

# Appendix 4A: Responses from Associations

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## 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

<b>Name of College</b>	<b>Central Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	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

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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

<b>Name of College</b>	<b>Eastern Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	<ul style="list-style-type: none"> <li>- Two Zoom meetings and one Face-to-face meeting with ministers and church members from across the Association over the summer.</li> <li>- One dedicated team meeting on 14th August as well as a number of shorter conversations in regular meetings from May-August.</li> <li>- Special Trustees’ Meeting on 3rd September</li> <li>- Affirmed and endorsed at Trustees’ Meeting on 23rd September</li> <li>- Part of our AGM conversation with representatives from churches across the Association.</li> </ul>

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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		

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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

<b>Name of College</b>	<b>East Midland Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	<p>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.</p> <p>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.</p>

<b>REQUEST for change</b>	
<i>Detail of request</i>	<i>EMBA comment and action</i>
<b>Ro4 - Intentional leadership development for Ministers</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul>	<p>Our most recent RM appointment included the specific responsibility of developing leaders.</p> <p>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.</p>
<b>Ro5 - Training in advocacy on behalf of Ministers and MiTs receiving unequal treatment</b>	
<ul style="list-style-type: none"> <li>• RMs to be confident in how to advocate when witnessing or being given evidence of sexist, racist, or ableist language, behaviour, or treatment.</li> <li>• Associations make this training an induction requirement for all new Regional Ministers</li> </ul>	<p>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.</p> <p>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.</p>
<b>Ro6 - Regional Ministers proactively discuss terms and conditions during settlement process</b>	
<ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> </ul>	<p>This is current EMBA practice (where churches are willing to engage). We would always advocate equal pay.</p> <p>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.</p> <p>EMBA does have difficulty in finding moderators but will continue to strive for appropriate gender balance.</p>

<ul style="list-style-type: none"> <li>• Associations are asked to look at the diversity of their Moderators to help stimulate discussion of this issue</li> </ul>	
<b>R09 - Ensure Ministers' groups are constructive and inclusive spaces</b>	
<ul style="list-style-type: none"> <li>• Regional Ministers ensure that Ministers' groups are competently facilitated offering training where necessary</li> <li>• Regional Ministers ensure that someone attending each group is confident in advocacy and allyship</li> <li>• Training of facilitators across more than one Association could helpfully cross-pollinate good practice</li> </ul>	<p>Where such groups are facilitated by the Association we will seek to ensure that they are constructive and inclusive spaces.</p> <p>Where such groups are facilitated independently of the Association we will seek to have influence through our relationships with them.</p>
<b>R11 - Standardise terms and conditions for Regional Ministers</b>	
<ul style="list-style-type: none"> <li>• 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)</li> </ul>	<p>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.</p>
<b>R15 - Training in governance</b>	
<ul style="list-style-type: none"> <li>• 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</li> <li>• Associations are asked to ensure that new Regional Ministers and all Moderators appointed to churches in a vacancy complete this course</li> </ul>	<p>We accept and agree to this principle.</p> <p>EMBA already provide a day for NAMs covering governance issues.</p> <p>Could the colleges consider including governance training as part of their formation?</p>
<b>R17 - Access fund for translocal life and learning</b>	
<ul style="list-style-type: none"> <li>• 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</li> </ul>	<p>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.</p>



<b>R23 - Resourcing Regional Justice Hubs</b>	
<ul style="list-style-type: none"> <li>• Identify a Regional Minister with oversight of justice in each Association.</li> <li>• Associations to consider a budget for justice within their Association.</li> </ul>	<p>We consider it the role of the whole Regional Team and Board of Directors to have oversight of justice issues within our Association.</p>
<b>R24 - Have a women's ministry advisor in each Association</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul>	<p>We have always and will continue to support the recruitment, retention and thriving of women in EMBA.</p> <p>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.</p> <p>This role will be included in the next appointment of an EMBA Regional Minister.</p>
<b>R25 - Promote mutual learning between Urban Expression and Regional Ministers and local churches</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul>	<p>EMBA are happy to have a conversation and will wait for Urban Expression to make contact.</p>
<b>R26 - Improve access to funds for ministerial training</b>	
<p>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.'</p>	
<ul style="list-style-type: none"> <li>• 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</li> </ul>	<p>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.</p> <p>We agree that this is a matter that needs to be revisited by our wider Baptist Family.</p>

<b>R28 - Monitoring data throughout the vocational pathway</b>	
<ul style="list-style-type: none"> <li>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</li> </ul>	EMBA are supportive of this request, but recognise it will need instigating and facilitating at a national level.
<b>R32 - Ongoing use of 'I am because you are' resource</b>	
<ul style="list-style-type: none"> <li>'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.</li> <li>Associations were asked to create opportunities for ministers to engage.</li> </ul>	<p>Already a requirement for Accredited Baptist Ministers.</p> <p>As requested, EMBA created several opportunities for EMBA ministers to engage with the resource.</p>
<b>R34 - Colleges develop a module in intercultural ministry and communication</b>	
<ul style="list-style-type: none"> <li>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.</li> </ul>	EMBA agree to this in principle, but await further detail from Ministries Team/Colleges.
<b>R35 - Review of the way in which NAMs are inducted into the habit of connection</b>	
<p>Associations are requested to commission a review of their current practice that addresses:</p> <ul style="list-style-type: none"> <li>How NAMs are inducted into the habit of connection described in the Continuing Ministerial Development Handbook</li> </ul>	<p>EMBA will take the recommendations from Project Violet into consideration as it continually reviews its NAMs processes.</p> <p>Any significant changes would have to be agreed by the Ministries Team.</p>

<ul style="list-style-type: none"> <li>• The support available for NAMs in learning how to minister within a network of relationships as the more immediate support of the College decreases</li> <li>• 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)</li> <li>• 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</li> </ul>	
<b>R38 - Occupational health service for Ministers</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul>	EMBA support this request and await information from Ministries Team.
<b>R39 - Training resource on responding well to the menopause</b>	
<ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>The resource should include women’s stories.</p>	The EMBA are happy to support this and await further information from Ministries Team/Colleges.

<b>R40 - More opportunities for collaborative and flexible ministry</b>	
<ul style="list-style-type: none"> <li>• 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</li> <li>• Ministries Team and Regional Associations to look for opportunities to set up collaborative working between Ministers so that this option is more readily available</li> </ul>	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.
<b>R41 – Role Models</b>	
<ul style="list-style-type: none"> <li>• Under-represented groups/individuals be given a platform for leadership in local churches, Associations and college gatherings.</li> </ul>	EMBA is committed to creating as many opportunities as possible for under-represented groups/individuals to be given a platform for leadership.
<b>R42 – Intentional support in women’s discernment</b>	
<ul style="list-style-type: none"> <li>• Associations and Ministries Team explore the offering of women-only discernment events</li> <li>• Associations consider introducing women vocations advisers who can be contacted directly</li> <li>• Admins of the various FB groups ask women to signal on their social media profiles they are happy to be contacted informally</li> <li>• In providing support it is important that Black and Brown women and women with disabilities and caring responsibilities can meet women like them</li> </ul>	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.



<b>R43 – Moderation of the translocal space</b>	
<ul style="list-style-type: none"> <li>• In any translocal gathering make it clear who is responsible for moderating the space</li> <li>• 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</li> <li>• 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.</li> <li>• Training in this way of working is made available (see also Ro5)</li> <li>• 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</li> <li>• Neither of these measures guarantee a 'safe space' but they do intentionally offer to accompany women</li> <li>• The Baptist Colleges' conference (September 2024) is asked to develop appropriate and workable equivalents for the classroom</li> </ul>	<p>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.</p>
<b>R45 – Ministry to the Deaf community is pioneer ministry</b>	
<ul style="list-style-type: none"> <li>• Intentional collaboration between Associations and Northern College to develop appropriate opportunities to pioneer and settle, with the need for financial support recognised.</li> </ul>	<p>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.</p>

<p><b>R55 – Improve accompaniment of women Ministers</b>  Alongside Project Violet, Jane Day has been undertaking doctoral research into the accompaniment of women Ministers.</p>	
<ul style="list-style-type: none"> <li>• That Ministries Team commission Jane to produce recommendations arising from her doctoral research, when it is complete, that can be offered to Associations.</li> </ul>	<p>EMBA await further recommendations arising from Jane’s doctoral research.</p>
<p><b>R56 – Use resources that reflect the diversity of Baptist life</b>  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.</p>	
<p>We encourage churches, Associations, and Colleges to ask: are the resources we are using reflecting the diversity of Baptist life?</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• That Faith and Society Team use their usual communication channels to promote such resources</li> </ul>	<p>The Regional Team support this and will make this a specific action for our Comms Lead to take forward.</p>

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	<p><b>Association Meetings and Sessions:</b>            Introduced at Association Gatherings – 8<sup>th</sup> 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 7<sup>th</sup> Sept 2024            Response agreed at HEBA Board Meeting – 26<sup>th</sup> Sept 2024</p> <p><i>All above supported by social media updates and ongoing conversations via Justice Group WhatsApp and Facebook</i></p>

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
				implemen tation
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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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

<b>Name of College</b>	<b>London Baptists</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	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)

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

Request Number	Short Name	Action/Narrative	Accepted	Modified	Declined
R24	Have a paid women's Ministry advisor in each Association	<p>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.</p> <p>Trustees to consider the appointment of a trustee/local minister with oversight of women's ministry.</p> <p>This may be something which could/should be explored in collaboration with other associations.</p>		X	
R09	Ensure Ministers' groups are constructive and inclusive spaces	<p>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.</p> <p>Female Co-RMTL has offered an online woman only space.</p>	X		
R40	More opportunities for collaborative and flexible ministry	<p>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.</p>	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 Minstries 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

<b>Name of College</b>	<b>North Western Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	<p>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.</p> <p>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.</p>

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		<p>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.</p> <p>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.</p>	
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		<p>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.</p>	
Ro6	Regional ministers proactively discuss terms and conditions during settlement process	Yes		

R17	Access fund for translocal life and learning		<p>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.</p> <p>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.</p>	
R28	Monitoring data throughout the vocational pathway			<p>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.</p>
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, 16<sup>th</sup> September 2024*





# Project Violet – Commitment to Action Associations

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

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

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

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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		

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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 11<sup>th</sup> 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	<p>To equip the female RM to act in this role.</p> <p>To communicate to all women ministers they can contact either female RMs even if they are not their direct RM</p>	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	<p>To train those leading groups in facilitation skills</p> <p>To produce allyship training and invite all ministers to allyship training</p> <p>To create a women's gathering (support group) online so women can meet people in similar situations</p>	<p>CH with LMDG</p> <p>CH with LMDG</p>	<p>Jan 25</p> <p>Jan 25-July 25</p>	<p>Ministers to feel safer in cluster meetings.</p> <p>Increase confidence for ministers to speak up and call out 'bad behaviour'</p>	July 26 - LMDG



R40	More opportunities for collaborative and flexible ministry	<p>RMs to think more creatively about ministers &amp; 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.</p> <p>We will also work with moderators to in supporting their responses to churches. To support the work of the Ministries team in this</p>	<p>HY/CH with RM Team</p> <p>HY/CH</p> <p>All RMT</p> <p>All RMT</p>	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	<p>CH</p> <p>CH/HY</p>	<p>Currently Happening</p> <p>TBC</p>	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	<p>CH / SG</p> <p>SG</p>	<p>Jan 25</p> <p>Already Happening</p>	<p>Translocal will be moderated fairly</p> <p>People will have an identified person to talk to.</p>	<p>Jan 26 LMDG</p> <p>May 25 LMDG</p>

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

<b>Name of College</b>	<b>South Wales Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	Yes, at ministers' cluster meetings (6 <sup>th</sup> June and ??), regular trustees meeting (13 <sup>th</sup> May, 22 July), a specially convened trustees meeting (10 <sup>th</sup> 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

<b>Name of College</b>	<b>South West Baptist Association</b>
<b>How have you discussed the findings? For example, meetings and dates</b>	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		Yellow	
R09	Ensure Ministers’ groups are constructive and inclusive spaces	Green		
R40	More opportunities for collaborative and flexible ministry		Yellow	
R55	Improve accompaniment of women Ministers	Green		
R45	Ministry to the Deaf Community is Pioneer Ministry		Yellow	
R43	Moderation of the translocal space	Green		
R34	Colleges develop a module in inter-cultural ministry and communication	Green		
R42	Intentional support in women’s discernment	Green		
R04	Intentional Leadership Development for Women Ministers	Green		
R06	Regional ministers proactively discuss terms and conditions during settlement process	Green		
R17	Access fund for translocal life and learning			Red
R28	Monitoring data throughout the vocational pathway			Red

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	<p><b>Have a women’s Ministry advisor in each Association</b>            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</p>
R09	<p><b>Ensure Ministers’ groups are constructive and inclusive spaces</b>            To Include in Network Ministers training and be proactive in looking at more female appointments.</p>
R40	<p><b>More opportunities for collaborative and flexible ministry</b>            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.</p>
R55	<p><b>Improve accompaniment of women Ministers</b>            We await Jane Day’s recommendations.</p>
R45	<p><b>Ministry to the Deaf Community is Pioneer Ministry</b>            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.</p>
R43	<p><b>Moderation of the translocal space</b>            There is a need to identify translocal space            Appoint appropriate ‘listener’ for Ministers conference to create a ‘save listening space’            RO5 implementation – advocacy training</p>

<b>Request Number</b>	<b>Short Name</b>
R34	<b>Colleges develop a module in inter-cultural ministry and communication</b> 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	<b>Intentional support in women's discernment</b> See R04 recommendation and establish a woman in leadership day.
R04	<b>Intentional Leadership Development for Women Ministers</b> Work with Beth Powney to train facilitators for the Magnify Course Possibility to do this in Partnership with other Associations
R06	<b>Regional ministers proactively discuss terms and conditions during settlement process</b> 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	<b>Access fund for translocal life and learning</b> 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	<b>Monitoring data throughout the vocational pathway</b> This was felt it was Association responsibility – we will keep Dynamo updated with relevant information. (Capacity issue)
R41	<b>Role models</b> Continue our desire to see a balance of gender in Association groups and positions. Including Cluster ministers, trustees, and working groups.
R56	<b>Use resources that reflect the diversity of Baptist life</b> Work on our Social Media / Website imagery that might reflect more diversity.
R14	<b>Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet</b> Capacity issue. Very busy ministers already engaged in Justice issues. Gender is only one of six justice areas we are covering.
R05	<b>Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment</b> Await development of national training and commit to induction training of new all Regional Ministers
R23	<b>Resourcing Regional Justice Hubs</b> 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	<p><b>Occupational health service for ministers</b>          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.</p>
R25	<p><b>Promote mutual learning between Urban Expression and Regional Ministers and local churches</b>          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</p>
R35	<p><b>Review of the way in which NAMS are inducted into the habit of connection</b>          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.</p>





# 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
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.*</p> <p>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.</p>

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	<p>Terms and conditions - Churches in vacancy RM's work with churches and ministers in setting up terms of appointment with all churches in settlement.</p> <p>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.</p> <p>Support NAM regarding terms of appointment RMs work with churches and NAMs in setting up terms of appointment.</p>	X	X	
R17	Access fund for translocal life and learning	<p>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.</p>			X
R28	Monitoring data throughout the vocational pathway	<p>Pathways to gain data information Encourage national MRC to set processes in place for data.</p>			X
R41	Role models	<p>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.</p>		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

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

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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**

<b>Request Number</b>	<b>Short Name</b>	<b>Accepted</b>	<b>Modified</b>	<b>Declined</b>
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 are 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 Rog 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.