Diocesan Synod 28 November 2020.
Breakout Group: HILD

**Good News in the model**
- Gives permission
- Freedom
- Impetus
- Timely
- Recognises gifts & abilities
- Sharing ministry
- Partnership opportunities
- Breaks the link – “unless you have a collar on, you can’t....”
- Cross Deanery / cluster working
- Focal minister makes sense – especially in rural setting
- Sounds “God Driven”

**What is already happening**
- MINE – work as team – importance of serving similar neighbourhoods now with collaboration with resource Church
- Natural leaders
- Follows on from previous thinking on lay ministry SGPF etc
- COVID – has led to trying new things, more lay leadership, more joint working with community
- Use of social media and “mixed ecology” of church
- Important of learn from what has NOT worked – previous initiatives in the Diocese (e.g. Companions/ Deanery Development). Also learn from other sectors - education, health

**What might we need to let go of**
- Our chains
- Boundaries – look beyond our locality
- Being Precious
- Mistrust
- Working in silos – as sometimes seen in sector ministries not connected to parishes

**General points**
- Recognise this is a culture change.
- Some places ready for change – others not – will need to be phased / piloted with “early adopters” and commitment to try things, be prepared to make mistakes, and learn.