

Response to the Project Violet Requests for Change Update on Progress October 2025

There has been an enthusiastic response across Baptists Together to the requests from Project Violet. A growing awareness of the need to support women in ministry, coupled with a deepening commitment to justice, has led to a wealth of good practice already in place — practice we can celebrate and build upon.

Across the board, there is a strong desire to respond positively. Where action has not yet been taken, the primary barriers relate to limited resources—financial, staffing, and expertise. In some cases, positive action is already underway through alternative means, and in a few instances, concerns have been raised about ensuring fairness for all ministers, not just women.

Council should be encouraged by the momentum and progress to date. However, while the journey has begun well, there remains significant ground to cover. Follow-up has shown that some requests are more readily actionable than others, and a few may not be feasible at this time. These can be revisited in future Council meetings if desired.

All associations have made progress, though in different areas. This diversity presents a valuable opportunity for shared learning. To support this, a day has been organised in January for Project Violet Leads or Regional Ministers to come together, share insights, and plan next steps. Additionally, I will be sending occasional newsletters to highlight good practice and share resources across associations.

It is important to acknowledge that associations operate with varying budgets. Regardless of how highly Project Violet is prioritised, the ability to implement changes will differ. This may result in uneven levels of support for ministers depending on their location—a reality that, while beyond the scope of my role, will inevitably impact how ministers and potential ministers are supported.

Justice Hubs also play a role in this work. While some requests relate to them, not all associations currently have active hubs. A broader conversation is needed to clarify Baptists Together's position on Justice Hubs as a mechanism for delivering justice. Denise Dobey and Wale Hudson-Roberts are hosting a meeting on this topic in December.

Colleges have made some progress on addressing the requests from Project Violet, with Northern Baptist College, now part of Luther King Theological College, already having met all the requests. They have not only responded to Project Violet's requests but have pioneered new approaches that address intersecting identities in ministerial formation. However, due to the additional strain on colleges resulting from the closure of Spurgeon's, I have not actively chased further progress on Project Violet.

The Specialist Teams are committed to providing a strong foundation for churches by providing resources, guidance and support which can be used to build successful churches. We are actively updating policies and resources on the Baptists Together our website to provide clear, accessible guidance. A major project is also underway to collect and analyse data across the vocational pathway. This includes reviewing our database, updating policies and data-sharing agreements, and consulting with

associations and stakeholders. This work, which will take at least a year, will enable us to identify and address disparities not only for women but also for ministers of different races, ages, and backgrounds.

While I am seeking to hold an overview of progress made in response to all the Project Violet requests, some areas still require attention, I am committed to addressing all aspects of this work during my two-year term. However, the focus of my two-year role is on the policies and practices of the Specialist Teams and to coordinate and inform people about good practice. Beyond that, Baptists Together will need to consider a long-term strategy for embedding gender justice alongside other justice areas in a way which does not rely on the dedication of individuals.

Celebrating our achievements; noting some obstacles

There are many good things to celebrate, and I will speak further about some of these at Council.

- Project Violet led the pilot for Magnify You. This is now being rolled out as a nationwide programme. 12 of the 13 associations have enrolled between two and four women on the second Magnify You cohort which has recently started.
- Many associations are encouraging churches to invite female guest preachers. One Baptist Association's regional team worked with churches who have traditionally not experienced women in ministry, to encourage them to invite a woman to preach. In one church this resulted in them being open to applications from women as they sought a new minister. Previously there were assumptions held both within and outside of this church that they would not be welcoming of a woman.
- WhatsApp groups for female ministers have been popular with women who have previously felt that they did not get the support they were looking for in traditional minister's clusters.
- Several Associations have held days discernment days for women interested in ministry; two associations had over a hundred women attend their day.
- London Baptists have produced some excellent resources for churches in settlement who are considering their position on women in ministry or seeking to appoint a woman. These will be the basis for some national resources.
- All accredited ministers have now completed the 'I am because you are' training and all Ministers in Training cover equality and diversity as part of their ministerial formation.

However, some requests may falter because of funding or a lack of clear ownership. Among these are:

- A nationally appointed representative for chaplaincy is not justifiable in the present financial climate.
- There is a lack of agreement over whether justice hubs are desirable in each association, whether they should be funded and how.
- There is no clear way of funding deaf ministry as pioneer ministry.

Progress by Request

Please see below for an update against each request. This is my best understanding based on conversations I have had, and I would love to hear from anyone who can update me further.

R01 Invitation to Colleges to review their admissions processes

Request to Colleges

This has been looked at by the colleges. Northern Baptist College, now part of Luther King College, implemented changes for students starting this academic year (2025 entry). Information for applicants is on the college [website](#). Information for staff is available on the internal Moodle site. St Hild's Centre for Baptist Ministry will be reviewing all admissions processes as part of the new institution and has the findings and requests of Project Violet in mind. Regents Park is presently working on this.

R02 Create 'Planning to train as a Baptist Minister' resource

Request to Colleges

The Ministries Team is working with the colleges on a clearer explanation of ministerial training as part of the work on the 'formation ecosystem'.

R03 Leaflet on 'Theology of provision'

Request to Theological Reflection Group of the Core Leadership Team

As part of the Ministries Team review of resources that help those exploring a calling (see above), a leaflet and webpages regarding the responsibility of the whole Baptist family to resource training will be included to enable and encourage churches to consider how they support MiTs. The plan is to produce something that can be sent churches to address how they support MiTs and CMD. The resource is expected to be ready for Summer 2026.

R04 Intentional leadership development for Ministers

Request to associations

This has gone well. Several Associations report that they are building on existing processes, with several associations reporting already having specific support for the development of women. All but one association have sent between two and four women on Magnify You training. Only one association felt this request was not relevant and that is because they are already providing one to one leadership coaching which is bespoke for each individual. Most associations have offered some support specifically for women. Several associations have organised women-only days for women interested in ministry or other church leadership roles, two associations had over a hundred women attend their days. Some associations have reported a preference for offering support to women in existing non-gendered events, with one association reporting that as a principle: any events are for any minister. Some associations have said they would like to work in partnership with other associations. This is something that will be discussed further at a Project Violet follow up day with associations in January. It might be that further research is required to identify the benefits of women-only events and programmes.

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

Request to Churches; Associations; Colleges. Suggest that this is sent to the Ministries Team for now.

In January 2025, CLT was taken through some advocacy training by Clare Hooper and Bev Thomas. This training is being repeated in one of the associations. The Ministries Team will consider how this can be rolled out further.

R06 Regional Ministers proactively discuss terms and conditions during settlement process

Request to Associations and CYF Roundtable

Associations all report that they do this. There is guidance for churches at https://www.baptist.org.uk/Groups/220877/Guidance_for_Churches.aspx

R07 Expand Settlement Guidance to include marital status

Request to Ministries Team

This action is complete. [Baptists Together Settlement Process: Guidance for Churches](#) was amended September 2024 to reflect the variation in approach by ministers – some of whom wish to involve their spouse in the discernment process with the church and others who do not. See final paragraph of page 10. (Note here also all the LB documents on helping churches consider female ministry, and that we intend to make these nationally available.)

R08 What colleges teach Ministers-in-Training

Request to Colleges

Northern has reviewed and updated reading lists and resources to include diverse authors and sources, all of which can be seen on their internal pages for students and staff. Regents Park is working on this and St. Hild's is aware of the request and has it in mind as it emerges as a new institution. All colleges have considered the role models students see and have taken action to make sure that speakers represent a diverse range of people. Guest speakers redress any uniformity among the teaching staff.

R09 Ensure Ministers' groups are constructive and inclusive spaces

Request to Associations

Moderating spaces where ministers gather presents a challenge for Associations, especially since regional ministers can't be everywhere and some ministers' groups operate independently. Project Violet highlighted a significant issue: some minister groups and clusters are not supportive, particularly for women. Many female ministers report feeling isolated or demoralised. However, some creative solutions have emerged. In some associations, Regional Ministers are making periodic visits to clusters, while others ensure there's a qualified moderator in each group. Some Associations have established dedicated spaces for women ministers—ranging from in-person meetups and book groups to online communities. For example, women only WhatsApp groups for ministers have been popular in some associations, and the UK Facebook group for Baptist women in ministry now has over 300 members. Despite challenges, several associations feel that they have successfully managed to moderate these environments; whereas others are still struggling. This suggests that sharing best

practices is key. This will be encouraged through a newsletter piece, followed by a Project Violet follow-up day in January. Over the next year, I'll explore meaningful ways to assess whether ministers find these groups supportive and inclusive. Further thought will be needed, as success has often depended on the commitment of the individuals leading on this. Consideration is needed as to how to ensure these positive practices are embedded in the culture long-term as individual leaders change. Additionally, the Ministries Team plans to produce a guide for Ministerial Cluster meetings, in collaboration with experts in the field.

R10 Amend MRC rules to include language and behaviour on social media

Request to Ministries Team

This action is complete. The [Ministerial Recognition Rules](#) were amended and agreed by Council October 2024 to include explicit mention that behaviour in digital spaces is subject to the MR Rules as much as when a minister is physically present. See Appendix 3, Section 4 (page 18/19) and Section 4.5.3 (page 22).

R11 Standardise terms and conditions for Regional Ministers

Request to associations and Ministries Team

In September 2025, CLT discussed the way RMs are appointed. Ministries Team will be following this up.

R12 Call for male Ministers to be allies in private and public

Request to all male ministers

Around 55 men signed the online commitment on the Baptists Together website. The Ministries Team is looking into producing a short video resource here with examples of allyship being filmed and pasted together - voices could either be male ministers saying how they have acted as allies, or female ministers saying how they have experienced allyship.

R13 Agree new ways of describing young leaders

Request to CLT and CYF Roundtable

CLT agreed in 2024 that more specific language is more helpful. Where possible, 18-35s is to be used instead of young leaders. Significant progress has been made. Ministries Team documents and the [Baptists Together website](#) have been changed accordingly. CLT were reminded in September 2025 to be mindful of this revised language.

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

Invitation to Regional Justice Hubs

Most associations declined this invitation. Not all associations / regions have hubs and of those that do, not all hubs are active or have capacity to conduct research. Existing hubs have expressed a preference to use a variety of research types.

R15 Training in governance

Request to Colleges; Specialist Teams; Associations

The Specialist Teams were concerned to avoid duplicating material that is already widely available. The Ministries Team will lead in collating and signposting existing

training in governance. Conversations are ongoing with the colleges regarding governance training as part of formation programmes.

R16 Statement of expectations of ministry in the translocal space

Request to Ministries Team

Ministries Team plan to consider how the CLT behavioural expectations, agreed in September 2023, might be adapted and included in RM inductions. Adaptations will especially focus on the requirement of those in trans-local spaces to commit to the nurturing of women in ministry, regardless of the personal theological position of the trans-local minister (cf R21).

R17 Access fund for translocal life and learning

Request to Ministries Team and Associations

The challenge of finding funds is reported by several associations. Several associations have insufficient funds to consider this, although this varies greatly between associations. Some associations promote national funds; one encourages churches to fund this. An access fund already exist through CMD grants which are given to those in less affluent settings. Ministries Team will seek to better advertise. However, this pot is limited. Agreement was therefore reached in June 2025 with the Further Studies Working Group, that we should develop a more holistic approach to the four discrete pots of grant money overseen by Ministries Team, namely: student bursaries, further studies grants, CMD grants, and the BUGB scholarship. The aim would be to allow some movement of money between these pots. This would allow more money to flow towards supporting the CMD for those in less affluent settings who, anecdotally, are disproportionately female ministers. Ministries Team will take a proposal to BUGB Trustees in Nov/Dec when next year's budget is being set about flexibility between the pots of grant money

A second request regarded access funds for MiTs with a disability. We are starting by exploring what the typical costs are. The Disability Advisor and Finance Team at Luther King College have provided figures for the additional costs for supporting a MiT who is deaf of approximately £11k net to the college with another £13.5k from the student's disabled student's allowance.

R18 Create a national chaplaincy role

Request to Ministries Team and Chaplaincy Group

This request will not be taken forward at this time. Funding for a paid roll is not justifiable at present. Support for chaplaincy remains with the Baptists Together Chaplaincy Forum.

R19 Update 'Theology of chaplaincy'

Request to CLT TR group

This is on the agenda for the Chaplaincy Forum in October 2025.

R20 Guide to inclusive language

Request to Faith and Society Team

A draft guide is presently with stakeholders.

R21 Complementarianism and headship – holding these theologies in the translocal space

Request to CLT TR group

In September 2025, CLT asked Anthony Clarke to draw together a group to write a theological paper.

R22 Clarify the relationship between national and regional gender justice hubs

Request to Women's Justice Hubs; Faith and Society Team

There will be a meeting on 9th December for those who are leading on justice issues in our regional associations and Baptist Colleges.

R23 Resourcing Regional Justice Hubs

Request to Associations; Women's Justice Hubs

Some associations have a justice hub with varying degrees of resource whereas other associations prefer to promote justice embedded in their day-to-day work. The resources of each association vary greatly. This needs further discussion with the associations and can be discussed at the meeting about Justice Hubs on 9th December and at the Associations follow up day in January.

R24 Have a women's ministry advisor in each Association

Request to Associations and Ministries Team

This has mostly been achieved. Several associations have assigned this to an in-post female RM, one association has a designated trustee, one has created a new part time role. Some concern has been expressed about the workloads of RMs if there is no additional funding to cover this. Other associations felt that they do this as part of their usual support for ministers. There is also a leaflet put together by some of the female RMs that offers support to female ministers across associations, Ministries Team will make this more generally available. Follow up will be needed to monitor how effective these various methods are.

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

Request to Urban Expression Associations; Churches; Pioneer Roundtable

Most associations have not followed this up; the next step will be for me to contact Urban Expression to find out how they have responded to the request. Some associations would like further information about what is required.

R26 Improve Access funds for Ministerial Training

Request to Ministries Team; Colleges; Associations

This is a significant ongoing issue. Work completed in 2022 demonstrated there is no fund available to fully fund ministerial formation. Ministries Team does not intend to form a further working group to consider fully funded training as requested. Some initial exploration of the possibility of apprenticeship funding looks promising but is currently stalled because of Government rules. Though the Kingdom Bank loans have been offered for a few years, no-one has drawn down funds, suggesting this is not working as a means of funding training. However, the Ministries Team is exploring ways of enabling crowd funding of ministerial students and accepts that information on the costs of

training, the availability of bursaries is not sufficiently transparent. The Team will work with the colleges as part of the work of the Ministry Numbers Working Group.

Colleges also report that the support from different associations varies greatly. Economic disparities across the UK influence churches abilities to support students financially.

Colleges are responding, for example, Luther King College has added information about bursaries to the student handbook and sends the forms to all MiTs at the start of the year. Some specific details about the bursary award process have been raised by colleges which the Ministries Team will look into.

R27 Theology of ministry

Request to CLT TR group

In September 2025, CLT decided that this was not a current priority as it was not felt that work on the theology of ministry was necessary to achieve the more specific requests around helping Baptists Together to understand their collective responsibility for funding as noted under R03. The language of mutual care for ministerial well-being, based on a covenantal understanding of accredited ministry is already embedded in the [CMD handbook](#), pages 1 and 3, in the preface to the [Ministerial Recognition Rules](#), page 2, and forms part of Ministries Team communications generally.

R28 Monitoring data throughout the vocational pathway

Request to Ministries Team; Colleges; Associations

BUGB has begun a review of this and is committed to collecting and monitoring relevant data. Associations will be consulted early in 2026. A new process is expected to be in place by October 2026. Ministries Team has looked at how and when we collect data on ministers, ministerial applicants and ministerial trainees and is reviewing what we ask applicants at the point of application; how we gather, monitor and publish statistics on ministers; and how we can regularly survey a sample of ministers to understand trends for more sensitive data such as disability, caring responsibilities, and remuneration.

Associations have for the most part declined the request to monitor data on the basis this is for the national teams. Ministries Team accepts this principle but long term a joined-up response across Baptists Together is needed particularly with keeping data updated. Ministries Team will consult with associations before rolling out the new data processes and make sure that all data sharing agreements and policies are fully compliant with GDPR.

R29 Access to debt and budgeting advice for MiTs

Request to Colleges and Ministries Team

Students who are enrolled as part of a university's programme will have access to advice and support from the university; this tends to cover students who are doing a degree as part of their training but not those who are doing ministerial formation only. Northern Baptist College tried out a partnership with the local credit union for students to access loans but only one student took up this offer. They presently offer students a named member of staff to speak to about financial issues. For the number of MiTs we have, the Ministries Team do not think a national arrangement with a debt advice provider is justified. Colleges and regional teams can signpost MiTs to local debt advice

providers if they wish, but we would also expect MiTs to be able to access debt advice themselves.

R30 Culturally appropriate information on ministry internships for parents

Request to CYF Roundtable; Isabella Senior

In the first instance, the CYF Roundtable is focusing on the information that is sent to young people and will consider what information to produce for parents as a future step.

R31 Adopt a new approach to developing Baptist resources

Request to Specialist Teams; Colleges; Roundtables

The Specialist Teams intend to develop an evaluative process for BUGB resources.

R32 Ongoing use of 'I am because you are' resource

Request to Ministries Team; Associations; Colleges

The E&D training project is complete. All but six of the accredited ministers who were requested to complete the training did so. National MRC took the decision in February 2025 to remove the accreditation of those ministers who failed to comply. The [I Am Because You Are](#) training remains available on the Baptists Together website. At least some of the colleges ask MiTs to watch IABYA as an introduction to the topic and include further diversity and equality work in their training. Luther King Theological College has made use of Rainbows of Colour Resource led by the inclusion tutor with 2 sessions over the year and actively promotes the use of the Creating Sanctuary resource which they helped devise and can support students to use this resource with their churches.

R33 Call for White Ministers to challenge racism in private and public

Request to All White Ministers

The call was given. 67 ministers have presently [signed the pledge](#) on the Baptists Together website. Should this call be reiterated? The specialist teams will consider what resources can be provided on being an ally, not only with ministers but the wider church family. This may be stories that inspire people to act similarly. Racism was also addressed in the 'I am Because You Are' training – see R32.

Progress has been made by Luther King Theological College on making sure new ministers fully understand marginalised communities and how they can support them. There is a chaplain with the specific role of racial justice and modules and resources (all evidenced) to make sure MiTs thoroughly understand this area.

A difficulty with any request to all ministers is reaching them. BUGB can send out information, but it is a challenge to know how it lands. We are looking at obtaining further analytics from the website to see who downloads what so that we can see if there are things we can improve upon.

R34 Colleges develop a module in intercultural ministry and communication

Request to Colleges and Associations.

Associations like this idea but half of them declined as this being exclusively for colleges to respond to. However, there is a willingness to engage with the module once it is available. Luther King Theological College has done a great deal of work on teaching

and resources relating to intercultural ministry and communication all of which is evidenced. There is an opportunity here for them to share some of the extensive examples they have with the other colleges. This could include adapting some of the materials for ministers' CMD, at which point this request will be more meaningful for associations.

R35 Review of the way in which Newly Accredited Ministers (NAMs) are inducted into the habit of connection and working within a network of support

Request to Colleges and Associations with support from Ministries Team

The principles of CMD, including the habit of connection, were embedded within the NAM's programme documents in 2021. Since then, around 150 accredited ministers have undergone mentor training led by the Ministries Team and this training continues. This training emphasises the fact that mentoring during the NAM probationary period is only the beginning of the practice of the third CMD habit – accountability, which will include pastoral supervision, spiritual direction, coaching, etc. Additionally, Ministries Team set up in mid-2024 a list of trained people offering pastoral supervision, spiritual direction and coaching to Baptist ministers. These accompaniers are either themselves Baptist ministers or embedded in a Baptist context in other ways. The Ministries Team continues to promote pastoral supervision especially, offering a subsidised bespoke training course in 2023/24, encouraging the creation of an accompaniment core group to think about strategy, and facilitating a pilot 'pastoral supervision taster day' in September 2025 with a view to a wider roll out.

Regents Park College has updated the year 3 module that looks at ministry beyond college to make it more explicit regarding the support networks for NAMs and adapted paperwork for end of year interviews to explicitly include this. NAMs are now invited back to college earlier in the first year than was the case. RMs from CBA and SCBA are invited to meetings to discuss NAM support.

Luther King Theological College (all evidenced) has considered the support available for NAMs as they learn how to minister as unique individuals within a network of relationships as college support decreases, who may need support in challenging stereotypes they encounter as women or because they are ministering at the intersection of more than one identity. Many women NAMs minister in churches with limited resources impacting upon opportunities for connection.

R36 Theology of bi-vocational ministry

Request to CLT TR group

In September 2025, CLT did not feel that a piece of theological reflection on bi-vocational ministry is currently a priority. Instead, they suggested we need some guidance that encourages churches to consider how to call and embrace part-time and bi-vocational ministers. Ministries Team is already working with other partners to develop this. Any guidance will need to have input from female as well as male bi-vocational ministers.

R37 Amend policy on disputes

Request to Ministries Team

With respect to those complained about, Ministries Team is content with the support that is put in place during investigations into conduct and safeguarding concerns.

Anyone who is a subject of a complaint can bring a companion of their choice provided it is not a legal representative. They are encouraged to work with the RM to find suitable pastoral support. So, a panel of advocates would not be in keeping with the principle of peers judging peers. However, Ministries Team will consider what its duty of care should be to complainants, which will vary according to who they are.

R38 Occupational health service for Ministers

Request to ministries Team; Specialist Team Leaders; Associations

Expectations have been raised following this request, but BUGB is not able to provide the requested occupational health service to which ministers can self-refer. However, Ministries Team, working with HR will aim to promote the possibilities offered by occupational health support and signpost trusted providers. One association explored working with Parish Nursing, but this is not a feasible option across BUGB.

R39 Training resource on responding well to the menopause

Request to ministries to commission; implemented by Colleges, Associations, Specialist Team Leaders

Ministries Team will facilitate and coordinate the creation of resources that support ministers experiencing menopause and churches served by menopausal ministers. Work is expected to start in autumn 2025. This resource will be available in 2026.

R40 More opportunities for collaborative and flexible ministry

Request to Ministries Team, Association

This has stalled, there is a lack of clarity who should take ownership of this, and discussion is needed across Baptists Together. There are some examples of good practice dotted throughout Baptists Together as well as some examples of what the challenges have been and there is a clear benefit from sharing ideas on ways to support this. The next step is therefore to discuss this at the PV Associations' update day.

R41 Role Models

Request to Local Churches, Associations, Colleges, Key Roles Nomination Group

All Associations are committed to making sure that there is a diversity of representation in public spaces and creating as many opportunities as possible for under-represented groups and individuals to be given a platform for leadership at association events. Several associations are taking positive action to arrange for women ministers to speak at churches who have not experienced women in ministry and are encouraging those churches to consider inviting a woman to preach. In one church this has resulted in them becoming open to applications from women as they sought a new minister. Associations have taken action to diversify trustee boards through new appointments and co-options. However, active positive discrimination has yielded mixed results. Many women are approached, e.g. to be a cluster minister but few agree, this is where initiatives such as Magnify You might help. There is also a danger of women ministers, especially those with intersecting marginal identities, being asked to do too much. Regents Park, Luther King and St Hild's college all have women well represented among the regular lecturers then make sure that greater diversity is reflected when inviting guest speakers.

R42 Intentional support in women's discernment

Request to Associations; Ministries Team, Admins of Facebook groups

There has been a varied response to this request with some associations being keen to offer women only discernment events and others preferring to support women through either non gendered events or one to one mentoring. Several associations have held events with two associations hosting events which were each attended by over 100 women. The [Introduction to Accredited Baptist Ministry](#) resource on the Baptists Together website for people exploring a call to ministry reflect the diversity of Baptists Together.

R43 Moderation of the translocal space

Request to Associations; Colleges; Baptist Union Council; Core Leadership Team

There is no clear ownership of who will progress this very broad request. Does this request need to be discussed at RMTLs?

R44 A theology of disability that enables local churches, Colleges, and Associations to reflect upon their practice

Request to CLT TR group

In September 2025, CLT concluded that there is already a wealth of resources compiled by the Baptist Union Disability Justice Group. This includes the booklet [Talking about Disability, Church and Faith](#) which is an ideal starting point for churches reflecting on a theology of disability; [discussion resources](#) for churches; materials on [related issues](#); material on [practical tips](#); and [video resources for churches](#). These are all accessed off the [Disability Justice Issues](#) page on the Baptists Together website. This page could do with being better signposted.

R45 Ministry to the Deaf community is pioneer ministry

Request to Associations

There is much hope that this can be responded to positively, but it is proving very difficult. Although almost half of the associations accepted this as a principle, the practicalities cannot easily be addressed. The associations declining the request did so because they felt they did not have the resources (financial or expertise) to action this. Several associations expressed an openness to discussing this further and taking this forward when the capacity allows and one association has been trying to identify someone who could potentially take this forward. One association responded that they would rather look at all disabilities than just one.

Luther King Theological College supports deaf MiTs but has found it difficult to find suitable placements and to then settle the students upon graduation. One former student is settled in a pioneering deaf church but one has not yet found a church two years after graduating.

R46 Good practice in inclusive communication for those with additional needs

Request to Faith and Society Team

The team aims to provide subtitles wherever possible and include signing on Assembly recordings. Deaf awareness guidelines are given to Council contributors. Mike Lowe has worked with Susan Myatt to deliver Deaf awareness training to MiTs at Luther King Theological College and is working on a research project with Ruth Wilde to listen to the

experiences of those living with disabilities. This will then provide guidelines, best practice, and requests for change for our organisations to consider.

R47 Develop additional policies

Request to Ministries Team; STLs

Specialists Teams continue to work on several model policies and guidance documents, as time allows. Some are those mentioned in the Project Violet request, others are not.

Policies explicitly requested:

- Paternity is covered in [L08 Employment](#) for employed staff and the [recommended terms of appointment](#) for ministers.
- Menopause policy and training expected in 2026
- [Anti-harassment and bullying](#) guidance
- Supporting Ministers with caring responsibilities will be considered by Ministries Team but no date is yet set for this.
- Grievance policy for ministers regarding their churches will be considered by Ministries Team but no date is yet set for this.

R48 Developing slow wisdom in the local church meeting

Request to Ruth Moriarty

Slow Wisdom has been well promoted, and [the resources](#) remain available on the Baptists Together website. Some churches and associations have hosted a session with Ruth Moriarty.

R49 Amend safeguarding guidance and training to address unwanted touching and prayers for those with a disability

Request to HR and Safeguarding Team

Ministries Team is developing new pastoral boundary training, starting with a short video resource to be launched in early 2026. This will be followed up by a longer training resource to be completed in groups, and revised documents on best pastoral practice.

R50 Maintain an openness to ecumenical learning

BU Council

The request specified that we invite both women and men as ecumenical observers to BU Council and that they have a means of feeding back the things they are noticing. The Baptist Union has invited two ecumenical members (rather than observers) for a three-year term to Council since 2002/3. Ecumenical representatives are appointed by the sending denominations rather than by BUGB therefore we do not have control over the sex of those appointed. We do ask them to consider diversity in their appointment, but we don't enforce this. One of the first ecumenical representatives was a woman (Carole Cull, from the Church of England). But there has not been a woman ecumenical representative since then. Currently we have representatives from the United Reformed Church and the Redeemed Christian Church of God.

R51 Local churches make their position on women's ministry known

Request to Local Churches

This is part of the [settlement guidance](#) which churches in settlement should go through with RM. The settlement process was changed in 2024 so that the RM now has to sign off church profiles. They would be aware of the church's position and can make sure it is stated.

R52 Make training on EDI available for deacons and trustees

Request to Local Churches

Resources such as IABYA are available on Baptists Together website for churches that seek them. Initial communication to ministers and the material itself was explicit in being suitable for churches, even though it was aimed firstly at ministers.

R53 Make opportunities to listen to new voices

Request to local churches

As far I am aware, there is no mechanism for establishing whether churches have responded or not to this request. I would like to gather some examples of churches who have responded to this request to put online to inspire other churches.

R54 Future of Centenary Development Enabler role

Request to Baptist Trustees; STL

This role has been succeeded by a two-year half-time role with a focus on practical responses to the requests made by Project Violet. Long term support for women in ministry as part of the wider justice issues will need reflection by Baptists Together.

R55 Improve accompaniment of women Ministers

Request to Ministries Team; Associations

Ministries Team is aware of Jane Day's research on accompaniment for women ministers and looks forward to engaging with it once Jane is ready to share it.

R56 Use resources that reflect the diversity of Baptist life

Request to local Churches, Associations, Colleges, Faith and Society Team

This request has been responded to positively across Baptists Together with existing good practice being built on. One barrier to doing this is when local churches or associations do not have the full variety of diversity to depict so the next step will be to look into creating a bank of resources that Baptists Together can use.

R57 Call for a season of lament in response to the findings of Project Violet

Request to Baptist Union Council for October 2024, Assembly Planning Group 2025

Lament was included in Council October 2024 and at Assembly 2025. The call went out to churches with [resources on the Baptists Together website](#). It would help if we had a means of knowing who engaged with this and how helpful they found it – as indeed is the case for many other Baptist resources.

Samantha Bowring
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