

**The Baptist Union of Great Britain
Faith and Unity Department**

THE JOURNEY

Summary Recommendations

1. Training

Council calls upon the Faith and Unity Executive to listen and work with Colleges, Associations, and churches in developing effective multicultural training patterns to include:

- a) Programmes that are consistent with the needs of the particular Associations and the churches within them, the different Colleges, and Baptist House.
- b) A programme for leaders of churches attempting to become more fully multicultural.
- c) A relevant programme for accredited BUGB black and ethnic minority ministers.

2. Building Multicultural Congregations

Council calls upon the Faith and Unity Executive to listen and work with churches that desire to become multicultural and to gain an understanding of, and engagement with, the 'world church'. This will involve:

- a) The commissioning of research that will guide the planting and development of effective multicultural congregations.
- b) The development of resources to encourage culturally inclusive worship.
- c) The development of resources that encourage congregations to welcome the stranger, including asylum seekers and refugees.
- d) The development of resources to assist understanding of, and engagement with, the 'world church'.

3. Multicultural Events

Council calls upon the Faith and Unity Executive to listen and work with Association teams and Baptist House in organising, shaping and participating in events that will reinforce the importance of cultural diversity. These might include:

- a) The Gathering, and similar celebratory events.
- b) Regional and national events, such as Baptist Assembly.
- c) Educational conferences, such as the Sam Sharpe Consultation at Regent's Park College.

4. Establishing Culturally Inclusive Structures

Council calls upon the Faith and Unity Executive to listen and work intentionally with all those involved in Baptist life to develop structures that are owned by representatives from both minority and majority cultures. This will include:

- a) Ensuring the presence and implementation of Equal Opportunity Policies throughout BUGB.
- b) Seeking appropriate BME representation and involvement in BUGB Council, all committees, and other meetings and gatherings.
- c) Challenging and addressing the cultural issues that prevent full participation in BUGB Council and committee meetings.

5. Youth Leadership

Council calls upon the Faith and Unity Executive to work with churches in developing the leadership skills of black and ethnic minority young people.

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