

k d g e e m s j q q c
d v b r e p f s x w v
b q n r i m j q c i b
y b x h u u s x v f r
w l o **O U T** q c b h g
m u c n y i **L G B T** h
e t x u a p y b g m w
k d g e e m s j q q c
d v b r e p f s x w v
b q n r i m j q c i b
y b x h u u s x v f r
w l o o u t q c b h g
m u c n y i l g b t h
e t x u a p y b g m w

OUT

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

Annual Report 2010/11

Theme: Access to services



Message from the Board Chairperson

2010 was an important year in so many respects, not least because South Africa hosted the FIFA World Cup in June. The World Cup brought so many South Africans together, including both soccer fans and those who also took an interest from all over the world in this mega sports event, with Pretoria (the home of OUT LGBT Well-Being) being one of the host cities. And in September we hosted our 15 year anniversary, at which the Honourable Minister of Health, Dr Aaron Motsoaledi gave the keynote address. Fifteen years is a wonderful achievement in the life of any LGBT Organisation, bearing testimony to our humble beginnings by a group of volunteers to what we are now as a key service provider in Gauteng.

That said, the past year has also had its challenges with the organisation unearthing financial fraud by one of its staff members. This unfortunate event resulted in the Board acting decisively to identify the problem, and addressing the problem with rigour and vigour. On our discovery, the Board acted immediately to inform each of our funders, and we have since tightened our systems to ensure this is not repeated.

All of this took place in a context where the organisation continued to operate, and criminal proceedings and investigations were underway. In spite of this challenge the Board is confident that this dynamic organisation will continue with its valuable work, and ensure that we are on top of the issues requiring governance, leadership and the protection of the integrity of the organisation.

The Annual Report for 2010 demonstrates, once again, the valuable work being done by all our staff. Our strategic directions forge ahead, with our expansion activities in the North West, our work with sister organisations in Malawi and Rwanda, and our role within Amsher (the pan-African MSM Network). Additionally our programmatic work in training, community development, health and well-being is making a huge difference, and both funders and other service providers are taking note of our success.

Given the challenges of 2010, the Board will monitor the organisation carefully at all stages. Collectively, we believe firmly in the ethos of this invaluable organisation that continues to make a difference to the lives of marginalised people in our communities.



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

As with any organisation, OUT is evolving and our role as the Board is to guide this evolution and actively engage with the staff and donors to realize our common vision.

I wish to thank all the management, staff and volunteers of OUT for their tireless efforts and commitment to realizing the mandate and vision of the organisation, and for working with the Board during the challenges posed by 2010. I wish to also single out Robert Cameron-Ellis, Board Treasurer, for his guidance and leadership during the financial crisis, as well all board members for their commitment and dedication.

To OUT's donors, your commitment to justice and the true promotion of human rights is greatly appreciated. The growth of OUT over the past 15 years could not have occurred without your meaningful support.

The Board remains actively engaged in strengthening OUT at all levels as we pledge to work together with all partners to realise this.

Vasu Reddy

Message from OUT's Director

OUT recently celebrated its 15th year of operations and service delivery. There has been, indeed, much to celebrate. We have built solid programmes and expertise which can be scaled-up and shared with partners. Amongst our achievements in the last year have been the huge growth and demand for our clinic service, developing and presenting excellent psycho-social and medical training to health care workers, piloting an innovative model of service delivery in rural contexts, and increasing our marketing and outreach activities. A highlight was definitely the keynote address at the OUT 15 year gala dinner from the South African Minister of Health, Dr Aaron Motsoaledi.

Not only did OUT build this expertise on a local level, but we have been active in our efforts to expand delivery to other sites and countries. We have invested a great deal of energy to ensure the implementation of national HIV programming in South Africa, have actively participated in the African Men for Sexual Health and Rights (AMShER) and hosted their secretariat, and have implemented programmes in Malawi and Rwanda.

These accomplishments were achieved against the background of the biggest crisis faced by the organisation and a real threat to its on-going existence. As part of the 2009/10 audit, significant theft and fraud (by the then Office Administrator) was discovered. It created great financial uncertainty about the survival of OUT and some of our new funders withdrew their support. We efficiently dealt with the theft and fraud.

A full forensic investigation was conducted, there was an immediate declaration to all funders and other stakeholders, criminal charges were laid, there were various debriefings with staff, emergency financial regulations and a close monitoring of cash flow budgets. The Office Administrator resigned in the face of imminent disciplinary charges against her.

Our reputation over the last 15 years contributed significantly to steering OUT through the crisis. OUT, as a reliable player with good programmes, helped in maintaining stakeholders' on-going support. I especially want to thank Robert Cameron Ellis, Gerhard Lombard, Jacques Livingston and Jon Campbell for their unwavering support and belief in OUT. I also want to thank the OUT Board for their active role and concern about the organisation's survival.



The Director of OUT: Dawie Nel

Looking forward to 2011/12, there are many opportunities. We need to secure large scale Government supported HIV programming, continually work to strengthen partnerships and services based on best practice, and build good governance.

Lastly I want to thank all my colleagues who have made it all possible. Thank you Jacques, Delene, Jay, Iggy, Clara, Trish, Luiz, Senkhu, Hennie and Millie. You were great.

Dawie Nel
OUT Director

Executive Summary

South Africa remains a welcome exception when it comes to protective laws on the basis of sexual orientation. The rest of Africa has draconian laws in this regard and in the last year saw efforts, inter alia, from the Ugandan Government to punish homosexuality with sentences up to the death penalty. In Malawi, two men were arrested and publically shamed and humiliated and feared for their lives. OUT continues playing a role in addressing such discrimination and efforts to ensure access to services. For example, we had exchanges with the Centre for the Development of People (CEDEP) in Malawi and were involved in training of health care workers in Rwanda. OUT also hosts the African Men for Sexual Health and Rights (AMSHeR) Secretariat, who does sterling work in addressing discrimination and capacity development. Additionally, OUT actively participated in the development of a regional proposal to the Global Fund (Round 10) to ensure the scale-up of services in 10 African countries.

Within South Africa, advocacy focused on hate crimes and HIV. There was active participation in the Hate Crime working Group and lobbying for inclusion of hate crimes in legislation. OUT played an active role in the development of the South African National AIDS Council LGBT Sector and hosted, with ANOVA Health, a workshop in March 2011 to draft a national plan to achieve relevant Government MSM related HIV targets.

The organisation is well positioned to participate in broader processes, especially around expansions of service delivery. OUT celebrated 15 years of service delivery in 2010 with an expert meeting, a gala dinner and a music concert. Over the past 15 years, OUT has accomplished much, including building expertise in clinic services, HIV prevention programmes, community building efforts, electronic HIV prevention programmes, training of health care workers, peer education programmes and community outreach, marketing and efforts to reach hidden groups such as MSM, research leading to the building of sustainable services, successful advocacy for law reform, and service delivery in rural contexts. OUT thus serves as an invaluable source for work in Africa and South Africa. One of the greatest opportunities in the coming years will be in building Government's capacity to deliver needed services. There is an increasing emphasis on cost-effective and sustainable services and often such services are best delivered by the Government.

OUT has always believed in collaborative work. We have continued long standing partnerships with the Schorer Foundation, Columbia University, the UNISA Centre for Applied Psychology, the Human Sciences Research Council, the Medical Research Council and a variety of our long term funders. We also formed new partnerships in the context of the development of the SANAC LGBT Sector but also in terms of funding such as our partnership with ANOVA Health and their Health4Men project.

Internally, OUT faced a significant crisis in the discovery of theft and fraud. This resulted in financial insecurities, staff resignations, two of our funders withdrawing their support, and damage to our reputation. The crisis following the theft and fraud was well-managed, focusing on transparency, addressing staff morale, fixing loopholes within procedures, and taking action against all parties involved in the theft. The period of October 2010 onwards (when it was discovered) was one of the most difficult ones in the organisation's existence and will have consequences for some time to come. However, OUT has steered through it, has good prospects for medium terms survival and various prospects for longer term sustainability, and have maintained and grown all services.

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



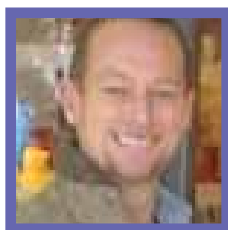
Peter Vaz is a development specialist in the Public Finance and Economic Growth (PFEG) group with RTI International's International Development Group (IDG). He is an international finance specialist with experience in both municipal finance and local government transformation. He has a Ph.D. in International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

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



Professor Vasu Reddy is the Acting Executive Director in the Human and Social Development research programme at the Human Sciences Research Council. He holds an MA in comparative literature from the University of the Witwatersrand, and a PhD in gender studies from the University of KwaZulu-Natal (UKZN). He taught for 13 years at the University of Natal in the Faculty of Humanities, Social Science and Development where he pioneered development of undergraduate and postgraduate courses (including supervision of dissertations) in Gender Studies and Interdisciplinary Programmes. He is currently an Honorary Associate Professor and Research Fellow at the UKZN. Professor Reddy is also a regular external examiner of Masters and Doctoral Studies for the Universities of Cape Town, Western Cape and Witwatersrand. Before joining the HSRC in July 2006, he was the head of Gender Studies at UKZN's Howard College Campus. He is Board Chair of OUT, and a Board member of the Durban Lesbian and Gay

Community Centre and Behind the Mask. In addition to research and community work, Vasu has a keen interest in food and good red wine (both in terms of taste, aesthetics and idea).



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



Robert Cameron-Ellis was Chairperson of OUT for the five years ending March 2007 and is now the Treasurer. Robert is a Chartered Accountant and Certified Fraud Examiner. He is an executive of the law firm Edward Nathan Sonnenbergs Inc and is regarded as one of the country's top forensic accountants.

OUT Board Members



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



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



Sylvester Chauke is well known for his irreverent marketing while at Nando's as National Marketing Manager. He was instrumental in shining the brand and developing innovative marketing strategies that shone a spotlight on the brand while delivering some of the most loved marketing in South Africa. In 2010, he joined MTV Networks Africa as Director of Marketing & Communication, where he is responsible for marketing across the network's music and entertainment brands (MTV, MTV base, VH1 and Nickelodeon). "Stand against bland" is Sylvester's the personal motto and he uses this measure in creating memorable work that works. Peers have been quick to recognise Sylvester's marketing acumen - at the age of 28, Sylvester was identified by the Mail & Guardian as one of the Top 300 Young South Africans, followed by gaining a spot in GQ's 35 Most Influential Young South Africans. More recently, Sylvester was selected as a Global Shaper by the World Economic Forum recognising him for his irreverent and fresh thinking. Sylvester is thrilled to use his marketing and entrepreneurial skills to serve on the OUT board.



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

OUT Staff Members

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



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



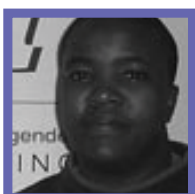
Senkhu Maimane has recently joined the OUT family, as a counsellor / facilitator / researcher. He is currently studying towards his honours degree in psychology through Unisa. A true book worm.



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



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



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



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



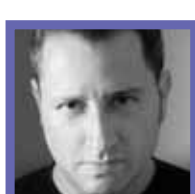
Lizette Stassen is the office manager of OUT and has studied Fine Art and photography. She has worked with OUT since June 2006.



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



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



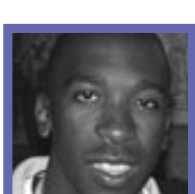
Luiz De Barros has a BA in English and Psychology and a BA Honours degree in Drama and film. He co-founded and worked as Creative Director for 14 years at the multimedia company Underdog before going out on his own. He is Marketing and Communications Coordinator at OUT and the editor of Mambaonline.com.



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



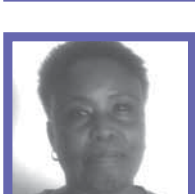
Dr Oscar Radebe is the resident clinician at the Health4Men Simon Nkoli Clinic in Soweto. He consults at the OUT clinic in Pretoria every Tuesday and Wednesday.



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



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



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



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

Funders of OUT in 2009/10



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



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



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



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



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



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



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



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



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



Health4Men, a project of the **Anova Health Institute,** addresses men's diverse sexual health needs.



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

Index

Direct Health Services _____	9
Training and Development _____	13
North West _____	15
Marketing _____	16
Research and Advocacy _____	19
Management _____	19
Letters of support _____	20
Audited Financial Statements _____	21

Thank you to:

Pierre Brouard, Dr Tanja Kemp, Simone Heradien, Sr. Ruth Loubser, Janine Preesman, and Gareth Hunt, Gerhard Lombard (ANOVA Health), Robert Cameron Ellis and Hein Strydom (Ethan, Nathan and Sonnenbergs), Marieta De Vos (Nacosa), Dr Aaron Motsoaledi (South Africa Minister of Health), Jon Campbell and Magreet Doodewaard (HIVOS), Bram Langen and Jose Paauw (Schorer), Helen Struthers and Joan Putter (ANOVA), Kerry Williams from Weber Wentzel, Prof Juan Nel, Prof Theo Sandfort, Maciek Mazur, Prof Vasu Reddy

DIRECT HEALTH SERVICES

Overview

What follows is a detailed presentation of the full bouquet of services, programmes and activities provided under the Health and Well-being umbrella at OUT during the 2010/11 period. In line with the general theme of this annual report, a particular emphasis will be placed on service delivery by providing, where possible, a comparative analysis across the last 3 years. In the majority of cases it should be noted that great effort has been made to ensure an increase in service delivery both quantitatively and qualitatively.

Clinic Services



Launched in August 2006, the aim of the clinic service is to provide LGBT individuals with a holistic and affirmative health-promoting environment where they can access and receive much needed primary health care services (including Post-exposure Prophylaxis, HIV counselling and testing, STI screening, CD4 and Viral Load monitoring, Anti-retroviral Medication, General Physical Examinations, Pap Smears, Wellness Adherence and Treatment Literacy). The clinic saw a tremendous increase in the number of patients accessing the clinic during the period April 2010 to March 2011, compared to the previous two financial years:



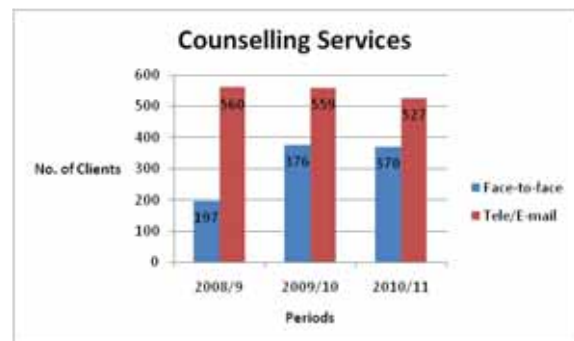
These statistics indicate an increase of 125% between the 2008/9 and 2009/10 periods, and a further 120% increase between the 2009/10 and 2010/11 periods. The increase in the number of patients accessing the clinic can be attributed to four possible contributing factors: (1) The provision of high quality services, given consistent positive feedback by patients; (2) An expansion of services provided (e.g., provision PEP and ARVs), thereby appealing to broader needs; (3) The provision of mobile services, thereby increasing accessibility to these services; (4) An increase in trained staff able to provide HIV testing and counselling; and (5) The acquisition of a Doctor-on-call one day per week as of October 2010.

Psychosocial Support Services

The aim of the Psychosocial Support Service is to promote the well-being of LGBT individuals by ensuring access to a range of affirmative mental health services, including individual and couples counselling, support groups, working groups, and community-building initiatives.

Individual and Couples Counselling (Face-to-face, Telephonic and E-mail)

The counselling service is provided in three modes: face-to-face, telephonic and via e-mail, depending on the type of intervention required (i.e., information and referral versus counselling and therapy). It is interesting to note that 2009/2010 saw a significant increase (24%) compared to the previous period, and this has to a large extent been maintained in 2010/11 period:



Many of the e-mail queries we received are via the men2men and womyn2womyn websites, as well as the OUT main website (see section below on 'online resources' for more information on the men2men and womyn2womyn websites).

Many of the calls received are via OUT's helpline (0861 OUT OUT/688 688). Many of these calls involve a request for information about OUT's services, making an appointment with a counsellor, or an appropriate, more accessible referral source. In terms of face-to-face counselling, a counselling psychologist and a social worker are available to provide short and longer-term counselling or therapy to clients.

The nature of these consultations involved a wide variety of themes, including relationship difficulties, coming out issues, depression, anxiety, substance use, acute stress, being HIV positive, victimisation or abuse, and suicidal ideation. To ensure ongoing monitoring and evaluation, as well as

professional growth and development, the social worker attended regular supervision sessions with a senior social worker.

Support Groups



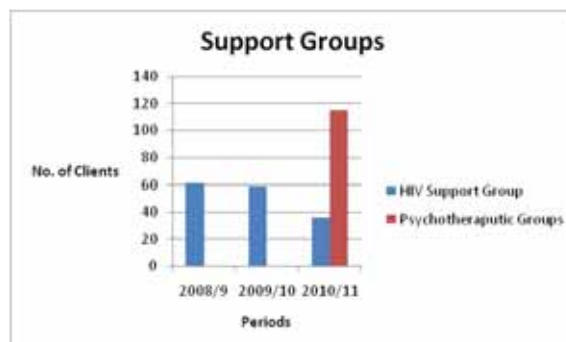
Two support groups were run during the 2010/11 period. The HIV support group has operated since 2008/9. Over the years a number of approaches, formats, and content areas were introduced into the group to respond more specifically to their needs. The group initially followed an open format where participants attended the group when necessary, and where the facilitator led discussions based on the particular needs of the group.

Soon after the start of this group, attendance started to decline. In an attempt to increase these numbers it was suggested that more structure was needed. As a result, we proposed a series of appropriate topics for the group to address, such as issues on disclosure, double stigma and discrimination, relationships, treatment and health.

However, despite our efforts we saw a further decline in the number of group attendees. Internal group dynamics and tensions placed further strains on the group. Thereafter, we considered the possibility of splitting the group in two (but this was not a viable option) and rather proposed that a blend of the two formats be implemented (e.g., providing some structure around certain topics to be addressed while at the same time ensuring enough flexibility to 'go with the group' and deal with topics as they emerge). But in the current period of 2010/11 we have observed a further decline in the number of people attending the group. We will need to explore the reasons for this trend and respond appropriately.

The psychotherapeutic support group is a new initiative introduced in the 2010/11 period. One group was provided for men, and the other, for women, for a period of 8 sessions across 14 weeks. Facilitated by trained therapists, these groups followed an unstructured approach where group members brought personal issues to be discussed and processed in the group sessions with the aim of facilitating personal growth.

Feedback given by group members at the end of the 8 session cycle indicated that they found the process and experience invaluable. Given the apparent need that exists for such a group it is likely that we will continue with this specific intervention in the next year.

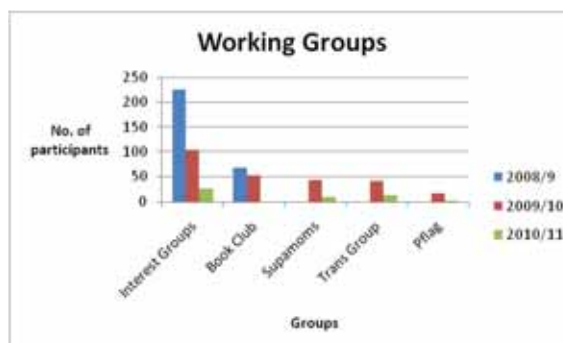


Working Groups



In order to create a space for LGBT people to share interests and experiences in a healthy, and affirmative, environment OUT ran a variety of working groups, each addressing a different shared interest or focus. These working groups included: (1) a lesbian women's interest group; (2) a gay men's interest group; (3) a book club; (4) supamoms; (5) a trans group; as well as (6) P-flag. In total 28 people attended these working groups. This is a significant decrease from the preceding year where 153 people attended these groups.

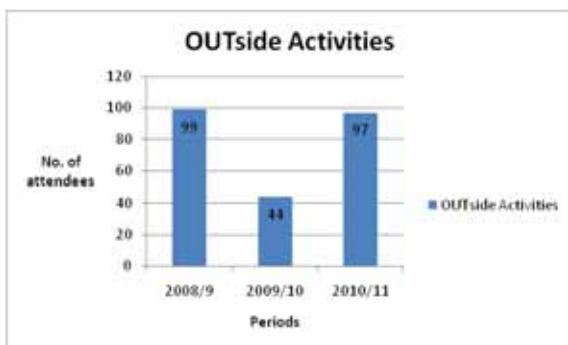
Once again it is uncertain why the attendance has declined to such a significant degree. One possible reason may be that, as in the case with certain interventions, these working groups are no longer a novelty, and may have exceeded their actual "life-span". Some interventions, services, or activities only have a limited life-span and should therefore only be implemented within a limited time frame. With this in mind, we are presented with an ideal opportunity to consolidate and reframe these working groups as we move into the next period.



Community-Building Initiatives (OUTside)



Throughout the year OUT hosted various 'community-building' initiatives referred to collectively as OUTside. The OUTside programme consisted of various themed days, including the Womyn2Womyn Open Days, film screenings, yoga and meditation etc. Although the overall attendance of OUTside increased substantially compared to 2009/10, it is important to note that more than half these numbers relate to the attendance of the Womyn2womyn Open Days. This indicates for us perhaps the need to continue providing a dedicated space for lesbian women rather than dedicating limited resources to general community building initiatives.



Material and Product Distribution

In addition to the direct services indicated above, OUT also runs an extensive distribution programme, distributing male and female safer sex packs, individual barrier methods (i.e., male or female condoms), and various IEC material to a range of social spaces, professional settings, and key strategic points across Gauteng.

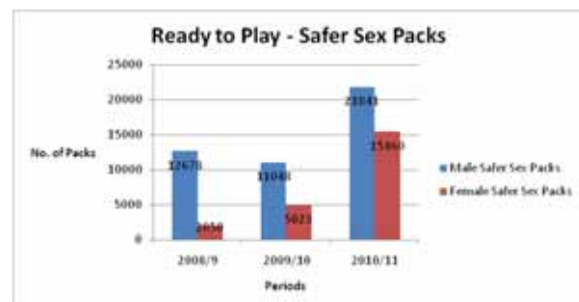


Safer Sex Packs

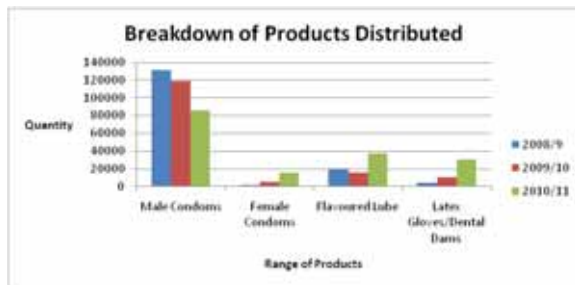


The aim of the barrier method distribution programme is to promote the use of appropriate and appealing barrier methods in the form of the "Ready to Play?" Safer Sex Packs (which include appropriate combinations of the following contents: male and female condoms, flavoured lube, flavoured dental dams, and latex gloves). Distribution sites include night clubs, bars and pubs, sex clubs, adult shops, clinics, socials, and events (e.g., Sexpo, Soweto and Rosebank Prides).

Despite numerous setbacks throughout this period (such as not having a reliable distributor and periods where male and female condoms were not available at the Department of Health) OUT managed to maintain, and even significantly improve upon, distribution levels compared to previous periods. Besides having practical utility, these safer sex packs provide an ideal opportunity to create awareness around individuals' levels of sexual risk (in terms of STIs and/or HIV), and associated risk reduction strategies, but also an opportunity to reframe these safer sex strategies as being playful, fun and sexy.



Looking more specifically at the actual distribution of safer sex products we can observe a general pattern of increase. While the distribution of condoms appears to have decreased, it should be noted that the distribution of condoms in safer sex packs (with lube) has in fact increased. OUT did however continue to distribute condoms on their own to sex clubs and adult shops as needed. In the case of a local sex club, OUT also had an arrangement with management to share costs for obtaining large quantities of lube to be made available with the condoms for its patrons.



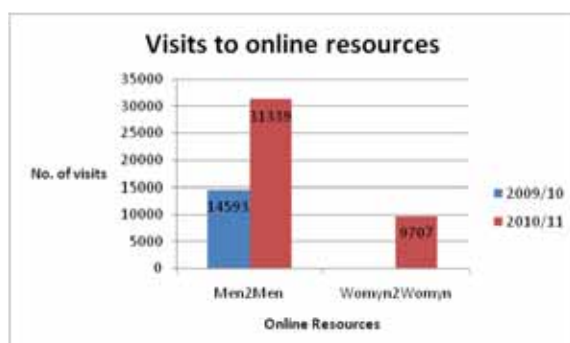
Online Resources



OUT developed and launched the Men2men website in 2007 and the Womyn2womyn website in 2010. The aim of these resources is to provide men-who-have-sex-with-men (MSM) and women-who-have-sex-with-women (WSW) access to up to date, easy to understand information regarding a range of topics concerning their health and well-being.

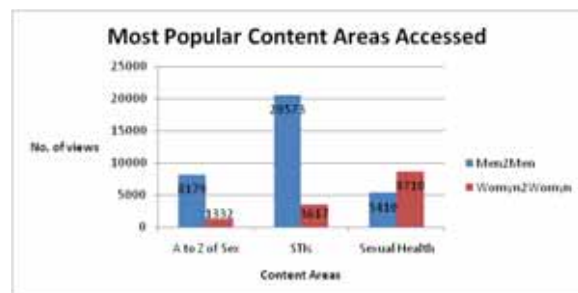


These resources are both informative and interactive. Visitors are able to browse sections, complete the monthly poll, get an update on upcoming events, determine their sexual risk profile, submit questions, as well as subscribe to our monthly updates.

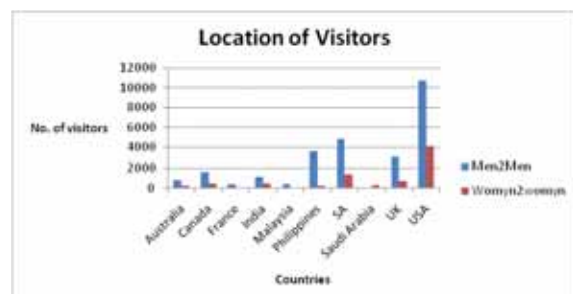


Statistics indicate that traffic volumes to Men2men have increased significantly over the last year. Womyn2womyn is still very much in its infancy but we anticipate that the same pattern will emerge.

In terms of the most popular pages accessed on these websites, it would seem that Sexual Health, information on STIs, as well as the A – Z of sex were accessed most often by visitors, albeit to varying degrees.



It is also very interesting to note that this resource enables us to extend our reach beyond the geographical boundaries of SA. High traffic volumes have also been registered from the USA and the UK. This is an indication that these resources are applicable to a wider audience and that, as products, these websites are able to compete on international fora.



Campaigns

Various campaigns are run throughout the year, each addressing a particular theme or focus area. Two notable campaigns include the Positive Messaging campaign and the Play Safe campaign.



Positive Messaging Campaign

The aim of the positive messaging campaign is to (1) promote the development of a sex positive attitude; (2) to foster a sense of community; and (3) to affect homo-negative and hetero-sexist attitudes in society. As part of this campaign we developed a "Human" T-shirt in 2009, which was distributed during various activities and at various events. Given the enormous popularity of these t-shirts we decided to run the campaign again this year. Once again these t-shirts were in great demand, not only within the LGBT community but also among heterosexual people. It would seem that the element of inclusivity implied by the t-shirts serves to effectively normalize sexual diversity.

PLAY SAFE Campaign

Launched at the end of 2007, the Play Safe campaign aims to address the links between substance use and HIV transmission among MSM. The campaign includes a team of trained nurses and outreach workers who (1) provide HIV counselling and testing at a number of sites/clinics and at events/night clubs; (2) provide explicit and comprehensive information on the links between substance use and HIV transmission; (3) develop personalized risk profiles (based on sexual risk taking and drug use patterns) and associated risk reduction strategies; and (4) ensure appropriate referral and follow-up.

The nurses and outreach workers follow a case management approach, meaning that contact with clients is not a once-off event but rather ongoing contact is offered for ongoing support and encouragement to at-risk clients. This campaign is rolled out according to phases that do not correspond with OUT's annual reporting periods. Phase 4 occurred between August 2008 and July 2009, Phase 5 occurred between August 2009 and July 2010, and Phase 6 started in August 2010 and will end in July 2011.

As such, data presented here on Phase 6 is based on an incomplete picture. In general, there has been an upward trend in accessing vulnerable MSM via outreach activities and in terms of providing clinic or mobile HIV counselling and testing. This campaign is the only one of its kind in Gauteng that is addressing the link between substance use and HIV transmission among vulnerable MSM. It is therefore imperative that OUT continues this type of work.



TRAINING AND DEVELOPMENT (TRADE)

OUT's Training and Development (TRADE) Programme celebrates its first exciting year.

Sensitisation Trainings within South Africa

In April 2010, three organisations were trained i.e. Themba Interactive, Treatment Action Campaign (TAC) and ANOVA Health. A total of 63 doctors, nurses, counsellors and peer educators benefitted from the training. The programme's actual initiation project was in May 2010. It involved the training of 128 of the health care workers placed in LifeLine sites across health facilities of the Department of Health in the North West Province. These Lifeline trainings were conducted in collaboration with ANOVA Health's Health 4 Men programme and were based on the broader collaborative programming in North West.



After the LifeLine trainings, a further 72 programme managers from SAFAIDS and the South African Aids Trust were trained.

The above was a one-day sensitisation training. This exciting professional one day training session is concise and to the point and touches on all aspects of human sexuality, including sex as a biological concept, gender as a social construct, sexual orientation and sexual practices. The experiential nature of the training allows the trainees to become aware of their own realities with regard to sexuality and that of sexual minorities. Stereotypes and myths are debunked and minds (and hearts!) are opened. This training is essential in understanding human sexuality, in order to provide services with insight and compassion, without judgment and discrimination. In this country, people are dying, not only because of the various forms of violence and AIDS, but because of ignorance. This supports the motto of TRADE – **"Understand human sexuality – understand life!"**

From October 2010 to March 2011, a further 94 service providers were sensitised. They included health care providers, individuals from the Justice Department and those from the Department of Correctional Services. NGO's trained

included ARASA and RHRU. ARASA invited TRADE to sensitise a group of health care providers from various SADC countries, including individuals from Mauritius, the DRC, Zimbabwe, Botswana and Namibia, and other African countries where homosexuality is still hugely criminalised.

Another exciting endeavour was the training of hundreds of professional nurses from various Primary Health Care clinics of the City of Johannesburg. It started in March 2011 and **30** nurses and managers attended the training. This programme holds exciting possibilities and will continue in the new financial year.

The training has had a significant impact on the trainees. Some comments include:

"The information given was enlightening and challenged existing often misleading myths around sexuality. The interactive manner of the presentation made me comfortable to engage and contribute."

-Social worker, Department of Social Development

"The training changed my way of thinking and assumptions I had about sexual orientations different from mine. Every part of the programme was very useful."

-Lifeline counsellor

Training outside of South Africa

The training went beyond the borders of South Africa. In September 2010, training was also conducted in Rwanda. At this time, the format was changed and Dr Oscar Radebe (ANOVA Health and their Health4Men programme) joined the dynamic duo of Delene van Dyk and Jay Matlou. The one day training was now complimented by Dr Oscar's experiences as a medical doctor. A second day was added, focussing on medical aspects with MSM clients and was especially useful for doctors and primary health care nurses.



The new format was piloted in Kigali, Rwanda and followed an invite of the International Centre for AIDS Care and Treatment Programmes (ICAP). It was a three day training by ICAP Rwanda and taking language and other barriers into consideration, **40** health care providers from three different clinics in the Kigali area were sensitised and trained to LGBTI challenges, specifically that of MSM clients.

In March 2011 there was a follow up and reporting meeting with ICAP Rwanda. Three mainstream clinics in Kigali, capitol

of Rwanda, were reported to be almost ready to see MSM clients.

Mentorship of health care providers

As a once-off, training will not necessarily establish longer term change an on-going mentorship programme is needed. A Google group (sensitized-@googlegroups.com) is used as a mentorship tool for all health care providers that have been sensitised. All trainees of the past 12 months are invited, and participants are allowed to ask questions when challenged during health service provision following which information and experiences are shared.

Peer Education Programme

In October 2010, **14 Peer Educators** were identified and trained, covering three zones in Pretoria, Mamelodi, Soshanguve and Pretoria Central. Since then there were 12 follow- up meetings with peer educators including opportunities for feedback, on-going planning, further training and mentorship.

The peer education programme and outreach is proving to be hugely successful and a total of **4000** clients were reached over 6 months. The peer educators serve as a link between OUT and clients, often with difficult to reach groups such as heterosexual MSM's residing in the townships.

Not only did they distribute thousands safer sex packs, individual condoms and water based lubrication, they also referred various clients to OUT's health and wellbeing services (be it for HCT at the OUT clinic or psychosocial support from OUT's social worker). The peer educators also identify service points within their identified zones and they have started to sensitise service providers within these zones; they then use the OUT one day sensitisation training module.

In February 2011, TRADE trained **22 Peer Educators** from the North West province over a three day period. The educators will form the link between the LGBTI, but especially the MSM community, and the uptake of HTC services in the vast NW province.

Also in the North West province, gay youth workshops were identified as a prevention method for MSM's. A 65 page workshop manual was produced covering areas such the sexual health and mental health issues facing young people.

In March 2011, TRADE was part of an exchange meeting between ICAP Rwanda, PSI (Population Services Internal) Rwanda and OUT's peer educators where experiences and best practices were exchanged.

The Centre for the Development of People (CEDEP) Malawi

Through the financial support of HIVOS, TRADE trained 10 Peer Educators from CEDEP in Lilongwe, Malawi from 12 – 13 October 2010. The training, which took place over two days, included understanding human sexuality with a specific focus on MSM clients in the context of the criminalising

laws in Malawi. Just before the OUT visit to Malawi, 4 Peer Educators from CEDEP visited SA from 1 – 6 October 2010.



Psycho Social Support Programme (H4M Soweto)

TRADE assisted Health4Men Soweto in the planning of a specific psychosocial intervention for HIV positive gay men and MSM in Soweto and the greater Johannesburg Area. A protocol was compiled and the service is to commence in May 2011.

A total of 427 service providers were sensitised the past year, through 18 tailor made trainings, varying from 4 hours to 3 days in Gauteng, North West province and Kigali, Rwanda. These trainings also reached service providers from various SADC countries.

48 Peer Educators were trained in Pretoria, NW province and Lilongwe, Malawi. The Peer Educators in Pretoria reached 4000 people in 5 months.

OUT / HEALTH4MEN NORTH WEST

There are many lessons to learn from the office in North West. It is the first sustained service delivery orientated service targeting LGBTI and MSM individuals in a rural province, it builds on groundbreaking research conducted on LGBTI experiences in the province and it is a collaborative service between OUT and ANOVA Health.

During the past year, the OUT office in Mahikeng has grown from strength to strength. Operating from a small office in Golfview and staffed by two members, the office has managed to reach six pilot sites in the North West Province. These areas are Mahikeng, Matlosana, Tlokwe, Vryburg, Schweizer-Reneke and Rustenburg. Over the last year, there has been an increased focus on MSM.

The North West is a large and mostly rural province. The main challenges facing the team are the vast distances and reaching the remote areas of the province. The dedicated and enthusiastic team in Mahikeng has not let the daunting logistics stand in their way and have over the past year

presented a number of activities and projects that sometimes reached even beyond the six target sites.

Building of community and networks

One of the first priorities was to make contact with the broader LGBT community and specifically with MSM. This has taken the team out on the road where they have met and interacted with a number of LGBT and MSM, introducing the available services to them and encouraging them to go for HCT. Accompanied by fun demonstrations, games and other activities, the team managed to reach almost **800** individuals.

Training of health care workers

The training of Lifeline counselors in the pilot sites took place during this year. The training team from Pretoria successfully presented six training sessions on Human Sexuality to Lifeline counselors. The training sensitised them to LGBT and MSM issues and in some instances was also a catalyst for attendees to change their own perceptions and homophobia against the LGBT community. In the end a total of 126 Lifeline counselors attended these training sessions.



The information presented in the Lifeline training was transferred to the team in Mahikeng who subsequently presented a few of their own training sessions, specifically with students from the North West University (NWU) Mafikeng Campus who study Social Work. The workshops were also presented to potential Peer Educators and a group of LGBT people from Mahikeng who expressed interest.

A close relationship has been built up with both campuses of the NWU, namely the one in Mahikeng and the other in Potchefstroom and there were several interactions with students on both campuses.

Safe spaces

Two major events were held, namely the Mr & Miss LGBT NW Pageant and a LGBT Sports Day. These were held in Klerksdorp. OUT Pretoria conducted HCT at the pageant and

condoms and lube were distributed, while safe sex messages were part of the program. The winners of the pageant were taken to participate in Joburg Pride. At the Sport Day there was condom/lube distribution, while safe sex messaging also took place. These fun days proved to be very popular and there certainly is room to grow these events in future.



A total of more than 600 people attended these two events. Another important part of the programme in Mahikeng itself is the weekly Open Days. These support groups started very small but have since grown to become important places of discussion around sensitive issues. Topics that have been discussed include, among others, the importance of HCT, peer pressure, the abuse of alcohol, role models and relationships, to name but a few.



Distribution of condoms and lubrication

The distribution of condoms and lubrication is an important part of the North West programme and through interaction with people at grassroots level it was found that there is not a great understanding of the role and importance of lubricant, nor is it freely available. The condom packs were therefore eagerly received and discussed. More than a thousand condom packs, containing two condoms and a sachet of lubricant each, was distributed.

Research on the empowerment of LGBTI people

This research project in conjunction with UNISA Centre for Applied Psychology reached a climax during September

2010, with the release of the community report and the hosting of the conference to announce the research results. The report was written by Hendrik Baird, who was also responsible for staging the conference. The conference itself deviated from the norm in that it was presented in the form of a play consisting of various scenes. Each scene demonstrated a different aspect of the research findings. This approach proved to be innovative and fresh and was effective in getting people to understand the problems associated with emerging LGBT communities, specifically in the North West.

The programme in the North West, although challenging, is proving to be a role model for other provinces to follow. It is very clear that LGBT people from a rural background have the same and indeed even a bigger need for services as those who live in urban areas. The research has shown that there are still many social ills to be addressed within this marginalised community. The wealth of information available that LGBT people from urban areas take for granted is simply not available to their counterparts who live in remote rural areas.

MARKETING

The aim of the marketing function is to improve awareness of OUT and the uptake of its services. There were four primary areas of responsibility:

Redesign of OUT branding

It was felt that the OUT branding needed to be revitalised. It was also felt that the organisation's branding was overly complicated. Numerous sub-brands seemed unrelated to the general OUT branding, leading to confusion that diminished OUT as the primary brand behind the various projects and sub-brands.

The OUT logo was freshened-up and made more dynamic. A more consistent and stronger OUT branding, which highlighted OUT as 'the hero' in sub-brands such as Prism and OUT Northwest, was implemented.



The general look and feel of the OUT imaging was revamped, making it less childlike and more contemporary; refining use of images, colours, fonts, borders and so on. All of OUT's general marketing materials were redesigned or updated. These included office / front-desk branding, PowerPoint templates x 4, letterhead, business cards, generic OUT t-shirt, pull up banners x 4, teardrop banner, OUT web banners x 4 and the OUT websites.

Marketing campaign

This project was intended to grow awareness of OUT among LGBT and mainstream (MSM) markets in Gauteng through a primarily print and radio based campaign.

Before embarking on the campaign an informal online survey was undertaken to assess LGBT community awareness of OUT and its offerings. The survey was promoted via a press release, e-mail newsletters and through various LGBT media.

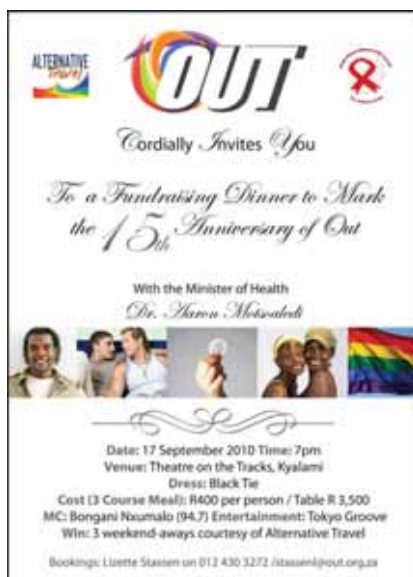
There were 146 respondents. While 94% of respondents were aware of OUT, only 48% understood what OUT's primary services entailed. Fifty-three percent believed that OUT does good work while the rest were unsure (44.3%) or believed that OUT was not very useful at all (2.7%). Thirty-eight percent were not aware that OUT has a clinic in Pretoria and 68% had not made use of any of OUT's services.

The intention was to follow up this survey with another informal survey 12 months later to assess the impact of the marketing efforts.

A marketing strategy that included sample design elements and identification and preliminary budgeting of possible advertising media – including community newspapers and radio stations, township media, and LGBT media- was compiled.

However, from July 2010, the marketing campaign was suspended to focus on the 15 Years Celebration project – a project that expanded considerably in scale and scope from what had been initially envisaged.

15 years celebrations



The Marketing and Communications Officer was tasked with promoting awareness of OUT's 15th Anniversary and the associated events. To this end, a 15th Anniversary edition of the new OUT logo was designed for print and online / e-mail footer use.

An informative general 15th Anniversary press release was written and sent to the media, organisations and subscribers. The release was published as an article in all LGBT media and was successful in highlighting the organisation's success over the previous 15 years.

Various marketing materials were also produced for the associated 15th Anniversary Celebration events:

15 Anniversary Dinner: Two print and 2 e-mail invites, a programme and tickets were designed for this event. Two press releases promoting the 15th Anniversary Dinner were sent to media, organisations and subscribers (and were widely published in LGBT media). A press release on the Minister of Health's historic speech at the Dinner was also issued and was published in all local LGBT media. The Pink Tongue and Exit also published photographs of the dinner.

The Marketing and Communications Officer wrote and produced (with an outsourced camera operator and editor) a 10 minute corporate video marking the successes and history of OUT. It was screened at the 15 Year Dinner and later placed on Facebook, YouTube and the OUT website. This video, which was very well received at the dinner, will continue to have value for a number of years as a marketing tool.



15th Anniversary Concert: The Concert was intended to be a more accessible celebration of OUT's 15th birthday. Press releases highlighting the artists and Concert were issued and interviews were conducted by Tuks FM, Jacaranda and Outspoken promoting the event. The Concert was also featured in LGBT media and by some mainstream media. Posters promoting the 15th Anniversary Concert were designed and distributed across Pretoria and on the Tuks campus. E-mail invites were sent to the OUT database and a 30 second radio ad was negotiated at a discount at Tuks radio station as was a free banner campaign on Mambaonline.com.

15 Anniversary Expert Meeting: This event consisted of discussions on building and growing community organisations in the LGBT sector. A press release was written and sent to the media and LGBT organisations, as was an e-mail invite.

Ongoing OUT communication and marketing

Ongoing communication with OUT's target audiences, the media, fellow organisations and funders is extremely important to ensure that OUT's activities, events and programmes are successful and that the organisation is seen as a vital and active one. During the period, the following was achieved:

Websites: The OUT, Womyn2Womyn and Men2Men sites were maintained and updated with events, current information and monthly polls on an ongoing basis. The OUT Facebook Group was 'converted' into a Facebook Page and grew its members from under 180 to almost 900. Fifty three unique Facebook event pages were created and the OUT site was updated with 53 events. A Twitter presence was created and maintained. OUT events and services were promoted via Facebook status updates and a total of 181 Facebook status updates were generated (almost 3.5 a week). The OUT website was updated with 108 news or feature articles (more than 2 articles a week) during the year.



Visitor and usage statistics measuring tools were added to two of OUT's online presences for the first time - the OUT site and Womyn2Womyn - in order to measure the usage of these resources (the Men2Men site was already equipped with this functionality). An average of almost 4,000 people a month visited the three OUT sites during the year. A sponsorship of the MeetMarket dating site by OUT appears to have played a role in the growth by almost 100% in the number of visits to the Men2Men site compared to the previous year. (The Men2Men site was the only OUT site to have had statistics tracking in the previous year).



Design/web/print/other: At least 53 OUT event / services invites were designed for use on the web, e-mail and print (jpg and PDF formats). Thirty-three e-mail newsletters (promoting events, news or press releases) were sent out to the OUT database in this period. Four different posters promoting OUT's PEP service for use in MSM / gay spaces were designed.

A number of print and web ads (1 x 2010 Pride Guide, 2 x Perdeby, 4 x Mambaonline) promoting programmes, online resources and OUT in general were designed. A 30 second radio ad for Tuks FM promoting OUT's provision of PEP was also written.



Numerous information and communication materials were revised, updated and created, including: 1 x PlaySafe t-shirt, 4 x staff business cards, 4 x staff e-mail footer designs, 1x PlaySafe sticker, 6 x fact sheets, 2 x peer educator manual documents, 1 x PEP sticker, 2 x STI cards, 2 x safe sex postcards, 1 x Prism postcard and 2 x poster variations for the OUT Northwest Talent Competition and Pageant.



Good relationships were established and maintained with the LGBT media and the profile of OUT was improved through writing and publishing articles and press releases in LGBT media. Articles / press releases were published in Exit, Pink Tongue, Gay Pages and Mambaonline.com.

The Marketing and Communications Officer also designed a number of other ad-hoc items including the 2009/2010 OUT annual report, staff conference presentation materials, internal staff certificates, OUT Northwest condom packaging, lube packaging and nurses' prescription forms.

The demand of producing and designing material for ongoing projects, programmes and internal needs was often

unexpected and under-estimated in terms of scope and the resources required. This created considerable strain on the available resources of the Marketing and Communications Officer, negatively impacting on other areas.

RESEARCH

Same sex sexuality in the North West province

OUT collaborated with UNISA Centre for Applied Psychology and Prof Theo Sandfort (Columbia University) in producing the ground breaking research capturing quantitative experiences of LGBT people in a rural province.

The Report was launched in September 2010 and includes data on perceptions of own identity, coming out and support, how LGBT people perceive their environment, sexual abuse and discrimination, HIV testing, knowledge about rights, and mental health and suicidality. It informed the programming in North West and provides an important lobbying tool.

HIV and Sexual Risk in African MSM in South African townships

It is a collaborative project with the Human Sciences Research Council and Columbia University. In the last year, good progress was made with the ethnographic phase which included observations of MSM friendly venues in Mamelodi, Hammanskraal and Soshanguve.

Interviews were held with key informants. In the new year, the quantitative phase will commence which will include a questionnaire of 500 participants as well as HIV testing. The study will offer a description of networks among MSM and will be informative of gay men, MSM's and their various networks.

ADVOCACY

One of the great successes in the last year was the LGBT Sector of the South African National AIDS Council (SANAC). Representation was on-going in various structures on SANAC which includes the High Plenary, the Programme Implementation Committee, the Womens Sector, the Research Technical Task Team, the Prevention Technical Task Team as well as processes such as the Mid Term review of the National Strategic Plan (NSP).

In March 2011, OUT was instrumental in arranging a workshop with implementers to draft an operational plan to meet the relevant MSM targets within the NSP.

Work continued on the hate crime case of Derek Masibuko. Weber Wentzel attorneys continued to provide pro-bono legal services in addressing the hate crimes that Derek suffered and the focus was on defining hate crimes and acknowledging sexual orientation as a basis for vulnerabilities.

MANAGEMENT

The OUT Board

The OUT Board met on 14 August 2010 followed by a further three meetings following the discovery of the theft and fraud in October 2010. They had an emergency teleconference on 25 October 2010 to arrange the management of funder relations and visits to funders by the Director, to finalise the brief for the forensic audit, to outline disciplinary actions and to look at the financial future of OUT. On 27 November 2010, Board addressed the cash flow forecasts till December 2011 and met again in February 2011 to approve the on-going operations of OUT based on projected budgets. In dealing with the theft and fraud, Board also dealt with their own oversight role allowing this to happen and outlined disciplinary actions against the Director for failures in his oversight role.

In the last half of the year Board was much more active in its oversight and re-defining its role. The Board Treasurer, Robert Cameron Ellis, especially played an active role in the forensic audit that followed. This comprehensive report outlines for the office administrator managed to commit the theft and fraud, specify the transactions and methods used, and identifies the gaps within OUT's control mechanisms. The report was shared with funders and other relevant stakeholders and was handed to the South African Police for their criminal investigations.

Management of staff

Lizette Stassen resigned following the discovery of the theft and fraud in October 2011 and in the face of impending disciplinary charges. In January 2011 Elmie Joubert resigned as clinic nurse and Trudie Morkel resigned in March 2011. JP Kruger joined the organisation for two months.

Plans and work took place within the framework of the strategic plan (2009-2019). On-going mentoring took place through monthly staff meetings as well as monthly management meetings. Since October 2010, the focus of these meetings shifted much more to the monitoring of programmatic outputs and within Manco, the immediate and longer term management of finances and cash flow projections.

There were three de-briefings with staff following the theft and fraud. It included updates and information based on the conducted forensic audit but also opportunities to debrief and deal with relevant emotions and questions.

Finances and fundraising

A new funder in the last year was ANOVA Health and their Health4Men Project. It funded the North West Project, much of the OUT clinic as well as mainstream trainings. Another new funder secured was Global Fund Round 9 monies administered through NACOSA. This relation was formed in October 10 and immediately thereafter the theft and fraud

came to light. The Global Fund decided to end its contract with OUT. The AIDS Foundation of South Africa also decided to end their contract with OUT. This, combined with the losses of the theft and fraud, placed huge strains on OUT's financial future.

HIVOS, a long standing partner, conducted two investigations following the theft and fraud. The outcome of these was setting some prerequisites for on-going funding to OUT which have been met.

The Atlantic Philanthropies moved a payment scheduled for July 2011 to February 11 and this contributed significantly to on-going operations.

The theft and fraud made clear that OUT had major loopholes in its financial controls which has subsequently been addressed.

MESSAGE FROM PARTNERS

The Schorer Foundation



Bram Langen - Schorer Senior Program Officer

OUT and Schorer Foundation have been long standing friends. Our friendship started way back in the late 90s when the two organizations got to know each other's contexts, organizations and programs. OUT came to the Netherlands to support Schorer when we were struggling when dealing with diversity in our internal organization; Schorer shared its experience with interventions for gay men in Amsterdam. Our friendship slowly but surely developed into a 'partnership' when Schorer applied for funding from the Netherlands Ministry of Foreign Affairs.

Together with a number of other Southern African LGBT health and well-being organizations the PRISM program was conceptualized, developed and implemented. In this program we had more opportunities to have far more contact and far more exchange of experiences and ideas. OUT has always been very open about its lessons learned, about its challenges and opportunities. This has been exemplary for PRISM partners and for Schorer.

In 2010 Schorer commissioned an external evaluation of the PRISM program and the evaluator mentions a number of successes of OUT: "The inclusion of the 'being', the psycho social aspect of prevention work among LGBT is very important and a success in OUT; OUT manages to provide a 'safe haven' to their 'members'. The trainings organized by OUT on LGBT

issues are of high quality. The evidence based approach (from needs assessment to policy) worked out very well in OUT. Peer learning and international embedding were 'drivers' for OUT's development. OUT's website is as showcase that merits more attention. Expertise from Schorer was maybe even more important than money from Dutch government. The collaboration with Schorer fulfils a significant function for OUT: it enables OUT to do work that is applauded by other organizations and also funders."

Even after five years of cooperation there is still a huge need out there. Slowly developing mainstreaming in the South African health sector makes specialized 'own' clinics for LGBT still necessary. It has also proven very difficult to convince South African policy makers about their own interests, the necessity and the effectiveness of supporting organizations like OUT programmatically and financially. In the region, many organizations are struggling to develop their organization and their programs. OUT and Schorer have gained a wealth of experience in providing high quality health and well being interventions for MSM and WSW, we will continue to develop our joint work also after 2011.

To friendship.



Audited financial statements

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration Number 000-219-NPO

**ANNUAL FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2011**

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

GENERAL INFORMATION

COUNTRY OF INCORPORATION AND DOMICILE	South Africa
NATURE OF BUSINESS AND PRINCIPAL BOARD ACTIVITIES	Health services and advocacy
BOARD	V Reddy - Chair RE Cameron-Ellis - Treasurer J Nel - Board Member P Vaz - Board Member N Nkosi - Board Member M Kakaza - Board Member E Salo - Board member S Chauke - Board member D Nel - Director
REGISTERED OFFICE	1081 Pretorius Street Hatfield 0083
BUSINESS ADDRESS	1081 Pretorius Street Hatfield 0083
BANKERS	ABSA
AUDITORS	PricewaterhouseCoopers
NOP REGISTRATION NUMBER	000-219-NPO

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

INDEX

	Page
Board Members' Responsibilities and Approval	3
Report of the Independent Auditors	4 - 6
Statement of Financial Position	7
Statement of Comprehensive Income	8
Statement of Changes in Equity	9
Statement of Cash flows	10
Accounting Policies	11
Notes to the Financial Statements	12 - 15
The following supplementary information does not form part of the financial statements and is unaudited:	
Detailed Statement of Comprehensive Income	16 - 17

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

Board members' Responsibilities and Approval

The board members are required by the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual 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 accounting policies. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with the accounting policies governed by the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING which are 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 December 2012 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 reviewing and reporting on the entity's annual financial statements. The annual financial statements have been examined by the entity's external auditors and their report is presented on pages 4 to 6.

The annual financial statements set out on pages 7 to 17, which have been prepared on the going concern basis, were approved by the board members and were signed on its behalf by:


 V Reddy – Chairperson


 RE Cameron –Ellis – Treasurer

Date: 13 December 2011



**INDEPENDENT AUDITOR'S REPORT TO THE BOARD MEMBERS OF
OUT LESBIAN/GAY/BISEXUAL/ TRANSGENDER (LGBT) WELL-BEING**

Report on the Financial Statements

We have audited the annual financial statements of OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING, which comprise the statement of financial position as at 31 March 2011, and the statements of comprehensive income, changes in equity and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, and the directors' report, as set out on pages 7 to 15.

Board members' Responsibility for the Financial Statements

The board members are responsible for the preparation and fair presentation of these financial statements in accordance with accounting policies listed in note 1 to the financial statements and for such internal control as the board members determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditor's Responsibility

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

PricewaterhouseCoopers Inc, 2 Eglin Road, Sunninghill 2157, Private Bag X36, Sunninghill 2157, South Africa
T: +27 (11) 797 4000, F: +27 (11) 797 5800, www.pwc.com/za

Executive: S P Kana (Chief Executive Officer) T P Blandin de Chatan D J Fölscher G M Khumalo P J Motibe S Subramoney F Tonali
Resident Director in Charge: E R Mackeown
The Company's principal place of business is at 2 Eglin Road, Sunninghill where a list of directors' names is available for inspection.
VAT reg.no. 4950174682, Reg. no. 1999/012055/21



An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the financial statements of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING have been prepared, in all material respects, in accordance with the accounting policies set out in note 1 to the financial statements.

Report on Other Legal and Regulatory Requirements

In accordance with our responsibilities in terms of sections 44(2) and 44(3) of the Auditing Profession Act, we report that we have identified an unlawful act committed by persons responsible for the management of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL BEING which constitutes a reportable irregularity in terms of the Auditing Profession Act, and have reported the matter to the Independent Regulatory Board for Auditors. The matter pertaining to the reportable irregularity has been described in note 12 of the financial statements.



Other matter

The supplementary information set out on pages 16 to 17 does not form part of the financial statements and is presented as additional information. We have not audited this information and accordingly do not express an opinion thereon.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc
Director: MN Govender
Registered Auditor
Sunninghill
14 DECEMBER 2011

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
 ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

STATEMENT OF FINANCIAL POSITION

	Notes	2011 R	2010 R
ASSETS			
Non-current assets			
Furniture and equipment	2	4	4
Current assets			
Project expenditure in advance	3	-	14,212
Trade and other receivables	4	460,258	227,078
Cash and cash equivalents	5	502,144	398,583
TOTAL ASSETS		962,406	639,877
EQUITY AND LIABILITIES			
EQUITY			
Retained income		(350,228)	(643,586)
LIABILITIES			
Current liabilities			
Unspent projects	6	637,979	679,127
Trade and other payables	7	674,655	604,336
TOTAL EQUITY AND LIABILITIES		962,406	639,877

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

STATEMENT OF COMPREHENSIVE INCOME

	Notes	2011 R	2010 R
Grant Income		8,523,996	7,165,872
Donations received		9,672	8,691
Other income		87,545	37,752
Operating expense		(7,113,481)	(7,624,860)
Unauthorised expenditure	9	(1,227,866)	(181,301)
Operating surplus / (deficit)		279,866	(593,846)
Investment income		17,149	49,366
Finance costs		(3,657)	(30,232)
Surplus / (deficit) for the year		293,358	(574,712)

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

STATEMENT OF CHANGES IN EQUITY

	Retained earnings R	Total R
Balance at 01 April 2010	(643,586)	(643,586)
Net profit for the year	293,358	293,358
Balance at 31 March 2011	<u>(350,228)</u>	<u>(350,228)</u>
Balance at 01 April 2009	(68,874)	(68,874)
Net loss for the year	(574,712)	(574,712)
Balance at 31 March 2010	<u>(643,586)</u>	<u>(643,586)</u>

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

STATEMENT OF CASH FLOWS

	Notes	2011 R	2010 R
Cash flow from operating activities			
Cash generated from operations	8	143,990	(579,007)
Interest received		17,149	49,366
Finance costs		(3,657)	(30,232)
Net cash flow from operating activities		157,482	(559,873)
Cash flow from investing activities			
Purchase of furniture and office equipment	2	10,000	-
Sale of financial assets		(3,000)	-
Net cash flows from investing activities		7,000	-
Cash flow from financing activities			
Repayment / (Increase) of unspent projects		60,921	(31,861)
Net cash flow from financing activities		(60,921)	(31,861)
Total cash movement for the year		103,561	(591,734)
Cash and cash equivalents at beginning of year		398,583	990,317
Cash and cash equivalents at end of year	5	502,144	398,583

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

NOTES TO THE FINANCIAL STATEMENTS

1 Presentation of Financial Statements

The financial statements have been prepared in accordance with the accounting policies which are governed by the constitution of OUT LESBIAN / GAY / BISEXUAL / TRANSGENDER (LGBT) WELL-BEING. The financial statements have been prepared on the historical cost basis, and incorporate the principal accounting policies set out below. They are presented in South African Rands.

These accounting policies are consistent with the previous period.

Furniture and equipment

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

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

1.2 Grants received

Grants are recognised when there is reasonable assurance that:

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

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 which it becomes receivable.

Donation income is recognised on receipt.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

NOTES TO THE FINANCIAL STATEMENTS

2. FURNITURE AND EQUIPMENT

	Furniture, and fixtures R	Office Equipment R	Computer Equipment R	Total R
Year ended 31 March 2011				
Book value at the beginning of the year	1	2	1	4
Purchases	-	-	10,000	10,000
Disposals	-	-	-	-
Depreciation charge	-	-	(10,000)	(10,000)
Book value at the end of the year	<u>1</u>	<u>2</u>	<u>1</u>	<u>4</u>
Year ended 31 March 2011				
Cost	23,086	53,953	222,389	299,428
Accumulated depreciation	(23,085)	(53,951)	(222,388)	(299,424)
Book value at the end of the year	<u>1</u>	<u>2</u>	<u>1</u>	<u>4</u>
Year ended 31 March 2010				
Book value at the beginning of the year	1	2	1	4
Purchases	-	-	-	-
Disposals	-	-	-	-
Depreciation charge	-	-	-	-
Book value at the end of the year	<u>1</u>	<u>2</u>	<u>1</u>	<u>4</u>
Year ended 31 March 2010				
Cost	26,086	56,953	212,389	295,428
Accumulated depreciation	(26,085)	(56,951)	(212,388)	(295,424)
Book value at the end of the year	<u>1</u>	<u>2</u>	<u>1</u>	<u>4</u>

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
 Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

NOTES TO THE FINANCIAL STATEMENTS

	2011 R	2010 R
3. PROJECT EXPENDITURE IN ADVANCE		
Open Society Foundation	-	14,212
	<u>-</u>	<u>14,212</u>
4. TRADE AND OTHER RECEIVABLES		
Deposits	32,850	32,850
Accrued income: HIVOS	190,567	-
Accrued income: ANOVA Health	229,295	-
Accrued income: Kartini	-	39,602
Accrued income: Department of Health	-	105,000
Accrued income: Prism Mens Health	-	49,626
Prepaid expenses	4,820	-
Loan to employees	2,726	-
	<u>460,258</u>	<u>227,078</u>
5. CASH AND CASH EQUIVALENTS		
Cash and cash equivalents of:		
Cash on hand	4,442	3,686
Bank balances	466,975	127,607
Short-term deposits	30,726	267,290
	<u>502,144</u>	<u>398,583</u>
The following encumbrances and facilities exist with ABSA:		
- Limited General cession of ABSA Investment I.F.O.Money Market account 9119659303 Cession amount:R20 000.00 dated 09 May 2008.		
- Indefinite overdraft facility of R 50,000 on account 4047702332		
6. UNSPENT PROJECTS		
Schorer	563,912	513,140
FDP	-	79,078
Kartini	-	62,040
Amsher	-	1,995
Population Council	-	777
Heinrich Boil	-	22,097
Department of Health	66,842	-
Department of Health and Social Development	7,225	-
	<u>637,979</u>	<u>679,127</u>
7. TRADE AND OTHER PAYABLES		
Trade payables	38,906	112,036
VAT	348,948	298,653
SARS - Interest	282	41,608
SARS - PAYE	56,549	152,039
Amsher inter-organisational/operational Account	229,969	-
	<u>674,655</u>	<u>604,336</u>

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

NOTES TO THE FINANCIAL STATEMENTS

	2011 R	2010 R
8. CASH GENERATED FROM OPERATIONS		
Profit / (loss) before taxation	293,358	(574,712)
Adjustments for:		
Depreciation and amortisation	-	-
Interest received	17,149	(49,366)
Finance costs	(3,657)	30,232
Changes in working capital:		
Trade and receivables	(233,180)	(226,728)
Trade and other payables	70,319	241,567
	143,990	(579,007)

9. UNAUTHORISED EXPENDITURE

Unauthorised expenditure of R 1 227 866 (2010: R 914,231) relates to fraud committed by the former office manager of OUT. An investigation was performed and concluded to determine the extent of the fraud as well as the impact in the prior periods and the current period.

10. RELATED PARTIES

2011

2010

Relationships

Members of key management

D Nel (Director)

RE Cameron- Ellis (Treasurer)

Common directorship

African Men for Sexual Health and Rights (Amsher)

Related party transactions consists of the following:

Rent paid to RE Cameron-Ellis

-

55,084

Salary paid to directors - D Nel

546,000

456,000

Amsher

229,969

-

11. GOING CONCERN

We draw attention to the fact that at 31 March 2011, the entity's total liabilities exceed its assets by R 350,228 (2010: R 643,586).

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

The ability of the entity to continue as a going concern is dependent on a number of factors. The most significant of these is that the Board continues to procure funding for the ongoing operations for the entity for so long as it takes to restore the solvency of the entity. The Board has secured funding for the entity to continue operations until 31 December 2012.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

NOTES TO THE FINANCIAL STATEMENTS

	2011 R	2010 R
--	-----------	-----------

12. REPORTABLE IRREGULARITY

No Vat returns were submitted for the year ended 31 March 2011 and for the subsequent 7 months to October 2011.

All outstanding VAT 201 forms to date, as well as a payment plan, were subsequently submitted by OUT and approved by SARS.

In accordance with the auditor's responsibilities in terms of the Auditing Profession Act, the entity's auditor has reported the matter to the Independent Regulatory Board for Auditors.

OUT LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) WELL BEING
Registration number 000-219-NPO
ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

DETAILED STATEMENT OF COMPREHENSIVE INCOME

	2011	2010
	R	R
INCOME		
Amsher	-	282,526
Anova	721,306	-
Atlantic Philanthropies	2,790,907	2,229,800
Clinic income	18,720	-
Department of Health	268,158	199,842
Department of Social Development	130,582	123,196
Donations	9,672	8,791
FDP	452,511	101,327
Gala dinner	37,450	-
Heinrich Boll Stiftung	151,993	117,977
HIVOS	953,590	451,043
Insurance claims	16,425	37,752
Interest received	17,149	49,366
Kartini	92,193	18,300
Medical Research Council	1,300,776	1,505,209
Open Society Foundation	-	39,726
OXFAM	-	57,000
Pageant income	9,100	-
Population Council	777	172,302
Proceeds on disposal of asset	5,850	-
Schorer	1,656,420	1,333,529
Swedish Embassy	-	400,000
Tracks	-	133,994
Training Income	4,781	-
	<u>8,638,362</u>	<u>7,261,681</u>
Expenses (refer to page 17)	8,341,348	7,806,161
Operating profit / (loss)	297,014	(544,480)
Finance costs	(3,657)	(30,232)
Net profit / (loss) for the year	<u>293,357</u>	<u>(574,712)</u>

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

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

Registration number 000-219-NPO

ANNUAL FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011

DETAILED STATEMENT OF COMPREHENSIVE INCOME

	2011 R	2011 R	2011 R	2010 R
	Amount before allocation	Overheads Allocated	Amount after overhead allocation	
OPERATING EXPENSES				
Project expenditure	1,588,568	2,503,004	4,091,572	1,722,202
Amshar program expenses	-	-	-	262,525
Anova	589,033	-	589,033	-
DOH training and development	-25,866	221,024	195,158	117,395
DSD Sexual Health Project	12,205	118,378	130,582	-
FDP program expenses	90,118	310,094	400,212	10,865
Heinrich Boll Stiftung	-	-	-	115,315
HIVOS	143,981	40,588	184,569	-
Kartini program expenses	68,383	33,450	101,833	18,300
Mafikeng programme expenses	-	-	-	168,089
Mental health program expenses	-	-	-	10,860
MRC health project	334,835	569,503	904,338	412,116
Open Society Foundation	14,212	-	14,212	-
Prism Mens Health	361,667	1,209,966	1,571,634	606,737
Operational expenditure	6,752,781	44,615	6,797,395	6,083,959
15 years celebration	594,574	-	594,574	-
Accounting fees	38,501	-	38,501	14,317
Advocacy and mainstreaming program costs	94,753	-	94,753	-
Assets expended	21,058	-	21,058	-
Audit Fees	43,641	-	43,641	-
Authorised cash surplus/shortage	159	-	159	-
Bank charges	23,948	-	23,948	28,017
Board expenses	3,542	-	3,542	2,156
Computer expenses	104,390	-	104,390	170,013
Conference attendance	-	-	-	26,050
Consumables	-	-	-	62,648
Employee costs	3,320,521	-	3,320,521	3,520,016
Gifts	4,329	-	4,329	-
Insurance and security	65,331	-	65,331	95,948
Lease rentals on operating lease	399,447	-	399,447	276,601
Legal fees	6,348	-	6,348	-
Marketing	328,749	-	328,749	264,809
Networking expenses	3,532	-	3,532	11,785
Other expenses	58,143	-	58,143	6,071
Postages	5,455	-	5,455	-
Printing and stationery	11,256	-	11,256	58,134
Refreshments	9,212	-	9,212	-
Repairs and maintenance	23,835	-	23,835	78,644
Research and development costs	8,880	-	8,880	107,494
Staff development	2,380	-	2,380	34,578
Telephone and fax	248,250	-	248,250	209,395
Travel and accommodation - local	69,394	44,615	114,009	196,142
Unauthorised expenditure	1,227,866	-	1,227,866	914,231
Utilities	17,066	-	17,066	8,910
Website expenses	18,219	-	18,219	-
Overheads allocated		(2,547,618)	(2,547,618)	
	8,341,348	-	8,341,349	7,806,161

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



Contact Numbers

Telephone: (012) 430 3272

Facsimile: (012) 342 2700

Physical Address

1081 Pretorius Street
Hatfield, Pretoria, 0083

Postal Address

Postnet Suite 107
Menlo Park, 0102
South Africa

e-mail

info@out.org.za