



TRANSFORMED BY CHRIST
TRANSFORMING HEALTHCARE

CMDFA 2015-16 Annual Report



**Christian Medical & Dental
Fellowship of Australia**

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OUR AIMS

- To provide a Fellowship in which members may share and discuss their experiences as Christians in the profession of medicine and dentistry.
- To encourage Christian doctors and dentists to serve and honour God in their professional practice.
- To present the claims of Christ to colleagues and others and to win their allegiance to Him.
- To provide forums that consider how the Christian faith applies to the problems of national and local life as they relate to medicine and dentistry.
- To foster interest in and support of cross-cultural medical and dental mission.
- To encourage members to play an active part in their local churches.
- To strengthen and encourage Christian medical and dental students in their faith
- To provide pastoral support to colleagues.



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Vision

The CMDFA VISION seeks to identify what it is that CMDFA must do or should do better than any other organisation in the healthcare profession.

The existing vision statement is one that is of a personal nature relating to the actions and beliefs of each individual member specifically:

Following Christ, integrating faith and practice

In seeking a new VISION statement the Board has decided upon one that present a much bigger vision and one that has implications and potential outcomes across the healthcare profession as a whole.

Transformed By Christ

Transforming Healthcare

The new vision statement has a much bigger scope and implies that the Fellowship has much bigger achievements in its sights. This is statement of what the organisation aims to achieve rather than relating to an individual member's achievement.



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Mission

CMDFA exists to bring glory to God by:

- Being a strong Christian presence in Healthcare and also in the wider community.
- Providing fellowship, community, networking and support so the members can integrate their faith and practice both individually and collectively

Core Values

Our Core Values are encapsulated in Christ's 2 commandments:

- Love the Lord your God with all your heart and soul and all your strength and with all your mind.
- Love your neighbour as yourself,

Consequently we strive to be:-

- a. Christlike
- b. Controlled by the Holy Spirit
- c. Committed to Scripture and Prayer
- d. Compassionate
- e. Culturally relevant.



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National Chair's Report

As I write this my first Annual Report to you the members of CMDFA, I reflect on the year and see God's hand of Grace and Blessing outstretched to us, both corporately and individually. We thank and praise God for His goodness to us all.

The Board sees itself as primarily a Christian small group community and strongly believes that we should care and share for each other just as we expect the programmes and members of CMDFA to do also. Our reason for being, of course, is to lead and govern CMDFA wisely.

To that end we have spent time on Continuous Education in Governance and other areas to ensure we are well informed in how we should operate. Each Board member also has an allocated area of responsibility as we try to ensure we are covering all areas effectively.

The Board met on 5 occasions and also met via Teleconference as was needed. I wish here to thank all my fellow Board members for their contributions and sacrifices they make to serve effectively.

I particularly wish to thank and acknowledge Patina Caldwell and Jason Ong, as they step off the Board.

We wish them well and will miss their wisdom and contributions.

This year has seen a marked increase in activities, which is wonderful. The Strategic Plan was launched at Equip and Connect in June 2016 and currently we have the Mentoring, Practitioners and Missions Committees producing Policies / Positions statements for their respective areas as well as being a major resource Centre for the States and Regions as they plan for their activities in 2017.

There has been renewed activities at both State and Regional levels. The growth in both number and size of Regional groups continues and this is to be strongly encouraged. The Board has intentionally increased its connectedness with both state and Regional committees as we wish to work together as one BIG Family, even if spread thinly across a huge Continent.

Student work continued to flourish and Recent Graduate work is ramping up significantly its activities for 2017.



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Aet Lees and her team of prayer warriors continue to do an invaluable job and may I encourage all of you (especially our older members) to join Aet and her team for, as we seek to expand and grow CMDFA for God's glory, the enemy will surely attack.

Obviously we continue to provide advice and advocacy on Moral issues that particularly impact Doctors in their Practice, such as Euthanasia and Late Term Abortion etc.

On a wider note we have been approached by the NSW President of the Christian Nurses Fellowship, asking to explore ways we can work together. This of course fits nicely with our aim of greatly increasing the number of Hospital fellowships. However all of this activity and exciting potential growth comes at a cost. Key members of the Board and Staff have been very stretched, working many hours extra. This is not sustainable and we will need to increase staff levels in 2017, beyond our 1.6 full time employees or our infrastructure will not cope and new initiatives and programmes could possibly fail.

Please pray for us at the Board as we wrestle with the best way forward with this issue.

Finally a very big Thank You to David and Marilyn for not only all they do (above and beyond) but also for the gracious and loving way they do it.

To all of you, they huge army of CMDFA Volunteers, a very BIG THANK YOU for without you nothing would happen.

Thank you all for the privilege and responsibility you have given me to head this work. A Special Thank you to those who pray for both myself and all the fellow Board Members. We look forward to continue leading CMDFA as we serve you so that you may be encouraged and be a blessing to others and that this will bring Glory to God. God bless you all

Ross S. Dunn AM, BSc, FICD
National Chairperson CMDFA



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National Managers Report

Comment on the Year

This year has been an exciting year of change as we farewelled our National Chair Judy Fitzmaurice last November with a nostalgic tribute to her long association and outstanding service to CMDFA.

This was followed by a welcome to our new chair Dr. Ross Dunn and to our delight we found that Ross was named in the honours list in January and was awarded an AM.

We have been blessed in many ways this year as we have started to implement the key Action areas in our Strategic Plan through the specific committees set up to implement the plan. This system has proved to be effective and successful and the achievements of these committees are detailed later in the Annual report.

We are greatly encouraged by the increase in levels of activity and new programmes that are being rolled out across the country and new fellowships that are being established.

We believe that this is most important as we see Christian values being challenged on so many different fronts and we have continued to make submissions particularly in the euthanasia area with enabling legislation on the Agenda in a number of States.

However we are at a difficult stage in our development. In order for CMDFA to grow and develop we need to stimulate a major growth in membership . In order to achieve this over 2016 we have been developing many exciting new developments in Mentoring ,Practitioners Services ,Student ,REGS services and Mission.

Much of our new programmes, and services will come into effect in 2017. In the meantime our National Office and our State volunteers are experiencing a significant increase in work load while we build the services we need for growth.

The is very much a “Bootstraps” operation . One thing that has become apparent is that there are no “magic bullets” however we are convinced that with the Lord’s help and his good providence we will succeed. So please pray for our endeavours as we move forward into 2017 and if we need further financial help please respond generously as we seek to transform CMDFA into an even more effective ministry furthering God’s work in Healthcare.



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Membership

We have had a real focus on membership this year seeking to create awareness of the importance of recruiting members who are part of our Fellowships groups around the country but are not yet members.

As previously stated we need to grow our membership significantly so that through our membership revenues we have the resources to invest back in the fellowship so we can increase services and support right across the country.

We have seen success in regaining a number of lapsed members and a number of new members but not in the scale we hoped for and this has been offset by a number of existing members not renewing membership so far this year.(See Appendix A)

This means we have to spend valuable time and resources in following up renewals not always to good effect and we do not like having to badger our members who have so many other demands on their time.

We are therefore introducing a system of direct debit payments that will enable our busy membership to “set and forget “ their membership renewals . As an incentive to subscribe to this system we are offering a membership discount in the order of 5% and a fixed membership rate for the next 3 years .

For those members who do not wish to use the Direct Debit option we are offering a “Pledge” system without a discount but with a fixed fee for 3 years offer.

If we can encourage members to take up such options and lock in their membership renewals it will significantly improve our membership levels while saving valuable National office resources.

Please consider such options when your renewals come due>

Strategic Plan Development

The implementation of our Strategic Plan is central to the development of the Fellowship. In 2016 we made progress on the following key areas of the plan

- **Mentoring**
 - The committee assisted Newcastle in starting a Pilot programme which is now ongoing



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- They developed a “Mentoring Principles and Practical Implementation Guide” for use by states starting mentoring programmes in 2017
- We are seeking Mentoring Coordinators and so far have people in Victoria ,Queensland, West Australia and South Australia and seeking someone in NSW.
- **Practitioners Services**
 - We are planning to develop courses for members on Finance and Work/Life Balance
 - These will be implemented across 2017
- **Missions**
 - A new drive to encourage Mission among our members with a new website section featuring Missions.

Activities with regard students and Recent Graduates have also been very active with separate reports being available for these strategic areas.

So in 2017 we will be moving from planning to implementation and we trust that under God’s guidance we can ensure that these programmes will bring significant benefits to our members and also make our Fellowship a more important and imperative support service to Christian healthcare professionals.

State and Regional Organisations

In 2016 we have seen very encouraging developments in our State and regional Fellowships with revitalised State organisations in NSW and QLD and a new state organisation forming in SA.

In our regions Newcastle continues to flourish with other regional organisations operating in Canberra ,Cooma, Albury, Darwin and Townsville.

The development of these regional Fellowship is really encouraging because it is often in our regional areas where the opportunity for Christian Fellowship may be harder to come by and where the Fellowship support is more important for our members .

Website Development

The CMDFA website has been live and operating for over 18 months . Across this time the website has grown in use and has become a major communication hub for the Fellowship and also handles all membership renewals ,Partnerships payments and conference registrations.



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The site is built upon Business Catalyst which has proven to be a secure, stable platform and has performed well since its introduction in May 2014. Some improvements and enhancements have been made across the period including :

- Improvement to the registration process
- Adding a “honey pot” device to stop spam emails joining our contact list
- Some additions to the members database search function

In 2016 we set up a research survey to get feedback from users on their current use and also to seek their feedback on ways that the website and the related business system and database should be improved

Research Conclusions

POSITIVE OUTCOMES

1. That most respondents used the website for specific purposes
 1. Accessing event information
 2. Event registration
 3. Membership renewal
2. That overall most respondents found the website user friendly and easy to use
3. That it generally contained the information people were looking for
4. That people found the online store easy to use but around 40% of respondents were not aware of the stores existence.
5. Over 60% of respondents renewed their Membership online
6. 67% found it easy to renew online
7. 60% of respondents had registered for an event online
8. 53% found it easy to register online

AREAS FOR ATTENTION

1. Increase awareness and use of the online store and Regent resources
2. Increase awareness of members database and passwords
3. Website Search Function

AREAS FOR IMPROVEMENT -ONLINE SYSTEM

1. Develop facility for registering more than one person at a time (Conferences)
2. Develop ability for system to indicate where an error occurs if one does in an online process (eg Membership renewal or event registration)



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3. Seek to avoid respondents having to start process from beginning if an error is made during payment process

AREAS FOR IMPROVEMENT -DATABASE

1. Develop more user friendly database
2. Develop merge facility for multiple emails addresses
3. Add more search field - Sub-Speciality - Associate Profession - University - Hospital - Training Hospital (if student)
4. Update membership subscription - i.e. if member changes to a different category - old category no longer appears in the subscriptions.
5. Events registration through backend if not an online registration. Can do an event registration in backend but the fields do not come up and the details do not appear in the online event registrations report.
6. Report Link - not everyone can open.
7. Report showing when students join
8. Link husbands and wives for labels
9. Clean up the database

These areas for improvement have been briefed in to the Web developer and they are currently under development for testing and implementation in January 2107.



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Treasurers Report including Annual Accounts

Financial health & governance: Overall position

In my opinion the Fellowship is currently financially sound and in a position to meet its financial obligations in a timely manner.

The financial accounts for 2015/16 as approved by the external auditor are in the accompanying Treasurer's Report to the Annual General meeting.

Attached are:

1. Treasurer's summary of 2015/16 financial position
2. Compilation Report by Jane L Noller & Co, Practising Accountants
3. Income Statement for the year ended 30th June 2016
4. Balance Sheet as at 30th June 2016
5. Notes to the Financial Statements
6. Declaration by Members of the Board
7. Audit Report



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Treasurers summary 2015/ 2016

	Board Governance	State of Play	Details	Treasurer's comments
1	Revenue & Expenditure (Profit & Loss a/c)	Loss of \$15K	Utilising part of Bequest allowed a budgeted deficit and a deliberate 'overspent' on Equip and Connect seminar and promotion of CMDFA	The 3 year plan and an enthusiastic Fellowship is pushing resource base – needs greater income base
2	Liquidity Cash Balances	\$264K	Always at a seasonal high in June but required to meet full expenses of 2016/17 financial year.	\$50,000 held in term deposit as liquidity reserve.
3	Fellowship Equity (Balance Sheet)	\$36K	Fell over the year and while adequate, indicates a need to grow the Fellowship base.	Membership base needs expanding for sustainable financial buffer in the context of the 3 year plan.
4	Board financial governance	Obligations can be met effectively	This is the critical year for Board governance of finances as the 3 year plan requires additional funding	
5	CMDFA funding base	Requires \$50K pa extra	New staff commitments are constrained by financial governance requirements.	Requires \$50K pa extra to be self-sustaining.
6	Office Efficiency	Good	Centralised staffing is an excellent use of limited resources	
7	Bottom line:	3 Year Plan base boost	Within the 3 Year strategic Planning period a major financial injection is required	Board Finance subcommittee is to report on strategies

Dr Richard Allan



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Mentoring Report

We have received the following summary of activity of the Mentoring Committee from the Chair of the committee Prof. Kim Oates

1. The committee has been effective and productive, thanks to the work of the committee members and the support of CMDFA office.
2. A mentoring statement was produced in early 2016.
3. A mentoring brochure was subsequently produced.
4. We have benefited from the work already done on mentoring by the groups in Melbourne and Newcastle and have incorporated some of their concepts.
5. We are aiming for a final mentoring document that will be both comprehensive and concise and that will allow some flexibility within the broad guidelines set out in the document.
6. A final document, suitable from mentoring coordinators, mentors and mentees will be produced before the end of this year.
7. The CMDFA mentoring program should be able to commence in early 2017.

I am very grateful to the members of the mentoring committee for their gifts in this area as well as their support and dedication.

Blessings

Prof. Kim Oates



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Missions Report

We have received the following report from Prof. John Whitehall ,our Missions Chair:

The Great Command ' Go ye into all the world, and preach the gospel to every creature' has not been rescinded. There is still the need, and still the time. Preaching is a broad term and Jesus gave many examples that it involved caring for the sick, and we, as a profession, can be rightly proud of much of the work of our medical missionaries. I must say 'much' because we remain human beings: to err is natural and practical mistakes have been made.

Nevertheless, we have a great tradition. We have pioneered in the remotest parts of the world, sacrificially caring for the sick at a cost that has included wealth, position, health and even life. We have started clinics that have grown to universities and we have been at the forefront of research and prevention. More importantly, we have demonstrated agape love to ideologies that do not include the term. We have done this in the name of our Saviour and for his creation.

In CMDFA, we want to proclaim medical mission. Many of our founders were deeply involved in that vocation eg Dr Paul White, and we want to continue and add to that tradition. With that in mind a mission committee was formed to ensure publication of its importance. With your suggestions, we want to promote mission opportunities, to facilitate contact between our doctors and recruiting organisations and to do our best to prepare colleagues for the experience. We can do this through the website ,by newsletter, by special publicity at conferences and by personal contact.

One special project we are considering is to lead a group of interested doctors to Bangladesh for two weeks from Jun 19, 2016. It will follow the path of a module of public health and tropical medicine I used teach for James Cook University and will be hosted by the Australian aid organisation, Symbiosis, that has decades of experience in that country.

The course will visit the Childrens', the Cholera, the Infectious Diseases and the Chest Hospitals in Dhaka, then move to Mymensingh to visit large hospitals in the city and development projects in slums and rural areas. While there, the group will rotate through the Garo Baptist Hospital near the Indian border. This will be an intensive period of study but there will be lighter moments. We will all eat around a large table



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while staying in the comfortable Symbiosis guest house in Mymensingh. It will be a time of fellowship with each other and with local Christians and a time to be inspired by the work of Christ in the land of a foreign ideology.

I hope people will come. It is open to medical students and graduates. We used take 25 post grad students from JCU and were booked out well in advance. This time will be different. The JCU lot (bless them) was a secular group. We are intending our trip to be a time of learning and fellowship.

If you are interested please contact

Prof. John Whitehall

email: john.Whitehall@westernsydney.edu.au



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Practitioners Committee Report

We have received the following summary of activity of the Practitioners Committee from the Chair of the committee Dr. Tony Rombola

Members:

Tony Rombola (Chair)
Tash Yates – Secretary
Patrina Caldwell – Board Rep
David Brown.- National Manager
Andrew Gan has resigned from the committee
Rianna Bunn has agreed to join the committee

We are looking for additional members to join the committee .
We have met on 4 occasions by teleconference. We have discussed ways in which we can make CMDFA more relevant to busy practitioners with families and other responsibilities so that they stay engaged or re-engage with CMDFA as paid-up members. Over these meetings, we have tried to determine why practitioners do not join CMDFA, or why they allow their membership to lapse. We also discussed ways that we can reach practitioners who may not know about CMDFA. In response to this we have discussed implementing some strategies. These fall broadly into the following two categories:

1) The website:

- We have suggested that our website provide links to information contained on other Christian Medical/Dental sites internationally
- We have suggested having a more streamlined way to search for podcasts and other information on the website

2) To develop courses and resources to assist our members.

- We have approached Richard Allan to plan a pilot course on financial principles. We are hoping that this could be run in NSW in March 2017 and then be replicated nationwide.
- We will be facilitating the development of an audio programme which interviews a number of members to gain their insights into Work/Life balance

Our next meeting is scheduled for February 2017.



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Regards
Tony Rombola

South Australia State Report

We have received the following report from Prof. Bill Hague who has done sterling work in helping to revitalise the Fellowship in South Australia including a new regional fellowship group in the Mid North Port Pirie area.



Photo of recent Mid-North fellowship meeting

SA Report

- Two Vision days in July and September
- Ongoing support for students with Bible study at Adelaide Uni with Ben and Lynda De Souza
- Exploration of increased support for Flinders students and TMOs
- Facebook groups being developed



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- Welcome to Barry and Robin Hicks - Ethiopia (September)
- Saline course in October (15 attended)
- Mid-North group initiative at Port Pirie in November (10 adults present including 2 spouses)
- End of year celebration planned for December 3



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LUKE'S JOURNAL

- This year marks the 20th Anniversary of CMDFA publishing Luke's Journal. A special 50th Edition Anniversary Luke's Journal is going to be available for members before Christmas, on the theme "Healthy Hope".
- In 2016 the Luke's Journal Team will have delivered 3 substantial editions to members, in particular the showcasing of the Ethics Working Group "Pre-natal Genetic Diagnosis Statement". This is an important part of our fellowships life.
- 2016 saw the Luke's Journal team continue to develop with 5 active participants in the development of the journal as it comes out each edition.
- Luke's Journal has been blessed with the service of John Foley as a Co-Editor with Paul Mercer for the last 11 years and at the end of this year John will stand down with a very honourable record of service to the Fellowship in this regard.
- 2016 also saw Luke's Journal be available on line through the ISSU Platform and this is a way of reaching a wider audience and allowing Luke's Journal to play a role as a vehicle for public theology in Australia.
- We were unable to make a "Winton Award" in 2016, however there are likely to be many potential candidates for 2017 and we look forward to encouraging younger writers in this way.

Dr. Paul Mercer

Editor Luke's Journal



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Appendix A

2016-2017-1

	Current members	Member type	Lapsed members
Financial	398	BASIC	34
Life Members	11	Intro	3
Missionaries	34	Missionaries	3
Newcastle Offer	2	Part-time 8-25	22
TOTAL	445	TOTAL	62
INLCUDES			
New members	15		
Newcastle Offer	2		
Lapsed renewing	39		
Members changing categories	15		

Current Membership and lapsed members



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