

Dear Lynn, Andy and Yinka,

Grace and peace to you in the name of our Lord Jesus Christ!

We write to you in these times because we believe that the murder of George Floyd and subsequent events to be an 'apocalyptic' moment in history, in which many eyes have been opened to things that have remained hidden for too long. Sadly, one of the things that has been revealed is that as a community we have lacked sufficient grace, humility and wisdom to listen to BAME siblings effectively when they speak to us about their experience of individual and systemic racism. This failure is ongoing as well as historical.

We celebrate our congregational polity, as expressed in our Declaration of Principle, and the diversity of theology, ecclesiology and mission that it engenders. Nonetheless, the denigration and marginalisation of God's children purely on the basis of otherness cannot be tolerated. Racism is sin, whether it be perpetrated by an individual, a church or a political system. It is both ridiculous and necessary that we have to say this out loud.

James asserts (3:1) that those who teach must be held to the strictest standards, and so we would like to commend two proposals to you:

(1) That the Ministries Team makes equality, diversity and unconscious bias training a compulsory part of both initial Ministerial Formation and Continuing Ministerial Development. Priority should be given to those Ministers who did not receive such training as part of their initial Ministerial Formation.

(2) That the list of examples of Serious Faults in the Ministerial Recognition Rules include discriminatory language, and of Gross Misconduct include discriminatory behaviour. We propose that the exact wording be worked out after consultation with people most likely to be marginalised in our churches and communities.

Both of these proposals go beyond what is 'legally necessary', but in this moment of clarity, we see that it is time to move to what is necessary according to the gospel. We hope you will consider raising these proposals with the Core Leadership Team. They do not mean that we have 'tackled racism' in our denomination but they are a small sign that we want to take eradicating it - and other prejudices - seriously.

We know that you are just as concerned as we are with presenting the good news of Jesus to the world and we pray for you as you care for our family.

Faithfully yours,

Rev Ken Benjamin, Chichester Baptist Church
Rev Dawn Cole-Savidge, Bloomsbury Central Baptist Church
Rev Gemma Dunning, Leytonstone United Free Church
Rev Simon Hall, Chapel Allerton Baptist Church and Revive Leeds
Dr Kang-San Tan, BMS World Mission
Rev Hayley Young, South Wales Baptist Association

Rev Timothy Haines, St Helens Baptist Church
Pamela Davies - Minister: 57 West
Rev Amy Wearing Upton Baptist Church

Rev Jenny Few Wellspring Church Wirksworth Derbyshire
Revd Tim Presswood - Openshaw Baptist Tabernacle and NWBA
Rev Heather Marsden, Rushmere Baptist Church
Rev. Nick Drury. The Shore Community Church (Bognor Regis)
Rev Danielle Leigh, Stafford Baptist Church
Rev Leigh Greenwood, Stoneygate Baptist Church
Rev June Love, Southwell Baptist Church
Rev. Angie Tunstall, Urban Expression Eccles
Revd. Michael Shaw (Devonport Community Baptist Church)
Rev Richard A Jevons, Eastgate Union Church, Louth.
Rev Catriona Gorton, Hillhead Baptist Church, GLASGOW
Rev Peter Spence, Warley Baptist Church
Pastor David Howe - Heanor Baptist Church
Revd Dr Dan Pratt, Together Free
Rev Geoffrey Colmer, Central Baptist Association, and Vice President of the BUGB
Marg Hardcastle, Rev, Stoke Baptist Church
Rev Alan Brand, RENEW Church, Cambridgeshire.
Rev. Graham Conway-Doel, Minister of hOME and Deacon at New Road Baptist, Oxford
Rev Matthew Farrow, Managing Chaplain, H.M. Prison Service; Member of Totterdown Baptist Church.
Revd Sarah Crane, Lead Chaplain - Milton Keynes University Hospita
Rev Dr Ruth Gouldbourne Grove Lane Baptist Church, Cheadle Hulme
Revd. Glen Graham. Cullompton Baptist Church. Chair of Churches for all. Co-moderator of the Bu disability mission group.
Mark MacLeod, Lay Preacher, Whytescauseway Baptist Church, Kirkcaldy
Rev Jonathan Keyworth - New Road Baptist Church, Oxford
Rev Clare Hooper Southern Counties Baptist Association
Rev Julie Aylward Prison Chaplain
Rachel Conway-Doel, BMS World Mission and Baptist World Alliance
Hope Lawrence, Woodley Baptist Church
Rev. Ruth Gookey Christ the King Community Church, MK
Liz Powell - Revive
Siobhan Walshe, Chapel Allerton Baptist Church
Rev Gill Thurgood, Guiseley Baptist Church
Rev David Mayne, Shoeburyness & Thorpe Bay Baptist Church
Ruth Small, Chapel Allerton Baptist Church

Clare Sanderson Chapel A Baptist Church, Leeds.
Emma King, Revive Baptist Church, Leeds
Michael Walker - Revive
Hannah Dey, chapel a baptist church
Johanna Hooson, chapel allerton Baptist church, Leeds.
Peridot Hill, Meanwood Valley Baptist Church
Mr Edward Powell, Revive
Louise Hannon, Chapel Allerton Baptist church
Revd Andy Fitchet - Picket Twenty Church
Rev'd Sarah Bingham, Green Lane BC, Walsall
Vivienne Hatton Chapel Allerton Baptist Church
Rev Mags Farrow, School Chaplain and member of Totterdown Baptist Church, Bristol
Revd Iain A. Pope - Totterdown Baptist Church (Bristol)
Judy and Tim Harberd, ChapelA Baptist Church
Rev Andy Potter, Bessels Green Baptist Church
Rev. Duncan MacLean - Moderator Heart of England Baptist Association
Revd Kezia Robinson Wakefield Baptist
Rev Rachel Haig, Tyndale Baptist Church
Dr Nicola Hambridge, Revive Church, Leeds
Rev Dr Craig Gardiner, South Wales Baptist College / Ararat Baptist Church, Cardiff
Rev Liz Clayton Chester Road BC
Rev Ronnie Hall, HMP Birmingham
Rev Ivan King - 57 West (Southend on Sea)
Sue Clements-Jewery, Oakes BC, Huddersfield
Rev Ellen Price Trinity Baptist Derby
Rev Rich Blake-Lobb, Yiewsley Baptist Church
Carys Egner, Children's and Families Worker, Chester Road Baptist Church
Rev'd Neil Bennett - Ross Baptist Church
Revd. Dr. Clara Rushbrook (Co-Principal Northern Baptist College)
Sarah Nutter, Sion Baptist Church, Burnley.
Ms Steff Wright (MiT)
Mrs Luisa Bennett, Revive Baptist Church
Rev Carmel Murphy Elliott - Chorlton Central Church
Rev Hazel Sherman, West Worthing Baptist Church
Jeremy Bennett, Revive Baptist Church

Rev Lisa Kerry, Croxley Green Baptist Church
Rev Brian Davison. Minister of Haggate Baptist Church Burnley
Rev. Neil Hepworth, Chaplain at Manchester university nhs Ft & Member Ernest st Baptist, Accrington
Revd Emma Nash, Leigh Road Baptist Church
Rev Jonathan Bishop Croxley Green Baptist Church
Revd Kat Bracewell, Windsor Baptist
Rev Mike Parker, Worthing Baptist Church
Mr Mark Riches, Chapel A
Rev Keith Osmund-Smith - Madeley Baptist Church, Telford, Shropshire (HEBA).
Neil Mitchell, Revive Leeds
Rev'd Jonathan Fillis - Dagnall Street Baptist Church, St Albans
Rev Rob May, Herne Hill Baptist Church
Rev. Chris Upton Minister of West Lane Baptist Church, Haworth
Rev. Dr. Arthur Brown - BMS World Mission
Rev Mark Ord, Harborne Baptist Church (member), BMS World Mission
Rev Kwame Adzam, Trinity Baptist Church
Heather Holliday. Revive
Revd Mark Edward Greenwood
Luke Dowding, Bloomsbury Central Baptist Church
Ms Ali Clark - Chapel Allerton Baptist Church
Lucy Armstrong Chapel Allerton Baptist Church
Revd. Shona Shaw, Moortown Baptist Church
Rev Lisa Holmes (Skipton Baptist Church)
Revd Dr Simon Woodman, Bloomsbury Central Baptist Church
Darren Greenwood, Chapel Allerton Baptist Church, Leeds
Rev Joshua Kane, Mill Hill East Church
Revd Adrian Ward, Oakes Baptist Church
Rev Sue Hardwidge (Winchester Baptist Church)
Mrs Auli Miles Chapel Allerton Baptist church
Ben Scadden (MIT) Epsom Baptist Church
Pastor Mark Akiwumi- Trinity Baptist Church, Croydon
Rev Kwesi Adzam, Trinity Baptist Church Woolwich
Rev Andrew Kleissner, Christchurch United Church, Llanedeyrn, Cardiff
Rev Stephen Smith, Greenfield Baptist and Congregational Church, Urmston, Manchester
Rev Gavin Hunter Stoneleigh Baptist Church

Dr Gillian Bennett, Chapel Allerton Baptist Church
Rev Roy Searle, Baptist Union Pioneer Ambassador, Tutor Cranmer Hall, Durham and Northumbria Community Elder
Rev Elaine Blundell, Trinity Free Church, Huntingdon
Rev Ruth Moriarty, Christ Church New Southgate and Friern Barnet
Chrissy Remsberg, Assoc Pastor, Beacon Church
Rev Wayne Clarke, Trinity Baptist Church, Gorton, Manchester
Rev Sarah Bingham, Green Lane Baptist Church, Walsall
Rev John McLaren, Richmond Baptist Church (Liverpool)
Rev Edmund Laryea (Trinity Baptist Church, Dalston)
Rev Andrew Openshaw, Homelands Free Church
Rev Lindsay Caplen, The Shed, Portishead
Rev Paul Greenin, Bramley Baptist Church
Rev Juliet Lloyd, Ararat Baptist Church, Cardiff
Rev. Peter Timothy, Park Baptist Church, Great Yarmouth
Rev Neil Brighton, member of Poynton Baptist Church
Mary Wakeham (Calne Baptist Church)
Dr Lisa Adjei, Trinity Baptist Church
Rev Simon Ford, Cosham Baptist
Rev Helen Baker Community Minister Graven Hill and Orchard Baptist Church, Bicester
Adwoa Hannah
Mrs Auli Miles Chaoel Allerton Baptist church
Emma Flint, Revive Baptist Church, Leeds.
Rev Lucy Wright, Eltham Park Baptist Church
Rev Joel Mercer, Potters Bar Baptist Church
Rev Andy Hobbs Harehills Lane Baptist Church, Leeds
Debbie Gamble, YBA
Rev Michele Mahon, BMS World Mission and Westbourne Park Baptist Church
Rev Andrew P MUMFORD, South Ashford Baptist Church
Rev Tony Ashley, Stoke Newington Baptist Church
Rev David Skeet, Swallownest Baptist Church
Mrs Auli Miles Chaoel Allerton Baptist church
Rev Paul Hills (retired)
Mrs Frankie Best, Chapel Allerton Baptist church, Leeds
Rev Rachel Jeffreys, The Church in Binley Woods
Rev Kerry Birch, Ryde Baptist Church

Revd David Coffey. Former General Secretary BUGB. Member of Upton Vale Torquay.
Revd Graeme Alexander Dodds - Team Leader, Harehills Lane Baptist Church
Rev Pete Maycock, Harborne Baptist Church
Kenny Brown, Minister-in-Training, Clayton Baptist Church, Bradford
Norma Hobbs , Harehills Lane Baptist Church, Leeds
Ian Brewerton, member, Chorlton Central Church (Baptist / URC LEP), Manchester
Rev Kathryn Orr, Leigh Park Baptist
Rev Martin Hobgen, Dunchurch Baptist Church
Rev. Dave Clyde Mahon BMS World Mission and Westbourne Park Baptist Church
Rev Jonathan Somerville, Woodford Baptist Church, London
Rev Ashley Hardingham, Altrincham Baptist Church
Rev Andy Glover HBC Chester
Rev Ben Lucas, Acoustic 84 Missional Listener, Dorset.
Amanda Higgin, MIT Regent's Park College
Dr Alison Parker, Chapel A
Rev. Mark Hirst, Willesborough Baptist Church
Ed Powell, Revive
Rev Dr Steve Cosslett (Upton Vale Baptist Church)
Rev. Bob Almond, United Church Ferndown (Baptist/URC)
Rev. Andy Browning. St. Peters Baptist Church, Worcester.
Revd. Jane Robson, Tilehouse Street Baptist Church, Hitchin
Rev Mark Janes New North Road Baptist Church
Rev Ruth Wood , Dewsbury Baptist Church
Kate Young
Rev'd David Priddy (Retired)
Theresa Burton, Northfield Baptist Church
Hannah Lowry, Children and Families Leader, Horndean Baptist Church
Rev. Dan Owusu Boakye Trinity Baptist Church, Croydon London
Harland Rivas Cooper, member of Chapel Allerton Baptist Church, Leeds.
Rev Sam Ackerman
Julie Bryan, West Craven Baptist Fellowship
Simon Evans-White, Stonehouse Baptist Church
Rev Edith Dawson, Sherwood Forest NHS Foundation Trust
Rev. Gilson Gwendu Mill Road Baptist Church, Cambridge.
Hellen Riebold Watchet Baptist Church

Robert Thomson, Chapel Allerton Baptist Church
Rev Carol Soble, Raglan Baptist Church
Rev. Nicolas Hookey, Baptist Chaplain, University of Manchester NHS Foundation Trust
Rev. Nathan McGuire - Streatham Baptist Church
Revd Mary Taylor Regional Minister
Rev. Matthew Nott, King's Community Church
Rev Craig Downes, Albany Park Baptist Church
Pamela Davies: Minister - 57 West
Fran Thompson, Chapel A Baptist Church
Dion-Marie (Assistant Secretary) at Brixton Baptist church (Kenyon Baptist)
Rev Emma Mohr, South Wales Baptist Association
Dr Gillian Bennett. Chapel Allerton Baptist Church
Revd Marcus Dickinson, Winchester Baptist Church
Susie Wright, Chapel Allerton Baptist Church, Leeds
Rev Graham Brownlee, Moortown Baptist Church
Rev Stephen Walker-Williams, Gold Hill Baptist Church
Rev Peter Dominey, Church from Scratch
Rev Lynsey Heslegrave, New Growth Ministry, Colchester
Rev Alison Davies, Urban Expression Croydon, Healthcare Chaplain, Princess Royal University Hospital, Orpington
Rev Christopher Ruddle Folkestone Baptist Church
Karen Gray, Revive Baptist Church
Rev Steve Tinning, Leigh Road Baptist Church
Rev. Dan Owusu Boakye Trinity Baptist Church, Croydon London
Rev. Mark Massey, The Free, Frinton.
Rev John Cooper Morpeth Baptist Church
Rev David Warrington Abbey Centre BC, Northampton
Rev Helene Grant, RAF Chaplain
Rev Tony Maude, Cornerstone Baptist Church, Oswestry
Rev Danny Brierley, Chester Road Baptist Church
Alys Williams, Blackley Baptist Church Elland
Caroline Trimble, BMS World Mission
Angelina Sahota, BMS World Mission
Rev Glyn Thomas Frimley Baptist Church
Rev James Henley, Budleigh Salterton Baptist Church

Kingsley Appiagyei - Trinity Baptist Church
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Pastor Kweku Amosah Trinity Baptist Church
Rev Stephen Asibuo Trinity Baptist Church Croydon London
Rev Rhodri Walters, The Baptist Church, St Peters, Broadstairs
Rev Silvester Asante.Trinity Baptist church.
Reverend Patrick Agyemang New Christ Church Birmingham
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Rev Peter Dunn - Biglife Europe
Rev David Fleming, Limbury Baptist Church
Rev Dr Robert Beamish, Prince's Drive Baptist Church, Colwyn Bay
Dr Megan Gurney, Revive Leeds and Dumfries Baptist Church
Justin Kennedy (MiT)
Laura Boland, Revive Leeds
Sue Lutman (MiT) Minster Road BC
Rev Raphael Amoako Atta East Plumstead Baptist Church
Rev Carl Smethurst - South West Baptist Association
Denise Dobie (MIT) Darkhouse Baptist Church
Rev Mark Fairweather-Tall (South Wales Baptist Association)
Rev Dr Peter den Haan, Rugby Baptist Church
Revd Micky Munroe, Guiseley Baptist Church
LeeSun Clark, Revive
Rev Rose Uitterdijk, Ellesmere Port Community Ministry
Mrs Lis Farquhar, Chapel Allerton Baptist Church, Leeds
Mrs Mairi McBain (MiT) Redhill Baptist Church
Rev Linda Clack, Dunnington Baptist Church, Alcester.
Sally Baker, Meanwood Valley Baptist Church
Margaret Swires. Matson Baptist Church, Gloucestershire
Michael Wilson. Sutton Coldfield Baptist Church
Rev Robert Draycott King's Stanley Baptist Church
Rev Graham McBain, Redhill Baptist Church
Rev Alison Boddington, Hawkinge Baptist Church