

NO SMOKING

2015 / 2016  
EXCEED WORLDWIDE ANNUAL REPORT

# INVESTING IN PEOPLE



**exceed**  
...empower



# Contents

- 4 Chairman’s Review
- 5 Chief Executive’s Review
- 6 About Exceed Worldwide
- 8 Strategic Review - Cambodia
- 9 Strategic Review - Sri Lanka
- 10 Strategic Review - Indonesia
- 11 Strategic Review - Philippines
- 12 Strategic Review - Myanmar
- 13 Exceed Social Enterprises
- 14 Equipped, Enabled & Empowered by Exceed
- 16 Financial Activities
- 18 Vision, Mission & Values
- 19 Acknowledgements



# Chairman's Review

## 2015 - 2016



John R. Fisk,  
MD Chairman  
Board of Trustees Exceed Worldwide

This is the fourth time that I have the opportunity for writing a letter for the Annual Report on behalf of all of the trustees of Exceed Worldwide. Each year it seems that there are more things to report than the year before. Where to begin?

The events of the past year have been exciting and numerous. While we lost Dr Josephine Bundoc due to work pressures, we have added five new trustees to key positions on our board; Dr John Orr, a recently retired Professor of Engineering from Northern Ireland with extensive research experience, Dr. Debra DaRosa is a professional educator from the United States, Craig Martin brings international finance skills and lives in Singapore, Dr. Reynaldo Rey-Matias is a Physical Medicine and Rehabilitation physician from The Philippines. Our latest addition is Dr Niamh O'Rourke who is based in Ireland and is a senior Health Service manager with development and research experience. These five new members together have broadened the scope and expertise of the board as a whole. I am very proud of how well we all work together.

In addition to a continued enjoyable and constructive working relationship with our CEO Carson Harte, the trustees have elevated Ken McCrea to be the CEO of our Social Enterprise from our board where he had served as a trustee

for several years. Ken brings with him many years of experience managing clinical services to the public health service in the UK for the Blatchford company.

Exceed Social Enterprise, about which you will hear a lot more in this Annual Report, is up and running in Sri Lanka, Cambodia and The Philippines. As with any new business venture, it faces all the challenges you might expect. However, as we work towards the goal of profits from the business supporting our development activities, we are optimistic and witnessing the first signs of success as we build awareness and networks and soon hope to initiate services in Indonesia. Until those profits are assured, fund raising remains an important priority.

As the development of clinical services and supply chain management are getting going, the primary mission of Exceed has not being lost sight of. That mission of prosthetic and orthotic education was given a boost this summer by a Training of the Trainers seminar for many of our faculty. Hosted by the Sirindorn School of

Prosthetics and Orthotics in Bangkok, this seminar was conducted by two Irish educators referred by our Exceed Ireland support group. This course is the first of its kind for the profession in the region and was very well received.

Plans for this next year include opening a Category III, orthotic and prosthetic technician program in Cambodia, rounding out the full contingency of our board with the addition of one or two additional trustees, an expanded use of social media to extend public awareness of our activities and the expansion of our Social Enterprise. Until then we welcome the continued support of all who have given generously in the past to continue their support.

# CEO's Review

## 2015 - 2016

In a year of challenge, change and opportunity, Exceed has reached some major marker-stones. From last year, when we were 'Preparing for Change!' we are now working to 'Invest in the Future'!



Carson Harte,  
Group CEO  
Exceed Worldwide

### Handover of Sri Lankan School of Prosthetics and Orthotics (SLSPo)

This year marked a significant milestone in the work of Exceed! SLSPo was formally handed over to the Ministry of Health on August 31st, 2015. Starting out in converted shipping containers, the school later moved into a purpose-built centre graduating the young professionals who now provide high-quality prosthetic and orthotic services to persons with disabilities all over the island of Sri Lanka now and into the future.

### Development of Exceed Social Enterprises (ESE)

As private clinics got underway in Manila, Sri Lanka and Phnom Penh, Mr Ken McCrea came onboard as CEO of ESE. Work began immediately on developing supply and distribution networks. Partnerships with major manufacturers and suppliers – regionally and internationally - enable us to offer an extensive range of materials and components to our own clinics as well as other consumers – NGO's, solo practitioners and SMEs in the region.

Although early days, we are excited to be able to offer these new, improved services to a new client group.

### Development of Exceed Research Network (ERN)

Being mindful of the limited data available related to disability and disability services, Exceed initiated the Exceed Research Network (ERN) - a concept that has quickly gained traction. The response to ERN has affirmed our belief in the value of working in partnerships to achieve shared objectives. From an initial core group of universities in the UK, Ireland and Sweden, the group has grown to include other universities from US, Australia and South East Asia – with many others keen to collaborate. We look forward to developing and consolidating ERN and anticipate the emergence of exciting and invaluable information.

### Conclusion

In response to an increasingly challenging funding environment, Exceed has responded by developing a dynamic new initiative - Exceed Social Enterprises (ESE). In providing new, high-end services and a secure supply chain we are able to develop prosthetic orthotic services in each country, retain young graduates and offer them new career development opportunities – and all with the core aim of ensuring the long term sustainability of our services to persons with disabilities living in poverty.

In closing, I particularly want to commend the efforts of our Board and the whole Exceed team.

We have added several new Board members over this year and we are honoured to work with such an experienced and engaged group of people.

In this past year, our teams – both in-country and the UK - have overcome many challenges and absorbed this new evolution of our work with purpose and enthusiasm. Their commitment and professionalism is a real inspiration and I want to thank and encourage them to continue to 'equip, enable and empower' into the future!

6

Exceed oversees many projects, spread across five countries in Southeast Asia, making Exceed the worlds largest provider of Prosthetics and Orthotics education.

# Every £1...

FROM EVERY £1 YOU GIVE US, WE INVEST...

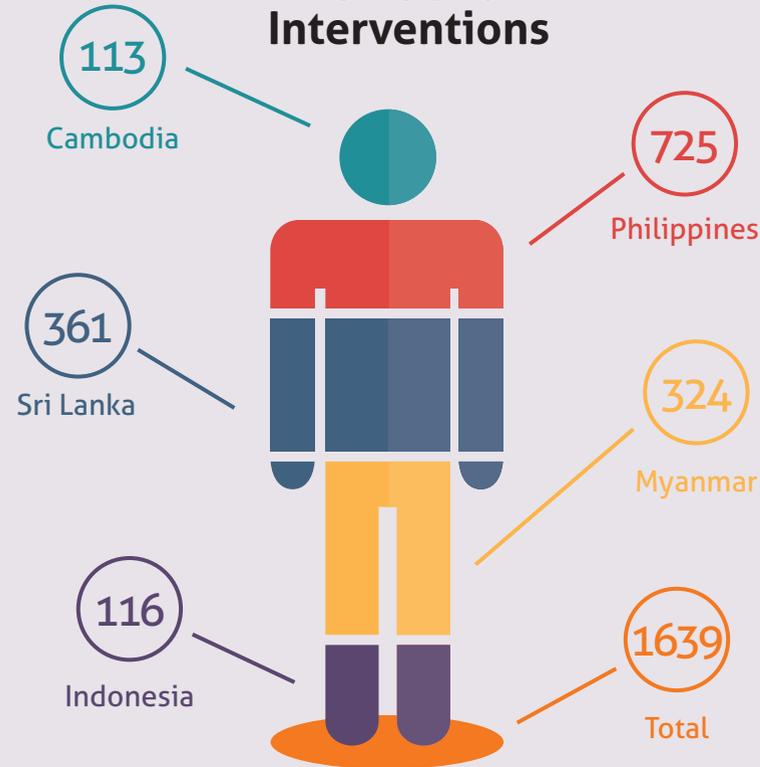
**90**  
PENCE on direct charitable activities

**7**  
PENCE on supporting these projects

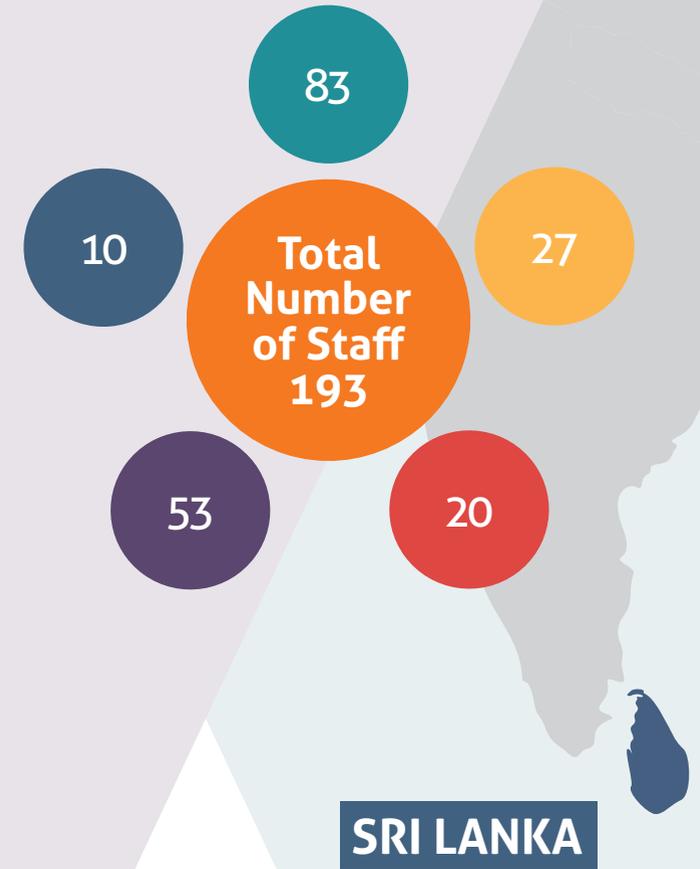
**2**  
PENCE on raising the next £1

**1**  
PENCE on governance matters

## Number of Interventions

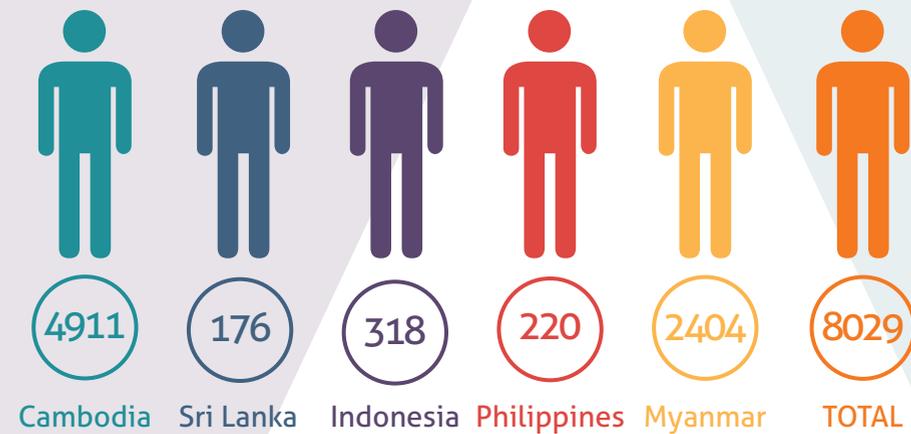


## Total Number of Staff 193



**SRI LANKA**

## Total Number of Patients



7

MYANMAR

CAMBODIA

PHILIPPINES

INDONESIA

### Total Number of Students



## To Date, Exceed has...

SUPPORTED

1012

Small Business Grants

PROVIDED

50,182

Custom Made P&O Devices



Sisary Kheng,  
Country Director

In this past year, we have worked under the new NGO laws and protocols as well as focusing on renewal of our next three-year Memorandum of Understanding.

The team have managed to meet all the challenges as well as maintain high quality services for our clients and education for our students.

In addition to our existing programmes, new initiatives have included:

- the expansion of survey and mobile repair service to new districts in Kampot province
- open days for service dissemination at health facilities.

We believe these new programmes will raise awareness of our services among the health professionals and clients.

We are looking forward to a great year. The first group of Prosthetists/Orthotists with the Cambodian Local Bachelor Degree in Prosthetic and Orthotic Engineering from the Faculty of Prosthetic and Orthotic Engineering of the National Institute of Social Affairs will graduate in September 2016.

In the year ahead, we plan to complete the development of our ISPO category III training programme. We also intend to develop our Category I programme and explore the possibility of a Category I upgrade course.

The staff, students and the Management Team in Cambodia are grateful to our faithful donors, sponsors, supporters and friends around the world for the continuous assistance and generosity in helping us to equip, enable, empower people in need.

## CSPO Key facts and Events in 2015-2016

- School continues to welcome students from Cambodia and other countries in Asia and Asia-Pacific
- Community Development programme and livelihood empowerment activities – **facilitating access to school for children with disabilities**
- **referrals for vocational training**
- **provision of grants for small businesses**
- Young people with disabilities helped to go to University with Higher Education Programme
- Graduation of 7 new POs - from Cambodia and Myanmar.
- Development of plans to offer ISPO Category III training
- Development of plans to move to ISPO Category I



Chaturanga  
Munasinghe  
Country Director

With the handover of SLSPPO to the Ministry of Health in August 2015, there was an opportunity to look back to the beginnings with Carson Harte, Exceed Group CEO:

*“The vision for schools of prosthetics and orthotics in the region started with CSPO. In partnership with The Nippon Foundation, it became the role model for the 2001 Strategic Plan to Establish Schools of Prosthetics and Orthotics in South East Asia.*

A consensus conference hosted by The Cambodia Trust in Sri Lanka in November 2000 resulted in agreement by stakeholders and service-providers

to develop the profession of prosthetics and orthotics in Sri Lanka. With funding provided by The Nippon Foundation, a custom-built facility opened in 2004 and young people from all parts of Sri Lanka were welcomed as students at the new Sri Lanka School of Prosthetics and Orthotics (SLSPPO). The new school was to be established according to a 10-year Action Plan that would ultimately lead to hand over to the Ministry of Health. We are proud to say that this objective was achieved in August 2015.

Exceed would like to pay tribute to the commitment shown by the Government to support SLSPPO to provide world-class and internationally

accredited training and, thereafter, high-quality prosthetic and orthotic services for all. We also want to acknowledge The Nippon Foundation who, having provided the funding for the establishment of the school, then worked in partnership with Exceed, and as members of the SLSPPO Board of Governors, to bring this school into being.

Having now established our new social enterprise venture - Exceed Lanka - we look forward to further developing PO services and working in partnership with SLSPPO to 'Equip, Enable and Empower' the PO profession and people with disabilities in Sri Lanka in the future.”

**Our Country Director,  
and now Manager of  
Exceed P&O Clinics,  
is Chaturanga  
Munasinghe.**

“Before SLSPPO, the PO profession was recognized as a para-medical professional. Most of the other medical professionals thought PO was about on-the-job training. But soon after, SLSPPO established value of the profession and awareness about PO field increased.

Today, PO profession has well integrated with rehab services and is a vital part in multi disciplinary team approach. Graduates are working in both Government and military posts.

Many are now overseas on upgrade training and some are on regional placements with Exceed – building their capacity and experience to bring back to Sri Lanka.

Our new Social Enterprise initiative – Exceed P&O clinic and Supply & Distribution – is working already making high tech devices and components available to everyone. We are excited for the future and our part in developing the profession of P&O in Sri Lanka.”



Lise Hjelmstrom,  
Country Director

This year has seen another busy and productive year in the life of JSPO. As we progress through the 10-year Action Plan, we are entering the 'Exit Phase' of our third and final MoU that will conclude with the handover of the school to full local management.

Following an inspection visit of the International Society of Prosthetics and Orthotics (ISPO), work is underway on upgrading the school from Category 2 to ISPO Category 1. Along with the current four-year programme, this will involve an additional clinical year on campus.

In the meantime, there are currently 7 POs studying on the Category 1 upgrade programme in

Bangkok. A further group will be selected to begin upgrade training in 2016 and provide a group of individuals who will provide strong foundations for the profession into the future.

In June 2015, the Head of Department, 2 doctors from our partner hospital, 3 faculty members and myself attended the ISPO world conference in Lyon. This was an excellent opportunity to

gain new PO knowledge discuss PO education, general developments in education and PO education collaboration. I look forward other such opportunities in the future for our new faculty and for the development of PO education and PO service in Indonesia into the future.

## JSPO Facts & Key Events for 2015-2016

- Funded by The Nippon Foundation and working with partners ... Ministry of Health, Ministry of Education, Fatmawati Hospital (Clinical Services Partner), Puspadi Bali PO workshop
- Operates under Poltekkes Kemenkes Jakarta 1
- Offers D4 qualification in Prosthetics and Orthotics
- Offers free of charge clinical services provided by final year students and new graduates
- JSPO currently implementing four-year programme plus additional clinical year on campus to attain ISPO Category 1 status.
- Final MoU in progress – Exit Phase in progress – leading to full localization of programme



Amanda Barizo,  
Co-Country Director  
of Clinical Services

It was an exciting and eventful year for the Philippine School of Prosthetics and Orthotics (PSPO) as the project entered its second phase of the 10-year Memorandum of Understanding between Exceed, the University of the East Ramon Magsaysay Memorial Center Inc. (UERMMMCI), and The Nippon Foundation.

It was an exciting and eventful year for the Philippine School of Prosthetics and Orthotics (PSPO) as the project entered its second phase of the 10-year Memorandum of Understanding between Exceed, the University of the East Ramon Magsaysay Memorial Center Inc. (UERMMMCI), and The Nippon Foundation. Moving towards full localization, seven Filipino Prosthetist/Orthotists joined PSPO as faculty in training. Ten students graduated from the Bachelor of Science in Prosthetics & Orthotics course and begin a one-year clinical mentorship. ISPO Category 1 status was also renewed for three more years. In June 2015, PSPO were well represented at ISPO World Congress in Lyon with attendees displaying their undergraduate research and learning about the

newest technologies and research. Of particular note this year was the departure of the founding Country Director, Ms Helen Cochrane. Helen was key in the planning and development of PSPO and established the highest standards from the outset. Helen's successors are Ms Amanda Barizo, Co-Country Director of Academics and Ms Carmen Garcia, Co-Country Director of Clinical Services.

PSPO will continue to focus on quality education and raising awareness of services among health care professionals and government agencies that will improve access to, and sustainability of these services to persons with disabilities in the Philippines.



Carmen Garcia,  
Co-Country Director  
of Academics

## PSPO Facts & Key Events for 2015-2016

- 68 students enrolled across all 5 levels of the BSPO program
- Motion analysis and gait laboratory for teaching, research, and clinical purposes installed
- Three undergraduate research theses successfully completed
- 7 Category 1 graduates (5 graduates of the Sirindorn School of Prosthetics and Orthotics in Bangkok and 2 graduates of PSPO) joined the PSPO faculty
- 10 students graduated from PSPO
- As services become better known, patients from across Luzon – and further afield - are attending for treatment
- Second batch of graduates working with clinical mentors to develop skills



Mike Scott,  
Country Director

The new Department of Prosthetics and Orthotics at the University of Medical Technology (UMT) in Yangon was opened in July 2015. The ceremony was attended by the Minister of Health, Mr Ohno of The Nippon Foundation, the Board and of Exceed and many local dignitaries.

Exceed is responsible for the ISPO Category 2 training within UMT. The course is taught in English by an international team led by Cambodian graduates – now our most experienced senior managers and teachers. Engagement of recently graduated Category 2 POs from Indonesia has also facilitated our regional capacity building programme.

Exceed also supports the P&O clinic at the National Rehabilitation Hospital, Yangon with a team of six POs currently assisting the local

manager to provide clinical services. One of the graduates from CSPO in 2015 has now been transferred to the UMT and will work on clinical experience prior to being considered for upgrade training.

Work is underway to open a second P&O clinic at the Mandalay Orthopaedic Hospital with funding from The Nippon Foundation and the Japanese Embassy. A graduate of SLSPPO has been appointed as the Coordinator of the Mandalay project.

An ISPO Stroke Seminar was organised by the local ISPO branch, Exceed and ICRC in Yangon. These events are key to introducing P&O into the clinical team approach in Myanmar

Exceed has developed a model of P&O education which has now been modified for use in five countries. In Myanmar the fruits of this work are evident as CSPO graduates manage these projects and mentor colleagues to take over.

## MSPO Key Facts 2015 - 2016

- New P&O department at the University of Medical Technology in Yangon fully operational in July 2015.
- First intake of students progressing. Second intake to begin studies in January 2016.
- International team from across Exceed countries including senior Cambodian teachers and managers, Sri Lankan and Indonesian graduates.
- New PO clinic in Mandalay should be operational in July 2016.
- ISPO Stroke Seminar – to assist in introducing P&O into the clinical team approach in Myanmar.

# Investing in the Future

There is a huge, often overlooked, global health challenge - 80% of those who need Prosthetic & Orthotic (P&O) services do not have access to them.

Exceed has been addressing this Challenge since 1989 by working with donors to provide charitable P&O services. However, in order to continue to meet the evolving P&O needs, the service must develop dramatically.

Exceed has responded by launching Exceed Social Enterprises (ESE) in 2015. ESE is a social enterprise - a business that uses its profits for social impact. Socio-economic trends in South and Southeast Asia mean that a section of the population can afford and wishes to pay for P&O services using the latest technologies.

ESE's purpose is to offer the high end services that will provide an alternative income stream to support and develop Exceed's education and charitable services. ESE will also enable the development of the P&O sector to provide people with disabilities with a full range of services.

There is also a need for the distribution of P&O products at fair prices and ESE will use these opportunities for the benefit of people with disabilities living in poverty.

## Exceed P&O - Private Clinics



Exceed P&O operates private clinics for people who have insurance or can afford to pay for P&O services.

Our initial aim is to establish clinics in 4 countries - Sri Lanka, Cambodia, the Philippines and Indonesia - and grow from this base.



## Exceed Supply & Distribution

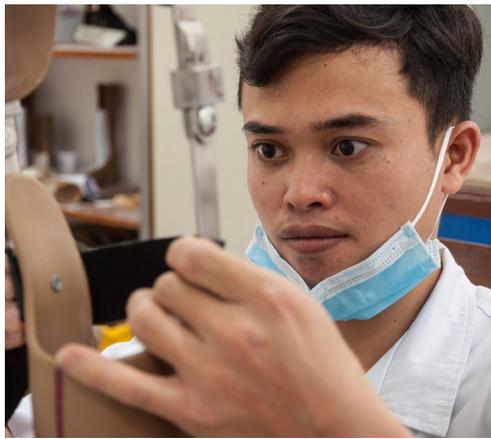


Exceed S&D stocks and distributes a wide range of quality P&O products, components and materials at fair prices.

It supplies customers, including Government agencies, NGOs and others, in South and Southeast Asia.



# Equip, Enable, Empower





Equip, Enable, Empower

# Financial Activities

TOTAL INCOME

3,388,488

TOTAL EXPENDED

3,760,184

## Consolidated statement of financial activities for the year ended 31 March 2016

	Restricted Funds £	Unrestricted Funds £	Total 2016 £	Total 2015 £
<b>INCOMING RESOURCES</b>				
<i>Incoming resources from generated funds</i>				
Voluntary income	2,343,218	443,149	2,786,367	2,846,489
<i>Activities for generating funds</i>				
Commercial income	-	384,782	384,782	-
Other income	-	1,962	1,962	2,343
Investment income	-	42	42	209
	<b>2,343,218</b>	<b>829,935</b>	<b>3,173,153</b>	<b>2,849,041</b>
<b>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</b>				
Management fees from partner organisations	(57,445)	272,780	215,335	359,395
	(57,445)	272,780	215,335	359,395
Total incoming resources	2,285,773	1,102,715	3,388,488	3,208,436
<b>RESOURCES EXPENDED</b>				
<i>Raising funds</i>				
Expenditure relating to fundraising	-	127,306	127,306	130,775
Expenditure relating to commercial activity	-	300,851	300,851	-
	-	428,157	428,157	130,775
<b>CHARITABLE ACTIVITIES</b>				
Charitable activities	2,618,009	714,018	3,332,027	3,578,372
	2,618,009	714,018	3,332,027	3,578,372
Total resources expended	2,618,009	1,142,175	3,760,184	3,709,147
Net outgoing resources before other recognised gains and losses	(332,236)	(39,460)	(371,696)	(500,711)
<b>OTHER RECOGNISED GAINS AND LOSSES</b>				
Other gains and losses	-	6,620	6,620	-
Transfer between funds	(32,557)	32,557	-	-
Net movement in funds	(364,793)	(283)	(365,076)	(500,711)
Total funds brought forward	2,605,276	496,735	3,102,011	3,602,722
Total funds carried forward	2,240,483	496,452	2,736,935	3,102,011

# Financial Activities

## Consolidated and Parent Charitable company balance sheets as at 31 March 2016

	Group 2016 £	Group 2015 £	Charity 2016 £	Charity 2015 £
<b>FIXED ASSETS</b>				
Tangible assets	38,575	-	-	-
Investments	1	-	-	-
<b>TOTAL FIXED ASSETS</b>	<b>38,576</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>CURRENT ASSETS</b>				
Stock	97,059	-	-	-
Debtors	152,691	118,134	409,138	118,134
Cash at bank and in hand	2,551,438	3,006,085	2,355,611	3,006,085
<b>TOTAL CURRENT ASSETS</b>	<b>2,801,188</b>	<b>3,124,219</b>	<b>2,764,749</b>	<b>3,124,219</b>
Creditors: amounts falling due within one year	(102,829)	(22,208)	(34,524)	(22,208)
Net current assets	2,698,359	3,102,011	2,730,225	3,102,011
Total assets less current liabilities	2,736,935	3,102,011	2,730,225	3,102,011
<b>NET ASSETS</b>	<b>2,736,935</b>	<b>3,102,011</b>	<b>2,730,225</b>	<b>3,102,011</b>
<b>INCOME FUNDS</b>				
Unrestricted	205,603	205,886	198,893	205,885
Designated	290,849	290,849	290,849	290,849
Restricted	2,240,483	2,605,276	2,240,483	2,605,276
<b>TOTAL CHARITY FUNDS</b>	<b>2,736,935</b>	<b>3,102,011</b>	<b>2,730,225</b>	<b>3,102,011</b>



## Exceed's Vision

Creating possibilities, exceeding expectations, futures without limits.

## Exceed's Mission

Working in partnerships to deliver high quality, sustainable services that equip, enable and empower persons with disabilities.

## Exceed's Values

Exceed values people, aims for excellence and works in partnerships.



# Acknowledgements

Exceed would like to thank the many individuals and organisations who provide ongoing financial support, partnership, advice and guidance.

Our particular gratitude goes to The Nippon Foundation for their invaluable support and council over the years.

Others who have joined us in our work include:

- ALTSO (A Leg to Stand On)
- Beatrice Laing Foundation
- Cambodia Trust Aoteara (New Zealand)
- DFAT Australia
- Hamead Trust
- Heart of Gold
- International Committee of the Red Cross (ICRC)
- International Society of Prosthetics and Orthotics (ISPO)
- Jersey Overseas Aid Commission (JOAC)
- JICA Alumni Association of Cambodia (JAAC)
- Mine Ex Stiftung Rotary Club
- MoE of Kiribati
- Karen McIntosh
- Rhododendron Trust
- Sophies Minde
- Sutasoma Trust
- UA Zenson
- Violet Helen Dixon Charitable Trust
- Vitol Charitable Foundation
- World Health Organisation.
- 500 miles





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*Exceed Worldwide was formerly  
known as 'The Cambodia Trust'*