

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.