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Life for All

A Quarterly Newsletter of Christian Medical Association of India





The mission perspective aligns to a service model where the only objective is to show Christ's compassion and care to communities that are hurting and need healing.

Healing is understood in the wholistic sense and not just physical cure. The relevance of the mission is very clearly welded into this perspective. To build on this understanding and give meaning to the missional service, there is much need for a common sense of purpose and understanding between the Church and its affiliated mission hospital.

When perspectives differ and there is a drifting from the understanding of mission, there will be division.

Healing is understood in the wholistic sense and not just physical cure.

CMAI is mandated to work with the church in its mission of health, healing, and wholeness. We cannot dictate terms in management or governance, but we can be the listening ear and the voice of reason whenever required.

We will give all the technical assistance required to help mission hospitals to build their capacity to continue to serve the community.

The challenge of human resource is an area where we are networking with many partners and trying to find different solutions because having a pan India presence, we understand that one size does not fit all.

Maintaining good relations with the church and the NCCI and focusing on the medical aspect of health, healing and wholeness is our role as CMAI. Helping the church understand governance, management and statutory compliances is also an important aspect of our service.

**As CMAI,
we will
strive to
keep the
missional
perspective**

The mission also includes us, as a Christian community, to be transparent, accountable, and compliant in all areas. Perspectives change with the environment and the threats that emerge. But the mission cannot change. As CMAI, we will strive to keep the missional perspective at the core of all our decision making as well as our partnerships.

This, very honestly, is not easy. But with consistent prayer, obedience and humility, we will continue to do our best for mission, vision and mandate of CMAI.

ABHA – Ayushman Bharat Health Account Awareness Programm

On 7th May 2023 after the Healing Ministry Sunday, Mr. Nilesh M. Mecwan, Regional Secretary, Regional Committee Members, and Nadiad Teams in Collaboration of Methodist Church, Nadiad, Medical Committee members conducted the ABHA – Ayushman Bharat Health Account (Government Health Schemes) Awareness program conducted at the Methodist Church, Nadiad.

Representing the Government, 10 Health Officers were present in the program. Health professionals from DDMM Heart Institute our Member Institution and other Private and Government Institutions from the Nadiad nearby city were present in the program.

150 congregation members registered for ABHA Cards to get benefited from these schemes. Awareness and benefits of ABHA Card informed to church members.

SAVING LIVES, DRIVING HEALTH FOR ALL

~ Lyric Abraham | Allied Health Professionals Section ~

The 76th annual world health assembly was held in Geneva, Switzerland from 21st to 30th May 2023. Through the invitation of the World Council of Churches, CMAI delegated AHP Secretary Mr Lyric Abraham to attend this assembly.

The theme of this year's health assembly is "WHO at 75: Saving Lives, driving health for all". Around 4000 delegates across the globe from 194 member state countries participated in the 76th World Health Assembly. It was indeed a lifetime experience to take part in this global event.

CMAI attended this event as part of the Civil Societies Delegation through the World Council of Churches, this helped us in networking with similar health-focused organizations like Global Health Council, Rockefeller Foundation, German Institute for Medical Mission, African Development and Advocacy Centre etc.

I also attended two side events "The Quest for Health for All in the year 2023, Assessments of the State of the World Health Organization" by the Geneva Global Health Hub and as a panel speaker in "Framework Convention on Global Health, A rights-based treaty for sustainable Health Equity." It opened up many discussions and shared my viewpoints in the Indian context as the "right to health" is not part of our Fundamental rights in our Constitution. However, article 47 a Directive Principal of State Policy mentions about the improvement of General Health. Utilized this opportunity to visit Bread for the World office and also connected to Diakonie and Akkon University officials in Germany looking forward to some education collaboration and exchange programs.

During the assembly meeting connected with many Indian Government officials including Mrs. Nidhi Kesarwani IAS, Director to the GOI Ministry of Health

and Family Welfare, and raised the concern of Allied Health Courses recognition and enquired about the status of NC AHP Act 2021.

Also met Dr Hussain Abdurahman Al Rand Asst Undersecretary for Public Health, Ministry of Health and Prevention UAE and informed him about the Data-flow verification issue of CMAI candidates. He informed the Indian embassy is aware of the issue and taking action on it.

The 76th WHA highlights include the Video message from our Prime Minister Shri Narendra Modi during the inauguration function he highlighted the need to improve global Health Equity and equal access to resources and he also mentioned that WHO's first Global Centre for Traditional Medicine is being established in Gujarat, India. Union Health Minister Shri Mansukh Mandaviya, also addressed the assembly,

WHO Director General Dr Tedros Ghebreyesus reported that countries have made progress on Universal Health Coverage, with some 477 million people benefitting. He also highlighted several achievements that have made over 2022 in what he called the "five Ps" Promoting, Providing, Protecting, Powering and Performing for Health. He also discussed the progress on Global Strategy for Women, Children and Adolescent Health (2016-2030). Member states of WHO agreed to the WHO's programme budget of USD 6.83 Billion for the next two years 2024-25, which shows a historical 20% increase in assessed contribution (membership fees)

It was a lifetime experience to attend this World Health Assembly at Palace De Nations in Geneva. Overall, it opened many doors for a global fellowship and collaborations. Now it the time for follow up and take action to materialize the initial discussions.



It was a lifetime experience...opened many doors for a global fellowship and collaborations.

BEST PRACTICES FOR NON-PROFIT HEALTHCARE ORGANIZATIONS

~ Elsy John | Administrators' Section ~

Date: 12th May, Participants: 151, Resource Person, Mr. Sunny Kuruvilla, Associate Director, BBH, Bangalore, and Chair Person, Administrators Section.

The webinar titled "How to go about Salary Revision: Best Practices for Non-Profit Healthcare Organizations" was successfully held on 12th May. It was attended by 151 participants. The webinar aimed to provide valuable insights on the topic of salary revision and its importance in non-profit healthcare organizations.

The webinar covered various topics to enhance participants' understanding of salary revision. The discussions revolved around the following key areas:

WHY revise: The importance of salary revision in non-profit healthcare organizations was highlighted, emphasizing the need to attract and retain talented professionals.

Basic Principles: The fundamental principles and considerations involved in the salary revision process were explained. These principles serve as a guide for organizations to ensure fairness and equity.

A review of the Present: The current state of salary structures in non-profit healthcare organizations was assessed, focusing on the existing challenges and areas that require improvement.

Present Challenges: The webinar shed light on the challenges faced by non-profit healthcare organizations when implementing salary revisions. Various obstacles and potential solutions were discussed to address these challenges effectively.

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Best Practices: The webinar shared best practices for conducting salary revision processes in non-profit healthcare organizations. These practices encompassed strategies for effective communication, employee engagement, and the utilization of benchmarking data.

The Way Forward: The webinar concluded with a discussion on the future direction of salary revision in non-profit healthcare organizations. Participants were encouraged to adopt a proactive approach and embrace continuous improvement in this area.

The webinar received positive feedback from the participants, who found the discussions valuable and insightful. Many attendees expressed their interest in future webinars focusing on HR-related topics.

This feedback indicates the participants' desire to expand their knowledge in human resources, highlighting potential areas of interest for future webinars.

In conclusion, the webinar on salary revision in non-profit healthcare organizations was well-received by the participants. It successfully covered essential topics, providing guidance and best practices for organizations in this sector. The positive outcome and the participants' request for HR-related topics indicate the webinar's effectiveness and the value it delivered to the attendees.



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BEYOND THE BOUNDARIES

~ Rev David Ebenezer | Chaplains' Section ~

The office of the CMAI Chaplain Section provides spiritual guidance to help individuals, Churches, and Institutions to deepen their faith, find meaning in life events, and to grow in their spiritual journey. We offered prayers, scripture readings, or reflections, to support particularly to the individuals and CMAI members in their quest for spiritual understanding and purpose in their lives. Beyond the boundaries, we also encouraged fellowship, facilitated support groups, and created opportunities for our members to connect, share experiences, and provide mutual care and support to one another through various activities of the Chaplain Section.

Being one of the resource persons to the Nursing Students in the CMAI SEED program, I took sessions based on the topics, such as Social Media in Student life, Building Healthy Relationships and Multicultural Inclusivism. It was conducted on 14th & 15th of April 2023 in Duncan Hospital, Raxual, Bihar and on 26th & 27th of May 2023 in Bethany Hospital, Anaikatty, TN. Through these SEED programs, Nursing students have promoted motivation by creating a positive pertinent to clinical education in improving the quality of clinical education and optimization of the academic and clinical relationships.

I received an invitation from the NCCI-Youth Concerns to be one of the panelists and requested to present a topic on "Envisioning a Youth hour: Youth and Mental Health" on 18th April 2023 at Mennonite Brethren Centenary Bible College, Shamshabad Hyderabad. This program served as a platform to raise awareness about mental health challenges faced by young people and to foster a proactive approach to mental well-being.

CMAI gave me an opportunity to present the topic, "Enhancing the potential of Churches Healing Ministry" in the NCCI Conference break session to the Church Leaders on 23rd April 2023. This session explored how churches can further enhance their potential in the healing ministry to support the mission hospitals in their journey towards wholeness and promote wellbeing.

I want to express my heartfelt thanks to Dr Priya John, Dr Sunita and Mr Vijay Kumar who played a part in making this session a resounding success among the Church Leaders.

As a staff nominee of Bihar & Jharkhand and NW & Jammu and Kashmir, I participated in two regional conferences held in Patna and Dehradun on 28th & 29th of April and 12th & 13th of May 2023 respectively.

These conferences succeeded our CMAI members in bringing together diverse stakeholders to share experiences, address challenges, and explore opportunities for improving healthcare. The impact of conference, I learnt

was expected to have far-reaching effects, leading to enhanced collaboration, innovation adoption, and informed policy decisions in the regional healthcare landscape.

As we move forward, we thank you for your continuing support, guidance, and commitment to our Chaplain Section's success. We look forward to continuing the collaboration and the opportunities that lie ahead.



CEO'S BOOTCAMP: EMPOWERING MISSION HOSPITALS FOR SUCCESS

~ Abhijeet Sangma | Secretary Doctors Section ~

The CEO's Bootcamp took place in New Delhi from 10th to 13th May 2023, and witnessed participation from CEOs representing mission hospitals throughout the country. The event was organised in collaboration with the Faculty of Indian Institute of Management - Ahmedabad. The Bootcamp featured an intensive program focused on strategic planning, financial management, marketing, leadership, human resources management, and operations management. The program aimed to empower these leaders with strategies, best practices, and innovative approaches to strengthen governance, improve operations, and foster innovation in their respective hospitals.

The bootcamp comprised interactive sessions and discussions led by experts and professionals. Sessions included:

- **Marketing:** CEOs learned innovative marketing techniques to enhance the visibility and reach of their hospitals within their respective communities.
- **Operations Management:** CEOs explored ways to optimize hospital operations, streamline processes, and ensure the highest quality of patient care.
- **Human Resources Management:** HR expert discussed strategies for recruiting, training, and retaining skilled healthcare professionals in underserved areas.
- **Leadership:** Esteemed leaders shared their experiences and valuable lessons on effective leadership, team building, and fostering a culture of innovation.
- **Strategic Planning:** The CEOs gained insights into developing effective strategic plans tailored to their hospital's unique needs and challenges.

One of the significant outcomes of the bootcamp was the initiation of projects by participating CEOs. These projects aim to implement the strategies and best practices discussed during the program. CEOs are diligently working on executing their projects, leveraging the knowledge gained from the bootcamp, and seeking ongoing support from mentors and industry experts.



...paving the way for future collaborations and partnerships.

The bootcamp provided an invaluable platform for CEOs to connect, network, and share experiences. The informal evening and fellowship dinner were particularly memorable, featuring Dr Sudhir Joseph, Director of St. Stephens Hospital in Delhi, as the main speaker. Dr Sudhir Joseph shared life lessons he learned from the challenges he faced as a junior doctor working in various hospitals across the country.

His inspiring words highlighted the enduring relevance of these lessons in his current role and encouraged the CEOs to approach their own challenges with determination and resilience.

The event fostered collaborative learning and facilitated the exchange of ideas, challenges, and success stories, paving the way for future collaborations and partnerships.

NURSING: A PROFESSION OR A JOB

~ Shimy Mathew | Nurses League ~

During one of my visits to a Member Institution recently, we had an interesting discussion with a group of Nurses including both senior and young junior nurses. Our topic was 'Is Nursing a profession or a Job?'. We decided to choose this topic since many of our young nurses today see nursing as merely a job and the professional ethics and values are slowly eroding away. So, we discussed why nursing is a profession and not a job. Here is a gist of our discussion.

As we all know, Nursing contains a body of scientific knowledge which translates into skills. We as nurses have undergone extensive training to equip us in caring for our patients. We are bound by a code of ethics and legal obligations to protect the health and wellbeing of our patients. We work independently and are involved in decision making which involves competence and critical thinking skills. We need to keep learning and update our knowledge and skills on a regular basis to keep up with the advancements in the field of nursing and medicine.

Nursing offers a wide range of career paths and opportunities. Specializations in nursing allows nurses to contribute at various advanced levels and play diverse roles. Nurses are good team players and work in collaboration with various other health care professionals. We are at the forefront of the health care delivery system impacting the life of individuals, families and communities.

We went one step ahead and asked ourselves what makes us Christian nurses? Is nursing a vocation? As Christian Nurses we are called to be empathetic to our patients, provide Christ centered care filled with

We went one step ahead and asked ourselves what makes us Christian nurses? Is nursing a vocation? As Christian Nurses we are called to be empathetic to our patients, provide Christ centered care filled with compassion and love and walk the extra mile for our patients, colleagues and our institution.



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Anybody can do an 8 hour duty as a routine and complete the tasks assigned to them but professional nurses focus on holistic patient care and carry themselves with dignity and pride.

We encourage each one of you to reflect nursing as a profession and our calling to be a nurse who makes that difference for our patients and others, we encounter in our day to day life.

Register Now

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47th Biennial Conference

21-23 NOVEMBER 2023
XAVIER INSTITUTE OF DEVELOPMENT
ACTION AND STUDIES (XIDAS)
JABALPUR

4th Mile, Mandla - Jabalpur Rd, Tilhari, Madhya Pradesh 482021



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THEME 2023
"BEING TO WELLBEING"
3 JOHN 1:2

Gujarat & Rajasthan Regional Conference



The regional conference of Gujarat & Rajasthan region was held on 23rd April 2023 at Salvation Army Booth Tucker (B.T.) Church, Amul Dairy Road, Anand, Gujarat 10:00 am – 5:00 pm.

Participants from CMAI Member Institutions, Schools of Nursing, various Private and Government Hospitals, organizations, and Churches from these regions participated, approximately 87 participants attended the conference. 30 participants registered through the Google form online registration and the rest of the participants registered on the spot.

Members suggested for City based programs for that each city should have some member representative, like in Anand, Nadiad, Ahmedabad, Vadodara, Surat & Dang districts in Gujarat and Rajasthan CMAI to form some internal regional groups that can facilitate CMAI activities like City Forum Meetings, Conferences, Workshops and Seminars.

Kerala Regional Conference



The Kerala Regional Conference was successfully conducted on June 9th and 10th, 2023 at Believers Church Medical College Hospital, Thiruvalla.

A total of 228 participants from 16 Member Institutions, 6 Non-Member Institutions, and 5 Educational Institutions graced the event with their presence.

The conference commenced with a Panel discussion on the topic of "Building Leadership for New Age Mission Hospitals" and was followed by Cultural Events performed by students on the first day. Esteemed speakers such as Dr. Sunil Chandy (Director, ITC, Bangalore), Dr. George Chandy (Director, Believers Church Medical College Hospital, Thiruvalla), Dr. Benny Joseph (CEO, Jubilee Mission Hospital, Thrissur), and Dr. Priya John led the Panel Discussion on the pre-conference day. Additionally, students from Dr. SMCSI Medical College Karakkonam, St. Thomas College & School of Nursing, and Allied Health Students from Believers Church Medical College added

vibrancy to the event with their Cultural Performances. The Pre-conference concluded with a prayer led by Rev. Zwigly Das.

On June 10th, the Main Conference began with a devotion led by Rev. Sabi Mathew, Regional Sectional Secretary, Chaplain Section.

The Kerala Regional Conference was inaugurated by Fr. Sijo Panthapallil, Manager of Believers Church Medical College Hospital. Dr. Sunil Chandy delivered an impactful Keynote address, emphasizing the conference theme. Adv. Robin Christopher conducted a session on the topic of "Our Responsibility and Response to Current Legal Issues".

Another engaging session was held for the Student Section, where Mr. Joseph Antony spoke about "Positive Psychology and Healthy Life", benefiting 120 students in attendance.

North-West and Jammu & Kashmir + Uttar Pradesh Regional Conference



For the first time, two regions conference was held together. 26 participants joined this conference online and several via ZOOM.

Amongst sessions organised were on; promoting growth mindset among staff in mission hospitals: This session was taken by Dr. Viju John, from Herbertpur Christian Hospital. Followed by Responsibility and Response to current legal issues by Mr. Vijay Jain, a lawyer from ADF, who gave insights about how to respond with legal methods and processes.

On the first day, the School of Nursing, Herbertpur Christian Hospital, Dehradun led the Worship and Rev Dr Santosh Sahayadoss took devotion on the first day of the conference. On the second day, St. Stephen's Delhi led the devotion and a message by Rev Jude.



Dear Members and Readers,

Life for All (LFA), as a quarterly newsletter of CMAI is a great opportunity to connect directly with our membership. We put together news, highlights of events, reports from the field, a notice board of future activities, important announcements and regular columns by the Secretaries of 5 Sections of CMAI.

Being the Voice of CMAI: I encourage you to come forward and give feedback, ideas and views, in order to further share CMAI's vision and mission in action.

We have uploaded the e-versions of LFA along with Christian Medical Journal of India and TearFund's magazine Footsteps. Kindly visit our website (www.cmai.org/publications.html) to view and download these publications of CMAI.

Write to us: As we continue to disseminate information on behalf of CMAI, connect with us via email (communication@cmai.org) to help our commitment to promote holistic healing to all.

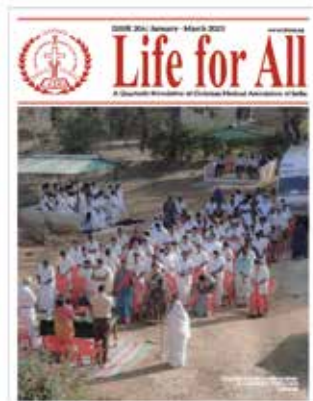
Regards,

Christopher N Peter, Lead - Communication Department

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