



Christian Medical Fellowship

Catalyst Teams

An Introduction
Summer/Autumn 2018

Contents Page

Page	
2	Contents
3	Hello
4	Introduction to CMF
7	Current regional teams in CMF
8	Catalyst Teams
9	What's different about Catalyst Teams?
10	How is a team formed?
11	What might a team look like?
12	What will a Catalyst Team Leader do?
13	Equipping – what might it look like?
14	Leading – what might it look like?
15	Example of team roles and goals
16	Let's build something together

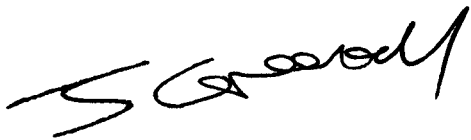


Hello

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 National Field Director



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).



Introduction to CMF

HOW does CMF do this?

How does CMF express its aims, advance its progress, communicate its vision and engage with doctors, nurses and students?

STRATEGY:

The 2020 ACTIVE strategy summarises our key priorities for these five years

ADVOCACY

COMMUNICATIONS

TRAINING

INTERNATIONAL PARTNERSHIPS

VOLUNTEERING

EVANGELISM

There are a number of ‘vehicles’ for this to happen, for example:

- The Deep:ER programme
- Associate Staff Workers
- CMF partners eg Saline, speciality links, committee chairs...
- Training tracks – speakers, writers, student, juniors, NSC etc
- Learning Platform
- Website and social media
- Events and day conferences
- Local groups – students, juniors, grads, nurses
- Publications – print and online
- Submissions
- Global – international track, short term teams, electives, partnerships
- VOLUNTEERING

NOTE – Catalyst Teams are NOT an ‘add-on’. In fact, they are an absolutely key element to HOW CMF can achieve its mission and aims.



Introduction to CMF

HOW does CMF do this? - continued

Volunteering is at the heart of what CMF does. It is the conviction that we are members of the body, with each member playing its part. Staff are set aside to do ministry, but their role is to enable, equip and support members to do what God is calling them to do.

There are four main 'ways in' to volunteer with CMF:

- **Deep:ER Fellowship Programme** (aimed at F3 and intercalating students, 1 year structured programme with teaching and an assigned project in one of 12 main areas)
- **Associate Staff Workers** (aimed at those with more experience who can give a day a week to work with students or student nurses where they are based)
- **'Other opportunities'** – multiple opportunities to work with CMF in the office or at home ranging from chairing committees, to writing, speaking or administration. This includes 'link' roles such as the workplace, medical school and students.
- **Catalyst Teams!**



Current regional teams in CMF

You might be thinking that CMF already has regional teams, with regional team leaders and various links (local, church, workplace, specialty and others). Whilst this is true we have noticed some problems over the last few years.

1. **There is a lack of vision** amongst members, most probably because we have not communicated this well enough centrally.
2. **We don't currently**
 1. **Recruit** – 'recruiting' to CMF comes on a rather ad-hoc basis and we are not growing the Fellowship; rather, many groups are in decline
 2. **Select** – people often come into roles 'because there's no-one else to do it'; many are in roles for several years; and quite possibly many are in roles they are not suited to.
 3. **Equip** – we haven't been able to do much training with people; we have given role descriptions but not been able to follow that up with meaningful support.

So is this initiative re-dressing the links scheme? Well, no.

Instead, we want to take what has worked well and build on the foundations of the Links scheme. However, we want to change our approach to teams ministry in a way, we trust, will be life-giving to members and see real energy and growth throughout CMF.



Catalyst Teams

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 members be all that they have been made to be in Christ.

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.

Why don't we step back and dream for a moment? What might God do through a vibrant and 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.....?

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. As Teams meet, we see them as a forum to make disciples.



What's different about Catalyst Teams?

1. Catalyst Teams function as **true teams** and are designed to be scalable and reproducible across the country. Some areas and regions might be adapted to better reflect the geographical realities
2. **Teams are led** by a Team Leader whose role is to lead the team rather than fulfil lots of different roles
3. There is more **clarity of vision** at a local level – the riverbanks are set by CMF's overall mission and aims but each team can swim within them
4. Team members have **specific roles** that link to area of interest. As they develop across the country, sharing of ideas, training, encouragement can be facilitated
5. Team members **link** both 'in' to a designated member of CMF staff and 'out' to certain roles performed by other CMF members in the region
6. Roles are **time-limited** to two years with a mutual review
7. Roles will have **goals** and **accountability** built-in
8. Roles have a **discipleship and growth element**, as well as the obvious serving aspect
9. **Training** is offered for each role e.g. an annual Catalyst Teams conference, webinars and online training.
10. CMF's **database** will be accessible by designated team members to enable better communication and data analysis. This will include an Office 365 licence which includes Groups and Skype functions among others.



How is a team formed?

In general:

- 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
- Metrics – Touch (how many and who we reach), Participate (how many engage in some way), Transform (the key – transformed lives, what we are all here for)

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 Regional Team Leader covering Scotland, who in turn relates to the National Field Director.

Where there is an area team with no Regional Team Leader, these leaders relate directly to the National Field Director.



What might a team look like?

There are two answers:

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'



What will a Catalyst Team Leader do?

Role purpose:

To establish and lead a Catalyst Team to see ministry multiplied; to identify and release those who God is calling to this ministry; and to see students and graduates increasingly established and equipped to integrate their faith with their work. You are first and foremost an 'enabler' who builds and equips a team.

Responsibilities:

- Lead Core Team meetings; to include training and prayer.
- Regular communication with the National Field Director (NFD)
Meet with other Catalyst Team Leaders quarterly (digitally)
- Recruit team members via the agreed selection process
- Liaise regularly with team
- Lead vision casting events to share the vision of CMF
- Produce annual written report for the NFD

Key contacts: ASW, other CTLs

Training and support:

- Specific Catalyst Team Leader Training Programme
- Core Volunteer Training (CMF)
- Working closely with NFD
- Working closely with members of the CMF staff team for support and resources

Time commitment:

- Variable and dependent on area/region; Minimum 2-year commitment.

Essentials:

- Membership of CMF; Strong call to the vision of CMF; Strong administrative skills; History of building teams or possess applicable transferrable skills.



Equipping – what might it look like?

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

Teams members will be equipped in the following ways:

- 1. *Regular team meetings*** – training built into these meetings (e.g. going through a book/Bible passage)
- 2. *Conference*** – annual Catalyst Team conference
- 3. *Online*** – learning modules to help orientate to Catalyst Teams and the big picture
- 4. *In writing*** – we will provide teams with training material and understanding what CMF is doing to help team members signpost members in the region.
- 5. *Staff link*** – most team members will have a staff link. 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 biannual 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.



Leading – what might it look like?

How might a team leader lead their team?

It will start with asking questions like:

- Evangelism: what do **we** want evangelism to look like in **our** region?
- Discipleship: what do **we** want medics and nurses in **our** region to 'look like'?
- Mission – what do we want engagement in world mission in **our** region to 'look like'?
- Christian values: what do **we** want the promotion of Christian values in **our** region to 'look like'?

• For all the above you might ask:

- Why? How will **we** achieve this? What convictions do **we** want to build? What skills do they need? What personal support?

We'd love to adhere to the following principles:

- We communicate effectively.
- We have the tools to lead – the leader and team are well equipped.
- We hold one another accountable to commitments.
- We analyse results and ask the hard questions.
- We pursue excellence.
- We demonstrate progress.
- We celebrate and evaluate our work by assessing our record of Touch, Participate and Transform



EXAMPLE OF TEAM ROLES 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.

I'm sure you can have more vision than these for where you are!

In addition each team member will require a role description with some simple goals.

e.g. **Grow Catalyst: year-end goals**

Role purpose: Champions the discipleship of members, including but not limited to use of literature, blogs, web learning.

Responsibilities:

- Attends team meetings and liaises with Team Leader regularly.
- Develops and launches a mentorship scheme for the area with at least 10 students linked to graduates
- Designs and encourages annual spiritual appraisals for CMF members in the region – at least 10 participate

Training

- Training where required in leading various courses
- Completes CMF core volunteer training

Office link: Head of Training

Time commitment:

- Variable but might be two hours a week; Minimum 2-year commitment.

Essentials:

- Membership of CMF; Strong call to the vision of CMF; Experience in discipling others; signs DP/DB forms.



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



Address: 6 Marshalsea Road, SE1 1HL

Tel: 02072349660

Email: volunteer@cmf.org.uk

Website: www.cmf.org.uk

Twitter: [@UK_CMF](https://twitter.com/UK_CMF)

Facebook: www.facebook.com/ukcmf

Blog: www.cmfblog.org.uk