

Engaging Women in Ministry

In the South Wales Baptist Association (SWaBA) we state in our Vision and Strategy that:

'We believe that both men and women have an equal role in the leadership of our Association Churches. In the past our Baptist Family life has been impoverished by our separation of male and female ministries. We also recognise that our witness to the wider world and the individual communities we serve as churches, has been weakened by the lack of encouragement of women into ministry.'

Over the next 12 months our priorities are:

- To set up a network of ordained women in ministry for support and encouragement
- To identify women in lay leadership in our churches / missions
- To work with established networks of women ministries in order to encourage and highlight accredited ministry
- To be intentional in encouraging women into senior leadership of our churches and mission
- To work at having an equal representation of men and women within the trustee board
- To have a balance of female and male ministers that serve on our committees (such as Min Rec, Home Mission Grants etc).
- To organise a gathering of women in leadership across the association to encourage, challenge and equip them for the unique challenges in their ministry.

Below is the working out of how we are going to put the above into practise.

Set up a network of ordained women in ministry for support and encouragement: we will set up a Facebook page and WhatsApp group with clear boundaries that the group is for encouragement and sharing of support. This is to work in relationship with the other structures of ministerial support within the SWaBA.

To organise a gathering of women in leadership across the association to encourage, challenge and equip them for the unique challenges in their ministry: we will create a culture of coaching for women in leadership seeking to serve within senior leadership roles in local, national and international church.

This will mean:

- bi-monthly coaching sessions online; where women can gather and hear from an inspirational leader focussing on lessons we can learn and over-coming challenges with the opportunity for questions and answers (starting in September 2020)
- One on one mentoring: based on gifts, passions and vision

To be intentional in encouraging women into senior leadership of our churches and mission: we will give:

- Leadership exposer: for those who would like a wider experience it will be actively encouraged for women in senior roles to be initially exposing other to what they do: attend meeting., conferences, preaching in larger churches.
- Young adults (18-35) specific focus on equipping for ministry and leadership roles
- Young leaders (15-18) coaching and mentoring for ministry and wider leadership
- Linking with women's networks across BUGB
- Encouragement of women preaching and serving in churches in different

To organise a gathering of women in leadership across the association to encourage, challenge and equip them for the unique challenges in their ministry: this will be day conference of teaching and inspiring in March 2021. This conference will encourage both ordained and lay women who are encouraged into leadership of serving in leadership for example: community workers, youth & children, CAP centre managers etc

Working with Baptist Union of Wales:

Where possible we want to women in church, encouraging them for leadership and senior leadership across the whole of Wales. Recognising that we can encourage and work with each other.

We do know that there are some differences in the organisation of BUW and SWaBa; therefore, the following guidelines will apply to women who are accredited with BUW or serving in BUW churches:

- Coaching and Mentorship which in one on one will be within the organisation they are accredited with
- The mentorship is for the individual minister and not the whole church, therefore 'normal' structures of reporting and support will be in place
- A BUW representative will work with Revd Hayley (SWaBA) on implementing and planning events to make sure both are represented fairly.