

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



MY CALLING was sometimes INCONVENIENT



STUDENT FUNDING not available

I HAD GIVEN UP MY JOB

MAJOR ISSUE

NOT FIRST DEGREE

I had to take a

TRAINING
||
PUT ON HOLD



leap of faith

EXCITEMENT & RIGOUR
REPLACED BY
FINANCIAL WORRIES

CALLING AFFIRMED but not FUNDED



• R • E • Q • U • E • S • T • S •

- COULD CHURCHES DONATE FUNDING?
- ESTABLISH FUNDING COLLABORATIONS

- CREATE A DATABASE of CANDIDATES who need SUPPORT.

- RE-EDUCATE CHURCHES about the DOCTRINE of CHRISTIAN ETHICS
- STATS showing % AFRO-CARIBBEAN & ASIAN WOMEN who STRUGGLE with FEES



Alexandra Elish & Carmel Murphy Elliott

Women's Experience of Pioneering Contexts

NURTURED



Women who **GREW UP** in church

- Nurtured
- Encouraged
- Opportunities

Women's roles...
PRAAYER • PASTORAL CARE

Women who came to **CHRIST** as adults

- CARED FOR loved back to LIFE



NO ROLE MODELS to challenge the STATUS QUO

CHANGE?

limited opportunities

LEADERSHIP not encouraged...

LEADERSHIP BUBBLING UP!

DISILLUSIONED



POWER GATEKEEPERS

ARE YOU A MAN IN A SKIRT?

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



Is this too low / short?
Can they see my message?

PAY

WHAT IS YOUR HUSBAND'S SALARY?
Will you do it for FREE?
PASTOR? COMMUNITY WORKER?
PLACED IN LESS WELL OFF CHURCHES (children?)

Other women can OPPRESS women in MINISTRY



TO HOME and family

WELCOMING - SAFE -

We are **SEEN** here

Women seen as **EQUALS**

Not expected to
• explain
• justify

Freedom to make **MISTAKES**

flourishing

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

RECOMMENDATIONS

Congregations

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

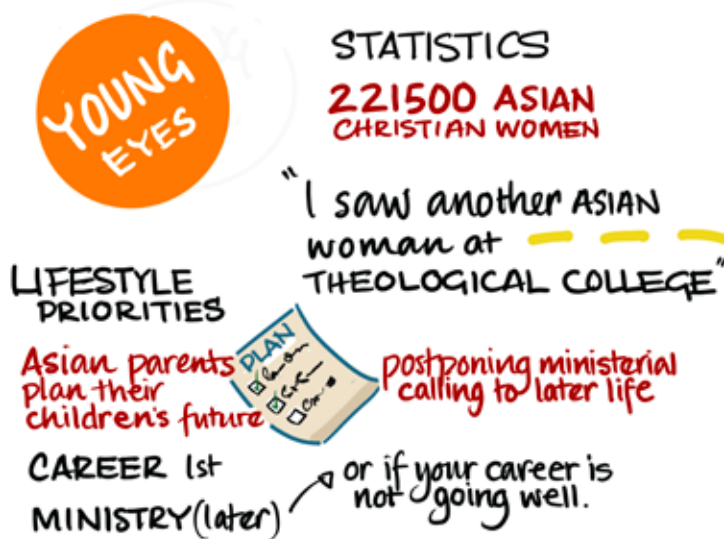
Regional Ministries

One team post reserved for a female candidate.

UNION

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

Understanding the journey to Ministry for Asian Women



CONCLUSION

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

INTENTIONAL LEADERSHIP DEVELOPMENT



Intentional about
APPROACH

GUEST SPEAKERS
for example



Intentional about
INVITATION

We want to
INTENTIONALLY
DISCIPLE
—and—
INSPIRE
ordained women



YOU ARE
—Invited—
to take part



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

as a result of
MAGNIFYYOU

women's stories
have been shared

opportunities to
■ observe
■ shadow



enabling
■ HURTS to rise
■ HEALING to occur

I would
never have
applied

SUCH
BUSY PEOPLE
MADE TIME
for US



THIS HAS IMPACTED
13 WOMEN
and is a
SPRINGBOARD
for CHANGE

Marital Status and Ministry



POSSIBLE ACTIONS

REGIONAL

Talk to churches in vacancy:
STIPENDS - HOUSING - TERMS

Act as Advocate

Intervene if cluster does not feel safe

NATIONAL

Update
SETTLEMENT
guidance

EVERYONE

Address unhelpful language & assumptions
Research STIPENDS & conditions

COLLEGES

Discussion on SINGLENESS,
DIVORCE, MARRIAGE

TRAIN those with
PASTORAL RESPONSIBILITY

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

EPHESIANS 5

All people are created in the image of GOD

LIBERTY
freedom
JUSTICE
Righteousness for all

I AM
because
YOU ARE

EQUALITY ACT 2010

humanity of others while complying with legislation

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



from COMFORTABLE complacency
ACTIVE PARTICIPATION

March 21

Equality & Diversity training Mandatory

Just Aware
WE BELONG
VISIONS of COLOUR
URC
METHODIST EDI
PENTECOST PEOPLE
Resources

THE COURSE

6 VIDEOS

Creating & nurturing a culture that ACKNOWLEDGES the HUMANITY of the other

1 **WHY?**

3 **EQUALITY & DIVERSITY**



4 **THINK THIS THROUGH**

5 The Journey ... so far



An introduction to
• **EQUALITY**
• **DIVERSITY**
• **INCLUSION**
This is the beginning and will need **BENCHMARKING**

Working with others
Considering themes together



FACE to FACE
VIRTUAL
Local **TRUST** Groups

SAFE LISTENING spaces

BEHAVIOURS & ATTITUDES
go beyond human **LAWS**

CONCLUSION

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

THE COURSE HAS
IGNITED
DISCUSSION

BAPTISTS TOGETHER website omitted the word **INCLUSION**

LANGUAGE matters...

It **EVOKES**
emotions
memories
& influences
the way we
• **LIVE**
• **FEEL**
• **THINK**

Reflections on Developing a London Baptists Women's Justice Hub

LANGUAGE
GENDER WOMAN



We listened to what was happening



How does language affect us personally, and the doors that are open to us?



WHAT NEXT?
WOMEN LEADERS
gather & SHARE STORIES



1 Cor 11

PATRIARCHY
- ongoing issue -

a **RISE** in the language of **COMPLEMENTARIANISM**



EQUAL WORTH
manifests itself in
UNEQUAL ROLES



LANGUAGE

GENDER: meaning & assumptions

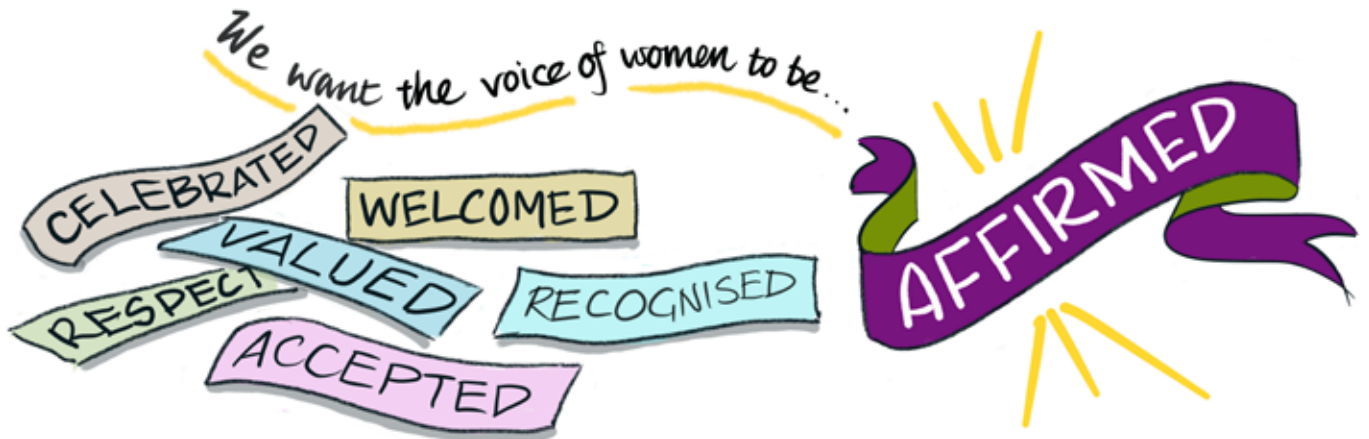
COMPLEMENTARIANISM
Theological thinking

NATIONAL / REGIONAL HUBS
Clarification of relationship

RESOURCING
A budget for Justice



What does affirming women leaders in our association look like?



Who sets the
CULTURE?

A Lack of
SELF AWARENESS
in some who are
DOMINANT

Who are the
INFLUENCERS?

SAFE
to be
VULNERABLE



SUGGESTIONS

- Training in GROUP FACILITATION
- Modelling LEARNING (as opposed to knowing)
- Monitoring representation & attendance in SCBA spaces
- CULTURE of CLUSTERS explored

TRANSITIONAL *stage of life*

 Focus Groups } x2
Women ministering through menopause

 REGIONAL MINISTERS SURVEY
6 women
10 men

Focus group women did not want to fuel the

"They are NOT up to the JOB"
fine

WOMEN
are made in
GOD'S IMAGE

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



WOMEN
are an important part of the
WORKFORCE

✓ Adapting
✓ Managing
✓ Surviving
✓ Thriving

Pregnancy
Maternity
Menopause

SAFE SPACES

What **TREASURES and GIFTS** does this **STAGE of LIFE** bring to **MINISTRY**?

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

WE NEED:

- Clear guidance
- Training
- More theological reflection
- Occupational Health Service to identify and advocate accommodations

SHARE STORIES
FACILITATE LISTENING

Accompaniment to explore the gifts of
SEASON of LIFE
NEW and OLD

We can do this!



Being a Millennial Leader in trans-local leadership

Tiger Excitement
IDEAS!

HAYLEY

TO BE
TAMED



DYNAMIC
VISIONARY
MALE
COLLEAGUES
BOSSY
UNCOOPERATIVE

VICE PRESIDENT
— PRESIDENT
This is a time to
REFLECT

"Emerging"
LEADER

YOUNG
at 30!!?

WHAT DID I ...



I am exhausted ...

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



Individual Church
No consequences

Who do I complain to?

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

... **HURT**
ABUSED
DISCREDITED

**SOCIAL
MEDIA**

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

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

WOMEN HAVE **SMASHED**
THE GLASS CEILING

BUT ARE NOW WALKING IN A
LABYRINTH OF BROKEN GLASS

Male ministers—
start sweeping up
the GLASS

I am still here and I have challenged

CHANGE
the narrative
around
YOUNG LEADERS

MINISTERIAL
RECOGNITION
RULES: 'WHAT
WILL HAPPEN IF'

NOTICE
when women
are not in the
ROOM

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

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



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

PATTERNS
emerge

GOD
WILL PROVIDE

FINANCE

FINANCE SEMINAR

Students focussed on "GETTING IN"

They don't see the link to finances

at this point they have already moved into a MANSE

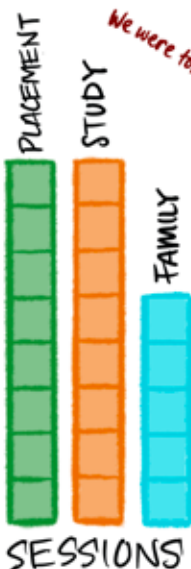
CREDIT CHECKS
STOPPED in 2013/14

BRING IT BACK

TIME & FAMILY

HELPFUL SUPPORT

to make family time a priority



We were told self care was an issue

Take your REST DAY

HELPED ME SET EXPECTATIONS of my PLACEMENT

Deadlines stayed the same... NO SUPPORT



UTTERLY OVERWHELMED

MY FINANCIAL SITUATION WAS for my entire studies

I RELIED ON OVERDRAFTS

additional loans

I USE THE FOODBANK

UNSUPPORTED

I am always having to find money



YOUR TRAINING IS NOT OUR RESPONSIBILITY (Home church)

10p a mile!?

COLLEGE could have been more HONEST about POTHOLES

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

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

stipend survive church money loan no fee can not from cost time pay student year with enough there live placement then

OBSERVATIONS & ACTIONS

▷ CONSIDERABLE PAIN & DISTRESS

▷ THE THEOLOGY OF PROVISION

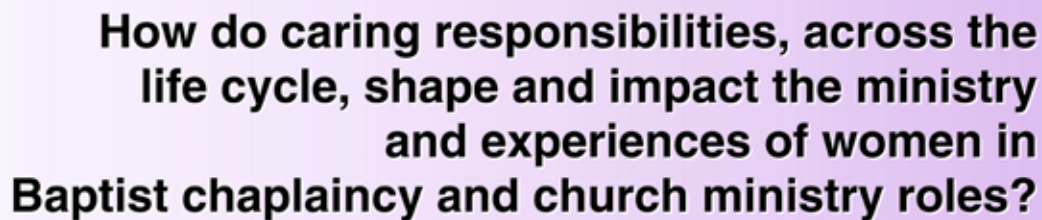
▷ FINANCE SESSIONS COULD BE IMPROVED

▷ REVIEW of ADMIN, FINANCE & INTERVIEW DAY

▷ COLLEGES TO SHARE PRACTICES

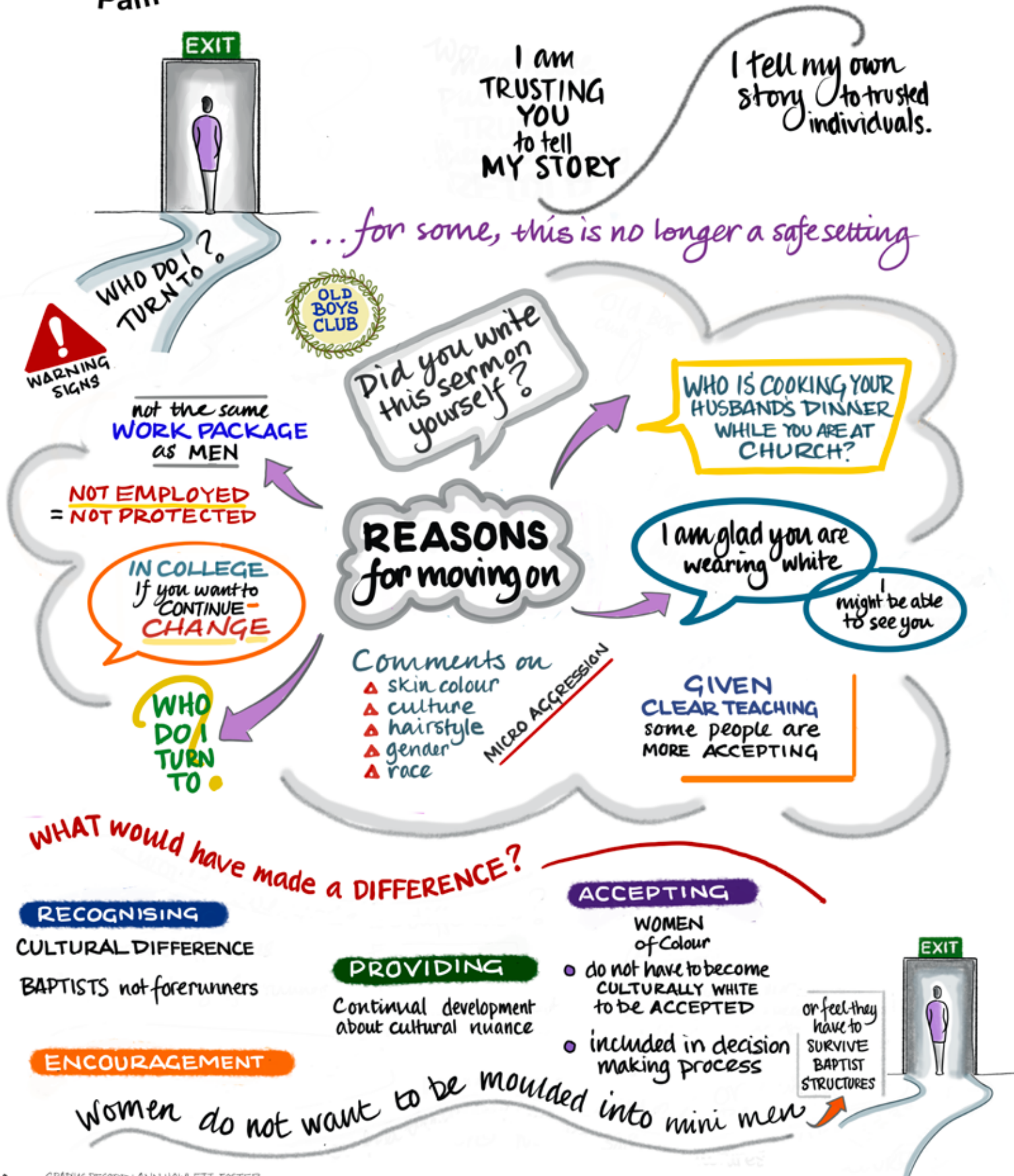
▷ CREATE ACCESSIBLE THEOLOGY of PROVISION

> CONTINUE ANALYSIS of DATA from 114 RESPONDENTS



- Opportunities
- Creativity in Ministry
- Support in the Discernment Process
- Role Models
- Avoiding unintentional discrimination
- Listening

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





Receptive Space

Themes from an ecumenical workshop

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

SEEKING to UNDERSTAND the OBSTACLES WOMEN MINISTERS FACE



16 WOMEN

1 woman of colour

Meet OTHER WOMEN to

- COMPARE
- RECEIVE

JOY THRIVING

- o Each other
- o Curiosity
- o Share experiences

Expectations

FIT IN? FORMATION

Male stereotypes

LEADERSHIP

RELATIONAL rather than POSITIONAL

ROLE MODELS & ALLIES

HISTORIC and CONTEMPORARY and includes MEN

EMBODIMENT

Appearance

Personal Issues

Physical Changes

MINISTRY and MARITAL STATUS

"How is your HUSBAND COPING?"

SINGLE assumed to AVAILABLE



Structural acceptance of WOMEN & INCLUSIVITY



Dean of women's ministry

Collaborative decision making



Ecumenical Gifts for Baptists to receive

Majority of Ministers are WOMEN

Expect opportunities



Enabled to live out VOCATION as DISCIPLES



Requests for CHANGE

Remain open to ecumenical learning

EDI training cascaded

CONGREGATIONS REVIEW & PUBLICISE their position on WOMEN in MINISTRY

LOCAL CHURCHES should give OPPORTUNITIES to develop & try NEW THINGS

COLLEGES

Review Reading Lists

do they reflect theology written by

- o women
- o black & brown people

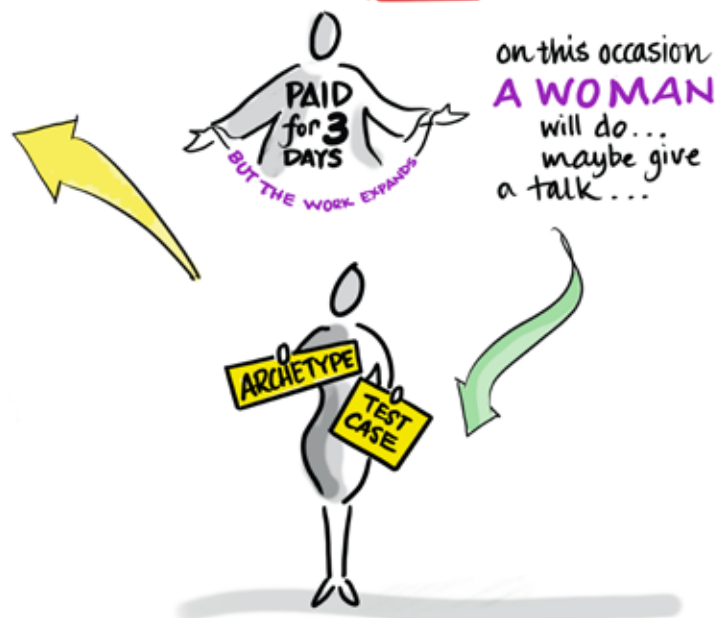
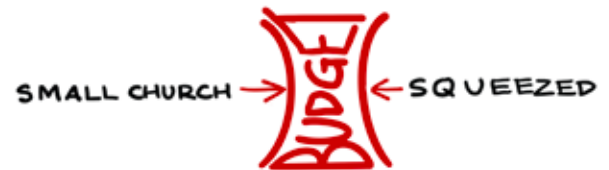
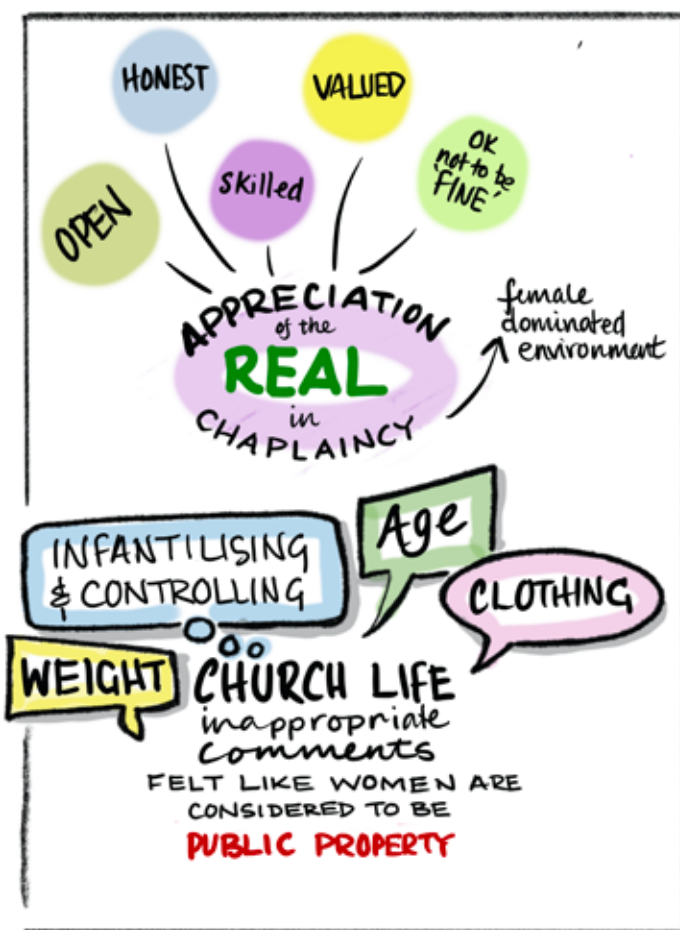
MALE MINISTER allies

WHITE MINISTER allies

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

BAPTIST MINISTERS ▷ 23% female
FREE CHURCHES GROUP HEALTHCARE CHAPLAINS ▷ 44% female

ACCESS to FUNDING
women are shortchanged



LESSONS for our BAPTIST FAMILY

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

Women find places of
ENCOURAGEMENT
and
flourishing

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

Barriers to Church Ministry for Deaf Women

HEARING CHURCH
NO INTERPRETER

- Pre-lingually Deaf
- Deafened
- Hard of Hearing



Shared experiences of Deaf People

THIS IS WHO I AM
I DO NOT NEED HEALING

CHALLENGES of TRAINING

College language & Jargon very difficult

NOTHING WAS FROM A DEAF PERSPECTIVE

MY STUDIES TOOK ME TWICE THE EFFORT

Most resources rely on SOUND & SPEECH

It's very rare to have meaningful conversations with others

feeling
LOST & OVERWHELMED
MARGINALISED
undervalued

DEAF CHURCH
sustained me



Emerging BARRIERS & STRATEGIES

Communication Barriers

LIMITED LEADERSHIP OPPORTUNITIES

Social Isolation & Stigmatisation

Access to worship spaces & services

Misconceptions and Stereotypes

Lack of Role Models and Representation

Unawareness of NEEDS

LIMITED ACCESS to INFORMATION

INADEQUATE THEOLOGICAL EDUCATION

DOUBLE BARRIER
being a DEAF WOMAN



WE WOULD APPRECIATE YOUR PRAYERS

HEARING CHURCHES DEAF AWARE?

CHALLENGE & EDUCATE people to make the CHURCH more inclusive

We look forward to the day when we have

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