

ANNUAL REPORT 2010 - 2011



acon

BUILDING OUR COMMUNITY'S
HEALTH & WELLBEING

We build the health and wellbeing
of our community by

WORKING TOGETHER

with our staff, volunteers, clients, community
members, supporters and stakeholders

OUR VISION

- An end to the HIV/AIDS epidemic locally and globally
 - A healthy, resilient and inclusive GLBT community
- A society that protects and promotes human rights as the
foundation for good health

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MESSAGE from the President and CEO

If there were two words to describe both the philosophy and practice of ACON, those two words would have to be **working together**. This simple phrase very neatly encapsulates the process by which ACON has helped improve the health and wellbeing of our community since our inception over 25 years ago. By collaborating with our clients and community members, with our staff, volunteers and supporters, and with our government, community, clinical and research partners, we have been able to contribute to a world leading response to HIV/AIDS and GLBT health and wellbeing. This is a significant achievement in which we can all take considerable pride.

This year, 'working together' has taken on a new meaning for ACON. A major focus for us throughout 2010/11 has been the relocation of our Sydney operations to a new site on the fringe of the CBD near Central Station. We previously had four operational sites in Sydney – our head office on Commonwealth St, the Positive Living Centre in Surry Hills, the Sex Workers Outreach Project in Chippendale and, more recently, The Luncheon Club in Waterloo. For a range of logistical and financial reasons, this was not an ideal situation. This was recognised by the NSW Government which provided additional funding to move all our Sydney-based staff and facilities to new premises at 414 Elizabeth St in Surry Hills, virtually in the centre of the area bounded by the four previous sites. Given the sensitive nature of the work we do, locating a stand-alone site which was big enough and within a specific geographic location was no small task, but we believe it has been achieved, and meets our needs superbly.

It's a credit to ACON's staff, volunteers and clients that the transition to the new building has been so smooth and with minimal disruption to services. The fit out and move has resulted in a vastly improved work environment with new technology and an open plan layout which encourages cross team co-operation and activity. The meeting centre

on level three is a hive of activity day and night, providing meeting spaces for staff, volunteers, clients, community groups and partner organisations. Maintaining this sense of collaboration is fundamental to the health and wellbeing of our community and the response to HIV in NSW.

By securing our new home – which co-locates many other HIV and GLBT community organisations – we have achieved a significant goal set in the ACON Strategic Plan.

This year in NSW there were 305 new cases of HIV notified, down from 327 in 2009. This is the lowest annual figure since HIV testing began in the 1980s. Gay men continue to be the population group most at risk of HIV in NSW and the continued achievement of stability is a credit to their commitment to HIV prevention, as it is to other at risk populations such as drug users and sex workers. We know that what we are doing now is delivering us continued stability but we need to do more to achieve a sustained decline in transmission rates. This year we saw promising results of studies which suggest new biomedical approaches will assist in this goal. We look forward to working with our partners and our community in taking bold steps to introduce those new approaches as the evidence builds and as we continue to develop our approach to combination HIV prevention.

Of course our ultimate goal is for no new cases of HIV transmission and that was the challenge posed to us this year by Michel Sidibe, the Executive Director of UNAIDS during his visit to Sydney – zero new HIV infections, zero discrimination and zero AIDS related deaths. ACON was pleased to be part of the community reception for Mr Sidibe, hosted in August in partnership with AFAO, Positive Life NSW, the National Association of People Living with HIV and the Pacific Friends of the Global Fund to Fight AIDS, Tuberculosis and Malaria.

Another important element of our current Strategic Plan is facilitating the introduction of rapid HIV testing. It is clear that knowing your HIV status and accessing appropriate clinical supports when indicated are important aspects of HIV management. Our success to date in both prevention and treatment is built on historically high rates of testing, but we need to make testing easier if we're to maintain and improve on this success. Australia's failure to provide access to rapid HIV testing is, as Don Baxter, Executive Director of the Australian Federation of AIDS Organisations (AFAO), said at the Australian Society for HIV Medicine Conference in October 2010 "the big embarrassment" of the HIV response in Australia.



Mark Orr (left) and Nicolas Parkhill

Encouragingly, a review of the National HIV Testing Policy was undertaken this year in which ACON put forward submissions on its own, and in partnership with AFAO. Funded by the South Eastern Sydney Illawarra and Sydney South West Area Health Services, we commissioned the Burnet Institute to undertake a systematic review of evaluations of community based rapid HIV testing sites in the developed world. The review demonstrated community based rapid HIV testing to be both acceptable and an important part of a comprehensive response to HIV prevention. We're delighted that the recently revised National HIV Testing Policy will help facilitate community based rapid HIV testing in the not too distant future. Introduction of rapid HIV testing will be an important new addition to our HIV prevention armoury and will play an important part in the quest for the sustained decrease in transmission rates we have been pursuing for some time.

Another ever elusive outcome is making HIV medications more accessible. Evidence is growing that suppressed viral load is an important part of the prevention of HIV transmission. Ease of access to HIV medications and adherence is therefore essential to a comprehensive approach to prevention. Currently people with HIV in NSW must access a public health service pharmacy to obtain their medication. Whilst there have been some changes to pharmacy hours to allow for after business hours dispensing, these are very limited. Such limitations fail to fully appreciate that many people with HIV work – and failure to provide pharmacy hours which allow them ease of access to medication is a significant burden. Ten years ago ACON participated in a pilot of community pharmacies dispensing HIV medication – a pilot which was well received and evaluated positively. It is disappointing that we still have not achieved the flexibility provided by community based pharmacy dispensing. We are hopeful that the issue will be resolved positively within the next twelve months.

ACON continues to pursue a health agenda which is wider than HIV, knowing that HIV does not exist in a vacuum and people with HIV confront a wide range of other physical health issues. Two exciting new projects were developed this year. The first was a cultural capacity building project in the aged care sector, developed and presented in partnership with the Aged Care Services Association of NSW/ACT, and funded by the Commonwealth Department of Health

and Ageing. The second was the Peace of Mind Project, funded by the Mental Health and Drug and Alcohol Office of NSW Health, to develop and deliver a training package for GLBT community members about mental health and how people can respond to someone they know who may be experiencing mental health difficulties.

Our workplace equality program Pride in Diversity continues to meet with considerable success. ACON runs this program in partnership with the Diversity Council of Australia and Stonewall UK. This year saw a significant increase in the membership of the program signifying the importance employers place on supporting LGBT employees and promoting diversity in the workplace. We know that has a direct impact on the sense of health and wellbeing experienced in the workplace. Pride in Diversity also launched the inaugural Australian Workplace Equality Index Awards which were presented at a luncheon held at the Hilton Hotel.

These and other accomplishments are outlined in this annual report. Overseeing this work is our talented senior management team – Alan Brotherton, Geoff Honnor, Dawn Hough, Nicole O'Brien, Lance Schema, Ian Walker and Shannon Wright. Their strong leadership of the day to day operations of the organisation have helped us achieve great things – too many to recount – and many of which have been on top of the move to Elizabeth Street.

ACON's staff and volunteers continued to excel at what they do, and we love them for their energy, creativity and commitment to our community. We also thank our Board members for their many hours of devotion to ACON over the last 12 months. Board members voluntarily give of their time and work quietly behind the scenes to provide direction and ensure ACON operates responsibly and with due accountability to our members, community, donors and funders. This year we said farewell to three Board members – Professor Louisa Degenhardt, Jonathan Stambolis and Rob Lake. Louisa, Jonathan and Rob brought enormous skill and passion to ACON's work. We pay tribute to Louisa, Jonathan and Rob and thank them sincerely for everything they have done to help ACON pursue its mission.

Finally, thank you to our members who entrust the board with the organisation and empower us to pursue ACON's mission. We value their support and encouragement.

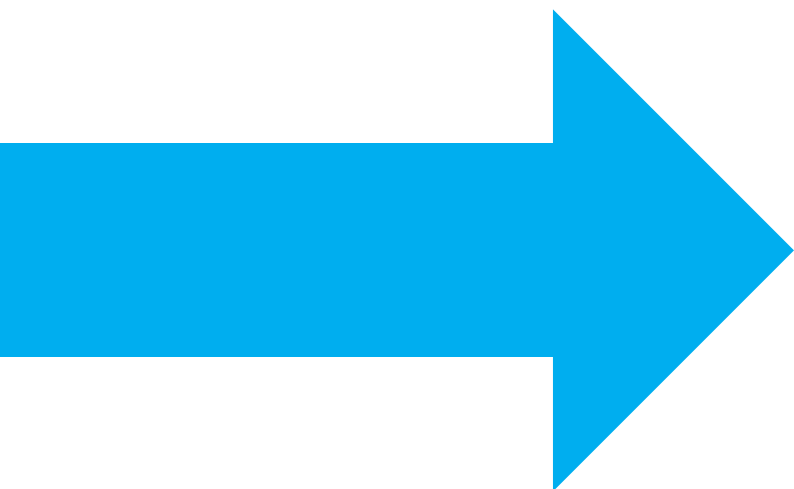
Over the next 12 months, we look forward to continue working together with all the inspirational people who are part of the ACON family, and to leading an organisation which plays such a vital part in building the health and wellbeing of our community.



Mark Orr
President



Nicolas Parkhill
Chief Executive Officer



What We Do

We promote the health and wellbeing of the GLBT community and people with HIV. We also provide information and support for people at risk of or affected by HIV, including sex workers, people who use drugs and the family and/or carers of people with HIV.

We run HIV prevention programs for the groups most at risk of HIV transmission – gay men, sex workers and people who inject drugs. For people with HIV, their families and carers, ACON provides a broad range of health promotion and support services. In the area of policy and advocacy, ACON provides advice on issues related to HIV and human rights.

Our work also covers other health issues for our communities such as:

- Sexual health
- Mental health / counselling
- Alcohol and other drug use
- Ageing
- Homophobic violence
- Domestic violence
- Home-based care
- Housing
- Workplace equality
- Community development

Who We Are

ACON is NSW's largest community-based gay, lesbian, bisexual and transgender (GLBT) health and HIV/AIDS organisation.

Our mission is to improve the health and wellbeing of the GLBT community and people with HIV, and reduce HIV transmission.

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

Why We Do It

The people and communities we serve face the same broad health issues as everyone else. However, mainstream service providers don't always respond adequately to their needs due to a lack of knowledge, understanding or acceptance, especially in regional and rural NSW.

Our communities also have specific health needs that are best met by community-based organisations with specialist knowledge and experience, particularly in relation to HIV, sexual health, discrimination and social isolation.

We meet this dual challenge by providing information and services that support the specific needs of our communities, particularly people with HIV. We also work to improve access to mainstream services through training, partnerships and advocacy.

Right across NSW, our team of caring and professional people genuinely understand and value the unique character of our communities and work hard to help build their health and wellbeing.



Our COMMUNITY

Gay Men And Other Men Who Have Sex With Men (MSM)

We help gay men and other men who have sex with men to improve their health and wellbeing by providing a range of programs, workshops, resources and events. We focus a lot on HIV prevention and support because HIV is a significant health issue for gay men in Australia.

People With HIV

In NSW, most people with HIV are gay men so our services reflect this. However, HIV doesn't discriminate and neither do we. Heterosexual people with HIV are welcome at ACON and we provide information and a range of support services to help them, their families and their carers.

Sex Workers

Through the Sex Workers Outreach Project (SWOP), we provide sexual health information and support services across NSW to escorts as well as private, brothel and street-based workers.

People Who Use Drugs

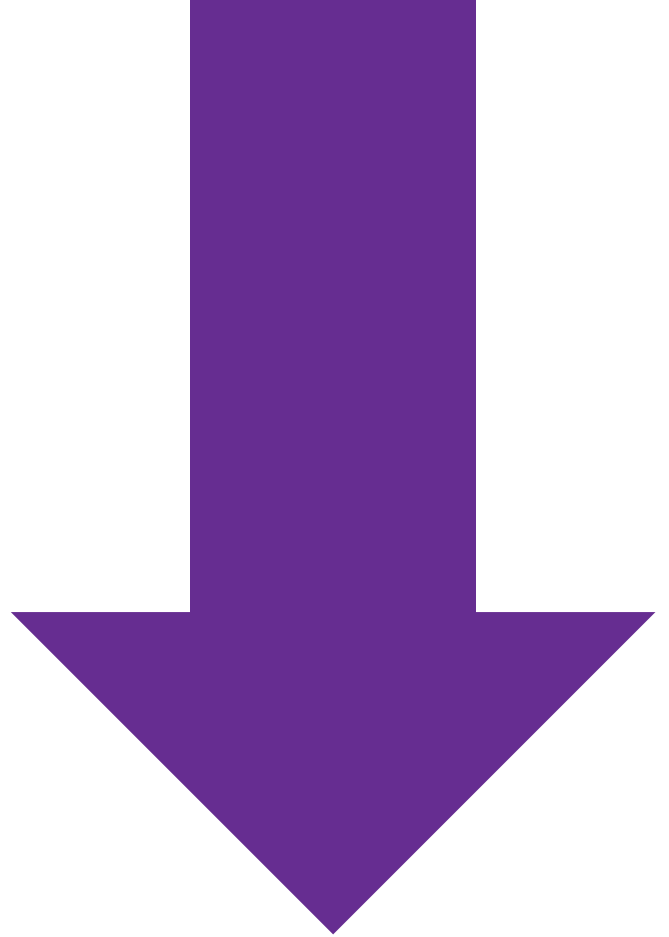
Minimising the risks associated with injecting drugs is important for public health and the prevention of blood-borne viruses, so we offer information, support services and treatment referrals for people who inject drugs. We also work on preventing and reducing the harms associated with other types of drug use.

Lesbians And Other Same-Sex Attracted Women (SSAW)

We help lesbians and other same-sex attracted women to improve their health and wellbeing by providing a range of programs, workshops, resources and events.

Transgender People

We help transgender people to improve their health and wellbeing by providing a range of sensitive and supportive services including counselling, housing support, and alcohol and drug programs.



Young GLBT people

We help young people (under 26) in our community to improve their health and connect with other young people by providing a range of programs, workshops, resources and events.

Mature GLBT people

We help mature aged people in our community to improve their health and wellbeing by providing support groups, developing health promotion initiatives and advocating for improved mainstream health and aged care services.

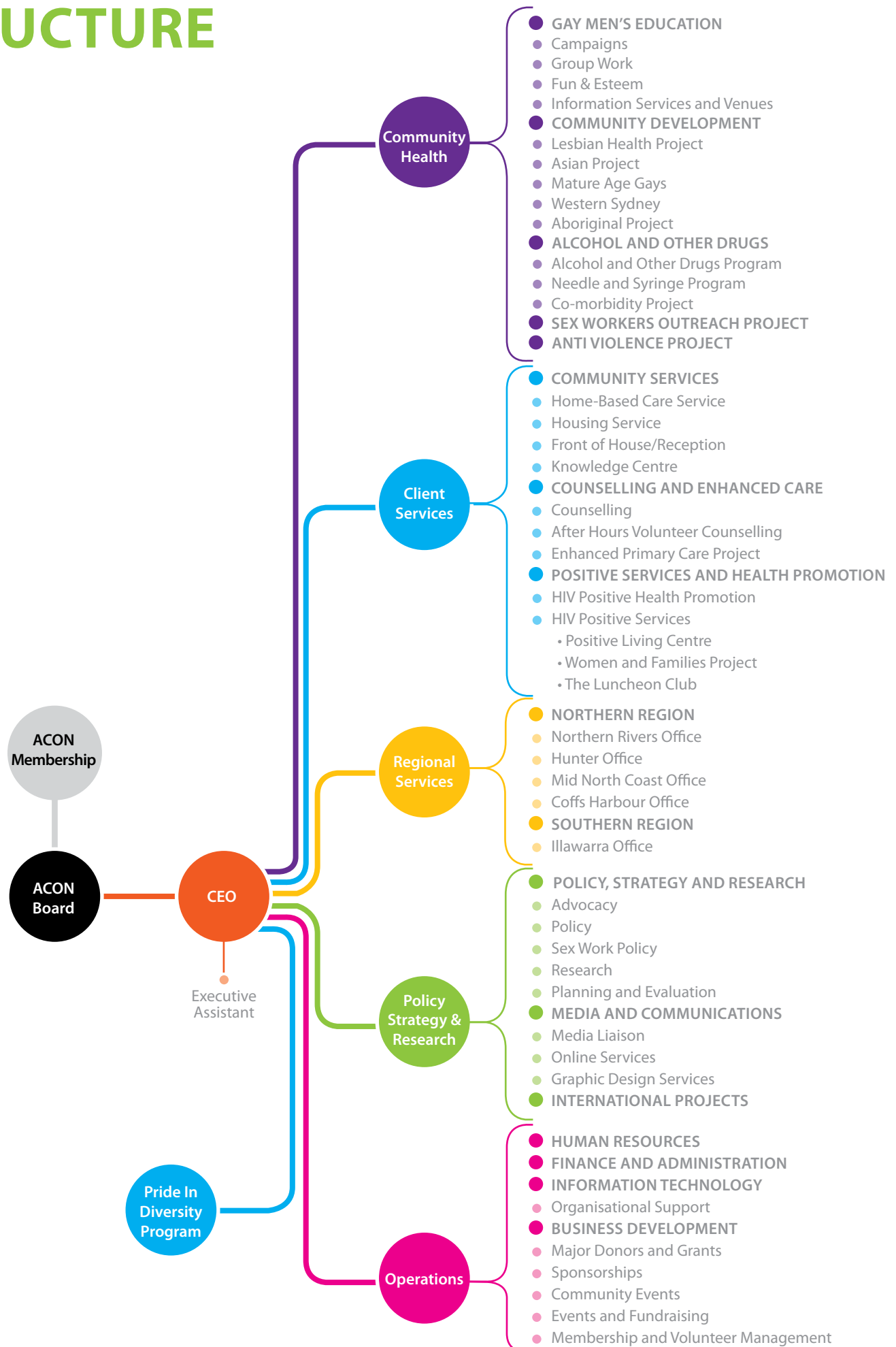
Aboriginal + Torres Strait Islander People

We help Aboriginal and Torres Strait Islander people in our community to improve their health and wellbeing by providing information, skills, resources and social networks within a culturally appropriate model of holistic health.

People From Culturally And Linguistically Diverse Backgrounds (CALD)

We work closely with the Multicultural HIV/AIDS and Hepatitis C Service (MHAHS) and other partners to ensure that our HIV work targets those groups which epidemiology tells us are at greatest risk of HIV transmission.

Organisational STRUCTURE



SENIOR MANAGEMENT Team



Nicolas Parkhill – Chief Executive Officer

Nicolas Parkhill has over 15 years' experience in the public and community health sectors. For the past two years, Nicolas has been the CEO of ACON and, in the three years preceding this, 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 campaign management and public relations.



Geoff Honnor – Community Health Director

Geoff took up his current role at ACON in October 2010 following three years at the AIDS and Infectious Diseases Branch of NSW Health where he had portfolio responsibility for gay men's prevention programs and HIV/STI research. Prior to that, he headed PLWHA(NSW) - now Positive Life NSW - for four years, preceded by a variety of HIV sector governance, management and policy roles in national and NSW-based organisations over several years. Geoff has lived with HIV for over twenty years and is currently on the Board of the National Association of People Living with HIV (NAPWA).



Lance Schema – Sex Workers Outreach Project General Manager

Lance has been involved in the community sector since moving to Australia from the U.S. in 2003. He has been the General Manager of the Sex Workers Outreach Project (SWOP) for nearly two years. Prior to working at SWOP, Lance launched and ran the NSW HIV Supported Accommodation Program as its coordinator. Previously Lance held positions with ACON as the GLBT Housing Officer and then as the Manager of Client Services. He also has a background in the community housing and health sectors.



Nicole O'Brien – Operations Director

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



Shannon Wright – Regional Services Manager

Shannon has worked in both the government and private health sectors for over 20 years and has a strong commitment to social justice and a passionate interest in GLBT issues. Shannon worked as ACON's Southern Region Manager for 18 months prior to taking her current role in 2009. Shannon also has a background in policy and advocacy with a focus on ageing as well as alcohol and other drugs.



Alan Brotherton – Policy, Strategy and Research Director

Alan has worked in the HIV field for 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, AFAO and the AIDS Council of SA, and 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.



Ian Walker – Client Services Director

Ian has over 25 years' experience in the public and community health sectors. Ian joined ACON in 2006 as a CSN volunteer. Before becoming Client Services Director in 2011, Ian was the Manager of Positive Services and Health Promotion at ACON for three years. Prior to that Ian worked in a variety of senior management roles in the US and the UK in the allied health sector. Ian has also worked for many years as an occupational therapist specialising in HIV for various community, rehabilitation and hospice services in Australia, the UK and the US.



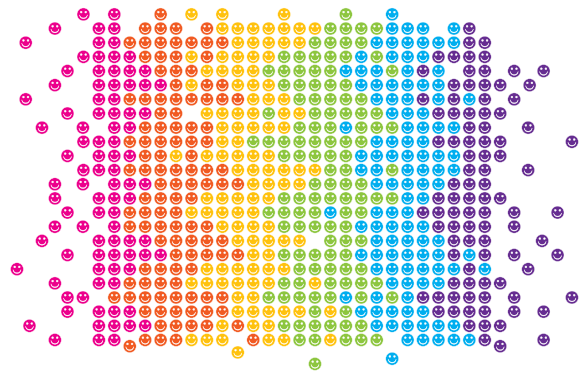
Dawn Hough – Pride In Diversity Program Director

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

Key STATS



120 staff
(full-time equivalent)



650 volunteers donating

36,000 hours or

\$900,000 of volunteer services



9 operational sites
(4 in Sydney and 5 in regional NSW)

became



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



305
HIV notifications
in NSW in 2010



480,000
condom packs
distributed throughout NSW





256,000 units of
**sterile injecting
equipment**

distributed throughout NSW



367,000 units of
educational literature

distributed throughout NSW



142,000
client interactions

throughout NSW



350,000
**unique website
visitors**



95% of clients reported
good to excellent service



Overview of OPERATIONS

Following on from our 25th anniversary in 2010, this year has proven to be another landmark year for ACON. The consolidation of our Sydney-based operations at 414 Elizabeth Street in Surry Hills has brought together staff and services previously split across several sites in Sydney's inner east. For the first time in over a quarter of a century, all ACON's Sydney-based programs and services are now being delivered from a single, central and accessible location. The new centre is also home to the NSW HIV/AIDS Legal Service and the AIDS Trust of Australia, and features community meeting spaces, counselling facilities, therapy rooms and a significantly improved environment for staff and clients. NSW Health Minister, The Hon. Jillian Skinner, MP officially opened the premises in July 2011, noting that the new centre will "significantly increase the capacity of ACON and other resident organisations to continue their vital mission of improving the health and wellbeing of the communities they serve."

Chief among these activities is reducing HIV and STI transmission among gay men. In terms of HIV prevention, the rate of new HIV diagnoses in NSW remained stable in 2010. Surveillance data compiled by NSW Health recorded 305 new HIV notifications in 2010 compared with 327 in 2009. Consistent with the historical trend, most cases in 2010 (230) were attributed to sex between men compared with 235 cases in 2009 and 246 in 2008. This is the lowest number of annual cases recorded among gay men in NSW since HIV testing began. NSW is one of very few places in the world that has not seen a resurgence in HIV notifications among gay men over the last decade and it is a tribute to gay men in NSW that it continues to be the case. However, while self-reported testing rates among gay men in the Sydney Gay Community Periodic Survey continue to be high by international standards, the rate of annual testing among gay men actually diagnosed in NSW in 2010 was lower than previous years. This trend supports the need for action to increase the rate of HIV and STI testing among gay men across NSW.

To this end, in partnership with STIGMA (the NSW Gay Men and STIs prevention interagency) we launched the *Drama Down Under* (DDU) campaign in May. Designed to align with a successful national campaign concept originally implemented by the AFAO membership, the campaign was promoted in community media and at pubs, clubs, sex on premises venues (SOPVs) and community events throughout NSW. The campaign includes a comprehensive website (www.thedramadownunder.info) with information about HIV and STI testing, clinic details, and interactive features which allow visitors to sign up for an SMS or email reminder for a sexual health check. The DDU website replaced the old *WhyTest* website which previously provided these services to gay men in NSW.



We developed a GLBT cultural sensitivity training program for the aged care sector.



ACON CEO Nicolas Parkhill, NSW Minister for Health and Minister for Medical Research The Hon. Jillian Skinner, and ACON President Mark Orr at the official opening of ACON's new premises.



Mental Health Strategy cover



Detail from our *Drama Down Under* testing campaign

Our focus on increased testing was informed by a literature review of community-based models of testing which ACON commissioned through the Burnet Institute and which was funded by the South Eastern Sydney Illawarra and Sydney South West Area Health Service HIV and Related Programs Units. The report provided valuable insight into the efficacy of community-based testing models and was especially useful in informing the redraft of the National HIV Testing Policy undertaken by the Australasian Society for HIV Medicine (ASHM) on behalf of the Australian Government's Department of Health and Aging. The new policy makes provision



Our float in the 2011 Mardi Gras Parade



UNAIDS Executive Director Michel Sidibe in Sydney

for the introduction of rapid point-of-care HIV testing in Australia, an initiative which has been the focus of considerable advocacy effort by the broader AFAO membership, including ACON.

Wherever Sex Happens... Slip It On, was created for the summer party season and February's Mardi Gras Festival. Based on a campaign originally developed by the Victorian AIDS Council, this campaign incorporated elements of our popular *Slip It On* campaign to reinforce key condom reinforcement messages. In addition to regular channels, the campaign made strong use of social media to help gay men minimise HIV risk with information about sex-on-premises venues, on-line cruising and hook ups, risk reduction strategies and a reminder to test regularly for STIs such as syphilis. Addressing the transmission of syphilis among gay men was the focus of our *Syphilis Is Spreading – Get Tested Now* campaign originally developed in 2009, and re-launched in April 2011.

Another of ACON's primary areas of focus is the provision of care and support for people living with HIV. Throughout the year we provided a comprehensive range of services for men and women including counselling, home-based care, housing assistance,

Overview of OPERATIONS

support groups, treatments information, workshops, meals and complementary therapies. With funding from NSW Health, we also developed and implemented a new program to give clients in the Hunter, Illawarra and Northern Rivers regions access to counselling services outside of regular working hours.

In relation to our broader work in GLBT health and wellbeing, we continued to provide a range of programs and services in key areas such as mental health, alcohol and other drugs, street safety, domestic violence and housing. While much of this work remains significantly under funded relative to the needs of our community, we have been pleased to see the broader health issues experienced by our communities increasingly recognised in policies and funding streams. In October, we released our *Mental Health and Wellbeing Strategy 2010-13*, a three year plan which identifies the range of issues affecting the mental health of ACON's clients and communities and how ACON will work to address the issues. In March, we secured funding of \$450,000 from NSW Health to develop and implement Peace of Mind, a mental health literacy program for the GLBT community.



Honour Award-winners Lex Watson and Sue Wills

With funding from the Australian Government, and in partnership with the Aged and Community Services Association of NSW and ACT Inc., we developed and launched a pilot training program to increase GLBT cultural sensitivity in the residential aged care sector. In association with the Same-Sex Domestic Violence Interagency and with funding from the NSW Office for Women's Policy, we researched and produced *One Size Does Not Fit All*, an analysis of gaps in service provision for GLBTI people experiencing domestic violence.



Candlelight Memorial attendees

Throughout the year, ACON continued to advocate on a range of issues affecting the GLBT community and people with HIV. In the lead up to the NSW election in March, we collaborated with Positive Life NSW and the NSW Gay and Lesbian Rights Lobby to survey all major political parties and independent candidates on a range of questions relating to the GLBT community and people affected by HIV. We were pleased to see strong cross party support for many of the fundamentals of our work, including commitments to non-discrimination, to an ongoing HIV response, and to support for specific programs addressing the needs of sex workers. We look forward to working with the Premier, The Hon. Barry O'Farrell MP and his cabinet over the next four years to promote the health and wellbeing of the communities ACON serves.

In May, our Pride In Diversity workplace equality program presented Australia's first ever awards, recognising workplace support for GLBTI people. Technology giant IBM topped the list which was determined using Pride In Diversity's Australian Workplace Equality Index, which evaluates and benchmarks LGBT inclusiveness in Australian workplaces. Finally, September saw our annual GLBT community awards – the Honour Awards – shift to a community-based nomination format, resulting in over 70 nominations and six winners including Community Heroes Sue Wills and Lex Watson, who were recognised for over 40 years of GLBT-related health, welfare and law reform advocacy. Lex was also ACON's first President.

Overview of FINANCES

ACON's overall result for the 2010/11 financial year was a surplus of approximately \$1.6 million. Total income was approximately \$13,560,000 and total expenses were approximately \$11,960,000. The surplus for accounting purposes reflects the receipt of additional income from NSW Health for fit out of our new premises, and for grants where the corresponding program expenditure has yet to be made. The underlying surplus reported would have been approximately \$29,000 if the timing of the program expenditure had matched the timing of the receipt of the grant income.

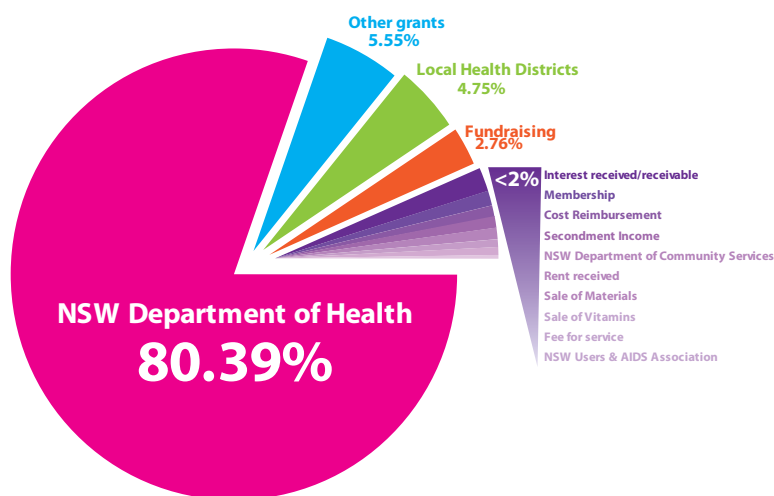
As a community-based organisation, ACON is mindful that we need to be accountable for every dollar we spend. We spend over \$10 million a year, or about 80% of our operating budget, on directly providing programs and services for our clients and communities. This proportion is consistent with similar-sized 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. The proportion of about two thirds of our operating budget being allocated to salaries is comparable to similar organisations providing similar services.

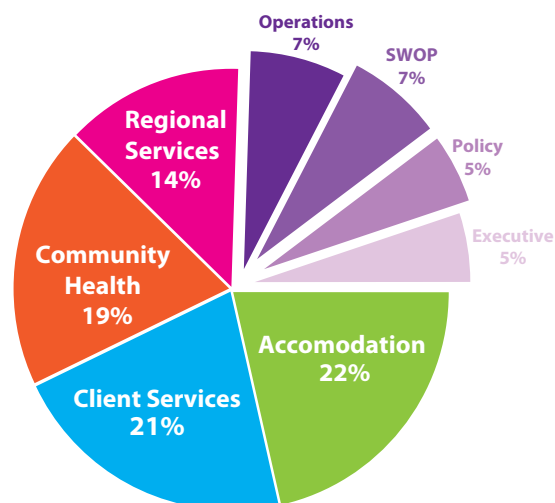
Our annual service delivery expenses also include:

- Leasing the premises from which our programs and services are delivered
- Supporting staff who need to travel to deliver services to clients such as counselling, home-based care and housing assistance
- Advertising our programs and services in the GLBT and mainstream media, including our HIV prevention and health promotion campaigns
- Communications with our clients, communities, members, stakeholders and staff through a range of traditional and new media channels (telephony, postal services, websites, social media, etc)
- A range of statutory, compliance and workplace support matters including Workers' Compensation premiums, external auditors' fees, insurance, recruitment, building maintenance, plant and equipment depreciation, contract services, and learning and development.

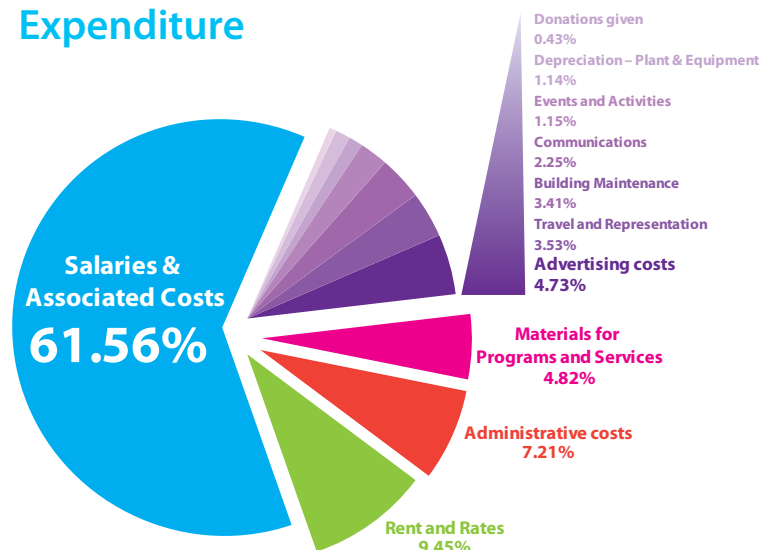
Income



NSW Health Core Grant Breakdown



Expenditure



Our **NEW SYDNEY PREMISES**

Working together took on a whole new meaning for ACON this year with the amalgamation of our Sydney-based operations into a single location at 414 Elizabeth St Surry Hills.

The new premises– just one block up from Central Station – now houses all our Sydney-based staff and facilities, and brings together operations previously split across several sites in Sydney’s inner east.

Featuring community meeting spaces, counselling facilities, therapy rooms, and a community café, the building is also the new home for a range of other HIV-related organisations including the NSW HIV/ AIDS Legal Service and the AIDS Trust of Australia.

Relocating to a single, central, and accessible location is providing a range of benefits and opportunities for ACON’s clients and community members as well as staff and stakeholders across the HIV and GLBT community sectors.

These include:

- Improved service delivery through the creation of a ‘one-stop-shop’ for HIV and GLBT health services
- Better public transport access
- Bringing us closer to our communities in Sydney’s inner-west while keeping ACON close to the historical centre of the GLBT community in Darlinghurst and Surry Hills
- Improved access to services for sex worker clients by locating SWOP closer to the centre of inner Sydney’s sex work industry
- Improved access to partner agencies
- Enhanced facilities
- More meeting spaces
- A reduction in the maintenance and administration costs previously incurred by having four different operational sites in Sydney



Elizabeth Street facade



Meeting room





Reception



Wellbeing Café



Work stations



Staff area

We thank all the people and organisations which have helped us secure, refurbish and move into our new home, especially:

- NSW Government
- Freehills (John Taberner and Phillip Rattenbury)
- Boulevard Partners (Jonathan Rae)
- Space Architecture (Meryl Pearse, Sophie Harris and Sean Wilcock)
- Kirk Muddle
- Successive Boards and CEOs of ACON (particularly Adrian Lovney and Stevie Clayton)
- ACON Operations Director, Nicole O'Brien
- ACON Building Manager, Michael McNaughton
- ACON IT Manager, Gareth Taylor

The efforts of all these people and organisations, as well as many others, have produced an important new facility which will significantly increase the capacity of ACON to continue our vital mission of improving the health and wellbeing of our community.

ORGANISATIONAL ISSUES

In the wake of our 25th anniversary commemorations in 2010, ACON's development as an effective and dynamic health promotion agency continues apace. The evolution of our organisation has largely been influenced by the evolving response to the HIV epidemic and we continue to adapt to meet the medical, social, cultural, economic and technological issues which impact on the people and communities we serve. Below are detailed some of the key issues our organisation will be addressing over the next few years.

New Biomedical Approaches to HIV Prevention

Recent successful trials of new biomedical approaches to HIV – such as pre-exposure prophylaxis (PreP) (where antiretrovirals are taken by HIV negative people to prevent HIV transmission) and vaginal microbicides (where a gel containing antiretrovirals is inserted into the vagina prior to intercourse) – indicate that the future of HIV prevention looks increasingly likely to be based on a combination of biomedical as well as behavioural and structural approaches. However there is still a distance to travel before we know whether and how these very early results can and will eventually translate into prevention practice, and there are a significant number of research, ethical, medical, cost and supply challenges to be tackled. In the meantime, we will continue to promote the use of condoms and lube as the most effective method of HIV prevention.

Addressing 'Syndemics' and Determinants of Vulnerability to HIV

Recent international research has demonstrated that several health issues impacting on gay men and other men who have sex with men – such as social isolation, depression, and problematic alcohol and drug use – appear to increase vulnerability to HIV. These have been termed 'syndemics' and it is increasingly recognised that these health issues need to be addressed along with programs directly addressing HIV and STI risk if we are to have sustained success in containing HIV. We will therefore continue to focus on these issues, both in their own right and in terms of the way they interact with HIV and STI risk.

Community Pharmacies

Having HIV medicine dispensed by appropriately qualified people at selected community pharmacies on evenings and weekends – rather than only during the week at hospitals – will help people balance managing their HIV with the demands of work and life. It will also reduce the chance of unplanned treatment interruptions and help people maintain good adherence. We look forward to working with relevant stakeholders over the next 12 months to improve access to treatments for people with HIV.

Rapid HIV Testing

Getting more men tested for HIV is vital to reducing HIV transmission rates. Gay men have been clear about their preference for testing that's quick, cheap and convenient, so we're delighted that the new National HIV Testing Policy makes provision for the long overdue introduction of rapid HIV testing. We look forward to working closely with all relevant partners to get community based rapid HIV testing up and running in NSW as soon as possible.

Human Papilloma Virus (HPV)

HPV is a group of viruses some of which can cause cancer. In recent years, the number of cases of HPV related cancers among men has sharply increased. In particular, rates of anal cancer among MSM are approaching the rates of cervical cancer seen in women prior to regular cervical Pap testing. Gay men are over 20 times more likely than other to develop anal cancer. The rates are twice as high for HIV positive gay men. HIV positive women are also at substantially increased risk for anal cancer when compared to women in the general population. This is a worrying trend. We will continue to advocate for access to HPV vaccination and anal cancer screening programs particularly for gay men and other MSM.

Early Intervention Programs

Prevention is always better than cure and helping people to identify health issues before they become serious is an important part of health promotion practice. However, funding from state and federal governments for early intervention programs is limited across the healthcare spectrum. While we were grateful to receive funding this year for a mental health literacy training program, we will continue to advocate in concert with other health care providers to increase funding for early intervention programs.

Brothel Licensing Authority

The NSW Government is planning to introduce a new licensing authority for brothels in NSW. We believe proposals to add a centralised and costly licensing system to the existing local council registration process will potentially push many brothels back into the black market and wipe away the health and safety gains made over the last two decades. Similar licensing systems in Queensland and Victoria have restricted access by health workers to sex workers, especially the most vulnerable, such as migrant sex workers. Protecting the health and dignity of sex workers is a challenging and long term job. So far, the evidence is that NSW has done better than almost anywhere else in the world. We need to protect this investment and will be continuing to make representations to government on this issue.

Aged Care

With more and more openly GLBT seniors needing specialised care and support, it's important that service providers offer a welcoming, comfortable and inclusive environment for GLBTI people, their family and friends. In response, we're increasing our commitment to working with aged care providers to create appropriate services. This includes developing a model that would allow us to provide home-based personal care and social support services for members of our community.

Lesbian Health

The lack of inclusion of lesbians and same sex attracted women in many policy frameworks and funding streams, coupled with very limited specific research on lesbians, presents a significant barrier to the development of our health promotion programs specifically for lesbians and same sex attracted women. Therefore we will continue to seek an increased commitment from state and federal governments for inclusion of lesbians in research and policy so the health needs of women in our communities are better understood and able to be addressed effectively.

Digital Platforms and Online Networks

As Australians continue to live more of their lives online, engaging with our community members in online spaces is becoming increasingly important. This year we continued to reorient our programs and train our staff to be more connected to digital platforms and we will continue to invest more resources in this area in the years ahead. As our community members become increasingly involved with niche online communities, we anticipate that our social marketing strategies in the future will follow suit and target ever more specialised sub-populations and diverse community groups.

Change of Government in NSW

Following the state election in March this year, we welcomed a new Liberal-National Coalition government in NSW. We were pleased that the Coalition response to our pre-election survey showed them to be broadly supportive of the GLBT community and people affected by HIV. ACON and our partner agencies look forward to working with the O'Farrell Government over the next three years to sustain our shared success in addressing HIV/AIDS in NSW and to building an effective response to the health needs of GLBT communities.

Organisational Structure

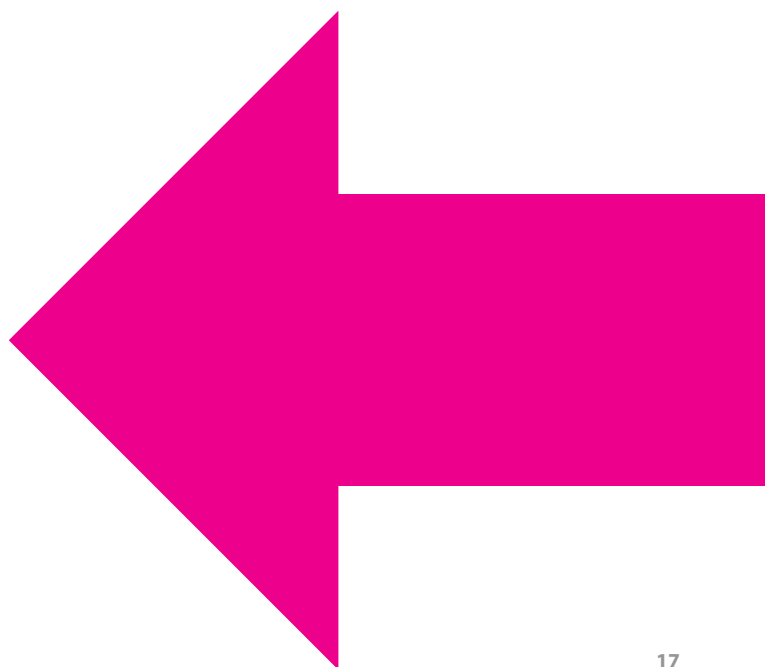
After much consideration, our Board decided in March this year that a reinvigorated organisational structure was needed to enable ACON to better reflect our organisational development over the last 10 years, and to support measured and sustainable growth. This process will be completed in late 2011 and we believe a structural realignment will help us significantly improve the capacity of ACON to deliver strong outcomes into the future.

Fundraising

Fundraising is always a difficult task in any sector. However, the perception that HIV is no longer a life threatening concern and the general low profile of GLBT health issues has created a challenging environment for fundraising through donations and events. This is a phenomenon being experienced not just by ACON but by HIV and GLBT community organisations throughout Australia. Over the next few years, we will be focussed on developing a new approach to our fundraising which will rely less on events and more on partnerships with community groups, businesses and organisations.

Information Management

After more than 25 years of delivering services to our community, ACON is now at a size and level of sophistication that more attention and resources need to be directed towards improving our management of information and data. Over the next few years, we will be investing in technologies and processes to streamline our information management and evaluation systems to increase our capacity to function as a complex organisation, deliver more evidence-based policy and advocacy, and publish our work.



PERFORMANCE against Strategic Plan

2010/11 was the second year of the three-year strategic plans under which ACON and the Sex Workers Outreach Project (SWOP) are currently operating. Because SWOP has a specific focus on the sex industry, it has a separate strategic plan which sits alongside ACON's strategic plan. The primary focus of both plans is increasing our organisation's capacity to reach out, connect with and support people and communities in need. The following pages contain an assessment of our performance to date against the principal KPIs of both plans as well as a summary of our activities throughout the year in relation to the goals outlined in each plan.

Key Performance Indicators

1) A decrease in HIV and STI transmission among gay men and other MSM in NSW

In 2010, NSW recorded 230 HIV diagnoses among gay men, the lowest figure since testing began in the 1980s. This was down from 235 in 2009 and 246 in 2008. In terms of behavioural indicators, the reported rate of unprotected anal intercourse among gay men with casual partners in NSW has remained stable for the last two years at around 34 per cent. The proportion of gay men in NSW reporting an HIV test within the last 12 months rose slightly to 71 per cent. Comparable national indicators from 2010 are 38 per cent and 59 per cent, respectively.

2) An increase in reported levels of health and wellbeing by people with HIV

Data from 2010/11 indicates that 71% of people with HIV in NSW reported good or excellent health and 63.8% reported good or excellent wellbeing. These figures have increased steadily over the past six years. We support health and wellbeing through a range of programs and approaches, targeting people both newly diagnosed and those living long term with HIV. The number of people newly diagnosed with HIV who use our counselling services has increased 113 per cent since 2008. Clients who accessed our HIV support groups this year reported a significant increase in their knowledge about treatments and improved awareness and skills around disclosure. Our HIV Wellness programs provide direct services and social opportunities for people living long term with HIV, and help increase access to a range of clinical and health promotion services for many disadvantaged people with HIV. We also work with high caseload general practices to increase access to services for people with complex health needs through our very successful Enhanced Primary Care program.

3) A reduction in the number of people in our communities who experience negative health outcomes as a result of drug and alcohol use, and an increase in the number of people in our communities who report good mental health

While recent recurrent data about the health outcomes of GLBT people in NSW who use drugs is not available, the expansion of our Alcohol and Other Drugs Program over the last two years has resulted in a significant increase in our capacity to provide treatment and support to people in our community who use drugs. The number of brief interventions we have conducted around safe drug use and harm reduction has increased 52% since 2009 and we have almost quadrupled the number of support groups we provide for people experiencing problematic drug use. Our mental health services have also experienced considerable growth over the last two years with funding for several new projects including an expansion of our regional counselling services and a new program to increase awareness of mental health issues among community members. Over the last two years, the number of clients accessing our mental health services has increased by eight percent and our client interactions have increased by 16 percent. Also, an average of 90% of our counselling and group therapy clients report an increased sense of wellbeing after accessing our services. Comparative data about the mental health of GLBT people in NSW will not be available until late in 2011.

4) An increase in reported levels of health and wellbeing by women in our communities

We have increased our support programs for women with HIV considerably over the last two years. Among people with HIV, women represent about eight per cent of our clients with a particular focus on home care and outreach support services. Our lesbian and same sex attracted women's sexual health and support programs have continued to act as one of the only providers of sexual health information for this population. New grants have also allowed us to begin to address issues of cancer support, healthy ageing, alcohol and drug use and homophobic and domestic violence among lesbians and same sex attracted women. Comparative data about the health and wellbeing of women with HIV in NSW as well as lesbians and same sex attracted women in NSW will not be available until mid-2012 and late-2011 respectively.

5) An increase in reported levels of health and wellbeing by older people in our communities

Evaluating the health and wellbeing of older people in our community is problematic due to a lack of relevant research and statistical data. However, we know that issues of social isolation and reduced visibility affect older GLBT people as acutely as they do elders in the general population. In addition, many GLBT people face a fear of discrimination from service providers. In response, we have increased the capacity of mainstream agencies to provide services for GLBT people by piloting a new statewide GLBT training program for the residential aged care sector, and have continued to advocate for the removal of discrimination exemptions for some classes of service providers. We have also continued to develop programs which address social isolation, such as our Mature Aged Gay Men's program and our activities during NSW Seniors Week.

6) An increase in the number of people in our communities reporting a high level of health and wellbeing

Measuring the general health and wellbeing of people in our community presents a range of challenges due to a lack of relevant statistical data. However, clients using our services and people involved in our programs consistently report increased levels of wellbeing as a result of their participation. While the number of Aboriginal people accessing our services has decreased by 50% over the last two years, our number of interactions with Aboriginal clients has remained consistent at just under 4000. Over the same period, the number of young people using our services has increased slightly (up 2%) as have the number of CALD clients (up 22%) and clients with a disability (up 4%). Reporting of homophobic violence to ACON and/or the NSW police has increased by 110% over the last two years and in that time we have also undertaken a range of research and education initiatives to improve service provision for GLBT people experiencing domestic violence.

7) An increase in ACON's involvement with GLBT health and HIV/AIDS policy and program delivery at the local, national and international level

Over the last two years, we have actively participated in the development and evaluation of all relevant state and national HIV, STI and Blood-Borne Virus strategies, have produced a range of key policy statements and made over 40 submissions to government commissions and inquiries. We have established a national workplace equality program and developed and produced a national same sex law reform education campaign in partnership with the National LGBT Health Alliance. Through our PR and communications, we have maintained a significant presence in GLBT media – an average of 40 stories per month – and have increased broader awareness of issues affecting our community with mainstream media articles increasing by 35%. In 2008, we substantially increased our involvement with HIV and GLBT organisations in the Asia Pacific region and while this work was scaled back in 2010 due to a lack of available funds, we plan to maintain our key partnerships and continue to work with like-minded organisations across our region.

8) Increase the capacity of ACON to effectively use and manage its resources

Over the last two years, we have secured long-term accommodation for ACON and other key HIV sector organisations, expanded our service provision in regional areas, and increased and diversified our funding base. We have also reduced administrative costs, improved our financial reporting, significantly increased our capacity to use digital media platforms and improved staff engagement by 15%.

9) Maintain low levels of HIV and STIs in the sex industry and increase our capacity to provide health and safety services to sex workers

Not one case of HIV transmission in NSW has ever been reported from a sex worker and the transmission of other STIs is much lower among sex workers in NSW than the general population. This is because NSW has some of the highest rates of condom use among sex workers anywhere in the world. In fact, recent research by UNSW's Kirby Institute from 2010 found that 99 per cent of commercial sex encounters in NSW involve a condom and that STI rates among sex workers are at a historic low. SWOP's programs and services have contributed to this remarkable outcome. Over the last two years, SWOP has increased its distribution of safe sex packs by 160 per cent, doubled its outreach services to CALD clients and produced a range of new health and safety publications including a comprehensive Sex Industry Legal Kit, a health promotion handbook for male workers and information about self-defence. SWOP has also launched a new website resulting in a 1200% increase in visitors.

We reduce **HIV AND STI TRANSMISSION**



Safe Sex Sluts at the Mardi Gras Top Party 2010

Working together with gay men to help them understand how to look after themselves and their sexual partners is the key to reducing HIV transmission in our community. That's because the population group in NSW most at risk from HIV is gay men. After almost three decades of promoting condom use to gay men, finding ways to reinvent our safe sex messages to ensure they're relevant, engaging and effective for all gay men is a challenge. However, the fact that HIV transmission among gay men in NSW has remained stable for almost 15 years is a tribute to the culture of care and responsibility that exists in our community.



We ran the *Wherever Sex Happens...Slip It On!* condom reinforcement campaign which we promoted in GLBT media and at gay venues and events including Mardi Gras



We ran the *Drama Down Under* campaign to encourage gay men to get tested for HIV and other STI's



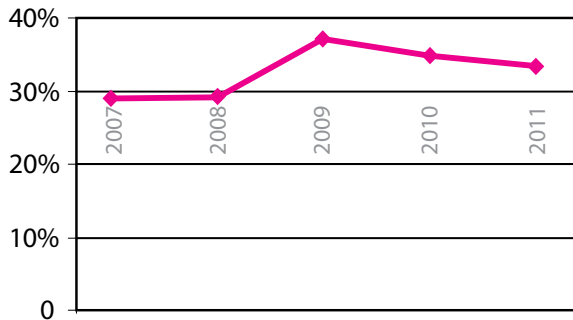
Syphilis campaign sticker

We made over 700 visits to more than 80 venues, clinics and community events to distribute health promotion information and resources

among gay men and other men who have sex with men

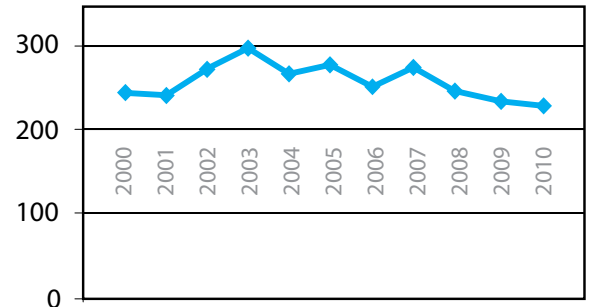
by providing a range of programs, workshops, resources and events that encourage a culture of safe sex. We also help mainstream service providers improve their knowledge of gay men's health issues.

Rates of Unprotected Anal Intercourse with Casual Partners



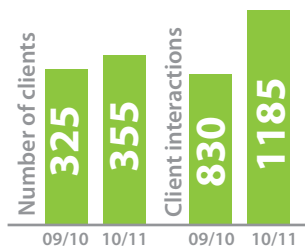
Data from Sydney Gay Periodic Survey 2011

HIV Notifications Among Gay Men in NSW



Data from NSW Health HIV Surveillance report 2011

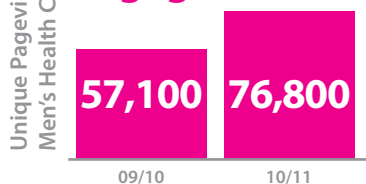
Client Support



Resource Distribution



Online Engagement



We conducted 42 workshops on topics such as HIV, sexual health and relationships attended by over 80 gay men. We also conducted 46 sexual health workshops for gay men under 26 years of age



We launched a pilot program called The Sexperts which involves a group of specially trained volunteers visiting gay sex on premises venues to discuss sexual health matters with venue patrons. The program was trialed at Sydney City Steam for three days a week over a two month period. Over 300 patrons received information about safe sex and risk management

We improve the health
and wellbeing of

PEOPLE



Staff and volunteers promote our Pozitude initiative at Mardi Gras 2011 Fair Day

Working together with gay men with HIV is a primary focus for us because most people with HIV in NSW are gay men. However, we also work closely with women and families affected by HIV. The majority of the women we work with come from overseas, with many from Thailand as well as various African countries. To help support these women, we work in partnership with other HIV-related service providers because together we can deliver more effective programs. The knowledge and social networks these programs provide helps participants to significantly improve their health and wellbeing.

We served 8350 meals to
people with HIV



Our Community Support Network volunteers provided 6,200 hours of home-based care and transport services for over 870 people seriously affected by HIV

We provided peer support programs involving weekend retreats, monthly discussion groups, after-hours groups, social nights and a gym-based fitness program. There were over 1000 attendances at these events

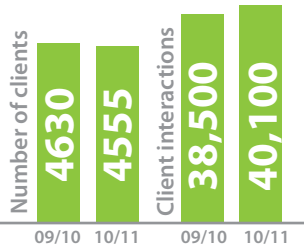


WITH HIV

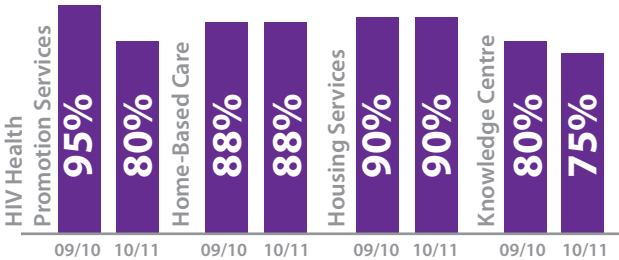
from those newly diagnosed to those living long term with HIV

by providing a diverse range of services and programs including support groups, workshops, information about HIV treatments, home-based care, transport services, housing assistance, counselling, therapies, discount vitamins, meals and social events.

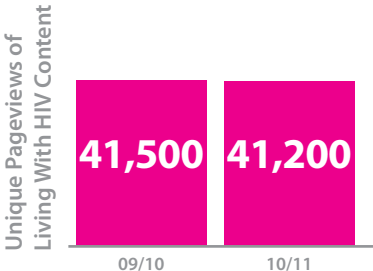
Client Support



Client Satisfaction (Good-Excellent)



Online Engagement



We provided health promotion advice to over 3500 people involving information about HIV treatments and living with HIV



We provided \$48,300 worth of free complementary therapy services involving remedial, Swedish, shiatsu, lomilomi and Bowen technique massage as well as acupressure, medical herbalism and naturopathy



We provided housing assistance for 120 people involving short term accommodation and public housing advocacy

We provided 1405 occasions of service to people using our Sydney and regional office libraries. We provided a broad range of books, journals and newspapers as well as free internet access



We reduce the negative impacts of **DRUG AND ALCOHOL USE** at both the individual and community level

by providing a range of targeted resources and support services. This helps reduce the potential for HIV transmission as well as the impact that drug use has on the wellbeing of some individuals, our community and the public health system.



NSP Officer Andrew Trist (left) and volunteer Rod Smith

Working together with our clients and stakeholders means much more than just providing sterile injecting equipment to prevent the transmission of HIV and hepatitis C. We provide education, training, information, support and referrals to people who use drugs, to health and welfare workers and to our community on a wide range of issues. We also offer volunteers the opportunity to be involved in providing health promotion services to clients of our Needle and Syringe Program. Peer-driven client engagement is extremely effective, and our volunteers gain professional skills that are relevant for working in the health sector or the general workforce.



We trained 96 ACON staff and volunteers to recognise and respond to co-morbidity issues involving mental health and drug and alcohol issues



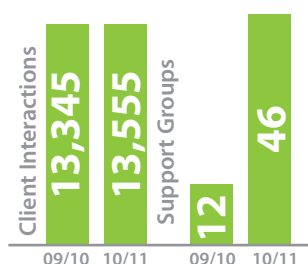
We trained 80 drug treatment workers to respond better to the needs of GLBT people

We provided 6 community events with the services of the ACON Rovers, teams of specially trained volunteers who attend parties and events to help people who may be experiencing problems due to alcohol and other drug use. 70 new volunteers were trained this year

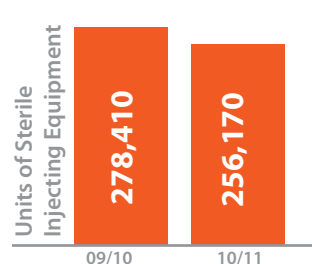


Rovers at *Inquisition* 2011

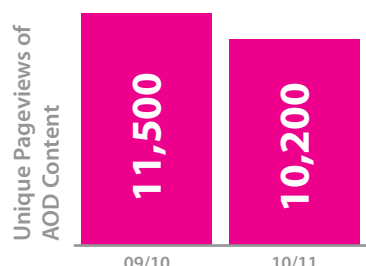
Client Support



Resource Distribution



Online Engagement



We improve the **MENTAL HEALTH** and wellbeing of people in our communities

by providing a range of counselling, therapy and support services as well as a special service for people newly diagnosed with HIV.

Working together to help clients with mental health issues is one of our key areas of service. Our staff are passionate about working with a diverse range of people living with or affected by HIV and those from the broader GLBT community who may be experiencing mental health concerns. For many people using our services, knowing their counsellor or social worker is experienced with community health and social issues enhances their confidence in talking about aspects such as sexuality, sexual risk-taking, discrimination, social isolation and domestic violence.



After hours counselling staff (l-r) Curt Mason, Deb Broughton and Ann-Marie Rundle

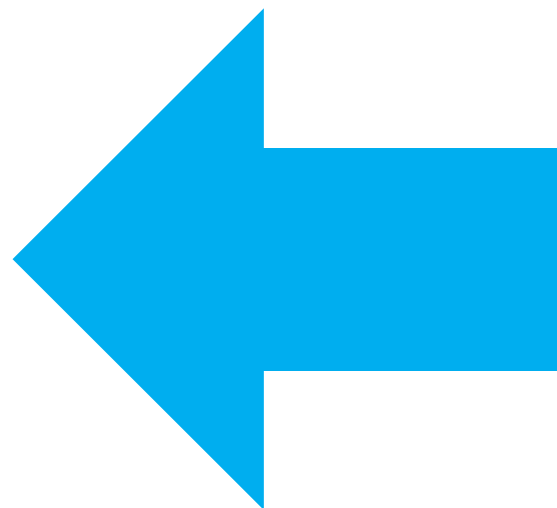


Secured funding of \$450,000 from NSW Health to develop and implement *Peace of Mind*, a mental health literacy program for the GLBT community

Released our *Mental Health and Wellbeing Strategy 2010-13*, a three year plan which identifies the range of issues affecting the mental health of ACON's clients and communities and how ACON will work to address the issues



Developed and implemented a new program to give clients in the Hunter, Illawarra and Northern Rivers regions access to counselling services outside of regular working hours

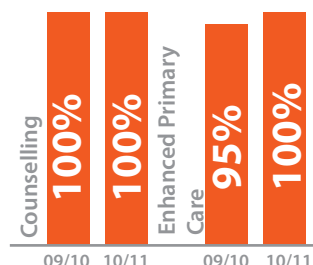


Client Support

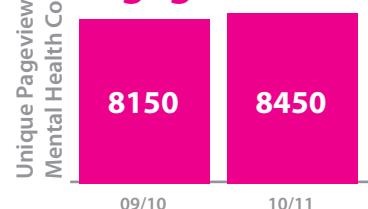


Client Satisfaction

(Good-Excellent)



Online Engagement



We improve the health and wellbeing of **WOMEN** in our communities

by providing a range of programs, workshops, resources and events. We also help mainstream service providers improve their knowledge of the health issues affecting lesbians and same sex attracted women.



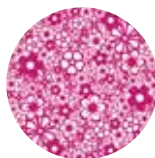
Lesbian Health Officer Annaliese Constable (far right) with guests at our Mardi Gras event *Sassy Safari*

Working together with women in our community takes many different forms. One of the most effective is through our peer education programs. This involves recruiting and training graduates of the various health promotion workshops we provide so they can facilitate the workshops for new groups of women. This cyclical process creates informed and supportive social networks which are a key part of maintaining good health and wellbeing.

Client Support

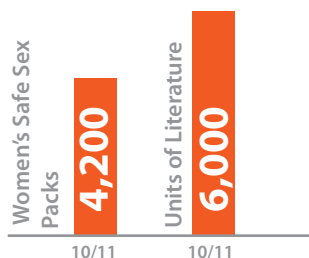


We developed The Pink LACE research project (Lesbians Affected by Cancer Explored) in the Northern Rivers



We developed and produced *Byte by Byte*, an educational, support and social online program for lesbians in rural and regional NSW

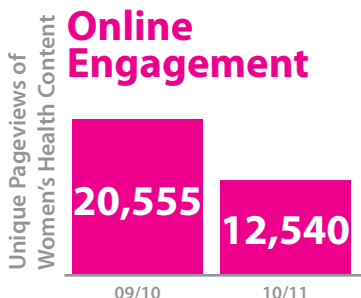
Resource Distribution



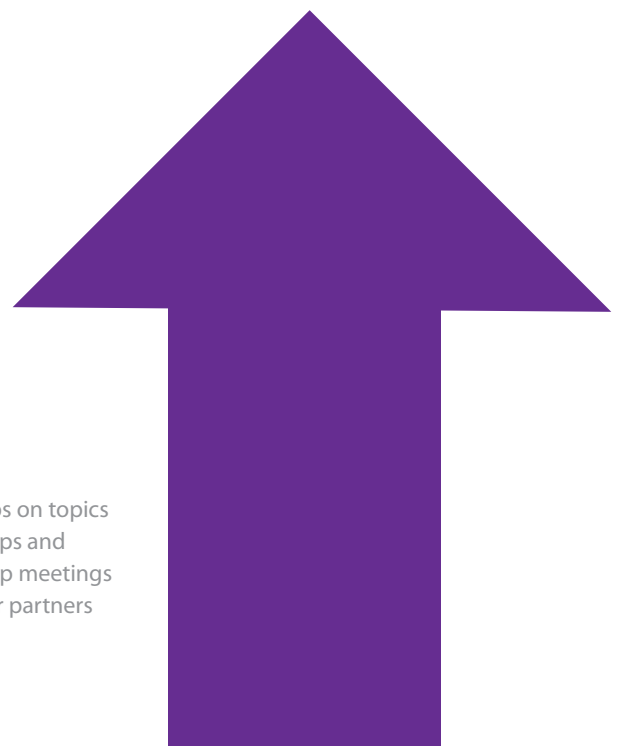
We conducted 14 Women's Days for women with HIV focussed on sexual health and wellbeing



Online Engagement



We conducted over 60 workshops on topics such as sexual health, relationships and coming out and 10 support group meetings for lesbians with cancer and their partners



We improve the health and wellbeing of **OLDER PEOPLE** in our communities

by providing support groups, developing health promotion initiatives and advocating for improved mainstream and aged care services.

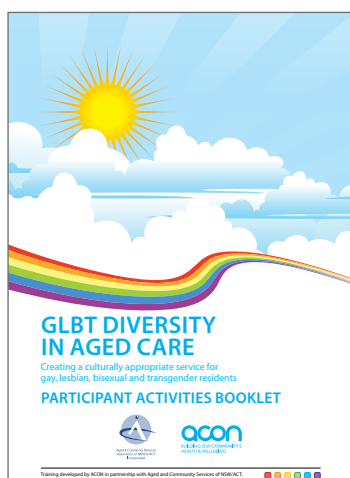


Community Services Manager Vicky Coumbe (far right) with guests at our Seniors Week event *Afternoon Delight*

Working together with aged care service providers to help them offer a more culturally sensitive service for GLBT people has become a key focus of ACON over the last few years. With more and more openly GLBT seniors needing specialised care, it's important that service providers offer a welcoming and comfortable environment for GLBT people, their family and friends. This year we developed and piloted a training program which helps breaks down some of the preconceptions and cultural barriers among aged care workers in relation to GLBT people.



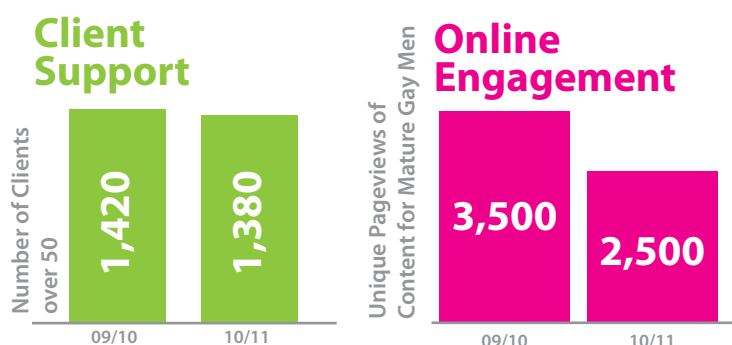
In partnership with the Aged and Community Services Association (NSW & ACT), we developed a GLBT cultural sensitivity training program and trialled it in 12 residential aged care facilities



We continued to support the Mature Age Gay Men's group, a social and support group for gay men over 40.



We provided social events for older members of our community including *Afternoon Delight*, a double feature movie matinee and tea party as part of NSW Seniors Week



In partnership with AFAO, we co-produced and distributed *Ahead of Time: A practical guide for growing older with HIV*

We improve the health and wellbeing of **ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE**

in our communities

by providing relevant knowledge, skills, resources and social networks. We do this within a culturally appropriate model of holistic health that recognises emotional, spiritual, social and mental wellbeing. We also work with many different groups to tackle all forms of racism in our community.

Working together is the key to improving sexual health among Aboriginal people. Talking about sexual health and sexual behaviour can be embarrassing for some people. By taking a whole of community approach, everyone has an opportunity to get sexual health information without shame. We do this by participating at community events, distributing resources to a wide range of organisations and working with the 50 plus members of the NSW Aboriginal STI, HIV and Hepatitis Workers Network.



SWOP Aboriginal Officer James Parfitt (left) dressed as Condoman and Aboriginal Project Team Leader Meggan Grose



We produced the award-winning First Australians 'Survivors' float in the 2011 Gay and Lesbian Mardi Gras Parade

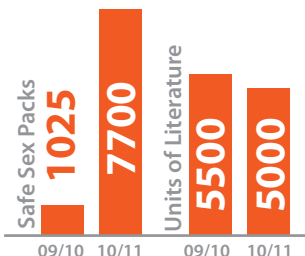
We held a health retreat for Aboriginal people with HIV and their partners/family

We distributed a third 10,000 copy reprint of our anti-homophobia booklet *However You Wanna See Me, I'm Just Me*

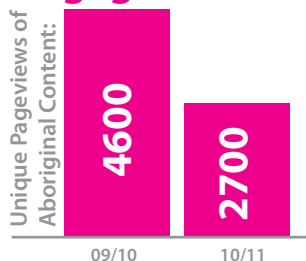
Client Support



Resource Distribution



Online Engagement



We improve the health and wellbeing of **YOUNG PEOPLE** in our communities

by providing a range of programs, workshops, resources and events for men and women under 26 years of age.



Youth Project staff (l-r) Bec Nash, Will Field and Shinen Wong

Working together with young people to help them feel comfortable about their sexuality and/or gender identity is one of the most important things we do. While many young GLBT people live happy and healthy lives, research shows that homophobic bullying, gender-based violence, and social isolation create serious health problems for many young GLBT people. By supporting and empowering them in their formative adult years, we can prevent the onset of more serious health problems later in life and help create a more educated and connected community.

We conducted 60 sexual health and wellbeing workshops for young men and women

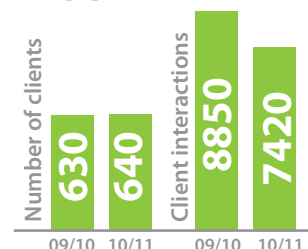
We showcased our services at almost 20 conferences and community events

We produced three youth-focussed events for the 2011 Mardi Gras festival - 21 Down, Sassy Safari and a history walk



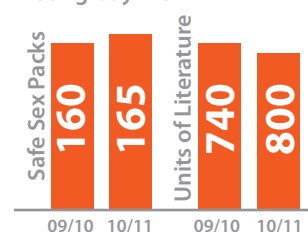
Guests at our Mardi Gras youth event 21 Down

Client Support



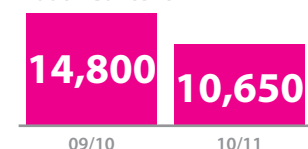
Resource Distribution

Young Gay Men



Online Engagement

Unique Pageviews of Youth Content



We improve the health and wellbeing of CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE in our community

by providing knowledge, skills, resources and social networks in culturally appropriate ways



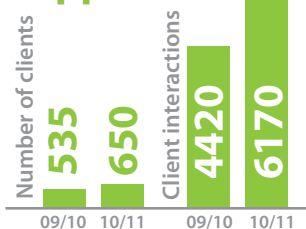
Communications Officer Marvin Mico and volunteer in our 2011 Mardi Gras Parade float

Working together with gay Asian men requires an understanding of the impact that being a minority within a minority can have on health and wellbeing. In some Asian communities, it can be hard to address something as taboo as the issue of sex, but not talking about it encourages a sense of disempowerment, and that can lead to all kinds of issues in terms of sexual health as well as discrimination. With community involvement, social connections, referrals and health promotion resources, we're helping to bridge the cultural gap, build a strong, well-informed gay Asian community in Sydney and reduce the rates of new HIV notifications among gay Asian men.



Detail from *ConversAsians* poster

Client Support



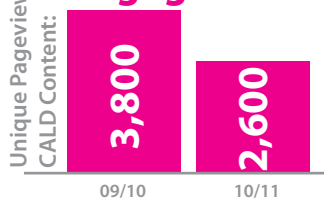
We conducted 12 support groups and 8 sexual health and wellbeing workshops for gay Asian men

We developed *A-Men*, a new health and wellbeing resource for gay Asian men

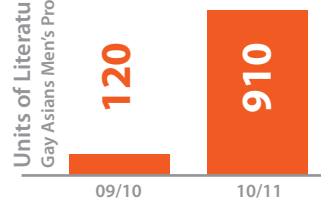
We produced *We're Family Too*, a report on the effects of homophobia in Arabic-speaking communities in NSW.

We developed a new program addressing the needs of HIV+ Thai women

Online Engagement



Resource Distribution



We improve the health and wellbeing of SEX WORKERS

by providing HIV and STI education as well as general health promotion services through our Sex Workers Outreach Project.



SWOP staff (l-r) Kylie Tattersall, Joanna Meiklejohn and Jackie McMillan at the launch of SWOP's new website

Working together with sex workers involves promoting their health, safety and wellbeing in a way which enables and affirms their occupational and human rights. This approach has been extremely effective in addressing HIV transmission in the industry. In fact, not one case of HIV transmission in NSW has ever been reported as coming from a sex worker.

We launched a new SWOP website in four languages with legal, sexual health and safety information + a Facebook page and Twitter account

We produced and distributed *The Workers' Handbook: Male Edition*

We established new partnerships with The Wayside Chapel, Inner City Legal Centre and The Gender Centre

We produced the annual Hookers & Strippers Ball

We distributed over 8000 copies of *The Professional*, SWOP's quarterly magazine for sex industry workers and management



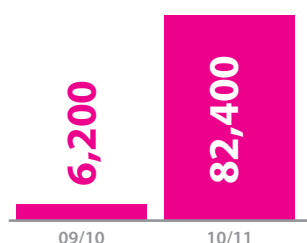
Detail from *Professional* cover



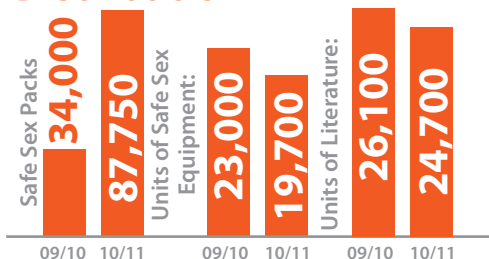
Client Support



Online Engagement



Resource Distribution

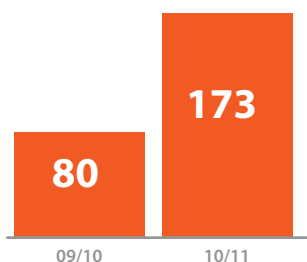


We increase the level and sense of

SAFETY experienced by people in our communities

by providing survivors of violence with support, taking reports and working with police. We promote anti-homophobia initiatives in schools, run anti-homophobia education campaigns, advocate to relevant authorities on security issues, and work with police, government and community organisations on a range of violence prevention initiatives. We also educate the GLBT and broader community about same-sex domestic violence (SSDV) and help mainstream services improve their knowledge of and response to SSDV.

Reports of Violence

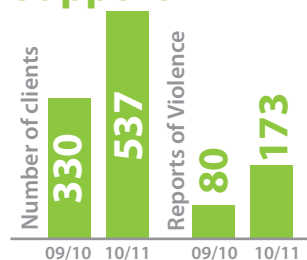


Working together with survivors of homophobic or domestic violence so they can deal with the physical, emotional and legal repercussions is sometimes a distressing but always rewarding part of what we do. The services we provide can get people back on their feet or sometimes help them escape a dangerous situation. Recording the details of their experience helps us paint a picture of the safety issues our community faces, which is invaluable when we work with police and government agencies to provide better security measures for our community.



AVP staff (l-r) Robert Knapman, Ben Oh and Moo Baulch with (second from right) Victorian AVP Coordinator Greg Adkins.

Client Support

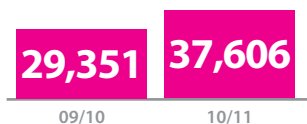


We promoted our *Speak Up* police reporting campaign



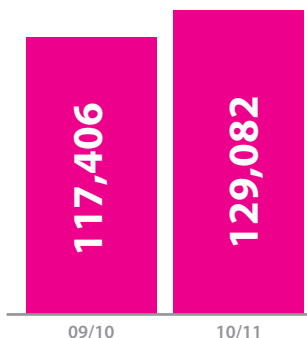
Online Engagement

Visitors to *Another Closet* website



We produced *One Size Does Not Fit All*, an SSDV service provider gap analysis report

Visitors to *This Is Oz* website



We promoted our *This Is Oz* social inclusion campaign



MasterChef judge Matt Preston in ACON's *This Is Oz* campaign

We increase understanding and awareness of the issues which impact on the health and wellbeing of our communities through

POLICY development, ADVOCACY, RESEARCH and COMMUNICATIONS

Working together with legislators, policymakers and service providers to help them understand the needs of GLBT people and people affected by HIV is a vital part of our work. We do this through written submissions to government enquiries, presenting on panels and hearings, engaging directly with service providers and policy makers, and through participating in a wide range of advisory processes and committees. Our policy and advocacy work is based on evidence we acquire from working with our community as well as research bodies and academics. Our work also involves raising public awareness of the issues facing our community through print, broadcast and social media.



Policy, Research and Planning Unit staff members (l-r) Vicky Coumbe, Dean Price, Michael Badorrek, Veronica Eulate and Chi Kao

We participated in the evaluation of the current NSW HIV/AIDS, STI and Hepatitis C Strategies and Implementation Plan for Aboriginal People

We participated in a range of advisory committees including the NSW Ministerial Advisory Committee on Blood Borne Viruses and STIs

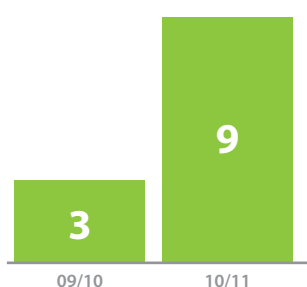
We provided policy advice to the NSW Government on issues such as the public health implications of a brothel licensing authority, rapid HIV testing, and the implications of pre-exposure prophylaxis (PrEP) and other biomedical modes of HIV prevention, and the review of the NSW Public Health Act.

We widely promoted a pre-NSW election survey of all major political parties and independent candidates on a range of questions relating to the GLBT community and people affected by HIV

We coordinated the 2010 Sydney Gay Community Periodic Survey in February and August

We produced two editions of *Shine*, a biannual magazine profiling ACON's work

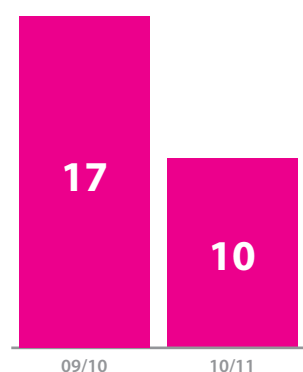
Briefings and Submissions to NSW Government



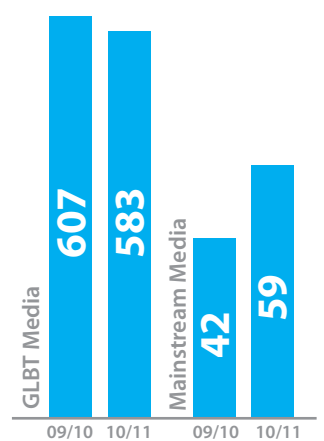
Briefings and Submissions to Australian Government



Research Projects Supported



Media Stories



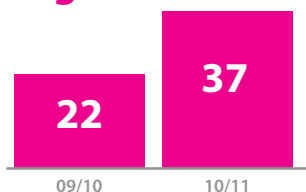
We help employers to introduce **WORKPLACE EQUALITY** initiatives



PID Director Dawn Hough (centre) with PID Patron, The Hon. Michael Kirby (left) and Olympic champion Matthew Mitcham at the PID Business Luncheon and Awards

Working together with employers to help them make their workplaces more inclusive of LGBTI employees is a recent aspect of our work. Our Pride In Diversity program, which was launched last year in partnership with Diversity Council Australia and Stonewall UK, provides member organisations with a range of services which help increase awareness and understanding of LGBTI diversity and reduce homophobic bullying, harassment and exclusion.

Member Organisations



We attracted 15 new members to the program including ANZ, Westpac, National Australia Bank, Ernst & Young, Bank of America, Merrill Lynch, Deutsche Bank, Macquarie Bank, RailCorp, Federal Department of Transport (Portfolio of Human Services)

We developed, launched, evaluated and published the Australian Workplace Equality Index, Australia's first and only system of measuring Australian LGBTI workplace inclusivity

We conducted over 30 events for Pride In Diversity members including training seminars, education forums and networking events

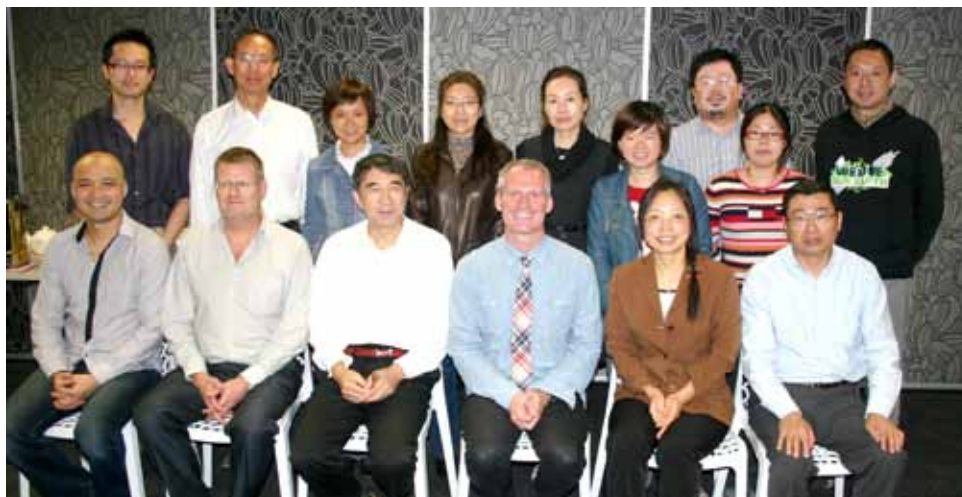
We held our first event Pride In Diversity Business Luncheon and Awards recognising Australia's top 10 LGBT employers. IBM received three awards, including Employer of the Year, Highest Ranking Private Sector Employer and LGBTI Employee Network Group of the Year



IBM representatives receive their awards from PID Patron, The Hon. Michael Kirby and Olympic champion Matthew Mitcham.

We undertake **INTERNATIONAL WORK** with a particular focus on the Asia-Pacific region

Working together with HIV organisations in the Asia Pacific region has mutual benefits. We offer our experience through training, exchanges and presentations. In turn, we benefit from fresh perspectives on our work, develop our skills to work cross culturally and learn about the innovative approaches being developed by our regional neighbours.



ACON staff with a delegation from China.

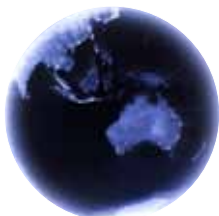
We continued to place an ACON staff member within the UNAIDS Regional Support Team to work on HIV issues among men who have sex with men in the Asia Pacific region. This position continued to be funded by AusAID through the Australian Youth Ambassadors for Development program



James Gray (centre) with delegates from the Youth Voices Count, South-East Asia and Pacific Consultation, Bangkok

We continued our partnerships with AIDS Concern Hong Kong and Thailand's Rainbow Sky

We undertook a staff exchange program with Malaysia's Pink Triangle Foundation



We conducted seminars and workshops for delegations from various countries in the Asia Pacific region including China, Singapore and Vietnam.

We model
best practice

SOCIAL, ENVIRONMENTAL and COMMUNITY RESPONSIBILITY



Players from the ACON sponsored Freezone Volleyball Club

Working together with people and organisations to improve our community isn't limited to our health promotion services. We work to maximise the benefits we bring to our community by supporting a range of GLBT and HIV community organisations. And we try to minimise our impact on the environment through a range of green-friendly initiatives.

We supported smaller groups in the HIV/AIDS and GLBT community sectors through a program of sponsorship and donations, and by providing groups with office accommodation and meeting spaces for free or at a nominal cost. These groups included the National LGBTI Health Alliance, The AIDS Trust of Australia, the Bobby Goldsmith Foundation, Palliative Care NSW, Mature Age Gays, Gay and Married Men's Association, HIV/AIDS Legal Centre, Gay and Lesbian Immigration Taskforce, Harbour City Bears, Meditation, Trikone, Freedom2b(e) and the Gay and Lesbian Deaf Association

We strengthened existing and developed new partnerships with various GLBT cultural and sporting organisations to improve how we provide services to and communicate with people in our community. These organisations included New Mardi Gras, Queer Screen, Team Sydney, the Sydney Convicts Rugby Club, the Sydney Women's Baseball League and the Freezone Volleyball Club

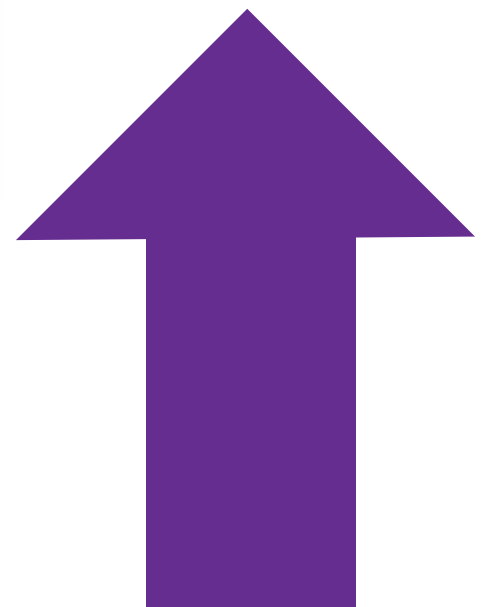


Queer Screen volunteers

We employed a range of green initiatives in the fit out of our new Sydney premises including low energy building exhausts, meeting room sensor lights to reduce electricity consumption, eco fabrics on workstation screens and the majority of upholstered furniture, low formaldehyde laminates, carpets and vinyl flooring containing significant recycled content

We reduced our amount of waste by continuing a recycling scheme for paper, glass, bottles and cans

We reduced our carbon emissions by encouraging staff to turn off computers at the wall and by continuing to replace old equipment with more energy-efficient models

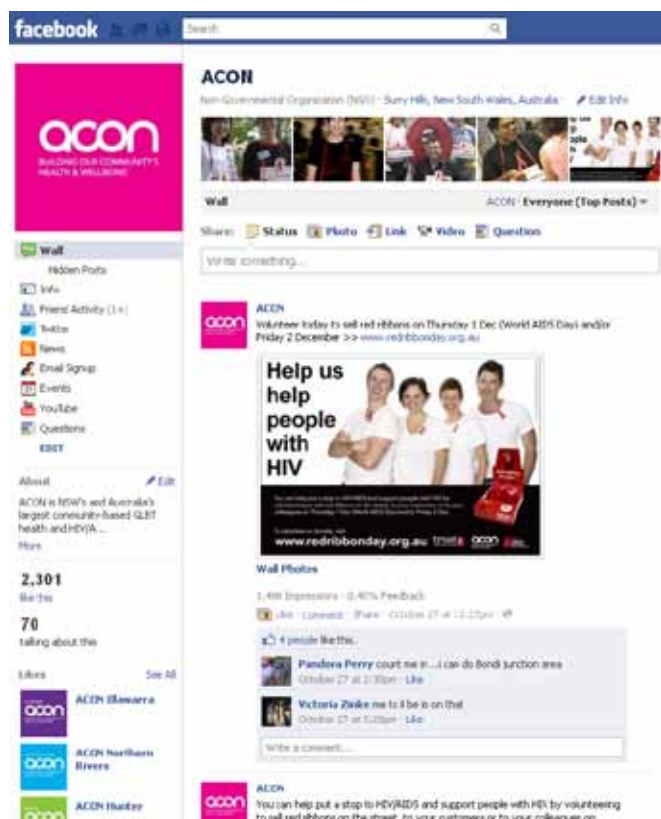


We leverage

ONLINE AND EMERGING TECHNOLOGIES

by investing in relevant resources and training

Working together with our community increasingly means connecting with them online. This year we were funded by NSW Health to undertake a special project to develop and expand the capacity of ACON and other organisations within HIV sector in NSW to use social media and other digital technologies to increase the effectiveness of HIV health promotion activities. The 12-month project has significantly increased our online network and we now have a much more sophisticated framework for engaging with our community through digital platforms.

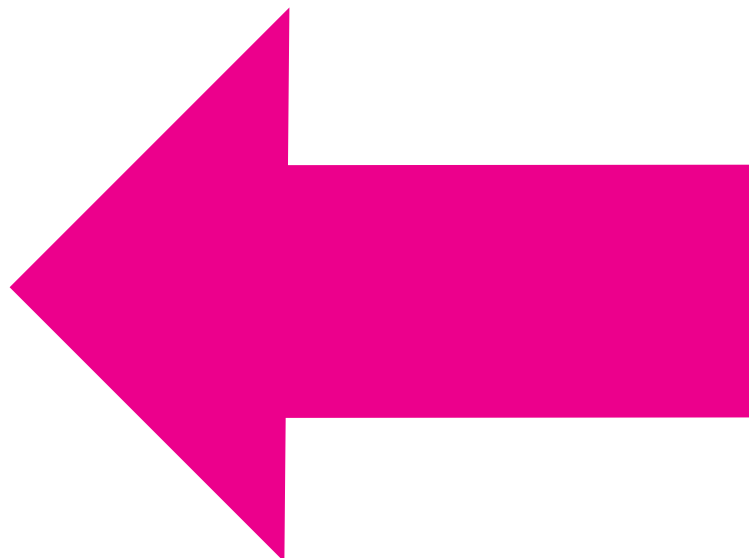


ACON's corporate Facebook page

We began development of mobile phone apps for HIV prevention and for people with HIV

We developed a database of HIV and GLBT social media sites to which health promotion information can be distributed

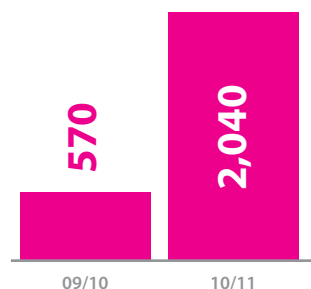
We conducted training seminars on the effective use of social media for 45 ACON employees and 35 HIV sector staff



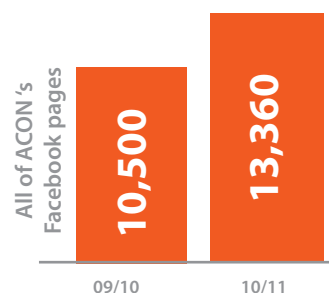
Website Visitors



Twitter Followers



Facebook Friends



We increase the reach and impact of ACON's programs to our communities in

REGIONAL and RURAL NSW

events for members of our community in these areas. We also provide information and training to mainstream service providers and community groups throughout NSW to improve their knowledge of HIV and GLBT health issues. We have five offices in the Hunter, Mid North Coast, Northern Rivers and Illawarra regions of NSW.



ACON Regional Services director Shannon Wright (left) with lifesavers at CoastOut 2010 in Coffs Harbour

Working together with community groups and other health and wellbeing agencies is how we deliver services to areas in NSW where ACON does not have a regional office, such as Far Western NSW and Far Southern NSW. The training, resources and support we provide to community groups like Hume Phoenix in Albury is a great example of how we work with GLBT communities in remote areas so they have the knowledge, skills and networks to look after each other.

Where people with HIV live in regional and rural NSW



IDAHO installation in Wollongong

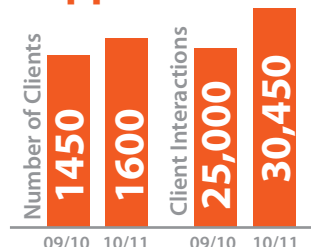
We provided workshops in schools and training for aged care, mental health, drug and alcohol, youth and other allied health services

We increased access to HIV and STI testing via sexual health outreach programs and onsite clinics in our Hunter and Illawarra offices

We supported the inaugural CoastOut festival at Coffs Harbour with information stalls, safe sex resources and a team of ACON Rovers

We produced the Treatments By The Sea HIV retreat in the Northern Rivers

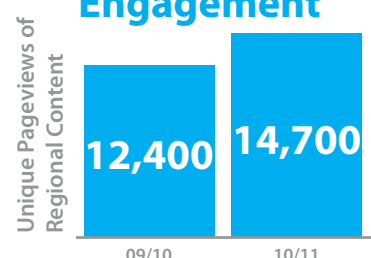
Client Support

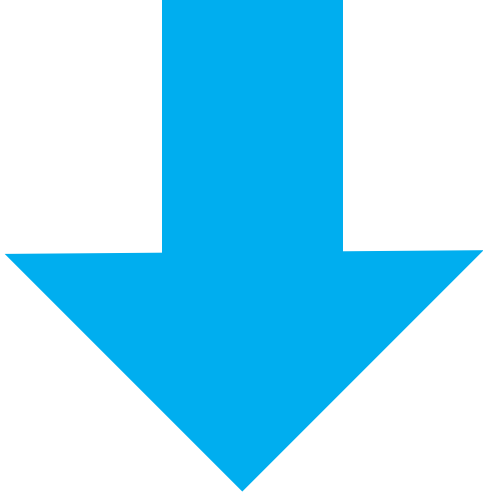


Resource Distribution



Online Engagement





We improve the health and wellbeing of people in our community from **WESTERN SYDNEY**

by providing a range of programs, workshops, resources and events. We also provide information and training to mainstream service providers in the region to improve their knowledge of HIV and GLBT health issues.

Working together with community groups and service providers in Western Sydney is the most effective way to engage and interact with the region's GLBT population.

Living in the Western suburbs can often be challenging for GLBT people who have to deal with homophobia, social isolation and a lack of GLBT venues and events. That's why the work we do and support is so important because it provides valuable opportunities for the local GLBT population to connect with each other and for us to deliver important information about health and wellbeing.



ACON Western Sydney Liason Officer Gavin Prendergast (right) with guest at a NSW Police Gay and Lesbian Liason Officer training event in Penrith

We conducted 8 events including the annual Parramatta Pride Picnic. These events attracted over 2000 attendees



We helped facilitate support and education groups for young gay men in Campbelltown, Penrith and Katoomba

We continued developing partnerships with key Western Sydney organisations including the Sydney West Local Health District, Sydney South West Local Health District, PLWHA Blue Mountains, the Western Suburbs Haven, the Blacktown Outdoors Group, Queer Out West and the Blue Mountains, Parramatta and Penrith councils

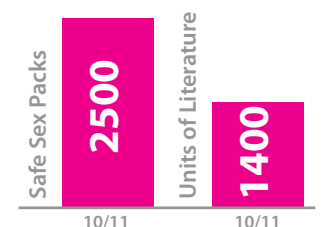


Participants at the Parramatta Pride Picnic 2010

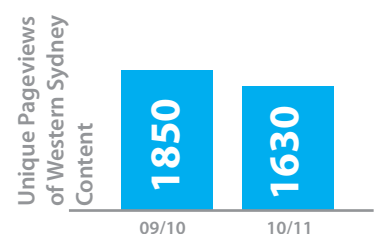
Client Support



Resource Distribution



Online Engagement



We undertake a range of **FUNDRAISING** activities



2010 Red Ribbon Appeal volunteers. Photo: John McRae

Working together with people and organisations to raise money for our programs and services is one of the most inspirational aspects of our work. Every year hundreds of volunteers donate their time and expertise to help produce our fundraising events and thousands more generously donate money and gifts. Without their support, we would not be able to provide many of the programs and services which improve the health and wellbeing of our community. But our fundraising events do more than just raise money – they also contribute to community development by creating opportunities to distribute important health information, reducing social isolation and bringing people together.



Hugh Sheridan performs at the 2010 WAD Concert

We generated over \$83,000 through our various AIDS Awareness Week activities. These included our Red Ribbon Appeal and our World AIDS Day Concert *A Tribute Steven Sondheim* as well as a series of special benefit events and memorial ceremonies throughout NSW. The proceeds funded services for people with HIV

We reformatted our annual GLBT community awards – the Honour Awards – to a community-based nomination format, resulting in over 70 nominations and six winners including Community Heroes Sue Wills and Lex Watson, who were recognised for over 40 years of GLBT-related health, welfare and law reform advocacy. The event raised over \$20,000.



Bingay hostess Tora Hyman with offside Naomi Palmer

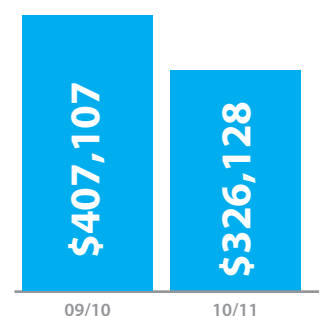
We raised \$63,000 through Bingay and BIG Bingay, our weekly bingo night and quarterly themed bingo events

Revenue from Tied Grants*

* Additional to NSW Health core grant

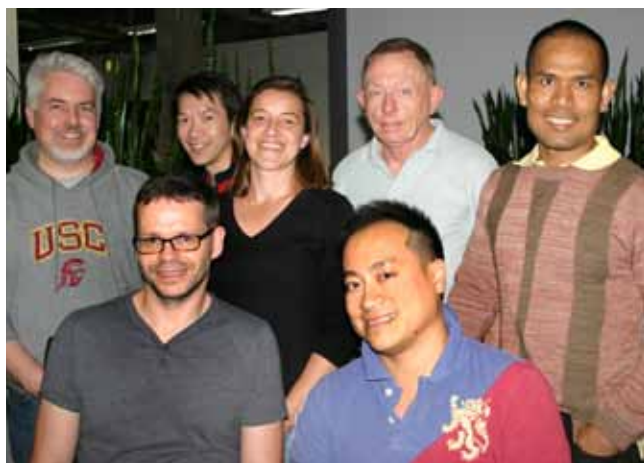


Revenue from Events and Donations



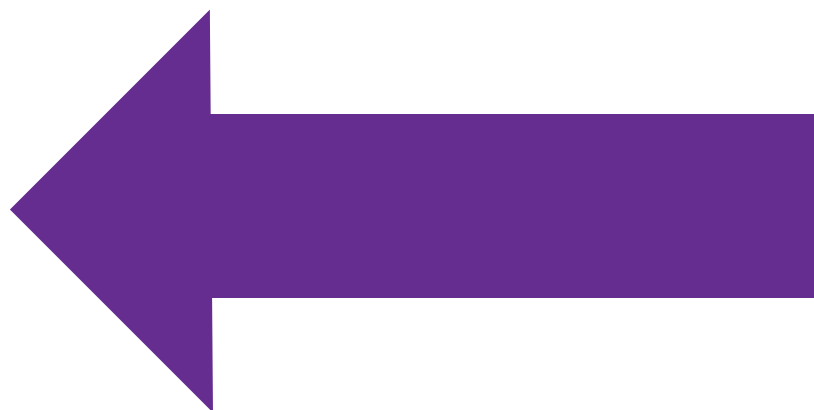
We continually improve our organisational management and support functions such as

FINANCE, HUMAN RESOURCES and INFORMATION TECHNOLOGY



Operations Division staff members (l-r standing) John Burnett, Suriyanto Koean, Samantha Vescio, Michael McNaughton, Aron Pardede (l-r sitting) Gareth Taylor and Lucky Wirajaya

Working together with our staff to ensure we have effective and efficient workplace systems continues to be a priority. We also recognise that maintaining an environment that encourages staff responsibility, initiative and teamwork is crucial to the operations and culture of our organisation. Our corporate services team works closely with all members of staff to determine their needs so we can get the best possible outcomes.



We developed a new performance appraisal system. Rather than being assessed on the anniversary of their employment, all employees are now reviewed in the first 6-8 weeks of the new financial year. This aligns an employee's individual work goals with the organisation's business and budget planning processes

We conducted our second annual Hewitt Employee Opinion Survey and established staff working groups to address issues such as performance management, work processes and reward and recognition systems

We developed a new online induction module for staff and volunteers

We revised and updated our Finance Policy and Procedures Manual to include new fraud prevention measures, articulated the process for revenue recognition with core and tied grants and improved procedures for reporting and recognising income generated through fundraising

We upgraded our online employee Pay Office gateway, enabling efficient and paperless management of staff entitlements

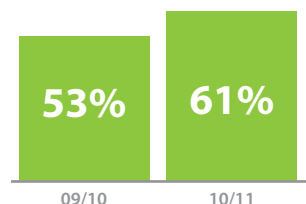
We installed a new ShoreTel phone system, significantly improving our communications infrastructure

We began development of a new intranet to manage and consolidate information

We secured charity pricing with Microsoft and Adobe, two of our main vendors allowing us to upgrade our software and improve our IT effectiveness



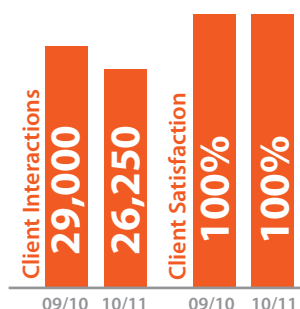
Organisational Engagement of Employees



IT Helpdesk Service



Reception Services



We continually improve our **PLANNING, EVALUATION and REPORTING** processes.

Working together with our staff, clients and community members to ensure we meet their needs by continuously improving our programs, services, policies and procedures is a key focus for us. We recognise that the best way to do this is to always be open to criticism, be honest about our ability to address an issue and do whatever we can to rectify a problem.



ACON staff at the 2010 Big Day In

We held the 2010 Big Day In, our annual two-day staff learning and development seminar

We undertook regular client/stakeholder satisfaction surveys and community consultations

We completed the final year of our three year accreditation (2008-2011) with the Quality Improvement Council of Australia. This ensures we deliver the best possible services and programs while making sure that our administrative and organisational support functions are targeted, cost effective and appropriate

We streamlined our annual business planning process

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

We released the findings of NSW GLBT 2020, an statewide survey of the future needs and priorities of NSW's GLBT community run by the NSW GLBT 2020 working group.



The **FINANCIAL REPORT**

for the Period Ended 30 June 2011

ABN 38 136 883 915

ACON HEALTH LIMITED

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

The financial statements are presented in the Australian currency.

ACON Health Limited is a public company limited by guarantee, incorporated and domiciled in Australia.

Its registered office and principal place of business is:

414 Elizabeth St
Surry Hills NSW 2010
Australia

The financial statements were authorised for issue by the directors on 5 October 2011. The directors have the power to amend and reissue the financial statement.

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2011

I am pleased to provide the treasurers report for the 2010-2011 financial year for ACON Health Limited. ACON's 26th year of operation continued to build on the successes of past years, strengthen our capabilities and to grow in a sustainable manner.

This year I announce a reportable surplus, after all accruals and provisions, of \$1,596,574. This surplus for accounting purposes reflects the receipt of fit-out income for our relocation to new premises and for grants where the corresponding program expenditure has yet to be made. The underlying surplus reported would have been \$29,068 if the timing of program expenditure had matched the timing of the receipt of grant income.

In early 2011 ACON consolidated our head office, the Positive Living Centre and the Sex Workers Outreach Project Offices in to one new location at 414 Elizabeth St, Sydney. Our new office provides modern, professional and a vibrant work place for our staff and visitors. Importantly our new facilities allow for more effective client service coordination and health promotion while allowing us to realise operational efficiencies.

We also continue our tradition of co-locating with a number of community HIV and GLBT organisations at our new Sydney offices. This co-location will continue to foster and encourage strong collaboration across the sector and provide clients with ease of access to a number of leading organisations providing programs, services and support to the HIV and GLBT communities.

In addition to our new Sydney Office, ACON continued to operate offices in Wollongong, Islington, Lismore and Port Macquarie. Through all of our locations, outreach programs and events 243 staff and over 700 volunteers contributed to providing a broad range of gay, lesbian, bisexual and transgender (GLBT) health programs and services as well as our core programs focusing on HIV prevention and services for people living with or affected by HIV.

Through our various programs and services ACON staff and volunteers provided over 142,000 occasions of services and distributed over 480,000 condoms throughout the state and many more services.

During the year we secured a number of new one-off grants including \$450k over two years for the Peace of Mind Mental Health Training Project, \$359K for GLBT Sensitivity Training for Aged Care Providers and funding continuation for our Alcohol and Other Drugs Program, which allow us to continue to deliver on our Strategic Plan and on the evolving needs of our communities.

In 2010-2011 the organisation has continued to host events, to build connection with our community, to promote healthy lifestyles and to fundraise money. This year saw only a modest surplus in our fundraising activities and I encourage you to join ACON's regular giving program where your monthly contribution will help ACON to continue to deliver, broaden and deepen our service delivery. For more information on ACON's regularly giving program please visit <http://www.acon.org.au/donate>

I extend my appreciation and thanks to Nicolas Parkhill (CEO), the senior management team and all the staff of ACON for their focus and dedication throughout the year. Without their focus, tireless commitment and the support of our volunteers we would not be able to not only meet this financial result we wouldn't be able to deliver the breadth and depth of services that we do.

Finally I take this opportunity to thank our principal funders NSW Health, our longstanding pro-bono solicitors Freehills, our auditors PricewaterhouseCoopers and our many funders, sponsors, donors and supporters for their assistance throughout the year.



Jason Bradshaw
Treasurer

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2011

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 2011.

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:

- Mark Orr
- Andrew Purchas
- Jason Bradshaw
- Nicolas Parkhill
- Wes Bas
- Rod Bruem
- Jeremy Hutton
- Devon Indig
- Siri Kommedahl
- Garrett Prestage

Louisa Degenhardt, Matthew Vaughan, Jonathan Stambolis, and Rob Lake resigned from the board on 17 September 2010, 25 January 2011, 7 March 2011 and 21 May 2011 respectively.

Angela Trevaskis was appointed as a director on 16 March 2011 while John de Wit, Leigh O'Dwyer and Senthoran Raj were appointed as directors on 19 May 2011.

Craig Gear was appointed as a director on 21 May 2011 and resigned from the board on 24 August 2011.

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2011
INFORMATION ON DIRECTORS MEMBERS OF THE BOARD AT 30 JUNE 2011:



Mark Orr, President

BSc (Hons), MHSM, Grad Dip Spec Ed, Grad Cert App Fin & Inv, GAICD

Mark is a senior manager in a mental health not-for-profit organisation. He is a registered psychologist and has a long history of working with people with disabilities. Mark is a past director and Co-chair of the board of New Mardi Gras Ltd.



Siri Kommedahl

Siri has more than 16 years experience in IT business development and currently works as a financial and strategic development consultant. She has also chaired fundraising committees for several organisations including the Human Rights Campaign Federal Club, a 700,000 member civil rights organisation in the US which works to ensure equal rights for GLBT Americans.



Andrew Purchas, Vice President

BEC, LLB

Andrew has significant commercial experience in business process redesign, change management and risk management.



Nicolas Parkhill, CEO

BAC, JP

Nicolas has over 15 years experience in the public and community health sectors. For the last three years, he has headed up both the health promotion and operational divisions of ACON. Prior to that he 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.



Garrett Prestage

BA (Hons), PhD

Garrett is a Senior Lecturer at National Centre in HIV Epidemiology & Clinical Research, & Senior Research Fellow at the Australian Research Centre in Sex Health & Society, with twenty-five years experience researching gay and lesbian community and health issues.



Jason Bradshaw, Treasurer

BA, Dip Bus(Frontline Mgt), Cert IV Proj Mgt, AIMM

Jason has over 15 years experience in the banking, finance, retail and government sectors and currently is an executive consultant specialising in organisational change, employee and customer experience excellence. 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.



Jeremy Hutton

Jeremy has experience as a political staffer and in the bookselling, advertising and marketing sectors. Jeremy has operated retail bookshops in country NSW and Victoria, and recently opened his own international media representation business.



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.



Wes Bas

JP, Dip Pol

Wes is a serving NSW Police Officer with over eight years experience in general duties and corporate policing. He is currently performing duties with the Office of the Commissioner. He is also affiliated with a number of youth development organisations.



Leigh O'Dwyer

BBus (Org Comm)

Leigh works in the construction industry providing communication services, social impact assessments and community consultation programs for the delivery of major infrastructure projects. She has a background in education and training and has previously volunteered on the Twenty10 management committee.



Rod Bruem

Rod is a corporate communications specialist with extensive experience in media relations, marketing & public affairs programs, government liaison and public education campaigns and social media. Currently employed by Telstra Corporation Limited, he has worked as a senior political & executive advisor and writer/journalist.



Angela Trevaskis

BSc, MSHlth

Angela is a Senior Counsellor at ACON and the staff representative on the Board. Angela has over 20 years experience in the HIV/AIDS sector, predominantly as a counsellor and educator with NSW Health. Angela, who has a Bachelor of Science and Masters in Sexual Health, has also previously served as a Board member with the ACT AIDS Action Committee. Angela is the staff appointed director.



Senthorun Raj

BA (Hons)

Senthorun (Sen) Raj works in human rights advocacy. He is the Senior Policy Advisor for the Gay and Lesbian Rights Lobby (NSW) and is the NSW Vice-President of Amnesty International. Sen writes regularly for the Sydney Morning Herald, Sydney Star Observer and The Punch on sexuality and politics.



Devon Indig

BSc, MPH, PhD

Devon is the Head of Research at the Justice Health Centre for Health Research in Criminal Justice and a Conjoint Lecturer at the UNSW. Prior to working at Justice Health, she worked for eight years at NSW Health, including three years at the Centre for Epidemiology and Research and five years at the Centre for Drug and Alcohol.

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 2010 - 30 JUNE 2011

Board member	Meetings held	Meetings attended
Mark Orr	12	12
Andrew Purchas	12	9
Jason Bradshaw	12	12
Nicolas Parkhill	12	11
Matthew Vaughan	7	6
Wes Bas	12	7*
Rod Bruem	12	11
Louisa Degenhardt	3	0
Jeremy Hutton	12	7
Devon Indig	12	8
Siri Kommedahl	12	11
Rob Lake	11	9
Garrett Prestage	12	9
Jonathan Stambolis	8	2**
Angela Trevaskis	3	3
John de Wit	1	0
Craig Gear	1	1
Leigh O'Dwyer	1	1
Senthorun Raj	1	1

Elections for the elected Board Members were held in November 2010.

* Wes Bas was on Leave of Absence from July 2010 - August 2010

** Jonathan Stambolis was on Leave of Absence from September 2010 - January 2011

PRINCIPLE ACTIVITIES AND OBJECTIVES

PRINCIPAL ACTIVITIES

The principal activities of the group during the year were the provision of education, health promotion, advocacy, care and support services to members of the gay, lesbian, bisexual and transgender communities, including indigenous people, injecting drug users, to sex workers and to all people living with HIV/AIDS.

ACON SHORT TERM OBJECTIVES

- Reduce the rate of unsafe sex practised by gay men and other MSM
- Reduce the rate of HIV and STIs among gay men and other MSM
- Increase the knowledge, skills and ability of all people with HIV to maximise their health and to prevent HIV transmission
- Increase the mental health of people in our community by provision of best practice counselling services and appropriate referrals.
- Increase the number of women in our communities who are accessing ACON for health and wellbeing information and services
- Increase social connectedness and reduce isolation for older people in our community
- Maintain ACON's position as a strong and influential advocate particularly on issues to HIV, GLBT health and the intersection of health and human rights.
- Increase ACON's effectiveness by leveraging online and emerging technologies

ACON LONG TERM OBJECTIVES

- Reduce the number of HIV & other sexually transmissible infections among gay men and other men who have sex with men
- Improve the health and wellbeing of people with HIV from those newly diagnosed to those living long-term with HIV
- Reduce the negative impacts of drug and alcohol use at both the individual and community level and improve the mental health and wellbeing of our communities
- Improve the health and wellbeing of women in our communities and work to make ACON a key source of health information for them
- Improve the health and wellbeing of older people in our communities through new ACON programs and through partnerships with other community-based and mainstream providers.
- Generally improve the health, safety and wellbeing of people in our communities through a range of health promotion programs.
- Build ACON's role as a leader in GLBT health and HIV/AIDS policy and program delivery at the local, national and international levels.
- Ensure ACON has the people, resources and culture to develop innovative programs, strong partnerships and an engaged community.

STRATEGIES TO ACHIEVE THOSE OBJECTIVES

- Maintain a culture that normalises condom use and reinforces a culture of care as well as a shared responsibility for prevention

TREASURER'S REPORT FOR THE YEAR ENDED 30 JUNE 2011

- Advocate for the introduction and accessibility of rapid HIV and STI tests.
- Develop a range of programs and services for people with HIV, including web-based approaches on health, treatments and other issues related to living with HIV.
- Raise our community's awareness of mental health illness, mental health promotion and concepts of communities of care through a range of activities.
- Develop marketing strategies that promote ACON's programs and services to women.
- Continue to provide support for peer-led social support group such as Mature Age Gays (MAG) and encourage the formation of new groups.
- Represent the HIV community sector and GLBT community to NSW health, in health and welfare sector reform and in a range of other local and international forums.
- Continue to develop the organisation's hardware and software infrastructure to effectively meet our changing needs.

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 of 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 in 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

OPERATING RESULTS

Operations for the year ended 30 June 2011 resulted in a net surplus of \$1,596,574 compared to a balanced budget. The current year result includes grants received in advance of \$1,931,916 recognised as income.

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 the relevant class of membership they hold and at the time of winding up the debts and liabilities of ACON Health exceed its assets.

AUDITOR'S INDEPENDENCE DECLARATION

PwC continues in office in accordance with section 327 of the *Corporations Act 2001*. A copy of the auditor's

independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 11.

Signed in accordance with a resolution of the Board.

Dated at Sydney this 5th October 2011



MARK ORR
President



JASON BRADSHAW
Treasurer

AUDITORS' INDEPENDENCE DECLARATION

As auditor for the audit of ACON Health Limited for the year ended 30 June 2011, 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 entity it controlled during the year.

A handwritten signature in black ink, appearing to read 'P Buchholz', with a stylized flourish at the end.

P Buchholz
Partner
PricewaterhouseCoopers

Sydney
10 October 2011

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Liability limited by a scheme approved under Professional Standards Legislation.

**CONSOLIDATED INCOME STATEMENT FOR THE YEAR ENDED
30 JUNE 2011**

	Notes	2011 \$	2010 \$
REVENUE FROM CONTINUING OPERATIONS			
Grants:			
NSW Department of Health		10,852,369	9,228,134
NSW Department of Community Services		100,877	105,145
Area Health Services		640,732	653,703
NSW Users & AIDS Association		2,376	2,592
Other grants		748,729	1,156,327
Fundraising	16(a)	371,954	471,893
Interest received/receivable		206,772	137,158
Fee for service		138,314	160,000
Membership		3,112	2,343
Rent received		80,822	77,286
Sale of vitamins		36,378	41,211
Sale of materials		74,246	95,152
Cost reimbursements		136,166	252,117
Secondment income		107,640	225,429
Other income		59,196	30,508
Total revenue from continuing operations		13,559,683	12,638,997
EXPENDITURE			
Salaries & associated costs		7,364,848	7,639,780
Program materials and services		576,579	819,872
Rent and rates		1,068,322	242,588
Depreciation – plant & equipment		136,787	130,944
Amortisation – lease incentive		62,709	-
Building maintenance		408,381	359,570
Communications		268,821	347,063
Travel and representation		422,328	501,325
Donations given		51,253	48,993
Advertising costs		565,658	671,163
Events and activities		137,547	128,322
Administrative costs		862,478	881,502
Cost of goods sold		37,399	47,179
Total expenditure		11,963,109	11,818,301
Operating surplus for the year	2	1,596,574	820,697

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

**CONSOLIDATED STATEMENT OF COMPREHENSIVE
INCOME FOR THE YEAR ENDED 30 JUNE 2011**

	2011 \$	2010 \$
Operating surplus for the year	1,596,574	820,697
Other comprehensive income	-	-
Total comprehensive income for the year	1,596,574	820,697
Operating Surplus of ACON Health Limited	1,596,574	820,697

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

CONSOLIDATED BALANCE SHEET AS AT 30 JUNE 2011

	Notes	2011 \$	2010 \$
CURRENT ASSETS			
Cash	4	4,302,699	3,989,750
Receivables	5	203,174	76,071
Inventories	6	5,791	9,453
Other	7	354,961	95,172
TOTAL CURRENT ASSETS		4,866,625	4,170,446
NON-CURRENT ASSETS			
Property, plant & equipment and lease incentive	8	3,480,360	606,062
TOTAL NON-CURRENT ASSETS		3,480,360	606,062
TOTAL ASSETS		8,346,985	4,776,508
CURRENT LIABILITIES			
Accounts payable	9	1,424,720	914,971
Employee entitlements	10	588,396	632,857
TOTAL CURRENT LIABILITIES		2,013,116	1,547,828
NON-CURRENT LIABILITIES			
Employee entitlements	11	346,833	280,510
Other provisions	12	1,442,291	-
TOTAL NON-CURRENT LIABILITIES		1,789,124	280,510
TOTAL LIABILITIES		3,802,240	1,828,337
NET ASSETS		4,544,745	2,948,171
STAKEHOLDERS FUNDS			
Retained surplus at the end of the year	18	4,512,925	2,916,351
Revaluation reserve		31,820	31,820
TOTAL ACCUMULATED FUNDS		4,544,745	2,948,171

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

CONSOLIDATED STATEMENT OF CHANGES IN MEMBERS' FUNDS FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
Total stakeholder funds at the beginning of the financial year	2,948,171	2,127,474
Total comprehensive income for the year	1,596,574	820,697
Total Accumulated Funds at the end of the financial year	4,544,745	2,948,171

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

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2011

	Notes	2011 \$	2010 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers, granting bodies & fundraising (inclusive of goods & services tax)		14,730,808	12,607,096
Payments to suppliers and employees (inclusive of goods & services tax)		(11,526,147)	(11,355,964)
Interest received		206,772	137,158
NET CASH INFLOW FROM OPERATING ACTIVITIES		3,411,433	1,388,290
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant & equipment		(3,098,483)	(61,746)
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(3,098,483)	(61,746)
NET INCREASE IN CASH HELD		312,950	1,326,544
CASH AT THE BEGINNING OF THE YEAR		3,989,750	2,663,206
CASH AT THE END OF THE YEAR	4	4,302,699	3,989,750

The above Consolidated Statement of Changes Cash Flows 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 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, other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations and the *Corporations Act 2001*.

- 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
The following new standards and amendments to standards are mandatory for the first time for the financial year beginning 1 July 2010:
 - AASB 2009-5 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project* – adopted early by ACON Health Limited in the 2010 financial report
 - AASB 2010-3 *Amendments to Australian Accounting Standards arising from the Annual Improvements Project*.
- iii) Early adoption of standards
The group has elected to apply the following pronouncements to the annual reporting period beginning 1 July 2010:
 - AASB 2010-4 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project*
 - AASB 1053 *Application of Tiers of Australian Accounting Standards* and AASB 2010-2 *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*

This includes applying the revised pronouncement to the comparatives in accordance with AASB 108 *Accounting Policies, Changes in Accounting Estimates and Errors*. None

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

of the items in the financial statements had to be restated as the result of applying this standard. The adoption of AASB 1053 and AASB 2010-2 allowed the entity to remove a number of disclosures. There was no other impact on the current or prior year financial statements.

iv) Historical cost convention

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain classes of property, plant and equipment.

v) Critical accounting estimates

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

B. PRINCIPLES OF CONSOLIDATION

The consolidated financial statements incorporate the assets and liabilities of the subsidiary of ACON Health Limited ("company" or "parent entity") as at 30 June 2011 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. GRANT 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. The group bases its estimates on historical results, taking into consideration the type of customer, the type of transaction and the specifics of each arrangement.

D. GOVERNMENT GRANTS

Grant revenue received is brought to account when received or receivable.

E. LEASES

Leases of property, plant and equipment where the group, as lessee, has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the fair value of the leased property or, if lower, the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other short-term and long-term payables. Each lease payment is allocated between the liability and finance cost. The finance cost is charged to the profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases is depreciated over the asset's useful life or over the shorter of the asset's useful life and the lease term if there is no reasonable certainty that the group will obtain ownership at the end of the lease term.

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 at the fair value of the amounts receivable, less provision for impairment. Trade receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of trade debtors is reviewed on an ongoing basis. Debts which are known to be 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. Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

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. PROPERTY, PLANT & EQUIPMENT

Property, 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.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

Each year, the difference between depreciation based on the revalued carrying amount of the asset charged to profit or loss and depreciation based on the asset's original cost, net of tax, is reclassified from the property, plant and equipment revaluation surplus to retained earnings.

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 three yearly intervals. Revaluations reflect independent assessments of the fair market value of works of art.

Land is not depreciated. Depreciation on other assets is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

Plant and Equipment, Office Equipment, Equipment under lease: 2-5 years

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

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

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

Leasehold improvements

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

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

K. TRADE AND OTHER CREDITORS

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

L. WEB SITE COSTS

Costs in relation to the web site controlled by the Group are charged as expenses in the period in which they are incurred unless they relate to the acquisition of an asset, in which case they are capitalised and amortised over their period of expected benefit.

Generally, costs in relation to feasibility studies during the planning phase of the web site, and ongoing costs of maintenance during the operating phase, are considered to be expenses. Costs incurred in building or enhancing the web site, to the extent that they represent probable future economic benefits controlled by the Group that can be

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

reliably measured, are capitalised as an asset and amortised over the period of the expected benefits which vary from 2 to 5 years.

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 of the reporting date are recognised in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

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.

Superannuation

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

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. OPERATING SURPLUS FOR THE YEAR

Operating surplus from ordinary activities includes the following specific items of income and expenditure:

	2011 \$	2010 \$
NSW Dept of Health Grant - accommodation funding	3,000,000	-
Provision for employee entitlements	(5,377)	148,267
Rental expense relating to operating leases	250,502	257,433

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

Cash on hand	10,620	11,120
Cash at bank:		
Cheque account – operations	4,155,696	3,842,247
Deposits	136,383	136,383
	4,302,699	3,989,750

(a) Reconciliation to cash at the end of the year

The above figures are reconciled to cash at the end of the financial year as shown in the statement of cash flows as follows:

Balances as above	4,302,699	3,989,750
Bank overdrafts	-	-
Balances per statement of cash flows	4,302,699	3,989,750

5. CURRENT ASSETS – TRADE RECEIVABLES

Accounts receivable	203,174	76,071
	203,174	76,071

As at 30 June 2011, no receivables were considered impaired. The amount of the provision for doubtful debts was \$nil.

6. CURRENT ASSETS - INVENTORIES

Finished goods (vitamins) at cost	5,791	9,453
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7. CURRENT ASSETS – OTHER

Goods and Services Tax receivable	282,620	80,767
Prepaid expenses	72,341	14,405
	354,961	95,172

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

8. NON-CURRENT ASSETS- PROPERTY, PLANT & EQUIPMENT AND LEASE INCENTIVES

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

2011	Furniture & fittings \$	Office & IT equipment \$	Library Works of Art \$	Leasehold improvements \$	Lease Incentive \$	Totals \$
At 30 June 2010						
Cost or fair value	96,054	1,149,283	141,150	430,147	-	1,816,634
Accumulated depreciation	(73,720)	(1,024,991)	-	(111,861)	-	(1,210,572)
Net book value	22,334	124,292	141,150	318,286	-	606,062
Year ended 30 June 2011						
Opening net book value	22,334	124,292	141,150	318,286	-	606,062
Additions	847,628	267,888	-	477,967	1,505,000	3,098,483
Disposals	(3,595)	(2,723)	-	(18,371)	-	(24,689)
Depreciation/amortisation charge	(20,150)	(78,702)	-	(37,935)	(62,709)	(199,496)
Closing net book value	846,217	310,755	141,150	739,947	1,442,291	3,480,360
At 30 June 2011						
Cost or fair value	870,751	757,502	141,150	819,972	1,505,000	4,094,375
Accumulated depreciation	(24,534)	(446,747)	-	(80,025)	(62,709)	(614,015)
Net book value	846,217	310,755	141,150	739,947	1,442,291	3,480,360

9. CURRENT LIABILITIES – ACCOUNTS PAYABLE

	2011 \$	2010 \$
Goods & Services Tax payable	313,217	193,783
Trade creditors	1,064,802	668,134
Accrued expenses	46,701	53,054
	1,424,720	914,971

10. CURRENT LIABILITIES – EMPLOYEE ENTITLEMENTS

Employee entitlements - annual leave	588,396	632,857
Employee numbers	<i>Number</i>	<i>Number</i>
Number of employees at reporting date (full time equivalent)	103	107

11. Non-current Liabilities – Employee Entitlements

Employee entitlements - long service leave	346,833	280,510
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12. NON-CURRENT LIABILITIES – OTHER PROVISIONS

Deferred lease liabilities	1,442,291	-
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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 2011.

15. ECONOMIC DEPENDENCY

The major source of funding for the group is an annual grant from the NSW Health Department (the Department). The group is in the process of renewing a triennial funding agreement with the Department for the period 1 July 2011 to 30 June 2014 to continue to provide core funding to the group.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

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 5 May 2010 to 3 May 2012.

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.

Details of aggregate gross income and total expenses of fundraising activities:

	2011 \$	2010 \$
Gross proceeds from fundraising:		
<i>Red Ribbon World AIDS Day Appeal</i>	83,872	78,400
Other including Donations, Events & Sponsorship	288,082	393,493
Total gross income from fundraising	371,954	471,893
less total costs of fundraising		
<i>Red Ribbon World AIDS Day Appeal</i>	57,420	34,345
Other	257,330	303,745
Total costs of fundraising	314,750	338,090
Net surplus obtained from fundraising appeals	57,204	133,803

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

- (c) Comparative Ratios

Ratio of costs to gross proceeds	85%	72%
Ratio of net surplus to gross proceeds	15%	28%

Ratio of total cost of fundraising services to total Organisation expenditure	3%	3%
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Ratio of total cost of fundraising services to total Organisation income	3%	4%
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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

Operating Leases

Commitments for minimum lease payments in relation to non-cancellable operating leases contracted for at the reporting date but not recognised as liabilities, payable:

	2011 \$	2010 \$
Within one year	3,500	128,448
Later than one year but not later than 5 years	467,033	198,863
Later than 5 years	13,321,882	145,373
	13,792,415	472,684

18. Retained surplus

Retained surplus at the beginning of the year	2,916,351	2,095,654
Current year surplus	1,596,574	820,697
Retained surplus at the end of the year	4,512,925	2,916,351

Included in the retained surplus is an amount of \$1,931,916, 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	4,510,525	1,300,000
Total assets	8,194,059	1,300,000
Current liabilities	2,013,542	-
Total liabilities	3,802,667	-
<i>Members' Funds</i>		
Retained surplus	4,391,392	1,300,000
Operating surplus for the year	1,708,876	-

(B) CONTINGENT LIABILITIES OF THE PARENT ENTITY

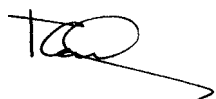
The parent entity did not have any contingent liabilities as at 30 June 2011.

DIRECTORS' DECLARATION

In the directors' opinion:

- (1) The financial statements and notes set out on pages 12 to 26 are in accordance with the *Corporations Act 2001*, including:
 - (a) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (b) giving a true and fair view of the consolidated entity's financial position as at 30 June 2011 and of its performance for the financial year ended on that date, and
 - (c) there are reasonable grounds to believe that the group will be able to pay its debts as and when they become due and payable.
- (2)
 - (a) the financial statements and notes are in accordance with the *Charitable Fundraising Act 1991 (NSW)* and the *Charitable Fundraising Regulations 1993 (NSW)*;
 - (b) the provisions of the *Charitable Fundraising Act 1991 (NSW)* and the regulations under this Act and the conditions attached to the authority to fundraise have been complied with; and
 - (c) the internal controls exercised by the group are appropriate and effective in accounting for all income received.

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



Mark Orr
President



Andrew Purchas
Vice President

Dated at Sydney this 5th Day of October 2011.



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 balance sheet as at 30 June 2011, and the income statement, the statement of comprehensive income, statement of changes in equity and 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 the ACON Health Group (the consolidated entity). The consolidated entity comprises the company and the entity it controlled at the 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 and the *Corporations Act 2001* 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. These Auditing 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 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.

Our procedures include reading the other information in the Annual Report to determine whether it contains any material inconsistencies with the financial report.

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

Independence

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

Auditor's opinion

In our opinion:

- (a) the financial report of ACON Health Limited is in accordance with the *Corporations Act 2001*, including:
 - (i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2011 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.
- (b) The financial report of ACON Health Limited presents a true and fair view as required by the *Charitable Fundraising Act 1991 (NSW)* of the financial result of fundraising appeals for the year ended 30 June 2011;
- (c) That the accounts and associated records have been properly kept in accordance with the *Charitable Fundraising Act 1991 (NSW)* and the *Charitable Fundraising Regulation 1993 (NSW)* for the year ended 30 June 2011;
- (d) That money received as a result of fundraising appeals conducted by ACON Health Limited during the year ended 30 June 2011 have been properly accounted for and applied in accordance with the *Charitable Fundraising Act 1991 (NSW)* and *Charitable Fundraising Regulation 1993 (NSW)*.

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 2011 included on ACON's web site. The company's directors are responsible for the integrity of the ACON web site. We have not been engaged to report on the integrity of this web site. 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.



PricewaterhouseCoopers



Peter Buchholz
Partner
Sydney 10 October 2011

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ACKNOWLEDGEMENTS

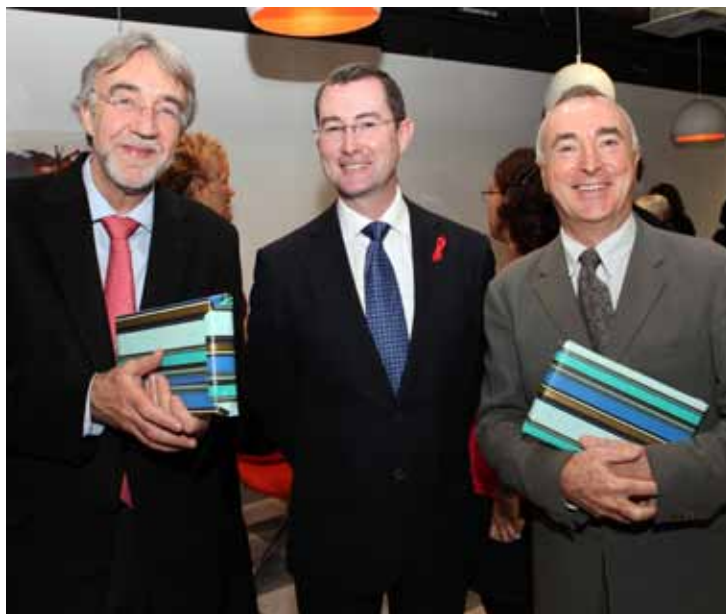
ACON and Freehills

This year we would like to particularly acknowledge our longstanding partnership with Sydney law firm Freehills.

Over the past eleven years, Freehills has provided over 1,700 hours of pro bono work for ACON involving twelve partners, dozens of lawyers and countless business and support staff.

The ongoing contribution that Freehills makes through the provision of pro-bono legal services to ACON, and the expertise provided, affords enormous savings to our organisation. This has allowed us to deliver thousands more occasions of service to people living with and affected by HIV, and to more effectively pursue our mission of HIV prevention. It's partnerships like this that have been fundamental to the internationally recognised success of NSW's response to HIV.

We thank all the partners, lawyers and staff at Freehills for their service over the last 11 years and look forward to working together with the team at Freehills to build the health and wellbeing of our community.



ACON President Mark Orr (centre) with Freehills partners Phillip Rattenbury (left) and John Tabener at the opening of our new Sydney premises.

In Loving Memory

This year we mourn the passing of the following ACON staff, volunteers and supporters. Thank you all for making a difference in the lives of so many.



Cassandra Anderson

Cassandra began working for our Aboriginal Project in 2009 and made a significant contribution to our work with Aboriginal and Torres Strait Islander people. She is greatly missed by her colleagues and family.



Ally Daniels

Ally was an outstanding and valuable advocate and contributor to the sex worker rights movement. Her family, friends and colleagues will greatly miss her.



Tania Lienert

Tania was the Manager of ACON Northern Rivers from 2006 – 2009 and made a significant contribution to the GLBT community of the Northern Rivers, especially through her ground breaking research on end of life care for GLBT communities.



Michael Blakeney-Campbell

Michael was a long term volunteer with ACON's Positive Living Centre as well as a member of staff from 2009. His work with people with HIV and Aboriginal people is greatly valued. He is deeply missed by his colleagues and family.

STAFF AND VOLUNTEERS

Aaron Deighton
 Aaron Mckenzie
 Adam Knobel
 Adelaide
 Adil Imtiaz
 Adrian Eisler
 Adrian Nill
 Aijay Adams
 AJ Bell
 Al Moroni
 Alan Brotherton
 Alan Florance
 Alan Gordon
 Alan J
 Alan Martin
 Alan P
 Albert Stangl
 Alex Coughlin
 Alex Dickson
 Alex Jackson
 Alex Sexton
 Alexander Cameron
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 Alison Jefferson
 Allan Jackson
 Alona Olsen
 Amber McBride
 Ana Irvine
 Anabell Thoener
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 Andrew Purchas
 Andrew Trist
 Andrew You
 Andy Foxworth
 Andy Tanamas
 Angela Matheson
 Angela Trevaskis
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 Angus Beadie
 Ann Maree Elias
 Anna Nagel
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 Annie Selman
 Ann-Maree Rundle
 Anthony Creighton
 Antonia Ravesi
 Aron Pardede
 Arthur F King
 Atari Metcalf
 Baden Chalmers

Barrie Brockwell
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 Beck Nash
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 Carmel Shevlin
 Caroline De Castro
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 Cassandra Anderson
 Cat Marshall

Cath Glasson
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 Catherine Ekberg
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 Chadwick Spinazza
 Chantal Burchett
 Chantelle Gibson
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 Chelsea Raymond
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 Damon Pezaro
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 Daniel Bird
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 Daniel Monaghan
 Daniel Monks
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 Garrett Prestage
 Gary Aschmoneit
 Gary Driscoll
 Gavin Loveday
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 Geoffrey Sherring
 George Baias
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 Gerard Meleady
 Gerry Meleady
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 Graham Vince
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 Gregory Bork
 Gregory Brown
 Griffen Jones
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 Hayley Pigram
 Heath Keleher



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Ian Down
Ian Laney
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Ian Middleton
Ian R
Ian Rose
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Ian Walker
Ina Hall
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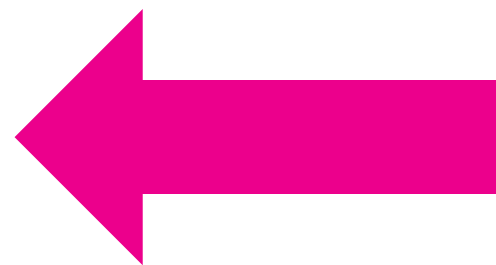
Kathy Triffitt
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Keith
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Kelly Walsh
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Margaret Moylan
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Marguerite O'Brien
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Mary Vyssaritis
Maryanne
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Natalie Talbot
Nathan Corris

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Paul Kelly	Robert Sparshott	Scott Middleton	Surianto Koean	Vuong Nguyen
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Peita Johnson	Roberto Jara	Sean Walcott	Tadeusz Gielas	Wayne Hodshon
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Peter Eames	Robyn Vitullo	Shane Campbell	Tammy Tong	Wes Bas
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Philip Colley	Ron Q	Shinen Wong	Themistos Themistou	Zachary Underwood
Philip Lidbury	Ron Yilmer	Shirk Ann	Therese Ziem	Zoe Birkinshaw
Philip Ruble	Ronald Filmer	Sigrid May	Thomas Adams	Zoe Tranter
Phill Horne	Ronan Fennesy	Simon Graham	Thomas Robertson	Zoran Runcevski
Posh! The Prince	Ronnie McGarrigle	Simon Menz	Thomas S	

SPONSORS, PARTNERS AND SUPPORTERS

2xist	LGBTIQ Network	Astrid Gearin	Blacktown Community Transport	Catering Specialists
357 Sauna	Amy McGowan	Aurora Group	Blacktown Outdoors Group	Catfight Collections
360 Management	Anchor Men's Hostel	Aussie Boys	Blacktown Women's and Girls Health Centre	Catheterine Davies (Zoo)
Aaron Sinclair	Andrew Riley	Aussie Men	Blue Mountains Women's Health Centre	CDM
ABC Triple J	Andrew Creagh	AussieBum	Bobby Goldsmith Foundation	Cec Busby
Aboriginal and Torres Strait Islander Sexual Health Network	Andrew Frankland	Australian Brandenburg Orchestra	Bobby Goldsmith House	Celia Hutton
Accommodation Crisis Group	Andrew Grulich	Australian College of Applied Psychology	Bodhi-Sattva Consulting	Central Coast Coastal Connections
ADAHPT	Andrew Mercardo	Australian College of Contemporary Somatic Psychotherapy	Bodyline	Centre for Community Welfare Training
Adam Fitzpatrick	Andrew Miles	Australian Dental Association	Boehringer-Ingelheim Australia	Centrelink
Adam Joseph	Andrew Potts	Australian Federation of AIDS Organisations	Bongo Prints	Centrelink Community Action Team
Adam Moar	Andrew Purchas	Australian Opera	Book Shop Darlinghurst	Centrelink Outreach Team Hunter
Adam Stankevicius	Andy McIntyre	Australian Research Centre in Sex, Health and Society	Bottle O Taylor Square	Cessnock Hospital
AdebMokbel	Andy Schouten	Australian Society of HIV Medicine	Brendan Bolger	CHAIN
Adrian Bucciarelli	ANEX	Awabakal Aboriginal Medical Service	Brendan Quinn	Chang Sabai Massage
Adrian Lovney	Angela Walsh	Awabakal Land Council	Brent Mackie	CHAPLINS
AGE Security	Angelus Morningstar	Bang Art & Gift	Brett Phillips	Chee-Wee Seow
AIDS Action Council of the ACT	Anglicare	Bang Gallery	Brian Cox	Cherrie
AIDS and Infectious Diseases Branch NSW Health	Anita Villa	Bankstown Women's Health Centre	Brian Francis	Chief Superintendent Donna Adney
AIDS Dementia & HIV Psychiatry Service	Ankali Project	Barry Ireland	Brian Walsh	Child and Adolescent Mental Health Service
AIDS Dementia & HIV Psychiatry Service (ADAHPS)	Anna Okunev	Barton Druitt	Bridge Climb	China Doll Restaurant
AIDS Trust of Australia	Anna Scobie	BCS Darcy House	Bridge Housing	Chris Brewer
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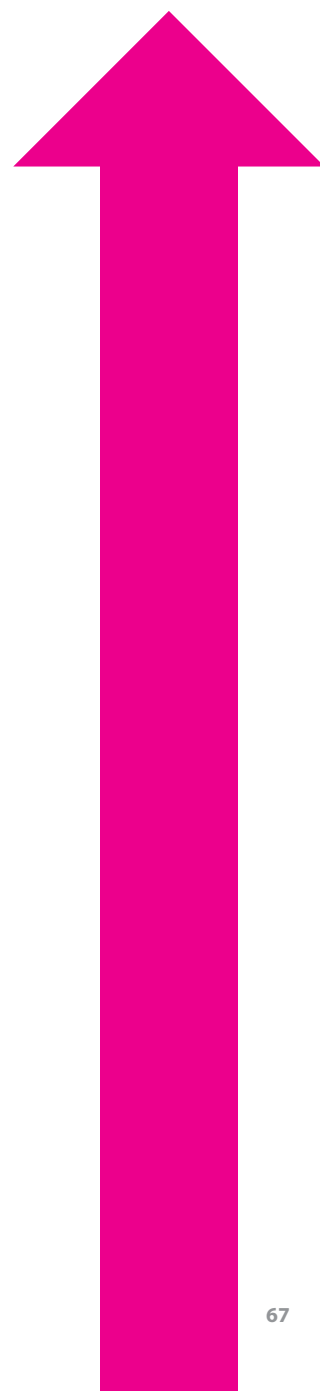
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