CHRISTIAN MEDICAL FELLOWSHIP

England & Wales · Charity number 1131658

Details

Status	Registered
Legal form	Charitable company
Company number	06949436
Registered	2009-09-16
Register	View on the Charity Commission register

Contact

Address	Christian Medical Fellowship 6 Marshalsea Road London SE1 1HL
Phone	02072349660
Email	info@cmf.org.uk
Website	www.cmf.org.uk

Activities

Objects: 3.1. THE ADVANCEMENT OF THE CHRISTIAN FAITH INCLUDING THE PROMOTION OF BIBLICAL CHRISTIANBELIEFS AND VALUES WORLD-WIDE3.2. THE ADVANCEMENT OF EDUCATION WORLD-WIDE3.3. THE RELIEF OF SUFFERING, POVERTY AND DISTRESS WORLD-WIDETHE OBJECTS TO BE CARRIED OUT AS AN EXPRESSION OF THE BIBLICAL TRUTHS SET OUT IN CLAUSE 5 HEREOF)

Activities: Christian Medical Fellowship is an association of over 4,000 Christian doctors in the UK and Republic of Ireland in all branches of medicine, and over 1000 student members. It took over the activities of registered charity 1039823 on 1 Jan 2010. We are linked with around 60 similar inter-denominational bodies worldwide through the International Christian Medical and Dental Association (ICMDA).

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Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Religious Activities
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL AND OVERSEAS
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£2,324,676	£1,607,457	£2,970,716	26
2023-12-31	£1,491,182	£1,645,141	£2,253,497	29
2022-12-31	£1,305,768	£1,424,713	£2,407,456	25
2021-12-31	£1,333,077	£1,159,561	£2,526,401	24
2020-12-31	£1,436,061	£1,218,513	£2,352,885	24

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Trustees

Name	Role	Appointed
Alana Atkinson		2023-06-10
David Evans		2025-06-14
Dr Alice Smith		2023-06-10
Dr Euan McRorie		2018-06-30
Dr Matthew Baines		2024-06-06
Dr Nicholas Charles Lipscomb		2021-12-04
Dr Paula Busuulwa		2022-06-11
Ellie McBain		2023-06-10
Howard Lyons		2018-06-30
Katherine Aiken		2025-06-14
Ovril Tomlinson		2024-10-12
Professor Robert J Moots		2022-12-03
Stefanie McRoy		2024-05-11
Timothy James		2020-05-16

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CHRISTIAN MEDICAL FELLOWSHIP

England & Wales - Charity number 1131658

Accounts

Christian Medical Fellowship

(A Company Limited by Guarantee)

Annual Report and Financial Statements
for the year ended
31st December 2024

Company Registration Number: 06949436
Charity Registration Number: 1131658

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

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CHRISTIAN MEDICAL FELLOWSHIP

KEY MANAGEMENT PERSONNEL AND PROFESSIONAL ADVISORS

Board of Trustees

Dr Alice Smith – Chair
Dr Euan McRorie – Past Chair
Dr Nicholas Charles Lipscomb – Interim Treasurer
Dr Alana Atkinson
Dr Paula Busuulwa
Mr Timothy James
Dr David Khoo
Mr Howard Lyons
Ms Ellie McBain
Mr Wesley Kai-Xian Mcloughlin
Prof Robert J Moots
Stefanie McRoy (Appointed 11 May 2024)
Dr Matthew Baines (Appointed 6 June 2024)
Prof Christopher Summerton (Appointed 6 June 2024)
Ovril Tomlinson (Appointed 12 October 2024)
Ms Jennifer McKelvin (Resigned 26 March 2024)
Dr Rebecca Horton (Resigned 15 June 2024)

Senior Management Team

Dr Mark Pickering – Chief Executive Officer
Mr Benjamin Daniel – Operations Director
Dr Felicia Wong – Deputy Chief Executive
Mr Steven Fouch – Head of Communications

Principal Office Address

Johnson House
6 Marshalsea Road
London
SE1 1HL
Tel: 020 7234 9660

www.cmf.org.uk

Bankers

Reliance Bank
Faith House
23-24 Lovat Lane
London
EC3 8EB

CAF Bank Limited
Kings Hill
West Malling
Kent
ME19 4TA

Barclays Bank plc
29 Borough High Street
London
SE1 1LY

United Trust Bank
1 Ropemaker Street
London
EC2Y 9AW

Auditors

Xeinadin Audit Limited
5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

The Board of Trustees present their Annual Report and the audited financial statements for the year ended 31 December 2024.

Name and Registered Office of the Charity

The full name of the charity is the Christian Medical Fellowship ('CMF'), and its registered office and operating address is 6 Marshalsea Road, London, SE1 1HL.

Legal Status

CMF was formed on 1 July 2009 as a company limited by guarantee and registered in England number 06949436. Its registered charity number is 1131658.

The charity is governed by the provisions of its Memorandum and Articles of Association and its Constitution.

Board of Trustees

The members of the Board of Trustees who served in the year are set out on page 2.

The Board of Trustees is appointed annually and elected by the General Committee. The General Committee comprises local and regional volunteers, members of CMF committees, the Officers and elected members of the Board of Trustees, the President, and members of the Council of Reference. All new Trustees receive an induction pack and receive ongoing training on key areas such as safeguarding and financial management. There is also a buddying system in place with existing Trustees supporting new Trustees in their roles.

The following members of staff regularly attend the Board of Trustees meetings:
Dr Mark Pickering (Chief Executive Officer);
Mr Benjamin Daniel (Operations Director);
Mrs Sharon Green (Executive Assistant to the Chief Executive)

Objects of the Charity

The objects of CMF, as stated in the Memorandum of Association, are:

- The advancement of the Christian Faith including the promotion of biblical Christian beliefs and values worldwide,
- The advancement of education worldwide,
- The relief of suffering, poverty and distress worldwide.

The objects to be carried out as an expression of the biblical truths set out in the Doctrinal Statement (clause five of the Memorandum of Association).

The aims of CMF are to:

1. Unite Christian healthcare professionals and students in Christ, and encourage them to deepen their faith, live like Christ, and serve him obediently, particularly through acting competently and with compassion in their professional practice.
2. Encourage Christian healthcare professionals and students to be witnesses for Christ among all those they meet.
3. Mobilise and support all Christian healthcare professionals and students, especially members, in serving Christ throughout the world.
4. Promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

CHRISTIAN MEDICAL FELLOWSHIP

Public Benefit

The Trustees have given due regard to guidance issued by the Charity Commission, including public benefit guidance. CMF is a membership organisation for Christian doctors, nurses, midwives, and medical, nursing and midwifery students who are based in the UK and Ireland, but who work anywhere in the world. Membership is restricted to those who assent to the membership basis of CMF, as set out in its constitution and aims.

Most of our members and those who attend our events work within the National Health Service and are committed to the values of a public health service, free at the point of need.

The main CMF website (www.cmf.org.uk) contains a substantial amount of material on a wide range of social, ethical, and religious issues for the benefit of the wider public, and the medical and allied professions in particular.

CMF responds to consultations on medical and ethical issues from various bodies, including the Departments of Health and Social Care, the British Medical Association, the General Medical Council and the Royal Colleges.

CMF organises national, regional, and local events, including residential conferences, and evening or half-day seminars on a wide range of topics. Almost all these events are open to non-members working in medical and allied professions.

Activities and Achievements in 2024

2024 was the fourth year of the implementation of our five-year strategic plan, known as Wider, Clearer, Closer, which seeks to extend our reach and grow our membership, clearly communicate our messages, and improve our local support networks, while equipping our members to live and speak for Christ. We continue to work with our members throughout their careers and to resource the church to engage with healthcare workers and healthcare issues.

Our focus for our work over the past year has therefore continued to be on the following three areas. Our main activities are described below, and how we developed and implemented our plans. They are undertaken to further our charitable objectives.

1. *Going Wider – Extending our Reach*

We continued to see an increase of in-person events. Our residential student conference in February brought together students from most of the medical, nursing and midwifery schools across the British Isles. Over 1000 people attended our events throughout the year, from specialised day conferences to overnight residentials.

We welcomed new volunteers to our Nurses & Midwives department, as we sought to increase our reach among this group. A Newly Qualified Retreat Day was held during the year. Furthermore, CMF continued its in-person conference specifically for nurses and midwives, called the Nurses and Midwives Festival (NAMFest), which was held before our National Conference in April. This was a time of refreshment for our members coming under significant pressure at work.

We grew our mentoring network, covering leaders, managers, juniors, students, and speciality areas. We developed our offering to healthcare leaders and managers through our Christians in Healthcare Leadership Network (CHLN).

We launched an Irish working group and held an Irish conference, making excellent connections there.

2. *Growing Clearer – Refining Our Communications*

CMF was pleased to celebrate our 75th Anniversary in 2024, with a special reflection and thanksgiving service before our AGM. We are delighted that the 75th appeal hit its target and the celebrations around the anniversary were well-received at conferences.

We also launched our new website in 2024, bringing a refined look and easing navigation for members.

We ran a National Day of Prayer in March for the National Health Service.

Our new Head of Public Policy bedded into the role and developed CMF's vital advocacy work, engaging members, stakeholders, and partner organisations.

We sought our members' views via a member survey, enabling us to better understand and respond to member needs.

3. *Drawing Closer – Improving our Local Networks*

We continued to run conferences and grow local networks. The recruitment of a Ministry Administrator enabled our field team to continue expanding and encouraging members.

We furthered our pathway for training, recognising, and succession planning for our Pastoral Partners. Their work was gratefully received by members throughout the year.

Additionally, we ran our new Global Health and Missions day, replacing our Developing Health Course, discussing the role of medical mission as we brought together those interested in the topic.

We built collaborative relationships with partner organisations to address the areas in which our members have felt needs, ensuring that work is not duplicated.

Governance

During 2024, two trustees resigned from the Board and four new trustees were appointed. All new trustees received a copy of the Governance Manual, which explains in detail the responsibilities of the Board. During the year, the Business Advisory Committee, which advises the Board on matters of finance, personnel, IT, and property, has continued its vital role. We have also set up a Digital/IT Strategy subcommittee to help coordinate various projects across different departments.

The Governance, Strategy and Risk Committee comprises the Officers of the Board, the CEO and Operations Director. It has the specific remit of advising the Board on governance matters, the setting and review of strategy, and the management of organisational risk.

Business Review

Our main sources of funding are membership subscriptions, other member donations, and income from trusts. Our total income for 2024 stood at £2,324,676 (2023: £1,491,182).

Our operating expenditure decreased by £37,684 to £1,607,457 (2023: £1,645,141).

We responded to the increased need for support by our members through increased administrative support and membership engagement which has seen greater enabling support given to our field team, along with growing & retaining members.

We plan to have a breakeven position in 2025.

The Board and management carried out a review of the Reserves Policy during the year, taking into account the guidelines from the Charity Commission, and in line with best practice, using a risk-based approach for determining the level of free liquidity reserves to be held. This Reserves Policy was approved in May 2024.

The CMF has a formal Reserves Policy, which sets out the basis for maintaining certain required reserves. The required reserves range at the year-end was between £571,863 and £589,863 (2023: 454,342 and £502,342). These are comprised of:

- A cessation reserve equating to three months' running costs and redundancy payments, adjusted for staff on one month's notice. This amounts to £493,863 and in the event that it is

required, this reserve will be funded through the sale of the office at 6 Marshalsea Road, which is held by the designated Property Fund.
- A liquidity reserve range between £78,000 and £96,000 to allow for net risk to income, provision for needed investment and monthly fluctuations in cash flow funded by net current assets (free reserves) in the General Fund.

The total reserves of the charity at year-end were £2,970,716 (2023: £2,253,497). Of this total, £132,840 (2023: £125,196) was held as restricted funds and £26,227 as endowment funds. The general reserves at the end of 2024 were £158,440 of which free reserves amounted to £139,390.

Going Concern

The financial statements for the year ended 31 December 2024 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the CMF and consider adequate resources continue to be available to fund the activities for the foreseeable future. The trustees are of the view that the CMF is a going concern. The trustees confirm that there are no material uncertainties which will prevent the charity from continuing as a going concern for the foreseeable future.

Remuneration of Key Management Personnel

The key management personnel of the CMF are listed on page 2 are in charge of directing, controlling, running, and operating the charity on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in Note 15 to the accounts.

CMF has adopted a hybrid of the 2017 Agenda for Change (AfC) pay scale and applies an annual cost of living increase to these bands, subject to affordability. Senior staff are paid in line with this AfC scale, although without London Weighting. In addition, the key management personnel receive only the first two increments on the applicable AfC scale.

Strategic Report

The Charity's Strategy

The CMF continued its usual range of national, regional, and local conferences and events for all categories of the membership, and the ongoing support and education of members and the general public through its publications and website.

The strategy of the CMF is to fulfil its aims by building on its activity while remain financially stable. The medium-term focus is on building a stronger CMF and community by:
- Developing our volunteer strategy, especially through Catalyst Teams
- Strengthening our Doctors' ministry
- Developing our ministry to nurses and midwives.

The three-year strategic plan, 'Wider, Clearer, Closer' for 2021-2023 was extended in 2022 to five years in order to build on our current achievements and to steer future plans aimed at:
- Going **Wider** – by extending our reach
- Growing **Clearer** – by refining our communications
- Drawing **Closer** – by improving our local networks

Fundraising Activities

In 2024, £1,488,953 (2023: £696,418) was raised through donations, gifts, and legacies to support the work of CMF.

CMF directs its major individual fundraising efforts at its members, who are encouraged to donate. No commercial participators are used. During the year, we were not aware of any complaints about our approach to fundraising. Members can opt out from receiving fundraising material by email and/or post.

There are two written appeals per year and an opportunity to set up regular giving or give one-off donations as part of the annual membership renewal process. Some other appeals for funding are

directed at grant-making trusts. A restricted grant of £29,777 was awarded to CMF to support the Global Track training programme for 2022-2024. This grant was awarded by Medical Missionary News, which supports Christian mission work through healthcare. We do not budget for legacies but ask members to consider leaving a gift to CMF in their will.

Safeguarding

We take our duties to safeguard our members, staff, and those who come into contact with our charity seriously. This includes ensuring that we create a safe working environment and promote a healthy organisational culture, underpinned by sound policies, procedures, and practices. We have both a Designated Safeguarding Lead and Assistant Safeguarding Lead, as well as a Trustee Lead to champion safeguarding with the trustees across the charity. The Assistant Safeguarding Lead will support the Designated Safeguarding Lead in safeguarding decision-making and responding to concerns from staff and members. Alongside this, we have been working on codifying our safeguarding responsibilities, reporting, procedures, and recruitment self-disclosure processes. Our safeguarding processes and procedures are reviewed annually.

Future Plans

During 2025, there will be a continued focus on our Wider, Clearer, Closer strategy, now heading into its final year. The trustees and Senior Management Team will also prepare for a new multi-year strategy when Wider, Clearer, Closer comes to an end.

The Board will continue to focus on returning CMF to breakeven or better in the year; our use of free reserves and our reserves policy will reflect this goal. We received a large legacy towards the end of 2024 which will greatly assist in our work towards our strategic plans in 2025 and beyond.

As we Go Wider, extending our reach, we will explore more efficient ways to enable members from across Europe to join in with CMF's work without having to pay in Sterling.

The CMF Scholar programme will continue to be shaped, and we aim to get this up and running in 2025 with a fresh cohort of placements. We continue to aim to have Pastoral Catalysts in every Catalyst Team and to build local mentoring networks in all Catalyst Team regions. We plan to continue offering support to build Catalyst Teams in regions with no current team.

We also continue to develop our Christians in Healthcare Leadership Network, to support and encourage Christians (both clinical and non-clinical) who exercise leadership and influence within the healthcare sphere.

As we Grow Clearer, refining our communications, we will be moving to a new CRM to better reflect CMF's needs. This will enable smoother communications to member, easier booking of conferences & events, and a streamlining of financial processes.

With the new website now here, we will also seek better and clearer ways for members to be able to access their own details on the website, enabling them to edit them and their preferences themselves via the new CRM.

We will also run a National Day of Prayer for the National Health Service in March, and plan further engagement around Healthcare Sunday in October. Christians and others will be encouraged to pray for the health service in the UK and to encourage each other within it.

We will continue to respond to our member survey and listen to the needs of our members.

As we Draw Closer, improving our local networks, CMF will continue to run conferences throughout the year for different demographics, from students to seniors within the health services. We will continue to explore the future of medical mission and local groups of medics across the world, in partnership with the ICMDA.

Our volunteers ministry will expand into larger regions of the country as we continue to equip Christian doctors and nurses to live and speak for Jesus; we seek to strengthen existing regional groups and grow in areas currently without groups.

Additionally, we will run welcome sessions for new members, enabling them to better connect with each other.

The Board and Board Subcommittees will explore ways of engaging and encouraging the various networks too.

Risk

The Board, with advice from the Business Advisory Committee (BAC) and the senior staff, reviews CMF's work in the light of significant risks – including emerging ones – and ensures that the control procedures in place to mitigate those risks are implemented. Our Risk Register is reviewed at each BAC and Board meeting.

The principal risks currently facing the Fellowship identified during the year are:

1. Lack of sustainable income to support our charitable objects longer term.
2. Decline in membership numbers.
3. Emerging risks from IT related incidents and cybersecurity leading to reputational damage.

Our strategy in attempting to mitigate these risks include regular reminders of the purpose of CMF, promoting cohesiveness among the membership and teaching on the importance of Christian stewardship. We also reduce the risks from cyberattacks through user education, technical enforcements, and high-end antivirus protection.

Board of Trustees Responsibilities

The Board of Trustees (who are also directors for the purposes of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure of the charitable company for the period. In preparing these financial statements, the Board of Trustees is required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it Is inappropriate to presume that the charitable company will continue in its activities.

The Board of Trustees are responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

The Board of Trustees has taken all the steps necessary to ensure that the charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the charity's auditors are not aware.

CHRISTIAN MEDICAL FELLOWSHIP

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees on 12 June 2025



Dr Alice Smith
Chair



Dr Nicholas Lipscomb
Interim Treasurer

Independent auditor's report to the members of Christian Medical Fellowship

Opinion

We have audited the financial statements of Christian Medical Fellowship (the 'charity') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report, including the Board of Trustees' report, other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent auditor’s report to the members of Christian Medical Fellowship (continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Board of Trustees' report, which includes the directors’ report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors’ report included within the Board of Trustees’ report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors’ report included with the Board of Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Board of Trustees’ report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees'(who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risk of non-compliance with laws and regulations related to General Data Protection Regulation, employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements.

Independent auditor’s report to the members of Christian Medical Fellowship (continued)

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team.

We determined that the principal risks were related to management bias in accounting estimates and management override of controls.

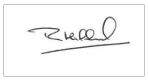
In response to the risks identified we designed procedures which included but were not limited to challenging significant accounting estimates, evaluating the Charity’s internal controls, identifying and testing journal entries and reviewing relevant minutes.

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Xeinadin Audit Limited
Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 18/07/2025

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 Unrestricted funds	2024 Restricted funds	2024 Endowment funds	2024 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		563,023	-	-	563,023
Donations, gifts and legacies	2	1,367,488	121,463	-	1,488,951
Investments					
Rental Income		39,058	-	-	39,058
Bank interest receivable		5,836	-	-	5,836
Charitable Activities	3	227,808	-	-	227,808
Total income and endowments		2,203,213	121,463	-	2,324,676
EXPENDITURE ON					
Raising funds	4	72,968	17,614	-	90,582
Charitable activities	4	1,417,979	96,205	2,691	1,516,875
Total Expenditure		1,490,947	113,819	2,691	1,607,457
NET INCOME:		712,266	7,644	(2,691)	717,219
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		712,266	7,644	(2,691)	717,219
Reconciliation of Funds					
Balances brought forward at 1 January		2,099,383	125,196	28,918	2,253,497
Balances carried forward at 31 December		2,811,649	132,840	26,227	2,970,716

	Note	2023 Unrestricted funds	2023 Restricted funds	2023 Endowment funds	2023 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		555,183	-	-	555,183
Donations, gifts and legacies	2	565,666	130,752	-	696,418
Other trading activities					
Rental Income		37,090	-	-	37,090
Investments					
Bank interest receivable		4,265	-	-	4,265
Charitable Activities	3	198,226	-	-	198,226
Total income and endowments		1,360,430	130,752	-	1,491,182
EXPENDITURE ON					
Raising funds	4	68,739	9,880	-	78,619
Charitable activities	4	1,431,652	134,870	-	1,566,522
Total Expenditure		1,500,391	144,750	-	1,645,141
NET INCOME / (EXPENDITURE):		(139,961)	(13,998)	-	(153,959)
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		(139,961)	(13,998)	-	(153,959)
Reconciliation of Funds					
Balances brought forward at 1 January		2,239,344	139,194	28,918	2,407,456
Balances carried forward at 31 December		2,099,383	125,196	28,918	2,253,497

All activities of the charity are classed as continuing.

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024	2023
		£	£
Gross income		2,324,676	1,491,182
Expenditure		1,607,457	1,645,141
Net income for the year		717,219	(153,959)

STATEMENT OF COMPREHENSIVE INCOME

Net income for the year	717,219	(153,959)
Endowment fund receipt	-	-
Total gains and losses in the year	717,219	(153,959)

CHRISTIAN MEDICAL FELLOWSHIP
BALANCE SHEET
AS AT 31 DECEMBER 2024

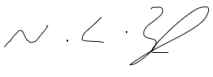
	Note	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5		1,335,846		1,353,935
Investment fixed asset	6		910,000		910,000
			2,245,846		2,263,935
CURRENT ASSETS					
Stock		33,302		36,111	
Debtors	9	887,689		149,170	
Cash at bank		218,986		243,169	
		1,139,977		428,450	
CREDITORS: Amounts falling due within one year					
Mortgage		(12,885)		(11,853)	
Other creditors		(149,578)		(161,055)	
	10	(162,463)		(172,908)	
NET CURRENT ASSETS			977,514		255,542
Total assets less current liabilities			3,223,360		2,519,477
CREDITORS: Amounts falling due after one year					
Mortgage	11		(252,644)		(265,980)
TOTAL ASSETS LESS LIABILITIES			2,970,716		2,253,497
FUNDS					
Unrestricted Funds					
General Funds	12		158,440		133,013
Designated Funds	12		2,653,209		1,966,370
			2,811,649		2,099,383
Restricted Funds	12		132,840		125,196
Endowment Funds	12		26,227		28,918
			2,970,716		2,253,497

The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved and authorised by the Board of Trustees on 12 June 2025 and signed on their behalf by:



Dr Alice Smith
Chair



Nick Lipscomb
Treasurer

Registered company number: 06949436

CHRISTIAN MEDICAL FELLOWSHIP
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024	2023
		£	£
Cash provided by operating activities	16	**(10,720)**	**(133,781)**
Cash flows from investing activities			
Interest income		5,836	4,265
Purchase of tangible fixed assets		(6,995)	(3,765)
Cash provided by (used in) investing activities		**(1,159)**	**500**
Cash flows to / from financing activites			
Mortgage repayment		(12,304)	(11,158)
Loans (repaid) / received		-	-
Cash used in financing activities		**(12,304)**	**(11,158)**
(Decrease) / increase in cash and cash equivalents in the year		**(24,183)**	**(144,439)**
Cash and cash equivalents at the beginning of the year		243,169	387,608
Total cash and cash equivalents at the end of the year		**218,986**	**243,169**

Analysis of changes in net debt

	1 Jan 2024 £	Cashflows £	non-cash changes £	31 Dec 2024 £
Cash	243,169	(24,183)	-	218,986
Mortgage due within one year	(11,853)	12,304	(13,336)	(12,885)
Mortgage due in more than one year	(265,980)		13,336	(252,644)
Loans	-	-		-
Total	(34,664)	(11,879)	-	(46,543)

CHRISTIAN MEDICAL FELLOWSHIP

1. ACCOUNTING POLICIES

Company information

Christian Medical Fellowship is a company limited by guarantee incorporated in England and Wales with registered office at Johnson House, 6 Marshalsea Road, London SE1 1HL. It is a public benefit entity under FRS102.

Accounting convention

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting standard 102 (FRS 102) and the Charities Act 2011. The financial statements are prepared under the historical cost convention as modified by the revaluation of investment properties and on a going concern basis. The financial statements are presented in pounds sterling rounded to the nearest pound. The particular accounting policies adopted are described below. There are no material uncertainties about the charity's ability to continue in operation.

Undistributed Investment Income

The income arising from the investment of the capital from the Lavinia Croxon Memorial Fund is used by the Board of Trustees to make grants. Any undistributed income from the fund is carried forward as a designated fund.

Fixed Assets

Freehold property owned by the Charity is divided between that occupied for the purposes of the charity and that which is let to tenants. The latter is shown in the accounts at fair value as an investment property. The former is shown at historic cost less depreciation.

Depreciation

Depreciation is calculated at rates and on bases used to write off the cost of fixed assets less their estimated residual value over their expected useful life as follows:

Freehold property (excluding the value of land)	2% per annum straight line
Office furniture and equipment	25% or 10% per annum straight line
Computer hardware	25% per annum straight line
Computer software	20% per annum straight line

Subscriptions and donations

Membership subscriptions and donations are taken to the Statement of Financial Activities in the period in which they are received, with the exception of income that is specifically stated to be in respect of expenditure to be incurred in a future period, when the income is deferred to that period. A provision for income tax recoverable on gift aid is made in respect of relevant donations received in the year.

Legacies

Legacies are accounted for when the charity is advised by the personal representative of an estate of entitlement to a payment and the amount involved can be quantified with reasonable accuracy.

Rental income

Rental income is recognised in the period it is due to be received.

Expenditure and Grants

Expenditure is included on an accruals basis inclusive of VAT, which is not recoverable.
Grants to individuals and institutions are included when the grant is paid.

CHRISTIAN MEDICAL FELLOWSHIP

Allocation of costs

The charity's operating costs include staff costs, mortgage and office costs and other related costs. Such costs are allocated between expenditure in furtherance of the charity's objects, cost of generating funds and governance.

Staff costs for those working directly and solely in charitable activity are charged direct to charitable activity along with other direct costs. The costs of those staff who work in a support function have been allocated across the charitable activities on the basis of the work expended in or for each activity. Other support costs have been allocated across the charitable activities on the following basis:

- IT costs: the number of personal computers used by each department;
- HR costs and other support costs: the number of staff in each department;
- Mortgage interest and premises costs: the proportion of floor area occupied by each department;
- Finance costs: 45% of costs spread across ministry departments and 55% of costs spread across membership support, cost of generating funds, grants paid and governance;
- Depreciation: an average of the floor area occupied and the number of personal computers used by each department.

Stock

Stock is stated at the lower of cost and net realisable value.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of four months or less from the date of the opening of the deposit.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs

Contributions payable under the defined contribution scheme are charged to the Statement of Financial Activities as they fall due.

Regions

The charity carries out some activities through a national network of regional groups, which use the same name as the charity, raise funds for the charity and their own local activities and receive support from the charity through advice and publicity materials. All regional transactions are accounted for gross in the financial statements of the charity and all assets and liabilities, including cash retained by regions, are included in the charity's Balance Sheet.

Fund accounting

Funds held by the charity are:

- Unrestricted general funds – these are funds which can be used in accordance with the objects of the charity at the discretion of the Board of Trustees.

- Designated funds – these are funds set aside by the Board of Trustees out of unrestricted general funds for specific future purposes or projects.
- Restricted funds – these are funds which can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- Endowment funds – these are funds which must be held permanently by the charity, principally investments. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and advice relating to the fund are charged against the fund.

Going concern

The financial statements for the year ended 31 December 2024 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The Trustees are of the view that the Fellowship is a going concern.

The Trustees recognise that donations and income from appeals may come under pressure from the current cost of living and inflationary crises. Cash flow has been modelled up to summer 2026 and cash holdings remain healthy, allowing obligations to be met as and when due.

A number of key activities are modelled so that income directly correlates with expenditure, and these can be scaled down should the need arise.

Having considered the cash flow, reserves levels, and future financial plans, the Trustees confirm that there are no material uncertainties which will prevent the Charity from continuing as a going concern for the foreseeable future.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

2. DONATIONS, GIFTS AND LEGACIES

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
General donations	228,674	-	228,674	246,944	-	246,944
Christmas appeal	47,336	-	47,336	71,582	-	71,582
Spring appeal	74,024	-	74,024	43,250	-	43,250
Capital appeal	1,224	-	1,224	1,208	-	1,208
Gift aid	198,633	9,882	208,515	154,039	8,637	162,676
Student Ministry income	-	34,129	34,129	-	28,373	28,373
Graduate Ministry income	-	5,802	5,802	-	11,822	11,822
International Ministry	-	31,753	31,753	-	39,305	39,305
Graduate Nurses Ministry	-	4,685	4,685	-	4,641	4,641
Scottish Nurses Fund		-	-	-	-	-
Volunteer ministry	-	1,267	1,267	-	3,840	3,840
Communications and Publications	-	4,553	4,553	-	5,084	5,084
Founders' Scholarship fund	-	-	-	-	-	-
Project support fund	-	26,392	26,392	-	27,311	27,311
Conference room facilities	-	3,000	3,000	-	1,739	1,739
Legacies	817,597	-	817,597	42,337	-	42,337
	1,367,488	**121,463**	**1,488,951**	**559,360**	**130,752**	**690,112**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Conference Income	195,030		195,030	190,158
Regional Conference and Meeting Income	5,882	-	5,882	3,783
Hire of Premises	22,193		22,193	6,306
Sale of Books and magazines	4,703		4,703	4,285
	227,808	**-**	**227,808**	**204,532**

4. EXPENDITURE

	Direct costs	Support costs	Total 2024	2023
	£	£	£	£
Raising Funds	33,208	57,374	90,582	78,619
Charitable activities - Grants paid	-	4,673	4,673	4,641
Charitable activities - Costs of activities				
Student Ministry	160,394	63,471	223,865	210,093
Graduate Ministry	208,291	62,047	270,338	279,538
International Ministry	144,738	54,113	198,851	241,888
Graduate Nurses Ministry	71,077	32,331	103,408	115,420
Volunteer ministry	43,085	44,188	87,273	92,766
Communications and Public Policy	286,460	64,448	350,908	345,214
Membership support	-	236,326	236,326	236,967
	914,045	556,924	1,470,969	1,521,886
Governance costs	-	41,233	41,233	39,995
Total	**947,253**	**660,204**	**1,607,457**	**1,645,141**

Support costs have been allocated across the Charitable Activities on the basis of their usage of the support cost categories listed below.

Analysis of support costs	**2024**	**2023**
	£	£
Salaries	397,547	392,088
Finance	38,095	36,484
Mortgage interest	19,841	18,892
IT	45,154	49,105
HR	18,271	13,317
Premises and office costs	51,710	72,673
Depreciation	25,084	21,490
Other support costs	64,502	60,151
Total costs of activities	**660,204**	**664,200**

Analysis of Charitable Activities by fund type

	Unrestricted funds	Restricted funds	Total 2024	2023
	£	£	£	£
Raising Funds	72,968	17,614	90,582	78,619
Charitable activities	1,379,357	96,285	1,475,642	1,526,527
Governance costs	38,622	2,611	41,233	39,995
	1,490,947	**116,510**	**1,607,457**	**1,645,141**

5. TANGIBLE FIXED ASSETS

	Freehold property	Other assets	Total
Cost	£	£	£
At 1 January 2024	1,627,691	350,778	1,978,469
Additions	-	6,995	6,995
Disposals	-	-	-
Reclassification	-	-	-
At 31 December 2024	**1,627,691**	**357,773**	**1,985,464**
Depreciation			
At 1 January 2024	300,797	323,737	624,534
Charge for the year	18,156	6,928	25,084
Depreciation on disposals	-	-	-
Reclassification	-	-	-
At 31 December 2024	**318,953**	**330,665**	**649,618**
Net book value			
At 31 December 2024	**1,308,738**	**27,108**	**1,335,846**
At 1 January 2024	1,326,894	27,041	1,353,935

All tangible fixed assets of the charity are used directly for charitable purposes.

6. FIXED ASSET INVESTMENT

Freehold investment property	2024	2023
	£	£
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	**910,000**	910,000

The freehold property was partly reclassified as an investment property at 31 December 2016, to reflect 20% of the rateable floor area being rented to tenants. This portion of the building has been revalued. The remainder is carried at historic cost. The revaluation was carried out by Jeremy Mussett BSC (Hons) MRICS of Alexander Reece Thomson at 14 December 2016, and was based on Market Value as defined in RICS professional standards 2014. The Trustees have reviewed the valuation and consider that there has been no material change during 2024.

7 EMPLOYEES

	2024	2023
	Number	Number
Average number of persons employed during the year	26	29

	2024	2023
	£	£
Salaries	806,210	820,137
Social security costs	73,831	74,584
Other pension costs	79,131	81,977
	959,172	**976,698**

One employee was paid at a rate of £70,000-£80,000, and one at £60,000-£70,000 in 2024. (2023: one at £70,000-£80,000)

£27,901 (2023: £10,032) was paid in contributions to a defined contribution pension scheme for these employees.

No member of the Board of Trustees received any remuneration during the year.

Aggregate employee benefits of the key management personnel listed on page 1 were £294,278 (2023: £255,570).

8. NET INCOME

This is stated after charging	2024	2023
	£	£
Audit fee	7,200	6,840
Auditor's remuneration: management accounts	5,040	-
Depreciation	25,084	27,693

9. DEBTORS

	2024	2023
	£	£
Gift Aid receivable	28,422	42,955
Prepayments	55,962	58,545
Other debtors	803,305	47,670
	887,689	**149,170**

10. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Mortgage	12,885	11,853
Other creditors	58,398	51,391
Accruals	12,114	25,163
Holiday pay accrual	54,845	50,998
Deferred income - 2025 conference	24,221	33,503
Interest Free loans	-	-
	162,463	**172,908**

11. CREDITORS: Amounts falling due after one year

	2024	2023
	£	£
Mortgage	252,644	265,980
	252,644	**265,980**

The mortgage is repayable in monthly instalments over the term of 20 years ending in 2037. Interest is payable at 2.25% over the base rate.
The amount payable by instalments in more than five years is £190,694

The mortgage is secured on the freehold property.

12 MOVEMENT IN FUNDS

.	Balance at 1 January 2024	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2024
Unrestricted Funds	£	£		£	£	£
General Fund	104,207	1,358,948	-	(1,441,687)	107,013	128,481
Graduate regional funds	28,806	5,107	-	(3,954)	-	29,959
Development Fund	-	19,995	-	-	(19,995)	-
	133,013	1,384,050	-	(1,445,641)	87,018	158,440
Designated Funds						
Property fund	1,959,061	-	-	(37,997)	32,145	1,953,209
Lavinia Croxon Memorial Fund income	7,309	-	-	(7,309)	-	-
Legacies	-	817,597	-	-	(117,597)	700,000
Capital fund (unrestricted)	-	1,566	-	-	(1,566)	-
	1,966,370	819,163	-	(45,306)	(87,018)	2,653,209
Total unrestricted funds	**2,099,383**	**2,203,213**	**-**	**(1,490,947)**	**-**	**2,811,649**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	33,027	-	(33,027)	-	-
Staff support	23,734	5,672	-	(5,595)	-	23,811
Project support	52,467	26,392	-	(19,077)	-	59,782
Saline Solution	6,495	-	-	(1,141)	-	5,354
Scottish nurses fund	2,746	-	-	(400)	-	2,346
Medical schools	13,452	1,489	-	(1,929)	-	13,012
Graduate Ministries	-	6,521	-	(6,521)	-	-
International Ministries	-	33,430	-	(33,430)	-	-
Graduate Nurses Ministry	-	5,095	-	(5,095)	-	-
Volunteer Ministry Fund	-	1,157		(1,157)		
Communications & Public Policy	-	5,680	-	(5,680)	-	-
Conference room facilities	5,825	3,000	-	(767)	-	8,058
Overseas restricted funds	8,500	-	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	125,196	121,463	-	(113,819)	-	132,840
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-	-	(2,691)	-	26,227
Total funds	**2,253,497**	**2,324,676**	**-**	**(1,607,457)**	**-**	**2,970,716**

12 MOVEMENT IN FUNDS (Continued)

	Balance at 1 January 2023	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2023
Unrestricted Funds	£	£		£	£	£
General Fund	238,285	1,294,262	-	(1,460,675)	32,335	104,207
Graduate regional funds	27,693	3,783	-	(2,670)	-	28,806
Development Fund	-	18,504	-	-	(18,504)	-
	265,978	1,316,549	-	(1,463,345)	13,831	133,013
Designated Funds						
Property fund	1,966,057	-	-	(37,046)	30,050	1,959,061
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	42,337	-	-	(42,337)	-
Capital fund (unrestricted)	-	1,544	-	-	(1,544)	-
	1,973,366	43,881	-	(37,046)	(13,831)	1,966,370
Total unrestricted funds	**2,239,344**	**1,360,430**	**-**	**(1,500,391)**	**-**	**2,099,383**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	19,331	-	(19,331)	-	-
Regional staff workers	18,537	11,460	-	(6,263)	-	23,734
Project Support	68,462	31,541	-	(47,536)	-	52,467
Saline Solution	7,011	-	-	(516)	-	6,495
Scottish nurses fund	3,225	-	-	(479)	-	2,746
Medical schools	10,849	3,808	-	(1,205)	-	13,452
Graduate Ministries	-	13,547	-	(13,547)	-	-
International Ministries	-	34,323	-	(34,323)	-	-
Graduate Nurses Ministry	-	5,091	-	(5,091)	-	-
Volunteer ministry fund	-	3,863	-	(3,863)	-	-
Communications & Public Policy	-	6,049	-	(6,049)	-	-
Conference room facilities	10,633	1,739	-	(6,547)	-	5,825
Overseas restricted fund	8,500	-	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	139,194	130,752	-	(144,750)	-	125,196
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	2,407,456	1,491,182	-	(1,645,141)	-	2,253,497

Graduate regional Funds cover funds held by local and regional CMF groups.

The Development Fund comprises amounts given in response to a previous appeal for funds to develop the ministry of CMF. At the end of each year the amounts are transferred to the General fund, as the trustees believe there is little information value in continuing to show the Development fund as a designated fund.

During 2014 a Property Fund was established within Designated Funds with the purpose of readily identifying the value of CMF's net interest in Johnson House (6 to 8 Marshalsea Road, London SE1 1HL).The value of the fund is given by the net book value of the freehold property, reduced by the mortgage and other associated funding.

The Trustees have agreed to retain funds from legacies in a designated fund following receipt of a sizeable legacy in 2024, to enable clearer management of the resources.

The income arising from the investment of the capital of the Lavinia Croxon fund can be used at the discretion of the Board of Trustees. This has been used historically to support specific missionaries in particular need and to contribute to the costs of the residential Developing Health Course.

The Founders' Scholarship fund is for study and research to further the aims of the charity.

Student International Scholarships support international students and juniors to attend the annual students and juniors conferences in the UK. In addition, this fund includes support for specific international conferences held overseas, and all the finances of the summer teams.
Within the Student International funds are balances which were donated in previous years to support activities which did not require all the funds donated and are not recurring.

The Student Ministries fund covers the general student ministry activity, including the annual national students conference.

12. MOVEMENT in FUNDS (continued)

Staff support fund covers amounts given for the support of specific staff members or roles. Within these funds are balances which were donated in previous years to support CMF staff as regional workers in regional roles where CMF does not currently employ anyone.

Project support covers funds donated towards the costs of the work of some specific activities or members of staff

Saline Solution covers funds donated to support the development of the Saline Solution course, which offers training in how to share Christian faith as a health professional.

The Scottish nurses fund covers a donation from CNMA in Glasgow, given towards developing CMF's work among nurses in Scotland.

The Graduates Ministries fund covers the general graduate ministry activity with qualified doctors.

The International Ministries restricted fund receives all the specific donations for this ministry.

The Graduate Nurses restricted fund receives all the specific donations for this ministry.

The Volunteer ministries fund receives all specific donations for the National Field Director and the regional and office based teams of volunteers.

The Communications & Public Policy fund is to support the publications and public policy activities of the charity. The Publications Committee supervises the publications. The fund includes both restricted and unrestricted resources, but the Board of Trustees prefers to show the whole fund as restricted.

The Conference room facilities fund represents the value of a gift which was given to make improvements to the Conference room at Johnson House. It is reduced each year by the amount of depreciation charged in respect of these improvements

Overseas Restricted Fund covers donations received to support Christian medical students visiting and working at Laigadh Hospital in Nepal (£5,000) and a legacy to be used for overseas nurses taking courses in the UK.

13 ANALYSIS OF NET ASSETS BY FUND

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2024
	£	£	£	£	£
Tangible fixed assets	19,050	2,218,738	8,058	-	2,245,846
Net current assets	139,390	687,115	124,782	26,227	977,514
Long term liabilities	-	(252,644)	-	-	(252,644)
Total	**158,440**	**2,653,209**	**132,840**	**26,227**	**2,970,716**

					2023
	£	£	£	£	£
Tangible fixed assets	21,216	2,236,894	5,825	-	2,263,935
Net Current assets	111,797	(4,544)	119,371	28,918	255,542
Long term liabilities	-	(265,980)	-	-	(265,980)
	133,013	**1,966,370**	**125,196**	**28,918**	**2,253,497**

14. PENSION COSTS

From October 2015, the charity has operated a money purchase group pension plan which is auto-enrolment compliant. The Charity contributes an amount equal to 10% of gross salary. Employees normally contribute 5% of gross salary but may vary this amount if desired.

Prior to 1 October 2015,the charity operated a money purchase group stakeholder pension plan to provide pension benefits for qualifying employees who elected to join the scheme. Under this scheme the charity contributed an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Independent professional advice about pension arrangements is provided by Wingate Benefit Solutions.

Tax reliefs are available to the employee for contributions of £3,600 or 100% of their salary, whichever is greater, subject to an annual allowance of £60,000 for the year 2023/4.

The lifetime allowance on a pension fund was £1,073,100 above which a tax charge would apply in 2022/3. This allowance has since been abolished. The charity's liability under the plan is limited to the on-going contributions.The total pension contributions for the year amount to £75,700 (2023: £81,977).

15. RELATED PARTIES

During the year a total of £9,540 (2023: £7,960) was donated from members of the Board of Trustees towards the existing activities of the charity.

Travel expenses of £1,207 were paid to a total of six trustees in 2024 (2023: £973)

During the year CMF continued a partnership begun in 2020 with Integritas Healthcare to deliver a specialist training track on Health and Justice. The partnership involves some sharing of resources and information between the two organisations. The CEO of CMF is a director of Integritas Healthcare and the CEO's wife is the Medical Director of Integritas Healthcare. Day to day decision making regarding this relationship is led by the CMF Head of Doctors Ministries. CMF is a member of ICMDA (International Christian Medical and Dental Association) and paid a membership subscription of £23,933. Howard Lyons is a Trustee of both orgnisations

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net movement in funds	717,219	(153,959)
Add back depreciation charge	25,084	27,693
Deduct revaluation increase	-	-
Deduct interest income	(5,836)	(4,265)
Decrease (increase) in stock	2,809	(203)
Decrease (increase) in debtors	(738,519)	(30,474)
Increase (decrease) in creditors	(11,477)	27,427
Net cash provided by / (used in) operating activities	**(10,720)**	**(133,781)**

17. TAXATION

The charity is registered with the Charity Commission and is exempt from income tax and corporation tax in respect of income and capital gains in accordance with Part 10 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively for charitable purposes.

18. OPERATING LEASES

The total future minimum payments under non-cancellable operating leases are payable:

	2024 £	2023 £
Within one year	2,751	1,071
After one year but within five years	3,707	2,678
	6,458	3,749

	2024 £	2023 £
Lease expense in year	2,331	803

CHRISTIAN MEDICAL FELLOWSHIP

England & Wales - Charity number 1131658

Accounts

Christian Medical Fellowship

(A Company Limited by Guarantee)

Annual Report and Financial Statements
for the year ended
31st December 2023

Company Registration Number: 06949436
Charity Registration Number: 1131658

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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CHRISTIAN MEDICAL FELLOWSHIP

KEY MANAGEMENT PERSONNEL AND PROFESSIONAL ADVISORS

Board of Trustees

Dr Euan McRorie – Chair
Dr Alice Gerth – Vice Chair (Appointed 10 June 2023)
Mr Howard Lyons – Treasurer
Ms Ellie McBain (Appointed 10 June 2023)
Ms Alana Atkinson (Appointed 10 June 2023)
Dr Paula Busuulwa
Dr Rebecca Horton
Mr Timothy James
Dr David Khoo
Dr Nicholas Charles Lipscomb
Ms Jennifer McKelvin
Mr Wesley Kai-Xian Mcloughlin (appointed 31 May 2023)
Prof Robert J Moots
Dr Ella Soyang Kim (resigned 12 May 2023)
Mr Matthew Amer (resigned 10 June 2023)
Dr Sarah Villar (resigned 10 June 2023)
Dr Margaret Spence (resigned 10 June 2023)

Senior Management Team

Dr Mark Pickering – Chief Executive Officer
Ms Olu Lampejo – Operations Director (until May)
Dr John Greenall – Associate CEO (until August)
Mr Graham Sopp – Interim Operations Director (May – December)
Mr Steven Fouch – Head of Communications (from October)
Dr Felicia Wong – Head of Conferences and Equipping (from October)
Mr Benjamin Daniel – Operations Director (from December)

Principal Office Address

Johnson House
6 Marshalsea Road
London
SE1 1HL
Tel: 020 7234 9660

www.cmf.org.uk

Bankers

Reliance Bank
Faith House
23-24 Lovat Lane
London
EC3 8EB

CAF Bank Limited
Kings Hill
West Malling
Kent
ME19 4TA

Barclays Bank plc
29 Borough High Street
London
SE1 1LY

United Trust Bank
1 Ropemaker Street
London
EC2Y 9AW

Auditors

Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Board of Trustees present their Annual Report and the audited financial statements for the year ended 31 December 2023.

Name and Registered Office of the Charity

The full name of the charity is the Christian Medical Fellowship ('CMF'), and its registered office and operating address is 6 Marshalsea Road, London, SE1 1HL.

Legal Status

CMF was formed on 1 July 2009 as a company limited by guarantee and registered in England number 06949436. Its registered charity number is 1131658.

The charity is governed by the provisions of its Memorandum and Articles of Association and its Constitution.

Board of Trustees

The members of the Board of Trustees who served in the year and set out on page 2.

The Board of Trustees is appointed annually by elected by the General Committee. The General Committee comprises local and regional volunteers, members of CMF committees, the Officers and elected members of the Board of Trustees, the President, and members of the Council of Reference. All new Trustees receive an induction pack and receive ongoing training on key areas such as safeguarding and financial management. There is also a buddying system in place with existing Trustees supporting new Trustees in their roles.

The following members of staff regularly attend the Board of Trustees meetings:
Dr Mark Pickering (Chief Executive Officer);
Mr Benjamin Daniel (Operations Director);
Mrs Sharon Green (Executive Assistant to the Chief Executive)

Objects of the Charity

The objects of CMF, as stated in the Memorandum of Association, are:

- The advancement of the Christian Faith including the promotion of biblical Christian beliefs and values worldwide,
- The advancement of education worldwide,
- The relief of suffering, poverty and distress worldwide.

The objects to be carried out as an expression of the biblical truths set out in the Doctrinal Statement (clause five of the Memorandum of Association).

The aims of CMF are to:

1. Unite Christian healthcare professionals and students in Christ, and encourage them to deepen their faith, live like Christ, and serve him obediently, particularly through acting competently and with compassion in their professional practice.
2. Encourage Christian healthcare professionals and students to be witnesses for Christ among all those they meet.
3. Mobilise and support all Christian healthcare professionals and students, especially members, in serving Christ throughout the world.
4. Promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

Public Benefit

The Trustees have given due regard to guidance issued by the Charity Commission, including public benefit guidance. CMF is a membership organisation for Christian doctors, nurses, midwives, and medical, nursing and midwifery students who are based in the UK and Ireland, but who work anywhere in the world. Membership is restricted to those who assent to the membership basis of CMF, as set out in its constitution and aims.

The vast majority of our members and those who attend our events work within the National Health Service and are committed to the values of a public health service, free at the point of need.

The main CMF website (www.cmf.org.uk) contains a substantial amount of material on a wide range of social, ethical, and religious issues for the benefit of the wider public, and the medical and allied professions in particular.

CMF responds to consultations on medical and ethical issues from various bodies, including the Departments of Health and Social Care, the British Medical Association, the General Medical Council and the Royal Colleges.

CMF organises national, regional, and local events, including residential conferences, and evening or half-day seminars on a wide range of topics. Almost all of these events are open to non-members working in medical and allied professions.

Activities and Achievements in 2023

2023 was the third year of the implementation of our three-year strategic plan, now extended to five years, known as Wider, Clearer, Closer, which seeks to extend our reach and grow our membership, clearly communicate our messages, and improve our local support networks, while equipping our members to live and speak for Christ. We continue to work with our members throughout their careers and to resource the church to engage with healthcare workers and healthcare issues.

Our focus for our work over the past year has therefore continued to be on the following three areas. Our main activities are described below, and how we developed and implemented our plans. They are undertaken to further our charitable objectives.

1. *Going Wider – Extending our Reach*

We built up our student membership and began to see an increase of in-person events following the Covid 19 pandemic, as we seek to achieve a 90 per cent coverage of medical schools with a student link. Our residential student conference in February brought together students from most of the medical, nursing and midwifery schools across the British Isles.

We promoted our offering to nurses and midwives in churches, and revised our Welcome Scheme for newly qualified nurses and midwives. A Newly Qualified Retreat Day was held during the year. Furthermore, CMF's first ever in-person conference specifically for nurses and midwives, called the Nurses and Midwives Festival (NAMFest), was held before our National Conference in April. This was a time of refreshment for our members coming under significant pressure at work.

The Medicine, Mission, and Me course took place in September, working through biblical thinking on advocacy and 'western saviours' ideology. We partnered with like-minded organisations to recruit more Global Catalysts within our regional Catalyst Teams. We also identified people for cross-cultural mentoring and create more placement opportunities, making resources more widely available through podcasts and recordings.

We grew our mentoring network, covering leaders, managers, juniors, students, and speciality areas. We developed our offering to healthcare leaders and managers through the new Christians in Healthcare Leadership Network (CHLN).

2. *Growing Clearer – Refining Our Communications*

In the public policy arena, we worked with partnership organisations to contribute towards guidelines for school teachers on how to teach about abortion, and for pastors and parents to support gender-questioning young people.

Work carried on regarding the new website which continues to be built. While we were unable to launch on the expected date, promising progress has been made, and we aim to launch during 2024.

We relaunched our flagship Triple Helix magazine during the year, with a new layout and digital-first approach to publication. We also produced our second Annual Report using our five key messages as descriptors for CMF's core ministry areas.

We ran a national day of prayer in March for the National Health Service.

3. *Drawing Closer – Improving our Local Networks*

We held a writers' retreat for nurses and midwives in June, along with poetry workshop at the Nurses and Midwives Festival (NAMFest) in April. A special edition of Spotlight, with a theme of A Force For Hope was produced, along with training given to our main Spotlight editors.

We established a clear pathway for training, recognising, and succession planning for our Pastoral Partners.

We built collaborative relationships with partner organisation to address the areas in which our members have felt needs, ensuring that work is not duplicated.

Governance

During 2023, four trustees resigned from the Board and four new trustees were appointed. All new trustees received a copy of the Governance Manual, which explains in detail the responsibilities of the Board. During the year, the Business Advisory Committee, which advises the Board on matters of finance, personnel, IT, and property, has continued its vital role. We have also set up a Digital/IT Strategy subcommittee to help coordinate various projects across different departments.

The Governance, Strategy and Risk Committee comprises the Officers of the Board, the CEO and Operations Director. It has the specific remit of advising the Board on governance matters, the setting and review of strategy, and the management of organisational risk.

Business Review

Our main sources of funding are membership subscriptions, other member donations, and income from trusts. Our total income for 2023 stood at £1,491,182.

Our operating expenditure increased by £220,428 to £1,645,141, largely due to increased staffing and communications costs.

We responded to the increased need for support by our members though the creation of a Membership and Engagement Developer role which has seen greater work around growing & retaining members, and greater work around trust funds.

We plan to return to a breakeven position by 2025.

The Board and management carried out a review of the Reserves Policy during the year, taking into account the guidelines from the Charity Commission, and in line with best practice, using a risk-based

approach for determining the level of free liquidity reserves to be held. This Reserves Policy was approved in May 2021.

The CMF has a formal Reserves Policy, which sets out the basis for maintaining certain required reserves. The required reserves range at the year-end was between £454,342 and £502,342. These are comprised of:

- A cessation reserve equating to three months' running costs and redundancy payments, adjusted for staff on one month's notice. This amounts to £418,000 and in the event that it is required, this reserve will be funded through the sale of the office at 6 Marshalsea Road, which is held by the designated Property Fund.
- A liquidity reserve range between £78,000 and £96,000 to allow for net risk to income, provision for needed investment and monthly fluctuations in cash flow funded by net current assets (free reserves) in the General Fund.

The total reserves of the charity at year-end were £2,253,497 (2022: £2,407,456). Of this total, £1,959,061 (2022: £1,966,057) is the property fund which could only be realised if Johnson House was sold, £125,196 (2022: £139,194) was held as restricted funds and £28,918 as endowment funds. The general reserves at the end of 2023 were £133,013 of which free reserves amounted to £111,797.

Going Concern

The financial statements for the year ended 31 December 2023 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the CMF and consider adequate resources continue to be available to fund the activities for the foreseeable future. The trustees are of the view that the CMF is a going concern. The trustees confirm that there are no material uncertainties which will prevent the charity from continuing as a going concern for the foreseeable future.

Remuneration of Key Management Personnel

The key management personnel of the CMF are listed on page 2 are in charge of directing, controlling, running, and operating the charity on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in Note 15 to the accounts.

CMF has adopted a hybrid of the 2017 Agenda for Change (AfC) pay scale and applies an annual cost of living increase to these bands, subject to affordability. Senior staff are paid in line with this AfC scale, although without London Weighting. In addition, the key management personnel receive only the first two increments on the applicable AfC scale.

Strategic Report

The Charity's Strategy

The CMF continued its usual range of national, regional, and local conferences and events for all categories of the membership, and the ongoing support and education of members and the general public through its publications and website.

The strategy of the CMF is to fulfil its aims by building on its activity while remain financially stable. The medium-term focus is on building a stronger CMF and community by:

- Developing our volunteer strategy, especially through Catalyst Teams
- Strengthening our Doctors' ministry
- Developing our ministry to nurses and midwives.

The three-year strategic plan, 'Wider, Clearer, Closer' for 2021-2023 was extended in 2022 to five years in order to build on our current achievements and to steer future plans aimed at:

- Going **Wider** – by extending our reach
- Growing **Clearer** – by refining our communications
- Drawing **Closer** – by improving our local networks

Fundraising Activities

In 2023, £696,418 (2022: £595,450) was raised through donations, gifts, and legacies to support the work of CMF.

CMF directs its major individual fundraising efforts at its members, who are encouraged to donate. No commercial participators are used. During the year, we were not aware of any complaints about our approach to fundraising. Members can opt out from receiving fundraising material by email and/or post.

There are two written appeals per year and an opportunity to set up regular giving or give one-off donations as part of the annual membership renewal process. Telephone fundraising is never used. Some other appeals for funding are directed at grant-making trusts. A restricted grant of £29,777 was awarded to CMF to support the Global Track training programme for 2022-2024. This grant was awarded by Medical Missionary News, which supports Christian mission work through healthcare.

Safeguarding

We take our duties to safeguard our members, staff, and those who come into contact with our charity seriously. This includes ensuring that we create a safe working environment and promote a healthy organisational culture, underpinned by sound policies, procedures, and practices. We have both a Designated Safeguarding Lead and Assistant Safeguarding Lead, as well as a Trustee Lead to champion safeguarding with the trustees across the charity. The Assistant Safeguarding Lead will support the Designated Safeguarding Lead in safeguarding decision-making and responding to concerns from staff and members. Alongside this, we have been working on codifying our safeguarding responsibilities, reporting, procedures, and recruitment self-disclosure processes. Our safeguarding processes and procedures are reviewed annually.

Future Plans

During 2024, there will be a continued focus on our Wider, Clearer, Closer strategy, now heading into its fourth year.

The Board will continue to focus on returning CMF to breakeven or better by 2025;our use of free reserves and our reserves policy will reflect this goal.

As we Go Wider, extending our reach, CMF recruited our first midwife to the staff team during 2023. We also aim to recruit more members into the Nurse and Midwife Catalyst roles. We will also continue to inspire and recruit members to volunteer as links for our General Practice and Palliative Care speciality network.

The CMF Scholar programme will replace the former Deep:ER programme and we aim to get this up and running in 2024 with a fresh cohort of placements. We continue to aim to have Pastoral Catalysts in every Catalyst Team and to build local mentoring networks in all Catalyst Team regions. We plan to continue offering support to build Catalyst Teams in regions with no current team.

We have also continued to develop our Christians in Healthcare Leadership Network, to support and encourage Christians (both clinical and non-clinical) who exercise leadership and influence within the healthcare sphere.

As we Grow Clearer, refining our communications, CMF has launched its 75th Anniversary plans and celebrations in early 2024. This will involve special reflection and thanksgiving during conferences, a renewed focus on the next 25 years of CMF, a celebration service before our AGM, and a targeted appeal.

We will launch our new website in summer 2024. We will also seek better and clearer ways for members to be able to access their own details on the website, enabling them to edit them and their preferences themselves.

During late 2023, we also recruited a new Head of Public Policy, who began in early 2024, starting a new chapter in CMF's advocacy work. This person will work closely with partner organisations to champion Christian medical ethics in the public arena.

We also ran a National Day of Prayer for the National Health Service on 19 March 2024, and plan further engagement around Healthcare Sunday in October 2024, at the time of our 75th anniversary. Christians and others will be encouraged to pray for the health service in the UK and to encourage each other within it.

As we Draw Closer, improving our local networks, CMF will continue to run conferences throughout the year for different demographics, from students to seniors within the health services.

Our volunteers ministry will expand into larger regions of the country as we continue to equip Christian doctors and nurses to live and speak for Jesus.

The Board and Board Subcommittees will explore ways of engaging and encouraging the various networks too.

Risk

The Board, with advice from the Business Advisory Committee (BAC) and the senior staff, reviews CMF's work in the light of significant risks – including emerging ones – and ensures that the control procedures in place to mitigate those risks are implemented. Our Risk Register is reviewed at each BAC and Board meeting.

The principal risks currently facing the Fellowship identified during the year are:

1. Lack of sustainable income to support our charitable objects longer term.
2. Decline in membership numbers.
3. Emerging risks from IT related incidents and cybersecurity leading to reputational damage.

Our strategy in attempting to mitigate these risks include regular reminders of the purpose of CMF, promoting cohesiveness among the membership and teaching on the importance of Christian stewardship. We also reduce the risks from cyberattacks through user education, technical enforcements, and high-end antivirus protection.

Board of Trustees Responsibilities

The Board of Trustees (who are also directors for the purposes of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of incoming

resources and application of resources, including the income and expenditure of the charitable company for the period. In preparing these financial statements, the Board of Trustees is required to:
TRUSTEES REPORT FOR THE YEAR ENDED 31 DECEMBER 2023 (continued)

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it Is inappropriate to presume that the charitable company will continue in its activities.

The Board of Trustees are responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

The Board of Trustees has taken all the steps necessary to ensure that the charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the charity's auditors are not aware.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees on 6 June 2024

Euan McRorie

_____
Dr Euan McRorie
Chair

Howard Lyons

_____
Howard Lyons
Treasurer

Independent auditor's report to the members of Christian Medical Fellowship

Opinion

We have audited the financial statements of Christian Medical Fellowship (the 'charity') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report, including the Board of Trustees' report, other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditor's report to the members of Christian Medical Fellowship (continued)

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Board of Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Board of Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the Board of Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Board of Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees'(who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent auditor's report to the members of Christian Medical Fellowship (continued)

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity, we identified that the principal risk of non-compliance with laws and regulations related to General Data Protection Regulation, employment and financial reporting legislation and we considered the extent to which non-compliance might have a material effect on the financial statements.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team.

We determined that the principal risks were related to management bias in accounting estimates and management override of controls.

In response to the risks identified we designed procedures which included but were not limited to challenging significant accounting estimates, evaluating the Charity's internal controls, identifying and testing journal entries and reviewing relevant minutes.

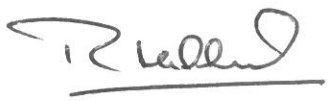
There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Independent auditor's report to the members of Christian Medical Fellowship (continued)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)

for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor

Chartered Accountants

5 Robin Hood Lane

Sutton

Surrey

SM1 2SW

Dated: 14 JUNE 2024

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 Unrestricted funds	2023 Restricted funds	2023 Endowment funds	2023 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		555,183	-	-	555,183
Donations, gifts and legacies	2	565,666	130,752	-	696,418
Investments					
Rental Income		37,090	-	-	37,090
Bank interest receivable		4,265	-	-	4,265
Charitable Activities	3	198,226	-	-	198,226
Total income and endowments		1,360,430	130,752	-	1,491,182
EXPENDITURE ON					
Raising funds	4	68,739	9,880	-	78,619
Charitable activities	4	1,431,652	134,870	-	1,566,522
Total Expenditure		1,500,391	144,750	-	1,645,141
NET INCOME:		(139,961)	(13,998)	-	(153,959)
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		(139,961)	(13,998)	-	(153,959)
Reconciliation of Funds					
Balances brought forward at 1 January		2,239,344	139,194	28,918	2,407,456
Balances carried forward at 31 December		2,099,383	125,196	28,918	2,253,497

	Note	2022 Unrestricted funds	2022 Restricted funds	2022 Endowment funds	2022 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		522,512	-	-	522,512
Donations, gifts and legacies	2	468,194	127,256	-	595,450
Other trading activities					
Rental Income		34,784	-	-	34,784
Investments					
Bank interest receivable		733	-	-	733
Charitable Activities	3	152,289	-	-	152,289
Total income and endowments		1,178,512	127,256	-	1,305,768
EXPENDITURE ON					
Raising funds	4	65,084	4,660	-	69,744
Charitable activities	4	1,255,607	99,362	-	1,354,969
Total Expenditure		1,320,691	104,022	-	1,424,713
NET INCOME / (EXPENDITURE):		(142,179)	23,234	-	(118,945)
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		(142,179)	23,234	-	(118,945)
Reconciliation of Funds					
Balances brought forward at 1 January		2,381,523	115,960	28,918	2,526,401
Balances carried forward at 31 December		2,239,344	139,194	28,918	2,407,456

All activities of the charity are classed as continuing.

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023	2022
		£	£
Gross income		1,491,182	1,305,768
Expenditure		1,645,141	1,424,713
Net income for the year		(153,959)	(118,945)

STATEMENT OF COMPREHENSIVE INCOME

Net income for the year	(153,959)	(118,945)
Endowment fund receipt	-	-
Total gains and losses in the year	(153,959)	(118,945)

CHRISTIAN MEDICAL FELLOWSHIP
BALANCE SHEET
AS AT 31 DECEMBER 2023

	Note	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5		1,353,935		1,377,863
Investment fixed asset	6		910,000		910,000
			2,263,935		2,287,863
CURRENT ASSETS					
Stock		36,111		35,908	
Debtors	9	149,170		118,696	
Cash at bank		243,169		387,608	
		428,450		542,212	
CREDITORS: Amounts falling due within one year					
Mortgage		(11,853)		(8,162)	
Other creditors		(161,055)		(133,628)	
	10	(172,908)		(141,790)	
NET CURRENT ASSETS			255,542		400,422
Total assets less current liabilities			2,519,477		2,688,285
CREDITORS: Amounts falling due after one year					
Mortgage	11		(265,980)		(280,829)
TOTAL ASSETS LESS LIABILITIES			2,253,497		2,407,456
FUNDS					
Unrestricted Funds					
General Funds	12		133,013		265,978
Designated Funds	12		1,966,370		1,973,366
			2,099,383		2,239,344
Restricted Funds	12		125,196		139,194
Endowment Funds	12		28,918		28,918
			2,253,497		2,407,456

The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved and authorised by the Board of Trustees on 6 June 2024 and signed on their behalf by:

Euan McRorie

Dr Euan McRorie
Chair

Howard Lyons

Howard Lyons
Treasurer

Registered company number: 06949436

CHRISTIAN MEDICAL FELLOWSHIP
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023	2022
		£	£
Cash used in operating activities			
	16	**(133,781)**	**(124,272)**
Cash flows from investing activities			
Interest income		4,265	733
Purchase of tangible fixed assets		(3,765)	(16,310)
Cash provided by (used in) investing activities		**500**	**(15,577)**
Cash flows to / from financing activites			
Mortgage repayment		(11,158)	(13,010)
Loans (repaid) / received		-	(20,000)
Cash used in financing activities		**(11,158)**	**(33,010)**
(Decrease) / increase in cash and cash equivalents in the year		**(144,439)**	**(172,859)**
Cash and cash equivalents at the beginning of the year		387,608	560,467
Total cash and cash equivalents at the end of the year		**243,169**	**387,608**

Analysis of changes in net debt

	1 Jan 2023 £	Cashflows £	non-cash changes £	31 Dec 2023 £
Cash	387,608	(144,439)	-	243,169
Mortgage due within one year	(8,162)	11,158	(14,849)	(11,853)
Mortgage due in more than one year	(280,829)		14,849	(265,980)
Loans	-	-		-
Total	98,617	(133,281)	-	(34,664)

1. ACCOUNTING POLICIES

Company information

Christian Medical Fellowship is a company limited by guarantee incorporated in England and Wales with registered office at Johnson House, 6 Marshalsea Road, London SE1 1HL. It is a public benefit entity under FRS102.

Accounting convention

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting standard 102 (FRS 102) and the Charities Act 2011. The financial statements are prepared under the historical cost convention as modified by the revaluation of investment properties and on a going concern basis. The financial statements are presented in pounds sterling rounded to the nearest pound. The particular accounting policies adopted are described below. There are no material uncertainties about the charity's ability to continue in operation.

Undistributed Investment Income

The income arising from the investment of the capital from the Lavinia Croxon Memorial Fund is used by the Board of Trustees to make grants. Any undistributed income from the fund is carried forward as a designated fund.

Fixed Assets

Freehold property owned by the Charity is divided between that occupied for the purposes of the charity and that which is let to tenants. The latter is shown in the accounts at fair value as an investment property. The former is shown at historic cost less depreciation.

Depreciation

Depreciation is calculated at rates and on bases used to write off the cost of fixed assets less their estimated residual value over their expected useful life as follows:

Freehold property (excluding the value of land)	2% per annum straight line
Office furniture and equipment	25% or 10% per annum straight line
Computer hardware	25% per annum straight line
Computer software	20% per annum straight line

Subscriptions and donations

Membership subscriptions and donations are taken to the Statement of Financial Activities in the period in which they are received, with the exception of income that is specifically stated to be in respect of expenditure to be incurred in a future period, when the income is deferred to that period. A provision for income tax recoverable on gift aid is made in respect of relevant donations received in the year.

Legacies

Legacies are accounted for when the charity is advised by the personal representative of an estate of entitlement to a payment and the amount involved can be quantified with reasonable accuracy.

Rental income

Rental income is recognised in the period it is due to be received.

Expenditure and Grants

Expenditure is included on an accruals basis inclusive of VAT, which is not recoverable.
Grants to individuals and institutions are included when the grant is paid.

Allocation of costs

The charity's operating costs include staff costs, mortgage and office costs and other related costs. Such costs are allocated between expenditure in furtherance of the charity's objects, cost of generating funds and governance.

Staff costs for those working directly and solely in charitable activity are charged direct to charitable activity along with other direct costs. The costs of those staff who work in a support function have been

allocated across the charitable activities on the basis of the work expended in or for each activity. Other support costs have been allocated across the charitable activities on the following basis:

- IT costs: the number of personal computers used by each department;
- HR costs and other support costs: the number of staff in each department;
- Mortgage interest and premises costs: the proportion of floor area occupied by each department;
- Finance costs: 45% of costs spread across ministry departments and 55% of costs spread across membership support, cost of generating funds, grants paid and governance;
- Depreciation: an average of the floor area occupied and the number of personal computers used by each department.

Stock

Stock is stated at the lower of cost and net realisable value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs

Contributions payable under the defined contribution scheme are charged to the Statement of Financial Activities as they fall due.

Regions

The charity carries out some activities through a national network of regional groups, which use the same name as the charity, raise funds for the charity and their own local activities and receive support from the charity through advice and publicity materials. All regional transactions are accounted for gross in the financial statements of the charity and all assets and liabilities, including cash retained by regions, are included in the charity's Balance Sheet.

Fund accounting

Funds held by the charity are:

- Unrestricted general funds – these are funds which can be used in accordance with the objects of the charity at the discretion of the Board of Trustees.
- Designated funds – these are funds set aside by the Board of Trustees out of unrestricted general funds for specific future purposes or projects.
- Restricted funds – these are funds which can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- Endowment funds – these are funds which must be held permanently by the charity, principally investments. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and advice relating to the fund are charged against the fund.

Going concern

The financial statements for the year ended 31 December 2023 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The Trustees are of the view that the Fellowship is a going concern.

The Trustees recognise that donations and income from appeals may come under pressure from the current cost of living and inflationary crises. Cash flow has been modelled up to the end of 2025 and cash holdings remain healthy, allowing obligations to be met as and when due.

A number of key activities are modelled so that income directly correlates with expenditure, and these can be scaled down should the need arise.

Having considered the cash flow, reserves levels, and future financial plans, the Trustees confirm that there are no material uncertainties which will prevent the Charity from continuing as a going concern for the foreseeable future.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

2. DONATIONS, GIFTS AND LEGACIES

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
General donations	253,250	-	253,250	226,681	-	226,681
Christmas appeal	71,582	-	71,582	41,190	-	41,190
Spring appeal	43,250	-	43,250	45,235	-	45,235
Capital appeal	1,208	-	1,208	1,208	-	1,208
Gift aid	154,039	8,637	162,676	146,880	8,215	155,095
Student Ministry income	-	28,373	28,373	-	29,188	29,188
Graduate Ministry income	-	11,822	11,822	-	8,793	8,793
International Ministry	-	39,305	39,305	-	15,702	15,702
Graduate Nurses Ministry	-	4,641	4,641	-	4,969	4,969
Scottish Nurses Fund		-	-	-	-	-
Volunteer ministry	-	3,840	3,840	-	4,319	4,319
Communications and Publications	-	5,084	5,084	-	5,556	5,556
Founders' Scholarship fund	-	-	-	-	-	-
Project support fund	-	27,311	27,311	-	40,186	40,186
Conference room facilities	-	1,739	1,739	-	10,328	10,328
Legacies	42,337	-	42,337	7,000	-	7,000
	565,666	**130,752**	**696,418**	**468,194**	**127,256**	**595,450**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2023	Total 2022
	£	£	£	£
Conference Income	190,158		190,158	144,370
Regional Conference and Meeting Income	3,783	-	3,783	1,292
Sale of Books and magazines	4,285		4,285	6,627
	198,226	**-**	**198,226**	**152,289**

4. EXPENDITURE

	Direct costs	Support costs	Total 2023	2022
	£	£	£	£
Raising Funds	21,352	57,267	78,619	69,744
Charitable activities - Grants paid	-	4,641	4,641	4,469
Charitable activities - Costs of activities				
Student Ministry	146,175	63,918	210,093	200,168
Graduate Ministry	216,099	63,439	279,538	257,633
International Ministry	186,553	55,335	241,888	200,694
Graduate Nurses Ministry	83,778	31,642	115,420	97,365
Volunteer ministry	48,206	44,560	92,766	101,918
Communications and Public Policy	278,778	66,436	345,214	299,567
Membership support	-	236,967	236,967	153,304
	959,589	562,297	1,521,886	1,310,649
Governance costs	-	39,995	39,995	39,851
Total	**980,941**	**664,200**	**1,645,141**	**1,424,713**

Support costs have been allocated across the Charitable Activities on the basis of their usage of the support cost categories listed below.

Analysis of support costs	2023	2022
	£	£
Salaries	392,088	334,560
Finance	36,484	27,876
Mortgage interest	18,892	10,843
IT	49,105	53,711
HR	13,317	9,193
Premises and office costs	72,673	34,600
Depreciation	21,490	30,705
Other support costs	60,151	48,057
Total costs of activities	**664,200**	**549,545**

Analysis of Charitable Activities by fund type

	Unrestricted funds	Restricted funds	Total 2023	2022
	£	£	£	£
Raising Funds	68,739	9,880	78,619	69,744
Charitable activities	1,394,141	132,386	1,526,527	1,315,118
Governance costs	37,511	2,484	39,995	39,851
	1,500,391	**144,750**	**1,645,141**	**1,424,713**

5. TANGIBLE FIXED ASSETS

	Freehold property	Other assets	Total
Cost	£	£	£
At 1 January 2023	1,627,691	383,200	2,010,891
Additions	-	3,865	3,865
Disposals	-	(36,287)	(36,287)
At 31 December 2023	**1,627,691**	**350,778**	**1,978,469**
Depreciation			
At 1 January 2023	282,643	350,385	633,028
Charge for the year	18,154	9,539	27,693
Depreciation on disposals	-	(36,187)	(36,187)
Reclassification	-	-	-
At 31 December 2023	**300,797**	**323,737**	**624,534**
Net book value			
At 31 December 2023	**1,326,894**	**27,041**	**1,353,935**
At 1 January 2023	1,345,048	32,815	1,377,863

All tangible fixed assets of the charity are used directly for charitable purposes.

6. FIXED ASSET INVESTMENT

Freehold investment property	2023	2022
	£	£
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	**910,000**	910,000

The freehold property was partly reclassified as an investment property at 31 December 2016, to reflect 20% of the rateable floor area being rented to tenants. This portion of the building has been revalued. The remainder is carried at historic cost. The revaluation was carried out by Jeremy Mussett BSC (Hons) MRICS of Alexander Reece Thomson at 14 December 2016, and was based on Market Value as defined in RICS professional standards 2014. The Trustees have reviewed the valuation and consider that there has been no material change during 2023.

7 EMPLOYEES

	2023	2022
	Number	Number
Average number of persons employed during the year	29	25

	2023	2022
	£	£
Salaries	820,137	734,526
Social security costs	74,584	74,642
Other pension costs	81,977	69,453
	976,698	**878,621**

One employee was paid at a rate of £80,000-£90,000 in 2023. (2022: one at £70,000-£80,000 and one at £60,000-£70,000)

£10,032 (2022: £13,524) was paid in contributions to a defined contribution pension scheme for these employees.

No member of the Board of Trustees received any remuneration during the year.

Aggregate employee benefits of the key management personnel listed on page 2 were £255,570 (2022: £218,639).

8. NET INCOME

This is stated after charging	2023	2022
	£	£
Audit fee	6,840	6,726
Depreciation	27,693	30,705

9. DEBTORS

	2023	2022
	£	£
Gift Aid receivable	42,955	42,335
Prepayments	58,545	60,274
Other debtors	47,670	16,087
	149,170	**118,696**

10. CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Mortgage	11,853	8,162
Other creditors	51,391	50,245
Accruals	25,163	11,404
Holiday pay accrual	50,998	47,704
Deferred income	33,503	24,275
Interest Free loans	-	-
	172,908	**141,790**

11. CREDITORS: Amounts falling due after one year

	2023	2022
	£	£
Mortgage	265,980	280,829
	265,980	**280,829**

The mortgage is repayable in monthly instalments over the term of 20 years ending in 2037. Interest is payable at 2.25% over the base rate.
The amount payable by instalments in more than five years is £208,623

The mortgage is secured on the freehold property.

12 MOVEMENT IN FUNDS

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	Balance at 1 January 2023	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2023
Unrestricted Funds	£	£		£	£	£
General Fund	238,285	1,294,262	-	(1,460,675)	32,335	104,207
Graduate regional funds	27,693	3,783	-	(2,670)	-	28,806
Development Fund	-	18,504	-	-	(18,504)	-
	265,978	1,316,549	-	(1,463,345)	13,831	133,013
Designated Funds						
Property fund	1,966,057	-	-	(37,046)	30,050	1,959,061
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	42,337	-	-	(42,337)	-
Capital fund (unrestricted)	-	1,544	-	-	(1,544)	-
	1,973,366	43,881	-	(37,046)	(13,831)	1,966,370
Total unrestricted funds	**2,239,344**	**1,360,430**	**-**	**(1,500,391)**	**-**	**2,099,383**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	19,331	-	(19,331)	-	-
Staff support	18,537	11,460	-	(6,263)	-	23,734
Project support	68,462	31,541	-	(47,536)	-	52,467
Saline Solution	7,011	-	-	(516)	-	6,495
Scottish nurses fund	3,225	-	-	(479)	-	2,746
Medical schools	10,849	3,808	-	(1,205)	-	13,452
Graduate Ministries	-	13,547	-	(13,547)	-	-
International Ministries	-	34,323	-	(34,323)	-	-
Graduate Nurses Ministry	-	5,091	-	(5,091)	-	-
Volunteer Ministry Fund	-	3,863		(3,863)		
Communications & Public Policy	-	6,049	-	(6,049)	-	-
Conference room facilities	10,633	1,739	-	(6,547)	-	5,825
Overseas restricted funds	8,500	-	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	139,194	130,752	-	(144,750)	-	125,196
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	**2,407,456**	**1,491,182**	**-**	**(1,645,141)**	**-**	**2,253,497**

12 MOVEMENT IN FUNDS (Continued)

	Balance at 1 January 2022	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2022
Unrestricted Funds	£	£		£	£	£
General Fund	395,930	1,165,197	-	(1,286,012)	(36,830)	238,285
Graduate regional funds	32,083	1,292	-	(5,682)	-	27,693
Development Fund	-	3,511	-	-	(3,511)	-
	428,013	1,170,000	-	(1,291,694)	(40,341)	265,978
Designated Funds						
Property fund	1,946,201	-	-	(28,997)	48,853	1,966,057
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	7,000	-	-	(7,000)	-
Capital fund (unrestricted)	-	1,512	-	-	(1,512)	-
	1,953,510	8,512	-	(28,997)	40,341	1,973,366
Total unrestricted funds	**2,381,523**	**1,178,512**	**-**	**(1,320,691)**	**-**	**2,239,344**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	20,845	-	(20,845)	-	-
Regional staff workers	15,877	5,839	-	(3,179)	-	18,537
Project Support	55,752	40,186	-	(27,476)	-	68,462
Saline Solution	7,227	-	-	(216)	-	7,011
Scottish nurses fund	3,831	-	-	(606)	-	3,225
Medical schools	7,020	6,039	-	(2,210)	-	10,849
Graduate Ministries	-	10,493	-	(10,493)	-	-
International Ministries	-	17,580	-	(17,580)	-	-
Graduate Nurses Ministry	-	4,969	-	(4,969)	-	-
Volunteer ministry fund	-	4,319	-	(4,319)	-	-
Communications & Public Policy	-	6,658	-	(6,658)	-	-
Conference room facilities	5,776	10,328	-	(5,471)	-	10,633
Overseas restricted fund	8,500	-	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	115,960	127,256	-	(104,022)	-	139,194
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	2,526,401	1,305,768	-	(1,424,713)	-	2,407,456

Graduate regional Funds cover funds held by local and regional CMF groups.

The Development Fund comprises amounts given in response to a previous appeal for funds to develop the ministry of CMF. At the end of each year the amounts are transferred to the General fund, as the trustees believe there is little information value in continuing to show the Development fund as a designated fund.

During 2014 a Property Fund was established within Designated Funds with the purpose of readily identifying the value of CMF's net interest in Johnson House (6 to 8 Marshalsea Road, London SE1 1HL).The value of the fund is given by the net book value of the freehold property, reduced by the mortgage and other associated funding.

The Trustees believe there is little information value in continuing to show the accumulated value of legacies received as a designated fund. Therefore the unrestricted legacies received during the year have been transferred into the General Fund.

The income arising from the investment of the capital of the Lavinia Croxon fund can be used at the discretion of the Board of Trustees. This has been used historically to support specific missionaries in particular need and to contribute to the costs of the residential Developing Health Course.

The Founders' Scholarship fund is for study and research to further the aims of the charity.

Student International Scholarships support international students and juniors to attend the annual students and juniors conferences in the UK. In addition, this fund includes support for specific international conferences held overseas, and all the finances of the summer teams.

Within the Student International funds are balances which were donated in previous years to support activities which did not require all the funds donated and are not recurring.

The Student Ministries fund covers the general student ministry activity, including the annual national students conference.

12. MOVEMENT in FUNDS (continued)

Staff support fund covers amounts given for the support of specific staff members or roles. Within these funds are balances which were donated in previous years to support CMF staff as regional workers in regional roles where CMF does not currently employ anyone.

Project support covers funds donated towards the costs of the work of some specific activities or members of staff

Saline Solution covers funds donated to support the development of the Saline Solution course, which offers training in how to share Christian faith as a health professional.

The Scottish nurses fund covers a donation from CNMA in Glasgow, given towards developing CMF's work among nurses in Scotland.

The Graduates Ministries fund covers the general graduate ministry activity with qualified doctors.

The International Ministries restricted fund receives all the specific donations for this ministry.

The Graduate Nurses restricted fund receives all the specific donations for this ministry.

The Volunteer ministries fund receives all specific donations for the National Field Director and the regional and office based teams of volunteers.

The Communications & Public Policy fund is to support the publications and public policy activities of the charity. The Publications Committee supervises the publications. The fund includes both restricted and unrestricted resources, but the Board of Trustees prefers to show the whole fund as restricted.

The Conference room facilities fund represents the value of a gift which was given to make improvements to the Conference room at Johnson House. It is reduced each year by the amount of depreciation charged in respect of these improvements

Overseas Restricted Fund covers donations received to support Christian medical students visiting and working at Laigadh Hospital in Nepal (£5,000) and a legacy to be used for overseas nurses taking courses in the UK.

13 ANALYSIS OF NET ASSETS BY FUND

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2023
	£	£	£	£	£
Tangible fixed assets	21,216	2,236,894	5,825	-	2,263,935
Net current assets	111,797	(4,544)	119,371	28,918	255,542
Long term liabilities	-	(265,980)	-	-	(265,980)
Total	**133,013**	**1,966,370**	**125,196**	**28,918**	**2,253,497**

					2022
	£	£	£	£	£
Tangible fixed assets	22,182	2,255,048	10,633	-	2,287,863
Net Current assets	243,796	(853)	128,561	28,918	400,422
Long term liabilities	-	(280,829)	-	-	(280,829)
	265,978	**1,973,366**	**139,194**	**28,918**	**2,407,456**

14. PENSION COSTS

From October 2015, the charity has operated a money purchase group pension plan which is auto-enrolment compliant. The Charity contributes an amount equal to 10% of gross salary. Employees normally contribute 5% of gross salary but may vary this amount if desired.

Prior to 1 October 2015,the charity operated a money purchase group stakeholder pension plan to provide pension benefits for qualifying employees who elected to join the scheme. Under this scheme the charity contributed an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Independent professional advice about pension arrangements is provided by Wingate Benefit Solutions.

Tax reliefs are available to the employee for contributions of £3,600 or 100% of their salary, whichever is greater, subject to an annual allowance of £40,000 for the year 2022/23.

The lifetime allowance on a pension fund was £1,073,100 above which a tax charge would apply in 2022/3. This allowance has since been abolished. The charity's liability under the plan is limited to the on-going contributions.The total pension contributions for the year amount to £81,977 (2022: £69,453).

15. RELATED PARTIES

During the year a total of £7,960 (2022: £8,973) was donated from members of the Board of Trustees towards the existing activities of the charity.

Travel expenses of £973 were paid to a total of four trustees in 2023 (2022: £562)

During the year CMF continued a partnership begun in 2020 with Integritas Healthcare to deliver a specialist training track on Health and Justice. The partnership involves some sharing of resources and information between the two organisations. The CEO of CMF is a director of Integritas Healthcare and the CEO's wife is the Medical Director of Integritas Healthcare. Day to day decision making regarding this relationship is led by the CMF Head of Doctors Ministries.

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net movement in funds	(153,959)	(118,945)
Add back depreciation charge	27,693	30,705
Deduct revaluation increase	-	-
Deduct interest income	(4,265)	(733)
Decrease (increase) in stock	(203)	8,416
Decrease (increase) in debtors	(30,474)	(33,370)
Increase (decrease) in creditors	27,427	(10,345)
Net cash provided by / (used in) operating activities	**(133,781)**	**(124,272)**

17. TAXATION

The charity is registered with the Charity Commission and is exempt from income tax and corporation tax in respect of income and capital gains in accordance with Part 10 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively for charitable purposes.

18. OPERATING LEASES

The total future minimum payments under non-cancellable operating leases are payable:

	2023	2022
	£	£
Within one year	1,071	1,292
After one year but within five years	2,678	646
	3,749	1,938

	2023	2022
	£	£
Lease expense in year	803	1,292

CHRISTIAN MEDICAL FELLOWSHIP

England & Wales - Charity number 1131658

Accounts



Christian Medical Fellowship
(A Company Limited by Guarantee)

Annual Report and
Financial Statements
for the year ended
31st December 2022

THURSDAY
AC6QLNYJ
A37 29/06/2023 #66
COMPANIES HOUSE

Company Registration Number: 06949436

Charity Registration Number: 1131658

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

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KEY MANAGEMENT PERSONNEL AND PROFESSIONAL ADVISERS

Board of Trustees

Mr Matthew Amer (appointed 7 May 2022)
Dr Paula Busuulwa (appointed 11 June 2022)
Dr Alice Gerth (resigned 3 December 2022)
Dr Rebecca Horton
Mr Timothy James
Dr David Khoo
Dr Ella Soyang Kim
Professor Sam Leinster (resigned 11 June 2022)
Dr Nicholas Charles Lipscomb
Mr Howard Lyons – Treasurer
Ms Jennifer McKelvin (appointed 27 February 2022)
Mr Wesley Kai-Xian McLoughlin (appointed 11 June 2022)
Dr Euan McRorie – Chair
Prof Robert J Moots – (appointed 2 December 2022)
Mr John Scriven (resigned 11 June 2022)
Dr Margaret Spence
Mr Philip Taylor – (resigned 11 June 2022)
Dr Kevin Vaughan (resigned 11 June 2022)
Dr Sarah Villar

Senior Management Team

Dr Mark Pickering –Chief Executive Officer
Dr John Greenall – Associate Chief Executive Officer
Ms Olu Lampejo – Operations Director

Principal Office Address

Johnson House
6 Marshalsea Road
London SE1 1HL
Tel: 020 7234 9660

www.cmf.org.uk

Bankers

Reliance Bank
Faith House
23-24 Lovat Lane
London
EC3 8EB

CAF Bank Limited
Kings Hill
West Malling
Kent
ME19 4TA

Barclays Bank plc
29 Borough High Street
London
SE1 1LY

Auditors

Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey SM1 2SW

CHRISTIAN MEDICAL FELLOWSHIP

REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022

The Board of Trustees present their Annual Report and the audited financial statements for the year ended 31 December 2022.

Name and Registered Office of the Charity

The full name of the charity is the Christian Medical Fellowship (the Fellowship), and its registered office and operating address is 6 Marshalsea Road, London, SE1 1HL.

Legal Status

The Fellowship was formed on 1 July 2009 as a company limited by guarantee and registered in England number 06949436. Its registered charity number is 1131658.

The charity is governed by the provisions of its Memorandum and Articles of Association.

Board of Trustees

The members of the Board of Trustees who served in the year are set out on page 1.

The Board of Trustees is appointed annually by election by the General Committee. The General Committee comprises local and regional volunteers, members of CMF committees, the Officers and elected members of the Board of Trustees and the President and members of the Council of Reference. All new Trustees receive an induction pack and receive ongoing training on key areas such as safeguarding and financial management. There is also a buddying system in place with existing Trustees supporting new Trustees in their roles.

The following members of staff attended the Board of Trustees meetings regularly:

Dr Mark Pickering (Chief Executive Officer);
Ms Olu Lampejo (Operations Director);
Mrs Sharon Green (Executive Assistant to the Chief Executive).

Objects of the Charity

The objects of the Fellowship, as stated in the Memorandum of Association, are:

- the advancement of the Christian Faith including the promotion of biblical Christian beliefs and values worldwide,
- the advancement of education worldwide,
- the relief of suffering, poverty and distress worldwide.

The objects to be carried out as an expression of the biblical truths set out in clause five hereof (the doctrinal statement).

The aims of the Fellowship are to:

1. unite Christian doctors and medical students in Christ, and to encourage them to deepen their faith, live like Christ, and serve him obediently, particularly through acting competently and with compassion in their medical practice.
2. encourage Christian doctors and medical students to be witnesses for Christ among all those they meet.
3. mobilise and support all Christian doctors, medical students, and other healthcare students and professionals, in serving Christ throughout the world.
4. promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

Public Benefit

The Trustees have given due regard to guidance issued by the Charity Commission, including public benefit guidance. The Fellowship is a membership organisation for Christian doctors, nurses, midwives, and medical, nursing and midwifery students who are based in the UK and

Ireland, but who work anywhere in the world. Membership is restricted to those who assent to the membership basis of the Fellowship, as set out in its Constitution and its aims.

The vast majority of our members and those who attend our events work within the National Health Service and are committed to the values of a public health service, free at the point of need.

The main Fellowship website (www.cmf.org.uk) contains a substantial amount of material on a wide range of social, ethical, and religious issues for the benefit of the wider public, and the medical and allied professions in particular.

The Fellowship responds to consultations on medical and ethical issues from various bodies, including the Department of Health, the British Medical Association, the General Medical Council and the Royal Colleges.

The Fellowship organises national, regional, and local events ranging from multi-week courses for those working in resource-poor settings around the world, through to residential conferences, and evening or half-day seminars on a wide range of topics. Almost all of these events are open to non-members working in medical and allied professions.

Activities and Achievements in 2022

2022 was the second year of the implementation of our three-year strategic plan, now extended to five years, known as Wider, Clearer, Closer which seeks to extend our reach growing our membership, clearly communicating our messages while to equipping our members to live and speak for Christ. We continue to work with our members throughout their careers and to resource the church to engage with healthcare workers and healthcare issues.

1. Going **Wider** – Extending our Reach

2022 saw a return to our in-person Student Conference after the lifting of restrictions following COVID. There was good engagement from students during and after the event. The Student Leader Training was revamped, including a major update of the Student Leader Manual. This training was delivered at National Conference. In collaboration with our international body, International Christian Medical and Dental Association (ICMDA) Western Europe, we also organised the Irish Conference with a good turnout of students, particularly from Belfast, Galway, and Dublin. This led to an increase in student membership.

We ran a weeklong advert on Premier Radio in March 2022, which raised the profile of our work with nurses and midwives, leading to an increase in the number of nurses and midwives joining CMF as members. As part of widening our reach, we commissioned a promotional film to showcase our work in September, leading to membership numbers increasing. We have played active roles on the European Committee of Nurses Christian Fellowship International (NCFI), our international body.

We successfully oversaw several local and regional groups for nurses and midwives. Three struggling nurses and midwives groups were rebooted and two new ones started during the year.

Our new Junior Doctors' Committee has various members focusing on CMF ministries, including communications, communities, events, Pastoral Care, and mentoring. There is a particular focus on Foundation Years and student transition. The committee have volunteered to lead on juniors' social media, including a series of juniors foundation podcasts produced by a junior doctor Deep:ER Fellow. We provided Pastoral Care support for senior and junior doctors through CMF Wellbeing and at conferences. We also had an initial public policy meeting on health and justice issues. We provided an online gathering offering at the National Conference in April 2022.

With a view to having a more diverse teaching body at the Developing Health Course, we engaged several new faculty members. We continued to build relationships, with partner organisations interested in global mission, holding leaders' sessions, and Global Track training programmes. We had a collaborative five-day event for leaders from ICMDA-linked sister movements in the Nordic nations in November.

An abortion resource for schools has been produced in collaboration with partner organisations and we are planning to distribute this in 2023. The Quick Guides to Gender Identity & Trans Identification have also been a big success, with positive feedback introducing CMF to new groups and members. Work started on revising and updating several CMF files – a collection of ethics publications dealing with specific, relevant issues ranging from animal and human experimentation to 'do not resuscitate' dilemmas, to make them accessible to a wider audience. Internally, we held a roundtable on public policy and advocacy, which drew in members of several different CMF departments to ensure we were not duplicating effort and to draw out ways in which we could support one another, leading to a more cohesive approach to the work of CMF.

Three members joined the Deep:ER Fellowship for 2021/2022, a volunteer programme for both students and graduates that provides the opportunity to combine their faith and medicine over a period of twelve months. Nineteen participants attended our speakers' training track, which they completed in 2022. Other training tracks included the Evangelism and Apologetics Track, which was concluded during the year with 16 participants, and eleven on the Health and Justice Track. We provided training for international leaders in ICMDA on a 'Developing Volunteer Leaders' course and led training for Universities and Colleges Christian Fellowship (UCCF) and Global Connections (the UK network for world mission) on this topic. We created eight videos to explain and promote the vision, mission, and ministry of CMF to the wider health professionals' community; these were extensively used throughout the year via YouTube, the CMF website, and social media.

2. Growing **Clearer** – Refining our Communications

Communicating our vision and associated key messages remained a priority during the year. To this end, we continued our work through the publication of various resources targeting our members and the wider public. Publications included two Nucleus magazines for students, on sexuality and beginning of life, The Advocacy Journey (on global health) and Quick Guides on gender identity and trans identification. We also increased our online presence with the revitalisation of our Instagram account, using it to promote our events and raise awareness of our work. In addition to the six 'Why CMF' story videos, the 'Imagine' promotional video, and the nurses and midwives promotional video, we also produced 18 'Leadership Toolkit' videos. We produced an Annual Report covering each of the five key messages which we are now taking forward into the website, banners, and other resources.

During the year, we have done significant planning around the development of a new CMF website; this is due to launch in 2023 to promote greater interaction with our members and the wider public.

As part of refining our communication, we have worked on increasing our presence across several online and social media platforms and through the provision of online courses, such as Saline Solution. We also test-ran an online gathering for the National Conference, which was attended by 60 members in addition to the main conference. We undertook a review of our long-term global strategy and continued our research through the 'Western Saviours?' working group to define what contemporary global mission looks like when it is done well.

Our members were supported in articulating their responses to several key ethics consultations, for which we produced briefing notes. We have produced blog posts on issues of life and death and identity. The increased capacity in our Communications team has helped us to effectively share blog posts on social media, promote our events and improve our online presence across various platforms.

Our nurses and midwives were encouraged to write on the topical issues they face in and outside the workplace. We held a nurses and midwives retreat and a writers' day, which generated new writers and articles for Spotlight, our quarterly magazine specifically for our nurse and midwife members. We commissioned a promotional video to showcase CMF's provision for nurse and midwife members, which has now been widely shared via the CMF YouTube channel.

3. Drawing **Closer** – Improving our Local Networks

During the year we recruited new medical school links (MSLs), local graduates attached to medical schools to support our networking and training activities bringing students together and offering support. Our Deep:ER students also worked on engaging with other students through various social media platforms and other content management projects. Our National Student Council continued their mentoring work with key students members, including two Nucleus Student Editors, and Co-Chairs of the National Student Council. Last year, CMF maintained a presence in 44 out of the 48 medical schools across the UK and Ireland.

Our Welcome Scheme in 2022 saw increased retention levels achieved for those transitioning from final year students to graduate members. Our work in this area was supported by an online final year Q&A session at the Junior Doctors' Conference as well as an FY1 survival seminar at Student Conference 2022. Both of these events encouraged our student members and gave them opportunities to consider how CMF could support them as they looked ahead to becoming junior doctors. Nearly half of the students graduating in 2022 signed up for the Welcome Scheme. Twenty five of 51 students signing up were linked with welcomers or workplace carers who confirmed that they had been, or would be, in touch. The rest were linked with either a welcomer, a workplace link, local Catalyst Team or member working at the hospital or in the area.

Three nurses joined as Nurse & Midwife Links for the Wessex, West Yorkshire, and Glasgow Catalyst teams. In addition, we organised a range of activities to strengthen nurse and midwife members, including a two-week prayer campaign and an Advent Prayer series, praying for and with midwives in December. We also recruited a consultant midwife to be on the Obstetrics and Gynaecology Network working group, and four other members to make films which raised the

profile of midwifery. In addition, we provided speakers' training as part of the annual staff/volunteers' team day. Two nurses have also been trained as Pastoral Partners and provide support to our nurses and midwives at conferences and other forums. More regular nurses' Zoom prayer meetings were held, with a focus on global mission.

All student leaders and graduate group leaders were contacted and given termly training and invited to a support evening. We continued to develop more resources on various interest topics and put these onto the leaders' online Learning Platform. Useful resources on Christian workplace groups have also been produced and made available alongside signposting the groups to links.

During 2022, there has been ongoing development and growth of the Pastoral Partners team. We held a successful Pastoral Care hybrid day conference, bringing together around 60 delegates with an online international faculty. We also initiated a local mentoring pilot scheme in the West Midlands. There has been an increase in the numbers of pastoral contacts at CMF conferences alongside increasing numbers of informal referrals to Pastoral Partners.

The Public Policy team continued to build relationships with key CMF members in 2022, speaking at and attending in-person conferences to help accelerate this process. Three members are now involved in the development of Ethics Catalysts and the provision of support to those who are called to speak out on ethical issues within healthcare. Hybrid meetings of the Medical Study Group has meant that members from further afield can join.

2022 saw the addition of one more regional Catalyst Team with more focus on training and cross-fertilisation of fellowship and strategies. We ran successful Catalyst Teams Online Gatherings in March and September 2022, as well as holding monthly Catalyst Team training meetings.

Catalysts have met up within their particular role groups to be encouraged and share ideas, especially the Ethics, Global and Juniors' Catalysts, with meetings and webinars to support their work. The Scotland and Yorkshire Catalyst Team Networks are now active, and we have supported further activity where there is no Catalyst Team as a result. A core group of Prayer Catalysts has also come together to plan future events.

Governance

During 2022, five trustees resigned from the Board and five new trustees were appointed. All new trustees received a copy of the Governance Manual, which explains in detail the responsibilities of the Board. During the year, the Business Advisory Committee, which advises the Board on matters of finance, personnel, IT and property, has continued its vital role. We have also set up a Digital/IT Strategy subcommittee to help coordinate various projects across different departments.

The Governance, Strategy and Risk Committee comprises the Officers of the Board, the CEO and Operations Director. It has the specific remit of advising the Board on governance matters, the setting and review of strategy, and the management of organisational risk.

CHRISTIAN MEDICAL FELLOWSHIP

REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022

Business Review

Our main sources of funding are membership subscriptions, other member donations, and income from trusts. Our total income for 2022 stood at £1.306m.

Following the return to a level of normalcy after the pandemic, our costs have increased with in-person conferences and additional costs from the office being open more regularly.

As a result, our operating expenditure increased by £265k to £1.425m.

We responded to the increased need for support by our members through the development of our Pastoral Care and Wellbeing service and further development of our peer support and Catalyst Teams network.

The increase in the level of our free reserves at the end of 2021 enabled us to invest in a number of strategic areas. £126,000 was set aside for investment in several areas of our work over three years to 2024, including boosting our fundraising and membership engagement, improving our IT infrastructure, and supporting strategic partner organisations. This amount represents a drawdown on our free reserves, and was part of a planned deficit for 2022, with a view to returning to a break-even position by 2025.

The Board and management carried out a review of the Reserves Policy during the year, taking into account the guidelines from Charity Commission, and in line with best practice, using a risk-based approach for determining the level of free liquidity reserves to be held. This Reserves Policy was approved in May 2021.

The Fellowship has a formal Reserves Policy, which sets out the basis for maintaining certain required reserves. The required reserves range at the year-end was between £454,342 and £502,342. These rare comprised of:

- a cessation reserve equating to three months' running costs and redundancy payments, adjusted for staff on one month's notice. This amounts to £376,342 and in the event that it is required, this reserve will be funded through the sale of the office at 6 Marshalsea Road, which is held by the designated Property Fund.
- a liquidity reserve range between £78,000 and £126,000 to allow for net risk to income, provision for needed investment and monthly fluctuations in cash flow funded by net current assets (free reserves) in the General Fund.

The total reserves of the charity at year-end was £2,407,456 (2021: £2,526,401). Of this total, £139,194 (2021: £115,960) was held as restricted funds and £28,918 as endowment funds. The general reserves at the end of 2022 was £265,978 of which free reserves amounted to £243,796. Post year-end, we sought Charity Commission consent to spend the capital of the permanent endowment fund of £28,918 to further support our global and general work.

Going Concern

The financial statements for the year ended 31 December 2022 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The trustees are of the view that the Fellowship is a going concern. Trustees confirm that there are no material uncertainties which will prevent the charity from continuing as a going concern for the foreseeable future.

Investment Policy

Social investment is outside the objects of the Fellowship.

Serious Incidents

There were no serious incidents during the year.

Remuneration of Key Management Personnel

The key management personnel of the Fellowship listed on page 1 are in charge of directing, controlling, running and operating the charity on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in Note 16 to the accounts.

CMF has adopted a hybrid of the 2017 Agenda for Change scale and applies an annual cost of living increase to these bands, subject to affordability. Senior staff are paid in line with this AfC scale, although without London Weighting. In addition, the key management personnel receive only the first two increments on the applicable Agenda for Change (AfC) scale.

Strategic Report

The Charity's Strategy

The Fellowship continued its usual range of national, regional, and local conferences and events for all categories of the membership, and the ongoing support and education of members and the general public through its publications and website.

The strategy of the Fellowship is to fulfil its aims by building on its activity whilst remaining financially stable. The medium-term focus is on building a stronger Fellowship and community by:

- developing our volunteer strategy, especially through Catalyst Teams
- strengthening our doctors' ministry
- developing our ministry to nurses and midwives

During the year, the three-year strategic plan 'Wider, Clearer, Closer' for 2021 – 2023 was extended to five years in order to build on our current achievements and to steer future plans aimed at:

- Going **Wider – by** Extending our Reach
- Growing **Clearer – by** Refining our Communications
  Drawing **Closer – by** Improving our Local Networks

Fundraising activities

In 2022, £595,450 (2021; £711,576) was raised through donations, gifts, and legacies to support the work of the Fellowship.

The Fellowship directs its major individual fundraising efforts at its members, who are encouraged to donate. No professional fundraisers or commercial participators are used. During the year, we were not aware of any complaints about our approach to fundraising. Members can opt out from receiving fundraising material by email and/or post.

There are two written appeals per year and an opportunity to set up regular giving or give a one-off donation as part of the annual membership renewal process. Telephone fundraising is never used. Some other appeals for funding are directed at grant-making trusts. A restricted grant of £29,777 was awarded to CMF to support the Global track training programme for 2022-2024. This grant was awarded by the Medical Missionary News, which supports Christian mission work through healthcare.

Safeguarding

We take our duties to safeguard our members, staff, and those who come into contact with our charity seriously. This includes ensuring that we create a safe working environment and promote a healthy organisational culture, underpinned by sound policies, procedures, and practices. We have both a Safeguarding and Deputy Safeguarding Lead as well as a Trustee Lead to champion safeguarding with the Trustees and across the charity. The Deputy Safeguarding Lead will support the Designated Safeguarding Lead in safeguarding decision-making and responding to concerns from staff and members. Alongside this, we have been working on codifying our safeguarding responsibilities, reporting, procedures, and recruitment self-disclosure processes. We intend to update our safeguarding processes and provide regular training to staff, trustees and volunteers.

Future Plans

During 2023, there will be a continuing focus on developing volunteering by members at regional and local level. Our activities will continue to be informed by our five-year strategy, into its third year, to go Wider, Clearer and Closer through increased membership engagement.

The Board will continue to focus on returning CMF to breakeven or better each year by 2025 and our use of free reserves and our Reserves Policy will reflect this goal.

During 2023, we will conduct a research project investigating the needs of the CMF student membership. We will continue to build up our student membership and aim to achieve a 90 per cent coverage of medical schools with a Student link.

A writer's retreat for nurses and midwives is planned for June, with a poetry training workshop to be held at NAMfest (Nurses and Midwives festival) in April. We aim to recruit more members and encourage and develop them to write for CMF. A special edition of Spotlight, themed on A Force for Hope, will be produced in the spring. Training will be provided for our two main Spotlight editors for an editor training day in February.

To broaden the scope of the work with nurses and midwives at CMF, we will be looking to recruit a midwife onto the team. We also aim to recruit more members into the Nurse and Midwife Catalyst roles.

During the autumn, we will commence planning for a larger promotion of CMF's offering to nurses and midwives in churches, which is scheduled for May 2024. We will revise our Welcome Scheme for newly qualified nurses and midwives, with a view to recruiting more Welcomers and Mentors. Our work will also ensure that graduating nursing or midwifery students are well supported as they qualify, potentially move location, and start first jobs. To this end, we are planning a Newly Qualified Retreat day for 2023.

Two new nurse and midwife groups have been started so far in 2023 and we plan to help find new leaders for two other groups where this support is needed. We pioneered the international nurses' dinner in London for expatriate nurses working in the UK and will continue to provide this avenue for our members to fellowship and grow together alongside termly Zoom prayer meetings for nurses and midwives serving overseas.

CMF's first-ever in-person residential conference specifically for nurses and midwives, will be held before the National Conference in April. The aim is for a time of sustenance and refreshing for our members under significant pressure at work. To this end, as well as talks, worship, and prayer, we will host creative workshops involving exercise, art therapy, and poetry etc.

We will endeavour to inspire and recruit members to volunteer as links for our planned General Practice and Palliative Care speciality networks. Saline Solution courses on sharing faith will continue and succession planning for a Saline team will continue to take shape. Our aim is to have Pastoral Catalysts in every Catalyst Team and to build local mentoring networks in all Catalyst Team regions. We will establish a clear pathway for training, recognition, and succession planning of Pastoral Partners.

We plan to invest earlier in global awareness with students and develop teaching materials on global humility. The Medicine, Mission, and Me course is planned for Sept 2023, to work through biblical thinking on advocacy and 'western saviours' ideology. We aim to develop relationships with partner agencies and recruit more Global Catalysts. We plan to identify senior colleagues for cross-cultural mentoring and create more placement opportunities, making resources more widely available through podcasts and recordings.

in the public policy arena, we will particularly look to work with some partner organisations to try to build better collaborative relationships, with a view to achieving more Christ-honouring outcomes to high-profile court cases and situations. We will contribute to guidelines for medical schools on how to teach about abortion and work with others to raise reasonable questions about the safety, trustworthiness, and impartiality of abortion providers and their allies. This could include advocating for 'Abortion Pill Reversal' to be properly studied and considered as part of a woman's choice around abortion. Internally, we will continue to work in partnership with other departments to ensure we are addressing the areas in which our members have felt needs, and ensuring we are not duplicating work.

Our Volunteers team will work on populating our new website with Catalyst Team landing pages, maps of local and workplace groups, and easy ways to connect to the team. The Catalyst Team

intranet will also be further developed. Each regional Catalyst Team will be offered support to strengthen the team and prioritise succession planning. Where helpful, networks will oversee larger areas including the current Scotland and Yorkshire networks. We plan to continue offering support to build Catalyst Teams in regions with no current team.

We aim to grow our mentoring network, especially among leaders and managers, developing mentoring relationships in every area, covering specialities, leaders and managers, and juniors and students. We will develop our offering to healthcare leaders and managers through CHLN (the Christians in Healthcare Leadership Network), through our new working group.

The current Deep:ER programme will run until June 2023. Following a recent review, it will end then with no new intakes. This will help re-direct our efforts to address new and emerging priorities and initiatives. Further areas under consideration include a thought leaders' network, developing and curating resources for online and group work, coaching, training and mentoring support through Catalyst Teams

We are progressing towards a new CMF website. The beta test site should be available in the second quarter of 2023, with the live site ready within the third quarter. We will also relaunch our flagship magazine Triple Helix in spring 2023, with a new layout and a digital-first approach to publication. 2023 will see us produce a second Annual Report using our five key messages as descriptors for CMF's core ministry areas. We ran a national day of prayer in March for the health service, and we plan further prayer days and events throughout the year at local and national levels.

Risk

The Board, with advice from the Business Advisory Committee and the senior staff, reviews the Fellowship's work in the light of significant risks – including emerging ones – and ensures that the control procedures in place to mitigate those risks are implemented. Our Risk Register is reviewed at each Board meeting.

The principal risks currently facing the Fellowship identified during the year are

1) Lack of sustainable income to support our charitable objects longer term through a combination of membership decline and a lack engagement from our members
2) Decline in membership numbers from a lack of clear messaging around our work and mission and a failure to recognise and manage the fact that whilst all our members fully subscribe to our doctrinal basis, they might hold a variety of views on other specific medical and ethical issues.
3) Emerging risks from IT related incidents and cybersecurity leading to reputational damage.

Our strategy in attempting to mitigate these risks include regular reminders of the purpose of CMF, promoting cohesiveness among the membership and teaching on the importance of Christian stewardship. We also reduce the risks from cyberattacks through user education, technical enforcements and high-end antivirus protection.

CHRISTIAN MEDICAL FELLOWSHIP

REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022

Board of Trustees Responsibilities

The Board of Trustees (who are also directors for the purposes of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure of the charitable company for the period. In preparing these financial statements, the Board of Trustees is required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in its activities.

The Board of Trustees are responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

The Board of Trustees has taken all the steps necessary to ensure that the charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the charity's auditors are not aware.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees on 6 June 2023

Dr Euan McRorie
Chair

Howard Lyons
Treasurer

CHRISTIAN MEDICAL FELLOWSHIP

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Opinion

We have audited the financial statements of Christian Medical Fellowship (the 'Charity') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. Conclusions relating to going concern In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report, including the Board of Trustees' report, other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Board of Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Board of Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the Board of Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Board of Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the Board of Trustees

As explained more fully in the Board of Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below: Based on our understanding of the company, we identified that the principal risks of non-compliance with laws and regulations related to General Data Protection Regulation and safeguarding and we considered the extent to which non-compliance might have a material effect on the financial statements.

We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011. We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to management bias in accounting estimates and management override of controls. In response to the risks identified we designed procedures which included but were not limited to challenging significant accounting estimates, evaluating the Charity's internal controls, identifying and testing journal entries and reviewing relevant minutes.

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion. A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Haffenden MA (Cantab) FCA
Senior Statutory Auditor

For and on behalf of
Jacob Cavenagh & Skeet
Statutory Auditor & Chartered Accountants
5 Robin Hood Lane
Sutton, Surrey, SM1 2SW

Date: 20 June 2023

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022 Unrestricted funds	2022 Restricted funds	2022 Endowment funds	2022 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		522,512	-	-	522,512
Donations, gifts and legacies	2	468,194	127,256	-	595,450
Investments					
Rental Income		34,784	-	-	34,784
Bank interest receivable		733	-	-	733
Charitable Activities	3	152,289	-	-	152,289
Total income and endowments		1,178,512	127,256	-	1,305,768
EXPENDITURE ON					
Raising funds	4	65,084	4,660	-	69,744
Charitable activities	4	1,255,607	99,362	-	1,354,969
Total Expenditure		1,320,691	104,022	-	1,424,713
NET INCOME:		(142,179)	23,234	-	(118,945)
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		(142,179)	23,234	-	(118,945)
Reconciliation of Funds					
Balances brought forward at 1 January		2,381,523	115,960	28,918	2,526,401
Balances carried forward at 31 December		2,239,344	139,194	28,918	2,407,456

The notes on pages 21 to 32 form part of these financial statements

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2021 Unrestricted funds	2021 Restricted funds	2021 Endowment funds	2021 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		531,984	-	-	531,984
Donations, gifts and legacies	2	595,163	116,413	-	711,576
Other trading activities					
Rental Income		40,897	-	-	40,897
Investments					
Bank interest receivable		47	-	-	47
Charitable Activities	3	45,715	2,858	-	48,573
Total income and endowments		1,213,806	119,271	-	1,333,077
EXPENDITURE ON					
Raising funds	4	56,650	1,754	-	58,404
Charitable activities	4	984,752	116,405	-	1,101,157
Total Expenditure		1,041,402	118,159	-	1,159,561
NET INCOME / (EXPENDITURE):		172,404	1,112	-	173,516
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		172,404	1,112	-	173,516
Reconciliation of Funds					
Balances brought forward at 1 January		2,209,119	114,848	28,918	2,352,885
Balances carried forward at 31 December		2,381,523	115,960	28,918	2,526,401

All activities of the charity are classed as continuing.

CHRISTIAN MEDICAL FELLOWSHIP

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022	2021
		£	£
Gross income		1,305,768	1,333,077
Expenditure		1,424,713	1,159,561
Net income for the year		(118,945)	173,516

STATEMENT OF COMPREHENSIVE INCOME

Net income for the year	(118,945)	173,516
Endowment fund receipt	-	-
Total gains and losses in the year	(118,945)	173,516

CHRISTIAN MEDICAL FELLOWSHIP

BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5		1,377,863		1,392,258
Investment fixed asset	6		910,000		910,000
			2,287,863		2,302,258
CURRENT ASSETS					
Stock		35,908		44,324	
Debtors	9	118,696		85,326	
Cash at bank		387,608		560,467	
		542,212		690,117	
CREDITORS: Amounts falling due within one year					
Mortgage		(8,162)		(14,995)	
Other Creditors		(133,628)		(163,973)	
	10	(141,790)		(178,968)	
NET CURRENT ASSETS			400,422		511,149
Total assets less current liabilities			2,688,285		2,813,407
CREDITORS: Amounts falling due after one year					
Mortgage	11		(280,829)		(287,006)
TOTAL ASSETS LESS LIABILITIES			2,407,456		2,526,401
FUNDS					
Unrestricted Funds					
General Funds	12		265,978		428,013
Designated Funds	12		1,973,366		1,953,510
			2,239,344		2,381,523
Restricted Funds	12		139,194		115,960
Endowment Funds	12		28,918		28,918
			2,407,456		2,526,401

The financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

Approved and authorised by the Board of Trustees on 6 June 2023 and signed on their behalf by

Dr Euan McRorie
Chair

Howard Lyons
Treasurer

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	Note	2022	2021
		£	£
Cash (used in)/ provided by operating activities	16	**(124,272)**	**230,895**
Cash flows from investing activities			
Interest income		733	47
Purchase of tangible fixed assets		(16,310)	(36,217)
Cash(used in)/provided by investing activities		**(15,577)**	**(36,170)**
Cash flows to / from financing activities			
Mortgage repayment		(13,010)	(14,639)
Loans (repaid) / received		(20,000)	(25,000)
Cash used in financing activities		**(33,010)**	**(39,639)**
(Decrease) / increase in cash and cash equivalents in the year		**(172,859)**	**155,086**
Cash and cash equivalents at the beginning of the year		560,467	405,381
Total cash and cash equivalents at the end of the year		**387,608**	**560,467**

Analysis of changes in net debt

	1 Jan 2022 £	Cashflows £	Non-cash changes £	31 Dec 2022 £
Cash	560,467	(172,859)	-	387,608
Mortgage due within one year	(14,995)	13,010	(6,177)	(8,162)
Mortgage due in more than one year	(287,006)	-	6,177	(280,829)
Loans	(25,000)	25,000	-	-
Total	233,466	(134,849)	-	98,617

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Company information

Christian Medical Fellowship is a company limited by guarantee incorporated in England and Wales with registered office at Johnson House, 6 Marshalsea Road, London SE1 1HL. It is a public benefit entity under FRS102.

Accounting convention

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting standard 102 (FRS 102) and the Charities Act 2011. The financial statements are prepared under the historical cost convention as modified by the revaluation of investment properties and on a going concern basis. The financial statements are presented in pounds sterling rounded to the nearest pound. The particular accounting policies adopted are described below. There are no material uncertainties about the charity's ability to continue in operation.

Undistributed Investment Income

The income arising from the investment of the capital from the Lavinia Croxon Memorial Fund is used by the Board of Trustees to make grants. Any undistributed income from the fund is carried forward as a designated fund.

Fixed Assets

Freehold property owned by the Charity is divided between that occupied for the purposes of the charity and that which is let to tenants. The latter is shown in the accounts at fair value as an investment property. The former is shown at historic cost less depreciation.

Depreciation

Depreciation is calculated at rates and on bases used to write off the cost of fixed assets less their estimated residual value over their expected useful life as follows:

Freehold property (excluding the value of land) 2% per annum straight line

Office furniture and equipment 25% or 10% per annum straight line

Computer hardware 25% per annum straight line

Computer software 20% per annum straight line

Subscriptions and donations

Membership subscriptions and donations are taken to the Statement of Financial Activities in the period in which they are received, with the exception of income that is specifically stated to be in respect of expenditure to be incurred in a future period, when the income is deferred to that period. A provision for income tax recoverable on gift aid is made in respect of relevant donations received in the year.

Legacies

Legacies are accounted for when the charity is advised by the personal representative of an estate of entitlement to a payment and the amount involved and timing of receipt can be quantified with reasonable accuracy.

Rental income

Rental income is recognised in the period it is due to be received.

Expenditure and Grants

Expenditure is included on an accruals basis inclusive of VAT, which is not recoverable.

Grants to individuals and institutions are included when the grant is paid.

Allocation of costs

The charity's operating costs include staff costs, mortgage and office costs and other related costs. Such costs are allocated between expenditure in furtherance of the charity's objects, cost of generating funds and governance.

Staff costs for those working directly and solely in charitable activity are charged direct to charitable activity along with other direct costs. The costs of those staff who work in a support function have been

allocated across the charitable activities on the basis of the work expended in or for each activity. Other support costs have been allocated across the charitable activities on the following basis:

· IT costs: the number of personal computers used by each department;

· HR costs and other support costs: the number of staff in each department;

· Mortgage interest and premises costs: the proportion of floor area occupied by each department;

· Finance costs: 45% of costs spread across ministry departments and 55% of costs spread across membership support, cost of generating funds, grants paid and governance;

· Depreciation: an average of the floor area occupied and the number of personal computers used by each department.

Stock

Stock is stated at the lower of cost and net realisable value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs

Contributions payable under the defined contribution scheme are charged to the Statement of Financial Activities as they fall due.

Regions

The charity carries out some activities through a national network of regional groups, which use the same name as the charity, raise funds for the charity and their own local activities and receive support from the charity through advice and publicity materials. All regional transactions are accounted for gross in the financial statements of the charity and all assets and liabilities, including cash retained by regions, are included in the charity's Balance Sheet.

Fund accounting

Funds held by the charity are:

· Unrestricted general funds – these are funds which can be used in accordance with the objects of the charity at the discretion of the Board of Trustees.

· Designated funds – these are funds set aside by the Board of Trustees out of unrestricted general funds for specific future purposes or projects.

· Restricted funds – these are funds which can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

· Endowment funds – these are funds which must be held permanently by the charity, principally investments. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and advice relating to the fund are charged against the fund.

Going concern

The financial statements for the year ended 31 December 2022 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The Trustees are of the view that the Fellowship is a going concern.

The income of the Christian Medical Fellowship has not been materially affected because of Covid. A significant proportion of our income comes from membership subscriptions, which held steady in 2022.

The Trustees recognise that donations and income from appeals may come under pressure from the current cost of living and inflationary crises. Cash flow has been modelled up to the end of 2024 and cash holdings remain healthy, allowing obligations to be met as and when due.

A number of key activities are modelled so that income directly correlates with expenditure, and these can be scaled down should the need arise.

Having considered the cash flow, reserves levels, and future financial plans, the Trustees confirm that there are no material uncertainties which will prevent the Charity from continuing as a going concern for the foreseeable future.

2. DONATIONS, GIFTS AND LEGACIES

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
General donations	226,681	-	226,681	240,610	-	240,610
Christmas appeal	41,190	-	41,190	59,315	5,000	64,315
Spring appeal	45,235	-	45,235	58,663	-	58,663
Capital appeal	1,208	-	1,208	1,414	-	1,414
Gift aid	146,880	8,215	155,095	153,982	8,517	162,499
Student Ministry income	-	29,188	29,188	-	23,105	23,105
Graduate Ministry income	-	8,793	8,793	-	6,309	6,309
International Ministry	-	15,702	15,702	-	18,137	18,137
Graduate Nurses Ministry	-	4,969	4,969	-	14,995	14,995
Scottish Nurses Fund		-	-	-	-	-
Volunteer ministry	-	4,319	4,319	-	3,885	3,885
Communications and Publications	-	5,556	5,556	-	5,146	5,146
Founders' Scholarship fund	-	-	-	-	-	-
Project support fund	-	40,186	40,186	-	27,406	27,406
Conference room facilities	-	10,328	10,328	-	1,413	1,413
Legacies	7,000	-	7,000	81,179	2,500	83,679
	468,194	**127,256**	**595,450**	**595,163**	**116,413**	**711,576**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2022	Total 2021
	£	£	£	£
Conference Income	144,370	-	144,370	44,461
Regional Conference and Meeting Income	1,292	-	1,292	1,254
Sale of Books and magazines	6,627	-	6,627	2,858
	152,289	**-**	**152,289**	**48,573**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

4. EXPENDITURE

	Direct costs	Support costs	Total 2022	2021
	£	£	£	£
Raising Funds	13,284	56,460	69,744	58,404
Charitable activities - Grants paid	-	4,469	4,469	3,837
Charitable activities - Costs of activities				
Student Ministry	141,328	58,840	200,168	148,694
Graduate Ministry	201,152	56,481	257,633	173,144
International Ministry	151,933	48,761	200,694	165,746
Graduate Nurses Ministry	67,340	30,025	97,365	83,034
Volunteer Ministry	59,964	41,954	101,918	97,790
Communications and Public Policy	240,167	59,400	299,567	246,540
Membership Support	-	153,304	153,304	147,675
Governance costs	861,884	448,765	1,310,649	1,062,623
Total	-	39,851	39,851	34,697
	875,168	**549,545**	**1,424,713**	**1,159,561**

Support costs have been allocated across the Charitable Activities on the basis of their usage of the support cost categories listed below.

Analysis of support costs	2022	2021
	£	£
Salaries	334,560	311,789
Finance	27,876	22,580
Mortgage interest	10,843	9,213
IT	53,711	38,637
HR	9,193	8,178
Premises and office costs	34,600	42,298
Depreciation	30,705	29,149
Other support costs	48,057	39,926
Total costs of activities	**549,545**	**501,770**

Analysis of Charitable Activities by fund type

	Unrestricted funds	Restricted funds	Total 2022	2021
	£	£	£	£
Raising Funds	65,084	4,660	69,744	58,404
Charitable activities	1,218,269	96,849	1,315,118	1,066,460
Governance costs	37,338	2,513	39,851	34,697
	1,320,691	**104,022**	**1,424,713**	**1,159,561**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

5. TANGIBLE FIXED ASSETS

	Freehold property	Other assets	Total
Cost	£	£	£
At 1 January 2022	1,627,691	367,190	1,994,881
Additions	-	16,310	16,310
Disposals	-	(300)	(300)
At 31 December 2022	1,627,691	383,200	2,010,891
Depreciation			
At 1 January 2022	264,489	338,134	602,623
Charge for the year	18,154	12,551	30,705
Depreciation on disposals	-	(300)	(300)
At 31 December 2022	282,643	350,385	633,028
Net book value			
At 31 December 2022	1,345,048	32,815	1,377,863
At 1 January 2022	1,363,202	29,056	1,392,258

All tangible fixed assets of the charity are used directly for charitable purposes.

6. FIXED ASSET INVESTMENT

Freehold investment property	2022	2021
	£	£
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	910,000	910,000

The freehold property was partly reclassified as an investment property at 31 December 2016, to reflect 20% of the rateable floor area being rented to tenants. This portion of the building has been revalued. The remainder is carried at historic cost. The revaluation was carried out by Jeremy Mussett BSC (Hons) MRICS of Alexander Reece Thomson at 14 December 2016, and was based on Market Value as defined in RICS professional standards 2014. The Trustees have reviewed the valuation and consider that there has been no material change during 2022.

7 EMPLOYEES

	2022	2021
	Number	Number
Average number of persons employed during the year	25	24

	2022	2021
	£	£
Salaries	734,526	661,861
Social security costs	74,642	62,990
Other pension costs	69,453	62,640
	878,621	787,491

One employee was paid at a rate of £70,000-£80,000 and one at a rate of £60,000-£70,000. (2021: two employees at £60,000-£70,000)
£13,524 (2021: £12,875) was paid in contributions to a defined contribution pension scheme for these employees.
No member of the Board of Trustees received any remuneration during the year.

Aggregate employee benefits of the three (2021: three) key management personnel listed on page 1 were £218,639 (2021: £208,635).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

8. NET INCOME

This is stated after charging	2022	2021
	£	£
Audit fee	6,726	4,500
Depreciation	30,705	29,149

9. DEBTORS

	2022	2021
	£	£
Gift Aid receivable	42,335	41,612
Prepayments	60,274	18,628
Other debtors	16,087	25,086
	118,696	**85,326**

10. CREDITORS: Amounts falling due within one year

	2022	2021
	£	£
Mortgage	8,162	14,995
Other creditors	50,245	62,446
Accruals	11,404	5,566
Holiday pay accrual	47,704	48,482
Deferred income	24,275	22,479
Interest Free loans	-	25,000
	141,790	**178,968**

11. CREDITORS: Amounts falling due after one year

	2022	2021
	£	£
Mortgage	280,829	287,006
	280,829	**287,006**

The mortgage is repayable in monthly instalments over the term of 20 years ending in 2037. Interest is payable at 2.25% over the base rate.
The amount payable by instalments in more than five years is £252,650

The mortgage is secured on the freehold property.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

12 MOVEMENT IN FUNDS

	Balance at 1 January 2022	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2022
Unrestricted Funds	£	£		£	£	£
General Fund	395,930	1,165,197	-	(1,286,012)	(36,830)	238,285
Graduate regional funds	32,083	1,292	-	(5,682)	-	27,693
Development Fund	-	3,511	-	-	(3,511)	-
	428,013	1,170,000	-	(1,291,694)	(40,341)	265,978
Designated Funds						
Property fund	1,946,201	-	-	(28,997)	48,853	1,966,057
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	7,000	-	-	(7,000)	-
Capital fund (unrestricted)	-	1,512	-	-	(1,512)	-
	1,953,510	8,512	-	(28,997)	40,341	1,973,366
Total unrestricted funds	**2,381,523**	**1,178,512**	**-**	**(1,320,691)**	**-**	**2,239,344**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	20,845	-	(20,845)	-	-
Regional staff workers	15,877	5,839	-	(3,179)	-	18,537
Project support	55,752	40,186	-	(27,476)	-	68,462
Saline Solution	7,227	-	-	(216)	-	7,011
Scottish nurses fund	3,831	-	-	(606)	-	3,225
Medical schools	7,020	6,039	-	(2,210)	-	10,849
Graduate Ministries	-	10,493	-	(10,493)	-	-
International Ministries	-	17,580	-	(17,580)	-	-
Graduate Nurses Ministry	-	4,969	-	(4,969)	-	-
Volunteer Ministry Fund	-	4,319		(4,319)		
Communications & Public Policy	-	6,658	-	(6,658)	-	-
Conference room facilities	5,776	10,328	-	(5,471)	-	10,633
Overseas restricted funds	8,500	-	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	115,960	127,256	-	(104,022)	-	139,194
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	**2,526,401**	**1,305,768**	**-**	**(1,424,713)**	**-**	**2,407,456**

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

12 MOVEMENT IN FUNDS (Continued)

	Balance at 1 January 2021	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2021
Unrestricted Funds	£	£		£	£	£
General Fund	291,049	1,124,764	-	(1,013,753)	(6,130)	395,930
Graduate regional funds	31,241	1,254	-	(412)	-	32,083
Development Fund	-	4,809	-	-	(4,809)	-
	322,290	1,130,827	-	(1,014,165)	(10,939)	428,013
Designated Funds						
Property fund	1,879,520	-	-	(27,237)	93,918	1,946,201
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	81,179	-	-	(81,179)	-
Capital fund (unrestricted)	-	1,800	-	-	(1,800)	-
	1,886,829	82,979	-	(27,237)	10,939	1,953,510
Total unrestricted funds	**2,209,119**	**1,213,806**	**-**	**(1,041,402)**	**-**	**2,381,523**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	20,432	-	(20,432)	-	-
Regional staff workers	13,269	5,851	-	(3,243)	-	15,877
Project Support	62,167	27,406	-	(33,821)	-	55,752
Saline Solution	7,227	-	-	-	-	7,227
Scottish nurses fund	3,831	-	-	-	-	3,831
Medical schools	6,770	250	-	-	-	7,020
Graduate Ministries	-	7,743	-	(7,743)	-	-
International Ministries	-	20,127	-	(20,127)	-	-
Graduate Nurses Ministry	-	15,589	-	(15,589)	-	-
Volunteer ministry fund	-	3,885	-	(3,885)	-	-
Communications & Public Policy	-	14,075	-	(14,075)	-	-
Conference room facilities	3,607	1,413	-	756	-	5,776
Overseas restricted fund	6,000	2,500	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	114,848	119,271	-	(118,159)	-	115,960
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	2,352,885	1,333,077	-	(1,159,561)	-	2,526,401

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

12 MOVEMENT IN FUNDS (Continued)

The value of the property fund is given as the net book value of the freehold property reduced by the mortgage and other associated funding.

The Trustees believe there is little information value in continuing to show the accumulated value of legacies received as a designated fund. Therefore, any unrestricted legacies received are transferred into the General Fund.

The income arising from the investment of the capital of the Lavinia Croxon fund can be used to support specific missionaries in particular need and in support of Global outreach and training. No income was received from the fund during the year and no disbursements were made. An application has been made to Charity Commission to spend the capital.

The Founders' Scholarship fund is for study and research to further the aims of the charity.

Student International Scholarships support international students and juniors to attend the annual conferences in the UK. In addition, this fund supports for specific international conferences held overseas.

The Student Ministries fund covers the general student ministry activity, including the annual national students conference.

Within the Regional Staff Workers funds are balances which were donated in previous years to support CMF staff who are no longer employed in this work.

Team support covers funds donated towards the costs of the work of some specific members of staff

Regional Staff workers continue to be funded locally, as and when Junior Doctors can be appointed who combine the role of supporting students and juniors while continuing their medical careers. Within the Regional Staff workers funds are balances which were donated in previous years to support CMF staff who are no longer employed in this work.

Project support covers funds donated towards the costs of the work of some specific activities or members of staff.

Saline Solution funds are the donations given to support the development of the Saline Solution course, which offers training in how to share Christian faith as a health professional.

The Scottish nurses fund covers a donation from Christian Nurses & Midwives Association (CNMA) in Glasgow, given towards developing CMF's work among nurses in Scotland.

The Graduates Ministries fund covers the general graduate ministry activity with qualified doctors

The International Ministries restricted fund receives all the specific donations for this ministry.

The Graduate Nurses restricted fund receives all the specific donations for this ministry.

The Volunteer ministries fund receives all specific donations for the National Field Director and the regional and office-based teams of volunteers.

The Communications & Public Policy fund is to support the publications and public policy activities of the charity. The Publications Committee supervises the publications. The fund includes both restricted and unrestricted resources, but the Board of Trustees prefer to show the whole fund as restricted.

The Conference room facilities fund represents the value of gifts which were given to make improvements to the Conference room at Johnson House. Where the gift is capitalised, the fund is reduced each year by the amount of depreciation charged in respect of these improvements.

Overseas Restricted Fund covers donations received to support Christian medical students visiting and working at Laigadh Hospital in Nepal (£5,000) and a legacy to be used for overseas nurses taking courses in the UK.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

13 ANALYSIS OF NET ASSETS BY FUND

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2022
	£	£	£	£	£
Fixed assets	22,182	2,255,048	10,633	-	2,287,863
Net current assets	243,796	(853)	128,561	28,918	400,422
Long term liabilities	-	(280,829)	-	-	(280,829)
Total	265,978	1,973,366	139,194	28,918	2,407,456

					2021
	£	£	£	£	£
Fixed assets	23,280	2,273,202	5,776	-	2,302,258
Net Current assets	404,733	(32,686)	110,184	28,918	511,149
Long term liabilities	-	(287,006)	-	-	(287,006)
	428,013	1,953,510	115,960	28,918	2,526,401

14. PENSION COSTS

From October 2015, the charity has operated a money purchase group pension plan which is auto-enrolment compliant.This plan provides pension benefits for all employees who have not opted out of the scheme.The charity currently contributes an amount equal to 10% of gross salary with the employee contributing the statutory minimum.

Prior to 1 October 2015,the charity operated a money purchase group stakeholder pension plan to provide pension benefits for qualifying employees who elected to join the scheme. Under this scheme the charity contributed an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Independent professional advice about pension arrangements is provided by Wingate Benefit Solutions.

Tax reliefs are available to the employee for contributions of £3,600 or 100% of their salary, whichever is greater, subject to an annual allowance of £40,000 for the year 2022/23.

The lifetime allowance on a pension fund is currently £1,073,100 above which a tax charge will apply in 2022/23. The charity's liability under the plan is limited to the ongoing contributions.The total pension contributions for the year amount to £69,453 (2021: £62,640).

15. RELATED PARTIES

During the year, a total of £8,973 (2021: £9,906) was donated from members of the Board of Trustees towards the existing activities of the charity.

Travel expenses of £562 were paid to a total of four trustees in 2022 (2021: £nil)

During the year, CMF continued a partnership begun in 2020 with Integritas Healthcare to deliver a specialist training track on Health and Justice. The partnership involves some sharing of resources and information between the two organisations. The CEO of CMF is a director of Integritas Healthcare and the CEO's wife is the Medical Director of Integritas Healthcare. Day to day decision making regarding this relationship is led by the CMF Head of Doctors Ministries and overseen by the Associate CEO.

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net movement in funds	(118,945)	173,516
Add back depreciation charge	30,705	29,149
Deduct revaluation increase	-	-
Deduct interest income	(733)	(47)
Decrease (increase) in stock	8,416	(5,046)
Decrease (increase) in debtors	(33,370)	16,836
Increase (decrease) in creditors	(10,345)	16,487
Net cash provided by / (used in) operating activities	**(124,272)**	**230,895**

17. TAXATION

The charity is registered with the Charity Commission and is exempt from income tax and corporation tax in respect of income and capital gains in accordance with Part 10 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively for charitable purposes.

18. OPERATING LEASES

The total future minimum payments under non-cancellable operating leases are payable:

	2022	2021
	£	£
Within one year	1,292	1,292
After one year but within five year	646	1,938
	1,938	3,230

	2022	2021
	£	£
Lease expense in year	1,292	3,058

CHRISTIAN MEDICAL FELLOWSHIP

England & Wales - Charity number 1131658

Accounts



Christian Medical Fellowship
(A Company Limited by Guarantee)

Annual Report and
Financial Statements
for the year ended
31 December 2021

Company Registration Number: 06949436

Charity Registration Number: 1131658

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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KEY MANAGEMENT PERSONNEL AND PROFESSIONAL ADVISERS

Board of Trustees

Dr Alice Gerth
Dr Rebecca Horton
Mr Timothy James
Dr David Khoo
Dr Ella Soyang Kim
Professor Sam Leinster
Dr Nicholas Charles Lipscomb (appointed 4 December 2021)
Mr Howard Lyons
Dr Euan McRorie (Chair from 13 June 2021)
Mr Mike Roberts (resigned on 15 May 2021)
Mr John Scriven
Dr Margaret Spence (Chair until 12 June 2021)
Mr Philip Taylor - Treasurer
Dr Kevin Vaughan
Dr Sarah Villar (appointed 2 October 2021)

Senior Management Team

Dr Mark Pickering - Chief Executive Officer
Dr John Greenall - Associate Chief Executive Officer
Ms Olu Lampejo - Operations Director

Principal office address

Johnson House
6 Marshalsea Road
London SE1 1HL
Tel: 020 7234 9660 www.cmf.org.uk

Bankers

Reliance Bank
Faith House
23-24 Lovat Lane
London
EC3 8EB

CAF Bank Limited
Kings Hill
West Malling
Kent
ME19 4TA

Barclays Bank plc
29 Borough High Street
London
SE1 1LY

Auditors

Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey SM1 2SW

REPORT OF THE BOARD OF TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

The Board of Trustees present their Annual Report and the audited financial statements for the year ended 31 December 2021.

Name and Registered Office of the Charity

The full name of the Charity is the Christian Medical Fellowship (the Fellowship), and its registered office and operating address is 6 Marshalsea Road, London, SE1 1HL.

Legal Status

The Fellowship was formed on 1 July 2009 as a company limited by guarantee and registered in England number 06949436. Its registered charity number is 1131658.

The Charity is governed by the provisions of its Memorandum and Articles of Association.

Board of Trustees

The members of the Board of Trustees who served in the year are set out on page 1.

The Board of Trustees is appointed annually by election by the General Committee. The General Committee comprises local representatives and members of CMF ministry and administrative committees, the Officers and elected members of the Board of Trustees and the President and members of the Council of Reference.

The following members of staff attended the Board of Trustees meetings regularly:

Dr Mark Pickering (Chief Executive Officer);
Ms Olu Lampejo (Operations Director);
Mrs Sharon Green (Executive Assistant to the Chief Executive).

Objects of the Charity

The objects of the Fellowship, as stated in the Memorandum of Association, are:

- the advancement of the Christian Faith, including the promotion of biblical Christian beliefs and values worldwide,
- the advancement of education worldwide,
- the relief of suffering, poverty and distress worldwide.

The objects to be carried out as an expression of the biblical truths set out in clause 5 hereof (the doctrinal statement).

The aims of the Fellowship are to:

1. Unite Christian doctors and medical students in Christ and encourage them to deepen their faith, live like Christ, and serve him obediently, particularly through acting competently and with compassion in their medical practice.
2. Encourage Christian doctors and medical students to be witnesses for Christ among all those they meet.
3. Mobilise and support all Christian doctors, medical students, and other healthcare students and professionals in serving Christ throughout the world.
4. Promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

Public Benefit

The Trustees have given due regard to guidance issued by the Charity Commission, including public benefit guidance. The Fellowship is a membership organisation for Christian doctors, nurses, midwives, and medical, nursing and midwifery students who are based in the UK and Ireland but who work anywhere in the world. Membership is restricted to those who assent to the membership basis of the Fellowship, as set out in its Constitution and its aims.

The vast majority of our members and those who attend our events work within the National Health Service (NHS) and are committed to the values of a public health service, free at the point of need.

The main Fellowship website (www.cmf.org.uk) contains a substantial amount of material on a wide range of social, ethical and religious issues for the benefit of the wider public and the medical and allied professions in particular.

The Fellowship responds to consultations on medical and ethical issues from various bodies, including the Department of Health, the British Medical Association, the General Medical Council and the Royal Colleges.

The Fellowship organises national, regional, and local events ranging from week-long courses for those working in resource-poor settings around the world to residential conferences and evening or day seminars on a wide range of topics. Almost all of these events are open to non-members working in medical and allied professions.

Activities and achievements in 2021

Our work in 2021 continued to be impacted by the uncertainties of the COVID-19 pandemic. With over 4,000 members working on the frontline, Christian Medical Fellowship (CMF) was at the forefront of providing support, training, and resources while ensuring that our members' voices were heard in the public arena. While our in-person Student and National Conferences had to be cancelled, our online presence meant that we were able to reach a wide audience with our members living out their faith on the frontline in a very challenging environment.

2021 was the first year of the implementation of our three-year 'Wider, Clearer, Closer' strategy. We continue working with our members throughout their careers and resource the church to engage with health and healthcare issues.

1. *Going* ***Wider*** *– Extending our reach* through the recruitment of new members and engagement with under-reached ethnic groups. Increasing our investment and presence in Ireland as well as our partnership with Christian Allied Health Professionals

The year opened up more opportunities for several events, with some of our key events held in person again. There were 168 attendees at our in-person Junior Doctors Conference in November. We also held our first-ever online NAMfest (Nurses and Midwives Festival) to bring together and connect Christian nurses and midwives from around the British Isles. Nineteen new members joined during the event and contributed to us achieving a milestone of over 400 nurses and midwives as members by the end of the year. The online senior clinicians gathering in October was also successful, with 111 attendees.

Student membership began to pick up toward the end of 2021 as in-person Fresher's events and the 2022 CMF Student Conference were advertised. We received interest from students from Lincoln, Liverpool and Leicester wanting to start or re-start CMF student groups in their universities. We also started work on publishing two books as part of reaching a wider audience and produced two new videos based on our new core messages to kickstart a recruitment campaign.

Catalyst Teams represent CMF in their local areas and embody our mission. This is for our members to follow God's call on their lives and use their gifts to serve him. Five nurses and midwives joined Catalyst Teams in the year, working collaboratively across the membership. During the year, our Catalyst Teams engaged in training and information sessions with the vision of a praying presence in every workplace in every region. We also expanded our influence, training 18 people across 18

countries (part of the International Christian Medical and Dental Association - ICMDA) in developing volunteer leaders and presenting our work at the European Leadership Forum.

Eighteen delegates came on our 18-month Global Training Track from September 2020 and were trained via webinars, seminars, and through contact with a mentor experienced in global health and mission. We organised a very successful trip in October with six people going to the United Arab Emirates on a global mission trip. Other courses include 'Who is my neighbour now?' – an online day course attended by 35 participants to explore working in global health and mission.

Our Global Advocacy Group made representations to the UK Government on COVID-related issues and issues affecting refugees and asylum seekers' health care in the UK. We also produced a written publication, 'The Advocacy Journey' to help members better advocate for vulnerable populations from a global health perspective.

2. *Growing **Clearer** – Refining our communications,* including clarifying our vision and associated messaging and investing in developing a new CMF website for greater interaction with our members and the wider public. In addition, we made further investments in our database to improve our engagement with members. We have also raised our profile through effective social media engagement.

During the year, we developed and agreed on five key messages clearly stating what CMF does: from growing authentic disciples of Jesus in healthcare and encouraging praying Christian communities within every UK and Irish healthcare setting, to advocating for the marginalised and promoting Christian values within the healthcare system. We also continued our work of developing resources for whole-life gospel ministry to enable Christian healthcare workers to embrace their worship in all of life, including where God has put them at work. To that end, we held several seminars and training courses, such as Saline Solution, as well as producing podcasts on whole-life faith. We aimed to help Christian healthcarers bring Christ into their patient consultations sensitively and appropriately. With the help of our volunteers, we also developed our social media strategy for use with student members.

Our students have acted in editor roles for our Nucleus magazine. In addition, we have involved our nurses and midwives in the planning and writing of their magazine, Spotlight. We created a video and 'cheat sheet' to help nurse members complete a consultation on assisted suicide, with nine members informing us they had found the resources helpful. We also participated in multiple radio interviews to discuss our position on issues such as assisted suicide and the Covid vaccination programme.

During the year, we started work on the re-design of our website. A new layout and structure has been developed for the new refocused website in readiness for better engagement with our members. In conjunction with this, we produced six films for a new series, 'People of CMF', where members speak on various issues such as the intersection between their work and faith, God's heart for his world, and our members' roles within his plans. These videos tell the story of who we are as a Fellowship.

We held the 'Medicine, Mission and Me' course in September 2021 – a retreat for ten members to consider their plans for working overseas and ran seminars at our key conferences to inform and inspire people about global health opportunities. The Developing Health Course (DHC) was re-formatted as a four-morning online course for those working or preparing to go overseas, giving them technical input to prepare for work in resource-limited settings. We also produced a set of guiding ethical principles for members working in global health.

3. *Drawing **Closer** – Improving our local networks*, such as growing individual Catalyst Teams and establishing our first Catalyst Team Networks (in Yorkshire and Scotland). We are now integrating nurses, midwives, students, and allied health professionals into these local multi-disciplinary support networks.

During the year, we recruited several pastoral partners, including a nurse/midwife, to offer pastoral care and mentoring to our members. Partners attended and provided pastoral care at our conferences, including the Junior Doctors Conference in November 2021. They worked in tandem with local Catalyst Teams to improve communications and connections and to share resources. In collaboration with junior doctors, we organised and delivered a final year online commissioning service for our students. We also used our Welcome Scheme to encourage students to convert to full membership upon graduation.

Our Catalyst Teams continue to gain traction. There are now 76 Catalyst Team members, up from 58 in 2020, with three nurse Catalysts also joining the team. These high impact volunteer members actively promote our work within their local areas. Online Catalyst Team gatherings were held in March (65 attendees) and September (61 attendees) in 2021. In the last year, we launched two further Catalyst Teams in Northern Ireland and Greater Manchester.

Teams are connecting in their regions more than ever; every region has either had a Catalyst Team vision casting meeting or been offered one. During the year, two members approached us asking if they could become 'Ethics Catalysts' – a new role on their Catalyst Teams, enabling us to develop our work locally in those areas. Five nurses and midwives joined our Global Training Track, while one joined the Speakers Track. We commenced the nurses' prayer Zoom fellowship, which connected and supported nurses working overseas, with eight people benefitting from this programme.

We were delighted to be part of a large group of MPs, Peers, and campaigners from a wide range of organisations joining together to oppose Baroness Meacher's Assisted Dying Bill in the House of Lords (and other attempts to introduce similar legislation in other assemblies across the British Isles).

Another highlight has been establishing a new working group looking at the beginning of life issues. We initially kept the group deliberately small, as we wished to build a good level of trust between the individuals and organisations involved. We hope to work together on topics where we may be able to get buy-in from some co-belligerents to increase our chances of success. Our work on gender and sexuality is also building good links across partner organisations, especially during the challenging situations surrounding the Westminster and Holyrood governments' plans to ban what is referred to as LGBT+' conversion therapy'. While these public debates have often been highly toxic, we have been able to contribute to them by calling for clarity of definitions to avoid unintended consequences from poorly drafted legislation.

Governance

In 2021, one trustee left the Board, and two were appointed. All new trustees received a copy of the Governance Manual, which explains in detail the responsibilities of the Board. During the year, the Business Advisory Committee, which advises the Board on financial matters, personnel, IT, and property management, has continued its vital role.

The Governance, Strategy and Risk Committee (GSRC) has the specific remit of advising the Board on governance, the setting and review of strategy, and the management of organisational risk.

Review of business

Our primary funding sources are membership subscriptions, donations and income from trusts. Our total income for 2021 stood at £1.333m and includes legacy bequests of £84k.

Our sources of funding more than covered the levels of our expenditure. We made savings due to the lockdown, particularly by running online rather than in-person events.

As a result, our operating expenditure decreased by £59k from 2020 levels to £1.16m. As the economy begins to open up and the planned investment in several areas such as database upgrades, website redevelopment, and IT infrastructure get underway, we expect that the level of our expenditure will increase.

We saw an increase in engagement with our work during the year as most of our members worked tirelessly on the frontline in the NHS. We are therefore addressing the increased need for member support through areas such as the Pastoral Care and Wellbeing service and the further development of our peer support and Catalyst Teams network.

This year has again seen a healthy improvement in our financial position, which means that we are better placed to undertake and support a broad range of activities in relation to our charitable objectives, even with the current economic uncertainties.

Policy on reserves

The Board and management carried out a review of the Reserves policy during the year, taking into account the guidelines from the Charity Commission and in line with best practice, using a risk-based approach for determining the level of free liquidity reserves to be held. This Reserves policy was approved in May 2021.

The Fellowship has a formal reserves policy, setting out the basis for maintaining certain required reserves. We held a pension reserve for a former staff member who was employed by the Medical Missionary Association before its merger with the Fellowship in 2004. This obligation ceased in January 2021.

The required reserves range at the 2021 year-end was between £448,562 and £496,562.

The reserves are comprised of:

- A cessation reserve equating to three months running costs and redundancy payments, adjusted for a staff member on one month's notice. This amounts to £370,562 and in the event that it is required, this reserve will be funded through the sale of the office at 6 Marshalsea Road, which is held by the designated Property Fund.
- A liquidity reserve range between £78,000 and £126,000 to allow for net risk to income, provision for needed investment and monthly fluctuations in cash flow funded by net current assets (free reserves) in the General Fund.

The total reserves of the Charity at year-end was £2,526,401. Of this, £115,960 was held as restricted funds and £28,918 as endowment funds. The general reserves at the year-end amounted to £428,013 of which £404,733 is held as free reserves. Trustees have carefully considered the level of free reserves held in light of current economic uncertainties and the rising inflation and cost-of-living pressures. Trustees believe that the Charity's assets should be protected to ensure our long-term financial sustainability. However, we also want to sustainably maximise the benefit to our members, in line with our charitable objectives and aims.

To this end, in the financial year to 31 December 2022, the Trustees have designated a sum of £126,000 out of the free reserves to be spent over the next three years for strategic investments in membership engagement to grow our impact, improve the resilience of our IT systems to reach a wider audience, and for specific upgrades within our office building to facilitate more collaborative working with similar organisations. As the economic uncertainties increase, Trustees believe that this strategic expenditure will help us continue delivering our services more clearly to a wider audience.

Investment policy

Social investment is outside the objects of the Fellowship.

Serious incidents

There were no serious incidents during the year.

Remuneration of key management personnel

The key management personnel of the Fellowship listed on page 1 are in charge of directing, controlling, running and operating the Charity on a day-to-day basis. All trustees give their time freely, and no trustee received remuneration during the year. Details of trustees' expenses and related party transactions are disclosed in Note 15 to the accounts.

CMF has adopted a hybrid of the 2017 Agenda for Change (AfC) scale and applies an annual cost-of-living increase to these bands, subject to affordability. Senior staff are paid in line with this AfC scale, although without London Weighting. In addition, the key management personnel receive only the first two increments on the applicable AfC scale.

Strategic report

The Charity's strategy

The Fellowship continued its usual range of national, regional and local conferences and events for all categories of the membership and the ongoing support and education of members and the general public through its publications and website.

The strategy of the Fellowship is to fulfil its aims by building on its activities while remaining financially stable.

This year is the first year of the new three-year strategic plan' Wider, Clearer, Closer' for 2021 – 2023, and our current achievements set out in the section on our Activities and Achievements in 2021. Our aim in the following two years will be to further build on these achievements with plans to consolidate and increase our impact.

Fundraising activities

In 2021, £711,576 (2020: £805,764) was raised through donations, gifts and legacies to support the work of the Fellowship.

The Fellowship encourages individual members to give to our work. We use no professional fundraisers or commercial parties. During the year, we were not aware of any complaints about

our approach to fundraising. Members can opt-out from receiving fundraising material by email and/or post.

There are two written appeals per year. We provide an opportunity for donors to set up regular giving arrangements or give one-off donations as part of the annual membership renewal process. CMF never uses telephone fundraising. We have directed other appeals for funding at grant-making trusts.

Safeguarding

We take our duties to safeguard our members, staff, and others who come in contact with our Charity seriously. This includes ensuring a safe working environment and a positive organisational culture. We have appointed a safeguarding lead (SL) and deputy safeguarding lead (DSL) and are looking for a trustee lead to champion safeguarding across the Charity. The DSL will support the SL in safeguarding decision-making and responding to concerns from staff and members. Alongside this, we have been working on codifying our safeguarding responsibilities, reporting procedures, self-disclosure procedures, and recruitment processes. We intend to update our safeguarding processes and provide regular training to staff, Trustees and key volunteers.

Covid-19

We continued to adapt to the ever-changing environment of the Covid pandemic. Having moved many of our activities online during 2020, we began, in 2021, to return to in-person activities where possible while retaining the benefits of increased online capabilities, such as hybrid meetings and conferences. We have upgraded some of our IT and conferencing facilities at our London office as a result of this.

Future plans

In 2022, there will be a continuing focus on developing volunteering by members at regional and local levels. Our activities will continue to be informed by our three-year strategy to go 'Wider, Clearer, and Closer', and through increased membership engagement.

The Board's focus is on CMF returning to a break-even position or better by 2025, and our use of free reserves and our reserves policy will reflect this.

Wider

In 2022, we will continue our work to engage and inspire senior doctors to serve in building up in Chris the upcoming generation of students, newly qualified nurses, midwives, and junior doctors, through mentorships, speaking and hosting activities. We will also increase our support for the needs of senior doctors through CMF's pastoral care and well-being networks.

As we move back to in-person events, we will be delivering high-quality events, including the Students Conference and Student Leader Training programme. We will also look to strengthen existing Irish student groups and encourage participation by both local and international students.

Our recruitment drive for nurses and midwives will continue with profile-raising activities, including a Premier Christian Radio advert campaign and a film produced specifically about nurses and

midwives and our work at CMF. A cornerstone of this plan will be encouraging existing members to spread the word.

In the year ahead, we will actively reboot four existing nurses and midwives groups and aim to start six new ones. We will roll out an improved 'Welcome and Connect' project early in the year. As part of our public policy work, we will produce resources for schools on abortion and for pastors, parents, youth workers and healthcarers on gender identity and trans identification, working with existing partner organisations and new ones to distribute them. This will introduce CMF to new audiences and will hopefully lead to more churches signing up for our churches' e-news. We will look to strengthen relationships, build networks and reach out to unexpected cobelligerents where their views align with and amplify ours. We have planned to incorporate an online audience into our planning for the 2022 National Conference.

As we look to widen our audience and membership, we will use recently produced videos on social media, at events, and exhibitions throughout 2022 to explain and promote the vision, mission, and ministry of CMF to the wider church and the broader health professionals' community. We will also use Catalyst Team links within local churches, student networks, and other networks to encourage people to join CMF and engage with our work.

On the global stage, we will continue our work to build partnerships, such as we did in 2021 when we facilitated our members going to Tirana, Albania, to teach, or working to support work with internally displaced people in northern Iraq.

Clearer

During the year, we will set up a group of interested CMF members to be involved in incorporating the whole-life faith concept at the regional level, which could include running whole-life faith courses. 2022 will see us creatively curate and create content to engage digitally-native students.

We also plan to hold a nurses' and midwives' writers retreat for our writing alumni with a view to developing an ongoing creative community of writers. These training retreats will be run by nurses and midwives. In addition to other educational materials produced for healthcare professionals, pastors and youth workers, we plan to provide resources to CMF members on key facts around assisted suicide.

2022 will see us review our Global strategy for the next five years and continue the work of a new working group on 'Western Saviours?' to respond to the widespread decolonisation agenda in global health.

We will promote our key messages on who we are and what we do through associated videos and branding images to be used on our new website, social media, publications, public presentations, new recruitment literature, etc. As part of that process, we will also create new Catalyst Team landing pages, maps of local and workplace groups, and look for easy ways to connect to and within teams, which will be vital in improving how Catalyst Teams function across the UK.

Closer

We aim to produce pastoral care resources (generic and specific) to be made available to CMF members. We will hold specific events to support final year students in collaboration with the Junior Doctors' Committee. We will also continue to support our members in their search for global health opportunities, from electives to long-term placements.

We plan to promote better engagement with churches for our annual 'Thank God for Nurses' prayer week and our week of 'Thank God for Midwives' in May with daily prayer, production of resources and online presence through social media. Our aim is to grow the involvement of nurses and midwives through roles in at least six Catalyst Teams and for more nurses and midwives to join in regional events.

We will grow engagement with our public policy work by building relationships with key CMF members and speaking and attending in-person CMF conferences.

We plan to have a National CMF Week of Prayer in the autumn to be run at regional and national levels by Prayer Catalysts, using a core group to plan these events; we will build a more active network off the back of these individuals and their connections. We seek to end the year, having offered Catalyst Teams to every region with 20 active teams. Our succession planning around team leadership will be a key test for the longevity of our team structure.

Risk

With advice from the Business Advisory Committee and the senior staff, the Board reviews the Fellowship's work in light of significant changing risks (as outlined below) and the control procedures in place to mitigate those risks. Our Risk Register is reviewed at each Board meeting.

The principal risks currently facing the Fellowship are a loss of members and/or donation income as the result of current economic challenges. Our strategies to mitigate this risk include regular reminders of the purpose of CMF, promoting cohesiveness among the membership and teaching on the importance of Christian stewardship.

Board of Trustees' responsibilities

The Board of Trustees (who are also Directors for the purposes of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure of the charitable company for the period. In preparing these financial statements, the Board of Trustees is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going-concern basis, unless it is inappropriate to presume that the charitable company will continue in its activities.

REPORT OF THE BOARD OF TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

The Board of Trustees is responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

Disclosure of information to Auditors

The Board of Trustees has taken all the steps necessary to ensure that the Charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the Charity's auditors are not aware.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees on 15 June 2022.

Dr Euan McRorie
Chair

Howard Lyons
Interim Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Opinion

We have audited the financial statements of Christian Medical Fellowship (the 'Charity') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report, including the Board of Trustees' report, other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Board of Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Board of Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the Board of Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Board of Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the Board of Trustees

As explained more fully in the Board of Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company, we identified that the principal risks of non-compliance with laws and regulations related to General Data Protection Regulation and safeguarding and we considered the extent

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

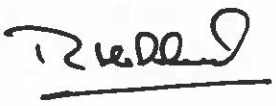
We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to management bias in accounting estimates and management override of controls. In response to the risks identified we designed procedures which included but were not limited to challenging significant accounting estimates, evaluating the Charity's internal controls, identifying and testing journal entries and reviewing relevant minutes.

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)
for and on behalf of Jacob Cavenagh & Skeet
Statutory Auditor
Chartered Accountants

5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Dated: 22 July 2022

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 Unrestricted funds	2021 Restricted funds	2021 Endowment funds	2021 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		531,984	-	-	531,984
Donations, gifts and legacies	2	595,163	116,413	-	711,576
Investments					
Rental Income		40,897	-	-	40,897
Bank interest receivable		47	-	-	47
Charitable activities	3	45,715	2,858	-	48,573
Total income and endowments		1,213,806	119,271	-	1,333,077
EXPENDITURE ON					
Raising funds	4	56,650	1,754	-	58,404
Charitable activities	4	984,752	116,405	-	1,101,157
Total expenditure		1,041,402	118,159	-	1,159,561
NET INCOME:		172,404	1,112	-	173,516
Transfers between funds	12	-	-	-	-
NET MOVEMENT IN FUNDS		172,404	1,112	-	173,516
Reconciliation of funds					
Balances brought forward at 1 January		2,209,119	114,848	28,918	2,352,885
Balances carried forward at 31 December		2,381,523	115,960	28,918	2,526,401

The notes on pages 20 to 33 form part of these financial statements.

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2020 Unrestricted funds	2020 Restricted funds	2020 Endowment funds	2020 Total funds
		£	£	£	£
Income and endowments from					
Donations and legacies					
Membership subscriptions		537,783	-	-	537,783
Donations, gifts and legacies	2	659,612	146,152	-	805,764
Other trading activities					
Rental Income		43,106	-	-	43,106
Investments					
Bank interest receivable		224	-	-	224
Charitable activities	3	1,566	47,618	-	49,184
Total income and endowments		1,242,291	193,770	-	1,436,061
EXPENDITURE ON					
Raising funds	4	56,786	4,718	-	61,504
Charitable activities	4	982,583	174,426	-	1,157,009
Total expenditure		1,039,369	179,144	-	1,218,513
NET INCOME / (EXPENDITURE):		202,922	14,626	-	217,548
Transfers between funds	12	5,866	(5,866)	-	-
NET MOVEMENT IN FUNDS		208,788	8,760	-	217,548
Reconciliation of funds					
Balances brought forward at 1 January		2,000,331	106,088	28,918	2,135,337
Balances carried forward at 31 December		2,209,119	114,848	28,918	2,352,885

All activities of the Charity are classed as continuing.

The notes on pages 20 to 33 form part of these financial statements

CHRISTIAN MEDICAL FELLOWSHIP

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021	2020
		£	£
Gross income		1,333,077	1,436,061
Expenditure		1,159,561	1,218,513
Net income for the year		173,516	217,548

STATEMENT OF COMPREHENSIVE INCOME

Net income for the year	173,516	217,548
Endowment fund receipt	-	-
Total gains and losses in the year	173,516	217,548

The notes on pages 20 to 33 form part of these financial statements.

CHRISTIAN MEDICAL FELLOWSHIP

BALANCE SHEET
AS AT 31 DECEMBER 2021

	Note		2021		2020
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5		1,392,258		1,385,190
Investment fixed asset	6		910,000		910,000
			2,302,258		2,295,190
CURRENT ASSETS					
Stock		44,324		39,278	
Debtors	9	85,326		102,162	
Cash at bank		560,467		405,381	
		690,117		546,821	
CURRENT LIABILITIES					
Amounts falling due within one year					
Mortgage		(14,995)		(14,553)	
Other creditors		(163,973)		(147,486)	
	10	(178,968)		(162,039)	
NET CURRENT ASSETS			511,149		384,782
Total assets less current liabilities			2,813,407		2,679,972
LONG TERM LIABILITIES:					
Amounts falling due after one year					
Mortgage		(287,006)		(302,087)	
Other creditors		-		(25,000)	
	11		(287,006)		(327,087)
TOTAL ASSETS LESS LIABILITIES			2,526,401		2,352,885
FUNDS					
Unrestricted funds					
General Funds	12		428,013		322,290
Designated Funds	12		1,953,510		1,886,829
			2,381,523		2,209,119
Restricted funds	12		115,960		114,848
Endowment funds	12		28,918		28,918
			2,526,401		2,352,885

The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved and authorised by the Board of Trustees on 15 June 2022 and signed on their behalf by:

Dr Euan McRorie
Chair

Howard Lyons
Treasurer

Registered company number: 06949436

The notes on pages 20 to 33 form parts of these financial statements.

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021	2020
		£	£
Cash provided by operating activities	16	**230,895**	**247,605**
Cash flows from investing activities			
Interest income		47	224
Purchase of tangible fixed assets		(36,217)	(6,826)
Cash provided by investing activities		**(36,170)**	**(6,602)**
Cash flows to / from financing activities			
Mortgage repayment		(14,639)	(14,184)
Loans (repaid) / received		(25,000)	(10,000)
Cash used in financing activities		**(39,639)**	**(24,184)**
(Decrease) / increase in cash and cash equivalents in the year		**155,086**	**216,819**
Cash and cash equivalents at the beginning of the year		405,381	188,562
Total cash and cash equivalents at the end of the year		**560,467**	**405,381**

Analysis of changes in net debt

	1 Jan 2021 £	Cashflows £	non-cash changes £	31 Dec 2021 £
Cash	405,381	155,086	-	560,467
Mortgage due within one year	(14,553)	14,639	(15,081)	(14,995)
Mortgage due in more than one year	(302,087)	-	15,081	(287,006)
Loans	(25,000)	-	-	(25,000)
Total	**63,741**	**169,725**	**-**	**233,466**

The notes on pages 20 to 33 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

Company information

Christian Medical Fellowship is a company limited by guarantee incorporated in England and Wales with registered office at Johnson House, 6 Marshalsea Road, London SE1 1HL. It is a public benefit entity under FRS102.

Accounting convention

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting standard 102 (FRS 102) and the Charities Act 2011. The financial statements are prepared under the historical cost convention as modified by the revaluation of investment properties and on a going concern basis. The financial statements are presented in pounds sterling rounded to the nearest pound. The particular accounting policies adopted are described below. There are no material uncertainties about the Charity's ability to continue in operation.

Undistributed investment income

The income arising from the investment of the capital from the Lavinia Croxon Memorial Fund is used by the Board of Trustees to make grants. Any undistributed income from the fund is carried forward as a designated fund.

Fixed assets

Freehold property owned by the Charity is divided between that occupied for the purposes of the Charity and that which is let to tenants. The latter is shown in the accounts at fair value as an investment property. The former is shown at historic cost less depreciation.

Depreciation

Depreciation is calculated at rates and on bases used to write off the cost of fixed assets less their estimated residual value over their expected useful life as follows:

Freehold property (excluding the value of land) 2% per annum straight line
Office furniture and equipment 25% or 10% per annum straight line
Computer hardware 25% per annum straight line
Computer software 20% per annum straight line

Subscriptions and donations

Membership subscriptions and donations are taken to the Statement of Financial Activities in the period in which they are received, with the exception of income that is specifically stated to be in respect of expenditure to be incurred in a future period, when the income is deferred to that period. A provision for income tax recoverable on gift aid is made in respect of relevant donations received in the year.

Legacies

Legacies are accounted for when the Charity is advised by the personal representative of an estate of entitlement to a payment and the amount involved can be quantified with reasonable accuracy.

Rental income

Rental income is recognised in the period it is due to be received.

Expenditure and grants

Expenditure is included on an accruals basis inclusive of VAT, which is not recoverable.

Grants to individuals and institutions are included when the grant is paid.

Allocation of costs

The Charity's operating costs include staff costs, mortgage and office costs and other related costs. Such costs are allocated between expenditure in furtherance of the Charity's objects, cost of generating funds and governance.

Staff costs for those working directly and solely in charitable activity are charged direct to charitable activity along with other direct costs. The costs of those staff who work in a support function have been

allocated across the charitable activities on the basis of the work expended in or for each activity. Other support costs have been allocated across the charitable activities on the following basis:

· IT costs: the number of personal computers used by each department;

· HR costs and other support costs: the number of staff in each department;

· Mortgage interest and premises costs: the proportion of floor area occupied by each department;

· Finance costs: 45% of costs spread across ministry departments and 55% of costs spread across membership support, cost of generating funds, grants paid and governance;

· Depreciation: an average of the floor area occupied and the number of personal computers used by each department.

Stock

Stock is stated at the lower of cost and net realisable value.

Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs

Contributions payable under the defined contribution scheme are charged to the Statement of Financial Activities as they fall due.

Regions

The Charity carries out some activities through a national network of regional groups, which use the same name as the Charity, raise funds for the Charity and their own local activities and receive support from the Charity through advice and publicity materials. All regional transactions are accounted for gross in the financial statements of the Charity and all assets and liabilities, including cash retained by regions, are included in the Charity's Balance Sheet.

Fund accounting

Funds held by the Charity are:

· Unrestricted general funds – these are funds which can be used in accordance with the objects of the Charity at the discretion of the Board of Trustees.

· Designated funds – these are funds set aside by the Board of Trustees out of unrestricted general funds for specific future purposes or projects.

· Restricted funds – these are funds which can only be used for particular purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

· Endowment funds – these are funds which must be held permanently by the Charity, principally investments. Income arising on the endowment funds can be used in accordance with the objects of the Charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and advice relating to the fund are charged against the fund.

Going concern

The financial statements for the year ended 31 December 2021 have been prepared on a going concern basis. Trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The Trustees are of the view that the Fellowship is a going concern.

The income of the Christian Medical Fellowship has not been materially affected because of Covid. A significant portion of our income comes from membership subscriptions, which held steady in 2021.

The Trustees recognise that donations and income from our appeals may come under pressure from the current cost of living and inflationary rises. We have modelled our cash flow up to the

end of 2023, and our cash holdings remain healthy, allowing us to meet our obligations as and when due.

A number of key activities have been modelled so that income directly correlates with expenditure, and that these can be scaled down should the need arise.

Having considered the cash flow, reserves levels, and future financial plans, the Trustees confirm that there are no material uncertainties which will prevent the Charity from continuing as a going concern for the foreseeable future.

2. DONATIONS, GIFTS AND LEGACIES

	Unrestricted funds 2021	Restricted funds 2021	Total	Unrestricted funds 2020	Restricted funds 2020	Total 2020
General donations	240,610	-	240,610	305,373	-	305,373
Appeals	119,392	5,000	124,392	165,734	-	165,734
Gift aid	153,982	8,517	162,499	171,107	8,782	179,889
Ministry donations	-	71,577	71,577	-	63,579	63,579
Grants	-	28,819	28,819	-	73,791	73,791
Legacies	81,179	2,500	83,679	17,398	-	17,398
	595,163	**116,413**	**711,576**	**659,612**	**146,152**	**805,764**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Conference Income	44,461	-	44,461	43,283
Regional Conference and Meeting Income	1,254	-	1,254	1,566
Sale of Books and magazines	-	2,858	2,858	4,335
	45,715	**2,858**	**48,573**	**49,184**

4. EXPENDITURE

	Direct costs	Support costs	Total 2021	2020
	£	£	£	£
Raising Funds	9,401	49,003	58,404	61,504
Charitable activities - Grants paid	-	3,837	3,837	3,819
Charitable activities - Costs of activities				
Student Ministry	94,459	54,235	148,694	204,411
Graduate Ministry	120,234	52,910	173,144	157,837
International Ministry	123,867	41,879	165,746	184,103
Graduate Nurses Ministry	59,596	23,438	83,034	77,296
Volunteer ministry	59,664	38,126	97,790	94,483
Communications and Public Policy	190,570	55,970	246,540	231,895
Membership support	-	147,675	147,675	169,948
	648,390	414,233	1,062,623	1,119,973
Governance costs	-	34,697	34,697	33,217
Total	**657,791**	**501,770**	**1,159,561**	**1,218,513**

Support costs have been allocated across the Charitable Activities on the basis of their usage of the support cost categories listed below:

4. **Analysis of support costs**	2021	2020
	£	£
Salaries	311,789	323,734
Finance	22,580	21,707
Mortgage interest	9,213	9,669
IT	38,637	40,794
HR	8,178	7,406
Premises and office costs	42,298	59,146
Depreciation	29,149	36,814
Other support costs	39,926	34,000
Total costs of activities	**501,770**	**533,270**

4. Analysis of Charitable Activities by fund type

	Unrestricted funds	Restricted funds	Total 2021	2020
	£	£	£	£
Raising Funds	56,650	1,754	58,404	61,504
Charitable activities	951,290	115,170	1,066,460	1,123,792
Governance costs	33,462	1,235	34,697	33,217
	1,041,402	**118,159**	**1,159,561**	**1,218,513**

5. TANGIBLE FIXED ASSETS

	Freehold property	Other assets	Total
Cost	£	£	£
At 1 January 2021	1,600,625	358,039	1,958,664
Additions	27,066	9,151	36,217
Disposals	-	-	-
Reclassification	-	-	-
At 31 December 2021	**1,627,691**	**367,190**	**1,994,881**
Depreciation			
At 1 January 2021	246,465	327,009	573,474
Charge for the year	18,024	11,125	29,149
Depreciation on disposals	-	-	-
Reclassification	-	-	-
At 31 December 2021	**264,489**	**338,134**	**602,623**
Net book value			
At 31 December 2021	**1,363,202**	**29,056**	**1,392,258**
At 1 January 2021	1,354,160	31,030	1,385,190

All tangible fixed assets of the Charity are used directly for charitable purposes.

6. FIXED ASSET INVESTMENT

Freehold investment property	2021	2020
	£	£
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	**910,000**	910,000

The freehold property was partly reclassified as an investment property at 31 December 2016, to reflect 20% of the rateable floor area being rented to tenants. This portion of the building has been revalued. The remainder is carried at historic cost. The revaluation was carried out by Jeremy Mussett BSc (Hons) MRICS of Alexander Reece Thomson at 14 December 2016, and was based on Market Value as defined in Royal Institution of Chartered Surveyors (RICS) professional standards 2014.

The Trustees have reviewed the valuation and consider that there has been no material change during 2021.

7 EMPLOYEES

	2021	2020
	Number	Number
Average number of persons employed during the year	24	24

	2021	2020
	£	£
Salaries	661,861	641,429
Social security costs	62,990	59,666
Other pension costs	62,640	89,209
	787,491	**790,304**

Two employees were paid at a rate of £60-70,000 per annum (2020: One at £60-70,000). £12,875 (2020: £6,722) was paid in contributions to a defined contribution pension scheme for these employees

.

No member of the Board of Trustees received any remuneration during the year.

Aggregate employee benefits of the three (2020: four) key management personnel listed on page 1 were £208,635 (2020: £217,879).

Termination payments of £0 (2020: £2,538) were made during the year

8. NET INCOME

This is stated after charging	2021	2020
	£	£
Audit fee	4,500	4,200
Depreciation	29,149	36,814

9. DEBTORS

	2021	2020
	£	£
Gift Aid receivable	41,612	60,540
Prepayments	18,628	18,292
Other debtors	25,086	23,330
	85,326	**102,162**

10. CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Mortgage	14,995	14,553
Other creditors	62,446	51,449
Accruals	5,566	4,842
Holiday pay accrual	48,482	47,550
Deferred income	22,479	645
Interest Free loans	25,000	43,000
	178,968	**162,039**

11. CREDITORS: Amounts falling due after one year

	2021	2020
	£	£
Mortgage	287,006	302,087
Interest free loans	-	25,000
	287,006	**327,087**

The mortgage is repayable in monthly instalments over the term of 20 years ending in 2037. Interest is payable at 2.25% over the base rate. The amount payable by instalments in more than 5 years is £222,411. The mortgage is secured on the freehold property.

12. MOVEMENT IN FUNDS

	Balance at 1 January 2021	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2021
Unrestricted Funds	£	£		£	£	£
General Fund	291,049	1,124,764	-	(1,013,753)	(6,130)	395,930
Graduate regional funds	31,241	1,254	-	(412)	-	32,083
Development Fund	-	4,809	-	-	(4,809)	-
	322,290	1,130,827	-	(1,014,165)	(10,939)	428,013
Designated Funds						
Property fund	1,879,520	-	-	(27,237)	93,918	1,946,201
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	81,179	-	-	(81,179)	-
Capital fund (unrestricted)	-	1,800	-	-	(1,800)	-
	1,886,829	82,979	-	(27,237)	10,939	1,953,510
Total unrestricted funds	**2,209,119**	**1,213,806**	**-**	**(1,041,402)**	**-**	**2,381,523**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	20,432	-	(20,432)	-	-
Regional staff workers	13,269	5,851	-	(3,243)	-	15,877
Project support	62,167	27,406	-	(33,821)	-	55,752
Saline Solution	7,227	-	-	-	-	7,227
Scottish nurses fund	3,831	-	-	-	-	3,831
Medical schools	6,770	250	-	-	-	7,020
Graduate Ministries	-	7,743	-	(7,743)	-	-
International Ministries	-	20,127	-	(20,127)	-	-
Graduate Nurses Ministry	-	15,589	-	(15,589)	-	-
Volunteer Ministry Fund	-	3,885		(3,885)		
Communications & Public Policy	-	14,075	-	(14,075)	-	-
Conference room facilities	3,607	1,413	-	756	-	5,776
Overseas restricted funds	6,000	2,500	-	-	-	8,500
Restricted legacy	-	-	-	-	-	-
Total restricted funds	114,848	119,271	-	(118,159)	-	115,960
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	**2,352,885**	**1,333,077**	**-**	**(1,159,561)**	**-**	**2,526,401**

12. MOVEMENT IN FUNDS (Continued)

	Balance at 1 January 2020	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2020
Unrestricted Funds	£	£		£	£	£
General Fund	85,154	1,210,441	-	(1,021,512)	16,966	291,049
Graduate regional funds	29,920	1,566	-	(245)	-	31,241
Development Fund	-	10,592	-	-	(10,592)	-
	115,074	1,222,599	-	(1,021,757)	6,374	322,290
Designated Funds						
Property fund	1,877,948	-	-	(17,612)	19,184	1,879,520
Lavinia Croxon Memorial Fund income	7,309	-	-	-	-	7,309
Legacies	-	17,398	-	-	(17,398)	-
Capital fund (unrestricted)	-	2,294	-	-	(2,294)	-
	1,885,257	19,692	-	(17,612)	(508)	1,886,829
Total unrestricted funds	**2,000,331**	**1,242,291**	**-**	**(1,039,369)**	**5,866**	**2,209,119**
Restricted Funds						
Founders' scholarship	6,711	-	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	51,963	-	(51,963)	-	-
Regional staff workers	10,597	6,157	-	(3,485)	-	13,269
Project Support	37,988	73,791	-	(49,612)	-	62,167
Saline Solution	7,701	-	-	(474)	-	7,227
Scottish nurses fund	3,831	-	-	-	-	3,831
Medical schools	7,530	173	-	(933)	-	6,770
Graduate Ministries	-	18,821	-	(18,821)	-	-
International Ministries	-	18,000	-	(18,000)	-	-
Graduate Nurses Ministry	-	4,990	-	(4,990)	-	-
Volunteer ministry fund	-	7,867	-	(7,867)	-	-
Communications & Public Policy	-	12,008	-	(12,008)	-	-
Conference room facilities	4,929	-	-	(1,322)	-	3,607
Overseas restricted fund	6,000	-	-	-	-	6,000
Restricted legacy	15,535	-	-	(9,669)	(5,866)	-
Total restricted funds	106,088	193,770	-	(179,144)	(5,866)	114,848
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	2,135,337	1,436,061	-	(1,218,513)	-	2,352,885

12. MOVEMENT in FUNDS (continued)

The value of the Property Fund is given as the net book value of the freehold property reduced by the mortgage and other associated funding.

The income arising from the investment of the capital of the Lavinia Croxon fund can be used to support specific missionaries in particular need and in support of the Global outreach. No income was received from the fund in the year and no disbursements were made.

The Student International Scholarships support international students and junior doctors to attend the annual conferences in the UK. In addition, this fund supports specific international conferences held overseas.

Regional Staff workers continue to be funded locally, as and when junior doctors can be appointed who combine the role of supporting students and juniors while continuing their medical careers. Within the Regional Staff workers funds are balances which were donated in previous years to support CMF staff who are no longer employed in this work.

Project support funds are those donated towards the costs of the work of some specific activities or members of staff.

Saline Solution funds are the donations given to support the development of the Saline Solution course, which offers training in how to share Christian faith as a health professional.

The Scottish nurses fund covers a donation from Christian Nurses & Midwives Association (CNMA) in Glasgow, given towards developing CMF's work among nurses in Scotland.

The Graduates Ministries fund covers the general graduate ministry activity with qualified doctors.

The International Ministries restricted fund receives all the specific donations for this ministry.

The Graduate Nurses restricted fund receives all the specific donations for this ministry.

The Volunteer ministries fund receives all specific donations for the National Field Director and the regional and office-based teams of volunteers.

The Communications & Public Policy fund is to support the publications and public policy activities of the Charity. The Publications Committee supervises the publications. The fund includes both restricted and unrestricted resources, but the Board of Trustees prefers to show the whole as restricted.

The Conference room facilities fund represents the value of a gift which was given to make improvements to the Conference room at Johnson House. It is reduced each year by the amount of depreciation charged in respect of these improvements.

Overseas Restricted Fund covers donations received to support Christian medical students visiting and working at Laigadh Hospital in Nepal (£5,000) and a legacy to be used for overseas nurses taking courses in the UK.

13. ANALYSIS OF NET ASSETS BY FUND

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2021
	£	£	£	£	£
Tangible fixed assets	23,280	2,273,202	5,776	-	2,302,258
Net current assets	404,733	(32,686)	110,184	28,918	511,149
Long term liabilities	-	(287,006)	-	-	(287,006)
Total	**428,013**	**1,953,510**	**115,960**	**28,918**	**2,526,401**

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2020
	£	£	£	£	£
Tangible fixed assets	27,423	2,264,160	3,607	-	2,295,190
Net Current assets	294,867	(50,244)	111,241	28,918	384,782
Long term liabilities	-	(327,087)	-	-	(327,087)
	322,290	**1,886,829**	**114,848**	**28,918**	**2,352,885**

14. PENSION COSTS

From October 2015, the Charity has operated a money purchase group pension plan which is auto-enrolment compliant. This plan provides pension benefits for all employees who have not chosen to opt out of the scheme. The scheme offers two levels of contribution - the statutory minimum by employer and employee and further where the Charity contributes an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Prior to 1 October 2015,the Charity operated a money purchase group stakeholder pension plan to provide pension benefits for qualifying employees who elected to join the scheme. Under this scheme the Charity contributed an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Independent professional advice about pension arrangements is provided by Wingate Benefit Solutions.

Tax reliefs are available to the employee for contributions of £3,600 or 100% of their salary, whichever is greater, subject to an annual allowance of £40,000 for the year 2021/22.

The lifetime allowance on a pension fund is currently £1,073,100 above which a tax charge will apply. The Charity's liability under the plan is limited to the ongoing contributions. The total pension contributions for the year amount to £62,640 (2020: £89,209).

15. RELATED PARTIES

During the year a total of £9,906 (2020: £16,024) was donated from members of the Board of Trustees towards the existing activities of the Charity.

During the year no amounts were received or committed to by members of the Board of Trustees or key management personnel as interest free loans to the Charity. There is £0 owing to them in loans held at 31 December 2021. (2020: £5,000)

No expenses were paid to any trustee in either 2021 or 2020

During the year, CMF continued a partnership which began in 2020 with Integritas Healthcare to deliver a specialist training track on Health and Justice. The partnership involves some sharing of resources and information between the two organisations. The CEO of CMF is a director of Integritas Healthcare and the CEO's wife is the Medical Director of Integritas Healthcare. Day-to-day decision-making regarding this relationship is led by the CMF Head of Doctors Ministries and overseen by the Associate CEO.

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net movement in funds	173,516	217,548
Add back depreciation charge	29,149	36,814
Deduct revaluation increase	-	-
Deduct interest income	(47)	(224)
Decrease (increase) in stock	(5,046)	493
Decrease (increase) in debtors	16,836	29,271
Increase (decrease) in creditors	16,487	(36,297)
Net cash provided by / (used in) operating activities	**230,895**	**247,605**

17. TAXATION

The Charity is registered with the Charity Commission and is exempt from income tax and corporation tax in respect of income and capital gains in accordance with Part 10 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively for charitable purposes.

18. FINANCIAL COMMITMENTS

Christian Medical Fellowship had an ongoing commitment to provide a pension for a former employee of Medical Missionary Association. This commitment has now ended following the death of the former employee in early January 2021.

The total amount involved for the year was £0 (2020: £6,813). The pension was funded from the General Fund.

19. OPERATING LEASES

The total future minimum payments under non-cancellable operating leases are payable:

	2021	2020
	£	£
Within one year	1,292	3,058
After one year but within five years	1,938	3,230
	3,230	6,288

	2021	2020
	£	£
Lease expense in year	3,058	8,722

CHRISTIAN MEDICAL FELLOWSHIP

England & Wales - Charity number 1131658

Accounts



Christian Medical Fellowship
(A Company Limited by Guarantee)

Annual Report and
Financial Statements
for the year ended
31st December 2020

Company Registration Number: 06949436

Charity Registration Number: 1131658

CHRISTIAN MEDICAL FELLOWSHIP

TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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KEY MANAGEMENT PERSONNEL AND PROFESSIONAL ADVISERS

Board of Trustees

Dr Tobi Adeagbo (resigned 29 July 2020)
Mr Silas Anderson (resigned 16 May 2020)
Dr Matthew Davis (resigned 16 May 2020)
Dr Alice Gerth
Dr Rebecca Horton
Mr Timothy James (appointed 16 May 2020)
Dr Ella Kim (appointed 10 October 2020)
Miss Sophie Latta (appointed 16 May 2020 and resigned 10 Oct 2020)
Professor Sam Leinster
Mr Howard Lyons
Dr Euan McRorie - Vice Chair
Mr Mike Roberts (appointed 5 December 2020)
Mr John Scriven
Dr Margaret Spence – Chairperson
Mr Philip Taylor - Treasurer
Dr Kevin Vaughan

Senior Management Team

Dr Mark Pickering - Chief Executive Officer
Dr John Greenall - Associate Chief Executive Officer
Mr Graham Sopp - Operations Director (retired 5 July 2020)
Ms Olu Lampejo - Operations Director (appointed 15 June 2020)

Principal office address

Johnson House
6 Marshalsea Road
London SE1 1HL
Tel: 020 7234 9660 www.cmf.org.uk

Bankers

Reliance Bank
Faith House
23-24 Lovat Lane
London
EC3 8EB

CAF Bank Limited
Kings Hill
West Malling
Kent
ME19 4TA

Barclays Bank plc
29 Borough High Street
London
SE1 1LY

Auditors

Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton Surrey SM1 2SW

CHRISTIAN MEDICAL FELLOWSHIP

REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

The Board of Trustees present their Annual Report which includes the Directors report and the audited financial statements for the year ended 31 December 2020.

Name and Registered Office of the Charity

The full name of the charity is the Christian Medical Fellowship (the Fellowship), and its registered office and operating address is 6 Marshalsea Road, London, SE1 1HL.

Legal Status

The Fellowship was formed on 1 July 2009 as a company limited by guarantee and registered in England number 06949436. Its registered charity number is 1131658.

The charity is governed by the provisions of its Memorandum and Articles of Association.

Board of Trustees

The members of the Board of Trustees who served in the year are set out on page 1.

The Board of Trustees is appointed annually by election by the General Committee. The General Committee comprises local representatives and members of CMF ministry and administrative committees, the Officers and elected members of the Board of Trustees and the President and members of the Council of Reference.

The following members of staff attended the Board of Trustees meetings regularly:

Dr Mark Pickering (Chief Executive Officer).
Mr Graham Sopp (Operations Director) until July 2020.
and Ms Olu Lampejo (Operations Director) from July 2020.
Mrs Sharon Green (Executive Assistant to the Chief Executive).

Objects of the Charity

The objects of the Fellowship, as stated in the Memorandum of Association, are:

- the advancement of the Christian Faith including the promotion of biblical Christian beliefs and values worldwide,
- the advancement of education worldwide,
- the relief of suffering, poverty, and distress worldwide.

The objects to be carried out as an expression of the biblical truths set out in clause 5 hereof (the doctrinal statement).

The aims of the Fellowship are to:

1. unite Christian doctors and medical students in Christ, and to encourage them to deepen their faith, live like Christ, and serve him obediently, particularly through acting competently and with compassion in their medical practice.
2. encourage Christian doctors and medical students to be witnesses for Christ among all those they meet.
3. mobilise and support all Christian doctors, medical students, and other healthcare students and professionals, in serving Christ throughout the world.
4. promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

Public Benefit

The Trustees have given due regard to guidance issued by the Charity Commission, including public benefit guidance. The Fellowship is a membership organisation for Christian doctors,

nurses, midwives, and medical, nursing and midwifery students who are based in the UK and Ireland, but who work anywhere in the world. Membership is restricted to those who assent to the membership basis of the Fellowship, as set out in its Constitution and its aims.

The vast majority of our members and those who attend our events work within the National Health Service and are committed to the values of a public health service, free at the point of need.

The main Fellowship website (www.cmf.org.uk) contains a substantial amount of material on a wide range of social, ethical, and religious issues for the benefit of the wider public, and the medical and allied professions in particular.

The Fellowship responds to consultations on medical and ethical issues from various bodies, including the Department of Health and Social Care, the British Medical Association, the General Medical Council, and the Royal Colleges.

The Fellowship organises national, regional, and local events ranging from multi-week courses for those working in resource-poor settings around the world, through to residential conferences, evening, or half-day seminars on a wide range of topics. Almost all of these events are open to non-members working in medical and allied professions, although our training tracks are only available to our members.

Activities and Achievements in 2020

Our work in 2020 was influenced to a large extent by the Covid pandemic and the lockdown early in the year. With over 4,000 members working on the frontline, the Christian Medical Fellowship was at the forefront of providing support, training and resources, while ensuring that our members' voices were heard in the public arena. While a number of our in-person activities had to be cancelled or moved online, our online presence meant that we were able to reach a wider audience giving our members the opportunity to live out their faith on the frontline in a very challenging environment.

2020 marked the end of our five-year strategy in line with our aim to enable our members to live and speak for Christ through:

1. ***Supporting our members to speak into the public space and influence policy through publications:***

Much of our media work this year was, of course, Covid-related. However, staff and CMF members also spoke on topics such as assisted suicide, breast screening, egg freezing, nurses' pay rise, Healthcare Sunday and puberty blockers.

CMF hosted and participated in gatherings of allies, co-belligerents, and key members on Beginning of Life issues, Assisted Suicide, Clinically Assisted Nutrition and Hydration (CANH) Withdrawal, Transgender, Covid vaccines and other general public policy concerns. We developed and strengthened relationships with a number of member and partner organisations. We also remained in conversation with key figures at the BMA, highlighting concerns and keeping key CMF members informed of developments.

CHRISTIAN MEDICAL FELLOWSHIP

REPORT OF THE BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

2020 saw us make submissions to six consultations with a commitment to posting submissions on our website as early as possible, to enable our members and others to glean ideas and help from them. Additional submissions were made to the British Government via the Department of Health and Social Care, Foreign Commonwealth and Development Office and to the Chancellor about cuts to Overseas Aid.

During the year, we started work on creating an advocacy resource pack which we aim to complete in 2021. A Deep:ER volunteer also carried out some research on advocacy work amongst CMF overseas members.

A number of our students have gone through the Speakers Training Track as well as the Scottish Speakers Track aimed at providing them with the confidence to speak for Christ in their workplaces.

2. Communication through publications through different media

Staff focus changed to producing resources across CMF to support our members who were at the frontline of the pandemic. Through volunteers and other staff, we ran a series of online live and pre-record video prayer times plus other video training and support initiatives. In response to COVID-19, we also produced 60 continuous days of live daily prayer on our social media platforms and hosted 40 daily '*Voices from the Frontline'* podcast episodes and oversaw production of blogs and articles to resource members and the wider church.

We undertook a review of our flagship magazine, *Triple Helix* at our AGM and later on Survey Monkey, which gave us a good idea of the direction of travel for pushing ahead with the re-design in 2021. High quality editions of *Nucleus* (our student magazine) were produced and distributed alongside two videos released to accompany the magazine.

New and updated content was produced for our Student Leadership Team, with our online learning platform used for National Student Committee meetings input and feedback.

Our public policy team published 51 blog posts in 2020, contributed to our online podcast series *1st Incision* (both directly and through helping to source other speakers), wrote articles, news items and reviews for print publications; and contributed regularly to our *COVID1900 prayer* and *Pause+Pray* YouTube video series.

We published two CMF Files (ethical summaries) on Dementia, and Climate Change and Health during the year.

We also sent out three regular Public Policy E-News updates - increasing our audience from 80 to 101 between January and November. We instituted occasional *'Action Bulletins'* to be able to contact our members' list as and when urgent needs came up and to ask them for responses (e.g prayers, filling in consultations, contacting MPs etc).

In addition, we revived and reformed the ethics Twitter account (now *@CMF_Ethics*) in order to build connections, share campaigns and updates from partner organisations, and communicate more effectively generally. The account already has 107 followers.

We increased our presence on Instagram through weekly prayer posts and prayed for every student member by name across the year. This was helped by the integration of our Covid response onto Instagram.

We committed to regular and increased communication with our overseas members, with personalised emails to all our members working in Covid affected areas and circulated prayer information to staff and Global Committee members.

3. Training through provision of conferences, courses, books and videos and other resource provision.

Despite the Covid lockdown, our key conferences were held as online and hybrid events. Our National Conference and Junior Doctors' conferences were held solely online at short notice. The attendance was higher than in previous in-person conferences with over 900 attending the National Conference and 400 attending our Junior Doctors Conference. Seminar topics included dignity and making life and death choices. Delegates commended the quality of the conference contents and the speakers. The Psychiatry Day Conference was also held successfully as an online event, with positive delegate feedback on the relevance of the webinar topics and ability to interact using online tools.

During the year, we reviewed and restructured the Student Leaders' Training Course which normally takes place during national conference. This was delivered interactively and virtually over four weeks, with great engagement from students. The Students' Conference, which was held in February prior to the lockdown, was described by delegates as 'high quality' and was also well attended. Virtual National Student Committee meetings replaced the in-person meetings in May and November and members continued their positive engagement with the work of CMF during the lockdown period.

Our Global Track training programme continues to attract new members and the current cohort of 19 delegates are learning together about global health and mission through training and mentoring programmes. We are thankful for the ongoing interest of doctors and nurses to make themselves available to God and to serve wherever He leads. 24 candidates successfully completed the previous Global Track (GT2) training programme. The Developing Health Course, (DHC), became '*DHC – for such a time as this',* reframed as an online programme, again because of the Covid lockdown. There was a good turnout with 72 registrations from all around the world attending over two days. Our other course, *'Who is my neighbour now?'*, exploring global health work was also well attended as an online offering.

As part of our plan to increase the influence of and train our members, CMF participated in webinars on assisted suicide (organised by the CMF Scottish Catalyst team) and Covid vaccines (organised by Evangelical Alliance Northern Ireland)

We have been encouraging our nurses and midwives with resources produced on a variety of issues to make leading groups easier and more effective. To this end, we held a writers' training day and subsequently supported writers to submit articles for *Spotlight* magazine (the CMF magazine for nurses and midwives).

To support our newly qualified nurses and midwives with their professional transition into the workplace, we also held an online commissioning service (a first) to produce relevant resources for them.

During the year, we introduced a Health and Justice Track, a training programme which helps CMF members explore the interface between health and justice; and have twelve participants currently on the one-year programme.

A new Speakers' Track started in Scotland with a further twelve participants joining. We hosted one media, three writing, and one debating workshop during 2020, with an adjusted delivery plan due to Covid.

''*Speakers' Track has helped us learn how to prepare, intellectually - through deeper understanding of philosophical truths; persuasively - by listening carefully to the language and underpinning heart of debates; theologically - by leaning more into God's Word; and, spiritually, remembering that the Holy Spirit is promised to empower us. The community of Speakers' Track has been one of the greatest benefits. We support one another in prayer, in fellowship and in studying God's word; and meeting throughout the year has allowed us to build solid friendships that will extend beyond the Track itself.*'' Grace, Speakers Track Participant 2018-20.

200+ alumni have been engaged through quarterly emails this year. These are students, juniors and seniors who have volunteered with CMF in the past five years, trained on tracks, served on committees or served as Associates.

4. Partnership with other organisations and training of medical students for leadership in the international sphere and increasing our influence in the international arena.

Our in-person work in the international arena has been curtailed due to the COVID-19 pandemic. However, 2020 has seen us building stronger relationships with various organisations. We participated at the PRIME conference and have held discussions on their training model even though the planned trips in support of Egyptian hospitals and HOME in Northern Iraq had to be cancelled.

We developed a new relationship with Life in Abundance International (based in Kenya and worldwide) which has resulted in an overseas trip being planned in the future, their teaching on our courses and their founder, Dr Florence Muindi, being the plenary speaker at our 2021 National Conference.

We continued to build and strengthen our links with the International Christian Medical and Dental Association (ICMDA) and key contacts in other nations. We also forged some good links with several international organisations, including a new grouping in northern Europe looking at many of the same issues we are, with a view to collaborating on future projects.

Our nurses and midwives' ministry also expanded internationally. CMF staff spoke at the Nurses Christian Fellowship Denmark conference through our links with Nurses Christian Fellowship International (NCFI). We were invited to speak on investing and sharing good practice in raising up younger leaders. We wrote articles for the US *Journal of Christian Nursing* and for NCFI's magazine, *Christian Nurse International.* In addition, we led on the Europe prayer for NCFI and shared our experiences of what God was doing in the UK.

5. Through our volunteer ministry, provision of training to develop members across a wide range of roles.

Covid has clearly disrupted plans but has made several things possible. Our national network of Catalyst Teams has benefitted from greater connectivity than ever with greater social media and virtual meeting connectedness. Training tracks were also disrupted and had to move online and we delayed progress on some of our planned workshops due to the challenges of the year and changes to track delivery.

Catalyst Teams (CTs) shape what we do in the regions in CMF. They are where we grow leadership and equip our members, where local vision is birthed, and people come on board as CMF members in meaningful, specific roles. We planned and ran a successful Catalyst Team online Gathering, pivoting from the planned face to face conference, with 90 per cent of team members (60 in total) attending the event in September. We also started termly webinars for a defined group of roles within Catalyst Teams, with monthly team leader meetups. As at the end of the year, we had 13 Catalyst Teams on board (at different stages of development) in line with our aims for the year. Team leader training has been happening monthly via Zoom and a number of our supported team roles started meeting and developing resources to support these roles. Groups are growing and more active than ever, with several teams running virtual retreats, prayer days and weekly prayer zoom support meetings.

''*Excited that there's a coordinated work across the UK to link healthcare workers and encourage them to share their faith*.'

'*Great to see what God is doing through CMF across the country during the pandemic, really encouraged by the stories*.'

'*Encouragement from other people, not feeling so alone! Finding other people in our area who want to be on Catalyst Team! Such an answer to prayer!*'

'*Thank you. Feel very blessed and stirred to be a part of God's moving through CMF.*'[1]

We successfully recruited twelve Deep:ER Fellows as part of our Volunteers Programme and have seen them successfully integrated across all departments at CMF. We have seen significant output from all twelve, reflected in the reports from other CMF departments. They also enabled us to deliver several online conferences and events as part of technical support teams. Our five 2019-20 Deep:ER Fellows finished in July 2020, bringing the number who have completed this programme over five years to 29.

'*The Deep:ER programme has been a formative time in which I have grown in my faith. It has equipped me to tackle head on crucial medical issues which may face me in my medical career*'. Alex, Deep:ER Fellow 2020-21.[2]

[1] Comments by Participants at the Catalyst Teams online conference
[2] Feedback from Deep:ER volunteer programme

6. Distribution of relevant resources on evangelism and apologetics and training events

During the year, we ran 6 Saline Solution courses. This training course is about Christian witness in healthcare practice and is generally run as a one-day event. A total of 74 participants attended the course including 30 students who attended virtual Saline courses.

In addition, we developed new material for the Global Track covering global awareness of Unreached People groups and signposting members to the saline training course.

We delayed starting a new Evangelism and Apologetics Track (EAT), which trains CMF members to be witnesses for Christ among all they meet. We decided, instead to extend the current track by a year. A number of these members received individual mentoring during the year. We also ran three online Apologetics Training events aimed at alumni, with 35 attendees. The focus was on equipping members to engage with issues in culture from a Christian perspective.

Two nurses were amongst those who trained on EAT while several nurses also successfully completed the course to be Saline Solution trainers, thereby becoming great role models for other nurses. They are now ready to lead on evangelism training of other nurses and midwives.

Governance

During 2020, four trustees resigned while four new trustees joined the Board. All new trustees received a copy of the Governance Manual, which explains in detail the responsibilities of the Board. During the year, the Business Advisory Committee which advises the Board on matters of finance, personnel, IT, and property has continued its vital scrutiny role in these areas.

The Governance, Strategy and Risk Committee has the specific remit of advising the Board on governance, the setting and review of strategy and the management of organisational risk.

In addition, we have improved our recruitment and induction processes for Board members and began work on mapping existing skills and experiences to our needs, as a focus for our training and recruitment of Board members.

Business review

Our main sources of funding are membership subscriptions, other donations, and income from Trusts. Our total income for 2020 stood at £1,436,061, driven by several major donations and increased giving by our members in support of our work following the Covid pandemic.

Our sources of funding more than covered the levels of our expenditure with savings made due to the lockdown because we pivoted away from in-person events to online and hybrid models, without a significant impact on the delivery of our objectives.

As a result, our operating expenditure decreased by £228,459 to £1,218,513 (15.7 per cent). With the economy beginning to open up and the planned investment in several areas such as database upgrades, website redevelopment and IT infrastructure get underway, we expect that the level of our expenditure will increase.

We saw an increase in the engagement with our work during the year given the many CMF members working tirelessly on the frontline in the NHS. The increased need for our support is being addressed through additional pastoral care support for our members and the further development of our peer support and Catalyst Teams' networks.

Overall, this year has seen a healthy improvement in our financial position, which means that we are better placed to undertake and support a broad range of activities in relation to our charitable objectives.

Policy on Reserves

The Board and management carried out a review of the Reserves Policy during the year, taking into account the guidelines from Charity Commission and in line with best practice, using a risk-based approach for determining the level of free (liquidity) reserves to be held. The Reserves Policy was approved in May 2021.

The Fellowship's Reserves Policy sets out the basis for maintaining certain required reserves expressed as a range. The required reserves range at the year-end was set as between £445,220 and £493,220. The composition of our reserves is as follows:

- a cessation reserve equating to three months' running costs and redundancy payments, adjusted for staff on one month's notice. This amounts to £352,620 and in the event that it is required, this amount will be funded through the sale of the office at 6 Marshalsea Road, which is held as a designated Property Fund.
- a pension reserve of £14,600 because the Fellowship has undertaken to pay the pension for a former staff member, who was employed by the Medical Missionary Association before its merger with the Fellowship in 2004. This will also be funded by the designated Property Fund if required. This obligation ceased in January 2021.
- a free (liquidity) reserve range between £78,000 and £126,000 to mitigate against net risk to income, provide for needed organisational investment and allow for monthly fluctuations in cash flow. The free reserves will be funded by net current assets in the General Fund.

Annual reviews of CMF's reserves by the Board will be based on these principles.

The total reserves of the charity at year end were £2,352,885. Of this £114,848 was held as restricted funds and £28,918 in endowment funds. The free reserves at the year-end amounted to £294,866. The Free Reserves for this purpose are the total reserves, less restricted and designated funds (to the extent that they have been committed), less tangible fixed assets and capital commitments. The level of free reserves has risen by £218,269 in 2020. The level of free reserves is higher than the range set in our policy. We anticipate that planned investments incurred over the next two or three years will bring the level of free reserves in line with the policy.

Going Concern

The trustees have reviewed the circumstances of the Fellowship and consider that adequate resources continue to be available to fund the activities for the foreseeable future. The trustees are therefore of the view that the Fellowship is a going concern.

Investment Policy

Social investment is outside the objects of the Fellowship.

Serious Incidents

There were no serious incidents during the year.

Remuneration of Key Management Personnel

The key management personnel of the Fellowship listed on page 1 are in charge of directing, controlling, running, and operating the charity on a day-to-day basis. All trustees give of their time freely and no trustee received remuneration in the year. Details of trustees' expenses and related party transactions are disclosed in Note 15 to the accounts.

The job descriptions of each member of the senior staff are evaluated against the Agenda for Change (AfC) job descriptions used in the National Health Service and each job is given an AfC-comparable grading. During 2018, the NHS moved to a new AfC scale, which CMF was unable to afford. CMF therefore retained the 2017 AfC scale and applies an annual cost of living increase to these bands. Senior staff are paid in line with this AfC scale, although without London Weighting. In addition, the key management personnel receive only the first two increments on the applicable AfC scale

Strategic report

The Charity's strategy

The Fellowship continued its usual range of national, regional, and local conferences and events for all categories of the membership, and the ongoing support and education of members and the general public through its publications and website.

2020 was the final year of CMF's five-year strategy and we continued working to the current five-year development plan for the period 2016 to 2020 called 2020 ACTIVE, focusing on six strategic priorities – advocacy, communications, training, international partnerships, volunteers, and evangelism. The five-year strategy aimed at building a stronger fellowship and community through the development of our volunteer strategy through Catalyst Teams, the strengthening our Doctors' ministry and the development of our ministry to nurses and midwives.

The Board has since approved another three-year strategic plan 'Wider, Clearer, Closer' for 2021 - 2023 to build on our current achievements and to steer future plans aimed at:

- *Going **Wider –** Extending our Reach* through the recruitment of new members and engagement with under-reached ethnic groups. Increasing our investment and presence in Ireland as well as our partnership with Christian Allied Health Professionals
- *Growing **Clearer –** Refining our Communications* including our vision and associated messaging. Investing in the development of a new CMF website for greater interaction with our members and the wider public to include further investment in our database to improve our reach alongside raising our profile through effective social media engagement.
- *Drawing **Closer –** Improving our Local Networks* and growing our Catalyst Teams to 18 by the end of 2021. This will include the establishment of the first Catalyst Team Networks including the integration of nurses and midwives, medical students, and allied health professionals into local multidisciplinary support networks.

Fundraising activities

In 2020, £805,764 (2019 £748,889) was raised through donations, gifts, and legacies to support the work of CMF.

The charity directs its individual fundraising efforts at its members, who are encouraged to donate. No professional fundraisers or commercial participators are used. During the year, we were not aware of any complaints about our approach to fundraising and members can opt out from receiving fundraising material by email and/or post.

There are two written appeals per year and an opportunity to set up regular giving or give a one-off donation as part of the annual membership renewal process. Telephone fundraising is never used. Some other appeals for funding are directed at grant-making trusts.

Safeguarding

To better safeguard our beneficiaries and those who come into contact with CMF, we appointed a Designated Safeguarding Lead and a Deputy Safeguarding Lead to move our work in this area forward, with support from external consultants. The Deputy will support the Designated Lead in decision-making and responding to concerns from staff and members. Alongside this, we have been working on codifying our safeguarding responsibilities, reporting, procedures, and recruitment self-disclosure processes. We intend to update our safeguarding processes to ensure that staff working remotely also have access to safeguarding support.

COVID-19

In the first quarter of the year, the COVID-19 pandemic began to have a significant impact on all aspects of CMF's work. The implementation of a national Lockdown in March led to all staff having to move to remote working. Remote working has continued throughout 2020 and into 2021. With healthcare workers disproportionately affected by the impacts of the pandemic, our Catalyst Teams and peer and pastoral support team saw an increased demand for their services. Accordingly, we focused on providing resources for our members and the general

public on a wide variety of topics from ethical information on Covid vaccines to well-being and pastoral care for our staff and beneficiaries.

A lot of these were delivered online and through mail outs (electronic or hard copy) to churches and other interested parties including members. We will continue our work in 2021 to support our members during the Covid season and beyond when the wider effects of the pandemic and the lockdown become clearer.

Future plans

During 2021, there will be a continuing focus on developing volunteering by members at regional and local level. The staff will focus on the implementation of our new three-year strategic plan which will direct our activities focusing on wider, clearer closer engagement with our members and the public, as agreed with the Board.

The Board will continue to focus on maintaining CMF's breakeven or better underlying results, in line with our risk-based free (liquidity) reserves range.

Wider

The campaign to increase student membership in 2020 was disrupted due to the lockdown and subsequent impact on university programmes. In 2021, we will restart the drive towards increased student membership. The creation of a new video campaign based on our new core messages will form part of that strategy.

We plan to continue the development of our Health and Justice training track to engage with a wider audience interested in exploring justice within the healthcare system both locally and on an international basis.

Through our public policy work we will engage with new audiences through our writing and speaking activities and form partnerships that increase our reach to make Christ known.

Nurses and midwives are key to our plans to grow membership support locally. We will encourage them to be key parts of the Catalyst Teams. We will also focus on the formation of Christian workplace groups in every team and region while forging stronger church links to extend our reach to those who do not know of CMF.

Clearer

In response to lessons learned in 2020, we will develop a specific social media strategy that is student-focussed. This will be reinforced on a wider basis through a new, radically re-designed and re-focused website that will increase member engagement and provide clear information to a wider audience.

We will continue to work on and disseminate widely our new set of core messages on the purpose of CMF and help fuel growth in our membership. We plan to grow in agility and responsiveness to our members and other interested parties on issues and opportunities that require prayer and action.

Through our various media platforms, we will inform, resource, and create opportunities for our members to speak out and live for Jesus on matters of policy and wider healthcare issues.

Closer

In 2021, we will continue our plans to grow local and workplace groups. Our Pastoral Care and Mentoring Programme will complement our outreach to our members. CMF will build on our relationships with key members and partners and develop networks of those we are seeking to support and encourage as well as those who want to increase their involvement with our work. We will also focus on increased relationships with partner organisations, medical bodies, and parliamentarians to progress our work.

Prayer underscores our work and successes. Therefore in 2021 we plan to develop a network of Prayer Catalysts across the UK to strengthen our prayer support network, both locally and nationally.

As part of our plan to increase greater engagement with our work and each other, we will provide opportunities for more points of connection such as physical and online groups at regional events etc. In addition, we plan to grow our Catalyst Teams to a total of 18 advancing towards a target of 30 in 3 years.

By the end of 2021, each Catalyst Team role will be resourced with written, audio and video resources, as well as being offered regular training sessions, including twice-yearly Online Gatherings in March and September 2021. We also plan to grow opportunities for quality training of our members through our various training track programmes.

Risk

The Board, with advice from the Governance Strategy and Risk (GSRC) as well as Business Advisory Committees and the senior staff, reviews the Fellowship's work in light of the changing major risks and ensures that suitable control procedures are put in place to mitigate those risks.

Our Risk Register is reviewed at each Board meeting as well as at GSRC meetings.

The key risks identified during the year and mitigating actions are set out below:

Reduction in the level of our donations and subscriptions and over-dependence on irregular donations.

CMF continues to develop and sharpen a clear case for support and diversify our income base. We are also prioritising member engagement, recruitment and retention which will increase our funding base.

Adverse government policy on ethical issues and the impact on the work of CMF.

CMF works alongside other like-minded organisations; and we continue to increase our influence with parliamentarians and other partner organisations/alliances to speak into the debate and dialogue on issues that affect our members. We also work to maintain a high profile

as the expert voice in areas of public policy, ensuring we provide strong and timely responses to consultations on ethical issues that affect our members and the wider society.

Business interruption and disruption to our global outreach and travel due to the pandemic.

We have adopted an agile approach across staff teams to allow for significant staff sickness and are re-envisioning our global ministry and helping our members to adapt to the changes in healthcare.

Adverse public perception leading to loss of influence.

We ensure that key staff are given media and public policy training, and that we have clear and compelling messaging of the work of CMF. We have also been growing our engagement with social media and the resourcing of our members on important Christian issues especially as they pertain to healthcare.

Loss of experience, knowledge and skills from long term staff and volunteer turnover.

This risk is addressed through succession planning and process documentation as well as cross-team working.

Board of Trustees Responsibilities

The Board of Trustees (who are also directors for the purposes of company law) are responsible for preparing the report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standard (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Board of Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure of the charitable company for the period. In preparing these financial statements, the Board of Trustees is required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgments and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in its activities.

The Board of Trustees are responsible for keeping adequate accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

The Board of Trustees has taken all the steps necessary to ensure that the charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the charity's auditors are not aware.

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the Board of Trustees on 12 June 2021

Dr Maggy Spence	Philip Taylor
Chair	**Treasurer**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Opinion

We have audited the financial statements of Christian Medical Fellowship (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the Board of Trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material

misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Board of Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Board of Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included with the Board of Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Board of Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the Board of Trustees

As explained more fully in the Board of Trustees' responsibilities statement, the trustees' (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CHRISTIAN MEDICAL FELLOWSHIP

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the company, we identified that the principal risks of non-compliance with laws and regulations related to General Data Protection Regulation and safeguarding regulations and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities Act 2011.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the principal risks were related to management bias in accounting estimates and management override of controls. In response to the risks identified we designed procedures which included but were not limited to challenging significant accounting estimates, evaluating the charity's internal controls, identifying and testing journal entries and reviewing relevant minutes.

There are inherent limitations in the audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and regulations made under that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Haffenden MA(Cantab) FCA (Senior Statutory Auditor)

for and on behalf of Jacob Cavenagh & Skeet

Statutory Auditor

Chartered Accountants

5 Robin Hood Lane

Sutton

Surrey

SM1 2SW

Dated: .....

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020 Unrestricted funds	2020 Restricted funds	2020 Endowment funds	2020 Total funds	2019 Total funds
		£	£	£	£	£
Income from						
Donations and legacies						
Membership subscriptions		537,783	-	-	537,783	515,149
Donations, gifts and legacies	2	659,612	146,152	-	805,764	748,889
Investments						
Rental Income		43,106	-	-	43,106	42,358
Bank interest receivable		224	-	-	224	420
Charitable Activities	3	1,566	47,618	-	49,184	160,913
Total income		1,242,291	193,770	-	1,436,061	1,467,729
EXPENDITURE ON						
Raising funds	4	56,786	4,718	-	61,504	63,415
Charitable activities	4	982,583	174,426	-	1,157,009	1,383,558
Total Expenditure		1,039,369	179,144	-	1,218,513	1,446,973
NET INCOME:		202,922	14,626	-	217,548	20,756
Transfers between funds	12	5,866	(5,866)	-	-	-
NET MOVEMENT IN FUNDS		208,788	8,760	-	217,548	20,756
Reconciliation of Funds						
Balances brought forward at 1 January		2,000,331	106,088	28,918	2,135,337	2,114,581
Balances carried forward at 31 December		2,209,119	114,848	28,918	2,352,885	2,135,337

All activities of the charity are classed as continuing.

The notes on pages 24 to 37 form part of these financial statements

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2019 Unrestricted funds	2019 Restricted funds	2019 Endowment funds	2019 Total funds
		£	£	£	£
Income from					
Donations and legacies					
Membership subscriptions		515,149	-	-	515,149
Donations, gifts and legacies	2	562,062	186,827	-	748,889
Investments					
Rental Income		42,358	-	-	42,358
Bank interest receivable		420	-	-	420
Charitable Activities	3	1,890	159,023	-	160,913
Total income		1,121,879	345,850	-	1,467,729
EXPENDITURE ON					
Raising funds	4	61,254	2,161	-	63,415
Charitable activities	4	1,079,779	303,779	-	1,383,558
Total Expenditure		1,141,033	305,940	-	1,446,973
NET INCOME / (EXPENDITURE):		(19,154)	39,910	-	20,756
Transfers between funds	12	23,409	(23,409)	-	-
NET MOVEMENT IN FUNDS		4,255	16,501	-	20,756
Reconciliation of Funds					
Balances brought forward at 1 January		1,996,076	89,587	28,918	2,114,581
Balances carried forward at 31 December		2,000,331	106,088	28,918	2,135,337

All activities of the charity are classed as continuing.

The notes on pages 24 to 37 form part of these financial statements

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020	2019
		£	£
Gross income		1,436,061	1,467,729
Expenditure		1,218,513	1,446,973
Net income for the year		217,548	20,756
Net income for the year		217,548	20,756
Endowment fund receipt		-	-
Total gains and losses in the year		217,548	20,756

The notes on pages 24 to 37 form part of these financial statements

BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	5		1,385,190		1,415,178
Investment fixed asset	6		910,000		910,000
			2,295,190		**2,325,178**
CURRENT ASSETS					
Stock		39,278		39,771	
Debtors	9	102,162		131,433	
Cash at bank		405,381		188,562	
		546,821		359,766	
CREDITORS: Amounts falling due within one year					
Mortgage		(14,553)		(14,204)	
Other creditors		(147,486)		(145,783)	
	10	(162,039)		(159,987)	
NET CURRENT ASSETS			**384,782**		**199,779**
Total assets less current liabilities			**2,679,972**		**2,524,957**
CREDITORS: Amounts falling due after one year					
Mortgage		(302,087)		(316,620)	
Other creditors		(25,000)		(73,000)	
	11		(327,087)		(389,620)
TOTAL ASSETS LESS LIABILITIES			**2,352,885**		**2,135,337**
FUNDS					
Unrestricted Funds					
General Funds	12		322,290		115,074
Designated Funds	12		1,886,829		1,885,257
			2,209,119		**2,000,331**
Restricted Funds	12		114,848		106,088
Endowment Funds	12		28,918		28,918
			2,352,885		**2,135,337**

The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006

Approved and authorised by the Board on 12 June 2021 and signed on their behalf by:

Dr Maggy Spence
Chair

Philip Taylor
Treasurer

Registered company number: 06949436

The notes on pages 24 to 37 form part of these financial statements

CHRISTIAN MEDICAL FELLOWSHIP

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	Note	2020	2019
		£	£
Cash provided by / (used in) operating activities	**16**	**247,605**	**39,686**
Cash flows from investing activities			
Interest income		224	420
Purchase of tangible fixed assets		(6,826)	(25,147)
Cash provided by (used in) investing activities		**(6,602)**	**(24,727)**
Cash flows to / from financing activities			
Mortgage repayment		(14,184)	(13,409)
Loans (repaid) / received		(10,000)	(15,000)
Cash used in financing activities		**(24,184)**	**(28,409)**
(Decrease) / increase in cash and cash equivalents in the year		**216,819**	**(13,450)**
Cash and cash equivalents at the beginning of the year		188,562	202,012
Total cash and cash equivalents at the end of the year		**405,381**	**188,562**

Analysis of changes in net debt

	1 Jan 2020 £	Cashflows £	non-cash changes £	31 Dec 2020 £
Cash	188,562	216,819	-	405,381
Mortgage due within one year	(14,204)	14,184	(14,533)	(14,553)
Mortgage due in more than one year	(316,620)	-	14,533	(302,087)
Loans	(78,000)	10,000	-	(68,000)
Total	(220,262)	241,003	-	20,741

The notes on pages 24 to 37 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
AS AT 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Company information

Christian Medical Fellowship is a company limited by guarantee incorporated in England and Wales with registered office at Johnson House, 6 Marshalsea Road, London SE1 1HL. It is a public benefit entity under FRS102.

Accounting convention

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)), Financial Reporting standard 102 (FRS 102) and the Charities Act 2011. The financial statements are prepared under the historical cost convention as modified by the revaluation of investment properties and on a going concern basis. The financial statements are presented in pounds sterling rounded to the nearest pound. The particular accounting policies adopted are described below. There are no material uncertainties about the charity's ability to continue in operation.

Undistributed Investment Income

The income arising from the investment of the capital from the Lavinia Croxon Memorial Fund is used by the Board of Trustees to make grants. Any undistributed income from the fund is carried forward as a designated fund.

Fixed Assets

Freehold property owned by the Charity is divided between that occupied for the purposes of the charity and that which is let to tenants. The latter is shown in the accounts at fair value as an investment property. The former is shown at historic cost less depreciation.

Depreciation

Depreciation is calculated at rates and on bases used to write off the cost of fixed assets less their estimated residual value over their expected useful life as follows:

Freehold property (excluding the value of land) 2% per annum straight line

Office furniture and equipment 25% or 10% per annum straight line

Computer hardware 25% per annum straight line

Computer software 20% per annum straight line

Subscriptions and donations

Membership subscriptions and donations are taken to the Statement of Financial Activities in the period in which they are received, with the exception of income that is specifically stated to be in respect of expenditure to be incurred in a future period, when the income is deferred

to that period. A provision for income tax recoverable on gift aid is made in respect of relevant donations received in the year.

Legacies

Legacies are accounted for when the charity is advised by the personal representative of an estate of entitlement to a payment and the amount involved can be quantified with reasonable accuracy.

Rental income

Rental income is recognised in the period it is due to be received.

Expenditure and Grants

Expenditure is included on an accruals' basis inclusive of VAT, which is not recoverable.

Grants to individuals and institutions are included when the grant is paid.

Allocation of costs

The charity's operating costs include staff costs, mortgage and office costs and other related costs. Such costs are allocated between expenditure in furtherance of the charity's objects, cost of generating funds and governance.

Staff costs for those working directly and solely in charitable activity are charged direct to charitable activity along with other direct costs. The costs of those staff who work in a support function have been allocated across the charitable activities on the basis of the work expended in or for each activity. Other support costs have been allocated across the charitable activities on the following basis:

· IT costs: the number of personal computers used by each department;

· HR costs and other support costs: the number of staff in each department;

· Mortgage interest and premises costs: the proportion of floor area occupied by each department;

· Finance costs: 45% of costs spread across ministry departments and 55% of costs spread across membership support, cost of generating funds, grants paid and governance;

· Depreciation: an average of the floor area occupied and the number of personal computers used by each department.

Stock

Stock is stated at the lower of cost and net realisable value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation arising from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount.

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs

Contributions payable under the defined contribution scheme are charged to the Statement of Financial Activities as they fall due.

Regions

The charity carries out some activities through a national network of regional groups, which use the same name as the charity, raise funds for the charity and their own local activities and receive support from the charity through advice and publicity materials. All regional transactions are accounted for gross in the financial statements of the charity and all assets and liabilities, including cash retained by regions, are included in the charity's Balance Sheet.

Fund accounting

Funds held by the charity are:

· Unrestricted general funds – these are funds which can be used in accordance with the objects of the charity at the discretion of the Board of Trustees.

· Designated funds – these are funds set aside by the Board of Trustees out of unrestricted general funds for specific future purposes or projects.

· Restricted funds – these are funds which can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

· Endowment funds – these are funds which must be held permanently by the charity, principally investments. Income arising on the endowment funds can be used in accordance

with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and advice relating to the fund are charged against the fund.

2. DONATIONS, GIFTS AND LEGACIES

	Unrestricted funds 2020	Restricted funds 2020	Total 2020	Unrestricted funds 2019	Restricted funds 2019	Total 2019
	£	£	£	£	£	£
General donations	305,373	-	305,373	286,252	-	286,252
Appeals	165,734	-	165,734	115,687	-	115,687
Gift aid	171,107	8,782	179,889	159,623	9,219	168,842
Ministry donations	-	63,579	63,579	-	71,114	71,114
Grants	-	73,791	73,791	-	57,494	57,494
Legacies	17,398	-	17,398	500	49,000	49,500
	659,612	**146,152**	**805,764**	**526,062**	**186,827**	**748,889**

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	£	£	£	£
Conference Income	-	43,283	43,283	143,281
Regional Conference and Meeting Income	1,566	-	1,566	1,890
Sale of Books and magazines	-	4,335	4,335	15,742
	1,566	**47,618**	**49,184**	**160,913**

4. EXPENDITURE

	Direct costs 2020	Support costs 2020	Total 2020	Direct costs 2019	Support costs 2019	Total 2019
	£	£	£			£
Raising Funds	12,160	49,344	61,504	13,456	49,959	63,415
Charitable activities - Grants paid	-	3,819	3,819	-	3,834	3,834
Charitable activities - Costs of activities						
Student Ministry	148,414	55,997	204,411	158,344	61,440	219,784
Graduate Ministry	102,376	55,461	157,837	193,525	59,526	253,051
International Ministry	139,859	44,244	184,103	109,911	47,030	156,941
Graduate Nurses Ministry	53,849	23,447	77,296	60,889	26,033	86,922
Volunteer ministry	55,571	38,912	94,483	67,713	40,294	108,007
Communications and Public Policy	173,014	58,881	231,895	289,237	62,968	352,205
Membership support	-	169,948	169,948	-	165,631	165,631
	673,083	446,890	1,119,973	879,619	462,922	1,342,541
Governance costs	-	33,217	33,217	-	37,183	37,183
Total	**685,243**	**533,270**	**1,218,513**	**893,075**	**553,898**	**1,446,973**

Support costs have been allocated across the Charitable Activities on the basis of their usage of the support cost categories listed below.

Analysis of support costs	**2020**	**2019**
	£	£
Salaries	323,734	307,480
Finance	21,707	22,432
Mortgage interest	9,669	10,057
IT	40,794	42,372
HR	7,406	13,308
Premises and office costs	59,146	56,206
Depreciation	36,814	43,991
Other support costs	34,000	58,052
Total costs of activities	**533,270**	**553,898**

Analysis of Charitable Activities by fund type

	Unrestricted funds	Restricted funds	Total 2020	Total 2019
	£	£	£	£
Raising Funds	56,786	4,718	61,504	63,415
Charitable activities	949,734	174,058	1,123,792	1,346,375
Governance costs	32,849	368	33,217	37,183
	1,039,369	**179,144**	**1,218,513**	**1,446,973**

5. TANGIBLE FIXED ASSETS

	Freehold property	Other assets	Total
Cost	£	£	£
At 1 January 2020	1,600,625	351,212	1,951,837
Additions	-	6,826	6,826
Disposals	-	-	-
At 31 December 2020	**1,600,625**	**358,038**	**1,958,663**
Depreciation			
At 1 January 2020	228,853	307,806	536,659
Charge for the year	17,612	19,202	36,814
Depreciation on disposals	-	-	-
Reclassification	-	-	-
At 31 December 2020	**246,465**	**327,008**	**573,473**
Net book value			
At 31 December 2020	**1,354,160**	**31,030**	**1,385,190**
At 1 January 2020	1,371,772	43,406	1,415,178

All tangible fixed assets of the charity are used directly for charitable purposes.

6. FIXED ASSET INVESTMENT

Freehold investment property	2020	2019
	£	£
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	**910,000**	910,000

The freehold property was partly reclassified as an investment property at 31 December 2016, to reflect 20% of the rateable floor area being rented to tenants. This portion of the building has been revalued. The remainder is carried at historic cost. The revaluation was carried out by Jeremy Mussett BSC (Hons) MRICS of Alexander Reece Thomson at 14 December 2016, and was based on Market Value as defined in RICS professional standards 2014. The Trustees have reviewed the valuation and consider that there has been no material change during 2020.

7. EMPLOYEES

	2020	2019
	No.	No.
Average number of persons employed during the year	24	24

	2020	2019
	£	£
Salaries	641,429	666,638
Social security costs	59,666	64,117
Other pension costs	89,209	98,445
	790,304	**829,200**

One employee was paid at a rate of £60-70,000 per annum (2019: One at £60-70,000).

£6,722 (2019: £6,165) was paid in contributions to a defined contribution pension scheme for this employee.

No member of the Board of Trustees received any remuneration during the year.

Aggregate employee benefits of the four (2019: four) key management personnel listed on page 1 were £217,879 (2019: £211,808).

Termination payments of £2,538 (2019: nil) were made during the year

8. NET INCOME

This is stated after charging	2020	2019
	£	£
Audit fee	4,300	4,200
Depreciation	36,814	43,991

9. DEBTORS

	2020	2019
	£	£
Gift Aid receivable	60,540	32,342
Prepayments	18,292	22,842
Other debtors	23,330	76,249
	102,162	**131,433**

10. CREDITORS: Amounts falling due within one year

	2020	2019
	£	£
Mortgage	14,553	14,204
Other creditors	51,449	57,984
Accruals	4,842	6,170
Holiday pay accrual	47,550	47,804
Deferred income	645	28,825
Interest Free loans	43,000	5,000
	162,039	**159,987**

11. CREDITORS: Amounts falling due after one year

	2020	2019
	£	£
Mortgage	302,087	316,620
Interest free loans	25,000	73,000
	327,087	**389,620**

The mortgage is repayable in monthly instalments over the term of 20 years ending in 2037. Interest is payable at 2.25% over the base rate. The amount payable by instalments in more than five years is £239,312

The mortgage is secured on the freehold property.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

12 MOVEMENT IN FUNDS

.	Balance at 1 January 2020	Income	Expenditure	Transfers	Balance at 31 December 2020
Unrestricted Funds	£	£	£	£	£
General Fund	85,154	1,210,441	(1,021,512)	16,966	291,049
Graduate regional funds	29,920	1,566	(245)	-	31,241
Development Fund	-	10,592	-	(10,592)	-
	115,074	1,222,599	(1,021,757)	6,374	322,290
Designated Funds					
Property fund	1,877,948	-	(17,612)	19,184	1,879,520
Lavinia Croxon Memorial Fund income	7,309	-	-	-	7,309
Legacies	-	17,398	-	(17,398)	-
Capital fund (unrestricted)	-	2,294	-	(2,294)	-
	1,885,257	19,692	(17,612)	(508)	1,886,829
Total unrestricted funds	**2,000,331**	**1,242,291**	**(1,039,369)**	**5,866**	**2,209,119**
Restricted Funds					
Founders' scholarship	6,711	-	-	-	6,711
Student international scholarships	5,266	-	-	-	5,266
Student Ministries	-	51,963	(51,963)	-	-
Regional staff workers	10,597	6,157	(3,485)	-	13,269
Project support	37,988	73,791	(49,612)	-	62,167
Saline Solution	7,701	-	(474)	-	7,227
Scottish nurses fund	3,831	-	-	-	3,831
Medical schools	7,530	173	(933)	-	6,770
Ministry Funds	-	61,686	(61,686)	-	-
Conference room facilities	4,929	-	(1,322)	-	3,607
Overseas restricted funds	6,000	-	-	-	6,000
Restricted legacy	15,535	-	(9,669)	(5,866)	-
Total restricted funds	106,088	193,770	(179,144)	(5,866)	114,848
Endowment Fund					
Lavinia Croxon Memorial Fund	28,918	-	-	-	28,918
Total funds	**2,135,337**	**1,436,061**	**(1,218,513)**	**-**	**2,352,885**

12 MOVEMENT IN FUNDS (Continued)

	Balance at 1 January 2019	Income	Revaluation	Expenditure	Transfers	Balance at 31 December 2019
Unrestricted Funds	£	£		£	£	£
General Fund	92,022	1,102,158	-	(1,122,700)	13,674	85,154
Graduate regional funds	29,647	1,890	-	(721)	(896)	29,920
Development Fund	-	12,825	-	-	(12,825)	-
	121,669	1,116,873	-	(1,123,421)	(47)	115,074
Designated Funds						
Property fund	1,867,151	-	-	(17,612)	28,409	1,877,948
Lavinia Croxon Memorial Fund income	7,256	53	-	-	-	7,309
Legacies	-	500	-	-	(500)	-
Capital fund (unrestricted)	-	4,453	-	-	(4,453)	-
	1,874,407	5,006	-	(17,612)	23,456	1,885,257
Total unrestricted funds	**1,996,076**	**1,121,879**	**-**	**(1,141,033)**	**23,409**	**2,000,331**
Restricted Funds						
Founders' scholarship	6,701	10	-	-	-	6,711
Student international scholarships	5,266	-	-	-	-	5,266
Student Ministries	-	59,577	-	(59,577)	-	-
Regional staff workers	7,912	7,592	-	(4,907)	-	10,597
Project Support	39,371	52,686	-	(54,069)	-	37,988
Saline Solution	12,232	-	-	(4,531)	-	7,701
Scottish nurses fund	-	4,298	-	(466)	-	3,832
Medical schools	5,457	2,108	-	(35)	-	7,530
Ministries fund	-	170,079	-	(170,079)	-	-
Conference room facilities	6,648	500	-	(2,219)	-	4,929
Overseas restricted fund	6,000	-	-	-	-	6,000
Restricted legacy	-	49,000	-	(10,057)	(23,409)	15,534
Total restricted funds	89,587	345,850	-	(305,940)	(23,409)	106,088
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-		-	-	28,918
Total funds	2,114,581	1,467,729	-	(1,446,973)	-	2,135,337

Graduate regional Funds are sums held by local and regional CMF groups for their activities.

During 2014, a Property Fund was established within Designated Funds with the purpose of readily identifying the value of CMF's net interest in Johnson House (6 to 8 Marshalsea Road, London SE1 1HL). The value of the fund is given as the net book value of the freehold property, reduced by the mortgage and other associated funding.

The Trustees believe there is little information value in continuing to show the accumulated value of legacies received as a designated fund. Therefore, any unrestricted legacies received are transferred into the General Fund.

The income arising from the investment of the capital of the Lavinia Croxon fund can be used at the discretion of the Board of Trustees. This has been used historically to support specific missionaries in particular need and to contribute to the costs of the residential Developing Health Course. No income was received from the fund in the year.

The Founders' Scholarship fund is restricted for study and research in furtherance of the aims of the charity.

Student International Scholarships support international students and juniors to attend the annual students and juniors' conferences in the UK. In addition, this fund includes support for specific international conferences held overseas, and all the finances of the summer teams.

The Student Ministries fund covers the general student ministry activity, including the annual national students conference.

Regional Staff workers continue to be funded locally, as and when Junior Doctors can be appointed who combine the role of supporting students and juniors while continuing their medical careers. Within the Regional Staff workers funds are balances which were donated in previous years to support CMF staff who are no longer employed in this work.

The Project support fund includes grants from Trusts and Foundations to support our Global track training programme, Developing Health course and Pastoral care and Communications activities as well as filed staff salaries. Some of the work in these areas were hampered by the lockdown during the year, necessitating a larger balance being carried forward for future use.

Saline Solution covers funds which were donated to support the development of the Saline Solution course, offering training in how to share the Christian faith as a health professional.

The Scottish nurses fund covers a donation from CNMA in Glasgow, given towards developing CMF's work among nurses in Scotland.

The Ministries funds are those raised for the general and specific activities within the Doctors, Nurses, Volunteer and International ministries.

Also included within the Ministries funds are funds held to support the publications and public policy activities of the charity. The fund includes both restricted and unrestricted resources, but the Board of Trustees prefers to show the whole fund as restricted.

Overseas Restricted Funds cover donations received to support Christian medical students visiting and working at Laigadh Hospital in Nepal (£5,000) and a legacy to be used for overseas nurses taking courses in the UK.

The Conference room facilities fund represents the value of a gift which was given to make improvements to the Conference room at Johnson House. It is reduced each year by the amount of depreciation charged in respect of these improvements.

The restricted legacy fund is used on the CMF office building at 6 Marshalsea Road London SE1. During 2020, £9,669 (2019: £10,057) was applied to cover mortgage interest, £5,866 (2019: £13,409) to repay mortgage capital and £0 (2019: £10,000) to repay other loans secured on the property.

13. ANALYSIS OF NET ASSETS BY FUND

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2020
	£	£	£	£	£
Tangible fixed assets	27,424	2,264,160	3,606	-	2,295,190
Net current assets	294,866	(50,244)	111,242	28,918	384,782
Long term liabilities	-	(327,087)	-	-	(327,087)
Total	**322,290**	**1,886,829**	**114,848**	**28,918**	**2,352,885**

	General Funds	Designated Funds	Restricted Funds	Endowment Funds	2019
	£	£	£	£	£
Tangible fixed assets	38,477	2,281,772	4,929	-	2,325,178
Net Current assets	76,597	(6,895)	101,159	28,918	199,779
Long term liabilities	-	(389,620)	-	-	(389,620)
	115,074	**1,885,257**	**106,088**	**28,918**	**2,135,337**

14. PENSION COSTS

From October 2015, the charity has operated a money purchase group pension plan which is auto-enrolment compliant. This plan provides pension benefits for all employees who have not chosen to opt out of the scheme. The scheme offers two levels of contribution - the statutory minimum by employer and employee and further where the charity contributes an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Prior to 1 October 2015, the charity operated a money purchase group stakeholder pension plan to provide pension benefits for qualifying employees who elected to join the scheme. Under this scheme the charity contributed an amount equal to 10% of gross salary subject to the employee contributing an amount of at least 5% of gross salary.

Independent professional advice about pension arrangements is provided by Wingate Benefit Solutions.

Tax reliefs are available to the employee for contributions of £3,600 or 100% of their salary, whichever is greater, subject to an annual allowance of £40,000 for the year 2020/21.

The lifetime allowance on a pension fund is currently £1,073,100 above which a tax charge will apply. The charity's liability under the plan is limited to the on-going contributions. The total pension contributions for the year amount to £89,209 (2019: £98,445).

15. RELATED PARTIES

During the year, a total of £16,024 (2019: £23,201) was donated from members of the Board of Trustees towards the existing activities of the charity.

In 2020, no amounts were received or committed to by members of the Board of Trustees or key management personnel as interest free loans to the charity. There is £5,000 owing to them in loans held at 31 December 2020. (2019: £25,000)

Travel expenses reimbursed to any (2019: 3) members of the Board of Trustees amounted to £0 (2019: £531)

During the year CMF started a partnership with Integritas Healthcare to deliver a specialist training track on Health & Justice. The partnership involves some sharing of resources and information between the two organisations. The CEO of CMF is a director of Integritas Healthcare and the CEO's wife is the Medical Director of Integritas Healthcare. Day to day decision making regarding this relationship is led by the CMF Head of Doctors Ministries and overseen by the Associate CEO.

16. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net movement in funds	217,548	20,756
Add back depreciation charge	36,814	43,991
Deduct revaluation increase	-	-
Deduct interest income	(224)	(420)
Decrease (increase) in stock	493	(893)
Decrease (increase) in debtors	29,271	(40,644)
Increase (decrease) in creditors	(36,297)	16,896
Net cash provided by / (used in) operating activities	**247,605**	**39,686**

17. TAXATION

The charity is registered with the Charity Commission and is exempt from income tax and corporation tax in respect of income and capital gains in accordance with Part 10 of the Income Tax Act 2007 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively for charitable purposes.

18. FINANCIAL COMMITMENTS

Christian Medical Fellowship had an ongoing commitment to provide a pension for a former employee of Medical Missionary Association. This commitment has now ended following the death of the former employee in early January 2021. The total amount involved for the year was £6,813 (2019: £6,762). The pension was funded from the General Fund.

19. OPERATING LEASES

The total future minimum payments under non-cancellable operating leases are payable:

	2020	2019
	£	£
Within one year	3,058	8,722
After one year but within five years	3,230	5,642
	6,288	14,364

	2020	2019
	£	£
Lease expense in year	8,722	10,216