



Requests for Change

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Project Violet Requests for Change – Listed by Stakeholders

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Local Churches	R02; R05; R41; R44; R48; R51; R52; R53; R56
Regional Associations (13)	R04; R05; R06; R09; R17; R23; R24; R25; R26; R28; R32; R34; R35; R38; R40; R41; R42; R43; R45; R55; R56
Women’s Justice Hubs in Regional Associations	R14; R21; R22; R23
Baptist Colleges (6)	R01; R02; R05; R08; R26; R28; R29; R32; R34; R35; R41; R43; R44; R45; R56
Ministries Team - MRC	R07; R10; R16; R17; R24; R28; R29; R32; R34; R35; R37; R38; R39; R40; R42; R47; R55
Specialist Teams F&S, HR, Resource Racial Justice, Disability Justice	R05; R18; R20; R22; R24; R26; R38; R46; R49; R54; R56
BU Council	R43; R46; R50; R57
BU Trustees	RD54
Mission Forum	
Core Leadership Team	R13; R18; R44; R46
Theological Reflection Group of CLT	R01; R19; R21; R27; R36; R44
All Ministers	R12; R32; R33
Chaplaincy Forum	R17; R18; R19;
Pioneer Roundtable	R25; R45
CYF Roundtable	R06; R13; R30; R41
Baptist Ministers Fellowship	R12; R33
Order of Baptist Ministers	R12; R33
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Project Violet – Commitment to Action



Please send to projectviolet@baptist.org.uk by 30th September 2024.

The Commitment to Action responses will be collated and form the basis of a report that will be submitted to the Baptist Union Council in October 2024.

Name of Stakeholder	
How have you discussed the findings? (for example, meetings and dates)	

Using the 'Listed by Stakeholder' index, identify the Requests for Change that you are being asked to respond to and put their numbers in this grid. You can then download the appropriate Requests for Change from the website and discuss your responses.

Request Number	Short Name	Accepted	Modified	Declined

You are invited to offer a narrative, if you would like to, on the decisions you have taken.

Project Violet Requests for Change – Map

Vocational pathway

Phase 1

Whisper R05; R30; R42	Call R41	Discernment R48
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Phase II

Accessing training R01; R02; R03; R26; R29	Experience as a MiT R105; R108; R27; R29; R34; R41; R56	Settlement and placements - Before, during, and after training R06; R07	Experience as a NAM R06; R14; R15; R35; R55
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Phase III

Ministering from who I am R04; R05; R09; R10; R13; R44; R46; R49; R56	Accommodating life events R47	Settlement - further experiences R06; R07; R48; R52	Moving to different types of ministry R01	Retirement R14
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Types of ministry

Local church R40; R53; R56	Pioneer R45; R25	CYF
Chaplaincy R18; R19	Bivocational R36; R14	Regional ministry R04; R05; R15; R16; R21; R34
Theological educators R05; R16; R21	Specialist Teams R16	Time out

Ways of working

Moderation R05; R09; R12; R15; R21; R33; R43; R50; R57	CMD R15; R31; R32; R34 R39; R52	Accompaniment R35; R55
Terms and conditions; Data collection R06; R11; R17; R28; R38	Guidance, mediation, complaints R05; R10; R12; R16; R20; R33; R37	Justice Hubs and Centenary Development Enabler role R14; R22; R23; R24 R54; R55

Project Violet Requests for Change – R01

Short title	Invitation to Colleges to review their admissions processes
Identifying number	R01
Request for action by	Colleges
Text of request	<p>The journey from a call to ministry being discerned and affirmed to engaging with an appropriate training pathway as an MiT can contain hurdles which can lead women to drop out. (Note the Statistics on the PV website that show fewer women than men entering training.)</p> <p>Helen Stokley’s research identifies a number of issues which she is exploring and she invites other colleges to join her in reviewing the way in which admission to training happens. The aim is to reduce drop-out throughout the pathway into training.</p> <p>This is not straightforward as colleges have different arrangements for degree validation, and collaboration with Associations will no doubt be needed.</p> <p>There is an opportunity at the September 2024 Colleges’ Conference to agree a remit for this work.</p> <p>The request for change is: That the Colleges agree a remit from which their admissions processes can be reviewed.</p>
Relevant co-researcher reports	Enabling women to prepare for ministerial training so they engage and flourish as Ministers-in-Training
Relevant Theological Reflections	Group 1
Location on Requests Map	Vocational pathway - Phase II - Accessing training

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R02

Short title	Create 'Planning to train as a Baptist Minister' resource
Identifying number	R02
Request for action by	Colleges
Text of request	<p>The requests for change are:</p> <ul style="list-style-type: none"> • Colleges to commission a series of short videos along the theme of 'Planning to train as a Baptist Minister' • A short video for local churches on supporting the training of Ministers financially • Colleges use multiple and diverse voices in the production of the videos • Colleges collaborate with National and Association comms teams in enabling these to be accessible as a resource • Colleges collaborate with Ministries Department in the sharing of this resource <p>Note the need for accessibility in BSL and Welsh</p>
Relevant co-researcher reports	Enabling women to prepare for ministerial training so they engage and flourish as Ministers-in-Training
Relevant Theological Reflections	G1
Location on Requests Map	Vocational pathway - Phase II - Accessing training

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R03

Short title	Leaflet on 'Theology of provision'
Identifying number	R03
Request for action by	Theological Reflection Group of the Core Leadership Team
Text of request	The request for change is: The production of a leaflet on the 'theology of provision' to help those accepted for training, local churches, Associations and college staff think about the resourcing of training and their respective responsibilities.
Relevant co-researcher reports	Enabling women to prepare for ministerial training so they engage and flourish as Ministers-in-Training Understanding the financial barriers to training and accreditation for women whose calling is recognised
Relevant Theological Reflections	Group 1 Group 3
Location on Requests Map	Vocational pathway - Phase II - Access to training

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R04

Short title	Intentional leadership development for Ministers
Identifying number	R04
Request for action by	Associations
Text of request	<p>The request for change is: Each Association, either alone or in cooperation with others, develop a programme or programmes of intentional leadership development drawing on the learning from MagnifyYou as evaluated in the research.</p> <p>Associations who have developed such programmes are invited to share their learning.</p> <p>During Project Violet, the distinctive needs of women and millennial leaders have been highlighted but we recognise the work being done with Black and Brown leaders.</p>
Relevant co-researcher reports	<p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>Reflecting on being a millennial leader within Baptists Together</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	<p>Vocational pathway - Moving to different types of ministry</p> <p>Types of ministry - Regional ministry</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R05

Short title	Training in advocacy on behalf of Ministers and Ministers-in-Training receiving unequal treatment
Identifying number	R05
Request for action by	Local Churches, Associations, Colleges, Specialist Teams
Text of request	<p>All those with a responsibility for the wellbeing of Ministers and Ministers-in-Training should be confident in how to advocate when witnessing or being given evidence of sexist, racist, or ableist language, behaviour, or treatment. They should also be able to identify and declare when they are conflicted by reason of their relationship with the perpetrator and know how to put alternative arrangements in place to mitigate that conflict. Colleagues should recognise bystander behaviour and know how to challenge it.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • A programme of training should be commissioned and offered to all relevant Ministers • That Associations make this training an induction requirement for all new Regional Ministers, and that Colleges make this training an induction requirement for all new tutors • That one or more Colleges develop a process for noticing patterns of behaviour and challenging students to reflect upon them so that good habits are established in ways of ministering. We hope that successful practice could then be shared with Associations.
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	Vocational pathway - Phase II and Phase III Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R06

Short title	Regional Ministers proactively discuss terms and conditions during settlement process
Identifying number	R06
Request for action by	Associations; Childrens Youth and Family (CYF) Roundtable
Text of request	<p>The requests for change are:</p> <ul style="list-style-type: none"> • 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 • Moderators should ensure that during the settlement process ministers’ spouses are not subject to expectations about their contribution to church life nor asked personal questions • Regional Ministers and Moderators should pay particular attention to the support available 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 • Associations are asked to look at the diversity of their Moderators to help stimulate discussion of this issue • We value the work on the gender pay gap done by the CYF Roundtable and ask them to continue to monitor and publish data
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>Women’s Experience of Pioneering Contexts</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	Vocational pathway - Phase II and Phase III

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R07

Short title	Expand Settlement Guidance to include marital status
Identifying number	R07
Request for action by	Ministries Team
Text of request	<p>Women Ministers can experience questions about their marital status, spouses, and children during the settlement process which suggest they are being evaluated as women rather than as Ministers.</p> <p>The request for change is:</p> <p>Expand the Meeting Prospective Ministers section of the Settlement Guidance to Churches to include guidance on:</p> <ul style="list-style-type: none"> • Questions on marital status • Expectations of spouses • Questions about children • Make clear that it is inappropriate to ask evaluative questions about divorce if a Minister has accredited status
Relevant co-researcher reports	Marital Status and Ministry
Relevant Theological Reflections	Group 1
Location on Requests Map	Vocational pathway - Phase II and Phase III

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R08

Short title	What Colleges teach Ministers-in-Training
Identifying number	R08
Request for action by	Colleges
Text of request	<p>What colleges teach and the way in which they teach it form the understanding and ministry of Ministers-in-Training. The place of women in the curriculum and life of each College is therefore important.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • All course reading lists be evaluated to show evidence of authors who are women, Black and Brown, and Disabled. A list of Baptist women authors can be found on the PV website. Visit The Reading Room. • Pastoral training needs to address the different life experiences Ministers will encounter relating to gender, age, ability, race, marital status, and caring responsibilities • All Ministers-in-Training need to see women role models with different experiences of ministry for example, in teaching, preaching, and placements
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>Receptive Space Report - Ecumenical Learning for Project Violet</p>
Relevant Theological Reflections	
Location on Requests Map	Vocational pathway - Phase II

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R09

Short title	Ensure Ministers' groups are constructive and inclusive spaces
Identifying number	R09
Request for action by	Associations
Text of request	<p>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.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • Regional Ministers ensure that Ministers' groups are competently facilitated offering training where necessary • Regional Ministers ensure that someone attending each group is confident in advocacy and allyship • Training of facilitators across more than one Association could helpfully cross-pollinate good practice
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>What does affirming women leaders in our Association look like?</p> <p>Women's Experience of Pioneering Contexts</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	<p>Vocational pathway - Phase III</p> <p>Ways of working - Moderation</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R10

Short title	Amend Ministerial Recognition (MR) rules to include language and behaviour on social media
Identifying number	R10
Request for action by	Ministries Team
Text of request	<p>The Guidelines for the ‘Use of Social Media by Baptist Ministers’ are welcomed.</p> <p>The Baptist Union of Great Britain : Guidelines for social media use by Baptist Ministers</p> <p>The request for change is: That language and behaviour on social media are specifically referenced in the MR rules so that the online world is recognised as a place where ministry takes place and where Ministers need to lead by example.</p>
Relevant co-researcher reports	Reflecting on being a millennial leader within Baptists Together
Relevant Theological Reflections	Group 1
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R11

Short title	Standardise terms and conditions for Regional Ministers
Identifying number	R11
Request for action by	Ministries Team and Associations
Text of request	<p>Terms and conditions for Regional Ministers should be the same irrespective of the Association, the gender, age, disability, race, marital status, or caring responsibilities of the Minister. Part-time roles should offer pro rata terms and conditions.</p> <p>The request for change is: Ministries Team and Associations commission a process that will lead to a standardisation of terms and conditions.</p>
Relevant co-researcher reports	Reflecting on being a millennial leader within Baptists Together
Relevant Theological Reflections	Group 1
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R12

Short title	Call for male Ministers to be allies in private and public
Identifying number	R12
Request for action by	All male Ministers
Text of request	<p>Baptists rightly rejoice when the glass ceiling is smashed, and women Ministers are better represented in all areas of ministry. However, such pioneering is not without a cost, so women can feel as if they are walking on broken glass. When men play their part in sweeping up the glass it is called being an ally rather than a bystander (Project Violet Podcast Season 1 Episode 5 explains these terms).</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • All male Ministers notice when they are in a space where women are absent or silent and pause to ask why. This could be in person or online. • All male Ministers invited to challenge ‘banter’ or any other language or behaviour that undermines women. This may mean difficult conversations both in public and private spaces. • They are asked to challenge the use of theology or the bible in an intentionally hostile way • Male Ministers do not need to speak on behalf of women but ensure they are heard in their own voice
Relevant co-researcher reports	<p>Reflecting on being a millennial leader within Baptists Together</p> <p>Receptive Space Report - Ecumenical learning for Project Violet</p>
Relevant Theological Reflections	<p>Group 2</p> <p>Baptist Together Marks of Ministry - see File.aspx (baptist.org.uk)</p>
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R13

Short title	Agree new ways of describing young leaders
Identifying number	R13
Request for action by	Core Leadership Team (CLT) in consultation with Children Youth and Family (CYF) Roundtable
Text of request	<p>The context of ministry is often dominated by those of the baby boomer generation. The language about younger leaders can often conflate teenagers, young adults, and millennials. It is unhelpful when people under 40 in positions of substantive leadership are described as ‘emerging’. It suggests their contribution is being evaluated purely on the basis of their age. The conflation of different generations into the word ‘younger’ means that a missional response to the culture of each generation is undermined.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • CLT hear this request and refrain from using the term ‘young leaders’ purely to describe people younger than they are • CLT/CYF engage in a conversation and find new ways of describing the range of people currently embraced by the term young leaders
Relevant co-researcher reports	Reflecting on being a millennial leader within Baptists Together
Relevant Theological Reflections	Group 1 Group 2
Location on Requests Map	Vocational pathway - Ministering from who I am

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R14

Short title	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet
Identifying number	R14
Request for action by	Regional Justice Hubs
Text of request	<p>Project Violet has developed a model of practitioner research that can explore the experiences of Ministers. We would like to hand over this model to any group that would find it helpful and in the first instance to Regional Justice Hubs.</p> <p>The request for change is: For the Regional Justice Hubs, either on their own or together, to respond to the further areas of research that we identified as needed below.</p> <p>Groups of women whose experiences we feel need further exploration:</p> <ul style="list-style-type: none"> • Bi-vocational Ministers • Unaccredited women Ministers • NAMs ministering at the intersection of more than one identity • Divorcees • Women transitioning to retirement
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	<p>Ways of working - Regional Justice Hubs</p> <p>Vocational pathway - Phase III</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R15

Short title	Training in governance
Identifying number	R15
Request for action by	Colleges, Specialist Teams, Associations
Text of request	<p>Many Baptist Ministers are expected to work with Trustees to ensure good governance of a Baptist legal entity. This requires a mix of technical knowledge, theological understanding, and skill in facilitating effective discernment.</p> <p>Baptists are asked to work as Moderators, Chairs, and Trustees without always having training in governance in a Baptist context.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • 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 • Colleges are asked to ensure that NAMs complete this course • Colleges are asked to offer this course as CMD • Associations are asked to ensure that new Regional Ministers and all Moderators appointed to churches in a vacancy complete this course
Relevant co-researcher reports	<p>What does affirming women leaders in our Association look like?</p> <p>Reflecting on being a millennial leader within Baptists Together</p> <p>Is it easier for female Baptist Ministers to flourish as Chaplains in the NHS than in local Baptist churches and translocal Baptist life?</p>
Relevant Theological Reflections	Group 1
Location on Requests Map	Ways of working - CMD Types of ministry

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R16

Short title	Statement of expectations of ministry in the translocal space to supplement the 'Marks of Ministry' that apply to all Ministers
Identifying number	R16
Request for action by	Ministries Team
Text of request	<p>Working in translocal spaces - such as Colleges, Associations, and Specialist Teams - places additional responsibilities on Ministers to work in ways that facilitate the inclusion of women, and to both hold others account and be held to account.</p> <p>Most people working in this space are accountable to a line manager or Chair of Trustees with whom accountability conversations take place. Most will also have a trusted CMD partner with whom they can reflect on their practice.</p> <p>Regional Team Leaders need to consider appropriate accountability and support when appointing Moderators.</p> <p>The request for change is: The Marks of Ministry rightly apply to all Ministers. An appendix setting out the additional responsibilities of translocal ministry is requested that could underpin accountability conversations for those in translocal roles.</p>
Relevant co-researcher reports	<p>Reflecting on being a millennial leader within Baptists Together</p> <p>Reflections on Developing a London Baptist Women's Justice Hub</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	Group 1 Baptist Together Marks of Ministry - see <u>File.aspx (baptist.org.uk)</u>
Location on Requests Map	Types of ministry Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R17

Short title	Access fund for translocal life and learning
Identifying number	R17
Request for action by	Ministries Team and Associations
Text of request	<p>Baptist life depends upon the active participation of Ministers in translocal life, whether that is attending events, acting as a representative on Association and national bodies, or representing Baptist life to the wider world. For Ministers to flourish and sustain ministry they need access to Ministers conferences, CMD, and sabbaticals.</p> <p>Some Ministers are in appointments where there are funds to support their participation in translocal life and their development. Other Ministers are not. Some Ministers have additional needs which need accommodation to facilitate their participation.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • 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 • Funding to be sought for colleges who have a developed a speciality in training Ministers with a disability
Relevant co-researcher reports	<p>Is it easier for female Baptist Ministers to flourish as Chaplains in the NHS than in local Baptist churches and translocal Baptist life?</p> <p>The experiences of Deaf women Ministers</p> <p>Ministering through the menopause</p>
Relevant Theological Reflections	Group 2
Location on Requests Map	Ways of working - Terms and conditions

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R18

Short title	Create a national chaplaincy role
Identifying number	R18
Request for action by	Ministries Team to commission the Chaplaincy Group to formulate a proposal that could go to Core Leadership Team (CLT)
Text of request	<p>Women are over-represented in chaplaincy ministry.</p> <p>We call for a greater recognition of the place of chaplaincy in our Baptist family.</p> <p>The request for change is: The appointment of someone to lead the denominational understanding and development of chaplaincy roles and be a supportive advocate and link for those working within chaplaincy roles who are accredited by the Baptist Union.</p>
Relevant co-researcher reports	Is it easier for female Baptist Ministers to flourish as Chaplains in the NHS than in local Baptist churches and translocal Baptist life?
Relevant Theological Reflections	Group 2
Location on Requests Map	Types of ministry - Chaplaincy

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R19

Short title	Update 'Theology of chaplaincy'
Identifying number	R19
Request for action by	Theological Reflection Group of the Core Leadership Team
Text of request	<p>The request for change is: An updated 'Theology of chaplaincy' to be commissioned following on from the 2012 report, articulating how chaplaincy relates to one of the four key areas of work of Baptists Together, namely 'enabling Baptist voices and action in the public square'.</p> <p>See: Key areas of work and Exploring a call</p>
Relevant co-researcher reports	Is it easier for female Baptist Ministers to flourish as Chaplains in the NHS than in local Baptist churches and translocal Baptist life?
Relevant Theological Reflections	Group 2
Location on Requests Map	Types of ministry - Chaplaincy

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Footnotes:

¹ https://baptist.org.uk/Groups/330646/Key_areas_of.aspx

Project Violet Requests for Change – R20

Short title	Guide to inclusive language
Identifying number	R20
Request for action by	Faith & Society Team
Text of request	<p>The Methodists have published a guide to inclusive language to provide consistency in communications. See Inclusive Guide.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • The national communication team examines the Methodist policy on inclusive language • The national communication team adopts a similar guide and makes it available on the Baptists Together website
Relevant co-researcher reports	<p>Women’s Experience of Pioneering Contexts</p> <p>Reflections on Developing a London Baptist Women’s Justice Hub</p>
Relevant Theological Reflections	Group 2
Location on Requests Map	Ways of working - Guidance, mediation, and complaints

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R21

Short title	Complementarianism and headship – holding these theologies in the translocal space
Identifying number	R21
Request for action by	Theological Reflection Group of the Core Leadership Team
Text of request	<p>For over 100 years Baptists have affirmed the ordained ministry of women.</p> <p>The Project Violet Podcast Season 1, Episode 1, describes the process that led to that affirmation - see The Project Violet Podcast - Episode 1 - The story so far Free Listening on Podbean App</p> <p>However, local Baptist churches retain the freedom under the Declaration of Principle to interpret Scripture under the guidance of the Holy Spirit (see The Baptist Union of Great Britain : Declaration of Principle). For some local churches this freedom means adopting a complementarian and headship theology that restricts the ministry roles women can undertake. We encourage such churches to engage with the Project Violet website, in particular the film ‘A name to live up to’ and the Podcasts as a way of reflecting upon their position.</p> <p>In the translocal space, Baptists associate with each other whilst holding different theologies. This holding of difference needs to be done well so that women can participate fully in translocal activities, knowing their ministry is affirmed and recognised.</p> <p>The request for change is: Alongside R16 which asks for a statement of expectations of ministry in the translocal space, we request:</p> <ul style="list-style-type: none"> • That the Theological Reflection Group of the Core Leadership Team commission a theological statement on holding theological differences well • The aim being that such a statement can inform the ethos statement of those Baptist groups and organisations that operate in the translocal space
Relevant co-researcher reports	Reflections on developing a London Baptist Women’s Justice Hub
Relevant Theological Reflections	Group 2
Location on Requests Map	Types of ministry - Regional ministry and Theological educators Ways of working - Moderation

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R22

Short title	Clarify the relationship between national and regional gender justice hubs
Identifying number	R22
Request for action by	Women’s Justice Hubs; Faith and Society Team
Text of request	<p>It is important to have clarification on the relationship between national and regional hubs and some joined-up thinking. At a minimum, the national gender justice hub should be made up of people working on gender/women’s justice within the Associations, and local and national agendas need to be linked up.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • Faith and Society Team identify people working on gender issues across the Associations • Funding to be made available for a gathering of national and Association hubs • A facilitated conversation led by the Faith and Society Team with appropriate representation from the Associations <p>See also R24</p>
Relevant co-researcher reports	Reflections on developing a London Baptist Women’s Justice Hub
Relevant Theological Reflections	Group 2
Location on Requests Map	Ways of working - Regional Justice Hubs and National Enabler role

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R23

Short title	Resourcing Regional Justice Hubs
Identifying number	R23
Request for action by	Associations; Regional Justice Hubs
Text of request	<p>A budget for justice in Associations, and full backing of Regional Teams and Association Trustees, is important. The ideal would be to have a named Regional Minister responsible for justice and active in issues of justice in each association.</p> <p>The request for change is: Identify a Regional Minister with oversight of justice in each Association.</p> <p>Associations to consider a budget for justice within their Association.</p>
Relevant co-researcher reports	Reflections on developing a London Baptist Women’s Justice Hub
Relevant Theological Reflections	Group 2
Location on Requests Map	Ways of working - Regional Justice Hubs

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R24

Short title	Have a women’s ministry advisor in each Association
Identifying number	R24
Request for action by	Associations; Faith and Society Team, Ministries Team
Text of request	<p>The request for change is: 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.</p> <p>The impact of this is evidenced within our research and is fundamentally important for the future of Baptist’s Together. The provision of safeguarding advice is often delivered within a partnership model between Associations, and we would suggest this is a helpful model to consider for this role, recognising the current financial constraints. This role could be modelled on the Anglican experience of having a Dean of Women’s ministry within each diocese with the remit of women’s ministry.</p> <p>Her role will include, but not be limited to:</p> <ul style="list-style-type: none"> • Supporting ordained and lay women in ministry, particularly in churches which have rejected or placed limitations on women in ministry • Advocating and raising issues with the Ministerial Recognition Committee (MRC) to highlight discrimination, harassment and the abuse of women • Educating MRC as necessary on issues which women can face as they consider entering ordained ministry • Encouraging women Ministers to apply for senior leadership posts and committees and actively facilitating opportunities for study and personal development • Advising other Ministers on women’s issues • Facilitating conversations, relationship-building meetings, and ambitious training and CMD opportunities • Offering opportunities for women to discern a calling to ministry (see R42) • Coming alongside women with ministerial difficulties • Encouraging a wholeness of ordained ministry with both men and women working happily alongside each other according to giftings rather than stereotypes

<p>Relevant co-researcher reports</p>	<p>Women’s Experience of Pioneering Contexts</p> <p>Receptive Space report - ecumenical learning for Project Violet</p> <p>Enabling women to prepare for ministerial training</p> <p>Ministering through the Menopause</p> <p>Marital Status and Ministry</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical with the Baptist Union</p> <p>Understanding the financial barriers to training and accreditation What does affirming women in our Association look like?</p> <p>Understanding the journey into ministry for Asian women.</p>
<p>Relevant Theological Reflections</p>	<p>Group 2</p>
<p>Location on Requests Map</p>	<p>Ways of working - Justice Hubs</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R25

Short title	Promote mutual learning between Urban Expression and Regional Ministers and local churches in dialogue with Pioneer Roundtable
Identifying number	R25
Request for action by	Urban Expression (UE) Regional Ministers Pioneer Roundtable
Text of request	<p>Urban Expression are a calling and commending body for Baptist Ministry. They encourage pioneering forms of church and help them seek funding for pioneer Ministers.</p> <p>Currently, the Pioneer Roundtable is a place where Urban Expression has a seat at the table in terms of pioneering in relation to the Baptist Union, but this frequently feels too institutional. UE works best relationally, and has several positive and collaborative relationships with churches, Ministers and Regional Ministers across the UK. There is more that could be done to facilitate mutual learning between the Union and UE.</p> <p>The request for change is: 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.</p>
Relevant co-researcher reports	Women’s Experience of Pioneering Contexts
Relevant Theological Reflections	Group 2
Location on Requests Map	Types of ministry - Pioneer

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R26

Short title	Improve access to funds for ministerial training
Identifying number	R26
Request for action by	Ministries Team in consultation with Colleges, Associations, and Urban Expression
Text of request	<p>Not all women are in a position to take out personal loans to pay for their training and not all churches are in a position to help with the training costs of Ministers-in-Training on placement with them. 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> <p>The requests for change are:</p> <ul style="list-style-type: none"> • Find out the extent to which the current bursary system meets needs and the resources available in each college • Ensure that information about bursaries at each college is available in one place online • Find out the extent to which Ministers-in-Training are being supported by local churches and the role the Associations play in encouraging that • Monitor the effectiveness of recent changes working with Kingdom Bank and inviting donations • Commission a working group to look at the feasibility of fully funding training • Review the means by which those seeking training are matched to funds
Relevant co-researcher reports	<p>Enabling women to prepare for ministerial training so they engage and flourish as Ministers-in-Training</p> <p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p>
Relevant Theological Reflections	<p>Group 3</p> <p>See also R27</p>
Location on Requests Map	Vocational pathway - Phase II - Accessing training

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R27

Short title	Theology of ministry
Identifying number	R27
Request for action by	Theological Reflection Group of the Core Leadership Team (CLT)
Text of request	<p>A number of the co-researcher and theological reflection reports show a need to restate a Baptist theology of ministry in a way that can shape college training, and association and local church policies. Such a theology needs to engage with the issues raised by Project Violet.</p> <p>The request for change is: Reflection and engagement from the Theological Reflection group of CLT on a Baptist theology of ministry.</p> <p>Issues we would like included:</p> <ul style="list-style-type: none"> • That responsibility for funding the training of ministry lies with the Baptist community who will benefit from that ministry • That whilst ministers occupy particular appointments, they provide a resource for the whole Baptist community and so ownership of their wellbeing and development needs to be part of the covenant relationship between the various entities that make up Baptist life • The nature of the covenant relationship between ministers in particular where those relationships contain a power differential
Relevant co-researcher reports	<p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p> <p>Ministering Through the Menopause</p>
Relevant Theological Reflections	Group 3
Location on Requests Map	Vocational pathway

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R28

Short title	Monitoring data throughout the vocational pathway
Identifying number	R28
Request for action by	Ministries Team in collaboration with Colleges and Associations
Text of request	<p>Ensuring equality of access and opportunity in any group of workers requires collecting data about their characteristics and monitoring that data to ensure that no group is being left behind. There has been a reluctance to do this for accredited Ministers, recognising that they are employed by a large number of different legal entities.</p> <p>A theological theme from Project Violet is that whilst Ministers occupy particular appointments, they provide a resource for the whole Baptist community and so ownership of their wellbeing and development needs to be part of the covenant relationship between the various entities that make up Baptist life. Exclusion can occur at any point on the vocational pathway meaning that collaboration on collecting data and its monitoring will be required.</p> <p>Agreement is needed on how, when, and by whom data will be collected, stored, and monitored and a commitment to act upon identified inequalities.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • The data we ask to be collected and monitored is: Age, age on entry to ministry, gender, race, disability and chronic health conditions, and caring responsibilities that impact ministry; marital status; contracted hours; type of ministry • It is for Ministers to decide which characteristics they declare given appropriate assurances about confidentiality and data disclosure • A priority for the use of this data is monitoring the gender pay gap for Ministers with a confidential report annually to the Core Leadership Team • Ministries Team, Colleges, and Associations to agree a series of points across the vocational pathway at which it would be important to gather data, look for patterns in the data that need investigating, and agree an annual point at which anonymised aggregated data will be shared, discussed, and potential inequalities identified for further investigation • The use of a standard approach to data specification, a timetable for gathering data, and standard points at which it is considered

<p>Relevant co-researcher reports</p>	<p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>What does affirming women leaders in our Association look like?</p> <p>Marital Status and Ministry</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p> <p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>The experiences of Deaf women Ministers</p>
<p>Relevant Theological Reflections</p>	<p>Group 3</p>
<p>Location on Requests Map</p>	<p>Ways of working - Data collection</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R29

Short title	Access to debt and budgeting advice for Ministers-in-Training
Identifying number	R29
Request for action by	Colleges, Ministries Team
Text of request	<p>Training for ministry puts significant financial pressure on some Ministers-in-Training and their families. There is a conflict between colleges having a pastoral and academic relationship with students which involves evaluation of their progress and acting as informal financial advisers.</p> <p>The request for change is: Colleges and Ministries Team identify a provider of debt and budgeting advice that Ministers-in-Training can access independently and make that known during the application process.</p> <p>The ideal would be an England and Wales provider who could be briefed on the nature of Baptist ministerial training.</p> <p>Note the need for access in BSL and Welsh.</p>
Relevant co-researcher reports	<p>Enabling women to prepare for ministerial training so they engage and flourish as Ministers-in-Training</p> <p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p>
Relevant Theological Reflections	<p>Group 1</p> <p>Group 3</p>
Location on Requests Map	Vocational pathway - Phase II

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R30

Short title	Culturally appropriate information on ministry internships for parents
Identifying number	R30
Request for action by	Children Youth and Family Roundtable, Young Leaders' Development Coordinator
Text of request	<p>Internships are an important opportunity for young people to experience ministry and meet a wider range of role models. They can also be an important opportunity to explore God's call.</p> <p>Most young people will need the encouragement and financial support of their parents. Parents who have a cultural background that prioritises professional training need information and examples that help them see the value of internships.</p> <p>The request for change is: Children Youth and Family Roundtable and Young Leaders' Development Coordinator produce a leaflet for parents.</p>
Relevant co-researcher reports	Understanding the journey into ministry for Asian women
Relevant Theological Reflections	Group 3
Location on Requests Map	Vocational pathway - Phase I - Whisper

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R31

Short title	Adopt a new approach to developing Baptist resources
Identifying number	R31
Request for action by	Specialist Teams, Colleges, Roundtables and Forums
Text of request	<p>The findings of Project Violet ask for a number of new policies, resources, and training courses to be developed.</p> <p>The request for change is: That a new protocol for developing resources be adopted across the Baptist family that builds in resources for evaluation, a method for evaluation and a time scale over which the effectiveness of the policy/resource/training will be measured.</p>
Relevant co-researcher reports	A brief critical analysis of the Baptists Together equality and diversity training resource, ' <i>I Am Because You Are</i> '
Relevant Theological Reflections	Group 3
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R32

Short title	Ongoing use of 'I am because you are' resource
Identifying number	R32
Request for action by	Ministries Team; Associations; Colleges
Text of request	<p><i>'I am because you are'</i> 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.</p> <p>Ministers have been asked to tell Ministries Team when they have engaged with the <i>'I am because you are'</i> resource. Associations have created opportunities for Ministers to engage. The current percentage of Ministers who have completed the resource is being discussed by Ministries Team and Association Team Leaders.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • That Colleges ensure that all Ministers-in-Training engage with the resource before entering training, accepting that colleges will now want to put this in the context of more extensive learning on Equality, Diversity, and Inclusion during training • That Ministries Team continue to monitor and publish the percentage of Ministers who have engaged • That the consequences of failing to complete the training should be clear and followed through
Relevant co-researcher reports	A brief critical analysis of the Baptists Together equality and diversity training resource, <i>'I Am Because You Are'</i>
Relevant Theological Reflections	
Location on Requests Map	Ways of working - CMD

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R33

Short title	Call for White Ministers to challenge racism in private and public
Identifying number	R33
Request for action by	All White Ministers
Text of request	<p>Baptists are rightly proud that the Union has Black majority and intercultural churches and Black and Brown Ministers. However, their presence has not eliminated racist language and behaviour.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • All White Ministers notice when they are in a space where Black and Brown people are absent or are silent and ask why. This could be in person or online. • All White Ministers to challenge ‘banter’ or any other language or behaviour that undermines Black or Brown people. This is called being an ally rather than a bystander (Project Violet Podcast Season 1 Episode 5 explains these terms). <p>Modelling leadership involves having difficult conversations and being willing to challenge both in public and in private. It does not involve speaking for Black and Brown people but rather ensuring they are heard in their own voice and can Minister in their own identity.</p>
Relevant co-researcher reports	<p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p> <p>Understanding the journey into ministry for Asian women</p> <p>A brief critical analysis of the Baptists Together equality and diversity training resource, ‘<i>I Am Because You Are</i>’</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	<p>Group 3</p> <p>Baptists Together Marks of Ministry - see File.aspx (baptist.org.uk)</p>
Location on Requests Map	Ways of working - Moderation

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R34

Short title	Colleges develop a module in intercultural ministry and communication which can be offered as Continuing Ministerial Development
Identifying number	R34
Request for action by	Colleges; Associations
Text of request	<p>There are important cultural differences between Black and Brown people of different ethnicities and nationalities. Intercultural communication is a competence that can be developed. There is existing experience and expertise within the Baptist community that can be drawn upon.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • That the colleges collaborate to develop a shared module descriptor in intercultural ministry and communication which they can then adapt to their own validation requirements • The module is delivered to all Ministers-in-Training and offered as part of ongoing Continuing Ministerial Development (CMD) • Associations make CMD based upon this module descriptor an induction requirement for all new Regional Ministers. Existing Regional Ministers are invited to undertake the course as part of their CMD.
Relevant co-researcher reports	Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union
Relevant Theological Reflections	Group 3
Location on Requests Map	Vocational pathway - Phase II Ways of working - CMD

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R35

Short title	Review of the way in which Newley Accredited Ministers (NAMs) are inducted into the habit of connection and working within a network of support
Identifying number	R35
Request for action by	Colleges and Associations with support from Ministries Team
Text of request	<p>The learning and support of the individual Minister during the NAMs phase is valued; however, Colleges and Associations are requested to commission a review of their current practice that addresses:</p> <ul style="list-style-type: none"> • How NAMs are inducted into the habit of connection described in the Continuing Ministerial Development Handbook • The support available for NAMs in learning how to minister within a network of relationships as the more immediate support of the College decreases • Enabling NAMs to minister from who they are, with support in challenging stereotypes they encounter as women or because they are ministering at the intersection of more than one identity (PV Podcast Season 1 Episode 4 explains intersectionality) • Acknowledging that many women NAMs minister in churches where resources are constrained or which are dependent upon Home Mission funding and so they may be tempted to save resources by not taking up opportunities for connection
Relevant co-researcher reports	Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union
Relevant Theological Reflections	Baptist Together Marks of Ministry - see File.aspx (baptist.org.uk)
Location on Requests Map	Vocational pathway - Phase II

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R36

Short title	Theology of bi-vocational ministry
Identifying number	R36
Request for action by	Theological Reflection Group of the Core Leadership Team
Text of request	<p>With the growing number of churches seeking part-time ministry, there are growing opportunities for bi-vocational ministry.</p> <p>These requests sit alongside R27 but have a distinctive focus and are a precursor to further action.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • To develop a Baptist theology of bi-vocational ministry. <p>This should attend to:</p> <ul style="list-style-type: none"> ○ How a calling to bi-vocational ministry is discerned ○ Training pathways that enable part-time training and encourage theological engagement with both vocations ○ How local churches can honour and support both vocations <ul style="list-style-type: none"> • A booklet that can be used by local churches and those discerning a call.
Relevant co-researcher reports	Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union
Relevant Theological Reflections	Group 3
Location on Requests Map	Types of ministry

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R37

Short title	Amend policy on disputes
Identifying number	R37
Request for action by	Ministries Team, Safeguarding Team
Text of request	<p>The documentation sent to Ministers in dispute contains the instruction not to talk to anyone about their case. Following the review of OFSTED inspections and the Post Office scandal this is no longer recognised as best practice.</p> <p>The request for change is: The appointment of a panel of independent advocates to accompany Ministers at this point in the dispute process, both those who are complaining and those who are being complained about.</p>
Relevant co-researcher reports	From Group 3 theological reflection process
Relevant Theological Reflections	Group 3
Location on Requests Map	Ways of working - Guidance, mediation, complaints

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R38

Short title	Occupational health service for Ministers
Identifying number	R38
Request for action by	Ministries Team; Specialist Team Leaders; Associations
Text of request	<p>The lack of access to occupational health advice for Ministers and their churches can either hinder or prevent timely engagement with health and accessibility issues that impact upon ministry. An occupational health service that provides advice on accommodations and advocacy would help with retention and reduce loss to the workforce. This would include but not be limited to caring responsibilities, specified learning disabilities, accessibility issues (sight and hearing impairments), physical and mental health, and life stage transitions.</p> <p>For example, in the case of ministering through the menopause, without this service women may feel forced to reduce their hours, or resign, when appropriate accommodations could prevent this.</p> <p>The request for change is: 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.</p>
Relevant co-researcher reports	Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church
Relevant Theological Reflections	Group 4
Location on Requests Map	Ways of working - Terms and conditions

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R39

Short title	Training resource on responding well to the menopause
Identifying number	R39
Request for action by	Ministries to commission; implemented by Colleges, Associations, Specialist Team Leaders
Text of request	<p>Poor responses to women Ministers experiencing the menopause could be alleviated.</p> <p>The request for change is: 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.</p> <p>The resource should include women’s stories.</p>
Relevant co-researcher reports	Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church
Relevant Theological Reflections	Group 4
Location on Requests Map	Ways of working - Terms and conditions

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R40

Short title	More opportunities for collaborative and flexible ministry
Identifying number	R40
Request for action by	Ministries Team; Associations
Text of request	<p>It is now common to offer flexible patterns of working in most professional occupations.</p> <p>A lone-working model of ministry can stop women flourishing at times when they need accommodations due to menopause, health, caring responsibilities, or other life events. What local churches seek during settlement is inevitably shaped by the ministry they have received in the past. Greater awareness of the forms of ministry available may help churches expand their vision.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • Ministries Team commission a working group to design a system by which Ministers can offer ministry that reflects their particular circumstances and callings, and appropriate ways in which Associations, Moderators, and churches can access it • Ministries Team and Regional Associations to look for opportunities to set up collaborative working between Ministers so that this option is more readily available
Relevant co-researcher reports	<p>Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p>
Relevant Theological Reflections	Group 4
Location on Requests Map	Types of ministry - Local church

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R41

Short title	Role models
Identifying number	R41
Request for action by	Local Churches, Associations, Colleges, Key Roles Nomination Group
Text of request	<p>We can 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. It is important that teenagers see women preach and minister as that is when a call often starts. It is important that under-represented groups are also asked to act as role models and be seen in positions of leadership and not only in auxiliary roles.</p> <p>The request for change is: Under-represented groups/individuals be given a platform for leadership in local churches, Associations and college gatherings.</p>
Relevant co-researcher reports	<p>What does affirming women leaders in our Association look like?</p> <p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>Understanding the journey into ministry for Asian Women</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>The experiences of Deaf women Ministers</p> <p>Receptive Space - Ecumenical Learning for Project Violet</p>
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase I and Phase II

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R42

Short title	Intentional support in women’s discernment
Identifying number	R42
Request for action by	Associations; Ministries Team, Admins of FaceBook groups
Text of request	<p>The call to ministry experienced by women is often preceded by a whisper that can be drowned out by other voices without a safe space in which to discuss what they are hearing from God.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • Associations and Ministries Team explore the offering of women-only discernment events • Associations consider introducing women vocations advisers who can be contacted directly • Admins of the various FB groups ask women to signal on their social media profiles they are happy to be contacted informally • In providing support it is important that Black and Brown women and women with disabilities and caring responsibilities can meet women like them <p>See also R24</p>
Relevant co-researcher reports	<p>Marital Status and Ministry</p> <p>Understanding the journey into ministry for Asian women</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p>
Relevant Theological Reflections	<p>Group 1</p> <p>Group 4</p>
Location on Requests Map	Vocational pathway - Phase I

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R43

Short title	Moderation of the translocal space
Identifying number	R43
Request for action by	Associations; Colleges; Baptist Union Council; Core Leadership Team
Text of request	<p>It takes additional courage and emotional energy to walk into a space where your legitimacy as a Minister may be challenged, or even face a neutrality that tolerates rather than affirms your presence. Some women absent themselves from spaces where their legitimacy has been undermined or they have experienced sexist language and behaviour. It is vital to Baptist life that all Ministers are able to take part in the translocal space. All Baptist colleges accept women for ministerial training.</p> <p>We have found it helpful to distinguish between moderated and unmoderated spaces.</p> <p>The request for change is:</p> <ul style="list-style-type: none"> • In any translocal gathering make it clear who is responsible for moderating the space • Moderators to work with someone who has completed the advocacy training (R05) who can help them deal with any challenges that arise from sexist racist and ableist language and behaviour • Those working with Moderators should also engage with the challenge or make the challenge themselves if appropriate. They can ‘call in’ an invitation to re-express what has been said or apologise for what has been done. • Training in this way of working is made available (see also R05) • In any translocal event with unmoderated spaces, appoint a Chaplain who is available to listen to those who have experienced unwanted language and behaviour and advocate for them • Neither of these measures guarantee a ‘safe space’ but they do intentionally offer to accompany women • The Baptist Colleges’ conference (September 2024) is asked to develop appropriate and workable equivalents for the classroom • Local churches are asked to engage with Ruth Moriarty’s work on the church meeting (see R48)

Relevant co-researcher reports	How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?
Relevant Theological Reflections	Group 3
Location on Requests Map	Ways of working - Moderation

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R44

Short title	A theology of disability that enables local churches, Colleges, and Associations to reflect upon their practice
Identifying number	R44
Request for action by	Theological Reflection Group of the Core Leadership Team. Local Churches; Colleges; Associations, Faith & Society
Text of request	<p>Women with life-long or acquired disabilities and chronic illnesses reported experiencing unwanted language and behaviour such as touching without consent, prayer without consent, and expectations that they are unable to minister. This suggests an underlying theology that is unable to accept these women on their own terms.</p> <p>There is now theology written by people with a disability and drawing upon the lived experience of people with a disability.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • CLT commission their Theological Reflection Group to develop a ‘Theology of disability’ which draws upon lived experience and a range of theological perspectives • That from this Faith and Society team produce a resource that enables local churches and Associations to reflect upon their practice in enabling the full participation of people with a disability
Relevant co-researcher reports	<p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>The experiences of Deaf women Ministers</p>
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase III

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R45

Short title	Ministry to the Deaf community is pioneer ministry
Identifying number	R45
Request for action by	Associations, and their Home Mission Committees in dialogue with Northern College
Text of request	<p>The Baptist denomination and Northern Baptist College are to be commended for training Deaf women for ministry. Given the lack of ministry to the Deaf community amongst Baptist churches, Deaf ministers are each pioneers seeking to establish a new worshipping community and needing funding to do so. This is also a planting opportunity for a large church wanting to reach out to a new group in its community.</p> <p>The request for change is: Intentional collaboration between Associations and Northern College to develop appropriate opportunities to pioneer and settle, with the need for financial support recognised.</p>
Relevant co-researcher reports	The experiences of Deaf women ministers
Relevant Theological Reflections	Group 4
Location on Requests Map	Types of ministry - Pioneer

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R46

Short title	Good practice in inclusive communication for those with additional needs
Identifying number	R46
Request for action by	Faith & Society team
Text of request	<p>Inclusion is more than being a representative in the room, it is also being enabled to take part fully. Accommodating people who have difficulty hearing, seeing, speaking, with mobility, and with specific learning disabilities and neurodiversity is a way of modelling God's inclusive love for all.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • The Faith & Society team commission or source from another organisation a good practice guide for communication and inclusion that can become a benchmark for the translocal space and is offered to local churches • The Faith & Society Team give attention to resources being made available in more than one other format - for example a film with a subtitled version • They collaborate with other staff at Baptist House, particularly those responsible for facilitating national meetings, encouraging them to ask people what accommodations they would find helpful - for example: <ul style="list-style-type: none"> ○ receiving meeting papers with sufficient time to digest theme ○ encourage those chairing meetings to pace meetings in a way that gives more time to those who are working with additional needs to process information and respond
Relevant co-researcher reports	The experiences of Deaf women ministers
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase III - Ministering from who I am

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R47

Short title	Develop additional policies
Identifying number	R47
Request for action by	Ministries Team with Specialist Team Leaders provide model policies for adoption
Text of request	<p>Policies are only as good as their implementation. Nonetheless, adopting a policy can be a helpful announcement of intentions. We would ask that model policies be developed that can be adopted by local churches; Associations; and Colleges as needed. We would encourage Ministries Team to consider commissioning working groups to do the necessary research and drafting.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • A paternity leave policy. Male Ministers taking paternity leave will normalise the shared responsibility that parents have for the care of their children. • A Menopause policy • Anti-harrasment and bullying policy • Supporting Ministers with caring responsibilities policy • Grievance policy
Relevant co-researcher reports	<p>All in Group 1</p> <p>Women’s Experience of Pioneering Contexts</p> <p>Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church.</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p>
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase III - Accommodating live events

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R48

Short title	Developing slow wisdom in the local church meeting.
Identifying number	R48
Request for action by	That Ruth Moriarty create a learning resource for local churches
Text of request	<p>The requests for change are: That following her doctoral thesis and the reflection day during Theology Live 2024:</p> <ul style="list-style-type: none"> • Ruth Moriarty be requested to pursue her plans to create learning resource for local churches on ‘Slow wisdom as a practice for local church meetings’ • That she include a reference to the role of local churches in the discernment of callings and settlement decisions
Relevant co-researcher reports	Is it easier for female Baptist Ministers to flourish as Chaplains in the NHS than in local Baptist churches and translocal Baptist life?
Relevant Theological Reflections	Group 4
Location on Requests Map	Vocational pathway - Phase I; Phase III - Settlement

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R49

Short title	Amend safeguarding guidance and training to address unwanted touching and prayers for those with a disability
Identifying number	R49
Request for action by	HR and Safeguarding Specialist Team
Text of request	<p>Co-researchers found examples of women being touched without their consent and having prayers for healing said over them without their consent. This is experienced as an invasion of their bodily autonomy and the projection of a theology of healing that may differ from that held by the woman herself.</p> <p>The request for change is: That HR and Safeguarding Specialist Team review policies to include this issue.</p>
Relevant co-researcher reports	The experiences of Deaf women Ministers
Relevant Theological Reflections	See also R44
Location on Requests Map	Vocational pathway - Phase III Ways of working - Guidance, mediation, complaints

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R50

Short title	Maintain an openness to ecumenical learning
Identifying number	R50
Request for action by	Baptist Union Council
Text of request	<p>Project Violet has benefited from ecumenical learning through the Receptive Space workshop. We made use of an approach called Receptive Ecumenism where we are willing to receive gifts from other parts of the Christian tradition that meet the challenges we are facing. It is positive that many Ministers now train alongside Ministers from other traditions, learning together about both differences and what they have in common.</p> <p>We are glad there are ecumenical observers present at the Baptist Union Council.</p> <p>The request for change is: That both women and men are invited as ecumenical observers to BU Council and that they have a means of feeding back the things they are noticing.</p>
Relevant co-researcher reports	Receptive Space Report
Relevant Theological Reflections	Receptive Space Report
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R51

Short title	Local churches make their position on women’s ministry known prior to settlement
Identifying number	R51
Request for action by	Local Churches
Text of request	The request for change is: That Baptist congregations that do not accept the ministry of women formally review that position prior to a settlement process and then make the resolution of the church meeting known on their website.
Relevant co-researcher reports	Receptive Space Report
Relevant Theological Reflections	Receptive Space Report
Location on Requests Map	Vocational pathway - Phase II - Settlement

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R52

Short title	Make training on Equality, Diversity, and Inclusion training available for deacons and trustees
Identifying number	R52
Request for action by	Local Churches
Text of request	<p>Now that all Ministers are required to undertake Equality, Diversity, and Inclusion (EDI) training, we see the next step as resourcing then to train others.</p> <p>We take inspiration from safeguarding training which has a Level 1 video that would be suitable to view in a church meeting, then Level 2 resources for those who have deacon and trustee responsibilities.</p> <p>The request for change is: Invite deacons and trustees to engage in EDI training.</p>
Relevant co-researcher reports	<p>Receptive Space Report</p> <p>For good practice, see The Baptist Union of Great Britain : Guideline Leaflet L09: Equality law and your church</p> <p>and</p> <p>6. Equality, diversity and inclusion - Charity Governance Code</p>
Relevant Theological Reflections	Receptive Space Report
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R53

Short title	Make opportunities to listen to new voices
Identifying number	R53
Request for action by	Local Churches
Text of request	<p>The request for change is: That local churches make opportunities to try things out, and make a commitment to receive things that are different without reshaping them to fit past expectations.</p> <p>This applies to worship and preaching, but also other aspects of church life such as church meetings.</p>
Relevant co-researcher reports	Receptive Space Report
Relevant Theological Reflections	Receptive Space Report
Location on Requests Map	Types of ministry - Local church

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R54

Short title	Future of Centenary Development Enabler role
Identifying number	R54
Request for action by	Baptist Trustees; Specialist Team Leaders
Text of request	<p>The 0.5 FTE Centenary Development Enabler post is due to end in August 2025.</p> <p>The request for change is:</p> <ul style="list-style-type: none"> • The post is made permanent to oversee the implementation of Project Violet (PV) and what happens beyond • The post is renamed to Women’s Justice Enabler (WJE) • The WJE is a member of the Baptist Union Council <p>Changes to the job description include:</p> <ul style="list-style-type: none"> • The WJE provides oversight for the PV findings to promote the implementation and ongoing accountability • The WJE makes connections with BUScotland and BUWales (possibly Ireland too) in recognition that women’s justice is not solely a BUGB issue. The WJE considers how to support these Unions to prioritise women’s justice. • The WJE continues to enable, empower, and encourage women to conduct further research, both based on the PV findings and other issues pertaining to women’s justice • The WJE continues to network, and build relationships across all parts of Baptist life • The WJE joins up the Justice Hubs and offers intentional spaces for connecting, sharing, resourcing, and learning
Relevant co-researcher reports	<p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p>
Relevant Theological Reflections	Group 1 and Group 3
Location on Requests Map	Ways of working - Justice Hubs and Centenary Development Enabler role

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R55

Short title	Improve the accompaniment of women Ministers
Identifying number	R55
Request for action by	Ministries Team; Associations
Text of request	<p>Alongside Project Violet, Jane Day has been undertaking doctoral research into the accompaniment of women Ministers.</p> <p>The request for change is: That Ministries Team commission Jane to produce recommendations arising from her doctoral research, when it is complete, that can be offered to Associations.</p>
Relevant co-researcher reports	<p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church</p>
Relevant Theological Reflections	Group 1 Group 4
Location on Requests Map	Ways of working - Accompaniment

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R56

Short title	Use resources that reflect the diversity of Baptist life
Identifying number	R56
Request for action by	Local Churches, Associations, Colleges, Faith and Society Team
Text of request	<p>We can become what we see. When taking part in Baptist life we notice the visual images and who has produced the resources we use. We encourage churches, Associations, and Colleges to ask: are the resources we are using reflecting the diversity of Baptist life?</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • That churches, Associations, and Colleges examine the resources and visual images they use and check that they reflect the diversity of the people who use them • That Faith and Society Team set up a site where people can share resources and run a ‘diverse by default’ campaign which encourages Baptist to start by looking for resources that reflect diversity • That Faith and Society Team use their usual communication channels to promote such resources
Relevant co-researcher reports	<p>What does affirming women leaders in our Association look like?</p> <p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>Understanding the journey into ministry for Asian Women</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>The experiences of Deaf women Ministers</p> <p>Receptive Space - Ecumenical Learning for Project Violet</p>
Relevant Theological Reflections	Group 3 Group 4
Location on Requests Map	Vocational pathway - Phase I and II

Agreed at the Project Violet Co-researchers conference on 17 April 2024.

Project Violet Requests for Change – R57

Short title	Call for a season of lament in response to the findings of Project Violet
Identifying number	R57
Request for action by	Baptist Union Council for October 2024, Assembly Planning Group 2025
Text of request	<p>The requests for change are: To the General Secretary and Moderator for Baptist Union Council in October 2024 and to the planning group for Baptist Assembly in 2025:</p> <ul style="list-style-type: none"> • That we mark out the time from the meeting of Baptist Union Council in October 2024 until Baptist Assembly 2025 as a period of public lament for Baptists Together following the Biblical model of lament: You say this... We have (and are) experiencing this... Yet still our hope is in God... • That suitable liturgies and marks of lament are commissioned • That following Baptist Assembly in 2025 there will be an invitation for Baptists to respond to that lament, creating a vision for change
Relevant co-researcher reports	Agreed at the Project Violet co-researchers conference in response to the overwhelming sadness participants felt on reading all the research.
Relevant Theological Reflections	Lament has been a feature of many of the theological reflection conversations.
Location on Requests Map	Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.