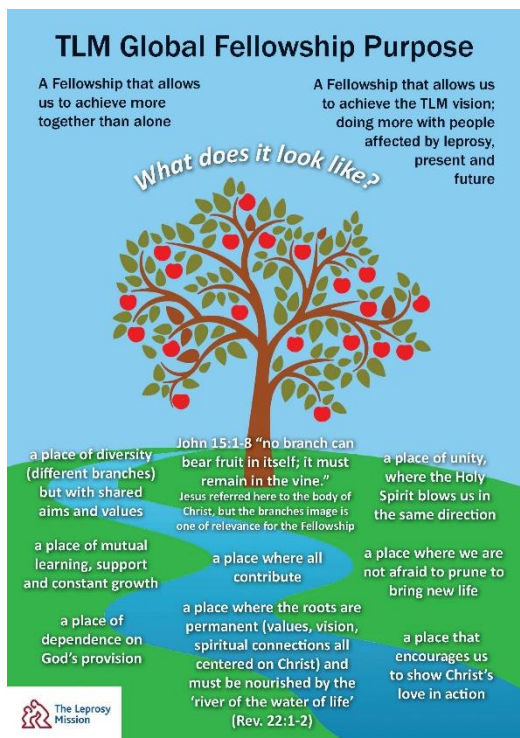


The Leprosy Mission is an international Christian organisation whose Members recognise the Lordship of Jesus Christ and enter a covenant relationship with God and with one another. We are participants in world mission, relating to people affected by leprosy in the context of their families and communities, with a Christ-centred and holistic gospel, working in close relation with communities, churches and other agencies including national governments and NGOs.

## TLM Charter

Each Member and Affiliate of the Global Fellowship has signed the [TLM Fellowship Charter](#)<sup>1</sup> - a statement of the commitments that the Fellowship Members and Affiliates make to one another. The Leprosy Mission is held in unity through a genuine spirit of fellowship and cooperation based on the principles of covenant, not by rules and regulations. So, while each Member and Affiliate will be required to sign the Charter, they do so not as law but as an expression of their prayerful commitment to TLM and to the changes we are making in the way we work.



**TLM Global Fellowship Purpose**

A Fellowship that allows us to achieve more together than alone

A Fellowship that allows us to achieve the TLM vision; doing more with people affected by leprosy, present and future

*What does it look like?*

John 15:1-8 "no branch can bear fruit in itself; it must remain in the vine." Jesus referred here to the body of Christ, but the branches image is one of relevance for the Fellowship

a place of diversity (different branches) but with shared aims and values

a place of mutual learning, support and constant growth

a place of dependence on God's provision

a place where all contribute

a place where the roots are permanent (values, vision, spiritual connections all centered on Christ) and must be nourished by the 'river of the water of life' (Rev. 22:1-2)

a place of unity, where the Holy Spirit blows us in the same direction

a place where we are not afraid to prune to bring new life

a place that encourages us to show Christ's love in action

The Leprosy Mission

## Members and Affiliates

Members and Affiliates<sup>2</sup> consist of **Supporting Countries (SC)** that focus mainly on fundraising and awareness and **Implementing Countries (IC)** - leprosy endemic countries where we have field programmes.

Both are equally valued and are equal partners in the work. It is the Members and Affiliates who drive the Mission forward and make decisions about TLM's work.

<sup>1</sup> <https://tlmi.glasscubes.com/cube/document/4333765>

<sup>2</sup> See Glasscubes for the definition of an Affiliate <https://tlmi.glasscubes.com/cube/document/4200309>

## List of TLM Fellowship Members and Affiliates\*

1. Australia	12. Hungary	23. Norway*
2. Bangladesh	13. India	24. Papua New Guinea
3. Belgium	14. Italy*	25. Scotland
4. Chad	15. Mozambique	26. South Africa
5. Democratic Republic of Congo	16. Myanmar	27. South Korea
6. Denmark	17. Nepal	28. Sudan
7. England and Wales	18. Netherlands	29. Sweden
8. Ethiopia	19. New Zealand	30. Switzerland
9. Finland*	20. Niger	31. Timor Leste
10. France	21. Nigeria	
11. Germany	22. Northern Ireland	

## Partner Countries

In addition to the Member and Affiliate countries, the TLM Fellowship is involved in a number of other countries. Entities in Spain and Singapore identify as The Leprosy Mission and contribute funds to the work of the Mission; but are not yet Members of the Fellowship. When and where appropriate the Mission will work through partners rather than carrying out projects directly. Currently we have work in five countries where we do not have a TLM entity - Burundi, Indonesia, Sri Lanka, Tanzania and Thailand.

## Global Networks and Alliances

The Leprosy Mission Global Fellowship is a member of the following global networks/alliances:

- [Global Partnership for Zero Leprosy \(GPZL\)](#)
- [International Federation of anti-Leprosy Associations \(ILEP\)](#)
- [Leprosy Research Initiative \(LRI\)](#)
- [Neglected Tropical Disease NGO Network \(NNN\)](#)
- [European Christian Organisations for Relief and Development \(EU-CORD\)E](#)
- [Micah Global](#)

## Structure

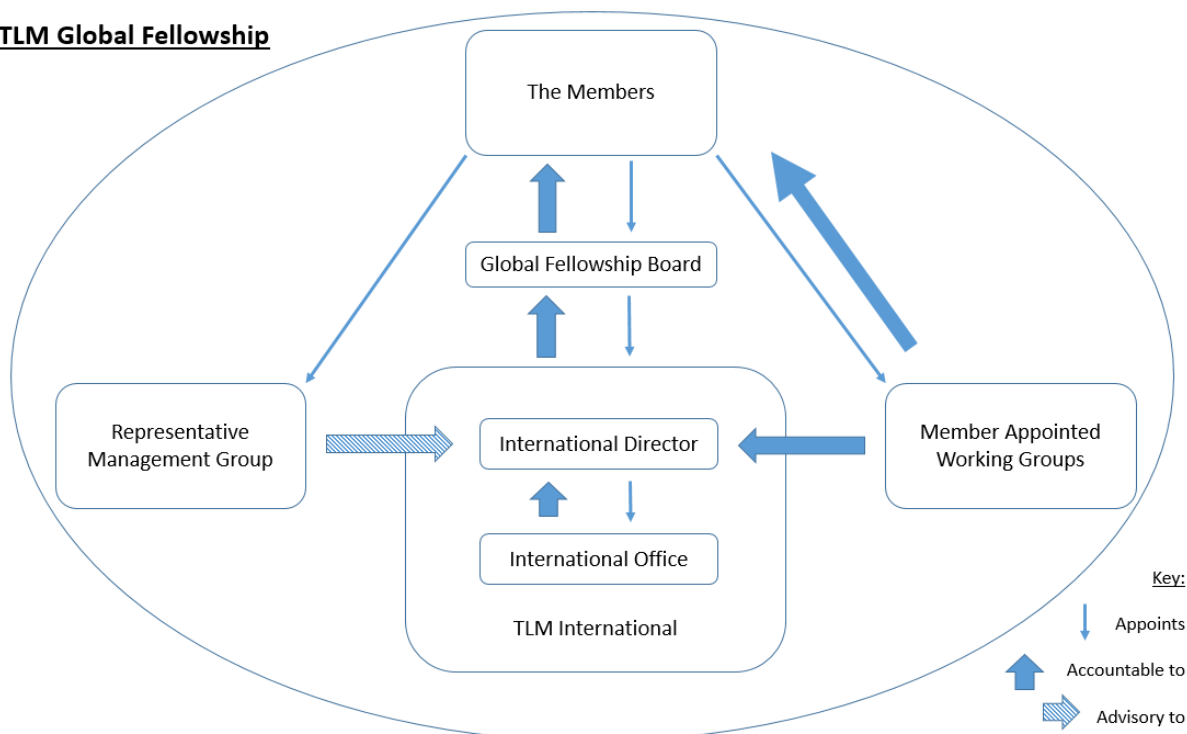
### Routes of Accountability

The [TLM Fellowship Charter](#)<sup>3</sup> states that all Members are regarded as autonomous, whether supporting or implementing. They are responsible for their own operations and accountable to the TLM Fellowship as a whole for their actions.

The decision-making roles and routes of accountability can begin to be illustrated by the following diagram:

- The Meeting of Members of the TLM Fellowship
- Member-Appointed Working Groups
- The TLM Global Fellowship Board
- The International Director
- The Representative Management Group has a very useful role in representing all Members to support the International Director in their decision-making.

### TLM Global Fellowship



<sup>3</sup> <https://tlmi.glasscubes.com/cube/document/4333765>

## Governance and Leadership

The governance and leadership structures of the TLM Fellowship are established by the Members for the functioning of the Mission at the global level.

The structures are:

- The Members themselves, who exercise their decision-making through the annual **Meeting of Members**.
- **Member-Appointed Working Groups** - established by the Members to undertake specific tasks on behalf of the TLM Fellowship.
- **Global Fellowship Board** - governing body of the Fellowship
- **TLM International**, which is governed by the Global Fellowship Board and led by the International Director, and which undertakes certain roles on behalf of the entire TLM Fellowship.
- **Representative Management Group** - advisory body to TLM International in its decision making

## Annual Meeting of Members

The Chair and Country Leader of each Members and Affiliate are invited to attend. The Global Fellowship Board and TLM International senior leadership team are also present.

The main functions and decisions of the Members Meeting are:

- Receive account from the TLM Global Fellowship Board and (through the Board) the International Director, for their actions during the previous year, and give the Board direction and guidance for the following year.
- Discuss the functioning and effectiveness of the TLM Fellowship and make relevant decisions
- Identify ways of working in collaboration with other Members, and to better understand one another's programmes, budgets and challenges
- Approve new Members of the TLM Fellowship, or terminate membership
- Set and approve the vision, mission, goal, values and global strategy of the TLM Fellowship
- Establish Member-Appointed Working Groups and appoint persons to them

- Approve changes to the constitution of TLM International
- Elect the Global Fellowship Board

### The Member-Appointed Working Groups

Established by the Members to operate on behalf of the Members, each working group consists of six people who are elected by the Members<sup>4</sup>. There are currently seven working groups:

1. Fundraising Working Group
2. Member Review Working Group
3. Project Ratification Working Group
4. Policies and Standards Working Group
5. Research Working Group
6. Spiritual Ministry Working Group
7. Strategy Working Group

The terms of reference for each working group is [available on Glasscubes](#)<sup>5</sup>

### Global Fellowship Board

The Global Fellowship Board is the governing body for the Fellowship and is responsible for strategic oversight, risk management, governance of those Members without their own Board, and is the guardian of TLM's values. The Board is also responsible for the appointment and managing the performance of the International Director.

The Board is the governing board of the entity *The Leprosy Mission International*, a charity and company registered in England. In that role, it has legal responsibilities under English law, as well as being accountable to the Members. For any legal purposes, the Board is known as the TLM International Board.

The Board is accountable to the Members, who elect the Trustees. It meets at least twice a year.

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<sup>4</sup> With the exception of the research working group. The RWG is appointed directly by the International Director

<sup>5</sup> <https://tlmi.glasscubes.com/cube/documents/128238/1477900>

## International Office

Led by the International Director, the International Office operates as a central ‘hub’ to co-ordinate the needs of the Members and the Fellowship as a whole. It has around 20 staff, most of whom work at the office in Brentford, London.

The International Office does not control or direct the work of Members. Rather, it has four primary roles<sup>6</sup>:

- **Leading.** Using the knowledge and insights gained from the International Office’s global overview, and from input by Members, to make decisions and undertake initiatives on behalf of the Fellowship in the following areas of work.
- **Facilitating and coordinating.** Using the knowledge and insights gained from the International Office’s global overview, and from input by Members, to support Members to work together effectively.
- **Monitoring.** Monitoring on behalf of the entire Fellowship that Fellowship-agreed processes are being undertaken effectively and in line with agreed policies and standards.
- **Global service centre.** Providing to Members specified services that are more efficiently and effectively handled centrally.

## Representative Management Group (RMG)

The Representative Management Group acts as a reference or advisory body to ensure there is appropriate input representing all Members to support the International Director in decision-making and to ensure legitimacy for those decisions.

The RMG is an advisory body and as such is not directly accountable to any person or formal body. Indirectly, it is accountable to the Global Fellowship Board (which wishes to ensure that it is fit for purpose in the way it is functioning) and to the Members (who wish to ensure that their interests are met in the way the RMG works and the advice it offers).

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<sup>6</sup> <https://tlmi.glasscubes.com/cube/document/4870034>

The RMG consists of the International Director, three Implementing Country Leaders elected by their peers, three Supporting Country Leaders elected by their peers and one or more of the TLM International Leadership team.

## TLM's History

Wellesley Bailey was born in Abbeylieux, Ireland in 1846. On 17 March 1866 he became engaged to his childhood friend, Alice Grahame. But before their marriage, Wellesley wanted to make his fortune, so he set sail for Australia and New Zealand.

Alice, a keen Christian, asked Wellesley to go to church whenever he could. When unable to sail from Gravesend, because of fog, Wellesley went to a service.

Afterwards, words from Isaiah kept echoing through his mind: "I will lead the blind by ways they have not known, along unfamiliar paths I will lead them; I will turn the darkness into light before them, and make the rough places smooth. These things I will do; I will not forsake them." (Isaiah 42:16). He knelt by his bed and committed his life to Jesus Christ.

By 1868, Wellesley had returned to Dublin without the fortune he'd been seeking. He decided to try India where his brother was in the Indian Police force. Wellesley joined the American Presbyterian Mission and was sent to Ambala in the Punjab to work as a teacher. There, Dr Morrison had built some simple huts for leprosy beggars.



When Wellesley met people affected by leprosy for the first time he remembers: "I almost shuddered... yet at the same time [I was] fascinated, and I felt, if ever there was a Christ-like work in the world it was to go amongst these poor sufferers and bring them the consolation, the hope of the gospel".

Dr Morrison went on home leave, leaving Wellesley to care for those with leprosy. He visited them regularly, helping with food and shelter and sharing the Gospel: "*soon I discovered that I had there, at my door, a splendid sphere of work for the Master*".

Wellesley and Alice married in October 1871 at Bombay Cathedral after Alice went to India to join Wellesley in his work. However, just two years later they returned to Dublin due to Alice's weak health. Wellesley spoke with such passion about leprosy affected people to their friends, Isabella, Charlotte and Jane Pim, that a public meeting was arranged.

In 1874, the first support group of the Leprosy Mission was formed. They pledged to raise £30 a year. In their first year they raised £600!

When Wellesley retired from TLM, aged 71, there remained a dynamic Christian mission: *"born and cradled in prayer...prayer has been the foundation of its success."* It is a Mission that is still working today to bring about a world without leprosy.

## TLM's timeline 1874 to 2011

### Compassion and Care

- 1874** 'The Mission to Lepers' is born when friends of Wellesley and Alice Bailey promise to raise £30 a year to help leprosy sufferers in India. In the first year £600 is raised.
- 1874-1893** The Baileys travel extensively to see the needs of people affected by leprosy and to encourage and support work.
- 1884** Mary Reed, the Mission's first missionary, becomes Superintendent of Chandag.

### Growth

- 1917** The Mission has extended its work throughout India and the Far East, and is working in 87 programmes in 12 countries, with support auxiliaries in 8 countries.

### First Experiments in Treatment

- 1917-1937** Over the next 20 years people with leprosy are offered hope for the first time as treatment with Chaulmoogra oil becomes widespread. Injections are painful, and only a few are cured, but the era of cure sees the outlawing of the word "asylum", and the introduction of its replacement "hospital".

## Cure Era

- 1940s** The first effective cure for leprosy, Dapsone, is introduced. Over the next 15 years millions of patients are successfully treated.
- 1946** Dr Paul Brand and colleagues at Karigiri, South India, pioneer life-changing reconstructive surgery to correct leprosy related disabilities.
- 1950s** The Mission's work extends into Africa, as the Dapsone research extends.
- 1960s** Leprologists work to discover new drugs effective against leprosy as many patients are discovered to have Dapsone resistant leprosy. By 1960 The Leprosy Mission owned 30 centres in Asia and was aiding 90 Christian missions in over 30 countries. The kingdoms of Nepal and Bhutan, previously closed to foreigners, were soon to embrace the professional help of the Mission.
- 1965** The Mission changes its name to The Leprosy Mission to avoid using the negative connotations of the word "leper."
- 1970s** Dramatic increase in TLM's outpatient work as programmes reach out to treat people in their own homes through the S E T programmes (Survey, Education and Treatment).

## The Treatment Breakthrough

- 1981** WHO recommends a new combination drug treatment for leprosy, Multidrug Therapy, to overcome Dapsone resistance. People cured in as little as six months.
- 1990s** As more people are released from treatment, "Care after Cure" for people with lasting disabilities becomes increasingly important in social, economic and physical rehabilitation.
- 2000s** Towards elimination. The quest for a leprosy vaccine continues. Although leprosy is curable, there are still over 500,000 new cases of leprosy diagnosed per year. The challenges of treating and

rehabilitating those affected by leprosy while breaking down the stigma of the disease remain.

**2010s** Number of reported new cases slowly decline but remain about 200,000 per year. TLM adopts vision 'Leprosy defeated, lives transformed' and continues holistic ministry focused on leprosy services, inclusion and community development.

### **Global Fellowship**

**2008** Discussion began on ways to work more closely together with stronger links between the funding and implementing countries. Steps taken to strengthen implementing Country Leaders and country offices with a decentralised facilitation role for the International Office.

**2011** 30 May 2011 - a charter was signed by 31 Member countries, which committed Members to moving towards decentralisation, mutual accountability, interdependency and a shared approach to decision making.