out
LGBT WELL-BEING

OUT LGBT WELL-BEING REPORT

April 2023 - March 2024

Primed for Impact

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	22
Management and Human Resources	26
The Board	28
Audited statements	30
Funders	54

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
NICD:	National Institute for Communicable Diseases
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

BOARD CHAIR MESSAGE

Lerato Lebona

It is with immense pride and gratitude that I reflect on the remarkable year that has passed. The period from April 2023 to March 2024 has been one of significant achievements, growth and steadfast commitment to promoting health, advancing human rights and upholding the dignity of the LGBTQ+ community and the individuals OUT serves.

The year marked a historic milestone when OUT became the first local South African non-profit organisation to be awarded PEPFAR/USAID funding as a Prime Recipient. This achievement not only reflects years of consistent excellence in service delivery but also represents the profound recognition of the organisational strength and affirmation of trust placed in OUT by international partners and donors. It is a testament to what is possible when vision, strategy, and purpose are aligned.

Despite the challenging funding climate, particularly for human rights work, OUT remained steadfast and demonstrated resilience. The human rights team and their work stood firm in the face of injustice, providing support to survivors of discrimination and violence, strengthening access to justice, and working tirelessly to protect and promote the rights and safety of LGBTQ+ people. As the Open Society Foundation South Africa closes its programme, we remain immensely grateful to the foundation for its support of OUT's hate crimes programme over the years.

The health programme continued to deliver life-saving access to HIV prevention, testing and treatment services while pioneering innovative, person-centred approaches such as the Kiki groups and the Soweto chemsex initiative. These initiatives and broader inclusive health strategies speak to OUT's commitment to addressing the complex realities the organisation encounters daily, enabling it to respond to emerging community needs with agility and impact.

Equally significant was the launch of the Bazwa mental health pilot project, which addressed the emotional and psychological needs of LGBTQ+ youth and their families. The programme, along with OUT's sustained advocacy for progressive policy reform, underscores the organisation's holistic approach to well-being, one that addresses both physical and psychosocial dimensions of health.

None of this amazing work and milestones would have been possible without the dedication of OUT's staff and leadership, whose expertise and passion are matched by their commitment to the people and communities they serve; the strategic guidance and oversight from the Board; the unwavering support from our funders and partners, both locally and internationally; and the courage of the people and communities we serve. I extend my deepest appreciation to each of you.

As we look ahead, and together remain committed to OUTs mission and vision, we will continue contributing towards building a just and equitable society in which every LGBTQ+ person can live a healthy, affirmed and proud life. With determination, integrity and solidarity, we will meet the challenges ahead and continue to drive meaningful, lasting change.

The year marked a historic milestone when OUT became the first local South African non-profit organisation to be awarded PEPFAR/USAID funding as a Prime Recipient.

DIRECTOR'S MESSAGE

Dawie Nel

In October 2023, OUT became the first local South African NPO to receive PEPFAR/USAID funding as a Prime Recipient. It was a remarkable achievement and followed a rigorous development process of OUT's internal structures and systems. It reflects the consistent good work OUT has done over more than 25 years and its ongoing growth. Having started as a small group of friends in 1994, OUT has become a professional organisation delivering life-changing interventions. OUT's health work plays a vital role in managing HIV among MSM and can quite literally be a matter of life and death.

We can be very proud of our health work in Johannesburg, Nelson Mandela Bay and Buffalo City. Not only are we reaching large numbers of men, initiating them on treatment and keeping them virally suppressed, but we are also continuously innovating and learning. We have started work in the relatively new area of chemsex in Soweto and nationally. Chemsex is a rising phenomenon among gay men and transgender individuals and offers both pleasures and challenges. The intersection of drugs and sex results in many risks such as dependency, HIV and STIs, as well as mental health problems such as psychosis. At the same time, people find pleasure in chemsex and have various reasons for engaging in it. Our programme in Soweto also deals with the intersections with poverty and will address multidimensional experiences to improve retention on Anti-Retroviral Treatment (ART). OUT has obtained ethical clearance to conduct a needs assessment among MSM who engage in chemsex and will focus on both resourced as well as under-resourced MSM in Johannesburg and Cape Town. The needs assessment will inform guidelines to be developed with the SA HIV Clinicians Society for services to MSM who engage in chemsex.

The amount of stigma and discrimination faced by LGBTQ+ people remains severe. In this year, a shop owner openly displayed a sign saying that LGBTQ+ people were not welcome in his store. Such blatant discrimination is worrying and OUT referred the matter to the SA Human Rights Commission (SAHRC). OUT also embarked on a campaign to popularise Equality Courts as a mechanism for redress among LGBTQ+ people. We also partnered with the SAHRC in Gauteng to hold 15 collaborative workshops on accessing the Equality Courts. Work increased around LGBTQ+ refugees and OUT partnered with the Fruit Basket in this area. The human rights work was funded by the Open Society Foundations (OSF) South Africa, with this funding coming to an end. There are diminishing sources of funding for human rights work and OUT will need to see how it can be integrated within its overall funding allocations.

The OUT Board and staff continued to work well together. The Board met twice for oversight, including a vital meeting to deal with requirements for OUT to become a Prime Recipient of USAID funding. In January 2024, the annual Board/staff retreat took place and focused on progress on the implementation of the strategic plan and identification of priorities for the new financial year.

We signed staff contracts with more than 30 new staff members after we became a Prime Recipient in October 2023. It is a positive sign that many of our staff members have been working with us for some time and that they continue to build their expertise. While our biggest funder remains USAID, there were some positive developments in attracting new funders: the Love Alliance, the Elton John AIDS Foundation, the World Health Organization and Grand Challenges Canada (GCC).

"OUT has obtained ethical clearance to conduct a needs assessment among MSM who engage in chemsex and will focus on both resourced as well as under-resourced MSM in Johannesburg and Cape Town."

- Dawie Nel, Director

SNAPSHOT IN NUMBERS

Income:

R37,329,839

Staff members (March 2024):

73

PrEP new initiations:

3,482

Social media users reached:

1,363,303

EXECUTIVE SUMMARY

OUT's health programme continued its notable performance from April 2023 to September 2024, with more than 3,000 HIV tests conducted in this period and 271 newly HIV-diagnosed MSM initiated on treatment. More than 1,700 men received Pre-Exposure Prophylaxis (PrEP). The return rate for PrEP remains low among clients, and it is worrying that many MSM do not sustain prevention behaviour. In October 2023, OUT became a Prime Recipient of USAID funding. As this was a new contract, OUT also had to finalise a new Memorandum of Understanding (MOU) with the Department of Health, a process which resulted in interruptions in service delivery. OUT could not start with demand creation until the MOU was signed, and this affected the uptake of services.

The approach of working within high-risk networks remained effective. New innovations included Kiki groups (Kiki is gay slang for having a gossip or gathering). These are small gatherings where a champion secures up to five people in their network to attend a health-promoting event, including testing and initiation. The advantage is that participants are not incentivised and join based on their own desire to look after their health. The issue of Anti-Retroviral Therapy (ART) treatment interruptions was addressed through welcome-back campaigns and maintaining close relations with community champions for ongoing health promotion.

The OUT hate crimes programme was funded by the Open Society Foundation of South Africa (OSF SA). OSF SA is closing its programme, and OUT expresses its gratitude for its support over many years. The funding landscape for human rights work looks bleak, and OUT will need to plan for this work to continue. An important and much-needed activity is that of support to victims of discrimination, whether that be in opening cases, dealing with the police, or assisting with court proceedings. A campaign on accessing the Equality Courts was launched in order to inform LGBTQ+ people about this mechanism and how to use it. OUT also collaborated with the SA Human Rights Commission in Gauteng to offer community workshops that empowered attendees with this knowledge.

Our pilot Bazwa project started implementation and offers mental health services to young LGBTQ+ people, both online and offline. An exciting part of this project is that it also works with the parents of LGBTQ+ children to improve their ability to support and affirm their child.

Based on poor ART retention rates among Men who have Sex with Men (MSM) who engage in sexualised drug use in Soweto, OUT secured funding from the Elton John AIDS Foundation to improve retention in this group. It will have a strong focus on individualised treatment plans offering support around mental health, skills and employment, family relations, stigma, harm reduction, and other areas. OUT also started a needs analysis among MSM who engage in chemsex, and it will inform guidelines which will be developed with the SA HIV Clinicians Society. OUT maintained its impactful social media presence, with more than 44,962 followers and its messaging promoting services and positive health-seeking behaviours reaching 1,363,303 people in this period.

OUT had an average of around 70 employees, with a dip in numbers before October 2024. More employees will join when the Soweto chemsex programme starts in April 2024, along with the opening of an office in Soweto. The budget was more than R37 million, and the organisation operated three health service sites in Johannesburg, Buffalo City, and Nelson Mandela Bay, with the OUT head office in Pretoria. The Johannesburg clinic moved from Melville to a larger location in Rosebank in early 2024.

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.

"OUT maintained its impactful social media presence, with more than 44,962 followers and its messaging promoting services and positive health-seeking behaviours reaching 1,363,303 people."

HEALTH PROGRAMME

City of Johannesburg (COJ), Buffalo City and Nelson Mandela Bay, Eastern Cape

From April to September 2023, OUT was a Sub-Recipient of PEPFAR funding under Family Health International (FHI). The health programme operated in all seven health regions of the City of Johannesburg (COJ), and in Buffalo City and Nelson Mandela Bay. In COJ, there was a fixed clinic in Melville, which later relocated to Rosebank, as well as seven mobile health services teams. In the Eastern Cape sites, only mobile services were provided.

The health programme's performance was impactful, as reflected in the table below:

Indicator	Performance
HIV tests	3,379
HIV tests positive	281
PrEP new	1,741
ART new	271

Targets were achieved in the range of 90-108%. The underachievement of targets was mainly due to the close-out of the USAID contract. As of 1 October 2023, OUT became the first South African community group to receive USAID monies as a Prime Recipient. While this was a very positive development for the credibility and standing of the organisation, it did impact on health services. A new Memorandum of Understanding (MOU) had to be signed with the Gauteng Department of Health, which was only finalised in December 2023. Until it was in place, OUT could not actively engage in demand creation and could only offer services if clients visited our facilities. OUT also had to recruit staff for new positions, which further resulted in delays in service delivery.

Despite these challenges, a total of 332 HIV positive MSM were found in the period from October 2023 to March 2024. The highest concentration of positive men was in the 35-39 age bracket, and in COJ, within Region A (Diepsloot and surrounds) and Region F (Hillbrow and surrounds).

An exciting innovation was the development of Kiki Groups. From the evaluation of data, it became clear that small groups offering incentives to clients are problematic. While this was effective in attracting high-risk men into services, it did not result in maintaining them in service. Clients dropped out when incentives stopped, for example, to get refills. In order to benefit from small groups for high-risk networks, and steering away from incentives, the Kiki Groups were started. The illustrations below outline the central principles of the groups, some quick stats and results. These groups hold great promise.

engage
men's health

PRIVATE GROUP SETTING

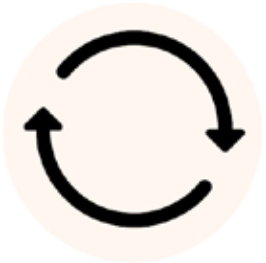
Friends enjoying the benefits of the MSM program and wanting to introduce the services to their immediate social and or sexual network.

NOT INCENTIVISED

Participation in the program is not incentivized. The sell is the value of the program activities to MSM.

NO FEAR OF DISCLOSURE

There is no minimum number of MSM required for the group intervention. No pressure to invite outsiders. Safe space.



CONTINUUM OF CARE

The same group setting are used for FU both ART and PrEP or other psycho-social support services.

KIKI Quick Stats Date Range: Dec 2023 to May 2024

6 months

674 MSM participated

135 sessions

Ave. of 5 attendees per session

KIKI Results Overall results for the KIKI modality

HIV+ Yield
Of those newly tested, what percentage tested HIV+

11%

Linkage Rate
Of those tested HIV+, What percentage was initiated on ART

95%

PrEP Uptake
Of the newly diagnosed HIV-, what % initiated on PrEP

95%

38%

Unemployment
Of those reached through the KIKI modality are unemployed

95%

ART Retention
95% of those initiated on ART, still retained in care

74%

COJ
74% of KIKI's was held in COJ. 17% in NMB and 8% in BCM

engage
men's health

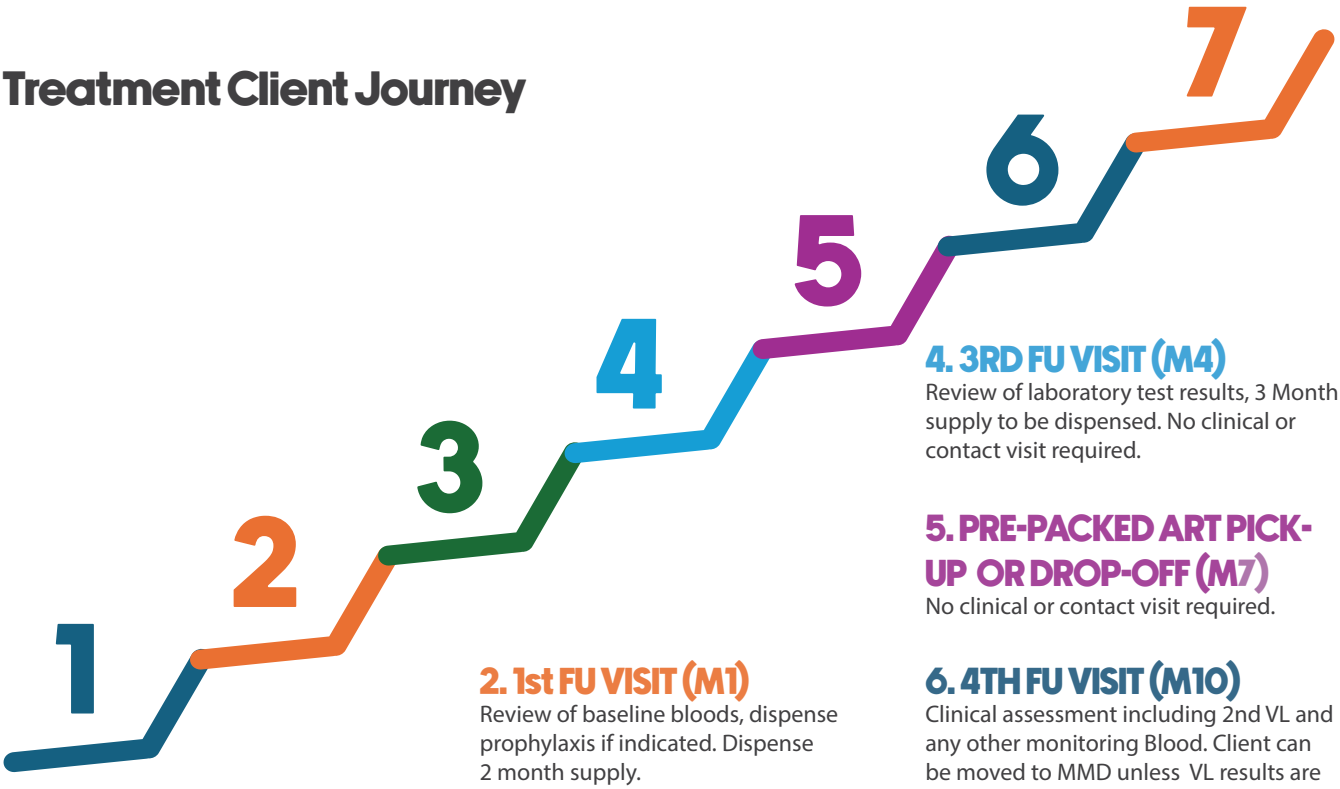
Multimonth

In the 2023-2024 financial year, OUT made good progress in implementing Multi-Month Dispensing.

Multi-Month Dispensing Benefits both the programme and the programme beneficiary

Benefits to programme beneficiary	Benefits to the programme provider
Time and cost-savings	Improved quality of care
Fewer work/life disruptions	Decongested service points
Reduce stigma due to fewer clinic visits	Reduced provider workload
Better medication adherence	Improved record keeping

Treatment Client Journey



1. INITIATION ON ART (M0)
Month zero (0) Client are initiated, does base line bloods, and are dispensed 28 days treatment.

2. 1st FU VISIT (M1)
Review of baseline bloods, dispense prophylaxis if indicated. Dispense 2 month supply.

3. 2ND FU VISIT (M3)
Collect blood specimens for VL monitoring and any other routine blood tests 3-month supply.

4. 3RD FU VISIT (M4)
Review of laboratory test results, 3 Month supply to be dispensed. No clinical or contact visit required.

5. PRE-PACKED ART PICK-UP OR DROP-OFF (M7)
No clinical or contact visit required.

6. 4TH FU VISIT (M10)
Clinical assessment including 2nd VL and any other monitoring Blood. Client can be moved to MMD unless VL results are elevated.

7. MMD
No clinical or contact visits required after a 2nd suppressed VL result except for annual VL monitoring and TB Sputum Lab test.

Information Dissemination and Research Collaborations

Based on its programmatic performance and effective monitoring and evaluation procedures, OUT presented its work and successes at various conferences:

Information Dissemination

Conference	Venue	Dates	Status	Focus Area
International Harm Reduction	Melbourne, Aus.	13-19 Apr 2023	Accepted Attended – Oral (D.Nel)	MSM and Chemsex
SA Mental Health Conference 2023	Gauteng, RSA	24-25 April 2023	Accepted Attended – Oral (J.Clayton)	Mental Health
Adherence 2023	San Juan, Puerto Rico	11-13 Jun 2023	Accepted Attended – Oral (D.Gule)	Treatment Interruption
SA AIDS	Durban, RSA	20-23 Jun 2023	Accepted Poster –Attended (L.Xulu)	Mental Health and Adherence

Title	Key questions	Methods	Target population	Period
FHI/Merck: estimating HIV incidence in an observational cohort of MSM in South Africa.	To estimate benchmark HIV incidence comparing multiple statistical methods from observational clinical cohort in sites located within communities likely to participate in common HIV prevention trials; and to assess the design within the future regulatory packages for HIV prevention products, including the feasibility of site real world data sources for supportive data or external control arms for regulatory submission and to generate guidance for future studies and analyses.	Retrospective analysis of existing program data.	EMH MSM clients on PrEP	1 October 2023-20 April 2024
Johns Hopkins University: Leveraging big data science to focus the HIV response in countries with generalised epidemics.	1. Identifying profiles of PrEP users 2. Documenting patterns of PrEP use over time. 3. Documenting and evaluating changes to the implementation of programmes.	Retrospective analysis of programme data.	EMH clients	1 June 2023-31 May 2024

HUMAN RIGHTS AND HATE CRIMES PROGRAMME

The period was marked by transitions, critical partnerships, and innovative interventions to address the ongoing crisis of hate crimes, discrimination, and harassment against LGBTQ+ persons in South Africa, particularly in Gauteng and the Eastern Cape provinces.

The programme adopted and embedded the following strategic lessons to improve responsiveness and sustainability:

- Strengthened consultative engagement with communities
- Improved collaboration with key government departments (DOJ, SAPS, DSD, DOH, NPA
- Deepened partnerships with Chapter 9 institutions (SAHRC, CGE)
- Improved partnerships with civil society organisations
- Strengthened the access to justice component within the Human Rights Programme
- Fostered stronger relationships with Provincial Legislature Special Programmes Units

Programme implementation took place across Gauteng and the rural Eastern Cape. Local queer activists were recruited, and partnerships were formed with Rainbow Crest and SOHACA. Focus groups, safe spaces, and consultative engagements were facilitated.

Support was provided to LGBTQ+ victims of hate crimes, including the following highlighted cases:

- **La Gardi Equality Court Case:** A shop owner in Nelson Mandela Bay put up a storefront notice stating: "LGBTQ not welcome at La Gardi. Save our children!" OUT submitted a formal complaint to the Human Rights Commission and issued public statements on the matter.
- **UCT Student Case:** The case involves a student who was harassed and blackmailed by her father due to her same-sex relationship. OUT facilitated alternative accommodation for her and provided legal and emotional support.
- **Nomvula Chenene Case:** A 28-year-old lesbian who went missing on 10 December 2022. Her remains were later found in a shack in Lakeside. A trial date was set for 16 January 2024. OUT provided assistance with court mobilisation and financial and legal support.
- **Sibanye LGBT:** OUT provided a R20,000 support donation to this community group for capacity building and monthly dialogues in Uitenhage.
- **Andile 'Lulu' Ntuthela Case:** A gay man brutally murdered in the Eastern Cape. Direct support was provided to the family, and there were advocacy and mobilisation efforts during the court proceedings.

With regard to the Task Team within the Department of Justice, OUT participated in 7 Rapid Response Team (RRT) meetings during the reporting period, where approximately 23 LGBTQ+ related cases were recorded on the court roll. These meetings were vital in tracking progress and ensuring accountability within the justice system. Progress and successes, however, remain very slow. OUT contributed to the finalisation of the Hate Crimes and Hate Speech Bill passed by the National Assembly in March 2023.

Regarding community engagement and empowerment, OUT collaborated with Access Chapter 2 for hate crime prevention workshops in Mthatha, Flagstaff, and Qumbu. OUT participated in Fort Hare's Queer Indaba, thereby amplifying LGBTQ+ voices in higher education. The hate crimes programme also trained OUT's USAID health peer educators on legal literacy, hate crimes, and GBV every quarter.

OUT and the SA Human Rights Commission signed an MOU to conduct trainings on access to justice through Equality Courts and Chapter 9 institutions. A total of 15 community workshop trainings were held, and a comprehensive training manual was developed.

DID YOU KNOW?
The Equality Court system was established in 2000 by the Promotion of Equality and Prevention of Unfair Discrimination Act (PEPUDA), also called the Equality Act.
out

KNOW-HOW
EQUALITY COURTS
101

SHOUT OUT
LGBTQI+ information, resources & services
DIAL *120*72524#
Use any cellphone! 60c per minute

COMMUNITY ENGAGEMENT
A Hate Crime Dialogue
Celebrating Lulu's Ntuthela's life
19 AUGUST 2023
11:00 - 15:00
loveLife Centre
KwaNobuhle, Uitenhage
Transport is available
RSVP: Sibonelo Ncanana
on 076 857 8930
SIBANYE
out

Transforming society
Securing rights
Restoring dignity
human rights commission
MISSION

SOWETO CHEMSEX PROGRAMME

out LGBT WELL-BEING

Chemsex is a relatively new area of programming for OUT. Chemsex describes when MSM or transgender individuals make use of certain drugs to engage in sex. The drugs are usually "uppers", such as crystal methamphetamine, cocaine, khat or similar substances. Chemsex plays a social and cultural role within the lives of these MSM, such as providing short-term relief/pleasure to overcome deep-seated feelings of inadequacy. Living in a heteronormative society, MSM and gay men come to believe discriminatory beliefs about themselves, such as being abnormal, un-African, sinful and that they are "not good enough". The euphoria of drugs enables them to escape these internalised stigmas.

During the Covid pandemic, OUT came across a network of chemsex houses in Soweto. There are typically three to four gay men who live in these establishments, with MSM from the surrounding township visiting the house to engage in chemsex. Many clients are poor and suffer ongoing traumas, including those stemming from drug use. While HIV prevalence is high among these individuals, their retention on ART is low.

To address this issue, OUT secured funding from the Elton John AIDS Foundation for a new programme to improve retention among MSM who engage in chemsex. The project will follow an ecological model of addressing individual factors, the subculture and immediate group, the surrounding community, and South African and international factors. The start-up was from January to March 2024 and implementation will take place from April 2024 to March 2025.

EJAF: Individualised Treatment Plan

10 areas the individualized treatment plan covers

1. HIV Knowledge
2. Disclosure
3. Mental Health
4. Adherence
5. Drug Use
6. Navigating health care
7. Relationship and Sex
8. Housing and Income
9. Financial Support
10. Referrals

On a community level, there will be monthly meetings to promote social cohesion which has proved to promote positive health outcomes. There will be advocacy efforts to include chemsex in broader programmes such as those of the Global Fund and PEPFAR. On a policy level, there will be collaboration on the decriminalisation of drugs for personal use and the development of guidelines for chemsex interventions.

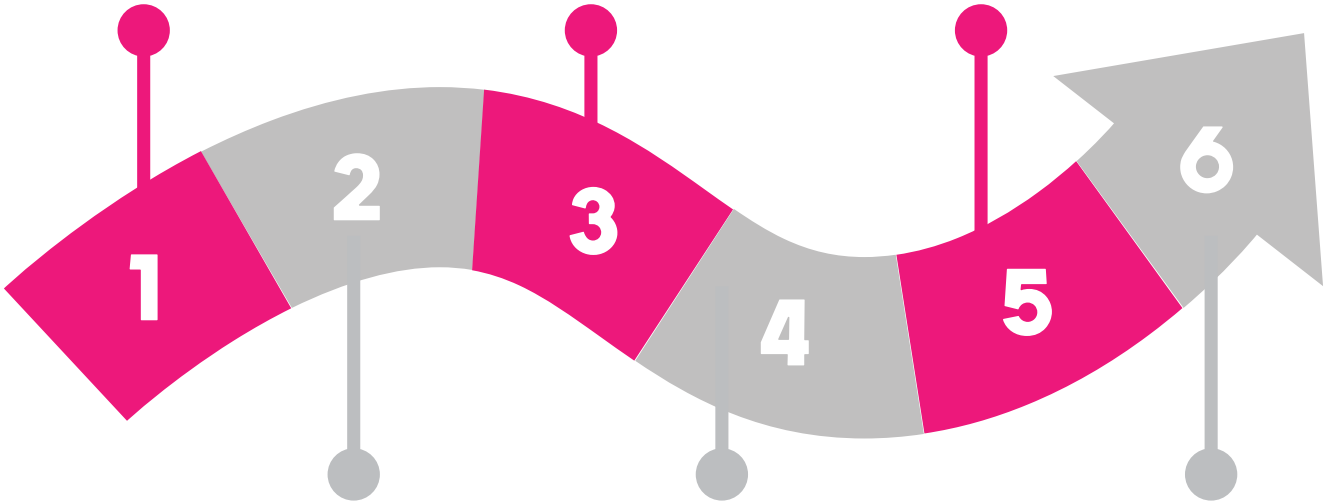
EJAF Onboarding Process

Summary of program design

Mobilisation
Buddies, Gatekeepers, EPOA, Peer referrals

Bio-medical
All bio-medical services are done by USAID MSM program

Mental Health
Screening of Anxiety, Depression etc.



Screening Tool
Screening of stimulants used etc.

Program Eligibility
HIV Pos, On treatment with USAID Program. MSMC

Individualised Treatment Plan
10 focus areas

CHEMSEX ADVOCACY

OUT secured funding from Love Alliance to advocate around the issue of chemsex and MSM. The first project is a needs assessment on chemsex in lower socio-economic and peri-urban regions. The aim is to better understand and address the complex challenges faced. Ethical clearance was obtained from the University of Pretoria, and the field work will include key informants as well as focus groups. The work will take place in Johannesburg and Cape Town and include respondents from resourced as well as under-resourced areas. A total of 14 key informant interviews were done in Cape Town in 2023 and early 2024. The World Health Organization partially funded the needs analysis.

Further advocacy included:

Engagement at the African Drug Policy Week

- Focusing on contemporary drug policy issues and interventions
- Cape Town, 14-17 August 2023

UNODC Stimulant Training

- Participation, Cape Town 18-20 August 2023
- SA HIV Clinician Society
- Presented a paper on chemsex and ART retention
- Cape Town, 9 November 2023

LGBTQ+ Sensitisation and Chemsex Competency Training

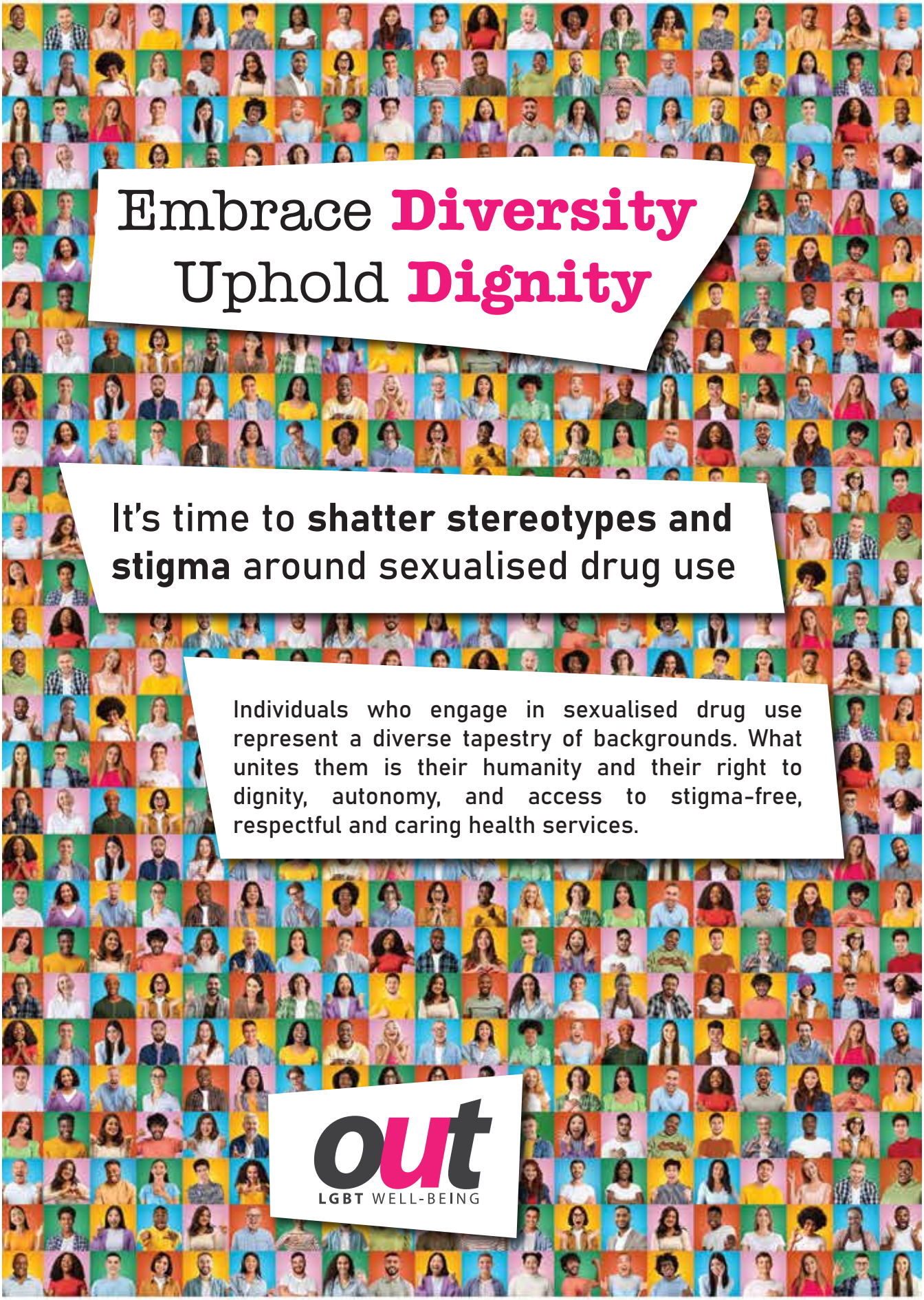
- Training of Global Fund Recipients, COSUP, CCID, TB HIV Care
- Included common drugs, harm reductions, combination of drugs

Partnership with the World Health Organization: South African Chemsex Harm Reduction Guidelines

- The writing of guidelines and a case study for the WHO Technical Brief
- Launch planned at IAS Munich
- Chemsex Values and Preferences research as an additional publication to the harm reduction guidelines.

In 2024, the project will also work with community groups and LGBTQ+ and sex work partners on chemsex and how to incorporate it in their programmes. While programmes for people who use drugs typically focus on opioids and homeless individuals, MSM who engage in chemsex commonly make use of stimulants and many are middle class. OUT will continue to collaborate for the decriminalisation of drugs for personal use, as well as to highlight stimulant use. The project will advocate for including chemsex within the next round of Global Fund programming in South Africa with the hope of larger-scale projects being rolled out.

"OUT will continue to collaborate for the decriminalisation of drugs for personal use, as well as to highlight stimulant use."


Embrace Diversity
Uphold Dignity
It's time to shatter stereotypes and stigma around sexualised drug use
Individuals who engage in sexualised drug use represent a diverse tapestry of backgrounds. What unites them is their humanity and their right to dignity, autonomy, and access to stigma-free, respectful and caring health services.
out
LGBT WELL-BEING

MENTAL HEALTH: BAZWA LGBTQ+ YOUTH PROGRAMME

Funded by Grand Challenges Canada, this exciting pilot project aims to provide mental health support to young LGBTQ+ people and their parents or guardians. It works on several levels, including the provision of individual face-to-face counselling, support groups, virtual support groups, virtual mentoring, and a combination of services.

A total of 47 participants were recruited, and ultimately, 27 underwent baseline assessments in June and August 2023. Following these assessments, candidates were assigned to four service options based on their scores for anxiety and depression:

- **Face-to-face support group:** For those with moderate scores of anxiety and depression and low to medium scores of internalised homophobia
- **Individual counselling:** For those with high scores for anxiety and depression and low resilience scores
- **Virtual support group:** For those with moderate scores for anxiety and depression and high scores for internalised homophobia
- **Virtual mentor:** For those with moderate scores for anxiety and depression and high scores for internalised homophobia
- **Combination service option:** The support group and individual counselling.

For the face-to-face group sessions service option, the project team opted to use the Affirm Cognitive Behavioural Therapy (CBT) Programme, comprising eight consecutive weekly sessions facilitated in a group format. This programme was developed by the Affirm Team at the University of Toronto, Canada, for Lesbian, Gay, Bisexual, Transgender, Questioning and Queer+ (LGBTQ+) Populations.

CBT has extensive empirical support for its effectiveness in treating mental health issues among young adults across a variety of settings. CBT has demonstrated success in addressing depression, anxiety, substance abuse, trauma and suicidality. CBT interventions aim to improve emotional and behavioural functioning by targeting underlying, problematic cognitions.

LGBTQ+ AFFIRMative-Cognitive Behaviour Therapy is a CBT approach that has been adapted to ensure:

1. an affirming stance toward sexual and gender diversity,
2. (recognition and awareness of LGBTQ+ specific sources of (minority) stress (e.g., homophobia, biphobia, transphobia, gender dysphoria, systematic oppression), and
3. (the delivery of CBT content within an affirming and trauma-informed framework

"CBT interventions aim to improve emotional and behavioural functioning by targeting underlying, problematic cognitions."

In the face of notable structural oppression, AFFIRMative CBT is aimed at promoting positive change and healthy coping through the creation of a safe, affirming, and collaborative therapeutic relationship. AFFIRMative CBT recognises that as a result of pervasive exposure to homophobic, biphobic or transphobic attitudes, beliefs, and behaviours, LGBTQ+ individuals may develop patterns of negative thinking about themselves.

The eight sessions are:

- **Session 1:** Introduction to Cognitive Behavioural Therapy, exploring LGBTQ+ identities and understanding minority stress
- **Session 2:** Understanding the impact of Anti-LGBTQ+ attitudes and behaviours on stress
- **Session 3:** Exploring how thoughts impact feelings
- **Session 4:** Using thoughts to change feelings
- **Session 5:** Linking feelings and activities
- **Session 6:** Overcoming counterproductive thoughts and negative feelings by setting goals
- **Session 7:** Developing safe, supportive and identity-affirming social networks
- **Session 8:** Putting it all together

In the new year, an end-evaluation will be undertaken to see if the interventions provided made a statistically significant difference in the lives of respondents. Work will also commence with the parents of LGBTQ+ children to enable them to support their child.

MARKETING & COMMUNICATIONS

OUT combined social media followers:

44,962

People reached via EMH social media campaigns:

1,363,303

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

600+

Client queries responded to on all platforms:

8,174

During the 2023–2024 financial year, OUT's Marketing and Communications Department implemented a range of marketing, branding, PR, demand-generation, and educational initiatives across multiple platforms. Activities focused on promoting OUT as an organisation, the Engage Men's Health (EMH) programme, OUT's human rights activities, and other smaller projects, including the ShoutOut project.

Core services included brand maintenance, content creation for websites and social media, client engagement via various communication platforms, online campaigns, design of promotional and educational materials, media liaison, and regular reporting on campaign performance. The department was led by the Strategic Communications Manager, supported by a Social Media Engagement Officer and a Digital Content Creator.

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 OUT Human Rights. We also oversaw three X (Twitter) accounts (EMH, OUT and OUT Human Rights) and two Instagram pages (OUT and EMH).

Collectively, OUT ended this period with **44,962 social media followers** on all its platforms. This was a reduction in our followers from a previous high of more than 50,000 followers due to the unexpected and unexplained suspension of the EMH X account. Efforts to have this reviewed or reversed by X were unsuccessful. 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 two separate websites during this period: for OUT and Engage Men's Health.

OUT Marketing

During the financial year, **14 media releases** were written and issued on behalf of OUT and its programmes. In the 2022-2023 financial year, OUT was featured in more than **33 print and online media articles and radio inserts**, on platforms including Cape Talk, Cape Times, Daily Maverick, ENCA, 5FM, The Herald, MambaOnline, News 24, Newzroom Afrika, SAfm, Sowetan, Sunday Times, Washington Blade and YFM. We also regularly published online updates about OUT staff attending conferences, community engagements, and other events.

Engage Men's Health

EMH received the bulk of the department's attention. Monthly online campaigns promoted services including PrEP, ART, STI treatment, U=U messaging, and healthy living. These campaigns included text, graphics and sometimes video/animations and were 'boosted' (paid exposure) monthly on Facebook. **More than 600 social media posts** were created and shared, and **18 sexual health and healthy lifestyle articles** were written and published on the EMH website. Our social media campaign **reached 1,363,303 individuals** and generated **47,868 engagements.**

We received **8,174 messages** from clients via WhatsApp, phone calls, SMSs, direct messages on social media, EMH website chat, Google My Business and email, primarily in connection with EMH sexual health services. The most popular platform for client communication with EMH was WhatsApp.

New branded EMH staff winter uniforms were produced. A campaign was launched in all sites with posters and business cards, incentivising clients to provide feedback

and complaints about EMH services via an online survey. The survey was monitored weekly by the department, and feedback was provided to staff. EMH also participated in the annual Johannesburg Pride march in October 2023, resulting in greater brand visibility and awareness of our services.

In January 2024, the marketing and communications department launched a campaign to inform current and new clients that the Johannesburg clinic would be moving from Melville to Rosebank. On-site staff and client-focused activities were held at EMH sites to commemorate World AIDS Day in December 2023 and Valentine's Day in February 2024.

Human Rights and Hate Crimes

In addition to statements issued to the media about pressing LGBTQ+ rights issues and developments, social media campaigns and posts were created for events such as the International Day Against Homophobia, Transphobia and Biphobia, the Transgender Day of Remembrance, and Human Rights Day.

An initiative funded by the Open Society Foundations was launched to promote the use of the Equality Courts, which included a comprehensive and easy-to-understand online guide to accessing these courts on the OUT site, which was supported by a media release and an ongoing social media campaign. The department also produced online materials to continue to promote awareness about and use of two "ShoutOUT" USSD services funded by Grand Challenges Canada, which allowed for the reporting of hate crimes and accessing information about human rights.

LGBTIQ+ Rights Watch Barometer: OUT continued its partnership with South African LGBTQ+ news platform MambaOnline to produce a monthly overview of LGBTQ+ rights violations in South Africa and the status of cases making their way through the criminal justice system. **12 articles** were produced in the period and published on both MambaOnline and the OUT website. They were collectively **read 37,902 times.**

WE ARE
MOVING
From 15 Jan 2024, EMH
will be at a new home!
FRAGILE
engage
men's health

CHECK YOUR HIV
STATUS WHERE AND
WHEN IT SUITS YOU!
FREE FROM ENGAGE
MEN'S HEALTH!
Easy2Know
engage
men's health
082 607 1686

engage

HOW
WAS
IT
FOR
YOU
?
Please rate our services and
help us serve you better!
Simply scan the QR code below to
access our online feedback form.
It will only take 5 min of your time.
You can stay anonymous or
provide your details for us
to follow-up. Thank you!
engage
men's health
PEPFAR
USAID
EpiC
out

DID YOU KNOW?
Seropositioning
is an HIV risk reduction
strategy for gay men
when they have anal
sex without a condom
OR if the HIV negative
partner is not on PrEP.

MANAGEMENT AND HUMAN RESOURCES

The year was a return to normal for Board operations. With the 'graduation' of OUT as a Prime Recipient, the OUT Board was very involved in the development of new staffing structures, policies and procedures. The Non-US Organisation Pre-Award Survey (NUPAS) required numerous development actions, and the Board provided guidance through this process. Before becoming a Prime Recipient in October 2023, the Board met in July 2023 to discuss the close-out of the contract as Sub-Recipient, the new call for proposals and the milestones required. The Board also discussed issues of sustainability and fundraising, and reports tabled included those on human resources and finance, as well as the annual report.

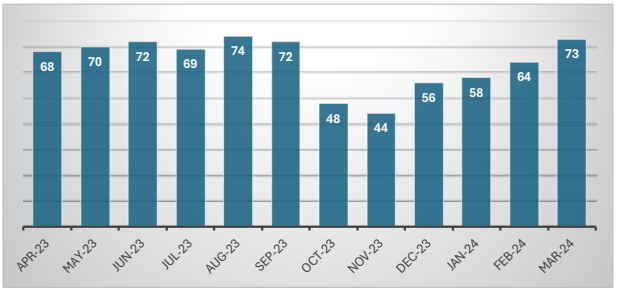
In December 2023, the Board discussed the new USAID grant, including the contract, milestones, budget, staffing structure, programme implementation and targets. There were also updates on finances, human resources, policies and progress with the strategic plan. In January 2024, the Board and staff met to reflect on the progress on the strategic plan and to identify priorities for the year ahead. The focus was to address what could be done with the current implementation capacity rather than a shopping list of priorities.

Management Planning and Monitoring

The Exco consisted of the Director, the Human Resources Manager, the Strategic Communications Manager, the Finance Manager and the Strategic Information Manager. They met virtually every Monday morning to discuss priorities for the coming week and held monthly face-to-face meetings to discuss strategic direction, in addition to operational matters.

The Opsco consisted of the Exco members as well as the site managers from the MSM health programme, the human rights manager, the chemsex Soweto manager, the Bazwa Project managers, and the Love Alliance manager. The agenda included progress in relation to targets and needed adjustments, broader societal issues regarding LGBTQ+ people, media releases, funding, human resources and finances.

Human Resource Update



Staff complement between April 2023 and March 2024.

Staffing Overview During the Reporting Period

From April 2023 to October 2023, OUT was a sub-recipient of Family Health International 360 (FHI360) funding and also received financial support from other projects, including Gilead, Love Alliance, and Grand Challenges Canada (GCC). During this period, a total of 27 staff members were employed to support these initiatives, including 8 on temporary contracts to help the Organisation meet its targets. Funding from FHI360 concluded at the end of October 2023.

Beginning in November 2023, the organisation transitioned from a sub-recipient to a prime recipient of USAID funding. With the close-out of the EPIC project, all staff contracts associated with the project ended per the established project timeline. To ensure a smooth continuation of USAID-funded

activities starting in December 2023, we initiated a recruitment process, through which a total of 60 staff members were appointed to support the project:

44 internal appointments:
- 26 in Johannesburg
- 10 in Nelson Mandela Bay
- 8 in Buffalo City

16 external appointments:
- 10 in Johannesburg
- 2 in Buffalo City
- 1 in Nelson Mandela Bay
- 3 at Head Office

A key milestone during this process was the appointment of a new Programme Manager and Operations Director in January 2024.

Terminations

The organisation processed and accepted a total of 7 resignations and 13 contract terminations. Of these terminations, 5 were due to the conclusion of funding from Gilead and the Grand Challenges Canada (GCC), while the remaining 8 were due to the conclusion of temporary contracts.

Staff Retention and Benchmarking

In February 2024, the organisation initiated a benchmarking exercise aimed at aligning staff salaries with market rates. This step was taken to ensure that we offer competitive and market-related compensation, thereby supporting staff retention and maintaining institutional knowledge and continuity.

Added Employee Benefits

The organisation also introduced Group Life Insurance and an Employee Wellness Programme to support the well-being of its employees. The Group Life Insurance includes funeral cover, life cover, and disability benefits for employees and their immediate family members. Additionally, the Employee Wellness Programme benefits not only the employees but also their immediate family members.

Trainings

Training sessions were conducted for both newly appointed and existing employees. These aimed to ensure new staff apply the appropriate skills in their roles and to enhance the capabilities of current employees. Specific training included:

- **Payroll Administration Training** for newly appointed employees responsible for payroll processing.
- **Accounting Software Training** for staff in the Finance Department and those managing the organisation's assets.
- **Money Management Training** to equip employees with skills in tracking expenses, budgeting, banking, and investing.
- **Counselling Skills Refresher Training** for all counsellors, aimed at strengthening their ability to support clients effectively.
- **Labour Law Training** for all line managers, covering essential topics such as probation periods, performance management, and disciplinary processes.

Training sessions were conducted for both newly appointed and existing employees. These aimed to ensure new staff apply the appropriate skills in their roles.

BOARD MEMBERS

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 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.

Peter Mazunga - Treasurer

Peter Mazunga is a PhD candidate at Rhodes University. His studies are focused on decision-making and leadership in the NGO sector. He holds an MBA, Honours from the Chartered Governance Institute of Southern Africa, Association of Chartered Certified Accountants, and a BCompt degree in Financial Accounting. In addition, he is a qualified Chartered Secretary, a qualified Chartered Governance Professional and a member of the Institute of Directors South Africa. Peter has over 20 years of experience in finance, administration, and operations, both in the corporate and non-profit sectors. He sits on several boards where he is the Treasurer and Chairs the Finance, Audit, and Risk Committees, steering risk, compliance, financial governance, and sustainability matters. Peter is currently the Finance Manager at BroadReach Health Development.

Philip 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.

Anthony (Tony) Diesel

Tony Diesel is the Country Director of South Africa Partners, an international non-profit organisation. He has over 30 years of 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 since the early 2000s.

Dr Allanise Cloete

Dr Allanise Cloete is a chief research specialist in the Human Sciences Research Council's (HSRC's) Public Health, Societies and Belonging (PHSB) research division. She holds a Ph.D. in Anthropology from the University of the Western Cape (2018). Allanise specialises in stigma and discrimination experienced by underserved, vulnerable, and marginalised communities, focusing on the social exclusion and marginalisation of key and vulnerable groups, including lesbian, bisexual, transgender, intersex, queer+ (LGBTIQ+) persons and other groups who experience stigmatisation because of their HIV-positive status or vulnerability to acquiring HIV and their gender non-conformity.

Anele Siswana

Anele Siswana, a distinguished graduate in clinical psychology from Rhodes University, stands as a thought leader and trailblazer in the field of psychology. As a registered clinical psychologist with HPCSA, Anele's journey has been characterised by a commitment to transforming mental health care and making it more accessible to all South Africans. Anele has emerged as a prominent brand influencer, partnering with various campaigns focusing on mental health, culture, identity, diversity, and inclusion. His role as a corporate wellness consultant further highlights his commitment to raising awareness about mental health and providing essential psychological and consulting services.

The OUT Board was very involved in the development of new staffing structures, policies and procedures.

Annual Financial Statements for the year ending 2024

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
REGISTRATION NUMBER: 000/219/NPO

ANNUAL FINANCIAL STATEMENTS
AS AT 31 MARCH 2024

GENERAL INFORMATION

Nature of business and principal activities:	NPO - Health Services and Advocacy	
Board Members:	L. Lebona	Chairperson
	Dr. N. Christofides	Deputy chairperson
	Dr. A. Cloete	Member
	A. Siswana	Member
	M Damane	Member
	L Magqibelo	Member
	M Radebe	Member
	S Hlela	Member
	D.N.F. Nel	Executive director
Business Address:	Sunwood Park, 379 Queens Crescent Street Lynwood, Pretoria 0081	
Bankers:	FNB	
Auditors:	Myers, Tennier & Co. Chartered Accountants (SA) (Registered auditors)	
NPO number:	000/219/NPO	
The annual financial statements were compiled by	M. Adams Finance Manager	

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 - 9
Statement of Financial Position	10
Statement of Comprehensive Income	11
Statement of Changes in Equity	12
Statement of Cash Flows	13
Notes to the Financial Statements	14 - 20
The following supplementary information does not form part of the financial statements and is unaudited:	
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 2025 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 9.

The financial statements as set out on pages 10 to 20, which have been prepared on the going concern basis, were approved by the board on 30 August 2025 and were signed on its behalf by:

L Lebona
CHAIRPERSON

Dr. N. Christofides
DEPUTY CHAIR

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 2024.

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 2024.

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	A Siswana	Appointed - 2023 /07/15
Dr. N. Christofides	Deputy chairperson	A. Diesel	Resigned 2024/08/17
Dr. A. Cloete	Member	P Mazunga	Resigned 2024/09/01
A. Siswana	Member	M Damane	Appointed - 2024 /11/09
M Damane	Member	L Magqibelo	Appointed - 2024 /11/09
L Magqibelo	Member	M Radebe	Appointed - 2024 /11/09
M Radebe	Member	S Hlela	Appointed - 2024 /11/09
S Hlela	Member	P. Browne	Resigned 2025/06/21
D.N.F. Nel	Executive director		

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
Craighall
Johannesburg
2196
VAT No: 4890119904

Postnet Suite 165
Private Bag X11
Craighall, 2024
Tel: +27 (011) 788 4910
Email: mt@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 10 to 20, which comprise the statement of financial position as at 31 March 2024, 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 2024, 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 2024", 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 Auditor
J.C. Tennier
Registered Auditor

03 September 2025

Johannesburg
Office 225, 2nd Floor, Valley Centre
396 Jan Smuts Avenue
Craighall
Johannesburg
2196

STATEMENT OF FINANCIAL POSITION - 31 MARCH 2024

	Notes	2024 R	2023 R
ASSETS			
Non-current assets		**2,233,404**	**32,006**
Property, plant and equipment		2,233,404	32,006
Owned	2.1	2,233,404	32,006
Managed		-	-
Managed assets	2.2	656,901	578,174
Donor funding	2.3	(656,901)	(578,174)
Current assets		**11,903,413**	**6,658,196**
Trade and other receivables	3	1,351,606	1,466,034
Cash and cash equivalents	4	10,551,807	5,192,162
TOTAL ASSETS		**14,136,817**	**6,690,202**
EQUITY AND LIABILITIES			
Equity		**3,891,257**	**309,736**
Retained income		3,891,257	309,736
Current liabilities		**10,245,560**	**6,380,466**
Trade and other payables	5	1,909,356	1,906,037
Unspent project funds	6	8,336,204	4,474,429
TOTAL EQUITY AND LIABILITIES		**14,136,817**	**6,690,202**

STATEMENT OF COMPREHENSIVE INCOME

	Notes	2024 R	2023 R
Project revenue surplus/(shortfall)		**655,096**	**70,457**
Project revenue		31,805,102	30,681,241
Direct and indirect project expenses		(31,150,006)	(30,610,784)
Other direct expenses		(26,365)	(36,624)
Other income	9	2,729,815	63,172
Income before operating expenses and investment income		**3,358,546**	**97,005**
Operating expense		(113,628)	(160,826)
Disallowed expenses		(25,626)	(12,173)
Operating (deficit) /surplus		**3,219,292**	**(75,994)**
Investment income		362,229	136,786
(Shortfall)/Surplus for the year		**3,581,521**	**60,792**

STATEMENT OF CHANGES IN EQUITY

	2024 R	2023 R
Opening balance	**309,736**	**248,944**
Retained income	309,736	248,944
Fixed asset reinstatement reserve	-	-
Movement for the year	**3,581,521**	**60,792**
Retained income for the year	3,581,521	60,792
Transfer from distributable reserves	-	-
Retained income	-	-
Fixed asset reinstatement reserve	-	-
Reclassification of fixed asset reinstatement reserve	-	-
Closing balance	**3,891,257**	**309,736**
Retained income	3,891,257	309,736

STATEMENT OF CASH FLOWS

	Notes	2024 R	2023 R
Cash flows from operating activities		**1,497,869**	**673,590**
Operating surplus		3,219,292	(75,994)
Changes in working capital		117,747	553,135
Change in accounts payable		3,319	530,522
Change in account receivable		114,428	22,613
Interest income		362,228	136,786
Loss /(Profit) on disposal of fixed assets		5	76
Donations received in the form of fixed assets		(2,487,828)	-
Depreciation charge		286,425	59,587
Cash flow from financing activities		**3,861,776**	**3,194,121**
Change in unspent project funds		3,861,776	3,194,121
Cash flows from investing activities		**-**	**-**
Purchase of property, plant and equipment		-	-
Proceeds on disposal of fixed assets		-	-
Change in other financial assets		-	-
Total cash movement for the year		**5,359,645**	**3,867,711**
Cash at the beginning of the year		5,192,162	1,324,451
Total cash at end of the year		**10,551,807**	**5,192,162**

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting polices

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.

2. Property, plant & equipment

2.1 Property, plant & equipment - owned

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
2023					
Cost	**85,808**	**33,004**	**-**	**-**	**52,804**
Opening balance	374,160	103,198	-	55,521	215,441
Purchased	-				
Disposed	-				
Scrapped	(288,352)	(70,194)		(55,521)	(162,637)
Accumulated depreciation	**(53,802)**	**(5,502)**	**-**	**-**	**(48,300)**
Opening balance	(282,492)	(41,303)	-	(52,218)	(188,971)
Annual depreciation charge	(59,587)	(34,364)		(3,289)	(21,934)
Disposed	288,277	70,165		55,507	162,605
Net book value	**32,006**	**27,502**	**-**	**-**	**4,504**
2024					
Cost	**2,530,831**	**33,004**	**2,487,828**	**-**	**9,999**
Opening balance	85,808	33,004	-	-	52,804
Purchased	-				
Scrapped	(42,805)				(42,805)
Donated	2,487,828	-	2,487,828	-	-
Accumulated depreciation	**(297,427)**	**(11,004)**	**(276,424)**	**-**	**(9,999)**
Opening balance	(53,802)	(5,502)	-	-	(48,300)
Annual depreciation charge	(286,425)	(5,502)	(276,424)	-	(4,499)
Disposed	-				
Scrapped	42,800	-	-	-	42,800
Net book value	**2,233,404**	**22,000**	**2,211,404**	**-**	**-**

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

2.2 Property, plant & equipment - managed

	Total	Furniture & fixtures	Motor Vehicles	Office equipment	IT equipment
2023					
Cost	**1,008,246**	**408,798**	**19,129**	**161,800**	**418,519**
Opening balance	1,701,023	1,211,100	22,085	2,662	465,176
Purchased	325,717	90,134		161,800	73,783
Disposed	(1,018,494)	(892,436)	(2,956)	(2,662)	(120,440)
Accumulated depreciation	**(430,072)**	**(111,083)**	**(9,565)**	**(6,743)**	**(302,681)**
Opening balance	(1,258,445)	(916,484)	(9,285)	(2,660)	(330,016)
Annual depreciation charge	(167,491)	(80,033)	(3,236)	(6,742)	(77,480)
Disposed	995,864	885,434	2,956	2,659	104,815
Net book value	**578,174**	**297,715**	**9,564**	**155,057**	**115,838**
2024					
Cost	**1,305,597**	**408,798**	**19,129**	**195,771**	**681,899**
Opening balance	1,008,246	408,798	19,129	161,800	418,519
Purchased	311,280			33,971	277,309
Scrapped	(13,929)				(13,929)
Accumulated depreciation	**(648,696)**	**(179,216)**	**(13,391)**	**(36,758)**	**(419,331)**
Opening balance	(430,072)	(111,083)	(9,565)	(6,743)	(302,681)
Annual depreciation charge	(219,011)	(68,133)	(3,826)	(30,015)	(117,037)
Scrapped	387				387
Net book value	**656,901**	**229,582**	**5,738**	**159,013**	**262,568**

	2024 R	2023 R
2.3 Fixed asset donor funding	**656,901**	**578,174**
Opening balance	578,174	442,578
Movements	78,727	135,596
Less net book value of managed assets	(656,901)	(578,174)
Surplus/(shortfall)	-	-

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

		2024 R	2023 R
3.	**Trade and other receivables**	**1,351,606**	**1,466,034**
	Trade receivables	-	50,019
	Prepayments	166,716	135,826
	Deposits	445,890	341,067
	Accrued grant income	-	413,462
	VAT control account	739,000	525,660
4.	**Cash and cash equivalents**	**10,551,807**	**5,192,162**
	Bank balances	10,540,626	5,179,538
	Cash on hand	11,181	12,624
5.	**Trade and other payables**	**1,909,356**	**1,906,037**
	Trade Payables	214,180	299,204
	Salary control account	8	8
	Provision for PAYE & UIF	371,210	307,822
	Provision for WCA	120,723	99,888
	Other provisions & accruals	1,203,235	1,199,115

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

		2024 R	2023 R
6.	**Unspent project funds**	**8,336,204**	**4,474,429**
	EJAF	850,239	-
	MERCK	165,102	-
	USAID	6,282,873	-
	Hate Crimes - Open Society Foundation	-	1,088,142
	GCC-Youth	188,022	793,049
	Julia Taft	286,952	
	LOVE ALLIANCE	278,444	-
	USAID - EPIC	284,572	2,593,238

7. Taxation

No provision has been made for tax in 2024 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:	**3,546,255**	**1,757,339**
	No later than 1 year	1,955,562	1,148,049
	No later than 2 - 5 years	1,590,693	609,290

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

		2024 R	2023 R
9.	**Other Income**	2,729,815	63,172
	Sundry Income	9,128	52,226
	Training Income	10,500	470
	Donations received	2,710,187	10,476

During the year a donation of vehicles to the value of R2,487,828 was received from FHI360 when the grant closed out in October 2023.

10. Related parties

Members of key management: D.N.F. Nel (Director)

Related party balances and transactions with key management personnel of the company or its parent:		**1,684,236**	**1,464,256**
D.N.F. Nel	services in connection with the carrying on of affairs of the organisation, while being a director, only	1,684,236	1,464,256

11. Going concern

As at 31 March 2024 the entity had retained earnings of R3,891,257 due to a profit for the current year of R3,581,521. The profit was mainly due to savings in severance provisions on the FHI360 grant and the donation of assets to the value of R2,487,828 from FHI360 when the grant closed out in October 2023.

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.

OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING
(Registration number - 000/219/NPO)
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

DETAILED INCOME STATEMENT *(unaudited)*

	2024					2023				
	Grant income	Expenses Direct	Expenses Indirect	Expenses Total	Profit/ (loss)	Grant income	Expenses Direct	Expenses Indirect	Expenses Total	Profit/ (loss)
Project specific surplus/(deficit)	**31,805,101.74**	**(29,246,554)**	**(1,903,452)**	**(31,150,006.16)**	**655,095.58**	**31,685,730**	**(31,375,038)**	**(299,321)**	**(31,674,359)**	**70,456**
Accrued grant income	**(203,500)**			**-**	(203,500.00)	**103,500**	-		**-**	103,500.00
Gilead	-			-	-	**2,391,579**	(2,133,163)	(258,416)	**(2,391,579)**	-
GCC	-			-	-	**1,176,304**	(1,092,688)	(97,972)	**(1,190,660)**	(14,355.63)
GCC-Youth	**2,074,777**	(1,908,797)	(165,980)	**(2,074,777)**	-	**857,856**	(809,264)	(48,593)	**(857,856)**	-
Hate Crimes: Open Society Foundation	**1,072,544**	(963,931)	(109,020)	**(1,072,952)**	(407.20)	**1,018,397**	(964,040)	(53,646)	**(1,017,686)**	710.59
Projects - Ad Hoc	**100,000**	86,164	-	**86,164**	186,164.36	**4,190**	(3,777)		**(3,777)**	412.89
USAID - Epic	**16,496,112**	(14,914,228)	(909,634)	**(15,823,863)**	672,249.02	**25,129,414**	(24,268,845)	(880,381)	**(25,149,225)**	(19,811.40)
JULIA TAFT	**45,596**	(42,863)	(2,734)	**(45,596)**	-					
LOVE ALL	**751,301**	(666,502)	(84,799)	**(751,301)**	-					
MERCK	**102,613**	(91,541)	(11,072)	**(102,613)**	-					
USAID MSM	**11,216,113**	(10,655,684)	(559,840)	**(11,215,524)**	589.40					
EJAF	**149,545**	(89,172)	(60,373)	**(149,545)**	-					

	2024			2023		
	Incurred	Allocated		Incurred	Allocated	
Other direct expenses			**26,364.59**			**36,624**
Personnel costs	15,528		15,528	199,262	(199,262)	-
Bank charges	296		296	77		77
Audit fee	-		-			
Accounting fees D/A			-			-
Workshops & training	445		445	1,000		1,000
Insurance	390		390			
Legal fees			-	31,520		31,520
Vehicle costs	-		-	3,845		3,845
Recruitment costs	465		465			
Rent paid			-			-
Repairs & maintenance	6,500		6,500			
Storage	480		480			
Supplies	455		455			
Travel	1,806		1,806			
Website			-	182		182
Other income/(expenses)			**2,729,814.79**			**63,172**
Donations			2,710,186.75			10,476
Profit on exchange differences						
Sundry income			9,128.04			52,227
Training income			10,500.00			470
Carried forward			**3,358,545.78**			**97,005**

DETAILED INCOME STATEMENT *(unaudited) (continued)*

	2024			2023		
	Indirect Expenses		Profit/	Indirect Expenses		Profit/
	Incurred	Allocated	(loss)	Incurred	Allocated	(loss)
Brought forward			**3,358,545.78**			**97,005**
Investment income			**362,228.57**			**136,786**
Interest received			362,228.57			136,786
Indirect expenses	**286,431**	**(172,803)**	**113,627.95**	**1,019,568**	**(858,742)**	**160,826**
Accounting fees	-	(12,059)	(12,059)	126,748	(123,650)	3,098
Auditor's remuneration		(100,017)	(100,017)	103,500	(4,987)	98,513
Bad debts			-	2,950		2,950
Board meeting expenses			-	9,021	(9,021)	-
Recruitment fees		-	-	4,088	(4,088)	-
Bank charges	-	954	954	1,893	(1,893)	
Computer expenses				37,223	(40,622)	(3,399)
Depreciation	286,426		286,426	59,587		59,587
Profit on disposal of fixed assets	5		5	76		76
General supplies		()	()			-
Insurance		(2,410)	(2,410)	41,311	(41,311)	()
Operating lease payments		(176)	(176)	113,718	(113,718)	()
Organisational Development			-	49,550	(49,550)	
IT lic & Subs		(447)	(447)	29,324	(29,324)	-
Marketing materials		8,620	8,620			
Motor vechicle expenses			-	571	(571)	
Municipal charges		12,409	12,409			-
Network expenses			-			-
Printing and stationery		()	()	50,378	(50,379)	()
Repairs and maintenance		-	-	22,840	(22,840)	()
Rent paid		(17,583)	(17,583)	234,000	(234,000)	()
Safety and security		(699)	(699)			-
Salaries	-	(42,813)	(42,813)			
Storage		-	-			
Telephone and internet	-	412	412	45,337	(45,337)	()
Utilities			-	59,124	(59,124)	()
Workshops & Meetings	-	(21,393)	(21,393)			
Website expenses		2,400	2,400	28,327	(28,327)	()
Disallowed expenses			**(25,626.17)**			**(12,173)**
SARS penalties & interest			(20,065.20)			-
Disallowed project expenses			(5,560.97)			(12,173)
(SHORTFALL)/SURPLUS FOR THE YEAR			**3,581,520.23**			**60,792**

THANKS TO OUR FUNDERS

out
LGBT WELL-BEING

PEPFAR
U.S. President's Emergency Plan for AIDS Relief

USAID
FROM THE AMERICAN PEOPLE

ELTON JOHN
AIDS FOUNDATION

Love Alliance
Together for health and human rights

OPEN SOCIETY FOUNDATION
FOR SOUTH AFRICA

World Health Organization

out
LGBT WELL-BEING

OUT LGBT WELL-BEING
Block A, 141 Boshoff Street,
Nieuw Muckleneuk, 0181,
Pretoria, South Africa

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

outlgbt
outlgbt
out_lgbt_wellbeing