



out
LGBT WELL-BEING

**OUT
LGBT
WELL-BEING
REPORT**

Strategies and community

April 2021 - March 2022



INDEX

Abbreviations	3
Board Chair Message	5
Director's Message	6
Snapshot in numbers	7
Executive summary	8
Health Programmes	10
Human Rights Programmes	14
Marketing & Communications	16
Management, Governance and Finances	24
Staff	26
The Board	28
Audited statements	30
Funders	50

LIST OF ABBREVIATIONS

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



love
ALWAYS
wins

BOARD CHAIR MESSAGE

Lerato Lebona



The 2021/2022 fiscal year was a rollercoaster for OUT LGBT Well-being. It was filled with moments of introspection and reflective engagements that led to the rebirth and rebranding of OUT with renewed energy. Collectively, we (the Board and staff) developed, and the Board approved, the new five-year strategic plan 2021 – 2026, with a reformulated vision and mission that better represent OUT's unique position as a leader and expert in the LGBTIQ space and meet the needs of the community it serves.

The Board received and accepted the resignations of a few long and short-term serving members who committed their time and skills to serve OUT with passion and dedication. Their term with the organisation was impactful with the valuable contributions they made to the organisation's growth. While the departure of former board members was sad, it provided the opportunity for the recruitment and onboarding of new members with a wealth of knowledge, skills, and expertise in their respective fields of finance, research, and grant writing as well as governance, strategy, and value-based lived leadership.

The combination of the existing and newly appointed board members is in line with the continued focus on ensuring compliance, governance, and sourcing of new opportunities for OUT to fulfil its mandate and exceed stakeholders' and funders' expectations. While the year got off to a good start with further easing of Covid-19 regulations and the world slowly readjusting to the new normal, OUT experienced several changes and losses that challenged the organisation, the Board, and staff members. Due to the non-renewal of funding from the Centers for Disease Control and Prevention (CDC), OUT had to close the doors of the Pretoria clinic, which provided comprehensive preventative, care, treatment, and referral services to the LGBTIQ community for more than 24 years. The loss of funding resulted in the retrenchment of staff members employed under the CDC-funded project. We appreciate and cherish

the loyalty, commitment, sacrifices, and positive contributions these staff members made to the organisation and community they served.

Despite the many challenges faced during the year, the team remained resilient and true to its values of caring, competence and commitment to responding to the needs of the LGBTIQ community through excellent service and collaboration. They met and exceeded their programme targets and implemented a range of new modalities to reach high-risk networks - well done to the team! Sustainable and unrestricted funding remains one of our greatest concerns which we will continue to prioritise in the next year.

I would like to extend my heartfelt gratitude to the management team and all staff of OUT for the continued hard work, innovation, and enthusiasm with which they continue to serve the LGBTIQ community. A big thank you to our funders and partners for their ongoing support, collaborations, and trust in OUT LGBT Well-being.

“Despite the many challenges faced during the year, the team remained resilient and true to its values of caring”

- Lerato Lenona, Board Chair

DIRECTOR'S MESSAGE

Dawie Nel



Strategy and Community

The 2021/2022 financial year was a mixed bag for OUT. We made good progress in our development as an organisation, but we also had to sadly close our Pretoria clinic after 24 years. The Pretoria clinic was launched in 1997 with Gauteng Department of Health funding and was the first of its kind in the province. It was a landmark and flagship project of OUT. The closure followed an unsuccessful application to the Centers for Disease Control and Prevention (CDC) for further funding. Regrettably, the CDC chose to fund another agent despite our excellent track record and programme. It is unfortunate when funding marginalises strong, community-led programmes.

The year also marked further socio-economic decay and polarisation in South Africa; most of our clients in the health programme are now unemployed. This presents challenges in the form of health-seeking behaviour not being prioritised in the face of economic survival and clients needing to relocate often for piecemeal incomes, resulting in treatment interruptions.

One of the highlights of the year was the significant organisational capacity development of OUT. There was a strong focus on further integration of the health programme, branded as Engage Mens Health, within the overall OUT brand and organisation. OUT remains an organisation serving Lesbian, Gay, Bisexual, and Transgender (LGBT) people and is not only a Men who have Sex with Men (MSM) health programme. A range of new policies and a new organogram providing for a growing organisation were approved by the Board. Much of this development resulted from the USAID NUPAS (Non-US Organisation Pre Award Survey) process aiming to develop OUT as a Prime Recipient of funding.

Programmatically, the health programme did well. We achieved targets in all four sites where services were delivered. The Covid-19 period led to the adoption

of new approaches to accessing very high-risk MSMs with a resulting high HIV yield. New modalities of reaching clients were developed focusing on individuals and small groups rather than public spaces. Another exciting development was targeting MSM in Soweto who combine drug use and sex (chemsex). What became clear is the impact of unemployment on health behaviours as well as the importance of addressing mental health in our programmes.

The human rights programme continued to offer victim support to LGBT survivors of hate crimes and to encourage increased reporting. It is noticeable how LGBT victims, for various reasons, are often not willing to report hate crimes. OUT offered victim support to a total of 68 LGBT people in the year, including mental health and medical support. There are ongoing efforts to scale this programme and to source new possibilities for funding. The marketing function performed very well, and highlights include now having over 45,000 social media followers and placing over 800 social media posts throughout the year.

OUT's budget was lower compared to the previous year. With the ending of the funding contract for the Pretoria clinic, the number of staff members was reduced. The Board functioned well, approving a range of new policies as well as a new strategic plan.

"OUT remains an organisation serving Lesbian, Gay, Bisexual, and Transgender (LGBT) people and is not only a Men who have Sex with Men (MSM) health programme"

- Dawie Nel, Director

SNAPSHOT IN NUMBERS



Number of prevention interventions:

23,144



Number of positives initiated on treatment:

1,022



Number of social media followers:

45,857



Income:

**R31,769
million**

EXECUTIVE SUMMARY



There was significant progress with the NUPAS process to develop OUT as a Prime Recipient of USAID funding. In line with this, the Board approved a range of policies, a new organogram as well as a new 5-year strategic plan. The OUT corporate identity was solidified and redesigned to be cleaner, simple, dynamic and more modern. The Board met four times during the year and as sub-committees when needed.

OUT continued to run its health and human rights programmes in the 2021/2022 financial year. The health programme was implemented in four sites (Johannesburg, Pretoria, Nelson Mandela Bay and Buffalo City) up to September 2021. In October, this was reduced to three sites when the Pretoria clinic closed its doors following a decision by CDC to discontinue its funding to OUT in Tshwane. From April to September 2021, the Pretoria facility conducted 2,284 HIV tests, provided Pre Exposure Prophylaxis (PrEP) to 1,264 MSM and initiated 241 newly diagnosed HIV positive men on Anti-Retroviral Treatment (ART). The City of Johannesburg site completed over 12,000 prevention interventions, conducted more than 9,000 HIV tests and provided ART to 627 newly diagnosed HIV positive men. The smaller Eastern Cape sites achieved more than 4,000 prevention interventions, tested 160 men as HIV positive and provided PrEP to 844 men. A range of new modalities was introduced to reach high risk networks including VIP groups (where a "Seed" hosts up to 10 men from his social networks at his house for services), groups targeting chemsex users in Soweto, as well as the Enhanced Peer Outreach Approach where Seeds are incentivised to recruit three people from their social/sexual network into services.

A total of 68 human rights cases were reported to OUT and support was offered to those clients. There was ongoing liaising with the Police on these cases through the mechanisms of the Department of Justice Task Team. Various requests for training were

received including from the Departments of Social Development and Health.

Marketing included maintaining six Facebook pages, two Twitter and two Instagram accounts with a collective 45,857 followers. From a total of 847 social media posts, 901,657 people were reached. There was a healthy 7,19% engagement (clicks, likes, shares, comments) with posts. The year saw a comprehensive rebranding of OUT and several press releases were issued by the organisation. Promotional items produced included branded bucket hats, USB wristbands and lube bottles.

The budget for the year was R31,769 million, R5,8 million lower than the previous year. This was due to the end of both the Pretoria clinic funding and the KPIF funding. There was a total of 63 staff members. A skills audit for staff members and identification of training needs were undertaken. These trainings need to be developed and implemented in the new year. Several new funding proposals were submitted, including two applications to Grand Challenges Canada and two applications to Gilead Sciences. A fundraising strategy and plan were under development, specifically focusing on mental health needs and skills development as well as services to lesbian women and transgender individuals. There was also significant work with the private corporate sector and companies such as E&Y, Vodacom, Accenture, and others.

"There was a healthy 7,19% engagement (clicks, likes, shares, comments) with posts. The year saw a comprehensive rebranding of OUT and several press releases were issued by the organisation."



Our Vision

OUT aims to enable socially just, inclusive and equitable societies that are free of discrimination and stigma for all lesbian, gay, bisexual and transgender plus (LGBT+) people.

Our Mission

OUT works to secure the empowerment, human rights, access to equitable services and well-being of LGBT+ communities in South Africa, the region and internationally.

Our Values

OUT believes in the human rights of all people. We respond to needs through excellent service provision, collaboration and building of needed expertise.

HEALTH PROGRAMMES

The Pretoria Clinic

The below performance is for the period April -September 2021:

PTA	Apr-Jun '21	Jul-Sep'21	Oct-Dec'21	Jan-Mar '22	Total
Prevention interventions	2,555	3714	0	0	6,269
HIV tests	1,293	1591	0	0	2,884
New PrEP	544	720	0	0	1,264
HIV+ tests	117	118	0	0	235
New ART Treatments	123	118	0	0	241
HIV Negatives	1,176	1473	0	0	2,649
PrEP Uptake	46%	49%	0%	0%	48%
ART Initiation Uptake	105%	100%	0%	0%	103%

The OUT clinic in the City of Tshwane (Pretoria) was one of the oldest clinics of its kind in South Africa; and provided sexual health services to Men who have Sex with Men (MSM) since 1997. Over the years, OUT developed a trusting relationship with the Provincial and Regional Departments of Health (DOH), which was recognised by the DOH partnering with OUT in 2015. The clinic built up a solid base of loyal clients who largely adhered to the treatment services OUT provided. Despite this, the Centers for Disease Control and Prevention (CDC) decided not to continue funding the clinic after October 2021.

The site achieved and exceeded all the semi-annual targets for the period April 2021 – September 2021. The case-finding yield was at 8% with consolidated HIV testing services (HTS) and targeted testing,

through a Social Network Strategy (SNS), achieving 10%. The ART initiation uptake was 103% of targets and the PrEP uptake was 122% of targets.

The outreach team developed a catch-up plan to achieve PrEP targets as uptake was slow during the previous two quarters (October 2020 – March 2021). During August 2021, the team achieved 182% of the monthly target for PrEP. This was accomplished through targeted testing. Although the focus on increasing the PrEP uptake brought down the HTS numbers for the same period, OUT had already achieved the semi-annual target for HTS and new ART initiations. The outreach team held weekly Quality Improvement (QI) meetings to monitor progress against targets. This enabled the team to quickly make course corrections and to strategically adapt plans to ensure the achievement of all targets.

Over the years, OUT developed a trusting relationship with the Provincial and Regional Departments of Health.

City of Johannesburg (COJ)

COJ	Apr-Jun '21	Jul-Sep'21	Oct-Dec'21	Jan-Mar '22	Total
Prevention interventions	3,092	3851	1,863	3,948	12,754
HIV tests	1,950	2,976	1,272	3,532	9,730
New PrEP	634	771	396	1,269	3,070
HIV+ Tests	172	154	76	234	636
New ART treatment	153	143	76	255	627
HIV Negatives	1,778	2,822	1196	3,298	9,094
PrEP Uptake	36%	27%	33%	38%	34%
ART Initiation Uptake	89%	93%	100%	109%	99%

The Engage Men's Health COJ site is the largest Key Population site in South Africa and the targets are high. In the financial year, the focus shifted to very high-risk networks such as unemployed drug users. This resulted in a high HIV yield but difficulties in keeping this cadre of clients on treatment. What further complicated services is the migratory nature of the city; many clients are passing through or often move for piecemeal work.

The move away from the strategy of hot spot mapping (like bars) to work in high-risk networks was a great success. Seeds are identified and by building trusted relations, access is gained to their social and sexual networks to provide health services. Services are provided in the form of small groups usually hosted at the Seed's house. This greatly contributed to finding high-risk MSM and led to an increase in the programme's yield.

The COJ clinic collaborated with the National Institute for Communicable Diseases (NICD) to provide an analysis service for asymptomatic Sexually Transmitted Infections (STIs). This

collaboration will continue in 2023 and a nurse, paid for by the NICD, will be stationed at the clinic.

Another highlight was the collaboration with the City of Johannesburg to make space available in shelters for LGBT clients. Spaces were secured at two city shelters and staff were appropriately trained and sensitised by OUT. There were various media interviews with OUT representatives including the filming of an interview on Gender-Based Violence (GBV) with the SPAR Group for their End GBV Campaign. The company also donated R10,000 in the form of a SPAR voucher to OUT.

The site also collaborated with the Department of Health on World AIDS Days and OUT participated in monthly Johannesburg District Partners Meetings. A collaboration partnership was initiated with the Zoli-001 STI study. This is a multi-centre, open label, randomised controlled, non-inferiority phase III trial evaluating the safety and efficacy of a 3 g oral dose of Zoliflodacin compared to a combination of a single intra-muscular 500 mg dose of ceftriaxone and a single 1 g oral dose of azithromycin for the treatment of uncomplicated gonorrhoea.

Eastern Cape

Buffalo City

Buffalo City	Apr-Jun '21	Jul-Sep'21	Oct-Dec'21	Jan-Mar '22	Total
Prevention interventions	467	435	212	593	1,707
HIV tests	270	159	131	572	1,132
New PrEP	66	58	60	120	304
HIV + tests	17	11	10	27	65
New ART Treatment	17	11	10	27	65
HIV Negatives	253	148	121	545	1,067
PrEP Uptake	26%	39%	50%	22%	28%
ART Initiation Uptake	100%	100%	100%	100%	100%

Nelson Mandela Bay

Nelson Mandela Bay	Apr-Jun '21	Jul-Sep'21	Oct-Dec'21	Jan-Mar '22	Total
Prevention interventions	664	731	281	738	2,414
HIV tests	421	240	161	598	1,420
New PrEP	150	94	97	199	540
HIV+ tests	13	26	11	43	93
New ART Treatment	12	25	11	41	89
HIV Negatives	408	214	150	555	1,327
PrEP Uptake	37%	44%	65%	36%	41%
ART Initiation Uptake	92%	96%	100%	95%	96%

The two smaller Engage Men's Health Eastern Cape sites performed well. In Buffalo City, OUT conducted sensitisation training of the Eastern Cape AIDS Council, the Metro AIDS Council, the Department of Social Development, the Department of Health, the Police and Masithethe Counselling Services. Representatives from both sites attended regular Department of Health meetings as well as activities

of the Eastern Cape AIDS Council and the Metro AIDS Council. A highlight was a small grant from Outright to provide food parcels to clients. This was needed given large-scale unemployment, challenges resulting from Covid-19 lockdowns, and clients expressing difficulties in taking their medication due to hunger.

Engage Men's Health Programme



The OUT human rights programme, branded as Love Not Hate, provided several services such as community engagements and empowerment workshops and trainings.

During the 2021 – 2022 financial year, the programme continued its work and engagement with government, particularly with the Department of Justice and Constitutional Development (DoJ), through its LGBTIQ+ National Task Team (NTT) and Rapid Response Team (RRT) structures. Meetings were meant to be held quarterly to create a platform for civil society and government collaboration and engagement. The NTT, however, was low functioning with very little progress made or outputs achieved.

The OUT paralegal clinic continued to provide LGBTIQ+ clients with advice and guidance on human rights violation cases. There were 68 cases reported to OUT in this period. Five of these cases were reported to the Police and are being monitored through the RRT with the DoJ. A total of 24 cases were reported by OUT and other CSOs to the DoJ at the end of March 2022.

While 33 of the 68 cases were closed (i.e., referred to a relevant organisation, or institution or the case was resolved), the remaining 20 cases were 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 cases managed by the paralegal clinic:

OUT worked with the Hate Crimes Working Group (HCWG) to advocate and lobby for the Hate Crimes and Hate Speech Bill to be passed into legislation.

Discrimination:

5

Sexual assault:

4

Domestic violence and intimate partner violence:

15

Workplace discrimination:

10

Shelter assistance/intervention and psychosocial support:

9

Hate speech:

9

Harassment and cyberbullying:

5

Discrimination in schools:

6

Extortion:

5



The OUT Hate Crimes Manager and Paralegal Manager continued to work with an attorney from Lawyers for Human Rights (LHR), who provided training and support on reported client cases. The attorney furthermore assisted the paralegal team with building a case management tool and database for future use, i.e., programming and referral pathways. OUT continued to distribute its marketing material at events and meetings across the country. The most widely distributed booklet was the LGBTIQ+ Justice without a Lawyer pamphlet. This resource informs and empowers LGBTIQ+ people when they are faced with a case that does not need legal aid, especially cases within the Equality Court system.

OUT worked with the Hate Crimes Working Group (HCWG) to advocate and lobby for the Hate Crimes and Hate Speech Bill to be passed into legislation. The Bill made its way through the parliamentary

process during this period but had not been passed at the time of writing. OUT, through the HCWG and NTT, continued to push the government to fast-track the Bill, to create a safer and better society for LGBTIQ+ people.

OUT also worked directly with the LGBTIQ+ community through safe space meeting interactions, and through trainings with the public. Due to Covid-19 restrictions, most of these interactions were online. OUT also secured funding from Gay and Lesbian memory in Action (GALA), which was used to distribute food vouchers to 70 LGBTIQ+ clients who were unemployed at the time. Most of these clients indicated that they had lost their jobs due to the impact of Covid-19 and related lockdowns, and about 20 of the 70 clients indicated that they were LGBTIQ+ asylum seekers who had no access to state relief funds because they were undocumented.

MARKETING & COMMUNICATIONS



People reached via EMH social media campaigns:

901,657



Posts made on OUT and its programmes' social media pages:

847



Client queries responded to on all platforms:

5,006

The work of the Marketing and Communications department encapsulated three areas: OUT organisational marketing and communications, and marketing and communications for two OUT projects: Engage Men's Health (EMH), 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, signage etc.),
- Managed, updated, and created content for all of OUT's and its programmes' social media pages and websites,
- Managed direct communications with clients on various platforms including social media, WhatsApp, EMH national call line, SMSs, website chats, emails, etc.
- Made and monitored client appointments for the three EMH sites and their outreach teams,
- Created and implemented campaigns (primarily online) to promote OUT programmes' services and to empower and inform the target recipients,
- Oversaw the production of social media influencer campaigns,
- 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.
- Reported weekly and monthly on the status and effectiveness of social media engagement platforms and campaigns.

The Marketing and Communications team consisted of the marketing and communications consultant who oversaw the work of a marketing officer, and a social media engagement officer. The marketing officer position, however, came to an end on 30 September due to budget cuts. This saw the marketing and communications consultant taking on the officer's responsibilities for the rest of the financial year.

Social Media and Online Platforms

The Marketing and Communications department was responsible for managing six Facebook pages: EMH Johannesburg, EMH Buffalo City, EMH Pretoria, EMH Nelson Mandela Bay, OUT LGBT Well-being, and Love Not Hate/OUT Human Rights. We also oversaw three Twitter account (EMH, OUT and Love Not Hate) and two Instagram pages (OUT and EMH).

Collectively, OUT has more than 45,857 social media followers on all its platforms. We not only

responded to direct messages on these platforms but also monitored, responded to and moderated comments on our posts. The marketing team also managed three websites during this period: OUT, Love Not Hate, and Engage Men's Health. OUT and its programmes' social media posts had a very healthy average 7.19% engagement rate (clicks, likes, shares and comments). This indicates that our content connected with our constituency (a good engagement rate is typically between 1% to 5%).



OUT Marketing and Rebranding

At a January 2022 meeting, the OUT Board approved a comprehensive rebranding of OUT by the Marketing and Communications team, including a new logo. The rebranding – a cleaner, simplified, dynamic and more modern identity - was rolled out over the following two months. This included making our constituency and partners aware of the rebranding as well as redesigning all of OUT’s materials; letterheads, PowerPoint templates, email signatures, office signage, pull-up banners etc. The process of designing and implementing a new OUT website also got underway.

During the financial year, 13 press releases were written and issued on behalf of OUT and its programmes, spanning topics such as: OUT’s submission to the SAHRC about LGBTIQ+ inclusive uniform policies, OUT’s EMH harm reduction campaign, school pupils donating to OUT, alarm over suicides and mental health in the LGBTIQ+ community, and OUT’s call for education departments to tackle LGBTIQ+ discrimination in schools. A total of 117 posts were posted on the OUT social media pages and 18 articles were posted on the OUT website.




OUR VISION

OUT aims to enable socially just, inclusive and equitable societies that are free of discrimination and stigma for all LGBT+ people.

OUR MISSION

OUT works to secure the empowerment, human rights, access to equitable services and well-being of LGBT+ communities in South Africa, the Region and internationally.





WWW.OUT.ORG.ZA | HELLO@OUT.ORG.ZA
 +27 012 430 3272






Engage Men's Health Marketing

The bulk of the marketing and communications work in the financial year focused on OUT's biggest programme, Engage Men's Health. Monthly online campaigns were created addressing topics such as the importance of adhering to ARVs, STIs, Pride Month, Undetected=Untransmissible (U=U), PrEP, Covid-19 vaccination information etc. These campaigns included text, graphics and sometimes video/animations and were often 'boosted' (paid exposure) on Facebook. The primary aim was to promote EMH services, but these campaigns also sought to inform and empower our constituencies about their sexual health. Fifteen articles were written and posted on the EMH website tackling issues such as male rape and sexual assault, the high rate of syphilis, U=U, use of PrEP, Covid vaccination, a new doctor service in the Johannesburg clinic, and living with HIV.

One of the year's most significant campaigns - undertaken over a three-month period; May to July 2021 - was focused on chemsex and substance use harm reduction. We provided resources and information to MSM who engage in chemsex on how to moderate use and stay healthy. This campaign included Facebook, Grindr and Mambaonline advertising campaigns linking to online resources. We researched and produced four related articles, three resources/FAQs (chemsex drugs and their effects, harm reduction tips, where to get help), several infographic harm reduction tips posts, a social media influencer video campaign, and a 22 page harm reduction booklet. A pop up chat function was also introduced on the EMH website for chemsex users to anonymously contact us for support.

The team was tasked with communicating the closure of the EMH Pretoria clinic in September 2021. This entailed social media posts, issuing of a press release and responding to client queries (referring clients to alternative Tshwane services and providing information about transferring to our Johannesburg clinic).

We produced several EMH promotional items including branded bucket hats, branded information USB wristbands and lube bottles as incentives for clients to make use of our services. We further updated and reprinted our IEC materials. In October 2021, we ran a social media influencer campaign with 5 influencers highlighting the importance of being informed about and testing for STIs.

In the financial year, we produced a total of 706 social media posts, while EMH online campaigns reached 901,657 people. The team responded to an average of 417 client queries a month (a total of 5,006 - up from 2,244 in 2020/2021) via WhatsApp, phone calls, SMSs, direct messages on social media, EMH website chat, Google My Business and emails. In March 2022, we received a high of 832 client queries.

In April 2021, the marketing and communications team began working with FHI on implementing a centralised online client appointment booking system, named ORA, for the Pretoria and Johannesburg clinic. Following several customisations and testing, it was launched in June 2021 for internal use, with the aim of ultimately allowing clients to book their own appointments.



Engage Men's Health Marketing



Engage Men's Health Marketing

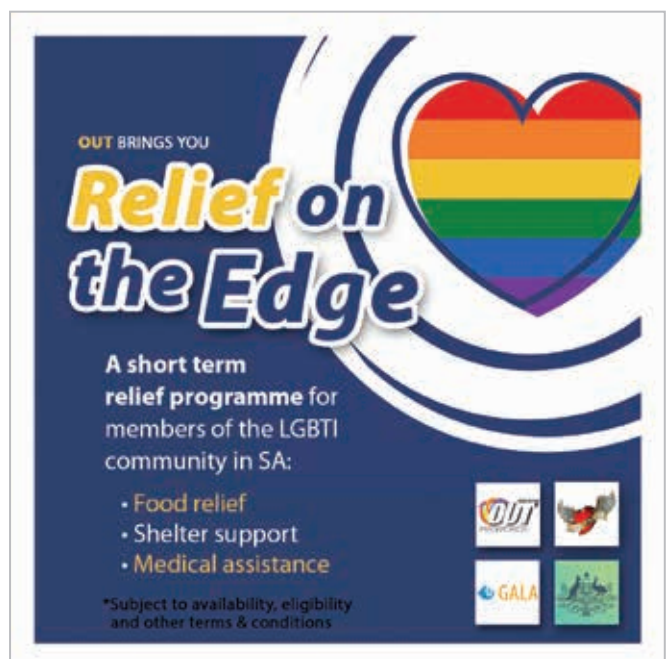




Love Not Hate Marketing

Several articles and press releases were written for the Love Not Hate campaign centred on incidents of discrimination and hate crime cases that were monitored by the project. The marketing and communications team played a role in a major national civil society campaign (#JusticeforLGBTIQSA) addressing a significant spike in hate crime murders of LGBTIQ+ people. This included drafting a joint statement, writing two press releases on the topic, and running a ten-day

online campaign highlighting a victim per day. We produced several items to assist in our presence at court hearings such as posters / placards and t-shirts. We produced a total of 24 posts on the Love Not Hate social media pages and published eight articles on the Love Not Hate website. In March 2022, Love Not Hate was rebranded to OUT Human Rights and future human rights materials were from then on posted and shared on the OUT website.





Proud
AND
Pride

Management, Governance and Finances

Finances

OUT recorded R31,769m in grant revenue, which is a R5,8m decline from the previous year. This decrease was due to the closeout of two projects, funded by CDC and FHI360. Direct project expenses totalled R31,346m, of which salaries accounted for 64%, consultant costs 4%, direct project costs 31% and indirect costs 1%.

Management accounts are prepared and submitted to the Board quarterly. These include Balance Sheet, Profit and Loss Statement, project financial summary and a narrative report summarising the financial results, burn rates and budget concerns. The organisation is audited annually by an independent auditor and has consistently produced unqualified statutory audits. In addition, OUT complied with "Guidelines for Financial Audits Contracted by

Foreign Recipients", issued by the USAID Inspector General, by appointing Sustainability Solutions PC (SSPC) to perform the GAGAS audit required for 2022. There were no audit findings reported.

OUT is actively seeking more funding to diversify its current portfolio of income and generate unrestricted revenue. In the short term, OUT's goal is to build a reserve to provide bridging funding when there are gaps and delays in donor funding and to cover business expenses not directly related to projects. In the longer term, larger reserves will enable support to key essential staff in times of funding gaps. OUT has wealth of expertise and knowledge in its sector and will utilise this to generate income for sustainable services to beneficiaries when federal grants end.



The OUT Board

The OUT Board was fully functional during the financial year, consisting of eight active members (including the Board Executive) who represented an array of expertise in various fields (academia, public health, finance, legal, risk management, monitoring and evaluation and civil society). The Board was sub-divided into four sub-committees to fast-track matters pertaining to each sub-committee's area of responsibility. The sub-committees were:

- Human Resources and Remuneration,
- Programmes, Communications, Research and Monitoring and Evaluation,
- Fundraising, Sustainability, Strategic planning and Networking, and
- Finance, Risk Management and Audit.

The Board held four quarterly full Board meetings. During these meetings, the Board provided oversight, assistance, and guidance, monitored issues of governance and programme progress achievement, and provided strategic direction to the organisation. The Board Governance Policy, OUT's revised Constitution, OUT's new Organogram, the Management Team (MANCO) Terms of Reference (ToR), as well as some Human Resource and Financial policies were approved by the Board (Disciplinary Code and Procedure, Risk Management, Whistleblowing and Fraud Prevention). The Board also provided guidance relating to human resource matters and was actively involved where disputes arose. Additional to the quarterly meetings, the sub-committees dealt with pressing issues, as and when they arose, and provided recommendations to the full Board for decision-making.

A two-day strategic planning session was held in January 2022, in which Board members and OUT's management team participated. The purpose of this session was to further develop OUT's new Strategic Plan. This session was particularly significant, as OUT's vision and mission was re-

formulated and adapted to better represent OUT's strategic vision, the ever-changing needs of the community OUT serves, and the shifts in the funding world. Strategic needs and areas of development were identified. A smaller task team was tasked to draft clear strategic objectives, arising from the needs and areas identified. The task team developed four strategic objectives which were adopted and approved by the Board. The strategic objectives were incorporated into OUT's Strategic Plan.

Besides being actively involved with the Strategic Plan development process, the Board also provided guidance and oversight and was actively involved with the process to develop OUT to become a prime recipient of PEPFAR funding, called the Non-U.S. Organization Pre-award Survey (NUPAS).

Additional to the quarterly meetings, the sub committees dealt with pressing issues, as and when they arose, and provided recommendations to the full Board for decision-making.

Management Planning and Monitoring

An operational plan was developed within the newly developed strategic plan. This was linked to the development of a fundraising plan, which still needs to be finalised. Fundraising opportunities were addressed when they became known and funding applications were made to Gilead and Grand Challenges Canada.

Weekly management meetings which included all managers and site managers were held to monitor progress and flag any challenges. Standard agenda points included fundraising, press releases, weekly performance, human resources, marketing and finances. A weekly call was held with partners on the USAID key population programme.

Human Resources

A skills audit was conducted to assess the skills that employees need to successfully perform their job functions. The outcome showed a great need for trainings. There were, however, no funds within the organisational budget to conduct the needed trainings. OUT is registered with the Health and Welfare SETA and submitted a Work Skills Plan for needed trainings. No opportunities have been finalised with the SETA as yet.

Internal training was also conducted to enhance existing employees' skills in their positions, enabling them to do their job more efficiently. This training specifically focused on mental health. A disciplinary hearing was held against the office manager for misconduct in September 2021,

resulting in their dismissal. The organisation engaged with a CCMA case for unfair dismissals lodged by 23 USAID Epic project staff members whose contracts ended in September 2021. This resulted in the re-employment of three employees and a settlement with 20 employees. In addition, two labour cases were reported against the organisation: one by an Epic staff member for unfair dismissal, and one by a Centers for Disease Control and Prevention (CDC) staff member who was retrenched in September 2021 for an unpaid leave balance.

The number of staff was reduced following the closure of the Pretoria clinic and the graph below indicates the staffing post-September 2021:

Full-time vs Part-time employees



Staff



EMH Buffalo City Team



EMH Buffalo City Team



EMH Nelson Mandela Bay Team



EMH Johannesburg Team



Marketing & Social Media Team



OUT Head Office (Pretoria)

The Board



Lerato Lebona - Chairperson

Lerato 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 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.



Philip Browne

Philip 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.



Keitumetse (Tumi) Chiloane

Keitumetse 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.



Anthony (Tony) Diesel

Tony 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 in Business Administration. He has been specifically working in the HIV environment from the early 2000s.



Stanford Furamera

Stanford (BSc Hons, HCM, MPH) is a monitoring and 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, a Master 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 community development to public health programmes performance monitoring and evaluation



Adv. Mama (MJ) Kock

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

Bogadi 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 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.



**Annual Financial Statements
for the year ending
31 March 2022**

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

GENERAL INFORMATION

Nature of business and principal activities:	NPO - Health Services and Advocacy	
Board Members:	L. Lebona Dr. N. Christofides A. Diesel P. Browne P Mazunga BD Ntakumba Dr Allandise Cloete D.N.F. Nel	Chairperson Deputy chairperson Member Member Treasurer Member Member Executive 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	
The annual financial statements were compiled by	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 2022

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

INDEX

	Page
Board Responsibilities and Approval	4
Board Members' Report	5 - 6
Independent Auditor's 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 - 19
<i>The following supplementary information does not form part of the financial statements and is unaudited:</i>	
Detailed Income Statement	20 - 21

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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 2023 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 7 to 8.

The financial statements as set out on pages 9 to 19, which have been prepared on the going concern basis, were approved by the board on 18 May 2023 and were signed on its behalf by:



L LEBONA
CHAIRPERSON



P MAZUNGA
TREASURER

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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 2022.

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 2022.

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	S. Furamera	Resigned - 2022/02/11
Dr. N. Christofides	Deputy chairperson	B. Manzere	Resigned - 2022/01/11
A. Diesel	Member	Adv. M. Kock	Resigned - 2022/02/13
P. Browne	Member	J Meyer	Resigned - 2021/09/30
P Mazunga	Treasurer	K. Chiloane	Resigned - 2022/08/22
BD Ntakumba	Member	P Mazunga	Appointed - 2022/10/29
Dr Allanise Cloete	Member	BD Ntakumba	Appointed - 2022/10/29
D.N.F. Nel	Executive director	Dr Allanise Cloete	Appointed - 2022/10/29

4. Events after the reporting period

The board members are not aware of any 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.



Myers, Tennier & Co.

Chartered Accountants (South Africa)
Registered Auditors
Practice No. 904546E

225 Valley Centre
396 Jan Smuts Ave
Croighall
Johannesburg
2196
VAT No: 4890119904

Postnet Suite 165
Private Bag X11
Croighall, 2024
Tel: +27 (0)11 788 4910
Email: mtr@myten.co.za
www.myten.co.za

Independent Auditor's Report

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 entity) set out on pages 9 to 19, which comprise the statement of financial position as at 31 March 2022, 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 2022, 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 entity 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 2022", which includes the Board Members' Report and the Detailed Income Statement, 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 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, 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 constitution of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL-BEING, 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 entity'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 entity or to cease operations, or have no realistic alternative but to do so.

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 entity'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 entity'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 entity 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 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.
Registered Auditors
J.C Tennier
Partner
Registered Auditor

22 May 2023

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 2022

STATEMENT OF FINANCIAL POSITION - 31 MARCH 2022

	<u>Notes</u>	<u>2022 R</u>	<u>2021 R</u>
ASSETS			
Non-current assets		91 668	146 528
Property, plant and equipment		91 668	146 528
Owned	2.1	91 668	146 528
Managed		-	-
Managed assets	2.2	442 578	589 976
Donor funding	2.3	(442 578)	(589 976)
Current assets		2 813 098	2 355 012
Trade and other receivables	3	1 488 647	995 051
Cash and cash equivalents	4	1 324 451	1 359 961
TOTAL ASSETS		<u>2 904 766</u>	<u>2 501 540</u>
EQUITY AND LIABILITIES			
Equity		248 944	518 015
Retained income		248 944	518 015
Current liabilities		2 655 822	1 983 525
Trade and other payables	5	1 375 514	1 201 739
Unspent project funds	6	1 280 308	781 786
TOTAL EQUITY AND LIABILITIES		<u>2 904 766</u>	<u>2 501 540</u>

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF COMPREHENSIVE INCOME

	<u>Notes</u>	<u>2022 R</u>	<u>2021 R</u>
Project revenue surplus/(shortfall)		11 371	512 636
Project revenue		31 685 730	40 320 854
Direct and indirect project expenses		(31 674 359)	(39 808 218)
*Other direct expenses		(370 479)	(49 379)
Other income		111 539	184 129
Income before operating expenses and investment income		(247 569)	647 386
Operating expense		49 308	(318 884)
Disallowed expenses		(98 978)	-
Operating (deficit) /surplus		(297 239)	328 502
Investment income		28 168	1 100
(Shortfall)/Surplus for the year		(269 071)	329 602

*In the prior year other direct expenses were presented as operating expenses. This was done to show the nature of the expense.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
 (Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF CHANGES IN EQUITY

	2022	2021
	R	R
Opening balance	518 015	418 952
Retained income	518 015	197 553
Fixed asset reinstatement reserve	-	221 399
Movement for the year	(269 071)	99 063
Retained income for the year	(269 071)	329 602
Transfer from distributable reserves	-	-
Retained income	-	(9 140)
Fixed asset reinstatement reserve	-	9 140
Reclassification of fixed asset reinstatement reserve	-	(230 539)
Closing balance	248 944	518 015
Retained income	248 944	518 015

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
 (Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

STATEMENT OF CASH FLOWS

	<u>Notes</u>	<u>2022</u> R	<u>2021</u> R
Cash flows from operating activities		(678 505)	572 742
Operating surplus		(297 239)	328 502
Changes in working capital		(319 820)	198 369
Change in accounts payable		173 775	689 124
Change in account receivable		(493 595)	(490 755)
Interest income		28 168	1 100
Profit on disposal of fixed assets		(34 396)	-
Donations received in the form of fixed assets		(83 465)	-
Depreciation charge		28 247	44 771
 Cash flow from financing activities		 498 522	 (536 896)
Change in unspent project funds		498 522	(536 896)
 Cash flows from investing activities		 144 473	 15 002
Purchase of property, plant and equipment		-	(24 998)
Proceeds on disposal of fixed assets		144 473	-
Change in other financial assets		-	40 000
 Total cash movement for the year		 (35 510)	 50 848
Cash at the beginning of the year		1 359 961	1 309 113
 Total cash at end of the year		 1 324 451	 1 359 961

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.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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.

2. Property, plant & equipment

2.1 Property, plant & equipment - owned

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
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
2022					
Cost	374 160	103 198	-	55 521	215 441
Opening balance	463 519	42 315	168 400	52 232	200 572
Purchased	-	-	-	-	-
Donations received	83 465	65 307	-	3 289	14 869
Disposed	(172 824)	(4 424)	(168 400)	-	-
Scrapped	-	-	-	-	-
Accumulated depreciation	(282 492)	(41 303)	-	(52 218)	(188 971)
Opening balance	(316 991)	(42 302)	(42 100)	(52 218)	(180 371)
Annual depreciation charge	(28 246)	-	(19 646)	-	(8 600)
Disposed	62 745	999	61 746	-	-
Scrapped	-	-	-	-	-
Net book value	91 668	61 895	-	3 303	26 470

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

NOTES TO THE FINANCIAL STATEMENTS (continued)

2.2 Property, plant & equipment - managed

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
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
2022					
Cost	1 701 023	1 211 100	22 085	2 662	465 176
Opening balance	1 920 935	1 440 978	22 085	8 771	449 101
Purchased	115 717	30 989	-	7 047	77 681
Donated	(231 292)	(158 660)	-	(13 156)	(59 476)
Returned to Donor	(55 007)	(55 007)	-	-	-
Scrapped	(49 330)	(47 200)	-	-	(2 130)
Accumulated depreciation	(1 258 445)	(916 484)	(9 285)	(2 660)	(330 016)
Opening balance	(1 330 959)	(1 046 940)	(4 868)	(8 507)	(270 644)
Annual depreciation charge	(106 651)	(1 360)	(4 417)	-	(100 874)
Donated	136 621	91 401	-	5 847	39 373
Returned to Donor	20 350	20 350	-	-	-
Scrapped	22 194	20 065			2 129
Net book value	442 578	294 616	12 800	2	135 160

	2022 R	2021 R
2.3 Fixed asset donor funding	442 578	589 976
Opening balance	589 976	221 399
Movements	(147 398)	359 437
Correction 2020 - transfer from reserves	-	9 140
Less net book value of managed assets	(442 578)	(589 976)
Surplus/(shortfall)	-	-

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

NOTES TO THE FINANCIAL STATEMENTS (continued)

	2022	2021
	R	R
3. Trade and other receivables	1 488 647	995 051
Trade receivables	1 500	25 177
Prepayments	43 482	113 367
Deposits	341 207	358 433
Accrued Grant Income	622 407	432 458
Other	-	330
Salary control account	-	5 346
VAT control account	480 051	59 940
4. Cash and cash equivalents	1 324 451	1 359 961
Bank balances	1 285 079	1 336 585
Cash on hand	4 987	7 396
Credit cards	-	(7 234)
Short-term deposits	34 385	23 214
5. Trade and other payables	1 375 514	1 201 739
Trade Payables	41 476	176 101
Salary control account	10 397	-
Provision for PAYE & UIF	229 896	275 405
Provision for WCA	7 098	87 458
Payroll & statutory creditors-Vat Control		
Other provisions & accruals	1 086 647	662 775

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
 (Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

NOTES TO THE FINANCIAL STATEMENTS (continued)

	2022	2021
	R	R
6. Unspent project funds	1 280 308	781 786
Aurum	-	597 850
GCC	(43)	-
Hate Crimes - Open Society Foundation	1 094 541	-
JDI-SA	-	94 972
USAID - EPIC	185 810	88 964

7. Taxation

No provision has been made for tax in 2022 as the entity is exempt from taxation in terms of Section 10(1)(cN) of the Income Tax Act as amended.

8. 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:

	4 339 814	4 909 000
No later than 1 year	1 995 489	1 628 621
No later than 2 - 5 years	2 344 325	3 280 379

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

NOTES TO THE FINANCIAL STATEMENTS (continued)

	2022	2021
	R	R
9. Related parties		
Members of key management:		
D.N.F. Nel (Director)		
J. Meyer (Director - resigned 2021/09/30)		
Related party balances and transactions with key management personnel of the company or its parent:	2 071 357	2 175 494
D.N.F. Nel services in connection with the carrying on of affairs of the organisation, while being a director, only	1 398 118	1 340 894
J. Meyer services in connection with the carrying on of affairs of the organisation, while being a director, only	673 239	834 600

10. Going concern

As at 31 March 2022 the entity had retained earnings of R248 945, due to a loss for the current year of R269 070.

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 continues to procure funding for the ongoing operations of the entity.



Thanks to our funders







OUT LGBT WELL-BEING

1310 Stanza Bopape Street
Colbyn, Pretoria 0083
South Africa

+27 (0)12 430 3272
hello@out.org.za
www.out.org.za



outlgbt



outlgbt



out_lgbt_wellbeing