Twenty years ago, GAIA was founded in response to both a raging epidemic and a glaring injustice: the most heavily AIDS-impacted demographic – African women – lacked access to cheap, effective therapies that could prevent the transmission of their infection on to their children. A focus on health equity has been at the core of our thinking as we celebrate an astonishing accomplishment. In 2019, adult women in Malawi achieved the UNAIDS 90-90-90 goal: >90% of HIV+ Malawian women know their status, >90% of these have moved onto treatment, and >90% of these have achieved viral suppression! And with redoubled efforts to test, link, and support adult men, they too are on pace to achieve the 90-90-90 milestone by year end. As a result, the infectious power of the epidemic has been dramatically curtailed, pitching it toward extinction within a decade.

However, though the country is on target to achieve 90-90-90 across its entire population in 2020 – making it one of the first, and poorest, African countries to do so – this overall success is still not enough. It needs to be reached by every community everywhere, and sustained. Plus, averages can be deceiving. (I’m reminded that if Jeff Bezos attended a soccer match at Blantyre’s Kamuzu Stadium, all 40,000 people in attendance would be millionaires on average.) While we are on track to reach the goals in the districts where we work, other districts have not fared so well and we must extend our reach to them.

Moreover, some sub-populations are not faring as well. Consider HIV+ children, only 61% of whom currently know their HIV status and are therefore far removed from the treatment that could offer them a healthy future. In 2020 and beyond we will find these subpopulations to ensure that the successes of the wider HIV community reach everyone, everywhere.

In our 20th anniversary year, there is much to celebrate, much of it unthinkable even a decade ago. But the finish line will remain elusive until we are all able to cross it together.

Best,

Todd Schafer & Joyce Jere

---

**UNAIDS 90-90-90 Achievements in Malawi Toward Viral Supression**

*Ensuring Women, Men and Children Reach the Finish Line Together*

The goal line of 73% is 90% of PLHIV know their status X 90% of those on treatment X 90% of those adherent to treatment = 73% of all PLHIV are virally suppressed.
GAIA Programs: Making an Impact

GAIA’s Mobile Health Clinics:

- Trends in AIDS deaths in Malawi, in children, women, and men:
  - Green line - children, 76% decline
  - Yellow line - women, 49% decline
  - Red line - men, 37% decline

- Client Satisfaction at GAIA’s Mobile Health Clinics:
  - 84% Satisfied/very satisfied with length of consultation time
  - 88% Satisfied/very satisfied with medication information provided
  - 92% Felt they received compassionate care

GAIA’s Nursing Scholars Program:

- 10% of registered nurses in Malawi’s public sector supported by GAIA
- 91% of scholars support relatives or friends with necessities like clothes, housing, school fees, and food
- 98% of female scholars have a bank account, compared with 10% of Malawian women overall
- 96% of female scholars have a mobile phone, compared with 33% of Malawian women overall
- 83% of scholars have actively served as a role model for younger students
- 2/3 of scholars identified improved independence, decision-making power, and ability to support others as key impacts of the program

GAIA’s Targeted Community Programs:

- 96% of Mawa Girls expressed healthy attitudes toward sexual and reproductive health and rights at program’s end
- 50% reduction in school dropout rate among bursary students participating in GAIA’s psychosocial program for girls

Trends in Malaria deaths, nationally and locally:

- National - 50% decline in malaria deaths
- Mulanje/Phalombe - 220% decline in malaria deaths

50% reduction in school dropout rate among bursary students participating in GAIA’s psychosocial program for girls

96% of Mawa Girls expressed healthy attitudes toward sexual and reproductive health and rights at program’s end

83% of scholars have actively served as a role model for younger students

2/3 of scholars identified improved independence, decision-making power, and ability to support others as key impacts of the program
Cyclone Idai Disaster Relief – GAIA’s Partnership with Government Expands

In March 2019, severe flooding displaced tens of thousands of households in Phalombe district where we work. The local government organized relief efforts, approaching GAIA to provide urgently needed healthcare using our mobile clinics to serve five displacement camps. In addition, GAIA distributed anti-malarial bed nets, food, clothing and lifesaving supplies. GAIA funded the work through a 72-hour, crowd-funding campaign that allowed us to serve almost 5,000 clients in the first three months after the flood and continue to operate the clinic part-time for the remainder of the year.

Gift (a pseudonym) is 20 years old, an orphan, and a single mother of a two-year-old, living with her grandmother. She came to a GAIA Elizabeth Taylor mobile health clinic with severe lower abdominal pain and a fungal skin infection. She received treatment and was offered HIV testing and counseling. Her test was inconclusive at first, but positive when she returned for retesting. Her child was also tested for HIV but, thankfully, was found negative.

During a home follow-up visit, GAIA found that Gift had not yet gone to the government hospital to initiate HIV treatment because she didn’t want her grandmother to know her status. GAIA staff provided disclosure counseling, and explained the benefits of antiretroviral (ARV) treatment. Gift then summoned the courage to go to the hospital where she was initiated on ARVs the same day. The hospital found her to be moderately malnourished and enrolled her in a supplementary feeding program.

At GAIA’s next follow-up visit, Gift was deemed adherent to her medication regimen and had kept every follow-up appointment at the hospital. Her nutritional status was improving, and her grandmother, now aware of her HIV status, was, and is, supportive! Importantly, Gift is feeling good and able to care for her daughter and help her grandmother.
Translating Research Into Action – Improving Care at the Mobile Clinics

GAIA’s implementation science research allows for program adaptation and improvement. In 2019, students from the UCSF Institute of Global Health Sciences joined our team in Malawi for two research projects to do just that.

**Hypertension on the rise**

In Malawi and sub-Saharan Africa (SSA), rates of noncommunicable diseases, like hypertension, are on the rise. Hypertension, a key contributor to the increasing burden of cardiovascular disease in SSA, is expected to double by the year 2030. This increase is reflected at the GAIA clinics, which have seen a three-fold increase in hypertension visits in the past two years. UCSF student Anna Muller found that:

- Despite high self-reported adherence to medication regimes, 90% of hypertension clients had uncontrolled blood pressure.
- Many clients lacked awareness of the impacts of diet and lifestyle on blood pressure and treatment success.

As a result of this study, GAIA has:

1. Expanded blood pressure screening protocol to all clients 18+ at every visit;
2. Implemented weekend hypertension, diabetes and HIV screenings; and
3. Expanded the content and frequency of hypertension health talks to increase awareness about this growing, yet preventable and treatable condition.

**Improving management of childhood illness**

In a second study, UCSF student Fiona Sylvies examined the impact of pulse oximeters (a simple diagnostic device to measure blood oxygen saturation and heart rate) and Integrated Management of Childhood Illness (IMCI) training on provider decision-making when diagnosing and treating clients with non-malarial febrile illness at the GAIA Elizabeth Taylor mobile clinics.

The study showed that clinics with both IMCI training and pulse oximeters experienced a significant decrease in antibiotic prescription rates, highlighting the potential of this approach in combatting antibiotic over use in low-resource settings. Pulse oximeters both improved detection of pediatric pneumonia and reduced prescription of antibiotics as they helped rule out bacterial infection for many. Following the study the GAIA mobile clinic team now:

1. Has assigned a staff member to oversee IMCI-related activities as well as relay any communications from the district IMCI coordinator;
2. Uses pulse oximeters in the diagnostic protocol for all patients presenting with non-malarial fever; and
3. Will provide refresher IMCI trainings for clinicians every 2 years to stay up to date with current pediatric patient care protocols.
In 2019, three regional Scholar Get-Together events were held to build a sense of community among students and graduates, enabling Scholars to share experiences and support each other professionally. The events recognize the commitment GAIA Scholars make to work in the public sector where nursing shortages are most severe. At the 2019 Get-Togethers, Scholars formed four regional GAIA Alumni Chapters, which will meet in 2020 to discuss local issues. The Chapters will collect dues to help others in need, for example nursing students struggling to find funds to stay in school.

### ACHIEVEMENTS

<table>
<thead>
<tr>
<th>50</th>
<th>94</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHOLARS ADDED IN 2019</td>
<td>NURSES CURRENTLY IN SCHOOL</td>
</tr>
</tbody>
</table>

473 TOTAL PROGRAM GRADUATES

99% OF SCHOLARS ATTAINING LICENSURE

95% SUCCESSFULLY COMPLETING PUBLIC SECTOR SERVICE COMMITMENT

81% FEMALE SCHOLARS

60% ORPHAN SCHOLARS

Steward Fellows Program Expands Nursing Capacity in Mulanje District

Beginning in August 2017, with funding from the Steward Family Foundation through The Elizabeth Taylor AIDS Foundation, GAIA began a fellowship program to both increase staffing in Mulanje district health facilities and employ nurses awaiting formal government deployments. All together, 45 total fellows were deployed and trained in the Malawi HIV testing and treatment guidelines. The fellows helped build urgently needed capacity in Mulanje district to provide HIV testing, ART linkage, adherence support and HIV care. By December 2019, 38 fellows had used the experience to secure full-time deployments, 1 is seeking an advanced degree, and 6 were in the interview process. In all, the Steward Fellows program increased the nursing workforce in Mulanje by 11%.

Steward fellow cleans surgical instruments using an autoclave.
Bessi’s Story

Bessi is from the Machinga District, Nkalo village, Traditional Authority Nkula. Her father is a guard at a shop in the Trading Centre, and her mother sells vegetables. Bessi's family and a friend in the community managed to pull together funds to pay her high school fees, but the fees for her nursing degree were beyond reach. Before learning of the GAIA Nursing Scholars program, Bessie was prepared to take a government loan to pay for her nursing education, but was uncertain of how she would repay it. She is extremely grateful to be a GAIA Nursing Scholar and without constant worry of how she will pay school fees. Bessie is generously funded for four years of nursing school by a GAIA supporter in Pacific Palisades, CA. Please reach out if you are interested in supporting a nurse like Bessie.

“I appreciate so much everything GAIA is doing for me; I do not take this for granted because there are many people needing help, but I was chosen not by my will but by God’s will.”

GAIA Nursing Scholars: Supporting Each Other Like Family

GAIA Nursing Scholar graduate Kelvin Chipeta was working at St. John's Hospital in Mzuzu when he was diagnosed with a pathologic fracture of the left femur, which ultimately required amputation above the knee. The amputation saved Kelvin’s life, but posed a significant challenge to his nursing career. The hospital offered him a prosthetic leg for purchase, but after almost a year of not working while in the hospital, Kelvin nor his family could afford it. Several of Kelvin’s GAIA Nursing Scholar peers learned of his need and quickly began to fundraise among themselves, former classmates and Kelvin’s friends, asking each to contribute 5000 Malawian Kwacha (about $10 USD), nearly a day’s pay for nurses in the government sector. The funds were given to Kelvin’s parents and his prosthesis was purchased. Kelvin is now back to work, helping patients at St. John's Hospital. GAIA Nursing Scholars continue to give back, in so many ways!

UCSF’s GAIN Project Supports GAIA Nursing Scholars

GAIA and UCSF have had a long and productive relationship, including many research projects and programs. GAIA currently supports UCSF’s research study on the recency of HIV infections in Malawi funded by the CDC and its Global Action in Nursing (GAIN) project to support midwifery care in Malawi. In 2019, GAIN increased its support to fund the education of 24 nurses in Malawi and 5 in Liberia through GAIA’s Nursing Scholars Program. This supports GAIN’s mission to reduce preventable maternal and infant deaths during childbirth by providing clinical and leadership training to nurse-midwives in high-risk communities.
Community-based Testing: Promotes HIV Awareness AND Empowers Young Women

In partnership with The Elizabeth Taylor AIDS Foundation and the Clara Lionel Foundation (CLF), in early 2019, 12 staff were trained and deployed as HIV Diagnostic Assistants (HDAs) – including six young women recently graduated from secondary school. HDAs provide risk reduction education, HIV risk assessments, and testing. The Community-Based HIV Testing Program (CBHTS) has proven to be a critical, targeted intervention in finding people who have never been tested before and may not have otherwise accessed HIV testing. The program links all those found positive for HIV to care and provides follow-up to ensure adherence to treatment.

One of the HDAs, Cynthia Goodson (far right below), graduated from secondary school with support from CLF, a partner organization working in Mulanje district. She is 20 years old, from Nyalinga Village, and a proud graduate of Mloza Secondary School. Cynthia loves her work as an HDA. She said the trainings have empowered her with knowledge and information to help the communities and herself. “Whenever we go into the villages the people are so happy to see us and so welcoming,” she said. “They really appreciate that we come with education to improve their lives. I feel proud of my work.”

ACHIEVEMENTS

614 ORPHANS AND VULNERABLE CHILDREN SUPPORTED TO STAY IN SCHOOL THROUGH BURSARY AND/OR PSYCHOSOCIAL SUPPORT

3,000 YOUTH PROVIDED WITH BED NETS, REDUCING THE RISK OF MALARIA INFECTION

24% IMPROVEMENT IN SEXUAL AND REPRODUCTIVE HEALTH RIGHTS AND HIV KNOWLEDGE AMONG MAWA GIRLS

8,838 YOUTH PROVIDED WITH BED NETS, REDUCING THE RISK OF MALARIA INFECTION
TARGETED COMMUNITY PROGRAMS

Mawa Girls: Creating Healthy Futures through Empowerment, Education, and Support

In 2019, the following abstract was accepted to the Global Health and Innovation Conference to take place in April 2020 at Yale University.

Girls who dropout of secondary school in sub-Saharan Africa are twice as likely to be HIV-positive than those who finish. GAIA supports girls in Mulanje District, Malawi with tuition assistance, yet rates of dropout remained at 18% in the 2017-2018 school year. With partner Sentebale, GAIA designed and implemented Mawa Girls (Mawa means tomorrow or future in the local language, Chichewa), aiming to improve educational and health outcomes among adolescent girls and young women. In year one of the program, 360 girls across 9 secondary schools attended 9 monthly school-based club sessions. Trained female teachers and volunteers – known as Mawa Mentors – presented curriculum, providing life skills and education on sexual and reproductive health (SRH), and activities to help girls develop aspirations for their future. The parents/guardians of the girls were required to attend caregiver meetings to learn strategies to support their girls’ health and education.

In year one, pre- to post-test scores measuring knowledge/attitudes improved by 16% overall, with a 34% increase on HIV-specific questions. Program participation appears to correlate with lower rates of school dropout, especially among those on bursary: 2% dropout rate among all Mawa Girls’ participants; and 0% dropout among bursary girls participating in the program, versus 18% dropout among bursary girls in the previous year without the program. This type of layered programming, including bursary, safe spaces for girls to learn about SRH, goal-setting, mentors/role models to provide inspiration, and supportive guardians represents a promising approach to increase secondary school completion and improve health outcomes for girls.

GAIA Makes the Difference for Orphan-Headed Households

In 2019, GAIA provided school support for orphans and vulnerable children, including orphan-headed households. Gemiton, age 19 and in Form 1 at Mulanje Secondary School, is one of them. He is an orphan and the head of his household, which includes his brothers, ages 17 and 11, and his sister age 15. His father died when he was very young and his mother died in 2010. When she died, the children dropped out of school to take piecework – like farming, fetching wood or water. Life was hard. Then in 2013, GAIA registered them in its orphan care program. GAIA has provided food each month, school uniforms and supplies. Now that he stays at boarding school, Gemiton’s thoughts are with his siblings living at home. He’d like to help with farming or building a new house as theirs is leaking from the rains, but he knows he can be more helpful getting an education and earning a living to support them longer term. His dream is to become a journalist and write stories about people with disabilities to increase awareness and understanding. As a person living with albinism, Gemiton knows first-hand how hard it can be to have a difference. He considers GAIA his parents, as GAIA came in and rescued him and his siblings from extreme poverty.
GLOBAL CITIZEN AWARD HONOREES
In May, in a celebration at the top of the Salesforce Tower in San Francisco, we honored GAIA Global Citizens Laurie Hunter and the Hagey Family of the HRH Foundation. In addition to our honorees, GAIA Trustee Kaboni Gondwe, RN, PhD spoke about her experience as GAIA’s first nursing scholar.

In October, we gathered at the Scandinavia House in New York City to honor GAIA Global Citizens, Mike Lockhart and Trinity Church Princeton. Special guests included Broadway performers, and colleagues from Malawi, Joyce Jere, Country Director and Dr. Ellen Chirwa, Malawi Board Chair.

Also in October, GAIA Malawi Country Director Joyce Jere participated in a panel discussion: Building Thriving Communities to discuss locally-led approaches to improving health equity and livelihoods in Malawi. The event took place in Raleigh, NC and was coordinated by GAIA board member Ruth Thurmond Scott.

PARTNERSHIP HIGHLIGHTS
In June, we had the pleasure of welcoming Cathy Brown, Tim Mendelson and Barbara Berkowitz from The Elizabeth Taylor AIDS Foundation (ETAF) and Fiona Ryan from the Clara Lionel Foundation (CLF) for a site visit to Mulanje, Malawi. ETAF and GAIA recently celebrated 11 years of partnership, which has been instrumental to the success of our Mobile Health Clinics and Nursing programs. GAIA is thrilled to have just completed our first year in partnership with CLF, which brought critically needed community-based HIV education, counseling and testing in the underserved areas where we work.

CAPACITY BUILDING
In September, Monitoring and Evaluation Officer, Elias Kaunde attended a course called “Advanced M&E Concepts by Asset Africa Institute” in Nairobi, Kenya. Elias gained knowledge on creating, maintaining and revising project M&E plans, frameworks, developing program indicators, managing data, and reporting and learning for improved program performance.

In February and October, Programs Coordinator Lucy Munthali attended an operational research course: “WHO SORT IT (Structured Operational Research Training Initiative)” in Nairobi, Kenya. Through the course, Lucy is conducting an operational research study using data from GAIA mobile clinics to understand the determinants of new family planning clients at the clinics.

In September, Programs Manager Nelson Khozomba attended a course on “Proposal Writing, Grant Management & Report Writing” in Lilongwe, Malawi. Held by the Asset Africa Institute, this workshop provided training on designing and delivering convincing, winning proposals, and in subsequent grant management, ensuring compliance and enabling effective decision-making.

In April, GAIA Malawi’s Management Team attended a Management Training Refresher in Blantyre, Malawi. The leadership training was facilitated by Malawi College of Accountancy and ensured all managerial staff are equipped to lead their teams and build strong relationships with both field workers and head office staff.
Financial Overview

INCOME 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>INSTITUTIONAL GIVING</td>
<td></td>
</tr>
<tr>
<td>3% Other</td>
<td></td>
</tr>
<tr>
<td>3% Religious Orgs.</td>
<td></td>
</tr>
<tr>
<td>43% Grants</td>
<td></td>
</tr>
<tr>
<td>INDIVIDUAL GIVING</td>
<td></td>
</tr>
<tr>
<td>20% Special Events</td>
<td></td>
</tr>
<tr>
<td>31% Individuals &amp; Families</td>
<td></td>
</tr>
</tbody>
</table>

EXPENSES 2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>16% Fundraising &amp; Administration</td>
<td></td>
</tr>
<tr>
<td>84% Programs</td>
<td></td>
</tr>
</tbody>
</table>

In 2019, GAIA's cash-basis income totaled $3,177,350 and expenses totaled $2,901,102 (unaudited). GAIA has an annual accrual basis independent audit each fiscal year. The 2019 audit report will be available at www.thegaia.org later in 2020.

2019 GAIA Staff & Trustees

MALAWI LEAD STAFF

Joyce Jere
Country Director

Nelson Khozomba
Program Manager

Adalireni Manyungwa Nkhata
Finance & Administration Manager

*GAIA currently employs 64 additional Malawi-based staff

U.S. STAFF

Todd Schafer
Executive Director

Ellen Schell
Senior Advisor

Lindsay Bouchelle
Director of Development and Strategic Partnerships

Beth Geoffroy
Director of International Programs

Edie Heller
Finance Manager

Kristin Nash
Program Grants Manager

Ninon Pallavicini
Events and Operations Manager

MALAWI TRUSTEES

Ellen Chirwa (Chair)
Andy Chitete
Phindile Chitsulo Lupafya
Peter Kazembe
Esther Kip
Josiah Chidya Mayani
Alfred Marcolino Nhlema
Jean Priminta
Ellen Schell

U.S. TRUSTEES

Suzanne Alwan
Richard Beatty
Christine Simpson Brent (Vice Chair)
Bob Daily
Erin Fish
Kaboni Gondwe
Michael Gottlieb (Medical Advisor)
Laurie Hunter
Jennifer Kepner
Don Klein

Tim Mohan
Lynn Oldham Robinett
Ashley Paff
Geoffrey Peck (Chair)
Melanie Perera
Ruth Thurmond Scott
Azmat Siddiqi
Ivan Weinberg

MEDICAL ADVISORY BOARD

Arthur J. Ammann UCSF
Thomas J. Coates UCLA
Haile T. Debas UCSF
Richard G.A. Feachem UCSF
Helene D. Gayle Chicago Community Trust
William L. Holzemer Rutgers University
Phillip R. Lee UCSF
Jay A. Levy UCSF
Nancy S. Padian UCB
Jean L. Richardson USC (Retired)
Paul Volberding UCSF
A. Eugene Washington Duke University

Global AIDS Interfaith Alliance
2171 Francisco Blvd., East, Suite I • San Rafael, CA 94901
Phone: 415.461.7196 • www.thegaia.org • info@thegaia.org • Tax ID: 94-3364364