

Recruitment & Training Cmte – Final Minutes

Date:- Sunday 4th Mar 2018, 2.30pm
Venue:- Stowmarket – The Kings Arms
Attended:- Tom Scase (GRM), Philip Gorrod & Fiona Shuttle (NE), Pam Ebsworth & Paul Ebsworth (SW), Mark Ogden (SE), Rowan Wilson (NW & chair + minutes)
Apologies:- Jonathan Williamson (SE), Lesley Steed (NW)

1) Welcome and apologies

Welcome to Paul Ebsworth who joins us as the new DRM for the SW District.

2) Minutes of last meeting and matters arising

a) ART Module 1 Guidelines document - Jonathan & Mark to add their thoughts to the draft document now that they have attended the course. Jonathan was going to suggest to ART that a You Tube clip telling/showing people what to expect would be useful but, having now done the course, felt that the pre-course meeting is sufficient. There was a little confusion re the cost of the course for adults and those in education so this needs to be made clearer in the document

Action – Rowan to send Philip’s draft document (for Jonathan & Mark to update) and then distribute for final check before publishing on website

b) A second Module 1 course was held on Sat 10th Feb at Horringer

c) Ringing resources – Various CCCBR resources for teachers and learners are now linked on the Guild website. The Ringing Tips sheets have also been updated with the new Guild badge. Mark has produced a table listing the various phone apps available.

Action – Mark to send an electronic version of phone apps doc (completed 6th March)

Rowan to check if current ART newsletters can be made available on the Guild website as it often contains good teaching and learning resources

- All other matters arising are to be discussed later in the meeting.

3) Applications for training grants

a) ART Module 1 – Tom received applications for the course held at Horringer and all were duly approved by R&T members. It was agreed that asking the delegates to write a short paragraph about their ringing experience (or what they expected to get from the course) was a good idea as it hopefully encouraged them to take the course seriously. There are no further ART courses booked.

b) Jacky Savage – grant to pay for LtR books. R&T members had agreed this but any future applications should be perhaps be paid from the Pipe Fund. Golden Bottle fund to be used for larger items (The Guild Treasurer will need to produce an end of year report in Sept 2018 to identify how the money was spent). Should/could we publicise the funding for training courses etc in the Guild Magazine or maybe ‘take over’ an issue?

Action – Rowan to check Pipe Fund ‘rules’ and Golden Bottle T&Cs

4) Feedback re training courses held

Ipswich – Paul Sharples offered to collect and then collate this. Mark handed out copies and will send electronic copies (sent 6th March). It was agreed that this should be encouraged for all future courses.

Horringer – none of the R&T members attended this course but two young ringers from the NW District attended and Rowan had heard good reports of their participation and progress.

5) Future training courses planned

a) ART accredited – none planned

b) District led training courses for 2018

NE – Philip held a meeting for the tower reps again. He will be running 8 focussed practices each month at various locations by joining the local practice nights. These will range from R&C up to Surprise Major and standard methods on 10 and will be led by Philip or an experienced leader. Hopefully the whole local band will then benefit rather than just one person from the band. In March, July and Sept there will be some additional sessions starting with 'Ringing Theory' at Reydon. All of these will be on What's On.

SE – Raising and lowering training to be held at Holbrook in April (but won't be on What's On as already full)

SW – monthly sessions focussing on handling, confidence building, foundation skills, raising and lowering will continue. They are advertised on What's On but people will be targeted to ensure that numbers don't get too high.

NW – June training slot at the Norman Tower. Details TBC but either a focus method (Cambridge Minor for Josh and Jimmy) a maybe to help a particular band (as this has worked in the past with Lakenheath and Eye).

Guild Training – the Guild Peal week 10-18th Feb was very successful (in spite of the cold temperatures) with nine 'first peelers'. It would be great if these people can now build on this and progress in their ringing. Tom will probably repeat this next year but is aware that he is unlikely to beat this year's total!

6) Update from District RMs (Philip, Jonathan, Paul, Rowan)

- **Philip** – nothing else to add
- **Jonathan** (via Mark) – nothing else to add
- **Paul/Pam** – going to offer training for new members to the Guild (regardless of whether they are new ringers or not) to try to encourage them to attend District meetings and practices.
- **Rowan** – has produced a document outlining the structure used for the 6 week course with the Horringer Scouts.

Action – Rowan to send out the document electronically and put on Guild website for future use if needed

7) Young and up & coming ringers – Mark reported that he held the event just before Christmas (Thurs 21st Dec) based at Horringer (+ Great Barton & Tostock with lunch in Bury). Unfortunately only 4 of the 8 expected turned up with experience varying from handling a bell with assistance to ringing a course of Primrose S Minor. He felt that that they had all benefitted from the experience but acknowledged that we really need higher numbers. He has plans to run another event in July based in either NE or SW and encouraged all DRMs to let him know of any young ringers in their District (members of the Guild or not) who might be persuaded to join. Members then discussed the possibility of picking up the first peelers who might benefit from QPs arranged specifically for them to progress with a method. Probably one 'learner' per band rather than a QP involving all young ringers. This could then be arranged at a suitable tower near them (thus solving the transport issues hopefully) and ensuring that best use is made of everyone's time.

Action – DRMs to give Mark names (and contact details if possible) of young ringers + their capability

8) R&T opportunities - events/support

a) Gather 2018 (Sat 29th Sept 2018) – Rowan confirmed that the Guild mini ring has been booked for this event but we need more information re how the it will work. The timing of 6-10pm is not ideal for those with longer journeys to BSE but hopefully a suitable rota can be organised to allow for this.

Action - R&T members please save the date. Rowan & Lesley to find more detail re how the sessions are run

b) Examples of support from the Ely DA (report received from Lesley) - *I contacted Jackie Latham from Ely DA who has helped with their peripatetic helpers scheme, which we talked about last time. A tower will contact the organiser who will ask a local volunteer (rarely two volunteers) to go to the tower once a month to help a weaker band. They will be used as the Tower Captain thinks best, standing behind or calling if the band can't themselves. They don't get travel expenses but try to encourage enthusiastic ringers, so that they can help other ringers. The helpers can ring a minimum of Bob Doubles / Grandsire competently. Ideally about 25 ringers on list. A hit squad approach where 4+ ringers would go to a practice didn't work, there were no requests.*

Action – discuss at next R&T meeting

9) Any other business

a) Diocesan Office – message from Lesley. *“Someone senior here at the Diocesan Office has asked whether any help can be given by the diocese for recruitment! I asked if he was serious and he said yes, so should we take advantage? Not sure what could be done but perhaps worth thinking about”.*

R&T members discussed some possible options including giving a presentation to the clergy about what we actually do and how we support the church (even if we don't actually turn up to the service). Some members of the clergy understand this completely e.g. Woolpit and BSE Cathedral, but others don't, which can cause friction. If the clergy have a better picture about what we do, they may be able to help us to recruit members of the congregation. Maybe we can have a trial run in a District?

Action – Rowan to contact David Everett (a recently retired clergy man who has moved to Mildenhall and is ringing at the NT) to ask for ideas and support

b) Golden Bottle Trust – Rowan handed out some information about training bells (researched by Jonathan). Philip added that he had spoken to the Loddon ringers who have a DIY training bell. This cost about £1000 and the plans used could be made available to the Guild if required. If we do decide to buy a training bell(s) using the Golden Bottle fund, we will need to ensure that it's location within the Guild is chosen carefully e.g. room (inter-chamber ideal), accessible (not just on a practice night), trainer available, access to toilets etc.

**Action – Rowan to check what Jacky originally suggested in her application for the funding.
R&T cmte to produce a proposal for the next GMC mtng in June (Rowan to draft)**

c) 11th November 2018 – this is obviously a recruitment opportunity for the Guild and we already have 3 new recruits at Rushmere and 4 at Beccles where a banner placed outside the tower worked wonders.

**Action – Rowan to check how these new ringers are being recorded (by Neal)? Is it a matter of counting new members of the Guild (which may or may not be new ringers) or only new ringers (who then join the Guild)?
Also re- check the criteria for ringing on 11th November (can the R&T cmte support towers who may not have enough ringers to ring?)**

d) Using the mini ring at events in Suffolk – Tom had received an email from Catherine Draper about whether the mini-ring was being taken to Folk East again this year. As recorded in R&T minutes (Nov 2016) the event in June 2016 was a lot of work for little gain in terms of new ringers (for the Guild or in surrounding Guilds/DAs). GMC also decided that it was not a good use of members' time but was this discussed fully? (July 2017 minutes) It was however great fun for the volunteers who took part and a good social event so maybe this should be considered for future events. Could it possibly be a way of attracting aspiring trainers/teachers?

Action – R&T cmte to consider:-

i) Could we plan to attend an annual event (taking the mini ring to Folk East/Suffolk Show etc)?

ii) Suffolk day (21st June) – could the mini ring be used to promote ringing?

iii) 11th Nov – ditto

iv) Young ringers – could the mini ring form part of the summer outing (maybe the young ringers could then be encouraged to help with Gather 2018 and future events where young people may attend)?

10) Date and time of next meeting (Sunday 1st July)