

IAHPC 2014 Annual Report



Lukas Radbruch, MD

Liliana De Lima, MHA

TABLE OF CONTENTS

1. Governance Issues	2
2. Fundraising	2
3. Financial Statements	
a. Budget	2
b. Profit and Loss	3
c. Balance Sheet	3
4. Membership Program	
a. Members' profile	4
b. Grants and Donations	4
c. Membership Program	
d. Membership strategies	5
i. Discount for groups	5
ii. Membership recognition	
5. Programs	
a. Traveling Scholarship and Fellowship Programs	5
	6
6. Strategic Plan Update	
a. Essential Practices in Palliative Care	6
b. Opioid Price Watch	6
c. Opioid Availability Workshops	7
d. Website	7
e. Pallipedia	7
f. Newsletter	8
	8
7. Collaboration with other organizations	
a. European Association for Palliative Care (EAPC)	9
b. Latin American Association for Palliative Care (ALCP)	9
c. Pain and Policy Studies Group (PPSG)	10
d. World Health Organization (WHO)	10
e. Worldwide Palliative Care Alliance	10
8. Board of Directors	11
9. Donors	14

Governance Issues: A complete list with all the names and titles of the directors can be found at the end of this report.

Terms ended: The term for six board members ended on December 31, 2014: James Cleary (USA), Eric Krakauer (USA), Bernard Lapointe (Canada), Mhoira Leng (Uganda), Arthur Lipman (USA), Florian Strasser (Switzerland). Doctors Krakauer and Leng were re-elected for a second term for the period 2015-2017.

Fundraising

Grants and Donations: The names of all the donors for 2014 is listed at the end of this report. The organization received these important grants and donations over \$20K during 2014:

- Google Foundation: \$115,512 (in-kind donation in the Google AdWords program)
- Atlantic Philanthropies: \$100,000 for the implementation of the World Health Assembly Palliative Care Resolution
- US Cancer Pain Relief \$75,000 to support Opioid Price Watch project and Opioid Availability Workshops
- Pettus Foundation: \$42,000 for program support
- Open Society Foundation: \$33,700 to support the part-time position of a Geneva based human rights advocacy officer to promote the recognition of palliative care as a human right and to advocate with UN bodies on access to medicines and treatment as human rights.
- Enrique Ospina and Liliana De Lima: Unconditional donation for \$30,000 and \$1,000 conditioned donation for Traveling Scholarship

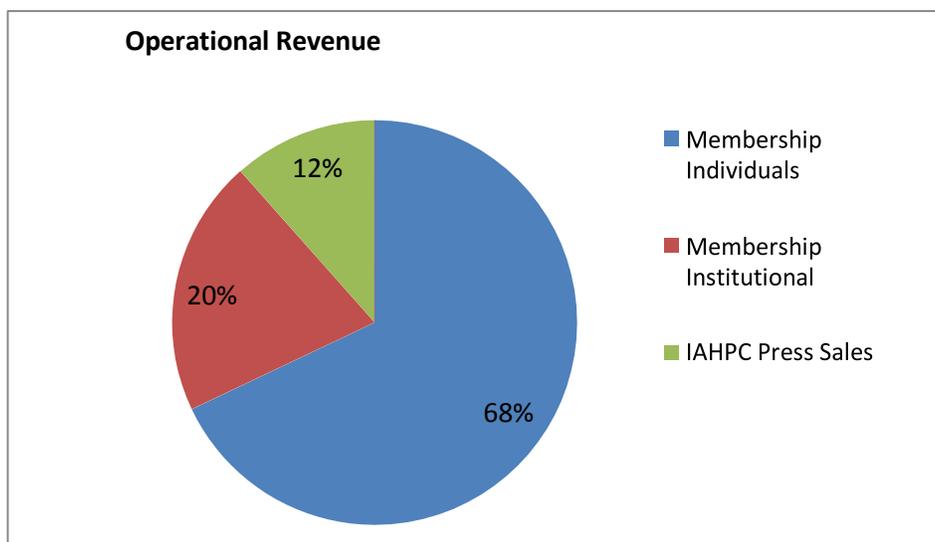
Financial Statements:

Budget:

Income: Our 2014 income budget was \$450,740. By the end of the year we ended with \$8,582 less than budgeted (1.6%). This reduction was due to lower institutional membership revenue than expected. However, membership revenue in 2014 was over \$16,000 higher than in 2013. Donations from individuals were slightly lower than budgeted (10%).

Expenses: Our 2014 budgeted expenditures were \$324,910. Overall we spent \$326,024 (\$1,113 more than budgeted). This is mostly the result of additional travel expenses by the IAHPAC advocacy officer in human rights and palliative care. This position was new to IAHPAC - budgeting was done with external estimates which is less reliable.

The percentage income distribution by category during 2014 is represented below:



Compared to 2013, we increased our operational revenue in 2014 by 39% (\$33,740 vs. \$55,010 respectively). Membership from individuals represents the same percentage of the total income as in 2013.

Profit and Loss Statement:

All the expenses are split in two categories: conditioned and unconditional. The revenue from our operations is used to pay the unrestricted expense, while the revenue from grants is applied to the conditioned expenses.

Total income for the year was \$482,493. Of these, \$337,082 were restricted, or 70%. Total expenses for the year were \$425,014.

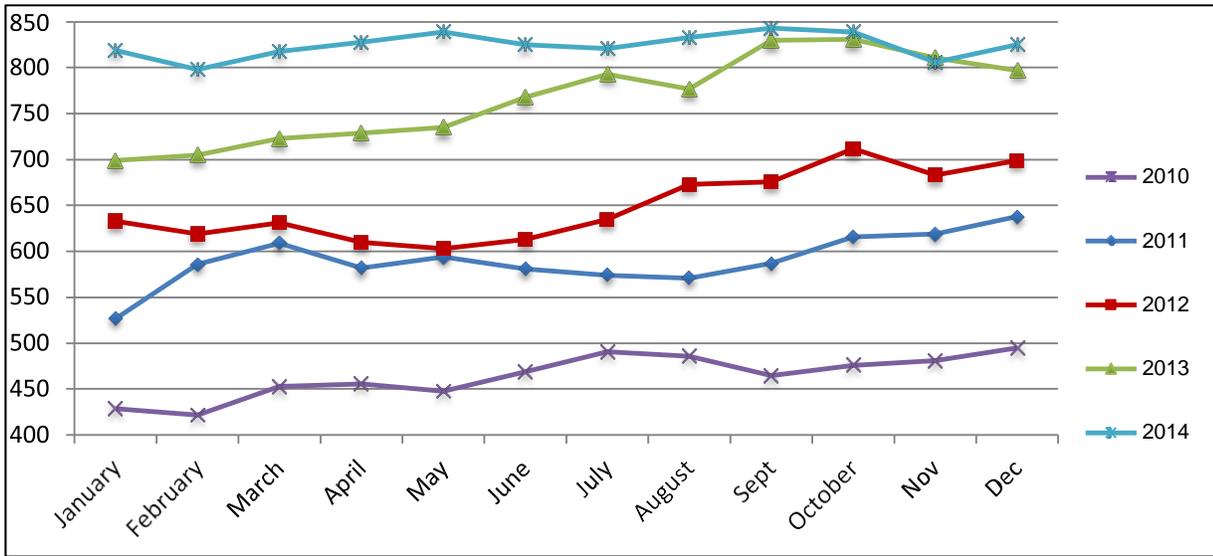
The differences between the budget and the P&L amounts are due to the in-kind donations. Of these, Google Foundation provided an in-kind donation of \$115,512 to support our Google Ads program for website positioning.

Balance sheet:

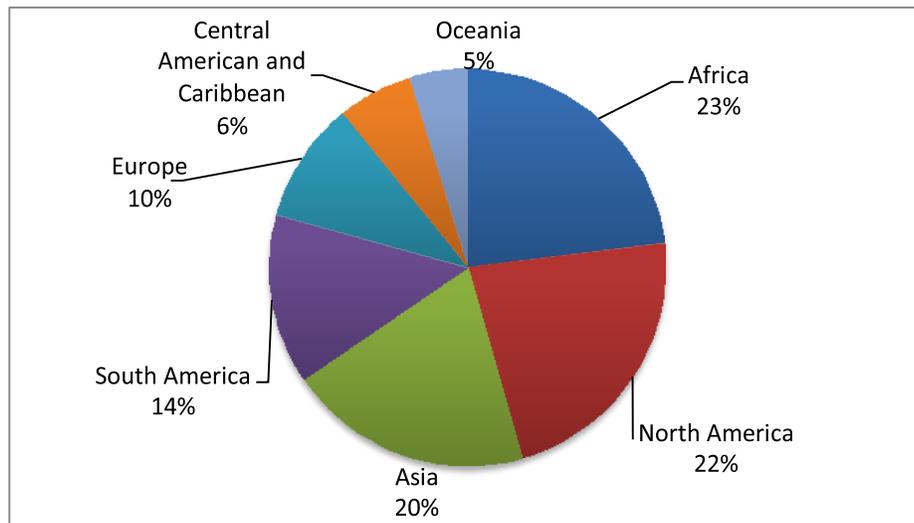
Our total assets (cash in BOFA and investments in Merrill Lynch) add \$160,752. Most of our assets are cash and money market funds plus over \$8,000 in our office equipment (computers and monitors). We depreciate these in 3-4 years, depending on the model and type. The liabilities at the end of the year were \$8,038 and are related to the American Express institutional card and other expenses which were registered but pending payment.

IAHPC Membership:

Members' Profile: By the end of 2014, there were 825 members compared to 797, 699 and 638 in 2013, 2012 and 2011 respectively. The strategies to increase membership and generate awareness about the membership program are described below



The data also indicate that there is an increasing trend in members from Africa, North America and Asia. All other regions, (Middle East, South America, Western and Eastern Europe and Australasia) continue with equal or slightly less members than in previous years. In geographical distribution, Africa has the highest proportion (23%), followed by North America (22%), and Asia (19%).



The high percentage in Africa reflects the effect of the extraordinary membership drives implemented by Kenya Hospice and Palliative Care Association (KEHPCA) and the African Palliative Care Association (APCA) throughout the year.

Almost 43% of our members are physicians, while 51% have other health care professions. The remaining 6% are institutions.

Membership Strategies: The following are the membership strategies adopted in 2014:
 30% discount from the regular membership fee to those who join during selected congresses: This offer is given to participants in congresses where IAHPIC participates with a booth and traveling scholarships. The offer will continue for regional congresses such as APCA, ALCP, EAPC, as well as to groups of individuals that may join IAHPIC through one of our Board members.

Increasing institutional membership: As hospices and programs were added to the IAHPC international directory a letter was sent to each informing them about the listing in the directory and the invitation to join. This led to a significant increase in the number of institutional members.

We are also working hard on increasing the number of listings in the Global Directory of Providers/Organizations and inviting them to join as Institutional members.

Members' Month: October was designated as the Members' Month and two prizes were given in two categories:

- Loyal member (randomly select a current member who has been consecutive member for at least three consecutive years), was awarded to Dr. Mitsuru Sakitani, MD, PhD from Kobe, Japan.
- Recruiting the most members' prize was given to KEHPCA. The KEHPCA directors selected Ms. Josphine Muya, from Nairobi, Kenya as the recipient of the award.

As a prize, both winners received an IAHPC Traveling Scholarship to the EAPC 2015 Congress in Copenhagen, Denmark, May 8th-10th, in the amount of US\$2,000 (two thousand US dollars) and one year free IAHPC membership.

During 2014 IAHPC registered a similar number of individuals renewing as those signing up as new members, a trend we have observed throughout the years. Efforts to prevent members from not renewing include sending an email 30 days before the expiration date inviting them to renew. Additional emails are sent if needed, 10 and 1 day before expiration date.

Twice in the year emails were sent to members who had not renewed throughout the previous months, inviting them to renew reminding them of the benefits IAHPC provides. These campaigns have had limited impact.

Traveling Scholarship and Fellowship Programs

Through the Traveling Scholarship IAHPC provides financial support to regional and local leaders from low and middle income countries, to help them pay for their travel to an international meeting or congress. Scholars apply online through our website and a committee discusses and decides on the application and the amount granted to each grantee based on the determined criteria. Preference was given to applicants who had accepted posters, oral presentations and sessions in the congress; to individuals living and working in developing countries and to applicants who had not received Traveling Scholarships in the previous three years. In 2014, IAHPC awarded 59 Traveling Scholarships.

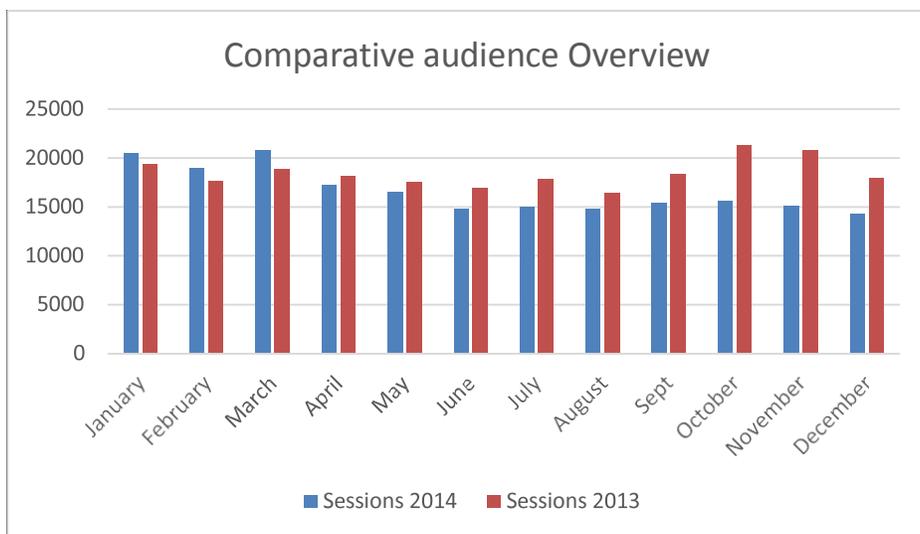
Through the Traveling Fellowship, IAHPC provides financial support to individuals who are invited to teach and train other health care workers in low and middle income countries. Traveling Fellows should have a significant amount of experience in palliative care and sufficient expertise to be able to teach to students and others. In 2014, we awarded 1 Traveling Fellowship.

The reports from these grantees are published in the IAHPC Newsletter.

Tools and outcomes

- *PC Competencies for undergraduate level in medical and nursing schools in Colombia - Workshops in Cali.* The workshop was developed in collaboration with Fundacion FEMEBA from Argentina, University of Aachen in Germany. Funding was provided by the Open Society Foundations in the USA, the DAAD Foundation from Germany and the De Lima Bohmer Foundation from Colombia. Forty four individuals participated representing 22 medical and nursing schools. The resulting recommendations were approved by consensus with all the participants.

- *Opioid Price Watch* In 2014 IAHPC launched Opioid Price Watch (OPW), a project to monitor and report the dispensing price of opioids around the world. This project is as a component of the agreement of work as an NGO in formal relations with the World Health Organization (WHO). This project was funded with a seed grant from the US Cancer Pain Relief Committee. To work on this project, IAHPC formed a working group which included board members of IAHPC, and external advisors from the field. IAHPC developed and implemented a pilot to test OPW and report the information collected on the availability, prices and affordability of 5 opioids (fentanyl, hydromorphone, methadone, morphine, and oxycodone) in 13 formulations. The pilot project has been completed and a report published in the [Journal of Pain and Symptom Management](#). The report is available free to all (Open Access). The published report presents data on availability, dispensing prices and affordability submitted by 30 participants from 26 countries. Using the data on availability and dispensing prices, IAHPC calculated the affordability of a one 30 day treatment of morphine and developed a flash map housed in the [IAHPC website](#) IAHPC will continue with a second phase of this project in 2015.
- *EBSCO- CINAHL – Access to Journals*. IAHPC continues to provide access to the CINAHL database plus several palliative care journals. A total of 5,044 searches were done in of 2014, compared to 4,803 searches in 2013. Of these, 1,804 resulted in full articles for print or downloaded to computers. During 2014 EBSCO had technical difficulties which limited the access to the palliative care journals – these problems persisted and the IAHPC webmaster continues to work with EBSCO technical support to ensure that this is solved as soon as possible. In the meantime the IAHPC office is providing copies of the publications whenever members are unable to access them.
- *Website*: One of the recommendations resulting from the 2013 strategic plan was to develop a new website that would be easier to navigate and visible in smart phones and tablets. The new website was launched in February 2014, after six months in development and testing by Mr. Danilo Fritzler, the IAHPC webmaster. We registered a total of 198,961 visits in 2014. Of these, more than 83% were new visitors. In the graph below the blue line represents the visitors in 2014, the orange for 2013. The number of unique visitors decreased by 9%. However, the average time spent in the website increased by 10%.



- *International Directories* In November 2014 IAHPC hired Ms. Julia Libreros as coordinator of directory services for both Directories. Ms. Libreros focuses on two tasks: uploading new information in the directory and contacting each one of the listings to verify and update the information. Information can also be submitted via our website, using an online form. Thanks to this new strategy, the IAHPC directories have been increasing. The links and number of listings for each are:
 - *Global Directory of Palliative Care Programs and Services*: Over 1,000 listings – includes the name, location, contact information and description of the services. The directory is available in <http://hospicecare.com/global-directory-of-providers-organizations/>
 - *International directory of educational programs in PC*: Over 130 listings – includes the name, institution, location, type of degree (diploma, certificate, master's, doctorate, seminar, etc.), language and costs. The directory is available in: <http://www.hospicecare.com/global-palliative-care/global-directory-of-education-programs/>

Newsletter

The IAHPC Newsletter continues to be a useful source of information about IAHPC, our programs and grant opportunities as well as program development, events, and other news from the global palliative care community. April 2014 was 18th anniversary of the NL. The number of subscribers by December 31st, 2014 was 6,912.

In 2014 Ms. Avril Jackson joined the IAHPC team as the Senior Editor for the IAHPC newsletter. Her background and experience as editor for the St Christopher's Hospice newsletter and as the current editor of the EAPC blog online brings great opportunity to IAHPC and to our ability to maintain high standard for the IAHPC newsletter.

Advocacy

In May 2014, thanks to a grant from the Open Society Foundation, Dr. Katherine Pettus was hired as the IAHPC Advocacy Officer for Palliative Care and Human Rights. The aim of this grant is to build IAHPC's capacity to engage with human rights mechanisms for the protection of palliative care and access to pain treatment as human rights. The ultimate goal is to promote the policy environment to expand palliative care services and the human rights of persons suffering from life-limiting illnesses, and of persons dying with excruciating pain and with other symptoms which can be relieved and treated.

This includes working with IAHPC members to develop shadow reports highlighting palliative care needs and government obligations to appropriate treaty bodies; representing IAHPC at meetings with international human rights organizations such as the Human Rights Council, the Office of High Commissioner of Human Rights, the UN Working Group on the Rights of Older People, the Commission on Narcotic Drugs, the WHO Department of Essential Medicines, and the World Health Assembly. Dr. Pettus participated in several UN agency meetings including the CND in Vienna in May 2014, the Human Rights Council in Geneva in June 2014 and in New York in July 2014, raising awareness about the lack of access to opioid medications for pain and palliative care and the recognition of pain and palliative care as human rights.

Social media leads to massive exposure due to its worldwide access, sharing capabilities, and huge amount of daily users. Through its website, and Facebook and Tweeter accounts, IAHPC reaches mass audiences and promotes issues related to global palliative care.

Thanks to our new social media presence, we now engage with followers about current trends in the field of palliative care, offer regular opportunities for collaboration, support and training, and we respond to feedback from our contacts and followers.

Tweeter account: IAHPC has over 1,000 followers through tweeter (<https://twitter.com/IAHPC>) and the number is gradually increasing. The tweeter account was opened in 2010 but kept inactive for 3 years. In December 2013 it was activated and since then it has sent over 900 tweets. Tweets are focused on issues related to access to care, access to medicines, policy issues, drug conventions, human rights and palliative care and news about developments of the field. This has served as a platform to advocate for the advancement of palliative care, the recognition of pain and palliative care as human rights and the importance to revise the current laws and regulations on controlled medicines. As per tweeter analytics, IAHPC tweets have earned over 9,200 impressions over the past 28 days.

Facebook page: The IAHPC Facebook page (<https://www.facebook.com/iahpc?ref=hl>) which is managed by IAHPC staff. Posts about new developments, resources, tools, awards, announcements about palliative care leaders, drug regulatory topics, UN related articles and resources are included in the page. Updates are published daily. The Activity Log shows that for the week of, there were 3,300 people reached. Over 1,000 people “liked” the page.

IAHPC Website

Our website has three main sections:

- About IAHPC - includes information about Who We are (mission, vision, board, staff members, history, etc); Programs (traveling scholarships, traveling fellowships, etc) and Publications (newsletter, guidelines, etc);
- Resources section - includes sections on Human Rights, Ethical issues, Directories (education and services) and Projects (Opioid price watch, palliative care essentials).
- Members section - provides a gateway to the members, including access to resources, publications and palliative care journals.

Over 420,000 people visited the website during 2013-2014 and viewed almost 1 million pages. The ten countries with the largest amount of visitors were (from largest to smallest): US, UK, India, Canada, Australia, Philippines, South Africa, Ireland, Malaysia and Singapore.

Collaboration with other Organizations

As in previous years, the IAHPC has a policy of collaboration with international and regional organizations to support and advance palliative care globally through its programs or advocacy initiatives. The following is a brief summary of activities, opportunities and support provided during 2014.

World Health Assembly (WHA) Palliative Care Resolution: IAHPC worked with representatives of Human Rights Watch (HRW), the Worldwide Palliative Care Alliance (WPCA), the Pain and Policy Studies Group (PPSG), the Latin American Association for Palliative Care (ALCP), the European Association for Palliative Care (EAPC) and the African Palliative Care Association (APCA) and other NGOs in a long process to advocate for a palliative care resolution which was adopted on May 23, 2014 by the World Health Assembly (WHA). The resolution entitled Strengthening of palliative care as a component of comprehensive care throughout the life course calls on all member states to integrate palliative care and pain relief into their national health systems. The resolution can be downloaded from http://apps.who.int/gb/ebwha/pdf_files/WHA67/A67_R19-en.pdf. The WHO has identified several strategies for the implementation of the Resolution at the country level. As a result of the Resolution, WHO convened a working group to develop the framework to be used by WHO in the implementation. This WG met in Barcelona on November 2014. Both and Liliana De Lima and Lukas Radbruch are members of the WG.

International Drug Policy Consortium: In 2014 IAHPIC continued to be a member of the International Drug Policy Consortium (IDPC) as a network member. IDPC is a global network of 107 NGOs and professional networks that specialize in issues related to the production and use of internationally controlled substances. The Consortium aims to promote objective and open debate on the effectiveness, direction and content of drug policies at the national and international level, and supports evidence-based policies that are effective in reducing drug-related harm. The IDPC advocacy positions are based on five core policy principles. Network members do not pay any fees, but contribute to the dissemination of IDPC's ideas and materials. There are 72 network members that are part of the wider IDPC communication network and register their support for IDPC's work. As part of the effort to improve understanding of policy related to internationally controlled substances, IAHPIC has developed a new section in the monthly newsletter called Policy section. This is authored by Katherine Pettus, PhD.

Palliative Care Network: Palliative Care Network's mission is to provide a free platforms aiming at empowering palliative care professionals to teach, interact, and exchange ideas with fellow colleagues globally to promote collaboration and an exchange of knowledge. PCN holds an annual online free international palliative care congress. IAHPIC is the supporter of the best poster prizes. The winners of the 2014 awards were:

- 1st Prize: Telephonic Communication in Palliative Care for Better Management Of Terminal Cancer Patients in Rural West Bengal – An NGO Based Approach by Dr. Aditya Manna, from India
- 2nd Prize: Implications of Early Palliative Care Consultation for Children with Solid Tumors by Dr. Karen Fernandez, from USA
- 3rd Prize: Grief Support in Palliative Care: Training Volunteers by Dr. Pedro Frade from Portugal

Vienna NGO Committee: In 2014, IAHPIC continued to be active in the Vienna NGO Committee (VNGO) as a member. The VNGO committee is the link between NGO's and the key intergovernmental and international agencies involved in drug policy, strategy and control including the Commission on Narcotic Drugs (CND), the International Narcotics Control Board (INCB) and the United Nations Office on Drugs and Crime (UNODC). Established in 1983, the Committee works to provide information on NGO activities, draw attention to areas of concern, build partnerships between governmental and non-governmental organizations and to involve a wide sector of civil society in contributing to the development of global drug policies. The VNGOC is composed of members representing international, national and local NGOs and represents a key mechanism for NGOs to substantively contribute to global drug policy. Most members are societies and organizations related to drug dependence, war on drugs, law enforcement and access to treatment for substitution therapy. Very few are raising awareness on access to controlled medications for pain treatment, so this has been a great opportunity for IAHPIC. Additional information about VNGOC is available in their website in <http://www.vngoc.org/>

Worldwide Palliative Care Alliance (WPCA): IAHPIC collaborates in the promotion and dissemination of the World Hospice and Palliative Care Day.

Publications

The following manuscripts were published in peer reviewed journals in 2014, in which IAHPIC was represented:

1. De Lima L, Pastrana T, Radbruch L, Wenk R. Cross-Sectional Pilot Study to Monitor the Availability, Dispensed Prices, and Affordability of Opioids Around the Globe. *Journal of Pain*

and Symptom Management. 2014 Apr 2. pii: S0885-3924(14)00146-8. doi: 10.1016/j.jpainsymman.2013.12.237. [Epub ahead of print].

2. Pastrana T, Torres-Vigil I, De Lima L. Palliative care development in Latin America: An analysis using macro indicators. *Palliat Med*. 2014 Jun 12. pii: 0269216314538893. [Epub ahead of print]
3. De Lima L, Radbruch L. Palliative Care in the Global Health Agenda. *Journal of Pain and Palliative Care Pharmacotherapy*. December 2014, Vol. 28, No. 4, Pages 384-389 (doi:10.3109/15360288.2014.972487)
4. Katherine Pettus. Improving access to essential opioid medicines Global Commission on Drug Policy Report.
http://issuu.com/igarape/docs/global_commission_en?e=11406483/9986842#search

IAHPC BOARD OF DIRECTORS – 2014

Chair Board of Directors

Lukas Radbruch, MD
Director of the Department of Palliative Medicine
University Hospital, Bonn
Director of the Centre of Palliative Medicine
Malteser Hospital, Bonn / Rhein-Sieg
GERMANY

Past Chair Board of Directors

Roberto Wenk, MD
Director
Programa Argentino de Medicina Paliativa Fundacion FEMEBA
San Nicolas, ARGENTINA

Lifetime Board Members

Derek Doyle, MD, FRCSE
Honorary Vice President
National Hospice Council Scotland
Edinburgh, Scotland, UK

William Farr, MD
Senior Editor IAHPC Newsletter
Milner, USA

Roger Woodruff, MD
IAHPC Bookshop Editor
Heidelberg, AUSTRALIA

Directors

Zipporah Ali, MD
National Coordinator
Kenya Hospices and Palliative Care Association (KEHPCA)
Nairobi, KENYA

James Cleary, MD
UW Paul P. Carbone Comprehensive Cancer Center
Madison, USA

Liliana De Lima, MHA *ex-officio*
IAHPC Executive Director
Houston, USA

Julia Downing, RN
International Children's Palliative Care Network and Hon Professor in Palliative Medicine
Makerere University
Kampala, UGANDA

Eric Krakauer, MD
Director, International Programs
Harvard Medical School Center for Palliative Care
Boston, USA

Bernard Lapointe, MD
Director Palliative Care
Mc Gill University
Montreal, CANADA

Mhoira Leng, MD
Head of Palliative Care
Makerere University and Mulago Hospital
Kampala, UGANDA

Arthur Lipman, Pharm D.
Professor of Pharmacotherapy and Anesthesiology
Director of Clinical Pharmacology
University of Utah Health Science Center
Salt Lake City, USA

Scott Murray, MD
St Columba's Hospice Chair of Primary Palliative Care
School of Clinical Sciences and Community Health
University of Edinburgh
Edinburgh, Scotland, UK

Gayatri Palat, MD
Program Director
Palliative Care Access Program- India, INCTR
Associate Professor
MNJ Institute of Oncology and RCC
Hyderabad, INDIA

Florian Strasser, MD
Dept. Internal Medicine and Palliative Care Center,
Cantonal Hospital
St. Gallen, SWITZERLAND

IAHPC Traveling Scholarships for 2014

International Children Palliative Care Network Conference in Mumbai, India, February 10-12, 2014. Grantee: David Wata (South Africa).

Latin American Association in Palliative Care (ALCP) Congress in Medellin, Colombia, March 12-15. IAHPC grantees to the congress were: Kimberly Arguello Briceño (Costa Rica), Tania Pastrana (Germany), María de los Angeles, Minatel (Argentina), María Mercedes Bernadá (Uruguay), Vilma Tripodoro (Argentina), Santiago Rodriguez Correa (Brazil), Ismariel Espin (Venezuela) and Lorena Alvarenga (Argentina).

5th Central American Congress on Pain and Palliative Care in Managua, Nicaragua, June 19-21, 2014. Traveling Scholarships were awarded to 13 individuals from different cities and towns throughout Nicaragua to travel to Managua for the Congress. Grantees were: Ivania Prado, Yasline Bellorin, Indira Trujillo, Alberto Obando, Genisse Rivera Rivas, Sandra Reyes, Ana Orozco, Marilu Rodriguez, Antonio Sidney, Martha Leiva, María Saeli, Maria Elena Chaves and Evelyn Carranza.

Training at MD Anderson UCP, Houston, USA, September 2-6, 2014. Grantee: John Jairo Franco (Colombia).

20th International Congress on Palliative Care in Montreal, Canada, September 9-12, 2014. IAHPC grantees to this congress were: Jose Mario Lopez Saca (El Salvador), Kellen N Kimani (Kenya), Sarah Nandalua (Uganda), Aditya Manna (India), Oyeniran Ayodeji Olaolu (Nigeria), Jean Luc Nkurikiyimfura (Rwanda), Ivonne Martin Hernandez (Cuba), Luciano Gabriel Uzal (Argentina), Celeste Mariel Jerez (Argentina) and Layth Mula Hussain (Iraq).

Training at Hospital Centro de Cuidados Laguna, Madrid, Spain, September 12-27, 2014. Grantee: A scholarship was awarded to Mercedes Franco Garrido (Colombia).

IPOS World Conference, Lisbon, Portugal, October 20-24, 2014. Grantee: Philip O. Ouma (Kenya).

2nd Congress on Pediatric Palliative Care: a Global Gathering in Rome Italy, November 19-21, 2014. IAHPC grantees to this congress were: Delia M Birtar (Romania) and Alejandro Nespral (Argentina).

Training at Victoria Hospice in Victoria, Canada, November 17-21, 2014. IAHPC gave two scholarships to palliative care workers from Nepal to travel to Victoria in Canada for training in Victoria Hospice. The grantees were Bishnu Maya Adhikari Spakota and Sushil Kumar Singh Bhumihar.

Annex 3 - IAHPC Donors – 2014

Over \$100,000

Atlantic Philanthropies
Google Foundation (in-kind)

Between \$20,000 and \$49,999

Liliana De Lima and Enrique Ospina
Open Society Foundation
Pettus Foundation

Between \$1,000-\$19,999

Mayday Fund
Carlos Calbarcas and Mrs. Maricel Marquez
Kathy Foley
Alberto A. Pena
Susan Krauter

Between \$300 and \$999

Eric Krakauer
Good Gayle
Littler Mendelson Foundation, inc
Megan Ryan
PRISMATIQUE DESIGNS LTD

Between \$100 and \$299

C&S Engineers, Inc.
Carla Hughes
Dagny Faksvag Haugen
Daniel Zausner
Debbie Keys
Exotic Automation & Supply
Frances Stetler
Gerry and Glyn Moody
Gina Mitchell
Harry Cunningham
Janie Steffens
John Maree
Julie Kraftsow
Karen Fernandez
Karina Schoulz
Kristi Green
Leslie Hayes
Maria Bustamante
Michael and Kristen Kear
Michael Pfeiffer
Miguel Eduardo Rodriguez
Norberto Bilbeny Lojo
Philip Paston
Rosalie Garber
State of TN - Central Procurement Office
Truist
United Way of central NE Connecticut
Zipporah Ali
Zoe Hirsch

Up to \$99

Alejandro Vargas
Alice Reiter Feld P.A
Alicia Powell
Amazon Smile
Ana Maria Restrepo
Andrew and Denise Shedlock
Arlene & Fred Lansky
Barbara Ikin
Becky Reed
Bernard Lapointe
Beverly Lundquist

Cancer Hospital of Chinese Academy of Medical Sciences

Carlota Moraes
Carolina Palacio
Catherine Mudaala
Cathy O' Dell
Connie Griffith Sloan
Darlene Baker
Diane and Morley Henderson
Dorothy J. Waide
Dorothy West
Elizabeth Teague
Elna Albano
Etje Vezhagen
Eva Barger
Fariba Nadimi
Flavia Firmino
Francis Robson Nyachowe
Geeta Joshi
George Luchento
Getty Stewart
Hospice Casa Sperantei
Huiping Chen
Ivonne Martin Hernandez
Jack and Kerry Russell
Jan Phillips
Jay Bernhard
Jeanne Woodward
Jim and Judy Danks
Jo Ann Kocher
Jo Gardner
Joan Marston
John & Mary Ellen McDonald
John Hennessy
John Mastrojohn
Joyce and John Nial
Judith A. Paice
Judy Angell & Jim Damir
Julia Swart
Just Give Org.
Kathleen Introna
Kathryn Dunshie
Kathy Nichols
Katie and Sue Schirick
Lina M Rozo
Liz Fleskes
Lynn & John Lopes
Manjuka Bhagavatula
Margaret Timperi
Maria Auxiliadora Brenes
Maria Witjaksono
Mark Schubauer
Marlene Wanjala
Mary and Eugene Stanek
Matias Najun
Matthew Leonard
Matthias Brian
Michael Adkins
Michael Patton
Milagros T Barzaga
Mort and Dale Shapiro
Mwate Joseph Chaila
Myrna Mc. Laughlin de Anderson
Nancy Hinds
Natalia Carafizi
Natalie Rodriguez Zamora
Olaitan Soyannwo
Owino Tukiko
Palliative Care Center Korca Albania
Patricia Cury
Patricia Lassiter
Robert Weiner
Ruth F. Shpargel

Sarah and Maureen Chappell
Sharon Davis
Sherra Rego
Socia Science and Hospitality Division
Socorro Cabello
Soji Soogun Stanley
C. Macaden
Steve and Leni Wilson
Susan Bates
Tetyana Vilchynska
Thane Mc Cann
Thomas Cole
Tulio Velasquez
Victor Carson
Walkyria de Almeida Santos
Washington TSWP Education Association
William Kent
Ximena Pozo