

Commitment to Action Appendices

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Appendix 1: Previous statements about women's ministry

The Blackley Declaration – January 2007

Recognising our call as God's people to be a witness to God's Kingdom that has both come in Jesus and is still to come in its fullness, we call our churches to further reflection and action on the place of women within the leadership of church life, and especially in what is commonly called 'the ministry'.

We are grateful for all who have led us on this matter in past and present generations, but we remain troubled that having been one of the first denominations to recognise the ordained ministry of women, there is still such a low percentage of women on the BUGB Accredited List of Baptist Ministers.

Whilst there is no formal bar on women's calling as Baptist ministers being recognised within our churches, we believe that the slow rate of change in our actual practice shows that there is cultural resistance.

As people who take seriously the authority of the Bible, we believe this situation exists because we have an inadequate way of understanding and interpreting those Scriptures that are commonly seen as being directly relevant on this matter. We call on our fellow ministers and church leaderships to re-engage with Scripture and with one another, listening carefully to what each has to say.

We must further examine the cultures of which we are a part to be more alert to the sexism we believe exists amongst us. We believe such sexism is part of our fallen nature, from which Christ came to deliver us, and that we are called to repent and behave differently in Christ's Kingdom.

We challenge the attitude that regards this as an issue of relative unimportance in being witnesses to the Gospel. The first calling of God's Church in mission is always to be a community that bears witness to the truth of God's Kingdom in the way it lives, demonstrating that the world is worldly, and that there is an alternative way. We believe that currently in this matter our lived witness points the opposite way to the vision, values and habits of Kingdom life. Further we believe that society can find good reason not to listen to us on other matters if our manner of life is so permeated by cultural sin in this respect. We therefore believe that our lack of attention and unchanging practice in this area is symptomatic of our failure to be a beacon of the hope of the Kingdom in our society.

Therefore we call for the churches of our denomination to give sustained attention to how we understand and live out the Scriptures and the gospel, watching over one another until we see significant movement that indicates a change in the way we live before a watching world.

Mainstream North Leadership Team

Minutes from the Baptist Union Council – March 2010

Women in Leadership

This Council

- a) affirms the historic commitment of the Baptist Union of Great Britain to
 - the full inclusion of women in all areas of leadership in church life,
 - the ordination and accreditation of women to ministry among us.
- b) Celebrates
 - the increasing number of women who are now exercising leadership within BUGB, both as ministers and in other capacities.
 - The service of women in all aspects of missionary work including the work of biblical and theological teaching and church leadership.
- c) Recognises with concern the continuing struggle for full acceptance faced by many women in all areas of leadership, and in particular the difficulties many face in having their call validated and in receiving a call from a church.
- d) Calls upon the Faith and Unity Department and the Ministry Department to work with associations, colleges and churches to identify
 - Steps already being taken to develop ministry in ways that are fully inclusive of women,
 - Opportunities that currently exist for women fully to explore their sense of calling,
 - Obstacles that prevent the acceptance of women for training, ministry and all forms of wider leadership.
- e) Commits to hearing further from the Faith and Unity Executive at its meeting in March 2011, and so to discern ways of addressing barriers to the full participation of women in all forms of leadership within BUGB.

The resolution was passed unanimously with two abstentions.

In response to the 2018 Celebrating, Surviving and Thriving – Women in Baptist Ministry conference, its participants published the following statement for our Baptist family:

In celebration of the centenary of the recognition of women to be Baptist ministers, we commit ourselves into our shared life and take courage to step forward in living out our call. This conference calls on our Baptist family to support women, of all ages and ethnic and social backgrounds, in the following ways:

1. By joining with us to celebrate and support the ministry of women, sharing and teaching with vigour the biblical and theological foundations for their affirmation by successive Baptist Union Councils, and reporting the many ways in which women in ministry at all levels are growing our churches and advancing the mission of God.
2. By making it a priority to identify and utilise women who will mentor, accompany and be role models to women at all stages of exploring a call and of ministry, recognising that all women are different and their experiences vary widely.
3. By providing frequent opportunities for experience such as apprenticeships, placements, shadowing, preaching opportunities, and by intentionally equipping and calling emerging women ministers and leaders.
4. By challenging ourselves to be more aware of questions of justice, to reflect on our assumptions and biases, to ensure fairness within our structures, processes and behaviour, such as exploring a call and National Settlement, and commit together to equity of opportunity and expectation.

Available at www.baptist.org.uk/CSTconference

Appendix 2: Responses from individual Ministers

Commitment to Action

Ministers were invited to log their individual response to R12 and/or R33 if they felt ready to make a public commitment.

This Appendix contains the responses received by 30 September 2024.





Project Violet – Commitment to Action Individuals

For male ministers: I commit to being an ally of women

Alex Afriyie - London Network Church

I commit to supporting women ministers and encouraging women to enter accredited ministry as well as empowering them into all areas of their calling and gifting.

Adrian Argile - HEBA Regional Minister Team Leader

Steve Barber - Minister of Orchard Baptist Church, Bicester and Regional Minister, Southern Counties Baptist Association

Jon Bishop - Minister at Chenies Baptist Church (CBA)

Kenny Brown - Clayton Baptist church, Bradford

I commit to being an ally of women ministers

Anthony Clarke - Regent's Park College Oxford

Martin Donaghey - Minister at Whyte's Causeway Baptist Church, Kirkcaldy, Fife.

Simon Evans-White - Minister - Halton Baptist Church, Hastings

Mark Fairweather-Tall - RMTL, South Wales Baptist Association

Craig Gardiner - tutor and chaplain at Cardiff Baptist College.

Andrew Ginn - Cemetery Road BC Sheffield

Let's all be part of the solution to seeing God's Kingdom come in this way!

John Goddard - Minister of Saffron Walden Baptist Church and EBA trustee

Paul Graham - Charlton Kings Baptist Church

Simon Gray - Regional Minister, Southern Counties Baptist Association.

Martin Hardwidge - retired Baptist Youth Specialist, SBA Trustee

Andrew Henton Pusey - Hitchin

I gladly and gratefully affirm my continued commitment to be both an ally of women ministers and an ally of Black and Brown ministers.

Martin Hobgen - minister Swaythling Baptist Church

Pastor David Howe - Heanor Baptist Church (EMBA)

Let's all commit to reflect on the 57 requests for change and consider what we as individuals can proactively do to reset our Baptist family on this vital issue

Matt Huckle

I commit to being an ally of women ministers. I will stand up, promote and encourage those who have a call on their life to serve the church.

Lee Johnson - Ministries Team BUGB

Josh Kane - regional minister London Baptists, co-pastor Mill Hill East Church

Glen Marshall

Roger Martin

to the Ruths, Esthers, Lydias, Priscillas & more, be blessed and bold!

Rob May - Regional Minister, South Wales Baptist Association

David Mayne - Eastern Baptist Association

Tony McGinley - Whitehouse Church

Andy Mills - Woodstock Baptist Church

Paul Mort - Sketty Community Church Swansea.

Amen!

Andrew Mumford - Broadmead Baptist Church Woodford Green, LB

Trevor Neill - Minister, Selsdon Baptist Church, Croydon

Matt Nott - Minister at King's Community Church

I feel privileged to have served with so many amazing women Ministers, staff members and volunteers. I know there is more to be done and I commit to being an ally.

Andrew Openshaw - Regional Minister, Central Baptist Church

Tom Pender - Student Minister (MIT) Hadleigh Baptist, Essex
I agree and look forward to what changes this can bring.

Johnny Pozzo - NBA

David Rogers - South Croydon

Graeme Ross - Bethesda Baptist Church, Trowbridge

Carl Smethurst - RMTL Mission, South West Baptist Association

Jim Thomas - Regional Minister (mission development lead), SCBA

Peter Timothy - Newbury Baptist Church

Steve Tinning - Faith & Society Team, BUGB

I'm so grateful for the incredible work that PV has put in to highlighting numerous gender justice issues we need to face up to both individually and institutionally. I commit to being a better ally of women, and to constantly review the spaces in which I find myself, asking, 'are women present and able to speak and participate fully?' - I will also invite others to hold me to account.

Nathan Toseland - Regional Team CBA

Martyn Travers

I stand in complete support of the recommendations and of Women Ministers

Dave Tubby - Heaton Baptist Church.

Chris Walker - Eastleigh Baptist Church

Doug Waller - Lead Pastor - Woodbridge Quay Church

Steve Younger - High Blantyre Baptist Church

Anonymous

It is so important that we support and encourage everyone who God is calling into ministry and so I am delighted to commit to being an ally to women in ministry.

Anonymous

I wholeheartedly agree and would like to know how I can do this better.



Project Violet – Commitment to Action Individuals

For white ministers:

I commit to being an ally of Black and Brown ministers

Adrian Argile - HEBA Regional Minister Team Leader

Steve Barber - Minister of Orchard Baptist Church, Bicester and Regional Minister, Southern Counties Baptist Association

Jon Bishop - Minister Chenies Baptist Church (CBA)

Claire Blatchford - Regional Minister Eastern Baptist Association

Kenny Brown - Clayton Baptist church, Bradford
I commit to being an ally of black and brown ministers

Anthony Clarke - Regent's Park College Oxford

Sarah Crane - Head of Chaplaincy, Milton Keynes University Hospital.

Helen Dare - Broad Haven Baptist Church & Cardiff Baptist College

Jane Day - Centenary Development Enabler, Baptists Together; Lecturer, Regent's Park College; Project Violet co-lead.

It's a yes from me!

Denise Dobie - Darkhouse Baptist Church and chair HEBA Justice Hub

Martin Donaghey - Minister at Whyte's Causeway Baptist Church, Kirkcaldy, Fife.

Kim Downes - MiT March, Cambridgeshire

I commit to the following while training as an MiT, and when I am ordained.

- As a White MiT, I will endeavour to notice when I am in a space where Black and Brown people are absent or are silent and ask why. This could be in person or online.
- As a White MiT, I agree to challenge 'banter' or any other language or behaviour that undermines Black or Brown people. I agree to becoming an ally rather than a bystander. I commit to modelling

leadership which involves having difficult conversations and being willing to challenge both in public and in private. I will not speak for Black and Brown people but rather endeavour to ensure they are heard in their own voice and can Minister in their own identity.

Simon Evans-White - Minister - Halton Baptist Church, Hastings

Mark Fairweather Tall - RMTL South Wales Baptist Association

Craig Gardiner - tutor and chaplain at Cardiff Baptist College.

Margaret Gibbs - Norbury Church

Laura Gilmour - Chaplain, Strathcarron Hospice, Baptist Union of Scotland.

Andrew Ginn - Cemetery Road BC Sheffield

Let's all be part of the solution to seeing God's Kingdom come in this way!

Andy Glover - Minister Hoole Baptist Church

Paul Graham - Charlton Kings Baptist Church

Simon Gray - Regional Minister, Southern Counties Baptist Association.

Lynn Green - General Secretary, Baptist Union of Great Britain.

Leigh Greenwood - Stoneygate Baptist Church, Leicester

Martin Hardwidge - retired Baptist Youth Specialist, SCBA Trustee

Martin Hobgen - Swaythling Baptist Church

Matt Huckle

I commit to being an ally of black and brown ministers.

Lee Johnson - Ministries Team BUGB

Josh Kane - regional minister London Baptists, co-pastor Mill Hill East Church

Abby Lintern - Minister at King's Sutton Baptist Church

Rob May - Regional Minister, South Wales Baptist Association

David Mayne - Eastern Baptist Association

Tony McGinley - Whitehouse Church

Andy Mills - Woodstock Baptist Church

Fiona Milton - Salisbury Baptist Church.

I commit to being an ally of Black and Brown ministers.

Paul Mort - Sketty Community Church, Swansea

Amen!

Andrew Mumford - Broadmead Baptist Chuech Woodford Green, LB

Trevor Neill - Minister, Selsdon Baptist Church, Croydon

Claire Nicholls - Regional Minister London Baptists

Andrew Openshaw - Regional Minister, Central Baptist Association

Misha Pedersen - Baptist Union of Wales minister in Newbridge-on-Wye.

Tom Pender - Student Minister (MiT) Hadleigh Baptist, Essex

Cherie Rogers - Minister Highams Park Baptist Church

David Rogers - South Croydon

Graeme Ross - Bethesda Baptist Church, Trowbridge

Katy Ruddle - Folkestone Baptist Church

Carl Smethurst - RMTL Mission, South West Baptist Association

Jim Thomas - Regional Minister (mission development lead), SCBA

Steve Tinning - Faith & Society Team, BUGB

I'm so grateful for the incredible work that PV has put in to highlighting numerous gender justice issues we need to face up to both individually and institutionally. I commit to being a better ally of black and brown people, to constantly review the spaces in which I find myself, asking, 'are black & brown people present and able to speak and participate fully?', and to work intentionally to better understand racial justice issues more generally. I will also invite others to hold me to account.

Nathan Toseland - Regional Team CBA

Dave Tubby - Heaton Baptist Church

Chris Walker - Eastleigh Baptist Church

Doug Waller - Lead Pastor - Woodbridge Quay Church

Diane Watts - Faith & Society Team Leader, BUGB

Lucy Wright - Regional Minister for London Baptists.

Hayley Young - Regional Minister Co-Team Leader Southern Counties Baptist Association

Kate Young

Steve Younger - High Blantyre Baptist Church

Anonymous

I commit to being an ally of Black and Brown Ministers

Anonymous

Blessed to have global brothers and sisters. Rev.7:9-10

Anonymous

It is so important that we support and encourage everyone who God is calling into ministry and so I am delighted to commit to being an ally to all people of colour in ministry.

Anonymous

Yes, I agree wholeheartedly

Appendix 3: Responses from local churches

Commitment to Action

Local churches were asked to complete a Commitment to Action with respect to the Requests for Change identified for local churches in the Project Violet Findings. Churches were also invited to offer a narrative on the decisions they had taken.

This Appendix contains the responses received by 30 September 2024.



Project Violet – Commitment to Action

Local Churches



Name of Church	Abingdon Baptist Church
Association you belong to	SCBA
How have you discussed the findings? For example, meetings and dates	Yes – in Church Meeting 17/9/2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Abingdon Baptist Church

All seven requests for change were accepted.

(i) The first request was to make opportunities to listen to new voices, so that a variety of women's voices could be heard in church. It was suggested that churches review who had been involved in worship over a six-month period.

We felt Abingdon Baptist Church did fairly well, with a variety of women taking part, leading worship, reading and praying, though even wider participation would be welcome, especially from *new* voices.

(ii) The second request was for churches to make their position on women's ministry known prior to the settlement process. We had done this in the last vacancy. There was a suggestion from the project that churches should put a statement on the website about roles taken by women as well as making it clear in the profile. The feeling of the meeting was that this was not necessary, seeming like tokenism.

(iii) The next request focussed on the importance of role models, as women in some churches might never have experienced the ministry of a woman and might therefore not consider whether God could be calling them. The action suggested was that churches with women ministers might release them to preach at churches which had not received the ministry of a woman previously.

The meeting recognised the value of role models, and consideration would be given to how the suggested action might be implemented, releasing our own minister to preach away on occasion. This was not something we had previously considered to be particularly important.

(iv) The next request talked about 'developing slow wisdom' in the way church meetings are conducted. Abingdon Baptist Church is already acting on this in that we have Ruth Moriarty coming for a teaching day on discerning Christ in the Church Meeting on 16 November.

(v) The fifth request related to training in advocacy, following the recognition that unhelpful language and behaviour needed to be challenged as it happens to stop patterns of sexism developing.

The meeting agreed that it would like to know more about this!

(vi) The sixth request was for a theology of disability, to enable local churches to reflect on their practice, what they believe about disability and how those affected are included. Although at first sight this might not seem core to the Project Violet theme, feedback from researchers indicated that race and disability justice requests were essential for the inclusion of women. Chris noted that attention needed to be paid to hidden disabilities also.

The meeting accepted that this needed further reflection by the church, so that it could be implemented effectively.

(vii) The final request was to use resources (eg Powerpoints, posters, videos and newsletters) reflecting diversity in Baptist life. The suggested action was to ask younger members of the congregation to give feedback on how visual images represented women.

The meeting noted that it didn't just have to be **younger** people who were asked to give feedback on how visual images represented women, but that it would be good to have feedback from a diverse group about how they experienced worship.

Lastly, Chris shared the hopes of the Project Violet team, that churches would be or become positive places for women to minister, places where women were encouraged to listen to God's call and would be ready to engage in mission in a world where women and girls experience sexism.

The meeting was happy to accept all seven requests for change, as outlined in the Project Violet template for churches, with the specific implementation of these requests modified as noted above.

(One member present noted that the makeup of the church meeting discussing the proposal was made up of a majority of women members!)



Project Violet – Commitment to Action Local Churches

Feedback from Alcester Baptist Church

Hi. I presented all the findings from Project Violet to our church meeting last week. This is Alcester Baptist Church.

There were positive discussions with a unanimous decision that we agreed to all 6 suggestions re ways forward.

While we already have a woman minister (who is great!) it is important to always be moving forward and never be complacent. We would really like to continue to be involved with Project Violet and would really appreciate any further information you are able to send.

I look forward to hearing from you. All the best. Angela (Whitford)



Project Violet – Commitment to Action Local Churches

Feedback from Chris Porter: Senior Minister, Andover Community Church

I have noted and read the outcomes and findings of the Project Violet report from Baptists Together and the Centre for Baptist Studies. I am deeply saddened by the experiences of the women who have bravely told their stories.

I am passionately committed to promoting and encouraging everyone in ministry and in particular women of all ages and backgrounds. I am passionately committed to ensuring our church is a safe place for all and especially women. We have worked very hard at that in the churches that I have had the privilege of leading for many years.

I believe that whilst the outcomes and recommendations from Project Violet are helpful, they do not go nearly far enough to ensure the promotion of women in ministry and their safety in our churches, colleges, regions and union.

The experiences in the last few years of my wife (who used to volunteer as a Safeguarding trainer with our regional association) and the Associate Minister at our church at a College, Regional and National level within the BU have left them and me hurt, frustrated and hugely disappointed over their treatment by those organisations. I note that some of the sponsors, authors of and contributors to the report work for some of the institutions that treated those women so badly (although I accept that some of those people were not in post at that time). I believe that until Baptists Together commission a full and entirely independent study of the experience of women at the hands of our institutions (including our colleges, regions and central organisation) and commit to making any changes recommended by that study, we will not see the meaningful and deep change that we really need across our Union.

Chris Porter

Project Violet – Commitment to Action

Local Churches



Name of Church	Baldwyns Park Baptist Church, Bexley
Association you belong to	London Baptists
How have you discussed the findings? For example, meetings and dates	The findings have been discussed at two Church Members' Meetings, on 18 th July and 19 th September 2024.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Baldwyns Park Baptist Church

R53/R41: Baldwyns Park Baptist Church has members of different cultures and feels it is inclusive as far as different voices and role models are concerned. However, the leadership currently does not reflect this position.

R51: Before the current pastor was appointed, the search team and church members were open to appointing a woman minister, if they felt that to be God's will.

R44: Church members would be interested to learn more about a theology of disability.

Project Violet – Commitment to Action Local Churches



Name of Church	Battle Baptist Church
Association you belong to	SEBA
How have you discussed the findings? For example, meetings and dates	Yes, we have discussed it at leadership level

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Beckenham Baptist Church
Association you belong to	London Baptists
How have you discussed the findings? For example, meetings and dates	Report was introduced at the July Members' Meeting and people were encouraged to look at it over the summer. It was discussed at the September Deacons' Meeting and affirmed, and then at the September Members' Meeting which also affirmed it.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Belper Baptist Church
Association you belong to	EMBA
How have you discussed the findings? For example, meetings and dates	Offered opportunities to speak to leadership team over a period of a couple of weeks (with little take up!). Discussion at church meeting 17/07/2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement			
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting			
R05	Training in advocacy			
R44	A theology of disability that enables local churches to reflect upon their practice			
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Belper Baptist Church

A very positive discussion was had on a couple of the topics at our church meeting and the feelings/responses about the church in this area were very positive.

Focused on:

1. Opportunities for new voices.

Many felt that we offer opportunities and encourage women (and a variety of people) to take part in all aspects of church life and that women are generally well represented across the board. The one area which perhaps could have more female representation was in preaching.

There was a suggestion, which was well received, that we could take a more proactive approach to support and mentor women in their gifts.

2. Role models

All felt that role models were important and that, as above, we could have more women preaching more frequently.

It was suggested that we invite more guests from under-represented groups to speak to the church.

Project Violet – Commitment to Action

Local Churches



Name of Church	Bethesda Baptist Church, Trowbridge
Association you belong to	Webnet
How have you discussed the findings? For example, meetings and dates	Leadership Team (Church trustees) Monday 24 th June Church Members Meeting Thursday 24 th July

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Bethesda Baptist Church, Trowbridge

Make opportunities to listen to new voices

We have already planned a series in July when people who wouldn't usually be at the front of church can share brief thoughts (rather than sermons, 2 or 3 people will share each week for 5-10 mins and the majority of these will be women). I (the minister) have found that women often feel that a preach is a step too far and this format allows someone to have a go at speaking.

Local churches make their position on women's ministry known prior to settlement

This is something that Bethesda has done and will keep doing.

Role models

When our minister (male) is not preaching, *at least* half of those preaching slots should be filled by women.

Some of the women at our church meeting spoke about some of the barriers and it was noted that women are more likely to feel imposter syndrome and women who are parenting often carry a heavier emotional load and this has a bearing on capacity. We need to be creative in raising the profile of our female leaders and not solely focused on preaching. Language is important, e.g. can you preach or minister sounds harder than could you share something.

Developing slow wisdom in the local church meeting

We found this a hard one to discuss because we couldn't find any written summary of what it meant.

We think we do well in this area, documents are supplied in advance of church meetings to give people space to reflect, subjects are staggered over more than one meeting with input and prayer in between and we use small group discussion regularly. It has been good to make use of other ways of sharing in meetings e.g. sticky notes and we want to consider how we can allow more space for a creative response rather than always defaulting to the verbal/rational approach. We have set up prayer stations before to help with reflection on an issue and this has gone well.

Training in advocacy

Sexism has no place in church life and we look forward to training and resourcing in this area. It was noted that the minister had spoken about racism in a recent sermon.

A theology of disability that enables local churches to reflect upon their practice

We would be grateful for a resource that helps us to do this and to evaluate if we are as welcoming as we think we are.

Use of resources that reflect the diversity of Baptist life

Careful consideration is already been given to this in the use of our visuals both in services and on our website.



Project Violet – Commitment to Action Local Churches

Name of Church	Bewdley Baptist Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	We have discussed the findings in our church leadership team meeting in June 2024 and presented the recommendations at the Church Members meeting later in the month

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		



Project Violet – Commitment to Action

Local Churches

Name of Church	Blackley Baptist Church, Elland, W Yorks
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	2 sermons (8/9 and 15/9) and 1 whole service (29/9/24) Hosting of PV exhibition for the Association with workshops, discussions, prayer and lament (27-28 Sept 2024) Church meeting discussion and resolutions 29/9

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy – includes Diversity and Inclusion for Deacons and Elders	✓	✓	
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Blackley Baptist Church

We have reflected on the barriers and hurdles for women's flourishing in ministry, lamenting this and committing ourselves to the hopes expressed by Project Violet. The church felt that in many ways we are already delivering the above requests but recognised the dangers of complacency and the wider Baptist family may be in a different place.

Please find attached our Local Church commitment to Action form for Project Violet. We have loved hosting the exhibition this weekend, and welcomed 10 people from 6 other churches within YBA. 2/3rds of our congregation came to the exhibition, together with a full congregation at a church meeting to discuss and support.

We would be happy to talk further of our experience in working as a church through this, but have filled out the form as requested, where there is not a lot of room to add much detail. Particularly we would like to mention the discussions that we had for male allies, and their commitment to this.

Many thanks to our many sisters who have given time, energy, and heart space to this project, and to our male allies. We are very grateful to you all.

Joanna and Andy Williams, with Nikki Jenkins

Ministers at Blackley Baptist Church



Project Violet – Commitment to Action

Local Churches

Feedback from Bookham Baptist Church

Bookham Baptist Church Leadership team has discussed the Project Violet recommendations and we accept them all and fully support all the aims of the project. We have two female Ministers and woman active in every area of leadership in the church.

Our ongoing reflection, which we don't consider a just a gendered issue is the request to reflect upon issues around under-represented groups and disability. We will be thinking how we take this forward as our Leadership Team is mainly made up of white, educated, middle class people and know that we need to be aware that it might be easy for us to have blind spots in this area!

Kind regards

Fran Pyatt

Chair of Trustees

Bookham Baptist Church

Project Violet – Commitment to Action



Name of Stakeholder	Borehamwood Baptist Church
How have you discussed the findings? (for example, meetings and dates)	Leadership meeting 3 rd Sept 2024.

Request Number	Short Name	Accepted	Modified	Declined
R48	Developing slow wisdom in the local church meeting.	we will consider using this when it complete		
R05	Training in advocacy on behalf of Ministers and Ministers-in-Training receiving unequal treatment			this is not relevant to our church at this time, we will review as and when it is
R44	A theology of disability that enables local churches, Colleges, and Associations to reflect upon their practice	Yes to more theology, this is a theme close to our heart, we'd like to look at resource when it is created.		
R51	Local churches make their position on women's ministry known prior to settlement	We would like to be stronger than this and would like to aim to have a page on our website about Project Violet where we state that we are open to having male or female ministers.		
R53	Make opportunities to listen to new voices	Yes, we agree.		

R56	Local Churches, Associations, Colleges, Faith and Society Team	Yes, we agree.		
R41	Local Churches, Associations, Colleges, Key Roles Nomination Group	Yes, we agree.		

Project Violet – Commitment to Action

Local Churches



Name of Church	Brandon Baptist Church
Association you belong to	London Baptists
How have you discussed the findings? For example, meetings and dates	With Leaders – members to be updated at next meeting. We did not have opportunity before the summer.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Brandon Baptist Church

We are an inner London, black majority, female majority Baptist Church, with a female minister. All of these changes are already on our radar, from advocacy for all whether the core issues are race, gender, financial or other focus points, to awareness of accessibility issues in our buildings and services. We are seeking to nurture all voices and people and to ensure our members are fully heard and represented in all areas of church life. Our minister has a habit of encouraging and supporting our young leaders, walking with them in sermon prep and service leading and are endeavoring to see equality at the front of church as well as across the membership. Some changes are slow steps, others I feel are already embedded in our practice.

Project Violet – Commitment to Action

Local Churches



Name of Church	Broad Haven Baptist Church
Association you belong to	South Wales Baptist Association (and Baptist Union of Wales)
How have you discussed the findings? For example, meetings and dates	Deacons meeting (as requested by Church Meeting)

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Broad Haven Baptist Church

The deacons of the church note that the requests for change reflect some work that the church has recently begun to engage in, especially R56 and R41. This came out of some work on Racial Justice, but connections to women were also noticed.

With a female minister at the church (who has been involved in PV), recognizing the need for the church to reflect carefully on the reports has not been obvious to all. With that in mind, at their meeting in September, all the Deacons committed to reading several of the reports each month, when sent to them by the minister along with some questions for further reflection. This invitation will be made to others in the wider church at the October Church Meeting. After all the reports have been read carefully, the Deacons will then audit the practice of the church in relation to the Requests for Change and make commitments for necessary change which will be brought to the Church Meeting.

Project Violet – Commitment to Action

Local Churches



Name of Church	Burgh Baptist Church
Association you belong to	EMBA
How have you discussed the findings? For example, meetings and dates	Deacons Meeting 5th August

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting			✓
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Burgh Baptist Church

Extract of Minute – 5th August

The Report circulated introduces local churches to Project Violet. It brings together the key documents local churches will need to respond to the findings, in particular the 7 requests for change directed at local churches.

What is Project Violet?

Over the last three years, Project Violet has both investigated women's experiences in ministry and developed the participating women ministers. The project has helped understand more fully the theological, missional, and structural obstacles women ministers face in the Baptist community in Great Britain and identify ways forward.

The research phase of the project has concluded and from 2 May 2024 all the research is being made available to the Baptist community on the website www.projectviolet.org.uk There are 57 requests for changes to Baptist ways of working being made. 7 of those requests are directed at local churches.

BUGB requires the response from local churches by 30th September, but due to circumstances, we will not have time to take this to Church Members, it was agreed we would submit the Deaconate thoughts and decisions.

Response:

There was disappointment that there were no scriptural references anywhere in the document, and therefore was more secular in its approach rather than theological.

R53 Making Opportunities to listen to new voices.

Women are not all the same and so it is important that a variety of women's voices are heard in church life.

It was felt we were open to hear new voices, an example was using the Church Meeting to have discussion groups thus allowing all voices to hear. A Deacon to be placed in each group to ensure we hear all voices.

Through teams working at various ministries in the church also allows voices across the spectrum to be heard

Decision - Accept

R51 Local Churches make their position on women's ministry know prior to settlement.

Women ministers can find it difficult to know which churches would welcome their ministry when they are applying to be a minister.

We would not have a problem when involved in any future Settlement Process, of being open to an approach by a woman as Minister, and will happily make this clear.

Decision – Accept

R41 Role Models

Seeing women minister helps other women hear the call of God.

We wholeheartedly encourage, and are blessed by, women actively participating in every aspect of church life.

Decision -Accept

R48 Developing Slow Wisdom in the local church meeting.

Churches are invited to reflect upon the way in which they conduct their church meetings so that they focus on discerning the mind of Christ.

With no explanation or information given, we were unable to draw any conclusions.

Decision - Decline

R05 Training in Advocacy

Challenging unhelpful language and behaviour as it happens stops patterns of sexism developing. Training will be offered to ministers and others wanting to increase their confidence in doing this.

Skills would be useful, but at what level? What expectation? Ministers are called to pastor and to apply scripture, not to be trained counsellors or mediators.

Decision - Modified

R44 A theology of disability that enables local churches to reflect on their practice.

Reflecting on what we believe about disability can help us think about how we wish to include people with a disability in our church.

Generally, our church is equipped to deal with people with disabilities, however hidden disabilities such as mental illness and diversity, hearing loss, or poor. Use of loop systems and microphones to help people with hearing loss, and copies of large print songs for sight loss, to be continued. Where people come forward for prayer etc., they should be able to come on the flat.

Screen images to avoid busy backgrounds and use bold print.

Decision – Accept

R56 Use resources that reflect the diversity of Baptist Life

Ensuring that the resources we use – such as posters, PowerPoints, and newsletters – reflect the diversity of people involved in Baptist life.

We already do.

Decision – Accept



Project Violet – Commitment to Action

Local Churches

Name of Church	Burwell Baptist Church
Association you belong to	EBA
How have you discussed the findings? For example, meetings and dates	Elders Meeting 3 rd June, 1 st July,

Request Number	Short Name	Accepted
R53	Make opportunities to listen to new voices	We do this during services, also in testimony services, away days and members meetings.
R51	Local churches make their position on women's ministry known prior to settlement	We will do this next time we enter settlement process
R41	Role models	We encourage female speakers, service leaders and worship leaders. Three of our four elders are female. We have hosted visiting female ministers and our regional minister is female.
R48	Developing slow wisdom in the local church meeting	We do this
R05	Training in advocacy	We are willing to consider this
R44	A theology of disability that enables local churches to reflect upon their practice	We believe we are doing this
R56	Use resources that reflect the diversity of Baptist life	We seek to do this

Feedback from Carey Baptist Church

PROJECT VIOLET (re Women in BU Ministry)

Carey's statement, in response to some of the 'Requests for Change from local churches' - out of the May 2024 Project Violet Report – agreed at the Sept 11th 2024 church meeting of Carey Baptist Church

Given the Biblical affirmation for women's ministry, and bearing in mind both Carey's/(Marlowes BC's) past previous calling of Baptist women to accredited ministry in our church/joint team ministry and our Equal Opportunities Policy, we agree the following:

- 1) Carey BC's policy of seeking ministers for settlement will always consider women and men on an equal footing for ministry.
- 2) Carey BC will always seek to ensure that women are equally represented on our leadership team and are seen acting in positions of leadership, not just auxiliary roles.
- 3) Ensure that appropriate training (provided by the BU or the CBA or some other suitable training body) is offered to our leaders and members on the important themes of equality, diversity & inclusion, including equipping leaders & members to deal with discriminatory language or behaviour.
- 4) Ensure that under-represented groups are visually represented on our church website.
- 5) Ensure that any other measures deemed appropriate by the leadership and church meeting are taken, to ensure that Carey is an 'equal opportunity church'.

Blessings,

Colin Cartwright

Minister, Carey BC

Project Violet – Commitment to Action

Local Churches



Name of Church	Centenary Baptist Church
Association you belong to	EBA
How have you discussed the findings? For example, meetings and dates	For a short time at a leadership meeting in September 19/9/24

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement <i>system</i>		✓	
R41	Role models	✓		
R48	Developing <i>slow wisdom</i> in the local church meeting – not understood		✓	
R05	Training in advocacy <i>Need to see</i>	✓	✓	
R44	A <i>theology of disability</i> that enables local churches to reflect upon their practice – <i>change not understood</i>		✓	
R56	Use resources that reflect the diversity of Baptist life	✓ Minister only		

Additional feedback from Centenary Baptist Church

The leadership team were confident to accept the first six responses, some with modification in the short name as it was not understood as written. The seventh response was sadly not understood by the leadership team, and so it was accepted by the minister only (me).

Thank you, and God bless you.

Kim
Kim Downes
Minister (in training)
Centenary Baptist Church

Project Violet – Commitment to Action

Local Churches



Name of Church	Chester Road Baptist Church
Association you belong to	Heart of England Baptist Association (HEBA)
How have you discussed the findings? For example, meetings and dates	Leadership meetings: 6/6/24, 1/7/24, 5/9/24 Church meetings: 28/7/24, 22/9/24 Church ebulletin included link to Project Violet webpage

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Christ Church New Southgate and Friern Barnet
Association you belong to	London Baptists
How have you discussed the findings? For example, meetings and dates	Deacons Meeting – September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Christ Church New Southgate and Friern Barnet

Christ Church New Southgate and Friern Barnet (Baptist/URC) has a strong tradition of women in ministry and lay leadership. We are a local ecumenical partnership (LEP) so our history begins with the appointment of Rev'd Elsie Chamberlain in 1941 to the Congregational church at Friern Barnet; the Congregational church later joined the URC. Chamberlain's ministry lasted five years until 1946 when she went onto be a BBC religious programming producer. After the creation of Christ Church as an LEP, Rev'd Caroline Rogers (Baptist) was called in 2013, and then Rev'd Dr Ruth Moriarty called in 2017 to the present day. Our diaconate is an all-female leadership team which is diverse in age and ethnicity, in addition two of our deacons are lay preachers within the URC.

We warmly welcome the research Project Violet has created and look forward to the Baptist Union accepting the recommendations of the project for the kingdom development of the church. We look forward to the production of training materials on advocacy and disability which we feel will benefit our church most.

Project Violet – Commitment to Action

Local Churches



Name of Church	Christ Church, Ipswich
Association you belong to	EBA
How have you discussed the findings? For example, meetings and dates	Deacons Meeting – 12 Sept 24 Church Meeting – 29 Sept 24

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Church From Scratch
Association you belong to	Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	Discussed at trustee meeting, 18 September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting		✓	
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Church From Scratch

Church From Scratch is a network of 'house churches' (which we call communities). Those leading/facilitating the communities agreed to make an effort when choosing music videos on YouTube (which is the principal way we experience musical worship) to ensure they aren't all videos of white singers. CFS is currently working, in partnership with the Baptist Historical Society, on a video resource for small groups on Baptist history that features the stories of Margaret Jarman, Dorothy Hazzard and Sam Sharpe. CFS is fully affirming of women's ministry: an accredited female Baptist minister is employed by Shared Space Social Enterprise (a project of CFS) and frequently leads worship gatherings.

The trustees agreed to intentionally discuss the experience people of different identities within CFS at each trustees and facilitators' meeting, for example women's experiences at one meeting, people with disabilities the next, the LGBT+ community and so on.

CFS was disappointed that the experience of queer women was not explored as part of Project Violet, as we are a fully LGBT+ affirming church. We plan to developing some inclusive queer liturgy as part of our ongoing effort to be radically inclusive.

The only reason we did not 'accept' R48 and R05 was that they seemed to refer to training/resources that were not in existence yet.

Project Violet – Commitment to Action

Local Churches



Name of Church	Cornerstone Baptist Church, Leeds
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	Church meeting, 26/09/24

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Crofton Park Baptist
Association you belong to	LBA
How have you discussed the findings? For example, meetings and dates	Referred to findings, Preached particularly on subject, linking R41, R53 and RO5 with Acts 18, Priscilla and Aquilla. Noting also lack of women worship song writers. Followed by church meeting on 22 nd September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
Ro5	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Crofton Park Baptist

Church discussed importance of age and social background discrimination when appointing leaders, the need to shape diversity and to integrate the position of women, so that over-positive discrimination is avoided.

Project Violet – Commitment to Action

Local Churches



Name of Church	Croham Road Baptist Church, South Croydon
Association you belong to	London
How have you discussed the findings? For example, meetings and dates	Elders meetings 6-6-24 and 1-7-24 Trustees meeting 4-7-24 Church meetings 18-7-24 and 19-9-24 4 members attended an association day 17-7-24 Open discussion at all meetings with plenty of time for questions and further exploration

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	CMM 18-7-24		
R51	Local churches make their position on women's ministry known prior to settlement		CMM 18-7-24	
R41	Role models		CMM 19-9-24	
R48	Developing slow wisdom in the local church meeting	CMM 19-9-24		
R05	Training in advocacy	CMM 19-9-24		
R44	A theology of disability that enables local churches to reflect upon their practice	CMM 19-9-24		
R56	Use resources that reflect the diversity of Baptist life	CMM 19-9-24		

Additional feedback from Croham Road Baptist Church, South Croydon

The elders at Croham Road were the first to look at the Project Violet findings and recommendations. They spent considerable time, at their June meeting, exploring all areas of PV. Further conversation followed, especially about Slow Wisdom, because we wanted to be sure that what we assumed about it was correct.

The whole trustee body was next to discuss the recommendations, in July, and following this meeting a series of recommendations were taken to the church members meeting for discussion and decision.

The July church members meeting took a lot of time over introducing the topic, explanations, parameters and so forth with members asking a variety of questions ranging from who was being asked to take part to Biblical precedents or resources. In the past the church had a few very vocal opponents to women in leadership, but the church is in a very different place today and has benefited from women elders for in excess of a decade and more as well as having women preachers. Nevertheless, it became clear during the meeting that there was not a definitive stated position on the church's acceptance of women in leadership. Consequently, the church decided to concentrate on addressing the PV recommendations for change in the short term and then spend time in 2025 ensuring that it's position on women in leadership is clear. The meeting was able to make decisions on 2 of the recommendations at that point.

Before the September church members meeting all members received a document outlining the trustees thinking behind its recommendations. At the meeting a PowerPoint presentation was made to further clarify the issues being addressed. The meeting made decisions regarding the remaining 5 recommendations. Church members were offered a number of book titles to assist in preparation for the later conversation in 2025.

Croham Road was happy to agree 5 of the recommendations as they stand, but the church did feel it would want to modify two of the recommendations:

R51 – We entirely agree with the sentiment of the recommendation but feel that the recommendation should not be addressed just to churches “that do not accept the ministry of women”. We feel it wiser for ALL Baptist churches to make their position clear. Consequently, our modification reads **“That Baptist congregations formally review their position prior to a settlement process and then make the position of the church meeting known on their website.”** In making this modification we aware we need to do precisely this ourselves which is why we are set to address the matter in early 2025.

R41 – Again we agree with the emphasis of the recommendation, but we felt that worded as it is at present it opens us to “tokenism”, which no-one wants. The resulting modification is **“The Church commits to encouraging all those with the appropriate gifts to minister regardless of identity or background”**.

The PV decisions are just the start of a longer and necessary conversation. Thank you.

Project Violet – Commitment to Action

Local Churches



Name of Church	Darkhouse Baptist
Association you belong to	Heart of England Baptist Association (HEBA)
How have you discussed the findings? For example, meetings and dates	Deacons Meeting 2 nd September 2024, Church Meeting 22 nd September 2024. With Justice church rep 12 th September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Darkhouse Baptist Church

As a diaconate and a church we looked what we were already doing, what we could improve upon in the long and short term and what perhaps we couldn't do ourselves but would look to be done on a national or regional level that we could support. We were encouraged that we were already making some progress in several areas addressed by the requests.

We are happy to accept all the recommendations but would suggest a training resource for advocacy be developed nationally that we could deliver and implement on a local and regional level (such as 'Activity Bystander training' delivered in secular organisations like the NHS but adapted for our church and translocal space settings). This resource could be like the Safeguarding training material and if developed nationally would help churches and associations not having to reinvent the wheel and also give consistency of approach.

Project Violet – Commitment to Action

Local Churches



Name of Church	Dewsbury Baptist Church
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	Church meeting 28/8/24 initial discussion of this document

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Dewsbury Baptist Church

We are planning to more fully discuss the recommendations and how to implement them when our minister returns from sabbatical. We found R48 and R44 confusing as they didn't seem to relate directly to women ministers. Hopefully resources from Project Violet will help us with this. We have a female minister and are supportive of her, although there are a couple of dissenting voices - we will work to ensure these are respectfully listened to but not necessarily followed ! Resources which explain the scripture which seem to deny womens leadership might be helpful in this respect

Project Violet – Commitment to Action

Local Churches



Name of Church	Didsbury Baptist Church, Manchester
Association you belong to	North Western Baptist Association
How have you discussed the findings? For example, meetings and dates	Deacons' meeting, 10 September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Didsbury Baptist Church

The church is currently in a period of interregnum and the deacons are engaged with keeping church life going and working through the process of seeking a new minister. We completely missed the requests to engage with this and only noticed it early in September, hence why it has been discussed by the deacons but not a church meeting. The responses therefore reflect the views of the diaconate but not necessarily the whole church. Having said that we have had several women ministers and lay people (both Baptist and from other denominations) preaching and leading worship during the last six months and booked in for the future.

We will seek an opportunity to share the project with the wider church.

Project Violet – Commitment to Action

Local Churches



Name of Church	Earls Hall Baptist Church
Association you belong to	Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	The Leadership discussed the recommendations to churches at two meetings on 2nd July and 10th September 2024. Due to our immediacy of entering a pastoral vacancy and the summer break, we have not yet had the opportunity to present the report to the church. The responses below therefore represent the view and commitment of the Leadership team only at this stage.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	*		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

* We have not yet seen Dr Moriarty's research findings



Project Violet – Commitment to Action

Local Churches

Name of Church	Eastgate Union Church
Association you belong to	East Midland Baptist Association
How have you discussed the findings? For example, meetings and dates	PROJECT VIOLET HAS BEEN INCLUDED IN THE ELDERS AGENDA AND DISCUSSED WITH ELDERS ON 3 SEPARATE OCCASIONS. OUR CHURCH NEWSLETTER AND ORDINARY CHURCH MEETING INFORMED THE CHURCH OF THIS ACTIVITY WHICH INVITED A WIDER RESPONSE. NO RESPONSE RECEIVED FROM ANYONE OTHER THAN THE ELDERS. FURTHER MEETINGS AND EMAIL COMMUNICATIONS HAVE INCLUDED DISCUSSION RE THE RESPONSE TO BALANCE ALL VIEWS SHARED. RESPONCES FROM ELDERS WERE EMAILED TO THE SECRETARY AND MINISTER FOR REVIEW. SOME OF THE VIEWS ARE BELOW.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement		✓	
R41	Role models			✓
R48	Developing slow wisdom in the local church meeting			✓
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice			✓
R56	Use resources that reflect the diversity of Baptist life			✓

Additional feedback from Eastgate Union Church

R53:

- Happy to try things out, as long as it is biblical, and as long as it is relevant to the people we serve.
- I am not averse to changing things if the need arises, but I don't see the need for changing things just so we can say we have. The Church meetings have changed from Evenings to after Services, which is a change for the better. Each preacher (whether Minister, Congregation or outside) chooses the style of service (worship music, kids slot, preaching style) to suit them, so we are already open to trying things differently.
- There is always a balance to be struck between changing how we do things whilst not neglecting our past or current attendees wishes.
- Happy to try things out, as long as it is biblical, and as long as it is relevant to the people we serve.

R51

- No, I don't agree. A church shouldn't be forced to put anything on their website stating anything, it should be a matter of choice. Although, I would say that a church should be encouraged to know what their position is, on women in ministry.
- I completely agree that our position on this should be made clear on our website and paperwork when seeking a new Minister. I would also add that I believe our stance on core issues (authority of Scripture, Same-sex Marriage etc) should also be displayed on our website.
- I am in favour of people reviewing their beliefs and why they hold them, but I do not believe people should be forced to accept something they feel is against scripture.
- This should be about giftings.

R41

- I challenge the statement "We can become what we see". We are becoming more like Christ, and that is the most important thing.
- In an ideal world we would have churches full of every age and generation with role models everywhere. There are many stories of Churches changing and growing from hopeless and dire situations, from closing down to huge growth. This is down to the work of the Holy Spirit and often we become what we can't see.
- I don't think anyone should be in leadership unless God has called them and I don't believe it's right to put someone as a leader based on anything else.
- I agree that role-models are important, especially people who are similar to us. However, I do not believe people should be 'promoted' or asked to do a certain job based purely on their gender, ethnicity etc.
- If a person seems suitable for a role, they should be allowed the opportunity to explore that. In regards to women specifically, I think we do very well as we have women serving in every aspect of Church life and when looking for a new Minister, we made it clear we would be happy with a woman if that was God's will for us.
- I would like to see more women in-house preachers, but maybe God will reveal a suitable person in time.

R48

- I'm afraid I don't know what exactly they're asking us to do here other than Ruth Moriarty creating a learning resource.

R05

- I can't speak for Associations and colleges but as a Church we should live the teachings of Christ and to love one another.
- Everybody is made in the image of God (except the sin we have inherited) and is loved by him. In Christ we are one and one body that everyone that is born again has a place without exception.
- We are against any form of prejudice or attack on people whatever their ethnicity, colour, gender or disability.
- I agree with all these and would include Advocacy training for all those in formal Ministry. To be honest, I'm surprised there isn't something similar available already as there are with other organisations.
- Not more courses!
- I believe we are aware!

R44:

- Regarding disability, which we have people with disabilities, I believe our building is quite practical and as a fellowship I believe we are very supportive. Disability affects both men and women.
- There is always something more that we can do and if the opportunity arises we adapt and learn.
- I'm not sure how I feel about this, or it could just be the wording. There is already theology on Disability out there, but this can be a little sketchy. We should not be discriminating against someone who has a disability purely because they are a woman, but should be helping and supporting them just as much as we would a man with such.
- As a matter of Biology, women do experience different 'problems' (menopause was mentioned by a couple of women in the Podcasts) to men, but equally these should be addressed and supported just like we would for men-specific problems.
- Any collective research by women who haven't found this to be the case should be welcome and encouraged in order for others to learn and change.
- Is this another bible?

R56

- The visual images and resources that we use is down to the discretion of the people involved with the service or the responsibility of the relevant ministries.
- I would say we do this already as the resources we use contain a variety of men, women and children, white and black people and some disabled people.
- As we do not have any deaf people attending at the moment, I do not believe we should start using BSL or alternative. However, if we do get deaf people attending, we can easily change (we have two people at least that I know of who know BSL).
- We already help with those who have partial hearing as well as those with vision problems.

Project Violet – Commitment to Action

Local Churches



Name of Church	Great Ashby Community Church
Association you belong to	Central Baptist Association
How have you discussed the findings? For example, meetings and dates	We have discussed the findings at both Trustees and Church Members' meetings. These happened on the 21st May and 26th June 2024 respectively.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	N/A		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life		✓	

Project Violet – Commitment to Action

Local Churches



Name of Church	Green Lane Baptist Church, Walsall
Association you belong to	Heart of England Baptist Association
How have you discussed the findings? For example, meetings and dates	Deacons' Meeting

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	5		
R51	Local churches make their position on women's ministry known prior to settlement	4		1
R41	Role models	5		
R48	Developing slow wisdom in the local church meeting	5		
R05	Training in advocacy	4		1
R44	A theology of disability that enables local churches to reflect upon their practice	5		
R56	Use resources that reflect the diversity of Baptist life	5		

Project Violet – Commitment to Action

Local Churches



Name of Church	Grove Lane Baptist Church
Association you belong to	North Western Baptist Association
How have you discussed the findings? For example, meetings and dates	Church Meetings in July and September Deacons meetings in August and September

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes; we want to explore this in the leading of worship and the discussions of church meeting		
R51	Local churches make their position on women's ministry known prior to settlement	Yes; this is our ongoing position		
R41	Role models	to include more male voices. We will be looking at those who are up front, but also those who are welcomers at the door		
R48	Developing slow wisdom in the local church meeting	This is our long term practice and we are committed to exploring it more deeply		
R05	Training in advocacy	Yes; we will continue to encourage our minister to take up CPD to help with this. We will also raise with inclusion group and seek their ongoing work, especially with choice of language		

R44	A theology of disability that enables local churches to reflect upon their practice	Yes; our inclusion group works at this already. We will continue to develop the resource.		
R56	Use resources that reflect the diversity of Baptist life	Yes; we seek to do this, but will broaden the group making the choices of images etc, to seek to broaden our representation		

Additional feedback from Grove Lane Baptist Church

We found this a very affirming process. Because we have been working hard at inclusion for several years, many of these issues are already on our agenda. The discussions provoked by this process have enabled us to explore some topics we had let slide. It has been the reminder that there is always more to do.



Project Violet – Commitment to Action Local Churches

Feedback from Hadleigh Baptist Church, Essex

In response to the outcomes of Project Violet and the request for feedback, the leadership team at Hadleigh Baptist Church in Hadleigh, Essex (part of the EBA) met in July to have an introduction to the information and to take the time to pray about it before meeting to discuss. We met on the 11th of September as part of our monthly leadership meetings to discuss thoughts and input.

While we broadly support the requests and have identified that we, as a body of believers, already adopt and support several of the requests (beginning every church and leader's meeting with prayer and communion and having clearly stated our position on not hiring a female minister), we came to the agreement that we will not be submitting the Commitment to Action document.

Our reasons and concerns are as follows:

1. We are being asked for black and white answers to chromatic questions.
2. The proposals are not clear and in some instances the wording of what is being asked is so obtuse that it does not have a real meaning.
3. There is no clarity on what our church is being asked to commit to. Given that some proposals, or parts of them, are contentious issues in the church, how can we commit to something that may go against what we have decided as a body?

It was also raised that when we were putting together our profile and wanted to include a statement about not hiring or interviewing a female minister, we were given differing views of how to present it (going against what is asked for in the proposals) and now have a statement that is still an issue for some members. A suitable phrase for churches would be appreciated to fit the expectation.

By not responding to the questions, we do not want to give the impression that we are not focused on supporting women's ministry in the church, which is reflected in 40% of our leaders being female. We are sending our concerns in this format in the hopes that further clarification can be given and clear direction stated to enable us to make informed decisions regarding our commitment and stance regarding the recommendations.

Hadleigh Baptist Church Leadership team

Project Violet – Commitment to Action

Local Churches



Name of Church	Harrogate Baptist Church
Association you belong to	YBA
How have you discussed the findings? For example, meetings and dates	We have had an initial discussion at our deacons' meeting in July, with a firm commitment to action. What action looks like will be discussed in our September deacons meeting, when we anticipate all deacons will be present. We anticipate reflecting on each one of the requests for action from the churches (one per month at our deacons meeting) to consider how best to implement in our context, involving the wider church.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices			
R51	Local churches make their position on women's ministry known prior to settlement			
R41	Role models			
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Hooe Baptist Church
Association you belong to	South West Baptist Association
How have you discussed the findings? For example, meetings and dates	A presentation of the project was given to Diaconate on 21 st May. It was agreed that the presentation with small group discussion would be taken to the next members meeting. This Meeting took place Sunday 2 nd June, where members present discussed and agreed our commitment to action.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Hooe Baptist Church

As a female minister within the Baptist denomination I was encouraged in how my church didn't just pat themselves on the back but took the report, findings and requests seriously. They reaffirmed the church's position of affirming women. As part of their commitment to listening to new voices and role models within our baptist family they agreed to carry on inviting female preachers on a Sunday and are also offering to release me to our cluster and association to enable other churches to experience female ministry. The suggestion that I could be accompanied by some of our female deacons to demonstrate diversity within female ministry was also proposed. I have let the association know.

Project Violet – Commitment to Action

Local Churches



Name of Church	Hoole Baptist Church
Association you belong to	North Western Baptist Association
How have you discussed the findings? For example, meetings and dates	Discussed at 2 of our leadership meetings and brought to the attention of our Church Family Gathering on one occasion.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Additional feedback from Hoole Baptist Church

We are committed to look at and make some action plans on each of the 7 requests.

We believe as church that we have done reasonable well in the area of championing and advocating for women in leadership but recognise the need to do more so will continue to make sure these items remain on our agenda.

Every Blessing

Andy

Rev Canon Andy Glover

Project Violet – Commitment to Action

Local Churches



Name of Church	King's Community Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	A delegate attended the HEBA responses day in September. Then we had a members meeting on 29th September to draw together our united commitment to action.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Additional feedback from King's Community Church

The members recognised that not every church within our association, or within the union, is the same as ours so these responses are drawn from a perception of where we presently are in a collective pursuit of wanting KCC to be a welcoming place where all can grow and develop holistically.

Specifically in response to each of the requests above:

R53 - The members feel we already make space for a variety of voices, especially from the women amongst us and would want this to continue especially those from under represented groups.

R51 - As a church we have never entered a 'settlement' process as we have always appointed internally across our history. This includes a female associate minister. But there was a commitment that, if we enter the settlement process, we would make it clear that we would welcome female ministers apply and would add this into our profile.

R41 - Role models - The members felt that there are many existing positive female role models in our church.

R48 - While we don't currently use the language of 'slow wisdom' we have been using the language of understanding God's kairos direction through reflective practice. In our members meetings we currently make space for God's voice to be heard through one another.

R05 - Having recently had to navigate challenges for our women to feel safe, due to a vulnerable male's behaviour, we recognise the lack of training that currently exists in addressing societal undermining patriarchal behaviours. The church feel that, if this training was offered across the union, then many of our key leaders would value the wisdom and training so that everyday sexism can be helpfully called out so women can feel not only safe by able to fully participate as males feel they have the right to do. With this in mind we feel this is definitely one that would require a longer term strategy but definitely one we would commit to undertake.

R44 - Like R05 this is live and present for us, especially due to some unhelpful historic teaching from our charismatic renewal roots. While many with disabilities feel drawn to belong amongst us at KCC we feel a broader and deeper theological understanding would help marginalised groups feel a greater sense of value, 'just as they are right now', within the church/association/union.

R56 - While we as leaders and preachers felt that we already seek to use a diversity of resources and imagery in our visuals and communication platforms the members felt there was still work that could be done to improve on this. Building on the commitments above the members felt that across a medium term plan we would be able to become more fully inclusive of our representation of the the Baptist family.

More generally our church has been on a long term trajectory towards women to feel more fully valued. It's early roots (1950/60's) were founded on a belief that only men could be 'elders' but women soon found themselves in middle leadership roles underneath male 'headship'. In the 1990's we discerned that women could and should be elders and now I find myself, as a male minister, serving with an all female deaconate/leadership with many other roles and positions being filled by women. Yet I/we recognise that there is still much that needs changing and challenging that comes from a patriarchal, middle class, white, approach where certain voices are held in higher esteem to others.

We applaud those who have contributed to Project Violet and look forward to a bright future where women, people of colour, those with disabilities, young people, and those not afforded easy access to educational excellence will find a greater degree of voice and recognition across our Baptist family.

Project Violet – Commitment to Action

Local Churches



Name of Church	King's Sutton Baptist Church
Association you belong to	Southern Counties
How have you discussed the findings? For example, meetings and dates	Yes, as Deacons and Minister. It will be something that we share with church over time too.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from King's Sutton Baptist Church

We discussed this as part of our Deacons away day. I (Abby, minister) and considering how best to share Project Violet with the wider church.

A few things we noted as we talked together:

On reflecting on R53, we wondered if there could perhaps be a directory of those who might be prepared to bring different voices to local churches. We'd welcome the opportunity to hear different voices, but we aren't quite sure where to begin looking as there is not a diversity in our local networks. We talked about how perhaps these could be recorded sermons that could be used by local churches rather than someone having to travel around the country.

In discussing R51 the Deacons were sad to learn that there are churches within the BU that would not be open for having a woman in ministry.

R48: We look forward to seeing the training that will come from Ruth Moriarty on Slow Wisdom, and can very much see the value of this for church meetings.

R44: Again we look forward to resources and training on this to help us reflect and grow in our ministry.

As we talked about R56, we wondered whether it might be possible for BU to produce videos a little like the SCBA Home Mission short videos that should some of the diversity of church life within the Baptist Union – we are surrounded by other churches that pretty much look like us in church life, and so wondered if little videos might help us be able to see and learn from others further afield.

Thank you for all the hours and hours of work that have gone into Project Violet.

Project Violet – Commitment to Action

Local Churches



Name of Church	Lee Mount Baptist Church
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	In leaders meeting (21/7/24) and church meeting (1/9/24)

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Project Violet – Commitment to Action

Local Churches



Name of Church	Lindsay Park Baptist Church
Association you belong to	London Baptists
How have you discussed the findings? For example, meetings and dates	- We've read all requests aimed at churches - Had discussion at Deacons' Meeting 26/9/24 - Introduction & initial discussion at church meeting 29/9/24 - We accept all requests and are happy to receive more training as this is rolled out

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Project Violet – Commitment to Action

Local Churches



Name of Church	Mutley Baptist Church
Association you belong to	South West Baptist Association
How have you discussed the findings? For example, meetings and dates	In Elders' meetings (10 and 27 June) In Church meeting (1 July) The 7 commitments were presented, with opportunity for questions and discussion, and agreed unanimously. We're working on implementation now...

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	YES		
R51	Local churches make their position on women's ministry known prior to settlement	YES		
R41	Role models	YES		
R48	Developing slow wisdom in the local church meeting	YES		
R05	Training in advocacy	YES		
R44	A theology of disability that enables local churches to reflect upon their practice	YES		
R56	Use resources that reflect the diversity of Baptist life	YES		

Additional feedback from Mutley Baptist Church

It was noted that we are already implementing and committed to R51, R56 but will continue to do that. We look forward to training and resources for R48, R05 and R44 but are committed to them. We seek to do more in implementing R53 and R41.

There are changes that we are now discussing and implementing to enable us to more fully embrace these commitments.



Project Violet – Commitment to Action

Local Churches

Name of Church	New North Road, Huddersfield
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	1. A short-life working group (SLWG) of 6 women was set up in June (2024). The group met 4 times in total (June-August) – initially just the women met and then meetings 2-4 included our minister, Mark Janes. 2. Short presentations were made by the women in June and August Church meetings to introduce the church to the PV research findings and requests for change. 3. A paper outlining the requests for change, explanatory notes and framing some discussion questions was circulated to the congregation (electronically and paper-based) at the end of August. 4. The PV requests for change – main agenda item at Church Meeting 15th September. This was held round tables – with chocolates - in our café (tea/coffee prepared and served by men!), with each of the women facilitating group discussion (5-6 to a table). 5. We are currently collating the outcome of the church meeting discussions and preparing a report for the church which we hope will enable us to take some of the requests forward into specific actions.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		

R48	Developing slow wisdom in the local church meeting <i>*on issues relating to mission and ministry</i>	✓*		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from New North Road, Huddersfield

It has been a privilege to work on these requests for change relating to our church and this process has provided us with opportunity to review and reflect on both our current strengths and challenges. We have not yet had chance to make many changes but we are very hopeful that the discussions started are an important beginning and foundation for us to build on. At our church meeting we felt a different ordering of the requests would best facilitate our discussion and some of the language in the original documentation needed careful 'unpacking' for church members. But we have now covered all the requests and there was generally positive acceptance of them all.

Request Number	Short Name	Commitment to action – for further discussion
R53	Make opportunities to listen to new voices	1. Giving voice to all, including women and children in our church's life 2. Supporting each other through times of change and new experiences as a church.
R51	Local churches make their position on women's ministry known prior to settlement	We agreed with this and also the expanded request that churches who do not want a woman minister should be encouraged to review their position prior to settlement (though some felt there should not be undue pressure to change).
R42	Role models	1. Intentionally inviting women to preach on Sundays when our minister is away 2. Considering which women in our own congregation might be invited to preach 3. Considering other 'role models', including people with disabilities
R48	Developing slow wisdom in the local church meeting <i>*on issues relating to mission and ministry</i>	1. Including more missional items on our church meeting agenda, allowing longer time to process these 2. Using round-table discussions more regularly to include 'more voices' 3. Reviewing the time/venue for our church meetings
Ro5	Training in advocacy	We agree this is an important aspect of ministerial training and in-service ministerial development. It could be extended to others in church leadership.
R44	A theology of disability that enables local churches to reflect upon their practice	We welcome this wholeheartedly. It is a 'living issue' in our congregation and we recognize our need to address this by learning more about the lived experiences of those with disabilities and – as far as possible - removing barriers to their inclusion in all aspects of church life.

		We will focus on this request at a church service on 13 th October
R56	Use resources that reflect the diversity of Baptist life	We are a church which includes different cultures, age groups, women and men with a range of abilities/disabilities. We are committed to inclusion and balance in our church programme and mindful that change is inevitable, though we need to be sensitive in managing such changes.



Project Violet – Commitment to Action

Local Churches

Name of Church	Newbury Baptist Church
Association you belong to	Southern Counties
How have you discussed the findings? For example, meetings and dates	Project Violet was first introduced at a Deacon's Meeting in June 2024. It was agreed to invite the church to discuss and reflect upon the research, beginning with a Church Meeting at the end of June. Various Small Groups met over the summer to engage with the Project, and some used the 'A Name To Live Up To' video and discussion guide. We encouraged feedback and brought it back to the Church Meeting on 29th September to discuss and vote upon the 7 requests.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Newbury Baptist Church

- For the vast majority in our church, this was not a contentious issue. We have long affirmed women in ministry, and have previously called women ministers. However it was good to practice a 'slow wisdom' model, rather than just asking for the church to make a decision, and this provided some helpful feedback.
- Indeed, some of this feedback revolved around R48 and the desire to see this practiced more in Church Meetings. The way we discern the mind of Christ is the focus of an upcoming deacon's away day in November, and some of this will be shaped by Ruth Moriarty's work on the subject.
- Our men's small group were keen to recognise the importance of "agency and allyship to promote change where change is needed", and this has already involved them helping one individual to reflect upon his theological beliefs which do not affirm women in leadership

Project Violet – Commitment to Action

Local Churches



Name of Church	Olton Baptist Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	During leadership meetings and engaging with chosen group of female leaders within the church community

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Olton Baptist Church

R51

Regarding the local churches making their position on women's ministry known, while there was an understanding of why this was important, I think it is worth noting that there was a strong feeling within some we engaged with that this provision may be used to defend what they consider indefensible i.e. standing in the way of women in ministry.

However, in further conversations, the transparency that this provides was appreciated. Especially knowing women who have gone into spaces of ministry and been hurt because the churches were not honest or had not realized the general feeling of their membership with regards to women in ministry.



Project Violet – Commitment to Action

Local Churches

Name of Church	Orchard Baptist Church (OBC), Bicester
Association you belong to	Southern Counties
How have you discussed the findings? For example, meetings and dates	• LT meeting 1st and 15th July 2024 • Church Members' Meeting 17th July 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices women are not all the same and so it is important that a variety of women's voices are heard in church life.	✓		
R51	Local churches make their position on women's ministry known prior to settlement women ministers can find it difficult to know which churches would welcome their ministry when they are applying to be a minister	✓		
R41	Role models – seeing women ministers helps other women hear the call of God	✓		
R48	Developing slow wisdom in the local church meeting – churches are invited to reflect upon the way they conduct their church meetings so that they focus on discerning the mind of Christ.	✓		
Ro5	Training in advocacy – challenge unhelpful language and behaviour as it happens stops patterns of sexism developing.	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		

	Reflecting on what we believe about disability can help us think about how we wish to include people with a disability in our church.			
R56	Use resources that reflect the diversity of Baptist life ensuring that the resources we use – such as posters, PowerPoints, newsletters reflect the diversity of people involved in Baptist life	✓		

Additional feedback from Orchard Baptist Church, Bicester

Leadership Team meeting 1st July

LT members reviewed the **Project Violet Findings** prior to the meeting, bringing individual thoughts/responses on areas to bring for discussion at next OBC CMM on 17th July.

Focus on the 7 requests for change particularly specified for consideration by local churches.

- R41: Role models – **seeing women ministers helps other women hear the call of God** Women have been able to serve on leadership at OBC for more than 20 years and has had two women as Ministers in Training. In 2018 the church called a woman to serve as Community minister on Graven Hill and, more recently, has called a woman to serve as Co-minister. Our Ethos Statement (under Statement of Beliefs) includes: **Women in Leadership** OBC holds to the view that God created women and men equal in personhood and that He calls and equally affirms both men and women into a vast array of roles, including all forms of church leadership.

LT agreed:

- (R56) to look again at the visual images on the OBC website to review how they reflect the role of women and the diversity of our congregation and community in Bicester. Images on PowerPoints, backgrounds and videos to be similarly reviewed/monitored.
- to share and discuss Project Violet findings at the Church Members' Meeting on 17th July. Members invited to view Project Violet video in advance of the meeting. Agreed we would look at the three hopes for churches, – i) Being a positive place for women to minister; ii) Being a place where women are encouraged to listen to God's call and iii) Being a church ready to engage in mission to a world where women and girls experience sexism.

CMM 17 July

Project Violet Findings – Minutes...

Sarah encouraged us to read the Project Violet (named after Violet Hedger, the first female Baptist minister) findings which revealed there are some obstacles remaining for women in Baptist ministry, particularly in language and behaviour, entrenched ways and perceptions about women's roles. The BU is inviting local churches to respond by the end of September.

OBC is doing well but we recognise the importance to be vigilant of what language and images we portray and keep up encouragement and positive role models. This applies not just for women but across all demographics; we must ensure that our church meetings are representing the wider church, and that all voices are heard and taken into account.

OBC Responses

- a)R41 - to continue to affirm women in ministry – welcoming women to preach/lead worship
- b)R56 - look again at the visual images on the OBC website to review how they reflect the role of women and the diversity of our congregation and community.
- c)R53/R44 - to keep assessing how best we can listen to a variety of voices across the life of the church: we will actively seek to involve members (mainly women) unable to worship in person with us.

Exploring creative ways for them to contribute to our Sunday worship and church meetings. A commitment to continue to reflect on the ways we currently include people with a disability in our worship and wider church life.

d)R48 – linked to R53 a commitment to reflect on ways we seek to discern mind of Christ in church meetings; to consider timings/venues of meetings to support greater participation and representation.



Project Violet – Commitment to Action

Local Churches

Name of Church	Priory Baptist Church
Association you belong to	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	At an Elders Meeting and then the Church Meeting.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Priory Baptist Church

Priory BC has always welcomed everyone as equal. I have been attending the church for over 50 years and I am now their Minister, a female who is registered disabled. I have had nothing but support and encouragement from the church. We have a variety of male and female preachers and encourage our children and young people to take part in worship and services.

We are open to change but would need more information on slow wisdom in church meetings before implementing this.



Project Violet – Commitment to Action

Local Churches

Name of Church	Queensberry Baptist Church
Association you belong to	East Midland Baptist Association
How have you discussed the findings? For example, meetings and dates	Our leadership team discussed the findings on 19.08.24 (having previously been sent links to the full report/website etc).

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Queensberry Baptist Church

As we discussed the findings and requests for change, we were encouraged that in some areas, we don't need to make many changes. For example, Queensberry Baptist Church appointed its first female Minister in September 2021. We have a mix of church members leading, teaching and sharing at church, both men and women. We do recognise that we need to have more diversity in ethnicity and race in those sharing 'from the front' at our church. We already make conscious decisions in our media, graphics, resources etc to ensure we include a diverse mix of people. Although we recognise we have perhaps overlooked the area of disability in this.

Our Minister recently attended a Fresh Streams Theology school and found Ruth Moriarty's teaching on 'Slow Wisdom' very helpful. We look forward to further training and resources re: a theology of disability.



Project Violet – Commitment to Action

Local Churches

Name of Church	Quorn Baptist Church
Association you belong to	East Midland Baptist Association
How have you discussed the findings? For example, meetings and dates	Extensive discussion in Deacons' meeting after personal considerations in the month prior. Next Members' Meeting considerably after the deadline for feedback.

Request Number	Short Name	Accepted	Modified	Declined
1-57	We found it odd that the Report to local churches (and this feedback document proforma) had 7 items (which didn't all seem to relate to local churches in the details given); but the full list of requests identified 9 items for local churches. Overall we found the presentation of the documents to be confusing and time consuming to navigate. The stated purposes of Project Violet seem to relate to the role of women in churches and especially women in Ministry. It may be a matter of semantics, and both are important, but sometimes it is not clear whether the ministry of women or the Ministry of women was being mentioned. Further the project seems to overreach into matters that do not relate to women's roles in churches – the scope of the project seems to have become too wide, making its findings less manageable to process.			
R53	Make opportunities to listen to new voices		✓	
	The text of this request seems to be very vague. And it doesn't mention what these new voices should be – diversity of gender, race, theology? As a leadership team we consider that we do have a variety of voices in our services and wider church life. As a leadership team we have a responsibility to invite voices (from within or without) to speak who will be faithful to God and effective in speaking (albeit recognizing training opportunities too) – so, for example, we would try to be race and gender blind in inviting preachers. We would not consider diversity quotas to be an appropriate way to invite voices.			
R51	Local churches make their position on women's ministry known prior to settlement		✓	

	Question re. clarity of wording – does the request mean “the ministry of women” or “women Ministers” We considered that the requirement to review “that position” prior to settlement should be something required by the BU prior to settlement – so the request should go to the BU first, then to local churches. We do not agree that the position should go on the website – this is primarily a matter for the settlement paperwork – i.e. the church profile drawn up under guidance of the BU Ministry Department and Regional Ministers. In our last interregnum this matter was reconsidered, and the decision made was reflected on the church profile. Furthermore, all churches should formally review their position on this (and other relevant issues) prior to the settlement process, not just churches who currently do not accept the ministry (Ministry?) of women.			
R41	Role models		✓	
	This relates quite closely to R53 above. We would reiterate that the criteria for role models are character, calling and ability, rather than DEI quotas.			
R48	Developing slow wisdom in the local church meeting	?	?	?
	The text of this request makes no request of local churches. It is written as a specific request to a certain individual to do some more research (and reporting) in an area of personal interest. Therefore, we did not consider it possible to commit to this request for change. When this resource is made available in the future then we will consider its implications for discernment in our church.			
R05	Training in advocacy		✓	
	Again the specific text of the request makes no immediate request of the local church , when any resource on advocacy becomes available we will be able to assess whether it is relevant to consider training in it.			
R44	A theology of disability that enables local churches to reflect upon their practice		?	
	Again, there is no immediate request to local churches for us to commit to. This seems to be one of the areas where Project Violet has reached beyond its own stated purpose, although dressed up as a women’s issue – we would consider that men with disabilities (etc) could also experience these difficulties.			
R56	Use resources that reflect the diversity of Baptist life		✓	
	The two primary factors in choosing “resources” is to be locally relevant and clearly copyright free (or available). This results in us creating a lot of our own resources. Do you really mean what you say? Do you want “egalitarian” churches to use resources that reflect that there are complementarian churches? Do you want churches that maintain a traditional Biblical position on sexuality and gender to use resources that affirm anti-biblical ideologies? Surely churches should use resources that reflect the life of their local fellowship first and foremost?			

	Would it not be contradictory to use diversity resources that differed to positions held? (So, for example, do you want churches to declare on their website that they are complementarian, then also to use images of women Ministers to reflect the diversity of Baptist life?)
Next two are highlighted for local churches in the main table of the 57 requests, but are not included in the Report for Local Churches.	
R02	Listed as relevant for local churches in main table (page vi), but nothing relevant for the local church, nor specifically relevant to women in ministry / Ministry. Do colleges and associations not already have materials for people considering training as Ministers? I'm sure when I trained nearly 20 years ago there were resources.
R52	First, there would seem to be an error – currently Deacons (Trustees) are required to do Level 3 Safeguarding training, not just Level 2. It is often said that although this is a requirement, the training delivered is really relevant to the DPS, or Minister rather than to the role of a Deacon. Whether the church could agree to the use of EDI training would depend on whether there was good EDI training to use – there was concern over the possible ideological slanting of the training. There would be some value for Deacons, but a concern that it may not be practicable – can all Deacons undergo and maintain training in Safeguarding, EDI, Fire safety, etc – multiplying such training demands will put some people off from serving as Deacons (a voluntary role is becoming professionalized).

Project Violet – Commitment to Action

Local Churches



Name of Church	Raglan Baptist Church
Association you belong to	South Wales Baptist Association
How have you discussed the findings? For example, meetings and dates	We have had a number of informal meetings and discussions and it has been briefly discussed during leader's meetings on August 15th and September 16th.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy		Yes	
R44	A theology of disability that enables local churches to reflect upon their practice		Yes	
R56	Use resources that reflect the diversity of Baptist life		Yes	

Additional feedback from Raglan Baptist Church

R53 - R48 - fully accepted

We are happy to share that these are all areas where Raglan Baptist Church can offer examples of good practise. We have been working on ways to encourage a larger range of voices in our church meetings, by sharing documents in advance and inviting both members and non-members to contact the leadership team if they would like to offer an opinion in an alternative way to speaking up in the meeting (R53).

(R51) We appointed a female minister at our last appointment and she is currently in post. While we didn't make it explicit at the time, we feel that we would make the effort to do so in future, in light of this recommendation.

(R41) We are an all female leadership team with a female Pastor. Many of the men in the congregation could be described as 'allies'. In the past, a female member of our congregation was suggested and accepted for ministry while a male Pastor was in post. Some of our visiting preachers are women. So, our church has long embraced the ministry of women.

(R48) We were interested to read the comments about 'slow wisdom'. Recently, our leadership team has begun a process of discernment around the future leadership of the church. We hope that by starting this process well in advance of the retirement of our current Pastor we can employ 'slow wisdom' to help us listen to one another with grace and make well considered decisions when the time comes. We are also taking time to consider our church ethos statement around inclusion, listening to a range of views and voices, and seeking to respect all.

R05 - R56 - Why modified?

These recommendations gave us more to think about, so we are not able to fully accept them yet as in some instances more work is needed. In general, we would seek to work towards these recommendations, when it becomes appropriate.

R05 - In our local church context of female leadership, this recommendation seemed a bit irrelevant at first glance, but then the question was raised; 'How would the lay members of the team support the female Pastor if she was to come in for criticism around her gender?' Would we speak up, or would we seek to conciliate in the interests of fellowship? Perhaps training for lay leadership of churches could be considered, to equip more people with an understanding of the theology of women's ministry, in the face of the continuing use of a theology of complementarianism among so many Baptist leaders (around here at least!).

R44 - We have made good efforts to make our historical buildings more accessible to those with physical disabilities, and while there is more that could be done still, it is clear that those with mobility issues are welcome. However, we are aware that we need to do more to fully understand what it means

to minister to those with educational barriers, neuro-diversity, and mental health issues, all of whom are represented in our congregation. So, this is an area of growth and development for us.

R56 - We make use of resources that use male and female voices and images and old and young voices and images. We regularly de-gender songs and hymns when it is appropriate. Occasionally we use images of disabled people. We are challenged around the use of more ethnically diverse resources as we seek to reflect the people we have in the room; and we are a rural chapel where the local population is predominantly white. This recommendation is useful to remind us of the need to revisit our practise from time to time, and check that it is reflecting the congregation that we have.



Project Violet – Commitment to Action

Local Churches

Name of Church	Revive Baptist Church Leeds
Association you belong to	YBA
How have you discussed the findings? For example, meetings and dates	We haven't discussed this with the congregation before sending this in. But we will make them aware. The Support Team has had a short discussion on this before sending in the form. We will discuss further at our next meeting.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Additional feedback from Revive Baptist Church Leeds

We have not discussed this with the congregation. To be honest, it feels a little too obvious and patronising to ask them if we agree corporately or not with the basic premise of whether Baptist Churches should be better places for women - and I feel that I know us well enough to answer 'yes' for us. We are an Inclusive Church and member of OBOF and Affirm.

The support team (who consists of our Lay minister, trustees, staff etc) have had a brief discussion prior to me filling in this form. We are sad (although not surprised) that this needs to be a big research project with evidence provided by churches that things need to change. Whilst some of this isn't relevant to our context, we will join in with the process to help those who are trying to change things and make them fairer for all. Not that we have it all right, there are ways that we can work better and be more inclusive. Well done and thank you to all the researchers and compilers, and we hope and pray that it results in Baptist churches and the BU that are more inclusive and relevant to 21st century society.

R53	Make opportunities to listen to new voice Our Lay Minister is female. Our administrator (me) is female. Our support team consists of six people (incl the Lay Minister and myself) and of them, four are female, two male. Looking back throughout 2024 at those who have spoken (incl guest speakers), led worship or who have otherwise led meetings in any other way, it's a 50/50 split between men and women. We are, however, a mostly white, middle-class church, so we do have plenty of scope for listening to new voices.
R51	Local churches make their position on women's ministry known prior to settlement If we were to go through a Ministerial settlement process, we would make it very, very clear that we would accept a woman as a minister. Indeed, as we are an affirming church we would also consider a minister who identifies as LGBTQI+ (which is of course widening out the scope of this commitment to more than just gender)
R41	Role models See answer to R53
R48	Developing slow wisdom in the local church meeting

	Whilst the specific details on this are light in the Request for Change, this sounds very much like our sort of way of doing things. We agree that this is a method of meeting which we would like to do more often. We recognise that it is still easiest to hear those who speak loudest and quickest - but we have had discussions where we make a specific and deliberate effort to hear everyone, and will continue to do so.
R05	Training in advocacy Yes, we commend this. And would go further, to request making some similar training available to leadership teams of churches, and also to congregations.
R44	A theology of disability that enables local churches to reflect upon their practice Yes, absolutely.
R56	Use resources that reflect the diversity of Baptist life Yes, absolutely.



Project Violet – Commitment to Action

Local Churches

Name of Church	Rugby Baptist Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	1. Agenda item at Deacons' Meeting July 2024 and September 2024 2. Small group meeting (2 deacons and 1 other church member) in August 2024 to discuss how we as a church might respond to the requests 3. Church Meeting Agenda Item September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement		✓	
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Rugby Baptist Church

Two deacons and another member of the church looked through the Project Violet research findings, resources and information on the Project Violet website and presented some suggestions to the Church Members Meeting in September 2024.

The suggestions, which were accepted by the Church Members Meeting, were:

1. That we accept all seven of the requests directed at local churches, but with a modification to R51

R51 Modification:

The request is that churches that *do not* accept the ministry of women formally review that position prior to the settlement process and then make the resolution of the church meeting known on their website.

We are a church that *does* accept the ministry of women, as has been made apparent recently as we have appointed a female minister in training. As such, we want to modify this request and take steps to make it clear on our website that we are a church that accepts the ministry of women, and this not just for the purposes of being clear to any women ministers in a future settlement process, but also to anyone wanting to know about the church and especially those who might want to join the church.

Currently we have a female minister in training on our staff team, so it is clear, but at some point in the future it is possible that we may not have a female minister on the staff team, and at that point we would want to find another way to make it clear on our website that we are a church that accepts the ministry of women.

R48 Comment

We accept the principle that we reflect on the way we conduct church meetings, but in practice we are not sure how we would do this. We support the suggestion that a learning resource is developed to help local churches do this, and if such a resource is created, we would be interested in taking a look at it.

R05 Comment

We accept the principle that those with responsibility for the wellbeing of Ministers and Ministers in training should be confident in how to advocate etc. We recognise that members in the local church are all responsible for the wellbeing of our ministers, but perhaps especially that responsibility lies with the deacons. We support the suggestions made, and if there were opportunities or resources aimed at local churches to help us with this, we would potentially be interested.

R44 Comment

Similarly, we support the development of a resource for local churches that would help us reflect on our practice in enabling the full participation of people with disability, and if such a resource is created, we would be interested in taking a look.

2. We were impressed by Project Violet. We thought it was a substantial piece of research, well conducted and addressing an important subject. We recognised that it was impossible to condense it into a 5 minute agenda item at a church meeting, and that we would need and would benefit from time to absorb, consider and discuss. Therefore, the second suggestion accepted by the church members meeting is that we have some discussion evenings in 2025 that will enable us to unpack some of the material and consider it in greater depth. The evenings would be an opportunity for some of us to share experiences, opinions and reflect together. We are planning to use the series one podcasts for some of this.
3. Project Violet has come at an interesting time for us as a church as the findings have coincided with us appointing our first ever female minister. The third suggestion accepted by the Church Members Meeting was that if our new minister is in agreement and feels it would be useful, we would like to bring together a small group of people who would listen to and reflect together on some of our her experiences during her time of training with us.



Project Violet – Commitment to Action

Local Churches

Name of Church	Rushmere Baptist Church
Association you belong to	Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	Leadership team meeting June 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices <i>Grateful to God that we have a female minister (our 2nd) and currently have a good balance of men and women in leadership positions. We have a variety of people who lead different aspects of our services, including worship. However we recognize that we can't be complacent about this. It would be good to have visits from women in different ministry roles eg chaplains – information and guidance on how we can achieve this would be helpful</i>	Yes		
R51	Local churches make their position on women's ministry known prior to settlement <i>Already done in our history</i>	Yes		
R41	Role models <i>This is necessary not just in relation to women but also to men and different ethnicities etc. We would welcome more diversity and have recently agreed a Church statement on inclusion, aware that currently our membership and role models reflect the predominantly white, older age group of the neighbourhood.</i>	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		

	<i>Already doing some of the practices advised. Intend to try more.</i>			
R05	Training in advocacy <i>Good for churches, especially lay members in leadership, to have advice/ guidance to draw on should concerns arise as we are able to for example on safeguarding issues.</i>	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice <i>We believe God makes each person in His image and equips all called to serve Him. We are committed to be open to God's leadership and calling. We recognize that "disability" does not mean a need for healing as it is conventionally understood. We cannot be complacent but need to keep challenging ourselves in terms of beliefs & practices looking to the example of Jesus.</i>	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Project Violet – Commitment to Action

Local Churches



Name of Church	Saltash Baptist Church
Association you belong to	South West Baptist Association
How have you discussed the findings? For example, meetings and dates	Leadership Meeting June 2024 Church Meeting June 2024 Leadership Meeting September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life		Yes	

Additional feedback from Saltash Baptist Church

R53:

We are already blessed with many women who lead, preach and are in positions of Leadership. As a church we continue to make sure this continues and seek ways in our services and church meetings to hear many voices.

R51:

In the early part of 2025 we will embark on a short Sunday series exploring the ministry of women, after this we will then send our reflections of the congregation and bring this into a statement that can be added to our website

R41:

We have an associate minister who is female, over 50% of our leadership is female and we have women who preach and lead (although not as many as we would like). Our commitment is to find role models who can take positions of leadership to encourage a new generation

R48:

We have already done some training with Ruth on this, our commitment is to a complete review of the way our church operates to make sure slow wisdom is a practice for our meetings.

R05:

Our Ministers will go on all training in this area

R44:

We are looking to the accessibility of our building, but recognise that in some point in the future we need to bring in not just the practical, but also the theological. This will be done through the Faith and Society resource

R56:

We will try and balance the need for diversity, but at the same time reflecting the community that we are part of. Images that we use tend to be in house anyway. However, we will reflect on which images we use and bring a greater diversity.



Project Violet – Commitment to Action Local Churches

Feedback from Shipley Baptist Church, Bradford (YBA)

Please find below our response to Project Violet. We are an Inclusive Church and through this process we have identified areas where we need to do more work.

We also feel challenged to enquire of our association - Yorkshire - and the Baptist Union Council their response to Project violet and their actions to implement some important recommendations.

With sincere thanks for all your hard work, for the website and the important material on it,

In Christ,

- Keith

The Revd Dr Keith G Jones
for Shipley Baptist Church Leadership Team

Shipley Baptist Church, Bradford “the church at the centre”



Draft Response to the Project Violet recommendations

September 2024

Introduction

Shipley Baptist Church has considered the **Project Violet** initiative and reviewed the recommendations in a Deacons meeting and at a Church meeting.

As an Inclusive Church we strongly affirm the ministry of women amongst us and we believe the Yorkshire Baptist Association and the Baptist Union of Great Britain, through Council and Trustees, must actively consider all the relevant recommendations and ensure that these are reviewed, and the majority adopted, with the minimum of delay.

We believe those churches within the YBA and BUGB who do not presently support the ministry of women amongst us, must seriously consider their current stance and their place within a denomination where the ministry of women has been actively affirmed amongst us since 1918.

Specific points relating to certain recommendations

RO2 - local churches to be more open in encouraging women to train for ministry.

Response: We have encouraged two in recent times- Ann Hayward and Kez Robinson.

SBC Church meeting: The challenge for us that the majority of the church meeting at last count, don't want separated local ministry, so perhaps this is a barrier to encouraging anyone to go for something the church no longer sees as necessary. Is this worth teasing out? Do we presume we certainly want to encourage those with a sense of vocation to explore appropriate theological education through an institution itself affirming inclusivity?

R41 - providing role models in the leadership of women.

Response: We are doing this through our women in leadership in the Diaconate, speaking leading etc, but perhaps not as much as we ought to in leading worship - the majority of the key people are presently male.

R44 - theology of disability.

Response: We are not as challenged with this as we were when Andrew was alive, though we do have people with disabilities. This is a specialist area of theology and practice for Sally Nelson (disability) and Gaynor Hammond (dementia). Should we organise an event for them to speak at?

R48 - developing "slow wisdom" in the Church Meeting.

Response: We understand this to mean moving back to the older anabaptist traditions of discerning the mind of Christ by more measured reflection, with greater focus on worship and prayer, rather than business meeting style. The church meeting should spend time reflecting on this request.

R51- making our church position on women in ministry known

Response: SBC do this through our Inclusive Church statement and, when we are allowed, inviting women to speak and having as an aim 50% female speakers - though hard to achieve without more in-house women willing to have a go! Should we offer encouragement evenings for people to learn more about leading worship and speaking in worship?

R52- training in EDI to be offered in the church

Response: Equality, Diversity and Inclusion training is offered in the YBA to ordained ministers. Should the church meeting arrange such training for members? We have people within our membership who could help us to do this.

R53 - listening to new voices.

Response: we need to ask some of our newer members and members of the congregation to help us do this.

R56 - having a range of resources we use which reflect diversity.

Response: We need to review the resources we use in worship, Junior Church, youth work and elsewhere to ensure our resources are diverse and address our stand as an Inclusive Church.

Draft paper for discussion an amendment on 05 September 2024.



Project Violet – Commitment to Action

Local Churches

Name of Church	Shoeburyness & Thorpe Bay Baptist Church (stbbc)
Association you belong to	EBA
How have you discussed the findings? For example, meetings and dates	Church Meeting (24.09.24)

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Shoeburyness & Thorpe Bay Baptist Church

The meeting was unanimous on all recommendations, and we are simply delighted to celebrate where we are already active regarding these recommendations and determined to grow in the areas we need to develop further in. Thank you project Violet team.



Project Violet – Commitment to Action

Local Churches

Name of Church	Sixways Erdington Baptist Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	Minister and Secretary - More meetings to follow with wider engagement - We feel we are already on board with these issues

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		



Project Violet – Commitment to Action

Local Churches

Name of Church	Sketty Community Church, Swansea
Association you belong to	South Wales Baptist Association
How have you discussed the findings? For example, meetings and dates	Yes. Presented to Deacons Meeting in July and August

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		



Project Violet – Commitment to Action

Local Churches

Name of Church	Spurgeon Baptist Church
Association you belong to	Central Baptist Association
How have you discussed the findings? For example, meetings and dates	Deacons' meeting 6 th September 2024 Church members' meeting 23 rd September 2024

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		



Project Violet – Commitment to Action

Local Churches

Name of Church	Stoke St Gregory Baptist Church
Association you belong to	South West
How have you discussed the findings? For example, meetings and dates	At two deacons' meetings in May and June and the church members meeting on 8 th July

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Stoke St Gregory Baptist Church

All points are accepted in principle. We have already had two female ministers. We are open to receiving training on church meetings and advocacy.



Project Violet – Commitment to Action

Local Churches

Name of Church	Stoneygate Baptist Church
Association you belong to	East Midland Baptist Association
How have you discussed the findings? For example, meetings and dates	Discussed at deacons meeting on 5 August Church meetings on 18 August, 15 September

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Stoneygate Baptist Church

We wished to modify the request relating to 'training in advocacy' as we felt that it would be good to make such training available to church members as well as ministers, as they share responsibility for ministers' wellbeing, and such training may help them to advocate for themselves and others in areas of their lives beyond church.

The specific commitments we have made include:

- expand our pool of guest preachers
- continue to encourage church members to speak from the front (leading prayers, offering reflections etc)
- add our inclusion statement to any future profile to make clear that ministry is open to people from all demographics (including women)
- encourage all members to take an active part in church life so that all people can see themselves as role models, and do this in a way that is authentic and does not reduce anyone to representing a single demographic
- keep making space for listening and support quieter voices
- engage with BUGB resources as they are made available
- be intentional about other resources we draw on



Project Violet – Commitment to Action

Local Churches

Name of Church	Tamworth Baptist Church
Association you belong to	Heart of England Baptist Association
How have you discussed the findings? For example, meetings and dates	Yes. Deacons 2/9, Church 26/9

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices			
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy			
R44	A theology of disability that enables local churches to reflect upon their practice			
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Tamworth Baptist Church

Tamworth Baptist Church already has several women who preach and lead services and this is a regular occurrence. Several women from our church were sent for ministerial training, one of whom was deaf. We have always made it clear that we would be willing to accept profiles from women ministers and have carefully and prayerfully explored any that we have received. The church has, in the past, engaged in deaf awareness and signs for worship. We are extremely interested in basic EDI training for members and a level 2 for Deacons. Thank you for highlighting the resources that need to reflect diversity – this we will be mindful of going forward.

We have not answered all the questions above, not necessarily because we are against them, but we do not yet have a clear position or a clear understanding of the issue.

Regarding disabilities, we would need to be confident that we can offer the right support for any minister who has a disability, ministry is very demanding, and it is unfair that a person should struggle on both fronts.

Whilst Tamworth is very open to women in ministry - we did have a visitor (a lady) from an Eastern European country who complained that a woman was preaching – she believed the Bible said that women should not be in ministry. We explained our position, but she did not return, we believe this could be a cultural issue and that women's ministry is not universally accepted. Whilst we would not change our practice, we wanted to highlight that some churches may be reluctant to embrace women's ministry because of those cultural issues which can be deep seated.

This paragraph was in the email:

Thanks for all your work on this project and to all those who have worked on research or contributed to the findings. We have responded to the commitments where we can but some areas we are not either clear on or do not have a clear consensus so we have left these blank. We do not currently have a minister and have struggled in some areas with the language used, but appreciate it is mainly for academics.



Project Violet – Commitment to Action

Local Churches

Name of Church	Tilehouse Street Baptist Church, Hitchin
Association you belong to	Central
How have you discussed the findings? For example, meetings and dates	A group of volunteers of up to nine members (including the minister) met on eight Thursday evenings for an hour and a half each time. The meetings were held between 13 June and 12 September. The group's responses were taken to the church meeting on 22 September and discussed. Our responses are attached.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Tilehouse Street Baptist Church, Hitchin

The following people were involved in at least three of the eight discussion sessions:

Sue Apthorpe, Joyce Bleasby, Val Chivers, Stephen Copson, Meg Granger, Anne Moody, Mary Taylor (and Brenda Pulham from Rugby Baptist Church at the R41 sessions) with Rev. Jane Robson

Local Churches are requested to:

R53 Make opportunities to try things out and make a commitment to receive things that are different without reshaping them to fit past expectations. This applies to worship and preaching but also to other aspects of church life such as church meetings.

Discussed 13 June 2024 – and accepted

We felt that the church is already undergoing a change in its expectations of ministry and traditional ministry roles.

We recognised that the vast majority of visiting preachers are white, male and retired. (Their calling to preach was not in question). But we would like a greater diversity. We acknowledged that it is not easy to find preachers and in order to do that we should look further afield and be prepared for higher costs regarding travelling. We acknowledged it might be a little risky in hearing new voices but we should be prepared to give them a chance.

R51 formally review their position regarding ministry prior to entering settlement and if the ministry of women is not accepted to make the resolution of the church meeting known on their website.

Discussed 11 July 2024 – and accepted

We affirmed our position on women in ministry and acknowledged that we had called a woman minister in 2016 and would be happy to do so again.

R41 give a platform for leadership in the church to under-represented groups/individuals.

Discussed 11 July 2024 and 25 July 2024 – and accepted

We challenged the minister and each other as to how 'different-sized' voices could be heard in church meetings, recognising that many lack confidence in speaking up. We spoke about the need for each of us to be encouraged, to be prompted to speak, to receive a personal invitation even to attend sometimes.

We want to challenge and give opportunity to others to preach (and this need not necessarily be in the morning service). The minister should enable and equip others to do so. The two Bible study groups should be given the opportunity to take an afternoon service. It would be good to hear one another speak.

In all of this we need to continue to consider physical barriers to participation.

During this discussion we agreed it would be helpful to have the Bible reading projected on the screen (as long as the version shown on the screen matches the version being read!)

R48 develop slow wisdom in the church meeting

Discussed 1 August 2024 – and accepted

We agreed that we needed to take time to listen to one another. Building trust and enabling each other to be honest takes time but is important.

We plan to use and hope to benefit from the learning resource created by Ruth Moriarty on 'Slow wisdom as a practice for local church meetings. The comment was made that we don't want to be so slow that we never make a decision!

R05 be confident in advocating on behalf of ministers and ministers-in-training when witnessing sexist, racist or ableist language, behaviour or treatment.

Discussed 8 August 2024 – and accepted

We were saddened to read of the experiences of a number of women particularly in regard to gender, race and/or physical ability particularly those that resulted in ministers leaving a church or even the Baptist denomination. We acknowledged that we all have blind spots and can lack awareness of our own prejudices. We wanted to learn how to proactively be more inclusive and supportive.

R44 embrace a resource that enables local churches to reflect upon their practice in enabling the full participation of people with a disability

Discussed 15 August 2024 – and accepted

We found Rev. Susan Myatt's testimony very moving (she is deaf) and were challenged to think about how we can make our services and buildings even more inclusive. (We all wanted to learn sign-language!) We want to challenge any assumptions that are easily made which can stop us from thinking fully about the needs of others. We also want to avoid an attitude that decides what others need without their input.

R56 use resources that reflect the diversity of Baptist life

Discussed 29 August 2024 – and accepted

We looked briefly at a Baptist Union video resource (made originally for ministers) called "I am because you are". We felt it would be helpful for the church to watch the second of the six videos: "What does discrimination look like?" to help us recognise any issues we might have. Part of the video contains an interview with Rev. Jane Day, one of the leaders of Project Violet.

We want the church to examine the resources we use and make sure that they reflect the diversity

of society whenever that is helpful.

Prepared by the PV group on Thursday 12 September 2024, amended slightly and accepted (after 40 minutes' discussion) by the Church Meeting on Sunday 22 September 2024.



Project Violet – Commitment to Action

Local Churches

Name of Church	Union Street Baptist Church , Crewe
Association you belong to	NWBA
How have you discussed the findings? For example, meetings and dates	Yes, Transitional Minister and Deacons. We are small church, so our resources are already stretched. We have recently appointed our third woman minister (Transitional in this case). Those who grew up in the church cannot recall a time (in over fifty years) when there were not women leaders, preachers, etc. We have long-standing commitment to inclusion and diversity, as can be evidenced by our congregation, our building and the wide range of weekly activities. Whilst we are always wanting to do even better, especially with respect to our black and brown/ GMH Members and Friends, we feel we begin from a good baseline.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices We already have a good range of voices, women and men, with several who lead worship, preach, exercise music ministry, lead small groups etc. We are working to increase the participation of our black and brown/GMH members and friends, who form around half of our regular worshipping community.	Yes		
R51	Local churches make their position on women's ministry known prior to settlement We have a long-standing commitment to women's ministry, with three of our most recent appointments being women. For at least fifty years, women have regularly	Yes		

	undertaken leadership roles including preaching, teaching and leading worship.			
R41	Role models We have a range of women and men able to act as role models. We are working to increase the visibility of our black and brown/GMH members and friends	Yes		
R48	Developing slow wisdom in the local church meeting Our church meetings are usually well attended, as we hold them on a Sunday. We employ creative approaches, including small group conversations, use of 'stickers', opinion 'rainbows' etc., and recognise that good discernment can be a long process. We seek to move forward together, seeking consensus and supporting each other.	Yes		
Ro5	Training in advocacy This is an area where we would value opportunity to learn more and 'do' better/more. We are quite a 'shy' church so can lack confidence.	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice Whilst perhaps not actively articulated, we have a lived-out theology of disability that we continue to embody and develop. Our listed building has been carefully adapted wherever possible to be accessible to people with physical disabilities. Our use of technology aims to negotiate the complexities of different needs, such as visual impairment and dyslexia, which may sometimes be incompatible. We aim to be a community where neuro-diversity is welcomed and people are valued for who they are. Similarly, we welcome and walk alongside people affected by poor mental health. A number of health-related support groups use our premises	Yes		

R56	Use resources that reflect the diversity of Baptist life We try our best to reflect our own diversity, and that of others, in our choice of resources, images, films, etc. This is an area where we continue to reflect and seek to develop further. We are keenly aware that our leadership team is all white. We also note that it is predominantly woman, though this is reflective of the Membership as a whole.	Yes		
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Additional feedback from Union Street Baptist Church, Crewe

The website of Union Street Baptist Church states this:

We are a friendly and informal congregation, with a wide age range, worshipping together and seeking to show the love of God in the world through Christ.

We are committed to searching out the meaning of our faith, exploring and questioning what it means to be Christian in our multicultural society.

We celebrate God's gift of diversity, and welcome people to share our journey, whatever their age, race, culture, gender, sexuality, economic status, or physical or mental ability.

We acknowledge with pain the injustices in our society and in the church; and want to share with all those who struggle against abuse, oppression or exploitation in any form.

We seek to be a community working together to grow in faith.

These values are long-established, and we believe align well with the aims of Project Violet. We are not complacent, and will continue to reflect, review and revise our practices in order to live out our faith and values to the very best of our ability.

We are working very hard in a number of key area of ministry and mission to best serve our local community with new opportunities for all people to participate, learn and grow.

Crewe has a significant transient population, for example overseas doctors who are here for a couple of months whilst completing their GMC conversion courses, lorry-drivers and train-drivers who have 'layovers', as well as people attending events in Crewe. A number of people work in retail or caring professions, as well as many with caring responsibilities, which impacts their ability to engage as fully as they might wish. This directly affects our life as a church, with a core of committed local folk (and a few who travel to us because of our ethos) and a very variable wider community.

In September 2024, we have begun a new project, called CW2, to build on these foundations and to enable us to continue to be and to share Good News in this part of Crewe.



Project Violet – Commitment to Action

Local Churches

Name of Church	Wakefield Baptist Church
Association you belong to	YBA
How have you discussed the findings? For example, meetings and dates	Leadership team meeting in Sept 2024 – brief discussion of 'requests for change' and agreement to commit to action. Church informed at church meeting Sept 2024 with intention to address actions in 2025.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		



Project Violet – Commitment to Action

Local Churches

Name of Church	Walsworth Road Baptist Church, Hitchin, Herts
Association you belong to	Central Baptist Association
How have you discussed the findings? For example, meetings and dates	The report's release has coincided with our minister's sabbatical leave (3 months variously during 2024), and so, although we have been as a church leadership signposted to the resources, we have not been able to give as much time to considering the project and its findings as we might have liked. Project Violet has been included on the agenda of our church meetings in July and September 2024, and at trustees meeting in June, July and September.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Under consideration		
R05	Training in advocacy	Yes, please!		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Additional feedback from Walsworth Road Baptist Church, Hitchin

This narrative is partly offered to reflect the fact that the table of responses as above seems much clearer than in fact we have been able to achieve given the constraints. As explained earlier, our minister has been on sabbatical leave during three months (variously) during 2024, and although the project was brought to the attention of the leadership (including an attempt in June to offer a guided pathway through some of the key elements of what is a massive and daunting resource, if also a very helpful one, in the Project Violet website!), consideration of the project and in particular the requests for change has not been as developed and thorough as we might have wished.

Without wishing to sound complacent, we believe that there is nothing in the list of requests for change that creates significant obstacles for us, and we feel that the culture of the church is supportive and affirming of women and of women in ministry. Two of our three paid “staff” are women (and one is of Caribbean background), and whilst we acknowledge that their hours are part-time (whereas our male minister is full-time), this has been done by mutual agreement from the outset, not least reflecting the personal circumstances of both (where one has a young family, and the other has a private counselling ministry alongside her work for our church).

The staff team is happy and mutually supportive, with our youthworker in post since 2016 and our churchworker in post since 2018; our minister was called here in 2002. He has also been a mentor to newly accredited ministers (the majority of whom have been women). When in college training (30-plus years ago), there was full support for a proposal amongst the students not to visit as preachers one of the local churches who declined to allow a woman to preach. It is also remembered that more recently when *Gathering up the Crumbs* was published, there was some initial hesitation about purchasing a copy (to save the sagging bookshelves!), but as a gesture of support not least for friends who have contributed to it, a copy was bought and it is used as a helpful resource for worship and pastoral care. It hopefully won't be a surprise that our minister has signed up as an ally of women ministers and as an ally of black and brown ministers.

In terms of specifics when considering the Project Violet requests for change (the seven made of churches), we have so far reviewed the extent to which the values that we affirm are in fact lived out in practice. For instance, it has been observed that only two women have been invited to preach at our church during the periods of sabbatical leave our minister has taken this year. The responsibility to arrange the visiting preachers belongs to our Preaching Diary Coordinator, and we didn't want to criticise him for the observation, given that he is fairly new in post, and the fact that the three recognised lay-preachers within our church membership – who did bear much of the burden of preaching during the sabbatical - are all men! Perhaps a better observation is that the last three preachers invited to speak at our Church Anniversary services have all been women. We do commit to continue to create opportunities for new voices both from within our church and certainly from beyond. (R53)

In affirming the ministry of each member of our staff team (and indeed the trustees of our church where women are in a slight majority, and indeed where nearly half of trustees are from non-UK

background), we will continue to encourage each and all, seeking to support them on their journey of faith and ministry, and to develop their gifts for the good of all, whether for the contributions that they make, or as role models for others within the church. (R51/ R41)

The third area covered in our conversations and our response picks up on the justice element within the requests for change, and particularly relates to the challenging of unhelpful behaviours. We welcome the suggestion of training (although also lament the need for this *within* the church), and we will take up the resources that hopefully become available to strengthen our advocacy for all who find themselves oppressed by the attitudes, actions and words of others. (R05)

On a broader agenda, we have previously changed our approach to events like Holiday Club, recognising changes in a growing number of circumstances of children and young people (eg neuro-diversity whether formally diagnosed or simply observed), where our approach has become much less about the noisy, energetic style that we have practiced previously and much more relational and supportive. Whilst the numbers that we can include are lower than our previous holiday clubs attracted, we have as team delivering this found it less exhausting of ourselves as well as a positive feature for the children and young people; the only song sung at our last Holiday Club was Happy Birthday by request from one of the children attending, whose birthday it was! Our Sunday morning children's work and our regular youth group have been largely populated with young people with particular needs (whether modest or sometimes more acute), and we are encouraged that a local school has actually referred a couple of students to the youth group to enable them to have support and social contact in a way that suits the individual.

Whilst we don't have a formal theology of disability (R44), we have been informed in our outreach and nurture by the wonderful God-given variety that is presented in a range of individuals, and the appropriateness of a personalised approach in welcome, support and care. Many years ago there was great celebration as a young lady with Downs Syndrome was baptised, despite the other medical issues that she also had, and our church hosted a local project supporting families with a child with Downs, which has now gone on to become a county-wide charity, and still supports a local project for families where a child has a challenging health condition or life-threatening illness.

This commitment has been expressed in the multicultural context too, where we have provided care (and funds) for:

- a Sri Lankan family seeking leave to remain in the UK (primarily on the grounds of the health of their daughter, with special needs) - this couple were also baptized and are church members;
- a couple originally from the Caribbean (who were caught up in the Windrush 'scandal') – now church members;
- a single mother living locally with four children.

We, like others, have offered a welcome to a number of Ukrainians (since 2022), where two ladies are regular attendance at worship, and another is now seeking baptism, and where others attend events arranged (including two memorable and moving occasions with a specific Ukrainian angle/ flavour), alongside what has been our regular Prayers for Peace gathering since February 2022.

Most recently we have supported an Iranian family who are seeking leave to remain in the UK, and are collecting furniture and other household items for the flat that they have just been offered.

We recognise that the Project Violet research has contributed substantially to a greater understanding of the story of women in ministry and in particular to the challenges (and injustices) that have been faced. We are thankful for the project in its thorough and careful work, and will look to further developments arising from it for the good of women as ministers and in the life of the church more widely, and indeed for the other arenas that Project Violet has also touched upon (eg disability and racial justice).



Project Violet – Commitment to Action Local Churches

Feedback from Wendover Free Church

Thank you for your request for our consideration of the Project Violet movement.

We have considered the information at Council and through the Church meeting and would like to feed back as follows:

- 1) Make opportunities to listen to new voices** - we have a range of women who are willing and able to lead services and reflections. The women are from a wide range of backgrounds and demographics so we get to hear a variety of women's voices in our church life.
- 2) Local churches make their position on women's ministry known prior to settlement** - our church is very open to women's ministry, of the 7 ministers there have been since our church started two of them have been women. Our history reflects our position, maybe more convincingly than mere words would do.
- 3) Role models** - see the response to point one. We have several women would regularly minister in our church life. This can be through leading services or through leading pastoral groups. They provide excellent role models for everyone else in our church.
- 4) Developing slow wisdom in the local church meeting** - we try to give people the opportunity to talk in small groups about any topics we are discussing before feeding back to the main meeting so that the same voices are not dominating the meeting. This is a challenge for us and a work in progress. The challenge is engaging people in wanting to discuss the matters seriously or in any detail.
- 5) Training in advocacy** - this is also something we are working on. We had a training session where we considered racism and that silence is as much a fault as active racism. The same ideas could be transferred to the challenging and calling out of sexist attitudes and behaviours.
- 6) A theology of disability that enables local churches to reflect upon their practice** - we are in the process of updating our website and considered the information a disabled person would need before visiting us and whether or not that was readily accessible. We need to reflect more deeply on what we believe about disability to become a more inclusive church.

7) Use resources that reflect the diversity of Baptist life - we have a variety of resources on display in our church and Christian centre and they reflect the diversity of Baptist life. We need to be mindful that that continues with any resources that we use.

We hope this information is helpful.

Michelle White: Secretary - Wendover Free Church



Project Violet – Commitment to Action

Local Churches

Name of Church	West Craven Baptist Church
Association you belong to	YBA
How have you discussed the findings? For example, meetings and dates	Project Violet has been mentioned in sermons, church meetings, in our newsletter and on our social media posts. The Local Church Report was circulated to deacons, church and congregation members, with an invitation to a meeting to discuss Project Violet on 22nd July (8 women and 2 men attended). At the meeting, we talked about wider issues and then considered the 7 requests for churches, and made recommendations to the deacons. We also noticed that support R52 relates to local churches, although it isn't included in the Local Church Report? So we have added that to our list of responses. Deacons were asked to read the Local Church Report. At a meeting on 5th August, they considered the recommendations from the meeting held on 22nd July and approved them to the church. The church meeting on 15th September supported the responses below. The minister and another church member will be attending the PV day at Blackley Baptist Church on 27th September.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		

R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy		Yes	
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		
R52	Make training on EDI available for deacons and trustees	Yes		

Additional feedback from West Craven Baptist Church

Request Number	Narrative
R53	We welcome a number of visiting preachers over the course of the year, and are intentional about gender balance. We have been exploring aspects of multi-voiced worship over the past few years and are encouraged to see this aspect included here. In church meetings we sometimes use small groups to discuss issues to try to listen to more voices.
R51	We already do this (and currently have a female minister)
R41	
R48	We are interested to find out about slow wisdom and would welcome a resource to help us learn more.
R05	We support this request but would like to extend it so that training in Advocacy is also offered to trustees/deacons and anyone else who is interested.
R44	We are committed to learning more about inclusion and would welcome this resource. We marked Disability Awareness Sunday (22 nd September) using material from 'Through the Roof'
R56	
R52	We also support the request that training on Equality, Diversity and Inclusion be made available for deacons and trustees.



Project Violet – Commitment to Action

Local Churches

Name of Church	Whitley Bay Baptist Church
Association you belong to	Northern Baptist Association
How have you discussed the findings? For example, meetings and dates	Church Leadership Team Meetings - various Church Members Meeting 26/9/24

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting			
R05	Training in advocacy			
R44	A theology of disability that enables local churches to reflect upon their practice			
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Whitley Bay Baptist Church

Whilst the Leadership Team at Whitley Bay Baptist Church fully supports the intent of R05 and R44 we felt unable to accept them as stated. We felt that there was nothing in these two for our church to commit to at this time. However, we are fully supportive of training in advocacy for and would look forward to a theology of disability resource which may help us reflect in the future. With regard to R48 we look forward to engaging with *Slow Wisdom* by Ruth Moriarty but once again felt that the request for change itself was not one that applied directly to the local church.



Project Violet – Commitment to Action

Local Churches

Name of Church	Woodbridge Quay Church
Association you belong to	Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	Discussed at a full leadership team meeting – 1/7/24 Discussed in person with women in the church over lunch – 15/9/24 Sent out an online feedback form to all women in the church to respond to – 16/9/24 All responses collated and summarised and sent to the Elders for consideration in response to the 7 areas for change as set out in the Project Violet documentation – 22/9/24 Feedback discussed at Elders meeting and decision made with regards to the 7 requests for change – 23/9/24

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	Yes		
R51	Local churches make their position on women's ministry known prior to settlement	Yes		
R41	Role models	Yes		
R48	Developing slow wisdom in the local church meeting	Yes		
R05	Training in advocacy	Yes		
R44	A theology of disability that enables local churches to reflect upon their practice	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		



Project Violet – Commitment to Action

Local Churches

Name of Church	Worle Baptist Church
Association you belong to	Webnet
How have you discussed the findings? For example, meetings and dates	Raised at leadership meeting in June. Leaders encouraged to read about the research and findings and start to prayerfully consider response as requested. Further discussion at leadership meeting in August 2024.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	See narrative		
R51	Local churches make their position on women's ministry known prior to settlement	See narrative		
R41	Role models	See narrative		
R48	Developing slow wisdom in the local church meeting	See narrative		
R05	Training in advocacy	See narrative		
R44	A theology of disability that enables local churches to reflect upon their practice	See narrative		
R56	Use resources that reflect the diversity of Baptist life	See narrative		

Additional feedback from Worle Baptist Church

Project Violet

Worle Baptist Church Leadership Team have taken time to read and consider the findings of Project Violet. We are choosing to offer a narrative response and have found it difficult to respond within the format above.

Settlement

Having recently been in settlement, seeking to call a new minister, our church members were involved in discerning an ethos and values statement for the church. This considered our beliefs and values and stated that with respect of calling a minister we would:

welcome a man or a woman into a role as a minister based on our Christian beliefs and values.

Our ethos and values statement was made available to ministers who were interested in exploring a calling to our church. We note that it was not explicit in our profile that we would welcome a man or a woman into the role as minister.

The ethos and values statement was discussed and agreed at members' meetings however we did note that during the settlement process some *members* asked questions to the Settlement Team and to the ministers directly (when at a preach with a squint) that we had not expected to be asked and feel were not appropriate to be asked.

We agreed that the settlement process is unsettling and a hard journey. It should not be harder for a person because of their gender.

Leadership Team

We currently have a leadership team of 7 people. This is 2 men and 5 women. We also have a Transitional Part Time Minister who is a woman. We have called a Full Time Minister who is a woman.

Through the settlement process one person in our fellowship commented on the current male: female balance in our leadership and whether it was therefore wrong to be considering a woman as the minister at this time. Our response: that was not a reason not to call the minister.

We have reflected on this again. We have reflected on the gender ratio in our membership / fellowship at this time. Our leadership reflects this. We feel that men's and women's voices are equally heard in the church and recognise that this is important. We have reflected that both men and women lead services and preach. We reflect that we have role models of both genders within our church.

Resources

Having read and reflected on the findings of Project Violet we are starting to think about the images we use in our services, on posters, on social media and in communications with our fellowship. We agree that it is important that we continue to ensure a variety are used, and that this variety reflects diversity of people in our local community and in Baptist family life.

Hearing voices

Prompted by the response you have requested we have reflected on our church members' meetings. We have thought about how decisions are made and how we encourage people to give views and opinions. We agreed that it was important to continue to ensure we offer different opportunities / ways for people to be involved so that we ensure all voices are heard.

Sharing with members

Finally, we agreed that it was important that we share information with our members about Project Violet and continue to ensure that we reflect on these important issues in church life. We haven't yet made definite decisions about how we do this, but we are committed to doing so.

Worle Baptist Church Leadership Team August 2024



Project Violet – Commitment to Action

Local Churches

Name of Church	Yardley Baptist Church, Birmingham
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	HEBA Women's Justice Hub online 'How to engage' event – June 22nd. This was followed up with 1-1 discussions with some of the YBC church folk who attended this. Project Violet Chat – 17th August Discussion of requests for change. HEBA Project Violet – how to respond event – Sept 7th Yardley hosted an association-wide invitation to discuss both the requests for change for associations and for churches. As part of this, a method of engagement was shared with attendees to go back and use in their individual churches. Used the posters and the visio divina from Assembly as part of this.

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting		✓	
R05	Training in advocacy		✓	
R44	A theology of disability that enables local churches to reflect upon their practice		✓	
R56	Use resources that reflect the diversity of Baptist life		✓	

Additional feedback from Yardley Baptist Church, Birmingham

R51 - This is not a current issue for our church fellowship as we are not expecting to enter the settlement process having appointed a new minister 20 months ago, but we would consider making this clear in the future if this is accepted as necessary. It would be preferable if it was **only** the churches that **will not** accept women in ministry that had to state this fact, with the understanding that if it is not stated then all ministers, regardless of gender, are welcome to apply for advertised roles.

R48 - Further explanation/training is required regarding this. Ministerial students should receive guidance on this as part of their training. For ministers in role/leadership teams it would be helpful to provide localised group training/guidance either in person (to allow space for shared wisdom), or through online provision that could be used by both leadership teams and church memberships.

R05 - Training in this area both for ministers and congregations is essential.

R44 - The phraseology of this request is too 'academic' and definitely needs to be modified so that people understand what is being asked of them. Material to help churches reflect on this important area would be appreciated.

R56 - As a church we are doing our best to use images that authentically reflect our church family and practice, but finding worship images that aren't all 'bright lights and raised hands', or are of a person using a wheelchair and praying, or a mixed ethnicity, all-age worshipping congregation (to name just a few) is time consuming and sometimes impossible. A central database of pictures (photos and art pieces) would be very helpful here - a Baptist version of Unsplash/Pexels? As a Baptist family I'm sure that we have the skills to set up such a website to allow people search for relevant images, and there are also many gifted photographers who could authentically reflect Baptist worship and practice in all its wonderful diversity, submitting their pictures with permission of those in them for free use by everyone in Baptists Together. And this database could also include art pieces as we have many gifted artists in our congregations who would be willing for their artwork used and appreciated.



Project Violet – Commitment to Action

Local Churches

Name of Church	Yardley Wood Baptist Church
Association you belong to	HEBA
How have you discussed the findings? For example, meetings and dates	In two deacons' meetings (June and September 2024) and one church members meeting (June 2024, without a vote)

Request Number	Short Name	Accepted	Modified	Declined
R53	Make opportunities to listen to new voices	✓		
R51	Local churches make their position on women's ministry known prior to settlement	✓		
R41	Role models	✓		
R48	Developing slow wisdom in the local church meeting	✓		
R05	Training in advocacy	✓		
R44	A theology of disability that enables local churches to reflect upon their practice	✓		
R56	Use resources that reflect the diversity of Baptist life	✓		

Additional feedback from Yardley Wood Baptist Church

We were encouraged and delighted to discuss these issues and reflect on material produced by Project Violet. As a church we were already engaged with some of the issues that Project Violet has raised and explored and will continue, for example, to make space for developments associated with R53, R51, R41. Some, such as R48 and R44, have quite technical language, and will take time to address. In terms of developing a theology of disability, we are becoming more aware of the need for a lived theology of disability that makes space for people with a range of disabilities who are valued and gifted members of the church. Similarly, we look forward to the term “slow wisdom” being unpacked in ways that impact Baptist practice of discernment. It resonates with our ongoing sense of needing to slow meetings down, and prioritise discernment over decision-making. R05 and R56 are areas that we are becoming more aware of as we seek to be an evermore inclusive community and explore what this requires. Our ministers have had some training from the Baptist Union and we look forward to our leaders and volunteers having these opportunities.

Appendix 4A: Responses from Associations

Commitment to Action

Our regional Associations were asked to complete a Commitment to Action with respect to the Requests for Change identified for Associations in the Project Violet Findings. Associations were also invited to offer a narrative on the decisions they had taken.

This Appendix contains the responses received by 30 September 2024.





Project Violet – Commitment to Action Associations

Name of College	Central Baptist Association
How have you discussed the findings? For example, meetings and dates	Regional Team meetings x 3 CBA Council of Trustees x 2 Ministers groups in Forums- various Ministers' Conference October 2024 NAMS Reflection Day September 2024

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	x		
R09	Ensure Ministers' groups are constructive and inclusive spaces	x		
R40	More opportunities for collaborative and flexible ministry	x		
R55	Improve accompaniment of women Ministers	x		
R45	Ministry to the Deaf Community is Pioneer Ministry	x		
R43	Moderation of the translocal space	x		
R34	Colleges develop a module in inter-cultural ministry and communication			x
R42	Intentional support in women's discernment	x		
R04	Intentional Leadership Development for Women Ministers	x		
R06	Regional ministers proactively discuss terms and conditions during settlement process	x		
R17	Access fund for translocal life and learning	x		
R28	Monitoring data throughout the vocational pathway			x
R41	Role models	x		

Request Number	Short Name	Accepted	Modified	Declined
R56	Use resources that reflect the diversity of Baptist life	x		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			x
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	x		
R23	Resourcing Regional Justice Hubs	x		
R38	Occupational health service for ministers		x	
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	x		
R35	Review of the way in which NAMS are inducted into the habit of connection	x		

Additional Feedback from Central Baptist Association

Project Violet- Commitment to Action

Central Baptist Association

Regional Ministers: Lisa Kerry, Mary Moody, Andrew Openshaw and Nathan Toseland

- **R24** We feel that his role will be covered by the two female Regional ministers in the CBA. We have organised an initial meeting for women leaders and ministers in November and will plan to hold these regularly, giving us a natural place to hear women's stories and follow up on any difficulties they may be experiencing. This will be a useful space to encourage women leaders into ministerial training and other roles.
- **R09** Jane is coming to speak to our ministers' conference in October and it would be great to focus on this area. The Regional team will be alert to the dynamics in the ministers groups they chair and LK will be doing advocate training with CLT. Clusters are more difficult to influence but by educating the ministers and empowering the women ministers we hope to bring change to those clusters that need it.
- **R40** We are exploring several situations where flexible and inventive models of ministry can be modelled. We have 4 churches with a shared ministry with a husband and wife team but need to explore other ways of offering ministry, and have churches where caring responsibilities have been honoured and well accommodated. By showing how these can bless both the church and ministers we hope to change cultural biases towards the more traditional model.
- **R55** Please see our notes for R24. LK and MM will be taking a lead in re-launching Magnify You for the CBA, EBA, SCBA, SWBA and NBA and any other Associations that want to join.
- **R45** The CBA are already in conversation with a female deaf minister to launch Deaf Renew Well Being in the Association, funded by a CBA grant. We plan then to expand into Deaf Messy Church and to fund this post with a Home Mission Grant for the deaf minister. This will then attract government funded translating.
- **R43** Four out of the five ministers' meetings are chaired by RMs and so have a someone committed to moderating this space well. Jane Day is bringing some teaching around this to the Ministers' Conference in October and LK will be doing advocacy training with CLT and will cascade down.
- **R34** We feel this is more in the college domain but will be very happy to engage with anything they produce.
- **R42** Please see notes for R24 and R55.

- **R04** Please see notes for R24 and R55.
- **R06** The Regional Team are actively engaging with churches in vacancy and those who appoint women ministers to check that parity of provision is the norm and to advocate for those where it has been lacking.
- **R17** The CBA offers grants to Chaplains and others who need finance for sabbaticals etc. Anyone attending a trans local space on behalf of the CBA gets full funding.
- **R28** We feel this will need to be led by the central resource as they hold the permission for Ministers' data.
- **R41** The Association is already committed to making sure that there is at least equal representation in public spaces. Our committees need some work in some areas and we are addressing this- particularly in the finance committee.
- **R56** The CBA are intentionally looking for more diversity in our conversation and life. We are actively recruiting a deaf female minister and the theme for the Ministers' Conference in 2025 is 'Marginalised Voices.' This conference will be hearing from differently abled, neuro-diverse and deaf ministers.
- **R14** As we have not yet set up our justice hub we cannot commit to this change as yet but hope to in the future when our hub is established.
- **R05** LK will do Advocacy training with CLT and then we will address whether the rest of the team would benefit from doing it as well.
- **R23** As a new team this has been on our 'to do' list and remains a priority for this year.
- **R38** Whilst not directly involved with this as an Association, LK has been in conversation with Parish Nursing about them providing Occupational Health Advice for ministers facing long term ill health on behalf of the Ministries Department. Parish Nursing are exploring what they could offer Baptists Together in this area.
- **R25** The CBA will be very open to a conversation with UE as soon as they are ready. We are seeking to appoint a minister for one day per week in the new year with the specific role of supporting our existing pioneers, of whom over half are women.
- **R35** We are constantly reviewing our NAMS Reflection program and the NAMS themselves offer direction as to themes and subjects. We also intentionally meet for a social occasion once a year.



Project Violet – Commitment to Action Associations

Name of College	Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	- Two Zoom meetings and one Face-to-face meeting with ministers and church members from across the Association over the summer. - One dedicated team meeting on 14th August as well as a number of shorter conversations in regular meetings from May-August. - Special Trustees' Meeting on 3rd September - Affirmed and endorsed at Trustees' Meeting on 23rd September - Part of our AGM conversation with representatives from churches across the Association.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	x		
R09	Ensure Ministers' groups are constructive and inclusive spaces	x		
R40	More opportunities for collaborative and flexible ministry	x		
R55	Improve accompaniment of women Ministers	x		
R45	Ministry to the Deaf Community is Pioneer Ministry	x		
R43	Moderation of the translocal space	x		
R34	Colleges develop a module in inter-cultural ministry and communication	x		
R42	Intentional support in women's discernment	x		
R04	Intentional Leadership Development for Women Ministers	x		
R06	Regional ministers proactively discuss terms and conditions during settlement process	x		

Request Number	Short Name	Accepted	Modified	Declined
R17	Access fund for translocal life and learning	x		
R28	Monitoring data throughout the vocational pathway	x		
R41	Role models	x		
R56	Use resources that reflect the diversity of Baptist life	x		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet		x	
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	x		
R23	Resourcing Regional Justice Hubs	x		
R38	Occupational health service for ministers	x		
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	x		
R35	Review of the way in which NAMS are inducted into the habit of connection	x		

Additional Feedback from Eastern Baptist Association

We enthusiastically and whole-heartedly receive these recommendations and are looking forward to the change that will come as they are implemented in the months and years ahead.

Regarding R14:

Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet

We accepted this recommendation in a modified form. We are keen to say yes to research, and yes to resourcing it, but we would want the freedom to also work with other research models, not just the model developed and used by Project Violet.

Beyond the requests marked out for Associations, we considered that four others also had an impact on our work at this time, and we gladly accepted these also:

R15 – Training in Governance

R32 – Ongoing use of E&D resource

R39 – Menopause

R44 – Theology of Disability



Project Violet – Commitment to Action Associations

Name of College	East Midland Baptist Association
How have you discussed the findings? For example, meetings and dates	The findings have been reviewed and discussed by the Regional Team, the EMBA Board of Directors and at a gathering of women ministers from across the EMBA. Revd Dianne Tidball has been involved in leading and guiding the Association in its response to Project Violet. Dianne led the gathering of women ministers held on 21 May 2024 and helped facilitate the Project Violet discussion held as part of the July Directors' meeting.

REQUEST for change	
<i>Detail of request</i>	<i>EMBA comment and action</i>
Ro4 - Intentional leadership development for Ministers	
• Associations (alone or collaboratively) to develop a programme or programmes of intentional leadership development drawing on the learning from MagnifyYou as evaluated in the research.	Our most recent RM appointment included the specific responsibility of developing leaders. It is our intention to facilitate a specific stream of leadership development for women, possibly in collaboration with one or more of our Baptist Colleges.
Ro5 - Training in advocacy on behalf of Ministers and MiTs receiving unequal treatment	
• RMs to be confident in how to advocate when witnessing or being given evidence of sexist, racist, or ableist language, behaviour, or treatment. • Associations make this training an induction requirement for all new Regional Ministers	EMBA have always and will continue to facilitate training that comes from the BUGB or arises from the Association that addresses any perceived or actual unequal treatment. RM's to be trained further as any such training is developed. Any such training will continue to form part of our RM induction programme.
Ro6 - Regional Ministers proactively discuss terms and conditions during settlement process	
• When a church is in vacancy, the Regional Minister and Moderator should proactively discuss terms and conditions, including stipend, housing, and hours of work to ensure an equal offer is being made to all applicants • Regional Ministers and Moderators should pay particular attention to the support available to Ministers-in-Training and Newly Accredited Ministers and offer support to any Minister who may lack experience in such negotiations or who may be dealing with the implications of their terms and conditions for family members	This is current EMBA practice (where churches are willing to engage). We would always advocate equal pay. In light of the comments from Project Violet, we think the BU Terms of Appointment document needs to be updated to include specific sections relating to the support for women ministers. EMBA does have difficulty in finding moderators but will continue to strive for appropriate gender balance.

• Associations are asked to look at the diversity of their Moderators to help stimulate discussion of this issue	
R09 - Ensure Ministers' groups are constructive and inclusive spaces	
• Regional Ministers ensure that Ministers' groups are competently facilitated offering training where necessary • Regional Ministers ensure that someone attending each group is confident in advocacy and allyship • Training of facilitators across more than one Association could helpfully cross-pollinate good practice	Where such groups are facilitated by the Association we will seek to ensure that they are constructive and inclusive spaces. Where such groups are facilitated independently of the Association we will seek to have influence through our relationships with them.
R11 - Standardise terms and conditions for Regional Ministers	
• Ministries Team and Associations commission a process that will lead to a standardisation of terms and conditions for Regional Ministers (with part-time roles offering pro rata terms and conditions)	Within our Association we have standardisation of terms and conditions for RM's. However, going forward we believe associations must have some flexibility to reflect local circumstances and be flexible enough to encourage women to apply for RM roles.
R15 - Training in governance	
• The Colleges, Associations, and Specialist Teams are asked to collaborate in developing a short course in Baptist governance that can be delivered in a variety of modes • Associations are asked to ensure that new Regional Ministers and all Moderators appointed to churches in a vacancy complete this course	We accept and agree to this principle. EMBA already provide a day for NAMs covering governance issues. Could the colleges consider including governance training as part of their formation?
R17 - Access fund for translocal life and learning	
• Ministries Team and Associations collaborate to establish an Access Fund which creates a level playing field for needs not met by the current CMD fund	EMBA already offer grants to support all ministers in their learning and development in ministry. Some of these grants are specifically targeted at the development and education of women.

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R23 - Resourcing Regional Justice Hubs	
• Identify a Regional Minister with oversight of justice in each Association. • Associations to consider a budget for justice within their Association.	We consider it the role of the whole Regional Team and Board of Directors to have oversight of justice issues within our Association.
R24 - Have a women's ministry advisor in each Association	
• Associations (possibly in partnership with other associations) appoint a paid women's ministry advisor to contribute to supporting the recruitment, retention, and thriving of women in their Association.	We have always and will continue to support the recruitment, retention and thriving of women in EMBA. We will consider the appointment of a paid advisor when we have a clearer understanding of the role from BUGB and how this role is to be funded. This role will be included in the next appointment of an EMBA Regional Minister.
R25 - Promote mutual learning between Urban Expression and Regional Ministers and local churches	
• Urban Expression facilitates a conversation with Regional Ministers, the Pioneer Roundtable and some local churches for the purposes of building relationships and opening up a conversation about sharing learning.	EMBA are happy to have a conversation and will wait for Urban Expression to make contact.
R26 - Improve access to funds for ministerial training	
The vision is that training is fully funded so 'that Ministers-in-Training can thrive, can stop worrying about paying for childcare, not having enough time and trying to work and train. So that no one who is training for ministry ever has to visit a food bank again.'	
• Engagement with the Ministries Team re the extent to which Ministers-in-Training are being supported by local churches and the role the Association plays in encouraging this	EMBA already offer Minister in Training Training Grants (up to 50% of stipend) and as previously noted, also offer specific grants to women undertaking theological training. We agree that this is a matter that needs to be revisited by our wider Baptist Family.

R28 - Monitoring data throughout the vocational pathway	
Ministries Team, Colleges, and Associations to agree a series of points across the vocational pathway at which it would be important to gather data, look for patterns in the data that need investigating, and agree an annual point at which anonymised aggregated data will be shared, discussed, and potential inequalities identified for further investigation	EMBA are supportive of this request, but recognise it will need instigating and facilitating at a national level.
R32 - Ongoing use of 'I am because you are' resource	
'I am because you are' is a resource introducing equality and diversity to the Baptist community. It is the baseline level of awareness that is a requirement for all who Minister, ensuring that they can identify and challenge bias. - Associations were asked to create opportunities for ministers to engage.	Already a requirement for Accredited Baptist Ministers. As requested, EMBA created several opportunities for EMBA ministers to engage with the resource.
R34 - Colleges develop a module in intercultural ministry and communication	
Associations make CMD based upon this module descriptor an induction requirement for all new Regional Ministers. Existing Regional Ministers are invited to undertake the course as part of their CMD.	EMBA agree to this in principle, but await further detail from Ministries Team/Colleges.
R35 - Review of the way in which NAMs are inducted into the habit of connection	
Associations are requested to commission a review of their current practice that addresses: How NAMs are inducted into the habit of connection described in the Continuing Ministerial Development Handbook	EMBA will take the recommendations from Project Violet into consideration as it continually reviews its NAMs processes. Any significant changes would have to be agreed by the Ministries Team.

• The support available for NAMs in learning how to minister within a network of relationships as the more immediate support of the College decreases • Enabling NAMs to minister from who they are, with support in challenging stereotypes they encounter as women or because they are ministering at the intersection of more than one identity (PV Podcast Season 1 Episode 4 explains intersectionality) • Acknowledging that many women NAMs minister in churches where resources are constrained or which are dependent upon Home Mission funding and so they may be tempted to save resources by not taking up opportunities for connection	
R38 - Occupational health service for Ministers	
• Ministries Team to commission, in conversation with the finance and pensions teams, an independently contracted occupational health service to which all Ministers can belong. This service should be clearly signposted and widely publicised with access via associations or self-referral.	EMBA support this request and await information from Ministries Team.
R39 - Training resource on responding well to the menopause	
• Production of a resource that increases understanding of the menopause, reduces barriers and stigma, clarifies pathways to support, celebrates the gifts of ministering through the menopause, and provides theological reflection. The resource should include women's stories.	The EMBA are happy to support this and await further information from Ministries Team/Colleges.

R40 - More opportunities for collaborative and flexible ministry	
• Ministries Team commission a working group to design a system by which Ministers can offer ministry that reflects their particular circumstances and callings, and appropriate ways in which Associations, Moderators, and churches can access it • Ministries Team and Regional Associations to look for opportunities to set up collaborative working between Ministers so that this option is more readily available	EMBA already do this with pioneer ministers, ministers with/without portfolio in collaboration with Ministries Team and will continue to encourage collaborative and flexible ministry.
R41 – Role Models	
• Under-represented groups/individuals be given a platform for leadership in local churches, Associations and college gatherings.	EMBA is committed to creating as many opportunities as possible for under-represented groups/individuals to be given a platform for leadership.
R42 – Intentional support in women’s discernment	
• Associations and Ministries Team explore the offering of women-only discernment events • Associations consider introducing women vocations advisers who can be contacted directly • Admins of the various FB groups ask women to signal on their social media profiles they are happy to be contacted informally • In providing support it is important that Black and Brown women and women with disabilities and caring responsibilities can meet women like them	EMBA facilitates the Refresh Women’s Conference twice a year. This is very well attended and we hope provides a platform from which other women-only events can be developed.

R43 – Moderation of the translocal space	
• In any translocal gathering make it clear who is responsible for moderating the space • Moderators to work with someone who has completed the advocacy training (Ro5) who can help them deal with any challenges that arise from sexist racist and ableist language and behaviour • Those working with Moderators should also engage with the challenge or make the challenge themselves if appropriate. They can 'call in' an invitation to re-express what has been said or apologise for what has been done. • Training in this way of working is made available (see also Ro5) • In any translocal event with unmoderated spaces, appoint a Chaplain who is available to listen to those who have experienced unwanted language and behaviour and advocate for them • Neither of these measures guarantee a 'safe space' but they do intentionally offer to accompany women • The Baptist Colleges' conference (September 2024) is asked to develop appropriate and workable equivalents for the classroom	When translocal gatherings are organised by the Association we will seek to ensure that they are moderated in an appropriate way and will undertake any training as felt appropriate.
R45 – Ministry to the Deaf community is pioneer ministry	
• Intentional collaboration between Associations and Northern College to develop appropriate opportunities to pioneer and settle, with the need for financial support recognised.	EMBA do not see this as a priority area in the immediate future, but we will continue to review this as the need/opportunity arises.

R55 – Improve accompaniment of women Ministers Alongside Project Violet, Jane Day has been undertaking doctoral research into the accompaniment of women Ministers.	
• That Ministries Team commission Jane to produce recommendations arising from her doctoral research, when it is complete, that can be offered to Associations.	EMBA await further recommendations arising from Jane’s doctoral research.
R56 – Use resources that reflect the diversity of Baptist life We can become what we see. When taking part in Baptist life we notice the visual images and who has produced the resources we use.	
We encourage churches, Associations, and Colleges to ask: are the resources we are using reflecting the diversity of Baptist life? The requests for change are: • That churches, Associations, and Colleges examine the resources and visual images they use and check that they reflect the diversity of the people who use them • That Faith and Society Team set up a site where people can share resources and run a ‘diverse by default’ campaign which encourages Baptist to start by looking for resources that reflect diversity • That Faith and Society Team use their usual communication channels to promote such resources	The Regional Team support this and will make this a specific action for our Comms Lead to take forward.

Agreed August 2024



Project Violet – Commitment to Action Associations

Name of College	Heart of England Baptist Association
How have you discussed the findings? For example, meetings and dates	Association Meetings and Sessions: Introduced at Association Gatherings – 8th June Main agenda item for Justice Hub and Women’s Justice Task Group meetings May – Sept 2024 Board meeting Agenda item May and July 2024 Association online information session for Churches – June 2024 Association in person consultation session with Churches 7th Sept 2024 Response agreed at HEBA Board Meeting – 26th Sept 2024 <i>All above supported by social media updates and ongoing conversations via Justice Group WhatsApp and Facebook</i>

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women’s Ministry advisor in each Association		✓ To be discussed as part of our review	
R09	Ensure Ministers’ groups are constructive and inclusive spaces	✓		
R40	More opportunities for collaborative and flexible ministry	✓		
R55	Improve accompaniment of women Ministers	✓		
R45	Ministry to the Deaf Community is Pioneer Ministry	✓ In progress		
R43	Moderation of the translocal space			Nationally
R34	Colleges develop a module in inter-cultural ministry and communication			Nationally Developed Local

Request Number	Short Name	Accepted	Modified	Declined
				implementation
R42	Intentional support in women's discernment	✓ In progress		
R04	Intentional Leadership Development for Women Ministers	✓		
R06	Regional ministers proactively discuss terms and conditions during settlement process	✓ In progress		
R17	Access fund for translocal life and learning	✓ In progress		
R28	Monitoring data throughout the vocational pathway	✓ In progress		
R41	Role models	✓ In progress		
R56	Use resources that reflect the diversity of Baptist life			Nationally facilitated
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			✓ Nationally
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	✓ In progress		✓ Nationally
R23	Resourcing Regional Justice Hubs	✓ In progress		
R38	Occupational health service for ministers			✓ Nationally
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches			✓ Nationally
R35	Review of the way in which NAMS are inducted into the habit of connection	✓ In progress		

Summary

20 requests for response:

- 12 accepted
- 1 to be modified
- 7 declined – we believe that these should be led nationally and supported/implemented locally
- 9 in progress at different levels (need to review where we are)

Additional Feedback from Heart of England Baptist Association from HEBA Project Violet Session held on 7th September 2024



Summary of Feedback from the Project Violet Request for Change Response meeting Hosted by the HEBA Justice Hub at Yardley Baptist church on Saturday 7th September.

The day started with worship led by Dave Ellis (Chair HEBA Justice HUB Racial Justice Task Group) and an opportunity for personal reflection on the Graphic recordings of the Project Violet research reports using Visio Divina led by Esther Gladwish (Chair of HEBA Justice Hub Disability Justice Task group). The responses to Visio Divina shown in photo above and text recorded at bottom of report.

Many thanks to Ali Taylor and the team at Yardley for hosting. The event was chaired by Ali Taylor (Chair of Women's Justice task group of HEBA JUSTICE HUB and Denise Dobie (Chair of HEBA JUSTICE HUB).

1. Headline Summary

From the discussions on 7th September it would seem that the group present would recommend the trustees consider accepting

		Comments for Trustees (JM)
R24	Have a women's Ministry advisor in each Association	Priority for HEBA. A lot of work is required in this area. To be considered as part of HEBA review
R09	Ensure Ministers' groups are constructive and inclusive spaces	Priority for RMs - Provide induction and training for all cluster leaders
R40	More opportunities for collaborative and flexible ministry	Ministerial Team/Association – Buddies, sharing/supporting within cluster groups
R55	Improve accompaniment of women Ministers	Priority
R45	Ministry to the Deaf Community is Pioneer Ministry	HEBA already engaged with supporting Ministry to the Deaf Community National approach required
R43	Moderation of the translocal space	Advocacy training see R05
R34	Colleges develop a module in inter-cultural ministry and communication	Colleges to lead
R42	Intentional support in women's discernment	HEBA - Fanning the Flame project? RMs – Women only discernment event. See R24
R04	Intentional Leadership Development for Women Ministers	Fanning the flame Working across Association
R06	Regional ministers proactively discuss terms and conditions during settlement process	In place. Need to consider church, chaplaincy and expectation of spouse
R17	Access fund for translocal life and learning	National Action HEBA currently offers learning grants and expenses to all those involved in work with for the Association
R28	Monitoring data throughout the vocational pathway	Some data collected. More to be done and shared to improve our practice
R41	Role models	Diversity in ministry visible at some HEBA events
R56	Use resources that reflect the diversity of Baptist life	Facilitated nationally and implemented locally
R23	Resourcing Regional Justice Hubs	We have a strong Justice Hub which is supported by RM, Trustees also have access to a small support fund,

		More could be achieved with increased resources.
R35	Review of the way in which NAMS are inducted into the habit of connection	RMs to lead with Colleges and Ministerial Team

Some requests are already being implemented in HEBA in part or in full. Some are achievable in the short term, and some are long term aims. (see below for details)

2. The discussions suggested that some requests might be better developed nationally and implemented locally. These are

R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet	Nationally facilitated across associations? Time and resources?
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	Nationally led
R38	Occupational health service for ministers	National
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	Association Team Pioneering being supported in HEBA

3. What is HEBA already working towards/ currently doing

Of the 20 requests for changed aimed at regional associations to respond to there was a feeling that HEBA was already working towards some of them. We would suggest that the Trustees read the full request for change proformas for these and consider how they are meeting these requests and if further reflection and work towards meeting/ implementing them is needed.

These requests are:

R45 Ministry to the Deaf is a Pioneer ministry HEBA supports the work of a Deaf Minister, and they are part of the Staff team at HEBA. There may be other deaf ministers considering or in training and opportunities for their ministry need to be considered and facilitated.

R42 Intentional Leadership Development for Women Ministers HEBA did run a programme where a small number of women ministers were invited to take part. (This wasn't widely known about at church level and unsure of outcome or if programme is still operational)

Ro6 Regional ministers proactively discuss terms and conditions during settlement process

R17 Access fund for translocal life and learning HEBA does offer learning grants and offers expenses payments for those involved in work for HEBA in translocal settings (again this may not be widely known about)

R28 Monitoring data throughout the vocational pathway Data is collected by HEBA about the number of people going through the vocational pathway (However, again it wasn't clear how to access this data or where it is published or used.

R41 Role Models Diversity in Ministry is seen at HEBA events

R05 Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment

R23 Resourcing Regional Justice Hubs The request suggests a named RM responsible for Justice: at present we have Dave Ellis as a very involved RM and who was instrumental in setting up the HEBA Justice Hub in its current form.

R35 Review of the way in which NAMS are inducted into the habit of connection

4. Achievable by HEBA in the Short Term

R09 Ensure Ministers' groups are constructive and inclusive spaces There was good discussion about the minister cluster groups which vary according to location. Some already feel constructive and inclusive but perhaps work can be done to identify if some groups might improve in this area. Although attendance is not compulsory it might be helpful to identify why some choose not to attend and if barriers identified in Project Violet research are a factor.

R40 More opportunities for collaborative and flexible ministry This might helping churches consider more flexible patterns of working (moderators or RMs involvement). Sharing. Good practice about how flexible models have worked and perhaps churches working together. It was noted this may need financial and strategic support. A Policy Working document curated by HEBA available to churches may be helpful.

R55 Improve accompaniment of women Ministers CMD suggests all accredited ministers avail themselves of some form of spiritual accompaniment but there may be a lack of available mentors/ spiritual directors/ pastoral supervisors. Do we need to invest in training more (and perhaps training more women in these roles to meet the need)

It is not always easy to find a spiritual accompanier and HEBA could hold a directory.

Co-ordination of accompaniment for women might be done by a Women's' Ministry Advisor R24

R43 Moderation of the Translocal Space Training in advocacy (R05) for chairs / moderators of trans local spaces e.g. clusters/ regional events/ meetings etc. and chaplains available for non moderated events. The rate limiting step might be finding suitable advocacy training which could be part of CMD

R56 Use resources that reflect the diversity of Baptist life The HEBA website in general and in particular the HEBA justice HUB pages should use images and resources that reflect the diversity of people in Baptist life. It might also be helpful to have a repository of stock images that churches could use when looking for images that reflect the diversity of Baptist life. (This latter idea might also be curated nationally)

R42 Intentional support in women's discernment Encouraging ministers to acknowledge potential for vocational calling/ gifts at local church level. Signposting to and easy access to Women's Ministry advisor (R24) buddying/ shadowing/ mentoring schemes, access to spiritual accompaniment, perhaps coordinated by a Women's Ministry advisor (R55)

Ro4 Intentional Leadership Development for Women Ministers review previous programme, consider repeating modifying

5. Achievable by HEBA in the Long Term

R24 Have a women's Ministry advisor in each Association HEBA currently has 3 male RMs and no female RM (although it did have a female RM in past. RMs roles are more determined by Geography than subject area. HEBA currently undergoing structural review so this might be something that comes out of this. The role of a Women's ministry advisor is separate to the remit of the women's justice task group in that the latter is about raising awareness of issues of women's justice and signposting resources. A Women's ministry advisor is a separate role for accompaniment and co-ordination. Consider an unpaid role to begin with.

Requests that are not for associations

It was felt several of the requests for change were best tackled at a different level e.g. national level or college level. Some of the requests refer to using a resource yet to be developed. It may be that the resource is developed at a national level and implemented at a regional level.

R45 Ministry to the Deaf Community is Pioneer Ministry a national approach and resourcing of this ministry would be constructive. Funding for any pioneer ministry is difficult in the traditional Baptist models and needs a coordinated approach.

R34 Colleges develop a module in inter-cultural ministry and communication This should be actioned at college and national level and implemented locally. E.g. in same way we had the I AM Because You Are resource for ministerial CMD.

Ro4 Intentional Leadership Development for Women Ministers Could a programme similar to Magnify You be rolled out nationally / across associations?

Ro14 Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet Research using model developed by Project Violet best co-ordinated at a national level (and funded). Improved networking and sharing of good practice and ideas between regional Justice Hubs and joined up working with national justice enablers/ team would assist in this.

R05 Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment

Advocacy training module best developed nationally and implemented at regional/ college and church level and included in ministers CMD

R38 Occupational health service for ministers best co-ordinated and funded nationally and implanted and awareness of it raised at regional and local level in similar model to CMMS counselling service perhaps?

R25 Promote mutual learning between Urban Expression and Regional Ministers and local churches again for implementation at National level

6. General feedback:

Recognised need for a Women's Ministry advisor but funding an issue may be resolved after the structural review at HEBA but there is a recognised need for improved access to accompaniment for women at all stages of ministry from discerning a call to recognising gifts at navigating transition at different stages of life. (A buddy for all :advocate independent from local church, safe, supportive, accountable and spiritual direction). Help to recognise each other's gifts and callings.

How do improve understanding how to support people from different cultures e.g. deaf culture, Black Brown women or those with other accessibility issues neurodivergence etc.

Navigating pathway to ministry isn't clear. Need better publicised exploring call days. Be intentional about signposting to these events. Recognising and validating gifts. Improved accompaniment.

How to help churches and meetings / events where there is unconscious biases or lack of engagement with the issues that present barriers to ministry.

Can't ignore the findings and work towards a future where Project Violet is no longer needed because we will have equity.

How do we monitor change and ensure findings are implemented?

There was acknowledgment of the challenges of associated but locally autonomous church governance structures to implementation

7. Notes

R014 is not listed on the response form for associations but is listed in the requests for change grouped by Stakeholder

R026 and R032 are on the response form but not in the Stakeholder list.

R05, R041 and R056 are all included in the requests for change at church level

Responses to Visio Divina

Lord help me not to be a barrier to anyone, but to be an encourager and resource for others. To be equipped for service for you. Our men

"Issues have not gone away"—fear on the part of male leaders?

Breakdown barriers through the power of stories told new paragraph fallacy "all are equal in Christ"

response: i would like to be equal in the basics of church life.

lord, below a spirit of change like the spirit which came down at Pentecost which brought about a change.

Dear God, in you all things are possible obstacles and barriers can be broken down for you other way maker. Make a way where there is no way, Amen

long for a world (Baptist) that affirms women in every area of Baptist life as equals. Equal partners where they feel valued respected and on a level playing field.

Lord, help me to be more confident to follow your calling to support those women, young and older in their walk of faith, especially those new to faith.

To be: safe, heard, accepted, encouraged, trusted, empowered, free

Accompaniment to help discover treasures old and knew gifts of ministry at different stages.

Praying God will create shortcuts for those feeling the journey is too much.

lived experience

women need advocates who will speak for them when their ministry is not given room to flourish. Those who will not just observe bad/ wrong behaviour, but be willing to challenge it.

Pray for the gap between/ for women of colour is closed and that more feel able to go forward into ministry. * barriers *expectations *role models

My question: do people (church attendees) feel a man has more authority? Somehow this feels relevant.

Shock over lack of support for women.

Use my voice to positively encourage. Open my eyes, ears and heart to notice.

Intentionally disciple and inspire.

Facilitate overcoming impostor syndrome.

How can we inspire others to join the journey towards change?

Although the journey may meander God can use this time to teach, equip and strengthen the calling.

To transform from the lady in the pink dress, being told to be silent to the leader in the pink dress who can lead, not needing to put on a suit.

Forgive me for internalising the message around me that you can't use me.

Needs to be fair, level, equal.

Holistic care in leadership requiring long term support.

Simple prejudice backed by theology and biblical interpretation.

I confess I had never given thought to the experience of Asian women called to Christian ministry. I am sorry for this.

People investment pays dividends.

What comes first? Stories or experiences or transitions in interpretation? Problem of inertia.



Project Violet – Commitment to Action Associations

Name of College	London Baptists
How have you discussed the findings? For example, meetings and dates	Women Ministers Gathering (May 2024) All church leaders reflection day (July 2024) LB Directors (July 2024, September 2024) Regional Team Discussion/Feedback (Aug/Sep 2024)

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association		x	
R09	Ensure Ministers' groups are constructive and inclusive spaces	x		
R40	More opportunities for collaborative and flexible ministry	x		
R55	Improve accompaniment of women Ministers		x	
R45	Ministry to the Deaf Community is Pioneer Ministry			x
R43	Moderation of the translocal space	x		
R34	Colleges develop a module in inter-cultural ministry and communication			x
R42	Intentional support in women's discernment	x		
R04	Intentional Leadership Development for Women Ministers	x		
R06	Regional ministers proactively discuss terms and conditions during settlement process	x		
R17	Access fund for translocal life and learning	x		
R28	Monitoring data throughout the vocational pathway			x
R41	Role models	x		

Request Number	Short Name	Accepted	Modified	Declined
R56	Use resources that reflect the diversity of Baptist life	x		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet		x	
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment		x	
R23	Resourcing Regional Justice Hubs	x		
R38	Occupational health service for ministers			x
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches			x
R35	Review of the way in which NAMS are inducted into the habit of connection			x

The whole Regional Team are behind this and the directors unanimously approved this last night, committing to keeping the team accountable and resourcing the actions we are taking. This is a long term commitment, looking at changing the culture of the association, so change will happen slowly and steadily, but we are excited about what will come from this.

Responding to the Project Violet Requests for Change

After reflecting on the Project Violet Research with Women Ministers, with the wider association on the Project Violet Reflection Day, and discussing within the Regional Team, this is how we will respond to the Project Violet Requests for Change within London Baptists. This paper refers to the [requests for change](#) from the Project Violet website.

In our response we are focusing on six areas of association life – Larger Churches, Districts and Clusters, Association Spaces and Roles, Development of Young Leaders, Settlement and Role Models & Discernment.

Larger Churches

Project Violet did not focus on larger churches in any of the research, yet the lack of women in leadership in larger churches continues to be identified as an issue within LB and the BU. Our response to Project Violet will partly focus on larger churches in the following ways:

Intentional Leadership Development (Ro4)

We will look to intentionally invest in a leadership development programme which will focus on how to lead a larger church, using the invitation model of MagnifyYou to invite those with potential to learn from larger church leaders and their experience. This leadership development programme could go beyond larger churches to other roles, but a greater focus on leading larger churches would be helpful. We will explore facilitating this in collaboration with other associations.

Settlement (Ro6, R51)

RMs will commit to investing in settlement in larger churches (by being hands on or targeted moderator training/choice), learning from recent experiences of women in settlement, recognising that churches may think they have it sorted, but there is still work to be done.

This could involve intentionally working with churches on their culture of leadership, investment in the profile writing process, and close walking with the search committee and church meeting through the process. It might also involve work around expectations of women in ministry and how to make the process more welcoming.

Districts and Clusters

Ensuring Ministers Groups are constructive and inclusive spaces (Ro9)

We will:

- Review Districts as a whole – size, boundaries, how they function, culture
- Review the role of clusters/district meetings, encouraging the calling out of poor behaviour and a review of who is invited and who doesn't attend.

Association Spaces and Roles

Moderation of the Translocal Space [\(R43\)](#)

We will:

- Review the role of District Minister, considering length of service and patterns of review. Consider how we might challenge DMs who don't commit to working with the association on issues of justice.
- Implement training in advocacy and allyship around justice issues, highlighting the need for inclusive language and considering how those in translocal roles can hold the space when there are disagreements around theology.
- Consider and review our accountability structures, making expectations for the behaviour of those in translocal roles clear and holding one another to account.

Access fund for translocal life and learning [\(R17\)](#)

We recognise that some women (and others) cannot access association events or CMD opportunities because of the cost. Whilst we have always been open to and have offered assistance in making it possible for people to attend events, it would be helpful to look at how we can offer this more formally.

More Opportunities for collaborative and flexible ministry [\(R40\)](#)

It is now common to offer flexible patterns of working in most professional occupations. A lone working model of ministry can stop women flourishing at times. When the association is recruiting, we will bear in mind flexibility in working and write job descriptions and expectations with this in mind.

Leadership Development – Younger Leaders

Intentional Leadership Development [\(Ro4\)](#)

We will look to build on the work already happening in the association to develop a programme that will intentionally develop younger female leaders. Members of the Women's Justice Hub are keen to take this forward and this could be done in conjunction with the Leadership Year.

Settlement

There are a few issues around settlement the Project Violet Research draws out. [R51](#) requests that local churches make their own position on women's ministry known prior to settlement. [Ro6](#) requests that RMs proactively discuss terms and conditions with churches during the settlement process.

We will look towards making settlement an easier experience for women and for others who do not fit the traditional mould by:

- Actively researching women's experiences and responding to the research – Ruth Moriarty is doing some work around the role of the church meeting in women's experiences of settlement and this could be something the Women's Justice Group could take on.
- Developing training for moderators with clear guidelines, a checklist of documents and expectations.
- Moderators/RMs being actively involved in conversations around stipend, ensuring that churches approach and offer terms of appointment that are equitable, whoever is appointed.

- Promoting/using resources in churches to explore issues and expectations around women in ministry, visiting church meetings and services to proactively explore the roles of women through discussion and preaching.

Role Models (R41) and Discernment (R42)

We can only become what we see. Affirming male role models have been important to many women but their courage to respond to God's call is often developed by seeing women like them in ministry. R42 calls us to be more intentional in how we help women discern a call to ministry

We will respond to this by:

- Ensuring we are mindful of who is on our platforms at association events and how we share up responsibilities amongst and sign post one another.
- Encouraging and enabling women ministers to speak and serve outside their local context
- Continuing to put on events to celebrate women ministers and leaders where calling is explored
- Think about how we as a regional team can be role models in different contexts to different people. We will consider how we can release our two female RMs to serve across the whole association in response to this, and female DMs in the same way.

Other Recommendations for Associations not mentioned above

Whilst we are focusing on the areas above, we have also considered the other requests for change and our responses are as follows:

R24 – Ministry Advisor for Women - This is already part of the role of our Justice Hub and Claire as RM responsible for this, and our focus might be instead on how the work of our Justice Hub is promoted more clearly. (modify)

R55 – Improve accompaniment of women - This is an action for the ministries team and we will respond to the recommendations when they are offered (modify)

R45 – Deaf Ministry is Pioneer Ministry - We do not have the resources or the opportunities to respond to this. (decline)

R34 – Colleges develop a module in intercultural ministry - We would support this, but this kind of learning is promoted/considered as part of the justice hub already (decline)

R28 – Monitoring Date throughout the vocational pathway - This isn't something that is an Association responsibility (decline)

R56 – Use resources that reflect the diversity of Baptist Life – We already try and do this (accept)

R14 – Invitation to Regional Justice hubs to undertake further research - The Justice Hub is still in development, but this will be kept in mind as we go forward, it may be part of our overall response anyway. (modify)

R05 – Training in advocacy – this could be part of the ongoing training plan for RMs, DMs, mentors and moderators, but it would form part of our general training rethinking going on at the moment (modify)

R23 – Resourcing Regional Justice Hub – we already do this (accept)

R38 – Occupational Health Service for ministers – this is the ministries department responsibility (decline)

R25 – Promote Mutual learning between Urban Expression and RMs and Local churches – this is not something that we believe is a priority, although we would link people together where it's beneficial (decline)

R35 – Review of the way in which NAMs are inducted into the habit of connection – we have recently reviewed and regularly review our NAMs processes anyway (decline)



Project Violet – Commitment to Action Associations

Name of College	Northern Baptist Association
How have you discussed the findings? For example, meetings and dates	Trustees meeting, June 17 th 2024– with Helen Cameron & Jane Day in attendance. Trustees Meeting, 14 th September 2024 Ministers Clusters Trustees Away Day 2nd November 2024 (formal approval of this document) Association-wide Project Violet study day to be held 9 th Nov 2024

Request Number	Short Name	Action/Narrative	Accepted	Modified	Declined
R24	Have a paid women's Ministry advisor in each Association	For the foreseeable future, due to financial restrictions this request may be partially achievable only, by appointing someone in an unpaid position to this role. Trustees to consider the appointment of a trustee/local minister with oversight of women's ministry. This may be something which could/should be explored in collaboration with other associations.		X	
R09	Ensure Ministers' groups are constructive and inclusive spaces	An increasing number of women ministers in the association means that there are now women in all 3 of our regional clusters. More needs to be done however to ensure these spaces achieve inclusivity, and to monitor women's engagement, and to follow up/explore when/why women absent themselves from these spaces. Female Co-RMTL has offered an online woman only space.	X		
R40	More opportunities for collaborative and flexible ministry	The NBA recognises the importance of flexible working and models that through the working patterns of our staff team, in the footnote in all of our emails and seeks to advocate for flexible working for ministers in settlement and MITS placements, and in view of church finances.	X		

R55	Improve accompaniment of women Ministers	Of the 9 women ministers in the NBA only 3 are fully accredited, 4 are NAMs and 2 are RLMs in training - which does speak of the improvement in access to ministry training in the NBA over the past 10 years. There are also 3 women ministers known to be moving to the Northeast. Building relationship through MITs tutoring and NAMs mentoring has proved to be very important but we have more to do to ensure the accompaniment continues as people finish NAMs. The female Co-RMTL has a key role here, and the NBA is looking to collaborate with the 'Magnify You' initiative with other Associations.	X		
R45	Ministry to the Deaf Community is Pioneer Ministry	We agree with and accept this request and would ensure the full support of the association in a ministry context, or with an individual as the situation arises. We recognize the need to be pro-active and will bring this request to the attention of our ministers/churches.	X		
R43	Moderation of the translocal space	Advocacy training for RMs will be accessed as soon as available. Making such training available to other ministers in the Association will be crucial as soon as it is available, as it may significantly impact the experience of women ministers in clusters and wider meetings. In the meantime, we will intentionally appoint a named person to facilitate each cluster meeting and ensure that we monitor this. Ongoing reflection in team meetings, and with Trustees.	X		

R34	Colleges develop a module in inter-cultural ministry and communication	This would seem to be in the colleges domain but would be a very important and helpful CMD module once available – for both Association Teams/Trustees and ministers.	X		
R42	Intentional support in women's discernment	Numbers may not make women only spaces viable; the NBA hosts regular Explore Your Call events in collaboration with NBC following which each person present is personally followed. Opportunity is taken to offer accompaniment at each gathering, and when RMs are visiting churches.		X	
Ro4	Intentional Leadership Development for Women Ministers	Being a small association we can prioritise this on an individual basis and seek to identify/release women into ministry/ leadership opportunities and development. In addition we are seeking to partner with other Associations to offer 'Magnify You'	X		
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	The Regional team do proactively discuss terms and conditions and seek to ensure where women are appointed that parity of provision is the norm and to advocate if lacking. In addition NBA Trustees responsible for overseeing HMF grant applications, have recently concluded in light of Project Violet findings, that churches which refuse to consider women for their appointments will not therefore be eligible for HMF grant funding.	X		
R17	Access fund for translocal life and learning	The NBA pays the expenses of any minister or individual asked to represent the Association trans locally. We are unable, due to financial constraints, to offer any funds for learning but would proactively seek to support churches in creatively approaching funding problems and		X	

		applying for grant funding through other means. This would particularly be the case where there is a lack of support for women in ministry.			
R28	Monitoring data throughout the vocational pathway	While we feel that this request resides in the domain of the ministries team we agree with its importance and that collaboration between Ministries Dept, Colleges and Associations would be helpful in identifying the points across the vocational pathway where it would be important to gather data			X
R41	Role models	Equal representation is 1stly demonstrated in our shared Co-Team Lead post between one man and one woman. Our key roles of treasurer and moderator are also split male/female. We seek, but are currently not achieving equal representation at trustee level. This is a current matter of concern for our Trustees, particularly with 2 excellent women coming to the end of their terms in the spring. WE are in the process of co-opting 2 interns (1 male, 1 female) onto our Trustee board and are committed to working towards full representation of age, ethnicity and gender. At a church level we have been promoting/recommending women preachers, especially with churches where women have not previously preached.	X		
R56	Use resources that reflect the diversity of Baptist life	We will ensure, in planning and delivery of events and materials used, that we take into account the diversity of Baptist life and access the resources that are available, particularly the 'diverse by default' resource through the Faith and Society Team.	X		

		We are hosting an association-wide Project Violet Conference in November 2024 with Helen Cameron is our visiting speaker.			
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet	Currently we are unable to commit to this request, due to lack of personnel and capacity of existing team members			X
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	Once the RMs have accessed this training, we will look at where and ow to roll this out to others – team, Trustees & ministers	X		
R23	Resourcing Regional Justice Hubs	The development of a justice hub was a commitment of the new RMTLs, it remains a priority as we seek to review the NBA structure.	X		
R38	Occupational health service for ministers	Excellent request and would cooperate with Ministries Team in its development and advertise it fully once established.	X		
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	Historically there has been very little relationship between the NBA and UE. The NBA Team and Trustees would be very keen to engage in conversation with UE for the purpose of building relationship and sharing learning and to facilitate this with our churches.	X		
R35	Review of the way in which NAMS are inducted into the habit of connection	One of the Co-RMTLs has specific responsibility for the Association NAMS, we have recently reviewed how we deliver the reflection spaces, and that review is ongoing as NAMS move through the process . Careful selection of NAMS mentors is key in ensuring and maintaining connection. Collaboration between 5 Associations is a really helpful development for both reflection and shared learning.	X		

Project Violet – Commitment to Action Associations



Name of College	North Western Baptist Association
How have you discussed the findings? For example, meetings and dates	Not yet. This has been a challenging year and we have not wanted to rush this but to give it the appropriate time and energy. We hope to agree this draft with Trustees in October but wider discussion with ministers and churches will take place early next year. We have though included making formal response to PV one of our key priorities for 2024, which was agreed and signed off by our trustees earlier in the year – so we are confident that this is a priority for NWBA trustees.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	Yes		
R09	Ensure Ministers' groups are constructive and inclusive spaces		Many of our spaces are not curated by the Association. We will seek to do this where we are the curators of the space, but will do what we can to raise awareness in those spaces curated by others	
R40	More opportunities for collaborative and flexible ministry	We believe we already do this for all ministers. We offer a number of creative ways in which people can minister around the region – in teams, as transitional ministers. We also try to support those in pioneering or portfolio ministries. Our approach where possible is to look at the giftings and circumstances of the individual rather than the vacancy.		
R55	Improve accompaniment of women Ministers	Happy to accept the recommendations. We do take this seriously & consciously support where we can.		

R45	Ministry to the Deaf Community is Pioneer Ministry		We think we would struggle to find an appropriate place for a deaf minister without support from someone with expertise and experience, so we are not sure what we might do in this area, other than respond positively if a deaf minister is seeking placement or settlement. However, we did have a church who were taking a lead on this but this was setback by the death of their minister while in service. His wife was leading on this, and has not felt able to continue it.	
R43	Moderation of the translocal space		Wholeheartedly support this but would look to the Centre to provide advocacy training.	
R34	Colleges develop a module in inter-cultural ministry and communication	Yes		
R42	Intentional support in women's discernment	Yes. We are hoping to put on a women's conference to encourage those in churches where they do not see women lead.		

Ro4	Intentional Leadership Development for Women Ministers		Whilst we recognise that MagnifyYou has worked in other associations we do not feel it is appropriate in our context. Rather than undertaking separate women-only initiatives, we want to make our existing programmes more accessible to women. We already have a leadership development programme that has included some women but since Covid it has waned somewhat. This will be re-launched hopefully this year or early next. Our women in ministry already gather together and we would want to ask individual women whether they would prefer to belong to a women-only leadership development group or to learn alongside men. We would not want to assume what is appropriate for all women.	
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	Yes		

R17	Access fund for translocal life and learning		We do offer funding via a fellowship fund for our Ministers' conference for anyone who would not be able to afford to attend. We simply do not have the resources to offer a fund for anything else but would work hard to help people access grants and other sources that might support them. Given the current financial situation and the other demands on resources we are not sure how feasible the establishment of a central fund for this purpose would be.	
R28	Monitoring data throughout the vocational pathway			We don't have resource to do this and we think there are significant challenges to overcome to even collect this information so we do not think this is feasible.
R41	Role models	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			This is not something we have the capacity for at this time.
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	Yes		
R23	Resourcing Regional Justice Hubs			We think Justice should be every Regional Minister's responsibility so we will not have a specific role and we are not financially in a position to allocate budget. We do have local ministers who facilitate translocally women in ministry, and black and brown ministers.
R38	Occupational health service for ministers	If this was offered centrally we would encourage Ministers to use it. One of our women ministers has designed a theological reflection day on Menopause that we are looking to offer all women in our churches next year.		
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	We would be willing to build relationships with UE. We already support our women pioneers via a pioneer network.		

R35	Review of the way in which NAMS are inducted into the habit of connection	We are already reviewing the NAMS process alongside NBC and would include this request in that review.		
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Additional Feedback from North Western Baptist Association

Our ethos in the North-West is to try to ensure we are hearing women's voices, providing opportunities and tackling barriers in every place and space. We are less comfortable making special provision for women which might be seen as preferential treatment, based on feedback from women ministers themselves. However, we do also recognise that what might be perceived as preferential to one person, can simply be redressing the inherent bias towards men by another. This is a balancing act and we know we don't always get it right.

But we seek to model the behaviours we want to see in our churches, and my appointment in January 2023 to co-leadership of the Association goes a long way in this. My male colleagues are all open to being challenged about their bias and I believe we have a healthy culture within the NWBA team and Trustees. But we do recognise that we do have some work to do with our churches.

Because of the MR rules consultation and the Financial Review alongside other local challenges and initiatives including losing key members of staff, we have not been able to fully engage with the Project Violet findings this year. I have therefore put together this response with very little input from team members, Trustees, or churches, and so it really is VERY draft. I've responded with the best of intentions and with what I think we can reasonably do, but have not set any time scales as I think it will take considerable time. So please recognise that this response may change, though I would hope not significantly. It has though been reviewed by my male co-team leader, who has contributed to this, and is particularly committed to considering his role as a male advocate of the Project Violet recommendations.

But I also think I can assure the PV researchers that we WILL take the time to consider the research more fully, and we WILL keep this on our agenda for the association for the foreseeable future, ensuring we have objectives that respond to the requests and monitoring our progress against them.

Into next year we will find ways of encouraging more of our churches and ministers to engage with the PV findings. Team members have already been referring to PV at every opportunity and will continue to do so at events such as our upcoming AGM and Ministers' Conference.

Jane L Henderson, 16th September 2024



Project Violet – Commitment to Action Associations

Name of College	South Eastern Baptist Association
How have you discussed the findings? For example, meetings and dates	Conversations and meetings across the association with our women ministers facilitated by Rev Beth Powney. SEBA Leadership team discussion with Beth on 3 rd June. SEBA Leadership team discussion on 2 nd Sept. Finalized by Leadership Team for trustees on Leadership retreat 30 th Sept – 1 st Oct. Ratified by trustees on 19 th Nov 2024.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	Accept – Beth Powney had already been functioning as our advisor.		
R09	Ensure Ministers' groups are constructive and inclusive spaces		We will ensure that SEBA run groups are constructive and inclusive for both women and men and to encourage other ministers gatherings to be so.	
R40	More opportunities for collaborative and flexible ministry	accept		
R55	Improve accompaniment of women Ministers	accept		
R45	Ministry to the Deaf Community is Pioneer Ministry			decline but open to wider conversation
R43	Moderation of the translocal space	accept		

Request Number	Short Name	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication		Colleges responsibility	
R42	Intentional support in women's discernment	accept		
Ro4	Intentional Leadership Development for Women Ministers	accept – we are intending to offer all ministers opportunity to develop as leaders.		
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	accept		
R17	Access fund for translocal life and learning		In favour of conversation with BU Min Team and other associations	
R28	Monitoring data throughout the vocational pathway		Ministries Team responsibility but in favour	
R41	Role models	accept		
R56	Use resources that reflect the diversity of Baptist life	accept		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet		SEBA currently do not have a regional justice hub but would welcome input from the national justice hub and JPIT, alongside other associations.	
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	accept		

R23	Resourcing Regional Justice Hubs		SEBA currently do not have a regional justice hub but would welcome input from the national justice hub and JPIT, alongside other associations. We also hold the responsibility highly as a Regional Team, Leadership Team, Trustee body and alongside our Network Ministers. We will consider establishing a justice hub.	
R38	Occupational health service for ministers		Ministries Team responsibility but in favour and would support.	
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	accept		
R35	Review of the way in which NAMS are inducted into the habit of connection	accept		

Additional Feedback from Central Baptist Association

Conversations with SEBA women ministers 2024

In answer to the question 'What would it look like for you for women ministers to be more affirmed in our Association?'

In no particular order these are the comments which arose from our conversations:

- Normalise women ministers –
 - When a male minister is on leave ask a woman minister to preach – Yes
 - More female network ministers – We currently have 5 female network ministers out of 12 networks (including pioneering and chaplains). We would encourage networks to consider women as well as men to be network ministers.
 - Female rep for SEBA at BU Council – We are currently looking to replace Rob, but we are also encouraged to consider a younger person.
 - Female trustees in SEBA – Yes
 - SEBA publicity used both online and in training events has equal male female representation (as well as other diversity, of course) - we believe this is already the case and have reviewed current images but will keep this in mind as we move forward.
 - At SEBA Minister's Conference more women up front, worship, prayers, speaking. - This is already in the conscience of the planning of our conferences and will continue to be so.
- Female RM – not possible right now, however who are the female role models in SEBA and how can they be seen? We will seek to develop all women in ministry giving opportunity and encouragement for women to be considered for regional ministry when the opportunities occur.
- What translocal roles can women be involved with, in preparation for a possible RM role? Network minister, trustees, mentoring, moderating, mission companions etc...
- A woman minister as an advocate for women across the Association. Yes
- Training for churches on the use of language and how we refer to the other sexes generally. We will consider whether this could be part of our "Core Leadership Training".
- Deliberately empowering your young female leaders (as well as young men too) yes – in discussion
- When the RM team are looking for people to join a subgroup for a specific task, think first of which women could be asked. yes
- Leadership training – leadership development is being discussed

- Address complementarian theology as an acceptable norm when it is not what the BU stands for. *We will address this appropriately without losing respect for our Declaration of Principle and the liberty of each local church.*
- Ministerial Recognition
 - as soon as a woman senses a call to ministry and is in touch with the regional team, appoint another woman to walk alongside them *This is already our desire although not always possible. Not all women want specifically a woman to walk alongside them. This is an aspiration for all applying for ministry.*
 - who is on the MRC, is there sufficient female representation? *yes*
 - If a woman does not pass MRC but is perhaps told to go away and get more experience, then work with that person on how that can happen (applies to men too) *yes*
- Promote the network of women ministers across SEBA – *We would support and advertise such a network, alongside women advocates within SEBA.*
- Settlement process
 - churches need to recognise the impact for women ministers when they meet an all male deaconate or see that on a churches website, a woman may choose to not apply or pull out. Do churches realise this? *We will seek to advise churches of this but don't have any influence on who serves on each church's diaconate.*
 - Questions asked of women when they are interviewed by churches can be inappropriate, e.g. regarding childcare etc. *We will continue to offer advice and guidance alongside the helpful BU material.*
- Growing women mentors across SEBA *yes*



Project Violet – Commitment to Action Associations

Name of College	Southern Counties Baptist Association
How have you discussed the findings? For example, meetings and dates	Yes, the trustees meet in May and a wider discussion around the reports took place as well as setting a direction for responding. We then worked on the recommendations as a Regional Team; this was then taken to a trustees meeting for accountability and ownership. In September 30th we are meeting with other associations to see how we can collaborate and support each other in our responses. We also plan to meet in October with the Leadership, Ministry Development Group (LMDG) to see how we can create resources to support churches in the recommendations. We are also discussing the recommendations and support for churches in a November leaders day.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	X		
R09	Ensure Ministers' groups are constructive and inclusive spaces	X		
R40	More opportunities for collaborative and flexible ministry	X		
R55	Improve accompaniment of women Ministers	X		
R45	Ministry to the Deaf Community is Pioneer Ministry	X		
R43	Moderation of the translocal space	X		
R34	Colleges develop a module in inter-cultural ministry and communication		X	
R42	Intentional support in women's discernment	X		

Request Number	Short Name	Accepted	Modified	Declined
R04	Intentional Leadership Development for Women Ministers	X		
R06	Regional ministers proactively discuss terms and conditions during settlement process	X		
R17	Access fund for translocal life and learning	X		
R28	Monitoring data throughout the vocational pathway	X		
R41	Role models	X		
R56	Use resources that reflect the diversity of Baptist life	X		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet		X	
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	X		
R23	Resourcing Regional Justice Hubs		X	
R38	Occupational health service for ministers	X		
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	X		
R35	Review of the way in which NAMS are inducted into the habit of connection	X		
R11	Standardise terms and conditions for Regional Ministers	X		

Additional Feedback from Southern Counties Baptist Association



SCBA Project Violet Responses (agreed by Trustees 11th September 2024)

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
R24	Have a women's Ministry advisor in each Association	To equip the female RM to act in this role. To communicate to all women ministers they can contact either female RMs even if they are not their direct RM	HY/CH	Immediately (Sept 24)	Women ministers will be able to approach two people to have a safe space & be supported	Sept 25 - LMDG
R09	Ensure Ministers' groups are constructive and inclusive spaces	To train those leading groups in facilitation skills To produce allyship training and invite all ministers to allyship training To create a women's gathering (support group) online so women can meet people in similar situations	CH with LMDG CH with LMDG	Jan 25 Jan 25-July 25	Ministers to feel safer in cluster meetings. Increase confidence for ministers to speak up and call out 'bad behaviour'	July 26 - LMDG

R40	More opportunities for collaborative and flexible ministry	RMs to think more creatively about ministers & churches in settlement – for this to be discussed as a whole team. This to be a rolling agenda item. RMs to walk with churches in helping them to think flexible about ministry. We will also work with moderators to in supporting their responses to churches. To support the work of the Ministries team in this	HY/CH with RM Team HY/CH All RMT All RMT	Immediately (Sept 24)	Women will be able to find more flexible patterns of ministry	Sept 25 - LMDG
R55	Improve accompaniment of women Ministers	Offering training for mentors . Responding to the ministries team & Jane's recommendations	CH CH/HY	Currently Happening TBC	More women to experience a fruitful experience of accompaniment.	Mar – 25 LMDG
R45	Ministry to the Deaf Community is Pioneer Ministry	Working with other associations & NBC to work out potential next steps	HY	Jan 25	Pathways for appropriate support including financial developed	June 25 LMDG
R43	Moderation of the translocal space	To train those moderating translocal spaces facilitation skills. Chaplain will be appointed for all SCBA days/events	CH / SG SG	Jan 25 Already Happening	Translocal will be moderated fairly People will have an identified person to talk to.	Jan 26 LMDG May 25 LMDG

R34	Colleges develop a module in inter-cultural ministry and communication	Happy to engage when completed	N/A			
R42	Intentional support in women's discernment	A women's only space at Explore Your Call Event <i>See response to R24</i>	SG/CH	Immediately	Additional space created for women to talk openly about discerning a call which will be useful for some women	Oct 25 LMDG
Ro4	Intentional Leadership Development for Women Ministers	To partner with other associations in developing a leadership program	HY	Sept 24 – Feb 25	Increase women's opportunities to access leadership development	LMDG
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	RMs already do this with churches. RMT meetings to hold each other accountable. Work with moderators on training to be able to have these discussions.	All RMT	Immediately	Terms and conditions are equal	Regularly at team meetings
R17	Access fund for translocal life and learning	A CMD fund already exists, make female ministers aware. Be open to working with ministries team and other associations	SG	All ready happening TBC	More women to apply for funding for CMD	Annually SFA
R28	Monitoring data throughout the vocational pathway	We already capture the data on gender for groups. We will publish annually as part of our culture review. We will review any data and trends that this shows & discuss at LMDG if anything needs to be followed up – changed in our processes.	SG/HY CH	All ready happening Jan each year Jan 25	Continue to notice the trends & adapt our processes	Annually LMDG

		Once Ministries have progressed their work in this area, we would be keen to work with them to provide regional training and implement the relevant policies.	CH/HY			
R41	Role models	Making sure that a multi-voice approach to association events/training is providing role models for all groups. Communication strategy on Celebrate/Hear Our Story – sharing the stories of women in SCBA (& Baptist Together) with a link to invite them to preach. Noting the intersectionality of role modelling people	RMT / LMDG HY	Already Happening September onwards	Keep data on who we are involving & monitor at annual basis Social media will share stories which will encourage women & underrepresented groups into ministry	Annually LMDG
R56	Use resources that reflect the diversity of Baptist life	Making sure all our resources are reflective of Baptist Life Noting the intersectionality of justice issues within communication.	HY	Already Happening		Annually as part of the Culture Review
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet	<i>See response to R23</i>				

R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	To work with others on a video based resource on being an ally. To identify some people in the association that can advocate (if needed)	HY HY/CH	Jan 25 – Sept 25		
R23	Resourcing Regional Justice Hubs	Justice is part of SCBA culture of which is part of the RMT. Justice has a budget since 2024. We will look to identify a Justice Hub with other associations to share good practice and hold account	HY/CH HY/CH	Already Happening Oct 24		
R38	Occupational health service for ministers	Once Ministries have progressed their work in this area, we would be keen to work with them to provide regional training and implement the relevant policies.	N/A			
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	With other associations to meet with Urban Expressions to develop this. Including encouraging a conversation within Mission Forum. We also recognize that UE is not the only pioneer organization with Baptist engagement and we will seek to develop the same relationship with all pioneer organizations which partner with SCBA & BT.	HY			

R35	Review of the way in which NAMS are inducted into the habit of connection	Run a three-year NAM program with covers this	SG/RMTLS	Already Happening	Ministers to feel connected	LMDG – Annually
R11	Standardise terms and conditions for Regional Ministers	All-reading in place	RMTLS/ Moderator	Already Happening	ASAP	SFA – when you staff join



Project Violet – Commitment to Action Associations

Name of College	South Wales Baptist Association
How have you discussed the findings? For example, meetings and dates	Yes, at ministers' cluster meetings (6 th June and ??), regular trustees meeting (13 th May, 22 July), a specially convened trustees meeting (10 th June) and at our women in ministry group (ongoing).

Rather than simply accepting, declining or modifying the requests for action, we have found it more helpful to prioritise them.

Green - High priority: actively working on them over the next 12 months

Amber - Medium priority: when we are satisfied with the work we have put in on the high priority areas, we will return to look at these areas. It is unlikely this will be during 2024/25

Red - Low priority: we believe the responsibility for this lies outside of the Association. Or we think realistically it is unlikely we are going to be able to action.

Request Number	Short Name	High	Medium	Low
R24	Have a women's Ministry advisor in each Association			
R09	Ensure Ministers' groups are constructive and inclusive spaces			
R40	More opportunities for collaborative and flexible ministry			
R55	Improve accompaniment of women Ministers			
R45	Ministry to the Deaf Community is Pioneer Ministry			
R43	Moderation of the translocal space			

Request Number	Short Name	High	Medium	Low
R34	Colleges develop a module in inter-cultural ministry and communication			
R42	Intentional support in women's discernment			
Ro4	Intentional Leadership Development for Women Ministers			
Ro6	Regional ministers proactively discuss terms and conditions during settlement process			
R17	Access fund for translocal life and learning			
R28	Monitoring data throughout the vocational pathway			
R41	Role models			
R56	Use resources that reflect the diversity of Baptist life			
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment			
R23	Resourcing Regional Justice Hubs			
R38	Occupational health service for ministers			
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches			
R35	Review of the way in which NAMS are inducted into the habit of connection			

Additional Feedback from South Wales Baptist Association

Project Violet - Commitment to Action initial responses

The trustees of SWaBA held a special meeting to discuss Project Violet. As the size of the research and number of recommendations became apparent, it was felt that we will need to be specific and strategic in looking at what we can do. Otherwise there is a danger that we may be overwhelmed by the size of the project and this could lessen its impact. A further danger was recognised in that the financial model review could divert attention to such an extent that the action is lost in the busyness of Association life. Overall, the Trustees see the need for change and want to commit to action.

R24 Have a women's ministry advisor in each Association - We ask that Associations appoint a paid women's ministry advisor to contribute to supporting the recruitment, retention, and thriving of women in their Association

Trustees want to commit to exploring this further with the aim of having someone appointed to this role. We recognise that with two male RMs, we need to seek additional ways for women to be supported. The job description is huge and finances are tight. SWaBA is one of five associations (CBA, EBA, NBA, SCBA) looking at collaborating more closely. We will explore whether there might be a shared role. Partial secondment may be an answer, payments calculated around the Home Mission formula.

COMMITMENT: Work towards the appointment of a women's ministry advisor

PRIORITY: HIGH

Rog Ensure Ministers' groups are constructive and inclusive spaces. Local Ministers' groups are an important opportunity for fellowship, support, and sharing good practice. Where those groups behave in a way that discourages participation, the potential for a Minister to become isolated increases.

Clare Hooper's research that relates to this is very much around behaviour change in ways of operating to allow voices of different sizes to be heard, multisensory engagement and collaboration. A great group collaborative exercise was included in this year's ministers conference and this could be used within minister's groups. It is recognised that with relatively few women in ministry in SWaBA, there may often be only one woman at any cluster. Work and training, especially in 'being a good ally' is key.

COMMITMENT:

- (i) To work with clusters to help them become a more encouraging space for women.
- (ii) To look at rolling out any training that might be available on being a good ally.

PRIORITY: HIGH

R40 - More opportunities for collaborative and flexible ministry. It is now common to offer flexible patterns of working in most professional occupations.

We recognise that there can be a number of issues faced by women that can limit ministry opportunities. Sharing models that have worked and telling stories could be key. In settlement meetings, widening the understanding of leaders and search teams about the possibilities may help. There may be some potential for some 'church twinning' to allow staff swaps and potentially enable a church to experience a woman minister where previously only males have been.

COMMITMENT: RMs to seek to be creative in settlement situations and encourage flexibility where this may be helpful

PRIORITY: HIGH

R55 Improve accompaniment of women Ministers

Trustees feel it would be good for Jane Day to be commissioned to do more research. Through the Association Collaboration we will look at the possibility of offering 'MagnifyYou', a leadership development programme for women.

COMMITMENT: Offering training for ministers and responding to any recommendations from Jane's research.

PRIORITY: HIGH

R45 Ministry to the Deaf community is pioneer ministry - Intentional collaboration between Associations and Northern College to develop appropriate opportunities to pioneer and settle, with the need for financial support recognised.

As an Association we want to be very open to this and be willing to respond, either in a church context or with a minister as the need arises. Capacity challenges mean that it may be difficult to be proactive on this in the first stage of responding. This may be something we can look at in more detail further down the line when other progress has been achieved.

PRIORITY: MEDIUM/LOW

R43 Moderation of the translocal space. In any translocal gathering make it clear who is responsible for moderating the space

When training for advocacy is made available, the RMs will ensure they attend with the intention of sharing this in other translocal spaces to seek better moderated spaces. It is more likely that it will be easier to offer moderated spaces than provide a chaplain in other spaces, although a chaplain may be useful in any case. There are links with Rog and healthy clusters.

COMMITMENT: Training as it becomes available.

PRIORITY: HIGH

R34 Colleges develop a module in intercultural ministry and communication which can be offered as Continuing Ministerial Development

We feel this is more in the college domain, although we will be happy to support and/or engage with anything they produce. Regarding RMs, the Ministries Team are looking at offering an induction programme and it feels like this would sit best in that domain.

PRIORITY: LOW

R42 Intentional support in women's discernment

The request for women only discernment days does not fit with our current model of discerning. Rather than offering a 'day', each person is met with individually and a bespoke journey is developed.

PRIORITY: LOW

Ro4 Intentional Leadership Development for Women Ministers

Please see comments for R24 and R55

COMMITMENT: Seeking to partner with other Associations in offering 'Magnify You' or other leadership training

PRIORITY: HIGH

Ro6 Regional Ministers proactively discuss terms and conditions during the settlement process

The Regional Team are already actively engaging with churches, including discussing terms and conditions. Where any discrepancy comes to light for a female minister we seek to advocate for them. The need to have no expectation on a role of a minister's spouse is discussed within a search team/leadership meeting. As an Association, we have also been reviewing previous actions to ensure that we attain the highest standards in our conduct regarding terms and conditions for female ministers.

COMMITMENT: Continue to do this as part of the settlement process

PRIORITY: HIGH

R17 Access fund for translocal life and learning

We recognise the need for ministers to have the opportunity to engage in translocal roles and CMD. Not all churches are able to fund this. The RMs will seek in conversation with individuals to understand whether these are issues they might face and seek to consider what support might be offered. Anyone who attends a translocal space on behalf of SWaBA will have any expenses fully reimbursed.

COMMITMENT: Seek to become more aware of issues and consider what support might be offered or signposted towards.

PRIORITY: HIGH

R28 Monitoring data throughout the vocational pathway

We believe this will need to be handled centrally rather than within SWaBA.

PRIORITY: LOW

R41 Role Models

Over recent years we have sought to increase the number of females who are Trustees. At key events, such as a Minister's Conference and a church conference, called Momentum, we seek to ensure female speakers are well represented.

COMMITMENT: Continue to consider gender balance in trustee representation, speakers at conferences and the sharing of stories.

PRIORITY: HIGH

R56 Use resources that reflect the diversity of Baptist life

We will seek to be mindful of the resources that we use and how they reflect diversity.

COMMITMENT: to evaluate more closely the resources and publicity we produce and share

PRIORITY: HIGH

R14 Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet

We do not currently have a Regional Justice Hub. Capacity has reduced our ability to set one up but when we do, this request for change can be considered.

PRIORITY: LOW

R05 Training in advocacy on behalf of Ministers and Ministers-in-Training receiving unequal treatment

This links with R43 and the moderation of translocal spaces. As training in advocacy is produced, we will consider who might benefit most from the training. In terms of RM training, we believe the Ministries Team is in the process of working on induction training.

COMMITMENT: To offer the opportunity to be trained and be aware of who can be used in advocacy across the Association.

PRIORITY: MEDIUM

R23 Resourcing Regional Justice Hubs

The request for an RM to have oversight for justice matters and a budget will be considered. Capacity is a key issue in SWaBA.

PRIORITY: MEDIUM

R38 Occupational Health Service for Ministers

Should this come about, we will be happy to publicise

PRIORITY: LOW

R25 Promote mutual learning between Urban Expression and Regional Ministers and local churches

We will seek to ensure we are represented at any conversation that is facilitated.

PRIORITY: LOW

R35 Review of the way in which NAMS are inducted into the habit of connection

One of the areas of collaboration between the five associations is to look at the area of NAMS. We will continue to monitor this

COMMITMENT: To work with other Associations to improve good practice and offer accountability.

PRIORITY: MEDIUM



Project Violet – Commitment to Action Associations

Name of College	South West Baptist Association
How have you discussed the findings? For example, meetings and dates	Regional Ministers discussed in May N Manges & J Henley (Gender Justice link) discussed in May Ministry Group discussed document (June) and made recommendations to Trustees Trustees agreed with ministry group recommendations (July)

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association			
R09	Ensure Ministers' groups are constructive and inclusive spaces			
R40	More opportunities for collaborative and flexible ministry			
R55	Improve accompaniment of women Ministers			
R45	Ministry to the Deaf Community is Pioneer Ministry			
R43	Moderation of the translocal space			
R34	Colleges develop a module in inter-cultural ministry and communication			
R42	Intentional support in women's discernment			
R04	Intentional Leadership Development for Women Ministers			
R06	Regional ministers proactively discuss terms and conditions during settlement process			
R17	Access fund for translocal life and learning			
R28	Monitoring data throughout the vocational pathway			

Request Number	Short Name	Accepted	Modified	Declined
R41	Role models			
R56	Use resources that reflect the diversity of Baptist life			
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment			
R23	Resourcing Regional Justice Hubs			
R38	Occupational health service for ministers			
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches			
R35	Review of the way in which NAMS are inducted into the habit of connection			

Additional Feedback from South West Baptist Association

Please find below summary of our discussion and decisions for each.

It was noted that there is a capacity issue and although we are probably ahead of the game because we are already doing some of these things we do realise that we can only do as much as we can!

The intention is that we will implement the recommendations over the next 12 months, we have already started the programme.

Request Number	Short Name
R24	Have a women's Ministry advisor in each Association Financial restraints make this difficult to have a paid post. We have already a Gender Justice enabler. We will explore 'Stepping Up' programme previously led by Chris Fry Create small team of female ministers to advise on women's issues
R09	Ensure Ministers' groups are constructive and inclusive spaces To Include in Network Ministers training and be proactive in looking at more female appointments.
R40	More opportunities for collaborative and flexible ministry As we are not a professional organization with capacity to offer flexible working the practicalities are difficult. Cluster groups to work well in 'filling in' for each other when there is a need. We would be interested to hear what other Associations discern. We do engage with churches when illness or bereavement requires flexibility and they are very responsive.
R55	Improve accompaniment of women Ministers We await Jane Day's recommendations.
R45	Ministry to the Deaf Community is Pioneer Ministry Disappointed that this is such a narrow reflection on disability and ministry. Our learning coordinator to contact Northern Baptist college about doing online training with regard disability and pioneering and use our social media etc in promotion.
R43	Moderation of the translocal space There is a need to identify translocal space Appoint appropriate 'listener' for Ministers conference to create a 'safe listening space' RO5 implementation – advocacy training

Request Number	Short Name
R34	Colleges develop a module in inter-cultural ministry and communication We would commit to implementation of any module, to make it a requirement of the induction of any new RM's and existing RM's to complete module as a part of their CMD.
R42	Intentional support in women's discernment See Ro4 recommendation and establish a woman in leadership day.
Ro4	Intentional Leadership Development for Women Ministers Work with Beth Powney to train facilitators for the Magnify Course Possibility to do this in Partnership with other Associations
Ro6	Regional ministers proactively discuss terms and conditions during settlement process This already happens but would add to Cluster Ministers / moderators training. In addition, we will look at diversity of those being asked to moderate.
R17	Access fund for translocal life and learning Financial resources not available. It must be noted many Ministers in local Baptist churches often do not have resources for CMD or sabbatical. We will advertise National fund
R28	Monitoring data throughout the vocational pathway This was felt it was Association responsibility – we will keep Dynamo updated with relevant information. (Capacity issue)
R41	Role models Continue our desire to see a balance of gender in Association groups and positions. Including Cluster ministers, trustees, and working groups.
R56	Use resources that reflect the diversity of Baptist life Work on our Social Media / Website imagery that might reflect more diversity.
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet Capacity issue. Very busy ministers already engaged in Justice issues. Gender is only one of six justice areas we are covering.
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment Await development of national training and commit to induction training of new all Regional Ministers
R23	Resourcing Regional Justice Hubs NM has oversight of Justice hub. An initial budget of £1000 for the purchase of books for our library and speaker expenses has been agreed.

R38	Occupational health service for ministers We are not the employers of the ministers and do not have financial capacity to have an Association OHS. We would be happy to promote any service that might be available.
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches Working progress – we have a relationship with UE, and with Coastal expression through a trustee and RM and will endeavour to learn from each other through Mission Group engagement
R35	Review of the way in which NAMS are inducted into the habit of connection This will be an intentional question at interview mid and end of NAM's. To encourage NAM's coordinator to emphasise the habit of connection. We will also establish an online female only cluster to run alongside normal cluster meetings.



Project Violet – Commitment to Action Associations

Name of College	West of England Baptist Network
How have you discussed the findings? For example, meetings and dates	As an RM team Trustees Information sent to clusters Gathering for women ministers in pastoral ministry A network gathering for women

Webnet Statement
As Trustees and Regional Ministers of the West of England Baptist Network, we passionately believe in the inherent equal worth of women and men, recognising that both women and men are called by God to serve in every area of Christian leadership. We do not view this service as a right, but rather a huge responsibility and a joyous privilege that is dependent upon God's call. We recognise the hurt caused to women when the gifts God has given them for the sake of the church have been undiscerned, suppressed or unsupported. We also recognise the enormous damage done to the body of Christ and its witness in the world when the gifts of half of its members are not recognised and celebrated. We believe that full-Gospel evangelism and the practice of true justice points towards the restoration of the image of God in the world. We believe that this image can only be truly restored when God's own image bearers take up their true God given identities and have the capacity and agency to fulfil their respective calling. This is therefore more than simply a social justice issue. It is in fact a Gospel issue. Whilst lament is necessary for reflection, we would ask that it be balanced with a clear vision of eschatological hope.* Without such a focus, lament and reflection may provoke introspection, but fail to lead to the necessary repentance and subsequent re-orientation of life and practice around our living hope, Jesus Christ. It is our belief that including such a compelling full-Gospel hope filled vision will draw in a wider range of churches/theological viewpoints so that this vital issue can be more effectively addressed.

As such, we commit to prayerfully discern how (as appropriate to our role and within our power), we can best enable women, men, girls and boys to hear, respond to, be encouraged and supported in the various callings that God has placed upon their lives.....For the sake of the world and for the glory of God!

**Eschatological hope: The anticipation that God will make all things new; will call people from every culture and nation to everlasting life with God in joyful celebration. Will bring an end to all personal pain and suffering, eradicating structural and societal evil and harm, bringing reconciliation and healing to creation.*

Lindsay Caplen, on behalf of the Webnet Trustees and Regional Minister

Request Number	Short Name	Accepted	Modified	Declined
Ro4	Intentional leadership development - Magnify		x	
	We will continue to provide intentional one to one leadership development.			
Ro5	For all RMs – How to advocate	x		
	We would seek to engage with the training once produced by the national team. In the interim we will continue to be accountable in our practice and to listen to the voices of women.			
Ro6	Terms and conditions - Churches in vacancy	x		
	RM's work with churches and ministers in setting up terms of appointment with all churches in settlement.			
Ro6	Diversity of moderators		x	
	We will seek to appoint appropriate gifted people for each role and to ensure that women are identified and supported to undertake these roles.			
Ro6	Support NAM regarding terms of appointment	x		
	RMs work with churches and NAMs in setting up terms of appointment.			

R09	Ensure competent leaderships of clusters	x		
	We intentionally appoint 'facilitators' rather than 'leaders' to the role so that have opportunity to fully engage. We will seek to gather our cluster facilitators to develop their abilities to facilitate their gatherings well. All of our clusters have a number of female leaders as part of the group.			
R09	Each cluster group should have a person who is an advocate		x	
	Each cluster has a cluster facilitator who themselves will act in this role or seek to identify a person.			
R17	Fund to support ministers for CMD – trans-local ministry			x
	We do not financially support ministers in training or CMD for individual ministers but seek to engage churches in the support of their leaders.			
R23	Budget for justice groups in association – justice groups			x
	Our primary focus is on the support of churches, and we seek as a regional team to work alongside churches to make justice integral in what they do and who they are.			
R23	Have a named RM for justice			x
	Our primary focus is on the support of churches, and we seek each regional team member to make justice integral in what they do and who they are.			
R24	Appoint a paid women's ministry advisor		x	
	We have a women RM who undertakes this role. We have a growing number of women leaders who are providing mutual support for their colleagues.			

R25	Urban Expression - speak into associations regarding pioneering			x
	We have an RM whose primary ministry is focused on missional opportunities which including pioneering. We facilitate 'Slip Stream' for pioneers for their support and development.			
R26	Set up a fund to help support women in training		x	
	We seek to support churches through Partnership in Mission grants to appoint MITs. Our focus is on the support of churches and consequently support ministers.			
R28	Pathways to gain data information			x
	Encourage national MRC to set processes in place for data.			
R32	How to continue to use this training - I am because you are		x	
	Work with national ministry team in encouraging ministers to participate in compulsory training.			
R34	Intercultural training for all RM as part of their induction	x		
	We will include this training into our induction for all RMs when produced.			
R35	Intersectionality! How to encourage and development connectivity amongst NAMS	x		
	Set up social media connectivity groups. NAMS meeting together in person three times a year and also join together for college NAMS day.			
R38	Support for Mental health / Physical health / Menopause etc - Occupational health		x	
	There is occupational health support offered through the Baptist Pension scheme. Baptists Together has made available the ministerial counselling scheme to support ministers with their mental health. We will work with the BU ministry team to provide support for ministers with health challenges and specifically for women's health challenges. We will support churches as they seek to make appropriate accommodations.			

R40	Collaborative working amongst ministers - More flexible ministry		x	
	This is a local churches decision and reflection. Discuss with churches when appropriate during pastoral vacancy.			
R41	What does affirming women leaders in our association look like? - Asian women / chaplaincy / Magnify / deaf women		x	
	Looking tom investing in helping individuals flourish in who they are in Christ. We seek to ensure appropriate diversity throughout the life of the network.			
R42	Women only discernment events		x	
	We will work with Bristol Baptist College to set discernment events including women only events on an annual basis.			
R42	Introduce women vocation advisers		x	
	We ensure that there are women accompaniers available for women. We have a women RM who is available to come alongside women leads and those exploring God's calling to leadership.			
R43	Moderators receive training on advocacy - sexist, racist, language, behaviour		x	
	We seek to be proactive in recruiting people with appropriate character and ability, in these and other areas.			
R45	Collaboration with Northern College - Deaf community		x	
	Seek to identify a person who will work with or from the deaf community as an advisor. Seek to discover a deaf advocate within the association.			
R55	Jane Days research			x
	Not applicable			
R56	Images used that reflect diversity	x		
	Reviewed images on the website, publicity and PPT etc. To undertake an annual review of images used in our publicity.			

R51	Local churches make their position on women's ministry known		x	
	To facilitate cluster groups to discuss the outcomes of project violet. To gather together women ministers in pastoral charge and meet with RMs to seek how best to develop women leaders in congregations.			

Additional Feedback from West of England Baptist Network

Request Number	PV Short Name Request	Wording if Modified by WebNET	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	Appoint a paid women's ministry advisor We have a women RM who undertakes this role. We have a growing number of women leaders who are providing mutual support for their colleagues.		X	
R09	Ensure Ministers' groups are constructive and inclusive spaces	Ensure competent leaderships of clusters We intentionally appoint 'facilitators' rather than 'leaders' to the role so that have opportunity to fully engage. We will seek to gather our cluster facilitators to develop their abilities to facilitate their gatherings well. All of our clusters have a number of female leaders as part of the group. Each cluster group should have a person who is an advocate Each cluster has a cluster facilitator who themselves will act in this role or seek to identify a person.	X	X	
R40	More opportunities for collaborative and flexible ministry	Collaborative working amongst ministers - More flexible ministry This is a local churches decision and reflection. Discuss with churches when appropriate during pastoral vacancy.		X	
R55	Improve accompaniment of women Ministers	Jane Days research Not applicable			X

Request Number	PV Short Name Request	Wording if Modified by WebNET	Accepted	Modified	Declined
R45	Ministry to the Deaf Community is Pioneer Ministry	Collaboration with Northern College - Deaf community Seek to identify a person who will work with or from the deaf community as an advisor. Seek to discover a deaf advocate within the association.		X	
R43	Moderation of the translocal space	Moderators receive training on advocacy - sexist, racist, language, behaviour We seek to be proactive in recruiting people with appropriate character and ability, in these and other areas.		X	
R34	Colleges develop a module in inter-cultural ministry and communication				
R42	Intentional support in women's discernment	Women only discernment events We will work with Bristol Baptist College to set discernment events including women only events on an annual basis. Introduce women vocation advisers We ensure that there are women accompaniers available for women. We have a women RM who is available to come alongside women leads and those exploring God's calling to leadership.		X X	
Ro4	Intentional Leadership Development for Women Ministers	Intentional leadership development – Magnify We will continue to provide intentional one to one leadership development.		X	

Request Number	PV Short Name Request	Wording if Modified by WebNET	Accepted	Modified	Declined
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	Terms and conditions - Churches in vacancy RM's work with churches and ministers in setting up terms of appointment with all churches in settlement. Diversity of moderators We will seek to appoint appropriate gifted people for each role and to ensure that women are identified and supported to undertake these roles. Support NAM regarding terms of appointment RMs work with churches and NAMs in setting up terms of appointment.	X X	X	
R17	Access fund for translocal life and learning	Fund to support ministers for CMD – trans-local ministry We do not financially support ministers in training or CMD for individual ministers but seek to engage churches in the support of their leaders.			X
R28	Monitoring data throughout the vocational pathway	Pathways to gain data information Encourage national MRC to set processes in place for data.			X
R41	Role models	What does affirming women leaders in our association look like? - Asian women / chaplaincy / Magnify / deaf women Looking tom investing in helping individuals flourish in who they are in Christ. We seek to ensure appropriate diversity throughout the life of the network.		X	

Request Number	PV Short Name Request	Wording if Modified by WebNET	Accepted	Modified	Declined
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet				
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	For all RMs – How to advocate We would seek to engage with the training once produced by the national team. In the interim we will continue to be accountable in our practice and to listen to the voices of women.	X		
R23	Resourcing Regional Justice Hubs	Budget for justice groups in association – justice groups Our primary focus is on the support of churches, and we seek as a regional team to work alongside churches to make justice integral in what they do and who they are. Have a named RM for justice Our primary focus is on the support of churches, and we seek each regional team member to make justice integral in what they do and who they are.		X	X

R38	Occupational health service for ministers	Support for Mental health / Physical health / Menopause etc - Occupational health There is occupational health support offered through the Baptist Pension scheme. Baptists Together has made available the ministerial counselling scheme to support ministers with their mental health. We will work with the BU ministry team to provide support for ministers with health challenges and specifically for women's health challenges. We will support churches as they seek to make appropriate accommodations.		X	
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	Urban Expression - speak into associations regarding pioneering We have an RM whose primary ministry is focused on missional opportunities which including pioneering. We facilitate 'Slip Stream' for pioneers for their support and development.			X
R35	Review of the way in which NAMS are inducted into the habit of connection	Intersectionality! How to encourage and development connectivity amongst NAMS Set up social media connectivity groups. NAMS meeting together in person three times a year and also join together for college NAMS day.	X		
R11	Standardise terms and conditions for Regional Ministers				
R26	Improve access to funds for ministerial training	Set up a fund to help support women in training We seek to support churches through Partnership in Mission grants to appoint MITs. Our focus is on the support of churches and consequently support ministers.		X	

R32	Ongoing use of 'I am because you are' resource	How to continue to use this training - I am because you are Work with national ministry team in encouraging ministers to participate in compulsory training.		X	
R34	Colleges develop a module in intercultural ministry and communication which can be offered as Continuing Ministerial Development	Intercultural training for all RM as part of their induction We will include this training into our induction for all RMs when produced.	X		
R56	Use resources that reflect the diversity of Baptist life	Images used that reflect diversity Reviewed images on the website, publicity and PPT etc. To undertake an annual review of images used in our publicity.	X		
R51	Local churches make their position on women's ministry known prior to settlement	Local churches make their position on women's ministry known To facilitate cluster groups to discuss the outcomes of project violet. To gather together women ministers in pastoral charge and meet with RMs to seek how best to develop women leaders in congregations.		X	



Project Violet – Commitment to Action Associations

Name of College	Yorkshire Baptist Association
How have you discussed the findings? For example, meetings and dates	Findings were discussed at Executive/Trustees meeting on 10 th June at which it was agreed that a working group be set up. This group met on 26 th June to go through the findings and brought back recommendations to the Exec meeting of 15 th July. Further work was done in response to the discussions with final sign off at Trustees meeting on 12 th September.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association		X	
R09	Ensure Ministers' groups are constructive and inclusive spaces	X		
R40	More opportunities for collaborative and flexible ministry		X C	
R55	Improve accompaniment of women Ministers		X C	
R45	Ministry to the Deaf Community is Pioneer Ministry	X		
R43	Moderation of the translocal space	X		
R34	Colleges develop a module in inter-cultural ministry and communication		X C	
R42	Intentional support in women's discernment	X		

Request Number	Short Name	Accepted	Modified	Declined
R04	Intentional Leadership Development for Women Ministers	X		
R06	Regional ministers proactively discuss terms and conditions during settlement process	X		
R17	Access fund for translocal life and learning	X	C	
R28	Monitoring data throughout the vocational pathway	X	C	
R41	Role models	X		
R56	Use resources that reflect the diversity of Baptist life	X	C	
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet			X
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment		X C	
R23	Resourcing Regional Justice Hubs		X	
R38	Occupational health service for ministers		X C	
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	X	C	
R35	Review of the way in which NAMS are inducted into the habit of connection	X		
R11	Standardised terms and conditions for RMs	X		
R15	Training in governance		X C	
R26	Improve access to funds for ministerial training	X	C	
R32	Ongoing use of 'I am because you are' resource	X		
R39	Training resource on responding well to the menopause		X C	

Additional Requests not asked of Associations that the YBA wish to Accept				
Request Number	Short Name	Accepted	Modified	Declined
R33	Call for White Ministers to challenge racism in private and public	X		
R52	Make training on Equality, Diversity and Inclusion available for deacons and trustees	X		

Additional Feedback from Yorkshire Baptist Association

General Comments

The YBA is committed to Project Violet findings and requests for change. As an Association, our practice already encompasses some of these requests. We are committed to be more intentional and systematic in ensuring that this continues.

Whilst being committed to implementing the findings, we are also aware of the resource implications, especially as we currently have a Regional Minister vacancy. Additionally, we need to explore the financial implications of some of the requests before we can determine how we might proceed. Streamlining the various training resources that will be developed in response to the findings and then offered as CMD will need consideration. In cognisance of these issues, we have committed to an additional piece of work, where we categorise the lead in implementation time for each accepted or modified request into short (S), medium (M) and long (L) term.

Finally, some of the requests for change are contingent on other parts of our Union completing a piece of work which will then be cascaded to Associations. Those time scales are evidently out of our control. We have identified these in the Modified column with a "C" (contingent) and an "X" beside this to show our commitment to examine these resources when they are produced. Where the YBA is already working towards the particular request, we have moved the "X" to accepted.

Specific Requests for Change

R24 Parts of this role description are covered by the YBA female RM and we are aware there isn't capacity to extend her remit to cover all the role description. We wish to explore the cost implication of the request as well as the possibility of appointing in partnership with (an)other Association(s). We have held our first women ministers' gathering in a while, providing opportunities for relationship building and plan to hold these at least annually.

R09 These spaces are currently facilitated by RMs or ministers who we are content have a good level of awareness of these issues. In the latter situations, RMs are also able to attend on ad hoc bases so can observe how meetings are facilitated as well as provide allyship and advocacy if needed.

R40 We are happy to explore this further once the Ministries Team's working group reports to Associations on this work. We currently have a husband and wife in shared ministry and will continue to encourage flexible patterns of working when supporting our churches seeking ministry. One challenge we face is the paucity of ministers willing to move up north for part time ministry.

R55 We are happy to engage with this further once the recommendations from Jane's doctoral research are offered to Associations by Ministries Team.

R45 Through our Pioneering & Church Planting RM, YBA will explore this in partnership with NBC and some of our larger churches.

R43 Please see R09 above.

R34 We are happy to engage with this resource once it is developed by the colleges. YBA had a high completion rate among its ministers with the *I am Because You Are* CMD resource. The same framework we used in facilitating this high uptake can be deployed to facilitate our ministers and RMs' engagement with this resource.

R42 YBA commits to having a female RM or female minister listed as one of the contacts for anyone wishing to explore a call to ministry. This will be helpful for women, particularly those in churches that might not support women in ministry. See also R24 and R55 above.

R04 We will explore running an intentional leadership development for women ministers in collaboration with other Associations.

R06 RMs provide support for our churches seeking ministry, including engaging with them on terms and conditions of settlement. We need to work with our moderators to have the assurance that they do the same.

R17 YBA works with churches during the settlement process to include funding for attendance at ministers' conferences in their settlement terms. Where a church cannot afford this, the YBA provides bursaries. In addition, we provide grants for sabbaticals and for ministers undertaking further studies aligned with their ministry. We are currently reviewing our Grants Policy and will incorporate equal opportunity monitoring into the review. We are happy to engage with Ministries Team and other Associations regarding the establishment of an Access Fund.

R28 YBA is commencing some limited data monitoring initially for ministry grants. We will engage with Ministries Team work on this and will seek to roll out the agreed framework.

R41 YBA is already intentional about improving representation in different areas and at various levels of our Association life including at gatherings and in our Trusteeship. We are currently seeking to populate our Trusteeship and some (working) groups and have intentionally included diversity in our criteria.

R56 We already include *diverse by default* in our visual images when advertising events or recruiting, though we can do even better. We welcome and will engage with the shared *diverse by default* site when set up by the Faith and Society Team

R14 We do not currently have a Regional Justice Hub and current RM staffing levels will make it challenging to engage with this request in the foreseeable future.

R05 We will engage with the advocacy training when it has been developed but need to bear in mind the streamlining of all the training being requested in the findings.

R23 YBA does not currently have a Regional Justice Hub and current RM staffing levels have made resuscitating it a challenge for now. However, promoting justice and encouraging diversity is one of

our six priorities and we have an RM whose role includes that remit. We will continue to commit to working on justice issues and will continue to report regularly to our Trustees to keep us accountable.

R38 We will engage with this when Ministries Team has commissioned the service.

R25 We have actively collaborated and worked with UE in pioneer contexts and are open to ongoing work in the future, if appropriate. We have on team an RM with responsibility for Pioneering and Church Planting who connects in regularly with our pioneers. We also ran and plan to run a Pioneers and church planters conference for pioneers and their families. It provided a great opportunity for much shared learning and across the various age groups.

R35 YBA continues to provide and publicize the availability of bursaries to enable NAMs attend ministers' conferences where their church may not be able to afford it. RMs also support NAMs to find a place of belonging and connection in ministers' huddles/groups. We will continue to do this and informally review our performance.

R11 This is already the case within the YBA.

R15 We are happy to collaborate in the development of this training resource (with RMs – staffing levels permitting – or potentially Trustees participating) and note again the need to streamline the implementation of the training requirements emanating from the findings.

R26 YBA awards £4k per year bursary to churches to support MiTs. We also provide book grants to our MiTs, informing them individually of its availability to facilitate access. We are happy to engage with Ministries team in this consultation and to implement the findings.

R32 YBA had a high completion rate for *I am Because You Are* (see R34 above). We wish to go beyond this to also roll out *Visions of Colour* as part of CMD, using the same framework.

R39 We will engage with the *Responding Well to the Menopause* training resource when it has been developed but need to bear in mind the streamlining of all the training being requested in the findings to maximise implementation and buy in from ministers and others.

R44 We will engage with the Theology of Disability resource when developed by the Faith and Society team.

Additional Request the YBA wishes to accept

R33 This is a request for action by white ministers. YBA will proactively extend this request to male ministers by signposting them to the opportunity available on the Project Violet website to post their commitment to being an ally of female ministers. We will also signpost white ministers to do the same in allyship of Black and Brown ministers.

R52 YBA has seen an increase in Black & Brown people especially of Global Majority Heritage joining our churches and is committed to supporting our churches to become inter-ethnic churches. As part of this work, we want to proactively encourage our churches to engage with this request.

Appendix 4B: Association Collaboration

Project Violet Association Collaboration Meeting Notes

30 September 2024

Present: David Mayne (EBA), Clare Blatchford (EBA), Mark Fairweather-Tall (SWaBA), Linda Donaldson (NBA), Phil Jump (NWBA), Claire Nicholl (LBA), Lisa Kerry (CBA), Mary Moody (CBA), Nike Adebajo (YBA), Hayley Young (SCBA)

Below is a list with all the association responses to PV, highlighted in blue where there is some potential collaboration. Where an association expressed interest in sharing but not producing resources together these are not highlighted.

It was recognised that there are 5 Associations who are seeking intentional collaboration and others that are wanting to focus shared resources in one or two areas.

It was agreed that we would meet again to share good practise and how things are developing in our associations.

Areas of Collaboration and Next Steps:

Ro4: Intentional leadership Development for Ministers

Associations involved: CBA, EBA, SCBA, SWaBA, SWBA, LBA, NBA, YBA

This will be launched in March 2025 with a first face to face meeting. Lisa, Mary and Claire B are holding the MagnifyYou Programme. It will be open to all associations to send up to 3 women, this will be at a cost of £1,500 per association. The 5 associations working in collaboration will share the cost of those associations who do not have space in their budget.

Action: Lisa, Mary and Clare to continue to organise & speak with associations
Lisa & Mary to arrange publicity and information to be shared with RMTLs about what is involved for the women participating.
Every association to discern up to 3 women by February 2025

Ro5: Training in advocacy

Associations involved: CBA, EBA, SCBA, SWaBA, NBA, NWBA, YBA

CLT are going to be doing this training, once this has been completed by the RMTLs in CLT then a conversation about next steps and how to develop this training together would be had.

It was thought that for training offering something jointly online as well as something on-site local was the best option.

Action: HY to put on agenda after CLT training received

Rog: Ministers groups are constructive

Associations involved: CBA, EBA, SCBA, SWaBA, LBA, NBA, YBA

All noted that training and development for those who facilitate and hold the ministers spaces would be good.

LBA are reviewing and training their district ministers – they are happy to share any resources they use. CBA, EBA, SCBA, SWaBA, NBA to look at what offering training online jointly and on-site locally with the same resource.

Action: SCBA to work on a facilitation training resource to be developed, hopefully to roll out in the New Year.

R15: Training in Governance

Associations involved: CBA, EBA, SCBA, SWaBA, NBA, YBA

EBA currently are developing on-line training resources through Hayley on their team. As these are online they are open to everyone. These sessions deal with good governance and the hope is this will impact the way churches/associations are lead.

Action: EBA to continue to develop this. All associations wanting information/to be involved to let DM know the link person in their association.

R24: Have a women's Ministry advisor in each Association

Associations involved: CBA, EBA, SCBA, SWaBA, LBA, NBA, NWBA, YBA

We conversations about how we could offer to support to those associations with no female team representation. We recognise that not all women will relate to the women in their patch. In order to create diversity of voices in advice we would work on a list of female RMs who are willing to be approach by anyone regardless of association geography. Over time, other maybe added to this list, but a conversation about requirements on this would need to be had.

The list would include female RMs willing to be contacted, a photo of them, a short bio and contact details. This would be offered to all associations to include in their contact us area and nationally for BT to promote.

Action: All female RMs to send a short bio and photo to HY, by the 30th October. If there are female RMs in your association not in this space to pass this on to them and invite them to be on the list.

R25: Urban Expression

Associations involved: CBA, EBA, SCBA, SWaBA, NBA, NWBA, YBA

All the above associations mentioned seeking to develop a relationship with Urban Expressions. The first step would be an initial conversation based on the recommendation and to see how this develops. The above associations thought this conversation is better had as a whole, recognises our associations responses maybe different.

Action: HY to arrange a meeting with Urban Expressions

R35: NAMs Induction

Associations involved: CBA, EBA, SCBA, SWaBA, NBA

As the above associations are looking at developing NAMs together the recommendation would be brought into that collaboration.

Action: DM to included in NAMs collaboration and update

R41: Role Models

Associations involved: CBA, EBA, SCBA, SWaBA, LBA, NBA, NWBA, YBA

We recognise that all associations are promoting women's voices and providing role models in different areas. We decided that it would be good to share speaker information and recommendations. This would not be an endorsement but a shared story of who has blessed us in our association and the value they added. This would not be a public list but a private list within our collaboration to broaden our bases of speakers.

Action: PJ to organise and maintain this list

R42: Women's discernment

Associations involved: CBA, EBA, SCBA, NBA

It was recognised that while some associations hold Explore Your Call Events (some in partnership with other associations). The above associations would explore what a female only online space would look like.

Action: all who want to be involved to let HY know the link person for associations so this could be organised.

R43: Moderation of Trans-Local Space:

Associations involved: CBA, EBA, SCBA, SWaBA, NBA

All noted that training and development for those who facilitate and hold the ministers spaces would be good.

LBA are reviewing and training their district ministers – they are happy to share any resources they use.

CBA, EBA, SCBA, SWaBA, NBA to look at what offering training online jointly and on-site locally with the same resource.

Action: SCBA to work on a facilitation training resource to be developed, hopefully to roll out in the New Year.

R45: Ministry to Deaf Community:

Associations involved: CBA, EBA, SCBA, NBA,

All the above associations mentioned seeking to have an initial conversation with Northern Baptist College to see how this could fit into association life. The above associations thought this conversation is better had as a whole, recognises our associations responses maybe different.

Action: DM to arrange a meeting with NBC

R55: Improve accompaniment

Associations involved: CBA, EBA, LBA, SCBA, SWaBA, NBA, YBA

This recommendation is based on Jane's research, when this is available we will meet and see how and if we can do something together with this.

Appendix 5: Responses from Colleges

Commitment to Action

Our Baptist Colleges were asked to complete a Commitment to Action with respect to the Requests for Change identified for Colleges in the Project Violet Findings. Colleges were also invited to offer a narrative on the decisions they had taken.

This Appendix contains the responses received by 30 September 2024.





Project Violet – Commitment to Action Colleges

Feedback from Bristol Baptist College

Interim Report 26.09.24

It was very good for all full time academic staff to take part in the joint colleges staffs conference at Regent's Park College on 4-5 September.

There are a significant number of responses to Project Violet which will be handled at a College wide level, for example, the development of promotional videos to encourage women and also men to consider Ministerial Training at a Baptist College. This example is mentioned specifically as Bristol Baptist College has a key coordinating role in this initiative. Many other planned responses which will come from the Colleges jointly are not mentioned again here. We are committed to working on these joint commitments made alongside others.

The trustees of Bristol Baptist College are meeting on 7 October and Project Violet follow up is on the agenda. So this is an interim report.

On some of the specifics:

- Admissions. We will review our admissions procedures in the light of RO1, R29, R32. The 10 recommendations from the joint staffs conference will be considered carefully by us, with the recognition that different colleges will need to make tailored responses given admissions criteria differ between us. We have recently considered the questions asked of all candidates for training and have doubled down on our commitment to ask questions which seek to determine the attitudes of all prospective students to women in all forms of accredited ministry. Our aim is to make sure that the College is a welcoming and hospitable place for women to come and train.
- CMD. We are aiming to set up a Centre for CMD in the coming academic year and will be consider what courses to offer in the light of the Project Violet report. At the moment this is at an early stage for us.
- Tutors. One of the immediate tasks we are undertaking in conjunction with our partner College, Trinity College Bristol, is to review reading lists to ensure better diversity. This work is already underway and is ongoing.

Further commitments will follow. We note the commitment to at the joint staffs conference to review progress in 12 months' time and we will do the same as a college.

PM 30.09.24



Project Violet – Commitment to Action Colleges

Name of College	Cardiff Baptist College
How have you discussed the findings? For example, meetings and dates	18th July – A meeting of tutorial staff 4th-5th September – JCSC at RPC This document brings together information from both opportunities for meeting and has been circulated around tutorial staff for agreement before sending. We are yet to discuss PV with College Trustees but commit to doing so during 2024-25.

Request Number	Short Name	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication	x		
R26	Improve access to funds for ministerial training	X		
Ro8	What Colleges teach Ministers in Training	X		
R43	Moderation of the translocal space	X		
Ro1	Invitation to Colleges to review their Admissions processes	X		
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	X		
R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice	X		
R29	Access to debt and budgeting advice for MiTs	X		
R45	Ministry to the Deaf Community is Pioneer Ministry	X		
R41	Role Models	X		
R35	Review of the way in which NAMS are inducted into the habit of connection	X		

Request Number	Short Name	Accepted	Modified	Declined
R32	Ongoing use of 'I am because you are' resource	X		
R28	Monitoring data throughout the vocational pathway	X		
R02	Create 'Planning to train as a Baptist Minister Resource'	X		
R56	Use resources that reflect the diversity of Baptist life	X		

Additional Feedback from Cardiff Baptist College

We wish to offer our thanks and appreciation for all the work that has done by those involved in PV, recognizing that it has been significant and costly for participants, and for Jane and Helen. We acknowledge that although we have sought to make CBC a good place for women to train and work, there is more that we can do and we commit ourselves to that work not just in this coming year, but by reviewing our progress each year as part of our annual Staff Planning Week.

The period between the publishing of the PV findings and the submission of this report has been a period of unusual stress and uncertainty for the college, including external pressures from Cardiff University, and internally as delivery mode and timing of teaching have changed this September and as we prepare for Staff and Trustee changes. This is not noted by means of an excuse, but rather to observe the sense of sadness we feel that our capacity to respond in the short term has been reduced and may yet continue to be disrupted. For example, with a small staff team, we would have liked to have found a way to include (at least) a representative of administrative staff and the wider Trustee body in discussions, and to have given more detail to our commitment to action in this first year. As Rosa finishes as Co-Principal at the end of 2024, we are keenly aware that this will leave the college with only one salaried (part time) female Tutor and how we engage this has been part of our formal and informal conversations.

We were most grateful for the time given to discussing PV with our colleagues in other colleges. We wish to continue this collaboration wherever it is possible. However, we note that because of our commitment to bi-lingual (Welsh) provision, and our partnerships with the BUW and other Welsh denominations, there will be times when there will be constraints on our collaboration, and occasions when we will need to provide additional resources for our specific context. We do not wish this to be a barrier to collaboration, and it should not be seen as a lack of desire to do so. Rather it is an observation that we may on occasion need to make different provisions because of our context. We are committed to finding ways in which existing resources may be made more accessible to those in our churches who are Welsh speakers.

Commitments to Action on Individual Recommendations:

R34	Colleges develop a module in inter-cultural ministry and communication We are willing to collaborate with other colleges on this but recognize that we do not have either expertise within the staff team, or a constituency (amongst our churches) that reflects inter-cultural contexts. This makes this both important and challenging in terms of capacity. We note that we have more diversity on our Pathways programme than amongst students registered with Cardiff University. Knowing that some of our students will go on to settle in more intercultural contexts, how we embed such teaching in our programme will require further consideration. It may be more realistic to embed resources in existing modules rather than trying to include a separate module when module diets are often dictated by external partners. <i>Timing: 2025 onwards</i>
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R26	Improve access to funds for ministerial training We will audit the provision of funds and the way in which this is communicated to students (e.g. the Pantyfedwen Fund for Welsh students). <i>Timing: 2024-25</i>
Ro8	What Colleges teach Ministers in Training We have begun the evaluation and changing of reading lists through the JCSC and as modules have been redesigned for Cardiff University in 2024. We will ask the College Librarian to use the PV Reading Room to improve library provision. As College Intensive Weeks are redesigned, we will review our provision beyond our current teaching on race and gender to consider age, ability, marital status and caring responsibilities. <i>Timing: 2024-25</i>
R43	Moderation of the translocal space We will seek further training in moderation for staff and students (also see Ro5). In the meantime, we will make a resources list to explore terminology. <i>Timing: 2024-25</i>
Ro1	Invitation to Colleges to review their Admissions processes We were not represented in the JCSC group on Admissions. Therefore, we will look for ways for a representative of our admissions processes to be part of ongoing discussions and collaboration. We will change the way conversations about finance are held during the admissions process and review the content of this distinct part of the interview day (e.g. using the reflection questions from the Admissions Group at JCSC). We will seek to understand better the denominational admissions processes of candidates from the Presbyterian Church of Wales and Union of Welsh Independents and consider any implications for this from PV. <i>Timing: 2024-26</i>
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment See notes on R43 above. The Student Handbook contains resources on how to engage in unmoderated spaces (and a session with students was included in the Sept Intensive Week); tutors are normally present in 'breakout groups' and external speakers are sent guidelines for conduct in advance of their visit. We will consider the next steps in embedding this more widely (especially with our Pathways group and with administrative staff) and how we can tie it more closely to our College Covenant. We will seek training opportunities for new staff. We will develop policy and procedures to improve on our informal practice of noting concerns about sexist, racist, or ableist language and look to collaborate with other colleges on this work. <i>Timing: 2025 onwards</i>

R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice We will embed specific resources mentioned in this request in our training when they are available. We recognize that this is an area in which we do not have staff expertise beyond our regular sessions on disability on our formation programme and small segments of academic modules. We will audit our resources and skills in this area with a view to seeking further training if necessary, including concerning neurodiversity and hidden disabilities. <i>Timing: 2025 onwards</i>
R29	Access to debt and budgeting advice for MiTs We will signpost students to the independent provider of debt and budgeting advice identified by Ministries and Colleges together when that is available. We will audit what information is currently offered to students and if necessary, review processes so that students are comfortable asking for help early. <i>Timing 2025 onwards.</i>
R45	Ministry to the Deaf Community is Pioneer Ministry We are grateful for the work done in supporting Deaf ministers by NBC. We will ensure that all students receive some Deaf Awareness training and will signpost students to appropriate resources and people. <i>Timing 2025 onwards.</i>
R41	Role Models We note that our administrative staff are all female. We will ensure that our handbooks and language about this team highlight their professional skills beyond traditionally 'female' roles. From January our tutorial staff will only include one salaried (part time) woman. As discussions around future staffing continues this will be a consideration in terms of role models as well as ensuring that women on staff are not by default the lead on gender inclusion. We have begun an informal practice of being conscious of who is undertaking 'auxiliary' community tasks (such as washing up and minute taking). We will ensure that women feel comfortable identifying when they might choose not to do something for this reason. We note that the two members of staff leading our Pathways programme are both men. We will audit (for gender, race, ability, age etc.) external contributors across our preaching, academic and formation programmes and adjust where necessary (including electronic resources for finance and ecological concerns, although we commit to fair remuneration for this). We do not wish to place too much pressure on the 'usual' presenters within the Union, and so will seek to support the offer of the Centre for Baptist Studies to produce a database of women and their work. <i>Timing: 2024-26</i>

R35	Review of the way in which NAMS are inducted into the habit of connection We will audit our NAMS provision through the lens of PV <i>Timing: 2025 onwards</i>
R32	Ongoing use of 'I am because you are' resource We will look to arrange provision of this for students with the SWBA for prospective BUGB students and English language BUW students. We will consider how this might work for other (Welsh Language) denominations. <i>Timing: 2024-25</i>
R28	Monitoring data throughout the vocational pathway We will collaborate with Ministries Department and other colleges as resources are identified to enable data gathering nationally. We will audit what information we already hold for students at CBC. <i>Timing: 2025 onwards</i>
R02	Create 'Planning to train as a Baptist Minister Resource' We will collaborate with other colleges where possible on this but will also need to provide our own resources for Welsh language students. This is something we could contribute to the wider collaborative project or be a separate resource. We will follow up on conversations at JCSC regarding this. <i>Timing 2024-25</i>
R56	Use resources that reflect the diversity of Baptist life We will continue to audit our (visual) teaching materials for diversity and use e.g. Zoom when necessary to assist with this (see R41). We will produce guidelines for students when they lead college prayers/worship in relation to diversity (including language, economic and life cycle differences). We will develop a practice of 'noticing' any lack of diversity when reflecting with students on sessions they have led. We will use more photos from our Pathways course in our communication with churches (this course is more diverse in students than our ministerial stream). <i>Timing: 2024-25</i>

Project Violet – Commitment to Action Colleges



Name of College	Northern Baptist College
How have you discussed the findings? For example, meetings and dates	- Governors' meeting - 8th July 24 - Working group set up - Clara, Rachel and Luke - Staff meeting 3rd September 24 in prep for Joint Staff's conference - completion of form - Joint staff's conference Wed 4th Sept - Thurs 5th Sept - identify any further actions - Commitment to Action shared with Gobs working group - 4th Sept 24 - Action Plan presented to Governors for approval- 3rd October 24

GREEN - work underway either prior to or in response to Project Violet requests for change

VIOLET - further work to do

RED - Not in our gift to deliver or requires response dependent on wider partners

BLUE - additional reflections

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication • That the colleges collaborate to develop a shared module descriptor in intercultural ministry and communication which they can then adapt to their own validation requirements • The module is delivered to all Ministers-in-Training and offered as part of ongoing Continuing Ministerial Development (CMD) • Associations make CMD based upon this module descriptor an induction requirement for all new Regional Ministers. Existing • Regional Ministers are invited to undertake the course as part of their CMD.	• Best educational practice suggests this content is best integrated across all modules, so while we may wish to have a specialist module for those for whom it is of particular interest, we can't let people who are unaware escape in a state of complete ignorance • Through LKC we deliver at module "Christian Encounter with Other Faiths which engages with Hindu and Muslim perspectives • All LKC modules are contextual and embedded in questions around how culture impacts ministry and mission • Chaplaincy programme assumes a multi-faith chaplaincy context - first Muslim students admitted to this programme Sept 25 • Weekly worship and community time has a deliberate focus on diversity and inclusion and justice issues • Conversations needed with other Baptist colleges about whether a module descriptor could be developed • Conversations needed with LKC as to where such a module would fit into the BA programme, what to take out of programme - to be looked at as part of a wider curriculum review happening this autumn • Conversations needed with Durham Common Awards re adding the module	Yes but see narrative		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
		From Joint staff conference: • To identify what would be involved in creating a module descriptor and then a course that could be offered both to MiT and also as CMD' Recommended Aim of such a module is: 'To encourage and enable people recognise and respond to racism / white privilege and to change the environment of congregations, joining in with others. Focus on black and brown women flourishing in ministry ii. Recommended Content of such a module would include: • Developing self-awareness, • Deep listening and empathetic response, • Cultural awareness • Developing competence and confidence to challenging adverse behaviours • Willingness to work with 'others' • Challenging white privilege • Experience of another context • Story-telling (but recognising that it is not the responsibility of those on thereceiving end of bad behaviour to teach others how to behave, they need to take responsibility for their behaviour and learning). • Zoom in world global heritage / black and minority ethnic speakers (ensuring proper remuneration). • Commission David Wise to develop a CMD module			

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
R26	Improve access to funds for ministerial training - Find out the extent to which the current bursary system meets needs and the resources available in each college - Ensure that information about bursaries at each college is available in one place online - Find out the extent to which Ministers-in-Training are being supported by local churches and the role the Associations play in encouraging that - Monitor the effectiveness of recent changes working with Kingdom Bank and inviting donations - Commission a working group to look at the feasibility of fully funding training - Review the means by which those seeking training are matched to funds	- Current bursaries only cover MITs who have been through the MR process and not Open Track or Alternative Track students, pioneers, RLMs or interns some of whom will go on to become MITs. Ditto for Kingdom Bank loans. - If we're going to recruit more people from traditionally marginalised backgrounds, chances are they will also be on unconventional ministry tracks, but with even more need for funding. This would be best addressed at national level. - Bursary is retrospective - only start the application after they accept a place and start at college - would be better if this was known before accepting a place at college - this will have greatest impact on underrepresented demographics - A more flexible approach to bursaries would be helpful - needs conversation with Ministries Team and poss BU CLT/trustees - Allocating bursary for following year around May/June would be helpful Add information about bursaries to Finance section of the Student Handbook - Bursary application form and notes are sent to all MITs at the start of each year - Lady Hewley information is shared with all students at the start of each year - Conversations with churches as placements are set up include expectations of financial support - Support through LKC re student finance and DSA	Yes - see actions.		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
		• Dedicated member of staff to support students re access to bursaries etc. • Collate data from Bursary applications forms re levels of church support (but only covers some students) • Would need to ask students who don't apply for bursaries for financial information about church support - experience says students are unwilling to share this information because it feels intrusive • We promote Kingdom bank loans students very unwilling to take this up - some already have student loans, others not confident about future finances and ability to repay. Again, not available to all students and is likely to be a barrier to underrepresented groups • We promote the crowd funding on the BU Website - only one student has taken this up • Association support varies widely • We are currently exploring government Apprenticeship scheme with Ministries, the URC and with Durham Common Awards			
Ro8	What Colleges teach Ministers in Training • All course reading lists be evaluated to show evidence of authors who are women, Black and Brown, and Disabled. A list of Baptist women authors can be found on the PV website. Visit The Reading Room.	• Reading lists and library resources are continually reviewed as part of our ongoing decolonizing the curriculum work with Durham Common Awards • Durham Common Awards survey of students and staff to monitor progress in this • Regular Staff development sessions on decolonizing the curriculum	Yes - ongoing - see action		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	- Pastoral training needs to address the different life experiences Ministers will encounter relating to gender, age, ability, race, marital status, and caring responsibilities - All Ministers-in-Training need to see women role models with different experiences of ministry for example, in teaching, preaching, and placements	- Check suggested PV reading lists against library catalogue and make tutors aware of these - Ministerial training is very flexible e.g. full time, part time, midweek or weekend, using both in person and zoom for teaching and tutorials to consider differences in life experiences 50% of academic staff at LKC and NBC are women. All NBC inclusion tutors are women - Increasing diversity of staff through recruitment when vacancies arise and greater use of associate tutors - Increasing use of zoom to enable a greater diversity of guest tutors to contribute to classes - Whole approach to theology is contextual From Joint Staff's conference: https://bestcommentaries.com/ enables search by women, or people of colour, ii. Action – To create a google doc accessible to all colleges as a database populated with good material that is found relating to this issue. Tabs for different subject areas. iii. Encourage all to submit suggestions to Project Violet reading room so that becomes a useful resource to diversify reading lists.			
R43	Moderation of the translocal space	chaplain at residential weekends - Named person to facilitate each session - Tutors facilitate small groups	Yes - ongoing -		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	- In any translocal gathering make it clear who is responsible for moderating the space - Moderators to work with someone who has completed the advocacy training (Ro5) who can help them deal with any challenges that arise from sexist racist and ableist language and behaviour - Those working with Moderators should also engage with the challenge or make the challenge themselves if appropriate. They can 'call in' an invitation to re-express what has been said or apologise for what has been done. - Training in this way of working is made available (see also Ro5) - In any translocal event with unmoderated spaces, appoint a Chaplain who is available to listen to those who have experienced unwanted language and behaviour and advocate for them - Neither of these measures guarantee a 'safe space' but they do intentionally offer to accompany women	- Academic classes - Winter school on Theologies of the Body has a chaplain - look to develop this for other summer and winter schools - LKC overall has a chaplain role - MiTs and undergrads all have personal tutors and tutor groups where these issues are raised and talked about - ongoing work with residential weekends and LKC around brave/accountable spaces - Co-creation of ground rules at beginning of the year and for all residential weekends - Ongoing reflection at staff meetings/away days - Look to develop CMD training in advocacy as part of curriculum review - To be further discussed at Join Staff's conference - Poss develop a day training event, or evening series or online CMD module on moderating translocal spaces	see actions		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	- The Baptist Colleges' conference (September 2024) is asked to develop appropriate and workable equivalents for the classroom - Local churches are asked to engage with Ruth Moriarty's work on the church meeting (see R48)				
R01	Invitation to Colleges to review their Admissions processes That the Colleges agree a remit from which their admissions processes can be reviewed.	2023 - 24 of admissions and interviews paperwork and processes - appointment of 4 tutors (1 day per week each) for inclusion (Black and Brown people, disabled people, LGBTQI+ people and young adults) who focus on explore your call events and accompanying those who express and interest in ministry - New internship programme - Working with Association RMs to prepare the ground for MRCs - Recommendation 6 – An Inclusion 'Champion' in each college with a remit to advocate for women and who trainees can relate to prior to starting college. All 3 of our inclusion tutors are women. - Spurgeons to share their Placement guide and terms of appointment - Lack of consistency of MR process across 13 association and lack of awareness of neurodiversity etc.	Yes ongoing		
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	Modelled in College Time, residential weekends and tutor groups etc.	Yes - ongoing		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	- A programme of training should be commissioned and offered to all relevant Ministers - That Associations make this training an induction requirement for all new Regional Ministers, and that Colleges make this training an induction requirement for all new tutors - That one or more Colleges develop a process for noticing patterns of behaviour and challenging students to reflect upon them so that good habits are established in ways of ministering. We hope that successful practice could then be shared with Associations.	- Staff debrief and reflection at the end of each residential weekend/retreat - To develop induction/CMD training on advocacy - in partnership with URC and LKC - To write up and share reflections from our staff and chaplains after residential weekends etc. with other colleges and associations	and see actions		
R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice - CLT commission their Theological Reflection Group to develop a 'Theology of disability' which draws upon lived experience and a range of theological perspectives - That from this Faith and Society team produce a resource that enables local churches and	- Theologies of disability are taught within level 5 Theology and Discrimination (which can also be taken out of level for level 6 students) and Level 7 in Theologies of the Body - Focus on intersectionality including disability through worship, community time, taught modules etc. - Included in pastoral care modules - BA, MA and PhD supervision on various theologies of disability - Inclusion tutor for disabled people (1 day a week) is learning BSL	Yes ongoing and see actions		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	Associations to reflect upon their practice in enabling the full participation of people with a disability	- Inclusion tutor has attempted to contact all Association justice groups to offer support - Pilot of new Deaf Awareness training which we have helped to develop is due to run in Jan 25 - Look to develop a CMD module on Theologies of Disability - in partnership with URC and LKC as part of overall curriculum review			
R29	Access to debt and budgeting advice for MiTs - Colleges and Ministries Team identify a provider of debt and budgeting advice that Ministers-in-Training can access independently and make that known during the application process. - The ideal would be an England and Wales provider who could be briefed on the nature of Baptist ministerial training. - Note the need for access in BSL and Welsh.	- Did have a partnership with the local credit union for students to access loans but only one student took up this offer - for the reasons outlined above re Kingdom Bank loans - Have reviewed finance form for bursary support, - offer to speak to a named member of staff re financial issues - Need to identify a provider of debt and budgeting advice in partnership with other colleges and ministries team - Funding for ministerial formation needs to be included in the national Financial Review - With other colleges develop financial advice for students in partnership with the Kingdom bank - Develop national preparing for college meeting on zoom with other colleges - information giving through reflective questions. e.g. how will you manage your finances? - Single national finance resource pack to be developed nationally (differentiated by college)		Needs work with other colleges and ministries team	

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
R45	Ministry to the Deaf Community is Pioneer Ministry Intentional collaboration between Associations and Northern College to develop appropriate opportunities to pioneer and settle, with the need for financial support recognised.	- Dedicated tutor for inclusion working Deaf awareness training with Mike Lowe - piloting this as part of our Baptist Leadership weekend in January 2025 - Ongoing conversations with Mike, Ministries team and with association team leaders around settlement of Deaf MiTs	Yes - ongoing		
R41	Role Models Under-represented groups/individuals be given a platform for leadership in local churches, Associations and college gatherings.	50% of academic staff at LKC and NBC are women. All NBC inclusion tutors are women and represent other diverse demographics. - Increasing diversity of staff through recruitment when vacancies arise and greater use of associate tutors - Increasing use of zoom to enable a greater diversity of guest tutors to contribute to classes - Annual David Goodbourn lectures feature a diverse range of lecturers - Centre for theology and Justice Roundtable discussions - next one is planned for Nov 24 Learning from Young Adults in partnership with SCM, CTBI, Christian Aid, LKC and Church Action on Poverty From Joint Staff's conference: - Guests / visiting lecturers – ensuring they are properly paid	Yes - ongoing and see actions		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
		• Give women more or longer sabbaticals so as to increase writing and research • outputs from women • Review terms and conditions around staff recruitment and parental leave • Regent's has EDI fellows involved in College governance, develop this more widely. • Develop a database of women and their work to be used when inviting speakers to events (subsequent to the meeting Tim clarified that the Centre for Baptist Studies is offering to produce / host this database resource). • Thinking imaginatively and creatively about where role models come from			
R35	Review of the way in which NAMS are inducted into the habit of connection • How NAMS are inducted into the habit of connection described in the Continuing Ministerial Development Handbook • The support available for NAMS in learning how to minister within a network of relationships as the more immediate support of the College decreases • Enabling NAMS to minister from who they are, with support in	• 2023 - 24 Review of NAMS provision with associations • College NAMS conference focus on building relationships • NAMS sharing their work with each other • Examen groups (facilitated by a tutor) • Association days that run alongside this • NAM Mentors • Clear guidance to churches when a MIT settles re expectations in terms of finance to attend NAMS conferences etc. • Meet with Learning Contact tutors at least 2 times per year	Yes - ongoing		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	challenging stereotypes they encounter as women or because they are ministering at the intersection of more than one identity (PV Podcast Season 1 Episode 4 explains intersectionality) Acknowledging that many women NAMs minister in churches where resources are constrained or which are dependent upon Home Mission funding and so they may be tempted to save resources by not taking up opportunities for connection				
R32	Ongoing use of 'I am because you are' resource - That Colleges ensure that all Ministers-in-Training engage with the resource before entering training, accepting that colleges will now want to put this in the context of more extensive learning on Equality, Diversity, and Inclusion during training - That Ministries Team continue to monitor and publish the percentage of Ministers who have engaged	- Safeguarding is a requirement for all MITs before they start at NBC for Sept 2025 - make "I am because you are" a requirement - Could be part of Explore your call programme run by inclusion tutors - Needs line added on student record to say when they have completed this - Could be referred to as part of induction, college times etc - Caveat is that the "I am because you are resource" is at a very basic level which we hope our formation and academic programmes are building on 2023 - 24 Made use of Rainbows of Colour Resource led by Inclusion tutor - 2 sessions over the year	Yes - see actions		

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	That the consequences of failing to complete the training should be clear and followed through	We actively promote the use of the Creating Sanctuary resource which we were involved in putting together e.g. a tutor group has chosen to work through this resource, support students to use this resource with their churches			
R28	Monitoring data throughout the vocational pathway - The data we ask to be collected and monitored is: Age, age on entry to ministry, gender, race, disability and chronic health conditions, and caring responsibilities that impact ministry; marital status; contracted hours; type of ministry - It is for Ministers to decide which characteristics they declare given appropriate assurances about confidentiality and data disclosure - A priority for the use of this data is monitoring the gender pay gap for Ministers with a confidential report annually to the Core Leadership Team - Ministries Team, Colleges, and Associations to agree a series of points across the vocational pathway at which it would be important to gather data, look for patterns in the data that need	- There would need to be a clear rationale as to why this data is needed and what it would be used for. Such data would need to be collected nationally as part of the Ministerial Recognition application process (we use this paperwork at college interviews so do not collect this data ourselves) - This wouldn't cover students who are not MITs - Some of this data is on dynamo - Ask LKC whether they collect any of this data as part of the LKC application process		Needs work with other colleges and ministries team	

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	investigating, and agree an annual point at which anonymised aggregated data will be shared, discussed, and potential inequalities identified for further investigation The use of a standard approach to data specification, a timetable for gathering data, and standard points at which it is considered				
R02	Create 'Planning to train as a Baptist Minister Resource' - Colleges to commission a series of short videos along the theme of 'Planning to train as a Baptist Minister' - A short video for local churches on supporting the training of Ministers financially - Colleges use multiple and diverse voices in the production of the videos - Colleges collaborate with National and Association comms teams in enabling these to be accessible as a resource - Colleges collaborate with Ministries Department in the sharing of this resource	- Discussion about creation of resource at Joint Staffs conference - ministries team to update current document - Isabella Senior is developing videos aimed at encouraging younger people into ministry iii. The principals committed to creating their own resources, both in a FAQ type document and as videos – Peter Morden agreed to lead on this. - Conversation with LKC re: creating short video stories to demonstrate range of different students and patterns of training - Explore your call online events throughout the year led by inclusion tutors' journeys with each potential MiT over the year up till application		Needs work with other colleges and ministries team	

Request Number	Short Name	Actions/Narrative	Accepted	Modified	Declined
	Note the need for accessibility in BSL and Welsh				
R56	Use resources that reflect the diversity of Baptist life - That churches, Associations, and Colleges examine the resources and visual images they use and check that they reflect the diversity of the people who use them - That Faith and Society Team set up a site where people can share resources and run a 'diverse by default' campaign which encourages Baptist to start by looking for resources that reflect diversity - That Faith and Society Team use their usual communication channels to promote such resources	- Part of our ongoing work as part of LKC in decolonizing the curriculum Consider an audit of images used in college/LKC throughout the year including website and social media - Community Time and worship specifically focuses on issues of inclusion and justice	Yes ongoing and actions		



Project Violet – Commitment to Action

Colleges

Name of College	Regent's Park College
How have you discussed the findings? For example, meetings and dates	14 July: A wide ranging discussion of those with Baptist facing roles on their own and also with Jane and Helen. Draft documents in response were circulated and amended A report will taken to the Fellows meeting of College and then the Governing Body.

Request Number	Short Name	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication	x		
R26	Improve access to funds for ministerial training	X		
Ro8	What Colleges teach Ministers in Training	X		
R43	Moderation of the translocal space	X		
Ro1	Invitation to Colleges to review their Admissions processes	X		
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	X		
R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice	X		
R29	Access to debt and budgeting advice for MiTs	X		
R45	Ministry to the Deaf Community is Pioneer Ministry		X	
R41	Role Models	X		

Request Number	Short Name	Accepted	Modified	Declined
R35	Review of the way in which NAMS are inducted into the habit of connection	X		
R32	Ongoing use of 'I am because you are' resource	X		
R28	Monitoring data throughout the vocational pathway	X		
R02	Create 'Planning to train as a Baptist Minister Resource'	X		
R56	Use resources that reflect the diversity of Baptist life	X		

Additional Feedback from Regent's Park College

We are deeply grateful for all the work undertaken through Project Violet by all those involved which has produced a significant challenge and resources for our churches. We generally accept all the requests for change with some slight caveats listed below. We recognise that together these represent a significant commitment that will also require some significant input of both time and money.

Some general caveats:

- A number of the requests for changes reference translations into Welsh and BSL. Translation into Welsh is of course entirely appropriate for Cardiff Baptist College but not for us. We recognise too that Northern Baptist College have developed a specialty in their provision for deaf students, and while we would want to support any student with disabilities who comes to us we would also want to encourage and support NBC in this work.
- A number of requests for change ask for Colleges to work together, for example to produce shared teaching resources. We are supportive of this way forward and will willingly cooperate in these areas. But we also recognise that because of the differences in the way course are organised and validated this presents some challenges, and if this is the case then we would seek to develop such material within College.

We commit ourselves to:

- Review our own admissions procedures (R01) which we think is a timely suggestion more generally, and to be involved in developing a wider remit for admissions (this could be part of the work of the Baptist Colleges' Partnership and considered in the peer review process). We will do this listening to the experience of women who have been through the admissions process recently. We will aim to make this review by the end of the 2024/5 academic year. We will also share in the making of any videos across the colleges to help those thinking about or preparing for ministerial formation to understand more fully what is involved.
- Review our teaching in a number of areas:
 - We will review our reading lists (R08) for all modules that we teach to ensure as far as possible that the voices of women, those with a Global Majority Heritage and those with disabilities feature on them. Given that some of our teaching is organised on a two-year pattern this will be a rolling commitment over 2024-5 and 2025-6.
 - We will ask new students to look routinely at the 'I am because you are material' (R32) before they come to College, with the modification that they could do this on their own as part of their preparation for College. During the College course there is a block week which focusses on issues of Justice and will pick up these same issues in greater detail in participatory classes. We have already planned some adaptations to this Block week which will be taught during the 2024-25 year in the light of the Project Violet reports, especially to add material around advocacy and bystander training (R33).
 - We will look at building on the Justice block week to develop more material on intercultural ministry (R34) as well as bystander training with the expectation that this

material will be opened up to others as well as part of CMD. We are looking to running such a module within the 2024-25 academic year.

- We will draw attention to and use any resources produced on responding well to the menopause(R39) as part of our pastoral care teaching, when this resource is available.
- Review the wider environment within College with the aim that all members of the College can flourish:
 - We will arrange within 2024-25 some training for staff on advocacy alongside disability and bystander training (R05) as a further commitment to ensure that the classroom allows all to flourish (R12) and to better model leadership in the College (R33).
 - We have begun to review our teaching provision in terms of voices students hear and role models they observe (R08 and R41). We expect 56% of our teaching provision in 2024-25 to be delivered by men and 44% by women. We are more acutely aware that the vast majority will be delivered by men and women who are white. We will continue to look to increase the diversity of voices by inviting in visiting speakers.
 - We will develop more formally, for the 2024-25 academic year, a 'classroom charter' that sets out the culture we expect in the classroom including how differing and strong opinions can be shared (R12)
 - We will work with the Ministries Team and others on the issue of funding and bursaries (R26), but given that bursary money is now devolved to Colleges we will also review internally the way that we advertise and use bursary money together with a review of the relevant paperwork so that this is clear to all students and potential students. We will also consider how we can signpost students to other funding including use of the Baptist Union Stewardship scheme. We will work with the Development Office to seek fundraising support for ministerial students. We will carry out this review in 2024-25.
 - We will work with others to look for an external provider of debt and budget advice to avoid any conflict of interest (R29). It is important that this is offered as an option without any sense of paternalism and if there could be one source identified for all students that would be helpful.
 - We will reflect on how 'unmoderated spaces' in College work (R34), particularly student common rooms. We will strengthen the written paperwork which stresses that the way ministerial students interact with one another and others in College is part of the ministerial formation process and will be taken seriously in the review processes (R05). We will also emphasise this more in the induction week for new students, all of which will happen for the 2024-5 academic year.
 - We will be more intentional and explicit in making sure that women are aware of support networks when they leave College (R35) by adapting the session in year 3 that looks at ministry beyond college and ensuring that the paperwork for end of year interviews explicitly includes this in the year 3 interview. At the moment leaving students are only invited to return physically to College for NAMS for the first time in the September the year after they have left (so some 15 months after their course has finished). We will look at ways we can invite the leaving cohort back sooner to be able to offer ongoing support.
 - We will look at parental leave and pay across the College to ensure that we follow current best practice in this area. This will be done by HR.

- We will be attentive to the demands placed on female tutors in order that women on staff may contribute to their best effect. This will include ensuring that female tutors have the space to research, write and develop their academic profiles. We will celebrate the publications and academic work of all our tutors to help create a context of flourishing.
- Review our NAMs processes (R35) which we also think is a timely thing to do. Part of our NAMs provision happens together with the CBA and SCBA and so we will invite the Regional Minister Team Leaders to a meeting during 2024-25 to discuss how our collaborative approach to NAMs is taken forward.
- Be involved in developing a module outline on governance in a Baptist context (R15). We current teach material about governance, but we will explore whether there are ways that we can deliver the teaching in a way that could be open for others to take this as part of CMD.
- Be involved in any theological group to explore how we hold differences well (R21).
- Be involved in any theological group that explores a theology of ministry (R27).
- Be involved in any collection and monitoring of data for MiTs and NAMs (R28).
- Be involved in the developing of a new protocol for developing resources (R31).
- Be involved and contribute to a paper on the way that a theology of disability is reflected in pedagogy (R44). Reflecting on this request for change further, during 2024-25 we will audit our provision for those with a variety of disabilities which will contain its own request for change.
- Be involved where we can intentionally to develop scholars and teachers from marginalised groups (R56). In particular we will seek to do this as part of the work of the CBS and a developing focus on Black theology with Professor Anthony Reddie. This will require finance to support scholarships and will work best as a partnership between Colleges and the Baptist Union.
- Offer the Centre for Baptist Studies as a resource and possible home for some of the pieces of theological work



Project Violet – Commitment to Action Colleges

Name of College	Spurgeon's College
How have you discussed the findings? For example, meetings and dates	Senior Management Team meetings Meeting with the chair of the disability justice group Various staff meetings

Request Number	Short Name	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication	Yes		
R26	Improve access to funds for ministerial training	Yes		
Ro8	What Colleges teach Ministers in Training	Yes		
R43	Moderation of the translocal space	Yes		
Ro1	Invitation to Colleges to review their Admissions processes	Yes		
Ro5	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	Yes		
R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice	Yes		
R29	Access to debt and budgeting advice for MiTs	Yes		
R45	Ministry to the Deaf Community is Pioneer Ministry	Yes		
R41	Role Models	Yes		
R35	Review of the way in which NAMS are inducted into the habit of connection	Yes		
R32	Ongoing use of 'I am because you are' resource	Yes		

Request Number	Short Name	Accepted	Modified	Declined
R28	Monitoring data throughout the vocational pathway	Yes		
R02	Create 'Planning to train as a Baptist Minister Resource'	Yes		
R56	Use resources that reflect the diversity of Baptist life	Yes		

Additional Feedback from Spurgeon's College

The College accepts the recommendations in the sense that they agree with them, but as the narrative below will document, the College is not always in control of all the decisions or variables, so cannot autonomously action the recommendation.

Request Number	Short Name
R34	Colleges develop a module in inter-cultural ministry and communication
	Either the Ministries Team at Didcot or the Baptist Training Partnership needs to discuss and commission this intercultural ministry module for CMD across our union to ensure consistent implementation. Spurgeon's will advertise and offer this module for CMD.
R26	Improve access to funds for ministerial training
	The ministries department have already commissioned a review of the bursary scheme. Bursary information is already available in one place on the website at Spurgeon's The remaining recommendations require the ministries department assistance, as funding and access to kingdom bank information is not released at a college level
Ro8	What Colleges teach Ministers in Training
	At Spurgeon's, we regularly monitor all unit reading lists to ensure the diversity of authors. We continue to regularly monitor how many women tutors are teaching on our theology and ministry programmes. Our ministerial formation training programme provides adequate training on the various pastoral needs mentioned in the request. Spurgeon's regularly invites preachers who are women to preach in the College chapel. Students get to listen to women preachers regularly. Many of our placement churches have women ministers who act as role models.
R43	Moderation of the translocal space
	Spurgeon's College will work constructively with other colleges to develop the appropriate moderation of classroom space.

Request Number	Short Name
R01	Invitation to Colleges to review their Admissions processes
	The initial conversation regarding an agreed remit will take place at the 2024 College's conference, from which an agreed workstream will be commissioned. A bi-annual review will be suggested to the BCP group as part of their College's peer review process.
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment
	One request is that 'A programme of training should be commissioned and offered to all relevant Ministers'. For consistent implementation across our union, this is something that either the Ministries Team at Didcot or the Baptist Training Partnership need to discuss and commission. Another request was 'that one or more Colleges develop a process for noticing patterns of behaviour and challenging students to reflect upon them so that good habits are established in ways of ministering'. This is something that the BTP can work on collaboratively on it.
R44	A theology of disability that enables local churches, colleges, and Associations to reflect upon their practice
	In order to embed genuine cultural change, the College will firstly commit to ensure all staff receive disability awareness training. The rationale for this, is that disability awareness needs to be in every conversation, lecture and interaction within College, only then will it more naturally flow down into all lectures and interactions with students. The EDI group can also review their KPIs for disability measures to monitor this more thoroughly in College.
R29	Access to debt and budgeting advice for MiTs
	Spurgeon's will seek out a way to sign post to independent advice, taking into account that financial advice is regulated.
R45	Ministry to the Deaf Community is Pioneer Ministry
	Spurgeon's College will work constructively with other members of the Baptist Family to assist everyone called by God into Christian ministry

Request Number	Short Name
R41	Role Models
	Ethnic diversity and gender diversity is well represented on our governing bodies at Spurgeon's. We regularly invite preachers who are women and global majority heritage (GMH) men and women to preach in the College chapel. The Dean of Ministerial Formation, an SMT member, belongs to GMH. We also have a few other tutors who belong to GMH (i.e. Leone Allen, Winston Bygrave etc) as well as a number of professional staff who work in the College. We continue to regularly monitor to increase GMH tutors to teach on our theology and ministry programmes.
R35	Review of the way in which NAMS are inducted into the habit of connection
	The overall responsibility of NAMS primarily rests with the regional Baptist associations. Colleges are primarily responsible for the learning contracts. NAMS attend several regional NAM reflection days and are in contact with their fellow regional NAMS. Spurgeon's runs an annual two-day NAMS Conference where our NAMS gather from eight different Baptist Associations for teaching, networking and fellowship. This makes Spurgeon's NAMS conference the biggest NAMS networking event within BUGB.
R32	Ongoing use of 'I am because you are' resource
	Spurgeon's College will ensure that all Baptist Ministers in Training in the College are made aware of the resource 'I am because you are' during their training and of the requirement to engage with this resource.
R28	Monitoring data throughout the vocational pathway
	The questions asked, to need to enable conclusive, statistically robust measurement of a gender pay gap. It is imperative they are consistent both across Colleges and the points across the vocational pathway. MiT's may choose to participate or not in any additional request for information from colleges. This appears to be a request for information better addressed by Associations and Ministries Team. The appropriate point for a college to participate in this data collection process is after student registration and during their studies/ministerial formation but before graduation). The request for the use of a standard approach to data specification etc., suggests that a single entity would be best suited to ensure that data and information is handle appropriately and in a consistent manner.

Request Number	Short Name
	An area that would require careful attention is the size of the data set. This has both statistical and GDPR implications. The current Office for Students (OfS) approach is that data sets under 25 are not made public because of the potential risk of individual identification ('risk of disclosure'). Due to the sensitive nature of the information, GDPR considerations will need to be addressed throughout the process, from data collection, sharing, transfer, storage analysis and dissemination. To analyse any pay gap, we need to match our sample of men and women as closely as possible to control other pay influencing factors for both the minister and their church e.g. qualifications obtained and length of service, socioeconomic region, size of church. The nature of where graduates are placed may also provide useful insights when compared by gender, as to would the nature and length of contracts and any additional benefits other than pay. Design and analysis of the resulting data is best handled by industry experts. Their involvement would provide credibility to the project's overall findings and would ensure they can withstand outside scrutiny.
R02	Create 'Planning to train as a Baptist Minister Resource'
	BCP can co-ordinate joint video series at the next meeting
R56	Use resources that reflect the diversity of Baptist life
	Spurgeon's College does examine and will continue to examine the resources and visual images used to reflect the diverse nature of the College.