



## Behind the Mask:

The Voice of Africa's LGBTI Community

1 Kotze Street  
1st Floor, Administration Building  
Women's Gaol, Constitution Hill, Braamfontein

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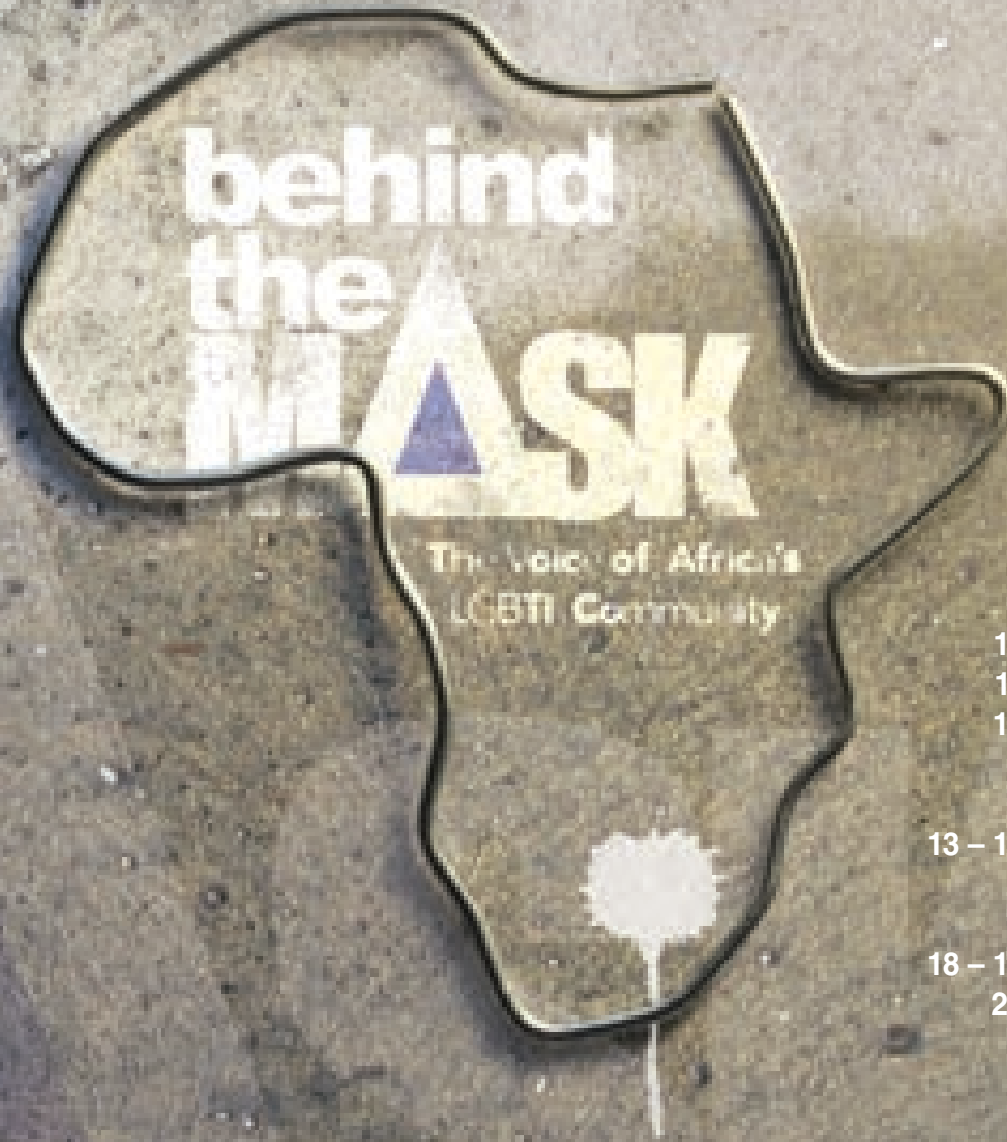
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**IMASK**

The Voice of Africa's  
LGBTI Community

**Financial  
Report**

**2009**



**Behind the Mask:**

The Voice of Africa's LGBTI Community  
1 Kotze Street  
1st Floor, Administration Building  
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www.mask.org.za • info@mask.org.za

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# Reflections by the Chairperson



**2009** with all its trials, tribulations and successes has come and gone. Despite the unfavorable social, legal, political and economic environments in many African countries and the effects of the recession on funding in South Africa, Behind The Mask (BTM) has forged through. Many people and institutions cannot wait to experience the financial boost South Africa's hosting of the 2010 FIFA World Cup promises to bring. For BTM, 20 May 2010 marks our 10th Anniversary. We aim to commemorate and celebrate lives, sacrifices and contributions that each and every one of you has made towards our work over the years. It would also be an important period to reflect on gains and losses over the past 10 years of our work in the Country, on the Continent and in the World.

Behind The Mask has continued to be the prime source of reliable information on LGBTI affairs in Africa. And we would like to thank our sources, the individuals and institutions from the continent and the world who provide us with the information – from media liaisons, academics, researchers, activists to survivors. While we are primarily a Newsroom and a Website, we have embarked on print materials including a website magazine and the Link's quarterly newsletter. We pride ourselves on the increased provision of off-line services for the community discussed in this 2009/10 Report. These include participation in strategic meetings, the provision of workshops across the continent, counselling, journalism and other job skills training, and support for social justice marches and rallies.

In 2009, BTM continued to give voice to African LGBTI communities and provided a platform for exchange and debate for LGBTI groups, activists, individuals and allies. This report shares some results from the extensive reporting and engagement from and with countries like Uganda, South Africa, Rwanda, Senegal, Burundi, Cameroon, Kenya, Malawi, Swaziland, Tunisia and Zimbabwe. Very important to our communication strategies, and especially with countries from the northern hemisphere, has been the introduction and sustainability of BTM in French.

The report also shares some light on the strides BTM has made to build capacity and activist journalism through the Link Programme, Journalism Training and the Video Advocacy Training Programme. BTM is now also engaging with research, not as a tool of communicating findings with greater audiences but as a partner in the creation of knowledge; and the

initiation of research processes towards a better understanding of the issues and needs of the LGBTI communities across the continent. We look forward to seeing some of you in February 2011 for the African Same-Sex Sexuality and Gender Diversity Conference, South Africa; which we are co-hosting with the Human Sciences Research Council, Genderdynamix (being two SA partners) and several other continental and international partners.

On behalf of the BTM Board of Trustees, I would like to thank our funders and partners: the Open Society Institute (OSI); Open Society Initiative of Southern Africa (OSISA); Hivos (SA); the Atlantic Philanthropies and Citizen Journalism in Africa for all your support. We look forward to continued relationships with you and seeing your visions being realized in our work too. I would like to, in particular, thank OSISA for the financial resources that enabled us to access services of a web-designer for our New Look Website scheduled to be launched in May 2010 as part of our 10th Year Anniversary.

To Ms Melody Memela, Mr Harry Ntombela and Ms Natasha Primo; Thuli Madi, Nthateng Mhlambiso, Nomancotsho Pakade, Mongezi Mhlongo, Jerina Chendze Messie, Apinda Mpako, Stanley Mabena, Sarah Dalton, Simangele Mzizi, Lesego Tlhwale, Yohannes Teclmichael Tesfagabir (former Trustees, staff, interns, fellows and volunteers). Thank You for your very strategic and valuable contributions to the life and work of BTM. Joel Nana, Wayne Hempe and Vasu Reddy, welcome on the BTM Board of Trustees.

On a more personal note I would like to Thank Thuli – in the past years BTM has grown stronger, bigger and more influential largely as a result of your passion and dedication which goes beyond your role as BTM's Director. Bart Luirink, thank You for helping BTM to grow and assume its own identity something most co-founders of organisations do not necessary allow. It has been great serving on the Board with you and all the members.

Happy Birthday Behind The Mask. Here is to more years of professional, quality LGBTI journalism, news reporting, and LGBTI profiling in Africa!

Aluta Continua!

**Nonhlanhla Mkhize**  
*Chairperson*  
*For the BTM Board of Trustees*

# DIRECTOR'S NOTE

**B**ehind the Mask weathered a taxing yet hopeful year in 2009. Among others, this was a year characterised by recession residuals that had also affected the non-governmental organisations (NGO) sector globally on the funding front from overseas countries heavily affected. This was a promising year despite this predicament as the organisation was able to function and attract new partners and funding for some of its projects and overall work.

Among other highlights of this year were a successful two day strategic planning meeting convened with the board of trustees where the 5 year forecast for organisational sustainability was discussed and drafted in April 2009. The last session of this kind had last taken place in 2007. The two day session allowed for the board and Behind the Mask management to bond as they only meet at board meetings that take place at least twice a year.

On the funding front, the Open Society Institute (OSI) through the Open Society Initiative of Southern Africa (OSISA) awarded the organisation a grant of R264.000 to pay for website and office space rental expenses. Hivos (SA) also channelled funds of R108.960 for communication expenses which made a lot of difference on the load that Atlantic Philanthropies would carry as far as operational expenses are concerned. There was also a grant of R23 .800 for the Citizen Journalism in Africa project run by Hivos (SA) in partnership with the South African NGO Network (SANGONET) which was for BTM to train other civil society organisations on how to use both traditional and digital media strategically and with journalistic professionalism to support democratic processes and a diverse and independent media environments.

Other partnerships, still ongoing, that the organisation is involved in particularly fulfilling the communication role through the website and other media-related means are; The Women who have Sex with other Women (WSW) Research Study in partnership with other 10 Southern African organisations in the LGBTI movement including the Human Sciences Research Council (HRSC) funded by the Open Society Initiative of Southern Africa (OSISA) and UNDP. This study is both quantitative and qualitative aimed at raising visibility of

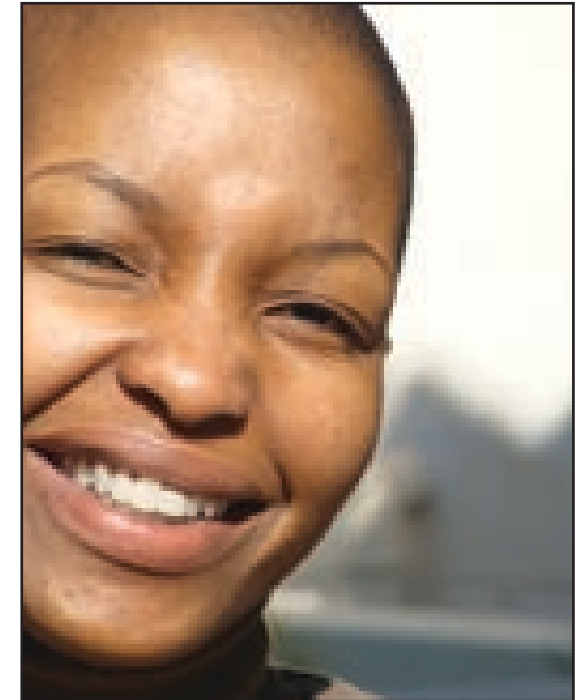
women who have sex with women (WSW), lesbian, bisexual women in relations to HIV & Aids in Southern Africa: A cross – country research project addressing health and community building for advocacy.

Behind the Mask also sits on the organising committee of the African Same-Sex Sexuality and Gender Diversity Conference to be held in South Africa in February 2011. The aim of the conference is, among others, to promote understanding and further study of male and female same-sex sexual practices, identities and communities, including expressions of gender diversity, in Sub-Saharan Africa

The organisation also saw the need to venture into the world of social networks by creating its own facebook page and group in 2009. Through this, many of the website articles have been made accessible on facebook which in turn exerts a pull on and promotes the organisation to a wider range of people all over the world subscribed to it [facebook]. It is always that the Behind the Mask website is esteemed by our visitors as a reliable and consistent source of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) news in Africa.

Behind the Mask continues to have healthy and meaningful relations with its partners, funders and fellow LGBTI groups and individuals and its diverse beneficiaries all over the world helping it to realize its mission and vision.

Thank you all for your support, our work could not be better without you!!!



**Thuli Madi**  
*Director*

# VISION MISSION and OBJECTIVES

**L**unched in May 2000, Behind the Mask is a communication initiative around LGBTI rights and affairs in Africa. The organisation considers information and communication technology (ICT) and independent journalistic activism as its main tools. By way of publishing a website magazine, the organisation gives voice to African LGBTI communities and provides a platform for exchange and debate for LGBTI groups, activists, individuals and allies.

As a means to address these issues, Behind the Mask (BTM), through journalistic activism, strives to mainstream lesbian, gay, bisexual, transgender, and inter-sexed (LGBTI) interest and to promote positive perceptions and tolerance towards homosexuality and same sex traditions in Africa.

Aware of the importance of (advanced) ICT means for African LGBTI activists and individuals, the objectives of BEHIND THE MASK are:

- To develop and maintain a LGBTI-focused website;
- To provide LGBTI-focused journalism training and computer skills training;
- To expand and coordinate a network of BEHIND THE MASK correspondents in African countries;
- To pursue other projects which address local or pan-African LGBTI needs which are consistent with the mission of BEHIND THE MASK;
- To become involved in solidarity initiatives with like-minded organisations; and
- To develop and sustain Behind the Mask's capacity to further the mission of the organisation

Behind the Mask is currently acknowledged as the prime source of reliable information on LGBTI affairs in Africa by a growing constituency of visitors and subscribers; by South African, African and international media, researchers and LGBTI activists in the northern hemisphere, as well as by a growing number of donors willing to support African LGBTI initiatives. As an organisation based in the Gauteng Province of South Africa, BTM has also built a strong profile amongst thousands of LGBTI people in Johannesburg and its surrounding townships. Despite Constitutional protections, legal reforms and the existence of LGBTI organisations, there remains a gap in services for the disadvantaged, largely black LGBTI population of South Africa. Behind the Mask has increasingly been providing off-line services for the community (workshops, counselling, job skills training, marches, meetings and rallies).

Behind the Mask's New Vision, Mission and Values are:

## **a) Vision**

The new vision as developed during the strategic planning session in May 2009 now reads:

***As a proud, celebratory, and reliable voice of African LGBTI people and communities, BEHIND THE MASK strives to promote respect for sexual diversity, and equality before the law.***

The new vision was informed by the organisation's need to:

- Review and revisit its previous strategy;
- Develop clear, refined and defined operational plans;
- Create and instil a new energy and develop it
- Continue fundraising and identifying and targeting new funders nationally and internationally;
- Improve the BEHIND THE MASK board oversight and extend board oversight more practically; and
- Celebrate the organisation's 10 year anniversary in 2010.

## **b) Mission**

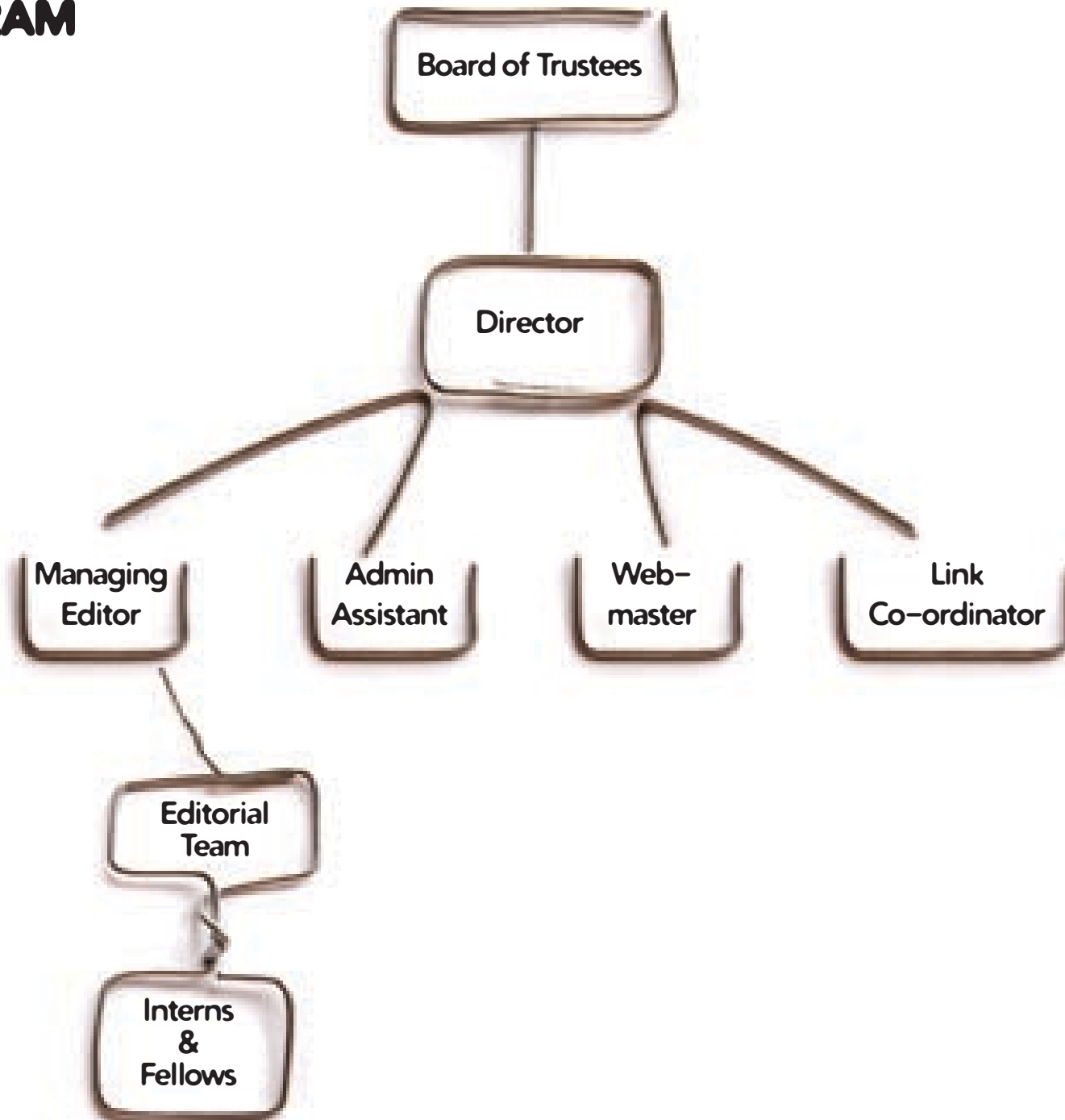
Through journalism and activism, Behind the Mask provides reliable information and initiates dialogue about LGBTI issues in Africa to ensure that human rights are recognised as indivisible and are guaranteed for everyone.

## **c) Core Values**

The organisation's core values, covering its 'corporate' image and operational activities are:

- Pride;
- Reliability;
- Respect;
- Sexual Diversity;
- Equality;
- Activism/ Vigilance; and
- Open-mindedness

# ORGANOGRAM



## SIGNIFICANT DEVELOPMENTS in the LGBTI MOVEMENT on the AFRICAN CONTINENT in 2009

### **Uganda**

Anti Homosexuality Bill tabled in parliament on 14 October. The Bill has been largely criticised worldwide as it aims to ban all forms advocating homosexuality and could see homosexual imprisoned for life if passed. The Bill is currently being discussed with a verdict expected soon.

### **South Africa**

Well known gay rights activist, Zanele Muholi, was awarded a Fanny Ann Eddy accolade, by the International Resource Network in Africa (IRN-Africa), for her outstanding contributions in the study of sexuality in Africa, at the Genders & Sexualities in Africa Conference held in Syracuse, New York.

### **South Africa**

22 September, Delmas Magistrates Court, the murder trial of lesbian activist and former Banyana Banyana midfielder Eudy Simelane was concluded with one of the three murder co- accused sentenced to life imprisonment.

### **South Africa**

In September it was reported that the National Interfaith Leadership Council, formed by Rhema church leader Ray McCauley and closely associated with President Jacob Zuma, flew its conservative colours saying that it wants to revisit laws legalising abortion and same-sex marriages.

### **Rwanda**

A public admission by the Director of Horizon Community Association (HOCA), Naome Ruzindana, that homosexuality does exist in Rwanda sparked controversy in that country and surfaced the debate about homosexuality. That resulted in the review of the constitution in which the Rwandan Government indicated that Article 217 which would criminalise homosexuality will not be a part of the final text of the penal code revisions. Minister of Justice, Tharcisse Karugarama stated: "The government I serve and speak for on certain issues cannot and will not in any way criminalize homosexuality; sexual orientation is a private matter and each individual has his or her own orientation – this is not a State matter at all."

Amnesty International's 2009 Report on the state of the world's human rights has revealed a staggering evidence of human rights violations purported against LGBTI communities in African states. Nigeria, Uganda and Senegal, according to the report are countries that record the most and worst abuses of human rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) people.

**Senegal**

Senegalese people continued to face arbitrary arrests, harassment and discrimination because of their suspected engagement in consensual same-sex sexual conduct. In February last year, nine men and one woman were arrested following media reports on a party allegedly for same sex people.

The Senegalese gay community was shocked beyond words as the body of a gay man was exhumed from the local cemetery of Thiès, 70 km East of Dakar, dragged in the streets before being dropped in the courtyard of his family home by an angry mob who vowed that they will not have a gay man buried in their graveyard.

**Nigeria**

Same Gender Marriage Prohibition Bill by the House of Representatives was passed. The bill aims to root out all forms of homosexual practices in that country. The Bill suggests that individuals who have entered into a same sex marriage are liable to a conviction of three years imprisonment, and those who have witnessed, abetted or aided a same sex marriage are liable to a fine that constitutes a five year jail term.

**Nigeria**

A research study conducted in Abuja, Nigeria by The Centre for the Right to Health (CRH) has shown that the MSM population has contributed to the national prevalence of HIV/AIDS in that country, a factor that has long been overlooked according to the centre. The CRH research discovered that “majority of the respondents had sex without condoms and didn’t feel the need to use such and more than half of the respondents had lost a partner or friend as a result of HIV/AIDS.”

**Burundi**

Antigay Law passed on April 22, amid criticism from LGBTI groups and human rights defenders and despite an overwhelming rejection of the law by the Senate who voted against it in February. The legislation makes sexual relations between persons of the same sex punishable by a prison sentence of three months to two years or a fine of 50 000 to 100 000 Francs (CFA) or both penalties.

**Cameroon**

Arbitrary arrest continue to happen with a Cameroonian LGBTI activist and Deputy President of the Association pour la Défense de l’Homosexualité (ADEFHO), Sébastien Mandeng it was alleged that he was a victim of homophobic slurs and discrimination in the hands of Douala police station officials on 31 October, following an altercation with a taxi driver.

Kenya arrests of homosexuals are still prevalent, however a documentary reflecting the issues of ‘Being gay in Kenya’ is in the pipeline and with it, producers say they want to break the myth that gays and lesbians do not exist in the country, as believed by some members of society. Comprising of first hand experiences of gay Kenyans, the documentary reveals issues of homophobia, stereotyping and stigma in a society in which the majority feel that homosexuality is unAfrican and unbiblical. In the documentary, some participants reveal how they have had to stay in the closet for fear of being identified as gay, while others are said to live double lives in order to fit into society. A protected copy of the documentary for the public is available at Gay Kenya offices on request.

**Kenya**

Two Kenyan men became the first gay couple to wed in London. Charles Ngengi, 40 and his bride, Daniel Chege Gichia, 39, became civil partners under the controversial Civil Partnership Act which came into effect in the UK in 2005 allowing couples of the same sex to have legal recognition of their relationship.

Kenya - The Government will spend Sh40 million on a research to establish the number of gay Kenyans, with the aim to understand their behavioural practices, condom use and risk factors.

**Malawi**

Malawi’s Constitution Amendment Bill banning homosexual marriages was passed in July 2009.

**Swaziland**

A lesbian’s engagement ceremony in Swaziland sparked debates around traditional values of Swazi people in relation to homosexuality. This, after Thuli Rudd, of the Gay and Lesbian Association of Swaziland, publicly engaged her partner Pitseng Vilakazi during a small ceremony in Manzini, Swaziland. Traditional authorities and church leaders have condemned this engagement which was publicised through

**Tunisia**

A film, set to be released on the 7 April 2010 brought the topic of homosexuality back in the agenda in Tunisia. The first feature film by Tunisia’s Mehdi ben Attia titled “Le Fil”, tackles the issue of homosexuality between men within a male chauvinistic society where men are supposed to be men and ancient traditions still rule.

**Zimbabwe**

9 October, Gays and Lesbians of Zimbabwe (GALZ) Director - Keith Goddard dies. He was said to be one of the champions for the struggle for lesbians, gay men, bisexual and transgender (LGBT) people’s rights in Zimbabwe.

SECTION

B

## POLICY DECISIONS TAKEN IN 2009

The mission and vision of Behind the Mask was revisited and modified at the Strategic Planning meeting held between the board of trustees and the organisation's management in April 2009. In addition to this, core values for the organisation were formulated. The modification was as follows:

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### Old Vision

The Vision of Behind the Mask is of a world in which there is acknowledgement of, and respect for, human diversity at all levels. This is understood, embraced and celebrated, and guarantees equal rights for everyone; where every mind and institution unequivocally recognizes this as a matter of course.

### NEW Vision

As a proud, celebratory, and reliable voice of African LGBTI people and communities, BEHIND THE MASK strives to promote respect for sexual diversity, and equality before the law.

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### Old Mission

Behind the Mask is working towards a continent where lesbian, gay, transgender, intersex people have a proud and celebratory voice and information on LGBTI issues is readily available to all. Throughout Africa, human rights of everyone are recognized as indivisible and are guaranteed

### NEW Mission

Through journalism and activism, BEHIND THE MASK provides reliable information and initiates dialogue about LGBTI issues in Africa to ensure that human rights are recognised as indivisible and are guaranteed for everyone

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### Core Values

- Pride;
- Reliability;
- Respect;
- Sexual Diversity;
- Equality;
- Activism/ Vigilance; and
- Open-mindedness.

# FORMAL STRUCTURE and DECISION-MAKING CHANGES

## **Board of Trustees**

There were no changes to the formal structure and decision-making mechanism of the organisation in 2009. The Director still makes all decisions concerning the internal running of the organisation such as operational matters and its day-day management. On matters relating to strategy and decision-making, varying from policy to financials, the Director consults with the Board of Trustees.

## **Frequency of Board Meetings**

The board of trustees meet annually as set by the Trust Deed, a legal document guiding the roles and powers of the board.

## **Director's power within the board**

The Director still makes all decisions concerning the internal running of the organisation such as operational matters and day to day management of it. S/he consults the board of trustees on matters needing strategic decision-making ranging from policy to finance and more.

## **Resigned in 2009:**

Melody Memela (IT Consultant) and Harry Moiloa (Business Development, Nedbank, SA) resigned from the Behind the Mask board.

## **New joining members**

Joel Nana, Wayne Hempe and Professor Vasu Reddy joined the board in 2009.

## **Board Composition:**

Nonhlanhla Mkhize  
Chairperson, Managing Director of the Durban Gay & Lesbian Community Health Centre, SA

Zodwa Shongwe  
Producer at the Windybrow Arts Theatre, SA

Bart Luirink  
Behind the Mask, Founder, Editor of the ZAM Magazine (Netherlands Publication)

Paul Mokgethi  
Reverend at the Hope and Unity Metropolitan Community Church (HUMCC), SA

Vasu Reddy  
Professor & Chief Research Specialist, Gender and Development Unit, Human Sciences Research Council

Joel Nana  
Executive Officer at the Coalition African Men for Sexual Health and Rights (AMShER)

Wayne Hempe  
Financial Director, TBWA\HUNTLASCARIS (JHB)



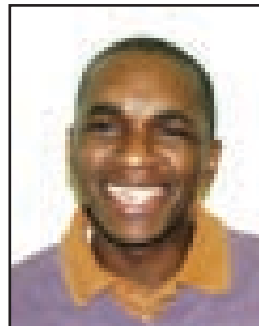
Nonhlanhla Mkhize



Zodwa Shongwe



Bart Luirink



Rev. Paul Mokgethi



Vasu Reddy



Joel Nana



Wayne Hempe

# HUMAN RESOURCES

## Staffing

Jerina Chendze Messie joined the organisation on the 1st of June 2009 as a French Translator/Reporter. Other than her, there were no other new staff members. There were also shifts internally in terms of positions. Mongezi Mhlongo moved from being a Reporter to Senior Reporter after Nthateng Mhlambiso was hired as Managing Editor in March following Mashilo Mnisi's exit from this position. The Reporter position was, however, not filled due to financial constraints.

## Staffers at Behind the Mask:

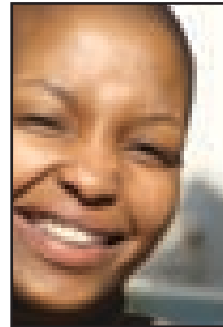
Director	Thuli Madi
Managing Editor	Nthateng Mhlambiso
Link Co-ordinator	Nomancotsho Pakade
Senior Online Reporter	Mongezi Mhlongo
French Translator/Reporter	Jerina Chendze Messie
Admin Assistant	Apinda Mpako
Housekeeper / Webmaster	Stanley Mabena

## Part-time Staffer/s:

Bookkeeper	Sarah Dalton
Intern/s: (HIVOS Intern/Fellowship Programme)	
Simangele Mzizi	Journalism Graduate from the Durban University of Technology (DUT) (01 July 2009– 31 July 2010)
Lesego Tlhwale	Journalism Graduate from Rosebank College, SA. (02 March 2009 – end June 2010)

## Fellow/s: (HIVOS Intern/Fellowship Programme)

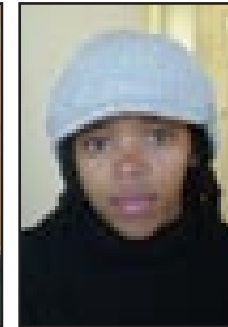
Yohannes Teclmichael Tesfagabir – the University of the Free State (SA) Masters Graduate in Human Rights specializing in Sexual & Reproductive Rights originally from Eritrea, Africa.



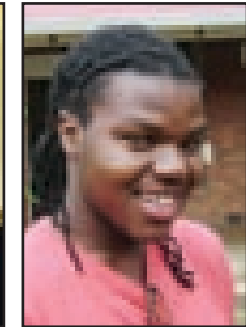
Thuli Madi



Nthateng Mhlambiso



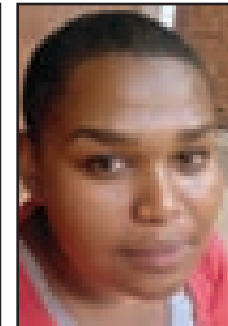
Nomancotsho Pakade



Mongezi Mhlongo



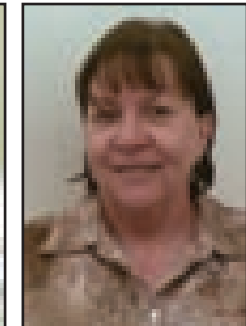
Jerina Chendze Messie



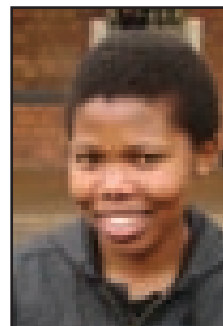
Apinda Mpako



Stanley Mabena



Sarah Dalton



Simangele Mzizi



Lesego Tlhwale

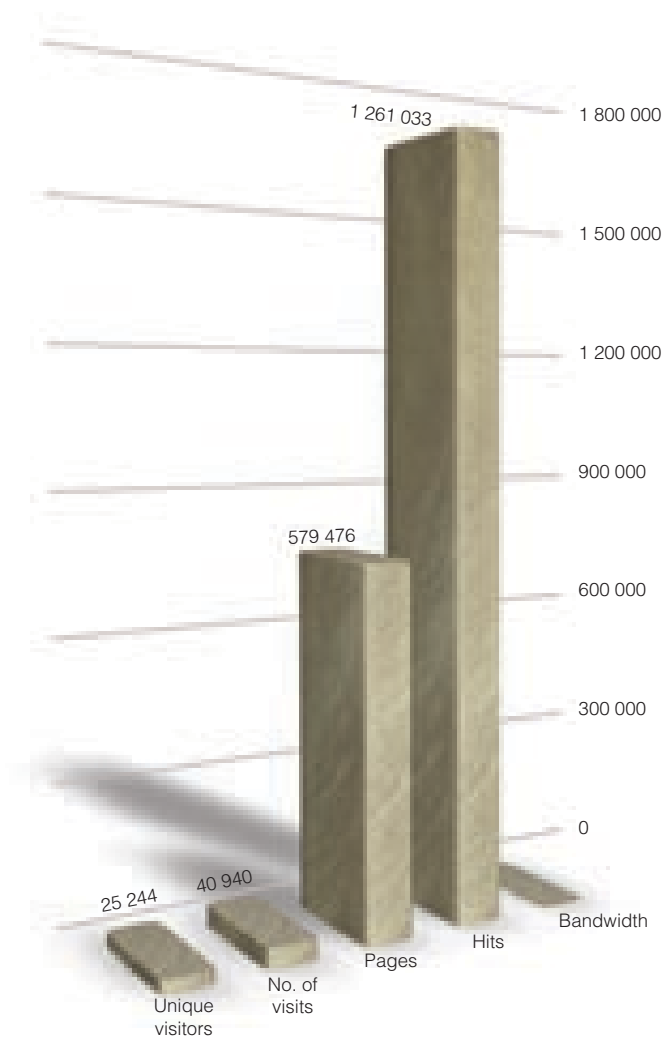


Yohannes Teclmichael Tesfagabir

# WEB STATISTICS

There were a total of 179 in-house produced English written articles and 103 sourced ones from other news portals. 157 articles were produced by the news team in 2008 which marks an increase even though not significant. A total of 112 French articles were produced and translated in-house in 2009.

Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
Jan 2009	25244	40940	579476	1261033	6.20 GB
Feb 2009	22768	34984	555414	1236896	5.97 GB
Mar 2009	31275	45869	707196	1682918	7.69 GB
Apr 2009	24563	37022	584500	1331395	4.06 GB
May 2009	26197	38945	609963	1431643	4.79 GB
Jun 2009	25252	37270	621478	1379683	4.84 GB
Jul 2009	25275	38219	648300	1411374	4.87 GB
Aug 2009	22404	33955	630449	1302995	4.52 GB
Sep 2009	20854	30913	602216	1258278	4.66 GB
Oct 2009	24175	35835	800267	1590322	5.75 GB
Nov 2009	20804	31713	743001	1380809	5.72 GB
Dec 2009	18287	27866	587166	1121774	4.08 GB
<b>Totals:</b>	<b>287098</b>	<b>433531</b>	<b>7669426</b>	<b>16389120</b>	<b>63.15 GB</b>



## SUMMARY

Reported Period: January 2008  
 First Visit: 01 January 2009, 00h00  
 Last Visit: 31 January 2009, 23h59

	Unique visitors	Number of visits	Pages	Hits	Bandwidth
<b>Viewed traffic *</b>	25 244	40 940 (1.62 visits/visitor)	579 476 (14.15 pages/visit)	1 261 033 (30.8 hits/visit)	6.20 GB (158.84 KB/visit)

## BRIEF OVERVIEW of IMPLEMENTED ACTIVITIES & OUTPUTS

### The Journalism Training Project (JTP)



### Follow-up Workshop

14–18 September 2010 – Johannesburg, South Africa

The Journalism Training Project aims to increase the capacity of Behind the Mask's correspondents in different African countries to contribute news articles to Behind the Mask's website. The follow up workshops aimed to strengthen the network of correspondents' skills in order to improve the quality of their submissions and make correspondence easier.

#### Activity

Behind the Mask selected eight correspondents from East African countries, Kenya, Uganda, Malawi and Uganda who have been actively involved in sharing news with the organization between 2004 and 2008.

Correspondents were trained on basic journalism skills such as, news writing, photojournalism, new media tools and the benefits of citizen journalism.

#### Output

Behind the Mask facilitated a five day workshop on 14-18 September 2009 and empowered eight correspondents, some from organizations, others individuals while others are already media practitioners.

This also became an opportunity for the organization to strengthen ties with its correspondents and for correspondents to network amongst each other.

Already, communication between correspondents and the organization has improved due to training around new media communication tools such as Google talk, facebook, blogs etc. More diverse stories are reaching the organization from correspondents in different countries.

#### Outreach

- Direct:
- 8 correspondents/ 3 lesbians, 1 trans man, 4 gay men
- Countries:
- Uganda, Malawi, Kenya, Rwanda
- Indirect:
- Represented organizations, individuals and consumers of organizations services, Behind the Mask, its constituencies and visitors of BTM's website.

#### Progress

The organisation currently receives a maximum of about five stories a month from correspondents in different countries. More active correspondents are in, Uganda, Kenya and Malawi. There has been an improved communication between Behind the Mask and correspondents through, new media communication tools.

#### Internals analysis

There is now shared workload between correspondents and the newsroom at Behind the Mask. As there is more frequent flow of informative communication. Ties between Behind the Mask and its correspondents have been strengthened which makes story writing easier since there is trust between the organization and its correspondents.

#### Beneficiaries

Represented organizations, individuals and consumers of organizations services, Behind the Mask, its constituencies and visitors of BTM's website.

SECTION



## Intern / Fellowship Programme

**Internship:** Assists journalists by training their practical skills and increase their knowledge on LGBTI issues. It also capacitates Human Rights Defenders' organizational development needs.

**Fellowship:** Enhances the knowledge of qualified journalists to report fairly on LGBTI issues. It also assists Human Rights Defenders acquires more knowledge on LGBTI movement and/or organizational building.

### Activities

**Interns:** Two candidates were recruited for the Internship in 2009. One was appointed on the 2nd of March 2009, to finish our previous Intern's, Mongezi Mhlongo, 2008 term. The 2009 Intern was appointed on 1st July and both signed the Terms of Reference (TOR) with the organisation to implement newsroom tasks. The interns were coached, mentored, their progress monitored and evaluated by the Managing Editor.

**Fellow:** One fellow, Yohannes Teclmichael Tesfagabir was recruited in 2009 from February – May. Yohannes was the University of the Free State (SA) Masters Graduate in Human Rights specializing in Sexual & Reproductive Rights originally from Eritrea, Africa. His term with the organisation was for 12 months but ended earlier due to spotted opportunity in the United States. The organisation had challenges replacing this fellowship opening due to not being able to find the qualifying candidates in time. His replacement was only found in late December 2009 but could only resume with the organisation in early 2010.

### Outputs

Interns – Simangele Mzizi produced 24 articles in her 5 months with Behind the Mask while Lesego Tlhale produced 36 articles in the 9 months. These articles can be found on the website [www.mask.org.za](http://www.mask.org.za)

Fellow – Yohannes' assignment within the 12 months was to write a paper on "Trends and Challenges in Securing Human Rights of LGBTI People at International Levels" which was to be circulated as wide as possible to various

sectors in and outside the continent. Two chapters had been submitted before his departure. The paper could not be published at its incomplete state.

### Indicator/s

Proficient journalists in LGBTI news were groomed through the organisation's Internship programme. This was partially the case with the fellow as his term was shorter than planned.

### Outreach

Direct:

- Intern – Durban, South Africa
- Intern – Johannesburg, South Africa
- Fellow – Eritrea, Africa

Indirect:

- BTM's constituency and website visitors

### Internal analysis

While the intern/fellowship programmes provide a good opportunity for activists and Behind the Mask to transfer skills and groom those of journalism interns, the recruitment of these persons especially outside South Africa is highly challenging for the organisation. All interns and fellows are expected to raise their own funds in travel to and out the country; this together with the process of visa applications for a year is time consuming and full of challenges. In the end, recruited fellows or interns either give up their opportunity with the organisation. Recruitment of interns from South Africa is always easier as most 3rd year students from Technikons apply in abundance since internship placement with a media organisation is a perquisite for them in order to graduate as journalists. In principle, the intern/fellowship programme is primarily for LGBTI individuals outside the country since such opportunities for them are said to be scarce. Through recommendation by HIVOS, the funder of this project, Behind the Mask is working on revising and simplifying the process for the benefit of our non-South African interns and fellows.

### Beneficiaries

Behind the Mask  
Interns and a fellow  
BTM's constituency and website visitors

### Progress

The Intern / Fellowship Programmes have increased the capacity of 6 LGBTI individuals in the form of Journal-

ist and Human Rights Defenders, dating from 2006/7 to 2009/10.

## Citizen Journalism in Africa Project (CJA)

Behind the Mask is part of the Citizen Journalism in Africa (CJA) Project run by Hivos and the South African NGO Network (SANGONET).

The specific objective of the CJA project is to improve the capacity of selected African Civil Society Organisations in the field of gender, children and youth, HIV/AIDS and rural communities to use both traditional and digital media strategically and with journalistic professionalism to support democratic processes and diverse and independent media environments. The overall objective of the CJA project is to increase outreach in local media, of balanced, objective and informative reporting on the situation of targeted marginalized groups including women, which contributes to an increased involvement and participation of these groups in democratic processes on the national level.

### Activity/ies

SANGONET refresher workshop

Attended a meeting called by Sangonet to refresh skills together with other organisations that BTM is working with on the CJA project. Organisations were, the Forum for Empowerment of Women (FEW), and Aids Consortium. In this meeting BTM got to meet all its partners and identify problems experienced by participating organisations when using the CJA portal. SANGONET also gave an overview the digital storytelling online course.

Behind the Mask attended the Annual Highway Africa Conference, on request by the CJA project officer, and presented on the topic, "Gender Media and Civil Society" where BTM presented on how new media is opening space for marginalized groups such as gays and lesbians, for their voice to be heard.

Refresher meeting BTM and selected organisations  
BTM hosted a meeting with recruited organizations, Forum for Empowerment of Women (FEW), Coalition of African Lesbians (CAL) and Lesbian and Gay Equality Project. These organisations were trained on basic news writing skills, Photojournalism, digital storytelling and benefits of citizen journalism in the NGO sector.

Posting articles on the CJA portal  
 BTM started posting some articles on the CJA portal to maximize its reach also fulfilling one of the CJA project's objectives of information sharing. BTM also created a facebook profile and started posting articles on facebook where it reaches many diverse audiences.

**Outputs**

The ongoing training workshops of partner organizations on New Media communication tools, news writing, digital storytelling.

**Indicators**

Digital stories created by BTM and partner organisations  
 Over 100 news stories published on the CJA portal [www.citizenjournalismfrica.org.za](http://www.citizenjournalismfrica.org.za)  
 Over 200 news stories and images published on BTM's Facebook profile  
 Highway Africa Conference Presentation

**Beneficiaries**

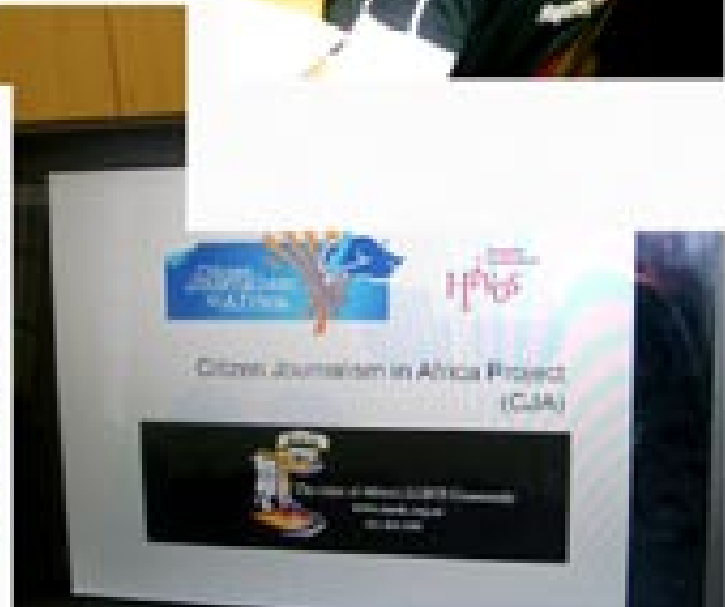
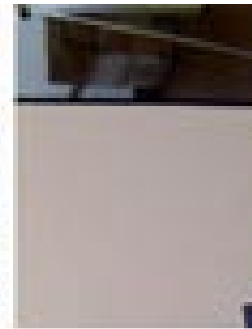
- Direct:
- 3 Partner organisations (Forum for the Empowerment of Women (FEW), Coalition of African Lesbians (CAL) and Lesbian & Gay Equality Project (LGEP), Individual organisational representatives
- Indirect:
- BTM constituencies
  - Partner organisations constituencies
  - Readers of BTM's news

**Progress**

There is ongoing training of partner organisations on new media communication tools, news writing, photojournalism and digital story telling through to 2010.

**Internal analysis**

Since new media is opening spaces for marginalized people to make their voices heard, The CJA project has helped the organisation realize its communication potential. This has helped speed up story writing processes since we now no longer depend on face to face, telephonic or email interviews. BTM has managed to get a variety of opinions from diverse audiences through facebook and other social networks.



**Annual Printed News Publication**

The annual printed news publication republishes some of the breaking news that had been published on BTM's website [www.mask.org.za](http://www.mask.org.za) during the course of the year, particularly for BTM's constituencies who do not have access to the internet to visit the website. It is also distributed to donors, LGBTI/likeminded organisations and friends of Behind the Mask.

**Activity**

Selection of breaking stories and images from the web-

site to be republished on the printed publication.

**Outputs**

1000 copies printed and distributed to BTM's constituency, donors, LGBTI/gay-friendly organisations and friends of Behind the Mask.

**Indicators**

More than 40 articles from different African countries and images published on the printed publication

**Beneficiaries**

- Direct
- Existing and potential donors, LGBTI or-

rganisations, individuals and civil society organisation locally, regionally and internationally.

Indirect • Anyone who has access to the copy

### Progress

Publication was printed in 2010.

### Internal analysis

The magazine plays a vital role in informing BTM constituencies, particularly those who have limited or no internet at all, of the news covered throughout the year. This is in line with BTM's mission, part of which is to make information on LGBTI issues, readily available to all.

### The Link Programme

The Link Programme's main focus is activism within the LGBTI society across Africa. It strives towards creating allies with human rights defenders and the civil society organisations across Africa and aims to support initiatives promoting LGBTI human rights. Thus, the Link Programme Coordinator is tasked to investigate, collect and disseminate information related to human rights issues within the LGBTI society in Africa.

Annually the Link programme is primarily concerned with the Link Quarterly newsletter and Video Advocacy Project, apart from other activities. For 2009, The Link Programme Coordinator managed to secure funding for a research project focusing on the black butch lesbian identity funded by the Kartini Asia Network.



### Activity

The Link Programme Coordinator monitors human rights violations through written reports that are published on BTM's website complement the newsroom's work. The investigated and collected information of LGBTI human rights issues are also disseminated via the Link Quarterly newsletter. The Link's work, at times, insists on a referral role i.e. people enquiring about same-sex marriages and assisting media personnel in setting up interviews with activists. This portfolio is also part of the BTM's Speakers Bureau which occasionally entails representing BTM in certain spaces.

### Outputs

The Link aims to surface human rights violations and challenges faced by the LGBTI sector in Africa through documenting such incidences for the advancement of human rights. Furthermore, the Link aims to connect the relevant stakeholders and mobilize with involved human rights defenders and LGBTI organisations.

### Indicators

Through Link allies have been created for the advancement of human rights within the LGBTI sector, and as such there have been LGBTI individuals who actively reported their stories. Thus the Link encourages the LGBTI society to speak out about and challenge human rights violations.

### Outreach

Direct • Mainstream society at large, policy-makers, government officials, service providers, all sectors of the LGBTI community, local; and international human rights organisations.

Indirect • Same as above

### Beneficiaries

BTM gets exposure of its work, LGBTI society in Africa, through claiming the space created by the Link.

### Progress

The Link has been assisting refugee boards in on-going cases of human rights violations of LGBTI individuals in African countries seeking asylum. In addition, the Link is continuously involved in advocacy related campaigns.

### Internal Analysis

The Link is a networking portfolio that not only builds on BTM's data base through allies but actively engages with LGBTI oriented organisations, activist and human rights defenders by supporting campaigns and initiatives. Furthermore, the documentations of human rights violations can be considered as valuable data that contributes in the historical data necessary in redressing human rights issues.

### The Video Advocacy Training Project



The VAP training initially is a skills transference project that focuses on enhancing advocacy initiatives in East African LGBTI and/or human rights oriented organisations. The skills transference presented itself as a train-the-trainer model. The former Link Coordinator (Musa Ngubane) underwent training in Canada via the Witness Institute; she then adopted the Witness Video Training Manual which is now annually used by BTM as the crux of its East African VAP to equip others. Each year this initiative seeks to incorporate video data as a form of advocacy i.e. through documentaries that can be used as evidence but also for the significance of capturing the narratives of the struggles endured by sexual minorities in their respective countries.

The Video Advocacy Project (VAP) offers a week long workshop to human rights defenders and activist whose work focuses on LGBTI and human rights violations in

East Africa. In each training BTM grants two cameras so participants can produce some data which later can possibly be used to compile a documentary but also as an outcome indicator to assess the effectiveness of this training.

Kenya was the first country that VAP identified in 2008, given the visibility of the LGBTI and/or human rights defenders and the networks created with BTM. Early in 2009, the Ugandan government proposed the anti-homosexuality bill which has stirred up dialogue. It was decided that Ugandan activists could use the skills offered by this programme. Hence, BTM approached FARUG and with the help from Kasha Jacqueline and Val Kalende 10 diverse participants (including Kasha and Val) from other relevant organisations were recruited. The training is usually scheduled for September each year. Due to the unavailability based on prior arrangements, participants from Uganda requested for the training to be moved from 28 September-02 October to 05-09 October 2009.

### **Activity**

Nthateng Mhlambiso (Managing Director) and Noman-cotsho Pakade facilitated the video advocacy October 2009 training in Kampala. 10 participants were trained from diverse LGBTI oriented organizations. By the end of the workshop, participants were familiar with the basics of video capturing as an advocacy tool. Themes and different topics were explored for different individuals depending on their organisational work. After the training, participants were aware that they are expected to develop their own footage influenced by the discussed themes through integrating video advocacy into a specific campaign, project/initiating production on a DVD documenting on any challenges experienced by the LGBTI society in Uganda, which they identified as worth documenting.

### **Outputs**

The documentary should be in its production phase of capturing challenges faced by the Ugandan society into themes proposed by participants such as HIV/AIDS among Kuchus and accessibility of the healthcare system, narratives of trans identities in Uganda and in the healthcare system, and the struggle of coming out as a part of sexual minority group. Since the training is usually in September-October, participants are often expected to submit the raw footage before July of the following year. However, the concern for funding of the production phase

of the video advocacy project (VAP) was voiced by the participants arguing that funding would be necessary for e.g. transportation and compensation for their interviewees and that it seemed unfair that they will have to tap into funding of some of their project to finance video capturing. Facilitators assured participants that should any of the groups be able to come up with the raw material, BTM will fully pay for the post-production phase of editing and the work would be reference as their production though acknowledging the role BTM has played.

### **Indicators**

To document human rights violations and challenges faced by the East African LGBTI society as the basis to create dialogue towards counteracting such. Video advocacy is a necessary and significant skills transference project that enables an immediate evidence based insight into real life experiences of LGBTI community.

### **Outreach**

- |          |   |
|----------|---|
| Direct   | <ul style="list-style-type: none"> <li>• Mainstream society at large, policy-makers, government officials, service providers, all sectors of the LGBTI society, local and international human rights organisations</li> </ul> |
| Indirect | <ul style="list-style-type: none"> <li>• Same as above</li> </ul>   |

### **Progress**

The documentary DVD to be submitted to various institutions i.e. film festivals but also in public seminars for discussions.

### **Internal Analysis**

The VAP participants from Uganda are the second team after the Kenyan team (2008) as such the second training sought to build on the techniques already established and also improve on them. The Kenyan team has sent some raw footage and BTM is still waiting for some of the footage in order for the post-production to proceed. The Kenyan 2008 documentary is yet to be compiled. The delay can also be attributed to the change in Link Coordinators, amongst other issues. The key issue that stands out is that of funding for the production phase which should be dealt with prior the third 2010 training, which does not only delay the post-production phase but rather makes it difficult to coordinate the project beyond the workshop.

## **The Link Quarterly Newsletter**

The Link Programme produces four electronic newsletters annually but on quarterly basis. The target audience includes the LGBTI organizations both regionally and internationally. With the new website (soon to be launched), the Link Quarterly newsletter will not only be archived but will be available long after it has been published. This newsletter is published to keep its relevant stakeholders updated with advocacy related initiatives.

### **Activity**

The Link produced and distributed 4 electronic quarterly newsletters to its target audience during 2009, thereby meeting its target.

### **Outputs**

The newsletter is aimed at promoting dialogue, documenting human rights activities and promoting activism.

### **Indicators**

Through the document advocacy related activities, the newsletter raises awareness of current human rights affairs within the LGBTI society. Furthermore, it promotes the LGBTI individuals to come forward with their testimonies and thus encourages these individuals to challenge the violation of their human rights.

### **Outreach**

- |           |   |
|-----------|---|
| Direct:   | <ul style="list-style-type: none"> <li>• Primarily the LGBTI society; its organizations, activities and human rights defenders.</li> </ul>            |
| Indirect: | <ul style="list-style-type: none"> <li>• Media and diverse groups of individuals who access the information from BTM's Mainstream website.</li> </ul> |

### **Beneficiaries**

BTM, Interested parties such as the human rights oriented organizations, refugee boards and the LGBTI organizations.

### **Progress**

The newsletter has its focus on human rights issues within the LGBTI society; as such it had people sharing their experiences while created ties with others for the advancement of human rights.

**Internal Analysis**

Constructive and insightful comments made in response to the newsletter have been taken into account and suggestions implemented.

**Quarterly Electronic Newsletter**

Behind The Mask produces four electronic newsletters quarterly each year. These newsletters are circulated primarily to donors, individuals and other sister organisations both locally and internationally.

**Activity**

BTM produced and electronically distributed four quarterly newsletters to individuals and other sister organisations during the year 2009 which was a collaborative effort from the newsroom team.

**Output**

BTM donors and other sister organisations received the quarterly newsletters that informed them of activities the organisation was involved with, in the year 2009.

**Indicators**

Four quarterly newsletters produced and distributed.

**Outreach**

Direct:

- BTM donors: Hivos, Atlantic Philanthropies, NIZA, Astraea Foundation for Justice and Open Society Institute (OSI)

Others:

- Sister organisations and individual BTM subscribers

Indirect:

- Consumers of BTM news

**Beneficiaries**

Behind The Mask;  
Mainstream and LGBTI contacts in the organisation's subscription list such as donors, sister organisations and a diverse group of individuals interested in LGBTI news.

**Progress**

BTM donors, sister organisations and a diverse group of interested individuals were informed of the highlights of the organisation's work during the year 2009.

**Internal analysis**

Newsletters have a vital tool to inform donors and sister organisations about BTM's activities and developments throughout the year.

**BTM in French**

This is the French section of the website where French translated articles from English are published. The BTM in French section caters specifically for the needs of our LGBTI French speaking community at large.

**Activities**

French translator and reporter researched events and activities happening in francophone Africa. The French reporter thereafter produced articles that were published in English first, translated then published on the French section of the website. The same goes for all the other articles published in English, they are all translated in French and published on the French section.

**Outputs**

A total of 98 articles were published by the French Translator/Reporter on the French section. This includes both articles related to LGBTI news and activities in francophone and other articles translated from English to French. A network of 9 contacts were built and maintained in 2009 which adds to the 10 contacts from 2008, the total now being 19 solid contacts from Francophone countries,

**Indicators**

We received numerous calls and e-mails from overseas organizations and individuals, mainly France and Canada, asking for information on LGBTI situation in Francophone Africa. We also had more French speakers visiting the website according to web statistics for 2009. A network of reliable contacts in French speaking countries was created.

**Outreach**

Direct:

- African French speaking LGBTI communities at large

Indirect:

- Civil Society, interested individuals and groups across the globe

**Beneficiaries**

Behind The Mask  
Anyone who finds the French written articles resourceful

**Progress**

With a network of reliable contacts now in existence, the training of correspondents will be effective in 2010 first quarter.

**Internal Analysis**

BTM is achieving its goal which aims at making French-speaking LGBTI activists feel included and cared for by the organization and the rest of the LGBTI movement in Africa. French speaking LGBTI activists do rely on English-speaking activists, who are ahead when it comes to LGBTI mobilization, activism and awareness.

SECTION

## FUNDERS: LOCAL & INTERNATIONAL

### HIVOS

[www.hivos.nl](http://www.hivos.nl)

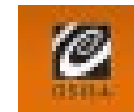
HIVOS is a Dutch non-governmental organisation inspired by humanist values. Together with local organisations in developing countries, HIVOS seeks to contribute to a free, fair and sustainable world in which citizens – women and men – have equal access to the resources and opportunities for their development, and where they can actively and equally participate in decision making processes that determine their lives, society and future.

HIVOS currently funds BTM for two projects. The first is called Increasing LGBTI visibility in Africa. An amount of R 150 000 was channeled into the 2008 – 2010 three year cycle with the organisation. For the second project, Coaching for Behind the Mask, HIVOS granted BTM R 26 500.

### ATLANTIC PHILANTHROPIES

[www.atlanticphilanthropies.org](http://www.atlanticphilanthropies.org)

Atlantic Philanthropies is a philanthropy organisation, with headquarters in New York, dedicated to bringing about lasting changes in the lives of disadvantaged and vulnerable people. AP has been BTM's only core-funder since 2004. During the period 2008 – 2010, an amount of R 3, 000 000 from AP funded the organisation's operational costs and project's costs.



**ASTRAEA LESBIAN FOUNDATION FOR JUSTICE**

www.astraeafoundation.org

Astraea Lesbian Foundation for Justice is a dynamic global organisation providing critically needed financial support to lesbian-led, transgender, LGBTI and progressive organizations. Separated by continents, language and culture, Astraea grantees are seizing opportunities, and laying the groundwork necessary for women and LGBTI people to claim their human rights. Astraea staff, board member and grantees all share a deep commitment to feminist principles and human rights.

Astraea Foundation was instrumental in kick-starting the BTM in French project in 2007. BTM was granted \$ 80 000 in 2007/8, payable over 3 years.

**CITIZEN JOURNALISM IN AFRICA PROJECT**

The Citizen Journalism in Africa (CJA) Project is an initiative by Hivos/ SANGONeT. The project aims at building the capacity of civil society organisations to use online and offline citizen journalism as a means of publication, lobby, networking and knowledge sharing with their constituencies. The focus is on both traditional and new media. Special attention is given to the development of sound and ethical journalistic, lobby, networking and publication skills.

The overall objective is to increase outreach in local media of balanced, objective and informative reporting on the situation of targeted marginalized groups including women, which contributes to an increased involvement and participation of these groups in democratic processes on the national level.

CJA granted the organisation R 108 960 in 2009/2010 for its connectivity expenses and R 23 800 for CJA trainings and production of a publication.

**OPEN SOCIETY INITIATIVE FOR SOUTHERN AFRICA (OSISA)**

www.osisa.org

OSISA is part of the Soros Network of Foundations, and is affiliated to the Open Society Institute (OSI). Although Soros finances, OSISA is an autonomous Southern African organisation governed by a Board of Southern Africans who are committed to the principles of an open society.

OSISA works to build and strengthen the values, practices and institutions of open and tolerant democracies throughout Southern Africa.

OSISA supports advocacy initiatives that seek to enhance public policy and improve the situation of the most marginalized members of Southern African communities. They support human rights defenders and other actors who seek to bring about social justice, pulling together diverse organisations and institutions, facilitating dialogue between key national players, and providing financial resources to organisations that promote open society ideals.

All efforts are aimed at building the capacity of civil society organisations to advocate for transparency, accountability and democratic practice, whilst supporting state actors who show a willingness to be held accountable to their citizens.

OSISA funds BTM for project called Increasing LGBTI visibility in Africa and has afforded the organisation R 264 000 for the year 2009/2010.



# PARTNERSHIPS: LOCAL, REGIONAL & INTERNATIONAL LGBTI ORGANISATIONS

Adapted from ILGA's LGBTI Rights in the World  
[www.ilga.org](http://www.ilga.org)

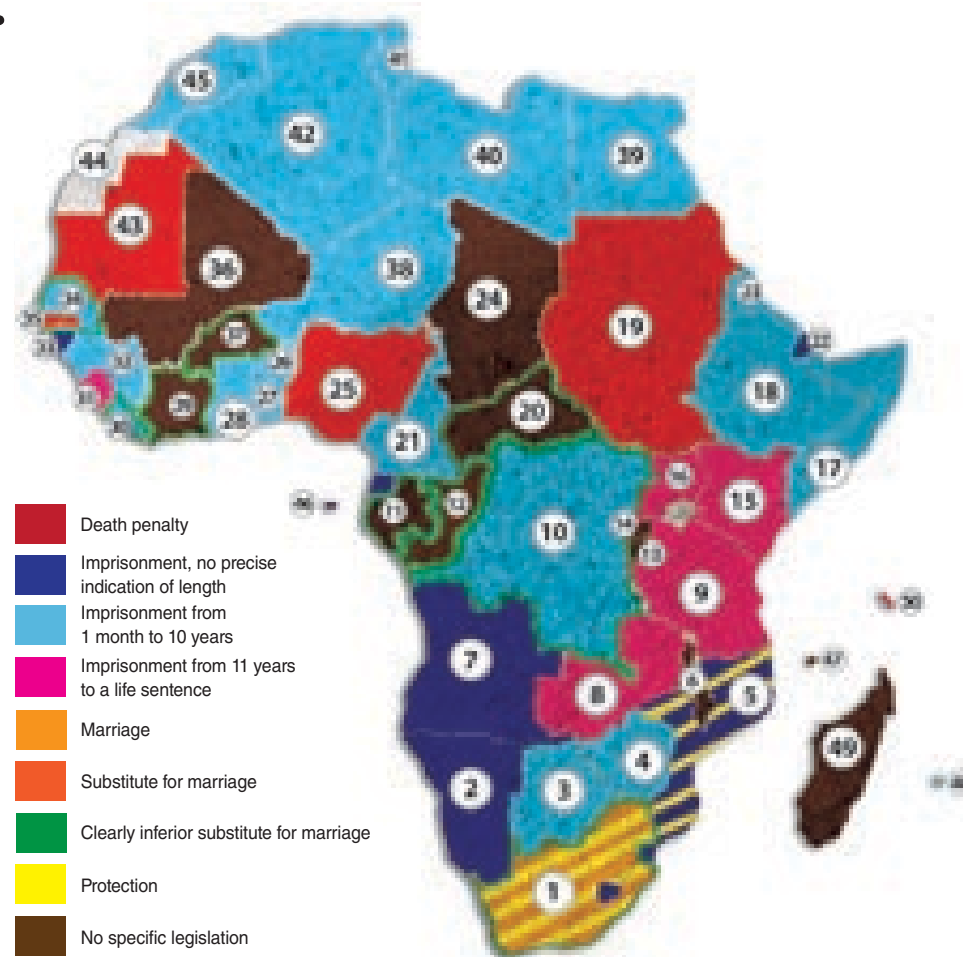
## OUR PARTNERS (AFRICA)

Behind the Mask has been a member of the Joint Working Group (JWG) since 2003 - a South African network of Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) organisations. The organisation is also part of the network's management structure comprising of 3 other national LGBTI organisations. The JWG works at a national level towards a coordinated approach to LGBTI issues.

On a regional front, BTM is a member of the Coalition of Africa Lesbians and the Pan-African ILGA. Both these bodies work towards advocating and protecting the rights of LGBTI people in the African continent. The organisation sits on the International advisory boards of the International Gay and Lesbian Human Rights Commission (IGLHRC) and the Astraea Lesbian Foundation of Justice, both located in New York, but whose work stretches over Africa.

The BTM website is linked to over 100 LGBTI and human rights organisations in the world. These organisations include:

- Gays and Lesbians of Zimbabwe (GALZ)
- The rainbow Project (Namibia)
- INCREASE (Nigeria)
- Alternative Cameroon (Cameroon)
- Friends of Rainka (Zambia)
- Centre for the Development of People (Malawi)
- Freedom and Roam Uganda (Uganda)
- Association pour le Respect et les Droits des Homosexuels (Burundi)
- Lesbians, Gays and Bisexuals of Botswana (Botswana)



- |                                       |                               |                    |                            |
|---------------------------------------|-------------------------------|--------------------|----------------------------|
| 1 - South Africa                      | 14 - Rwanda                   | 27 - Togo          | 41 - Tunisia               |
| 2 - Namibia                           | 15 - Kenya                    | 28 - Ghana         | 42 - Algeria               |
| 3 - Botswana                          | 16 - Uganda                   | 29 - Cote D'Ivoire | 43 - Mauritania            |
| 4 - Zimbabwe                          | 17 - Somalia                  | 30 - Liberia       | 44 - Western Sahara        |
| 5 - Mozambique                        | 18 - Ethiopia                 | 31 - Sierra Leone  | 45 - Morocco               |
| 6 - Malawi                            | 19 - Sudan                    | 32 - Guinea        | 46 - Sao Tome and Principe |
| 7 - Angola                            | 20 - Central African Republic | 33 - Guinea Bissau | 47 - Comoros               |
| 8 - Zambia                            | 21 - Cameroon                 | 34 - Senegal       | 48 - Mauritius             |
| 9 - Tanzania                          | 22 - Djibouti                 | 35 - Gambia        | 49 - Madagascar            |
| 10 - Democratic Republic of the Congo | 23 - Eritrea                  | 36 - Mali          | 50 - Seychelles            |
| 11 - Gabon                            | 24 - Chad                     | 37 - Burkina Faso  |                            |
| 12 - Congo                            | 25 - Nigeria                  | 38 - Niger         |                            |
| 13 - Burundi                          | 26 - Benin                    | 39 - Egypt         |                            |
|                                       |                               | 40 - Libya         |                            |

SECTION

E

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- 24 Report of the Board of Management**
- 25 Balance sheet**
- 25 Income statement**
- 26 Notes to the financial statements**

The following do not form part of the annual financial statements and are presented for information purposes only.

- 27 Schedule of expenditure**
- 28 Cash flow statement**
- 28 Schedule of funders**
- 29 Schedule of fixed assets and depreciation**
- 30 Detailed schedule of expenditure**

**Note:**

The annual financial statements, which appear on pages 24 to 30 were approved by the Board of Trustees and signed on their behalf.



Trustee



Trustee

Johannesburg - 16 March, 2009.



**QUALIFIED REPORT OF THE INDEPENDENT AUDITORS TO THE BOARD OF MANAGEMENT OF  
BEHIND THE MASK TRUST**

We have audited the annual financial statements of the Trust set out on pages 2 to 7 for the year ended 31 December 2009. These financial statements are the responsibility of the board. Our responsibility is to express an opinion on these financial statements based on our audit.

**Scope**

We conducted our audit in accordance with statements of International Standards of Auditing. Those standards require that we plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement.

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 risk 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

**Basis for qualified opinion**

In common with similar organisations, it is not feasible for the society to institute accounting controls over cash collections from donations and fund raising activities prior to the initial entry of the collections in the accounting records. Accordingly, it was impracticable for us to extend our examination beyond the receipts actually recorded.

**Qualified Audit Opinion**

Except for the effects of any adjustments which might have been necessary had it been possible for us to extend our examination of the matters referred to above, in our opinion these financial statements fairly present the financial position of the Trust at 31 December 2008 and the results of its operations for the year then ended in accordance with its accounting policies.

REGISTERED ACCOUNTANTS AND AUDITORS  
JOHANNESBURG  
16 April 2010

N.A. LEIBOVITZ AND COMPANY  
CHARTERED ACCOUNTANTS (S.A.)  
Tel: (011) 440-5343 Cell: 083-383-6771

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P.O.Box 51487 Raedene 2124  
N.A.LEIBOVITZ B.COMM(WITS) B.ACC(WITS) C.A.(S.A.)

# REPORT OF THE BOARD OF MANAGEMENT

## BEHIND THE MASK TRUST. REPORT OF THE BOARD OF MANAGEMENT FOR THE YEAR ENDED 31 DECEMBER 2009

The trustees present their annual report, together with the financial statements of the trust for the financial year ended 31 December 2009.

### GENERAL

The principal object of the trust is to empower and support LGBT people in Africa by the gathering and dissemination of relevant well-researched and accurate information. To this end the trust publishes an independent website magazine and hard copy newsletters on LGBT affairs in Africa. The Trust also provides related training and is involved in advocacy initiatives.

The results of the trust's activities and the state of its affairs are set out in the attached financial statements.

### POST BALANCE SHEET EVENTS

There were no material facts or circumstances which have occurred in the trust's operations between the balance sheet date and the date of this report.

### STATEMENTS OF RESPONSIBILITY

The board of trustees is responsible for the maintenance of adequate accounting records and the preparation and integrity of the financial statements and related information. The auditors are responsible to report on the fair presentation of the financial statements.

The board of trustees are also responsible for the trust's systems of internal control. These are designed to provide reasonable, but not absolute assurance as to the reliability of the financial statements, and to adequately safeguard, verify and maintain accountability of assets, and to prevent and detect misstatement and loss. Nothing has come to the attention of the trustees to indicate that any material breakdown in the functioning of these controls, procedures and systems has occurred during the year under review.

The financial statements have been prepared on the going concern basis, since the board of trustees have every reason to believe that the trust has adequate resources in place to continue in operation for the foreseeable future.

### BOARD OF TRUSTEES

N. Mkhize - Trustee - Chairperson  
P.K.B. Mokgethi - Health - Trustee  
Z. Shongwe - Trustee

V. Reddy - Trustee - New appointment  
J. Nana - Trustee - New appointment  
W. Hempe - Trustee - New appointment

M. Memela - Trustee - Resigned  
N.L. Primo - Trustee - Resigned  
H. Moiloa - Trustee - Resigned

N.P. Madi - Director  
B. Luirink - Founder

**BALANCE SHEET****BEHIND THE MASK TRUST.  
YEAR ENDED 31 DECEMBER 2009**

	Note	2009 R	2008 R
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Fixed Assets	3	22 941	31 637
<b>Current Assets</b>			
Accounts receivable		277 060	–
Bank balance and cash		593 213	95 074
		<b>893 214</b>	<b>126 711</b>
<b>EQUITY AND LIABILITIES</b>			
<b>Reserves</b>			
Fixed Asset Funds		22 941	31 637
Provision for Future Expenditure on Current Projects		750 000	–
Accumulated Funds (Deficit)		106 639	76 739
		879 580	108 376
<b>Current Liabilities</b>			
Accounts payable		13 634	18 335
		<b>893 214</b>	<b>126 711</b>

**INCOME STATEMENT****BEHIND THE MASK TRUST.  
YEAR ENDED 31 DECEMBER 2009**

	2009 R	2008 R
<b>INCOME</b>		
Grants and Donations (to fund organisation activities and projects)	2 779 341	2 100 682
Interest received	39 676	61 091
Sundries	6 318	18 487
<b>EXPENDITURE</b>		
Administration Expenses	358 379	336 448
Payroll costs	1 158 942	1 115 991
Programme expenses	528 114	622 230
<b>Surplus for the year</b>	779 900	105 591
<b>Accumulated Funds at Beginning of year</b>	76 739	(28 852)
	856 639	76 739
<b>Provision for Future Expenditure on Current Projects</b>	(750 000)	–
	106 639	76 739
Depreciation	(24 216)	(42 624)
Transfer to fixed assets	15 520	–
	97 943	34 115
	97 943	34 115
<b>Transfer from Fixed Asset Fund</b>	8 696	42 624
Depreciation	24 216	42 624
Fixed Assets Acquired	(15 520)	–
<b>Accumulated Funds (Deficit) at End of Year</b>	<b>106 639</b>	<b>76 739</b>

# NOTES TO THE ANNUAL FINANCIAL STATEMENT

## BEHIND THE MASK TRUST. YEAR ENDED 31 DECEMBER 2008

### 1 Accounting Policies

- 1.1 The financial statements have been prepared on the historical cost basis and items of income and expenditure have been accrued to the financial year end.
- 1.2 Donations and grants received are accounted for on receipt of the monies. No accrual is made for commitments made from donors. Amounts received in advance are taken to the income statement in the period in which they are received.
- 1.3 Provision for Future Expenditure on Current Projects comprises income received and which has not yet been expended in the current financial year because the project may run over more than one financial year.

#### 1.4 Fixed Assets and Depreciation

The following rates of depreciation have been used. Assets are stated at historical cost less depreciation

Office equipment	33.33%
Furniture and fittings	16.67%
Computer hardware	33.33%
Computer software	33.33%

#### 1.5 Financial instruments

Cash and cash equivalents are measured at fair value. Accounts payable are stated at their nominal value Measurement: Financial instruments carried on the balance sheet include bank balances, accounts receivables and accounts payable. Financial instruments are initially measured at cost as at trade date, which includes transaction costs. Subsequent to initial recognition, the following instruments are measured as set out below:

Trade and other receivables are stated at cost less provision for impairment losses.

#### 1.6 Provision for Future Expenditure on Current Projects

Grant income received and not spent in the current financial period is transferred to a reserve and is accounted for by reversing so much of the reserve in the subsequent financial year(s) in which such funds are spent.

### 2 Taxation

No taxation has been provided for as the organisation is a public benefit organisation (as defined by the in terms of Section 30 of the Income Tax Act No. 58 of 1962 (as amended)) and is thus exempt from taxation in terms of that Act.

### 3 Going concern

The existence of the organisation is dependent on the continued support of its funders. Should the funders cease funding it is highly unlikely that the organisation will be able to continue as a going concern.

	2009	2008
	R	R

### 4 Fixed Assets

Office furniture and equipment and computer equipment and software

Carrying value at beginning of year	31 637	74 261
Cost	294 606	294 606
Accumulated depreciation	262 969	220 345
Additions	15 520	–
Depreciation	24 216	42 624
Carrying value at end of year	22 941	31 637
Cost	310 126	294 606
Accumulated depreciation	287 185	262 969

### 5 Currency risk

The organisation is exposed to currency risk to the extent that funds are received in foreign currency.

### 6 Interest rate risk

The organisation is exposed to interest rate risk, as it places funds at both fixed and floating interest rates. The risk is managed by maintaining an appropriate mix between fixed and floating rates and placings within market expectations.

### 7 Credit risk

The organisation's credit risk is attributable to accounts receivable and liquid funds. The credit risk on liquid funds is limited because the counter party is a bank with a rating assigned by international credit-rating agencies. The organisation has no significant concentration of credit risk.

### 8 Liquidity risk

The organisation manages liquidity risk by monitoring forecast cash flows and ensuring that adequate reserves are maintained.

### 9 Comparative figures

Where necessary, comparative figures have been restated to facilitate improved disclosure.

# SCHEDULE OF EXPENDITURE

## BEHIND THE MASK TRUST. YEAR ENDED 31 DECEMBER 2009

	Astraea Lesbian Foundation for Justice	Atlantic Philanthropies	Discretionary Fund	Hivos - Zimbabwe	Hivos - SA Communication	Hivos - CJA	Kartina Asia	NIZA	Open Society Initiative	Open Society Initiative of Southern Africa	TOTAL
<b>INCOME</b>	253 995	1 000 000	45 994	1 064 012	108 960	23 800	55 938	–	8 636	264 000	<b>2 825 335</b>
Grants	253 995	1 000 000	–	1 064 012	108 960	23 800	55 938	–	8 636	264 000	<b>2 779 341</b>
Interest	–	–	39 676	–	–	–	–	–	–	–	<b>39 676</b>
Sundries	–	–	6 318	–	–	–	–	–	–	–	<b>6 318</b>
<b>EXPENDITURE</b>	105 772	1 378 666	917	440 301	53 736	2 139	17 425	24 176	8 636	13 667	<b>2 045 435</b>
Administration	592	320 483	917	–	19 785	–	–	6 400	100	10 102	<b>358 379</b>
Payroll costs	105 180	946 695	–	106 045	–	–	1 022	–	–	–	<b>1 158 942</b>
Programme expenses	–	111 488	–	334 256	33 951	2 139	16 403	17 776	8 536	3 565	<b>528 114</b>
<b>NET SURPLUS (DEFICIT) FOR THE YEAR</b>	148 223	(378 666)	45 077	623 711	55 224	21 661	38 513	(24 176)	–	250 333	<b>779 900</b>
<b>SURPLUS (DEFICIT) BROUGHT FORWARD</b>	52 626	(186 504)	142 407	156 378	–	–	–	(67 593)	(20 577)	–	<b>76 739</b>
<b>TRANSFER BETWEEN FUNDERS</b>	–	–	(112 346)	–	–	–	–	91 769	20 577	–	<b>–</b>
<b>SURPLUS (DEFICIT) CARRIED FORWARD</b>	<b>200 849</b>	<b>(565 170)</b>	<b>75 138</b>	<b>780 090</b>	<b>55 224</b>	<b>21 661</b>	<b>38 513</b>	<b>–</b>	<b>–</b>	<b>250 333</b>	<b>856 639</b>

# CASH FLOW STATEMENT

BEHIND THE MASK TRUST.  
YEAR ENDED 31 DECEMBER 2009

	2009 R	2008 R
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>	513 659	38 007
Grants received from funders	2 502 281	2 100 682
Sundries	6 318	18 487
	2 508 599	2 119 169
Paid to employees and suppliers	(2 034 616)	2 142 253
Cash generated (utilised) by operations	473 983	(23 083)
Net interest received	39 676	61 091
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>	(15 520)	–
Additions to fixed assets	(15 520)	–
<b>NET MOVEMENT IN CASH AND CASH EQUIVALENTS FOR THE YEAR</b>	498 139	38 007
Cash and cash equivalents at beginning of year	95 074	57 067
<b>Cash and cash equivalents at end of year</b>	593 213	95 075
<b>Grants received from funders</b>		
Per Income Statement	2 779 341	2 100 682
Movement in debtors	(277 060)	–
Balance at beginning of year	–	–
Balance at end of year	(277 060)	–
	2 502 281	2 100 682
<b>Paid to employees and suppliers</b>		
Expenditure for the year	(2 045 435)	(2 074 669)
Additions to fixed assets	15 520	–
Movement in creditors	(4 701)	(67 584)
Balance at beginning of year	(18 335)	(85 919)
Balance at end of year	13 643	18 335
	(2 034 616)	(2 142 253)
<b>Cash and cash equivalents</b>		
Bank balance and cash	593 213	95 074
	593 213	95 074

# SCHEDULE OF FUNDERS

BEHIND THE MASK TRUST.  
YEAR ENDED 31 DECEMBER 2009

	2009 R	2008 R
<b>Grants received during the year</b>	<b>2 779 341</b>	<b>2 100 682</b>
Astraea Lesbian Foundation	253 995	175 694
Atlantic Philanthropies	1 000 000	1 120 000
Hivos - Zimbabwe	1 064 012	603 892
Hivos - SA Communication	108 960	–
Hivos - CJA	23 800	–
Kartini Asia	555 938	–
NIZA	–	157 661
Open Society Initiative	8 636	–
Open Society Initiative of Southern Africa	264 000	43 435
	<b>2 779 341</b>	<b>2 100 682</b>

# SCHEDULE OF FIXED ASSETS AND DEPRECIATION

BEHIND THE MASK TRUST. YEAR ENDED 31 DECEMBER 2009

Asset Class	Rate	At beginning of the year			Movement for the year		At end of the year		
		Cost	Accumulated depreciation	Net book value	Additions	Depreciation	Cost	Accumulated depreciation	Net book value
<b>2008</b>									
Office equipment	33.33%	32 620	32 619	1	–	–	32 620	32 619	1
Furniture and fittings	16.67%	84 601	57 911	26 690	–	14 099	84 601	72 010	12 594
Computer hardware	33.33%	159 780	154 835	4 945	15 520	10 117	175 300	164 952	10 348
Computer software	33.33%	17 605	17 604	1	–	–	17 605	17 604	1
		<b>294 606</b>	<b>262 969</b>	<b>31 637</b>	<b>15 520</b>	<b>24 216</b>	<b>310 126</b>	<b>287 185</b>	<b>22 941</b>
<b>2009</b>									
Office equipment	–	32 620	31 214	1 406	–	1 405	32 620	32 619	1
Furniture and fittings	16.67%	84 601	43 812	40 789	–	14 099	84 601	57 911	26 690
Computer hardware	33.33%	159 780	127 715	32 065	–	27 120	159 780	154 835	4 945
Computer software	33.33%	17 605	17 604	1	–	–	17 605	17 604	1
		<b>294 606</b>	<b>220 345</b>	<b>74 261</b>	<b>–</b>	<b>42 624</b>	<b>294 606</b>	<b>262 969</b>	<b>31 637</b>

# SCHEDULE OF EXPENDITURE – DETAILED

## BEHIND THE MASK TRUST. YEAR ENDED 31 DECEMBER 2009

	2009 R	2008 R		2009 R	2008 R
ADMINISTRATION COSTS	358 379	336 448	<b>BALANCE BROUGHT FORWARD</b>	<b>1 701 025</b>	<b>1 614 660</b>
Accounting	30 830	35 485	HIVOS INTERNSHIP	61 800	33 230
Advertising	2 538	–	Accommodation	25 200	21 600
Audit fees	19 800	14 500	Local Transport	11 100	4 000
Bank charges	7 050	7 370	Stipend	25 500	7 630
Computer expenses	19 785	19 376	JTP WORKSHOP - JOHANNESBURG	121 208	183 231
Equipment	1 197	2 205	Accommodaion	34 380	31 960
Insurance	11 946	11 862	Facilitator	26 00	12 000
Postage	2 071	2 275	Flights	37 691	81 669
Refreshments and cleaning	12 595	4 571	Local Transport	10 994	14 525
Rent and electricity	143 432	136 422	Materials	4 466	5 469
Stationery	14 963	13 237	Per Diems	4 000	5 600
Subscriptions	8 596	2 006	Venue and Catering	3 677	52 008
Telephone	83 576	87 139	KARTINI ASIA NETWORK: RESEARCH	16 403	–
PAYROLL COSTS	1 158 942	1 115 991	Communication	480	–
Salaries and related costs	1 144 963	1 101 320	Local Transport	1 735	–
Staff welfare	13 979	14 671	Materials	105	–
PROJECT COSTS	528 114	622 230	Overseas travelling	11 643	–
ADVOCACY VIDEO PRODUCTION	–	47 413	Refreshments	2 440	–
Beyond Hate Crimes DVD	–	47 413	MARKETING EXPENSES	33 245	41 162
ANNUAL PRINTED REPORT	50 769	45 315	Merchandise/T-Shirts	5 016	6 938
Distribution and postage	762	–	Promotional Material	27 474	34 124
Layout and Design	11 050	14 649	Representation	755	100
Printing and Reproduction	38 957	30 666	NIZA COURSE:	17 777	85 790
ANNUAL PRINTED NEWSLETTER	25 665	–	Coaching	–	20 079
Distribution and postage	2 205	–	Training	17 777	63 861
Layout and Design	10 200	–	Transport	–	1 850
Printing and Reproduction	13 260	–	PARSONS FELLOWSHIP EXPENSES	8 536	16 400
EAST AFRICA VIDEO ADVOCACY	40 253	46 993	Accommodation	6 536	13 080
Video Advocacy / Training	40 253	46 993	Transport	2 000	3 320
GAY MAN EATS CROCODILE	1 240	–	SUPPLEMENT DUMMY	–	13 611
Organizational costs	1 240	–	Printing and reproduction	–	13 611
HIVOS CJA PROJECT	2 139	–	SA FELLOWSHIP EXPENSES	2 840	12 000
Coaching	2 139	–	Stipends	2 840	12 000
HIVOS COACHING PROJECT	26 000	22 500	WEBSITE EXPENSES	82 601	74 585
Coaching	26 000	22 500	Email Accounts	12 840	9 644
HIVOS FELLOWSHIP PROJECT	37 638	–	Hosting	11 801	12 003
Accommodation	28 800	–	Maintenance Visuals and Design	5 845	–
Local Transport	2 538	–	Providing	14 850	13 638
Stipend	6 300	–	Service Contract	37 265	39 300
<b>BALANCE CARRIED FORWARD</b>	<b>1 701 025</b>	<b>1 614 660</b>		<b>2 045 435</b>	<b>2 074 669</b>

