

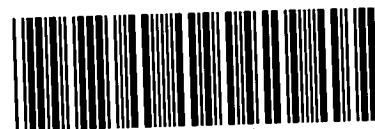


Christian Medical Fellowship

(A Company Limited by Guarantee)

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

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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

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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 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 £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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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

CHRISTIAN MEDICAL FELLOWSHIP

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

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

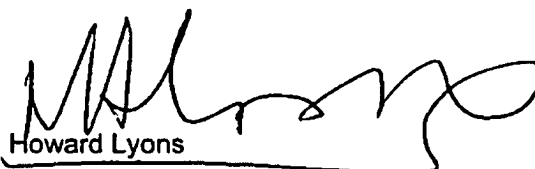
The Board of Trustees has taken all the steps necessary to ensure that the charity's auditors are aware of all relevant information. To the knowledge and belief of the Board of Trustees, there is no relevant information of which the charity's auditors are not aware.

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.

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.

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

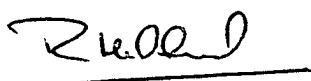
The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below: Based on our understanding of the company, we identified that the principal risks of non-compliance with laws and regulations related to General Data Protection Regulation and safeguarding and 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					
<i>Donations and legacies</i>					
Membership subscriptions		522,512	-	-	522,512
Donations, gifts and legacies	2	468,194	127,256	-	595,450
<i>Investments</i>					
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					
<i>Donations and legacies</i>					
Membership subscriptions		531,984	-	-	531,984
Donations, gifts and legacies	2	595,163	116,413	-	711,576
<i>Other trading activities</i>					
Rental income		40,897	-	-	40,897
<i>Investments</i>					
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		<u>(118,945)</u>	<u>173,516</u>

STATEMENT OF COMPREHENSIVE INCOME

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

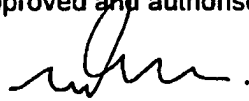
CHRISTIAN MEDICAL FELLOWSHIP

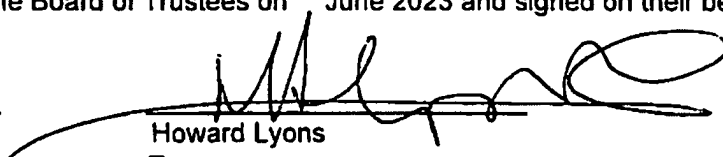
BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022	2021
		£	£
FIXED ASSETS			
Tangible fixed assets	5	1,377,863	1,392,258
Investment fixed asset	6	<u>910,000</u>	<u>910,000</u>
		2,287,863	2,302,258
CURRENT ASSETS			
Stock		35,908	44,324
Debtors	9	118,696	85,326
Cash at bank		<u>387,608</u>	<u>560,467</u>
		542,212	690,117
CREDITORS: Amounts falling due within one year			
Mortgage		(8,162)	(14,995)
Other Creditors		<u>(133,628)</u>	<u>(163,973)</u>
	10	<u>(141,790)</u>	<u>(178,968)</u>
NET CURRENT ASSETS		<u>400,422</u>	<u>511,149</u>
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		<u><u>2,407,456</u></u>	<u><u>2,526,401</u></u>
FUNDS			
Unrestricted Funds			
General Funds	12	265,978	428,013
Designated Funds	12	<u>1,973,366</u>	<u>1,953,510</u>
		2,239,344	2,381,523
Restricted Funds	12	139,194	115,960
Endowment Funds	12	28,918	28,918
		<u><u>2,407,456</u></u>	<u><u>2,526,401</u></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 6 June 2023 and signed on their behalf by


Dr Euan McRorie
Chair


Howard Lyons
Treasurer

Registered company number: 06949436

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

CHRISTIAN MEDICAL FELLOWSHIP**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.

CHRISTIAN MEDICAL FELLOWSHIP

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

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.

CHRISTIAN MEDICAL FELLOWSHIP**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022****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.

CHRISTIAN MEDICAL FELLOWSHIP

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

CHRISTIAN MEDICAL FELLOWSHIP

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.

	2022	2021
	£	£
Analysis of support costs		
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

CHRISTIAN MEDICAL FELLOWSHIP

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

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

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
	<u>878,621</u>	<u>787,491</u>

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).

CHRISTIAN MEDICAL FELLOWSHIP

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)	-
	<u>322,290</u>	<u>1,130,827</u>	<u>-</u>	<u>(1,014,165)</u>	<u>(10,939)</u>	<u>428,013</u>
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)	-
	<u>1,886,829</u>	<u>82,979</u>	<u>-</u>	<u>(27,237)</u>	<u>10,939</u>	<u>1,953,510</u>
Total unrestricted funds	<u>2,209,119</u>	<u>1,213,806</u>	<u>-</u>	<u>(1,041,402)</u>	<u>-</u>	<u>2,381,523</u>
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	<u>114,848</u>	<u>119,271</u>	<u>-</u>	<u>(118,159)</u>	<u>-</u>	<u>115,960</u>
Endowment Fund						
Lavinia Croxon Memorial Fund	28,918	-	-	-	-	28,918
Total funds	<u>2,352,885</u>	<u>1,333,077</u>	<u>-</u>	<u>(1,159,561)</u>	<u>-</u>	<u>2,526,401</u>

CHRISTIAN MEDICAL FELLOWSHIP

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.

CHRISTIAN MEDICAL FELLOWSHIP

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 202216. 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	<u>(124,272)</u>	<u>230,895</u>

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	<u>646</u>	<u>1,938</u>
	<u>1,938</u>	<u>3,230</u>

	2022	2021
	£	£
Lease expense in year	<u>1,292</u>	<u>3,058</u>