



Key Principles

- All are welcome
 - we make all decisions with the expectation that the people in the room represent the full spectrum of sexuality, gender identity, disability, neurodiversity, race, cultural background, economic circumstances, dietary requirements, and faith background, including the those who have never stepped in a church, those who are comfortably lifelong Christians, and those who have experienced trauma in church contexts
 - messaging proactively demonstrates inclusivity and affirmation of all sexualities and gender identities, including same-sex sexual relationships, marriages, and civil partnerships, as well as those who are cohabiting
 - accommodations are provided from the beginning, without waiting for an affected person to be excluded even once
 - the host team will meet formally each term and receive training on accessibility and inclusivity, including on neurodivergent conditions, classism, racism, and transphobia; we readily apologise and correct when shortcomings are pointed out
- Everybody's voice is heard
 - gatherings are structured to represent an equity of respect between hosts, speakers, and congregation
 - it is important that everybody feels able to speak up with questions and concerns, including to challenge the speaker's ideas especially during small group discussions
 - speakers are chosen with proactive attention to the representation of minority groups
 - every service creates space for genuine, mutual conversation between attendees; no strict agendas
- We do not expect conformity
 - this is faithful to our Baptist principles as dissenting non-conformists
 - we expect the non-conforming behaviour associated with neurodiversity, disability, and trauma responses, and make space accordingly
 - with neurodiversity, disability, and religious trauma in mind, we do not expect anybody to behave, move, speak, or participate in a specific, prescribed fashion; it is clearly communicated that corporate movements or speech are invited, not mandated
 - we welcome non-conforming self-expression, including anybody's choice of outfit, hair style, and pronouns

- Not every question needs an answer

- questions and participation are actively encouraged, and with that there is no expectation that everybody will agree on a single, definitive, “correct” answer

- every individual has the right to express their opinion; every individual has the right to challenge another’s opinion

- Unapologetic

- we believe in the inclusion of all people in God’s love, in a God who lives and speaks in the modern day, and in Jesus Christ whose life, ministry, and death offers new life; that doesn’t mean everybody has to agree with us, but we also won’t hide that belief