



Annual Report 2015

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Notice to Members	Error! Bookmark not defined.

OUR VALUES
ARE WHO WE ARE

Respect

Social Responsibility

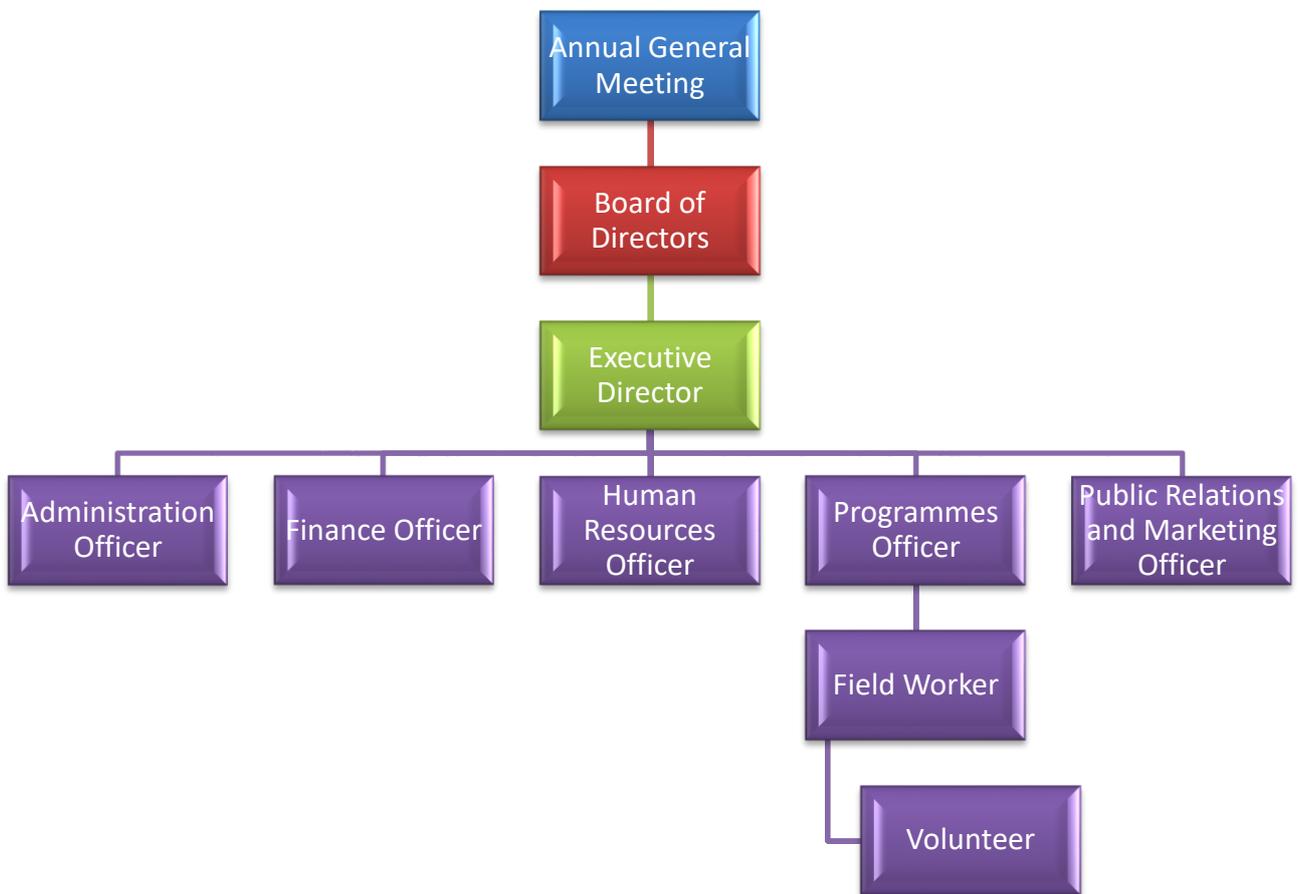
Human Kindness

Support

Volunteerism

OUT! OLOGY
NETWORK

Organogram



Directorate and MANCO

Directors

Non-Executive

T Chikuni (Chairperson)

I Ferreira

Executive

A Redcliffe

MANCO

A Redcliffe (Executive Director)

Paballo Mpoka

Mujahid Williams

Registered Address

57 De Chavonnes Street
Kabega Park
Port Elizabeth

Bankers

Nedbank Limited

Board Chairperson's Report

Organisational Overview

Out!ology's growth over the past year has been commendable, in light of its status as a newly incorporated organisation. Out! has participated in many programmes with the aim of developing itself and its staff. Most of these initiatives have been linked to Out!'s membership in the Masincedane group, an initiative spearheaded by PCRDR (the Project for Conflict Resolution and Developing). Through this group, Out! was involved in many training sessions in 2014, and 2015.

Sadly, Out! has seen a very high member turnover, attributable to a number of factors such as conflicts of interest, as well as availability to carry out work. Despite this, Out! has been able to retain a dedicated core team, who have successfully been a part of, and implemented many initiatives and projects.

2015 was also a year in which Out! members participated in fora at provincial, national, and regional level. These included the Provincial Hate Crimes Task Team, the National Hate Crimes Consultations, and the regional Kopano- a gathering of Pan-African Sexual and Gender Minority activists and groups (hosted by the Other Foundation). These platforms not only served to build Out!'s programmatic arm, but have been vehicles through which staff development in core competencies such as networking and partnership relations, have been realised.

As the new year progresses, and with new internal mechanisms in place, it is hoped that not only will Out! grow and develop its present members, but will invite and retain new members to see Out!'s initiatives grow in impact

Directorate

At the date of reporting, the directorate consisted of three members- Alain Redcliffe (the Executive Director) as the Board's Secretary, as mandated by the Constitution; Mr Ian Ferreira; and me. The first quarter of 2016 saw the resignation of one board member (Kristabelle).

At present, the board composition covers many key competencies as required by both law and Out!'s vision- accounting and finance, advocacy, organisational development and training, programming, leadership development (to name but a

few). With the establishment of a Board Charter and Strategic plan (all set for 2016), the board will grow into an effective oversight and development mechanism for Out!.

Outlook

2016 seems set to be a year of rapid growth and establishment of the Out! organisation. Out!'s board of directors is set to invite new members, with competencies in a greater number of fields that relate to Out!'s work. Furthermore, Out!'s MANCO and volunteer base seems set to grow and develop, thanks to participation in high level events, training workshops, and through Out!'s commendable programmatic work.

Appreciation

I would like to offer my deepest gratitude to the following persons:

- To all previous members of Out!, who have not only served to build the organisation, but have become lifelong sources of support.
- To PCRD-ECGLA and its wonderful staff for their continued and unwavering support and development of the Out! Network.
- To the Masincedane group, for making Out! a part of its programmes
- To our donors and partners, without whom much of 2015's work would not have been possible.
- To Mr Alain Redcliffe, for his tireless work and self-dedication to the organisation which he founded.

Mr Tinoashira Chikuni

Board Chairperson

24 February 2016

Executive Director's Report

Introduction

The year of 2015 has been a year of dedication, hard work and perseverance.

Programmatic Overview

The LGBTI Human Rights Workshop

This was one of OUT!'s first community activities to be carried out, through its mission in educating the masses around sexual and gender minorities in South Africa. It was indeed a successful event. The workshop was hosted at the Nelson Mandela Metropolitan University, in collaboration with the university's department of sociology and anthropology. The workshop was aimed at the department's exchange programme students, which saw approximately 30 students from all across the United States of America. It focused on a basic explanation of the various rights in SA that protect LGBTI people, a historical background in relation to those rights, and a narrative session with ex-board member and transgender activist – Kristabelle Tshotyana.

The Northern Areas LGBTI Festival & Masincedane

Working in collaboration with other stakeholders is key to the transformation of the LGBTI community. Thus OUT!ology Network became a part of the Masincedane group in Port Elizabeth. This group consists of several community based organizations that focus on the development of, advocacy for, and empowerment of the LGBTI community. The group worked on many projects throughout the year of 2015. To name a few- the eKasi LGBTI Festival, the KwaNobuhle LGBTI Festival and the Northern Areas LGBTI Festival. All these events tackled one main issue - to raise awareness of hate crimes against LGBTIs. This was manifested as marches and talks. At The Northern Areas LGBTI Festival, OUT!ology was the primary host organization.

Many members also attended various conferences, workshops and meetings-

The Other Foundation's Kopano September 2015. These events was a conference in Johannesburg, organised by the Other Foundation, which provided a unique and empowering strategy space for groups that are working to advance and protect the human rights of, and improve the social inclusion and wellbeing of LGBTI's across Africa.

HSRC Stakeholder Consultative meetings – in which the HSRC of PE gathered information in relation to implementing a study that would encompass a “package of care” to MSM's. This would include health services, and other psycho-social support.

Meeting with US Embassy's Chad Wessen – a meeting held to bridge networks and relations between the department and the CBOs of the Nelson Mandela Bay.

Workshop on Asset Based Community Development – a workshop that helped community organizations become better with the work they do by being introduced to various perspectives.

Human Rights Education Workshop – we learnt about the various issues faced in our communities, as well as the human rights framework in South Africa, and the various Chapter 9 institutions.

Workshop with Advice Officers – hosted by the PCRD in informing Advice Officers of the Eastern Cape of sexual orientation and gender identity needs and hate crimes. We were asked to attend to assist these Advice Officers in understanding various narratives around sexual and gender minorities.

Key Population Summit for LGBTI, MSM and Sex Workers – this event composed of an array of various activities and items. It was a three day programme that encompassed talks on health concerns, a drama performance on transgender issues, and a special two day workshop for CSOs.

Hivos, Peoples Power Workshop: Returning to the grassroots – this was a two day workshop , that focused on strengthening the leadership of LGBTI CBOs, developing interventions which respond to hate crimes and discrimination, and supporting collective strategies to strengthen the LGBTI movement.

Finances

The first couple of months for OUT! were a space in which to understand what NPOs were truly about , what requirements there are, how to access funding, where to access funding , whom to ask etc. It was all about researching and exploring. At present, it remains a continuous process for all organizations in terms of seeking funding.

The Eastern Cape Gay & Lesbian Association based in PE, the founder of the Masincedane group, were key role players in helping OUT! in how to manage funds. The Northern Areas LGBTI Festival empowered OUT! and ECGLA to effectively communicate budgets and financial management plans for the event. This was a start for OUT! on how to manage funds.

Three funding proposals were created and sent in the year of 2015, after successfully understanding how certain things work within the NPO sector. The first application was made to the DiDiRi Collective – for an activity to mark the International Day Against Homophobia and Transphobia.

The 2nd was to the Other Foundation – for activities that tackled the lack of education around sexual orientation and gender identity and hate crimes. In both these instances, the applications were unsuccessful.

The 3rd application was with HIVOS. We applied in December 2015. The funding was targeting grassroots community based organizations, which have very little resources. The aim was to assist them in implementing the projects they wanted to do.

HIVOS Funding

Applying for funding is one of the most nerve wracking things to do when managing a NPO. The team is anxious and patiently awaiting the results of the application. When OUT! Received the email that we had been accepted for funding, there was huge relief and excitement, that remains to this day. We knew that this funding would give us a boost in the right direction. This was OUT!'s first grant.

Nelson Mandela Bay Pride 2015 OUT! was accepted to have a stall at the pride in order to raise funds for the organization. We sold 100 cupcakes. We made R700, which helped pay transport and admin costs for the organization.

Appreciation

I would like to thank the following organizations and people who have been instrumental in the development of OUT!ology Network during the year of 2015:

ORGANIZATIONS

OUT!OLOGY NETWORK MANAGEMENT COMMITTEE OF 2015 -2016
OUT!OLOGY NETWORK BOARD OF DIRECTORS
EASTERN CAPE GAY AND LESBIAN ASSOCIATION
PROJECT FOR CONFLICT RESOLUTION AND DEVELOPMENT
HIVOS SA
GAY AND LESBIAN MEMORY IN ACTION
MASINCEDANE COLLECTIVE
EASTERN CAPE LGBTI PROVINCIAL TASK TEAM
NMMU DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY
NMMU - COMMUNIQUE
EC DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
EC DEPARTMENT OF SOCIAL DEVELOPMENT
EC DEPARTMENT OF HEALTH
THE OTHER FOUNDATION
ANNOVA HEALTH
NMMU DRAMA SOCIETY
TRIARC
HSRC
CLUB LA DEE DA'S
THE HERALD
ELOQUOR KNIGHTS
NMB PRIDE

BAY TV

PEOPLE

ADRIAN DE KOCK	MICHAEL BENDLE
AWETHU SONAMZI	MARK REDCLIFFE
ANDREW LOTTER	MUJAHID WILLIAMS
ANTHONY MANION	ONGEZWA MAFUNDA
ANTHONY BENEKE	PETER CUNNINGHAM
BONNIE KLAAS	PABALLO MPOKA
CANDACE STERLEY	PHILA MABOKELA
CHAD WESSEN	PAUL BOTHA
CLARENCE YAH	ROY KENDALL
DOMINIQUE RALA RALA	SELLINA LOTTER
DAVID HESSEY	SHAINE GRIQUA
DAVE STEPHENSON	SIBONELO TROWER
ERNEST OOSTHUIZEN	SINAZO MTSHENGU
EMJAY MOSES	SINDY MAKACHUMANI
GABRIEL KHAN	TANIA LINGVELDT
FRANCINCA HERBST	TEMBISA JONAS
IAN FERREIRA	THANDO MNISI
KRISTABELLE TSHOTYANA	TINOASHIRA CHIKUNI
LETTA NONXUBA	ULRICH JANSE VAN VUUREN
LUNGA MTSHISELWA	VINNY VICKY
JEAN-JACQUES APIES	WILL JENSEN
JONATHAN MARTIN	WHITNEY BOOYSEN
NICOLE SHEPERED	YVETTE REDCLIFFE
NOKHUTULA MJWARA	ZIYAD RASSOOL
	ZINZI RHATU

The above list of people and organizations, according to my personal view, have each played a significant role, with myself as the founding director, in the development and wellbeing of OUT!ology Network. If I have missed out anyone please accept my apology and know that your contribution/help is/was highly appreciated.

Mr Alain Redcliffe

Executive Director

24 February 2016

Corporate Governance

Board Composition and Appointment

The Board is chaired by a non-executive director, and comprises of 2 non-executive directors, and one executive director. Its membership is selected by a nomination process, through which the board is self-perpetuating.

The board enjoys a strong mix of skills and experience in both for profit, and non-profit entities.

The Board serves both an oversight and policy generation function. The Board has several subcommittees that review the organisation's progress in certain key aspects (including compliance with legal and financial standards).

The Board meets at least three times a year, and guides strategy, policy development, and review mechanisms.

Special meetings may be convened on an ad-hoc basis, based on need and through compliance with procedure outlined in the Constitution and the Board Charter.

MANCO Composition and Appointment

MANCO is chaired by the Executive Director, and comprises of the Executive Director, the Financial Officer, the Public relations, Marketing, and Communications officer, and several volunteers and field workers.

The membership of MANCO is selected through a process of application to positions that are advertised. The Executive Director, in consultation with other officers, then selects a person to fulfil a post.

All current office bearers of MANCO have a broad mix of skills and experience that qualify them to serve on MANCO.

MANCO, like the Board, meets three times a year, to design and review implementation plans, analyse pertinent information, as well as discuss any issues relating to the day to day, and overall programmatic running of Out!.

Special meetings may be convened on an ad-hoc basis, based on need and through compliance with procedure outlined in the Constitution.

MANCO also sits on several external committees, such as the Provincial Hate Crimes Task Team, and receives invitations to regular trainings and gatherings related to Sexual and Gender Minorities.

Financial Statements and management reporting

Financial Statements and Reporting are managed and carried out through the Finance Officer. The Finance Officers work is then reviewed by a board member competent and qualified in accounting, auditing, and finance.

Board Committees

As the Board is yet to convene, core Board committees are yet to be set up.

Attendance to Meetings

At present, the Board will have its inaugural meeting proceeding the 2016 AGM.

MANCO has had several meetings since Out!'s inception, with attendance as follows:

MANCO Member	Number of Meetings Attended
Alain Redcliffe	5
Paballo Mpoka	3
Mujahid William	2

Other Corporate Governance Measures

Organisational

All entities within Out! are subject to review and supervision (with the exception of the highest decision-making and supervisory body, the AGM).

The Board of Directors is largely consistent of non-executive directors to ensure independence and impartiality. These values are further promoted by having a non-executive director chairing the Board.

The Executive Director holds a permanent, *ex-officio* seat on the Board to ensure that MANCO is adequately represented at all times.

The Board of Directors is self-perpetuating, to ensure independence from undue influence. MANCO is similarly structured for the same reasons.

Policy-Based

The Code of Conduct provides mechanisms through which conflicts, in relation to governance at all levels, may be addressed.

Financial Statements/ Report

INCOME STATEMENT

OF OUT!OLOGY NETWORK

FOR THE YEAR 2015

	R
Income	R 1,020.00
Membership fees	R 320.00
Fund Raising	R 700.00
Expenses	R 410.00
Transport	R 210.00
Miscellaneous expenses	R 200.00
Total	R 610.00

Narrative Report of the Income Statement

As seen in the above Income Statement, most of the organisation's income came from the fund-raising. The fund-raising was done on the 28th of November 2015 during NMB Pride 2015 through the sale of cupcakes. The money from Miscellaneous expenses was used in order to purchase what was required for the fund-raising. However, even though most of the income raised for the organisation came from the fund-raising, the membership fees provided a more constant inflow of income to the organisation.

Miss Paballo Mpoka

Financial Officer

29 February 2016

