

# Project Violet – Commitment to Action



## Associations

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.

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

These are listed in the priority order agreed at the Project Violet Co-researchers conference on 18 April 2024.

Request Number	Short Name	Accepted	Modified	Declined
R24	Have a women's Ministry advisor in each Association	X		
R09	Ensure Ministers' groups are constructive and inclusive spaces	X		
R40	More opportunities for collaborative and flexible ministry	X		
R55	Improve accompaniment of women Ministers	X		
R45	Ministry to the Deaf Community is Pioneer Ministry	X		
R43	Moderation of the translocal space	X		

Request Number	Short Name	Accepted	Modified	Declined
R34	Colleges develop a module in inter-cultural ministry and communication		X	
R42	Intentional support in women's discernment	X		
R04	Intentional Leadership Development for Women Ministers	X		
R06	Regional ministers proactively discuss terms and conditions during settlement process	X		
R17	Access fund for translocal life and learning	X		
R28	Monitoring data throughout the vocational pathway	X		
R41	Role models	X		
R56	Use resources that reflect the diversity of Baptist life	X		
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet		X	
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	X		
R23	Resourcing Regional Justice Hubs		X	
R38	Occupational health service for ministers	X		
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	X		
R35	Review of the way in which NAMS are inducted into the habit of connection	X		
R11	Standardise terms and conditions for Regional Ministers	X		

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

SCBA Project Violet Responses (agreed by Trustees 11<sup>th</sup> September 2024)

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
R24	Have a women's Ministry advisor in each Association	To equip the female RM to act in this role.  To communicate to all women ministers they can contact either female RMs even if they are not their direct RM	HY/CH	Immediately (Sept 24)	Women ministers will be able to approach two people to have a safe space & be supported	Sept 25-LMDG
R09	Ensure Ministers' groups are constructive and inclusive spaces	To train those leading groups in facilitation skills  To produce allyship training and invite all ministers to allyship training  To create a women's gathering (support group) online so women can meet people in similar situations	CH with LMDG  CH with LMDG	Jan 25  Jan 25-July 25	Ministers to feel safer in cluster meetings.  Increase confidence for ministers to speak up and call out 'bad behaviour'	July 26 - LMDG
R40	More opportunities for collaborative and flexible ministry	RMs to think more creatively about ministers & churches in settlement – for this to be discussed as a whole team.	HY/CH with RM Team	Immediately (Sept 24)	Women will be able to find more flexible patterns of ministry	Sept 25-LMDG

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
		<p>This to be a rolling agenda item. RMs to walk with churches in helping them to think flexible about ministry.</p> <p>We will also work with moderators to in supporting their responses to churches. To support the work of the Ministries team in this</p>	<p>HY/CH</p> <p>All RMT</p> <p>All RMT</p>			
R55	Improve accompaniment of women Ministers	Offering training for mentors . Responding to the ministries team & Jane’s recommendations	<p>CH</p> <p>CH/HY</p>	<p>Currently Happening</p> <p>TBC</p>	More women to experience a fruitful experience of accompaniment.	Mar – 25 LMDG
R45	Ministry to the Deaf Community is Pioneer Ministry	Working with other associations & NBC to work out potential next steps	HY	Jan 25	Pathways for appropriate support including financial developed	June 25 LMDG
R43	Moderation of the translocal space	To train those moderating translocal spaces facilitation skills. Chaplain will be appointed for all SCBA days/events	<p>CH / SG</p> <p>SG</p>	<p>Jan 25</p> <p>Already Happening</p>	<p>Translocal will be moderated fairly</p> <p>People will have an identified person to talk to.</p>	<p>Jan 26 LMDG</p> <p>May 25 LMDG</p>
R34	Colleges develop a module in inter-cultural ministry and communication	Happy to engage when completed	N/A			

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
R42	Intentional support in women's discernment	A women's only space at Explore Your Call Event <i>See response to R24</i>	SG/CH	Immediately	Additional space created for women to talk openly about discerning a call which will be useful for some women	Oct 25 LMDG
R04	Intentional Leadership Development for Women Ministers	To partner with other associations in developing a leadership program	HY	Sept 24 – Feb 25	Increase women's opportunities to access leadership development	LMDG
R06	Regional ministers proactively discuss terms and conditions during settlement process	RMs already do this with churches. RMT meetings to hold each other accountable. Work with moderators on training to be able to have these discussions.	All RMT	Immediately	Terms and conditions are equal	Regularly at team meetings
R17	Access fund for translocal life and learning	A CMD fund already exists, make female ministers aware. Be open to working with ministries team and other associations	SG	All ready happening  TBC	More women to apply for funding for CMD	Annually SFA
R28	Monitoring data throughout the vocational pathway	We already capture the data on gender for groups. We will publish annually as part of our culture review. We will review any data and trends that this shows & discuss at LMDG if anything needs to be followed up –	SG/HY  CH	All ready happening  Jan each year  Jan 25	Continue to notice the trends & adapt our processes	Annually LMDG

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
		changed in our processes. Once Ministries have progressed their work in this area, we would be keen to work with them to provide regional training and implement the relevant policies.	CH/HY			
R41	Role models	Making sure that a multi-voice approach to association events/training is providing role models for all groups. Communication strategy on sharing women's stories /Hear Our Story – sharing the stories of women in SCBA (& Baptist Together) with a link to invite them to preach. Noting the intersectionality of role modelling people	RMT / LMDG  HY	Already Happening  September onwards	Keep data on who we are involving & monitor at annual basis  Social media will share stories which will encourage women & underrepresented groups into ministry	Annually LMDG
R56	Use resources that reflect the diversity of Baptist life	Making sure all our resources are reflective of Baptist Life Noting the intersectionality of justice issues within communication.	HY	Already Happening		Annually as part of the Culture Review
R14	Invitation to Regional Justice Hubs to undertake further research using the model developed in Project Violet	<i>See response to R23</i>				
R05	Training in advocacy on behalf of for Ministers and MiTs receiving unequal treatment	To work with others on a video based resource on being	HY	Jan 25 – Sept 25		

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
		an ally. To identify some people in the association that can advocate (if needed)	HY/CH			
R23	Resourcing Regional Justice Hubs	Justice is part of SCBA culture of which is part of the RMT. Justice has a budget since 2024 We will look to identify a Justice Hub with other associations to share good practice and hold account	HY/CH  HY/CH	Already Happening  Oct 24		
R38	Occupational health service for ministers	Once Ministries have progressed their work in this area, we would be keen to work with them to provide regional training and implement the relevant policies.	N/A			
R25	Promote mutual learning between Urban Expression and Regional Ministers and local churches	With other associations to meet with Urban Expressions to develop this. Including encouraging a conversation within Mission Forum. We also recognize that UE is not the only pioneer organization with Baptist engagement and we will seek to develop the same relationship with all pioneer organizations which partner with SCBA & BT.	HY			

Request Number	Short Name	How SCBA is Responding	Who is responsible for facilitating this	Timescale	Expected Impact	Review
R35	Review of the way in which NAMS are inducted into the habit of connection	Run a three-year NAM program with covers this	SG/RMTLS	Already Happening	Ministers to feel connected	LMDG – Annually
R11	Standardise terms and conditions for Regional Ministers	All-reading in place	RMTLS/ Moderator	Already Happening	ASAP	SFA – when you staff join

