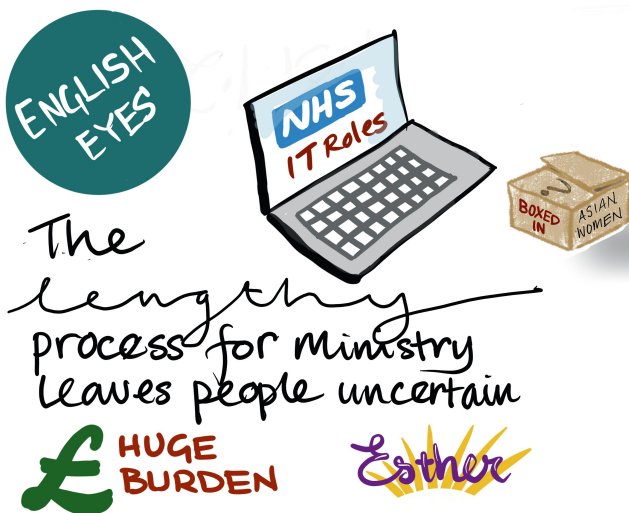
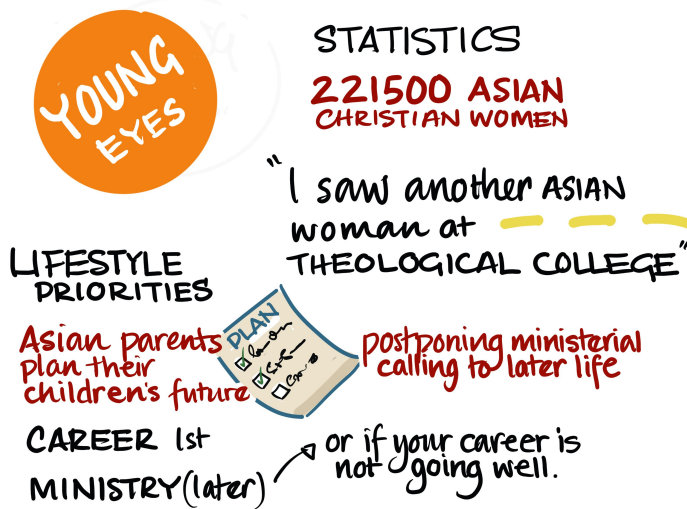
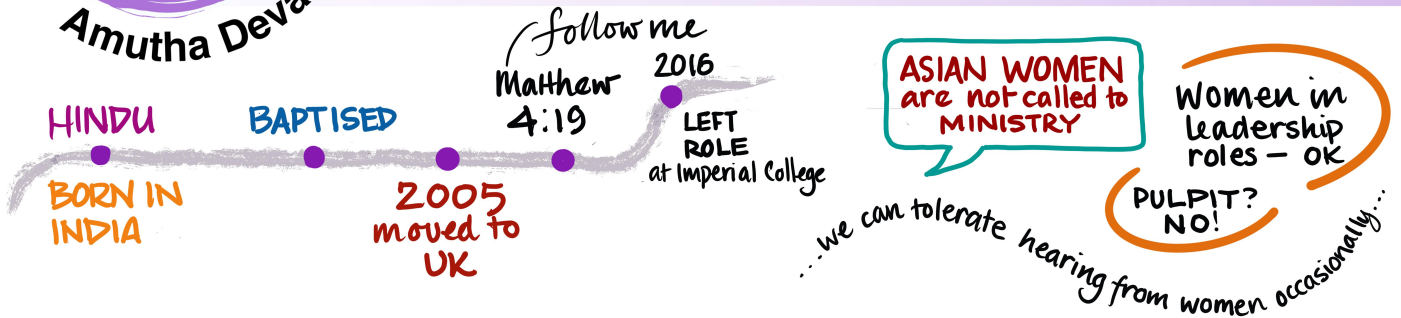




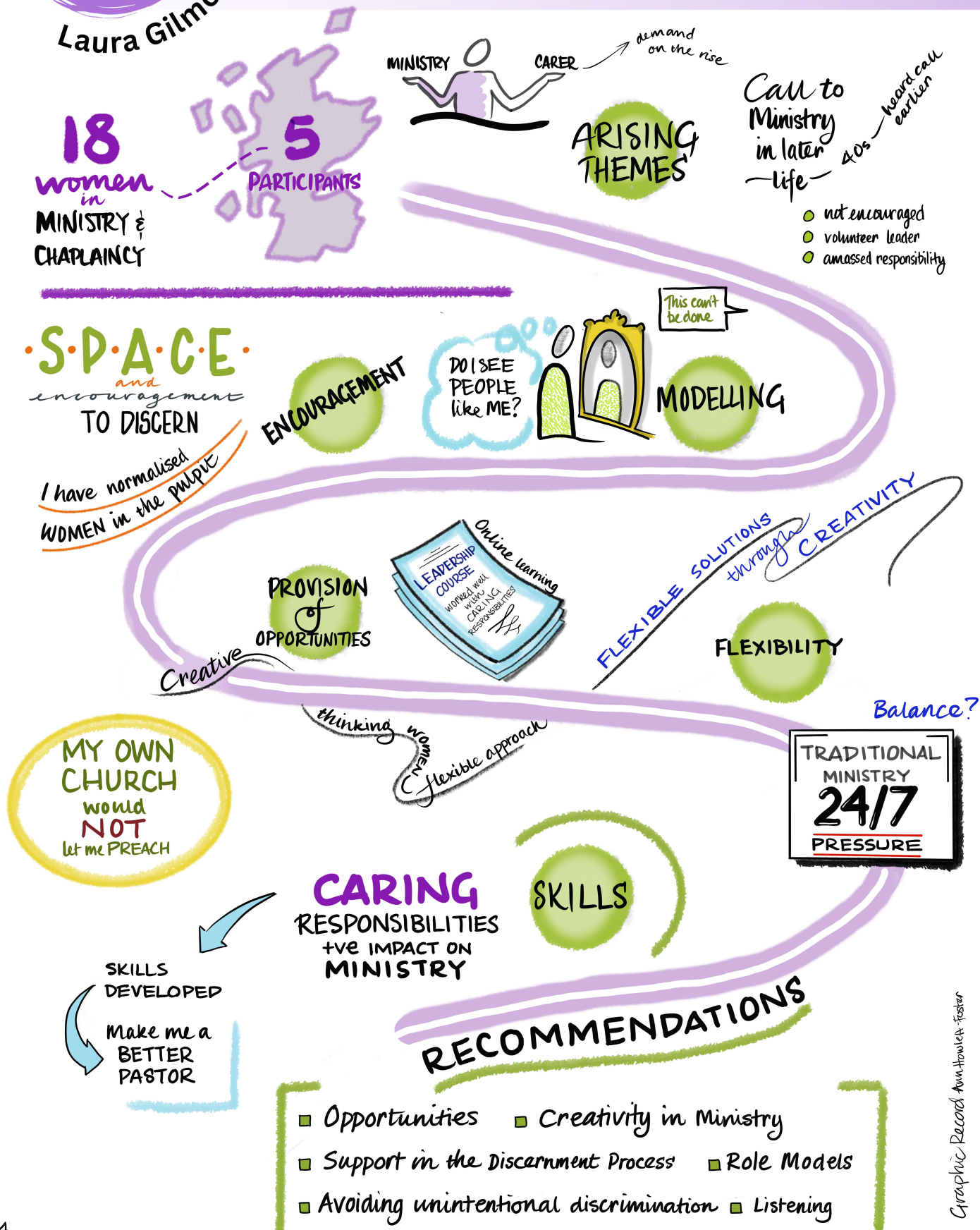
Understanding the journey to Ministry for Asian Women



CONCLUSION

- CHANCE to reflect on own MINISTRY
- Lack of ENCOURAGEMENT from other communities
- PRIORITIES & PREJUDICES brought out into the **LIGHT**
- SELF MOTIVATION & **FEAR** NEED TO BE ADDRESSED IN LEADERSHIP WORKSHOPS

How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?



Experiences of accredited ordained Baptist women ministers leaving, seconded or on long-term sabbatical within the Baptist Union



Women have
put their
TRUST
in their stories being
RETOLD

Tell my own
story to trusted
individuals.

...for some, this is no longer a safe setting



not the same
WORK PACKAGE
as MEN

NOT EMPLOYED
= **NOT PROTECTED**

IN COLLEGE
If you want to
CONTINUE
CHANGE

**WHO DO I
TURN TO?**



Did you write
this sermon
yourself?

**WHO IS COOKING YOUR
HUSBAND'S DINNER
WHILE YOU ARE AT
CHURCH?**

I am glad you are
wearing white

might be able
to see you

REASONS for moving on

Comments on
▲ skin colour
▲ culture
▲ hairstyle
▲ gender
▲ race
MICRO AGGRESSION

**GIVEN
CLEAR TEACHING**
some people are
MORE ACCEPTING

WHAT would have made a DIFFERENCE?

RECOGNISING
CULTURAL DIFFERENCE
BAPTISTS not forerunners

PROVIDING
Continual development
about cultural nuance

**ACCEPTING
WOMEN
of Colour**

- do not have to become
CULTURALLY WHITE
to be ACCEPTED
- included in decision
making process

or feel they
have to
SURVIVE
BAPTIST
STRUCTURES

ENCOURAGEMENT

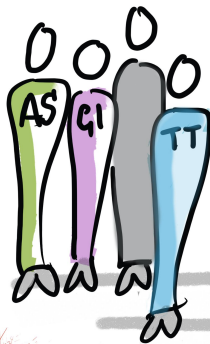
Women do not want to be moulded into mini men



Understanding the Financial Barriers to training and accreditation for women whose calling is recognised



Q1
What role did finance play in your decision?



Q2
Were there any other hurdles or challenges B4 training?

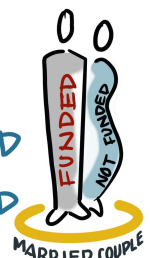
MY CALLING was sometimes INCONVENIENT

I won't VOTE for you



EXCITEMENT & RIGOUR
REPLACED BY
FINANCIAL WORRIES

CALLING AFFIRMED but not FUNDED



• R • E • Q • U • E • S • T • S •

- COULD CHURCHES DONATE FUNDING?
- ESTABLISH FUNDING COLLABORATIONS
- CREATE A DATABASE of CANDIDATES who need SUPPORT.
- RE-EDUCATE CHURCHES about the DOCTRINE of CHRISTIAN ETHICS
- STATS showing % AFRO-CARIBBEAN & ASIAN WOMEN who STRUGGLE with FEES



A brief critical analysis of the Baptists Together equality and diversity training resource 'I Am Because You Are'

EPHESIANS 5
All that GOD
created them
to be.

I AM
because
YOU
ARE

EQUALITY ACT
2010

We have been
S.L.O.W.E.R
than others

humanity of others while complying with legislation

LIBERTY
freedom
JUSTICE
Righteousness
for all

from
COMFORTABLE
complacency
ACTIVE
PARTICIPATION



Equality &
Diversity training
Mandatory

RESOURCES
URC
METHODIST EDI

THE
COURSE

6 VIDEOS

- An introduction to
- EQUALITY
 - DIVERSITY
 - INCLUSION *

This is the beginning
and will need BENCHMARKING

Working with others
Considering themes together



FACE to FACE
VIRTUAL
Local Trust Groups

SAFE
LISTENING
spaces

BEHAVIOURS & ATTITUDES
go beyond human LAWS

BAPTISTS TOGETHER website
omitted the word INCLUSION

LANGUAGE
matters...

It EVOKES
emotions
memories
& influences
the way we

- LIVE
- FEEL
- THINK

UBUNTU
ENGAGE to
LEARN and
we will be ENRICHED

CONCLUSION

We need
GRACE
MERCY
POWER of GOD
to live in PEACE
with one another

THE COURSE HAS
IGNITED
DISCUSSION

Reflections on Developing a London Baptists Women's Justice Hub

LANGUAGE
GENDER
WOMAN

We listened to what was happening



KEY CHANGES IN MINISTERIAL RULE

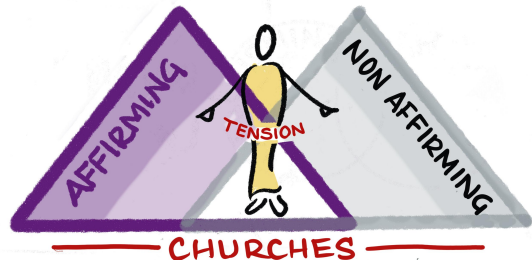
Including those relating to same sex marriage



a **RISE** in the language of **COMPLIMENTARIANISM**

EQUAL WORTH
manifests itself in
UNEQUAL ROLES

PATRIARCHY
- ongoing issue -



LANGUAGE

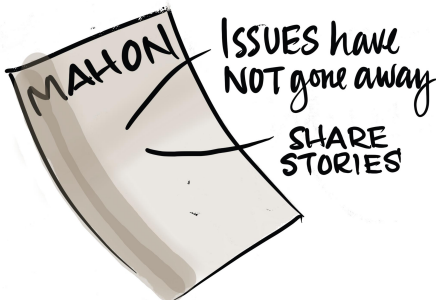
GENDER: meaning & assumptions

COMPLIMENTARIANISM
Theological thinking

NATIONAL / REGIONAL HUBS
Clarification of relationship

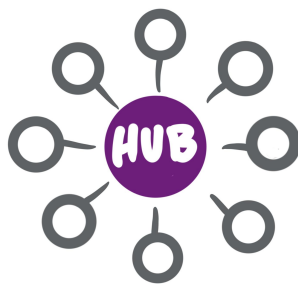
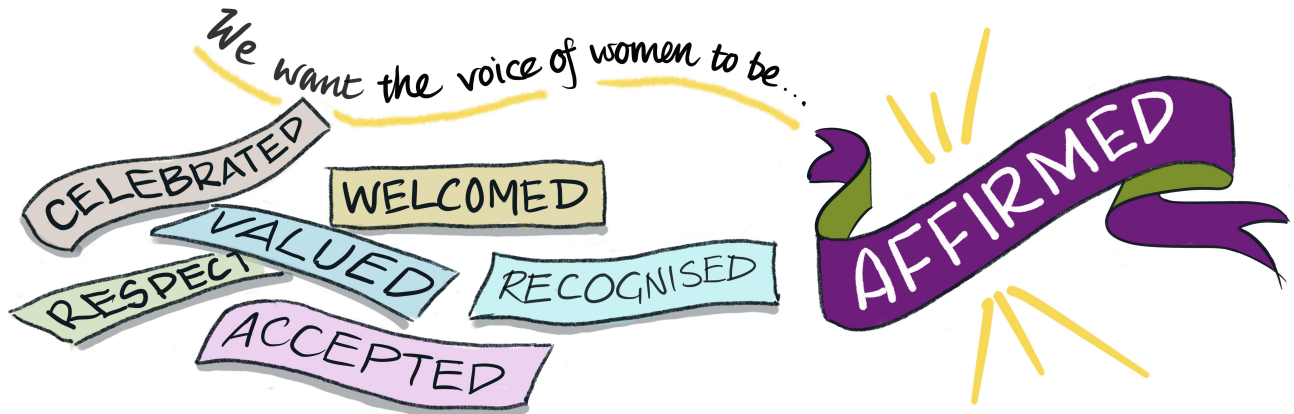
RESOURCING
A budget for Justice

WHAT NEXT?
WOMEN LEADERS
gather &
SHARE
STORIES





What does affirming women leaders in our association look like?

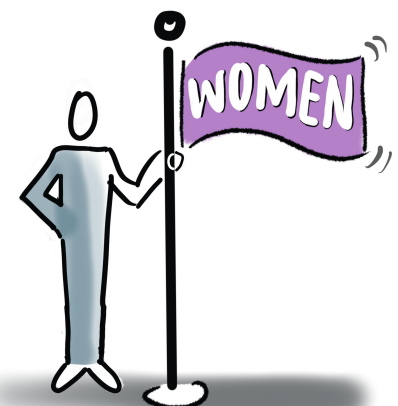


Who sets the
CULTURE?

A Lack of
SELF AWARENESS
in some who are
DOMINANT

Who are the
INFLUENCERS?

SAFE
to be
VULNERABLE



SUGGESTIONS

- Training in GROUP FACILITATION
- Modelling LEARNING (as opposed to knowing)
- FACTS & FIGURES on women in ministry
- PURPOSE of CLUSTERS explored

INTENTIONAL LEADERSHIP DEVELOPMENT

Intentional about
APPROACH

12 MEN
5 soon to
RETIRE

13
REGIONAL MINISTER
TEAM LEADERS



We CHOSE to LISTEN
to **13** women
to understand their needs

as a result of
MAGNIFYYOU

women's stories
have been shared

opportunities to
■ observe
■ shadow

GUEST SPEAKERS



enabling
■ HURTS to rise
■ HEALING to occur

Intentional about
INVITATION

We want to
INTENTIONALLY
DISCIPLE
—and—
INSPIRE
ordained women



THIS HAS IMPACTED
13 WOMEN

and is a
SPRINGBOARD
for CHANGE

Marital Status and Ministry



POSSIBLE ACTIONS

REGIONAL

Talk to churches in vacancy:
STIPENDS - HOUSING - TERMS

Act as Advocate

Intervene if cluster
does not feel safe

NATIONAL

Update
SETTLEMENT
guidance

EVERYONE

Address unhelpful language & assumptions
Research STIPENDS & conditions

COLLEGES

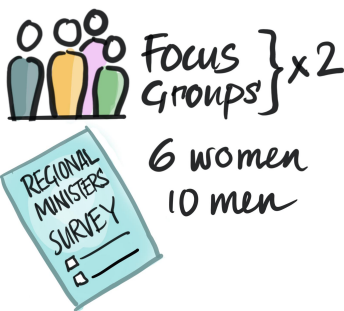
Discussion on SINGLENESS,
DIVORCE, MARRIAGE

TRAIN those with
PASTORAL RESPONSIBILITY



Ministering through the Menopause

TRANSITIONAL *stage of life*



WOMEN
are made in
GOD's IMAGE



WOMEN
are an important
part of the
WORKFORCE

Focus group women
did not want to fuel the
"They are **NOT**
up to
the **JOB**"
fine

it could be
- **LIBERATING** -
- **ENPOWERING** -
- **VALIDATING** -
for women to
observe the
increased visibility of
ORDINARY WOMEN
going through
TRANSITION

✓ Adapting
✓ Managing
✓ Surviving
✓ Thriving
Pregnancy
Maternity
Menopause }

**SAFE
SPACES**

Lack of
**CLEAR
PATH**



**PRIESTHOOD of
ALL BELIEVERS**
- enable all to -
flourish & grow

WE NEED:

- ☑ Clear guidance
- ☑ Training
- ☑ More theological reflection

**SHARE
STORIES**
**FACILITATE
LISTENING**

**We can
do this!**



Being a Millennial Leader in trans-local leadership

Tiger Excitement
IDEAS!
HAYLEY
TO BE
TAMED



DYNAMIC
VISIONARY
MALE
COLLEAGUES
BOSSY
UNCOOPERATIVE

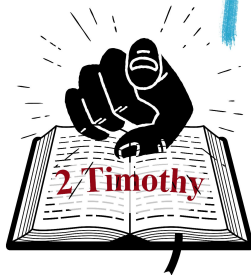
VICE PRESIDENT
— PRESIDENT
This is a time to
REFLECT

"Emerging"
LEADER
YOUNG
at 30!!?



I am exhausted ...

... being in a space that is shaped for those older than you.



Individual Church
No consequences
who do I complain to?

about **AGE** &
GENDER ALONE
not **THEOLOGY**

... **HURT**
ABUSED
DISCREDITED

**SOCIAL
MEDIA**

People are very
CONFIDENT
that their public
comments will not
be CHALLENGED

I was brought up
and shaped by a
different **WORLD VIEW**

WOMEN HAVE **SMASHED**
THE GLASS CEILING

BUT ARE NOW WALKING IN A
LABYRINTH OF **BROKEN GLASS**

Make ministers—
start sweeping up
the **GLASS**

I am still here and I have challenged

CHANGE
the narrative
around
YOUNG LEADERS

MINISTERIAL
RECOGNITION
RULES: **WHAT**
WILL HAPPEN IF

NOTICE
when women
are not in the
ROOM

STOP HIDING
behind **AUTONOMY** and
using **SCRIPTURE** to
HURT

NATIONALISE & **STANDARDISE**
PAY & **BENEFITS**

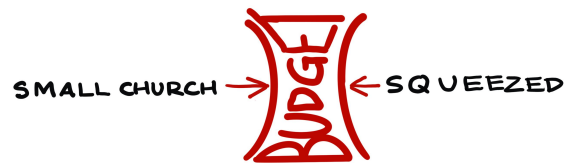




Is it easier for a female Baptist minister to flourish as a chaplain in the NHS than in local Baptist churches and trans-local Baptist life?

BAPTIST MINISTRY **20%**
women
 HEALTHCARE CHAPLAINCY **40%**

ACCESS to FUNDING
- women are shortchanged

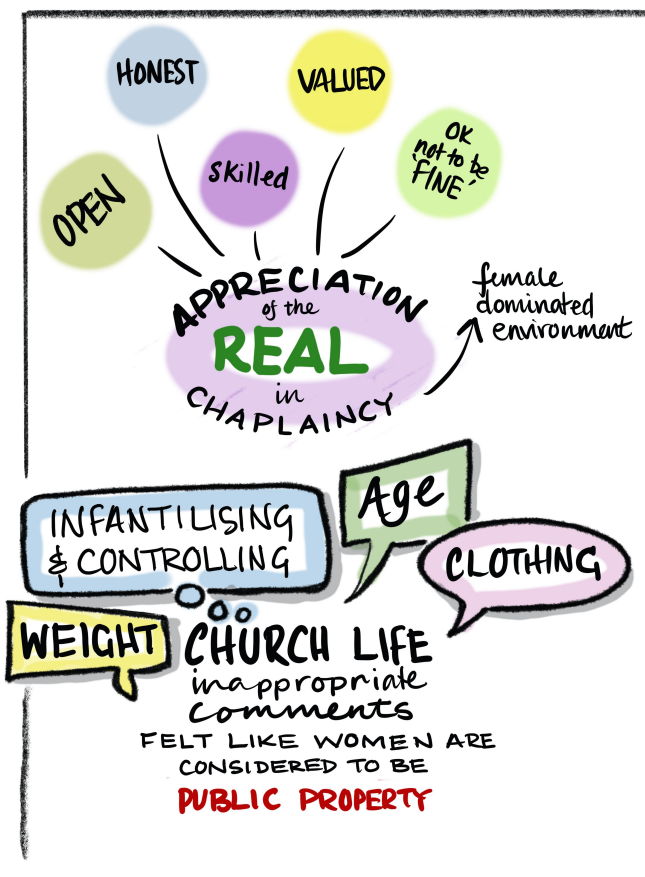


on this occas
A WOMAN
 will do...
 maybe give
 a talk...



LESSONS for our BAPTIST FAMILY

- **Funding for** *women who are not funded. initial training & CMD sabbaticals*
- **Training** *exploring the barriers for women*
- **Recognition** *of the place of Chaplaincy*
- **Updated theology** *of Chaplaincy*



Women find places of
ENCOURAGEMENT
and
flourishing

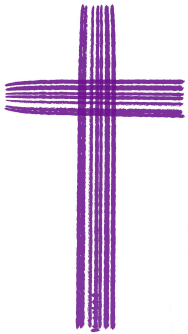
WE ARE CALLED BY GOD
 like it or lump it
 WE ARE HERE TO STAY



Women's Experience of Pioneering Contexts

Alexandra Ellish & Carmel Murphy Elliott

NURTURED



Women who **CREW UP** in church

+ve

- Nurtured
- Encouraged
- Opportunities

Women's roles...
PRAYER · PASTORAL CARE

Women who came to **CHRIST** as adults

- CARED FOR loved back to LIFE



NO ROLE MODELS to challenge the STATUS QUO

CHANGE?

limited opportunities
LEADERSHIP
not encouraged...

LEADERSHIP BUBBLING UP!

DISILLUSIONED



ARE YOU A MAN IN A SKIRT?

I feel like an **INTERLOPER**
THEY DON'T KNOW HOW TO SPEAK TO A WOMAN



PAY

WHAT IS YOUR HUSBAND'S SALARY?

Will you do it for FREE?

PASTOR? COMMUNITY WORKER?

PLACED IN LESS WELL OFF CHURCHES (hidden?)

Other women can oppress women in MINISTRY



TO HOME and family

WELCOMING
-SAFE-

We are SEEN here

you can't be what you can't see

Women seen as **EQUALS**

Not expected to
• explain
• justify

Freedom to make **MISTAKES**

flourishing

A place to **Breathe**
Be ME - my calling
Supported... as equals

RECOMMENDATIONS

Congregations

- Share women's stories
- Challenge inherited norms
- Increase visibility of women leaders
- Advocate for women

Regional Ministries

One team post reserved for a female candidate.

UNION

'Dean of women' to...
Support, Advocate
Encourage, Advise
Facilitate,
Come alongside

Enabling women to prepare for ministerial training so they can engage and flourish as Ministers in Training

PATTERNS
emerge

GOD
WILL PROVIDE

FINANCE

“PRE-1993”
MY FINANCIAL SITUATION WAS
for my entire studies
I RELIED ON OVERDRAFTS
additional loans
I USE THE FOODBANK
UNSUPPORTED

COLLEGE
could have been more
HONEST about
POTHOLES

FINANCE SEMINAR

at this point
they have
already moved
into a MANSE

Students focussed
on “GETTING IN”

They don't see
the link to
finances

CREDIT CHECKS
STOPPED
in 2013/14

BRING
IT BACK

I am always
having to
find money



I wish I had known
STUDENT LOANS
do not cover
ministerial
formation costs

“YOUR TRAINING
IS NOT OUR
RESPONSIBILITY”
(Home church)

10p
a mile!?

my first year
placement was
NON STIPEND
my family had no
INCOME

TIME &
FAMILY

HELPFUL
SUPPORT

to make
family time
a priority

stipend survive although bursary back home only always this
church money was how apply find cover support
because full tight finance loan mile fund god just off
work out our wife able mean wish need will think child first travel
know some also part mean wish need will think child first travel
difficulty take after use come none help into but use grant expenditure especially much not from
own didn't but use grant expenditure especially much not from
train very feel saving income financial financially even cost
family than expect make job difficult time struggle
limit start year with enough there live placement then
through student pay



OBSERVATIONS & ACTIONS

▷ CONSIDERABLE PAIN & DISTRESS

▷ THE THEOLOGY OF PROVISION

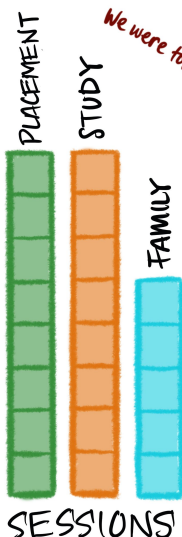
▷ FINANCE SESSIONS COULD BE IMPROVED

▷ REVIEW of ADMIN, FINANCE & INTERVIEW DAY

▷ COLLEGES TO SHARE PRACTICES

▷ CREATE ACCESSIBLE THEOLOGY of PROVISION

> CONTINUE ANALYSIS of DATA
from 114 RESPONDENTS



We were told self care was an issue

Take your
REST DAY

BUT NO REAL
“HOW TO”
an issue

HELPED ME SET
EXPECTATIONS
of my
PLACEMENT

Deadlines
stayed the
same...
NO SUPPORT



UTTERLEY
OVERWHELMED

Barriers to Church Ministry for Deaf Women

- I was a member of a -
HEARING CHURCH
NO INTERPRETER

Personal Reflection

SIGNS OF WORSHIP GROUP

collective commitment to improve communication

INVITATION TO A DEAF CHURCH

VIBRANT, BUSTLING ACTIVITY
DEAF MINISTER [CofE]

FELT GOD'S CALL TO MINISTRY...

CofE has resources
BAPTIST UNION - NONE

THEOLOGY EXPLAINED in BSL

RELUCTANTLY APPLIED FOR BAPTIST MINISTRY

VERY TORN

I felt **LOST & OVERWHELMED**

THIS IS WHO I AM
I DO NOT NEED HEALING

College language & Jargon very difficult

NOTHING WAS FROM A DEAF PERSPECTIVE

MY STUDIES TOOK ME TWICE AS LONG

Most resources rely on SOUND & SPEECH

It's very rare to have meaningful conversations with others

I SET UP a **DEAF CHURCH**

it sustained me

CLEAR SIGHT UNINTERRUPTED

Emerging **BARRIERS & STRATEGIES** from the report

Communication Barriers

LIMITED LEADERSHIP OPPORTUNITIES

Social Isolation & Stigmatisation

Access to worship spaces & services

Misconceptions and Stereotypes

Lack of Role Models and Representation

Unawareness of NEEDS

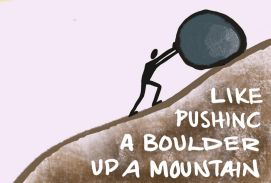
LIMITED ACCESS to INFORMATION

INADEQUATE THEOLOGICAL EDUCATION

Cultural and Religious Norms

Deaf **BRIDGE** Hearing

I need to CHALLENGE & EDUCATE people to make the CHURCH more inclusive



LIKE PUSHING A BOULDER UP A MOUNTAIN

HEARING CHURCHES **DEAF AWARE?**

I look forward to the day when we have

- MORE SIGN LANGUAGE
- MORE DEAF MINISTERS
- MORE ROLE MODELS



WE WOULD APPRECIATE YOUR PRAYERS

Graphic Record Ann Howlett-Foster



Receptive Space

Themes from an ecumenical workshop

What can Baptists learn from the experience of women ministering in other denominations and traditions?

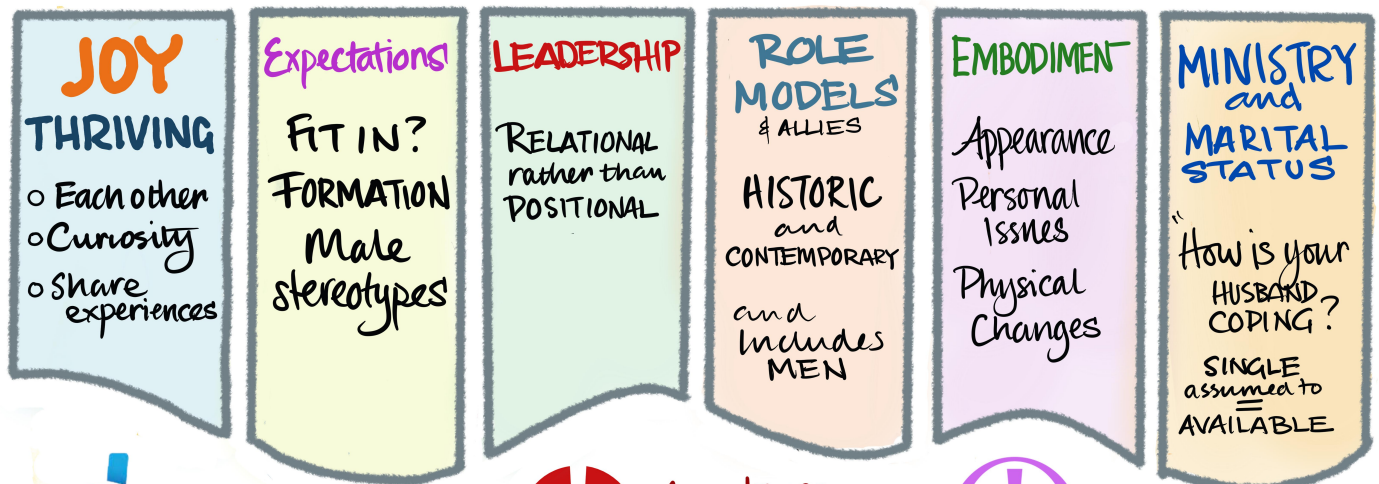
SEEKING
to
UNDERSTAND
the
OBSTACLES
WOMEN MINISTERS
FACE



16 WOMEN

1
woman of
colour

Meet
OTHER WOMEN
to
■ COMPARE
■ RECEIVE



Mutual
Support



Acceptance
of WOMEN
& INCLUSIVITY



Dean of women's
ministry

Collaborative
decision
making



Ecumenical Gifts for Baptists to receive

Majority of Ministers
are WOMEN
Expect opportunities



Enabled to
live out
VOCATION as
DISCIPLES



Requests for CHANGE

Remain open to
ecumenical learning

EDI training cascaded

CONGREGATIONS REVIEW

& PUBLICISE
their position on
WOMEN in MINISTRY

OPPORTUNITIES
to TRY

MALE MINISTER
allies

WHITE MINISTER
allies