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OUT

Lesbian/Gay/Bisexual/Transgender
(LGBT) Well-Being

Annual Report 2009/10

Celebrating 15 Years



Message from the Board Chairperson

Just as our quest for equality and the provision of services for the Lesbian/Gay/Bisexual/Transgender (LGBT) Community is a long-term commitment, so too is the mission and vision of OUT LGBT Well-being. When we bid farewell to decades of historical racial segregation, our democracy also gave birth to OUT, now an important player in the LGBT sector in this country.

Over the years OUT has become an important brand in the LGBT sector. With its history from informal meetings held by a group of friends in 1994 (then called GLOP, The Gay and Lesbian and Organisation of Pretoria), OUT has a history punctuated by many achievements that culminate on the eve of our fifteenth year in existence.

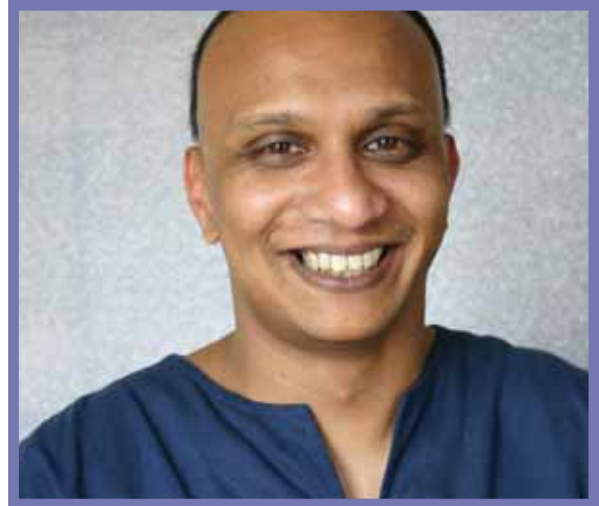
This is an event we are proud to celebrate as we take stock of our humble beginnings in what was a momentous year in South Africa's history. As such, this Annual Report for the year in review also provides a historical account of some of our major work in programmatic areas, showing where we started, our original ideas in planning such programmes and how those services have evolved over the years.

The Board and organisation undertook an important strategic revisioning exercise in 2009, and I am proud of the organisation's progress in terms of implementing our scale-up services. Some of these include the opening of an office in Mafikeng (North West Province); the securing of an LGBT sector within the South African National AIDS Council (SANAC) and new partnerships with organisations such as ANOVA Health and their Health4Men Project.

Additionally our formal collaboration with the Foundation for Professional Development has helped in the provision of Post Prophylaxis (PEP) in Pretoria. New collaborative work has also commenced with the Desmond Tutu HIV Foundation and the Population Council. Within the continent OUT participated in the formation of the African Men for Sexual Health and Rights (AMSHer) and sits on the Executive Committee of this important body and serves as the organisation's secretariat.

Over and above all of these milestones OUT's core business in service delivery shows tremendous growth and consolidation. Rather than repeat these, the report outlines detailed descriptions of the range of activities and successes, against some statistics, for the year in review.

On behalf of the Board I would like to express our sincere gratitude and appreciation to all our funders, without whose help the organisation would not have been able to carry out



The Chairperson of the OUT Board
Professor Vasu Reddy, Ph D

our activities. More importantly, the continuing success of OUT is a tribute to the talent and achievements of the Director, all staff, volunteers and the Board who have collectively steered the organisation to where we are.

All of us look forward to another productive year as we embark on our fifteenth anniversary.

Professor Vasu Reddy, Ph D
Board Chairperson

Message from OUT's Director

Who would have thought 15 years ago that OUT will still be here? What started off as a small group of friends and a helpline has grown into an organisation with 14 staff members, two offices and with good prospects for further growth and making a national, international and continental difference. OUT is now 15 years old and we have much to celebrate and will do so in 2010. We are immensely proud of what we created and the communities and individuals who enabled our many successes. We are also extremely grateful for an environment that afforded us opportunities and time to mature and contribute.

Looking back one wonders what facilitated our growth. A few things stand out. The first is the integrity of people involved. OUT is marked by people who are dedicated and practical. Various individuals have made immense contributions and proved that hard work makes the difference. Secondly, we are fortunate to live in a country that offers us constitutional protection and this allowed us to challenge decision makers to put in place adequate programming. The combination of hard work and opportunities went a long way in OUT's growth.

The 2009/10 Annual Report is retrospective. It also reflects our work and developments over the last year but we try to capture some of our history. The past year was exciting and steered by the newly developed strategic direction formulated by staff and Board Members.

Implementation started on expanding of services and with Gay Umbrella, OUT opened an office in Mafikeng to service the North West Province. It proved feasible and in collaboration with Anova Health and their Health4Men project, the office will continue functioning beyond March 2010. The opening of the North West Office was greatly facilitated by research on empowerment issues done in collaboration with the Unisa Centre for Applied Psychology (UCAP).

During 2009/10 use of services continued to grow. We had the highest number of users of telephonic counseling in our existence with 559 client making use of this service. The number of clients in our clinic increased with 225% and we saw a total of 337 clients and we tested 261 men for HIV.

New services were introduced including the provision of Post Exposure Prophylaxis in partnership with the Foundation for Professional Development (FPD). On the advocacy front,



The Director of OUT: Dawie Nel

a major success was instituting a lesbian/gay/bisexual/transgender (LGBT) Sector within the South African National AIDS Council (SANAC). This Sector is a vehicle to represent issues and to advocate for resources and programming.

The next few years look exciting and promising. OUT will continue with its long term plans to scale up services to sites in Johannesburg and others. We have inspiring new partnerships that will hopefully develop and translate into comprehensive services.

From the 2009/10 audit it became clear that the Office Administrator committed fraud. It raises serious concerns about the financial control environment in OUT and how it allowed for the fraud and theft to happen. OUT will as a matter of utmost urgency address these gaps, to root out irregularities, and take all needed steps against all involved. OUT's intention remains to ensure our ongoing financial survival and responsible handling of funding entrusted to us.

I want to thank firstly the OUT staff for their contributions, the OUT Board Members for their guidance, our partners for the inspiration and opportunities and all who continue to work hard to make the South African Constitution a reality.

Dawie Nel
OUT Director

Executive Summary

In this year's report we try to highlight where we come from, where we are and where we are going. The report back on programmes includes descriptions of the programmes' history, the achievements over the last year, and its future. The growth and sustainability of OUT has been remarkable but is also the result of hard work.

OUT (or as it was then known - The Gay and Lesbian Organisation - Pretoria/GLOP) was founded in December 1994 by a small group of friends 'wanting to do something'. The first service introduced was the telephonic counselling and helpline. In 1997 OUT started providing sexual health services. One of the flagship projects was the HIV School that already addressed behavioural components underlying the risk behaviours of gay men.

In 2002 the organisation received its first international funding from HIVOS and three staff members were employed. OUT opened an office in Mamelodi and our work here over the many years have made great contributions. One of the noticeable achievements is a very active and out gay and lesbian community which does not conform to old oppressive gender constructions.

In 2002 OUT made contact with the Schorer Foundation and this productive relationship led to mainstreaming and research programmes within OUT. It also resulted in the formation of the Joint Working Group that later became an alliance of 25 LGBT groups in South Africa. OUT conducted the first quantitative research on the levels of empowerment of LGBT people in Gauteng and KwaZulu-Natal. In 2006, OUT added advocacy to its portfolio of work and led a successful campaign to secure same sex marriage. On the service front, OUT opened the first LGBT clinic in Gauteng and has developed a useful model for comprehensive service delivery.

Based on the strategic plan (2009-2019), OUT has begun with scaling-up of services. OUT North West office was opened in September 2009 and the opening of a Johannesburg office is planned. There are continual advocacy efforts with the South African Government for the increase of substantial resources for national programming. OUT secured a LGBT Sector within the South African National AIDS Council (SANAC) and was very involved in processes such as reviewing the National Strategic Plan on HIV/AIDS.

New partnerships were formed during the last year. Different to the past, these new working relations focus on service delivery, notably the partnerships with Anova Health and their Health4Men project on providing services in the North West, the Foundation for Professional Development (FPD) on providing Post Exposure Prophylaxis (PEP) in Pretoria, as well as new collaborative work with the Desmond Tutu HIV Foundation and the Population Council.

Work will continue with existing partners such as the University of South Africa's Centre for Applied Psychology, the Human Sciences Research Council, the Medical Research Council, the Schorer Foundation, Columbia University and Prof Theo Sandfort and the Population Council.

It was decided to merge the mental and sexual health focus areas into a new health programmatic area. In the new financial year, the advocacy and research focus areas will be downscaled and a training and development focus area will become operational. OUT North West will be another focus area and marketing will receive more attention. It has been the experience that OUT reaches very limited numbers of potential clients and there is a need to target potential clients across a broader spectrum than those who frequent LGBT spaces.

The OUT Board continued to provide oversight and was active in the development of a strategic plan. Day to day management was overseen by the management Committee (Manco). There was one new appointment in the last year and we welcome Trudie Morkel on board. Contracts with two staff members were ended. In the North West office we employed Hennie Baird and Millie Maropofela. There were no staff resignations and the OUT budget increased from R6 291 122 to R7 165 872.

OUT Board Members

OUT's sincere gratitude to all Board Members for their dedication, expertise and oversight.



Peter Vaz is a development specialist in the Public Finance and Economic Growth (PFEG) group with RTI International's International Development Group (IDG). He is an international finance specialist with experience in both municipal finance and local government transformation. He has a Ph.D. in International Economic Development from the Massachusetts Institute of Technology, Cambridge, MA, USA. He is currently serving as Chief of Party on the Local Governance Support Program (LGSP) under a bilateral agreement between the Department of Provincial and Local Government (the dplg) and the United States Agency for International Development (USAID) in South Africa. In this capacity, he is working with 23 municipalities on capacity building and strengthening systems for performance improvement and revenue enhancement. He is working with another 23 municipalities on the Presidents' Emergency Plan for AIDS Relief (PEPFAR) Local Government HIV/AIDS initiative.

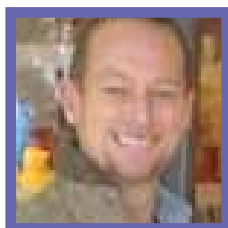
He is also assisting the Sexual Offences and Community Affairs (SOCA) unit at the National Prosecuting Authority (NPA) with bringing its 10 Thuthuzela Care Centres (TCCs) in line with Department of Health Guidelines for the Management of Survivors of Sexual Assault and with establishing 7 new TCCs. He is working with a group of 55 municipalities on the Local Government Anti-Corruption Initiative. Prior to this, he was a resident advisor to the dplg in South Africa, working on strengthening policy and legislation in the context of local government transformation. Dr. Vaz has also worked as a Research Analyst for South Africa's Financial and Fiscal Commission (FFC) as part of the FFC's local government finance research team. He has also served as a consultant on an Intergovernmental Grant (IGG) project for the Ministry of Constitutional Development and Provincial Affairs (DCD) in South Africa, providing technical assistance in helping that office evaluate the IGG system and making recommendations for its redesign. Dr. Vaz has also worked as a consultant at the World Bank, researching issues on local resource mobilisation and poverty alleviation strategies in West African countries, and on the gender impact of structural adjustment.



Vasu Reddy is Acting Director of the Gender and Development Cross-Cutting Research Unit of the Human Sciences Research Council (HSRC). Before joining the HSRC he was Head of Gender Studies at the University of KwaZulu-Natal where he pioneered the establishment of graduate courses in sexuality and gender. He is also an Honorary Associate Professor of Gender Studies in the School of Anthropology, Gender & Historical Studies (University of KwaZulu-Natal) where he continues to supervise Masters and PhD students. He has undergraduate and postgraduate degrees in South African and Comparative Literatures (from the Universities of Natal and Witwatersrand), and a PhD in Gender Studies (University of KwaZulu-Natal) on The Construction of Queer Identities in Southern Africa.

In the early to mid-1990s he was part of the National Executive Committee of the National Coalition for Gay & Lesbian & Equality (NCGLE) (the organisation that successfully lobbied for the inclusion of sexual orientation clause in the SA Constitution). After the NCGLE folded into the Lesbian & Gay Equality Project, he served two terms as Board member.

In Durban, together with Nonhlanhla Mkhize and the late Ronald Louw, he co-founded the Durban Lesbian & Gay Community & Health Centre (<http://www.gaycentre.org.za>) in 2000 where he still serves as mentor to the current Director (Ms Mkhize) and as a Board member. He was instrumental in fundraising and formulating the strategies, policies and programmatic work within this service provider organisation that targets under-resourced black lesbians and gays. Here he developed, together with a professional team of counselors, the counseling and sexual health programme which adopts a mainstreaming approach for targeted intervention on mental and sexual health issues (with the emphasis on HIV/Aids) impacting on black under-resourced lesbians and gays. Such work included overseeing and initiating community-based research and materials development in mental and sexual health. Vasu Reddy works in the area of sexualities, public health and service delivery.



Juan Nel is employed at the University of South Africa (Unisa) as a senior lecturer in the Department of Psychology and Director: Centre for Applied Psychology. He is a registered clinical and research psychologist and completed his doctoral studies in 2007, the title of his thesis being: "Towards the 'Good Society': Healthcare provision for victims of hate crime from periphery to centre stage". Juan can be reached at +27 (0)83 282 0791 or nelja@unisa.ac.za

OUT Board Members



Robert Cameron-Ellis was Chairperson of OUT for the five years ending March 2007 and is now the Treasurer. Robert is a Chartered Accountant and Certified Fraud Examiner. He is an executive of the law firm Edward Nathan Sonnenbergs Inc and is regarded as one of the country's top forensic accountants. Robert lives in Pretoria with his partner of twelve years, David and their three dogs. Robert enjoys the opera, ballet and classical music.



Mandisa Kakaza is a Specialist Neurologist in Pretoria and has joined the OUT Board in 2006. She brings valuable medical expertise to the Board and the organisation and have assisted with networking within the Department of Health and Pretoria Academic hospital.



Nicolas Nkosi is head of operational risk for Standard Bank, responsible for strategy and the implementation of Basel II requirements for retail banking. His areas of responsibilities include operational risk quantification, business continuity management, information risk and capital management for operational risk. He also lectures on part time basis a Post Graduate Programme in Compliance Management. In his professional capacity, his interests lie in corporate governance as well as the quantification of risk. Nicholas has been involved in the HIV/Aids NGO sector for the past 10 years as a board member of Sparrows Nest (home for destitute people living with Aids) and joined the board of OUT from 2008.



Sylvester Chauke's passion for marketing and advertising started at age 10 when he so naively got involved in TV commercials. Straight after high school he went to Rand Afrikaans University where he obtained his Honours Degree in Marketing Communication. After that he joined FCB Advertising Agency working in account management on brands such as Vodacom, Adcock Ingram and FNB. He then joined Ogilvy Advertising working on DSTV and Sprite brands before joining DDB Jhb as a Group Account Director on Unilever brands such as Knorr, Mrs. Balls Chutney, Aromat, Cup-A-Soup and Nelson Mandela Square. In 2006, Sylvester joined chicken giant Nando's as Marketing Manager. In 2008, he took a short break to join MTV Networks Africa as Marketing Manager, to help establish the Network's marketing. Sylvester also sits in the Communication Departments' Advisory Board for the University of Johannesburg. He is a frequent guest lecturer on account management at UJ and Varsity College. He is currently National Marketing Manager for Nando's South Africa. In 2009, Sylvester was identified by the Mail & Guardian as one of the Top 300 Young South Africans and recently gained a spot on GQ's 35 Most Influential young South Africans. On his spare time, he is busy completing his Master's degree in Marketing, he gets inspiration in the performing arts and catches up with the happenings in the streets of Mzansi.



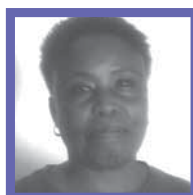
Elaine Salo is currently the Director of the Institute for Women's and Gender Studies, at University of Pretoria. Her research interests include Women's movements in African contexts, the ethnography of gender, sexuality and identity in peripheral urban spaces of South African cities as well as policy issues on gender and higher education. She has written and spoken on these issues in various media.

OUT Staff Members

The people who made a lot happen. Thanks you for your activism, professionalism and spirit.



Dawie Nel has been the Director of OUT since 2002. He is gay and holds a Masters degree in Education from the University of the Witwatersrand. His interests are researching factors influencing gay men's health and activism.



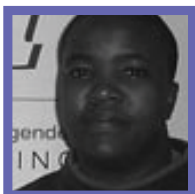
Clara Makhwela has been the domestic worker for OUT for the past fourteen years.



Jacques Livingston completed his Masters in Social Science (Cum Laude) in 2004 at the University of KwaZulu-Natal. Jacques interned the following year as a Counseling Psychologist at the Nelson R. Mandela School of Medicine. He joined OUT in February 2007 as the Sexual Health Manager.



Senkhu Maimane has recently joined the OUT family, as a counsellor / facilitator / researcher. He is currently studying towards his honours degree in psychology through Unisa. A true book worm.



Mmapaseka "Steve" Letsike joined OUT LGBT Well-Being in September 2005 as a Sexual Health Fieldworker. She is currently studying towards her BCom degree in Human Resource Management at UNISA. She is a women's rights activist and a feminist.



Trish Nhamoinesu comes from Zimbabwe. Trish and her husband arrived here in 2004 wanting to further her studies. She studied at the University of Fort Hare in the Eastern Cape towards a Bachelor of Social Work Degree which she obtained in November 2007. She has a baby-son, Zayne Peter Dzingirayi, who is one and a half years old.



Lizette Stassen is the office manager of OUT and has studied Fine Art and photography. She has worked with OUT since June 2006.



Elmie Joubert joined OUT as a volunteer in the VCT Clinic in 2007. She started her nursing career in the military in 1997. She qualified as a General Nurse with Midwifery, Community and Psychiatric nursing and furthered her studies as a Primary Health Care Nurse. She was appointed as the OUT Clinic nurse on 1 January 2009.



Jay Matlou joined OUT LGBT Well-Being through the volunteer system three years ago and landed a Learnership that lead to his current position as a Sexual Health Fieldworker. He is also studying toward his BA degree in Psychology at UNISA.



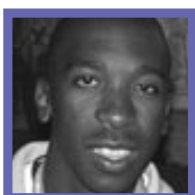
Trudie Morkel is a nurse in general, midwifery, community and psychiatric nursing. She has completed her diploma in Nursing Management and her B-Tech Degree in Occupational Health Nursing. She started working at OUT in 2008 as a volunteer and was appointed as the Play Safe Project Coordinator in July 2009.



Delene van Dyk started her career as a psychiatric nurse in the military. During that time she completed a degree in nursing education and is currently working towards her MCur degree. She's an activist, nurse therapist and an artist.



Hendrik Baird studied Drama before becoming a professional actor and worked as an arts educator and administrator. After a stint as the director at the BAT Centre in Durban, Hendrik returned to the North-West and helped found the community organisation Gay Umbrella. Hendrik applies his events management skills at OUT/Health4Men North-West.



Iggy Mnisi joined OUT LGBT well-being after attending one of the sexual health workshops. He is in OUT's Learnership Programme and works as a sexual health facilitator with the organisation and is looking forward to studying Public Relations Management.



Mildred Maropofela studied Drama at the Mmabana Arts Foundation in Mafikeng. She has obtained various certificates e.g Arts Administration, Entrepreneurship and others at the North-West University (Potch campus). Mildred was part of the Unisa research team into the levels of empowerment among emerging LGBT communities in the North-West. She is the Field Officer at OUT/Health4Men North-West.

Funders of OUT in 2009/10



Atlantic Philanthropies. They have supported OUT's work over the last 7 years. Their contribution is substantial and covers much of the overhead costs of the organisation.



The Gauteng Department of Health. One of the first funders of OUT (since 1997), they have supported a range of sexual health materials in the past year.



Humanistisch Instituut voor Ontwikkelingssamenwerking (HIVOS). OUT has a long standing relationship with HIVOS and they supported overhead as well as some programmatic costs.



Heinrich Boll Stiftung (HBS). HBS supported work to mainstream LGBT issues within the trauma sector.



Schorer Stichting. A long standing partner of OUT, they supported a programme to upscale HIV prevention to LGBT people.



The Medical Research Council (MRC). OUT worked with the MRC on a programme to address substance use/abuse and HIV risk.



Department of Social Development. DSSD funded the social work position.



The AIDS Foundation South Africa (AFSA). AFSA was established in 1988 and acts as an interface between donors and community based organisations. AFSA administers a grant from the Swedish Embassy in South Africa.



The Human Sciences Research Council (HSRC). Funding for the research on HIV and Sexual Risk in African MSM in South African townships is channeled through the HSRC.



The Population Council. The population Council funded research on stigma and HIV risks.



The Foundation for Professional Development (FPD). FPD funds a project to make available Post Exposure Prophylaxis (PEP) and outreach HCT testing.

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Thank you to:

Thank you to all our clients and to the following wonderful people who assisted with their time and expertise to make OUT grow:

Direct mental health services

Robert Hamblin, Gareth Hunt, Juan Nel, Jason Wessener, Mailie from CDP, Janine Preesman, Ruth Loubser, Carien Munro, Luanne Nel

Direct sexual health services

Samantha Graham, Shwane Malebye, Bonankie Maleka, Jandre Nieuwoudt, Pieter Mattheus, Cyril Ndlovu, Anthony Matyolo, Sechele Ngatana, Vusi Skhosana, Welcome Motha, Themba Nyunda, Leanky Lubambo, Diketso Shakwane and Shirley Phangisa.

Advocacy and mainstreaming programme

Weber & Wentzel

Research

Vasu Reddy, Theo Sandfort, Harsha Dayal, Waimar Tun, Juan Nel

North West

Gay Umbrella

Other

Maciek Mazur and Parsley Studios

OVERVIEW OF 2009/2010

South African society

Marginalised groups tend to face various oppressions. LGBT people, in spite of constitutional protection, face hate crimes and speech, they are refused services such as in Government clinics, and they internalise derogatory constructions about themselves. As a result they have to negotiate issues such as depression, self esteem and increased HIV risks.

In South Africa this is the dominant experience. But, constitutional protection in South Africa on the basis of sexual orientation offers great opportunities. Different to the majority of African countries the point of struggle is not legal protection and State prosecution. OUT increasingly believes that we should make use of available opportunities offered by the brilliant constitution and legal framework that do exist in the country.

We do so in the areas of HIV and hate crimes. We have played an active role within the South African National AIDS Council (SANAC) and have tabled the points of increased HIV risks for Men who have Sex with Men (MSM) and how Government plans de-prioritise and under-fund needed programmes. One of the major successes was instituting a SANAC LGBT Sector that will represent issues and advocate for a greater focus on issues faced and needed programmes. OUT has also participated in a regional process to submit an application for the Global Fund. We actively provided inputs on needed programmes in the region and foresee a role to share our programmatic expertise across the region.

OUT has a role to play within the region and in Africa. We participated in the formation and subsequent activities of the African Men for Sexual Health and Rights (AMSHer). OUT is a member of the executive committee of AMSHer and serve as the organisation's secretariat. AMSHer consists of Men who have Sex with Men (MSM) organisations in 13 African countries and have in a very short period of time secured needed funding for its first two years of operation. Over the last year we also played a role within obtaining membership status for the Coalition of African Lesbians (CAL) in the African Commission on Human and Peoples' Rights (ACHPR).

We continued our work around hate crimes. We handled a limited amount of hate crime cases including direct legal support as well as psychosocial support to survivors, their fiends, families and communities. We also continued representing issues within processes around hate crime legislation advocating for inclusion of marginalised groups and within this specifying sexual orientation and gender identity. Our focus has been on participation within the Hate Crime Working Group with partners such as Lawyers for Human Rights (LHR), the Unisa Centre for Applied Psychology and the Jewish Board of Deputies.

Partnerships

There has been a shift in emphasis for our collaborative work. Over the last year exciting new partnerships were formed with Anova Health and their Healt4Men project. It was

around the continued functioning of the office in the North West province and aiming to sensitise the Department of Health staff to the psychosocial and medical issues faced by LGBT people as well as outreach programmes to LGBT people to make use of such services.

With the Foundation for Professional Development (FPD), OUT started a PEP service and the future possible opening of a more extensive dispensing facility. New closer collaboration also started with the Desmond Tutu HIV Foundation and the Population Council. All these new partnerships are driven by the need to scale-up services preferably to a national level.

OUT has limited activities with the Joint Working Group (JWG) mainly because of a lack of a clear programme and implementation thereof.

On the continental and international front, we played an active role within AMSHer and contributed to the development of programmes in Africa centering around HIV services, advocacy on National AIDS Councils, extending research, and emergency relief. We continued productive relations with our long standing international partner- the Schorer Foundation in the Netherlands. Our collaborative programme - the Prevention Initiative for Sexual Minorities (PRISM) - produced great results around community building prevention initiatives and clinic services.

OUT

OUT's strength has always been in its direct service delivery. Through the course of our work we came to realise that there is a not a distinction between mental and sexual health. As an example , mental health issues very often give rise to risky sexual practices. It was decided to merge the mental and sexual health focus areas into a new health area commencing in the 2010/11 financial year. Advocacy was focused in on HIV and hate crimes and the research focus area was down-scaled to focus on collaborative work.

Good models of service delivery are being developed based on our experience. It includes the need for counseling services be that face-to-face, telephonic or electronic. Needed groups must provide social opportunities as well as therapeutic opportunities. In addition, there is a need for community building activities and spaces. Peer education need to focus on appropriate interactions on areas such as substance use and sexual risks, the advantages of treatment and others. It must be done in appealing, non-threatening ways and in 'natural spaces' and as part of day-to-day activities.

There should be outreach testing which in our experience has proven to be very successful i.e to test in social spaces such as clubs and at the Gay Pride Parade. Stand-alone and expert clinic services should be provided where there is a big enough client base and to ensure on-going expertise to inform mainstreaming efforts.

There is a need for training, sensitisation and on-going mentoring to make mainstream services LGBT competent. OUT and Health4men have negotiated the start of an exciting programme with the North West Department of Health to extend MSM competent services to community counselors,

doctors and nurses. The OUT model of service delivery can be useful in sharing of expertise with other groups and processes. It informed our contributions to the plans of AMSHeR and development work on the continent. It also guided our inputs into the regional proposal to the Global Fund Round 9 as well as other models of national service delivery.

DIRECT MENTAL HEALTH SERVICES

HISTORY

OUT's mental health services varied over the past 15 years and increased in depth the past 5 years. The flagship intervention is the OUT Helpline, which was initiated from December 1994. At that stage, various lay counsellors were trained to assist with staffing the line and answering the calls. Various psychologists and counsellors were involved. A special thanks to Margaret Steyn, who trained and mentored counsellors for many years.

From 1995 to 2007, OUT offered the psychotherapeutic growth and development group. All those years, the group was facilitated by Prof Juan Nel and Kevin Joubert. The group was offered in Pretoria up to 1999, when it was relocated to Johannesburg to accommodate all the participants. At that stage, the group evolved to be primarily a gay men's interest group, which focused on issues pertaining to the experiences of men. A huge thank you to Juan and Kevin, for sharing their time, energy, expertise and compassion for more than 10 years.

The OUT HIV support group was initiated in 2004. Many gay men found this a safe space to share their experiences being HIV positive with a caring and compassionate social worker. Mathabo Malapo, the social worker, was involved with this group for many years and shared more with the group than just e-pap. The OUT Study Group was initiated in 2002. The Study Group's focus, up to today, is to help mental health care professionals to understand and share expertise on mental health issues facing LGBT people. This group was first accredited at the HPCSA in 2005 to provide CPD (Continuous Professional Development) points to registered psychologists or counsellors for every session attended. These sessions are facilitated by an expert in the field of the chosen topic. Topics and speakers varied over the years.

In September 2006, a Mental Health Manager was appointed for the first time at OUT. One of the main aims of the Mental Health Programme was to provide psychosocial support and information focusing on mental health and related aspects to LGBT individuals, groups, families and their significant others. Apart from the above services offered, the programme was developed to fit the mental health needs of all LGBT people. For the first time, OUT offered face to face counselling sessions as from October 2006, once a week by appointment. It proved to be one of the most important interventions offered by the mental health team. The appointment of Trish Dzingirayi in July 2008, as OUT's social worker, increased OUT's capacity to assist clients every day of the week, and not only on Thursdays as in the previous book year.

In 2007 OUTside was initiated. OUTside offers the LGBT community the opportunity to socialise in a safe environment. It is a platform for LGBT people to have fun, learn more about themselves, meet like-minded people and be in contact with LGBT role models. Sessions includes yoga, meditation, beading, mosaic, drama, paper mache, self defense classes, etc. to name but a few. A coffee corner, internet and board games are also available.

As part of OUTside, OUT, together with Lisa Sonnekus from Baby Ventures, offered a same-sex parenting seminar, "The Rainbow family" on 8 September 2007 in Centurion. More than 100 interested LGBT parents and parents to be, as well as service providers, attended. To increase the capacity of Health Care Providers and Health Care facilities to provide LGBT affirmative services, the MH department offered a number sensitisation sessions, from 90 minutes to 4 hour sessions, to service providers who contacted OUT through the Victim Empowerment Programme and other interested parties. Hundreds of service providers were reached through this intervention. In 2008, various support and interest groups was introduced as part of the programme. e.g. a lesbian women's and gay men's interest group, a book club, SUPAMOMS, a lesbian mother support group, and a transgender support group.

During the course of 2008, the focus of the MH department's service delivery included hate crime psychosocial support. Various debriefing sessions were offered to victims of hate crimes and their loved ones, even at the court cases that followed. Added, to increase OUT's ability to support victims of hate crimes, their loved ones and the communities involved, 11 community members and OUT staff members were trained as lay counsellors in November 2008. This was a formal accredited course offered by LifeLine. During 2009, the mental health department continued with the services offered at the PRISM Centre. A strategic decision was made to integrate Mental Health and Sexual Health and as from 1 April 2010, there will be a Health and Wellbeing department, taking care of all direct services.

A message from Delene van Dyk, Mental Health Manager, September 2006 to March 2010:

"I'm so proud for what we have achieved the past couple of years as a collective within the LGBT sector. During my "reign", OUT offered Mental Health services to and touched the lives of more than 3000 people directly. This is not inclusive of the thousands that were reached before September 2006! I'm extremely thankful for all that I've learned during this time, from my colleagues, my clients and those that I've met in the sector and otherwise.

You are so much a part of who I am today, thank you from the bottom of my heart. Also, to Dawie Nel, OUT Director, and the rest of the Manco team, a big thank you for all the wonderful learning opportunities I was offered.

May OUT continue to provide this outstanding professional service, to all in need".

REPORT BACK ON THE FINANCIAL YEAR 2009/2010

Psychosocial Support Services

One of the main aims of OUT's Mental Health Programme is to provide psychosocial support and information on mental health and related aspects to LGBT individuals, groups, families and their significant others. This is realised through the provision of various direct psychosocial and community services.

Face-to-Face Counselling

There seems to be an increase in the uptake of face-to-face in-depth counselling or therapy over the April 2009 to March 2010. The mental health team consisting of a counselling psychologist, nurse therapist, social worker and trained lay counsellors offered a professional service to 376 LGBTI people. Common themes related to relationship issues, coming out experiences, abuse, depression, acceptance, internalised homophobia, a significant number of transgender and intersex issues, and also a few cases relating to suicidal ideation. A significant increase in women accessing the service was also noted during this period. Clients were requested to fill in a satisfactory survey after every session and the majority of clients indicated that they were impressed and thankful for the service, and would refer others.

Telephonic Counselling and Information Helpline

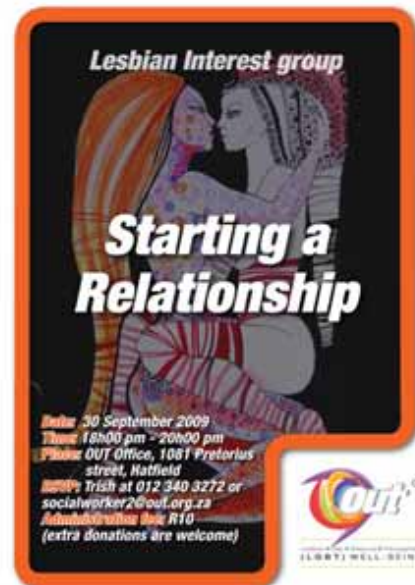
Through OUT's helpline 0860 OUT OUT (0860 688 688), office telephone line, and emails, we assisted a further 559 LGBTI people. Counselling and information were mostly requested. Common themes included coming out experiences, hate crimes and victimisation issues, discrimination, legal information, including info about civil unions and where to get married, being HIV positive, relationship issues and transgender issues. Often clients request information on health services offered by OUT or for a referral to another service provider closer to their area of residence. Enquiries were received from all over the country, but mostly from Gauteng. Clients are assisted through the use of a comprehensive and up-to-date resource list.

HIV Support Group

The HIV support group was dissolved early in this period because of erratic attendance and a general assessment that the group had become stagnant. In an effort to revitalise the group, the group was reconstituted as a space for those who needed it. Jason Wessener, a professional, with HIV expertise and knowledge, facilitated this group. Since then, there has been a significant increase in people attending the support group. Two more volunteers from Foundation for Professional Development (FPD) also volunteered to facilitate the group alongside Jason. Since February 2010, 59 people have made use of this service. Issues on disclosure, double stigma, relationships, treatment and health were discussed. The group largely consists of young gay men.

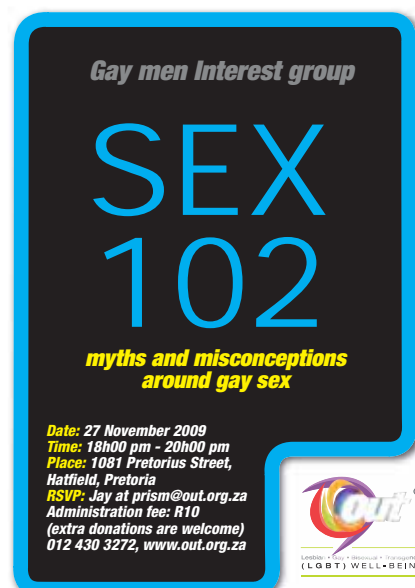
Lesbian Women's Interest Group

This is a platform for lesbian and bisexual women to get together and share interests and experiences around various topics or themes (e.g., relationships, sex and intimacy, self acceptance, coming out etc.). These meetings are scheduled once a month in the evenings from 18h00-20h00, so as to be inclusive of working clients. 6 sessions were provided and 60 lesbian and bisexual women attended.



Gay Men's Interest Group

A safe space for gay men to share their interests and experiences was offered through the Gay Interest group. Five groups were offered and 44 gay men attended, with themes varying from relationships to parenting. The group has seen a slight decline in number of group members attending.



PFLAG

PFLAG is a support group for parents and friends of gays and lesbians. There was an increase of parents, siblings, friends, partners and family of LGBTI people who wanted to gain knowledge (and support) on LGBT issues, in order to adjust and become a better source of support for their LGBTI significant others. This was a new initiative and was provided once a month on a Saturday and 8 sessions were deemed successful, with 18 people attending in total. The support group has the potential to grow and we are under the impression that it is difficult for family, friends and parents to come to OUT for support and information as a lot still struggle with discrimination, stigma, acceptance and religious beliefs.

Supamums

This support group was revived after a growing need and request from the clients. It attracted lesbian and bisexual mothers and their partners from all walks of life. A space was provided to discuss issues and information specifically applicable to motherhood and being a lesbian woman and these included themes such as reproduction and health, parenting, relationships and rights. The support group was provided once a month on a Tuesday. 7 meetings were facilitated and 42 clients attended.



Transgender Support Group

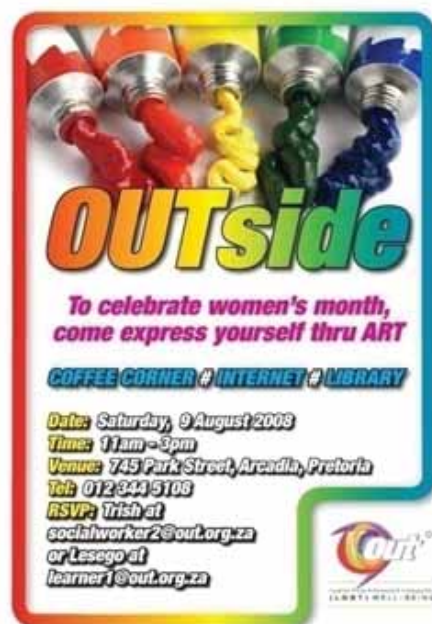
This was a new initiative and progressed slowly at first. There seems to be a need from the community for such a group. The aim of this group is to provide a platform for transgendered people to get together and share experiences around various topics. In the setting up of this group, OUT staff members felt there was a need to gain further knowledge and information on the relevant issues so as to offer better quality service to transgendered people. Gender DynamiX, particularly, Robert Hamblin, was kind enough to give us clear guidelines and directions. 5 group meetings were facilitated and 41 people attended. The topics and themes covered included

rights, ID and protection, sex, relationships, positive coping, transitioning and services available.

OUTside

OUTside, is a community-based programme that offers a safe social space for LGBTI people to develop skills socially, psychologically, spiritually in a creative and healthy environment. It was offered the last Saturday of each month. A total of 7 sessions were offered and 44 people attended. Sessions included a variety of activities, from yoga and meditation to creativity sessions and life skills.

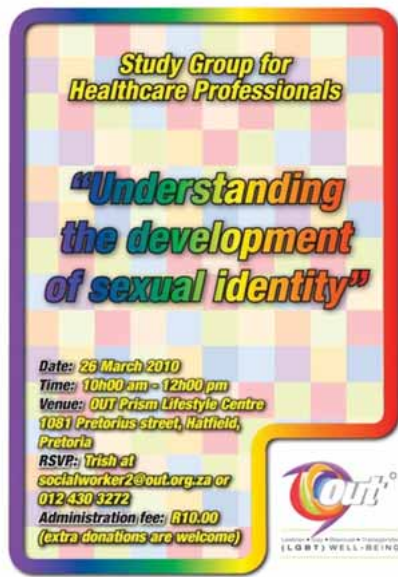
A total of 1250 clients were reached through the provision of the various direct psychosocial services, including face-to-face counselling, telephonic counselling, the helpline, SUPAMUMS, trans group, PFLAG, book club, lesbian and gay interest groups, HIV support group, and OUTside.



Psychosocial Mainstreaming: Study Groups and Sensitisation Training

To increase the capacity of psychologists, counsellors and social workers to provide LGBT affirmative services, six sensitisation training sessions were offered to various service providers. As such, 112 people were trained and it included Lifeline counselors and correctional services staff. Five Continued Professional Development (CPD) accredited Study Groups were offered and 52 health care professionals were reached. Topics included the following:

- "Hate Crimes: An African perspective on its incidence, nature causes and responses" by Dr Juan Nel
- "MSM, mistaken gays or confirmation of the fluidity of sexual identity" by Gareth Hunt
- "Contested Innocence-Sexual agency in Public and Private Space" by Delene Van Dyk
- "Understanding the development of sexual identity" by Ruth Loubser
- "Homosexuality and Religion" by Janine Preesman



Various sensitisation training sessions and CPD accredited study groups were offered to increase the capacity of Health Care Providers and Health Care facilities to provide LGBT affirmative services. A total of 164 professional health care providers, youth workers, volunteers and students were reached.

Psychosocial Advocacy

Victim Empowerment Programmes

In order to provide accessible quality psychosocial services and develop networks to allow for referrals on a broader range of issues nationally and to ensure representation of LGBT issues within selected mainstreaming structures, the mental health team ensured ongoing Department of Social Development (DSD) VEP collaboration, attending various provincial VEP meetings in Johannesburg and local VEP forums.

National Family Reference Group

OUT is part of the DSD National Family Reference Group. Through attending bi-monthly national meetings, LGBT family issues are included in policies, e.g. the National Family Policy. Another goal is networking with other mainstream service providers to ensure LGBT affirmative services are rendered to LGBT families.

Hate crimes

Mental health in collaboration with the OUT Advocacy and Mainstreaming Programme, offered psychosocial support at the courts to victims, victims' families and significant others. A group of counselors (OUT Staff) was available to offer support at the court hearings and even to and at the communities affected. OUT's group of counselors' mere presence at the courts shows OUT's support and level of commitment. The cases included Eudy Simelane and Derek Mazibuko and mental health offered support 7 times during this financial year.

THE FUTURE OF DIRECT MENTAL HEALTH SERVICES

As of 1 April 2010 the Mental Health and Sexual Health Programmes will merge to form the integrated Health and Well-being Programme. As such this point is discussed under the section in this report Future of Direct Sexual Health Programmes.

DIRECT SEXUAL HEALTH SERVICES

HISTORY

The development of the Sexual Health Programme has been a steady one since the beginning of OUT in 1994. OUT started distributing condoms more widely in 1998, but only started distributing safer sex packs (including lube) in 2002. The HIV Schools was a flag ship programme at the time. OUT initiated a series of group discussions with gay men in Mamelodi in January 2002. The focus of these discussions was around their sexual practices, 'moments' of sexual risk-taking, as well as the interventions that could target these identified risk-taking moments.

In July 2002, Toni Kruger, the sexual health manager at the time, attended the University of Maastricht for training on Intervention Mapping, a methodology used to design evidence-informed and theory-based health promoting interventions. Having learnt about the 'new' methodology Toni Kruger set about using the data generated by the peer group discussions as a basis for the mapping. Three consulting professionals were invited to collaborate in the intervention mapping process. The intervention mapping took place over a few months. The results of the intervention mapping indicated a range of performance objectives (including health promoting behaviours and environmental conditions) and interlinking determinants (those internal or external factors influencing the performance of desired behaviours), which then indicated three vital components of an intervention strategy for this target group: knowledge, risk appraisal and reduction strategy, and skills and self-efficacy.

Based on these findings, OUT, in collaboration with the Centre for the Study of AIDS (CSA), developed a five-day workshop programme formally referred to as the 'HIV School'. These workshops were given in a number of township localities, mostly around Pretoria, over the course of the next three years. The focus of these workshops was largely on knowledge transfer, with some attention given to the development of a limited range of intra- and interpersonal skills. The 'HIV Schools' were expanded upon to also include a workshop on lesbian women's sexual health, positive living, as well as buddy meetings. Twenty workshops were presented between 2003 and 2006, reaching approximately 313 LGB people.

Although considered a valuable learning curve for the organisation, it was decided after some reflection and evaluation that the limited impact of the intervention did not justify the high costs associated. These workshops were temporarily halted in 2006 and then indefinitely in 2007.

In 2007, OUT embarked on an ambitious and exciting project entitled the **Prism Project** (as it is referred to in Southern Africa). The word PRISM is an acronym for '**Prevention and Research Initiative for Sexual Minorities**'. The PRISM Project consists of a collaborative effort between 16 organisations in the global South (including Southern Africa, and Central and South America), and the Schorer Foundation (based in the Netherlands). Partner organisations collaborating in Southern Africa include: OUT LGBT Well-being (Pretoria), Triangle Project (Cape Town), Durban Lesbian and Gay Centre (Durban), GALZ (Zimbabwe), and Bonela/LeGaBiBo (Botswana).

The aim of the project was to increase the quantity and quality of HIV/STI prevention for men-who-have-sex-with-men (MSM) and women-who-have-sex-with-women (WSW). As part of the first phase of the project, each partner organisation had to select one or two specific target groups to conduct a needs assessment. The results of the needs assessment formed the basis for evidence-informed interventions. OUT selected resourced and under-resourced lesbian women, as well as, resourced gay men as its target groups for the needs assessment.

A research consultant was brought on board to provide technical guidance and support, and a number of fieldworkers located in the LGBT community were trained to conduct the actual needs assessment. An advisory board was set up and consulted around the development of the interview schedule, data analysis, and finally the compilation of the needs assessment report. The needs assessment was conducted towards the end of 2007 and a report was compiled at the beginning of 2008. The results were presented at a stakeholders meeting in March 2008. The findings of these needs assessment identified three key areas for intervention:

- Erroneous Risk Perception;
- Internalised Homo-negativity; and
- Negative Peer Norms.

With these three key areas in mind OUT developed an intervention strategy (phase two) to address the needs of lesbian women and gay men in Tshwane. The intervention strategy comprised of both health and psychosocial services and initiatives. A proposal was submitted and funding was obtained for programmatic work to begin in the middle of 2008. These start-up activities were expanded upon in 2009 and carried forward into 2010. For programmatic feedback for the period April 2009 to March 2010 please refer to the next section.

At the end of 2007, OUT launched the **Play Safe Campaign**. The campaign came about as a result of an International Rapid Assessment Response and Evaluation (I-RARE) conducted by the Medical Research Council in 2005, on drug abuse and HIV risk behaviours among vulnerable drug using populations, including MSM. Internationally it has been found that substance use/abuse plays a direct and indirect role in the transmission of sexually transmitted infections, including HIV. Following a stakeholders meeting in 2006, OUT developed and initiated the Play Safe Campaign, an outreach initiative, targeting vulnerable MSM towards the

end of 2007.

International research indicates that substance use/abuse is related to an impairment of judgement, a decrease in inhibitions, an increase in sexual risk-taking, an increase in number of sexual partners, and an increase in the odds of engaging in unprotected sex. Research also conducted by OUT (in collaboration with the Centre for the Study of AIDS and Mambaonline) in 2004/5 revealed that:

- 47% of gay men between the ages of 16 and 35 drank alcohol at least twice a week; 22% indicated that they got drunk at least twice a week;
- 35% indicated that they sometimes used condoms, and 19% never or almost never used condoms, after consuming alcohol/drugs;
- 17% indicated that they enjoyed the moment and did not worry about safer sex after consuming alcohol/drugs; and
- 5% could not recall what they did, and 15% could mostly not recall what they did, after consuming large quantities of alcohol/drugs.

Based on these and other research findings, the Play Safe Campaign was an ideal strategy that ensured a targeted long-term intervention for vulnerable MSM. The PLAY SAFE Campaign is just such an intervention. As part of this campaign, outreach workers and nurses are trained to provide a professional service to substance using clients. This consists of HIV counselling and testing (HCT), substance use screening, risk reduction counselling, routine follow-up, and if necessary referral for treatment.

From about 2002 until early 2009 the Department of Health provided funding for the development and distribution of materials and products, including safer sex packs and educational material. However this changed as of April 2009 when the focus shifted from product development towards peer education. Thus the One2One Peer Education Programme was born.

PROGRAMME AND ACTIVITIES IN 2009/2010

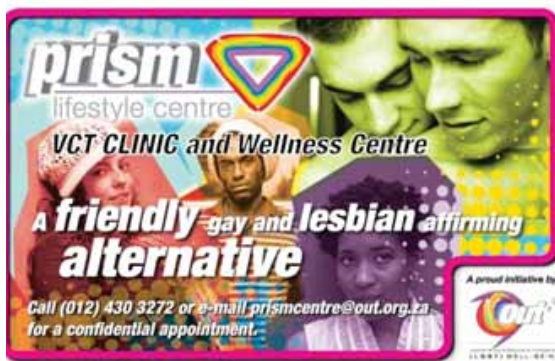
Health Services

The aim of the Health service is to provide LGBT individuals with a holistic and affirmative environment where they can access and receive much needed primary health care services (including HIV counselling and testing, STI testing, CD4 and Viral load monitoring and testing, general physical examinations, Pap Smears for lesbian women, Wellness Adherence, treatment literacy, referral, follow-up, and our newest service, the provision of Post-exposure Prophylaxis [PEP]).

During the time period of April 2009 to March 2010 the service grew considerably with a total of 337 clients accessing the clinic. This represents a 225% increase over the previous year where 150 clients accessed the clinic.

The substantial increase can be attributed to the fact that we have a permanent primary healthcare nurse on site and that the Clinic was open five days a week. After hour consultations

were also made available in certain cases. 79.5 % of the clients accessing the clinic came for a HIV Counselling and Testing (HCT). In addition a mobile HCT service was provided, reaching a further 646 people. A few new initiatives were also launched during this period, namely the Know-Your-Status Day, Me & 3 Campaign, and the Womyn2Womyn Open Days.



Select Primary Healthcare Services offered to LGBTI men and women include:

- Voluntary Counselling and Testing
- CD4/Viral Load Testing
- Treatment Literacy
- STI Testing and Diagnosis
- Pap Smears
- General Physical Examinations
- Referral and Follow-up



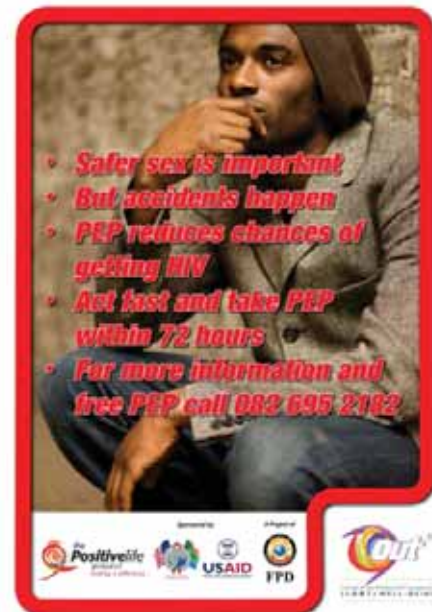
Through an analysis of our health services we identified a potential gap in terms of an intervention targeting men who have sex with men (MSM) who may have experienced a risky sexual encounter due to condom failure. With additional funding in place we set about making provisions to provide PEP to at-risk clients. We also expanded on our HIV Wellness Programme.

With an increase in clients accessing the clinic, it was decided that certain renovations were needed to accommodate needed expansions.

One office was converted into an additional clinic and a storage room was converted into a dispensary. We are in the process of obtaining accreditation as a 'PEP-ready site'. In the interim however, we have made alternative arrangements for our clients to collect their PEP at a pharmacy close to our facility.

PEP is provided to our clients at the clinic in 3 easy steps:

- Call the number;
- Make an confidential appointment; and
- Collect your PEP at Medipost Pharmacy.



The 'Know-Your-Status Day' was launched in January 2010. The aim of the initiative is to increase uptake of HCT. This initiative not only allows clients to come for a free HIV test, but also to make them more aware of the range of services provided at OUT. The Know-Your-Status Day is held once a month.



In an effort to encourage shared social responsibility among our clients we launched the Me&3 Campaign towards the end of 2009.



The 'Me&3' campaign is a unique programme that places the responsibility of HIV testing on individuals and encourages them to support their friends in the uptake of regular testing. In this way community members are encouraged to take care of each others' sexual health and well-being and to view HIV prevention as a collective effort. The 'me' in the 'Me&3' is recognised and celebrated as a community hero for their role in encouraging others to take up testing on a regular basis.

Of the 337 clients that made use of the clinic, only 70 were lesbian and bisexual women. Given this disparity, we have launched the Women2Women Open Day in March 2010. Through this initiative we aim to reprioritise lesbian and bisexual women's health and thereby increase the number of women accessing services at OUT.



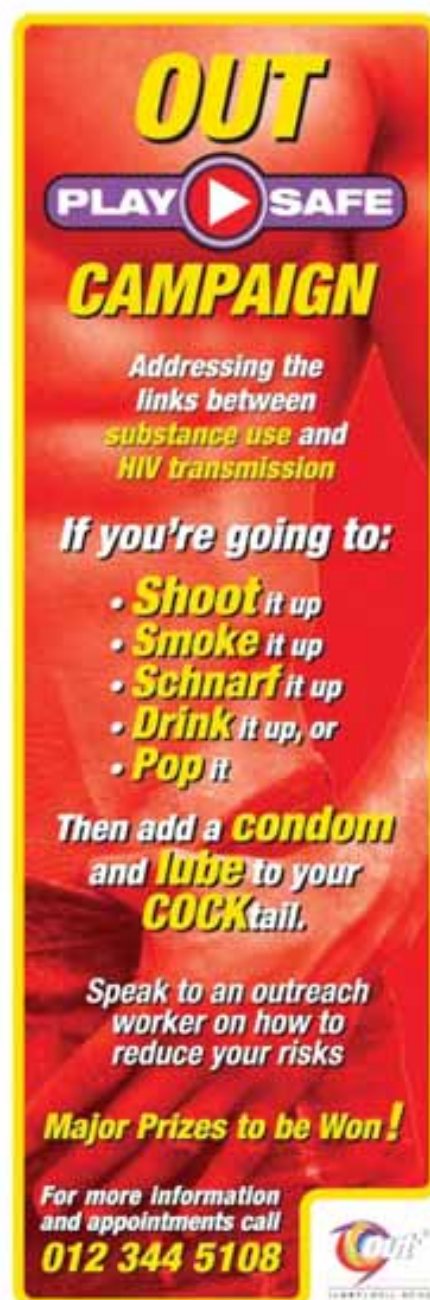
During our informational workshops, we make women more aware of the health issues that they do not normally consider a risk. Through this initiative we project that more women will make use of our clinic.

Outreach Work: Play Safe Campaign

The aim of the campaign is to address the links between substance use and HIV transmission among men-who-have-sex-with-men (MSM).

As part of the Play Safe Campaign a team of outreach workers and professional nurses rendered a range of services during site/clinic work and club work. These services included HIV counselling and testing (HCT), substance-use screening, risk reduction counselling, a follow-up and referral. The outreach workers and nurses made contact with vulnerable MSM at four sites/clinics located in Pretoria, Johannesburg, Mamelodi, Nelspruit and Mafikeng. In addition to the services provided at these sites/clinics, the outreach workers and nurses visited several clubs in Pretoria and Johannesburg where they provided a mobile HCT service. The community's response to this campaign has been remarkable. Despite widespread stigma, community members were willing to

interact with our outreach workers and take up testing at the sites/clinics and clubs.



Our mobile HCT service at clubs has been a point of controversy among those working in the field of HIV prevention, treatment and care. We recognise that providing a mobile testing service in a club/social space is unconventional. However, in an attempt to normalise testing and remove the stigma surrounding testing we have found that this space provides an ideal opportunity to encourage large-scale uptake of testing among LGBT people.

Our team are professionally trained and equipped to deal with a range of scenarios that may arise as a result of receiving a particular test result. Each and every client is carefully screened beforehand to minimise potential risks.



In May 2009 we expanded our outreach work to Nelspruit. We trained an additional 5 outreach workers and one professional nurse to assist with HCT. For the period of May 2009 – March 2010 they conducted outreach with 795 new clients and made follow-up with 448 clients. The outreach workers and nurse made use of the Treatment Action Campaign's offices over the weekend to consult with clients. In December we reached out to the LGBT community in Mafikeng. During our outreach 20 MSM participated in the Play Safe Campaign.



During the period April 2009 to March 2010, which included Phase IV (August 2008 – July 2009) and Phase V (August 2009 – July 2010) of the Play Safe Campaign, the outreach workers and nurses performed exceptionally well. They managed to reach almost all their targets for Phase IV (see Fig 1) and in the first half of Phase V they had already reached all their targets with the exception of the HCT target (see Fig 2).

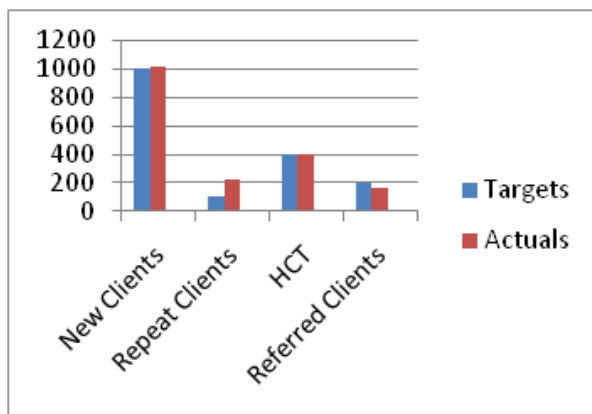


Fig 1 Targets reach during Phase IV: August 2008 – July 2009

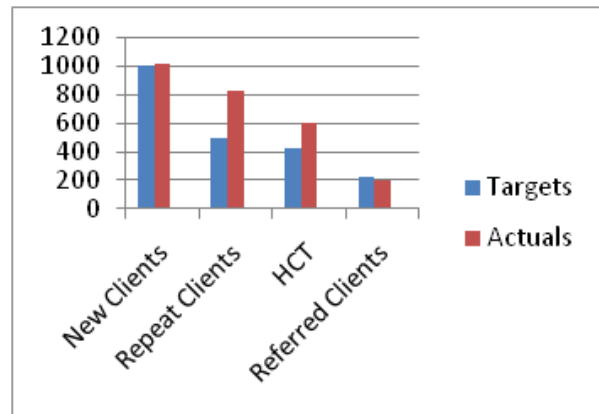


Fig 2 Targets reach during Phase IV: August 2009 – July 2010

In March 2010 we launched a substance use booklet, 'What you need to know about Drugs'. These booklets are distributed during our site and club work and individual outreach work.



The aim of this booklet is to provide the community with a comprehensive guide to different types of drugs/substances, the effect of these drugs/substances on the human body, the long term health consequences including the transmission of sexually transmitted infections (STIs) and HIV, treatment options available and useful strategies for reducing their potential risk.

Despite our enormous success with the campaign we did encounter a few challenges along the way. Shortly after starting in Nelspruit, our site at the Treatment Action Campaign's offices closed down in December 2009. However, our outreach workers continued with their outreach work. We attempted to arrange for a consultation room at a local clinic but unfortunately there was a lot of red tape involved. As an interim measure we referred clients to the local clinic instead.

Our site work at Mamelodi remains a challenge due to a number of logistical constraints. We are currently liaising with the hospital's CEO to find a way forward. As we go into the new financial year we will need to explore other available options to ensure more consistent provision of services at sites in Mamelodi, Johannesburg and in other provinces. Despite these challenges the campaign remains a strong intervention, implemented by a committed group of outreach workers and nurses.

For the period April 2009 to March 2010, 2960 men were reached through outreach of which 385 from Pretoria, 564 from Mamelodi, 775 from Johannesburg, 1216 from Nelspruit, and 20 from Mafikeng (see Fig 3). During the same period 413 men were tested for HIV of which 261 from Pretoria, 3 from Mamelodi, 113 from Johannesburg, 21 from Nelspruit and 15 from Mafikeng (see Fig 4).

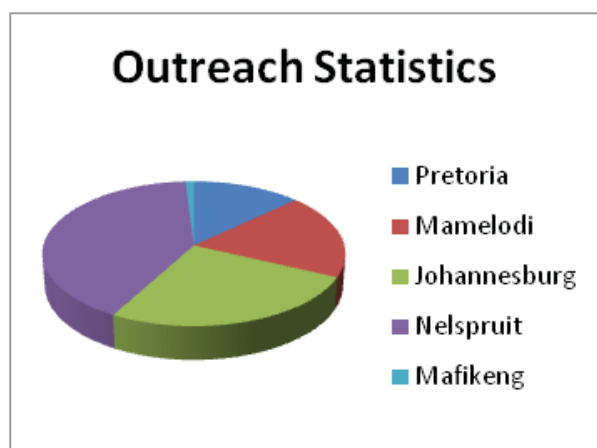


Fig 3 Outreach work for the period of April 2009 to March 2010

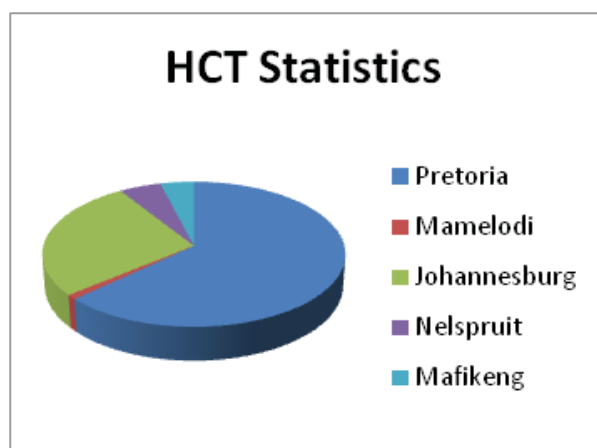


Fig 4 HCT for the period of April 2009 to March 2010

Special acknowledgement must be given to Samantha Graham, Shwane Malebye, Bonankie Maleka, Jandre Nieuwoudt, Pieter Mattheus, Cyril Ndlovu, Anthony Matyolo, Sechele Ngatana, Vusi Skhosana, Welcome Motha, Themba Nyunda, Leanky Lubambo, Diketso Shakwane and Shirley Phangisa for their commitment to the campaign.

Peer Education: One2One

The aim of the One2One peer education programme is to train a group of peer educators and equip them with information and resources, so that they may engage informally with peers within their personal social and sexual networks, in a consistent and sustained manner. The programme also aims ongoing guidance and support to the team of peer educators as they continue to develop.

During the period of April 2009 and March 2010 we set about planning and developing the peer education programme. We developed a peer education model, training manual, and resources to assist them in their peer education activities. These resources include:

- Peer educator training manual and evaluation document
- 6 Fact sheets; and
- Assorted products such as stress balls, lanyards and lollipops.

The training manual addresses the topics discussed in the fact sheets, basic information of peer education, and other relevant resources that peer educators would need to be able to educate their social and sexual networks. At the end of each module we have included an exercise to encourage self-reflection and test their abilities. After completion of the manual there is an evaluation document which should be completed by each peer educator. Once the self-study and evaluation component are complete, peer educators are recruited to attend an intensive skills development session before carrying out their peer education activities. Monthly mentoring and refreshers are provided.

The fact sheets provide easy-to-read information on following topics:

- HIV/AIDS;
- Barrier methods for men;
- Barrier methods for women;
- Risk reduction strategies;
- Screening and testing and other resources; and
- Substance abuse.

The assorted fun products were developed to give peer educators tools to "break the ice" with their contacts.

We managed to recruit 9 peer educators to date but have not yet been able to start with official training due to a range of funding and bureaucratic set-backs. We will continue with this programme in the next financial year.

THE FUTURE OF DIRECT SEXUAL HEALTH SERVICES

As of 1 April 2010 the Sexual Health and Mental Health Programmes will merge to form the integrated Health and Well-being Programme. Historically, OUT had two separate programme areas, including Mental Health and Sexual Health. However, it became increasingly clear that these focus areas/constructs overlap and are largely interlinked, and that often one cannot necessarily speak of sexual health without

a careful consideration of mental health and well-being as well. In an attempt to acknowledge this overlap, and ensure greater alignment between the mental and sexual health programmes, a strategic decision was taken to integrate these two programmes into one 'super' programme.

The focus of this integrated programme will be on the direct provision of services to LGBT clients through clinic and psychosocial services, as well as a range of outreach activities to LGBT community members. With the integration of these two programme areas another strategic decision was taken to set up and formalise a dedicated Training and Development Programme. Briefly, the newly formed Training and Development Programme will oversee and implement all the training and development needs of the organisation, in relation to external service providers (e.g., doctors, nurses, counsellors, psychologists, social workers etc) and volunteer community members (e.g., outreach workers, peer educators, community mobilisers etc).

A separate and dedicated formal programme was needed given the sheer volume of training and development needs experienced by the organisation, and the fact that mainstreaming activities were historically an add-on to existing programmatic demands, and thus not given adequate attention. The Health and Well-being will be divided up into the following clusters:

- The Prism Project;
- The HIV Wellness Programme; and
- The Play Safe Outreach Campaign.

The **Prism Project** will continue to implement medical and psychosocial interventions focused upon (1) erroneous risk perception; (2) internalised homophobia; and (3) negative peer norms. The specific interventions include:

- The distribution of safer sex packs across Gauteng;
- The provision of an up-to-date online resource for gay men (men2men);
- The provision of an up-to-date online resource for lesbian women (womyn2womyn);
- The distribution of informational materials across Gauteng (including the STI Info Card);
- The provision of clinic services, including general physical examinations, HIV counselling and testing, CD4/Viral load testing, STI screening and testing, PAP smears, general follow-up and referral, as well as three clinic-related initiatives, such as the Me&3 Campaign, the Womyn2womyn Open Day and the Know Your Status Open Day;
- The provision of psychosocial services, including face-to-face counselling, telephonic counselling (helpline: 0860 OUT OUT/0860 688 688), men and women's psychotherapeutic support groups, gay and lesbian interest groups, study groups for professionals, supamoms, a book club, PFlag, a trans group, and a host of organised activities presented OUTside; and
- The encouragement of sex positive attitudes through mass messaging and hosting celebratory events.

The **HIV Wellness Programme** will continue to support and expand upon the medical and psychosocial support interventions included under the **Prism Project**. This will include the following:

- Increased distribution of safer sex packs and informational material;
- Increased provision of HIV Counselling and Testing (at the clinic and through mobile testing);
- Increased provision of pathology services;
- Provision of Post-Exposure Prophylaxis;
- Facilitation of an HIV Support Group;
- Provision of adherence and wellness counselling;

The **Play Safe Campaign** will continue to implement interventions focused upon (1) addressing the links between substance abuse and sexual risk-taking; and (2) providing ongoing direct access to support, testing and treatment to vulnerable individuals. The specific interventions include:

- The provision of repeated outreach activities at identified LGBT-friendly spaces and sites;
- The provision of HIV testing, referral and follow up at identified LGBT-friendly spaces and sites;
- The distribution of safer sex packs at identified LGBT-friendly spaces and sites; and
- The distribution of informational materials at identified LGBT-friendly spaces and sites.

ADVOCACY AND MAINSTREAMING PROGRAMME (AMP)

HISTORY

Up to 2006 OUT did not have an advocacy focus area of work. At this point, there was a Constitutional Court ruling giving the South African Parliament one year to accept legislation to bestow equal status and material benefit to same sex marriage. The Lesbian and Gay Equality Project, who traditionally led on advocacy efforts, was defunct. In OUT's assessment, same sex marriage was too important an issue to not succeed. With support of the Ford Foundation and various partners, OUT stepped in to ensure equal same sex marriage. The comprehensive programme did result in the passing of the Civil Union Act (No 17 of 2006).

OUT had an advocacy and mainstreaming staff component consisting of two staff members. Advocacy programmatic interventions continued in areas such as domestic partnerships, within the Education Sector, in hate crime related issues and within gender based violence.

The Advocacy Programme mandate was based on advocating and lobbying for the protection of human rights through legislation and policy work, through representation in structures and communities. The programme was in a position to effectively promote the acceptance of LGBTI sectors concerns, also with regard to relevant legislation and its implementation, access to appropriate and affirmative social services, as well as their general social acceptance. The overall goal of the programme was to ensure the protection

and realisation of LGBTI human and constitutional rights are strengthened through changes in institutional frameworks and attitudes that respond to the needs of LGBTI people and ensure equitable access to services.

In 2009 it was decided to focus-in with advocacy to the areas of HIV and hate crimes. Work mainly continued with the South African National AIDS Council and the Hate Crime Working Group. Given OUT strength of service delivery, advocacy will continue to focus on direct areas of OUT's service delivery.

Mainstreaming has its origins within the twinning of OUT with the Schorer Foundation in 2002. It became clear that one can not only provide direct services as these will never meet needs. A first mainstreaming programme was launched within the Planned Parenthood Association of South Africa (PPASA) and loveLife and their Gauteng and Western Cape staff was trained to make them LGBT competent.

A programme with the Department of Education started in 2006 and one of its successes was the training of Gauteng Life Orientation teachers in LGBT learner issues. In these programmes, product were also developed for the LGBT clients of the respective institutions. A successful programme was also conducted with Lifeline and their staff in the Vaal Region and on their HIV and domestic violence services.

It has become clear that once-off trainings have limited longer term impact. For these reasons, OUT has developed a mentorship programme to ensure on-going sensitisation. OUT has developed new one day psycho social trainings and in partnership with Health4Men, a training manual for medical personnel.

PROGRAMME AND ACTIVITIES IN 2009/10

Policy and Legislation development and related activities Sexual Offences Working Group

OUT is a member of SOWG (Sexual Offences Working Group). In the past, we have lobbied for the passing of the Amended Sexual Offences Act in 2007 with an emphasis on the rights based approach. OUT assessed services to LGBT sexual assault victims in townships around Pretoria during the 16 Days of Activism and through our Lesbian Cadre programme. Monitoring took place in police stations, courts and hospitals and OUT actively monitored the Pretoria Magistrate Court as well as the Pretoria and Sunnyside police stations.

The South African National Aids Council (SANAC)

Activities within the South African National Aids Council (SANAC) went extremely well. It included representation and advocacy for resources within the High Plenary, the Programme Implementation Committee, the Womens Sector, the Research and Monitoring Task Team and within processes such as the mid-term review of the National Strategic Plan (NSP). One of the major successes was the decision in 2009 to institute a LGBT Sector within SANAC. In the Women's Sector OUT advocated for the point of silencing of lesbian women and HIV.

The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

OUT contributed to an article on the developments achieved as well as the ongoing neglect of some of LGBT issues. The article was taken into account in the Shadow Report submitted to The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Beijing Declaration and the progress made on the implementation of the Convention for the period 1998 to 2008. Certain civil society members including OUT met to discuss the shadow report on the country report.

Department of Justice

OUT started collaboration with the Department of Justice and Constitutional Development following their initiation of the Promotion of Vulnerable Groups including LGBTI people. This initiation follows a submission made by OUT and UNISA Centre of Applied Psychology (UCAP) and the submission assisted in the development of this exciting development. The process is in its initial phase and inputs from OUT will be important in shaping the programme.

Hate Crime Working Group

OUT is a member of the Hate Crime Working Group which was established later in 2009. It is led by CORMSA (Consortium for Refugees and Migrants for Southern Africa) and members are CORMSA, OUT, Lawyers for Human Rights (LHR), People Opposing Women Abuse (POWA), Unisa Centre of Applied Psychology (UCAP), Gay and Lesbian Memory in Action (GALA), and the Jewish Board of Deputies (JBD). Activities include meeting with potential advisers such as the Canadian Justice Minister, the UK Minister of Justice Development and the Human Rights Commission for advice on processes of Hate Crime legislation development. The HCWG currently monitors hate crime cases, collect data, establish relationships with civil society, engage government, and lead on the process of developing advocacy strategy.

Regional and Continental Work

OUT was involved with the AIDS and RIGHTS Alliances in Southern Africa (ARASA) in addressing issues of gender-based violence, sexual reproductive health and rights, HIV and AIDS, and the silencing of harmful cultural practices. OUT also participated in the African Commission on Human and People's Rights (ACHPR) 46th session where the aim was to secure observer status for the Coalition of African Lesbians (CAL). Activities include the submission of letters and the development of resolutions but there are still technical challenges. OUT also participated in the protests outside the Ugandan Embassy following their intention to pass the Anti-Homosexuality Bill.

Mainstreaming and building LGBT competency

OUT trained four service providers i.e. the South African Police Service-SAPS (Pretoria), Thuthuzela Centre (one stop Centre for sexual offences victims), Ikhaya le Themba

(shelter), and the Themba HIV Theatre Group. The Direct Mental Health Services include additional details of other mainstreaming interventions.

Ad-hoc Legal Support

OUT handled the case of Derek Masibuko with pro-bono assistance offered by Webber Wentzel. It included securing a trial date, applying to be a friend of the court and monitoring of the case. OUT also offered psycho-social support of friends and family.



CAMPAIGN WORK

777 Campaign

The campaign started after the brutal murders of two lesbian women Sizakele Sigasa and Salome Masooa. In the last year the focus was on the Eudy Simelane case. Sentence was passed and one accused was sentenced to 32 years imprisonment and the other accessed to life imprisonment. OUT offered psycho-social support in the court, to Eudy's family, friends and community in Kwa Thema.



1in9 Campaign

The 1in9 Campaign was established in February 2006 following the start of the rape trial of Jacob Zuma. It aims to express solidarity with the woman in the trial as well as other women who speak out about rape and sexual violence. OUT supports the campaign through direct services that includes co-facilitating the community engagements and community mobilisation. We also aim to empower young girls in schools regarding the issues of sexual violence and rape.

The Lesbian Cadre and Building Key Agents of Change

OUT initiated a capacity building process of a cadre of lesbian on building of consciousness, activism and feminism. In 2009, four key workshops took place primarily focusing on building understanding of key concepts and issues related to gender, gender identity, sexual orientation.

The members of the Lesbian Cadre were then involved through campaigns work within the 1in9, and 777 campaigns. They were also involved in monitoring service delivery at police stations, hospitals, clinics, and magistrate courts in Atteridgeville, Mamelodi, Centurion, Valhalla and Soshanguve.

Publications and creating awareness

Two products were produced. A booklet on hate crimes provides information on definitions, actions to avoid hate crimes, what to do when you experience hate crimes and resources. A 2010 calendar include various advocacy related quotes and issues as well as support from various stakeholders. For the 2009 Johannesburg Gay Pride, t-shirts were produced focusing on my right to be here right now.

THE FUTURE OF ADVOCACY AND MAINSTREAMING

OUT will continue its activities within two forums i.e. SANAC and the Hate Crime Working Group. Within SANAC a first meeting to develop a workplan for the LGBT Sector will be a priority as the work is too extensive for OUT to handle on its own. For the Hate Crime Working Group, OUT will continue full participation and implementation.

OUT will continue to respond to ad-hoc request from 1in9, 777 and the Department of Justice. We will however not take an active lead in these processes. We will continue the Derek Masibuko case but will not take on board any new legal cases.

Mainstreaming will be scaled-up with the institution of the new training and development unit in OUT. In the new financial year, programmes will start within the North West Department of Health to make their community counselors, doctors and nurses LGBT friendly. It is also planned to start programmes with the Centre for the Development of People (CEDEP) in Malawi and possible with other African countries.

RESEARCH

HISTORY

Research work started in 2002 following OUT's contact with the Schorer Foundation and realising the importance of research to inform services and advocacy. Under the auspices of the JWG, the levels of empowerment study was done in 2003 in Gauteng and in 2004 in Kwa Zulu Natal. OUT led on this study and in 2005, Triangle Project did the same study in the Western Cape.

The value of this study was that it was the first quantitative study on LGBT people in South Africa and it was used very successfully in a range of submission such as those related to the same sex marriage programme and on health issues faced by LGBT people (a submission that was done to the Human Rights Commission).

In 2008 OUT in collaboration with Columbia University and the Human Sciences research Council did a study on the links between minority stress and HIV risks. The results were interesting and it illustrated the point that sexual health behaviours are strongly under-scored by mental health issues such as minority stress.

Through the years OUT provided input and participation to other South African LGBT research. It includes our contributions to the studies on HIV prevalence in Soweto, Durban and Johannesburg East.

In the last year OUT worked with the UNISA Centre for Applied Psychology, Prof Theo Sandfort (Columbia University) and Gay Umbrella on levels of empowerment of LGBT people in North West province. This project was especially exciting as it proves how research and community services are linked. The study will put valid and reliable data on experiences in a rural province on the table. It will go further in that community services will continue to address needs.

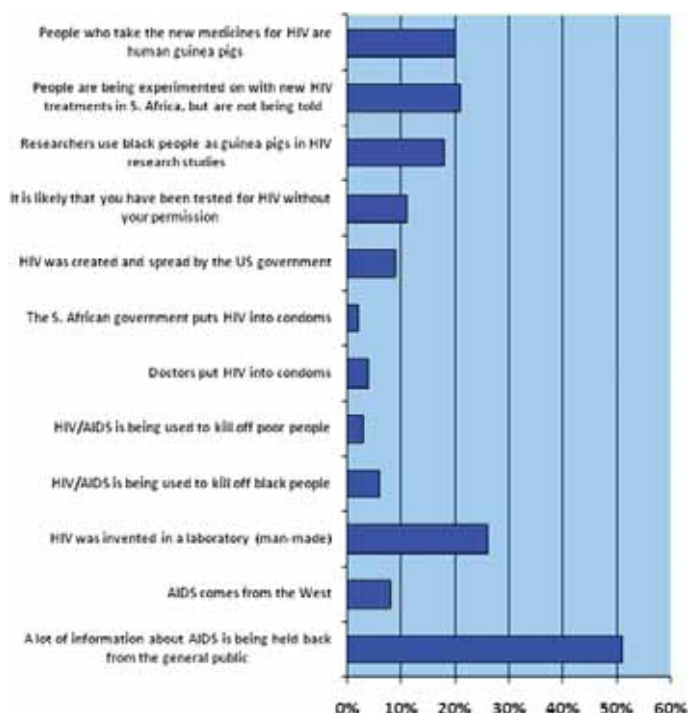
ACTIVITIES AND PROGRAMMES IN 2009/10

Study on Conspiracy beliefs about HIV, attitudes towards condoms and treatment and HIV related preventive behaviours among men who have sex with men in Pretoria, South Africa

The study was done in collaboration with the Population Council (New York and Johannesburg). It sampled 339 men who were older than 18 and whom had sex with another man in the last 6 months.

The results of the study will be discussed programmatically. It does support the programme of peer education as it was found that people with high conspiracy beliefs are distrustful of Government services and that they will be more easily reached with peer education.

Following is a graph of the conspiracy beliefs among these respondents:



Study on HIV & Sexual Risk in African MSM in South African townships

The study is in collaboration with the Human Sciences research Council and Columbia University. It is extensive and covers ethnographic observations of MSM friendly venues in Mamelodi, Atteridgeville and Hamanskraal. In addition there will be interviews with MSM individuals and key informants including service providers. It will also have a HIV testing component. OUT chairs the Community Advisory Board and assist with much of the fieldwork and needed arrangements.

Study on Levels of Empowerment of LGBT people in North West Province

The study is in collaboration with the Unisa Centre for Applied Psychology and Prof Theo Sandfort. It is valuable in that it will provide quantitative data on a range of experiences of LGBT people in a rural setting, a first for South Africa. OUT has been part as a community partner sharing its experiences of similar studies in the past and on issues more generally. It also enabled OUT to make closer contact with the local community group, the Gay Umbrella, which assisted in opening of the OUT office in North West. The study is a special good example of how research and community empowerment can work.

FUTURE OF RESEARCH FOCUS AREA

The experience has been that OUT's research work is collaborative. More often than not we are required to assist with fieldwork. In the past there was a full time staff members but the amount of work did not justify full time capacity. In line with this it was decided to move the staff member to another function within OUT.

It is foreseen that OUT will continue its present collaborative responsibilities most notably the sexual risk study. Needed

research are done by other expert agencies and OUT will continue to offer assistance where it is feasible for the organisation to do so.

OUT NORTH WEST

HISTORY

Before 2007 there were no formal services or organisations operating in the North West Province (NW) aimed at LGBT people. A community based organisation, Gay Umbrella, changed all that when it registered as a Non Profit Organisation in December of 2007. With no resources and run by two volunteers, Gay Umbrella set out to bring the relevant services to the North West.

The first partner that was identified was the Out in Africa Film Festival, which has run an annual satellite festival in Mafikeng since 2008. It soon became clear that there was a need for health and well-being services, and so Gay Umbrella approached OUT LGBT Well-being to provide their services to the LGBT people of the province. In turn, the Director of OUT involved Gay Umbrella in the Unisa Centre for Applied Psychology research project, which runs from January 2009 to December 2010. This research project aims to measure the levels of empowerment among emerging LGBT communities in NW.

The Mafikeng office of OUT opened on 1 September 2009. One full time and one part time staff member was employed in the office and with a very small budget the first services were provided to the LGBT community. Even though the office is situated in Mafikeng, the challenge has been to provide services to the whole of the NW, a very large and mostly rural province.

ACTIVITIES AND PROGRAMMES IN 2009/10

The first order of business was to train the staff and volunteers in lay counseling skills. The Mafikeng office refers counseling to OUT Pretoria through its telephonic service, but it was felt that it was important to have a basic counseling service available on site so that referrals could be done in a constructive manner. Twelve people were part of this week long training process. In the first six months of operation, around ten people were referred for counseling.

During the first six months of operation, a weekly Open Day was held. The aim of these weekly sessions was to introduce the services of OUT to the public, to address sensitive issues and to provide a platform for people to talk about issues important to them. The weekly sessions were attended by around twenty people per session. Some of the topics that were discussed included coming out, alcohol abuse, tips for relationships and how to reduce the chances of being infected by the HI Virus, to name but a few. These sessions also proved important in building community.

OUT NW teamed up with Gay Umbrella to host an Educational Lekgotla aimed at the LGBT people of the province. More than a hundred people attended the event held in early

December at the Onkgopotse Tiro School some 15 km outside Mafikeng. The OUT team presented various seminars on topics around human sexuality and sexual risk, while HIV testing and counseling services were available to the people attending. This three day event culminated in the annual Miss Gay NW beauty pageant.

During the beginning of 2010 the office moved from its first premises to its now permanent home in Rowlands Estate in Mafikeng, from where it has been operating ever since. The Mafikeng office has been distributing male and female condom packs all over the province and more than two thousand such packs have been distributed. The permanent staff member has attended the Provincial Council on Aids forums and has been setting up preliminary partnerships with the Department of Health, Life Line and the Victim Empowerment Forum.

THE FUTURE OF OUT NORTH WEST

The future of the North West office looks secured. Early 2010, OUT partnered with Anova Health to ensure service delivery beyond the initial period of March 2010. It will focus on psycho-social and medical trainings and on-going mentoring of officials within the North West Department of Health.

At the same time outreach activities will take place in all four districts in the province and it will consist of open days and peer education. a model of best practice for service delivery in rural provinces is also being developed.

MANAGEMENT

THE OUT BOARD

The OUT Board met twice. In July 2009, Board dealt with new policies after a process to update existing policies. There was special attention given to the financial policies which specifies policy and procedures on a range of financial matters such as acquisitions, petty cash, cheque books and others. The financial procedures deal with issues such as longer term sustainability, conflict of interest and other related matters. In order to deal with role clarity, Board also dealt with instituting sub-committees such as a Finance, Performance Indicator committee. The meeting also approved the 2008/9 audited financial statements and annual report.

Board met again in February 2010 and this meeting discussed and approved the 15 year celebration plans as well as the 2010/12 plans. Monique Salomon resigned as a Board Member after years of invaluable contributions, fun, and concern about OUT. We want to thank her for all that she brought to our activities. Two new Board members joined. Sylvester Chauke is a marketing expert and used to be the Creative Director of Nandos. He is now with MTV and will bring a fresh approach to our marketing efforts. Dr Elaine Salo head the Gender Unit at the University of Pretoria and will contribute gender and research skills to the Board.

MANAGEMENT OF STAFF

Contract with two staff members were ended following disciplinary action. Three new staff members joined: Trudie Morkel joined as a nurse and Hennie Baird and Millie Maropofela joined in the North West office.

Plans took place within the framework on the strategic plan (2009-2019). Newly developed and approved policies were shared with staff and monthly staff meeting ensured on-going monitoring of implementation.

These meetings also aimed to develop strategic thinking in dealing with prominent issues facing LGBT people, presentation and discussion of alliances. There were some delays in the performance evaluations of staff due to the time it took to finalise a new policy. When it was finalised, evaluations were done to inform the salaries for 2010/11. The new policy includes a 360 degree evaluation.

A comprehensive staff assessment and development programme were completed. It includes assessing staff's personalities, interests and styles. This fed sessions where potential areas of conflict were highlighted and discussed. Staff also assessed various aspects of OUT such as monitoring, planning, decision making and others.

Based on the outcome, information sessions will be held. Following the staff and organisational assessment, individual development plans have been drawn up and will include attending short courses and others.

FINANCES AND FUNDRAISING

There were positive developments in fundraising. OUT formed new relations with the Foundation for Professional Development (FPD) and Anova Health. These were around combined programmes with clear deliverables. In addition we signed a first contract with the Swedish Embassy for outputs on marketing and gender- based violence. The total amount of funders to OUT is now 10 which is a healthy situation.

The challenge remains the fact that the Atlantic Philanthropies and Schorer Foundation support end in 2011/12 and OUT has yet to secure new funders to fill the gap with these two long standing partners ending their support. The strategy is to scale-up services which has commenced but we also need to secure support for the cost of the OUT Pretoria office.

The 2009/10 audit discovered fraud and theft committed by the Office Administrator. This was especially shocking and disappointing in light of high levels of trust in a small team. Since the discovery, she has left the employment of OUT, a full forensic investigation was launched and criminal and civil charges pressed. OUT has briefed all its funders and has started dealing with staff morale and insecurities about future work. We are comfortable that we have done all we could to root out these irregularities.

It does raise serious issues around the control environment in OUT on different levels of the Director, the Board and external audits. OUT will as a matter of urgency address shortcomings such as differentiation of powers, accurate 18 month cash flow budgets, strict control of actual vs budgeted expenses and others.

The financial control framework is probably adequate. The implementation thereof has not been good and OUT will prioritise this within the next few months. In spite of the theft and fraud, OUT has managed to achieve its funder commitments. These commitments are paramount and OUT will do all in its power to ensure the long term survival of the organisation and its commitments.



Audited financial statements

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
(REGISTRATION NUMBER 000-219-NPO)
Financial Statements
for the year ended 31 March 2010

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
 Financial Statements for the year ended 31 March 2010

GENERAL INFORMATION

COUNTRY OF INCORPORATION AND DOMICILE	South Africa
NATURE OF BUSINESS AND PRINCIPAL BOARD ACTIVITIES	Health service and advocacy
BOARD	V Reddy - Chair RE Cameron-Ellis - Treasurer J Nel - Board Member P Brouard - (Resigned June 2009) P Vaz - Board Member N Nkosi - Board Member M Khakaza - Board Member M Salomon - (Resigned August 2009) D Nel - Director
REGISTERED OFFICE	1081 Pretorius Street Hatfield 0083
BUSINESS ADDRESS	1081 Pretorius Street Hatfield 0083
BANKERS	ABSA
AUDITORS	PricewaterhouseCoopers
NPO REGISTRATION NUMBER	000-219-NPO

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

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The reports and statements set out below comprise of the financial statements presented to the board and funders:

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Accounting Policies	8
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REPORT OF THE INDEPENDENT AUDITORS

We have audited the annual financial statements of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING, which comprise the statement of financial position as at 31 March 2010, and the statements of comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 3 to 12.

Board Members' Responsibility for the Financial Statements

The Board Members are responsible for the preparation and fair presentation of these financial statements in accordance with the accounting policies listed in note 1 to the financial statements. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, 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 statements 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 management, as well as evaluating the overall presentation of the financial statements.

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

Basis for Qualified Opinion

In common with similar organisations, it is not feasible for the organisation to institute controls over cash collection prior to the initial entry of the collection in the accounting records. Accordingly, it was impracticable for us to extent our examination beyond the receipts actually recorded.

*PricewaterhouseCoopers Inc, 2 Eglon Road, Sunninghill 2157, Private Bag X36, Sunninghill 2157, South Africa
Reg. no. 1998/012055/21, T: +27 (11) 797 4000, F: +27 (11) 797 5800, www.pwc.com/za*

Executive: S P Kara (Chief Executive Officer) T P Bandir de Chaisir D J Folscher G M Khumalo I S Schoole S Subramoney F Tonelli
Resident Director in Charge: E R Mackeown
The Company's principal place of business is at 2 Eglon Road, Sunninghill where a list of directors' names is available for inspection.
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Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the accompanying financial statements of OUT LESBIAN/GAY/BISEXUAL/ TRANSGENDER WELL-BEING have been prepared, in all material respects, in accordance with the accounting policies set out in note 1 to the financial statements.

Reportable Irregularity

A reportable irregularity has been reported in terms of Section 45(1) of the Auditing Profession Act, 2005 due to non-payment of PAYE for the periods July and August 2009. This matter has subsequently been resolved.

Unauthorised expenditure

Without further qualifying our opinion, we draw attention to note 9 to the annual financial statements in which it has been disclosed that amount of R181 301 has been found to be relating to suspected credit card fraud committed by the office manager of OUT. An investigation is currently underway to determine the extent of the suspected fraud.

Going concern

Without further qualifying our opinion, we draw attention to note 12 to the financial statements which indicates that the entity incurred a net loss of R568 711 for the year ended 31 March 2010 and, as at that date, the entity's total liabilities exceeded its total assets by R637 585. These conditions indicate the existence of a material uncertainty which may cast significant doubt about the entity's ability to continue as a going concern.

PricewaterhouseCoopers Inc.

**PricewaterhouseCoopers Inc.
Director: MN Govender
Registered Auditor**

**Johannesburg
27 October 2010**

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

BOARD MEMBERS RESPONSIBILITIES AND APPROVAL

The Board members are required by the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING, to maintain adequate accounting records and are responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the entity as at the end of the financial year and the results of operations and cash flow for the period then ended, in conformity with accounting policies. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with the accounting policies listed in note 1 to the annual financial statements which are consistently applied and supported by reasonable and prudent judgements and estimates.

the organisation and place considerable importance on maintaining a strong control environment. To enable the Board members to meet these responsibilities, the Board members set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibility within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the organisation and all employees are required to maintain the highest ethical standards in ensuring the organisation's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the organisation is on identifying, assessing, managing and monitoring all known forms of risk across the organisation. While operating risk cannot be fully eliminated, the organisation endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The Board members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal control can provide only reasonable, and not absolute, assurance against material misstatements or loss.

The Board members have reviewed the organisation's cash flow forecast for the year to 31 March 2011 and, in the light of this review and the current financial position, they are satisfied that the organisation has access to adequate resources to continue in operational existence for the foreseeable future.

The financial statements set out on page 3 to 12, which have been prepared on the going concern basis, were approved by the Board members and were signed on its behalf by:


 RE Cameron-Ellis - Treasurer


 V Reddy - Chairperson

Pretoria

Date: 26/10/2010

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

STATEMENT OF FINANCIAL POSITION AT 31 MARCH 2010

	Notes	2010 R	2009 R
ASSETS			
Non-current Assets		4	4
Furniture and equipment	2	4	4
Current Assets		639,873	1,044,242
Project expenditure in advance	3	14,212	53,575
Trade and other receivables	4	227,078	350
Cash and cash equivalents	5	398,583	990,317
TOTAL ASSETS		639,877	1,044,246
EQUITY AND LIABILITIES			
EQUITY		(643,586)	(68,874)
Retained income		(643,586)	(68,874)
LIABILITIES			
Current liabilities		1,283,463	1,113,120
Unspent projects	6	679,127	750,351
Trade and other payables	7	604,336	362,769
TOTAL EQUITY AND LIABILITIES		639,877	1,044,246

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2010

	Notes	2010 R	2009 R
Grant income		7,165,872	6,291,122
Donations received		8,691	15,889
Other income		37,752	-
Operating expenses		(7,624,860)	(6,357,731)
Unauthorised expenditure	9	(181,301)	-
Operating surplus / (deficit)		(593,846)	(50,720)
Investment income		49,366	90,792
Finance costs		(30,232)	(13,703)
Surplus / (deficit) for the year		(574,712)	26,369

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
 Financial Statements for the year ended 31 March 2010

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2010

	Retained earnings R	Total R
Balance at 01/04/2009	(68,874)	(68,874)
Net profit / (loss) for the year	(574,712)	(574,712)
Balance at 31/03/2010	<u>(643,586)</u>	<u>(643,586)</u>
Balance at 01/04/2008	(95,242)	(95,242)
Net profit / (loss) for the year	26,368	26,368
Balance at 31/03/2009	<u>(68,874)</u>	<u>(68,874)</u>

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2010

	Notes	2010 R	2009 R
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operations	8	(579,007)	230,908
Interest Received		49,366	90,792
Finance Costs		(30,232)	(13,703)
Net cash from operating activities		(559,873)	307,997
CASH FLOW FROM INVESTING ACTIVITIES			
Purchase of furniture and office equipment	2	-	(78,664)
Sale of financial assets		-	550
Net cash from financial assets		-	(78,114)
CASH FLOW FROM FINANCING ACTIVITIES			
Repayment / (Increase) of unspent projects		(31,861)	666,188
Net cash from financing activities		(31,861)	666,188
Total cash movement for the year		(591,734)	896,071
Cash at the beginning of the year		990,317	94,246
Total cash at end of the year	5	398,583	990,317

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

ACCOUNTING POLICIES

1 Presentation of Financial Statements

The financial statements have been prepared in accordance with these accounting policies and the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING. The financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below.

These accounting policies are consistent with the previous period.

1.1 Furniture and office equipment

The initial estimate of the cost of dismantling and removing the item and restoring the site on which it is located is also included in the cost of the property, plant and equipment.

Furniture and office equipment will be written off in full in the first year.

1.2 Government grants

Government grants are recognised when there is reasonable assurance that:

- the company will comply with the conditions attached to them; and
- the grants will be received.

Government grants are recognised as income over the periods necessary to match them with the related costs that they are intended to compensate.

A government grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs is recognised as income for the period in which it becomes receivable.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2010

2 FURNITURE AND OFFICE EQUIPMENT

Year ended 31 March 2010

	Total	Furniture and fixtures	Office Equipment	IT Equipment
Book value at the beginning of the year	4	1	2	1
Purchases	-	-	-	-
Disposals	-	-	-	-
Depreciation	-	-	-	-
Book value at the end of the year	4	1	2	1

Year ended 31 March 2010

Cost price	295,428	26,086	56,953	212,389
Accumulated depreciation	(295,424)	(26,085)	(56,951)	(212,388)
Book value at the end of the year	4	1	2	1

Year ended 31 March 2009

Book value at the beginning of the year	4	1	2	1
Purchases	78,664	9,535	3,955	65,174
Depreciation	(78,664)	(9,535)	(3,955)	(65,174)
Book value at the end of the year	4	1	2	1

Year ended 31 March 2009

Cost price	295,428	26,086	56,953	212,389
Accumulated depreciation	(295,424)	(26,085)	(56,951)	(212,388)
Book value at the end of the year	4	1	2	1

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

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Financial Statements for the year ended 31 March 2010

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2010

	2010	2009
	R	R
3 PROJECT EXPENDITURE IN ADVANCE		
Heinrich Boll Foundation	-	53,575
Open Society Foundation	14,212	-
	<u>14,212</u>	<u>53,575</u>
4 TRADE AND OTHER RECEIVABLES		
Deposits	32,850	350
Accrued income	194,228	-
	<u>227,078</u>	<u>350</u>
5 CASH AND CASH EQUIVALENTS		
Cash and cash equivalents of:		
Cash on hand	3,686	7,606
Bank balances	127,607	952,112
Short-term deposits	267,290	30,599
	<u>398,583</u>	<u>990,317</u>
Limited general concession of the ABSA Investment Account amounting to R20 000 was signed on 9 May 2008.		
6 UNSPENT PROJECTS		
Department of Health	-	94,842
Medical Research Council	-	126,250
Open Society Foundation	-	39,726
Schorer	513,140	489,533
FPD	79,078	-
Kartini	62,040	-
Amsher	1,995	-
Population Council	777	-
Heinrich Boll	22,097	-
	<u>679,127</u>	<u>750,351</u>
7 TRADE AND OTHER PAYABLES		
Trade payables	112,036	20,936
VAT	298,653	113,322
SARS - Interest	41,608	12,430
SARS - PAYE	152,039	216,081
	<u>604,336</u>	<u>362,769</u>

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Financial Statements for the year ended 31 March 2010

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2010

	2010	2009
	R	R
8 CASH GENERATED FROM OPERATIONS		
Profit / (loss) before taxation	(574,712)	26,369
Adjustments for:		
Depreciation and amortisation	-	78,663
Interest received	(49,366)	(90,792)
Finance cost	30,232	13,703
Changes in working capital:		
Trade and other receivables	(226,728)	123,200
Trade and other payables	241,567	79,765
	<u>(579,007)</u>	<u>230,908</u>

9 UNAUTHORISED EXPENDITURE

The amount of R181 301 relates to suspected credit card fraud committed by the office manager of OUT. This amount is the total expenditure on the credit card for the period under review. An investigation is currently underway to determine the extent of the fraud as well as the impact in prior periods and the post year end period.

10 RELATED PARTIES

Related party transactions consist of the following:

Rent paid to RE Cameron-Ellis	55,084	112,112
Salary paid to directors - D Nel	456,000	456,000
	<u>511,084</u>	<u>568,112</u>

10 CONTINGENT LIABILITY

During the financial year a legal claim for outstanding rent was made by the previous landlord. A counterclaim for more than the amount claimed was instituted by OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING's legal representative. Uncertainty exists over the outcome of this matter. If the claim against OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING is successful an amount of R73,530.00 will be payable by the entity.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

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Financial Statements for the year ended 31 March 2010

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2010

	2010	2009
	R	R
11 PRIOR YEAR ERROR		
Input VAT to the amount of R345,243.51 on invoices were not accounted for in the VAT receivable balance at 31 March 2009. In addition an adjustment of R173,997 was made to the prior year VAT account in order to fairly present the prior year balance. Expenses of R4,652.03 incurred in the prior year were recorded in the current year. The financial statements of 2009 have been restated to correct these errors. The effect of the restatement on those financial statements is summarised below. There is no effect in 2010:		
VAT		
(Decrease) in Income		(519,241)
(Decrease) in Profit		(519,241)
(Decrease) in Retained earnings		(519,241)
(Decrease) in Accounts Receivable		(519,241)
EXPENSES		
(Increase) in expenses		(4,652)
(Decrease) in Profit		(4,652)
(Decrease) in retained earnings		(4,652)
(Increase) in Accounts Payable		(4,652)

12 GOING CONCERN

We draw attention to the fact that at 31 March 2010, the entity had accumulated losses of R 637 585 and that the entity's total liabilities exceed its assets by R 637 585.

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

The ability of the entity to continue as a going concern is dependent on a number of factors. The most significant of these is that the Board continues to procure funding for the ongoing operations for the entity for so long as it takes to restore the solvency of the entity.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING

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Financial Statements for the year ended 31 March 2010

DETAILED INCOME STATEMENT

	Notes	2010 R	2009 R
INCOME			
Amsher		282,526	-
Atlantic Philanthropies		2,229,800	2,349,855
CEBRAP		-	38,252
Department of Health		199,842	229,588
Department of Social Development		123,196	101,622
Donations		8,791	15,889
FPD		101,327	-
General Grants		-	58,094
Heinrich Boll Stiftung		117,977	354,551
HIVOS		451,043	561,300
Kartini		18,300	-
Medical Research Council		1,505,209	602,338
Open Society Foundation		39,726	110,274
OXFAM		57,000	-
Population Council		172,302	-
Schorer		1,333,529	1,653,406
Standard Bank		-	7,082
Swedish Embassy		400,000	-
Tracks		133,994	224,759
Insurance claims		37,752	-
Interest received		49,366	90,792
		7,261,681	6,397,802
Expenses (Refer to page 14)		7,806,160	6,357,731
Operating profit / (loss)		(544,480)	40,071
Finance cost		(30,232)	(13,703)
Net profit / (loss) before tax		(574,712)	26,368
Net profit / (loss) for the year		(574,712)	26,368

The supplementary information presented does not form part of the annual financial statements and is unaudited

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LBGT) WELL BEING

Registration number 000-219-NPO

Financial Statements for the year ended 31 March 2010

DETAILED INCOME STATEMENT

	Notes	2010 R	2009 R
OPERATING EXPENSES			
Accounting fees		44,317	44,368
Advocacy and Mainstreaming program costs		-	120,854
Amsher program expenses		262,525	-
Bank charges		28,017	26,254
Board expenses		2,156	9,808
CEBRAP Research		-	38,252
Computer expenses		170,013	49,565
Consumables		62,648	65,288
Conference attendance		26,050	104,969
Depreciation, amortisation and impairments		-	78,663
Employee costs		4,028,112	3,338,754
FDP program expenses		10,865	-
Kartini program expenses		18,300	-
Mental Health program expenses		10,860	16,156
Heinrich Boell Stiftung		115,315	165,914
Insurance and security		95,948	21,789
Lease rentals on operating lease		443,651	122,112
Mafikeng program expenses		168,089	-
Marketing		319,609	208,481
JWG National HIV program cost		-	56,897
Networking expenses		11,785	18,004
Consulting fees		-	3,300
Other expenses		6,071	173,998
Printing and stationery		56,134	98,539
Repairs and maintenance		78,644	33,065
Research and development costs		147,494	165,128
Sexual health program costs		1,250,533	899,492
Staff development		34,578	108,531
Telephone and fax		209,395	213,569
Travel and accommodation - local		196,142	160,335
Utilities		8,910	15,646
		7,806,160	6,357,731

The supplementary information presented does not form part of the annual financial statements and is unaudited



Contact Numbers

Telephone: (012) 430 3272

Facsimile: (012) 342 2700

Physical Address

1081 Pretorius Street
Hatfield, Pretoria, 0083

Postal Address

Postnet Suite 107
Menlo Park, 0102
South Africa

e-mail

administrator@out.org.za