



**Health
Development
International**

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Annual Report 2008

Glancing Back

This has been a year of transition for HDI, and a year of several new firsts. It also signals new hope for 2009 and beyond. We completed the legal and organizational transition of the non-profit organization from California to Michigan in 2007, but 2008 was a time for assessing what we inherited from the founders and building on its foundations. Let me share a few **highlights**:

- We got to know the intricacies of the cornerstone Effective Healthcare Management workshop developed by HDI founder, Dr. Rufi Macagba, by refining it and delivering it with him twice in China in May to 145 participants. We also shared it with volunteers (more on that in a moment) and with another 30 Chinese TB hospital managers in November. In December, it received one more airing in a special training session with mission organizations from Mexico and Uganda. Based on feedback from the expanded participant audience and input from international advisors, we made a few improvements and have a few plans for more changes.
- We concluded that we should remain a volunteer organization at the core, so 2008 became the year that we recruited and trained about two-dozen health care consultants and leaders at a conference in July. We now have a pool of volunteers ready to join as workshop faculty, mentors and supporters. Another 18-20 leaders have expressed interest in the training, which we hope to repeat in 2009.
- Organizationally, we remained simple. Three new members joined the board, meeting faithfully each quarter to lend their policy-making minds and hearts as advisors to my voluntary efforts as President. A Board-monitored operating agreement with The Hekman Group provides essential management support without a complex overhead structure. We also engaged interns this year, giving local college students an introduction to the world of global health while receiving some valuable volunteer labor with research, conference support and fundraising efforts.
- We're getting at least one inquiry per month. We're hearing from missionaries with hope for developing new health services, from small groups struggling to be sustainable, and from organizations that value HDI's unique philosophy and training services for improving health care delivery in developing countries.

- Financially, we made some gains as well. While maintaining a highly respectable 10% overhead, we won the hearts of new donors through quarterly communications of our activities and growing prospects for making a difference around the globe. We also earned the support of one local church and two corporations, which sets the stage for expanding the bases even broader. We passed the 2007 audit with flying colors, highlighting the drop in overhead from 25% to 10%.

Stories

The activities tell part of the story, but the words of workshop participants and HDI clients are more powerful.

- I joined a group from a church in Fond du Lac, Wisconsin as they traveled to Romania in April to plan the expansion of a medical practice to provide sustainable services to the poor. When we got back, the team concluded, “The trip would have been a waste without (HDI President) Ken along.”
- From the China workshops in May: “The style of workshop is very innovative and vivid.”
- From the TB Hospital Managers workshop in Beijing in November: “This training is the most beneficial one among all I have attended. The ideas are novel and the teaching style is very enlightening. I learned a lot, thanks!”
- In China, I was describing how to interview potential employees by using questions to discern their character. I suggested that they ask candidates the three most important motivations that drive their actions. It was a novel question for the Chinese audience. To my surprise, they turned it around and asked me the same question - what motivates me. I was able to say that I was motivated to honor God, to care for my family, and to make a difference in the world. They applauded, and I thanked God for a golden moment to share my heart.
- HDI volunteers from the July training session consistently expressed their gratitude for the opportunity to join in efforts to improve health care services worldwide.

Looking Ahead

The Board and I are looking forward to the next few years with services that lead the field of health care development in emerging countries. We are limited to quarterly trips outside the U.S. at this point, but plans in 2009 include visits to Romania, China and India. These visits will include some of the trained volunteers so we can begin expanding our capacity to respond to inquiries for more training, mentoring and consultations. We’ll be particularly exploring opportunities to work with the International Hospital Federation, based in Geneva, and the Loving Heart Hospital Project begun by Chinese businessman, John Cao.

We're considering a variety of alternatives for leveraging our limited resources to make a significant global impact. We're thinking about **ideas** like these:

- We'd like to expand the curriculum to include other workshops on topics such as Leadership and Financial Integrity that go beyond the basic management skills workshop, HDI's signature course. These topics allow us to focus more intentionally on the character qualities taught by the Bible and modeled by followers of Christ, while delivering essential knowledge for sustainable health care.
- We are exploring the concept of a certificate track or fellowship program that would include HDI workshops, research and case studies focused on modeling sustainable health care organizations in developing countries.
- We hope to grant the first HDI Award of Excellence in 2009. Workshop participants in 2008 were invited to submit their applications one year after learning the principles of Effective Healthcare Management by sharing a case study of their progress. Applicants will help us build a library of success stories for others to emulate.
- We're experimenting with internet-based training options, recognizing that online resources are more accessible than conferences. We're also making a few basic materials available to workshop participants online using Google Translate as a simplified tool for getting them into multiple languages.
- We would like to connect with foundations and other funding organizations, not for HDI's benefit, but for the benefit of our clients. We would like to help client organizations find capital for their projects, and help funders make wise investments with planning and management guidance from HDI. Together we can create health care services that are self-sustainable, delivering care with dignity rather than getting caught in a quagmire of dependency.

Thank you for your interest in Health Development International. Together we're raising the possibilities for sustainable and visionary health services in developing countries.



Ken Hekman, President