

The Global Interfaith Network

for People of All Sexes, Sexual Orientations,
Gender Identities and Expressions [GIN-SSOGIE]

Annual Report 2021/2022



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1. Introduction

As the Global Interfaith Network for People of All Sexes, Sexual Orientations, Gender Identities and Expressions (GIN-SSOGIE or GIN) in 2021 we continued to adapt and navigate the external realities posed by the COVID-19 pandemic following on from 2020. During this time we remained a critical actor in support for people of faith of all SOGIESC. In this fiscal year we saw GIN staff strengthen the implementation of its programmes: the Religious Dialogue Partners, Advocacy, Media production (including Fearless Allies) and the Free to be Me programme, which falls in our Engaging with Faith programme. This annual report provides key highlights from these programmes, which include getting ECOSOC status, two intersessional meetings for state delegates and CSO's active in high level political spaces, getting the Free To Be Me grant from HIVOS and the Religious Dialogue Partners' Regional Capacity Engagement which brought together almost 50 partners, both religious leaders and LGBTIQ+ people to discuss the management of the overall programme.

In 2021, we focused on strengthening the Secretariat's capacity to deliver. This was achieved by expanding human resource numbers, ensuring staff are equipped and well-resourced to implement programmes, and nurture the organization's mission and vision. There were continued efforts to strengthen governance, as well as, diversifying and increasing our funding. At a governance level, we welcomed 5 new Board members aligned to strengthening our governance and accountability structures. The General Members meeting provided a platform for member engagement and contribution to GIN's work in 2021.

2. 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 used for the acceptance, full participation and integration of all SSOGIE.

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.

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, transphobic and interphobic discrimination.

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

Vision:

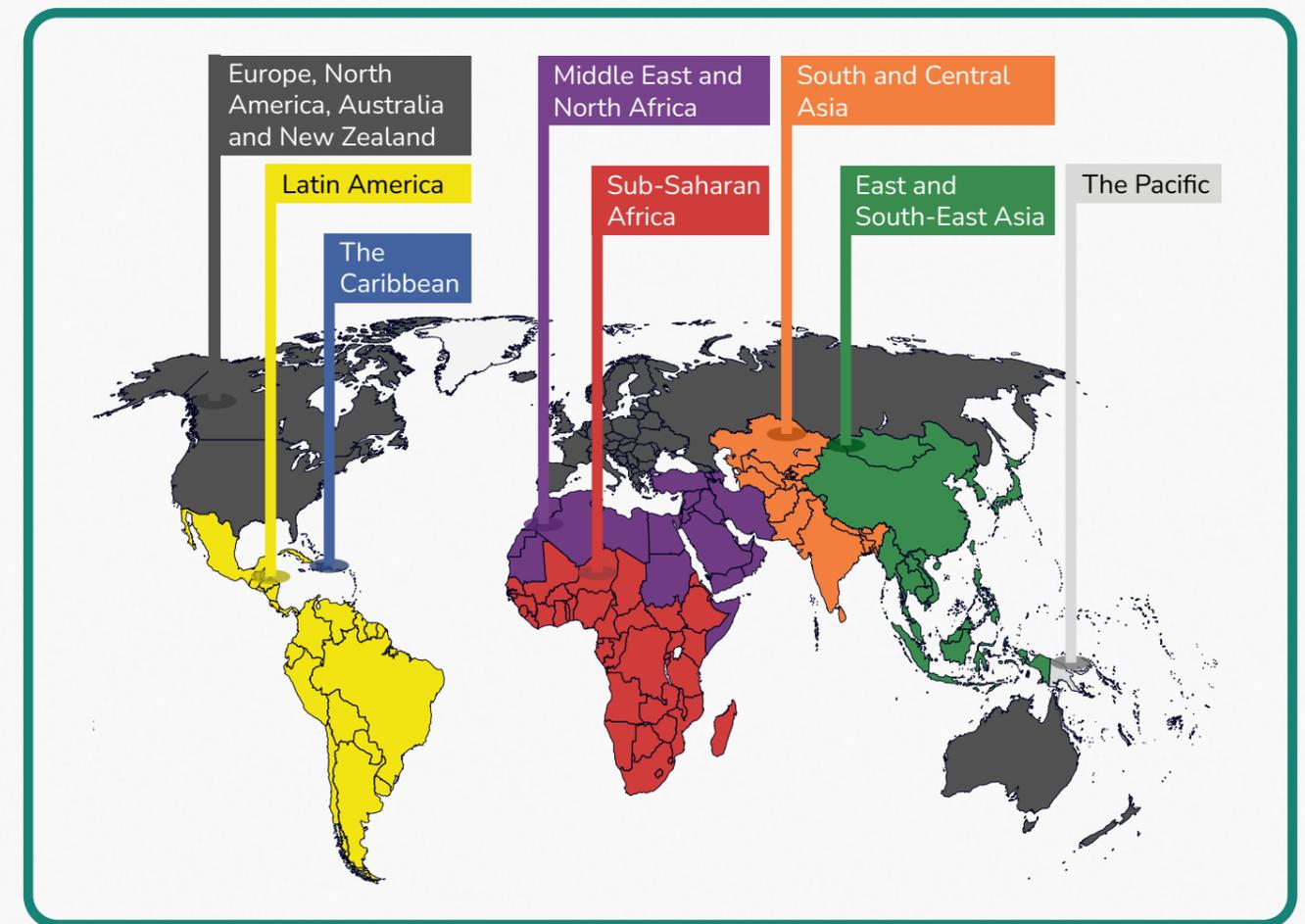
A just world in which the dignity, faith, spirituality, and human rights of persons of all sexes, sexual orientations, gender identities and expressions are honoured, supported and protected.

Mission:

GIN-SSOGIE 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.

Established in **2012** Formally registered in **2015**

460 members globally (individuals and organisations) in the following 8 global regions



3. The guiding framework for GIN-SSOGIE work

GIN-SSOGIE work is guided by its overall goals and the 5 objectives set for the period 2019-2023. The goals are:



Empowering people of all SSOGIE, with special emphasis on LGBTIQ/SOGIESC Faith-Based Activists



Advancing SOGIESC with an emphasis on LGBTIQ Faith-Based Goals in the World



Influencing the Progressive Faith, Social justice, and Human Rights Movements

For the strategic plan period of 2019-2023, under which this annual report is covered, GIN-SSOGIE's strategic objectives reflect the belief that all faiths are inherently inclusive of people of all sexes, sexual orientations, gender identities and expressions (SSOGIE). GIN-SSOGIE therefore is committed to achieve the following objectives:

To support people of faith of all SOGIESC by creating spaces for all to come together, in physical and other fora, to heal the experienced separation between faith identities and SOGIESC and strengthen the voice of people of all SOGIESC within their religious communities.



OBJECTIVE 1

To build capacity needed at the local, national, regional and international level (e.g. educational projects, skills building and leadership development), to engage in dialogue with religious leaders and communities, in various ways.



OBJECTIVE 2

To develop and share knowledge, resources and best practices at the local, national, regional and international level to support a global interfaith LGBTIQ/SOGIESC movement, as well as identify and research gaps.



OBJECTIVE 3

To advocate for the human rights of people of all SOGIESC by countering negative religious forces as they intersect with human rights abuses, especially in KACs in various ways.



OBJECTIVE 4

To strengthen the Organization by developing and refining governance processes as well as building the internal capacity of the Secretariat so that it better supports and amplifies members' leadership and member-led activities informing and shaping GIN programming, and so that it takes leadership in outreach, fundraising, and connecting GIN's gifts and opportunities in pursuit of a just world.



OBJECTIVE 5



4. Message from the Board

Ishmael Bahati from Kenya, Board Co-chair and regional representative for Sub-Saharan Africa, Executive Director of Pema Kenya:

2021 has seen GIN rise to greater heights. In spite of Covid19, GIN has braved on to continue with its work across the globe. We have been able to deliver a side event and at least three statements at the UN Human Rights Council and also other statements where we felt that Human rights violations were taking place all over the world. Our religious dialogue work continues to grow, and will expand, in 2022, to West Africa.

We held all our board meetings as scheduled, virtually, and one extended virtual face to face meeting which gave us an opportunity to not only meet as the board but also the staff to strengthen our working relationship, strategize on fundraising and look at the next strategic plan.

Our staff have made exceptional contributions to this work under the leadership of our Executive Director, Toni Kruger-Ayebazibwe, who has tirelessly ensured that things run well at the office and sourced funding to employ additional staff to broaden the reach of our activities and projects. We thank everyone that has contributed to this year in all efforts. May God bless you all!

5. GIN Programmes – Key Highlights

This section of the annual report provides key highlights from GIN programmes, that reflect the effort of GIN to be responsive to contextual demands, as well as to strengthen implementation of programmes to achieve strategic plan objectives.

This fiscal year saw GIN staff strengthen the implementation of its programmes: the Religious Dialogue Partners, Advocacy, Media production (including Fearless Allies) and the Free to be Me programme.



i. Religious Dialogue Partners Programme

A. Southern Africa

Our regional work in Southern Africa has really taken off! Post the initial global impact of the Covid-19 pandemic, 2021 presented us with a cautious opportunity to re-engage in our in-person activities.

In 2020, due to the pause of in-person work, we used this opportunity to analyze, reflect and strategize a fresh approach to our work that is hybrid, agile and proactive. With our key partners, we have managed to scale up our regional collaboration and the work within the region with our country partners.

At GIN we are happy to welcome Chantell Fortuin, who was previously a freelance RDP facilitator, as full time staff in the role of Regional Coordinator for the dialogue work in Southern Africa and Rev Nokuthula Dhladhla who came on board part time in 2021 to develop and run the Cleaning Our Own Backyard (COOB) programme. Both of them bring their own magic to our team and work closely with Pierre Buckley who has been pioneering and grounding the work in the region, with support from Chantel in her freelance capacity.

Adding onto our highlights in 2021, we coordinated the hosting of the first Regional Capacity Engagement Convening in October, in the warm and culturally diverse city of Durban in South Africa. This saw almost fifty partners gather to participate in robust conversations and some technical training sessions on the management elements of the vast and in-depth work. Our partners from national LGBTIQ+ organisations and national Christian Council bodies attended the convening. We also had expertise from a Monitoring, Evaluation and Learning expert who provided some training as well as putting the building blocks of a project management system in place. Countries represented were Botswana, Lesotho, Namibia, Malawi, Mozambique and South Africa. Teamwork and leaving no one behind were priorities. Sustainability was a focus as we sought funding and partners. The space strengthened our partnerships and opened our minds to healing through understanding.

5 Hearts Set on Pilgrimage five-day trainings

GIN attended a One Body Supplement **Training of trainers** Workshop in Lesotho

Added a **reading resource** for LGBTIQ+ dialogue partners called *Building A Bridge* by James Martin, SJ.

Provided small grants to **four country partners**
 Botswana (Legabibo)
 Lesotho (The People's Matrix)
 Malawi (Cedep)
 Mozambique (Lambda)

We have continued to partner with the **Ujamaa Centre** to conduct online **Contextual Theological Sessions**

60+ LGBTIQ+ Individuals have been trained to enter into dialogue with religious leaders and communities through the One Body process (including Kenya)

Able to train **twenty** LGBTIQ+ individuals in Botswana, Lesotho, Namibia, Malawi, Mozambique and South Africa to **facilitate Hearts Set on Pilgrimage** and **Hearts Set on Pilgrimage Lite trainings** within countries

Our **key partners** in the RDP Programme are



New Dimensions for Dialogue: Stories from our Hearts Set on Pilgrimage workshops and accompanying engagements inspired us to compile a collection of LGBTIQ+ self-identifying people of faith's stories. Unedited stories will be published in a booklet, which will be printed and shared online. We thank the booklet's contributors for sharing their journeys. We know these stories will inspire LGBTIQ+ people and allies struggling with inclusion and acceptance.

Pictured left is the booklet cover.



Chantel Fortuin, Nokuthula Dhladhla and Moïse Manoel-Florisse

In August, the RDP program led the Pan Africa ILGA Interfaith Pre-Conference alongside PAI 2021, which was wholly virtual. The pre-conference encouraged active engagement, knowledge sharing, and shifting religious communities' paradigms. GIN members, friends, and allies attended and participated in developing and offering the programme.

This program emphasizes investment in people, and GIN continues to grow and strengthen partnerships through this investment. Southern Africa was a good learning opportunity, and we're taking these lessons elsewhere. We've started talking with partners in Canada, Fiji, and the Caribbean to change faith-based spaces. Early 2022 will bring more information on this exciting space.

B. The Caribbean

Ya man! Through the leadership of both our Executive Director, Toni and our Programme Manager, Pierre we have been able to expand the dialogue process work to the Caribbean. Our Caribbean Regional Board Member, Dillon with GIN members have set up a regional body, CARIN, Caribbean Interfaith Network that is grounding GIN work with regional partner organisations.

As part of this expansion we have employed a part time team member, Moïse Manoel-Florisse who is from Guadeloupe. Moïse is also a GIN member and serves on the committee of CARIN.

The aim is that in 2022 GIN together with other regional and international partners that do work in the Caribbean will be implementing joint projects at the intersections of faith, human rights, gender and sexuality.

C. The Pacific

In collaboration with regional and international partners GIN has begun conversations to expand the religious dialogue programme into this beautiful part of the world. Existing organisations, like Rainbow Pride Foundation in this region have done work at the intersections of faith, human rights, gender and sexuality for years.

As in the Caribbean our aim is to provide technical and training support to existing and new work in this region together with our partners.



ii. Cleaning Our Own Backyard (COOB)

The centrality of spirituality in the lives of LGBTIQ+ people of faith is as much a human right as any other indivisible and inalienable human right. Having safe space to practice that faith therefore becomes crucial, but unfortunately it has long been a challenging space to find or be in. There are well documented experiences of the struggles LGBTIQ+ people face, such as hate and discrimination in churches as they have perpetuated the patriarchal system norms and practices, promoting heteronormativity, gender inequality, exclusion, and other intersectional injustices.

The Cleaning Our Own Backyard (COOB) Project was therefore born out of the realisation that the church as an institution, its leaders, the congregants and the community needed to be given attention to address these challenges. The purpose of COOB project is to provide a platform for learning and empowering LGBTIQ+ persons of faith on issues of faith, sexuality, gender, identity and contextual

sacred texts. The workshops are aimed at LGBTIQ+ religious leaders, many of whom run their own religious communities for LGBTIQ+ people. It is also meant to provide a platform for LGBTIQ+ Leaders of faith communities to engage and fight stigma and discrimination within the LGBTIQ+ community.

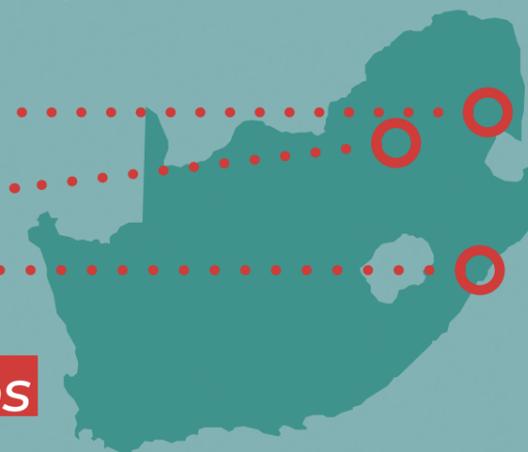
In 2021, preparations were completed for three workshops which will take place in early 2022, in South Africa, Mpumalanga (close to Nelspruit), Durban and Johannesburg. The workshops will address basic information about gender and sexuality, affirming theological understandings (through a contextual bible study process on, amongst others, the Sodom and Gomorrah text), and lastly, putting these new understandings into practice by looking at the role that LGBTIQ religious leaders ought to be playing in their communities in terms of inclusion. We are hopeful that this programme will be expanded to other areas and target groups once it has been piloted.

Mpumalanga

Johannesburg

Durban

COOB Pilot Workshops





iii. Free To Be Me (F2BM)

Free to be Me is a groundbreaking program that is designed to strengthen the voices of LGBTIQ+ people to demand and expect their full inclusion in society, with respect for their human, as well as economic rights. The Free to Be Me consortium, which consists of ILGA, HIVOS, PV, GIN, Workplace Pride and SOGI Campaigns is committed to supporting LGBTIQ+ people in 14 countries to build solid movement foundations in order to take the lead in claiming these rights, to lobby and advocate for policies and practices that acknowledge, respect and secure them, and change the hearts and minds of leaders and everyday people. Most of all, Free to be Me is designed to finally start giving LGBTIQ+ people full access to jobs, business loans and economic development programs.

The GIN portion of the F2BM theory of change is to capacitate LGBTIQ people of faith around the integration of their spirituality and sexuality, to enable them to remain engaged in faith spaces, to engage in meaningful dialogue with religious leaders so that there is shared recognition of mutual humanity through sharing life stories. Meaningful dialogue with LGBTIQ people of faith leads to changes in attitudes of religious leaders and religious leaders influence the social inclusion of LGBTIQ people, and politicians and policies. Therefore, changes in attitudes of religious leaders result in greater social inclusion, and less discrimination and violence. The key difference for GIN between our other dialogue work and Free To Be Me is that Free to Be Me will work with both Christian and Muslim LGBTIQ communities and in countries outside Southern and East Africa.



Shamim Salim

We have appointed new staff for the HIVOS Free to Be Me programme, an Engaging with Faith Programme Manager, Shamim Salim, and in 2022 she will be joined by a Programme Officer. Challenges faced include the fact that there is (in some contexts) a conflict between the prioritization of local ownership and the implementation of GIN's model to capacitate LGBTIQ people for dialogue. In addition, internal challenges such as elections in some countries have led to safety issues.



The Free To Be Me programme started in **2021**

We'll be working in:

- Ghana**
- Nigeria**
- Mozambique** (with queer Muslim communities)
- Indonesia**
- Kenya** (later)



iv. Advocacy

Early in 2021, due to COVID, we discussed the need to keep the bulk of our advocacy work online, in terms of organizing intersessional meetings, side events, attending UN sessions (HRC and CSW specifically). These plans have remained steady so far, despite the fact that our Senior Advocacy Manager, Simon Petitjean resigned and then left at the end of September 2021. He has been replaced, from November onwards by Yahia Zaidi, who is supported in the programme by a consultant, Cavid Nabiyevev, and by Angelinah Montshiwa who has been our Advocacy intern, but will be leaving at the end of January 2022. The programme continues to grow in order to highlight the work that is being done locally and regionally. There are stronger and more diverse partnerships with a number of CSOs active in the UN space, including both faith-based (Act Alliance, Act Church of Sweden) and secular (ILGA, RFSL, etc) organisations.



Yahia Zaidi, Cavid Nabiyevev, Angelinah Montshiwa

GIN's aim in these high level political spaces is to introduce SOGIESC voices of faith from the Global South and East. Our goal is to disprove the notion that SOGIESC diversity is a Western imposition and that SOGIESC diverse people are automatically opposed to or excluded from faith. These aims connect different activities at Human Rights Council (HRC) sessions throughout the year, such as organizing side events, making interventions during interactive dialogues with Special Rapporteurs, providing written inputs to different UN mechanisms, and supporting our partners and allies with a shared vision.

Our **biggest achievement** in 2021 was that we finally **received ECOSOC status**. GIN is now **one of approximately 20 specifically LGBT organisations globally** with [Special Consultative status to the UN](#).

This means that we are able to access (for example) the Human Rights Council in Geneva, without being dependent on other partners. It also means that we can facilitate the access of other organisations to these spaces. GIN is also the only explicitly LGBT organisation on the African continent to have ECOSOC status.

We supported and organized two side events “Using Faith and Tradition to Support an Inclusive Understanding of Gender and Sexuality” and “Reclaiming Family Values” and launched a report titled “Reclaiming Families and Traditional Values” which reflects the outcome of the work that we have done between 2018 and 2021 on the Family and Traditional Values Seminar Series. In addition, we co-organised a side event with the US Mission to the UN, ILGA World, Human Rights Campaign and GATE on “An epidemic of violence; Defending the lives of Transgender Women” during HRC47.

In these side events, we highlighted the voices of marginalized people, mostly from the Global South and East, who represent pre-colonial cultural and contemporary religious traditions that affirm gender and sexuality. GIN was prominent at HRC sessions. Our advocacy team attended 11 interactive dialogues with UN Special Procedures on indigenous peoples’ rights, elderly people’s rights, racism, sexual orientation and gender identity, extreme poverty, discrimination against women, cultural rights, freedom of religion or belief, and minority issues, as well as OHCHR’s report on states’ response to the pandemic. Our team helped UN special procedures and treaty bodies by collating contributions from our members. A written submission to the Committee on the Elimination of Discrimination against Women highlighted the importance of understanding how colonial influences and religion affect LBT women and girls from indigenous communities around the world. The submission supported ILGA World’s contribution to the Committee and was used to create the joint statement GIN and ILGA world delivered during the Committee’s general discussion day. GIN encourages collaboration with UN experts, and this year we strengthened existing engagement with mandate holders and built new strategic partnerships. We also organized two closed intersessional meetings with state delegates at the HRC in Geneva, addressing the intersections of faith, culture, tradition and human rights, and giving them the opportunity to discuss these intersections in more depth.

UN Human Rights Council Sessions

GIN presented Statements during the three sessions of the Human Rights Council.

HRC 46

During the 46th session of the HRC, GIN intervened in **3 interactive dialogues of 3 different UN Special Rapporteurs. 3 members of GIN** were able to speak during sessions regarding **Freedom of Religion or Belief; Cultural Rights; Minority Issues.**

HRC 47

Five GIN speakers spoke during the following **Interactive dialogues**
 ID on High Commissioner’s Report on **State Response to Pandemics**
 ID with Independent Expert on **Sexual Orientation and Gender Identity**
 ID with Special Rapporteur on **Discrimination against Women**
 ID with Special Rapporteur on **Extreme Poverty**
 ID of Special Rapporteur on **Freedom of Opinion/Expression**

HRC 48

Three GIN speakers spoke during the following Interactive dialogues:
 ID with Special Rapporteur on **Rights of Indigenous Peoples**
 ID with Special Rapporteur on **Elderly People**
 ID with Special Rapporteur on **contemporary forms of racism, racial discrimination, xenophobia and related intolerance**



More information on our advocacy programme is available on our website



5 training sessions held in 2021

Two for the intersessional meetings - **with five speakers**

One for the Commission on the Status of Women - **with two speakers**

Two for the side events led by GIN at **HRC47 and HRC48** - with **six speakers at each**

3 3 side events have been held

Two during HRC47

One co-organised with the US Mission to the UN, ILGA World, Human Rights Campaign and GATE on “An Epidemic of Violence: Defending the Lives of Transgender Women”

One during HRC48

One on Reclaiming Family Values to launch the report on our Family and Traditional Values project.

Find the link to the report on **page 15**

6. Continued networking and increased visibility in the world – Media

During 2021 we built new relationships in the advocacy space with the Network of Religious and Traditional Peacemakers, the Centre for Reproductive Rights, RFSU, World YWCA, and the IPPF, as well as with Positive Vibes, SOGIE Campaigns, and Workplace Pride through Free To Be Me. In addition we continued to engage with our members, and with LGBTIQ+ communities globally through a number of projects.



-  Our Facebook Page is up by **10%** to over **3300 likes**
-  Instagram is up by **43%** at **1142 followers**
-  Twitter is at **303 followers**
-  LinkedIn is **up by 180%** to **144 followers**

Our social media presence has increased during 2021, and GIN Membership continues to increase (we are now around 460 members globally), as does our social media following over the period up to April 2022.

We are in the planning and execution phase of an extension of Fearless Allies.



The initial Fearless Allies project contributed to the existing survey of strategies and tools for effective dialogue around faith and SOGIESC rights. GIN, supported by HIVOS, produced a toolkit for strategies for dialogue with religious leaders, interviewing 10 LGBTI and ally religious leaders about their experiences of dialogue. We shared some of the resources from this project, Fearless Allies (www.fearlessallies.org), with participants at the intersessional meeting and at the inaugural meeting of the Inclusivity Community of Practice of the Network of Religious and Traditional Peacemakers, and it was very well received. The Fearless Allies campaign led to stronger partnerships with, for example, the Global Interfaith Commission ([Home - GIC](#)), Act Alliance and specifically state delegates in Geneva, who have said that the content was very useful. It is clear that there is a strong need for the amplification of progressive, Global South faith-based voices in high level political spaces. We have learnt that it is critical to have adequate in-house project management capacity to drive these processes, because external project management does not have the same sense of urgency or decision-making capacity.

We have worked on planning two campaigns this year and expect to launch them both in the next few months – one which will be an extension of Fearless Allies, and include the stories of religious leader allies about how and why they became allies, and the second of which, now titled Sacred Selves, will collect the stories of LGBTIQ+ people of faith, through self-interviews discussing their shifts to acceptance and inclusion.

7. Infrastructure development

In its 2021 work, GIN had a commitment to strengthening the Secretariat. The goal was to have well-resourced staff who are supported, mentored, trained to engage with our global membership, build and implement programmes, and nurture the organization's mission and vision. We also aimed to continue strengthening our governance and diversifying and increasing our funding, as well as to deepen our regional engagement. This section highlights some of the achievements towards this goal.

i. Governance

GIN at a governance level is guided by 11 Board members, in the images below and General Members who make up the network. In addition, ideally, each region has an Alternate Board member who supports the Regional Board member. In 2021, there were changes at this governance level as GIN welcomed new Board members, Sedica Davids, Dumisani Dube (South Africa), Ana Ester Padua Freire (Latin America), Fr Thomas Ninan (South and Central Asia), and Amar Alfikar (East and South-East Asia). We did not successfully find a replacement Board member for the region comprised of the Europe, the United States, Canada, Australia and New Zealand, and will pick up the process again in 2022.

The governance structure provides GIN with legitimacy and contributes to the overall strategy, oversight, and accountability. Board members meet every two months and in addition, for a 3 day face-to-face meeting once per annum.



Ishmael Omumbwa, Amar Alfikar, and Ken Moala

Due to COVID, this face-to-face in person meeting was impossible, and there has been no opportunity to meet all members in person or have an in-person introduction.

This was replaced by a virtual Board meeting over 6 days, which included training on Board roles and responsibilities.



Ana Ester Padua Freire, Dillon Mohamed, and Dumisani Dube

This supported new Board members in integrating with existing Board members and helped everyone to understand their roles and responsibilities better.



Fr Thomas Ninan, Noor Sultan, Sedica Davids, and Tshidi Semanya

An online General Members Meeting was also held in October 2021, including elections for new Board members for the Latin America, South East Asia, and South and Central Asia regions. We needed a new Board member for the region encompassing Europe, the USA, Canada, Australia and New Zealand, but received no nominations. In 2022, we will run a Special Vote to elect a new member for this region. In addition, 3 new South African Board members (who perform an administrative function) were elected.

ii. Funding and Administration

In 2021, GIN received significant new funding from HIVOS for the Free to Be Me programme, which will stretch into 2025. This grant enabled the hiring of a new Engaging with Faith Programme Manager, and will enable the hiring of a second staff member for this programme in 2022, as well as expanding the work of capacity building for religious dialogue into West Africa and South East Asia.

We also received a new small grant from UNDP for work with African Parliamentarians. Our other funder relationships were maintained and strengthened, and we reached out to a number of new potential funders including the Church of Sweden. We carried over a portion of our funding from 2020 due to COVID, with the permission of our donors and continued to budget a greater proportion of our funding for staff. This funding had previously been used for travel. The Board has asked for a fundraising workshop to support them in their fundraising duties.

iii. Staffing

GIN has grown its staff complement and in so doing increased its personnel capacity to implement programme work well. In the RDP programme, Pierre has been joined by a full time Regional Coordinator, Chantel Fortuin who assists in managing the Southern African work. Rev Nokuthula Dhladhla joined the team, part time to run the Cleaning Our Own Backyard Programme, and will become more fulltime in 2022.

Shamim Salim was employed as the Engaging with Faith Programme Manager in October 2021 to run the F2BM programme, and will be joined by a second staff member in 2022. Simon Petitjean, the previous Senior Advocacy Manager left at the end of September 2021, and was replaced by Yahia Zaidi, from November onwards. The Advocacy programme in 2021 was also supported by Cavid Nabyev, the part time Advocacy Officer and Angelinah Montshiwa, the Advocacy intern. Abbey Hudson was also hired to give support on media. The old and new staff have been supported by the Executive Director, Toni Kruger-Ayebazibwe, and the Board, in implementing GIN programmes as well as expanding GIN's outreach in the world.



Check out our report on the [Family and Traditional Values Seminar Series](#)

8. Successes

Our greatest successes over this period are attaining ECOSOC status, as described above, the release of our report on the Family and Traditional Values Seminar series which took place between 2018 and 2020, and the implementation with a group of partners of two intersessional meetings with state delegates at the UN in Geneva, as well as the fact that we have successfully hired a new staff person, Yahia Zaidi, in Geneva, and the RDP programme's Regional Capacity Engagement, which, for the first time brought together all of the partners working on the programme, including representatives from the national Christian Councils.

We successfully made the transition from one Senior Advocacy Manager to another. This is an achievement especially in view of the fact that so much of our advocacy work takes place remotely, in Geneva, and that finding and contracting senior staff at one remove is especially challenging. We made the decision in November 2021 that we would employ Yahia in Geneva – a challenging choice given that Geneva is extremely expensive, but one that we felt was the next correct step to take. Thus, from 2022 onwards, GIN will have a person formally on the ground in Geneva.

In the course of 2021, we have considerably strengthened GIN's internal capacity and organizational sustainability and stability, going from a staff component of 4 at the beginning of 2021, to a staff component of 10 by the end of the year (some of these 10 are part time).

Our Secretariat has been communicating increasingly well internally as well as continuously engaging more and more members and partners around the world, thereby extending the organization's outreach. The team has a diverse range of skills and competences, rendering it very complementary. We spent most of 2021 working remotely due to COVID, and also the fact that of those ten staff members, only three are actually based in Johannesburg, with others from as far away as Kenya, Azerbaijan and Geneva. We did however, keep our office space in Johannesburg, partly for the purposes of storage, and partly because we expect to re-open the office in 2022. Our Executive Director continues to play a solid anchoring role for the Secretariat and organization, and works very closely with the programmatic team for programme implementation and development of activities.

GIN's financial control and management strategies continue to strengthen, with the Board communicating regularly with the Executive Director, playing a strong leadership role together for the organization. Our funding continues to be secure, although we are seeking significant extra funding for 2022 to cover the costs of an office space and staff in Geneva. In 2021, we received a significant new grant from HIVOS for the Free to Be Me programme that will continue until 2025.

Our communication strategy has been developed, annual meetings for members have been and continue to be organised.

In addition, our networks continued to grow throughout the year to approximately 460 members, including through continuous outreach online and face-to-face in the various fora in which we have been present and active. We have continued to forge very strong working relationships with a wide range of LGBTIQ and faith-based civil society actors, state delegations and UN representatives, and this in various local and regional contexts.

9. Challenges and Way Forward

Future challenges include finding funding to support the growth of our advocacy programme - particularly in Geneva and New York. GIN has achieved significant impact in our work in these spaces (especially at the HRC) since we began it in 2018, and we have the opportunity to multiply this impact if we can find suitable sources of funding to support this very specialised area of work.

We have identified the need to deepen our regional engagement, in part in order to provide more support and better opportunities to our members, and in part to facilitate their contributions to GIN's overall work. We continue to seek funding to employ a part time staff member in each of the 8 regions.

In addition to these internal concerns, the world continues to see an ongoing impact from the effects of COVID - with increasing destabilisation economically and politically and a growing number of authoritarian regimes taking advantage of the situation to deepen their control over their populations, with knock on effects on the rights of people of diverse SOGIESC.

10. Conclusion

In conclusion, GIN continues to strengthen itself and grow as an organization. Our internal structure is becoming increasingly solid and sustainable thanks to its highly committed Board and staff members, as well as its membership around the world. We are delighted that our programmes are growing, in various parts of the world and at the local, regional and global levels. Our next steps in 2022 will include further development of our programmes in more regions around the world as part of deepening our regional focus, the growing of our staff, and access to diverse funding to further strengthen and expand our work.

10. Financial comparison 2020 to 2021

GIN SSOIE Audited income & expenditure 2017-2018 vs 2018-2019 vs 2019-2020 vs 2020 vs 2021

| Currency is in ZAR | 2021 | 2020 - restated* | 2019/2020 | 2018/2019 | 2017/2018 |
|---|------------------|------------------|------------------|------------------|------------------|
| Income | | | | | |
| LLH (FRI) | 2 459 419,59 | 1 190 242,46 | 397 593,00 | 1 539 484 | - |
| Church of Sweden | - | 92 901,75 | 170 322,72 | 23 477 | 125 872 |
| IAM | - | - | - | 0 | - |
| Arcus | 1 591 528,84 | 1 147 491,53 | 1 425 486,83 | 851 588 | 1 321 923 |
| OSISA | 386 496,00 | 78 253,00 | 291 523,69 | 1 066 440 | 393 888 |
| Ford Foundation | - | - | 1 814 444,08 | 1 529 888 | 1 681 388 |
| Soulforce | - | - | - | 0 | 40 216 |
| FRI Refund | - | - | - | 0 | -69 467 |
| COC | 143 519,86 | 479 890,17 | 751 583,85 | 298 183 | - |
| UCC | - | - | - | 17 487 | - |
| Hivos | 167 923,07 | - | 617 760,00 | - | - |
| UNDP | 187 690,80 | - | - | - | - |
| GEF | 1 283 610,00 | 294 570,00 | - | - | - |
| Donations/Royalties | - | - | - | 31 417 | - |
| Refunds | - | - | - | 8 543 | - |
| | 6 220 188 | 3 283 349 | 5 500 031 | 5 366 506 | 3 493 820 |
| Other income | | | | | |
| Administration fees | 6446 | - | - | - | - |
| Donations | 1585 | - | - | - | - |
| Gains on disposal of assets | - | 2946 | - | - | - |
| Profit and Loss on exchange differences | 70173 | 11387 | 150240 | 75949 | - |
| | 78 204 | 14 333 | 150 240 | 75 949 | - |
| Expenditure | | | | | |
| Accounting & Secretarial fees | 115224 | 141494 | 272443 | 85618 | 60280 |
| Advocacy | 523857 | - | - | - | - |
| Administration & management fees | - | - | 98249 | 44808 | 46534 |
| Advertising | - | - | - | 0 | 120000 |
| Assets less than R7000 | - | - | - | 9436 | 4947 |
| Bank charges | 85175 | 52651 | 100156 | 66749 | 30029 |

| Currency is in ZAR | 2021 | 2020 - restated* | 2019/2020 | 2018/2019 | 2017/2018 |
|---|------------------|------------------|------------------|------------------|------------------|
| Expenditure (cont.) | | | | | |
| COC | - | 493986 | - | - | - |
| Cleaning | - | 428 | 48 | 2800 | 0 |
| Communication | - | 41480 | - | - | - |
| Computer expenses | 7474 | 11667 | - | 8835 | 0 |
| Conference expenses | 945 | 7002 | 1183038 | 268126 | 465148 |
| Consulting & professional fees | 627700 | 585770 | 584981 | 567853 | 886863 |
| Contract Labour | 135881 | 213484 | - | - | - |
| Consumables | - | - | - | - | 28082 |
| Covid 19 Support | 16750 | 174989 | - | - | - |
| Depreciation, amortisation & impairments | 32474 | 14300 | 17755 | 21402 | 15061 |
| Donations | 4177 | 11000 | - | - | - |
| Employee costs | 1957203 | 1291328 | 1342450 | 1429271 | 767602 |
| Entertainment | - | - | 1482 | 92911 | 12562 |
| Fraud write off | - | - | 493043 | - | - |
| Gifts | - | - | - | 14819 | - |
| HIVOS | 137431 | 275417 | - | - | - |
| Insurance | 28361 | 9970 | 6245 | 4927 | 1239 |
| Lease rentals on operating lease | 108206 | 81888 | 93920 | 80700 | 40415 |
| Legal expenses | - | - | - | 0 | 1500 |
| Membership fees | 7060 | - | - | - | - |
| Penalties paid in respect of taxes | - | - | - | 12248 | 6614 |
| Postage | 35893 | 1267 | 2324 | 2007 | 2393 |
| Printing & Stationery | 44944 | 1001 | 41589 | 46809 | 18909 |
| Profit & loss on exchange differences | - | 4987 | - | 0 | 34274 |
| Profit and loss on sale of assets and liabilities | - | - | 2880 | - | - |
| RDP | 1834476 | 694109 | - | - | - |
| Relocation cost | - | - | - | - | 0 |
| Seed funding | - | - | - | - | 119456 |
| Staff recruitment | - | 65550 | - | - | - |
| Staff development | - | 17449 | - | - | - |
| Staff welfare | 7427 | 1406 | - | - | - |
| Subscriptions | 128778 | 77379 | 48686 | 18261 | 14392 |
| Telephone & fax | 64519 | 30309 | 10224 | 6088 | 7769 |
| Travel - local | 90789 | 13045 | 1503113 | 714224 | 508141 |
| Travel - overseas | - | - | - | 867896 | 178902 |
| Total expenditure | 5 994 744 | 4 313 356 | 5 802 626 | 4 365 788 | 3 371 112 |

| Currency is in ZAR | 2021 | 2020 - restated* | 2019/2020 | 2018/2019 | 2017/2018 |
|--------------------------------|----------------|-------------------|---------------|------------------|---------------|
| Operating surplus | 303 649 | -1 015 674 | -302 595 | 1 076 667 | 122 708 |
| Investment income | - | 803 | 16481 | - | - |
| Finance costs | -22 | - | -149 | -374 | 1 017 |
| Surplus before taxation | 303 627 | -1 015 674 | 126 832 | 1 076 293 | 126 832 |
| Taxation | - | - | - | - | 38 070 |
| Surplus for year | 303 627 | -1 015 674 | 88 762 | 1 076 293 | 88 762 |

* Note:

Change in accounting policy

No deferred income was recognised on grant income received that is only to be utilised in terms of the contracts. Revenue is only to be recognised up to what has been spend up to year end.

On principle this standard has been applied retrospectively and the 2020 comparatives contained in these financial statements differ from those published in the financial statements published for the year ended 31 December 2020.



The Global Interfaith Network

for People of All Sexes, Sexual Orientations,
Gender Identities and Expressions [GIN-SSOGIE]

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