

Technical Appendix

1 Introduction

This appendix includes technical details of the surveys and the responses. Section 2 covers the congregations' survey, and Section 3 the one for ministers. Each section details validation, responses, and the characteristics of respondents before presenting the numerical results. These figures are shown in the small multiple data visualization in the main report.

We are grateful to all of those who took the time to respond, for their consideration, prayers and responses. Any typographical errors are our own. SDG.

2 Congregations' survey

This survey was sent to congregations, Colleges, and Regional Associations. For readability we refer to respondents as "congregations" throughout this section.

2.1 Validation of responses

Each congregation that was eligible to take part in the consultation was sent a reference number to accompany their submission. We have 943 responses which have been at least partially matched. A partial match is where the name of the person who completed the consultation response is not the name of the contact on file, for example the Church Secretary has been sent the consultation but another member of the Leadership Team has completed it. There were in addition a small number of unvalidated responses and a substantial number of duplicate responses from congregations. They were inspected and one entry for each congregation was selected. This was the one that was most fully completed, or one that was indicated to be kept, for example a statement "that this entry supersedes one given earlier". Where there was a question, the congregation was consulted to determine which entry was to be kept.

The data used for analysis was matched as follows:

Congregation Survey	Number	Percentage
Full match	679	72.0%
Matched partially	259	27.5%
Ministerial code used	5	0.5%
TOTAL	943	100.0%

Table 1: Validation of Responses

Four of the five Colleges have responded to the consultation, and eleven of the thirteen Associations.

The percentage response from each group is shown in Table 2 below:

Group	Number	Total	Percentage response
Congregations	928	1,824	51.7%
Regional Associations	11	13	84.6%
Colleges	4	5	80.0%
TOTAL	943	1,842	51.2%

Table 2: Response rate by group

All questions in this survey were optional – the numbers who replied to each question is given in each section.

2.2 The congregations that took part

Regional Associations

All Regional Associations were represented. 911 congregations gave their Regional Association. Table 3 below shows the numbers of responses received from each Regional Association, and the percentage of congregations within that Association represented. All Regional Associations are represented in the congregational responses to the consultation. The highest percentage is from the South West Baptist Association with 72%, almost three-quarters of all congregations, while London, North Western, South Wales, Yorkshire and the Welsh Associations recorded under 50% of congregations taking part.

Central	East Midlands	Eastern	Heart of England	London	North Western	Northern
84 (58%)	77 (55%)	99 (59%)	78 (51%)	88 (32%)	64 (44%)	26 (52%)
South Eastern	South Wales	South West	Southern Counties	WEBNET	Welsh Associations	Yorkshire
97 (67%)	51 (40%)	59 (72%)	77 (54%)	62 (59%)	4 (9%)	42 (45%)

Table 3: Response rate by Regional Association

Characteristics of Congregations' Areas

Congregations were invited to give their postcode in order that we could understand some more about their areas. These were used to link to Lower-layer Super Output Areas (LSOAs) and hence to the Index of Multiple Deprivation and the DEFRA Rural/Urban classification in England.¹

We found that 66% of congregations were in areas described as rural, and 16% in urban areas. 18% did not give a postcode that could be matched.

	Count	%
Rural areas	151	16.0%
Urban areas	619	65.6%
No postcode in England given	173	18.3%
TOTAL replies	943	100%

Table 4: Location of congregations - rural/urban

We were also able to establish the deprivation levels of congregations' locations and found that 14% were in areas within the most 10% in England and 17% in the least deprived 10% of areas.

	Count	%
Deprived areas (IMD decile 1,2)	127	13.5%
Average (IMD decile 3-8)	485	51.4%
Least deprived (IMD decile 9,10)	158	16.8%
No postcode in England given	173	18.3%
TOTAL replies	943	100%

Table 5: Location of congregations – deprivation

¹ <https://www.gov.uk/government/collections/rural-urban-classification>;
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

People of the congregation- gender

Most congregations (53%) had a roughly equal balance of genders (between 40% and 60% female). A further third (33%) had a clear majority of women (over 60% female) while 1% had a majority of men. 21 congregations (2%) reported that other genders were represented in their membership and 11% did not give data in this section.

	Count	%
Equal gender balance	503	53.3%
More women	309	32.8%
More men	6	0.6%
Other genders present	21	2.2%
No data given	104	11.0%
TOTAL replies	943	100%

Table 6: Gender balance in congregations

People of the congregation- age

As shown in Table 7 below, two thirds of congregations have an average age of between 40 and 59, with 21% having an average of over 60 years. The average was calculated from the percentage in each age group provided by the congregations.

	Count	%
Average age under 40	108	12.7%
Average age between 40 and 59	569	66.7%
Average age 60 or over	176	20.6%
No data given	90	9.5%
TOTAL replies	943	100%

Table 7: Average age in congregations

People of the congregation – ethnicity

To understand the diversity of congregations who responded, we asked what percentage of the congregations was thought to be of which ethnicity. We used definitions of ethnicity as used by the Office of National Statistics.² Table 8 shows the results: a third of congregations (33%) were at least 95% white, and a further 43% had a majority of white members. 14% of congregations had a majority of another ethnicity; one had a majority of Asian or Asian British people, 50 had a majority Black or Black British membership and nine said that they had majorities of people of mixed or multiple ethnicity. Others had no clear majority and 10% did not give data in this section.

	Count	%
White	313	33.2%
White majority	409	43.4%
GMH majority	127	13.5%
No data given	94	10.0%
TOTAL replies	943	100%

Table 8: Ethnicity in congregations

²<https://www.ons.gov.uk/methodology/classificationsandstandards/measuringequality/ethnicgroupnationalidentityandreligion>

Congregations – Local Ecumenical Partnerships

51 churches (5.7% of those who replied) said that they were a Local Ecumenical Partnership (LEP).

23 were in partnership with a Church of England congregation, 22 with Methodist congregations and 30 with URC congregations. Others included “Catholic”, “Baptist”, “Congregational Federation”, “Church in Wales”, “Local Free Church”, “Independent evangelical” and “Evangelical Alliance”.

Congregations- Accreditation of their minister

Almost three-quarters (72%) of congregations had, or were seeking, a minister who is accredited with the BUGB (Table 9). 17% had no minister and 10% had a minister who is not accredited. 10 congregations had ministers from ecumenical partners within their Local Ecumenical Partnership.

	Count	%
Accredited minister	648	72.2%
Non-accredited minister	85	9.5%
No minister	152	17.0 %
LEP denominational minister	10	1.1%
TOTAL replies	895	100%

Table 9: Accreditation status of congregations' ministers

2.3 How congregations took part

Over half of the responses (54%) were completed by Church Secretaries, 17% by the congregation's minister, and 12% by the Leadership Team. Other roles are as shown in Table 10.

Role	Count	%
Church Administrator	49	5.4
College Moderator	1	0.1
Leadership Team	107	11.8
Minister	156	17.2
Secretary	501	54.5
Treasurer	23	2.5
Trustee	35	3.8
Association Moderator	10	1.1
Other	33	3.6
TOTAL replies	919	100

Table 10: Respondents' roles

Who was consulted

Each congregation, college or association was able to submit one reply to the consultation. They chose different ways of representing themselves, from results of formal Church meetings to the views of the person completing the consultation form. Table 11 below shows the number of congregations who reported using each method. More than one option could be selected, hence the percentages total over 100%. 912 congregations replied to this section.

418 congregations (45.2%) consulted their congregations through an informal or formal church meeting, or both.

Who was consulted	Count	%
No one	76	8.3
Church meeting, informally	240	26.4
Church meeting, formally	261	28.7
Minister	239	26.3
Leadership Team	604	66.3
Other	96	10.5

Table 11: Consultation processes

2.4 Engagement with the topic

Over half of congregations (57%) had engaged with the topic in the last five years; 43% had not done so.

Of those who had engaged (523), half (50%) had had Church meetings or facilitated conversations while one in five (20%) had attended Regional Association Days or heard invited speakers (19%). More than one option could be selected, hence the percentages total over 100%.

Type of engagement	Count	%
Sermon series	144	27.5%
Facilitated conversations	259	49.5%
Invited speakers	100	19.1%
Church meetings	263	50.3%
Regional Association Days	106	20.3%
Other	212	40.5%

Table 12: How congregations had engaged

Of those who had not engaged (394), reasons given are shown in Table 13. A third felt that there were more important things to be concerned about, or that it would be pastorally unhelpful. More than one option could be selected, hence the percentages total over 100%.

	Count	%
We have a clear position on these matters	117	29.7%
It would be pastorally unhelpful at this time	130	33.0%
There are more important things to be concerned about	132	33.5%
We didn't have the time to do this	40	10.2%
We haven't found helpful resources to do this	19	4.8%
The congregation isn't interested	45	11.4%
Other	121	30.7%

Table 13: Why congregations did not engage

When asked if the congregation was likely to engage in the next two years, on a sliding scale from 0 – “definitely not”, to 10, “definitely, yes”, 30% responded with 2/10 or less, 25% with 8/10 or more.

2.5 Accreditation and Same-sex marriage

Congregations were asked “How strongly does your church think/feel that a minister should be accredited by the Baptist Union of Great Britain if they are in a same-sex marriage?”. Responses were made via a slider which ranged from “Absolutely not, they cannot be” to “Definitely, yes, they can be”. The question is shown in Figure 1 below, with the exception that the “button” was placed centrally, not at the left-hand end.

16. How strongly does your church think/feel that a minister should be accredited by the Baptist Union of Great Britain if they are in a same-sex marriage?

Absolutely not, they cannot be
Neutral
Definitely, yes, they can be

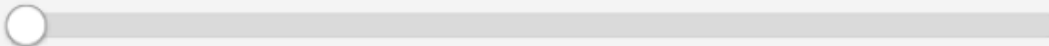


Figure 1: Question 16 – note that the initial position of the “button” in the consultation was in the centre, at “Neutral”.

The slider has 11 positions – responses come through as numbers from 0 (“Absolutely not”) to 10 (“Definitely, yes”). Full data is presented here, and for ease of understanding, summaries are also given where a response of 0-2 is treated as “negative”, 8-10 as “positive” and 3-7 as “neutral”. Nil responses are treated as abstentions.

The results are shown in Table 14. 57% chose a “negative” response, 17% a “neutral” one, and 8% a “positive” response. 172 (18%) congregations chose not to submit an answer to this question.

Q16	Negative (0-2)			Neutral (3-7)					Positive (8-10)			Abs
ALL (%)	57%			17%					8%			18%
Counts	531			164					80			172
	0	1	2	3	4	5	6	7	8	9	10	Abs
ALL (%)	37%	13%	6%	4%	3%	6%	2%	2%	2%	2%	4%	18%
Counts	347	123	61	39	26	57	21	21	23	16	41	172

Table 14: Results of Question 16

2.6 Staying in a Union with others

Congregations were asked “If the Ministerial Rules were changed, could your church continue to belong to the Baptist Union of Great Britain alongside churches who think differently about this matter?”. Responses were made via a slider which ranged from “Absolutely not” to “Definitely, yes”. The question is shown in Figure 2 below, with the exception that the “button” was placed centrally, not at the left-hand end.

17. If the Ministerial Rules were changed, could your church continue to belong to the Baptist Union of Great Britain alongside churches who think differently about this matter?

Absolutely not
Neutral
Definitely, yes

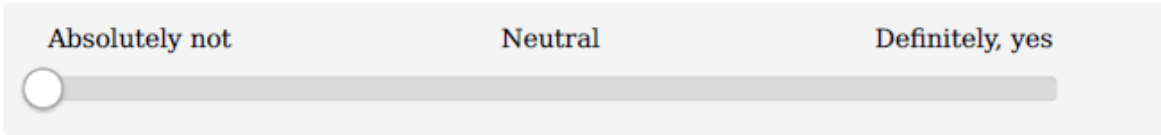


Figure 2: Question 17 - note that initial position of the “button” in the consultation was in the centre, at “Neutral”.

As before, the slider has 11 positions – responses come through as numbers from 0 (“Absolutely not”) to 10 (“Definitely, yes”). Full data is presented here, and for ease of understanding, summaries are also given where a response of 0-2 is treated as “negative”, 8-10 as “positive” and 3-7 as “neutral”. Nil responses are treated as abstentions.

The results are shown in Table 15. 36% chose a “negative” response, 25% a “neutral” one, and 20% a “positive” response – that they would stay in covenant alongside churches who think differently. 188 (20%) congregations chose not to submit an answer to this question.

Q17	Negative (0-2)			Neutral (3-7)					Positive (8-10)			Abs
ALL (%)	36%			25%					20%			20%
Counts	335			232					188			188
	0	1	2	3	4	5	6	7	8	9	10	Abs
ALL (%)	21%	8%	6%	6%	4%	7%	4%	4%	6%	4%	10%	20%
Counts	199	79	57	53	37	68	36	38	53	41	94	188

Table 15: Results of Question 17

2.7 Crosstabulation of responses

We can also consider both questions together; Table 16 below presents the number and percentage of congregations who responded to the two questions. Congregations who did not think that ministers could be in a same-sex marriage were very likely to say that they would not stay in covenant with people of a different view (62%).

Q16 SSM?	Q17 - Stay in Covenant?				Q16 SSM?	Q17 - Stay in Covenant?			
	Neg	Neut	Pos	Abs		Neg	Neut	Pos	Abs
ALL	36%	25%	20%	20%	ALL	335	232	188	188
Negative	62%	27%	7%	4%	Negative	327	143	37	23
Neutral	4%	49%	44%	3%	Neutral	7	79	71	5
Positive	1%	8%	89%	3%	Positive	<5	6	71	<5
Abstained	0%	2%	5%	92%	Abstained	<5	<5	9	158

Table 16: Crosstabulation of responses to Q16 and Q17

2.8 Slices through the data

The information that congregations have supplied allows us to examine if there are differences between e.g. urban and rural congregations in their response to Questions 16 and 17. The accompanying summary document gives small multiple data visualisations and descriptions; here we give the accompanying tables. Each section shows the percentages and counts of congregations who responded in that way. Counts of less than 5 have been redacted for privacy.

Type of minister

Minister Type	Should be accredited				Minister Type	Stay in Covenant			
	Neg	Neut	Pos	Abs		Neg	Neut	Pos	Abs
Accredited	57%	19%	9%	15%	Accredited	34%	26%	22%	17%
Non-accredited minister	71%	14%	4%	12%	Non-accredited minister	52%	22%	13%	13%
No minister	60%	17%	10%	13%	No minister	42%	27%	16%	14%
LEP minister	50%	20%	10%	20%	LEP minister	22%	33%	22%	22%

Minister Type	Should be accredited				Minister Type	Stay in Covenant			
	Neg	Neut	Pos	Abs		Neg	Neut	Pos	Abs
Accredited	371	121	59	97	Accredited	223	168	145	112
Non-accredited minister	60	12	<5	10	Non-accredited minister	44	19	11	11
No minister	91	26	15	20	No minister	64	41	25	22
LEP minister	5	<5	<5	<5	LEP minister	<5	<5	<5	<5

Gender

	Should be accredited					Stay in Covenant			
Gender balance	Neg	Neut	Pos	Abs	Gender balance	Neg	Neut	Pos	Abs
Equal	65%	16%	8%	11%	Equal	43%	26%	20%	12%
More women	56%	22%	9%	13%	More women	34%	29%	20%	17%
Others present	33%	33%	29%	5%	Others present	14%	24%	57%	5%
More men	67%	33%	0%	0%	More men	17%	50%	33%	0%
No data	18%	4%	6%	72%	No data	11%	5%	13%	72%

	Should be accredited					Stay in Covenant			
Gender balance	Neg	Neut	Pos	Abs	Gender balance	Neg	Neut	Pos	Abs
Equal	328	80	41	54	Equal	214	129	100	60
More women	172	69	27	41	More women	106	90	61	52
Others present	7	7	6	<5	Others present	<5	5	12	<5
More men	<5	<5	<5	<5	More men	<5	<5	<5	<5
No data	19	4	6	75	No data	11	5	13	75

Average age of the congregation

	Should be accredited					Stay in Covenant			
Average Age	Neg	Neut	Pos	Abs	Average Age	Neg	Neut	Pos	Abs
Under 40	76%	13%	6%	5%	Under 40	54%	22%	12%	12%
40-59	60%	20%	9%	11%	40-59	37%	29%	22%	12%
60+	53%	19%	13%	15%	60+	35%	23%	23%	19%
No data	12%	3%	2%	82%	No data	11%	5%	13%	72%

	Should be accredited					Stay in Covenant			
Average Age	Neg	Neut	Pos	Abs	Average Age	Neg	Neut	Pos	Abs
Under 40	82	14	7	5	Under 40	58	24	13	13
40-59	343	112	49	65	40-59	210	163	128	68
60+	94	33	22	27	60+	62	41	40	33
No data	11	<5	<5	74	No data	5	<5	7	74

Ethnicities within the congregation

	Should be accredited					Stay in Covenant			
Ethnicities represented	Neg	Neut	Pos	Abs	Ethnicities represented	Neg	Neut	Pos	Abs
White	57%	18%	12%	13%	White	35%	24%	25%	16%
White majority	57%	22%	9%	12%	White majority	33%	31%	22%	13%
GMH majority	82%	11%	3%	4%	GMH majority	65%	20%	9%	7%
No data	16%	3%	3%	78%	No data	10%	3%	9%	79%

	Should be accredited					Stay in Covenant			
Ethnicities represented	Neg	Neut	Pos	Abs	Ethnicities represented	Neg	Neut	Pos	Abs
White	178	57	36	42	White	109	76	78	50
White majority	233	88	37	51	White majority	135	128	91	55
GMH majority	104	14	<5	5	GMH majority	82	25	11	9
No data	15	<5	<5	73	No data	9	<5	8	74

Location of the congregation – deprivation levels

	Should be accredited					Stay in Covenant			
IMD levels	Neg	Neut	Pos	Abs	IMD levels	Neg	Neut	Pos	Abs
Most deprived	62%	19%	9%	9%	Most deprived	38%	28%	22%	13%
Average deprivation	60%	16%	9%	15%	Average deprivation	40%	25%	19%	16%
Least deprived	56%	21%	7%	16%	Least deprived	32%	26%	25%	17%
No data	40%	15%	9%	36%	No data	25%	20%	16%	39%

	Should be accredited					Stay in Covenant			
IMD levels	Neg	Neut	Pos	Abs	IMD levels	Neg	Neut	Pos	Abs
Most deprived	79	24	12	12	Most deprived	48	35	28	16
Average deprivation	293	79	42	71	Average deprivation	193	122	92	78
Least deprived	89	33	11	25	Least deprived	50	41	40	27
No data	69	26	15	63	No data	44	34	28	67

Location of the congregation – rural/urban

	Should be accredited					Stay in Covenant			
Location	Neg	Neut	Pos	Abs	Location	Neg	Neut	Pos	Abs
Urban	59%	18%	9%	13%	Urban	38%	26%	21%	15%
Rural	62%	15%	7%	17%	Rural	38%	25%	19%	19%
No data	40%	15%	9%	36%	No data	25%	20%	16%	39%

	Should be accredited					Stay in Covenant			
Location	Neg	Neut	Pos	Abs	Location	Neg	Neut	Pos	Abs
Urban	368	114	54	83	Urban	233	161	132	93
Rural	93	22	11	25	Rural	58	37	28	28
No data	69	26	15	63	No data	44	34	28	67

Size of the congregation

	Should be accredited					Stay in Covenant			
Numbers	Neg	Neut	Pos	Abs	Numbers	Neg	Neut	Pos	Abs
Under 25	59%	13%	9%	19%	Under 25	39%	22%	17%	21%
25-49	57%	19%	10%	14%	25-49	35%	28%	21%	16%
50-99	53%	19%	7%	20%	50-99	32%	24%	23%	21%
100 and over	57%	19%	9%	15%	100 and over	40%	25%	20%	15%
No data	52%	13%	8%	27%	No data	37%	28%	12%	23%

	Should be accredited					Stay in Covenant			
Numbers	Neg	Neut	Pos	Abs	Numbers	Neg	Neut	Pos	Abs
Under 25	132	30	20	42	Under 25	88	49	39	48
25-49	150	50	25	38	25-49	92	73	55	43
50-99	118	43	15	45	50-99	71	53	50	47
100 and over	86	28	13	23	100 and over	60	38	30	22
No data	44	11	7	23	No data	44	34	14	28

How congregations were consulted

	Should be accredited					Stay in Covenant			
Consultation Type	Neg	Neut	Pos	Abs	Consultation Type	Neg	Neut	Pos	Abs
Formal church meeting	61%	17%	8%	13%	Formal church meeting	39%	26%	20%	16%
Informal church meetings	60%	18%	10%	13%	Informal church meetings	35%	28%	23%	15%
Leadership Team	57%	18%	9%	16%	Leadership Team	36%	25%	21%	18%
No consultation	57%	14%	11%	18%	No consultation	42%	20%	21%	17%

	Should be accredited					Stay in Covenant			
Consultation Type	Neg	Neut	Pos	Abs	Consultation Type	Neg	Neut	Pos	Abs
Formal church meeting	160	44	22	35	Formal church meeting	102	67	51	41
Informal church meetings	143	43	23	31	Informal church meetings	83	66	55	36
Leadership Team	345	109	52	98	Leadership Team	219	150	127	108
No consultation	43	11	8	14	No consultation	32	15	16	13

2.9 Effect on congregational life

Congregations were invited to consider the effect of retaining, or removing, the bracketed section of MR Rules 4.3, on their pastoral (within the congregation) and missional (beyond the congregation) life. As with the earlier questions, respondents used a slider to state their opinions.

18. In your context, if BUGB were to decide to **retain** the section in brackets, what effect would this have on the **pastoral** life of your church? Please move the slider to indicate your congregation's position.

Very negative Very positive

19. In your context, if BUGB were to decide to **remove** the section in brackets, what effect would this have on the **pastoral** life of your church? Please move the slider to indicate your congregation's position.

Very negative Very positive

Figure 3: Questions 18 and 19 - note that initial position of the "button" in the consultation was in the centre.

21. In your context, if BUGB were to decide to **retain** the section in brackets, what effect would this have on the **missional** life of your church? Please move the slider to indicate your congregation's position.

Very negative Very positive

22. In your context, if BUGB were to decide to **remove** the section in brackets, what effect would this have on the **missional** life of your church? Please move the slider to indicate your congregation's position.

Very negative Very positive

Figure 4: Questions 21 and 22 - note that initial position of the "button" in the consultation was in the centre.

In the presentation of the data, we found it more helpful to display the results with the first two being about **keeping** the bracketed section – on missional and pastoral life, and then **removing** the section, again on both missional and pastoral life.

ALL RESPONSES	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	43%	47%	9%	308	337	67
Keeping/Pastoral	50%	40%	9%	364	289	68
Removing/Missional	9%	44%	47%	67	313	331
Removing/Pastoral	7%	38%	55%	54	280	401

2.10 Slices through the congregational life data

The information that congregations have supplied allows us to examine if there are differences between e.g. urban and rural congregations in their response to Questions 21 and 22. The accompanying summary document gives small multiple data visualisations and descriptions; here we give the accompanying tables. Each section shows the percentages and counts of congregations who responded in that way. Counts of less than 5 have been redacted for privacy, and those who abstained or did not provide data have been omitted.

Type of minister

Accredited Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	38.9%	51.5%	70.8%	199	263	49
Keeping/Pastoral	46.3%	44.4%	70.4%	239	229	48
Removing/Missional	10.1%	47.8%	8.3%	52	245	216
Removing/Pastoral	7.2%	42.1%	4.1%	38	222	267
Non-accredited Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	70.8%	22.2%	6.9%	51	16	5
Keeping/Pastoral	70.4%	22.5%	7.0%	50	16	5
Removing/Missional	8.3%	22.2%	69.4%	6	16	50
Removing/Pastoral	4.1%	20.3%	75.7%	<5	15	56
No Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	46.2%	45.3%	8.5%	54	53	10
Keeping/Pastoral	55.7%	53.9%	9.8%	68	42	12
Removing/Missional	5.2%	40.9%	53.9%	6	47	62
Removing/Pastoral	6.6%	33.9%	59.5%	8	51	72

Gender

Equal balance	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	40.7%	50.0%	9.3%	100	123	23
Keeping/Pastoral	49.6%	40.8%	9.6%	124	102	24
Removing/Missional	8.5%	47.2%	44.3%	21	116	109
Removing/Pastoral	7.6%	40.8%	51.6%	19	102	129
More Women than Men	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	46.7%	44.8%	8.4%	194	186	35
Keeping/Pastoral	53.6%	38.3%	8.1%	224	160	34
Removing/Missional	8.7%	41.7%	49.6%	36	173	206
Removing/Pastoral	6.0%	35.8%	58.2%	26	155	252
Other genders present	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	21.1%	47.4%	31.6%	<5	9	6
Keeping/Pastoral	21.1%	47.4%	31.6%	<5	9	6
Removing/Missional	33.3%	50.0%	16.7%	6	9	6
Removing/Pastoral	30.0%	45.0%	25.0%	6	9	5

Average age of the congregation

Under 40	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	56.8%	33.7%	9.5%	54	32	9
Keeping/Pastoral	61.7%	29.8%	8.5%	58	28	8
Removing/Missional	7.4%	35.1%	57.4%	7	33	54
Removing/Pastoral	5.2%	30.2%	64.6%	5	29	62
Between 40 and 59	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	39.3%	50.7%	10.0%	185	239	47
Keeping/Pastoral	48.4%	41.9%	9.7%	230	199	46
Removing/Missional	10.5%	46.3%	43.2%	50	220	205
Removing/Pastoral	8.1%	39.3%	52.5%	40	193	258
60 and over	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	47.0%	46.2%	6.8%	62	61	9
Keeping/Pastoral	50.4%	41.6%	8.0%	69	57	11
Removing/Missional	6.2%	43.8%	50.0%	8	56	64
Removing/Pastoral	5.2%	41%	53.7%	7	55	72

Ethnicities represented within the congregation

White only	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	46.1%	44.1%	9.8%	113	108	24
Keeping/Pastoral	51.0%	38.3%	10.7%	129	97	27
Removing/Missional	9.5%	42.6%	47.9%	23	103	116
Removing/Pastoral	8.3%	36.2%	55.5%	21	92	141
White majority	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	36.0%	53.5%	10.6%	119	177	35
Keeping/Pastoral	45.0%	45.9%	9.1%	149	152	30
Removing/Missional	11.4%	49.4%	39.2%	38	164	130
Removing/Pastoral	7.8%	45.5%	46.7%	27	157	161
GMH majority	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	58.1%	36.8%	5.1%	68	43	6
Keeping/Pastoral	66.1%	27.1%	6.8%	78	32	8
Removing/Missional	3.4%	33.1%	63.6%	<5	39	75
Removing/Pastoral	3.4%	21.4%	75.2%	<5	25	88

Location of the congregation – deprivation levels

Most deprived	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	45.0%	43.1%	11.9%	49	47	13
Keeping/Pastoral	55.5%	35.5%	9.1%	61	39	10
Removing/Missional	12.8%	39.4%	47.7%	14	43	52
Removing/Pastoral	6.3%	36.9%	56.8%	7	41	63
Average deprivation	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	44.2%	47.1%	8.7%	167	178	33
Keeping/Pastoral	49.1%	41.0%	9.9%	188	157	38
Removing/Missional	9.3%	43.1%	47.6%	35	162	179
Removing/Pastoral	6.9%	38.6%	54.6%	27	152	215
Least deprived	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	36.8%	54.4%	8.8%	46	68	11
Keeping/Pastoral	49.2%	44.4%	6.3%	62	56	<5
Removing/Missional	7.1%	50.8%	42.1%	9	64	53
Removing/Pastoral	6.2%	41.1%	52.7%	8	53	68

Location of the congregation – rural/urban

Urban	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	42.0%	48.0%	10.0%	209	239	50
Keeping/Pastoral	50.1%	40.3%	9.6%	251	202	48
Removing/Missional	10.3%	44.1%	45.7%	51	219	227
Removing/Pastoral	7.4%	39.0%	53.6%	38	201	276
Rural	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	46.5%	47.4%	6.1%	53	54	7
Keeping/Pastoral	50.8%	42.4%	6.8%	60	50	8
Removing/Missional	6.1%	43.9%	50.0%	7	50	57
Removing/Pastoral	3.4%	37.8%	58.8%	<5	45	70

Congregations who are Local Ecumenical Partnerships

LEP	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	42.0%	48.0%	10.0%	10	25	7
Keeping/Pastoral	50.1%	40.3%	9.6%	18	17	7
Removing/Missional	10.3%	44.1%	45.7%	7	22	11
Removing/Pastoral	7.4%	39.0%	53.6%	9	19	15
Others	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	44.8%	46.9%	8.3%	293	307	54
Keeping/Pastoral	51.5%	40.2%	8.3%	341	266	55
Removing/Missional	8.2%	43.7%	48.1%	54	286	315
Removing/Pastoral	5.8%	37.8%	56.4%	39	255	381

Size of the congregation

Under 25	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	46.4%	45.2%	8.4%	77	75	14
Keeping/Pastoral	52.4%	36.3%	11.3%	88	51	19
Removing/Missional	7.9%	39.6%	52.4%	13	65	86
Removing/Pastoral	7.0%	33.9%	59.1%	12	58	101
25 - 49	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	40.9%	48.1%	11.1%	85	100	23
Keeping/Pastoral	46.7%	45.2%	8.1%	98	95	17
Removing/Missional	11.0%	44.8%	44.3%	23	94	93
Removing/Pastoral	8.5%	38.5%	53.1%	18	82	113
50 - 99	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	38.6%	50.6%	10.8%	64	84	18
Keeping/Pastoral	46.7%	44.4%	8.9%	79	75	15
Removing/Missional	12.1%	45.5%	42.4%	20	75	70
Removing/Pastoral	6.4%	44.8%	48.8%	11	77	84
100 and over	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	45.8%	48.3%	5.9%	54	57	7
Keeping/Pastoral	55.1%	34.7%	10.2%	65	41	12
Removing/Missional	5.1%	49.2%	45.8%	6	58	54
Removing/Pastoral	5.7%	39.3%	54.9%	7	48	67

How congregations were consulted

Formal Church meeting	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	43.1%	48.8%	8.1%	91	103	17
Keeping/Pastoral	53.1%	39.4%	7.5%	113	84	16
Removing/Missional	8.7%	43.8%	47.6%	18	91	99
Removing/Pastoral	6.5%	39.2%	54.4%	14	85	118
Informal Church meeting	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	42.6%	46.7%	10.8%	83	91	21
Keeping/Pastoral	53.1%	37.0%	9.9%	102	71	19
Removing/Missional	8.7%	44.9%	46.4%	17	88	91
Removing/Pastoral	7.5%	38.8%	53.7%	15	78	108
Leadership Team	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	43.3%	47.3%	9.4%	203	222	44
Keeping/Pastoral	50.0%	41.1%	8.9%	237	195	42
Removing/Missional	8.9%	44.4%	46.7%	42	209	220
Removing/Pastoral	7.2%	37.7%	55.1%	35	183	267
None	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	49.1%	38.2%	12.7%	27	21	7
Keeping/Pastoral	53.6%	35.7%	10.7%	30	20	6
Removing/Missional	14.8%	35.2%	50.0%	8	19	27
Removing/Pastoral	7.0%	35.1%	57.9%	<5	20	33

3 Ministers' survey

This survey was sent to ministers who are accredited with the Baptist Union of Great Britain, including retired ministers, as well as non-accredited ministers serving BUUGB congregations. It was also sent to Council members and to personal members of Council.

3.1 Validation

As with the congregations' survey, people who were eligible to respond to the consultation were sent a reference number to accompany their submission. Table 17 shows that 1,868 responses were received of which 1,753 (90%) were matched fully through the reference number.

Unfortunately in the very initial stages, an error in the survey meant that 80 non-accredited ministers were not asked for their reference number nor details about their location etc. This was rectified as soon as we were made aware of it, but it does mean that 5% of responses were unable to be verified. There were no duplications of response within this group.

Ministers' Survey	Number	Percentage
Full match	1,753	89.6%
Matched through email address	35	2.4%
Non-accredited pre-ID check	80	5.3%
TOTAL	1,868	100.0%

Table 17: Ministers responses

There were a number of duplicate responses where someone had completed more than one submission. Each was checked and the one with most data was kept in the consultation. Where it was unclear which was to be kept, the individual was contacted where possible, and their decision respected.

In addition to the validation of the response, checks were made to ensure that people had identified themselves correctly, as Council members, Personal Members, Regional Ministers, and their accreditation status.

As long as valid reference number is received as part of the submission, other questions are optional, so totals given in the subsequent tables do not always add up to the full number of submissions. All percentages are given as a proportion of the number of responses received to that question.

3.2 The people who took part

Status of respondent

Table 18 shows the number of responses from each type of respondent. 61% came from accredited ministers and 23% from retired accredited ministers.

Ministers' Survey	Number	Percentage
Accredited ministers (not ret'd)	1,135	60.8%
Non-accredited ministers	281	15.0%
Retired ministers	437	23.4%
Council members	12	0.6%
Personal members	3	0.2%

Table 18: Status of respondents

Regional Association

Responses were received from all Regional Associations. This question was introduced to the survey after the initial responses had been received, so the counts in Table 19 do not add up to the total number of responses.

Regional Association	Central	East Midlands	Eastern	Heart of England	London	North Western	Northern
Number of responses	73	75	114	72	92	70	36
Regional Association	Other	South Eastern	South Wales	South West	Southern Counties	WEBNET	Yorkshire
Number of responses	16	116	67	72	103	83	54

Table 19: Regional Association counts

Regional Ministers

40 responses have been received from Regional Ministers as shown in Table 20.

Central	East Midlands	Eastern	Heart of England	London	North Western	Northern
3	2	3	3	7	4	1
South Eastern	South Wales	South West	Southern Counties	WEBNET	Yorkshire	
4	1	2	5	3	2	

Table 20: Responses received from Regional Ministers by Association

Role of Respondents

Table 21 shows that just over half of responses (51%) came from ministers of congregations, with a further quarter (25%) from retired ministers.

	All		Accredited		Non-accredited		Retired	
Chaplain	90	5.1%	89	7.9%	1	0.5%		
CYF minister	6	0.3%	5	0.4%	1	0.5%		
College Staff	18	1.0%	17	1.5%				
Evangelist	6	0.3%	6	0.5%				
Leave	22	1.2%	22	1.9%				
MiIT	57	3.2%	47	4.2%	9	4.5%		
Minister	902	50.7%	739	65.3%	163	82.3%		
Other	122	6.9%	92	8.1%	20	10.1%		
Out of pastorate	7	0.4%	7	0.6%				
Pioneer	41	2.3%	38	3.4%	3	1.5%		
Regional Minister	37	2.1%	37	3.3%				
Retired	437	24.6%					437	100%
Secondment	26	1.5%	26	2.3%				
Specialist Teams	9	0.5%	7	0.6%	1	0.5%		
TOTAL	1,383	100%	913	100%	117	100%	437	100%

Table 21: Roles of respondents

Gender

Some data was available on the gender of accredited and retired ministers to compare with that of respondents (Table 22). In the responses received, 21% of respondents were female and 78% were male. 0.1% gave another gender and 0.3% preferred not to say.

Within the accredited ministers, 20% are female and 80% male, so this set of responses appears representative of gender. Similarly amongst the retired ministers, 10% are female and 90% are male, while our responses are balanced 13% female and 87% male. Amongst Ministers in Training, the balance was 40% female, 60% male in comparison with 33%/67% recorded. There appears to be a representative gender breakdown across each section.

	Gender	All who answered	Female	Male	Other	Prefer not to say
All	Number	1,777	380	1,390	<5	5
	Percentage	100%	21.4%	78.2%	0.1%	0.3%
Accredited	Number	1,132	268	859	<5	<5
	Percentage	100%	23.7%	75.9%	0.1%	0.4%
Retired	Number	435	55	379	<5	0
	Percentage	100%	12.6%	87.1%	0.2%	
Non accredited	Number	197	51	145	0	<5
	Percentage	100%	25.9%	73.6%		0.5%

Table 22: Gender of respondents

Age groups

Respondents were asked to give their age within a group and responses are as shown in Table 23. For accredited and retired ministers, the percentage that we would expect in each group is also shown. These figures are very close to the ones that we have, and this sample appears representative of the ages of ministers.

Age Group		25-34	35-44	45-54	55-64	65+
All	Number	53	211	352	557	605
	Percentage	3.0%	11.9%	19.8%	31.3%	34.0%
Accredited	Number	44	182	304	471	131
	Percentage	3.9%	16.1%	26.9%	41.6%	11.6%
	Expected %	2.6%	14.7%	28.1%	42.2%	12.4%
Retired	Number	0	0	2	15	420
	Percentage			0.5%	3.4%	96.1%
	Expected %			0.4%	3.8%	95.8%
Non accredited	Number	9	28	43	66	50
	Percentage	4.6%	14.3%	21.9%	33.7%	25.5%

Table 23: Age of respondents

Ethnicity

Table 24 shows the ethnicity of respondents. While there is no comparable data on the ethnicity of ministers within the BUGB, it is important to check that responses have not come from people who have a restricted set of characteristics.

We can see that 95% of the responses came from people who described themselves as White, with 3% being Black or Black British and 1% being Asian or Asian British, or of Mixed or Multiple descent.

Ethnicity		Asian or Asian British	Black or Black British	Mixed or Multiple	Other	White
All	Number	14	56	14	6	1,678
	Percentage	0.8%	3.2%	0.8%	0.3%	94.9%
Accredited	Number	11	48	11	5	1,050
	Percentage	1.0%	4.3%	1.0%	0.4%	93.3%
Retired	Number	0	<5	<5	<5	431
	Percentage		0.2%	0.2%	0.2%	99.3%
Non accredited	Number	<5	5	<5	0	187
	Percentage	1.0%	2.6%	1.0%	0.0%	95.4%

Table 24: Ethnicity of respondents

3.3 Consideration given to topic

Ministers were asked what consideration they had given to the topic and the results are shown in Table 25. People could tick more than one option, therefore the total does not sum to 100%. The vast majority of respondents has engaged in conversations (92%) and/or private Bible study (86%), and over half had reflected on personal experience (68%), attended lectures or events (57%), or taken part in Bible study with others (52%).

	Accredited ministers (incl retired here)		Non-accredited ministers	
Private Bible study	1,363	86.0%	170	84.0%
Bible study with others	812	51.6%	118	55.5%
Reading other books	1,243	79.3%	147	74.4%
Conversations	1,456	91.6%	177	84.0%
Podcasts/webinars	747	47.7%	119	61.3%
Lectures/events	902	56.8%	104	55.5%
Invited speakers	193	12.9%	36	13.4%
Delivered sermons	231	15.6%	35	10.9%
Attended RA days	540	33.5%	40	22.7%
Reflected on personal experience	1,068	67.5%	108	47.9%

Table 25: Consideration given to the topic

3.4 Accreditation and Same-sex marriage

Ministers were asked “How strongly do you think/feel that a minister can be accredited by the Baptist Union of Great Britain if they are in a same-sex marriage?”. Responses were made via a slider which ranged from “Absolutely not, they cannot be” to “Definitely, yes, they can be”. The question is shown in Figure 5 below, with the exception that the “button” was placed centrally, not at the left-hand end.

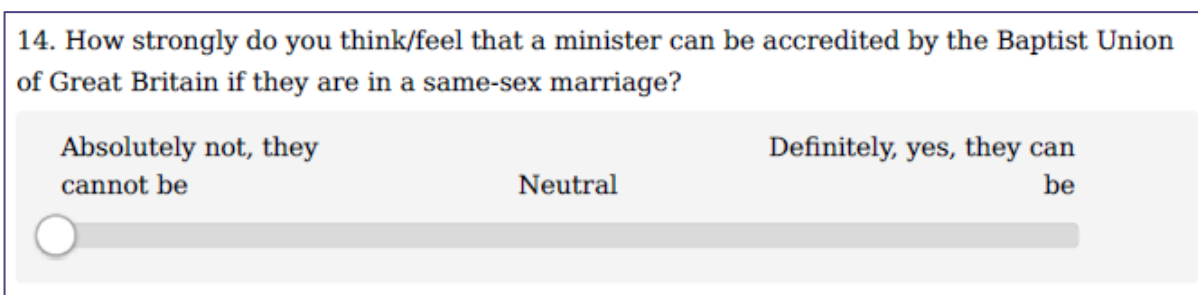


Figure 5: Question 14 – note that the initial position of the “button” in the consultation was in the centre, at “Neutral”.

As in the congregations’ survey, the slider has 11 positions – responses come through as numbers from 0 (“Absolutely not”) to 10 (“Definitely, yes”). Full data is presented here, and for ease of understanding, summaries are also given where a response of 0-2 is treated as “negative”, 8-10 as “positive” and 3-7 as “neutral”. Nil responses are treated as abstentions.

The results are shown in Table 26. 57% chose a “negative” response, 15% a “neutral” one, and 25% a “positive” response. 66 (4%) congregations chose not to submit an answer to this question.

Q14	Negative (0-2)			Neutral (3-7)					Positive (8-10)			Abs
ALL (%)	57%			15%					25%			4%
Counts	1,062			275					465			66
	0	1	2	3	4	5	6	7	8	9	10	Abs
ALL (%)	44%	8%	5%	3%	2%	4%	3%	3%	3%	3%	19%	4%
Counts	819	152	91	62	32	69	51	61	55	62	348	66

Table 26: Results of Question 14

3.5 Staying in Covenant with others

Ministers were asked “Are you prepared to be in covenant with other accredited ministers who think differently about this matter?”. Responses were made via a slider which ranged from “Absolutely not” to “Definitely, yes”. The question is shown in Figure 6 below, with the exception that the “button” was placed centrally, not at the left-hand end.

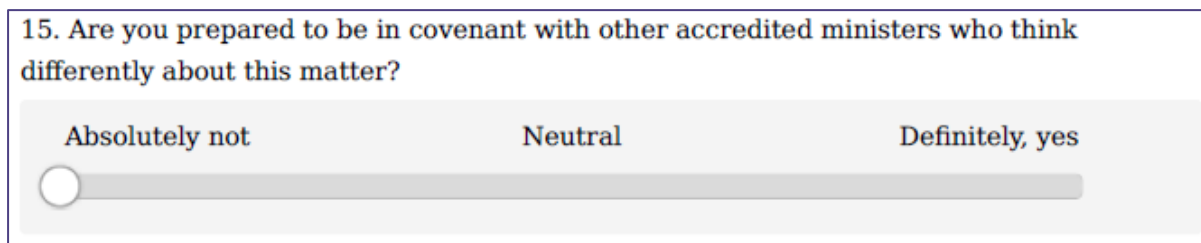


Figure 6: Question 15 - note that the initial position of the “button” in the consultation was in the centre, at “Neutral”.

As before, the slider has 11 positions – responses come through as numbers from 0 (“Absolutely not”) to 10 (“Definitely, yes”). Full data is presented here, and for ease of understanding, summaries are also given where a response of 0-2 is treated as “negative”, 8-10 as “positive” and 3-7 as “neutral”. Nil responses are treated as abstentions.

The results are shown in Table 27. 27% chose a “negative” response, 23% a “neutral” one, and 44% a “positive” response – that they would stay in covenant alongside churches who think differently. 113 (6%) ministers chose not to submit an answer to this question.

Q15	Negative (0-2)			Neutral (3-7)					Positive (8-10)			Abs
ALL (%)	27%			23%					44%			6%
Counts	513			429					813			113
	0	1	2	3	4	5	6	7	8	9	10	Abs
ALL (%)	17%	4%	6%	4%	2%	7%	4%	5%	6%	6%	31%	6%
Counts	317	78	118	81	46	140	66	96	119	120	574	113

Table 27: Results of Question 15

3.6 Crosstabulation of responses

We can also consider both questions together; Table 28 below presents the number and percentage of ministers who responded to the two questions. Those who did not think that ministers could be in a same-sex marriage were likely to say that they would not stay in covenant with people of a different view (48%).

Q14 SSM?	Q15 Stay in Covenant?				Q14 SSM?	Q15 Stay in Covenant?			
	Neg	Neut	Pos	Abs		Neg	Neut	Pos	Abs
ALL	27%	23%	44%	6%	ALL	513	429	813	113
Negative	48%	29%	18%	5%	Negative	508	312	193	49
Neutral	0%	21%	78%	1%	Neutral	0	59	214	<5
Positive	1%	12%	85%	2%	Positive	5	55	395	10
Abstained	0%	5%	17%	79%	Abstained	0	<5	11	52

Table 28: Crosstabulation of responses to Q14 and Q15

3.7 Slices through the data

The information that ministers have supplied allows us to examine if there are differences between e.g. urban and rural congregations in their response to Questions 14 and 15. The accompanying summary document gives small multiple data visualisations and descriptions; here we give the accompanying tables. Each section shows the percentages and counts of congregations who responded in that way. Counts of less than 5 have been redacted for privacy.

Type of minister

	Should be accredited					Stay in Covenant			
Minister Type	Neg	Neut	Pos	Abs	Minister Type	Neg	Neut	Pos	Abs
Accredited minister	52%	16%	29%	3%	Accredited minister	23%	22%	50%	5%
Retired minister	60%	16%	22%	3%	Retired minister	27%	29%	39%	5%
Non-accredited minister	74%	7%	15%	5%	Non-accredited minister	48%	19%	24%	10%

	Should be accredited					Stay in Covenant			
Minister Type	Neg	Neut	Pos	Abs	Minister Type	Neg	Neut	Pos	Abs
Accredited minister	588	185	325	38	Accredited minister	262	246	567	61
Retired minister	261	68	94	14	Retired minister	117	125	172	23
Non-accredited minister	207	19	41	13	Non-accredited minister	133	54	66	27

Gender

	Should be accredited					Stay in Covenant			
Gender	Neg	Neut	Pos	Abs	Gender	Neg	Neut	Pos	Abs
Men	63%	14%	20%	3%	Men	30%	24%	40%	6%
Women	31%	21%	44%	4%	Women	13%	19%	62%	6%

	Should be accredited					Stay in Covenant			
Gender	Neg	Neut	Pos	Abs	Gender	Neg	Neut	Pos	Abs
Men	876	191	278	45	Men	419	336	553	82
Women	116	78	169	17	Women	48	72	236	24

Age of the minister

	Should be accredited					Stay in Covenant			
Age	Neg	Neut	Pos	Abs	Age	Neg	Neut	Pos	Abs
Under 44	45%	17%	32%	6%	Under 44	25%	20%	49%	6%
45-64	55%	15%	27%	4%	45-64	25%	21%	48%	6%
65+	62%	15%	21%	3%	65+	29%	28%	38%	6%

	Should be accredited					Stay in Covenant			
Age	Neg	Neut	Pos	Abs	Age	Neg	Neut	Pos	Abs
Under 44	119	46	84	15	Under 44	66	52	129	17
45-64	501	134	242	32	45-64	229	192	435	53
65+	375	88	126	16	65+	173	167	229	36

Ethnicity

	Should be accredited					Stay in Covenant			
Ethnicities	Neg	Neut	Pos	Abs	Ethnicities	Neg	Neut	Pos	Abs
White	55%	16%	27%	3%	White	26%	23%	46%	5%
Asian	57%	7%	14%	21%	Asian	36%	7%	29%	29%
Black	79%	5%	5%	11%	Black	39%	20%	21%	20%
Mixed/Multiple	86%	7%	7%	0%	Mixed/Multiple	43%	7%	36%	14%

	Should be accredited					Stay in Covenant			
Ethnicities	Neg	Neut	Pos	Abs	Ethnicities	Neg	Neut	Pos	Abs
White	916	262	446	54	White	429	390	772	87
Asian	8	<5	<5	<5	Asian	5	<5	<5	<5
Black	44	3	3	6	Black	22	11	12	11
Mixed/Multiple	12	<5	<5	0	Mixed/Multiple	6	<5	5	<5

3.8 Effect on ministry

Ministers were invited to consider the effect of retaining, or removing, the bracketed section of MR Rules 4.3, on their pastoral (within the congregation) and missional (beyond the congregation) ministries. As with the earlier questions, respondents used a slider to state their opinions.

In the presentation of the data, we found it more helpful to display the results with the first two being about **keeping** the bracketed section – on missional and pastoral life, and then **removing** the section, again on both missional and pastoral life.

16. In your own view, if BUGB were to decide to **retain** the section in brackets, what effect would this have on your **pastoral** ministry?

Very negative Very positive

17. In your own view, if BUGB were to decide to **remove** the section in brackets, what effect would this have on your **pastoral** ministry?

Very negative Very positive

Figure 7: Questions 16 and 17 - note that initial position of the “button” in the consultation was in the centre.

19. In your own view, if BUGB were to decide to **retain** the section in brackets, what effect would this have on your **missional** ministry?

Very negative Very positive

20. In your own view, if BUGB were to decide to **remove** the section in brackets, what effect would this have on your **missional** ministry?

Very negative Very positive

Figure 8: Questions 19 and 20 - note that initial position of the “button” in the consultation was in the centre.

ALL RESPONSES	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	36.4%	42.8%	20.8%	609	717	348
Keeping/Pastoral	41.4%	43.1%	15.5%	705	734	263
Removing/Missional	20.2%	41.3%	38.5%	342	698	652
Removing/Pastoral	16.6%	36.3%	47.1%	283	619	802

3.9 Slices through the ministry data

The information that ministers have supplied allows us to examine if there are differences between e.g. older and younger ministers in their response to Questions 16 to 20. The accompanying summary document gives small multiple data visualisations and descriptions; here we give the accompanying tables. Each section shows the percentages and counts of congregations who responded in that way. Counts of less than 5 have been redacted for privacy, and those who abstained or did not provide data have been omitted.

Type of minister

Accredited Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	31.5%	45.2%	23.4%	323	464	240
Keeping/Pastoral	37.0%	46.9%	16.1%	387	491	169
Removing/Missional	22.8%	43.6%	33.6%	237	453	349
Removing/Pastoral	18.2%	39.2%	42.6%	190	410	445
Retired Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	38.2%	43.8%	17.9%	149	171	70
Keeping/Pastoral	43.3%	41.7%	15.0%	170	164	59
Removing/Missional	17.8%	43.7%	38.6%	70	172	152
Removing/Pastoral	15.9%	37.1%	47.0%	63	147	186
Non-accredited Minister	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	54.5%	31.1%	14.3%	133	76	35
Keeping/Pastoral	58.8%	28.0%	13.2%	147	70	33
Removing/Missional	13.0%	27.6%	59.3%	32	68	146
Removing/Pastoral	11.2%	21.9%	66.9%	28	55	168

Gender

Men	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	40.6%	42.9%	16.5%	506	535	205
Keeping/Pastoral	46.5%	41.5%	12.0%	592	528	153
Removing/Missional	15.6%	41.5%	42.9%	197	523	540
Removing/Pastoral	12.6%	35.1%	52.3%	161	447	667
Women	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	15.8%	46.4%	37.8%	53	156	127
Keeping/Pastoral	18.6%	53.4%	28.0%	63	181	95
Removing/Missional	38.8%	45.3%	15.9%	132	154	54
Removing/Pastoral	32.3%	44.8%	22.8%	109	151	77

Age of minister

Under 44	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	34.1%	40.2%	25.8%	78	92	59
Keeping/Pastoral	36.8%	45.6%	17.6%	88	109	42
Removing/Missional	26.2%	40.8%	33.0%	61	95	77
Removing/Pastoral	21.3%	37.0%	41.7%	50	87	98
Between 44 and 64	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	33.0%	45.0%	21.9%	270	368	179
Keeping/Pastoral	38.6%	46.1%	15.3%	321	383	127
Removing/Missional	21.0%	43.3%	35.7%	173	356	294
Removing/Pastoral	16.3%	38.3%	45.4%	136	319	378
65 and over	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	39.2%	42.8%	18.0%	213	233	98
Keeping/Pastoral	44.9%	39.6%	15.5%	247	218	85
Removing/Missional	18.0%	41.2%	40.8%	99	227	225
Removing/Pastoral	16.1%	34.8%	49.1%	89	192	271

Ethnicity

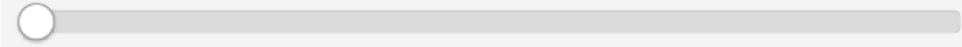
White	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	33.5%	44.4%	22.1%	506	670	333
Keeping/Pastoral	38.9%	44.9%	16.2%	597	688	249
Removing/Missional	21.5%	42.9%	35.6%	328	654	543
Removing/Pastoral	17.7%	37.6%	44.7%	272	577	686
Asian	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	60.0%	30.0%	10.0%	6	<5	<5
Keeping/Pastoral	45.5%	45.5%	9.1%	5	5	<5
Removing/Missional	20.0%	30.0%	50.0%	<5	<5	5
Removing/Pastoral	9.1%	45.5%	45.5%	<5	5	5
Black	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	72.7%	6.4%	6.8%	32	9	<5
Keeping/Pastoral	74.5%	19.1%	6.4%	35	9	<5
Removing/Missional	6.8%	29.5%	63.6%	<5	13	28
Removing/Pastoral	4.3%	19.6%	76.1%	<5	9	35
Mixed/Multiple	Positive	Neutral	Negative	Positive	Neutral	Negative
Keeping/Missional	69.2%	23.1%	7.7%	9	<5	<5
Keeping/Pastoral	64.3%	28.6%	7.1%	9	<5	<5
Removing/Missional	7.7%	15.4%	76.9%	<5	<5	10
Removing/Pastoral	7.7%	15.4%	76.9%	<5	<5	10

3.10 Regional Associations

Regional Ministers were asked additionally about the effect on the life of their Association of retaining or removing the bracketed section. There were 2 abstentions.

26. In your context, if BUGB were to decide to **retain** the section in brackets, what effect would this have on the life of your Association?

Very negative Very positive



27. In your context, if BUGB were to decide to **remove** the section in brackets, what effect would this have on the life of your Association?

Very negative Very positive

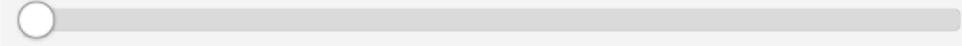


Figure 9: Q26 and Q27 for Regional Ministers

Regional Minsters	Positive	Neutral	Negative	Positive	Neutral	Negative
Keep	35.6%	55.6%	8.9%	16	25	<5
Remove	0.0%	53.3%	46.7%	0	24	21

Table 29: Regional Minister responses

A third (36%) of Regional Ministers think that keeping the bracketed section would be positive for the life of their Association. No Regional Minister thinks that removing the section would be positive, and almost half (47%) think that it would be negative.