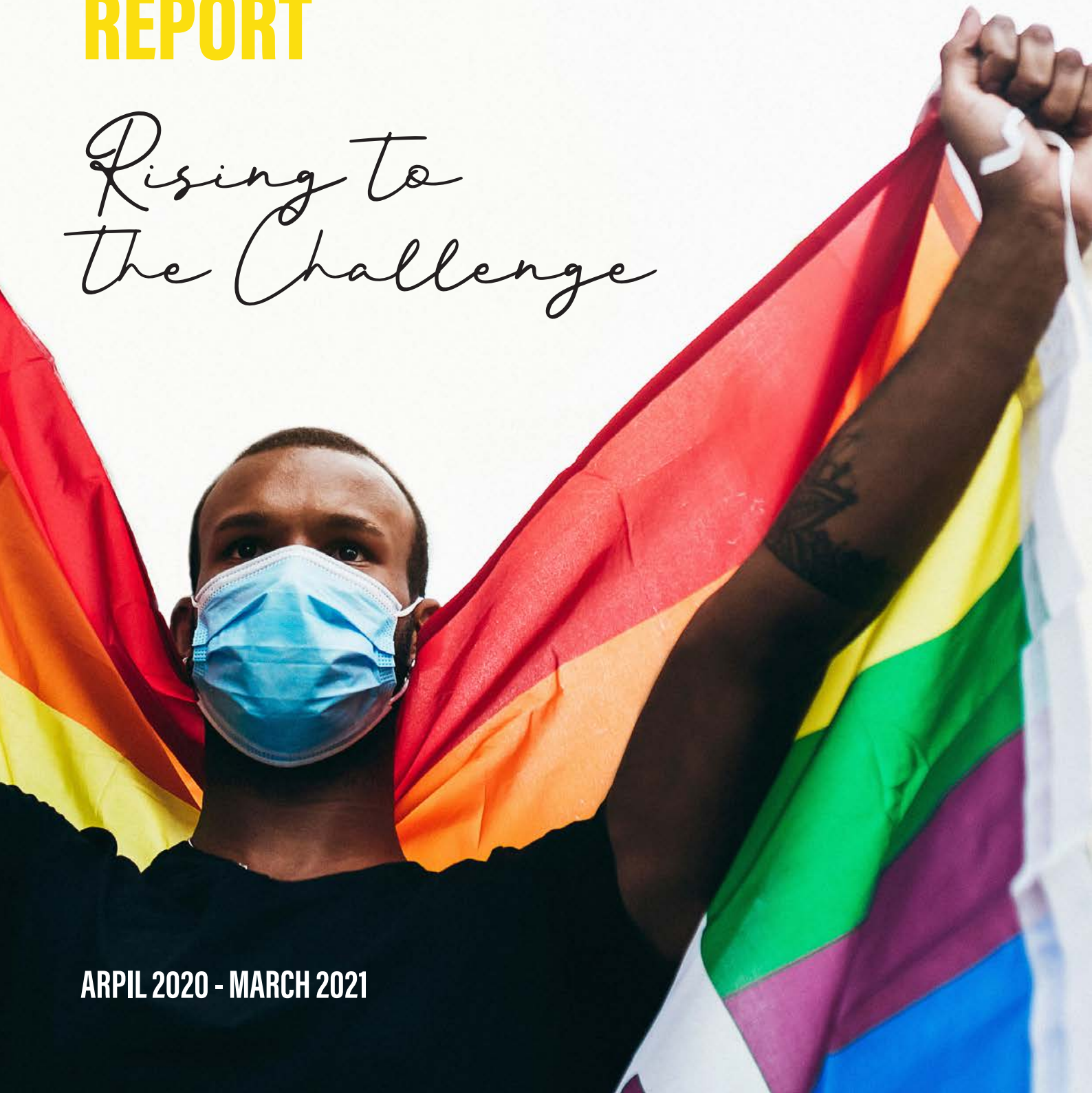


OUT
LGBT
WELL-BEING
REPORT

*Rising To
The Challenge*



APRIL 2020 - MARCH 2021



"OUT is now a stronger organisation and able to handle large programmes with the same amount of passion and activism that have always marked our work."

- Dawie Nel, Director of OUT

**EQUAL
RIGHTS**

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LIST OF ABBREVIATIONS

AIDS:	Acquired Immune Deficiency Syndrome Syndrome
ART:	antiretroviral therapy
ARV:	antiretroviral
BC:	Buffalo City
BCI:	behaviour change interventions
CAG:	community advisory groups
CBO:	community based organisation
CD4:	cluster of differentiation 4
CDC:	Centers for Disease Control and Prevention
CoJ:	City of Johannesburg
COP:	country operational plan
CoT:	City of Tshwane
DoH:	Department of Health
DoJ:	Department of Justice and Constitutional Development
DSD:	Department of Social Development
EMH:	Engage Men's Health
EPOA:	enhanced peer outreach approach
HCWG:	Hate Crimes Working Group
HIV:	Human Immunodeficiency Virus
HTS:	HIV testing services
IEC:	information, education and communication
LGBT:	lesbian, gay, bisexual and transgender
LGBTI+:	lesbian, gay, bisexual, transgender, intersex +
LGBT / LGBTI / LGBTIQA:	lesbian gay bisexual transgender intersex queer asexual
M&E:	monitoring and evaluation
MSM:	men who have sex with men
NMB:	Nelson Mandela Bay
NTT:	National Task Team
OSFSA:	Open Society Foundation South Africa
PEP:	post-exposure prophylaxis
PEPFAR:	US President's Emergency Plan for AIDS Relief
PR:	prime recipient
PrEP:	pre-exposure prophylaxis
PTT:	Provincial Task Team
RRT:	Rapid Response Team
SAPS:	South African Police Service
SMS:	short message service
SNS:	social network strategy
STI:	sexually transmitted infection
TB:	tuberculosis
USAID:	US Agency for International Development
UTT:	universal test and treat
WHO:	World Health Organization

A photograph of two men, one with a beard and the other with a short haircut, both smiling and looking upwards. They are positioned in the lower half of the frame. The background is a vibrant, multi-colored geometric pattern in shades of blue, green, and yellow, resembling a stylized rainbow or abstract wall. The text is overlaid on the upper right portion of the image.

“Despite the many challenges faced during the year, OUT remained resilient, committed and true to its values, vision and mission.”

- Lerato Lenona, Board Chair

BOARD CHAIR'S MESSAGE

Lerato Lebona



The 2020/2021 financial year started strong with a full and active board, comprising a functional board executive committee and sub-committees, successfully executing its mandate and role in governance and support to OUT. We had our work cut out with the continued challenges related to the Covid-19 pandemic and related restrictions. We look back with pride on what OUT has achieved in the past year in reaching all set programmatic targets, and the impact made on people's lives with the provision of comprehensive health services, including psychosocial and paralegal support to the lesbian, gay, bisexual and transgender (LGBT) community through the TEN81 clinic and Engage Men's Health (EMH) projects.

OUT embodies and demonstrates its values of being caring, competent and committed to the human rights of the LGBT community it serves, through the excellent service it provides and strategic collaborations with relevant government departments and other key stakeholders. An example of this is the exciting partnership with the Department of Social Development (DSD), which has evolved from referrals for mental health services to a new initiative to launch shelters that will specifically cater for LGBT individuals. It will also include facilitating sensitisation training for current existing shelter staff, starting with the City of Johannesburg (CoJ).

During the reporting period, OUT continued with the capacity-development process, facilitated by PACT World, to enable the organisation to apply for funding from the United States government and other international organisations and funders as a prime recipient. The board remained closely involved with the process and led the restructuring of the organisational organogram followed by the review and approval of the merging and alignment of shared policies,

procedures and support staff of the CDC- and USAID-funded projects. The board also underwent governance and fiduciary training facilitated by PACT. We will continue to put in the required work and effort to ensure that OUT is successful in reaching prime status.

Despite the many challenges faced during the year, OUT remained resilient, committed and true to its values, vision and mission. On behalf of the board, I would like to extend my heartfelt gratitude to the management team and staff of OUT for the continued hard work, dedication, innovation and passion with which they continued to serve the LGBT community. All your efforts and contributions are acknowledged and highly appreciated. A big thank you to our funders, as well, for recognising the work of OUT and the continued funding and support.

OUT embodies and demonstrates its values of being caring, competent and committed to the human rights of the LGBT community it serves...

DIRECTOR'S MESSAGE

Dawie Nel



We look back at a very productive year where we increasingly reached targets and made an impact. The year was marked by programmatic innovations, rising to the challenges of a growing organisation and the demands of a changed environment and internal assessments.

The past year was marked by various stages of lockdown because of Covid. Although it gave rise to many challenges, it also resulted in some innovations and programmatic improvements.

Within our health programme, we were forced to move away from gatherings of people to working with individuals. We consolidated an approach of focussing on smaller, high-risk networks rather than hot spots where there are large gatherings of people. This more individual approach meant that we formed solid relationships with clients and an ability to reach high-risk Men who have Sex with Men (MSM). In our human rights programme, the focus was on assisting victims of hate crimes as well as a new paralegal service.

We reflected substantially on the nature of OUT. In our 27-year history we had various phases wherein certain programmatic areas became more prominent, sometimes at the cost of other areas and our comprehensive approach. This was often driven by available funding and priorities. OUT and its Engage Men's Health brand significantly focusses on MSM health, and there is a need to invest more in other areas of work: mental health, programmes for lesbian women, human rights, advocacy and hate crimes.

Internal developments were substantial. There was a closer integration of the Engage Men's Health project within OUT's overall scope of work, structures and branding. Development took place around governance, policies and procedures, an integrated organogram, strategy

and sustainability. These changes were not easy and internal tensions had to be carefully managed. A major consequence was that health service in Pretoria, known as the TEN81 clinic, was rebranded under the Engage Men's Health banner.

OUT is now a stronger organisation and able to handle large programmes with the same amount of passion and activism that have always marked our work. We have always been led by our own community, while increasingly developing a solid structure and professional approaches. Very few people at OUT are 'only doing a job'. There is a strong belief in our mission and vision, and it offers inspiration to do what we do. It sets us apart. We were very honoured to be acknowledged by the Feather Awards in the past year for our work.

I want to thank our board, under the able leadership of Ms Lerato Lebona (Chair) and Dr Nicola Christofides, for their direction and commitment to manage all the substantial changes and growth in the last year. My job is made easy by very qualified managers and staff of more than a 100. As we work close to the ground, our work remains dynamic and exciting. Programmes are constantly adapted (informed by rigorous data and analysis) to meet needs and our innovations achieve results. It is my hope that the coming year will see the same level of activism and professionalism and that we manage to meet more of the needs of our community. And that we do this with enthusiasm, hard work and commitment to meet the highest standards of good governance.



Number of people reached with prevention:

28,074



HIV tests done:

13,779



Number of HIV positive people identified:

1,688



Number of paralegal services offered: increased by

15% to 55



Marketing: EMH campaigns reached

1,467,528
people on social media

RIISING TO THE CHALLENGE – EXECUTIVE SUMMARY

OUT is 27 years old and is the second oldest lesbian/gay/bisexual/transgender (LGBT) community organisation in South Africa. OUT is a leader in its field, and past successes include starting the first MSM clinic in Gauteng in 1997, conducting the first quantitative research on LGBT hate crimes in 2003 and leading the campaign to secure same-sex marriage in South Africa in 2006.

There were two main areas of work. The health programme for MSM took place in the City of Tshwane (CoT), City of Johannesburg (CoJ), Nelson Mandela Bay (NMB) and Buffalo City (BC). Services included prevention, HIV testing and initiation and retention of clients on antiretroviral therapy (ART) and post-exposure prophylaxis (PEP). In CoT and CoJ there were fixed clinics as well as mobile outreach services, while the Eastern Cape sites had mobile services. Results were impressive: reaching about 27,000 men with prevention interventions, testing close to 2,000 HIV-positive men and initiating large numbers on ART. In CoJ, 93% of HIV-positive men were initiated on treatment, while CoT achieved an 87% initiation rate. Almost 4,000 high-risk HIV-negative men were initiated on pre-exposure prophylaxis (PrEP).

Effective innovations, informed by programmatic data, included VIP groups where local champions host small groups of their social/sexual networks at their home. Health talks are given and services provided. Another innovation in CoJ was monthly community advisory groups (CAGs) for MSM who engage in chemsex (using certain recreational drugs for the purpose of having sex). These groups were mainly in Soweto and achieved an HIV yield of about 30%. Based on rigorous data and agile programmatic adaptations, new

programmes are developed around barriers to care, including the areas of mental health, homelessness and being unemployed, as well as addressing sexually transmitted infections (STIs).

The human rights programme (Love Not Hate) worked closely with the Department of Justice and Constitutional Development (DoJ) and its task team to address LGBT hate crimes. A total of 55 cases were monitored with the DoJ, and OUT offered paralegal advice as well as medical and psychosocial support to LGBT victims.

For programmatic demand creation and awareness, OUT maintained 6 Facebook pages, 3 Twitter pages and 2 Instagram pages. Collectively, there are 42,000 social media followers across all the platforms. The monitoring and evaluation processes include daily monitoring of programmatic performance, scheduling and planning of events, monitoring HIV yield by service modality, patient-level record-keeping of all indicators as well as behavioural data, and real-time data validation and verification.

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is the second oldest
lesbian/gay/bisexual/
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community organisation
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VALUES OF THE ORGANISATION

OUT believes in the human rights of all people. We respond to needs through excellent service provision, collaboration and building of needed expertise. OUT's values can be summarised as:

- Caring
- Competent
- Committed

VISION OF THE ORGANISATION

OUT is dedicated to the building of healthy and empowered lesbian, gay, bisexual and transgender communities in South Africa and internationally. OUT wants to reduce heterosexism and homophobia in society.

MISSION OF THE ORGANISATION

OUT works towards lesbian, gay, bisexual and transgender peoples' physical and mental health and related rights.



PROGRAMMES

HEALTH

Sexual Health Services

OUT's sexual health services were offered under the TEN81 banner in the CoT and the Engage Men's Health banner in the CoJ, BC and NMB. The TEN81 brand in the CoT was rebranded to Engage Men's Health from October 2020.

The TEN81 health programme in the CoT was supported by funding from the Center for Disease Control (CDC) through the Aurum Institute, while the Engage Men's Health programme in CoJ, NMB and BC was supported by funding from the United States Agency for International Development (USAID) through Family Health International 360 (FHI). The Gauteng provincial and respective regional departments of health continued to offer support by providing the OUT clinics in the CoT and CoJ with HIV medication, laboratory services and other consumables, like needles, condoms and lubrication. Services were offered to OUT's clients via two modalities: facility (clinic) and mobile (outreach). Services at the NMD and BC sites were offered mainly through the mobile modality and referrals to affirming public health facilities.

A comprehensive and free package of services was offered to clients, which included: HIV testing services (HTS), initiation on ART, CD4/viral-load testing and adherence to ARV (antiretroviral) treatment (HIV maintenance), screening and treatment for STIs, screening and referral for tuberculosis (TB), provision of PrEP, PEP, general physical examinations and follow-up.

OUT increased the accessibility of the above-mentioned services through the mobile modality. Services were taken to under-resourced clients where they live and work. HIV-positive clients were

initiated on ART, and high-risk profile HIV-negative clients were initiated on PrEP. If needed, clients were referred to affirmative private health care practitioners or clinics in OUT's network.

Weekly quality improvement meetings were held to closely monitor and manage the programme. During these meetings, the data of the previous week were evaluated to identify gaps in implementation and to make immediate course corrections to address the gaps. In addition, there were also reflections on progress, planning for the week ahead, quality control and discussions regarding understanding the data.

The management of the programme was further enhanced by team members providing daily performance feedback via a WhatsApp group allowing for more immediate response, reporting and feedback.

OUT followed a targeted and focussed approach, in which high-risk individuals and their network counterparts were reached. OUT implemented various social network strategies (SNS), including:

- an enhanced peer outreach approach (EPOA) using a voucher system to incentivise people and their network counterparts who are recruited to access the services,
- a VIP and MPowerment model where community members with influence are asked to invite a group of friends within their network to their house, and
- CAG sessions (safe-space group sessions) targeting drug users.

An innovation was pre-mobilisation, where outreach teams worked in a specific area to first identify high-risk clients for services and booked them into the mobile service when it arrived later.

Continuous re-mapping was done by making use of community 'champions' (well-connected community members with access to large sexual and social networks) to direct the outreach teams to venues and areas frequented by high numbers of MSM.

Towards the end of March 2020 the Covid-19 pandemic led to a complete lockdown in South Africa continuing to the end of April 2020, which had a significant impact on programme implementation as only essential services were permitted to operate. HIV treatment service could continue since it was regarded as an essential health service. OUT responded timeously to this challenge by implementing the necessary Covid-19 protocols, obtaining necessary personal protective equipment and alternating clinic and outreach staff to limit the possible risk of exposure to the Covid-19 infection at work. Teams alternated on a weekly basis and client numbers at the clinics were limited. Although, HTS and prevention services had to be suspended temporarily during the lockdown, OUT continued offering ART follow-up services to ensure that clients remained on treatment and were retained in care.

OUT delivered clients' medication to their doorstep or a convenient pick-up point. Most of OUT's frontline staff were vaccinated and non-essential staff members were allowed to work remotely. OUT responded with the relevant policies and human resource processes to manage the implementation of the Covid-19 protocols in the workplace.

Despite the above-mentioned challenges, OUT achieved 90–100% of the programme targets on all indicators.



PROGRAMMES

City of Tshwane

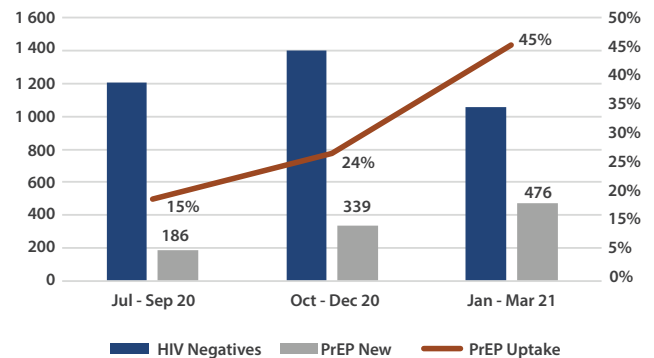
Services were offered to clients through the TEN81 clinic facility and mobile outreach services. The project had two Nurse Initiated Management of Antiretroviral Therapy (NIMART) trained clinic nurses and two outreach teams, each with their own outreach nurse until September 2020. From October 2020, the project had to operate with only one clinic nurse and one outreach team with one nurse due to a decrease in CDC funding for the final year of a multi-year funding cycle (from October 2016 to September 2021).

Despite the decrease in funding and resultant decrease in the number of programme staff, the Tshwane project managed to offer 8,381 prevention interventions, 5,208 HIV tests, found 553 HIV-positive MSM clients (11% yield), initiated 483 HIV-positive clients on ART (87% initiation rate) and initiated 1,289 HIV-negative clients on PrEP during the reporting period.

The greatest achievement of OUT's Tshwane programme was the 30% increase in PrEP initiation uptake to prevent HIV infection among MSM (from 15% to 45%). Gradual consistent growth occurred in the last three quarters by refining the approach and strategies to reach high-risk negative MSM. The uptake percentage of clients screened versus clients initiated onto PrEP treatment increased from 15% in quarter two to 24% in quarter three and 45% in quarter four.

THE GREATEST ACHIEVEMENT OF OUT'S TSHWANE PROGRAMME WAS THE 30% INCREASE IN PrEP INITIATION UPTAKE TO PREVENT HIV INFECTION AMONG MSM (FROM 15% TO 45%)

Consistent increase in PrEP uptake among high-risk negative MSM



The above graph illustrates the continuing upward trend of initiating high-risk negative MSM on PrEP in the last three quarters of the year.

City of Johannesburg

The CoJ services were offered through a fixed clinic in Melville providing services six days a week. The service also offered seven outreach mobile teams, each covering one of the health sub-districts in the CoJ. The project had one NIMART-trained clinic nurse and seven outreach nurses.

The performance was impressive: a total of 16,406 men were reached with prevention packages, 6,804 were tested for HIV of which 926 tested positive (providing a 14% HIV-positive yield). A total of 865 (93% initiation rate) clients were initiated on ART and 2,293 on PrEP.

A unique intervention was the VIP groups. A host is identified based on his risk and networks and asked to host a small event of up to ten people. EMH delivers a health talk and offers health services at the event and, where appropriate, individuals are also recruited as seeds within an EPOA. A consistently high HIV-positive yield was achieved through the VIP modality (see graph below). The HIV-positive yield achieved was 22%

during quarter three (October–December 2020) and 20% during quarter four (January–March 2021) of the reporting period. The reason for a slightly lower yield during quarter four is the fact that the number of clients who were tested for HIV through the VIP modality increased significantly in quarter four.

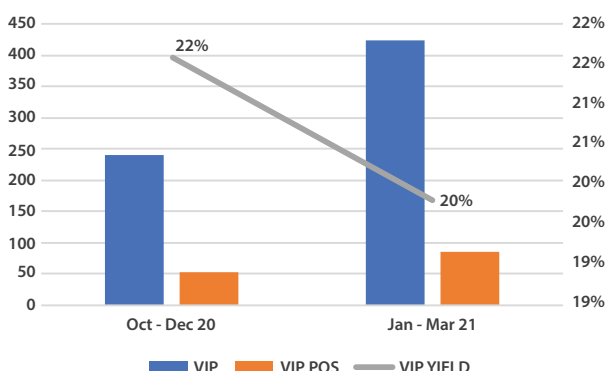
A modality that also saw great results in terms of finding HIV-positive clients was the EPOA. Like the social network strategy followed in the City of Tshwane, seeds are selected based on their risk profile and motivation to participate. They recruit three people within their network. These individuals, in turn, are offered the opportunity to become a seed to recruit a further three people. This cycle continues until a network is exhausted.

An interesting development in the CoJ programme was the focus on chemsex users. Chemsex is when MSM use certain drugs (uppers such as crystal meth or cocaine) to have an extended or heightened period of sex. In Europe and North America, this is often facilitated through dating apps such as Grindr. In the CoJ, OUT started contacting gay men who live in specific houses in Soweto and Alexandra. These houses are known in the community as places where MSM and gay men go to meet up with the residents to have chemsex.

This usually involves some sort of exchange of money or buying drugs for each other. It is an extensive phenomenon and EMH managed 23 CAGs with chemsex users across the CoJ. A total number of 303 individuals attended the CAGs. An online training course was developed during the previous year with Mainline in the Netherlands, focussing on harm reduction around chemsex, and in the new year this will be offered to service providers.



VIP yield by quarter



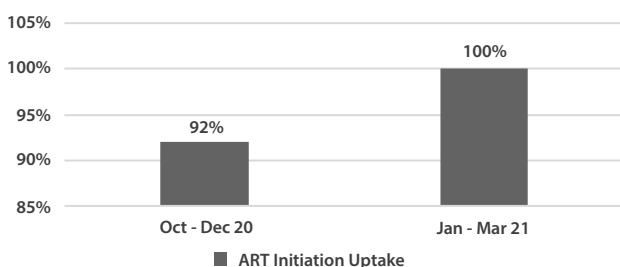
The above graph illustrates the high HIV-positive yield obtained through the VIP strategy during the last two quarters of the year.

Eastern Cape: Nelson Mandela Bay and Buffalo City

The NMB site does not offer a fixed clinic and relies on two mobile health teams who work in the three health sub-regions (region A, B and C) of the city. The site did extremely well in achieving its prevention, PrEP and testing targets. With smaller targets, there is an increased focus on targeted testing and a total of 128 newly diagnosed men were initiated on treatment, and 353 clients were initiated on PrEP.

In the previous financial year NMB managed to initiate 74% of newly diagnosed HIV-positive MSM. In the reported financial year, uptake improved to 92% in quarter three and 100% in quarter four.

NMB-ART initiation uptake increase

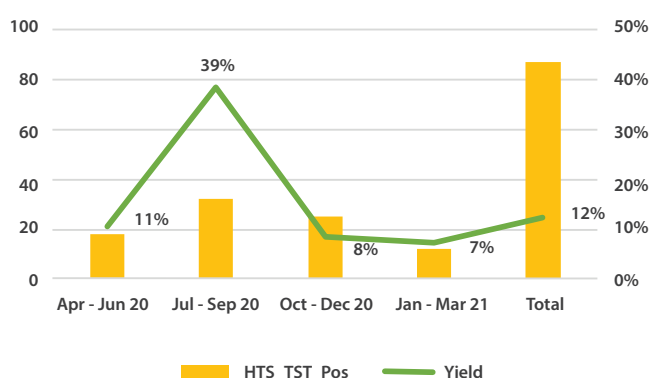


Increase in the amount of ART initiations over two quarters in Nelson Mandela Bay.

Despite being the smallest site, the BC site consistently performed well, initiating 95 newly diagnosed HIV-positive clients on treatment and 240 men on PrEP. It is the site that works the most with rural MSM, which brings its own challenges and unique dynamics because there are strong cultural gender norms and very specific language preferences. BC had one mobile team working in one health sub-district of BC.

BC performed extremely well by increasing the HIV-positive yield from 11% in quarter one (April–June 2020) to 39% in quarter two (July–September 2020) of the reporting period. The sharp decline to 8% and 7% respectively during the last two quarters was due to the fact that the USAID funding cycle ended in September 2020, and the new cycle started in October 2020 with new targets. The OUT financial year overlaps with the USAID funding cycle.

Yield increase over the first two quarters in Buffalo City



Increase in the HIV-positive yield over the first two quarters in Buffalo City.



OUT'S ENGAGE MEN'S HEALTH PROJECT WINS FEATHER AWARD

November 16, 2020 | Luiz DeBarros | News



We are humbled! OUT's Engage Men's Health project was honoured with a Feather Award for Best LGBTIQ Initiative – Private Sector on Wednesday 11 November.

EMH was recognised for the "inspiring" work that we do in providing free and accessible services to the MSM community.

The annual Feather Awards, which hosted its 12th event this year, celebrates and honours LGBTIQ and allied achievers, entertainers and activists.

Dawie Nel, the Director of OUT, accepted the award on behalf of the organisation at a glamorous awards ceremony at Constitution Hill in Johannesburg.

We congratulate and thank OUT and EMH staff around the country for their commitment to our goal of attaining an HIV-free, inclusive and healthy world.

Congratulations also to our colleagues, EMH Office Manager Antoinette (Vaivi) Swartz and Moude Maodi-Swartz, OUT's Paralegal and Human Resources Officer, who were named Cutest Couple of the Year. The lovebirds made us proud!



PROGRAMMES



Mental Health Services

Direct psychosocial services were mainly offered at OUT's Tshwane site. These included face-to-face, telephonic and online counselling. The psychosocial counselling services saw a significant decrease in numbers (from 111 to 41) compared to the 2019/2020 period. A big contributing factor was the Covid-19 pandemic, which saw certain services suspended (face-to-face counselling and group activities) for about four months, and others (telephonic and electronic counselling) continued on a much smaller scale. Another contributing factor to the decline was the end of the funding period (December 2020) of the only funder (COC Netherlands) that funded the psychosocial services. OUT secured the services of psychology students at the Honours level from the Pearson Institute to assist for the year 2021. The most prevalent difficulties clients presented with included relationship challenges, coming out, depression and anxiety, followed by insecurity regarding sexual identity and difficulty in dealing with an HIV-positive diagnosis.

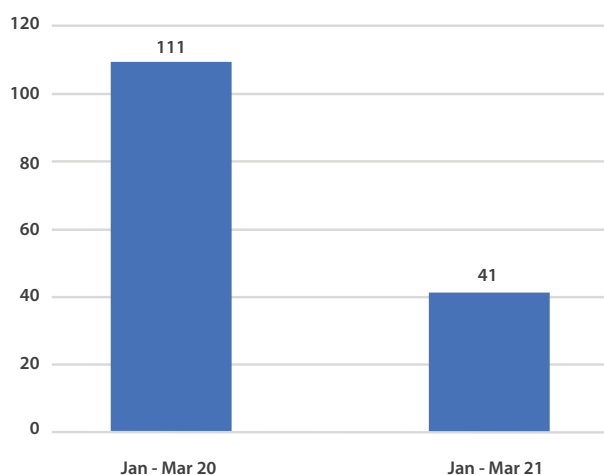
Even though no funding was available to provide psychosocial services from January to March 2021, OUT offered 41 psychosocial interventions through collaborations with partners within its network (refer to graph below).

OUT continued its youth group intervention, called the MPowerment model. Well-connected and influential young people were identified from each community and recruited to form the Core Group. The Core Group members would meet twice per month where they were empowered with skills and information. They

would then arrange events in their respective communities that focussed on themes, based on challenges experienced by LGBT youth. These events were marketed well, and initial attendance numbers were good.

OUT also developed a comprehensive network for referring clients. There are continued efforts to collaborate with organisations offering psychosocial counselling, like Lifeline and Pride Counselling. Sensitisation training is offered to counsellors to enable them to offer LGBT affirmative services.

Comparison between # of psychosocial interventions in Q1 of the past two financial years



Comparison between number of psychosocial interventions in Q1 of the past two financial years.

The most prevalent difficulties clients presented with included relationship challenges, coming out, depression and anxiety...



HUMAN RIGHTS

Hate Crimes: The Love Not Hate Programme



55
paralegal cases take on



22
cases monitored with DoJ

Virtual Safe Space meetings offered

DSD to launch LGBTIQA+ specific shelters with OUT

The Love Not Hate programme has, over the years, gained great momentum. In this programme, OUT works with individual LGBTI+ clients and the broader community through engagements, meetings, workshops and training. In the past year, OUT continued its work with the government, particularly



PROGRAMMES

with the Department of Justice and Constitutional Development (DoJ), through its lesbian, gay, bisexual, transgender, intersex, queer, asexual, + (LGBTIQ+) National Task Team and Rapid Response Team (RRT) meetings and engagements. The meetings were held quarterly and were a platform for potential civil society and government collaboration and engagement.

The OUT Paralegal Clinic, which was launched over a year ago, received over 55 reported cases in this period. Three of the 55 cases were reported to the police and are being monitored through the RRT with the DoJ. The total number of cases reported to the DoJ since 2018 now stands at 17. While 30 of the cases were closed, i.e., referred to a relevant organisation, institution or the case was resolved, the remaining 22 cases are still being monitored and processed by the legal clinic. In addition to case support, most clients received mental health services through referrals within the DSD and other mental health organisations. Below is a breakdown of the paralegal clinic cases:

- Physical assault: 5
- Sexual assault: 3
- Domestic violence/intimate partner violence: 6
- Workplace discrimination: 5
- Shelter assistance/intervention: 4
- General discrimination: 23
- Harassment and cyberbullying: 9

The OUT Paralegal manager was mentored by an attorney from Lawyers for Human Rights, who assists in overseeing cases and giving guidance on case management. Furthermore, OUT partners with ProBono.org for client representation, litigation assistance and other legal advice. OUT continued

to distribute booklets called *LGBTIQ+ Justice without a Lawyer*. This resource informs and empowers LGBTIQ+ people on which steps to take to ensure a strong case, as well as provides information about relevant institutions to approach for assistance.

In 2020, civil society organisations under the Hate Crimes Working Group (HCWG) collectively submitted comments on the updated Hate Crimes and Hate Speech Bill. The HCWG recorded all 55 cases that were reported to OUT as part of their research and database.

OUT has managed to continue to offer clients services that also cater for their social needs, which includes the hosting of safe/social spaces, virtually and in person. These spaces are used to create a network through the community and to assist victims and those that have mental health issues that might be from trauma, anxiety, bullying, depression, etc. A benefit of offering virtual safe space meetings was that people from all over South Africa and even from the southern African region could attend these sessions, which served to broaden OUT's human rights footprint.

In addition to the mental health referrals, OUT is working with the DSD in its work with shelters across the CoJ. The DSD indicated that it would work with OUT in the next few years to launch LGBTIQ+ specific shelters. In the meantime, the existing shelters' staff members will be trained and sensitised to better deal with LGBTIQ+ people in the existing shelters.

LGBTI lives have been disregarded & devalued in South African society

Few to no convictions have been secured in the wake of these heinous crimes. We call on the authorities to bring dignity and justice to our LGBTI fallen heroes and survivors. We honour them through the 16 Days of Activism.



LGBTI
fallen heroes
& survivors

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTI Survivors

BULELANI MAJEKE
• January 2020
• Western Cape
• Stabbed in the face with a beer bottle



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTI Fallen Heroes

KIRVAN FORTUIN
• 13 June 2020
• Western Cape
• Stabbed to death



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTI Fallen Heroes

"JAMIE" ADNAAN DAVIDS
• 3 March 2020
• Western Cape
• Stabbed to death



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTI Fallen Heroes

NARE MPHELA
• 9 January 2020
• Limpopo
• Murdered



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTI Fallen Heroes

LINDOKUHELE CELE
• 6 February 2020
• KwaZulu-Natal
• Stabbed to death



16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE
25 NOVEMBER - 10 DECEMBER 2020



LGBTIQA+ JUSTICE

WITHOUT A LAWYER



OPEN SOCIETY FOUNDATION
FOR SOUTH AFRICA



BREAKING THE SILENCE

Be visible. Take the space that is rightfully yours.



INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA
MAY 17 A Worldwide Celebration of Sexual and Gender Diversities

BREAKING THE SILENCE ON

Homelessness

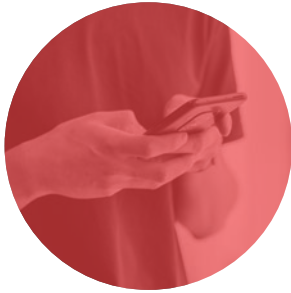
There is only one LGBTIQ+ shelter in South Africa. **LGBTIQ+ youth are left homeless** with no place to go when they are rejected by their families.

WWW.LOVENOTHATE.ORG.ZA



INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA
MAY 17 A Worldwide Celebration of Sexual and Gender Diversities

MARKETING



OUT combined social media
followers: more than
42,000



EMH campaigns reached
1,467,528
people on social media



OUT's webpages
had a combined
105,413
page views



OUT produced its
first-ever
set of radio
adverts

Marketing and communications work for OUT proceeded in four areas over the year. This encompassed general OUT marketing and marketing for the three OUT projects: Engage Men's Health, the TEN81 Pretoria clinic and the Love Not Hate programme. The marketing and communications department provided the following services:

- Maintained the OUT brand and those of its programmes, including all branding and identity (letterheads, uniforms, business cards, etc.)
- Managed, updated and created content for all OUT and its programmes' social media pages and websites
- Engaged directly with clients on various platforms including social media, WhatsApp, EMH national call line, SMSs, website chats, emails, etc.
- Created and implemented campaigns (primarily online, but also print and radio) to promote OUT programmes' services and to empower and inform the target recipients
- Produced information, education and communication (IEC), promotional and branded materials, including flyers, posters, booklets, gazebos, pull-up banners, etc.
- Wrote and published written content including informational articles, news articles and press releases for OUT and its projects
- Assisted with media engagements, arranging of interviews, etc.

SOCIAL MEDIA AND ONLINE PLATFORMS

The Marketing and Communications department was responsible for managing six Facebook pages (including a separate page for each of the three EMH sites), three Twitter pages and two Instagram pages. **Collectively, OUT has more than 42,000 social media followers on all its platforms.**

The marketing team also managed five websites during this period: OUT, Men2Men, Women2Womyn, TEN81, Love Not Hate, and Engage Men's Health. Collectively, **these websites reached 50,252 people in the year, with 105,413 pages viewed. Twenty-four articles** were posted on the EMH website, **22** on the OUT website and **12** on the Love Not Hate website.

MARKETING TEAM

The Marketing and Communications team consisted of the marketing and communications consultant, a marketing officer, and a social media engagement officer. The social media engagement officer was responsible for engaging one-on-one with clients who enquired about EMH services via the various online and telephonic platforms. They arranged client appointments, answered questions, followed up and referred clients to outreach and other services. The social media engagement officer was also responsible for capturing all EMH client engagements and online/social media activities and providing reports thereon. The marketing officer brought video content creation skills to the team and assisted the marketing consultant with digital design and other support.

EMH MARKETING

The bulk of marketing work focussed on OUT's biggest programme, Engage Men's Health. **Monthly online campaigns** were created for EMH focussing on topics such as the importance of adhering to ARVs during the Covid-19 pandemic, STIs and You, Pride Month, Undetected=Untransmissible (U=U), older MSM, PrEP, etc. The primary aim was to promote EMH services. These campaigns included text, graphics and sometimes video/animations and were often 'boosted' (paid exposure) on Facebook. These campaigns were also run on paid platforms such as MambaOnline.com and Grindr. **Five flyers and a booklet** were also produced to provide information on topics such Covid-19 and ARVs, sexual health of older MSM, PrEP, the importance of adherence and men's sexual health.

Promotional/incentive items were produced including an EMH branded 'cockring/bracelet' and drinks cups. Updates were made to banners and gazebos. Outreach staff were profiled monthly and special dates were marked, such as World AIDS Day, Youth Day, International Day against Homophobia, Biphobia, and Transphobia, etc. In July and August 2020, OUT produced its **first-ever set of radio adverts**, promoting EMH services on targeted community stations in Gauteng and the Eastern Cape. While the adverts undoubtedly helped to increase EMH brand awareness in these regions, the results were disappointing in terms of a directly attributable increase in client numbers. **Six media interviews** were facilitated during the year with the likes of Soweto TV, I Love Melville and Cliff Central, valued at approximately **R100,000 in exposure**. In a new initiative, EMH contracted various **social media influencers and brand ambassadors** during the year.

MARKETING

Some contributed via text interviews and use of their face, while others assisted in the production of videos highlighting MSM sexual health issues and EMH services that were shared with their followers on social media.

In the financial year, **EMH campaigns reached 1,467,528 people** on social media and the marketing and communications team **assisted more than 2,244 clients one-on-one** (due to evolving reporting methodology over this period, this figure is significantly under-reported).

TEN81 MARKETING

The TEN81 MSM clinic and brand underwent several major changes. The first was a move in location (along with the OUT office) in July 2020. In addition to the ongoing production of clinic-related IEC materials, promotional items and online campaigns (similar to the EMH monthly online campaigns), **a special campaign was created to inform the clinic's clients and partners about the relocation.** This included online elements, a press release, a print advert in Exit and a short video featuring well-known social media influencer and activist Thami Dish. The other development was the **rebranding of TEN81** under the Engage Men's Health umbrella in October 2020. This too required a significant online campaign to inform clients about the change. As a result of the rebranding, separate TEN81 campaigns and IEC materials fell away and all campaigns and items promoting the OUT MSM sexual health services **became synchronised under the EMH brand.**

LOVE NOT HATE MARKETING

Several articles and press releases were written for the Love Not Hate campaign centred on hate crime cases that were monitored by the project and to comment on legislation such as the Civil Union Amendment Bill and the Hate Crimes and Hate Speech Bill. **A pamphlet titled *Justice Without a Lawyer*** was produced to empower the LGBTQ community on their rights and options. **A significant online campaign** was created around the 16 Days of Activism to profile 16 LGBTI 'Fallen Heroes and Survivors'. The marketing department created invite posters for the various **lesbiqueer women's safe spaces** held during the year and significant dates were commemorated online such as Pride and Trans Day of Remembrance. **A video** was produced to mark the International Day against Homophobia, Transphobia & Biphobia video and posted online.

The Marketing and Communications department was responsible for managing six Facebook pages (including a separate page for each of the three EMH sites), three Twitter pages and two Instagram pages.



Here are some other things to add to your sexual repertoire!

Flavoured or textured condoms. Always use with water-based lubricant for anal sex.

PrEP (Pre-exposure prophylaxis) is a daily pill taken by HIV-negative people to protect themselves from HIV infection. Evidence shows that, when taken consistently and correctly, PrEP is over 99% effective.

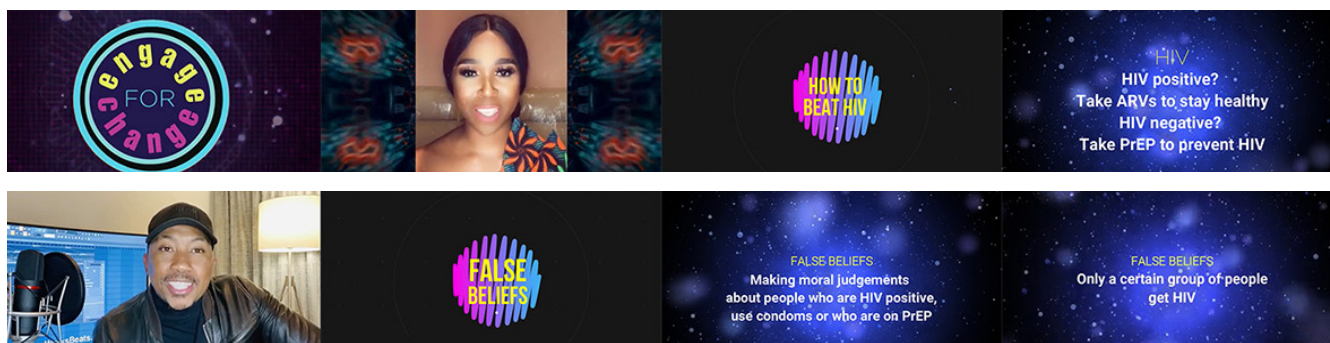
U=U means that people with HIV who achieve and maintain an undetectable viral load - the amount of HIV in the blood - by taking antiretrovirals (ARVs) daily as prescribed cannot sexually transmit the virus to others.

We offer free PrEP, ARVs and other sexual health services in Johannesburg, Nelson Mandela Bay, Buffalo City and Pretoria.

For more information call
or WhatsApp
082 607 1686
www.engagemenshealth.org.za

*If you like it,
put a ring
on it!*

engage
men's health



MONITORING & EVALUATION AND DATA

OUT's monitoring and evaluation (M&E) function implements processes that enable accurate tracking of cohorts, analysis of HIV cascades and programme monitoring of risk segmentation and behavioural patterns. Our M&E framework details the full M&E process and includes:

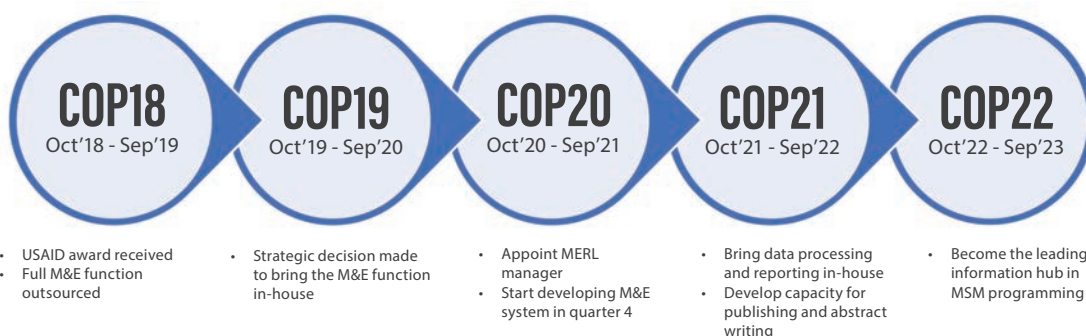
1. scheduling and planning events
2. measuring team and individual performance
3. daily monitoring of achievements vs targets
4. monitoring yield by service modality
5. patient-level record keeping of all indicators as well as behavioural data
6. real-time tracking of patient management clients by cohort, including case management
7. real-time data validation, verification, and data integrity towards the enhancement of the programme
8. reporting and data analysis for various stakeholders

The need for an M&E department became a requirement after receipt of the USAID award in 2018, referred to as COP18 (country operational plan 1 Oct 2018 - 30 Sept 2019). Initially this function was outsourced entirely, from developing data collection tools, data monitoring, data processing and reporting. In COP19 (1 Oct 2019 - 30 Sept 2020), OUT strategically decided to gradually transfer the M&E function internally to ensure capacity building within the organisation, as well as for cost efficiency. In COP20 (1 Oct 2020 - 30 Sept 2021),

OUT appointed a monitoring, evaluation, reporting and learning manager (MERL) to head up the M&E department and to start developing OUT's own M&E system, customised for MSM programming, in the last quarter of the year. This development enabled OUT to bring the full M&E function in-house, including data processing and reporting. Since the decision had been made, the strategic process over three years resulted in a cost saving of R1.4m per annum.

In COP21 (1 Oct 2021 - 30 Sept 2022), OUT retained the services of a renowned epidemiologist (three days per month) for capacity building in abstract writing, storytelling, strategic information key performance areas and developing OUT to become a leading information hub in MSM programming.

In addition to the broad strategic objectives, OUT is invested in the capacity building of its M&E officers, data capturers and patient management counsellors. COP21 is a development year, especially for the junior cadre in M&E, moving from working with physical files to now having access to systems to look up patient information and becoming invested in the systemised patient journey. All workflows are now available electronically and skills, like data reconciliation, data capturing, data completeness checks and data balancing are now being developed among all staff. The objective is to build a robust M&E team that grows with the organisation as our systems and processes become more sophisticated.



MANAGEMENT, GOVERNANCE & FINANCES

MANAGEMENT AND GOVERNANCE

OUT continued working with PACT to be developed as a future direct prime recipient of President's Emergency Plan for AIDS Relief (PEPFAR) funding. Up till now, OUT received either USAID or CDC grants as a sub-recipient via a prime recipient. OUT becoming a prime recipient will be hugely beneficial in the distribution of grant money and autonomy. OUT will bring our extensive LGBT focus and 27 years of community work and networking experience to this new role.

The PACT process started with an integrated technical organisational capacity assessment (ITOCA), which allowed for the development of an institutional strengthening plan (ISP). The plan covers areas of human resources, finance, governance, strategy and monitoring and evaluation. Activities that were addressed were a new organogram and matching of current employees against that, a new pay scale salary grading system, the merging of the USAID- and CDC-funded services under the Engage Men's Health banner, a range of new policies, the development of a new 5-year strategic plan and strengthening the OUT board and its governance. With hopeful anticipation, OUT will have completed the process to become a prime recipient by October 2022.

The board is chaired by Lerato Lebona and has four sub-committees: human resources and remuneration; programmes, communications, research and monitoring and evaluation; fundraising, sustainability, strategic planning and networking; finance, risk management and audit.

Weekly team meetings were held with all site coordinators (CoT joined as from March 2020) and managers to monitor performance and make needed adjustments. There were also quarterly meetings where all managers interrogated programmatic data, dealt with updates and implementation issues arising from finance and human resources and planned for the quarter ahead.

During the period of review, additional processes were implemented to strengthen internal controls. Monthly meetings are now held between the finance manager and the director to review and monitor expenditure against budget. Quarterly management accounts are reviewed by the board. Monthly finance reports were submitted to the funders and cash flow closely monitored by the finance manager on a weekly basis. New auditors were appointed for the statutory audit in March 2020, namely Myers Tennier & Co. The organisation received an unqualified audit report.

*OUT becoming a
prime recipient will be
hugely beneficial in
the distribution of
grant money and
autonomy.*

STAFF



Engage Pretoria Head Office Team



Nelson Mandela Bay Team



East London Team



Johannesburg Team



OUT Pretoria Office and Clinic Team



Marketing Team



THE BOARD



Lerato Lebona – Chairperson

Lerato Lebona is a public health specialist with over ten years' experience working in the public health field, both locally and regionally, in the areas of HIV/Aids, TB, gender and human sexuality and sexual reproductive health and rights. Lerato holds a Master's of Public Health from the University of the Witwatersrand, a Bachelor of Arts (Honours) degree in Social Behaviour Studies in HIV/Aids from UNISA and a Bachelor of Social Science degree in Psychology from the University of Pretoria. She has a deep passion for people's health, access to quality health services and a patient-centred, human-rights approach to service delivery.



Dr Nicola Christofides – Deputy Chairperson

Nicola Christofides, PhD, is an associate professor in the School of Public Health, University of the Witwatersrand where she heads up the Division of Health and Society. She has over 20 years' experience leading research projects, including evaluating social and behaviour change programmes. Nicola was the principal investigator of a three-year evaluation of a community mobilisation intervention to prevent gender-based violence.



Adv. Marna (MJ) Kock – Secretary

Adv MJ Kock (B.lur, LLB, LLM (Pretoria), MBA (TUT)) is the Director: Legislative Drafting for the Department of Cooperative Governance. She is an expert in public governance in South Africa. She is a human rights activist and is passionate about the protection thereof.



Bogadi Manzere – Treasurer

Bogadi Manzere joined the board of OUT as Treasurer in December 2019. She is a qualified Chartered Development Finance Analyst (CDFA), is a PhD candidate for Development Finance and currently holds a Master's degree in the same field. Currently appointed as a finance director for an international NGO, Bogadi's interests lie in contributing to current knowledge on development finance issues affecting Sub-Saharan Africa.



Prof. Frans Viljoen

Prof. Frans Viljoen (MA, LLB, LLD (Pretoria), LLM (Cambridge)) is the Director for the Centre for Human Rights, Faculty of Law, University of Pretoria. He is the academic coordinator of the LLM (Human Rights and Democratisation in Africa) and has published extensively. Prof. Viljoen has collaborated with numerous African LGBT organisations within the context of the work of the African Commission on Human and Peoples' Rights.



Anthony (Tony) Diesel

Tony Diesel is the Country Director of South Africa Partners, an international non-profit organisation. He has over 30 years' work experience in the South African health sector. He serves on several NPO boards as a voluntary director. He qualified as a registered nurse in 1985 and has completed numerous courses to supplement that initial qualification, among others, a BA Cur in Administration and Education, an HR diploma and a Master's in Business Administration. He has been specifically working in the HIV environment from the early 2000s.



Phillip Browne

Philip Browne is a development sector specialist with more than 20 years of experience working in the Southern, Eastern and Western African regions in the areas of evaluation, sexual and reproductive health, HIV and TB, gender equality and women's empowerment, LGBTIQ issues and human rights. Philip holds a Master of Education (University of Cape Town) and a Master of Public and Development Management (University of the Witwatersrand). Philip works as an independent consultant and has taken on assignments with government ministries, bilateral and multilateral agencies, the private sector and civil society.



Bongani Makhubo

Bongani Makhubo is a corporate social investment and programmes technical specialist with extensive experience in working with grassroots organisations, international non-governmental organisations (INGOs), government and communities. He has BA (Psychology) and BA Honours (Social Work Sciences) degrees and a National Diploma in Law (Paralegal Studies) with distinction. He is currently pursuing his Master's in Sociology (Research). Bongani is also a qualified social worker with over 12 years' experience in providing high-quality care and support to people who are socially excluded or who are experiencing problems in their lives.



Reverend Canon Vernon Foster

The Reverend Canon Vernon Foster is a priest of the Anglican Church of Southern Africa. He is currently the Rector of a parish in the East of Pretoria. He is a Canon of the Cathedral of St. Alban the Martyr and holds the portfolio of Gender in the Cathedral Chapter. He is also the chairperson of the Diocesan Gender Committee. He has a Diploma in Ministry (College of the Transfiguration in Grahamstown), a Bachelor of Arts degree in Theology (University of Pretoria) and an Honours Bachelor of Theology - Practical Theology (Unisa).



Stanford Furamera

Stanford (BSc Hons, HCM, MPH) is a monitoring & evaluation specialist with more than 10 years' experience in health systems strengthening information management as well as community development work. Stan holds a BSc honours degree in Sociology, Master's in Public Health from the University of Pretoria as well as a Higher Certificate in Management from the Foundation for Professional Development. Stan's experience spans from community development to public health programmes performance monitoring and evaluation.



Keitumetse (Tumi) Chiloane

Keitumetse Chiloane is an audit specialist with extensive experience in the private and public sectors. Her areas of expertise are performance audit and risk management. She holds a B.Tech in Internal Audit (TUT) and a Postgraduate Diploma in Risk Management (Unisa). Keitumetse enjoys challenging environments and working with people.

ANNUAL FINANCIAL STATEMENTS (AUDIT)



OUT

**LESBIAN, GAY, BISEXUAL,
TRANSGENDER (LGBT)
WELL-BEING**

FINANCIAL STATEMENTS
FOR THE YEAR ENDING
31 MARCH 2021



engage
men's health

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

GENERAL INFORMATION

Nature of business and
principal activities:

Health Services and Advocacy

Board Members:

L. Lebona
Dr. N. Christofides
Adv. M.J. Kock
B. Manzere
A. Diesel
P. Browne
S. Furamera
K. Chiloane
D.F. Nel
J. Meyer

Chairperson
Deputy Chairperson
Secretary
Treasurer
Member
Member
Member
Member
Executive Director
Operational Director

Business Address:

1310 Stanza Bopape Street
Colbyn
0083

Bankers:

ABSA
FNB

Auditors:

Myers, Tennier & Co.
Chartered Accountants (SA)
(Registered auditors)

NPO number:

000-219 NPO

Drafter of financial statements:

E.S. Frederick
Finance Manager

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

The reports and statements set out below comprise the financial statements presented to the board and stakeholders.

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	Page
Board Responsibilities and Approval	4
Independent Auditor's Report	5 - 6
Board Members' Report	7 - 8
Statement of Financial Position	9
Statement of Comprehensive Income	10
Statement of Changes in Equity	11
Statement of Cash Flows	12
Notes to the Financial Statements	13 - 20
<i>The following supplementary information does not form part of the financial statements and is unaudited:</i>	
Detailed Income Statement	21 - 22

BOARD RESPONSIBILITIES AND APPROVAL

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

The financial statements are prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The board members acknowledge that they are ultimately responsible for the system of internal financial control established by the entity and place considerable importance on maintaining a strong control environment. To enable the board members to meet these responsibilities, the board members 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 entity and all employees are required to maintain the highest ethical standards in ensuring the entity's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the entity is on identifying, assessing, managing and monitoring all known forms of risk across the entity. While operating risk cannot be fully eliminated, the entity endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The board members are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual 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 entity's cash flow forecast for the year to 31 March 2022 and, in the light of this review and the current financial position, they are satisfied that the entity has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the entity's financial statements. The financial statements have been examined by the entity's external auditors and their report is presented on pages 4 to 5.

The financial statements as set out on pages 6 to 19, which have been prepared on the going concern basis, were approved by the board on 30 September 2021 and were signed on its behalf by:



L LEBONA
CHAIRPERSON



BP MANZERE
TREASURER



225 Valley Centre
396 Jan Smuts Avenue
Craighall
Johannesburg
2196

VAT NUMBER: 4890119904

Postnet Suite #165
Private Bag X11
Craighall, 2024
Tel : +27 (011) 788 - 4910
Email: mt@myten.co.za

WEBSITE: www.myerstennier.co.za

To the board and Stakeholders of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING

Opinion

We have audited the annual financial statements of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING (the company) set out on pages 9 to 20, which comprise the statement of financial position as at 31 March 2021, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes to the annual financial statements, including a summary of significant accounting policies.

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING as at 31 March 2021, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Annual Financial Statements section of our report. We are independent of the company in accordance with the Independent Regulatory Board for Auditors' Code of Professional Conduct for Registered Auditors (IRBA Code) and other independence requirements applicable to performing audits of annual financial statements in South Africa. We have fulfilled our other ethical responsibilities in accordance with the IRBA Code and in accordance with other ethical requirements applicable to performing audits in South Africa. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board members are responsible for the other information. The other information comprises the information included in the document titled "OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING annual financial statements for the year ended 31 March 2021", which includes the Board Members' Report and the Detailed Income Statement as required by the Companies Act 71 of 2008 of South Africa, which we obtained prior to the date of this report. The other information does not include the annual financial statements and our auditor's report thereon.

Our opinion on the annual financial statements does not cover the other information and we do not and will not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the annual financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the annual financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board Members for the Annual Financial Statements

The Board members are responsible for the preparation and fair presentation of the annual financial statements in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the Companies Act 71 of 2008 of South Africa, and for such internal control as the Board members determine is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the annual financial statements, the Board members are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board members either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Founder & Managing Partner: J C Tennier, C A (S A)
Senior Associates: M Fouche CA (SA), G R C Troxler CA (SA), B P Pretorius CA (SA)



Auditor's Responsibilities for the Audit of the Annual Financial Statements

Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board members.
- Conclude on the appropriateness of the Board members' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the annual financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Myers, Tennier & Co.
J.C Tennier – Engagement Partner
Registered Auditors
Chartered Accountants (SA)

3 February 2022
225 Valley Centre
396 Jan Smuts Avenue
Craighall
Johannesburg
2196

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

BOARD MEMBERS' REPORT

The board members have pleasure in submitting their report on the financial statements of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING for the year ended 31 March 2021.

1. Nature of the business

During the year the entity operated as a non-profit organisation providing health and advocacy services to the lesbian, gay, bisexual and transgender community. No material changes took place in the principle nature of the organisation.

2. Review of financial results and activities

The financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities and the requirements of the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING. The accounting policies have been applied consistently compared to the prior year.

The Board acknowledges its responsibility to ensure the integrity of the report and its content. The Board is of the opinion that the report represents all material issues and fairly represents the performance of OUT for the financial year ending 31 March 2021.

Full details of the financial position, results of operations and cash flows of the entity are set out in these financial statements.

3. Board members

The board members at the date of this report are as follows:

Board members		Changes	
L. Lebona	Chairperson	Rev. V. Foster	Resigned 29 September 2020
Dr. N. Christofides	Deputy chairperson	B. Makhubo	Resigned 23 January 2021
Adv. M. Kock	Secretary		
B.P. Manzere	Treasurer		
A. Diesel	Member		
P. Browne	Member		
S. Furamera	Member		
K. Chiloane	Member		
D.N.F. Nel	Executive director		
J. Meyer	Operational director		

4. Events after the reporting period

The board members are not aware of any other material event which occurred after the reporting date and up to the date of this report.

BOARD MEMBERS' REPORT *(continued)*

5. Going concern

The board members believe that the entity has adequate financial resources to continue in operation for the foreseeable future and accordingly the financial statements have been prepared on a going concern basis. The board members have satisfied themselves that the entity is in a sound financial position and that it has access to sufficient donor funding to meet its foreseeable cash requirements. The board members are not aware of any material changes that may adversely impact the entity. The board members are also not aware of any material non-compliance with statutory or regulatory requirements or of any pending changes to legislation which may affect the entity.

6. Auditors

Myers, Tennier & Co. has been appointed as the auditors for the current financial year.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2021

	Notes	2021 R	2020 R
ASSETS			
Non-current assets		146,528	396,840
Property, plant and equipment		146,528	396,840
Owned	2.1	146,528	166,301
Managed		-	230,539
Managed assets	2.2	589,976	230,539
Donor funding	2.3	(589,976)	-
Current assets		2,355,012	1,853,409
Trade and other receivables	4	995,051	504,296
Other financial assets	3	-	40,000
Cash and cash equivalents	5	1,359,961	1,309,113
TOTAL ASSETS		2,501,540	2,250,249
EQUITY AND LIABILITIES			
Equity		518,015	418,952
Fixed asset reinstatement reserve		-	221,399
Retained income		518,015	197,553
Current liabilities		1,983,525	1,831,297
Trade and other payables	6	1,201,739	512,615
Unspent project funds	7	781,786	1,318,682
TOTAL EQUITY AND LIABILITIES		2,501,540	2,250,249

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STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 R	2020 R
Project revenue surplus/(shortfall)		512,636	11,222
Project revenue		40,320,854	36,365,053
Direct and indirect project expenses		(39,808,218)	(36,353,832)
Other income		184,129	268,877
Income before operating expenses and investment income		696,765	280,098
Operating surplus/(expense)		(368,263)	581,931
Operating surplus		328,502	862,029
Investment income		1,100	7,848
Surplus for the year		329,602	869,877

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STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
	R	R
Opening balance	418,952	(87,936)
Retained income	197,553	(672,324)
Fixed asset reinstatement reserve	221,399	584,388
Movement for the year	99,063	506,888
Retained income for the year	329,602	869,877
Reinstatement of fixed assets	-	(362,989)
Transfer from distributable reserves	-	-
Retained income	(9,140)	-
Fixed asset reinstatement reserve	9,140	-
Reclassification of fixed asset reinstatement reserve	(230,539)	-
Closing balance	518,015	418,952
Retained income	518,015	197,553
Fixed asset reinstatement reserve	-	221,399

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STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 R	2020 R
Cash flows from operating activities		572,742	973,287
Operating surplus		328,502	862,029
Changes in working capital		198,369	597,597
Change in accounts payable		689,124	292,902
Change in account receivable		(490,755)	304,695
Interest income		1,100	7,848
Depreciation charge/(reversal)		44,771	(494,187)
Cash flow from financing activities		(536,896)	(2,728,258)
Change in unspent project funds		(536,896)	(2,728,258)
Cash flows from investing activities		15,002	(48,400)
Purchase of property, plant and equipment		(24,998)	(168,400)
Change in other financial assets		40,000	120,000
Total cash movement for the year		50,848	(1,803,371)
Cash at the beginning of the year		1,309,113	3,112,484
Total cash at end of the year		1,359,961	1,309,113

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

1.1 Basis of preparation and summary of significant accounting policies

The financial statements have been prepared on a going concern basis in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities, and the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING. The financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies as set out below. Amounts are presented in South African Rands.

These accounting policies are consistent with the previous period.

1.2 Property, plant and equipment

Property, plant and equipment are tangible assets which the entity holds for its own use and which have an expected useful life of more than one year.

Property, plant and equipment is initially measured at cost.

"Cost" includes costs incurred initially to acquire or construct an item of property, plant and equipment and costs incurred subsequently to add to, replace part of, or service the asset. If a replacement cost is recognised in the carrying amount of an item of property, plant and equipment, the carrying amount of the replaced part is derecognised.

Expenditure incurred subsequently for major services, additions to or replacements of parts of property, plant and equipment are capitalised if it is probable that future economic benefits associated with the expenditure will flow to the entity and the cost can be measured reliably. Day to day servicing costs are included in profit or loss in the period in which they are incurred.

Property, plant and equipment is subsequently stated at cost less accumulated depreciation and any accumulated impairment losses, except for land which is stated at cost less any accumulated impairment losses.

Depreciation of an asset commences when the asset is available for use as intended by management. Depreciation is charged to write off the asset's carrying amount over its estimated useful life to its estimated residual value, using a method that best reflects the pattern in which the asset's economic benefits are consumed by the entity.

The useful lives of classes of property, plant and equipment have been assessed as follows:

Asset Class	Depreciation method	Average useful life
Furniture and fixtures	Straight line	6 Years
Motor vehicles	Straight line	5 Years
Office equipment	Straight line	6 Years
IT equipment	Straight line	3 Years

Additions to assets with a cost below R7 000 are written off to R1 in the year of purchase.

NOTES TO THE FINANCIAL STATEMENTS (continued)

When indicators are present that the useful lives and residual values of items of property, plant and equipment have changed since the most recent annual reporting date, they are reassessed. Any changes are accounted for prospectively as a change in accounting estimate.

Impairment tests are performed on property, plant and equipment when there is an indicator that they may be impaired. When the carrying amount of an item of property, plant and equipment is assessed to be higher than the estimated recoverable amount, an impairment loss is recognised immediately in profit or loss to bring the carrying amount in line with the recoverable amount.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its continued use or disposal. Any gain or loss arising from the derecognition of an item of property, plant and equipment, determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item, is included in profit or loss when the item is derecognised.

When donor funding is used to purchase an asset, the purchase is initially offset against such donor funds. The asset is immediately reinstated and a corresponding credit is made against a fixed assets reinstatement reserve. The resulting asset is then depreciated over its useful life.

The annual depreciation on assets owned by funders is set off against the reserve to account for assets carried at book value.

Fixed assets are categorised as either "Owned" or "Managed".

"Owned" fixed assets are those assets purchased or donated to OUT, with legal ownership residing with OUT. "Managed" fixed assets are those assets purchased by OUT on behalf of a donor, with donor funds. Ownership resides with the donor but the asset is managed by OUT.

In order to reflect external ownership of "Managed" fixed assets, a corresponding credit balance is maintained in the accounts to off-set the net book value of these assets. Changes to the value of these assets are treated as a direct debit or credit to this account as these transactions cannot be reflected as part of OUT's results.

1.3 Leases

A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership to the lessee. All other leases are operating leases.

1.4 Provisions and contingencies

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event; it is probable that the entity will be required to transfer economic benefits in settlement; and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the amount expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as an interest expense.

1.5 Revenue

Grants from funding organisations are recognised at their fair value in profit or loss where there is reasonable assurance that the grant will comply with all the attached conditions. Grants received where the entity has yet to comply with all attached conditions are recognised as a liability and released to income when all attached conditions have been complied with.

NOTES TO THE FINANCIAL STATEMENTS (*continued*)

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

A grant that becomes receivable as compensation for expenses or losses already incurred, or for the purpose of giving immediate financial support to the entity with no future related costs, is recognised as income for the period in which it becomes receivable. Interest is recognised, in profit or loss, using the effective interest rate method.

1.6 Foreign exchange foreign currency transactions

Exchange differences arising on monetary items are recognised in profit or loss in the period in which they arise.

Where a donor requires expenditure to be reported on at a specific date, the expenditure is recorded at that day's rate of exchange against the donor's project. The difference between that rate and the actual rate is reflected as an exchange difference at the same time.

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NOTES TO THE FINANCIAL STATEMENTS *(continued)*

2. Property, plant & equipment

2.1 Property, plant & equipment - owned

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
2020					
Cost	466,441	43,815	168,400	52,232	201,994
Opening balance	287,889	43,815	-	49,885	194,189
Purchases	178,552		168,400	2,347	7,805
Disposals/scraping	-	-	-	-	-
Accumulated depreciation	(300,140)	(43,808)	(8,420)	(52,223)	(195,689)
Opening balance	(287,855)	(43,808)	-	(49,876)	(194,171)
Annual depreciation charge	(12,285)		(8,420)	(2,347)	(1,518)
Disposals/scraping	-	-	-		
Net book value	166,301	7	159,980	9	6,305
2021					
Cost	463,519	42,315	168,400	52,232	200,572
Opening balance	466,441	43,815	168,400	52,232	201,994
Purchases	24,998	-	-	-	24,998
Disposals/scraping	(27,920)	(1,500)	-	-	(26,420)
Accumulated depreciation	(316,991)	(42,302)	(42,100)	(52,218)	(180,371)
Opening balance	(300,140)	(43,808)	(8,420)	(52,223)	(195,689)
Annual depreciation charge	(44,771)	6	(33,680)	5	(11,102)
Disposals/scraping	27,920	1,500	-	-	26,420
Net book value	146,528	13	126,300	14	20,201

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS (continued)

2.2 Property, plant & equipment - managed

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
2020					
Cost	1,154,353	878,834	-	8,771	266,748
Opening balance	706,958	492,615	-	8,771	205,572
Purchases	447,395	386,219	-	-	61,176
Disposals/scraping	-	-	-	-	-
Accumulated depreciation	(923,814)	(748,063)	-	(4,386)	(171,365)
Opening balance	(509,261)	(394,670)	-	(4,386)	(110,205)
Annual depreciation charge	(414,553)	(353,393)	-	-	(61,160)
Disposals/scraping	-	-	-	-	-
Net book value	230,539	130,771	-	4,385	95,383
2021					
Cost	1,920,935	1,440,978	22,085	8,771	449,101
Opening balance	1,154,353	878,834	-	8,771	266,748
Purchases	796,823	563,689	22,085	-	211,049
Disposals/scraping	(30,241)	(1,545)	-	-	(28,696)
Accumulated depreciation	(1,330,959)	(1,046,940)	(4,868)	(8,507)	(270,644)
Opening balance	(923,814)	(748,063)	-	(4,386)	(171,365)
Annual depreciation charge	(428,191)	(300,422)	(4,868)	(4,121)	(118,780)
Disposals/scraping	21,046	1,545	-	-	19,501
Net book value	589,976	394,038	17,217	264	178,457

	2021 R	2020 R
2.3 Fixed asset donor funding	589,976	221,399
Opening balance	221,399	584,388
Movements	359,437	(362,989)
Correction 2020 - transfer from reserves	9,140	-
Less net book value of managed assets	(589,976)	(230,539)
Surplus/(shortfall)	-	(9,140)

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS (continued)

	2021	2020
	R	R
3. Other financial assets		
Loan to L. Stassen - at amortised cost	-	40,000
The financial asset represents the recoverable amount relating to unauthorised expenditure recoveries. The asset is recoverable in monthly instalments of R10 000.		
4. Trade and other receivables	995,051	504,295
Accrued income - University of Pretoria	-	149,524
Trade receivables	25,177	-
Prepayments	113,367	88,895
Deposits	358,433	262,979
Accrued Grant Income	432,458	-
Other	330	-
Salary control account	5,346	-
VAT	59,940	2,897
5. Cash and cash equivalents	1,359,961	1,309,113
Bank balances	1,336,585	1,290,746
Cash on hand	7,396	212
Credit cards	(7,234)	(3,996)
Short-term deposits	23,214	22,151
6. Trade and other payables	1,201,739	512,615
Trade Payables	176,101	-
Provision for PAYE & UIF	275,405	83,657
Provision for WCA	87,458	-
Other provisions & accruals	662,775	428,958

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NOTES TO THE FINANCIAL STATEMENTS (continued)

	2021	2020
	R	R
7. Unspent project funds	781,786	1,318,682
Aurum	597,850	636,813
Bridging The Gap - Needs Assessment	-	5,775
CoC - Bridging The Gap	-	55,229
CoC - LGBT Research	-	45,056
COSUP	-	147,959
Hate Crimes - Open Society Foundation	-	(64,378)
JDI-SA	94,972	12,494
USAID - Engage men's health	88,964	479,734
8. Taxation		
No provision has been made for 2021 tax as the entity is exempt from taxation in terms of Section 10(1)(cN) of the Income Tax Act as amended.		
9. Operating lease commitments		
The entity leases various office buildings under non-cancellable operating lease agreements. The lease terms varies between two and five years. The lease agreements are renewable at the end of the lease period at market rate.		
The entity also leases office equipment under non-cancellable operating lease agreements. The entity is required to give one months' notice for the termination of these agreements at the end of the rental period.		
The future minimum lease payments under non-cancellable operating leases are as follows:		
	4,909,000	7,283,822
No later than 1 year	1,628,621	2,244,456
No later than 2 - 5 years	3,280,379	5,039,366

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ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

NOTES TO THE FINANCIAL STATEMENTS (continued)

		2021	2020
		R	R
10. Related parties			
Members of key management:	D.N.F. Nel (Director)		
	J. Meyer (Director)		
Related party balances and transactions with key management personnel of the company or its parent:		2,175,494	2,033,172
D.N.F Nel	Director's remuneration	1,340,894	1,253,172
J. Meyer	Director's remuneration	834,600	780,000

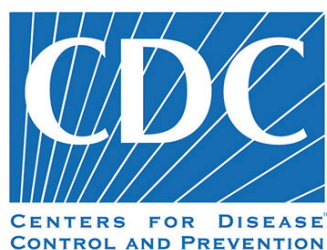
11. Going concern

As at 31 March 2021 the entity had retained earnings of R518 015, due to a profit for the current year of R329 602.

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

The ability of the entity to continue as a going concern is dependent on a number of factors. The most significant of these is that the board continue to procure funding for the ongoing operations of the entity.

THANKS TO OUR FUNDERS







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