



AMBU
GAIA Elizabeth

[GAIA]

global
health

Annual Report 2022



Bill Rankin and Charlie Wilson at a fundraiser for GAIA in California in 2009.



Bill Rankin meeting with GAIA Villages Program Coordinators in Mulanje, Malawi.



Children wait to receive health services with their health passports in hand.

Life and Legacy:

From Humble Beginnings to Transformational Impact

When Bill Rankin and Charlie Wilson launched GAIA in 2000, they could not have imagined where we'd be today. Their focus was on alleviating the suffering immediately in front of them, fundraising to supply medications to prevent mother-to-child transmission of HIV, and to provide hospice support to the afflicted, committed to dignity in death. The toolbox was tiny.

We still alleviate suffering, and our impact continues to be immediate and personal, but we've also gained traction on *ending the HIV/AIDS epidemic* in Malawi by 2030 and building a healthcare workforce capable of addressing both *today's* needs and *tomorrow's*.

We lost Bill this year (preceded in death by Charlie in 2018) and I know he's smiling. I know that because he told me repeatedly how energized he was by GAIA's progress and how proud he was to have gotten this ball rolling. He called us "the little engine that could," and it's clear that we're now cresting that once insurmountable hill. **I hope you all share in his pride.**

Despite another generational flood and continued efforts to hold COVID at bay, 2022 was a turning point for program expansion:

- Our **Nursing Scholars Program** has tripled in size, now supporting 236 scholars across 5 schools, 191 postgraduate nursing fellowships in 9 districts, and 515 graduates — serving local health posts and hospitals throughout Malawi.
- Our **Mobile Health Clinic Program** serves 35 sites across 3 districts (providing 221,104 client visits), increasing five-fold the number of households in these districts within an hour's walk of care.
- The **Ana Patsogolo Program** ("Children First") ensures that more than 8,142 children living with HIV in 3 districts are supported on life-saving antiretroviral therapy.

...and much more, as you'll read in this report.

This progress is made possible by two communities: (1) GAIA's remarkable Malawi team; and (2) you. This winning combination has enabled GAIA to build on Bill and Charlie's vision of providing access to healthcare now, while creating sustainable capacity for the future. Thank you for your continued support. Full steam ahead!

A handwritten signature in blue ink, reading "Todd C. Schafer".

Todd Schafer, Executive Director

The State of the Epidemic

Sub-Saharan Africa represents a significant chunk of the progress made against the epidemic in the last decade. It is home to the largest proportion of people living with HIV, but is seeing the greatest improvements in all epidemic transition metrics — namely, reduction in new infections, AIDS related deaths, and prevalence and mortality ratios.

AIDS by the numbers

GLOBAL MALAWI

1.5 MILLION
20 THOUSAND

people newly infected
with HIV in 2022

38.4 MILLION
990 THOUSAND

people living with
HIV in 2022

650 THOUSAND
13 THOUSAND

people died of AIDS-related
illnesses in 2022

Change since 2010:

New HIV
infections = **↓ 32%**
↓ 66%

People
living
with HIV = **↑ 25%**
↑ 6%

AIDS-
related
deaths = **↓ 65%**
↓ 68%

GAIA's Role in Malawi's Progress

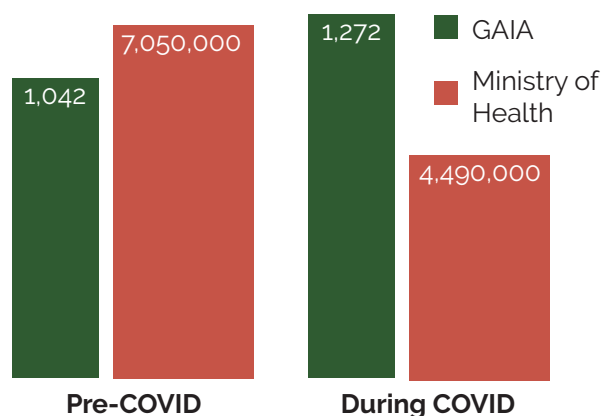
With GAIA's support, the number of people living with HIV on life-saving treatment in Malawi nearly tripled and annual AIDS-related deaths decreased by 68% since 2010.

The COVID-19 pandemic stalled global progress of UNAIDS goals, pushing many countries off track. **In stark contrast to this global trend, Malawi is poised to achieve the 95-95-95 test and treatment goals by 2025**, having already achieved two of the three markers with **two years still left to go**. An increased emphasis on key at risk populations including children 0-14, adolescent girls, young women and their male partners 25-34, and sex workers is needed to maintain these achievements and **end the epidemic in Malawi by 2030**.

GAIA's work addresses each of these groups directly and effectively: Our health workforce development program is training and deploying the next generation of health care workers nationwide, our Ana Patsogolo Program serves at risk and children living with HIV, our Gilead funded SAFER project targets sex workers and men 25-34, and our mobile clinics continue to provide integrated access to care for adolescent girls, young women and their families.



HIV Testing Before & During COVID (21 months before and after COVID-19 onset)



Health Workforce Development

Beyond scholarships and fellowships: GAIA strengthens health systems

In low- and middle-income countries, nurses form the backbone of health service delivery, and in rural, hard-to-reach areas, they are often the only providers of care. In Malawi, there are only 7 nurses per 10,000 people and 55% of public sector nursing positions are vacant.

GAIA's Health Workforce Development Program addresses this shortage by increasing the number of nurses trained and entering the workforce. Scholarships and fellowships improve the quality, scope and reach of health services. With pathways to full time employment, GAIA scholars and fellows break intergenerational cycles of poverty and create better lives for themselves, their families, and their communities.

GAIA also works at the national level to strengthen health worker tracking, so nurses are deployed where they are needed most, and improve the quality of training at colleges and universities, so new graduates are well prepared to transition to practice.

Nursing scholars receive USAID-funded computer tablets to improve learning and access to online resources (left).

A Nurse Aide reads through records at a GAIA Mobile Health Clinic (right).

Leveraging Local Capacity with USAID support

GAIA completed the first 12-months of a five-year cooperative agreement with the U.S. Agency for International Development (USAID) to strengthen Malawi's health service delivery systems. In 2022, we:

- ▶ Awarded full scholarships to **40 students** and paid tuition fee balances for an additional 87 students at risk of dropout
- ▶ Deployed and trained **54 fellows** on topics like antiretroviral therapy and maternal, newborn and child health
- ▶ Hired, trained and deployed **7 Clinical Mentors** to support pre-service nursing students
- ▶ Trained and supported the **Nurses and Midwives Council of Malawi** to monitor and evaluate the quality of nursing education and clinical practice at training institutions and teaching hospitals
- ▶ Supported the **Ministry of Health** to revamp its national health worker tracking system
- ▶ Strengthened partners' **information technology infrastructure** through technical capacity building and provision of computers, tablets and teaching equipment



Improving Quality of Care Through Academic Partnerships

With support from the University of California San Francisco's Global Action in Nursing (GAIN) program, GAIA expanded the scope of nursing cadres supported in 2022, awarding scholarships to **40 students** upgrading their qualifications from diploma to bachelor-level nurse-midwives at Mzuzu University. With higher qualifications and enhanced clinical skills, scholars advance their career – improving job satisfaction, retention in the local workforce and capacity of rural health facilities nationwide.

By the Numbers

Since 2005, GAIA has provided scholarships to socioeconomically disadvantaged students and deployed graduate nurse fellows to fill critical staffing gaps across Malawi's rural, public health facilities. **83% of 180 scholars surveyed from 2021-2022 said they could not continue their nurse training programs without GAIA support.**

764 scholars

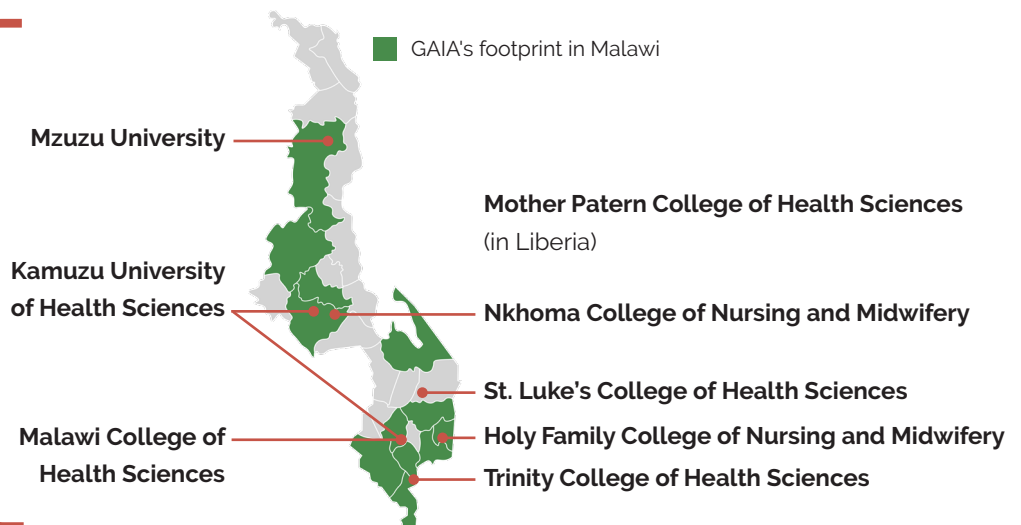
528 graduates

8 partner schools

191 fellows

9 districts

50+ health facilities



GAIA Fellows fill critical health workforce gaps and save lives:

"Before I started, there wasn't a licensed nurse [at the health facility]. Only basic family planning services were provided. Patients had to go to a monthly outreach clinic or travel more than 10 kilometers one-way to access other services. Now, antenatal, postnatal, and family planning services are fully functioning."

– Chikondi Ndalama, GAIA Fellow,
Kasungu district, Malawi

It is the mandate of the government to see to it that its health workforce is well trained to acquire the relevant knowledge and skills for effective service delivery. However, it's not always possible due to increased numbers of healthcare workers needed against dwindling funding levels. GAIA/GAIN support has come at an opportune time to complement government efforts to ensure nurses and midwives gain professional growth through upgrading programs.

**Principal Nursing Officer
Malawi Ministry of Health**

Community Based Health Services Program Highlights

Targeting the End of the HIV/AIDS Epidemic: Expanding activities and broadening partnerships

Gilead funding for the "Services at the Far End of the Road" project, or SAFER, in 2022 allowed GAIA to add new HIV-related services for high risk and key populations at the mobile clinics – services that are key to epidemic control and integrated health care as Malawi nears its goal of ending the HIV/AIDS epidemic by 2030.

New and enhanced activities under the SAFER project include **outreach to female sex workers and their partners** (HIV prevalence among female sex workers in Malawi is estimated to be 50%) in partnership with local organization *Pakachere*; **expanded community-based ART treatment** (eliminating a significant transportation barrier for HIV positive clients), teaming up with *Baylor College of Medicine Children's Foundation*; and partnering with *Médecins Sans Frontières* in Phalombe and *Population Services International* in Mangochi to bring **cervical cancer screening and treatment** to our rural clients (Malawi has the second highest rate of cervical cancer in the world, and women living with HIV are at a 5x higher risk for the disease). We also expanded our successful **Men's Health Clinics**; added **antenatal care** at more clinic stops; and **enhanced health talk content** to address the needs and behaviors of target populations including critical information on PEP (Post-exposure prophylaxis) and PrEP (Pre-Exposure Prophylaxis), and the goals of U=U (Undetectable=Untransmissible) or T=T (Tizirombo tochepea - Thanzi) in Chichewa.

Improving Access to Quality Care

GAIA internal evaluations in 2022 provided new evidence of the impact that the GAIA Elizabeth Taylor AIDS Foundation mobile clinics have on access to care: In GAIA's newest district, Mangochi, the percentage of respondents who reported that the distance to the nearest health facility (including outreach facilities) was within 5 kilometers increased from 17% at baseline to 73% in the 18 month follow-up survey.

The 2022 client satisfaction survey showed that mobile clinic clients continue to report a high level of satisfaction, with 98% reporting overall satisfaction with Mobile Health Clinic care providers. The survey also found that higher engagement with health education resources, namely health talks and one-on-one consultations, was associated with improved health literacy, health concept comprehension, self-reported risk behavior, and autonomy to act on information.

A community outreach nurse counsels a client





GAIA client receiving medication at a mobile health clinic.

Responding in a Crisis

A key challenge for the mobile clinics came in early 2022 when Cyclone Gombe hit southern Malawi, devastating the region with heavy flooding, displacing over 30,000 households and causing dozens of deaths. GAIA quickly pivoted and supported emergency healthcare provision at displacement camps for several months. GAIA also redirected clinics whose normal route was impacted by infrastructure damage, to target clients at high risk for HIV — primarily men 25-34 — by operating weekday men's

clinics, reaching out to a population that visits the traditional mobile clinic sites less frequently. Setting up at trading centers and near places of employment that they could still access, the team operated 52 men's health events, testing people for HIV and linking the 2.2% of clients found positive to treatment.

Ana Patsogolo Activity: Closing the gap for children living with and at risk of HIV

Through the USAID funded **Ana Patsogolo (Children First) Activity**, GAIA is working to prevent new HIV infections and reduce vulnerability among more than 40,000 orphans and vulnerable children and adolescent girls and young women in Mulanje, Phalombe, and Thyolo Districts. **GAIA successfully enrolled 100% of children living with HIV and on treatment** in these three districts into the program, and helped 87% achieve viral suppression, higher than the 75% district average for these districts. In addition, we provided a combination of needs-based, age appropriate behavioral, structural, and biomedical prevention interventions, that address the complexities of adolescents' lives, enrolling and maintaining more than 2,100 individuals on PrEP to prevent HIV infection and educating 6,000 about gender-based violence and HIV prevention.

In addition to APA, GAIA's primary, secondary, and post-secondary **Orphans and Vulnerable Children (OVC)** program currently supports 106 children enrolled in Mulanje District schools with a mix of tuition fees, living stipends, supplies and hygiene materials to maintain physical health and stay in school.

Malawi's Deputy Minister of Health, Enock Phale, visited GAIA's Mobile Health Clinics in Mangochi and Phalombe in October and praised our outreach model of care.



Recognition from the Malawi Ministry of Health:

*GAIA is a leader in providing
community-based primary health care
in the most remote regions*

In October 2022, Malawi's Deputy Minister of Health, Enock Phale, visited GAIA's Mobile Health Clinics in Mangochi and Phalombe and pledged expanded partnership in neglected hard-to-reach areas. The Deputy Minister was greatly impressed by GAIA's services and reach: "GAIA is doing a great job identifying places where there is great need for health care. There are no health posts around this area and coming here will help the Minister meet the national health goals and also help people improve their quality of life."

Research and Thought Leadership

Key Research

PLOS ONE GAIN article

Published in September, research from the UCSF GAIN project and GAIA staff showed that nursing clinical skills training coupled with long-term bedside mentorship can help improve care in low-resourced settings. However, tracking these changes, identifying areas for improvement, and instituting effective change are limited when forced to rely on aggregated facility-level data, which can be subject to data-entry errors and missing information.



UCSF HIV Recency Project Completion

In September, GAIA completed work implementing the UCSF HIV Recency Project in Malawi. For the last 4 years, the HIV Recency Project monitored trends in recent HIV infection across 25 countries, helping to detect and characterize recent HIV infection among newly diagnosed HIV cases, and to identify geographic areas and sub-populations associated with recent HIV infections to inform geographic and demographic prioritization of HIV prevention and treatment interventions.



AIDS 2022 Conference Montreal, Canada

GAIA presented *Responding to the challenges of a dual pandemic: How outreach mobile health clinics maintained HIV testing and linkage services in the face of COVID-19*, describing how GAIA mobile clinics not only maintained essential health care services during the pandemic through smart pivots and a history of trust with the communities we serve, but increased HIV testing utilization while it slowed nationally and globally.

GAIA's *Building a well-trained and resilient health workforce to end the HIV/AIDS epidemic* poster highlighted GAIA's scholarship and fellowship programs and the critical role nurses play in responding to global health threats.



Thought Leadership

Featured Blog Post

GAIA works together with the **Frontline Health Workers Coalition** and its members to urge greater and more strategic U.S. and multilateral investments in frontline health workers in low- and middle-income countries as a cost-effective way to save lives.



GAIA's blog post *Nursing Fellows Give Their All in Malawi to Fill Health Workforce Gaps* showcases the experiences of Nurse Fellows Chikondi Ndalama and Kimberley Msanyama. The piece highlights the importance of a well-trained and equitably distributed nursing workforce to achieve Universal Health Coverage and calls on governments and donors to urgently increase investment to ensure nurse retention.

Lancet Article on CHWs

GAIA is a member of the **Community Health Impact Coalition (CHIC)** aiming to make professional community health workers (CHWs) the norm worldwide by changing guidelines, funding, and policy.



In September, GAIA co-authored a correspondence in *The Lancet* with CHIC, commenting on the Lancet Global Health Commission's report which highlighted the need to invest more in primary health care. The authors declared that paying CHWs is a must, not a policy choice. CHWs address up to 50% of the malaria burden in some countries and in multiple geographies maintained access to health care for rural communities during the COVID-19 pandemic while producing a social and economic return of US \$10 for every \$1 invested.

Africa Frontline First Working Group



GAIA joined the collaborative initiative, **Africa Frontline First**, in 2022 to jointly fund, scale, and strengthen community health programs within Africa and support national governments to build robust community health infrastructure that can deliver effective, efficient, and equitable health care, with a goal of adding 200,000 community health workers across 10 African countries by 2030.

News and Notes

Board and Staff Transitions

2022 was a big year of transitions for GAIA. Trustees Ruth Thurmond Scott, Jennifer Kepner, Suzanne Alwan, Laurie Hunter, and our Board Chair Geoffrey Peck completed their terms on GAIA's Board. As we share our gratitude for their many years of service, we are thrilled to welcome new members to the Board including Joel Goldman, Philip Arscott, and Zander MacQuitty.

Congratulations and appreciation to two long-time staff members: Ellen Schell and Ninon Pallavicini who retired from GAIA this year. The organization would not be where it is today without their tremendous talent, technical expertise, and dedication to building our programs and supporting our team in Malawi.

Zikomo, Ruth, Jennifer, Suzanne, Laurie, Geoff, Ellen, and Ninon!

GAIA New Hires in 2022: Cristin Klein, Director of Development & Communications, and Doug Bozick, Director of Finance.

In Memoriam

In addition to the passing of our co-founder, we lost beloved former Board Members **Dan King** and **Carole Levine** this year. We remember their kindness, generosity and commitment to the people of Malawi.



U.S. Trustees Travel to Meet with Malawi Board

In June, a delegation of U.S. Trustees traveled to Malawi to meet with their counterparts from the Malawi Board. The meeting (pictured left) cemented a strong foundation for the organization, and recommitted the team to ambitious goals together.

Looking Forward

Key to our 2021-2025 strategy, GAIA is seeking new partnerships to grow our programmatic and geographic footprint in sub-Saharan Africa.

Following a learning trip in Zambia, a neighboring country to Malawi with similar socioeconomic and health systems challenges, **GAIA is seeking funding to scale our proven nursing scholarship model.** Zambia is home to 19.5 million people with one of the youngest and fastest growing populations globally, presenting complex social, economic, health and infrastructure challenges. Zambia has 10 nurses per 10,000 people, compared to 50 in South Africa and 157 in the U.S. Recently, Zambia's nursing shortage has been exacerbated by large-scale recruitment efforts by wealthier nations.



Taking Donor Support Further

We saw support from our donors taken to new levels of impact this year. Thanks to a generous gift from the Sahyun family, GAIA established the organization's first endowed program through the Irene Nordquist Sahyun Nursing Scholar Endowment. This endowment will fund five nursing scholarships in 2023, paving the way for these students to pursue their dreams of becoming nurses and improving the health and well-being of their fellow Malawians. The announcement of this gift at our Fall Event inspired another family foundation to commit to funding a second scholarship endowment beginning in 2023!

Corporate Sponsorship + Employer Matching Opportunities

Johnson & Johnson, Washington Post, Pfizer, U.S. Bank, Google, GrubHub, and many other companies have supported GAIA through their employee matching programs.



Our Partners

Program Partners



USAID
FROM THE AMERICAN PEOPLE



THE
ELIZABETH TAYLOR
AIDS FOUNDATION



GAIN
Global Action in Nursing



Institute for
Global Health
Sciences



WORLD EDUCATION
INITIATIVE



Government
of Malawi

**MILLION LIVES
COLLECTIVE**



GRASSROOTSOCCER

Corporate Partners



GILEAD

**MORRISON
FOERSTER**

CHAPMAN
Focused on Finance

slalom

TROJAN
BRAND LATEX CONDOMS

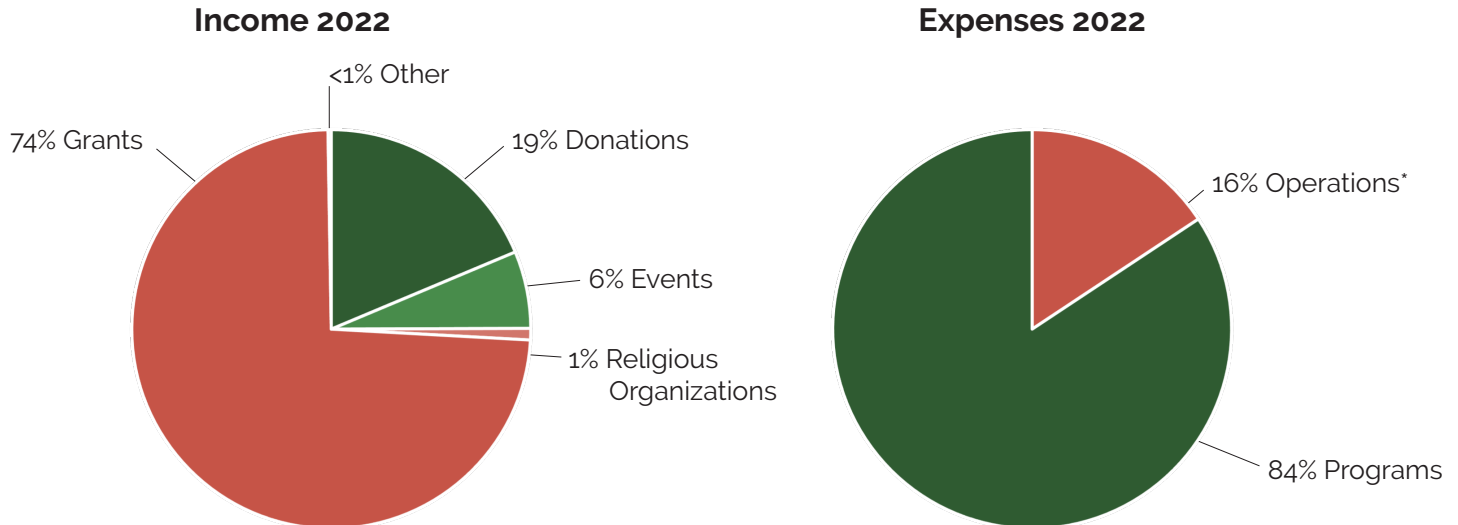
Lightspeed

Family Foundations

Gruber Family Foundation • HRH Foundation • The Houston Family Foundation
The Hamels Foundation • Falconhead Foundation • Haskell Fund • Mirnahill Foundation
The Elizabeth Raymond Ambler Trust • Haughton Family Fund

2022 Financials

In 2022, GAIA's revenues grew by 47%, with a cash-basis income totaling **\$6,287,449** and expenses totaling **\$6,123,874** (unaudited). GAIA has an annual accrual basis independent audit each fiscal year. The 2022 audit report will be available at www.gaiaglobalhealth.org later in 2023.



* Operations includes administrative, fundraising, and related staff costs.

GAIA Staff and Trustees

Malawi Leadership Team: Joyce Jere, Country Director • Nelson Khozomba, Program Manager • Adalireni Manyungwa Nkhata, Finance & Administration Manager • Lucy Munthali, APA Program Manager

GAIA currently employs 108 Malawi-based staff

U.S. Staff: Todd Schafer, Executive Director • Beth Geoffroy, Director of Programs & Strategic Partnerships • Molly Brostrom, Program & Grants Officer • Kelsey Fisher, Program & Grants Officer • Cristin Klein, Director of Development & Communications, Doug Bozick, Director of Finance • Chloe Frank, Development & Communications Associate

Malawi Trustees: Joseph Chidya Mayani (Chair) • Dorothy Mercy Zimba • Eunice Ndingo • Nanzen Kaphagawani • George Chagaluka • Phindile Chitsulo (Vice-Chair) • Jones Masiye • Alfred Marcolino Nhlema • Ivan Weinberg

U.S. Trustees: Philip Arcsott • Christine Simpson Brent (Chair) • Jim Cashel • Bob Daily • Lisa Deal • Erin Fish • Kaboni Gondwe • Joel Goldman • Galym Imanbayev • Zander Macquitty • Nina Kola • Tim Mohan (Vice-Chair) • Timi Most • Ashley Paff • Melanie Norris • Azmat Siddiqi • Ivan Weinberg

Medical Advisory Board: Thomas J. Coates, Ph.D. • Sir Richard G.A. Feachem, Ph.D., D. Sci. • Helene D. Gayle, M.D. • Michael Gottlieb, M.D. • William L. Holzemer, Ph.D. • Jay A. Levy, M.D. • Nancy S. Padian, Ph.D. • Jean L. Richardson, DrPH • Paul Volberding, M.D., Ph.D. • A. Eugene Washington, M.D. • Dean Winslow, M.D.