



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

CONTENTS

	Page
Officers and professional advisers	1
Report of the Board of Trustees	2
Independent Auditor's report to the Board of Trustees	12
Statement of financial activities	15
Income and expenditure account	17
Balance sheet	18
Statement of cashflows	19
Notes to the financial statements	20

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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 healthcare workers 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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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 healthcareers 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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

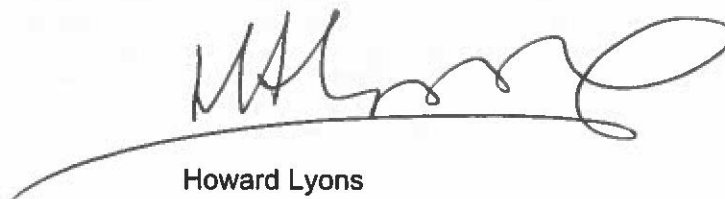
The Board of Trustees has taken all the steps necessary to ensure that the Charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the Charity's auditors are not aware.

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

CHRISTIAN MEDICAL FELLOWSHIP

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.

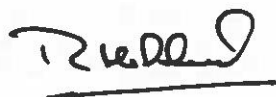
We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management, considering the internal controls in place and discussion amongst the engagement team. We determined that the 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					
<i>Donations and legacies</i>					
Membership subscriptions		531,984	-	-	531,984
Donations, gifts and legacies	2	595,163	116,413	-	711,576
<i>Investments</i>					
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.

CHRISTIAN MEDICAL FELLOWSHIP

**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					
<i>Donations and legacies</i>					
Membership subscriptions		537,783	-	-	537,783
Donations, gifts and legacies	2	659,612	146,152	-	805,764
<i>Other trading activities</i>					
Rental Income		43,106	-	-	43,106
<i>Investments</i>					
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		<u>173,516</u>	<u>217,548</u>

STATEMENT OF COMPREHENSIVE INCOME

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

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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 International	120,234	52,910	173,144	157,837
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

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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

	2021	2020
	£	£
Freehold investment property		
Valuation	910,000	910,000
Accumulated depreciation	-	-
	910,000	910,000
Revaluation in year	-	-
at 31 December	910,000	910,000

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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

CHRISTIAN MEDICAL FELLOWSHIP

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021**

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

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

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2021

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

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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)
Total	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).

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 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	<u>1,938</u>	<u>3,230</u>
	<u>3,230</u>	<u>6,288</u>

	2021	2020
	£	£
Lease expense in year	<u>3,058</u>	<u>8,722</u>

