ANNUAL REPORT 2016/17

The Global Interfaith Network
for People of All Sexes, Sexual Orientations, Gender Identities and Expressions (GIN-SSOGIE)

The Global Interfaith Network For People of All Sexes, Sexual Orientations, Gender Identities and Expressions
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The Global Interfaith Network
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ABOUT GIN

The Global Interfaith Network for People of All Sexes, Sexual Orientations, Gender Identities and Expressions (GIN-SSOGIE or GIN) is a facilitating and convening network that provides our members and partners with the information, networks, collaborative work opportunities and structures to accomplish strategic, necessary and meaningful gains for a just society where faith traditions are not used against people of all SSOGIE.

GIN was established in 2012, and formally registered in 2015 (in South Africa) and has approximately 230 members globally, both individuals and organisations, and works across 8 global regions: Sub-Saharan Africa, the Pacific, South and Central Asia, East and South-East Asia, Latin America, the Caribbean, the Middle East and North Africa, and lastly, a region which encompasses Europe, North America, Australia and New Zealand.
1. GIN makes visible the realities of LGBTI people of faith, as lived and experienced in their communities, and who use their faiths and traditions for the improvement of the lives of LGBTI people and their human rights. Therefore we celebrate our faiths as a life source for us, and from there comes the strength and commitment to advocacy and work for change towards a just society for all.

2. GIN prioritises Key Affected Contexts, by which we mean contexts where violence and power collude with religion, culture and tradition most viciously to instigate homophobic and transphobic discrimination.

3. GIN members aim to prophetically critique their faith traditions when those traditions uncritically support stigma, discrimination, homophobia, transphobia, racism, and economically unfair or patriarchal value systems.

**Vision:** A just world in which the dignity, faith, spirituality, and human rights of persons of all sexes, sexual orientations, gender identities and expressions are honoured, supported and protected.

**Mission:** GIN-SSOEGIE comprises individuals and organisations engaged with faith and spirituality. We are committed to using our beliefs and traditions to ensure that the views, values and rights of people of all sexes, sexual orientations, gender identities and expressions are recognised, respected, and valued.

**Objectives:** In the belief that all faiths are inherently inclusive of people of all sexes, sexual orientations, gender identities and expressions (SSOEGIE), GIN-SSOEGIE will:

4. Create safe spaces for people of faith of all SSOEGIE to come together, in physical and other fora, to
   - heal the experienced separation between faith identities and SSOEGIE
   - develop and share knowledge, resources and best practices
   - strengthen the voice of people of all SSOEGIE within their religious communities

5. Assist members in engaging in dialogue with religious leaders and communities to become active voices in advocating for acknowledging the dignity, equality, justice and human rights of people of all SSOEGIE.

6. Collaborate with faith-based and secular organisations and individuals for whom faith and spirituality are positive forces for advocating for and acknowledging the dignity, equality, justice and human rights of people of all SSOEGIE in local, national, regional and international fora, as needed.

7. Provide, as far as possible, opportunities for building capacity and resources needed at the local, national, regional and international levels (e.g. educational projects, skills building and leadership development)

8. Develop and implement communication strategies to amplify and expand faith-based advocate voices on SSOEGIE issues.
Reflections from the Board

As I reflect on 2016/2017 I am inspired by the successful networking and strategic collaboration that happened at the World Aids conference in July 2017, in Durban, KZN. Inclusive and Affirming Ministries (IAM) partners from Lesotho, Zambia and Gauteng joined with the GIN steering committee to increase diversity participation from key affected populations during the Interfaith Preconference and were present and vocal during plenaries, small groups, and at the IAM / GIN workshop and ZANERELA/EMPACT workshop.

The increase in facilitation capacity of GIN members is contributing to more visibility and LGBTI people speaking for themselves. “Faith on the Fast Track”, “Stigma is the killer” and “leave no one behind” were appropriate slogans at preconference.

And the theme of IAM / GIN workshop Fast track to full inclusion – the multiplying effect of people and processes worked well to make visible the increased capacity when including key LGBTI leaders to engage with their communities as part of key population to stop the pandemic and effectively educate society to eradicate stigma and discrimination, especially in faith contexts.

The exchanges at the Faith Network Zone at the Global Village affirmed again the hunger for inclusive engagements and the Stand together in Solidarity booklet was popular, people taking it with the Bible and Homosexuality booklet and the sharing of the GIN book on Abrahamic Faiths: Behold I make all things new. Positive networking engagement between IAM / GIN with CABSA and WCC Aids initiative happened and distribution of IAM / GIN resources were well received. IAM as active GIN member and key connector in Sub-Saharan region for GIN is an important role model as GIN grow it membership.

The induction of the two new GIN staff in Johannesburg from 14 to 17 October was a huge success with much to celebrate on the journey since 2012.

And as we move into the future, I affirm the message I shared at the second General Members Meeting GIN had in Bangkok in November 2016:
“Now is the time for us to commit even more to claim our LGBTIQ faith voices and speak out with confidence, making visible the power within our different faith traditions to be radical inclusive, celebrating the gift of sexuality in all its diversity and be role models of a new way of living with faith amidst so much hardening of hearts, increased fear and hate in our world. You can count on me to join you through active participation in GIN to do just that.”

Rev Judith Kotze, Board Co-Chair
This report is GIN’s first formal annual report and as such it marks a significant milestone in the development of the organisation. Its existence is an indicator of the fact that over the last year GIN has succeeded in formalising its structure and processes to a significant extent. Overall, GIN is in a much better position now than it was in March 2016.

This financial year has seen the solidification of our structure, the appointment of new staff and the election of a formal Board. We have also succeeded in getting considerably more committed funding in this financial year than in any previous year as is reflected in the financial report below.

As you will see in the Key Programme highlights section below, we have also hosted our 2nd General Members meeting (GMM) (in Bangkok in November 2016) and spent a lot of time and energy on engaging with members, specifically around the individual engagement plans drawn up at the GMM. As of March 2017, we have two full-time Programme Managers and a Transitional Consultant on board, who have spent a significant amount of time at a variety of events and other for a promoting GIN.

All in all we are excited by where GIN is, and excited about where GIN is going, and we hope you will be too after reading this report.
Key highlights

The 2016 financial year began with the departure of our initial finance and admin officer, Sharon Shikabenga, leaving GIN again with no programme staff on the ground. This followed the resignation of our previous Executive Director. 2016 was thus a time to take stock, but we did not spend too much time sitting on our hands. In 2016, our key work processes have revolved around three areas of work: building infrastructure, engaging with members, and networking.

1. Building infrastructure

- Early in the financial year, a decision was taken that it was critical to get programme staff on board. For this reason we then advertised and interviewed and in October 2016, appointed, two new programme managers, Victoria Petitjean and Thomas Ndayiragije. Thomas, based in Johannesburg and Victoria, based in Paris, France, started work in mid-October 2016. An induction process was conducted in Johannesburg in October 2016.

- We acquired office space in Johannesburg. An office space was found and set up at the Fontainebleau Community Church in Randburg, where we share space with amongst others Inerela and CABSA.

- Registration as an NPO: GIN was registered as a non-profit company (NPC) in April 2015, but we discovered that in order to apply for tax exemption, we also needed to register as a non-profit organization (NPO). This application was submitted in January 2017, and finalized in February - our NPO no is 184-698 NPO.

- Putting procedures and structures in place: 2016/17 has seen the creation of a multitude of policy documents governing how GIN is managed. These include a finalized constitution and bylaws as well as a host of documents such as a human resources manual, financial procedures manual and so forth.

- New board elected:
  - GIN had been governed by an Interim Steering Committee (ISC) which had been elected in July 2014 consisting of 5 members. This Committee had been elected to a two-year term, which expired in June of 2016. It had been intended that the GMM would be held in Durban, South Africa to coincide with the 21ST International AIDS Conference in July 2016. When we found that funding constraints made this impossible, we decided to host the GMM in Bangkok to coincide with the ILGA World conference in November 2016.
  - It was planned that the GMM would not only approve the draft constitution and bylaws, but also elect a new governing Board to replace the ISC.
  - After debate and voting during the GMM, the decision to enlarge the Board was made. In order to give more balance in terms of regional representation, it was decided that each region of GIN (8 in total) would have a regional representative. The decisions concerning the 8 board members (and 3 South African representatives) will be included in the updated GIN Constitution.
  - A second core decision was the election of new Board representatives. The members’ meeting suggested that the regions present, with the previous decision to elect 8, could decide whether they wanted to elect their regional representative to the board. The elections selected: Kakay Pamaran, representing East and Southeast Asia, and Ian McKnight, representing the Caribbean. Sanjay Sharma was nominated for the representation of South and Central Asia (his nomination was later confirmed). Ymania Brown was elected to represent the Pacific, and Jide Macaulay as representative of Sub-Saharan Africa. It was decided that Jan Bjarne Sødal would remain representative of the last region (Europe, United States of America, Canada, Australia and New Zealand) until the online elections.
The remaining representatives (for Latin America and for Europe, United States of America, Canada, Australia and New Zealand and the Middle East and North Africa), along with Sanjay Sharma, from South and Central Asia, were officially nominated and elected via an electronic online procedure in May 2017.

Our new board therefore consists of the following people:

<table>
<thead>
<tr>
<th>Name</th>
<th>Gender</th>
<th>Country of origin (residence)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacq Carver</td>
<td>O</td>
<td>The Netherlands</td>
</tr>
<tr>
<td>Ian McKnight</td>
<td>M</td>
<td>Jamaica</td>
</tr>
<tr>
<td>Kakay Pamaran</td>
<td>F</td>
<td>Philippines</td>
</tr>
<tr>
<td>Sanjay Sharma</td>
<td>M</td>
<td>Nepal</td>
</tr>
<tr>
<td>Ymania Brown</td>
<td>F (MTF)</td>
<td>Samoa (Australia)</td>
</tr>
<tr>
<td>Jide Macaulay</td>
<td>M</td>
<td>UK/Nigeria (UK)</td>
</tr>
<tr>
<td>Tania Irias</td>
<td>F</td>
<td>Nicaragua</td>
</tr>
<tr>
<td>Judith Kotzé</td>
<td>F</td>
<td>South Africa</td>
</tr>
<tr>
<td>Sharon Cox</td>
<td>F</td>
<td>South Africa</td>
</tr>
<tr>
<td>Phumzile Mabizela</td>
<td>F</td>
<td>South Africa</td>
</tr>
</tbody>
</table>

2. Engaging with members

2.1 GMM in Bangkok

GIN’s General Members Meeting and Work Retreat (also referred to as GIN Conference) took place at the Suvarnabhumi Ville Hotel, in Bangkok, from Monday 21st until Friday 25th November 2016. Different presentations and meetings were organized including three Staff Sessions, Working Groups sessions, and a General Members’ Meeting. Each day was also marked by the sharing of spiritual spaces, including “Inspirational moments” during which readings from different faith traditions were made.

The Conference was a very important and successful time for the development of GIN. Firstly, it enabled members to meet the Interim Steering Committee and the two new members of Staff, as well as forging and nurturing relationships between one another (46 people were present in total). When members applied to participate at the GIN Conference 2016, they had to answer several questions, including about their involvement in LGBTI faith and Human Rights work, their religious background, sexual orientation and gender identity and their willingness and commitment to actively participate in the preparation, running and follow up of the conference.
Members were also asked whether they committed to carrying out a project or activity that aligned with the mission of GIN in 2017. Their commitment was a critical component of their applications. Based on these criteria and to ensure diversity along the lines of faith affiliation, gender, sexual orientation and geography, participants were chosen. 33 GIN members attended the Conference, from a diversity of geographical locations, SSOGI identities and faith backgrounds.

The GMM was thus the opportunity for members to come up with projects that will be implemented throughout 2017, in coordination with staff (28 individual and collective engagement plans have been submitted) and in line with GIN’s three priority programmatic areas: Creating Religious Dialogue, Human Rights: Policy and Legal Advocacy, Education and Training Resources. Some of our members decided to submit both individual and collective engagement plans, committing themselves to working on SSOGIE and interfaith issues within their own regions and in connection with other parts of the world. We believe this has been a very fruitful endeavour, and directly aligned with GIN’s mission and values.

Moreover, the General Members’ Meeting allowed members to vote on the GIN Constitution and nominate some of GIN’s upcoming Board Representatives. The decisions concerning the 8 board members (and 3 South African representatives) have been included in the updated GIN Constitution and Bylaws.

The Conference was marked by an active communications campaign, particularly on social media. Conference participants used Twitter messages and Facebook posts via the official GIN Facebook and Twitter pages and their own accounts. This brought a significant increase in social media followers to GIN’s official pages (up to 575 Likes). The possibility for the organization of this Conference, and its subsequent success, would not have been possible without the generous support of our funders:
2.2 Individual and Collective Plans

A couple of months before the conference, the ISC undertook a survey among all GIN members. Around 20-25% of our members answered. This survey confirmed the same top three programmatic areas as the members applying to the conference.

1. “Creating Religious Dialogue”
3. “Education and Training Resources”

These three programmatic areas were then chosen as themes for the working groups in order to:

1. Get member-initiated activities started in these areas,
2. Provide skill sharing in the same areas and
3. Let members influence the direction that GIN should take in these areas.

The GIN Conference was styled as a work retreat with the objectives of the Conference as follows: for GIN Members to gain real skills, make practical partnerships, and define concrete work plans.

GIN aimed at fulfilling this objective, including by asking 1 lead facilitator and 3 expert facilitators to support members who joined the Conference, in addition to ISC and staff members. We planned two days during which participating GIN members, asked beforehand, provided expert training to all members in the 3 selected strategic areas. Participants were asked which group they preferred working in, and group membership was allocated accordingly.

The objective was then to ask our members to make individual project work plans which they will be held accountable for implementing throughout 2017, and which will be coordinated by GIN staff.

As mentioned above, GIN members committing to carrying out a project or activity in line with the mission of GIN, in 2017, was a critical component of their application. Furthermore, this project was to be aligned with GIN’s strategic focus areas, the 3 programmatic areas underlined before the GIN Conference: (1) Creating Religious Dialogue, (2) Human Rights: Policy and Legal Advocacy, (3) Training and Educational Resources.

The project or activity could be something that they themselves, or their organization, already had planned. Or it could be a new idea, or an idea that came into focus during the GIN Conference, inspired by new relationships and information gained during the week. GIN also emphasized the importance of focusing on small, reachable projects, not necessarily requiring large funding or needing to be implementing over long periods of time.

GIN Members were given several documents to accompany them through their project development, including a detailed Individual Engagement Plan to be signed by themselves as well as the two members of staff, Thomas and Victoria. Their role, as GIN staff members, will be to coordinate the implementation of members’ project, keeping them continuously aligned with the objectives of GIN, set prior to the Conference.
GIN received 28 incredibly rich and diverse projects covering different topics, covering timelines between 3-months and 1-year, including:

   - Creating new interfaith dialogues at local level
   - Regional religious dialogue conferences
   - Inter-regional religious dialogue conference
   - Queer camps and immersion programs
   - Social events (Creation of an Interfaith Boat for Amsterdam Pride)

2. Human Rights: Policy and Legal Advocacy
   - National consultations with multiple stakeholders including governments and UN agencies
   - Formalizing faith-based organizations within the Sustainable Development Goals of the UN in New York (USA).

3. Training and Educational Resources
   - Research projects
   - Publications (interfaith poetry books)
   - Gathering of “queer theology” resources
   - Education, training & capacity-building programs
   - Developing the GIN website with new design and resources

3. Networking

3.1. Convened a workshop at the Interfaith Pre-Conference at 21ST International AIDS Conference in Durban

GIN, in collaboration with Inclusive and Affirming Ministries convened a workshop titled Fast track to full inclusion as part of the ‘Faith on the Fast Track, An Interfaith Pre-Conference to the XXI International AIDS Conference’, convened by the World Council of Churches Ecumenical Advocacy Alliance, which took place from 16-17 July 2016 in Durban, South Africa. The conference addressed the need to empower change agents with knowledge and skills to engage in the building of welcoming, affirming and inclusive faith communities, where Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people, their parents, families and friends (PFF) and people living with HIV/AIDS (PLHIV) can participate fully and be strengthened in their spiritual, psychological and sexual identity as human beings.

This is important because LGBTI people in Africa realize that religious fundamentalism, patriarchy, heteronormativity, stigma, shame and forced secrecy are affecting every single LGBTI individual, regardless of whether he or she is a person of faith or not. Religious leaders are, in many ways and in many contexts, at the forefront of teaching negatively about sexuality which in turn produces or condones violence against LGBTI people and the retaining or strengthening of anti-homosexuality legislation. Thus relevant resources, such as IAM’s Wheel of Change, are key to counter the religious attitudes of condemnation and homo/transphobia. GIN also shared about their book, ‘Behold I make all things new’ which seeks to answer the question: What do the sacred texts of Judaism, Christianity and Islam really say in regard to human sexuality?

3.2. ILGA World Interfaith Pre-Conference Bangkok

Building on its previous experience of co-hosting an interfaith pre-conference at ILGA World, the GIN leadership, with the support of OSISA, ARCUS, FRI and ILGA, co-hosted a day long Interfaith Pre-Conference on 28 November 2016 at ILGAWORLD2016. Its theme was “Spiritual Power is political Power”.

It has become unquestionable that the religiously skilled and faith convicted voices of the LGBTI movement provide a unique and necessary ingredient to advance LGBTI liberation in the face of a growing religious intolerance masterminded by religious leaders in many countries. These religious leaders have been behind national policies as well as at International high level meetings, that censor and harm LGBTI people, their families and communities. The interfaith pre-conference at ILGA World ultimately provides a safe and healing space for LGBTI persons of faith to meet others, learn, share experiences and build collective
strategies to engage with religious leaders from faith conviction about LGBTI issues.

The preconference was prepared and facilitated by Ymania Brown (Samoa/Australia), Jan Bjarne Sødal (Norway), Reverend Jide Macaulay (Nigeria, UK). All were members of the Interim Steering Committee of the Global Interfaith Network for People of All Sexes, Sexual Orientations, Gender Identities and Expressions (GIN). In addition, Elizabeth Kerekere-Kararanga (New Zealand) and Koko (The Philippines) played an important role in the facilitation of the day-long event.

The pre-conference drew together over 73 registered participants and many others walking in. The participants came from different regions such as Sub-Saharan Africa, Europe, Asia, Latin America, the Pacific and Australia.

The programme started with a gathering around the altar and included opportunities for participants to share their stories, discussions of what makes for effective religious dialogue, a solidarity fishbowl, and a small group discussion (by global region) of the following questions:

1. What is the most powerful faith based language that makes human rights relevant where you live?
2. What are your hopes for UN strategies with respect to faith?

The day-long event was concluded with a heartfelt blessing ceremony where participants brought oil, water, soil from all corners of the world. These elements were used to pray for and bless one other.

Participants requested more of this spiritual practice to be embedded in every LGBTI conference programming around the world. It provided healing, wholeness and strength for all following ILGA WORLD 2016 Activities.

GIN staff and Board members also spent a further 4 days at the ILGA WC, a time which allowed for further learning and networking.

3.3. Public Consultation on Protection Against Violence and Discrimination based upon Sexual Orientation and Gender Identity - UN, Geneva, January 24th and 25th 2017

GIN was present at this event, and was able to participate and contribute to the discussions, especially during the consultation with CSOs. The aim of the public consultation is for the Independent Expert to receive advice & inputs on actions to counter SSOGIE-based violence and discrimination.

The programme which stretched over 3 days (including the first day of informal engagements) included the following aspects: Informal strategic side meetings between Independent Expert and Civil Society Groups; an official presentation by Independent Expert, Vitit Muntarbhorn; consultation with States’ representatives; as well as consultation with United Nations agencies, programmes and funds, regional human rights mechanisms, and medical professionals; and with civil society organisations, National Human Rights Institutions, academic institutions, religious communities, interfaith groups, and other interested stakeholders.

GIN was also able to contribute by convening a meeting of a number of faith-based groups and representatives present in Geneva (including Patti Ackerman from IFOR, Michael J. Adee from the Horizons Foundation, Nassr Eddine Gabriel Errami from The Inner Circle, André du Plessis from ILGA, Ani Zonneveld from Muslims for Progressive Values, Dino Suhonic from Maruf, Marna Eide from FRI). The meeting took place before the CSO consultation session and discussed specific FBO issues, and strategies to adopt in order to provide information to the IE regarding the linchpins of his report and other possible future actions.
Publications

Behold I make all things new

The book, ‘Behold I make all things new’ flowed from a dialogue on Human Dignity and Human Sexuality convened as part of the Church of Sweden’s 2015 Festival of Theology. Theologians from the Global Interfaith Network were asked to supply material to inform those dialoguing, and subsequent to the Festival it became clear that the materials needed to be collected into book form and published. This was done in collaboration between GIN and the Church of Sweden.

The book was edited by The Reverend Loraine Tulleken B.Th (Hons) and The Reverend JP Mokgethi-Heath B.Th (Hons), one of the original founder members of GIN. It deals with human dignity and human sexuality through the lenses of the Abrahamic faith traditions (i.e. Christianity, Judaism and Islam) and is the first in a series of three books. The second book in the series, dealing with the Karmic faiths, entitled, ‘I am divine, so are you’ is currently in production and will launch before the end of 2017, while the third book, which deals with indigenous faith traditions the world over, is in preparation.

The print version of the anthology, a joint Church of Sweden and GIN-SSOGIE project, was officially launched at the United Nations chapel in New York in 2016. Since then GIN has acquired the rights to the eBook version, which is being marketed through Amazon.

Successes

Notable successes for the 2016-2017 year include the hosting of the GMM as well as the election of the new board and the establishment of an office space for the Secretariat in Johannesburg. GIN is delighted to be in a much better position in terms of infrastructure and governance than we were in March 2016, and we look forward to deepening and expanding our programme work from this solid base.

In addition our engagement with members, and with external stakeholders has seen GIN’s profile grow significantly. This has an impact not only in terms of our ability to get further funding, and thus develop our programmes, but also in terms of our ability to meet the needs of members by connecting them both within the network and outside of it, and also by amplifying their voices and the voices of faith-based LGBTI activism generally.

Significantly more funding was acquired in the course of this financial year, including the promise of a 2 year funding agreement with the Ford Foundation. The figures reflected in the financial report below show that we have added the Open Society Initiative of Southern Africa, as well as Arcus to our pool of funders, significantly increasing the resources at our disposal. We also received funding from FRI and the Church of Sweden.

Challenges and way forward

Human resource issues have been a challenge in this financial year. The establishment of the Secretariat team was not without hiccups, not least the fact that it has proved practically impossible to get a work visa for Victoria Petitjean which would allow her to work out of the Johannesburg office. This has meant that our Secretariat is spread across the globe, which has had an impact on how effectively we have been able to work as a team. On the other hand, Victoria’s location in Europe has meant that she is very well placed to access events and fora in the Northern hemisphere, which has had significant benefits.
Remote management has been a challenge - until March 2017 the Secretariat staff were managed by the ISC who are spread out around the globe. A transitional consultant was appointed in March 2017 to address this issue and assist in managing the transition from ISC to formal Board.

The fact that it was not possible to elect all board members at the GMM, meant that further processes to elect candidates for some regions (as detailed above) had to be carried out. This was however concluded very successfully, except for the MENA region. As noted above, we have embarked on a very thorough process of consultation in the MENA region and we expect that this will bear fruit, not only in terms of the election of a Board member, but also in terms of our general understanding of the challenges of the region, and those faced by Muslim LGBTI people of faith generally.

**Conclusion**

Overall GIN is in a much better position now than it was in March 2016. We have solidified our structure, appointed new staff and elected a formal Board. We have also succeeded in getting considerably more committed funding in this financial year than in any previous year as is reflected in the financial report below. We expect that GIN will go from strength to strength in the 2017/18 financial year.
## Financial comparison 2015/16 to 2016/17

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<thead>
<tr>
<th></th>
<th>2016/2017 ZAR</th>
<th>2015/2016 ZAR</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
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</tr>
<tr>
<td>LLH (FRI)</td>
<td>31 477</td>
<td>419 576</td>
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<tr>
<td>Church of Sweden</td>
<td>128 836</td>
<td>215 921</td>
</tr>
<tr>
<td>IAM</td>
<td>-</td>
<td>264 620</td>
</tr>
<tr>
<td>Arcus</td>
<td>1 476 277</td>
<td>-</td>
</tr>
<tr>
<td>OSISA</td>
<td>428 751</td>
<td>-</td>
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<tr>
<td><strong>Total income</strong></td>
<td>2 065 341</td>
<td>900 117</td>
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<table>
<thead>
<tr>
<th><strong>Expenditure</strong></th>
<th>2016/2017</th>
<th>2015/2016</th>
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<tbody>
<tr>
<td>Accounting &amp; Secretarial fees</td>
<td>25 374</td>
<td>1 850</td>
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<tr>
<td>Administration &amp; management fees</td>
<td>154 920</td>
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<tr>
<td>Advertising</td>
<td>16 229</td>
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<td>Bank charges</td>
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<td>Cleaning</td>
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<td>Computer expenses</td>
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<tr>
<td>Consulting &amp; professional fees</td>
<td>162 317</td>
<td>0</td>
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<tr>
<td>Depreciation, amortisation &amp; impairments</td>
<td>1 550</td>
<td>0</td>
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<tr>
<td>Employee costs</td>
<td>278 152</td>
<td>384 386</td>
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<td>Entertainment</td>
<td>2 194</td>
<td>0</td>
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<tr>
<td>Relocation cost</td>
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<td>40 000</td>
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<tr>
<td>Conference expenses</td>
<td>409 198</td>
<td>245 082</td>
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<tr>
<td>Insurance</td>
<td>3 000</td>
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<tr>
<td>Legal expenses</td>
<td>4 200</td>
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<td>Printing &amp; Stationery</td>
<td>600</td>
<td>9 825</td>
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<td>Telephone &amp; fax</td>
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<td>2 503</td>
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<td>Travel - local</td>
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<tr>
<td>Travel - overseas</td>
<td>555 204</td>
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<tr>
<td><strong>Total expenditure</strong></td>
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<td>781 916</td>
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<tr>
<th><strong>Operating surplus</strong></th>
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<th>2015/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance costs</td>
<td>1 977</td>
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**Surplus before taxation**

<table>
<thead>
<tr>
<th></th>
<th>2016/2017</th>
<th>2015/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taxation</td>
<td>109 636</td>
<td>33 068</td>
</tr>
<tr>
<td><strong>Surplus before taxation</strong></td>
<td>389 581</td>
<td>118 201</td>
</tr>
</tbody>
</table>

**Surplus for year**

<table>
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<tr>
<th></th>
<th>2016/2017</th>
<th>2015/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>279 945</td>
<td>85 133</td>
</tr>
</tbody>
</table>
The Global Interfaith Network
for People of All Sexes, Sexual Orientations,
Gender Identities and Expressions (GIN-SSOGIE)

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