EVERY HEALTH WORKER HAS A STORY
MISSION STATEMENT
Health Volunteers Overseas is dedicated to improving the availability and quality of health care through the education, training and professional development of the health workforce in resource-scarce countries.

VISION
HVO will be recognized as a global leader in the design and implementation of capacity-building projects that strengthen and empower the global health workforce.

CORE VALUES
Health Volunteers Overseas:
- implements innovative, effective programs that meet the needs of the host country and institution, are sustainable and build local capacity.
- works in partnership with other organizations, host governments and institutions, and local health care professionals in a spirit of mutual respect and cooperation.
- is dedicated to good stewardship and lifelong learning.

SPONSORS
ADA Foundation
American Academy of Dermatology
American Academy of Neurology
American Academy of Orthopaedic Surgeons
American Academy of Pediatrics
American Association for Hand Surgery
American Association of Colleges of Nursing
American Association of Oral and Maxillofacial Surgeons
American College of Cardiology
American College of Physicians
American Foundation for Surgery of the Hand
American Orthopaedic Foot and Ankle Society
American Physical Therapy Association
American Society of Clinical Oncology
American Society of Hematology
Association for the Advancement of Wound Care
Society of Gynecologic Oncology
LETTER FROM THE CHAIR AND EXECUTIVE DIRECTOR

In the fall of 2015, HVO lost a long-time, dedicated board member, Rita Feinberg. As shared at her memorial service, “Known equally for her grace and elegance as for her strength and adventurousness, Rita made a powerful and lasting impression on all those she met.” Rita had worked in international development for over thirty years and she was a passionate, vocal supporter of HVO’s mission. She pushed hard to ensure that projects were appropriate and sustainable and that relationships with our counterparts were lasting.

In 2011, on the occasion of HVO’s 25th anniversary, Rita Feinberg described HVO’s work:

*Developing in-country capacity is key to sustainability, and HVO is expert at developing capacity.*

*I cheer the fact that HVO volunteers educate and train their health care counterparts and leave behind knowledge and skills that will be applied and shared long after the volunteer has returned home. HVO also understands another critical element of sustainability – keeping health care providers practicing in their own countries – routinely establishing mentoring and other ongoing professional support activities to enhance that objective.*

Rita was very proud of her work with HVO, and the work that is being done to improve global health. In 2015, 486 HVO volunteers completed 515 assignments. Forty-five percent of the volunteers are repeat volunteers, meaning they are returning to a site where they have previously served, or they are arriving at a new site, with experience and knowledge gained at other HVO sites. Throughout 2015, HVO worked in 21 countries, with 102 projects in 14 different program areas. Of the 102 projects, eight were new, in sites where HVO partners saw the knowledge shared in existing program specialties and requested assistance in additional fields. HVO is very pleased to expand these partnerships as, together, we build capacity for health care around the world.

In our commitment for strengthened, sustainable health care systems, this 2015 annual report is dedicated to the memory of our dear friend and colleague, Rita Feinberg.

Sincerely,

Richard Fisher
Richard Fisher, MD
Chair, HVO Board of Directors

Nancy A. Kelly
Nancy A. Kelly, MHS
Executive Director

BOARD OF DIRECTORS

Pamela Benson

Emily Berry, MD
Northwestern University Prentice Women’s Hospital

Helen Cherrett, MA
American Dental Association

Peter Curran, MD
in private practice

Rita Feinberg, MA
International Development Consultant

Richard C. Fisher, MD
University of Colorado, retired

Richard Henker, PhD, RN, CRNA, FAAN
University of Pittsburgh School of Nursing

Jeffrey L. Jacobs, MIM

Stephanie Murphy, MPA, CPA

Jody Olsen, PhD, MSW
Visiting Professor, University of Maryland School of Social Work

Julia Plotnick, RN, MPH, FAAN, RADM, USPHS (ret)

Steve Schwartz
President, GDS Consulting Services, LLC

Vidya Swaminathan, PhD
Bristol Myers Squibb

Maureen Zutz, MHA

Nancy Kelly, MHS
Executive Director

Ex-Officio

Richard Fisher
Richard Fisher, MD
Chair, HVO Board of Directors
Any teaching HVO volunteers provide meets the needs of Mulago Hospital and the staff, helping them to better serve their patients and their families. Critical staffing issues can make teaching a challenge on the wards, but working side by side with the staff can provide endless opportunities to discuss disease states and care. Nurses throughout Uganda can benefit from the expertise of HVO nurse volunteers, providing continuing education and clinical support.

After returning from an assignment, I was able to Skype with the local nurses. The Special Care Baby Unit (SCBU) is as active as ever with a census at times of 80 babies. One of the nurses reported a night when they had 20 admissions... at night, staffing is usually only 2 nurses. They’ve had some months when they received no salary... times when there was no power or water, but these dedicated nurses/midwives show up for work day after day and do what they can with knowledge and love.

Know that you are not going to change “the system”, but you can share your expertise; be supportive and nonjudgmental. Model care and compassion. A baby (patient) or two, or more, may survive because you were physically there, but many, many more will survive when you share your knowledge.

Over my 11 volunteer assignments in Uganda I have learned from my neonatal Ugandan colleagues what “we” can do for the babies, with their available resources. My teaching focuses on that. When I say I’m retired, my Ugandan colleagues often say... “she’s retired, but not tired”. The intensity and the activity in the SCBU can be chaotic, paralyzing, exhausting, but is most rewarding. The work is never done and my colleagues often have to remind me, “Ellen, you can only do what you can do.”

[There is a] strong core group of nurses/midwives, many that HVO volunteer Ann Carroll and I have worked with for over 10 years. These capable, dedicated women are the heart of the Special Care Baby Unit. I admire their commitment to “their” babies and the families, despite the daily challenges of working in an extremely busy, grossly understaffed, and ill-equipped unit. I believe these nurses and the babies’ mothers have the most positive impact on outcomes in the Special Care Baby Unit, especially survival. The staff wants the knowledge, wants the skills, to be able to give quality care to their patients with their limited resources.

- Ellen Milan, RNC-NIC · Nursing Education · Uganda
A Story of Impact ...

The support of HVO donors, members, and partners leads to the training of local providers - students, residents, licensed clinicians, technicians, faculty, etc. - as well as the recruitment of expert health care volunteers and the development, maintenance and monitoring of projects around the world. Impact information is based on data provided on post-trip Volunteer Feedback Surveys and annual reports from HVO Project Directors and On-Site Coordinators.

Did clinical training meet the needs of the site?

Did volunteers feel appreciated by trainees?

In 2015, HVO sites reported improvements in:

- Increased Skills: 98%
- Patient Safety: 86%
- Staff Retention: 65%
- Staff Attitudes: 90%
- Problem Solving Skills: 88%
- Patient Outcomes: 90%

*There were 102 projects open at some point during the 2015 calendar year. As of Dec 31, 2015 this number was 87.

This was a unique experience for me in that I have not done a trip completely focused on teaching. The process was certainly worthwhile as I grew and gained comfort as a teacher. I particularly favored this approach as the knowledge the students gain hopefully will positively impact surgical patients who encounter these students in Malawi. I was re-energized by the experience and know that I would like to continue global health work in the future.

– William Navarre, MD · Anesthesia · Malawi
## 2015 COLLABORATING INSTITUTIONS & ORGANIZATIONS

We thank our many outstanding partners around the world for their support.

<table>
<thead>
<tr>
<th>Country</th>
<th>City</th>
<th>Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belize</td>
<td>Belize City</td>
<td>Karl Heusner Memorial Hospital, Ministry of Health, University of Belize</td>
</tr>
<tr>
<td>Bhutan</td>
<td>Mongar</td>
<td>Eastern Regional Referral Hospital, Ministry of Health, Royal Institute of Health Sciences, University of Medical Sciences</td>
</tr>
<tr>
<td>Cambodia</td>
<td>Kampot</td>
<td>Sonya Kill Memorial Hospital</td>
</tr>
<tr>
<td>Cambodia</td>
<td>Phnom Penh</td>
<td>Cambodian Dental Association, CiomaI Kien Kleng Centre, Faculty of Dentistry, International University, HOPE Medical Centers, Preah Kossamak Hospital, Sihanouk Hospital Center of HOPE University of Health Sciences of Cambodia</td>
</tr>
<tr>
<td>China</td>
<td>Wenzhou</td>
<td>Second Affiliated Hospital of Wenzhou Medical School</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>San Jose</td>
<td>Costa Rican College of Physicians</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>San Jose and Liberia</td>
<td>Caja Costarricense de Seguro Social System, University of Costa Rica</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>Addis Ababa</td>
<td>Addis Ababa University, Black Lion Hospital, Myungsung Christian Medical Center</td>
</tr>
<tr>
<td>Ghana</td>
<td>Kumasi</td>
<td>Komfo Anoye Teaching Hospital</td>
</tr>
<tr>
<td>Haiti</td>
<td>Deschapelles</td>
<td>Hôpital Albert Schweitzer</td>
</tr>
<tr>
<td>Honduras</td>
<td>Tegucigalpa</td>
<td>Cancer Center Emma Callejas, Hospital Escuela, Hospital San Felipe</td>
</tr>
<tr>
<td>India</td>
<td>Bangalore</td>
<td>Bangalore Baptist Hospital</td>
</tr>
<tr>
<td>India</td>
<td>Raxaul</td>
<td>Duncan Hospital</td>
</tr>
<tr>
<td>India</td>
<td>Vellore</td>
<td>Christian Medical College</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Borneo</td>
<td>Alam Shehat Lestari Klinik</td>
</tr>
<tr>
<td>Kenya</td>
<td>Nairobi</td>
<td>PCEA Kikuyu Hospital, University of Nairobi School of Dental Sciences</td>
</tr>
<tr>
<td>Laos</td>
<td>Luang Prabang</td>
<td>Lao Friends Hospital for Children</td>
</tr>
<tr>
<td>Malawi</td>
<td>Blantyre</td>
<td>Malawi College of Medicine, Queen Elizabeth Central Hospital, University of Malawi</td>
</tr>
<tr>
<td>Moldova</td>
<td>Chisinau</td>
<td>Clinical Hospital of Orthopaedics and Traumatology, Reconstructive Pediatric Hospital, Republic Hospital</td>
</tr>
<tr>
<td>Myanmar</td>
<td>Yangon</td>
<td>Yangon General Hospital, Yangon Orthopaedic Hospital</td>
</tr>
<tr>
<td>Nepal</td>
<td>Kathmandu</td>
<td>Dhulikhel Hospital, Kathmandu University School of Medical Sciences</td>
</tr>
<tr>
<td>Nicaragua</td>
<td>Managua</td>
<td>Hospital Escuela Antonio Lenin Fonseca, Hospital Escuela Roberto Calderón Gutierrez, Hospital Fernando Velez Paiz Hospital Infantil Manuel Jesus Rivera, Hospital Militar Escuela Alejandro Davila Bolanos, Instituto Politecnico de la Salud</td>
</tr>
</tbody>
</table>
I presented a case report about a patient from my own practice to the residents. I also brought a copy of a journal article that I used to broaden my own understanding of disease and this new medicine. The condition is not one they have seen, and the medication used is not one they are familiar with. I held my breath when I was finished, half expecting blank faces and stony silence. Instead, the residents started processing the material and asking pointed questions about the medicine’s mechanism of action and other uses of the drug. My lecture bridged the language and educational barriers to see the residents’ interest spark in the biology of a new medicine— the same feeling I get in my clinic at home thousands of miles away!

- Charlotte Kutsch, MD ∙ Dermatology ∙ Cambodia
I am very grateful that HVO is providing excellent and committed professionals to teach us on various techniques/methods which are being practiced all over the world. We have been helped much in learning many new techniques and our students and staff are better informed.

- Andrew Babu ∙ Physical Therapy On-site Coordinator ∙ India
I have been very fortunate to receive the Wyss Scholarship which gave me the opportunity to observe at different clinical settings in the US. During the training it was interesting to observe in the hospitals the multi-disciplinary team approach, which hardly happens in the clinical setting where I work. The different health professionals consult and communicate with each other in terms of the patient care and have great respect for each other’s decisions, too. It made me realize the importance of effective communication with other health professionals in order to set a plan of care and discharge for the patients. Therefore, ever since I got back from the training I have been suggesting to my colleagues and staff in the physiotherapy department the importance of communicating with other health professionals and even educating the patients because it has made me realize that, though these are some simple things, they are very effective ways of patient care which are doable in a clinical setting like ours.

-Karma Lhaki - Wyss Scholar - Bhutan
St. Lucia  Nancy Wong, PT  
Vietnam  Janna Beling, PhD, PT  

Wound Management Steering Committee  
Barbara Bates-Jensen, PhD, RN  
Renee Cordrey, PT, PhD, MSPT, MPH, CWS – co-chair  
Thomas Serena, MD, FACS – co-chair  
Cristin Taylor, PA-C, DPT, ATC  

Project Directors  
Cambodia (Phnom Penh)  Laurie Rapp, PT, CWS & Erasicleia Tzamaloukas, APRN, CNS  
Cambodia (Siem Reap)  Laurie Rapp, PT, CWS  
Haiti (Deschapelles)  Pam Cole, PT, CWS  
Haiti (Port-au-Prince)  Cristin Taylor, PA-C, DPT, ATC  
India  Barbara Bates-Jensen, PhD, RN  

Other Projects  
Emergency Medicine Bhutan  
Katharine Morley, MD  
Mental Health Bhutan  Darren Smith, Psy.D  
Pharmacy Uganda  Susan Raber, PharmD, MPH  

USAID-funded Advancement of Rwandan Rehabilitation Services Project  
Project Coordinator  Monika Mann, PT  
Technical Advisory Group  Julia Chevan, PT, PhD, MPH, OCS & Kim Dunleavy, PhD, PT, OCS  

Orthopaedic Traveling Fellowship Committee  
Jay Cox, MD  
Dean Matsuda, MD  
David Spiegel, MD  

The Warfield Scholarship for Anesthesia Professionals Committee  
Peter Buckley, MBBS, FRCA  
Cliff Roberson, DNP, CRNA, APRN  
Carol Warfield, MD  

The Wyss Scholarship for Future Leaders in Global Health Committee  
Emily Berry, MD  
Nancy Gell, PT, MPH, PhD  
Robert Piemonte, EdD, RN, CAE, FAAN  
Maria Robinson, MD, MBA  
Robert Stein, MD  

HVO Staff  
Washington, DC  
Executive Director  Nancy Kelly, MHS  
Director of Program Support  Kate Fincham  
Director of Finance  Laura Tyson  
Senior Associate  Linda James  
Senior Program Officer  Barbara Edwads  
Senior Volunteer Coordinator  Andrea Moody  
Volunteer Coordinators  Chelsea Dascher, Dinah Girma  
Communications & Development Coordinator  Katie McMullen  
Evaluation Specialist  April Pinner  
Program Assistant  Nora Daly  
Administrative Coordinator  Kim Shaw  
Intern  Ije Calhoun  

Uganda  
Volunteer Coordinator  Stella Nyange  

Consultants  
Network & IT Support  eGuard Technology Services  

HVO SCHOLARS OF 2015  
Thanks to the generous contribution of donors, Health Volunteers Overseas offers a variety of scholarships to local health workers to take advantage of continuing education and professional development opportunities around the world.  

ADA Scholarship Fund  
Dr. Amphayvahn Homsavath, Dr. Phonesouk Phengthalangsy, Dr. Sangvane Xayavong, Dr. Sitthiphan Phonepaseuth, Dr. Uiengkeo Kouangbounmy - Dentists and students involved with HVO’s Masters in Dental Public Health program in Laos  
Presented poster at 2015 FDI Annual World Dental Congress in Bangkok, Thailand  

The Warfield Scholarship for Anesthesia Professionals  
Ly Bun Rum - Chief of Clinical Anesthesia, Angkor Hospital for Children, Cambodia  
Received training at University of Pittsburgh and observed at Children’s Hospital of Pittsburgh and UPMC Presbyterian Hospital  

The Wyss Scholarship for Future Leaders in Global Health  
Gerard Urimubensi - Chair of Physical Therapy Dept, University of Rwanda College of Medicine & Health Sciences, Rwanda  
Presented poster with HVO volunteers at World Confederation for Physical Therapy Congress 2015 in Singapore  

Nguyen Thi Thanh Phuong – Dermatologist, Hue University of Medicine & Pharmacy, Vietnam  
Received 6-week individualized tutorial in dermatopathology at Columbia University Medical Center  

Karma Lhaki – Senior Physiotherapist, Jigme Dorji Wangchuck National Referral Hospital, Bhutan  
Attended American Academy of Cerebral Palsy and Developmental Medicine conference and observed HVO therapists at their workplaces  

Ho Thi Thuy Trang – Faculty of Nursing Instructor, Hue University of Medicine & Pharmacy, Vietnam  
Presented at Transcultural Nursing Society conference and observed with HVO nurse educators at their universities  

Ndidi Dagbue – Chief Orthopaedist at St. Jude’s Hospital, St. Lucia  
Received training at American Academy of Orthopaedic Surgeons and observed in the OR with HVO volunteers at the University of Pennsylvania
There were many moments that reaffirmed my decision to come on this trip. The top moments that stand out in my mind are the following:

1. Seeing the physicians take the initiative to set up the ultrasound machines in the preoperative area early in the morning: Initially, my colleague and I were the ones who would routinely set up the ultrasound machines with the goal of encouraging physicians to use them for their peripheral nerve block placements. It was therefore a great joy to see them taking full ownership of the learning experience and taking charge in using the ultrasound machines themselves as time went on.

2. Seeing one physician supervise a more novice physician with an ultrasound-guided block: I came back from lunch one day to see two anesthesiologists working closely together to place a block under ultrasound guidance. This occurred later on towards the end of my trip and represented yet another milestone to me; I was incredibly pleased to know that some of the anesthesiologists were not only becoming more adept with the use of ultrasound, but also confident enough to guide fellow colleagues through the same process.

The group of anesthesiologists and nurses at the Hospital for Traumatology and Orthopedics is an excellent group of physicians and anesthesia providers. They impressed me with the level of professionalism, compassion, and clinical acumen that they demonstrated in the care of their patients. They are tremendously skilled in what they do, enthusiastic about learning new techniques, creative and adaptive in their use of limited resources, thorough in their preoperative work-up of patients and tireless in their efforts to provide safe and efficient anesthetic care for more than 100 surgeries daily in only 14 operating rooms. This experience left me feeling humbled to see how much can be done with a great deal less in resources. There is no doubt in my mind that the things I learned on this trip far surpassed the things that I taught or shared.

- Cindy Hwang, MD · Anesthesia · Vietnam
VOLUNTEERS

In my opinion, HVO volunteers support us in terms of faculty capacity, nursing role, research and so on. It helps us to have a world view in the nursing area, and to find the ways to improve nursing education.

- Ho Thi Thuy Trang ∙ Nursing Education On-site Coordinator ∙ Hue, Vietnam

List reflects assignments completed in 2015; *stars indicate multiple assignments

Benjamin Aakre, MD
Antoinette Abbott, MD
William Abbott, MD
Samuel Abrams, MD
Jesleen Ahluwalia, MD
Sergio Martinez Alvarez, MD
Kristin Anderson, RNC
Evan Andreoyo, SPT
Narisa Apichatibutra, MD
Ariadna Arauz, PA-C
Aruna Arekapudi, MD
Ariadna Arauz, PA-C
Narisa Apichatibutra, MD
Evan Andreyo, SPT
Kristin Anderson, RNC
Sergio Martinez Alvarez, MD
Jesleen Ahluwalia, MD
Samuel Abrams, MD
Antoinette Abbott, MD
Benjamin Aakre, MD
assignments
*stars indicate multiple
completed in 2015;
List reflects assignments
CWCN, CWS
DrPH**

In my opinion, HVO volunteers support us in terms of faculty capacity, nursing role, research and so on. It helps us to have a world view in the nursing area, and to find the ways to improve nursing education.

- Ho Thi Thuy Trang ∙ Nursing Education On-site Coordinator ∙ Hue, Vietnam
After a day of case presentations and two operations, the day ended with a request to deliver a lecture at a dinner symposium. Despite having to struggle with my medical Spanish, having the opportunity to present to an engaging audience was a very fulfilling experience that I will never forget.

- David Winchester, MD · Oncology · Paraguay
Every health worker has a story of...

**Personal Growth**

Each HVO experience is personally enriching. It is truly a joy to teach, demonstrate, operate and take care of people -- all the reasons I went into medicine, without all the politics and computers I left at home. I also felt more appreciated than in my home environment where everything is expected.

To see the moment when “the lights go on” in someone you are teaching and they are truly excited about it, no matter how small or simple. To see and feel and share their passion for what we are doing!

- Germaine Fritz, DO
Orthopaedics - Nicaragua
You really feel a need to improve your thinking and practice to be the best you can be. Seeing how other areas of the world practice dentistry also helps you re-evaluate what you are doing in your practice. Also you get new insights and knowledge while preparing for these visits.

– Gregory Czarnecki, DDS
Oral Health ∙ Tanzania

THE GOLDEN APPLE AWARD

The Golden Apple Award, established by the HVO Board of Directors in 2006, recognizes extraordinary contributions in support of HVO’s mission, organization, and/or project sites. The honor recognizes work in curriculum development, mentoring of faculty, students, clinicians or fellow volunteers, didactic or clinical training, development of education resources, leadership and/or extraordinary contribution to the sustainability and effectiveness of HVO.

2015 GOLDEN APPLE HONOREES

Gaston Barnechea, MD
Barbara Billek-Sawhney, PT, EdD, DPT, MS, GCS
Peter Curran, MD, MHCDS, FACP
Brian Failla
Donald Lalonde, MD, FRCSC
Jeanne Leffers, PhD, RN
Susan Raber, PharmD, MPH
Peter Trafton, MD, FACS

You really feel a need to improve your thinking and practice to be the best you can be. Seeing how other areas of the world practice dentistry also helps you re-evaluate what you are doing in your practice. Also you get new insights and knowledge while preparing for these visits.

– Gregory Czarnecki, DDS
Oral Health ∙ Tanzania
[As a result of HVO’s training, a simple change has been implemented, with an impact]. Better documentation - we put a growth chart in every pediatric patient’s medical record and fill the chart in every visit. It helps us to early diagnose pediatric patients with a growth problem/disorder and treat them.

- Dr. Vina Wang · Pediatrics On-Site Coordinator · Indonesia
Auscultation was the other thing that helped me develop a relationship with the trainees. Early on, they asked me to listen to a man with a murmur. After examining him, I told them that he had aortic stenosis that was likely severe. They were surprised that I could get that much information from listening to his murmur. (The obvious answer is being an experienced (i.e. “older”) cardiologist that has listened to thousands of murmurs). That led to a lecture on cardiac auscultation and the start of “auscultatory rounds” that became quite popular.

I did the “auscultatory rounds” with the trainees. This became very popular with them and I was impressed with their improvement. At first they had difficulty telling if it was a systolic vs diastolic murmur and had difficulty determining possible source for the murmur (flow murmur, aortic stenosis, mitral insufficiency, mitral stenosis, etc). I was able to do some cardiac echoes on some patients just to confirm the source of the murmur. This seemed to help them visually “see” the murmur on echo as well as hear it.

Most days, we would listen to all the patients in the hospital with murmurs. They substantially improved their skills to detect and postulate the etiology of the murmur and were working on estimating the severity of the valve lesion. They would ask me to listen to people in the emergency department with a murmur. If I wasn’t certain of the etiology, we did an echo. That helped all of us learn and improve our auscultatory skills.

- George Pantely, MD • Internal Medicine • Cambodia
This trip renewed my inspiration, grounded me, and reminded me why I pursued a career in medicine. Our lives and careers seem to become mundane, no matter how passionate we once were about them. To be a part of something greater really is refreshing, inspiring, and probably something everyone needs to experience for the health of their spirit. But I also recognize that so much of engaging in acts of service is not about the grandiose productions, and lifesaving procedures, but it is about reaching out to someone and caring for them.

- Kari Zagar, CNIM · Spine team · Uganda
SURGEONS’ CIRCLE
as of December 31, 2015

The following special category of membership reflects the generous support of individuals committed to the future of our organization through a lifetime membership.

Gilbert Anderson, MD
Merlin Anderson, MD
Paul Axtell, MD
Samuel Baker, MD
James Bennett, MD
Charles Blitzer, MD
William Bohl, MD
Yves Boudreau, MD
Joseph Cass, MD
Charles Cornell, MD
Richard Coughlin, MD, MSc

SUPPORTERS
(Least $250)
Oyebimpe Adesina, MD
Kay Ahern, PT, CHT
Anthony Ambler
Gary Anderson, MD
Nancy Anderson, RN, MSN
Theresa Anderson
Anonymous (2)
Chad Augesen
Sheila Bachand, MSN
Patricia Bachiller, MD
Asha Bajaj, PT, DPT
Ursula Banzhaf
Elizabeth Barabaretti, PT, DPT, C/NDT, RYT
Dr. & Mrs. Alex Bart
Nelson Bates
Bennie Batson, RN, APN, CRNA

Judy Baum, PT, MSHA
Sheila Bean
Claire Beekman, PT
Myrin & Audrey Benton
Gregory Binder, CRNA
Richard Black, PT
Deborah Bohn, MD
Susan Boiko, MD
Joyce Bonnett
Marilyn Bouldin, RN, MSN

Karen Brousseau, CRNA
Karen Brown, CRNA
Suzanne Brown, CRNA
Suzanne Brown

The following Surgeons’ Circle members renewed their commitment to addressing the global health workforce crisis by making a second pledge to the Surgeons’ Circle.

Jay Cox, MD
Guillermo Garcia, MD
Gilbert Shapiro, MD
Carla Smith, MD, PhD
The most rewarding moment came my final week when I witnessed one of my students arguing with one of the surgeons in Amharic over how, even though our eight-year-old patient was moving, that he was still not ready to be extubated. He even made the extra effort to show the surgeon how the patient’s eyes were disconjugate and breathing was irregular and how these were signs of emergence. I guess that moment exemplifies why our presence was beneficial. As HVO volunteers we bring a different perspective/style of management of patients and I would like to believe the students’ exposure to this is worthwhile for them in the long run.

- Neil Masters, MD (SEA FELLOW)
Anesthesia · Ethiopia
We started HVO collaboration in 2015 April. So we do not have anything else except all the positive feedbacks and praises for HVO. So far this has been an amazing and incredible experience for Dental School of Dhulikhel Hospital. The HVO volunteers are extremely helpful and goal oriented.

My staff is more motivated to work as a team; my colleagues and staff practice evidence-based dentistry. Staff get refreshed when they get an opportunity to hear from Volunteers.

- Dashrath Kafle ∙ Oral Health On-Site Coordinator ∙ Nepal
TRIBUTE GIFTS

After the last lecture/case presentation, the graduating class (residents) came up to me as a group to thank me for my teaching. I assured them they were well prepared should they get a neurology case to examine during their finals. This small gesture was what crystallized the experience for me. Learning can happen simply because someone willing to teach has the opportunity to meet someone willing to learn.

- Nandini Bakshi, MD ∙ Internal Medicine ∙ India
| In Honor of George & Sharon Pantely’s 30th Anniversary | In Honor of Victoria Seligman, MD
Dr. & Mrs. Isaiah Seligman | In Honor of Robert Stein, MD
Rita & Gideon Frishman |
| Myrin & Audrey Bentz | In Honor of Dr. Stuart Sheer, Dr. Allison Green, Dr. Nate Shapiro
Michael Virtz, DDS | In Honor of Linda Szal Sutton, PT, DPT, MS
Dawn Fischer, PT |
| In Honor of Dr. & Mrs. Andrew Ruvo, Dr. Debra & Jim Sacco, Dr. & Mrs. Adam Serlo, Dr. & Mrs. Brian Vandersea | In Honor of Vineet Singh, MD
Curt & Kelly Cooper | In Honor of Yvonne Vaucher, MD, MPH
Martha Fuller, RN, MSN, PNP |
| David Frost, DDS, MS | In Honor of Nei Cheng Sothipong
Dean Lachamroonvorapongse, MD, MPH | In Honor of Robert Volz, MD
H. Delano Schutte, MD |
| In Honor of Kevan Saidi, MD | MEMORIAL GIFTS |
Samuel Oommen | In Memory of Walter Berggren, MD
L. Michael Glode, MD |
| In Memory of Bonnie Curran, MD | In Memory of Dr. Alejandro Franco
Carlos Franco, MD |
Victoria Seligman, MD | In Memory of John Garde, CRNA, FAAN
Maureen Shekleton, PhD, RN, FAAN |
| In Memory of Rita Feinberg | In Memory of Genevieve Hagan
Kim Dunleavy, PhD, PT, OCS
Linda & John James
Michael Hagan & Nancy Kelly |
| Pamela Benson | In Memory of James Lafayette “Lafe” Harris
Glenn Miles |
| Joyce Bonnett | In Memory of June Britton Kelly
Dwight Blankenbaker
Chris & Cary Cahn
Kim Dunleavy, PhD, PT, OCS
Linda & John James
Nancy Kelly & Michael Hagan
Stephanie Murphy, CPA |
| Elizabeth Christie | In Memory of Dwight King
Thor Nelson |
| Andrew Culbertson | In Memory of David Lovejoy, MD
Henry Stow Lovejoy
Martha Lovejoy
Mary Lovejoy |
| Lee Daneker | In Memory of Robert Volz, MD
H. Delano Schutte, MD |
| Lloyd Feinberg | In Memory of William P. Norris
Clayton Koppes, PhD |
| Janet Hamer | In Memory of Calvin Oba, MD
Mary Oba |
| Jane Hurd | In Memory of James Puhl, MD
Dr. & Mrs. Paul Hermanson |
| Nancy Kelly, MHS | In Memory of Edward Rachlin, MD
Ethel Bungard
Elio Carra
George & Roberta Diamond
Bill & Sandra Dreier
Anthony Gentile
Heather Grant
Richard & Hiroko Harlen
Jan Kleinman
Vicky Kleinman |
| Patricia Krackov | In Memory of Frank & Alyce Vargo
Dennis Vargo, MD, FACP |
| Devra Marcus, MD | In Memory of Olga & Boris Taleff
Dennis Vargo, MD, FACP |
| Arthur Morris | In Memory of Paul S. Van Puffelen, MD
Mr. & Mrs. John Lilyquist
Mr. & Mrs. Lowell Nelson |
| Stephanie Murphy, CPA | In Memory of Larry Wolff
John Lancaster |
| Nancy Newton | In Memory of Ronald Wyatt, MD
Paula Ness Speers |
| Robyn Smith & colleagues at Research Directorate | In Memory of Harry & Marilyn Zutz
Laurie & Howard Friedman |
| Enrique Tessada | In Memory of Gabriele Rico
Richard Ressman, MD |
| Georgia Wilson | In Memory of Olga & Boris Taleff
Dennis Vargo, MD, FACP |
| Ann Wolff | In Memory of Paul S. Van Puffelen, MD
Mr. & Mrs. John Lilyquist
Mr. & Mrs. Lowell Nelson |
| Richard & Joan Wolff | In Memory of Larry Wolff
John Lancaster |
| Margot Zimmerman | In Memory of Ronald Wyatt, MD
Paula Ness Speers |
| Laurie Zivetz, MPH, PhD | In Memory of Harry & Marilyn Zutz
Laurie & Howard Friedman |
| In Memory of W. David Francisco Jean Francisco | Roberta Knowlton, MSW, LCSW
Dorothy Kushner
Mamis/Gnall Group
Susan & Justin Mamis
Bernice Manshel
Catherine Manshel
Orthopaedic Faculty Practice Associates
Ann Shapiro
Debra Simon
Carole, Edd & Samm Stepp |
| In Memory of Chris McConnachie, MD
Dr. & Mrs. Brian O’M. Quinn | In Memory of Gabriele Rico
Richard Ressman, MD |
| In Memory of Matthew McDermott, MD
John Jessup | In Memory of Olga & Boris Taleff
Dennis Vargo, MD, FACP |
| In Memory of Virginia Moehring
Elaine Granquist | In Memory of Paul S. Van Puffelen, MD
Mr. & Mrs. John Lilyquist
Mr. & Mrs. Lowell Nelson |
| In Memory of Jay Nogi, MD
Kimberly Wesdock, PT, MS, PCS | In Memory of Larry Wolff
John Lancaster |
| In Memory of William P. Norris
Clayton Koppes, PhD | In Memory of Olga & Boris Taleff
Dennis Vargo, MD, FACP |
| In Memory of Calvin Oba, MD
Mary Oba | In Memory of Larry Wolff
John Lancaster |
| In Memory of James Puhl, MD
Dr. & Mrs. Paul Hermanson | In Memory of Larry Wolff
John Lancaster |
| In Memory of Edward Rachlin, MD
Ethel Bungard
Elio Carra
George & Roberta Diamond
Bill & Sandra Dreier
Anthony Gentile
Heather Grant
Richard & Hiroko Harlen
Jan Kleinman
Vicky Kleinman | In Memory of Larry Wolff
John Lancaster |
| In Memory of Frank & Alyce Vargo
Dennis Vargo, MD, FACP | In Memory of Larry Wolff
John Lancaster |
| In Memory of Marilyn Zutz
Nancy Kelly, MHS
Robert & Maureen Zutz | In Memory of Larry Wolff
John Lancaster |
INDEPENDENT AUDITOR’S REPORT

To the Boards of Directors
Health Volunteers Overseas, Inc. and Affiliate

I have audited the accompanying combined financial statements of Health Volunteers Overseas, Inc. and Affiliate (nonprofit organizations) which comprise the combined statements of financial position as of December 31, 2015 and 2014, and the related combined statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility
My responsibility is to express an opinion on these financial statements based on my audits. I conducted my audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audits to obtain reasonable assurance about whether 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 judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion
In my opinion, the combined financial statements referred to above present fairly, in all material respects, the combined financial position of Health Volunteers Overseas, Inc. and Affiliate as of December 31, 2015 and 2014, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Kimberly F. Palmisano, CPA
Hunt Valley, Maryland
June 7, 2016
## COMBINED STATEMENTS OF FINANCIAL POSITION

December 31, 2015 and 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$118,114</td>
<td>$305,225</td>
</tr>
<tr>
<td>Contributions Receivable</td>
<td>31,800</td>
<td>18,150</td>
</tr>
<tr>
<td>Marketable Securities</td>
<td>1,392,149</td>
<td>1,411,663</td>
</tr>
<tr>
<td>Promise To Give</td>
<td>326,910</td>
<td>326,910</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>22,391</td>
<td>21,396</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td>1,891,364</td>
<td>2,083,344</td>
</tr>
<tr>
<td><strong>FURNITURE AND EQUIPMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Equipment</td>
<td>30,793</td>
<td>29,388</td>
</tr>
<tr>
<td>Furniture and Fixtures</td>
<td>7,375</td>
<td>7,375</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>38,168</td>
<td>36,763</td>
</tr>
<tr>
<td>Less: Accumulated Depreciation</td>
<td>-30,948</td>
<td>-26,968</td>
</tr>
<tr>
<td><strong>TOTAL FURNITURE AND EQUIPMENT, NET</strong></td>
<td>7,220</td>
<td>9,795</td>
</tr>
<tr>
<td><strong>OTHER ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deposits</td>
<td>6,955</td>
<td>5,455</td>
</tr>
<tr>
<td>Promise To Give</td>
<td>616,624</td>
<td>907,256</td>
</tr>
<tr>
<td>Charitable Remainder Trust Receivable</td>
<td>795,745</td>
<td>801,545</td>
</tr>
<tr>
<td><strong>TOTAL OTHER ASSETS</strong></td>
<td>1,419,324</td>
<td>1,714,256</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$3,317,908</td>
<td>$3,807,395</td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS          |              |              |
| Current Liabilities                 |              |              |
| Accounts Payable and Accrued Expenses | $65,320 | $82,888     |
| Deferred Registration               | 800          | 2,025        |
| **TOTAL CURRENT LIABILITIES**       | 66,120       | 84,913       |
| Net Assets                          |              |              |
| Unrestricted                        | 1,210,855    | 1,288,547    |
| Temporarily Restricted              | 2,040,933    | 2,433,935    |
| **TOTAL NET ASSETS**                | 3,251,788    | 3,722,482    |
| **TOTAL LIABILITIES AND NET ASSETS** | $3,317,908 | $3,807,395   |
## COMBINED STATEMENTS OF ACTIVITIES

For the Years Ended December 31, 2015 and 2014

<table>
<thead>
<tr>
<th>INCOME</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-Kind Contributions</td>
<td>$ 6,658,935</td>
<td>0</td>
<td>$ 6,658,935</td>
<td>$ 7,477,621</td>
<td>0</td>
<td>$ 7,477,621</td>
</tr>
<tr>
<td>Member Contributions</td>
<td>264,716</td>
<td>0</td>
<td>264,716</td>
<td>290,732</td>
<td>0</td>
<td>290,732</td>
</tr>
<tr>
<td>Contributions - Other</td>
<td>273,224</td>
<td>141,481</td>
<td>414,705</td>
<td>574,880</td>
<td>1,392,396</td>
<td>1,967,276</td>
</tr>
<tr>
<td>Workplace Giving Contributions</td>
<td>7,676</td>
<td>0</td>
<td>7,676</td>
<td>12,677</td>
<td>0</td>
<td>12,677</td>
</tr>
<tr>
<td>Charitable Remainder Trust -</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in Fair Value</td>
<td>0</td>
<td>-5,800</td>
<td>-5,800</td>
<td>0</td>
<td>82,773</td>
<td>82,773</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>8,590</td>
<td>0</td>
<td>8,590</td>
<td>6,420</td>
<td>0</td>
<td>6,420</td>
</tr>
<tr>
<td>Publications</td>
<td>1,850</td>
<td>0</td>
<td>1,850</td>
<td>2,055</td>
<td>0</td>
<td>2,055</td>
</tr>
<tr>
<td>Registration</td>
<td>6,500</td>
<td>0</td>
<td>6,500</td>
<td>7,700</td>
<td>0</td>
<td>7,700</td>
</tr>
<tr>
<td>Grant Income</td>
<td>0</td>
<td>301,145</td>
<td>301,145</td>
<td>0</td>
<td>599,602</td>
<td>599,602</td>
</tr>
<tr>
<td>Net Investment Income (Loss)</td>
<td>-13,086</td>
<td>0</td>
<td>-13,086</td>
<td>58,002</td>
<td>0</td>
<td>58,002</td>
</tr>
<tr>
<td>Overhead</td>
<td>45,616</td>
<td>0</td>
<td>45,616</td>
<td>80,363</td>
<td>0</td>
<td>80,363</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>218</td>
<td>0</td>
<td>218</td>
<td>583</td>
<td>0</td>
<td>583</td>
</tr>
<tr>
<td>Net Assets Released from Restriction</td>
<td>829,828</td>
<td>-829,828</td>
<td>0</td>
<td>707,638</td>
<td>-707,638</td>
<td>0</td>
</tr>
<tr>
<td>TOTAL INCOME</td>
<td>8,084,067</td>
<td>-393,002</td>
<td>7,691,065</td>
<td>9,218,671</td>
<td>1,367,133</td>
<td>10,585,804</td>
</tr>
<tr>
<td>General and Administrative Expenses</td>
<td>204,387</td>
<td>0</td>
<td>204,387</td>
<td>172,711</td>
<td>0</td>
<td>172,711</td>
</tr>
</tbody>
</table>

### PROGRAM EXPENSES

<table>
<thead>
<tr>
<th>In-Kind Expenditures</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Services Donations</td>
<td>4,711,402</td>
<td>0</td>
<td>4,711,402</td>
<td>5,028,921</td>
<td>0</td>
<td>5,028,921</td>
</tr>
<tr>
<td>Travel and Living Costs Paid by Volunteers</td>
<td>1,265,422</td>
<td>0</td>
<td>1,265,422</td>
<td>1,271,722</td>
<td>0</td>
<td>1,271,722</td>
</tr>
<tr>
<td>Equipment and Other Donations</td>
<td>682,111</td>
<td>0</td>
<td>682,111</td>
<td>1,176,978</td>
<td>0</td>
<td>1,176,978</td>
</tr>
<tr>
<td>Other Program</td>
<td>1,251,297</td>
<td>0</td>
<td>1,251,297</td>
<td>1,280,101</td>
<td>0</td>
<td>1,280,101</td>
</tr>
<tr>
<td>TOTAL PROGRAM EXPENSES</td>
<td>7,910,232</td>
<td>0</td>
<td>7,910,232</td>
<td>8,757,722</td>
<td>0</td>
<td>8,757,722</td>
</tr>
<tr>
<td>Fundraising Expenses</td>
<td>47,140</td>
<td>0</td>
<td>47,140</td>
<td>41,678</td>
<td>0</td>
<td>41,678</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>8,161,759</td>
<td>0</td>
<td>8,161,759</td>
<td>8,972,111</td>
<td>0</td>
<td>8,972,111</td>
</tr>
</tbody>
</table>

### CHANGE IN NET ASSETS

| Net Assets - Beginning of Year | 1,288,547 | 2,433,935 | 3,722,482 | 1,041,987 | 1,066,802 | 2,108,789 |
| NET ASSETS - END OF YEAR | $ 1,210,855 | $ 2,040,933 | $ 3,251,788 | $ 1,288,547 | $ 2,433,935 | $ 3,722,482 |

The complete audited statements are available upon request and on the HVO website.
CORPORATE & ORGANIZATIONAL PARTNERS

BENEFACTORS ($10,000+)
DePuy Synthes Spine
Global Impact
Globus Medical, Inc.
LDR Spine USA

STEWARDS ($5,000 - $9,999)
American Association of Nurse Anesthetists
Foundation for Anesthesia Education and Research
Mazor Robotics
Misonix

PATRONs ($1,000 - $4,999)
American Dental Association
American Osteopathic Academy of Orthopedics
Children’s Hospital of Philadelphia
Henry Schein, Inc.
Indianapolis Hand Society
New Hampshire State Orthopaedic Society
Orthopaedic Associates of Oklahoma City
Texas Back Institute

ASSOCIATES ($500 - $999)
Academy of Dentistry International
American Board of Orthopaedic Surgery
American Psychological Association
OrthoCarolina Hip & Knee Center
Pediatric Orthopaedic Society of North America
University of Utah, Department of Orthopaedics


Printing services by: UPrinting.com
HVO 2015 Project Sites

LATIN AMERICA & CARIBBEAN
- Belize
- Bolivia
- Costa Rica
- Haiti
- Honduras
- Nicaragua
- Paraguay
- Peru
- St. Lucia

AFRICA
- Cameroon
- Ethiopia
- Ghana
- Kenya
- Malawi
- Rwanda
- Tanzania
- Uganda

ASIA
- Bhutan
- Cambodia
- China
- India
- Indonesia
- Laos
- Myanmar
- Nepal
- Vietnam

EASTERN EUROPE
- Moldova