

## Recruitment & Training Cmte

Date:- Sunday 7<sup>th</sup> Oct 2018 , 2.30pm  
Venue:- Stowmarket – The Kings Arms  
Attended:- Tom Scase (GRM), Mark Ogden & Jonathan Williamson (SE), Fiona Shuttle (NE),  
Pam Ebsworth & Paul Ebsworth (SW), Rowan Wilson (NW & chair + minutes)  
Apologies:- Lesley Steed (NW), Philip Gorrod (NE)

### **1) Welcome and apologies**

### **2) Minutes of last meeting and matters arising**

Rowan apologised for sending out the wrong version of the July minutes initially.

**Action – RW to take more care next time!**

**3) Applications for training grants** – none received (still probably too early for people to do Module 2a but it would be useful to know how people are progressing (see point 4)

### **4) Feedback re training courses held**

#### **a) ART**

None have been held but we really need to start planning ahead and get a picture of how people who attended the Module 1 courses in Ipswich (Jan 2018) and Horringer (Feb 2018) are progressing. Although the course itself is very useful as a standalone course and people don't **have** to go through the process to achieve ART accreditation, it would be useful to know who is intending to do so.

We have received an invitation from Lesley Boyle:-

*What we're planning is a get together of ARTy people in East Anglia with the aim of coming up with a schedule of M1 and M2 courses for next year, and rough locations. Maybe also talk and plan workshops, like 'Listen and Strike', 'Steeplekeeping' 'Conducting'.*

*My thoughts were that really in my own area, southern Ely DA, we need more M2s as the majority of people that I think of as targets for M1s have already done it. We're a small association! There are a few left but they can be directed at courses in Norfolk, Suffolk and Essex where there is maybe more need for M1s - but those were my thoughts and I don't really know the local situations, and therefore it would be better to get together with people who do - like yourselves. What about your parts of Suffolk? What do you think the needs are there?*

*To make the meet up more enticing, we have the Mancroft Ringing Discover Centre booked for two hours between 3 and 5, so we can all have a go at the simulators and dumbbells. Then we could retire to a local Wetherspoons for some food and drink or somewhere like that, and then disperse.*

*What do you think? Let me know if you can come. If you can't come, or if you're not interested, maybe you can suggest other people who might want to be involved. We need people who might be willing to organise a course, or host one at their tower, or know a tower which would be suitable and someone else who might take care of local arrangements. Otherwise we'll all end up doing everything ourselves! If you have others you want to bring please see if they are interested.*

**Action – make a list of who did the Module 1 courses in Jan & Feb and find out who is intending to get accreditation (or has already been accredited) as this will help us to work out who might need/want a Module 2 course in 2019. RW & JW (+ Ruth Suggett)**

#### **b) District Training**

**NE** – see 6 below

**NW** – a training course planned for June was postponed. The Mildenhall ringers were invited for a 'tower training session' but were unable to attend due to a wedding.

**SE** – the most successful training opportunities seem to come from working with individuals who want to progress. **There will be a Stedman course in Jan 2019 at Aldeburgh (Jonathan to help).**

**SW** – a similar experience to the SE where one ringer (Tim Forsey) achieved three firsts in the SW District QP month. 'Basic' sessions focussing on handling or rounds and call changes seem to attract more participants so maybe we could focus on new SG members and find out what they want (they might be keener having just joined the Guild,

unless they are experienced ringers of course!). Maybe we could introduce a buddy system and encourage ART Module 1 participants to team up with a learner as both would hopefully benefit

## 5) Future training courses planned

a) ART accredited – None

### b) District led training courses for 2018/19

**SE** – **planning to book** the Mancroft Discovery ringing Centre in April with 8 learners + a mentor each. Also planning to ring on the 12 if an additional 3/4 capable ringers

**NW** – nothing booked yet but good idea to use MDRC. Perhaps we can team up with the SW and hold something in June? **Update Sat 8<sup>th</sup> June booked for joint session with SW.**

**SW** – see above

**NE** - RW to contact Philip

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

**Philip** - *We held a committee meeting last week at which it was acknowledged that our innovative and extravagant series of eight monthly practices, covering the whole range of ability from rounds to Surprise Royal, had been a disappointing failure. Only a handful of ringers had been prepared to go to other towers to develop their skills. Those that had have made very good progress, but otherwise it was just the DRM or another committee member turning up at a normal practice, useful, but only for the local ringers at that tower. In one case, Halesworth, the effect was that attendances were lower than at a normal practice, because those who could not yet ring to the minimum standard went to another practice instead (Chediston or Blythburgh), but nobody came in to take their place. Beccles and Bungay practices will continue, because there IS some mutual support here, but mostly because of support from four or more ringers from Loddon. Unsurprisingly therefore some Beccles ringers prefer to go to Loddon on a Tuesday rather than Halesworth. Chediston practices will also continue as a small number of ringers, mostly from within the benefice, benefit from these, but the emphasis on handling and striking while ringing just rounds and call changes or Plain Hunt should be a draw for many more. The Worlingham and Blythburgh practices have now combined with an alternating venue, aiming at touches of Plain Bob Minor but mostly other Minor methods.*

*Although the final decision will be made at the ADM a summary of the proposed changes is as follows:*

*Chediston (first Thursday) - will continue unchanged*

*Beccles (first Wednesday)- will continue thanks to support from Loddon, and I will try targeting various people who would benefit*

*Bungay (second Monday)- ditto*

*Worlingham/Blythburgh (fourth Thursday)- combine and continue with the "Beyond Bob Minor" emphasis.*

*Reydon - will be abandoned*

*Halesworth - abandoned*

*Leiston/Southwold - abandoned*

*The "District" label will be removed from all practices.*

*Both the District Chairman and I have been extremely disappointed by the lack of ambition to improve shown by the District members, so much so that he is stepping down at the ADM. You ask people what they want, they tell you, you provide it, but they won't actually get off their backsides. It doesn't augur well for ringing at all. The District also held a Saturday booster session at Blythburgh focussing on raising and lowering. I had restricted numbers to nine, but in the event only six people applied. All of them did well and we had plenty of helpers.*

- **Jonathan** – **wants to explore ART follow up sessions at St Margaret using simulator.** Monthly practices planned as per normal.
- **Paul/Pam** – going to try a special method for each month and also use some of the ART exercises
- **Rowan** – going to continue with QP + practice model but will try to get towers to invite us (so the local ringers know that it is for them). She is also going to send out monthly reminders to NW members via Chris G (using mailchimp) in an attempt to improve attendance

## 7) Young and up & coming ringers

In spite of trying two different dates in the summer, there was insufficient interest to run an outing. Mark is going to try a different approach for December and gauge interest before picking a venue. The dates offered are 20<sup>th</sup>/21<sup>st</sup> Dec and Mark has 3 confirmed names and 4/5 possibles.

Rowan (with her Chairman's hat on) is concerned that valuable time and effort is being wasted trying to organise these outings when the young people really don't seem to be interested. It is difficult enough to get our adult members (with transport) to travel across the county for events such as the Guild AGM, Social or Striking Competitions so perhaps it is too much to ask our Young Ringers (with no transport) to do this. Rowan suggested that we review the situation at the next meeting in Feb and maybe consider more local events (such as QPs) as the possibility of getting a band together for the next Young Ringers' striking competition is very slim.

**Action – RW to contact Eye Young Ringers about the outing (or QPs)**

## **8) R&T opportunities - events/support**

### **a) Gather 2018**

Tom reported that this had been a worthwhile event for R&T members and their helpers to attend with the mini ring. No contact details could be taken but the participants were given a leaflet and told about the Facebook page. Philip's feedback - *I felt this was a pretty successful event, given the constraints. We had just the right number of people to help, including two younger members (Matthew and Josh), we were in a good location, and we saw a good number of punters, some of whom were ringing decent rounds by the end. I can understand why we were prohibited from taking contact details, but it meant that any further contact is entirely reliant on the young people themselves, a group not renowned for initiating contact with adults. They were all given leaflets and encouraged to email Tom or get in touch through the YR Facebook page, and time will tell whether what we did was actually worthwhile.*

**Action 1 – Mark to check YR Facebook page.**

**Action 2 – Can we find out which churches they came from and contact the Church leaders there?**

**Action 2 – Book for next year if possible (and take some stickers along)**

### **b) Sun 11<sup>th</sup> November ringing (update)**

Tom has contacted Neal and has a picture for the whole Guild.

**NE** – Kate Gill co-ordinating and using spreadsheet to collect data

**NW** – Rowan has identified towers which might not be covered and will be contacting them to find possible ringing times if a 'flying squad' can be arranged to help

**SE** – Jonathan is co-ordinating this and have been chasing up towers who have not responded to the initial correspondence.

**SW** – Pam & Paul going to use Guild mail chimp to contact towers

### **c) Engaging with the clergy**

If the next induction is being held in November, it is probably too late to attend it but perhaps we can ensure that they have a supply of the leaflets.

**Action – Rowan to contact Lesley.**

## **9) Any other business**

**a) Golden Bottle report and proposal** – Rowan wrote a brief first draft but Philip is currently adding such (much needed) detail.

**Action – Rowan to send out. R&T members to read and comment (by Sat 3<sup>rd</sup> Nov)**

### **b) Recruitment**

Philip's feedback - *Beccles continues to be the leading tower with the second tranche of learners just started. The first three are all now ringing rounds on up to ten and ringing on Sundays. Two attended the District raising/lowering session at Blythburgh.*

We really need to kick start recruitment across the Guild so can we perhaps hold a 'Taster Day'. This could be held in Jan/Feb when people are making New Year's Resolution. Can we go to St Margaret's and maybe include the Vesty Ring and handbells?

**Action – Contact John Girt to find a suitable date.**

## **10) Date and time of next meeting – Sunday 3<sup>rd</sup> Feb 2.30pm**

## Action

| Agenda item                               | Action   | By whom                  |
|---|--|--------------------------|
| 4) Feedback re training courses held      | Make a list of who did the Module 1 courses in Jan & Feb and find out who is intending to get accreditation (or has already been accredited) as this will help us to work out who might need/want a Module 2 course in 2019. | RW & JW (+ Ruth Suggett) |
| 5b) District training courses for 2018/19 | Book MDRC for a NW training event in June (and invite SW) (completed 31 <sup>st</sup> Oct)<br>Email Philip to check NE plans   | RW<br>RW                 |
| 7) Young Ringers                          | Contact Eye Young Ringers about the outing (or QPs)  | RW                       |
| 8a) Gather 2018                           | Check YR Facebook page.<br>Can we find out which churches they came from and contact the Church leaders there?<br>Book for next year if possible (and take some stickers along)  | MO<br>RW/LS<br><br>RW/LS |
| 8c) Engaging with the Clergy              | Contact Lesley   | RW                       |
| 9a) Golden Bottle report & proposal       | Send out to R&T members (completed 23 <sup>rd</sup> Oct)<br>Read and provide comments (completed 8 <sup>th</sup> Nov)<br>Now sent to Bank via Jacky – no feedback/comments received  | RW<br>All R&T            |
| 9b) Recruitment                           | Taster Day – Jan/Feb 2019 . Contact John Girt to find a suitable date.   | TS + JW                  |
|   |  |                          |
| <b>Outstanding actions from July</b>      |  |                          |
| <b>ART Module 1</b>                       | Check if Philip's document is on Guild website   | <b>RW</b>                |
| <b>ART newsletter</b>                     | Make available on Guild website (see email from Les Boyce)   | <b>RW</b>                |
| <b>Horringer Scouts doc</b>               | Check that document is on Guild website  | <b>RW</b>                |
| <b>Diocesan office</b>                    | Guild of Clerical Ringers document for CCCBR (DE to send to RW)<br>Can we produce a case study for relationship at BSE<br>Can we attend a 'new clergy' induction course?<br>Can we revamp the leaflet produced by Neal?      |                          |
| <b>Gather 2018</b>                        | Can we find out which churches they came from and contact the Church leaders there?  |                          |