

Living Positive Victoria

Annual Report 2016-2017



CONTENTS

Who we are	1
Vision	1
Mission	1
President's Report	2
Chief Executive Officer's Report	4
2016/2017 Organisational Highlights	6
The Victorian Strategy	7
The Changing Landscape: U=U	7
Straight Arrows and Living Positive Victoria merge	7
Fast Track Cities: Melbourne	7
Connecting and Engagement	8
Connecting through the HIV-lived experience	9
Engaging young people	9
Including family and friends along the HIV journey	10
Connecting with those newly diagnosed	11
Diversifying our services to meet member needs	11
Women inspiring other women	12
Member story	12
Learning and Adapting	14
Answering the question What Works and Why? The W3 Project	15
Addressing the ageing population	16
Ageing and HIV Support Network and Self-Management Program	16
Staff engagement and development	17
Contributions beyond the HIV sector	17
Strengthening the Community	18
Raising up leaders in the HIV community	19
The power of a personal story	20
Challenging HIV-related stigma	21
Helping those who need it most	21
Stronger Together	22
International AIDS Candlelight Memorial	23
World AIDS Day Launch	23
Expanding our reach	24
Partnering with the wider community	25
Living Positive Victoria volunteers	26
Christmas hampers and gifts	27
Positive Community Awards	28
2016/2017 Award Winners	29
Board Profiles	30
Staff Profiles	31
Making our money count	32
Living Positive Victoria Financial Report 2016-2017	32
Straight Arrows Financial Report 2016-2017	34
Thank you	36

LIVING POSITIVE VICTORIA

Living Positive Victoria acknowledges the support of the Victorian Government.



Living Positive Victoria
(People Living With HIV/AIDS
Victoria Incorporated)
ABN 67 049 438 341
Registration No. A0039027B

Coventry House
Suite 1, 111 Coventry Street
Southbank Victoria 3006
T: 03 9863 8733
F: 03 9863 8734
E: info@livingpositivevictoria.org.au
livingpositivevictoria.org.au

PHOTOGRAPHY

All images have been used with permission. You must seek permission in writing from Living Positive Victoria before reproducing photographs from this report in any medium. The inclusion of a person's photograph in the report implies nothing about their sexuality or HIV serostatus.

Photographs by Daniel Burke.
burkephotography.com.au

PUBLICATION DESIGN

The Living Positive Victoria Annual Report 2016 – 2017 is designed by Ography.
ography.com.au

Who we are

For almost 30 years, Living Positive Victoria has been committed to the advancement of human rights and wellbeing of all people living with HIV.

As a community-based organisation run by and for people living with HIV, we position ourselves to adapt to the ever-changing HIV landscape and continue to offer programs and services that meet the diverse needs of the community.

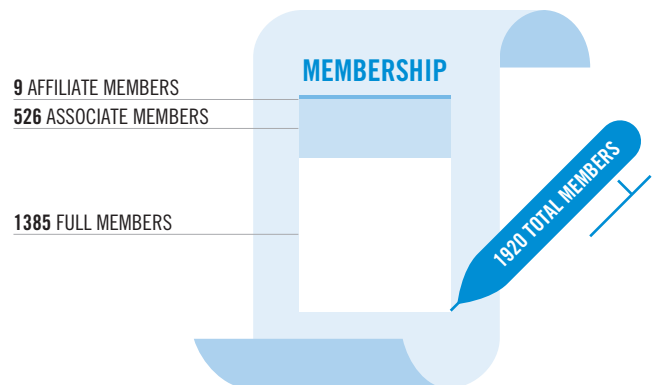
Our services reach a member base of close to 2000 individuals, their partners and family members across all races, ethnicities, genders, ages and sexual identities.

VISION

Living Positive Victoria shares the vision of the National Association of People with HIV Australia (NAPWHA) of a world where people living with HIV live their lives to their full potential, in good health and free from discrimination.

MISSION

To enable and empower all people affected by and living with HIV in Victoria to be part of the response that seeks an end to the HIV epidemic.



President's Report

2016-2017 has been an historic year for Living Positive Victoria as we prepare to enter into our 30th year as an incorporated organisation. This is on the back of a successful merge with Straight Arrows which was unanimously supported by the memberships of both organisations.

The interim Board of Directors did a fantastic job guiding the organisation over the last 12 months. The board members were comprised of both Living Positive Victoria and Straight Arrows members and gave us the opportunity to explore the new 6-3 board model as featured in the new rules of incorporation. This model provides the flexibility to directly elect six full members to the board and use the remaining three positions to diversify the skill make-up of the Directors.

The HIV landscape continues to change at a rapid rate and Living Positive Victoria had a leading role in the development of two foundational documents that will continue to keep people living with HIV (PLHIV) as the focus of the response. The *Victorian HIV Strategy 2017-2020* is the first state strategy since 2009 and centres on a four pillar response to ending HIV. One of the most significant pillars is challenging HIV stigma and discrimination. Recognising the negative impact that stigma and discrimination continues to have on the HIV response is critical if we are to remove all barriers for people to get tested, know their HIV status, access HIV treatment and retain PLHIV in care over their lifetime.

The *Eighth National HIV Strategy* is in the final stages of development and has had strong input from Living Positive Victoria through consultation and policy development. None of this would have been possible without the greater and meaningful involvement of PLHIV and affected communities (GIPA/MIPA). We are committed to continue working in partnership with all of our diverse communities, carers, clinicians and researchers to improve the lives of all Victorians living with or affected by HIV.



The clear effectiveness of Treatment as Prevention (TasP) means that PLHIV are now a key part in the prevention response and the development of biomedical interventions such as PrEP, continues to give hope in reducing new HIV diagnoses. The national and international recognition of the U = U Campaign (undetectable = untransmittable) is a game changer for PLHIV and the results of the Opposites Attract study furthers the credibility of TasP as a highly effective means of reducing forward transmission of HIV. People living with HIV are now being seen outside of the historical context as the ‘problem’ or as ‘vectors of transmission’. This has the potential to change not only the way that others view PLHIV but also the way that we see ourselves.

Developing leaders and building the resilience and capacity of PLHIV continues to be a priority for the organisation. The Positive Leadership Development Institute Australia/New Zealand now has over 260 alumni who have participated from all over Australia and New Zealand, strengthening the diversity of the positive voice nationally. Living Positive Victoria remains very proud of our ongoing role in delivering this program.

After much consideration, Living Positive Victoria has become an associate member of the Australian Federation of AIDS Organisations (AFAO), allowing us to participate more broadly in the development of national policy and strengthen our alliances with national partners. We will continue our ongoing membership and participation through the National Association of People with HIV Australia (NAPWHA) and Poz Action. The role of HIV positive community organisations remains as crucial and relevant as it was three decades ago.

After five years of engagement on the Board of Directors and the last two as President of Living Positive Victoria, it is time for me to look to other opportunities within the broader HIV response. It has been a privilege to serve the members of this organisation. I have tried to do this with integrity and authenticity with a focus on inclusion. Taking on a volunteer role of this nature can have its challenges, but it also provides unique opportunities for personal growth and capacity building. My engagement is something I will personally cherish and celebrate for many years to come. I would encourage members to consider engaging with our Board of Directors, or in other volunteer positions within Living Positive Victoria.

I would like to acknowledge our departing CEO, Brent Allan, for his leadership and growth of Living Positive Victoria over the past five years and the engagement of positive people within it. I wish my former colleague and friend every success in his future endeavours and thank him for the mark he has left on the Victorian, Australian and global HIV response. It has been an honour to work alongside him as President.

Finally I would like to thank my fellow Board members of Living Positive Victoria and our amazing staff and volunteers for their support during my tenure as President. It has been an absolute privilege to lead this organisation and have the opportunity to advocate for my community.

A handwritten signature in black ink that reads "Richard Keane".

Richard Keane
PRESIDENT

Chief Executive Officer's Report

From 2014, Living Positive Victoria's operational and strategic decisions have been guided by its current strategic plan and yearly business plans. This year, we were able to report on the status of 21 outcome indicators which constitute the metrics of the 2014-2017 strategic plan.

The strategic plan also provided three high-level organisational values of *engaging*, *enabling* and *empowering* people living with HIV (PLHIV). These values provided the frame in which Living Positive Victoria provides services and what the agency has become known for. These values are more than words. They affect decision making at every level and they have ensured that we remain true to our vision that seeks a world where PLHIV live their lives to their full potential in good health and free from discrimination.

Alongside these values, the agency has embraced the five practices of leadership that form the basis of the leadership theory promoted in the **Positive Leadership Development Institute**: *Model the Way*, *Inspire a Shared Vision*, *Challenge the Process*, *Enable Others to Act* and *Encourage the Heart*. The Institute has become a beacon of PLHIV led community-based program across both Australia and New Zealand and exemplifies best practices in shaping interagency partnerships, and building the emotional intelligence and psychological resilience of PLHIV to challenge HIV stigma.

Model the Way

We have established new programs and services and redesigned others to meet the emerging realities of PLHIV. Our services continue to embrace the power of partnerships, honouring that different partnerships offer different value and acknowledging that the value of working together is most important.



Inspire a Shared Vision

A total of 40 business cases designed by staff, and in cooperation with the Board of Directors, formed the business plan for the year. What is important to realise is all programs and services relate back to the strategic plan and all efforts are directed back to the outcomes we established in 2014.

Challenge the Process

Our entire team take accountability and transparency very seriously and we advocate for any agencies we partner with to follow suit. We are committed to regularly examine what we are doing and how we can do it better. Our communication strategies are clear, our business plans are public and our advocacy work for PLHIV is well regarded in Australia and around the globe. We know we must constantly reflect upon and consider change to remain current and relevant.

Enable Others to Act

The past year has not been without its challenges. As an agency well known for operating beyond the confines of its resources, it never failed to amaze me how willing and able staff stepped up to assist when challenges arose. We continue to seek out and develop new opportunities to involve more PLHIV in the response and ensure that they are set up for success.

Encourage the Heart

It is part of the daily practice at Living Positive Victoria to work together and ensure development processes are robust and the programs and services are the best that they can be. We celebrate our successes and we encourage those we work with to join with us. However, our achievements and outcomes are not ours alone and they mean little if we do not achieve our

goals of engaging, enabling and empowering the communities of PLHIV we are commissioned to serve.

The real evidence of our achievements lies in the high levels of engagement we have with the PLHIV community. We are committed to continue building an environment that empowers PLHIV and shares a vision that each day will get better for those living with HIV.

On a personal note, it has been an immense pleasure to work alongside some fantastic people during the past five years as the CEO of Living Positive Victoria. Many of the staff and volunteers exemplify what is best about working in the community sector and their passion and commitment is second to none. Living Positive Victoria has supported some amazing new advocates over the past few years while continuing to support many who have contributed for years to the HIV response. I am going to miss the laughter, the camaraderie and the support that so many have offered me over the years as your CEO.

We have achieved so much and yet there is still much more to be done in our efforts to increase the quality of life of PLHIV and to ensure that no one gets left behind.

Heartfelt thanks to all.

A handwritten signature in black ink, appearing to read 'Brent Allan'.

Brent Allan
CHIEF EXECUTIVE OFFICER

2016/2017 Organisational Highlights

2016-2017 has been an exciting year with many millstones contributing to the HIV response in Victoria including the launch of the *Victorian HIV Strategy 2017-2020*, the launch of the *Fast-Track Cities Dashboard* and further confirmation that a person with an undetectable viral load cannot transmit HIV.





THE VICTORIAN STRATEGY

The launch of the *Victorian HIV Strategy 2017-2020* is a landmark for the HIV sector in Victoria. The strategy identifies four priority focus areas: increased prevention; increased testing; increased treatment; and the elimination of stigma and discrimination. Ambitious targets have also been outlined in the strategy including the virtual elimination of new HIV transmissions by 2020; and the elimination of HIV related stigma and discrimination together with achievement of 95-95-95 targets for diagnosis, treatment and viral load by 2030.

One of the greatest challenges we face in reaching these bold targets is HIV stigma and discrimination. As an organisation run by and for people living with HIV, we are well placed to take the lead in building the resilience of people living with HIV to confront both internalised and community stigma, and to work to reduce stigma and discrimination within the healthcare workforce and the wider community.

THE CHANGING LANDSCAPE: U=U

Living Positive Victoria is proud to be the first Australian HIV organisation to endorse the *Undetectable Equals Untransmittable Consensus Statement* initiated by the Prevention Access Campaign. This was further strengthened by the release of the findings from the *Opposites Attract* study at the International AIDS Society Conference in Paris.

The *U=U* message promotes treatment adherence while helping to break down the serodivide and HIV stigma. More than 360 organisations worldwide have adopted the *U=U* message.

STRAIGHT ARROWS AND LIVING POSITIVE VICTORIA MERGE

In August 2016, the membership of Living Positive Victoria and Straight Arrows voted unanimously to merge into one organisation. The merger builds upon the shared synergies of the two agencies and the collaborative partnership we have developed over the past few years. This has allowed us to expand our services, better meet the needs of our members and be a more inclusive voice advocating for all Victorians living with HIV. This year we have operated with an interim Board, with representatives from both agencies. We have seen an improvement of service, extra staff, new programs and the integration of staff utilising their wide skill base for a common purpose. We look forward to consolidating our place as a strong voice for all PLHIV into the future.

FAST TRACK CITIES: MELBOURNE

The *Fast-Track City Dashboard*, a collaboration between ViiV Healthcare and International Association of Providers of AIDS Care (IAPAC), was launched by the Victorian Minister for Health Jill Hennessey on World AIDS Day 2016. Melbourne was the first Australian city to partner with 61 cities and four key international partners, including the city of Paris, to accelerate the virtual elimination of HIV by 2020. The dashboard provides physicians, HIV clinicians, the public health community and PLHIV a tool to access local HIV education, prevention and care in an effort to achieve the 90-90-90 targets and the virtual elimination of HIV by 2020. As of December 2016, Victoria has made impressive progress, with 90 percent of people living with HIV knowing their status, 94 percent of diagnosed people on antiretroviral therapy (ART) and 93 percent of people receiving ART virally suppressed.

Connecting and Engagement

Relational living – feeling connected to your community – is vital for people living with HIV (PLHIV). Each individual has their own background, journey and story that we get to be a part of.





CONNECTING THROUGH THE HIV-LIVED EXPERIENCE

Our peer support officers work from a strengths-based approach which focuses on people rather than services, and provide positive role models for PLHIV. Peers are effective as they can offer a different degree of empathy than clinicians, having experienced the challenges of living with HIV themselves. For many, peer support is the first step in their recovery journey, bringing them into services such as Phoenix that directly support recovery, optimal health and social inclusion. The work of the peer support team is varied. Along with providing emotional support and health information, the peer support team also:

- sources emergency and longer term accommodation and homelessness services
- advocates on behalf of individuals with Centrelink and job service providers
- provides referrals to family violence services, community legal services, legal aid, and mental health services
- accesses support for carers
- sources material aid
- advocates for migration issues; and
- liaises with health care and other professionals.

ENGAGING YOUNG PEOPLE

A person's experience and understanding of HIV, stigma and belonging are unique and cross generational lines. **Gen Next** has connected with more than 100 young positive people and engages them with relevant HIV information, hosts events, and provides opportunities that enhance their interests and abilities including discussion nights. Notable topics included treatment options and screenings of *Rampant: How a City Stopped a Plague* and *Gay Blood is Good Blood; Historicising the Gay Blood Ban*. This year, three peer facilitators were trained to lead the group and gain skills in delivering events, facilitating group learning and developing peer-based health promotion material.



INCLUDING FAMILY AND FRIENDS ALONG THE HIV JOURNEY

For PLHIV, disclosing one's status can be daunting and it's important to have safe, inclusive spaces that allows PLHIV to bring others along on their journey.

Planet Positive invites PLHIV, their friends and families to socialise in a safe, friendly and relaxed environment. Three Planet Positive events were hosted by DTs Hotel in Richmond and a special Christmas event was held at the Richmond Bowls Club in December. Over 250 people attended the four events in the past year.

The **Straight Arrows program** offers activities and social support for heterosexual men and women living with HIV and their families.

STRAIGHT ARROWS PROGRAM SOCIAL EVENTS

FAMILY ACTIVITIES



FAMILY FORUM

DINNERS



OVER 203 ATTENDEES



CHRISTMAS PARTIES

Families living with HIV can feel isolated with only a small number of individuals in this category. Our peer-led camps and retreats for heterosexual men and women living with HIV, and their families, support the social participation, resilience and recovery of all affected by HIV. Participants, including children, take part in activities that promote health and wellbeing and challenges that encourage problem solving,

resilience and team work. It is also a safe space for PLHIV to access the most up-to-date information on how to live well with HIV, access counselling and build their confidence to reach their individual health and wellbeing goals.

For many participants, the most important part of these events is the connections and friendships that they make with each other. Participants treasure the opportunity to openly discuss the impact of HIV on their lives with others who share their experience. For some this is the only chance they have to connect with other PLHIV. A total of 83 people attended **Camp Seaside** and the retreats.

"Camp Seaside has been a part of my family for three years now. The first time we went was one of the great times for us as we got to meet new people and make new friends who lived a life just like ours. It reminded us that we are indeed normal and not alone. We are so grateful and happy to have Camp Seaside as part of our yearly events and we look forward to it more as the years pass by!"

– CAMP SEASIDE PARTICIPANT

"It was a profound experience for me to meet and get to know these wonderful guys. For me, hearing their stories and seeing how they have negotiated and coped with these big challenges was absolutely priceless and enthralling. It's not easy to explain the emotions I felt upon meeting them. They have experienced and overcome challenges so parallel to my own. For much of my life I have been very private about my illnesses. Yes, my close family and friends know, and they are wonderfully supportive, but there is nothing like comparing notes with others who have been there. I mean exactly there."

– HAEMOPHILIA RETREAT PARTICIPANT



CONNECTING WITH THOSE NEWLY DIAGNOSED

Phoenix is one of the cornerstone programs of Living Positive Victoria for newly diagnosed individuals and caters to a variety of genders and sexualities. This year the workshop was reduced from 2.5 days to 1.5 days as a way to retain engagement throughout the duration of the workshop and become a more attractive proposition to those who are newly diagnosed.

Phoenix for Women has seen an increase in retaining participants with the development of a shorter program and a number of women further engaging with the organisation through women exclusive events, facilitator training and the Positive Leadership Development Institute (PLDI).

Phoenix for Heterosexual and Bisexual Men (Including Trans Men) was conducted with two participants. Feedback showed that another model would need to be considered to better accommodate these men's needs. An ongoing monthly gathering **Cook 'n' Chat**, incorporated an activity to engage the participants has been more successful.

PHOENIX WORKSHOP PARTICIPATION



DIVERSIFYING OUR SERVICES TO MEET MEMBER NEEDS

Cook 'n' Chat was created in early 2017 as a way to better connect with heterosexual men in a group environment. Led by two peer support workers, the group meets monthly and cooks a meal to share. This setting provides social connection and mutual support for men to discuss their individual HIV journey. So far four sessions have been conducted with eight participants.

Men living with Haemophilia and HIV

Our peer support workers have set up, and continue to facilitate a moderated private Facebook page for haemophilia men living with HIV. Men are able to connect in a safe space, participate in social events and get connected to other services.

Rural and regional peer support

A new peer support worker was added to the Straight Arrows Program enabling the organisation to extend its outreach to rural and regional areas and better support people with complex needs. Our peer workers promote HIV health literacy and aim to equip their clients with the tools to actively manage their health, improving their autonomy. Where appropriate, they act as advocates for their clients and connect people living with HIV to services within and outside the HIV sector.

"Speaking to Anth for the first time, I was very nervous, but he was so encouraging. And now I feel good because I have come to the Adult Retreat. I have Anth to talk to when I have problems, I have met all these new people and I can speak freely. I'm not so afraid anymore. I know I have somewhere I can turn if things are hard for me."

– PEER SUPPORT CLIENT

WOMEN INSPIRING OTHER WOMEN

Women are mothers, caretakers, spouses, employees, friends and neighbours — often all at once. Women living with HIV often have less ability and fewer alternatives to engage with any HIV program or service.

The inaugural **Living Positive Victoria Women's Day** hosted 21 women from all over Victoria who came together to share a relaxing and uplifting day at the Balgownie Estate in the Yarra Valley. It provided women with a space to openly discuss their status and be around others who share the same challenges, helping to build resilience, confidence and strength.

The group ranged from women diagnosed as early as 1987 through to recent Phoenix for Women participants. The range of diagnoses brought a wealth of experience to discussions and provided inspiration to women who were more recently diagnosed. Others have since decided to train as Phoenix for Women facilitators and take on PLDI training.

"The Women's Day was a wonderful get together. We spent time catching up and making new contacts over wine tasting, spa gazing and a superb lunch. Some of us had been diagnosed over twenty years ago and others less than two. That rich history of experience helped women new to the organisation realise the diversity of women living with HIV, the resilience we have and the ability to live our lives to the fullest. The day was a perfect way to get away, spend time with our peers and experience a little luxury."

– WOMEN'S DAY PARTICIPANT

LIVING POSITIVE VICTORIA WOMEN'S DAY



MEMBER STORY

"I was diagnosed HIV positive at the end of July 2015 when my daughter was three years old. We were rendered homeless in mid-August and things were looking pretty grim.

It was not long after that we were placed in emergency accommodation, connected with the David Williams Fund and the pantry staff at the Positive Living Centre. I had heard about Living Positive Victoria, Straight Arrows and Positive Women Victoria but had yet to make contact due to fear and social anxiety.

Eventually I was convinced to bring my daughter along to a women's pamper day at Positive Living Centre so she could have her makeup done. I was extremely anxious on the day but she was so excited! Within 10 minutes of arriving, a gorgeous girl introduced herself as Sarah from Positive Women Victoria. She told me bit about her own journey and that 'these people literally saved my life'. When she realised I had a daughter she connected me with Straight Arrows who arrived complete with invites to Camp Seaside the following weekend.

I was blown away by the welcome we received! By how genuine and amazing these families were. My daughter was in heaven running around with the other kids. Since then, I've attended two Camp Seaside trips as well as two Positive Women Victoria retreats and an adult retreat. We go to the Christmas parties, as many family days as we can and, to be perfectly honest, I'm not sure how I'd have gotten through the last two years without them.

This year, I started volunteering at Coventry House and started studying my Diploma in Community Services which I hope will eventually lead to employment in the HIV sector.

The Straight Arrows Program is incredible. Inspiring. Invaluable even. My daughter and I would not be where we are today without them."

– STRAIGHT ARROWS PROGRAM PARTICIPANT



Learning and Adapting

Life never stops teaching. By continuously learning we are able to do things we were never able to do and find ways to address the evolving nature of HIV.



ANSWERING THE QUESTION WHAT WORKS AND WHY? THE W3 PROJECT

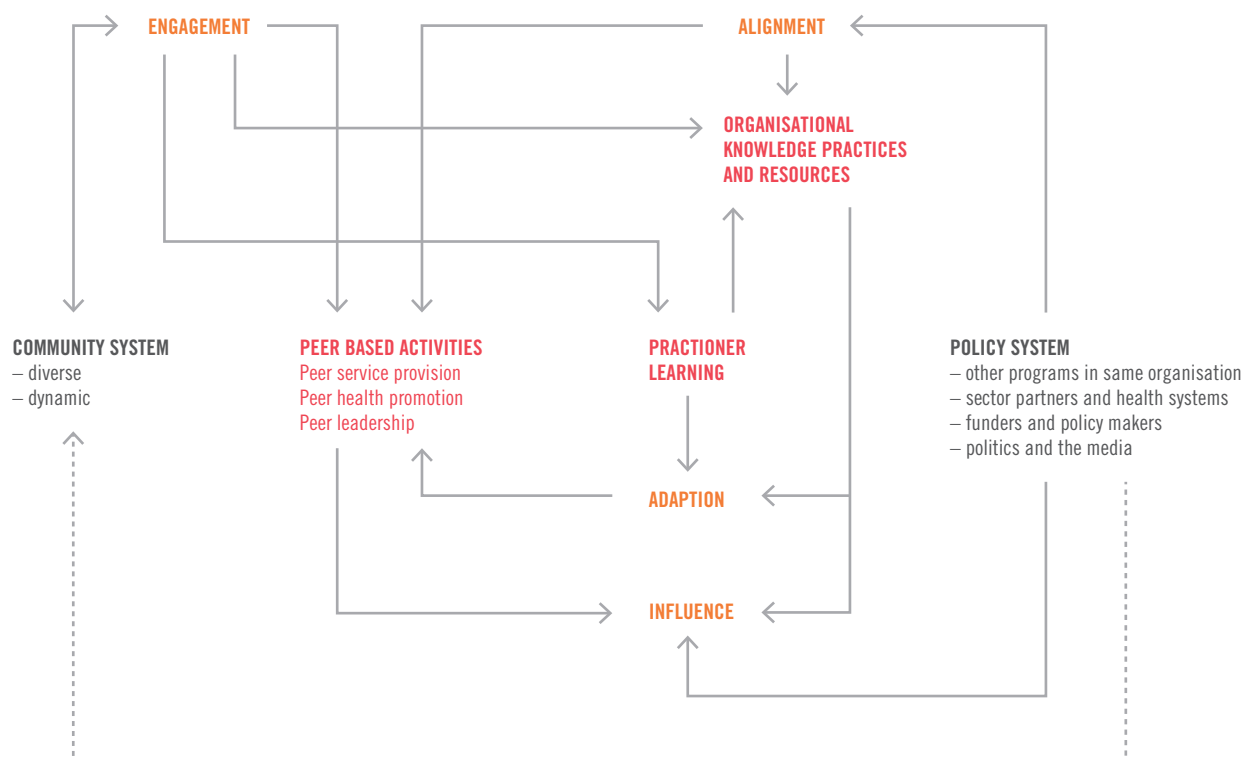
The **W3 project** has been a ground-breaking study in applying systems thinking to the role of peer-led programs in a public health response to HIV.

Peer-led programs adapt and evolve in response to changing environments and often operate at multiple levels that involve individuals, networks, communities and policy and sector structures. This complexity can create challenges to learn from our programs, however, a systems approach can help us to better understand and describe what makes peer-led programs work and why. This is because a systems approach not only examines what makes a peer-led program unique, but also looks at the big picture and the pieces that make up the picture including relationships between stakeholders, external and internal influences and emergent issues.

Over three years, Stage 1 of the W3 Project drew on the experience and expertise from 10 community organisations and developed a framework of four key functions that are required for peer-led programs to be effective in a continuously changing environment. This year, Living Positive Victoria welcomed Graham Brown, Senior Research Fellow at the Australian Research Centre in Sex Health and Society at La Trobe University, as our researcher in residence to lead Stage 2 of the project and apply the framework at an organisational level.

Stage 2 of the W3 project will run for three years at Living Positive Victoria and will include developing practical methods to evaluate all of our peer-led programs and build the research and evaluation capacity of our staff. These changes will help improve the quality of our programs, as well as share our real-time knowledge and insights with the broader sector and policy response.

W3 LEARNING AND EVALUATION FRAMEWORK





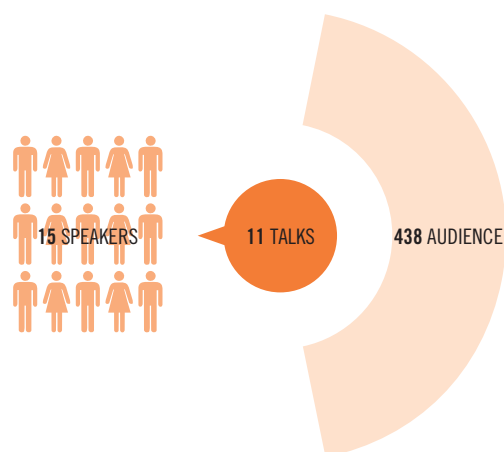
ADDRESSING THE AGEING POPULATION

The **Senior Voices Project** addresses the issues of HIV and ageing and trained speakers educate aged care providers on the needs of senior people living with HIV. These presentations help to break down stereotypes, challenge the myths that still surround HIV and ensure the inclusion and visibility of older people living with HIV (PLHIV).

“The speaker for the Individual support (ageing and aged care) course emphasised why a person-centred approach is so important in the workplace. It provided an opportunity to learn of the complex issues relating to people’s needs. Empowering participants to use standard precautions with all people, rather than people living with HIV”.

– MELBOURNE POLYTECHNIC

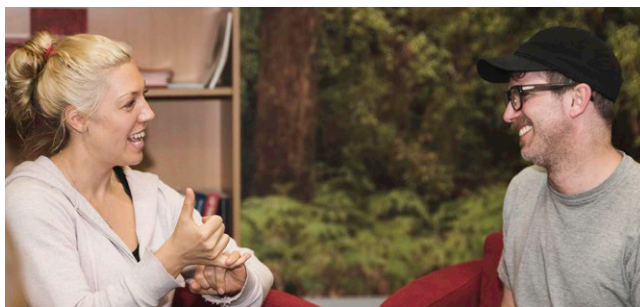
SENIOR VOICES PROJECT PRESENTATIONS



AGEING AND HIV SUPPORT NETWORK AND SELF-MANAGEMENT PROGRAM

Living Positive Victoria and the Victorian AIDS Council (VAC) have collaborated to deliver The **Ageing and HIV Support Network and Self-Management Program** to address the issues of ageing PLHIV thanks to a Positive Action Community grant from Viiv Health Care. The program has two components: a peer-led and ongoing support network as well as a self-management workshop. Two peer trainers have undertaken the *HIV Positive Self-Management in Chronic Disease (PSMCD)* training course provided by Stanford Medicine, a school of Stanford University in California.

Community and peer-led support and care will always play an important role in improving the quality of life of long-term HIV survivors and people ageing with HIV. The Ageing and HIV Support Network and Self-Management Program will build resilience and enable greater health literacy and capacity for individuals to navigate healthcare settings. Participants will focus on improving self-advocacy and developing skills and confidence to talk about the issues of living and ageing with HIV. This in turn, allows participants to build social supports among their peers and actively engage health and aged care providers in patient and client centred care.



STAFF ENGAGEMENT AND DEVELOPMENT

As an organisation we recognise that we are surrounded by culturally and linguistically diverse communities, as well as diverse genders and sexualities and need to be equipped to meet the needs of these communities.

For peer support staff, there is a continuous need to update their skills to best respond to the varied needs of their clients. This includes workshops on motivational interviewing, workshop facilitation, mental health and first aid, and multicultural training, all of which have informed their practice and improved their ability to meet individual needs.

Auslan training

A number of staff undertook Auslan training to better equip us to work with deaf and hearing impaired clients. While learning a new language can be challenging, this course enabled our staff to better appreciate deaf culture and gain some insight into the experiences of our deaf clients.

S100 training

PLHIV contribution is critical in the S100 Prescriber Course where general practitioners train and qualify to prescribe HIV antivirals and thus become primary caregivers to PLHIV. Our health promotion team regularly engages with this course by promoting the organisation, our services, and our Positive Speakers Bureau members contribute firsthand knowledge about the lived experience of PLHIV which enables the trainees to enhance their care for future clients living with HIV.

Foundations of Cultural Competency

Staff were introduced to key concepts of migration, diversity and cultural competence through a workshop facilitated by the Centre for Ethnicity and Health. By exploring their own culture and values, staff were able to develop strategies for effective cross-cultural communication. This is key as good cultural understanding removes barriers for accessing services and allows for better service delivery with individuals from refugee and migrant backgrounds.



CONTRIBUTIONS BEYOND THE HIV SECTOR

There are a variety of issues that impact different population groups of people living with HIV. We strive to advocate and represent the interests of all PLHIV on a range of topics through writing submissions and partnering with other community organisations. In 2016-2017 we responded to six public parliamentary inquiries on:

- Disability Support Pension (Cth)
- Victorian Legal Aid means testing
- data availability and use (Productivity Commission)
- Drug Law Reform (Vic)
- medically supervised injecting centre (Vic); and
- the use of crystal methamphetamine (Cth joint submission with the National Association of People with HIV (NAPWHA)).

Living Positive Vitoria also completed work on three policy position papers:

- *Harm Reduction* relating to substance use and misuse (in partnership with VAC and in consultation with Harm Reduction Victoria)
- *Sex Work Law Reform* (in partnership with the Victorian HIV Legal Working Group, VAC, Vixen Collective and Scarlet Alliance) and;
- *Access to Medicinal Cannabis* (in partnership with NAPWHA, Queensland Positive People and Positive Life NSW through Poz Action).

Strengthening the Community

The voice of people living with HIV (PLHIV) must be at the forefront of the HIV response. We continue to invest in our community to build up the resilience of PLHIV and position them as champions, role models and leaders.





RAISING UP LEADERS IN THE HIV COMMUNITY

The Positive Leadership Development Institute (PLDI) welcomes new graduates and alumni coordinators

Identifying and developing the leadership potential of PLHIV is a key way to build resilience and influence positive change in our communities. This year, PLDI welcomed 59 graduates of its core training program. State-based alumni coordinator roles were also created and recruited from the graduate community. This has strengthened ties between alumni and maintained the momentum after the course, keeping individuals engaged and motivated in their communities across Australia and New Zealand.

“The PLDI Alumni Coordinators act as a bridge between an incredible workshop experience and a community of alumni. I see the role as critical to engaging a diverse range of PLDI graduates to help plan events and create initiatives for alumni post-course.”

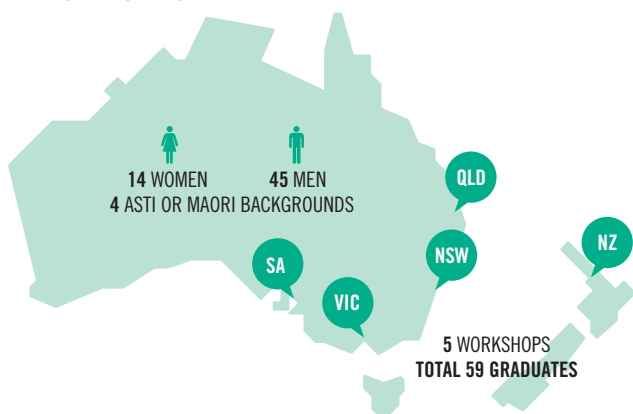
– ADAM EHM, VICTORIAN PLDI ALUMNI COORDINATOR

HIV Peer Education and Support Training

Living Positive Victoria ran its first HIV peer education and support training early in 2016 and its subsequent session in 2017, which saw the number of participants increase from four to 10. Participants came from within the organisation and also from partner agencies with various backgrounds including peer support officers, board members, facilitators and volunteers.

The diversity among the groups’ gender, sexuality, age, cultural background and time living with HIV was key to the training’s success. Participants left feeling confident to conduct workshops and groups and give individual guidance for PLHIV to enhance their emotional and physical health and wellbeing.

PLDI GRADUATES





THE POWER OF A PERSONAL STORY

People's stories engage more effectively with audiences than textbooks or lectures. **The Positive Speakers Bureau** uses the power of personal stories to connect with audiences and strengthen the wider community's understanding of HIV and the role everyone has in the response through the meaningful engagement of PLHIV.

Our speakers are in high demand and have had the opportunity to share their story with many community agencies, schools and government organisations. Speakers weave in a variety of topics into their personal stories including HIV related stigma and discrimination, biomedical prevention, safer sex messages and their experience of achieving optimal health and wellbeing.

Speakers also notice incredible change in themselves once joining the bureau. Not only do they receive specialised training on how to be an effective speaker, but also see their personal confidence increase as they share their journey with others. Disclosure is a major impediment to most PLHIV and many new speakers describe their journey in realising how being open about HIV is both liberating and empowering. They all become outstanding advocates in sharing their personal journeys and inspire others to think differently about HIV.

"Ruan and Deanna were amazing. Ruan in particular kept the kids spellbound and neither group left when the bell went. Please thank them both for their time and energy in their presentation it was amazing."

– EUROA SECONDARY COLLEGE

"We will continue to support this wonderful educational based program at our school. Thank you for your commitment to the awareness of sexually transmitted infections such as HIV."

– HOPPERS CROSSING SECONDARY COLLEGE

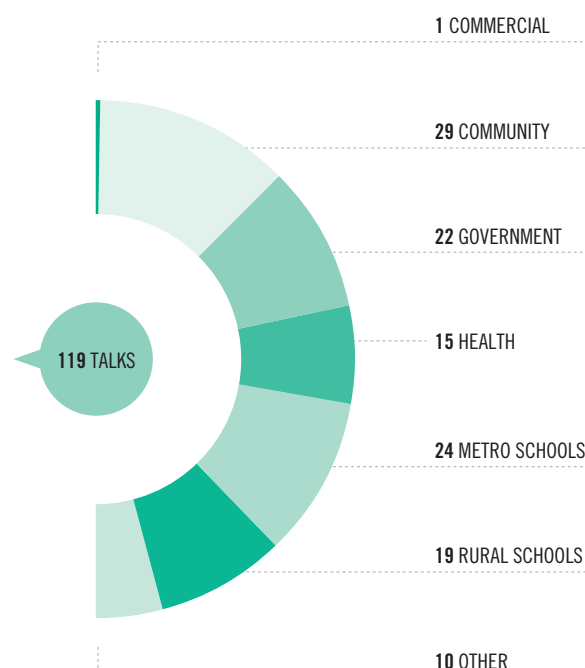
POSITIVE SPEAKERS BUREAU PRESENTATIONS

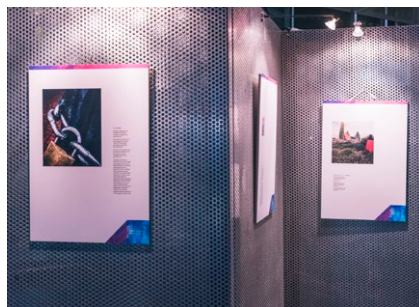


62 FEMALE SPEAKERS



120 MALE SPEAKERS





CHALLENGING HIV-RELATED STIGMA

ENUF Campaign

The ENUF campaign continues to bring attention, awareness and education towards the damaging effects of HIV related stigma. Since inception in 2014, the campaign now has 54 ambassadors and 3701 people have signed a pledge to stand up against HIV stigma when they see it.

With funding from the City of Melbourne 2016 Arts Grants Program, Living Positive Victoria was able to extend its reach around HIV stigma, discrimination and resilience by inviting PLHIV from around Australia to contribute to the *ENUF images* ENUF voices photography competition.

The photos captured some powerful symbolism of the way PLHIV see and portray themselves in the world and gave deep insight into the importance of community and visibility, while others chose a more metaphorical approach. ENUF Ambassadors Rowena Allen, Professor Sharon Lewin and Dr. Alyson Campbell presided over the judging of entries and the exhibition was on show in June 2017.

“All (photos) conveyed something deeply personal and felt, and looking at these images reminds the viewer that people living with HIV should be able to live their lives to their full potential, in good health and free from discrimination, and be enabled and empowered to seek and contribute to an end to the HIV epidemic.”

– DR ALYSON CAMPBELL, ENUF AMBASSADOR
AND COMPETITION JUDGE

The winning entry titled ‘Lockdown’, represented a closing and hardening of the individual. Using photography allowed him to explore his resilience and fight stigma by taking stock of what he has and protecting it.

“The ENUF photography competition really helped me in the sense that it was the first valid and positive contribution I feel I’ve made in respect to my being more open with my status. The process of exploring my resilience through photography has given me the ability to start really recovering with the support and encouragement I always needed but shirked due to my own personal apprehensions.”

– JASON, ENUF IMAGES ENUF VOICES PHOTOGRAPHY WINNER

HELPING THOSE WHO NEED IT MOST

The Finance, Learning Independence Program (FLIP)

Any member of Living Positive Victoria experiencing financial duress while returning to work or study has access to the FLIP fund to help them attain financial independence. Funds have been provided to support individuals in the following areas:

- emergency housing assistance
- educational or vocational training
- assistance to attend events/courses
- mobility aids & equipment and;
- adaptive software.

FLIP SUPPORT

EMERGENCY
HOUSING ASSISTANCE



ASSISTANCE TO ATTEND
EVENTS/COURSES



ADAPTIVE SOFTWARE



EDUCATIONAL OR
VOCATIONAL TRAINING



MOBILITY AIDS
& EQUIPMENT



18 INDIVIDUALS
TOTAL \$11040 SUPPORT



Stronger Together

Real transformation will only happen when we embrace diversity, embrace our difference and contend for the same thing: the rights and wellbeing of people living with HIV (PLHIV).





INTERNATIONAL AIDS CANDLELIGHT MEMORIAL

The International AIDS Candlelight Memorial was co-hosted by Living Positive Victoria and the Victorian AIDS Council and serves as an important event to raise awareness about HIV and AIDS, breaking down barriers of stigma and discrimination and give hope to new generations.

Volunteers and staff engaged with hundreds of people in attendance and people passing by. A total of 350 bags were distributed that included Living Positive Victoria information, HIV factsheets and Memorial keepsakes.

David McCarthy was the Master of Ceremony and Dr Graham Brown was the keynote speaker. Dr Brown focused on HIV social research and his own stories about HIV. The positive speakers shared their compelling stories about being diagnosed from two very different perspectives – from the period of living with HIV to the journey of disclosure.

WORLD AIDS DAY LAUNCH

World AIDS Day 2016 marked the 35th anniversary of the first confirmed case of HIV and the 25th anniversary of the first public wearing of the red ribbon.

Members of the community including researchers, clinicians, politicians, community leaders and PLHIV came together to acknowledge the theme of ‘HIV is still here: And it’s on the move’.

Health Minister Jill Hennessy launched the event in the presence of 200 people recognising the huge contribution of PLHIV to research and community-based peer support programs.

The community forum engaged the audience with a reflection of the past, the present and the future of HIV from the diverse backgrounds of the panel members who gave perspectives from the experience of women, culturally and linguistically diverse communities, the LGBTIQ community and people who use drugs.





EXPANDING OUR REACH

Disclosure Sofa at AIDS 2016

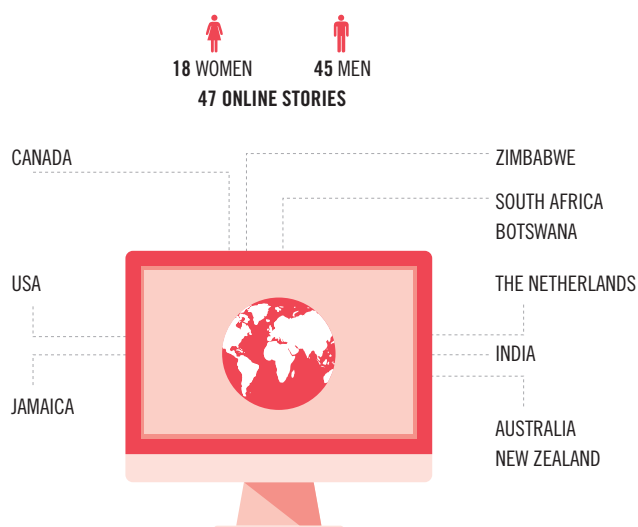
The Disclosure Project is a partnership between ACON and Living Positive Victoria and has allowed a diversity of PLHIV to articulate and share their experiences disclosing their status. In 2016, we were able to bring the project to the International AIDS Conference in Durban in the form of the Disclosure Sofa, which invited delegates to share and film their stories of disclosure at the Global Village. The Disclosure Sofa became a focal point of the conference, highlighting the strength of the PLHIV voice among delegates and placing the Disclosure Project on the global stage.

Rural and National Outreach

Our collaborations with rural and regional partners allow us to open up dialogue regarding HIV between rural health service providers and state-wide services and identify support pathways for rural and regional PLHIV. Staff had the opportunity to present to a group of rural/regional health workers at the Centre for Excellence in Rural Sexual Health (CERSH) on all of our programs, activities and most importantly, strengthen the relationship with rural health providers.

Our health promotion team developed and delivered a program to maintain and manage health and wellbeing at a retreat held by our member organisation, the Tasmanian Council on AIDS, Hepatitis and Related Diseases (tasCAHRD). The workshop included 13 participants living with HIV and covered a range of topics including the latest research into HIV transmission, PrEP, stigma, strategies to increase resilience and building skills around disclosure. The feedback from tasCAHRD was that there was an overwhelmingly positive impact on the participants and their confidence levels in dealing with their HIV diagnosis, particularly with disclosure.

THE DISCLOSURE PROJECT ONLINE STORES





PARTNERING WITH THE WIDER COMMUNITY

Festivals and events

Living Positive Victoria strives to be involved in community events that represent our members and all PLHIV.

We maintained a strong presence at the colourful *Out in the Open Festival* in Shepparton, the *Victoria Street Lunar Festival* in Richmond and connected with the student population at *RMIT O Week Welcome Day* and *Swinburne Pride Day* with 150 students signing the ENUF pledge. In addition, 51 volunteers and members added their voice as they proudly took to the streets carrying ENUF banners at *Midsumma Pride* and the *Chillout Parade* in Daylesford.

Close to 2500 HIV-related resources were distributed throughout these events.

“I loved marching at Midsumma Pride March. I brought my mum along and she also joined in. At the Candlelight Memorial, a young man, struggling with English, approached our group to access support for a friend trying to deal with his HIV status. This brought home to me how vital it is to maintain visibility, to keep marching and to keep holding those candles.”

– BILL MARRON, EVENTS VOLUNTEER

Building with the sector and beyond

Living Positive Victoria represents our diverse membership by being a part of different committees and groups that reflect the needs of PLHIV. Staff representatives were involved in more than 30 groups and committees to advocate for PLHIV.

1. Positive Action Group (National Association of People with HIV)
2. ARCSHS BBV and STI Strategic Directions Network
3. Victorian Syphilis Stakeholder Committee (DHHS)
4. Pronto! Governance Advisory Committee (VAC)
5. Opposites Attract Protocol Steering Committee (Kirby Institute)
6. STI Working Group (DHHS)
7. HIV Cure Community Partnership
8. 8th National HIV Strategy – NAPWAH Consultation Group
9. Australasian HIV & AIDS Conference (ASHM) National Program Committee Theme D
10. Steering Committee for Young + Positive, Department of Social Work School of Health Sciences, University of Melbourne.
11. VAC HIV Services Consumer Reference Group
12. Australasian HIV & AIDS Conference (ASHM) Abstract Review Panel – Themes B, C and D
13. Teens in Transition Working Group
14. HIV Interagency Forum
15. Commonwealth World AIDS Day Coordinators group
16. State World AIDS Day committee
17. North Richmond Community Health – HIV Cluster Collaboration Committee
18. ASHM – HIV & Ageing committee for National Curriculum Unit of Competency on HIV & Ageing for Cert. 3 & 1V for workers aged care workers
19. VAC PLC WAD Committee
20. Annecto Disability Speakers Bank Committee
21. Alfred Health HIV Services Advisory Group – independent representative
22. Alfred Health Patients Comes First Committee – independent representative
23. City of Port Phillip – Access and Ageing Department – Rainbow Tick re-accreditation committee
24. Victorian HIV Legal Working Group
25. Eliminate Hepatitis C (EC) Partnership Steering Committee
26. EC Partnership Health Promotion Working Group
27. Co-EC Study Steering Committee
28. Notifications Working Group (ARCSHS)
29. Australasian HIV/AIDS Conference (ASHM) National Program Committee (ASHM)
30. VHHITAL Expert Reference Committee



LIVING POSITIVE VICTORIA VOLUNTEERS

There is always more work to do than hands to do it and we simply couldn't do everything we do without the dedication and commitment of our volunteers.

Our volunteers come to us with a range of personal experiences, backgrounds and skills that directly contribute to the valuable services we have to support the HIV community.

They express the positive aspects about volunteering, and how volunteering is a vehicle for building their skills, resilience and self-confidence. Others have highlighted the sense of community that exists at Living Positive Victoria and how volunteering has enabled them to remain socially connected.

"Being involved with Living Positive Victoria is rewarding because of the work it does for the broader community. After many years of receiving support it's empowering and cathartic to be able to give back to this community".

– JEFFREY ROBERTSON, POSITIVE SPEAKERS BUREAU
& FRONT-OF-HOUSE VOLUNTEER

"I love observing people from different walks of life giving up their time and coming together to achieve something good. To me, any act of volunteering, however large or small, can contribute to achieve a positive outcome. Therefore in supporting Living Positive Victoria in any capacity – be it making up Christmas hampers or offering my knowledge and skills in infectious diseases, I hope that somewhere along the line, my efforts will contribute to making someone's life a little easier".

– SCOTT READ, EVENTS VOLUNTEER



"My passion for this sector was inspired by a teenage fan-girl obsession for Queen and Freddy Mercury. My biggest highlight at Living Positive Victoria has been the opportunity to build my writing skills through undertaking a variety of writing tasks".

– CLAIRE SIDLOW, WRITER
VOLUNTEER & FRONT-OF-HOUSE VOLUNTEER

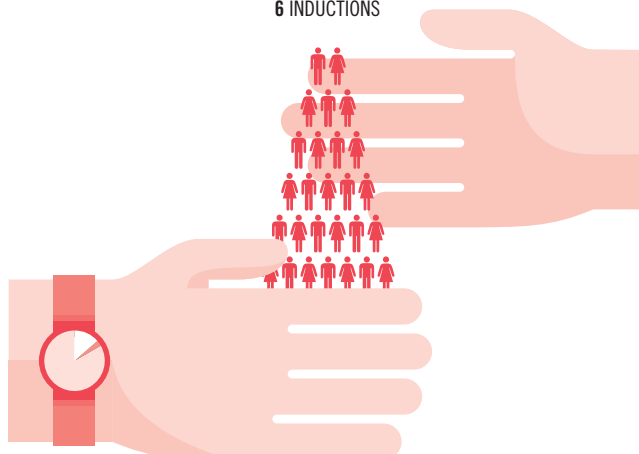


"I enjoy improving things and giving them a bit of a polish. I started volunteering just to help out, but it gave me a sense of meaning and helped me to see the bigger picture. I'm more resilient because of it."

– ERIC GLARE, EDITOR &
POSITIVE SPEAKERS BUREAU
VOLUNTEER

OUR VOLUNTEERS

27 NEW VOLUNTEERS
6 INDUCTIONS



120 TOTAL VOLUNTEERS
4104 TOTAL HOURS VALUED AT \$75062



“I love being able to speak openly about being positive, and to help break down stigma and fear around living with HIV. At the end of one of my presentations at a high school, one of the boys came up to me, shook my hand and thanked me. Volunteering at Living Positive Victoria has helped me with my own acceptance of HIV”.

– DANIEL CORDNER,
POSITIVE SPEAKERS BUREAU
& EVENTS VOLUNTEER



“Aside from giving back to the community, I really love the working environment. Living Positive Victoria has amazingly friendly staff and it feels like I have a family there. I’ve developed my social networks and volunteering has boosted my self-confidence”.

– ZEN ANDRA,
FRONT-OF-HOUSE & EVENTS
VOLUNTEER



CHRISTMAS HAMPERS AND GIFTS

Many PLHIV are isolated due to familial rejection or forced relocation for medical treatment and Christmas can be a particularly lonely and difficult time for those individuals.

Each year, Living Positive Victoria fills hampers thanks to the generous donations of businesses and individuals from across Melbourne. More than 110 hampers were packed and delivered to our members experiencing health or financial challenges. Many of the hampers are also delivered through our partner organisations at Alfred Health, Monash Medical, Positive Women Victoria, Catholic AIDS Ministry and the Community Support Program at the Victorian AIDS Council.

In December, a group of employees from the Burnet Institute joined our regular volunteers to help put together over 110 Christmas hampers and 43 children’s gifts.

“Thank you so much for the Christmas hamper. I really don’t have anyone, and it’s so nice to know that someone cares at Christmas. It can be pretty lonely.”

– CHRISTMAS HAMPER RECIPIENT

“Being able to volunteer enables me to feel like I’ve made a difference, no matter how small, to people that need it most. It’s enabled me to give back to an organisation that helps not only the LGBTI Community, but a much wider one”.

– RODERICK SHARPE, FRONT-OF-HOUSE & CHRISTMAS HAMPER
PROJECT VOLUNTEER



Positive Community Awards

The Positive Community Awards are an opportunity for Living Positive Victoria and our community to recognise and celebrate the outstanding service, practice and support of individuals, groups and organisations. Together our efforts advance the human rights and wellbeing of people living with HIV and empower all people affected by HIV to be part of the response that seeks to end the epidemic.



2016/2017 Award Winners

VOLUNTEER OF THE YEAR

Franz Kunz and James Houghton

Awarded to a volunteer who has provided outstanding service contributing towards our vision of a world where people living with HIV in Victoria live their lives to their full potential, in good health and free from discrimination.

POSITIVE SPEAKER AWARD

Heather Ellis

Awarded to a member of the Positive Speakers Bureau who has provided outstanding service contributing towards our vision of a world where people living with HIV in Victoria live their lives to their full potential, in good health and free from discrimination.

POSITIVE HEALTH AND WELLBEING AWARD

Doherty Institute

Awarded to an individual, group or organisation that has made an exceptional contribution to supporting, building and delivering excellence in health care, research and health promotion initiatives which improve the health and wellbeing of people living with HIV in Victoria.

POSITIVE ADVOCATE AWARD

Ruan Uys

Awarded to an individual, group or organisation who has made an exceptional contribution to the advocacy for the health, wellbeing and human rights of people living with HIV in Victoria.

POSITIVE SUPPORTER AWARD

Timms Holden

Awarded to an individual, group or organisation who has sponsored or financially supported and empowered our positive community to sustain and build activities and meet emerging needs.

POSITIVE CHAMPION AWARD

PrEP'D For Change and PrEPaccessNOW

Awarded to an individual, group or organisation who has inspired, led and championed for the health and wellbeing of people living with HIV and their contribution towards ending HIV.

PRESIDENT'S AWARD

Wayne Hornsby

Board Profiles

LIVING POSITIVE VICTORIA BOARD MEMBERS

NAME	TERM STARTED	CURRENT / FINISH DATE	MEETINGS ABLE TO ATTEND	MEETINGS ATTENDED
Richard Keane	July 2015	Current	11	11
Jeffrey Robertson	Sept 2016	Current	9	8
Neale Gerlach	July 2015	<i>March 2017</i>	7	5
Peter Collins	Sept 2016	Current	9	4
Kim Davis	July 2015	<i>Aug 2016</i>	1	0
Rick Fiedler	May 2017	Current	2	2
Adam Ehm	May 2017	Current	2	2
Christabel Millar	July 2015	Current	11	10
Anthony Bendall	May 2017	Current	2	2
Wayne Hornsby	Sept 2016	Current	9	5
Jacob Boehme	Oct 2015	<i>Aug 2016</i>	1	0
Darren Vizer	Oct 2015	<i>Oct 2016</i>	2	1
Shane Buckley	April 2016	<i>July 2017</i>	11	10

Staff Profiles

Brent Allan	Chief Executive Officer (<i>Departed August 2017</i>)
Suzy Malhotra	Manager Health Promotion (<i>Acting Chief Executive Officer from August 2017</i>)
Sara Graham	Manager Straight Arrows
David Westlake	Business Support Manager
Brenton Geyer	ENUF Campaign Officer
Dimitri Daskalakis	Health Promotion Officer
Sarah Hocking	Health Promotion Officer
Timothy Krulic	Health Promotion Officer
Vic Perri	Health Promotion Officer
Anthony McCarthy	Peer Support Officer
Matthew Powell	Peer Support Officer
Cristian Cortes Garzon	Systems Project Officer
Randelle Anderson	Senior Communications Officer
Joel Murray	Senior Policy and Research Officer
Max Niggl	Speakers Bureau Coordinator

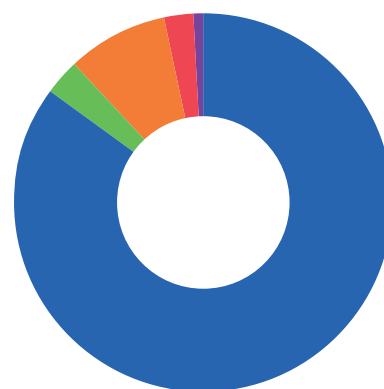
Making our money count

LIVING POSITIVE VICTORIA FINANCIAL REPORT 2016-2017

INCOME

TOTAL INCOME \$ 1,690,662

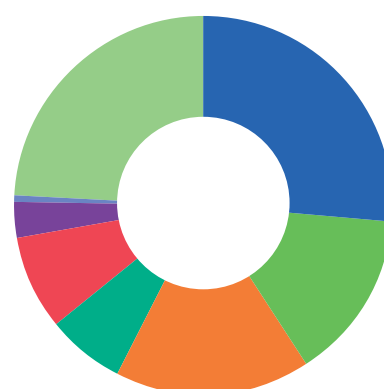
DESCRIPTION	\$	%	
Government Grants	1,446,177	85.5%	
Corporate Grants	49,484	3%	
Donations	144,085	8.5%	
Interest Received	1,877	0.1%	
Speakers Bureau Income	40,399	2.4%	
Other Income	8,640	0.5%	
Total Income	1,690,662	100%	



EXPENDITURE

TOTAL EXPENDITURE \$ 1,655,815

DESCRIPTION	\$	%	
Health Promotion & Positive Education expenses	441,162	26.6%	
Speakers Bureau & Senior Voices expenses	236,134	14.3%	
Other Personnel costs	278,420	16.8%	
Campaign expenses	109,552	6.6%	
Administration expenses	133,391	8.1%	
Governance expenses	51,243	3%	
Grant expenses	11,040	0.7%	
Coventry House costs	394,873	23.9%	
Total Expenditure	1,655,815	100%	
Total Surplus for the year	34,847		



**STATEMENT OF PROFIT AND LOSS
FOR THE YEAR ENDED 30 JUNE 2017**

	2017 \$	2016 \$
Revenue	1,690,662	1,817,060
Administration expenses	(133,391)	(98,224)
Campaign costs	(109,552)	(135,641)
Governance expenses	(51,243)	(45,870)
Grant costs	(11,040)	(5,057)
Health Promotion & Education expenses	(441,162)	(616,772)
Speakers Bureau & Senior Voices expenses	(236,134)	(220,173)
Other Personnel costs	(278,420)	(266,830)
Coventry House expenses	(394,873)	(413,292)
Current Year Surplus Before Income Tax	34,847	15,201
Income Tax Expense	-	-
Total Income Surplus for the Year	34,847	15,201

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2017**

	2017	2016 \$	2015 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	343,560	398,939	648,152
Trade and other receivables	5,434	20,464	2,350
Other Current Assets	49,916	50,461	48,770
Total Current Assets	398,910	469,864	699,272
NON-CURRENT ASSETS			
Property, plant and equipment	28,042	-	-
Total Non-Current Assets	28,042	-	-
Total Assets	426,952	469,864	699,272
LIABILITIES			
Trade and Other Payables	217,915	258,245	526,847
Provisions	98,096	135,526	111,532
Total Liabilities	316,012	393,771	638,380
Net Assets	316,012	76,093	60,892
MEMBERS FUNDS			
Accumulated Funds	110,940	76,093	60,892
Total Equity	110,940	76,093	60,892

Fully audited financial statements can be viewed at
[livingpositivevictoria.org.au/about/reports-and-publications/
 annual-report/](http://livingpositivevictoria.org.au/about/reports-and-publications/annual-report/)

Making our money count

STRAIGHT ARROWS FINANCIAL REPORT 2016-2017

INCOME	2017 \$	EXPENSES	2017 \$
Govt Grants – recurrent	192,099.93	OFFICE ADMINISTRATION	
Other Income	57.89	Bank, Credit Card charges	154.58
Interest	8.83	Board Expenses	751.82
Total Income	192,166.65	Bookkeeping	1,665.00
		Computer, Photocopier	162.73
		Filing Fees	55.80
		Internet	143.44
		Office expenses	249.03
		Professional Development	540.00
		Staff Amenities	65.45
		Telephone	1,044.65
		Travel	101.98
		Total Office Administration	4,934.48
		HEALTH PROMOTION	
		Camp Seaside	12,878.28
		Christmas Party	2,073.94
		Health Promotion	(8,271.57)
		Support, Activities	6,202.60
		Retreat	7,185.93
		Women's Day	5,264.84
		HP - Salaries	30,347.25
		HP - Superannuation	2,657.40
		Newsletters	3,215.00
		Website	3,012.46
		Total Health Promotion	64,566.13
		EMPLOYMENT	
		Wages & Salaries	76,970.76
		Superannuation	7,477.02
		Workcover	1,517.62
		Staff Training	295.45
		Total Employment	86,260.85
		Total Expenses	155,761.46
		Operating Profit	36,405.19
		Net Profit(Loss)	36,405.19

ASSETS	2017 \$
CASH	
Westpac chq alc	76,426.82
Tax Management ale	(6.98)
Total Cash	76,419.84
RECEIVABLES	
EQUIPMENT AT COST	
Computer & Office equipment	\$51,034.97
Depr - Computers	(51,034.97)
Furniture & Fittings	\$55,753.89
Depr - Furn & Fittings	(55,753.89)
Outdoor Program Gear	\$1,765.80
Depr - Outdoor Gear	(1,765.80)
Total Equipment at cost	0.00
MOTOR VEHICLE AT COST	
Motor Vehicle	20,102.27
Depreciation on Motor Vehicle	(20,102.27)
Total Motor Vehicle at cost	0.00
Total Assets	76,419.84

LIABILITIES	2017 \$
Total GST Liabilities	0.00
Total Liabilities	0.00
Net Assets	76,419.84
EQUITY	
Opening Balance Equity	1,240.42
Retained Earnings	99,260.56
Current Earnings	36,405.19
Historical Balancing Account	(60,486.33)
Total Equity	76,419.84

Thank you

Aashvin Jeevan
AIDS Council of NSW (ACON)
Alexia Sheldon
Alison Coehlo
Allen Deppeler
Andrea Fischer
Andrew Way
Arnold Bloch Liebler
Assoc. Prof Edwina Wright
Australian Federation of AIDS
Organisations
Austrian Research Centre in Sex,
Health & Society
Balgownie Estate
Bill Marron
Bill O' Loughlin
Blue Marine
Bruce Johnston
Camden Tilley
Campbell Clarkson
Campbell Moody
Carers Victoria
Cath Smith
Chantelle Fernando
Chillout Festival
Chris Lemoh
Chris Williams
Christobel Millar
Cindy Tran
City of Melbourne
City of Port Phillip – Access and
Ageing Department
Claire Sidlow
Coles South Melbourne
Colin Krycer
Contributors to the HIV
Disclosure Project
Cornas Liew
Craig Brennan
Craig Dickson
Daniel Burke
Daniel Cordner
Darren Vizer
David Lee Pereira
David 'Macca' McCarthy
David Menadue OAM
Dean Beck
Deanna Blegg
Dennis Altman
Don Brand

Dr Alyson Campbell
Dr Chris Lemoh
Dr Clovis Palmer
Dr Eric Glare
Dr Graham Brown
Dr Jenny Hoy
Dr Margaret Hellard
Eric Fleutelot
Federation Square
Franz Kunz
Google Australia
HALC NSW
Harm Reduction Victoria
Heather Mugwagwa
Helen Fay
HIVE Legal
Hyperchromatics
Inky Co.
Jackie Roberts
James Hamlet
James Houghton
James Seow
Jared Stern
Jarrod Lester
Jarryd Bartle
Jeff Leong
Jeffrey Roberston
Jenny Kessal
Jerry Adams
Ji Wallace
Jodi O'Donnell
Joe Borg
John Carson
John Manwarring
Jonathon Goodfellow
Joshua Reed
JOY 94.9
Judith Gorst
Julien Fournier
Kea-Thye Ko
Lindt
Liz Crock
Low Rez Male Choir
Marama Pala
Marg Hayes
Mark Findlay
Mark Johnston
Mark S. King
Mark Stooove

Matt Bottos
Maureen Plain
Melbourne Zoo
Melvin Wong
Meredith Butler
Microsoft Australia
Minuteman Press
Miranda Zhao
Multicultural Hub
Nabreesa Shafeeu
Nadia Gavin
Nanette Presswell
National Association of People
with HIV (NAPWHA)
Natskin Day Spa
Nic Dorward
Nic Parkhill
North Richmond Community Health
Northside Clinic
Ography Design
Olive Grove
Pat Garner
Paul Cail
Paul Kidd
Pauline Crameri
Pensione Hotel
Peter Brokenshire
Peter Callanan
Peter Collins
Peter Davis
PLDI Partners and Facilitators
Point Lonsdale Guest House
Positive Attitude
Positive Life NSW
Positive Speakers Bureau Members
Positive Women Victoria
Prof. Andrew Way
Prof. Jürgen Rockstroh
Prof. Sharon Lewin
Prahran Market Clinic
PrEP Accord Partners
PrEP Community Advocates
Print Graphics
Queenscliffe Fishing Charters
Scenic Tours
Queensland Positive People
QUIT Victoria
R Harman and Associates
Rachel Berger
Rachel Cooke

Red Party
Reuben Cheek
Richard Spiteri
Roderick Sharpe
Rowena Allen
Royal District Nursing Service
Roze Elizabeth
Ruan Uys
Ryan Sherbooke
Sam Kitchen
Samantha Jones
Sarah Garner
Scarlet Alliance: Australian sex
workers association
Science Gallery Melbourne
Scott Dunsdon
Scott Read
Scruff Beneveloads
Shane Buckley
Simon Ruth
Soenke Tremper
Straight Arrows
Strandbags Group
Susan Paxton
The Alfred Education and
Resource Centre
The Alfred HIV Services
Advisory Group
The Blues Train
The Institute of Many (TIM)
Timms Holden
Tony Avar
Tony Maynard
Tracy Parish
Trish Thompson
Victoria Police
Victorian AIDS Council
Victorian College of the Arts
Victorian Department of Health
and Human Services
Victorian HIV Legal Working Group
Viiv Healthcare
Vixen Collective: Victoria's peer-only
sex worker organisation
Warren Donald
Will Vialls
Wrapco
Zen Andra

