



Quality health care.
Local health professionals.
For everyone, everywhere.

2018

ANNUAL REPORT



Health Volunteers Overseas
Transforming Lives Through Education



SPONSORS

ADA Foundation
American Academy of Dermatology
American Academy of Pediatrics
American Association for Hand Surgery
American Association of Colleges of Nursing
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American College of Obstetricians & Gynecologists
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
British Society for Haematology
Oncology Nursing Society
Society of Gynecologic Oncology



MISSION STATEMENT

Health Volunteers Overseas improves the availability and quality of health care through the education, training, and professional development of the health workforce in resource-scarce countries.

VISION

HVO envisions a world where all people have access to high quality health care delivered by local health professionals.

VALUES

- **Innovation** – We implement innovative, effective programs that meet the needs of host country institutions, are sustainable, and build local capacity.
- **Excellence** – We deliver transformative education projects that promote lifelong learning and professional development opportunities.
- **Partnership** – We work in partnership with other organizations, host governments and institutions, and local health care professionals in a cooperative spirit of mutual respect, equity, and integrity.
- **Stewardship** – We deeply value our members, donors, and volunteers and are committed to strong stewardship of these vital relationships.

LETTER FROM THE CHAIR AND EXECUTIVE DIRECTOR

HVO's mission calls for improving the availability and quality of health care for people in countries where fiscal resources are limited. What is not so limited is the resource of people who are interested and dedicated to improving health care in their country. That is where HVO steps in. By working with our partner institutions to help address the needs they have identified, HVO delivers education and training for local health providers so that they can offer the best care possible for their patients. Highlights this year ranged from clinical protocols in Tanzania that were developed for management of all hematological malignancies to the initiation of an emergency medicine residency program and an EMT/EMR program in Bhutan.

In 2018, 411 volunteers served in 449 assignments in 101 projects around the world, providing training and mentorship to more than 3,000 health professionals. Each of those projects was designed in conjunction with our local partners to meet the needs they identified as most urgent. As needs change, the projects evolve. This on-going process of evolution is designed to build and strengthen the existing local health care infrastructure, to put systems and protocols in place, and to improve the resiliency of these health care delivery systems. In our annual survey of on-site coordinators, 91% observed improvements in staff skills and 84% observed improved patient outcomes.

HVO does not work alone to address these issues. In addition to partnering with local governmental and medical institutes, we work with the support and collaboration of our sponsoring professional associations, and corporate and organizational partners. We rely on the commitment and knowledge of hundreds of volunteers, all of whom are health care professionals sharing their time and talent to provide the leadership and direction for our projects.

Managing the work on a daily basis is an experienced, dedicated staff that understands the responsibility they have in ensuring that funds are wisely spent for maximal benefit. Careful stewardship of our financial resources is a key component, in order to maintain a healthy balance of funds so we can adequately address program requests in a strategically effective and efficient manner.

All of these elements – strong partnerships, financial stewardship, committed volunteer professionals, and a dedicated staff – work in tandem to deliver regionally appropriate educational training programs with a single goal in mind: to improve the knowledge and skills of local health professionals so that they can provide quality care for their community.

Thank you for your support and commitment to our shared goal!

Sincerely,

William C. Horton

William C. Horton, MD
Chair, HVO Board of Directors

Nancy A. Kelly

Nancy A. Kelly, MHS
Executive Director

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Partnerships

2018 COLLABORATING INSTITUTIONS & ORGANIZATIONS

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

BHUTAN

Mongar
Eastern Regional Referral Hospital

Thimphu

Jigme Dorji Wangchuck National Referral Hospital
Ministry of Health
Royal Institute of Health Sciences
University of Medical Sciences

BOLIVIA

La Paz
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Ciomal Kien Kleng Centre
HOPE Medical Centers
Preah Kossamak Hospital
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Kumasi
Komfo Anokye Teaching Hospital

Tamale

University for Development Studies

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LAOS

Luang Prabang
Lao Friends Hospital for Children

Vientiane

National University of Laos

MALAWI

Blantyre
Malawi College of Medicine
Queen Elizabeth Central Hospital
University of Malawi

MOLDOVA

Chisinau
Clinical Hospital of Orthopaedics and Traumatology
Reconstructive Pediatric Hospital
Republic Hospital

“As a result of our work with HVO we prepared the first batch of counseling students for their exit exams in mid-2019. Also were able to take in one medical doctor for residency in psychiatry, which itself is a landmark for the Khesar Gyalpo University of Medical Sciences in Bhutan.”

- Damber Nirola, MD
Mental Health · Bhutan

MYANMAR

Yangon

Yangon General Hospital
Yangon Orthopaedic Hospital

NEPAL

Bhaktapur

Bhaktapur Cancer Hospital

Dhulikhel

Dhulikhel Hospital

Kathmandu

Dermatology Institute Skin Health & Referral Center
Kathmandu Medical College & Teaching Hospital
Kathmandu University
School of Medical Sciences
National Academy of Medical Sciences
Nepal Medical College & Teaching Hospital

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Hospital Infantil Manuel Jesus Rivera
Hospital Militar Escuela Alejandro Davila Bolanos
Instituto Politecnico de la Salud

PERU

Arequipa

Carlos Alberto Sequin Escobdo Hospital
Catholic University of Santa Maria Yanahuara Hospital

Chiclayo

The Craniofacial Center of Hospital Regional Docente, Las Mercedes

PHILIPPINES

Manila

Philippine General Hospital

RWANDA

Kigali

King Faisal Hospital
Rwanda Physiotherapy Association
School of Health Sciences, College of Medicine & Health Sciences,
University of Rwanda

ST. LUCIA

Vieux Fort

St. Jude Hospital

TANZANIA

Dar es Salaam

Muhimbili National Hospital
Muhimbili University of Health and Allied Sciences
Tanzanian Dental Association

Moshi

Kilimanjaro Christian Medical Centre

Mwanza

Weill Bugando Medical Centre

UGANDA

Kampala

Makerere University
Mulago National Referral Hospital

Mbarara

Mbarara University of Science and Technology
Mbarara University Teaching Hospital

VIETNAM

Da Nang

Da Nang Orthopaedics and Rehabilitation Center
Da Nang University of Medical Technology and Pharmacy

Hai Duong

Hai Duong Medical and Technical University

Ho Chi Minh City

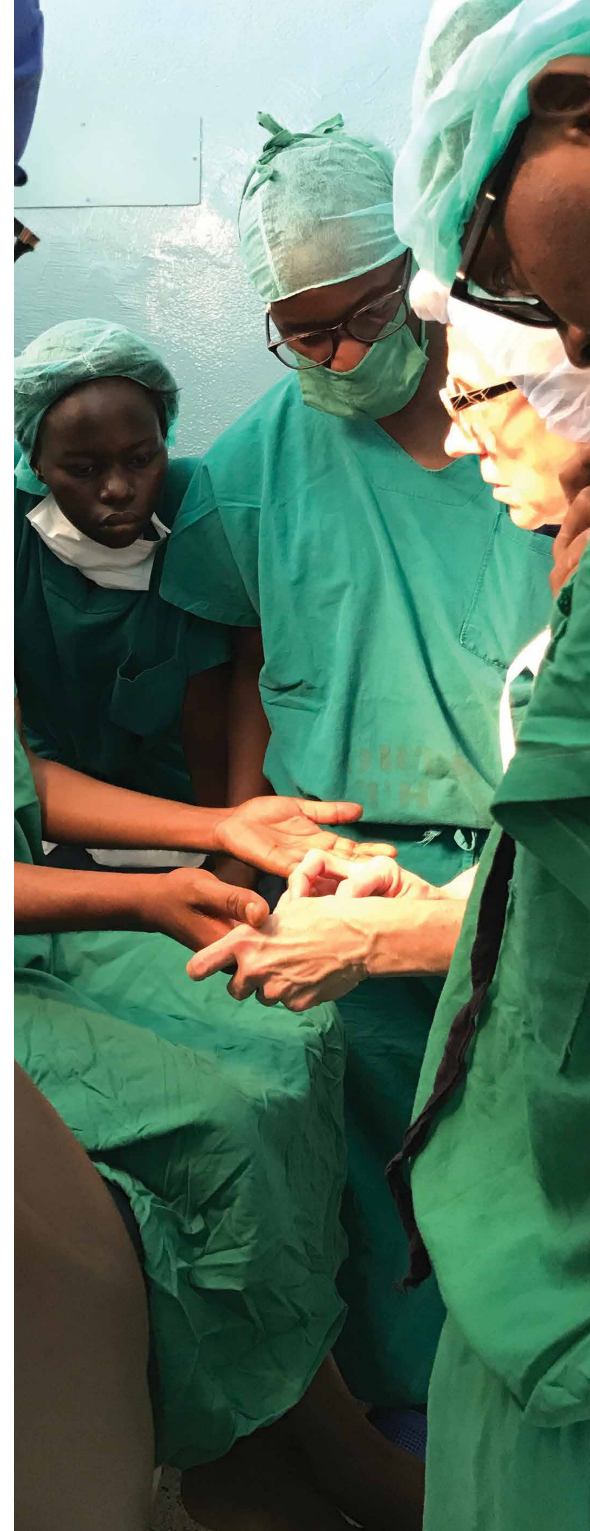
Hospital for Traumatology and Orthopaedics

Hue

Hue University of Medicine and Pharmacy

UNITED STATES and ELSEWHERE

AO North America, Department of Continuing Medical Education
Bhutan Foundation
Direct Relief International
Friends Without a Border
Global Health Workforce Alliance
Global-HELP
Global Impact
Global Volunteer Partnership
International College of Dentists
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Orthopaedic Research and Education Foundation
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United States Bone and Joint Initiative
US Department of State's Office of Weapons Removal and Abatement
University of California San Francisco, Department of Orthopaedics
University of Utah, Department of Orthopaedics
UPenn Medicine – Penn Orthopaedics Vellore Christian Medical College Foundation, Inc.
World Health Organization, Department of Essential Health Technologies, Emergency & Essential Surgical Care Clinical Procedures Unit (CPR)
World Orthopaedic Concern





Leadership

2018 PROJECT DIRECTORS & STEERING COMMITTEE MEMBERS

Volunteers provide the guidance and support essential for the success of HVO programs. These leaders work year-round in many capacities – on Steering Committees providing oversight and exploring new project opportunities, and as Project Directors recruiting and preparing volunteers, as well as monitoring and refining the educational goals of individual projects. **Special thanks are due to these individuals who provide the framework for the management of HVO's educational programs.**

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Ghana (Kumasi) Jeffrey Peters, MD, PhD
Ghana (Tamale) Brett Morgan, DNP, CRNA & Jeffrey Peters, MD, PhD

Laos Richard Henker, PhD, RN, CRNA
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Nicaragua (Pediatric Hand Surgery) Michelle James, MD

Philippines William Bohl, MD

St. Lucia Thomas O'Brien, MD

Tanzania Glen Crawford, MD

Uganda James Leffers, MD

SCHOLARS OF 2018

Thanks to the generous contributions of donors, HVO offers a variety of scholarships to local health workers for continuing education and professional development opportunities around the world.

HVO Scholarship

- **Johanne Eliacin & Marie Minolta Belfort** (Société Haïtienne de Physiothérapie, Port-au-Prince, Haiti): Attended meeting of the North America Caribbean Region sector of the World Confederation for Physical Therapy, and management training at HVO
- **Jean-Damascene Bigirimana, PT** (Rwanda Allied Health Professions Council): Attended physical therapy conference in Kenya
- **Drs. Mahesh Gurung, Yeshey Penjore, & Bhaktaraj Giri** (Jigme Dorji Wangchuck National Referral Hospital (JDWNRH), Thimphu, Bhutan): Attended World Heart Federation World Congress in Dubai

Warfield Scholarship for Anesthesia Professionals

- **Christine Ufashingabire** (Department of Anesthesia, University of Rwanda College of Medicine and Health Sciences, Kigali, Rwanda): Attended the American Association of Nurse Anesthetists conference in Boston
- **Tenzin Yoezer** (JDWNRH): Attended the Australian Society of Anesthetists National Scientific Congress 2018 and a workshop on Fiberoptic, Rigid, and Flexible Bronchoscopy
- **Dr. Fanuel Bellet** (Kilimanjaro Christian Medical Centre (KCMC), Moshi, Tanzania): Attended annual American Academy of Orthopaedic Surgeons meeting, and observed with HVO volunteers at their practices
- **Dr. Sonam Kelzang** (Surgery Department, JDWNRH): Attended 43rd Annual Scientific Congress of the Royal College of Surgeons of Thailand
- **Ines Musabyemariya, PT** (Humanity & Inclusion, Kigali, Rwanda): Attended World Federation of Occupational Therapy conference in Cape Town, South Africa
- **Dr. Anthony Pallangyo** (KCMC): Attended SMART trauma course & SIGN fracture conference in Washington state & San Francisco
- **Karma Phuentsho, BPT, MBA** (Physiotherapy, JDWNRH): Attended wheelchair training and observation at Rancho Los Amigos Rehabilitation Center in Los Angeles
- **Drs. Sonam & Dinesh Pradhan** (Pediatrics, Khesar Gyalpo University of Medical Sciences of Bhutan (KGUMSB), Thimphu, Bhutan): Attended Pediatric Nephrology for Asia conference in Singapore
- **Monu Tamang, PT** (JDWNRH): Attended orthopaedic manual therapy course in Perth, Australia
- **Drs. Tshering Tamang & Rojna Rai** (Ob-Gyn, KGUMSB): Attended Royal College of Obstetricians and Gynaecologists World Congress in Singapore

PEDIATRICS STEERING COMMITTEE

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Mark Duster, MD
Dorey Glenn, MD
Cynthia Howard, MD, MPHTM
Carlos Ramos, MD
Meera Siddharth, MD
Leila Srour, MD, MPH, DTM&H - *chair*

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Nepal Leila Srour, MD, MPH, DTM&H
Nicaragua Shaun Berger, MD & Michael Lintner, MD
St. Lucia Larry Gray, MD
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Rockwood Reid, MA, PT
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PROJECT DIRECTORS

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Malawi Cathy Peterson, PT, EdD & Rebecca Turkel, PT, DPT
Myanmar Antoinette Sander, PT, DPT, MS, CLT-LANA
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Vietnam Janna Beling, PhD, PT

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Renee Cordrey, PT, PhD, MSPT, MPH, CWS - *chair*

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Cambodia (Siem Reap) Laurie Rapp, PT, CWS
Haiti Pam Cole, PT, CWS
India Barbara Bates-Jensen, PhD, RN

OTHER PROJECTS

Emergency Medicine Bhutan Shankar LeVine, MD, Charles Mize, MD & Melanie Watts, MD
Mental Health Bhutan Anne Marie Tietjen, PhD
Pharmacy Uganda Susan Raber, PharmD, MPH

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Volunteer Placement Coordinators
Luc Polglaze
Kim Rodgers

Communications Manager
Katie McMullen

Communications Coordinator
Nora Daly

Administrative Coordinator
Ladaysia Sturgis

UGANDA

Volunteer Coordinator
Stella Nyange

“I love working with the pediatric residents and interns. Watching the young doctors learning how to care for their young patients is so rewarding.”

- Leila Srour, MD, MPH, DTM&H
Pediatrics · Bhutan





Some of our 2018 accomplishments:

- **Bhutan Orthopaedics:** First shoulder arthroscopy surgery and formative assessment tool added to residency program curriculum
- **Bhutan Nursing/Oncology:** Developed & implemented nursing chemotherapy assessment form as new standard of care practice
- **Cambodia Anesthesia:** Epidural analgesia protocol implemented in maternity department
- **Ghana Hand Therapy:** New protocol for management of flexor tendon repairs implemented
- **Haiti Physical Therapy:** Clinical guidelines & assessment form for stroke patients implemented
- **Nepal Oral Health:** Clinical protocols in orthodontics implemented and conscious sedation adopted for the first time in dental department
- **Peru Hematology:** Introduced the Wright-Giemsa stain for a better cytological evaluation of bone marrow smears in hematological diseases
- **Tanzania Hematology:** Clinical protocols developed for management of all hematological malignancies
- **Global:** Publication of ebook for the HVO-sponsored topic, International Partnerships for Strengthening Health Care Workforce Capacity: Models of Collaborative Education

HVO by the Numbers

101

active projects

449

assignments completed

7,169

volunteer days served

3,000+

health professionals
received training &
mentoring from
HVO volunteers

91%

of on-site coordinator
surveys reported
improvements in
staff skills



Volunteers

We thank the many Individuals who completed volunteer assignments in 2018.



**indicates multiple assignments completed*

Kay Ahern, PT, CHT
Madiha Ahmad, MD
Stephanie Ahmed, MD
Robert Ahrens, MD
Daisy Alapat, MD
Emmy Alexander, OTR/L, CHT
Kristin Algoe, MD
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Brant Barr, MD
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Margaret Baum, MD
Robert Baxt, MD
Jessica Bay, MSN, NP-C, OCN
Brittany Behar, MD

Janna Beling, PhD, PT **
Jogchum Beltman, MD
Eugenio Beltran, DMD, DrPH ***
Susan Benton, MD
Angel Bershaw, RN
Matthew Best, MD
Gouri Shankar Bhattacharyya, MD, PhD, MRCP
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Debbie Brady, MEd, CCC-SLP
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John Burrell, MD

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Oriana Chen, MD
Yashwant Chowdhary, MD
Mary Christman, PT, MAEd
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Joel Cooper, DDS, MA
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Erika Daley, MD
Kamruz Darabi, MD
Pooja Dave, MD **
Steven DeFroda, MD
Christopher Dela Cruz, SPT
Sraavan Dhulipala, MD
Jude Divers, MD
Marcie Dodds, RN, CWS
Lena Dohlman-Gerhart, MD, MPH **
David Dore, MD
Colin Doyle, CRNA
Rosemary Duda, MD, MPH
Shaan Dudani, MB ChB
Kim Dunleavy, PhD, PT, OCS
Charles Dunton, MD
Rashed Durgham, MD
Mark Duster, MD **
Odinakachukwu Ehie, MD
Denise English, PT **
Dale Erickson, MD, FACP
Benjamin Evenchik, MD
Lisa Everson, MD **
Marybeth Ezaki, MD
Brian Failla
Emmanuel Faluade, MD
Farnaz Farhi, MD
Amy Fenoglio, MD
Maria Solange Ferraguti, MD
Isabel Ferreira, PT, DPT

Joao Ferreira, MD, MS
Siri Fiebiger, MD, MPH
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David Fitz, MD
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Laura Fogliatto, MD, PhD
Allen Follis, MSN, CRNA
David Fray, DDS
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Germaine Fritz, DO
Christoph Funk, MUDr
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 John Drake, MD
 John Esterhai, MD
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Tribute Gifts

We are grateful to all who made tribute gifts in 2018.

In honor of Nabeel Akhtar
Jacqueline Stolo

In honor of Danielle Yvonne Berres
Michael Bradbury, PT, DPT

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Jerry Goodmark

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Julie Belkin

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Donna Petersen, MHS, ScD

In honor of Nancy Kelly & Dr.
Gaston Barnechea
Robert Snyder, MD

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Hagan
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Patricia Korn

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In honor of my wife, mother, and
mother-in-law
Jason Mitchell, MD

In honor of our parents
Dennis & Margie Vargo

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Robert & Maureen Zutz
Thomas Zutz

In memory of Mom, Dad & Patti
Carol Al-Awadi

In memory of her son, Joe
Lisa Prusak, MD

THE HVO LEGACY CIRCLE*

The following people have made a commitment to HVO's future through a provision in their charitable gift planning.

**as of December 31, 2018*

Anonymous (8)
Charles & Sandy Blitzer
Richard Coughlin, MD, MSc
Jay Cox, MD
Nancy Cox

Kim Dunleavy, PhD, PT, OCS
Denise & Dennis English
Germaine Fritz, DO
Dr. & Mrs. David Frost
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Dr. Robert & Ann Volz

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, 2018 and 2017, 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, 2018 and 2017, and the changes in their net assets 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
Kimberly F. Palmisano, CPA, P.A.
Hunt Valley, Maryland
June 3, 2019

COMBINED STATEMENTS OF FINANCIAL POSITION

December 31, 2018 and 2017

ASSETS		2018	2017
CURRENT ASSETS			
Cash & Cash Equivalents		\$ 80,629	\$ 182,039
Contributions Receivable		19,692	42,414
Investments		2,262,977	2,511,408
Promise to Give		0	340,000
Prepaid Expenses		37,711	36,575
TOTAL CURRENT ASSETS		\$ 2,401,009	\$ 3,112,436
FIXED ASSETS			
Equipment		28,507	28,506
Furniture & Fixtures		13,966	13,966
TOTAL		42,473	42,472
Less: Accumulated Depreciation		-35,790	-32,212
TOTAL FIXED ASSETS, NET		6,683	10,260
OTHER ASSETS			
Deposits		6,955	6,955
TOTAL OTHER ASSETS		6,955	6,955
TOTAL ASSETS		\$ 2,414,647	\$ 3,129,651
LIABILITIES & NET ASSETS			
CURRENT LIABILITIES			
Accounts Payable & Accrued Expenses		\$ 115,203	\$ 112,096
Deferred Registration		1,300	1,400
TOTAL CURRENT LIABILITIES		116,503	113,496
NET ASSETS			
Without Donor Restrictions		1,861,620	2,307,717
With Donor Restrictions		436,524	708,438
TOTAL NET ASSETS		2,298,144	3,016,155
TOTAL LIABILITIES & NET ASSETS		\$ 2,414,647	\$ 3,129,651

COMBINED STATEMENTS OF ACTIVITIES

For the years ended December 31, 2018 and 2017

INCOME	2018			2017		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Contributions						
In-kind contributions	\$ 7,535,522	0	\$ 7,535,522	\$ 7,643,921	0	\$ 7,643,921
Member contributions	227,945	0	227,945	239,939	0	239,939
Contributions - other	288,838	222,555	511,393	381,290	162,561	543,851
Workplace giving contributions	6,571	0	6,571	7,419	0	7,419
Charitable remainder trust - change in fair value	0	0	0	0	325,732	325,732
Program fees, registration, publications	16,567	0	16,567	16,856	0	16,856
Grant income	0	200,486	200,486	0	116,717	116,717
Investment income (loss), net	-128,457	0	-128,457	201,821	0	201,821
Overhead	34,356	0	34,356	27,857	0	27,857
Net assets released from restriction:						
Expiration of time restriction	340,000	-340,000	0	1,497,869	-1,497,869	0
Satisfaction of donor restricted purpose	354,955	-354,955	0	281,050	-281,050	0
TOTAL INCOME	\$ 8,676,297	-271,914	\$ 8,404,383	\$ 10,298,022	-1,173,909	\$ 9,124,113
EXPENSES						
General & administrative expenses	220,629	0	220,629	212,219	0	212,219
Program expenses						
In-Kind Expenditures						
Professional Services Donations	6,743,485	0	6,743,485	6,623,403	0	6,623,403
Travel & living costs paid by volunteers	673,180	0	673,180	802,942	0	802,942
Equipment & Other Donations	118,857	0	118,857	215,576	0	215,576
Other Program	1,293,086	0	1,293,086	1,229,703	0	1,229,703
Total program expenses	8,828,608	0	8,828,608	8,873,624	0	8,873,624
Fundraising expenses	73,157	0	73,157	85,918	0	85,918
TOTAL EXPENSES	9,122,394	0	9,122,394	9,171,761	0	9,171,761
CHANGE IN NET ASSETS	-446,097	-271,914	-718,011	1,126,261	-1,173,909	-47,648
Net Assets - Beginning of Year	2,307,717	708,438	3,016,155	1,181,456	1,882,347	3,063,803
NET ASSETS - END OF YEAR	\$ 1,861,620	\$ 436,524	\$ 2,298,144	\$ 2,307,717	\$ 708,438	\$ 3,016,155

The complete audited statements are available upon request and on the HVO website.



“I have been working internationally since 1974 and continue this commitment to work in underserved areas. Every situation increases medical knowledge, awareness of politics and social issues around the world, and a way to interact with people from around the world at a deeper level than general travel allows. I always learn and receive more than I can ever give.”

- Fred Gottlieb, MD, MPH
Internal Medicine · Guyana

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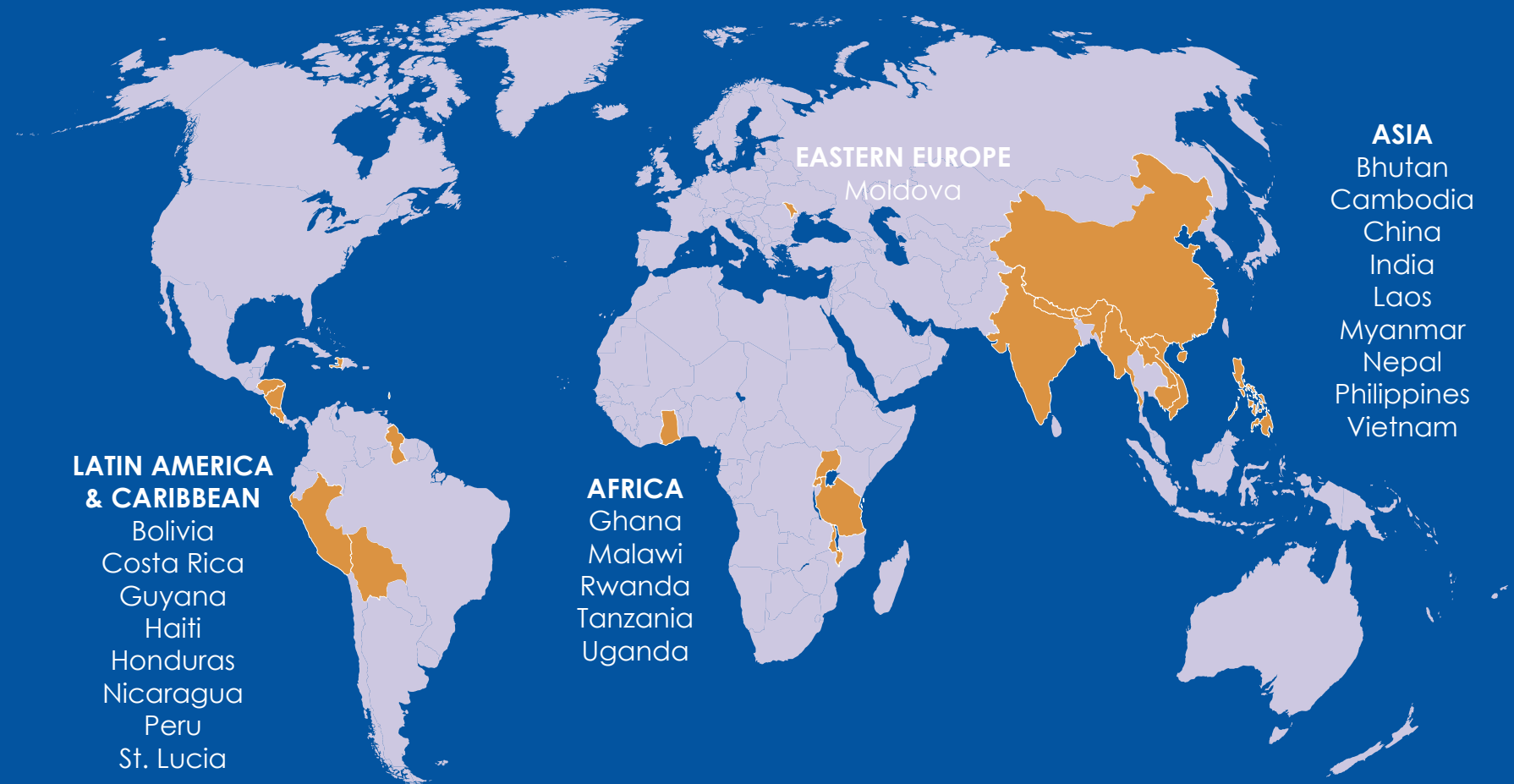
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