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OUT

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

Annual Report 2008/9

10 years ahead.



Message from the OUT Board Chairperson

For Lesbian/Gay/Bisexual/Transgender (LGBT) South Africans, the year in reflection might hold varied experiences, some positive, some negative. As an organisation we are cognisant of these realities and respond to such issues proactively. While the legal measures of our rights have moved us decisively forward, social and cultural prejudice against LGBT people still leaves room for much improvement. A full embrace of equality also becomes reinforced when service providers (OUT LGBT Well-Being being an important player in the sector) continue to play a meaningful role (this despite a limited pool of funds for LGBT work). Ironically the global financial meltdown will also feature as a turning point that characterises the year in review. Despite this fact, the organisation succeeded well to meet the goals set for the year within budget.

It is my privilege to present you with the 2008/2009 Annual Report outlining the highlights, achievements and progress of an organisation poised to celebrate 15 years of its existence.

Through sound leadership, and strategic financial planning, OUT today is not only fiscally solid, but poised for continued success in innovative service provision for LGBT communities in the years ahead.

While there are many achievements, the Board notes with pride the establishment of the Prevention and Research Initiative for Sexual Minorities (PRISM) Lifestyle Centre which strengthens scale up of services and makes important connections and inroads into communities outside the City of Tshwane.

Additionally the Board is confident and supports, in the lead up to the organisation's 15 year history, developments to expand and upscale the services to other sites within Gauteng, as well as to the North West- and Mpumalanga provinces.

Melanie Judge (who has since resigned from the organisation) was the lead co-editor of *To have and to hold: The Making of Same-Sex Marriage in South Africa* (Jacana publishers) indicating that the organisation is playing both an important advocacy function, and also generating knowledge about same-sex histories and memories of important campaigns where we have played a crucial role.



**The Chairperson of the OUT Board
Vasu Reddy, Ph.D**

At the organisational level, I am happy to report that the OUT Board has played, and is playing a meaningful role in building, developing and improving shared values around the ethos of OUT, and this will continue into the new financial year.

We are confident that the devotion of our volunteers, the stewardship of our Director, his dedicated staff and volunteers, and the commitment of our Board will consolidate future success in the next year ahead.

We remain committed to exploring a broader horizon of services and programmes that best meet the needs of all LGBT people within Tshwane and beyond. Finally our work is made possible by partnership among other LGBT organisations in the country and abroad, but most especially through the support of funders and donors who have faith in investing their resources in the organisation. For this the Board is appreciative.

I am confident that our work as an organisation holds promise, coupled of course with continued hard work and renewed dedication by all of us.

**Vasu Reddy, PhD
Board Chairperson**

10 years ahead.

OUT had redefined its ten year strategic vision in the last year. The organisation now works with a fresh and inspiring vision of work that lies ahead. The growth of OUT over the last 15 years has been invaluable. It has established well run programmes, a professional staff component, credibility, a highly skilled Board and various supporters. There have, of course, been many challenges in the path of this adolescent. It was a pioneer, a start up kid with no clear role models. It grew up in a hostile environment with very few people offering support, acknowledgement or encouragement. It had to fight with the outside world and even at times fight among itself. Yet it managed to survive these, it grew and OUT has now set clear targets for its continued growth.

The new OUT ten year strategic vision and plans centre on making an impact. Although the organisation has much expertise, its work is still relatively small scale. In order to change societal patriarchy and hetero-normativity, work needs to be up-scaled. Over the next years, OUT will expand its advocacy and research work and also reach more LGBT individuals in need of services. Lesbian/Gay/Bisexual/Transgender (LGBT) people remain a much marginalised societal group with very little focus and attention on their needs. The central question is how to reach more people, how to provide much needed services in the absence of mainstream society doing so. The need for representation continues and OUT will focus on protecting general political space and legislative equality as well as on representation within the broader gender sector. OUT will expand its work to three more sites of which two are more rural. Plans are afoot to open offices within Johannesburg, Mpumalanga province and in the North West province. The expansion will be around holistic health services which will include direct mental health service delivery, HIV work as well as needed advocacy, research and mainstreaming.

In 2008/9 there have been successes and challenges. OUT opened a dedicated community centre, which aims to create healthy community norms, also as a way of HIV prevention. A very successful study was completed on minority stress and HIV risk among gay men in Pretoria

Message from the OUT Director



The Director of OUT: Dawie Nel

and the data offers very informative insights into the behavioural components that encourage gay men to take risks. OUT continued to play an active role within the broader alliance of LGBT organisations- the Joint Working Group- and specifically the hosting of a very successful Johannesburg Pride Parade and a workshop to draft a national HIV Plan. Within the last year, internal working together was a very challenging aspect. There were some conflicts that have been addressed through common visioning and by strengthening the ethos of OUT. Melanie Judge and Susan Holland Muter resigned after making many contributions to OUT. We have employed various new staff members in the last year: Senkhu Maimane (Research), Elmie Joubert (Clinic Nurse), Marlon Mabusela (Prism Centre) and Trish Nhamoinesu (Social Worker).

The budget over the last year has increased with about 40% and has tripled over the last 3 years. However there are some challenges ahead related to the small pool of LGBT funding and the Atlantic Philanthropies (OUT's main funder) decreasing their support. At the same time there are exciting new possibilities related to the prioritisation of Men who have Sex with Men in programmes by the South African Government and International Agencies.

I want to thank all those who have contributed to OUT in the last year, Board Members, staff, donors, and supporters. Your contributions over many years have been invaluable. As with many LGBT adolescents, this support has made all the difference in a hostile world. Let's hope that OUT continues to grow in reaching its full potential.

Executive Summary

The theme of this year's report is "Ten years ahead". It deals with OUT's vision and plans over the next 10 years and in some ways also reflect the leading position OUT has developed over its almost 15 years of operation.

In this report, there is a sense of the need to up-scale services in order to change societal hetero-normativity and patriarchy. The Report reflects how direct services expanded. It is mainly to do with the opening of the Prevention and Research Initiative for Sexual Minorities (PRISM) Lifestyle Centre which allowed for the upscaling of a range of services. As examples of service expansions, OUT offered more than 750 counselling sessions, there was an increase of 405% in the uptake of the OUT Clinic service and a 576% increase in the uptake of the mobile testing service. Both the mental and sexual health functions started working with the very important work of building a positive sense of community. There were various activities such as community days, groups, and social events.

OUT completed a research project on minority stress and HIV risk among gay men in Pretoria and this study provides quality quantitative data on HIV risk behaviours to be used for future programme design and advocacy efforts. Work started on a study on misinformation and HIV risk and collaborative research will continue with credible partners such as the Human Sciences Research Council, Columbia University (New York), the Population Council and the UNISA Centre for Applied Psychology.

Advocacy and mainstreaming continued. OUT participated in the Sexual Offences Working Group, which monitored the implementation of the Sexual Offences Act and the organisation made a submission to the Department of Home Affairs on the Draft Marriage Act Amendment Bill that focuses on the outstanding issues with the Civil Union Act and Marriage Act. Advocacy also took place through conference attendance and external representation. This included the XVII International AIDS Conference in Mexico and the Commission for Gender Equality's Conference on gender based violence. A very successful programme was implemented in four Gauteng schools. The programme started dialogue on the inter-lineages of discriminations, presented a play and a human rights exhibition, and sensitised heterosexual learners and teachers.

OUT served on the management committee of the Joint Working Group (JWG) and played a leading role in finalising a national HIV plan targeting LGBT people and to integrate a focus on hate crimes within the 19th Annual Johannesburg Pride Parade.

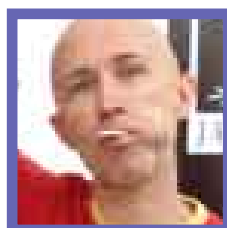
In January 09, staff and Board Members redefined the OUT vision and set ten year objectives. The essence of these is around the upscaling of services to three more sites i.e. Johannesburg, and the North West- and Mpumalanga provinces. Internally, there was also focus on building shared values around the ethos of OUT. All policies were reviewed and the financial policies and regulations were significantly expanded. There were two staff resignations during the year and four new appointments. OUT now operates with a staff component of 11 people. The budget increased with about 40% and it was fully funded. Work has commenced with possible new funders in order for successful expansion and longer term financial sustainability.

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 mobilization and poverty alleviation strategies in West African countries, and on the gender impact of structural adjustment.



Pierre Brouard has a Master's Degree in Clinical Psychology from the University of the Witwatersrand. He has worked in the field of HIV/AIDS for the past 18 years, with a brief journey into the world of business where he was the Clinical Services Manager for an Employee Assistance Programme provider. He is currently employed by the Centre for the Study of AIDS at the University of Pretoria as the Deputy Director/Manager of the programme. His responsibilities include overseeing the work of the Centre, shaping and implementing its vision, training and consulting, as well as counselling and supervision. Pierre Brouard resigned from the OUT Board in December 2008.



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 organization 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.

OUT Board Members



Monique Salomon is a researcher and consultant in community-based natural resources management at the University of KwaZulu-Natal. Previously she was director of the Farmer Support Group, a campus-based NGO in Pietermaritzburg. She has worked as a lecturer in agricultural extension at the University of Zululand, and Wageningen University in the Netherlands, was a training consultant in various parts of Africa, Asia and Western Europe, and was a social worker for war victims from the former Dutch East-Indies. Her areas of expertise are stakeholder analysis, participatory rural development, and managing organisational change.



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



Robert Cameron-Ellis was Chairperson of OUT for the five years ended 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.



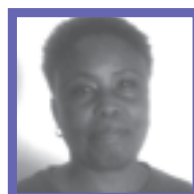
Nicolas Nkosi is head of operational risk for Standard Bank, responsible for strategy and the implementation of Basel II requirements for retail banking. His areas of responsibilities include operational risk quantification, business continuity management, information risk and capital management for 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.

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 where he continued to work in the Student Counselling and Careers Centre for an additional year. He joined OUT in February 2007 as the Sexual Health Manager.



Marlon Mabusela is a Community Centre Coordinator (Prism Project). He completed a BSC degree in Maths and Chemistry with Medunsa in 1997. Marlon worked extensively in call centres as a manager before finding his niche with OUT. He is passionate about service delivery and people.



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.



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.



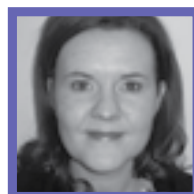
Lizette Stassen is the office manager of OUT and has studied Fine Art and photography. She has worked with OUT since June 2006.



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.



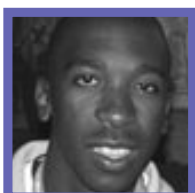
Jay Matlou joined OUT LGBT Well-Being through the volunteer system three years ago and landed a Learnership that lead to his current position as a Sexual Health Fieldworker. He is also studying toward his BA degree in Psychology at UNISA.



Elmie Joubert joined OUT as a volunteer for the VCT Clinic in September 2007. She started her nursing career in the military as a student nurse 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 in a permanent capacity at OUT as the Clinic nurse on 1 January 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.



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.

Melanie Judge, Susan Holland-Mutter and Lesego Fortune Magwai resigned during the year.

Funders of OUT in 2008/9



Atlantic Philanthropies.

They have supported OUT's work over the last 4 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.



The Open Society Foundation (OSF).

OSF supported the mainstreaming of LGBT issues within the education sector.



Heinrich Böll 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 comprehensive programme to address substance use/abuse and HIV risk.



Department of Social Development

DSSD funded the social work position.

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Thank you to:

Sexual health

Elmie Joubert, Hannelie Johnson, Trudie Morkel, Sechele Ngatana, Jandre Nieuwoudt, Bonankie Maleka, Pieter Mattheus, Thabo Molapo, Samantha Graham, Vusi Skhosana, Cyril Ndlovu, Irene Moabelo, Shwane Malebye, Anthony Matyolo, Tshepo Molokwane and Neo Sobuza

Research

Prof Theo Sandfort (Columbia University), Prof Vasu Reddy (Human Sciences Research Council), Dr Waimar Tun (Population Council), Dr Scott Kellerman (Population Council), Prof Juan Nel (University of South Africa), Miss B and Fulvio (Legends), Niel Viljoen, Jac van der Merwe, Glodean Thani, Sello "Gean" Mokoatlo, Siqaliso "SX" Xolo, Jandre Nieuwoudt, Fortune Nhlanhla

Mental health

Christo Celliers, Juan Nel, Pierre Brouard, Carien Lubbe, Francois Grobler, Bonankie Maleka, Mailie from CDP

Advocacy/Mainstreaming Programme

Tshwaranang Legal Advocacy centre: Lisa Vetten. Gay and Lesbian Memory in Action: Busi Kheswa, Nancy Castro-Leal, Paul Mokgethi and Anthony Manion. Barnarto Park in Berea, Veritas in Soweto, Zimisele in Kwa-Thema, and Westbury in Westbury. Webber Wentzel: Kerry William and her team. Women's Net: Sally-Jean Shackleton.

And to:

Christo Labuschagne (auditor), Maciek Mazur (OUT website), Anthony Dalton (graphic designer)

OVERVIEW OF 2008/9

South African society

Over the last year, there have been various developments within the broader socio-political landscape in South Africa. Within the ruling party, the ANC, there have been various internal dynamics resulting in the ousting of the then President of the country, Thabo Mbeki. A positive interpretation of these events is that there could be greater openings of spaces, diversity and dissidence. One would also hope that these changes result in greater changes in terms of service delivery and translating much of the freedoms of the South African Constitution into practice.

It would also hold for the daily realities of LGBT people's lives. It is becoming increasingly important to deliver, based on the promise of the South African Constitution. South Africa remains a deeply conservative, patriarchal and hetero-normative society. There are many signs of this; the extreme amount of hate crimes faced by LGBT people, the freedom to publicly express homophobic and hetero-normative hate speech, the silencing of LGBT issues within mainstream service delivery and so on. It remains important for LGBT people to protect and promote hard earned freedoms and to align LGBT issues as a rights issue. OUT will continue to support the efforts of progressive human rights forces especially progressive gender movements. OUT also does so, knowing the significant impact of societal discrimination on the health of LGBT people. An example hereof is a recent study on HIV prevalence among Men who have Sex with Men which found a 38% HIV prevalence rate (Rispel and Metcalf, 2009).



There is, however, an urgent need to go further than representation, inclusion and advancement of rights. South Africa does include sexual orientation issues within its Constitution, but also within National Governmental Plans such as the National Strategic Plan on HIV/AIDS. A central question is translating this into practice through programmes and services.

Constitutional and legal rights need to be translated into service delivery to significant numbers of LGBT people in order to achieve social equality. OUT's new 10 year plan deals with the issue of upscaling present services and its reach.

Programmes should also have a large reach and ability to provide services to significant amounts of LGBT people, either through direct delivery or through mainstreaming. This is of primary importance to OUT. The organisation has build invaluable expertise on the needs of LGBT people and programmes to meet these over the last 15 years. It has also continuously bettered its own infrastructure and procedures to ensure effective implementation. Its focus is now on using this expertise to ensure large scale service delivery including the needed advocacy and mainstreaming as well as managing programmes.

The Lesbian/Gay/Bisexual/Transgender (LGBT) Sector

The sector remained to be best represented by the Joint Working Group (JWG). One of the highlights of JWG activities in the last year was organising a workshop to draft a plan to meet targets of the South African Government HIV/AIDS National Plan. This Plan includes target relating to Men who have Sex with Men (MSM) and Women who have Sex with Women (WSW). A solid plan was produced that holds great promise for success. Another success was the community mobilisation that took place around the murder case of Eudy Simulane, another lesbian woman that was murdered because of her sexuality. The on-going presence of LGBT activist at the trial hearing placed great importance on the issue of hate crimes against LGBT people, drew public attention to this issue, and contributed to successful convictions.



The JWG held two seats on the Board of the Johannesburg Pride Parade. The representation resulted in very successful integration of community issues within a day of celebration. The theme of this year's parade was Love not Hate drawing attention to the high levels of hate crimes against LGBT people. On the day of the Parade, there was a hugely successful community village that showcased work done by community groups. Individuals also had the opportunity to post their experiences of hate crimes on a wall of remembrance which is now housed at the Gay and Lesbian Archives (GALA).

The JWG however is struggling in some regards. Some of this has to do with the nature of networks. Within networks there are various agencies that have different stances, political and programmatic priorities, and personalities. These factors have played a major role in the JWG's ability to collaborate and to follow through on programme implementation. The JWG has been marked by these qualities for some time and it does give rise to questions on OUT's role within this structure. Currently OUT is playing an active role which includes serving on the management structure. Given the increased emphasis within OUT to ensure programme delivery, and the JWG struggles to manage programme implementation, a future active role for OUT within the JWG might not be the most productive. OUT's interest might be better served in collaborating with partners whom prioritises programme implementation.

OUT

In January 2009, OUT finalised its new ten year strategy. The organisational vision was changed to allow OUT to work nationally and internationally. The strategic objectives were set as:

- to ensure and promote the psychosocial and physical wellbeing of LGBT individual and communities so as to foster empowerment and a sense of agency
- to transform the policies, practices, values and cultures of institutions and sectors, to address the needs and interests of LGBT people so as to ensure the protection and advancement of LGBT human rights and equitable access to services.

The new ten year strategic and operational plans reaffirm OUT's core focus on health and mental health of LGBT people while acknowledging the impact of societal discrimination and injustices. Over the next ten years OUT will expand its work to three more sites in order to meet needs for services. It is planned to open offices in Johannesburg as well as in the North West and Mpumalanga provinces. The services provided will be primary/secondary/tertiary health services, and health related advocacy, mainstreaming and research. In addition OUT will manage programmes on advocacy within the gender and LGBT sectors and launch programmes with partner organisations in Africa.

Internally OUT faced challenges and successes in the last year. A management team was instituted and some aspects of the management of OUT became the responsibility of a group of managers rather than that of the Director. It meant that more opinions and personalities had to be accommodated which in itself is challenging. The management team identified some shortcomings in procedures. These centered around financial management and resulted in changed procedures of working with 18 month budgets, two monthly projected budgets as well as with up to date monthly actual expenditures. A Board Finance Committee was instituted which ensures further financial oversight. OUT also embarked on a process to strengthen its values and ethos, to get greater Board involvement and to clarify role definitions.

There has been various programmatic highlights ranging from legal work, new service sites to high quality research

There were many programmatic highlights. A dedicated community centre was opened offering extended services. Full time counselling and a clinic service is now available as well as a larger range of support groups. Outreach testing was successful, exceeding expected numbers in Gauteng but also in Nelspruit. Important work continued with the Department of Social Development and issues around hate crimes and victim empowerment. In collaboration with Columbia University and the Human Sciences Research Council a study on minority stress and HIV risk was completed. This study provides quality data on behaviours that place gay men at risk of HIV transmission. The budget of OUT increased and new funder relations were prioritised.

MENTAL HEALTH PROGRAMME

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

Counselling services

OUT received 443 calls on the helpline as well as on the office telephone number. Counselling and information were mostly requested. Themes include coming out, hate crimes and victimisation issues, discrimination, legal info, including info about Civil Unions and where to get married, testing HIV positive, relationship issues and transgender issues. Often clients request information on the health services offered by OUT or to be referred to other service providers closer to their area of residence. Calls were received from all over the country but mostly from Gauteng.

There seems to be an increased need for clients to get counselling and assistance via e-mails and 117

e-mails were received. Themes varied from coming out, bisexuality, legal issues and to LGBT friendly health care professionals' contact details.

One of the most important interventions offered by the Mental Health team is face-to-face counselling. A total of 197 sessions were offered. The two most prominent themes covered was coming out and relationship issues. As from November 2008, the sessions were offered everyday of the week at the PRISM Lifestyle Centre.



Trish Nhamoinesu, OUT's Social Worker

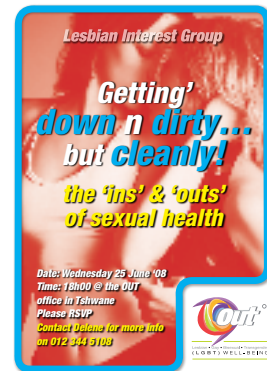
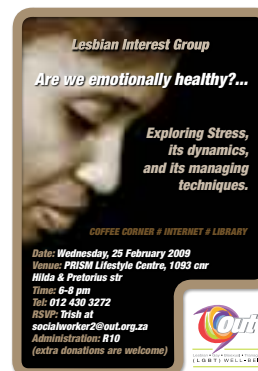
The appointment of Trish Nhamoinesu as OUT's social worker, increased OUT's capacity to assist clients every day of the week, and not only on Thursdays as in the previous financial year. The professional team providing psychosocial services consists of a counselling psychologist, nurse therapist and social worker. In order to offer our clients a holistic service, through collaboration with hypnotherapist Francois Grobler, a limited number of hypnotherapy sessions were offered. Several clients made use of this added service.

During the past year, the focus of OUT's service delivery included hate crime related psychosocial support. Various debriefing sessions were offered to victims of hate crimes and their loved ones e.g. Kwa Thema, Yeoville and Germiston. In order to increase OUT's ability to support victims of hate crimes, their loved ones and the communities involved, eleven community members and OUT staff members were trained as lay counsellors. It was done through a formal accredited course offered by LifeLine. These counsellors, as a team, supported traumatised individuals at the Eudy Simelane court case in Springs. These teams were available at the court for the duration of the trial from 11 to 13 February. Care was taken in supervising and supporting these teams. Debriefing sessions took place to support all counsellors involved.

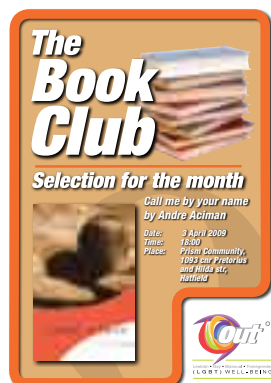
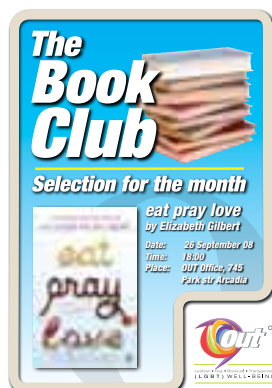
A total of 1209 clients were reached through the provision of the various direct psychosocial services, from the helpline, on-line support, face-to-face counselling, SUPAMUMS - a lesbian mother support group, various lesbian and gay and bisexual interest groups, a book club to the HIV support group.

Groups

In order to create a space for lesbian and bisexual women to share interests and experiences, eight lesbian interest group sessions were offered and 103 women attended. Themes included relationships, sexual health and interests, life skills, internalised homophobia and rights.



A safe space for gay men to share their interests was offered through the Gay Interest group. A total of seven group sessions were offered and 122 men attended, with themes varying from relationships to parenting.



For the LGBT book lovers and readers, eight Book Club sessions were offered and a total of 67 people attended. Books discussed included *The Alchemist* by Paulo Coelho, *Night* by Elie Wiesel, *Eat, Pray, Love* by Elizabeth, *The Shack* by William P. Young and *Call Me By Your Name* by Andre Aciman.



OUTside, the community based programme, offered a safe social space for LGBT people to develop skills socially, psychologically and spiritually in a creative and safe environment. It was offered every last Saturday from 11h00 – 15h00. A total of nine sessions were offered and 99 people attended. Sessions offered varied from yoga and meditation to creativity sessions and life skills.

To provide a safe space for HIV + gay men, a support group was offered monthly. A total of eleven HIV support groups were facilitated and attended by 61 men. Issues on disclosure, relationships, treatment and health were discussed.

Various sensitisation sessions and Continued Professional Development (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 188 professional health care providers, youth workers, volunteers and students were reached.

Media work

In order to expose OUT and its services to an even wider mainstream audience, various interviews took place, one of them being a television interview in Thokoza in April 2008; Take 5 is a well known youth series on SABC1.

Two radio interviews were conducted. One with the Catholic Church Radio station in May 2008, specifically focusing on coming out and how parents can support their LGBT children in the process. The second interview was with an Afrikaans radio station, RSG, in February 2009 for the programme “Verhoudings met Grense” (relationships with boundaries). The theme was on coming out and the issues experienced by LGBT people in coming out. Tips for listeners in assisting with the coming out process, were discussed.

The song by Katy Perry “I kissed a girl” seemed to have had a significant effect on young girls in South Africa. In an article for “Seventeen” magazine, issues around lesbian identity, sexual preferences and practices were explored to assist in clarifying some of the “confusion” apparently caused by this song.



Seventeen Magazine

Study groups and sensitisation trainings

To increase the capacity of psychologists, counsellors and social workers to provide LGBT affirmative services, three Continued Professional Development (CPD) accredited Study Groups were offered. Themes included the following:

- “Health care provision to victims of hate crimes” by Prof Juan Nel
- “Results of the PRISM (Prevention Initiative for Sexual Minorities) Needs Assessment” by Jay Matlou & Delene van Dyk
- “Mothers, fathers or parents: Same-gendered Families in South Africa” by Dr Carien Lubbe

Various sensitisation sessions were offered to increase the capacity of Health Care Providers and Health Care facilities to provide LGBT affirmative services or to inform them about the services of OUT. In May 08, there was a presentation at the 2nd WITS BUSSINESS SCHOOL HIV / AIDS in the Workplace Research Symposium. It covered lesbian women's health and HIV as part of a round table discussion on "Exploring HIV /AIDS Care in the Workplace through a Sexual and Reproductive Health and Rights lens". Furthermore, a two hour lecture on sexual orientation and identity was offered to the Public Health Masters students at the University of Pretoria in September 08. This lecture is in collaboration with Dr Elna Mc Intosh, well known sexologist in SA. One of the highlights of the year's training was training of 25 health care providers at the Foundation for Professional Development (FPD) in September 2008. Feedback was very positive and the FPD staff assisted with the testing campaign at PRIDE.

Mental Health Learnership

The Mental Health Programme offered two learners the opportunity to learn and experience working in an LGBT organisation's mental health programme. The programme was offered from September 2008 up to March 2009. The learners were exposed to the LifeLine Lay Counselling training, a personal growth programme, the coordination of projects, group facilitation and designing a new support group and managing it. Throughout the seven months, they were supervised by the mental health manager. Iggy Mnisi successfully completed the learnership and was appointed as a Health Fieldworker. Lesego Magwai chose to change her field of study and unfortunately left OUT before completion of the learnership.



Iggy Mnisi

Lesego Magwai

Naledi Yamiso counsellor's training

OUT was part of the Naledi Yamiso counsellor's training from May to November 2008. This training added to the services OUT offered by using creativity and art in the healing process of LGBT individuals and groups. It was offered by CDP, the Curriculum Development Programme, situated in Bertrams, Johannesburg.



Delene and CDP facilitator Mailie



Products of the training

Mental Health Advocacy and Mainstreaming work

In order to provide accessible quality psycho-social 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 Victim Empowerment Programme (VEP) collaboration, attending various provincial VEP meetings in Johannesburg. OUT presented a paper with Dr Juan Nel at the 10th Anniversary National VEP Conference on Hate Crimes in August 2008.

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

The Mental Health Manager attended an United Nations General Assembly Special Session (UNGASS) meeting in May 08 to discuss the civil society report on the status in South Africa of Sexual Health and Reproductive Rights (SRHR)-related goals and indicators within the UNGASS Declaration. This report was compiled with inputs from various role players, including OUT. It gave a good picture

of the SRHR priorities and its links with HIV and AIDS in South Africa. The South African report was included in the 16-country comparative report titled "Monitoring UNGASS-AIDS Goals on Sexual and Reproductive Health". It was officially launched in June, 2008 at the Ford Foundation in New York.

Mental Health Research

On an international level, in order to promote the health and wellbeing of lesbian women, Delene van Dyk presented a poster at the International Aids Conference in Mexico City, titled "Behaviors and Practices of Lesbian Women in Gauteng, South Africa, with regard to Mental Health and Transmission of HIV and other STI's".



Delene presenting the poster at the International Aids Conference, Mexico City, August 2008

Delene van Dyk has been selected as one of four LBT women in Africa to do a research project. Together the Kartini Asia Network and the Riek Stienstra Fund support a 15-months research programme for lesbian, bisexual and transgender activists from Africa and Asia. The programme is co-ordinated by Trans/Sign, the global network for the study of trans/sexualities cross-culturally. Trans/Sign aims to stimulate and implement research linked to advocacy on same-sex and transgender sexualities, identities and practices, working from a women's, human & sexual rights perspective. It also aims to stimulate the building of a community of researchers and research-minded activists around these issues with the objective of stimulating the exchange of information, on research and advocacy and of enhancing the research capacities of all involved.



Delene as part of the Kartini Asia group during the post conference training in Hanoi, Vietnam, April 2009.

SEXUAL HEALTH PROGRAMME

Prevention and Research Initiative for Sexual Minorities (PRISM Project)

The PRISM Project (as it is referred to in Southern Africa) forms part of a collaborative effort between seventeen organisations in the global South (including Southern Africa, and Central and South America) and the Schorer Foundation (in the Netherlands). Partner organisations collaborating in Southern Africa [Collectively referred to as The Prism Project Southern Africa] include: OUT LGBT well-being (Pretoria), Triangle Project (Cape Town), Durban Lesbian and Gay Centre (Durban), GALZ (Zimbabwe), The Rainbow Project (TRP), and Bonela/LeGaBiBo (Botswana).

The aim of the project is 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 target groups and conduct a needs assessment (September – December 2007) in order to inform programmatic interventions (June 2008 – December 2010). OUT selected resourced and under-resourced lesbian women, as well as, resourced gay men. The needs assessment highlighted three focus areas for these target groups:

- Erroneous Risk Perception;
- Internalised Homophobia; and
- Negative Peer Norms.

Programmatic work (phase 2) planned for June – December 2008, focussed on the following activities:

- Development of appropriate safer sex packs for lesbian women;
- Widespread and continued distribution of appropriate safer sex packs for gay men and lesbian women;
- Expansion of the Men2men website;
- Appointment of a full-time primary health care nurse and full-time counsellor/social worker;
- Provision of an alternative and affirmative space with full range of expanded health and wellbeing services and health-promoting workshops and activities (the Prism Lifestyle Centre); and the
- Development of peer education material.

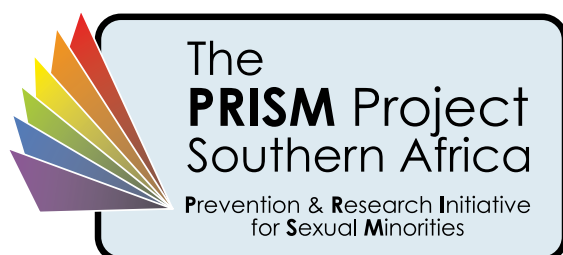
All of these activities were achieved, or are in the process of finalisation, as of the end of December 2008.

Programmatic work (phase 3) planned for January – December 2009, focussed (and will focus) on the following activities:

- Facilitation of peer education workshops;
- Finalisation and launch of Men2men website;
- Development and launch of similar website for lesbian women;

- Development of an information card on sexually transmitted infections;
- Continued distribution of appropriate safer sex packs for gay men and lesbian women;
- Continued provision of direct services (such as counselling and clinic services, as well as therapeutic support groups, such as Alcoholics Anonymous and HIV Support Group);
- Mainstreaming of LGBT needs to other psychosocial and primary health care service providers;
- Increased visibility of positive and affirming messages through media;
- Increased provision of LGBT affirming and celebratory events; and
- Development of a testing campaign that encourages personal autonomy and social responsibility.

For the period January – March 2009, the focus was on finalising the activities of the previous year and finalising preparatory work for new interventions planned for the year.



In addition to programmatic work within each organisation, partner organisations also collaborated at an international level. Prism partner organisations attended and participated in the PRISM International Partner Meeting, the Global Forum on MSM and AIDS, and the International HIV/AIDS Conference in Mexico City (July – August 2008). During the course of attending the latter two meetings/conferences it became increasingly clear that the global North spoke largely on behalf of the global South and that organisations from Southern Africa needed to play a more active role in international fora. It is at this point that partner organisations formally organised themselves into a collective known as The Prism Project Southern Africa (see above). The International Conference on AIDS and STIs in Africa (ICASA) in December 2008 presented partner organisations with their first opportunity to work as a collective (e.g., present needs assessment results, show case prevention work being implemented, engage with international preventionists and researchers, and offer a voice for marginalised LGBT people in the Southern African region). At a regional workshop in March 2009 in Pretoria (held by the Schorer Foundation), partner organisations further developed their collective aims and set out a process for developing a mini collective work plan for the region.

For the period April 2008 to March 2009, the Prism Project entered into phase 2 and 3, which focused largely on the start-up and implementation of prevention activities. During this period partner organisations in Southern Africa organised themselves into a collective in order to strengthen their role and visibility in the region and on international platforms.

VCT Clinic and Wellness Centre

In August 2006, OUT launched a Voluntary Counselling and Testing (VCT) Clinic at the OUT Offices. The aim of the clinic is to offer LGBT individuals with a friendly alternative for counselling and testing. At the time, the VCT Clinic was offered on Saturday mornings only and was managed by a trained nurse. In September 2007, the clinic was expanded to include a Wellness Centre.



The aim of the Wellness Centre 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 testing, baseline testing, STI testing, general physical examinations, PAP smears, ARV treatment literacy, and referral and follow-up). At the time, the Wellness Centre operated on Tuesday and Thursday evenings between 5pm and 7pm and was managed by two professional primary healthcare nurses. In October 2007, the VCT Clinic and Wellness Centre also embarked on a new strategy of providing mobile HIV testing services by taking these services to social events and spaces, thereby making them more visible, accessible and convenient. The success of this strategy was immediately apparent.



In August 2008, the VCT Clinic and Wellness Centre service moved to the PRISM Lifestyle Centre (as part of the PRISM Project). A full-time professional primary health care nurse was appointed and the service was made available Monday to Friday between 08h30 and 17h00, and after hours in certain circumstances. These services were upscaled and expanded upon in response to a greater demand for more direct services. For the period April 2008 to March 2009, the VCT Clinic and Wellness Centre grew from strength to strength and the mobile testing service was a resounding success. 150 clients accessed the Clinic (a 405% increase in uptake from the previous financial year) and 628 clients were accessed via mobile testing (a 576% increase in uptake from the previous financial year).

Special acknowledgement must be given to Elmie Joubert who stepped in on such short notice after the untimely passing of Riani Vosloo, who was instrumental in starting up the Wellness Centre and co-ordinating the Play Safe Campaign from September 2007. It is through Elmie's commitment and unwavering energy that these programmes and services remained on track. Special acknowledgement must also be given to Annemarie Barnard for her commitment to the health and wellbeing of LGBTI people. And lastly, special acknowledgement must be given to Gerhard Lombard and his professional staff, from the Positive Life Project, for assisting OUT with large-scale mobile testing at the Rosebank Pride in October 2008.

For the period April 2008 to March 2009, the VCT Clinic and Wellness Centre, including mobile testing services, continued to expand and grow beyond expectations. As such a 405% increase in uptake of general clinic services and a 576% increase in uptake of HIV testing through mobile testing were achieved.

Barrier Method Distribution Service

The aim of the Barrier Method Distribution Service is to promote the use of appropriate and appealing barrier methods (such as condoms, femidoms, flavoured dental dams, latex gloves, and flavoured lube) among LGBTI people (as part of the PRISM Project).



Distribution sites include clinics, night clubs, sex clubs, adult shops, socials, and events. The re-invention of the safer sex packs in July 2007 (i.e. replacing the cardboard packaging with stylish user-friendly zip-lock bags with the words 'Ready to Play?' printed on them) appeared to be a positive move, allowing us to include more materials into each pack.

To prevent HIV and other STIs when fucking use a new condom on his or your cock

GAY SAFER SEX

Visit the Prism Lifestyle Centre for confidential clinic and counselling sessions. Call (012) 430 3272 or e-mail prismcentre@out.org.za for more information

A proud initiative by **OUT** (LGBT) WELL-BEING

How to use a condom:

1. Remember to check the expiration date and whether the pack is sealed before opening.
2. Open the pack by gently pushing the condom to the side and tear across the unoccupied space. Don't use your teeth to do this.
3. Ensure that the penis is erect before attempting to put the condom on.
4. If the penis is uncut/uncircumcised pull the foreskin back first before attempting to put the condom on.
5. Ensure that the condom is the right way round (it is then easy to roll down over the erect penis).
6. Hold the tip of the condom (to keep air out) - place on head of penis and begin unrolling (all the way to the base of the penis).
7. Remember to use a lot of water-based lubricant when having anal sex.
8. Do not remove the condom until you have pulled out of your partner.
9. Tie a knot in the open end and throw away

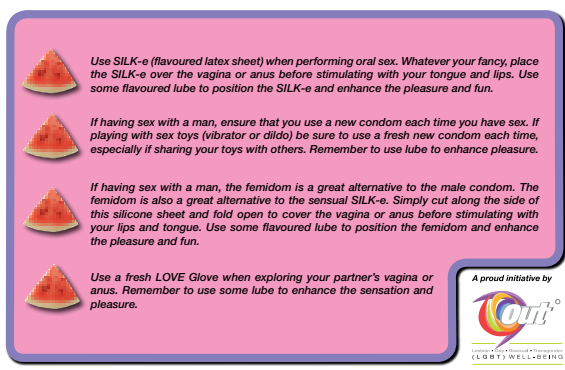
source: www.halton.ca

A proud initiative by **OUT** (LGBT) WELL-BEING

Historically, the safer sex packs only catered to the sexual health needs of gay men (e.g., by including condoms, flavoured lube and material targeting gay men). However, in September 2008, an expert meeting was held to explore the development of a safer sex pack for lesbian women. From that meeting it was decided that lesbian women should be provided with a buffet of protection choices (e.g., condoms, femidoms, flavoured Silk-e [a.k.a. dental dam], love gloves [a.k.a. latex gloves] and flavoured lube) with educational material on how to use each of these 'tools'. The feedback received thus far appears to be very positive.

Despite difficulties accessing condoms and femidoms from April 2008 to June 2008, the following distributions for the period April 2008 to March 2009 were achieved:

- 16 678 Safer sex packs for gay men (consisting of 33 356 condoms and 16 678 sachets of lube) – a 152% increase in distribution from the previous financial year;
- 97 800 Condoms (in addition to safer sex packs) – a 122% increase in distribution from the previous financial year; and



- 2 050 Safer sex packs for lesbian women (consisting of 2 050 fêmidoms, 2 050 condoms, 2 050 flavoured silk-e, 2 050 love gloves, 2 050 flavoured lube) – a 244% increase in distribution from the previous financial year.

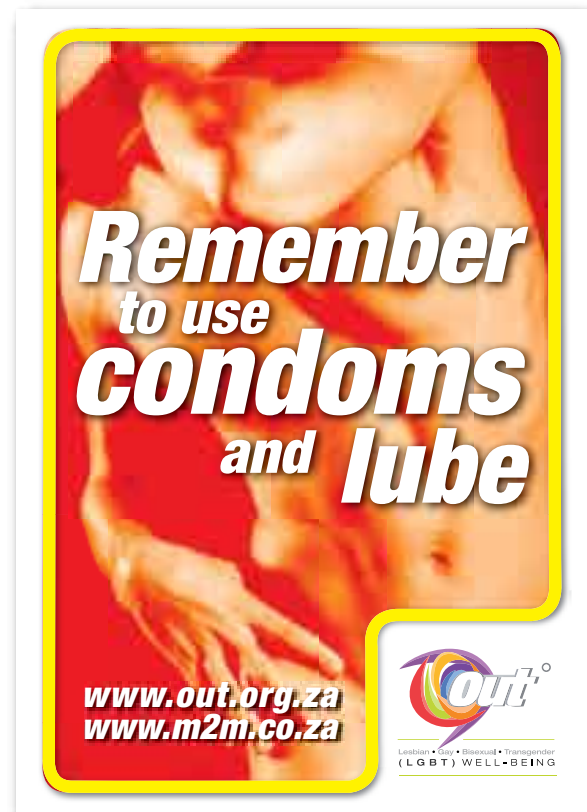
An ongoing challenge for organisation is the distribution of safer sex packs for lesbian women. The distribution of safer sex packs for men is relatively straightforward as most social spaces are generally dominated by gay men, making them ideal spaces to distribute at. But very few spaces cater directly to lesbian women, making it especially difficult to identify where lesbian women are most likely to access these safer sex packs. We remain open to exploring new alternatives.

A major accomplishment during this period was the development of an appropriate safer sex pack for lesbian women. For the period April 2006 to March 2007, there was a 145% and 244% increase in distribution of safer sex packs for gay men and lesbian women respectively. Distribution sites remain an ongoing challenge, especially for lesbian women.

Sex club intervention

OUT has been collaborating with owners of 4 sex clubs (1 sex club in Pretoria since the end of 2006, 1 sex club in Centurion since mid 2008, and 2 sex clubs in Johannesburg since mid 2008). The aim of this collaboration is to promote safer sex norms in each of these venues. This intervention is still in its infancy.

For the period April 2007 to March 2008, 35 000 condoms were distributed to the two sex clubs in Tshwane. In addition, OUT assisted these sex clubs with the purchase of lube for their lube dispensers as an incentive. For the same period, 2 423 safer sex packs were distributed to the two sex clubs in Johannesburg. As this intervention is still in its infancy, there is the potential to develop it further in the next financial year.



Collaborative work with sex clubs was increased during this period, with a focus on condom distribution, safer sex pack distribution and assistance with the purchase of lube. There is potential to expand on these collaborative efforts.

Men2Men website

OUT successfully launched the Men2Men website in May of 2007. The website targets young resourced gay men (between the ages of 18 and 35) who make use of the internet to access lifestyle information pertaining to a range of gay-related health and social aspects.



Developed in collaboration with the Centre for the Study of AIDS, at the University of Pretoria, in 2006, the site aims to provide advice and information about male sexuality, safer sex and sexual health.

Phase 1 (2006/7) of the website included basic information that focussed on a limited number of sexual health topics. Phase 2 (2008/9) of the website saw an expansion of the content areas (by including sections on sexual practices, well-being, broader sexual health, and social issues) with an emphasis on being very interactive. As such, the website would be expanded to include 81 new sections. Interactive components would include a risk calculator, a bi-monthly poll, and a range of other resources. The process of re-developing website and developing the new content began in October/November 2008 and is scheduled to be complete in May 2009.

Special acknowledgement must be given to Dean Kilian, a clinical psychologist in private practice, for assisting in the development of content for the mental health areas.

The Men2men website entered into phase 2 at the end of 2008, where work began on the expansion of content areas (by including 81 new sections) and upgrading the website from basic information sharing to being more interactive. The 'new' site is scheduled to be complete in May 2009.

Play Safe Campaign

The Play Safe Campaign was launched on 1 December 2007. The aim of the campaign is to address the links between substance use and HIV transmission among men-who-have-sex-with-men (MSM). The need to focus on this area of work is based on international findings that substance use/abuse plays a direct and indirect role in the transmission of sexually transmitted infections, including HIV. Research generally shows that substance use/abuse is related to 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.

A team of outreach workers and professional nurses were trained in 2007. Their services included voluntary counselling and testing (VCT), substance use screening, risk reduction counselling, and when necessary, a follow-up and referral. These services were set up at three clinics/sites, in Johannesburg, Pretoria and Mamelodi. In addition to the services offered at these clinics/sites, nurses and outreach workers also provided VCT at a number of participating nightclubs in Joburg and Pretoria. From the start, the response and support from community members has been incredible.

A number of challenges and obstacles were experienced along the way. The project co-ordinator passed away. The Johannesburg site became stagnant. And a number of outreach workers left the project to pursue other

interests. Despite these challenges at the start of the financial year, the project continued to weather the storm, reaching the following targets for the period August 2007 to July 2008:

- 3 condom service outlets set up;
- 3 VCT service sites set up;
- 20 individuals trained to conduct outreach work;
- 4 individuals trained to conduct voluntary counselling and testing (VCT);
- 434 individuals reached through outreach work;
- 265 individuals provided with VCT; and
- 72 individuals referred to other treatments/services.

OUT
PLAY SAFE
CAMPAIGN

Addressing the links between substance use and HIV transmission

If you're going to:

- **Shoot** it up
- **Smoke** it up
- **Schnarf** it up
- **Drink** it up, or
- **Pop** it

Then add a condom and lube to your COCKtail.

Speak to an outreach worker on how to reduce your risks

Major Prizes to be Won!

For more information and appointments call **012 344 5108**

GAM

The project then entered into the next phase (September 2008 to July 2009). The project recovered well at the beginning of 2009: a new project co-ordinator was appointed and a new team of outreach workers and nurses was sourced and trained. Plans were in place to re-open the Johannesburg site with a permanent staff member positioned there one day per week and a new site to be opened in Nelspruit in the next financial year. The following targets have been achieved for the period September 2008 to March 2009 (within the current phase):

- 5 condom service outlets set-up;
- 2 VCT service sites set up;
- 12 individuals trained to conduct outreach work;
- 3 individuals trained to conduct voluntary counselling and testing (VCT);
- 301 individuals reached through outreach work;
- 302 individuals provided with VCT; and
- 82 individuals referred to other treatments/services.

The Play Safe campaign was borne out of a need to address the links between drug use and HIV transmission. This involved site and club outreach work. For the period April 2008 to March 2009, 637 men had been reached through outreach work and 511 had received VCT. This campaign will continue operating at 3 sites in Gauteng and 1 in Nelspruit in the new financial year.

ADVOCACY AND MAINSTREAMING PROGRAMME (AMP)

The AMP programme advocates and lobbies for the protection of human rights through legislation. It also aims to ensure access to appropriate and affirmative social services, as well as general societal acceptance. AMP executes some of its work through campaign and advocacy initiatives towards alliance building in the framework of policy change and development. Empowering LGBT people remains a cornerstone in creating key agents of change through raising awareness and consciousness of their human rights.

Policy and legislation development

There have been various policy and legislative successes. Work takes place with key national decision-makers regarding LGBT concerns. The South African Parliament, the Ministry of Home Affairs, the National Prosecuting Authority and the Department of Social Development are some of the key targets. OUT's numerous policy and legislative submissions have also engaged Chapter 9 Institutions such as the Commission on Gender Equality and the Human Rights Commission. In addition, a range of Non Governmental Organisations (both within the LGBT sector, the women's and human rights sectors and the HIV/AIDS sector) have been targets of our campaign efforts. Through our active involvement on the Sexual

Offences Working Group and the Reproductive Rights Alliance, we have brought LGBT issues to the fore within mainstream gender structures.

Sexual Offences Working Group

OUT is a member of SOWG (Sexual Offences Working Group) and following our lobbying prior to the passing of the Sexual Offences Act, we have been actively engaged with efforts to influence the policy framework of the Act. SOWG mapped the advocacy process related to the drafting of the National Policy Framework (NPF) of the Sexual Offences Act.

OUT provided LGBT content for guidelines on implementation of the Sexual Offences Act and participated in the Shukumisa Campaign. The Campaign monitors the implementation of laws and policies relevant to sexual offences and holds service providers to account for ineffective implementation. Main activities included monitoring service provider's sites and included police stations, courts and hospitals. OUT monitored the Pretoria Magistrate Court and Sunnyside Police Station. Follow-up processes for 2009 include service providers sensitisation training.

Domestic Partnership Alliance

OUT is one of the steering committee members of the Domestic Partnership Alliance. OUT's participation included the development of a lobbying plan for the legal recognition of Domestic Partnerships and chairing a meeting to develop an advocacy strategy to engage with Parliament on the Draft Bill. A submission was made to the Department of Home Affairs on the Draft Domestic Partnership Bill, which made key recommendations in relations to same sex couples and the protection of domestic partnerships.

Marriage Act Amendment Bill

A second submission was made to the Department of Home Affairs on the Draft Marriage Act Amendment Bill that focused on the outstanding problems with the Civil Union Act and the Marriage Act.

South African National AIDS Council

OUT has been a member of the reference group of the Women's Sector and later last year OUT was elected as an alternative representative on the PIC (Programme Implementation Committee) for the Women's Sector. The main focus is to ensure that lesbian women (including WSW) and MSM issues are included.

Choice of Termination of Pregnancy Bill

OUT is a member of the Reproductive Rights Alliance and was active in the lobbying for the passing of the Choice of Termination of Pregnancy (CTOP) Amendment Bill. A joint submission with the AIDS Legal Network was made to Parliament on the Bill, emphasising the

reproductive and sexual rights of lesbian women and other marginalised groups. Media briefings and statements were jointly developed with other RRA partners. The CTOP Amendment Act passed in January.

Victim Empowerment

OUT co-drafted a submission to the Department of Social Development Victims Empowerment Programme Management Team on the Victims Empowerment Programme's response to hate crimes in general.

United Nations

OUT co-drafted with partners of the Joint Working Group a submission to the South African United Nations delegations as part of the UN Peer Review process. The submission lobbied SA to accept the recommendations made in the peer review process with regards to handling of LGBT issues. The submission was sent to the Foreign Affairs Ministry, UN mission and other UN partners.

OUT legislative work spanned from further work on the Civil Union Act to protecting and furthering progressive gender rights

International and national conferences

OUT presented at the **National Gender Based Violence Conference** hosted by the Commission for Gender Equality in Durban, to raise issues of violence and experiences of LGBT people in South Africa. The depth of the conference revealed the importance and urgency of accelerating the response to Gender Based violence. The Declaration was developed in noting the importance of strengthening the National Action Plan to end gender violence, the Domestic Violence Act, the Sexual Offences Act, the Children's Act, the Victim Empowerment Programme and the number of legal instruments policies and programmes; and to assess challenges and progress made in addressing gender-based violence in our society.

OUT participated in the **XVII International Aids Conference held in Mexico**. There was participation in two panel discussions during the conference that included the Women's Network Zone and the Human Rights zone to emphasis the importance of raising the issues regarding the HIV and the levels of hate crimes in South Africa. Further an article was submitted by Mmapaseka "Steve" Letsike for the daily newsletter of the conference regarding the invisibility of addressing lesbian women issues in international conferences particularly with HIV and AIDS issues.

At the **National Victim Empowerment Programme Summit** in Durban, OUT presented on the issue to lobby for hate crime issues to be included in the policy framework discussion.

This brought on its own a greater need around challenges to ensure the linkages between LGBT hate crimes and other forms of hate crimes in government's responses and as well as policy development.

ARASA (AIDS and Rights Alliance for Southern Africa)

held a two day regional advocacy workshop regarding Sexual and Reproductive Health Rights in Johannesburg. OUT presented during this seminar to articulate the lack and challenges that LGBT people are facing when accessing services. With the aim of narrowing down and agreeing on issues, a Sexual and Reproductive Health Rights advocacy campaign strategy was developed.

The South African National Aids Council (SANAC)

held the second National Women's summit with a broad theme "Making SANAC work for the Women's Sector". The summit had focused facilitated discussions around the four pillars of the National Strategic Plan (NSP) with a particular focus on the women's sector program of action and making SANAC work for the women's sector. The summit concluded with a number of satellite sessions focusing on vulnerable groups (sex workers & people living with disabilities and lesbian women). OUT represented the Women's Sector and plays an active role on the WSTT (Women's Sector Task Team).

The 3rd National Roundtable Discussion in Cape Town was hosted in the context of the recognition that human rights are to be at the centre of effective responses to HIV and AIDS; legislative trends to criminalise HIV transmission; and a reality in which stigma, discrimination and other violation of rights, based on a person's sex, gender, sexual orientation and/or HIV status, prevail. The forum provided an opportunity to table the risks involved for lesbian women.

Association for Women's Rights in Development (AWID)

the International Forum on Women's Rights and Development, was both a conference and a call to action. The largest recurring event of its kind, the AWID Forum brought together women's rights leaders and activists from around the world to strategise, network, celebrate, and learn in a highly charged atmosphere that fostered deep discussions and sustained personal and professional growth. The conference provided OUT an opportunity for reflection, exposure to information and debates, networking and making visible the lesbian and gay struggles in South Africa and Africa. The experiences and voices of lesbian women have largely been underrepresented in feminist discourses in Africa and internationally. Our work with lesbian women, in the context of hate crimes, and at the level of service provision and advocacy, has fed a body of knowledge which we articulated to integrate into the Forum's deliberations and debates. The conference provided OUT with the opportunity to make the linkages between women's rights and LGBT rights, and to experience in reality the linkages between struggles against patriarchy and struggles against heterosexism. OUT participated in the Coalition of African Lesbians (CAL) session on

Speaking out against Homophobic Hate, Claiming Justice and Celebrating Rights in Africa as well as a 1 in 9 Campaign session, Using Media for Advocacy.



Campaign Work



The **777 Campaign-Act** to end hate was established in 2007 after the brutal murders of 2 lesbian women Sizakele Sigasa and Salome Masooa. In 2008 OUT was actively involved in ad-hoc lobbying of the prosecutor in the Eudy Simelane case, and leading the psychosocial support to the family, friends and broader LGBT community in Kwa-Thema. A number of debriefing sessions were held in Kwa-Thema for the community members and the family. Together with other alliance partners, direct services and community mobilisation was a key strength for this case and its proceedings. The case was heard early in 2009 in the Delmas circuit court and one of the accused, who pleaded guilty, was sentenced to 32 years in jail.

As a member of the 777 Campaign, there were further alliance based work around the Daisy Dube case in Yeoville, and the commemoration of the murders of Sizakele and Salome.

The **1in9 Campaign** was established in February 2006 at the start of the rape trial of Jacob Zuma, to ensure the expression of solidarity with the woman in that trial as well as other women who speak out about rape and sexual violence. OUT is a member of the campaign and supports the campaign through providing direct services that includes co-facilitating community engagements and community mobilisation. OUT has also worked on empowering young girls in schools regarding the issues of sexual violence and rape.

OUT participated in the protest outside **Naspers (Media 24)** offices in response to Jon Qwelane homophobic newspaper article in the Sunday Sun. The protest highlighted the attack on the constitutional and human rights of LGBTI people in the country.

Building key agents of change

OUT initiated a capacity building process of a cadre of lesbian leaders to build consciousness, activism and feminism within a focus of service provider issues. A total of six key workshops took place in 2008 and the 1st workshop was in July. The overall purpose was to build understanding of key concepts and issues related to gender, gender identity and sexual orientation. The aim was to locate the self within context and to start engaging with human and sexual rights approaches for change.



With a broad purpose for the group OUT managed to strengthen lesbian leadership within our core constituency and create development opportunities for selected lesbian women and community organisers, to support and drive key activities of OUT's advocacy and mainstreaming programme. OUT also managed to create a process for skills building, dialogue and

community mobilisation, with regard to LGBT rights, in Pretoria and Johannesburg. The group had a series of activities including being trained as lay counsellors in campaign work and media work within the sixteen days of activism. There was also participation in the Soweto and Johannesburg Pride Parades.



The Human Rights Exhibition and Schools

The relationship between the Department of Education and OUT has been a difficult one to maintain. OUT had a mandate to contribute to the development and adoption of policy guidelines on how to incorporate working with sexual orientation within the school system, evaluating the process we had with the Gauteng Department of Education (GDE) and planning possible steps to sensitise the learners and teachers to LGBT issues through the lens of non discrimination and equality. OUT experienced continual difficulties and challenges in establishing a meaningful working relationship with officials from the Gauteng Department of Education.

After these difficulties with the GDE, OUT developed a process to directly work with schools, learners and teachers. This project has seen OUT, along with our project partners, working with four schools in selected areas in Johannesburg and surrounding areas. These included Barnato Park Secondary School in Berea, Westbury Secondary School in Westbury, Veritas Secondary School in Soweto and Zimisele Secondary School in Kwa Thema. The programme included establishing relationships and buy-in from schools, dialogues with learners, interactive theatre workshops, human rights exhibitions, learners' forums and sensitisation training with life orientation teachers.



Themba HIV Theatre Group, in Westbury School

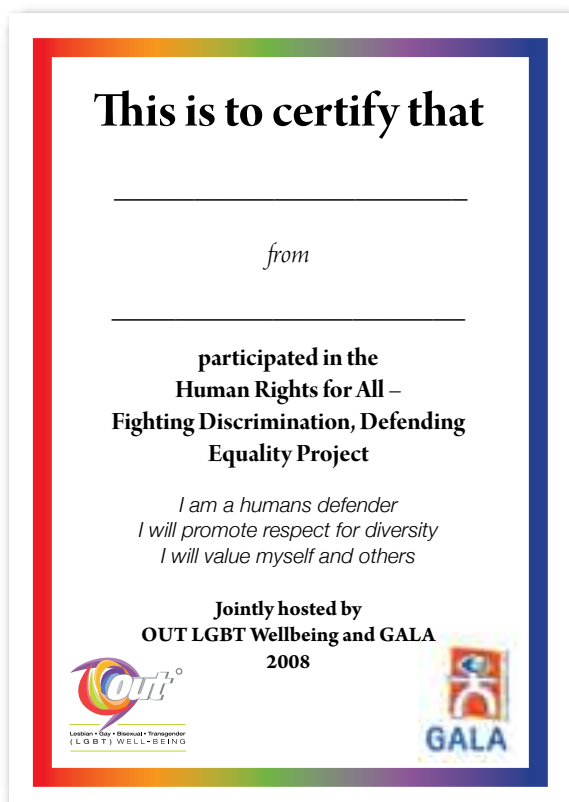


In Barnato School, the human rights exhibition entailed dividing the participating Grade Ten learners into ten groups, each constituting a marginalised grouping in South Africa. These marginalised groups included: women; youth; children; black people; LGBT people; people living with HIV/AIDS; people who speak English as a second language; refugees and foreigners; disabled people; poor and working class people. The Human Rights exhibitions proved to be an important measure of the learners' understanding of human rights. It is important to note that all of the exhibitions that were developed by the learners made the link to the Equality Clause in the Constitution and highlighted the linkages between the different forms of discrimination. The learners would be given resource materials to work with, they would develop an exhibition and the school would have to vote on the winning team. Each participating learner received a participation certificate and the winning team received a Human Rights Defender medal and a trophy.



Grade 10 learners, Barnato School

A major setback was experienced in the project when access was blocked after it became public knowledge that we were working with District Officials on issues of gender, sexuality and homophobia. Ensuring the implementation of the project within the given timeframe was also a challenge as this was beyond our control, as factors such as bureaucratic resistance, changes in personnel, changes in structures; strikes etc took their toll on our planning. In addition, a particular challenge working within the school system is that one has to find time within very full school agendas and time tables.



The certificate



The medal

There is a strong need to continue and build on the successes of this project within the existing schools that we have been working with and to start with other schools. The schools are at the point now where they need ongoing guidance and input to continue their journeys of discovery and transformation. On the

whole, the school based interventions were extremely successful. All the school stakeholders have thanked us for opening the possibilities for dialogue and each of their overall assessments has been favourable.

RESEARCH

OUT completed a collaborative research project on Minority Stress and HIV Risk among Gay Men in Pretoria. The project was in collaboration with the Columbia University (New York) and the Human Sciences Research Council (HSRC). The importance of the study is that it is representative of three groups of gay men i.e. white, black/resourced and black/under-resourced. In addition it will provide valuable insights into behaviours that enable gay men to take HIV risks. Issues such as internalised homo-negativity, external/structural discrimination, alcohol and drug use, mental health problems such as depression and anxiety, and information/motivation/skills and their relation with risk behaviours were explored. The importance thereof is the knowledge of what issues should be addressed programmatically in the context of HIV prevention. In this it goes further than having HIV prevalence rates available which gives one an indication of the extent of the problem. OUT completed fieldwork with 300 men over a period of two months. The collaboration with Columbia University and the HSRC has been highly productive and in the next year a study on social and sexual networks among black Men who have Sex with Men (MSM) in Pretoria will follow.



Research recruitment material

After the Director attended a Consultation Meeting, organised by the Population Council in Nairobi, OUT and the Population Council reached agreement for a study on

misinformation and HIV risk among MSM's in Pretoria. The fieldwork for this study commenced in early 2009 and will further add insights into behavioural aspects and HIV risk. OUT also co-operated with the UNISA Centre for Applied Psychology and Columbia University on doing the levels of empowerment studies in North West province. These studies have proved invaluable after being done in Gauteng, KwaZulu Natal and the Western Cape as they provide quantitative insights into a range of LGB experiences. The North West study also enables OUT to forge closer links with the Gay Umbrella, a community group in Mafikeng. The value thereof is in forging links for planned OUT programmatic expansions.



OUT
invites you to take part in the mens
sexuality and health study.

For improved mens sexuality, fill in our questionnaire.
It'll only take 45 minutes, after which you can join us for
a drink and claim your cash incentive.

Prism Community Centre

Dates	Time	Venue
9/10/08	18h00 - 21h00	Prism Community Centre, 1892 Pretorius Street, Pretoria
10/10/08	16h30 - 19h00	
16/10/08	18h00 - 21h00	
17/10/08	16h30 - 19h00	
23/10/08	18h00 - 21h00	
24/10/08	16h30 - 19h00	
30/10/08	18h00 - 21h00	
31/10/08	16h30 - 19h00	

Legends Club

Dates	Time	Venue
16/10/08	20h00 - 22h00	Legends, Brooklyn, Pretoria
17/10/08		
24/10/08		
31/10/08		

Contact:
For more information and to RSVP call
Senkhu on 012 344 5108 or
researcher@out.org.za

OUT
LONDON • GAY • BROADWAY • TRANSGENDER
(LGBT) WELL-BEING

Research recruitment material

MANAGEMENT

The OUT Board

The Board met three times within the last year. In August 08 there was an informal team building exercise between Board and staff members. There were opportunities to get to know each other better, for Board members to know more about the work done by individual staff members and to look at ways forward. In October 08, Board met to approve the annual report and audited statements and to deal with some conflict that arose in the management committee. Following this meeting Board Members facilitated processes on the ethos of OUT and a Board Financial Sub-Committee was instituted. In February 2009, Board members participated with staff members to finalise a new ten year plan as well as a new vision, mission and values. Board also approved salaries at this

meeting and started two new Board Committees i.e. a performance monitoring and role clarification committees. Pierre Brouard resigned from the Board towards the end of 2008 after having served for more than 5 years. OUT is very thankful to Pierre for all his contributions, insights and humour over the years.

Management of staff

Planning for the 2009-2019 period was completed in February 2009. It included a redraft of the vision as well as setting strategic objectives. These objectives were used to draft operational plans. OUT started processes to redefine its values with needed buy-in by staff and Board Members and these included various activities to understand and apply the ethos of the organisation.

Monitoring took place through a new expanded Management Committee. They met bi-weekly and staff meetings took place on a monthly basis

Implementation was monitored through bi-weekly management committee meetings. Standard agenda points included projected and actual financial decisions, external representation and developments as well as strategic decisions. Monthly staff meetings ensured further monitoring and evaluation and also aimed to integrate various focus areas of work and to develop strategic thinking among staff.

A policy review commenced resulting in new formats for policies and substantially expanding on especially financial policies. Melanie Judge resigned in December 08 after more than four years of service. Her contributions were many including leading on the same sex marriage programme in 2008. Susan Holland Muter resigned in January 2009 after successfully managing OUT Advocacy and Mainstreaming Programme.



OUT staff Christmas lunch December 08

Marlon Mabusela joined as the PRISM Centre Co-ordinator; Elmie Joubert joined as the Clinic Nurse; Senkhu Maimane joined as a researcher; Caroline Setkhilako as an advocacy fieldworker and Trish Nhamoinesu as the social worker.

Finances and fundraising

The OUT budget grew by about 40% in the last year and doubled over the last two years. It is a sign of the credibility of OUT and its ability to meet needs. However, the pool of LGBT funders remains small and OUT did not start any new funding contract in the last year. The main funder of OUT remains the Atlantic Philanthropies and they will stop funding work in 2012. It is therefore urgent that OUT secures new funder relations, also to allow for planned expansions. Work in this regard has started and contacts and relationship building has commenced. New agencies that are prioritized are the World Bank, the South African National AIDS Council, PEPFAR, and the Global Fund.

Financial procedures were significantly improved over the last year. OUT now works with an 18 month budget, two monthly projected budgets as well as actual budgets within two weeks after the close of a specific month. These procedures are managed by the OUT Management Committee with review by the Board Financial Subcommittee.

Marketing

The OUT website has been substantially improved. It contains information on OUT and all its programmes, staff members, history and publications. In addition, it has regular news and events postings. There has also been continual work on updating the database and website users can now add their contact details to the OUT database.

OUT maintained a presence in the LGBT media and a total of six advertisements were placed in Exit and Mambaonline.

At the Johannesburg Pride Parade in October 08, OUT had a big presence. The organisation had a stall in the community village, organised a float and had a very successful testing campaign. OUT also had a stall at Sexpo in October 08 where it managed to market its services to a mainly heterosexual audience.

The Shout-OUT campaign was also very successful. It managed to arrange monthly testing within Gauteng LGBT venues where all who tested could enter a competition to win wonderful prizes. It culminated in a big World AIDS Day event that was held in Legends club in Pretoria. The Campaign not only popularised testing but also the services of OUT.



Lesbian • Gay • Bisexual • Transgender
(L G B T) WELL-BEING



Lesbian • Gay • Bisexual • Transgender
(L G B T) W E L L - B E I N G

Audited financial statements

**OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING
(REGISTRATION NUMBER 000-219-NPO)
Financial statements
for the year ended 31 March 2009**

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

GENERAL INFORMATION

COUNTRY OF INCORPORATION AND DOMICILE	South Africa
NATURE OF BUSINESS AND PRINCIPAL ACTIVITIES	Health services and advocacy
BOARD	V Reddy - Chair RE Cameron-Ellis - Treasurer J Nel P Brouard - (Resigned June 2009) P Vaz N Nkosi M Khakaza M Salomon - (Resigned August 2009) D Nel - Director
REGISTERED OFFICE	745 Park Street Arcadia 0083
BUSINESS ADDRESS	745 Park Street Arcadia 0083
BANKERS	ABSA
AUDITORS	Azima Auditors Incorporated Chartered Accountants (S.A.) Registered Auditors
NPO REGISTRATION NUMBER	000-219-NPO
OTHER INFORMATION	

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

INDEX

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

INDEX	PAGE
Report of the Independent Auditors	3
Board Members Responsibilities and Approval	4
Balance Sheet	5
Income Statement	6 - 7
Cash Flow Statement	8
Accounting Policies	9
Notes to the Financial Statements	10 - 12



REPORT OF THE INDEPENDENT AUDITORS

TO THE BOARD AND FUNDERS OF OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING

We have audited the accompanying financial statements of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING, which comprise the balance sheet as at 31 March 2009, the income statement, the statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes, as set out on pages 5 to 12.

Directors' Responsibility for the Financial Statements

The organisation's BOARD MEMBERS are responsible for the preparation and fair presentation of these financial statements in accordance with gaap, and in the manner required by the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER WELL-BEING. 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.

Auditors' 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 auditors' 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 the BOARD MEMBERS, as well as evaluating the overall presentation of the financial statements.

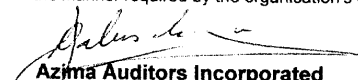
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Scope limitation

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the organisation as of 31 March 2009, and of its financial performance and its cash flows for the year then ended in accordance with gaap, and in the manner required by the organisation's constitution.


Azima Auditors Incorporated
Registered Auditors
Christo Labuschagne

04 November 2009

Christo Labuschagne • christol@interext.co.za • Practice Number : 901481



Eienaar • Owner : Azima Auditors Ingelyf 2008/012225/21 • Azima Auditors Incorporated 2008/012225/21

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

BOARD MEMBERS RESPONSIBILITIES AND APPROVAL

The Board are required by the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER 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 company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with gaap. The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with gaap and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgments and estimates.

The BOARD MEMBERS acknowledge that they are ultimately responsible for the system of internal financial control established by the organisation and place considerable importance on maintaining a strong control environment. To enable the board to meet these responsibilities, the board sets 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 responsibilities 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 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 financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

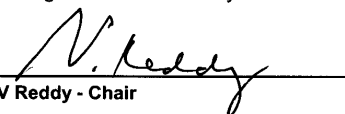
The BOARD MEMBERS have reviewed the organisation's cash flow forecast for the year to 31 March 2010 and, in the light of this review and the current financial position, they are satisfied that the organisation's has or has access to adequate resources to continue in operational existence for the foreseeable future.

Although the BOARD MEMBERS are primarily responsible for the financial affairs of the organisation, they are supported by the organisation's external auditors.

The external auditors are responsible for independently reviewing and reporting on the organisation's financial statements. The financial statements have been examined by the organisations's external auditors and their report is presented on page 3.

The financial statements set out on pages 5 to 12, which have been prepared on the going concern basis, were approved by the board on 04 November 2009 and were signed on its behalf by:


 RE Cameron-Elms - Treasurer


 V Reddy - Chair

Pretoria

04 November 2009

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

BALANCE SHEET

Figures in Rand	Notes	2009	2008
ASSETS			
Non-Current Assets			
Furniture and office equipment	2	4	4
Current Assets			
Project expenditure in advance	3	53,575	54,125
Trade and other receivables	4	406,270	123,550
Cash and cash equivalents	5	990,317	94,246
		1,450,162	271,921
Non-Current Assets		4	4
Current Assets		1,450,162	271,921
Total Assets		1,450,166	271,925
EQUITY AND LIABILITIES			
EQUITY			
Retained income		462,798	(95,242)
LIABILITIES			
Current Liabilities			
Unspent projects	6	750,351	84,163
Trade and other payables	7	237,017	283,004
		987,368	367,167
Non-Current Liabilities		-	-
Current Liabilities		987,368	367,167
Liabilities of disposal groups		-	-
Equities		462,798	(95,242)
Liabilities		987,368	367,167
Total Equity and Liabilities		1,450,166	271,925

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

INCOME STATEMENT

Figures in Rand	Notes	2009	2008
INCOME			
Atlantic Philanthropies		2,349,855	2,151,408
CEBRAP		38,252	165,436
Department of Health		229,588	300,000
Department of Social Development		101,622	-
Donations		15,889	12,109
General Grants		282,853	-
Heinrich Boll Stiftung		354,551	75,317
HIVOS		561,300	405,378
Miscellaneous Income		-	69,814
Medical Research Council		947,582	405,150
Open Society Foundation		110,274	50,000
Schorer		1,653,406	493,515
Standard Bank		7,082	94,876
Interest received		90,792	32,783
		6,743,046	4,255,786
		(6,183,733)	(4,434,650)
Expenses (Refer to page 7)		(6,183,733)	(4,434,650)
		-	-
		6,743,046	4,255,786
		(6,183,733)	(4,434,650)
Operating profit (loss)		559,313	(178,864)
Finance costs		(1,273)	-
Profit (loss) before taxation		558,040	(178,864)
Profit (loss) for the year		558,040	(178,864)

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

INCOME STATEMENT

Figures in Rand	Note(s)	2009	2008
OPERATING EXPENSES			
Accounting fees		44,368	-
Advocacy and Mainstreaming program costs		120,854	-
Bank charges		26,254	18,856
Board expenses		9,808	3,555
CEBRAP Research		38,252	165,436
Computer expenses		49,565	55,777
Consumables		65,288	32,038
Conference attendance		104,969	-
Depreciation, amortisation and impairments		78,663	85,189
Employee costs		3,338,754	1,885,004
General expenses		-	13,123
Mental Health program expenses		16,156	75,275
Heinrich Boll Stiftung		165,914	159,308
Insurance		21,789	39,654
Lease rentals on operating lease		122,112	150,313
Marketing		208,481	367,804
JWG National HIV program costs		56,897	-
Networking expenses		18,004	-
Consulting fees		3,300	-
Printing and stationery		98,539	57,439
Repairs and maintenance		33,065	247,209
Research and development costs		165,128	15,292
Sexual health program costs		899,492	634,882
Staff development		108,531	157,605
Telephone and fax		213,569	150,989
Travel - local		160,335	109,199
Utilities		15,646	10,703
		6,183,733	4,434,650

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

CASH FLOW STATEMENT

Figures in Rand	Notes	2009	2008
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	8	218,477	19,094
Interest income		90,792	32,783
Finance costs		(1,273)	-
Net cash from operating activities		307,996	51,877
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of furniture and office equipment	2	(78,664)	(85,191)
Sale of financial assets		550	(54,125)
Net cash from investing activities		(78,114)	(139,316)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of unspent projects		666,188	84,163
Net cash from financing activities		666,188	84,163
Total cash movement for the year		896,070	(3,276)
Cash at the beginning of the year		94,246	127,559
Total cash at end of the year	5	990,316	124,283

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

ACCOUNTING POLICIES

1. Presentation of Financial Statements

The financial statements have been prepared in accordance with gaap, and the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER 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 costs of dismantling and removing the item and restoring the site on which it is located is also included in the cost of property, plant and equipment.

Furniture and office equipment will be write of 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 attaching 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 of the period in which it becomes receivable.

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

NOTES TO THE FINANCIAL STATEMENTS

Figures in Rand

2009

2008

2. FURNITURE AND OFFICE EQUIPMENT

	2009			2008		
	Cost / Valuation	Accumulated depreciation	Carrying value	Cost / Valuation	Accumulated depreciation	Carrying value
Furniture and fixtures	26,086	(26,085)	1	16,551	(16,550)	1
Office equipment	56,953	(56,951)	2	52,998	(52,996)	2
IT equipment	212,389	(212,388)	1	147,215	(147,214)	1
Total	295,428	(295,424)	4	216,764	(216,760)	4

Reconciliation of furniture and office equipment - 2009

	Opening Balance	Additions	Depreciation	Total
Furniture and fixtures	1	9,535	(9,535)	1
Office equipment	2	3,955	(3,955)	2
IT equipment	1	65,174	(65,174)	1
	4	78,664	(78,664)	4

Reconciliation of furniture and office equipment - 2008

	Opening Balance	Additions	Depreciation	Total
Furniture and fixtures	-	13,976	(13,975)	1
Office equipment	1	27,402	(27,401)	2
IT equipment	1	43,813	(43,813)	1
	2	85,191	(85,189)	4

3. PROJECT EXPENDITURE IN ADVANCE

Heinrich Boll Foundation	53,575	-
CEBRAP	-	54,125
	53,575	54,125

Current assets		
At fair value through profit or loss	53,575	54,125
Non-current assets	-	-
Current assets	53,575	54,125

4. TRADE AND OTHER RECEIVABLES

Deposits	350	1,550
VAT	405,920	122,000
	406,270	123,550

5. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

Notes to the Financial Statements

Figures in Rand	2009	2008
5. CASH AND CASH EQUIVALENTS (continued)		
Cash on hand	7,606	4,840
Bank balances	952,112	68,830
Short-term deposits	30,599	20,576
	990,317	94,246
6. UNSPEND PROJECTS		
Department of Health	94,842	-
Medical Research Council	126,250	-
Open Society Foundation	39,726	-
Schorer	489,533	69,839
Standard Bank	-	14,324
	750,351	84,163
	750,351	84,163
	-	-
Current liabilities		
At fair value	750,351	84,163
	-	-
	750,351	84,163
7. TRADE AND OTHER PAYABLES		
Trade payables	20,936	36,298
SARS - PAYE	216,081	246,706
	237,017	283,004
8. CASH GENERATED FROM OPERATIONS		
Profit (loss) before taxation	558,040	(178,864)
Adjustments for:		
Depreciation and amortisation	78,663	85,189
Interest received	(90,792)	(32,783)
Finance costs	1,273	-
Changes in working capital:		
Trade and other receivables	(282,720)	(122,000)
CEBRAP	-	(54,125)
Trade and other payables	(45,987)	237,514
Schorer	-	69,839
Standard Bank Net unspent at 31-03-09	-	14,324
	218,477	19,094

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

(Registration number 000-219-NPO)

Financial Statements for the year ended 31 March 2009

Notes to the Financial Statements

Figures in Rand	2009	2008
9. RELATED PARTIES		
Related party transactions		
Rent paid to related parties		
RE Cameron-Ellis	112,112	-
Salary paid to directors		
D Nel	456,000	-



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