



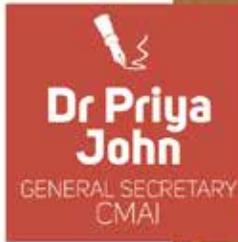
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Life for All

A Quarterly Newsletter of Christian Medical Association of India





Vibrant Opportunities to Fulfill Our Mission Together

In recent weeks, we have been deeply engaged in planning the National Conferences for the five sections of CMAI. These gatherings are thoughtfully organized to foster meaningful connections and strengthen our work across the network.

Each conference represents a vibrant opportunity for collaboration, networking, and mutual support—while our unwavering commitment to fulfilling our mission remains unchanged.

I am grateful to be part of an organization so engaged and purpose-driven, dedicated to advancing His kingdom values. October marked the start of our conferences with the first held by the Chaplains Section in Kodaikanal, Tamil Nadu. It was heartening to see chaplains from across India come together, engaging in thoughtful discussions on personal and professional growth, the social impact of our ministry,

and ways to integrate conference insights into the systems of their organizations, all contributing to holistic care.

I warmly invite you to join the upcoming National Conferences:

- ◆ Administrators Section
20-22 November 2024
Shillong, Meghalaya
- ◆ Doctors Section
21-23 November 2024
Aluva, Kerala
- ◆ Allied Health Professionals
29-30 November 2024
Alappuzha, Kerala
- ◆ Nurses League
4-6 December 2024
Hyderabad, Telangana

Mentoring: Building Tomorrow's Mission Healthcare Leaders

~ Dr Abhijeet Sangma | Doctors Section ~



In the current landscape of mission healthcare in India, we stand at a crucial juncture. Our mission hospitals, particularly those serving in remote and challenging areas, face unprecedented challenges in sustaining their vital ministry. Yet, within these challenges lies an opportunity to revitalize our approach through intentional mentoring, following the timeless model Jesus established with His disciples. The essence of mentoring is deeply rooted in biblical principles. Jesus's method of discipleship provides our perfect model - He chose twelve, lived with them, taught them, and prepared them for ministry. His approach wasn't merely about transferring knowledge; it was about transforming lives and preparing the next generation of kingdom workers.

The Current Reality in Mission Hospitals

Our mission hospitals face several pressing challenges:

- Acute shortage of committed medical professionals
- Limited retention of young doctors
- Financial constraints
- Increasing operational complexities
- Short-term commitments from medical graduates

However, these challenges shouldn't deter us from investing in mentoring. Instead, they make it even more crucial.

Why Mentoring Matters in Mission Healthcare | Building Kingdom Workers | Mentoring in mission hospitals goes beyond clinical training. It's about:

- Sharing our journey of faith in medical practice
- Demonstrating Christ-centered healthcare
- Teaching the integration of faith and professional excellence
- Passing on the vision and values of medical missions

Creating Sustainable Impact | When we mentor effectively:

- Young doctors develop deeper roots in mission work
- The mission hospital ethos is preserved and strengthened
- Future leaders are equipped for long-term service
- A multiplier effect is created as mentees become mentors

Addressing Common Concerns | The Investment-Loss Fear

Many of us hesitate to invest in mentoring, fearing that mentees will leave after short periods. However:

- Every investment in mentoring contributes to God's kingdom work
- Former mentees become ambassadors for medi-

cal missions

- The impact extends beyond our immediate institution
- Short-term mentees can become long-term partners

Time Constraints: In the busy environment of mission hospitals, mentoring might seem like an additional burden. However, meaningful mentoring can happen naturally within our daily work and interactions. Each moment we spend with younger colleagues is an opportunity to share, teach, and inspire. The future of mission hospitals depends significantly on our ability to mentor the next generation effectively. While the challenges are real, the opportunities are greater.

By investing in mentoring:

- We fulfill our calling to make disciples
- We ensure the continuation of Christ-centered healthcare
- We build resilient future leaders
- We extend the kingdom impact of medical missions

Mentoring in mission hospitals is not just about addressing human resource challenges; it's about fulfilling our divine mandate to make disciples. Like Elijah passing the mantle to Elisha, we must intentionally invest in the next generation of mission hospital leaders. Though some may serve briefly, each mentoring relationship contributes to God's larger purpose in healthcare missions. We invite you to share your mentoring experiences, whether as a mentor or mentee. Your stories can inspire and guide others in their mentoring journey.

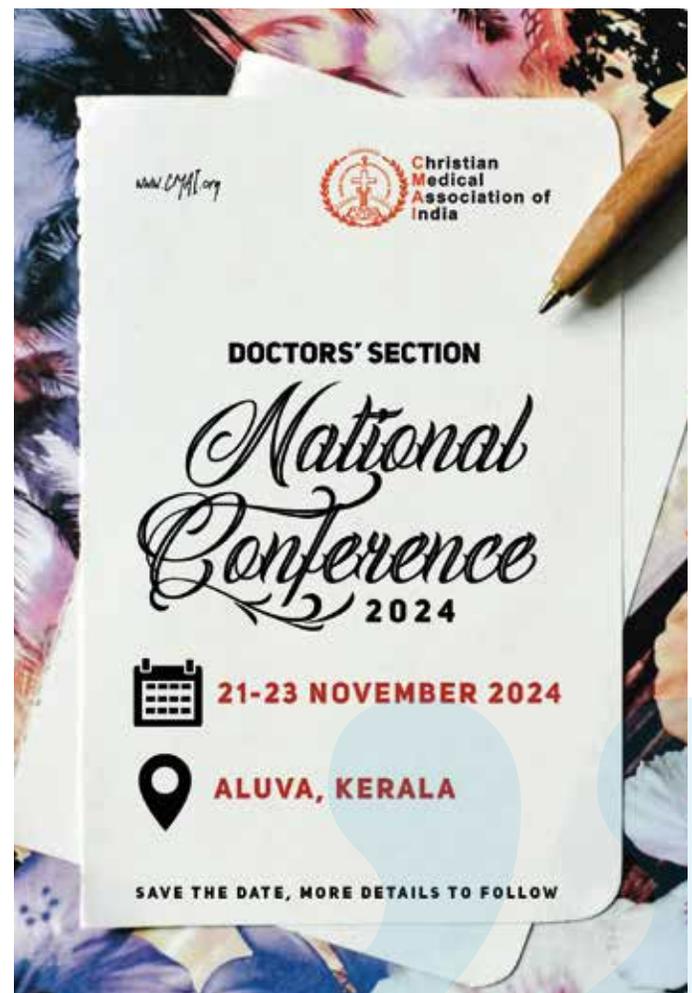
We're excited to announce the upcoming CMAI National Conference of Christian Doctors. This gathering provides an invaluable opportunity for both senior and junior doctors to:

- Connect with like-minded healthcare professionals
- Build lasting mentoring relationships
- Learn from experienced mission hospital practitioners
- Share experiences and insights
- Begin or strengthen your mentoring journey

Join us at YMCA Aluva, Kerala from Nov 21-23,

2024, to be part of this transformative experience. Whether you're seeking a mentor or ready to mentor others, this conference can be your starting point.

As we face the challenges of modern healthcare in mission settings, let's remember that our investment in mentoring is never wasted. Each young doctor we mentor becomes part of a larger story - God's story of healing and hope through medical missions in India. The legacy of mission healthcare depends not just on our current service but on our commitment to preparing the next generation of kingdom-minded healthcare professionals. Let us embrace this sacred responsibility with faith, wisdom, and intentionality, trusting God to multiply our efforts for His glory and the continuation of His healing ministry through medical missions. To register for the Doctors National Conference visit <https://tinyurl.com/DSNatCon2024> to share your mentoring story, write to us at A.Sangma@cmai.org ■



36th Workshop on Healthcare Management Development Programme

~ Ms Elsy John | Administrators' Section ~



The 36th Workshop on Healthcare Management Development Programme brought together 35 participants from 17 institutions across India and Nepal. The two-week workshop was designed to enhance the management and leadership skills of healthcare administrators, with a focus on governance, quality assurance, and operational excellence in mission hospitals.

Sessions were conducted by expert faculty and covered a range of essential topics such as financial management, strategic planning, quality care,

leadership, and patient experience, with Notable speakers. The workshop also included a hospital visit to Bangalore Baptist Hospital, group activities, role plays, and case studies to facilitate interactive learning.

Participants appreciated the practical approach of the sessions and the opportunity to network with peers. The program concluded with positive feedback, emphasizing the workshop's relevance in addressing the challenges faced by healthcare institutions. ■



NABH awareness training program was held at Mar Paulinus Memorial Hospital, Jagdalpur, as part of their efforts to pursue NABH entry-level accreditation.

A team from Scudder Memorial Hospital, including Dr Sam and Sr. Angeline, facilitated the training and conducted a comprehensive gap analysis for the institution. CMAI extends its gratitude to the Scudder team for their valuable contribution and ongoing support in this endeavour.

Follow-up actions have been planned to ensure continued progress. ■

The Future of Allied Health Professionals in India

~ Mr Lyric Abraham | Allied Health Professionals' Section ~



The future of allied health professionals in India has gained significant momentum with the enactment of the National Commission for Allied and Healthcare Professions Act, 2021 (NCAHP Act). This legislation is designed to regulate and standardize the education and services of allied and healthcare professionals in the country, aiming to elevate their status and ensure quality in healthcare services. The National Commission has been started its function in its Munirka Office in New Delhi with Chairperson, Secretary and few staffs, however the full quorum is yet to be formed to take the crucial decisions regarding recognition of many private boards like CMAI Central Education Board. Here are the key impacts and future prospects for allied health professionals based on this act:

1. Standardization and Regulation

- **National Registry:** The NCAHP Act mandates the creation of a National and State-level registry for all allied health professionals. This is a significant step toward professional recognition and standardization across states. Professionals will need to register, ensuring adherence to national standards.
- **Uniform Educational Standards:** It promotes the development of standardized curricula for allied health courses across India, ensuring that all professionals receive a consistent and quality edu-

cation. This includes programs in fields such as physiotherapy, occupational therapy, medical lab technology, radiology, and more.

- **Accreditation of Institutions:** Institutions that offer allied health programs will be regulated and accredited under strict guidelines, enhancing the credibility and quality of education and training.

2. Increased Demand and Opportunities

- **Growing Healthcare Sector:** India's healthcare sector is expected to grow significantly, driven by a rising population, increasing incidence of lifestyle diseases, and advancements in medical technology. Allied health professionals (such as lab technicians, radiographers, physiotherapists) will be critical in supporting this growth.
- **Universal Healthcare:** With the government's push toward universal healthcare, especially through initiatives like Ayushman Bharat, there is increasing demand for allied health services. These professionals will play a key role in community health programs, primary healthcare centers, and specialized hospitals.
- **Expanding Career Opportunities:** The Act also paves the way for professionals to move into roles that involve research, education, administration, and policy formulation. With recognition of their importance, allied professionals will have a wider range of career opportunities.

3. Recognition and Professional Status

- **Formal Recognition:** The creation of the National Commission for Allied and Healthcare Professions gives formal recognition to over 50 categories of allied healthcare professionals. This helps remove the disparity between these professionals and traditional medical practitioners, granting them recognition and a clearer professional identity.
- **Career Advancement:** Standardization in training and education will help allied health professionals compete for jobs both within India and abroad. With international parity, these professionals can expect better job security, mobility, and career progression.

4. Addressing Healthcare Worker Shortages

- **Workforce Development:** India faces a significant shortage of healthcare workers, particularly in rural areas. By formalizing and standardizing allied health professions, the Act seeks to fill these gaps. Allied health professionals will be integral to extending healthcare services to underserved areas, improving accessibility.
- **Multi-disciplinary Care Models:** The healthcare industry is shifting toward a multi-disciplinary care model where doctors, nurses, and allied health professionals work together as a team. This will enhance the role of allied health professionals in patient care.

5. Global Competitiveness

- **International Recognition:** By aligning education standards with global norms, the Act will allow Indian professionals to compete in the international market. This is important for migration opportunities, especially to countries with an aging population and a high demand for healthcare professionals (e.g., the U.S., Canada, Australia).
- **Research and Innovation:** Allied health professionals can expect greater involvement in research, innovation, and technology-driven healthcare solutions, positioning India as a hub for healthcare advancements.

Challenges to Overcome

- **Implementation:** The success of the Act will depend on the effective implementation across states, including building the necessary infrastructure for education, accreditation, and professional training.
- **Awareness:** Raising awareness about the importance of allied health professions, both among

students and the general public, will be crucial to attract talent and expand the workforce.

- **Interdisciplinary Cooperation:** Fostering cooperation between allied health professionals and medical practitioners will be key to creating an integrated healthcare delivery system.

Conclusion

The National Commission for Allied and Healthcare Professions represents a transformative step for allied health professionals in India. It promises greater recognition, standardized education, enhanced career opportunities, and an expanded role in the healthcare system. It is very important for CMAI to continue its legacy in allied health education, so we request the CMAI network and institutions to be in touch with the Dept of health of each state during the formation and regulation of allied health courses and training centres through the respective State Allied Health Council which will report to the National Commission for allied health professions in New Delhi. Over the coming years, allied health professionals will become an essential pillar of India's healthcare infrastructure, addressing workforce shortages, improving patient outcomes, and contributing to the country's global healthcare footprint. ■



Empowered to Continue in Healing

~ Rev David Ebenezer | Chaplains' Section ~



The Chaplain Section is dedicated to promote spiritual care, counseling, spiritual guidance, and professional training across healthcare settings. By offering faith-based support, the section empowers healthcare professionals to provide compassionate and holistic care within their communities through various retreats, workshops, and teaching missions.

In line of its mission, the CMAI Chaplain Section was invited to facilitate two special programs in 2024: a staff retreat at the Salvation Army Booth Hospital in Nagercoil from July 15-17, and a Teaching Mission at the Schieffelin Institute of Health Research and Leprosy Centre from September 4-6. Both events offered significant opportunities for staff capacity development, spiritual renewal, and spiritual care through specialized sessions to the needs of each institution.

Staff Retreat at Salvation Army Booth Hospital, Nagercoil | July 15-17, 2024

Mr Benjamin, the Administrator of Salvation Army Booth Hospital, extended an invitation to conduct a three-day staff retreat at the TSA Red Shield Retreat Centre, Muttom, a serene location near the seashore. The theme of the retreat, "Unified in Spirit, Diverse in Gifts" (I Corinthians 12:4-6), emphasized the importance of unity and the diversity of talents in mission work. I, along with Mr Jeyaseelan and Mr Henry

Gnanam from Scripture Union, facilitated the retreat. Each day consisted of four focused sessions, proposed to inspire personal growth in their professional roles:

- o Multiple Intelligences in the Image of God
- o Servant Leadership
- o Team Building
- o Tight Corners in Mission Hospitals

The sessions aimed to deepen participants' understanding of both spiritual and practical growth within the unique environment of a mission hospital. The sessions were interactive and encouraged reflection on how individual gifts and strengths contribute to the overall mission. Additionally, Ms Gnancy Starlet, Secretary of BNESIB CMAI, organized engaging games between the sessions to refresh the participants' energy level.

Teaching Mission at Schieffelin Institute of Health Research and Leprosy Centre | September 4-6, 2024

Following the invitation of Rev Devadoss, Chaplain at the Schieffelin Institute of Health Research and Leprosy Centre, I conducted the Teaching Mission 2024 for the staff, nursing students, and Allied Health Professional (AHP) students. The theme, drawn from Jeremiah 8:21-22, "Is there no balm in Gilead?", focused on the healing ministry within a leprosy care setting.

Over the course of three days, I delivered expository practical thoughts the following subthemes:

- o Emotions as the Balm of Gilead
- o Jesus as the Balm of Gilead
- o You are the Balm of Gilead

These sessions provided both spiritual guidance and practical insights, encouraging participants to see themselves as agents of healing in their professional roles. In addition to that, I delivered motivational speeches for both the AHP and Nursing students, addressing their roles within the healthcare field and offering encouragement to persevere in their callings. To further support the spiritual and emotional well-being of the participants, I provided personal counseling sessions and visited wards throughout the hospital. This allowed for meaningful interactions with patients and staff, providing spiritual care and nurturing a deeper connection to the mission of healing. To summarize the involvement of the CMAI Chaplain Section in two key events that aimed to empower healthcare professionals through spiritual and practical healing, while reinforcing their role in providing holistic and compassionate care.

The Inter-State Level CMAI Workshop on Implementation of Quality Standards in Mission Hospitals, held from June 13th to 15th, 2024, at CSI

Diocese of Vellore's Scudder Memorial Hospital, brought together 31 participants from 12 institutions. The inaugural session featured an opening prayer and song by Bro. Suresh and the SMH Choir, followed by a welcome speech by Dr. Anbu Suresh and a devotion by Dr. Sam Raj. G. Ms. Elsy John delivered the inaugural address, emphasizing the workshop's objectives, while Mrs. Asha Noble provided felicitations. Mr. Nirmal Jerome L introduced the program and sessions, and the session concluded with a vote of thanks by Mr. Cecil Daniel and a closing prayer by Mrs Suganthi J.

Throughout the workshop, participants engaged in comprehensive sessions covering various NABH accreditation standards, including AAC, COP, MOM, HIC, PRE, CQI, ROM, FMS, IMS, and HRM chapters. Practical insights were gained through hospital rounds and hands-on training sessions. Key highlights included an enhanced understanding of NABH standards, improved competency through practical demonstrations, and a shared commitment to healthcare excellence. The workshop successfully empowered mission hospitals with the knowledge and tools needed to achieve and maintain NABH accreditation, ultimately leading to improved patient care and safety. ■



The Tamil Nadu & Puducherry Region of CMAI, in collaboration with Scudder Memorial Hospital, Ranipet, hosted an Inter-State Level Workshop on Implementing NABH Entry Level Standards in Mission Hospitals. The event, part of the CMAI NABH Support Series initiated by the Administrators Section brought together 31 healthcare professionals from 11 mission hospitals across

Tamil Nadu and Andhra Pradesh. Through collaborative sessions and the expertise of Scudder Memorial Hospital, the workshop focused on improving healthcare quality and safety, emphasizing the importance of adhering to NABH standards. CMAI thanks the Scudder team for their efforts for the success of this training.

Navigating the Storm: A Guide to Resilience in Turbulent Times

~ Ms Shimy Mathew | Nurses League ~



The world today is a whirlwind of uncertainty, a constant barrage of distressing headlines, and a cacophony of misinformation. From the echoes of distant wars to the chilling news of local tragedies, the daily grind is a heavy burden to bear. The digital age, while offering immense convenience, has also become a breeding ground for fear and anxiety, with hackers lurking in the shadows and spam calls invading our peace.

In such a tumultuous landscape, it's imperative to remain vigilant and informed. Discerning fact from fiction has become a daily ritual, a necessary skill to navigate the treacherous waters of online information. Protecting our digital identities is paramount, as hackers and scammers exploit vulnerabilities to steal our personal data and disrupt our lives.

Beyond the digital realm, nurturing our physical, emotional, mental, and spiritual well-being is equally crucial. The stress and anxiety of these uncertain times can take a toll on our overall health, making it essential to prioritize self-care. Regular exercise, healthy eating, and sufficient sleep are fundamental to maintaining physical resilience. Practicing mindfulness, meditation, or deep breathing can help calm our minds and

reduce stress.

Emotional well-being is equally important. Connecting with loved ones, seeking support from friends or family, and exploring healthy coping mechanisms can provide solace and strength. Engaging in activities that bring us joy and fulfillment can also contribute to our emotional resilience.

Mentally, it's essential to stay focused and grounded. Setting realistic goals, breaking down tasks into manageable steps, and practicing time management can help us maintain productivity and reduce overwhelm. Engaging in mentally stimulating activities, such as reading, learning a new skill, or solving puzzles, can also keep our minds sharp.

Spiritually, seeking solace in prayer, meditation on God's Word, listening to devotional music, or spending time in nature can provide a strong foundation and comfort. These practices help individuals feel connected to God and gain a sense of direction and meaning, offering a much-needed anchor amidst life's uncertainties.

In conclusion, navigating the challenges of our current world requires a multifaceted approach.

By staying informed, protecting our privacy, and nurturing our physical, emotional, mental, and spiritual well-being, we can develop the resilience necessary to weather the storm and emerge stronger. Let us embrace the challenges of our time with courage, compassion, and a commitment to creating a better future for ourselves and generations to come.

Few Announcements:

We have started an online bible study on Biblical Perspectives on Leadership. Leaders at any level can participate. It is usually the first Saturdays from 7 to 8 pm. But for the month of November, it is on the second Saturday. It is the same link every month.

ZOOM Link to join the Bible study:

<https://us06web.zoom.us/j/89198459046?pwd=b-VECQENF3XX7MARU2XBbKzWnxmPXbz.1>

Meeting ID: 891 9845 9046

Passcode: 748764

We are having the 73rd Nurses League National Conference at AGLC, Hyderabad from Dec 4 to 6, 2024. Please join us for a time of sharing, learning and fellowship. Please look out on our website and social media sites for more information. ■



Dhamtari Christian Hospital, Raipur, requested NABH Entry Level training for their staff, which was successfully conducted from 8th to 11th September 2024. In addition to the training, a comprehensive gap analysis was carried out, and the necessary changes were outlined to the hospital team, with follow-up support planned to ensure implementation. The Administrators

Section of CMAI extends its sincere thanks to Dr. Manju Chacko and Ms. Gnancy Starlet for their tireless efforts in making this program a success. This initiative is part of the CMAI Institution Development Programme aimed at strengthening mission hospitals.



DemCon'24

International Conference
Bengaluru

Dementia Care: Reaching the Unreached

29th & 30th Nov
JN Tata Auditorium
Indian Institute of Science

As a healthcare professional, your role is crucial in the fight against dementia. Join thought leaders, medical experts, and caregivers at DemCon 2024 to explore the latest advancements, research, and approaches in dementia care and early diagnosis. This year's event is designed to provide actionable insights, hands-on workshops, and networking opportunities to empower you in delivering optimal care to those affected by Alzheimer's and Dementia.

Why Attend?

- Gain insights from leading dementia researchers and clinicians.
- Participate in practical sessions on early diagnosis and intervention.
- Connect with peers and expand your professional network.

**CME Credits
Awaited**

Who Should Attend?

Psychiatrists, geriatricians, physicians, neurologists, psychologists, social workers, physiotherapists, nurses and all professionals dedicated to dementia care.

for more information and to register, please log on to www.demcon2024.com or call us on **8585 990 990**

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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



**Connect, follow and
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