

Christian Medical and Dental Society (CMDS)  
**LEADERSHIP REQUIREMENTS POLICY**

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**Applies to members of the following groups (referred to hereafter as “leaders”):**

- Permanent or contract employees of CMDS
- Executive Committee members and Focus Editorial Board members
- Chapter Executive Committee members
- Annual national conference organizing committee
- Chairs of committees organized to accomplish a specific goal that is in keeping with the objectives of the organization.

**Date approved by Executive Committee: Nov. 4, 2006**

**Effective Date: Nov. 4, 2006**

**Revised Date: May 12, 2011**

**Rationale:**

Matt: 5:16 “In the same way let your light shine before men, that they may see your good deeds and praise your Father in Heaven.

The charter purposes of CMDS include a commitment to, “Present a positive witness of God our Father and our Saviour, Jesus Christ, to the medical and dental professions and to recipients of their care”. CMDS is committed to an understanding of Christian life in which belief and behaviour is integrated in such a way as to demonstrate that God is the ultimate author and director of human life and has the right to direct the behaviour of those who profess Christian faith.

A living faith in Jesus Christ enables and requires His followers to demonstrate a balanced integration of Christian teaching, character and practice in their everyday lives. As part of a national organization of Christian doctors and dentists, CMDS leaders must reflect the committed beliefs and behaviours of a membership that strives to honour God.

While CMDS is not a church, we believe that the Scripture provides us with God’s revelation of the necessary qualifications of leadership. This revelation provides reliable guidelines for the selection of servant leaders, as exemplified by Jesus Christ, within CMDS. CMDS expects its leaders to live a lifestyle that is consistent with God's desire as stated in the Bible. For example, in Gal. 5:22-23 the Bible exhorts Christians to live a life of liberty that shows evidence of the fruits of the Spirit - love, joy, patience, peace, kindness, faithfulness, gentleness, goodness and self-control.

We believe that, in view of their role as examples within the believing community and beyond it, Almighty God holds those in leadership to a high standard in terms of Biblical belief and character. As an organization, CMDS affirms the inerrancy of the bible and its suitability as a standard of upright Christian conduct. Therefore CMDS will apply and maintain scriptural qualifications as an integral element when assessing suitability for appointment and continuation in office of any leader.

CMDS strives to honour and please God in all that it does, and expects individuals in leadership to model spiritual growth and maturity. Having a leader serving in office who does not follow these standards of upright living would be damaging to the morale, integrity and viability of the organization. At the same time, CMDS also recognizes that when someone repents of past sins and failures they are forgiven by God.

**Policy provisions:**

1. In order to be considered for appointment or election as a leader within CMDS, or to remain in

a current role, a person must:

- 1.1 Be an active member of the organization.
- 1.2 Be in agreement with the CMDS Statement of Faith (attached)
- 1.3 Be in support and substantial agreement with the position papers of the organization.
- 1.4 Have a good reputation among the people they come in contact with within their professional, social, and family lives.
- 1.5 Sign the CMDS Lifestyle Agreement, Respectful Workplace Agreement and the Confidentiality Agreement and live their life in accordance with them
- 1.6 Demonstrate a high level of spiritual maturity. They should have a strong faith commitment and readily be able to give an account for the reason of hope that faith brings to their life.(1 Peter 3:15) As such, a person will normally wait at least two years after their conversion to Christianity before being considered for a leadership role.
- 1.7 Live out a high standard of personal moral behaviour. Some examples follow:
  - seek to honour God in all that they do, both in their personal lives and in ministry. (Ephesians 4:1-3; 1 Timothy 4:12-17)
  - maintain high ethical standards and honesty. (Matthew 23:25-28; Philippians 2:14-16)
  - declare any interests that represent or could be interpreted as a conflict of interest, in all ministry and business dealings. (1 Peter 2:12; 1 Thessalonians 5:22)
  - maintain upright, chaste behaviour in all relationships, particularly with the opposite sex.
  - abstain from the use of illegal substances and the excessive use of alcohol. (Romans 14:1-8, 13-21; 1 Corinthians 6:12-20)
  - refrain from practices that are biblically condemned in that they subvert God's stated purpose for human life

Such practices include:

- Abortion (Exodus 21:22-23; Psalm 139:13-16)
- Adultery (Exodus 20:14, 17; Matthew 19:18; 1 Corinthians 6:9-11)
- Gross irreverence toward the person of God (Exodus 20:7; Leviticus 24:10-16; Colossians 3:8)
- Criminal activity or violence (Exodus 20:13; Galatians 5:20-21; Romans 1:28-32; Psalm 10)
- Dishonest practices such as cheating and stealing (Lev. 6:2-7; Ex. 20:15; 1 Corinthians 6:8-10; Ephesians 4:28)
- Drunkenness (1 Corinthians 5:11, 6:10; Galatians 5:21; Ephesians 4:29)
- Homosexual behaviour (Leviticus 18:22, 20:13; 1 Corinthians 6:9-11; Romans 1:24-32)
- Practices reflecting non-Christian spiritism (Leviticus 20:6; Deuteronomy 18:9-14; Galatians 5:19-20)
- Pornography (Matthew 5:27-30; Colossians 3:5; Proverbs 6:25-28)
- Premarital sex (Exodus 22:16; Colossians 3:5; 1 Thessalonians 4:1-8)

1.8 Acknowledge that failing to fulfill any of the provisions of s.1 of this policy will result in disciplinary action up to and including dismissal if there is an unwillingness to correct the behaviour.

- a. Upon a suspected breach of this policy, the following procedure will apply:
- b. The person who suspects the breach may directly discuss the allegation with the person they suspect breached the policy. If this resolves the concern, no further action is required.
- c. The person who suspects the breach may communicate information about the allegation to the President or the Executive Director.
- d. When the President or the Executive Director receive an allegation of a breach of this policy, they or their designate, will immediately conduct an investigation of the allegation. The

President will be responsible for investigations related to members of the Executive Committee or the Executive Director, and the Executive Director will be responsible for investigations related to other members of the identified groups. One person chosen by a majority vote of the Executive Committee will investigate allegations related to the President.

- e. The investigation must include at least a meeting with the person who alleged the breach, and a meeting with the person who is alleged to have made the breach. Other relevant people may also be interviewed. A written report of the investigation process, the findings and the final disposition or recommendation will be prepared.
  - i. The President or the Executive Director may find that the policy was breached, or that it was not breached. If they find that the policy was breached, they may:
    - i. caution the person who breached the policy
    - ii. give the person who breached the policy either a verbal or written reprimand
    - iii. recommend to the Executive Committee that the person who breached the policy be suspended or dismissed, or
    - iv. recommend to the Executive Committee that civil action be taken against a person who breached the policy who is no longer affiliated with the organization.
  - ii. Recommendations to the Executive Committee will include the written report prepared by the investigator.
- f. After considering the report and recommendations, the Executive Committee may:
  - i. determine that no breach of the policy occurred
  - ii. give the person who breached the policy either a verbal or written reprimand
  - iii. give the person who breached the policy either a verbal or written reprimand
  - iv. suspend or dismiss the person who breached the policy
  - v. commence civil action against a person who breached the policy who is no longer affiliated with the organization.
- g. Any investigation of an alleged breach must be carried out with fairness and under the rules of natural justice.
- h. Legal advice will be sought before any serious action is taken against an individual who has been found to have breached this policy.

2. Prospective and current leaders must read this policy and sign the attached lifestyle agreement before they are eligible for appointment or reappointment to their position. The President is responsible for ensuring that this procedure is followed for all leaders.