



Christian Medical Fellowship



An Introduction

You can access much of this material in a series of short videos:

[Catalyst Teams Training](#)

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Hello

This short brochure is designed to introduce you to the new approach to regional teams within CMF branded 'Catalyst Teams'.

I hope the information here is useful as you consider how things might move forward in your region.

Blessings



Dr John Greenall
CMF Associate CEO



Introduction to CMF

WHY CMF?

The Christian Medical Fellowship is a network of doctors, nurses and medical/nursing students. We were formed in 1949 and currently have over 4,000 UK doctors and around 800 UK medical students as members.

MISSION:

To unite and equip Christian doctors and nurses to live and speak for Jesus Christ

AIMS:

- **Discipleship** - to unite Christian doctors and medical students 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.
- **Evangelism** - to encourage Christian doctors and medical students to be witnesses for Christ amongst all they meet.
- **Mission** - to mobilise and support all Christian doctors, medical students and other healthcare students and professionals, in serving Christ throughout the world.
- **Values** - to promote Christian values in society, especially, but not limited to, the areas of bioethics and healthcare.

CALL TO ACTION (more of which later):



Overall, CMF is not a building, an office, or a location. It is people, and we are here to invest in people to help them do the works that God has prepared for them to do (Ephesians 2:10).

Catalyst Teams

See videos [HERE](#) and [HERE](#)

What is your vision for your life? Why are you doing medicine/nursing? What are the 'works God has prepared in advance for you to do'?

Our desire is to see medics and nurses be all that they have been made to be in Christ in the places they spend most of their time.

There are those who feel equipped and supported in their calling. But I meet so many who feel isolated, alone, unsupported or just tired and drained by the demands of our NHS.

And that's where CMF comes in. It's where our faith and vocation come together. It's where we find likeminded people - those who will spur us on, be an example to us. A place where we can grow together as vocational disciples.

Step back and dream for a moment. What might God do through an envisioned Fellowship of people in the world of medicine and healthcare? Could we see every student inspired, every junior supported, every consultant equipped, every nurse trained, a vibrant Christian presence in every workplace.....?

Fulfilling the mission of CMF through a transformational team

Serving God in teams is part of our worship – it is a great honour to worship God with our gifts and talents. We are not here to ask people to 'do things for CMF'. Neither are we here to 'build CMF' – rather God's Kingdom. It's not about the 'survival of CMF', or membership numbers, or 'keeping things going' locally. It's about life-giving sacrificial service where we are transformed into the likeness of Christ as we serve alongside each other.

Catalyst Team Distinctives

Mission: To Unite and Equip Christian Doctors and Nurses to Live and Speak for Jesus Christ

Every member ministry: we are members of the body (1 Cor 12:12), with each member playing it's part. Members are trained and resourced to fulfil the unique calling on their lives.

Prayer: Prayer must be at the heart of all we do

Catalyst Teams strategic vision: We see teams of medics and nurses in every region of the UK, passionate about seeing the kingdom of God manifested in the lives of members. We see teams allowing the grace of Jesus to bring transformation - through them - to the places they live & work.

Vision (both local and central): we embody a national vision as the 'riverbanks' but we express this locally with the freedom to 'swim between the riverbanks'

Team: teams work as true teams. Members have specific roles in their area of interest. We are ENABLERS who don't do all the ministry but enable others in the region to do what God has called them to do.

Equipping: role descriptions are all well and good but we take equipping seriously. We will do this through peer support, termly webinars and specific streams at conferences. Each team member is linked to central CMF.

Coaching: we use a coaching approach to grow and help our teams to grow

Leadership community: team leaders and roles across teams form a learning community

Accountable: we hold one another accountable to commitments. We analyse results and ask the hard questions.

Multiplication: As we lead we are always looking for the next leader volunteers – those who are able to lead others. We want to multiply ourselves and see leaders equipped to plant teams elsewhere

Kingdom focussed: we generously equip people for roles in other aspects of life e.g. work, church, family

What might a team look like?

There are two answers (also see video [HERE](#)):

1. Each team will be similar. Whilst we are keen for people to do what God calls them to do, the way the teams are formed and relate will have some similarities. Many roles will be the same, enabling better connections across the country and familiarity for those moving between regions. For example, those in the prayer role would link to a staff member who would communicate with them, support them, and facilitate their networking.
2. Each team will be different. The riverbanks CMF sets are wide and we recognise each region is different in many ways. So there is flexibility.

A potential team structure is below. Each member is called a 'Catalyst'



How is a team formed?

Also see video [HERE](#)

- Vision cast in area/region with key stakeholders and interested parties.
- Define geography/regional variation – area or region?
- Team leader selected and confirmed
- Team members recruited
- Team meets to review vision and set roles and goals
- Training happens informally and formally both locally and nationally

A team might be formed in a localised area e.g. Oxford; Wessex. It might be formed in what we term a 'region' e.g. Scotland, Yorkshire or the South East.

The size of the geographical area will impact how each team works

There might be different teams e.g. in Scotland there might be five area teams functioning with a team leader for each. These team leaders would relate to a Catalyst Team Network Leader covering Scotland, who in turn relates to the Associate CEO.

How is this different to the 'old' structure?

We see these as true teams, where instead of one person doing all the work we share the load. We will connect you to specific training and opportunities to grow your gifts. We see this as CMF being more localised and flexible to meet the needs of your region better.

GETTING PRACTICAL

Why join a Catalyst Team?

- Be part of a committed team with a vision - being on mission together
- Receive support and resource from central office
- Link to like-minded others around the country

What do we expect from team members?

- Engage with other team members
- Occasionally help us engage new teams
- Prioritise 24 hour conference (April 2020)
- Commit to your local team and be led by your team leader!

What would I be able to do?

- Ideally we want you to do what is on your heart to do.
- We do have a number of suggested roles that mean we can support you better and link you with like-minded others.

EXAMPLE OF TEAM ROLE AND GOALS

Teams will set some **interdependent, SMART goals**. These are goals you work to as a team.

e.g. this year we will:

- See a juniors' group launch and meet at least 3 times.
- See 20 members from the region attend a Saline Solution course.

Some examples of current roles (also see video [HERE](#))

Pastoral Catalyst

Steve is based in the North of England. He has developed and launches a mentorship scheme for the area with at least 10 students linked to graduates. He is also working with the Head of Pastoral care to design annual spiritual appraisals for CMF members in the region which will be shared with other PC Catalysts around the UK.

Small Groups Catalyst

Sophie is based in in London. She has encouraged the formation of workplace groups in local hospitals and GP practices and shares resources around leaders by WhatsApp.

Juniors Catalyst

James is based in the Midlands. He oversees 3 juniors groups and is a member of the junior doctors committee. He disseminates relevant resources to the group and advertises training opportunities such as the speakers and evangelism track.

Prayer Catalyst

Angie is based in SW Scotland. She is encouraging Christians to pray together in every workplace in her area. Along with other Catalysts she is organising a day of prayer and fasting for those in healthcare.

Other current roles include:

Student Catalyst

Evangelism Catalyst

Logistics Catalyst

Equipping – what might it look like?

Team leaders will have regular contact with the Associate CEO and will link in with other Team Leaders across the country with a termly conference call and annual conference.

You will be equipped in the following ways (also see video [HERE](#))

1. **Regular team meetings** – training built into these meetings (e.g. going through a book/Bible passage)
2. **Conference** – annual Catalyst Teams conference (April) and online gathering (September)
3. **Online** – learning modules to help orientate to Catalyst Teams and the big picture e.g. [HERE](#) and [HERE](#)
4. **Coaching** – we want you to learn to coach others. Leadership involves coaching elements and we want to excel in this.
5. **Staff link** – most team members will also have a staff link to link them into national CMF. So if overseeing student work, you will have training and connections coordinated by the CMF student team. If overseeing International work you will link to the Head of CMF Global e.g. for termly webinar training. This will be the way you will receive specific information about what CMF offers and support to do things like run a day conference.

We will develop a pack which relates to each role, giving information on which training tracks are available. We expect team members to be ambassadors (or ‘Catalysts’!) for these areas. For example a Global team member will know about the Global Track as well as our pipeline to develop cross-cultural leaders for example, and be able to communicate this to their region effectively.

Let's build something together!

What do you think about partnering together? God is in the process of building his church. Throughout his word we see him using ordinary people to do extraordinary things. It's not about our gifting or talent, but our willingness to be faithful, available and teachable.

We see a multiplication of teams of medics and nurses in every region of the UK, passionate about seeing the kingdom of God manifested in the lives of members. We see teams allowing the grace of Jesus Christ to bring transformation - through them - to the places they live and work. So how about it?

Let's see the vision of CMF fulfilled through the building of transformational teams

'...you also, like living stones, are being built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ

1 Peter 2:5



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