

Podcast – Season 2 – Hayley Young

Season Intro

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Jane	Hello, I'm Jane Day, Centenary Development Enabler for Baptists Together
Helen	And I'm Helen Cameron, Research Fellow at the Centre for Baptist Studies at Regent's Park College Oxford. Together we are the co-leaders of Project Violet.
Jane	Welcome to Season 2 of the Project Violet podcast. Project Violet is a research project investigating women's experiences in ministry whilst developing women ministers. We are trying to understand better the theological, missional and structural obstacles women ministers face and identify ways forward.
Helen	In this second season, we will introduce you to some of the women who have taken part in the project and the research they have done.
Jane	We hope that listening to these episodes will help you engage with the findings of the project which can be found on the Project Violet website.

Interview – Hayley Young

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Helen and Hayley	<p>Helen Cameron Today I'm talking with Hayley Young. Welcome, Hayley.</p> <p>Hayley Young Hi. Great to be with you.</p> <p>Helen Cameron Thank you. I wonder whether you could start by telling us what your current ministry role is?</p> <p>Hayley Young Yeah. So I'm currently one of the Co-Team Leaders in Southern Counties Baptist Association. So I work with Clare Hooper, who's also one of the Project Violet co-researchers.</p> <p>Helen Cameron And can you just explain a bit about what that involves? For those people who are not familiar with the roles of a regional minister.</p> <p>Hayley Young Yeah, so the role of regional minister is basically to walk alongside our ministers and churches, missional communities and chaplaincies, to help them to reach their full potential in ministry and mission. So sometimes that looks like</p>

grabbing a coffee and supporting and encouraging, sometimes that looks like offering inspiration and ideas of how to do things. And sometimes it looks like walking alongside them in a difficult period of time to try and really see what God is doing in this space.

Helen Cameron

That's really helpful. I'm wondering if we could move on to your story. Could you tell us a little bit about how you entered the Baptist ministry?

Hayley Young

Yes, so I felt called to Baptist ministry, in my late teens, early 20s. And started training at Spurgeon's College when I was 21. So I've been ordained since 2011 and was a minister-in-training a few years before that.

Helen Cameron

And what were you doing before you experienced this call? Was it part of a sort of a flow of things that you were doing in church life? Or was it something that came to you unexpectedly?

Hayley Young

Okay, so that's a really interesting one. So I think it came out of a frustration. So I came to faith at 17, having never set foot in a church before. And I've always thought, I always felt a disconnect with what I was inspired and fell in love with and chose to follow in Scripture compared to actually how we do church. And so there was that wrestling, I really felt God call me into being part of something different and leading a change within churches. So that's, that's where that came from.

Helen Cameron

That's really interesting. Thanks very much for sharing that. Let's move on now to your involvement in Project Violet. Can you just talk about the question or issue that you explored in Project Violet?

Hayley Young

Yeah, so for my research, I decided to look into how we treat and engage with millennial female leaders in translocal leadership.

Helen Cameron

Okay, can you just unpack what you mean by 'millennial' because I've heard that word used in different ways. What do you mean by it?

Hayley Young

Yeah. So millennials are basically the middle-aged people now. And so millennials are those that were born in the kind of mid 80s to early 90s, probably goes up to mid-90s. So it's those people that in their teenage years, their fundamental years of educational growth, were transformed by the impact of digital media. And so millennials now range in their 30s to their mid-40s.

Helen Cameron

Okay, that's really helpful. So I've heard the phrase 'digital native' as people who take for granted the digital world – is that what you mean as well?

Hayley Young

A little bit, although, you know, I haven't always grown up with technology. So we are kind of the early adopters during our main influential years. So we're not true digital natives, because it was the norm from the moment we were born. But we've been living in the digital world since our early teens.

Helen Cameron

And you've also used the word translocal, which is a very Baptist word. Can you just unpack that word as well, just in case we've got any non-Baptists listening to us?

Hayley Young

So basically, it means that you're not based in one location or one space, but that you minister over multiple spaces, so you could be working with several churches, several missional communities or chaplaincies across different sectors. And so you will engage with different people across a region or interest area.

Helen Cameron

Okay, that's really helpful. So what you're saying is you were interested in your research to see what the distinctive experience was of being a woman millennial leader, and the kind of treatment you received because of that. So I guess my next question is, why is that important to you? – which is a bit self-evident, because you are such a person. But is there anything else you want to say about why this was important to you?

Hayley Young

I guess it was really important to me, because I was the first millennial regional minister. So I became a regional minister in my early 30s, which wasn't done back then, not even a man had done that at that stage. Most of my colleagues as regional ministers, and especially regional minister team leaders, were a bit older. So I think I think there was a bit of an age gap. And so my experiences in this space were, I think, very different. And I wanted to reflect on that. But also, one of the questions I get asked regularly in our Baptist movement is why there are not more millennial women regional ministers. And I thought, well, maybe it's something to do with the culture which we've created explaining why there's not more of us.

Helen Cameron

Okay, thank you very much. So what approach did you take to doing your research.

Hayley Young

In a true millennial style decided to vlog it. Why not? And so that, also being a millennial, I was heavily influenced by Big Brother when I was growing up. So the idea of reflecting on your experience in a kind of diary-room environment to reflect in the moment was appealing to me. And also a bit more interesting. I'm not an academic so writing is quite difficult. And so I decided the approach was that after I'd encountered meetings or been in spaces, to reflect via a series of digital reflections.

	<p>Helen Cameron And I understand you've edited some of that material into a film. And so the final question is, why do you want people to go and watch the film that you've made?</p> <p>Hayley Young Wow. Okay. So basically, the more likes and views I get, the better!! And basically, I hope that in summarizing it as a film people will hear and see the impact. Sometimes when we read words, we don't always get that, we can detach. And so I'm hoping that people will watch it. Perhaps see their behaviour through those lenses and see if it has an impact on them and to help them reflect.</p> <p>Helen Cameron That's great. Well, thank you very much, Hayley, for coming on to the Project Violet podcast.</p> <p>Hayley Young Thank you.</p>
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Season Outro

Helen	Thank you for listening to this episode of the Project Violet podcast. We invite you to go to the website and download the reports if you have not yet done so. www.projectviolet.org.uk
Jane	And don't forget to tell others about the Project Violet podcast. You can follow us on Facebook and X formerly Twitter.
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