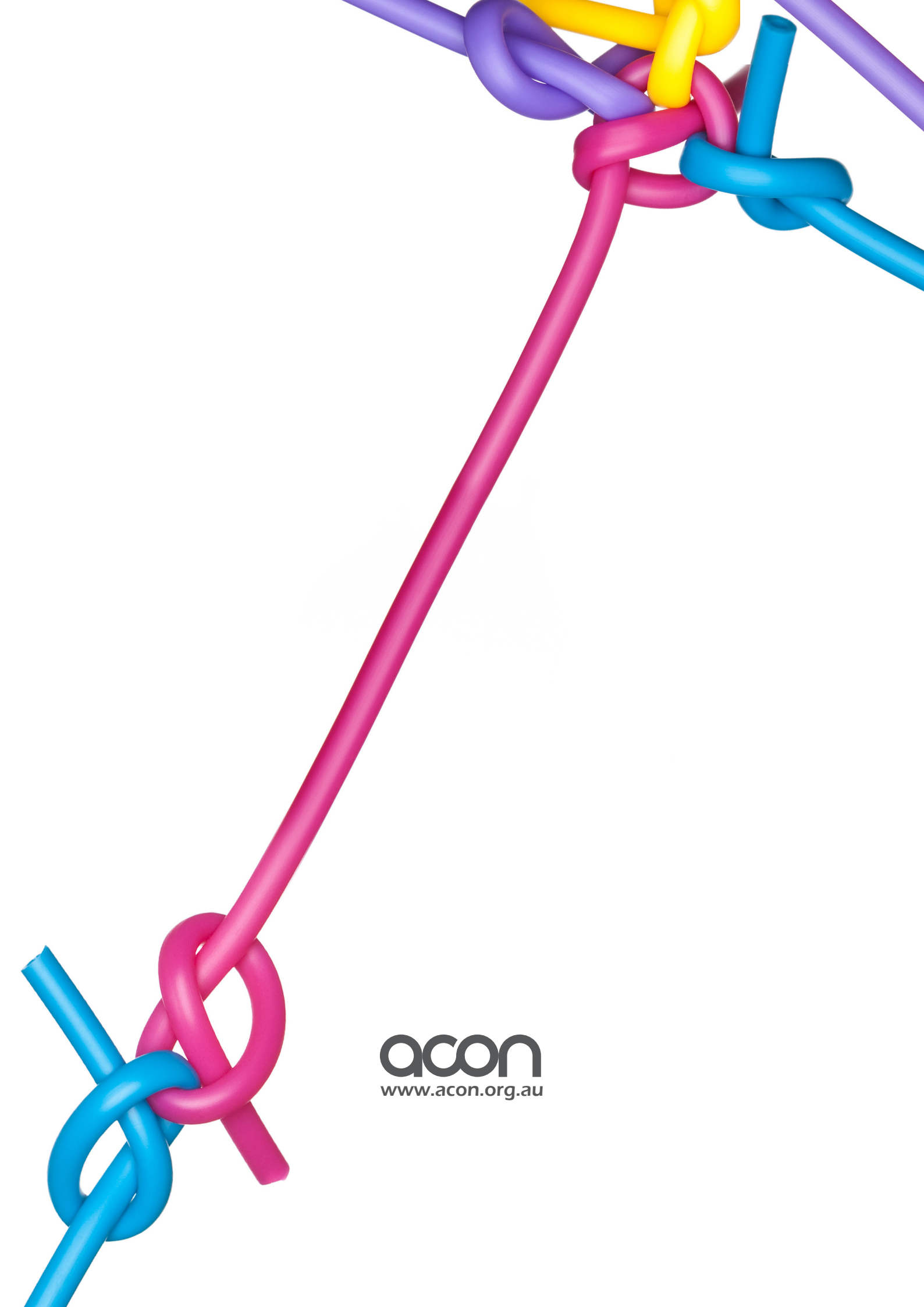
3/146-150 Gordon St,
Port Macquarie NSW 2444
Tel: (02) 6584 0943
Fax: (02) 6583 3810
Email: mnc@acon.org.au

Southern NSW

Our Outreach staff can be contacted by email and phone during office hours:

Illawarra /Shoalhaven/
Southern (to Bega)
Tel: 0437 891 397
Fax: (02) 9206 2069
Free call: 1800 063 060
Email: rmiers@acon.org.au

Southern/ Murrumbidgee /
Far West
Tel: (02) 9206 2114
Fax: (02) 9206 2069
Free call: 1800 063 060
Email: hturner@acon.org.au



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