

Recruitment & Training Cmte

Date:- Sunday 3rd Nov, 3pm
 Venue:- Stowmarket – The Kings Arms
 Attended:- Tom Scase (GRM), Mark Ogden (SE), Philip Gorrod (NE), Maureen Gardiner (NW), Pauline Brown (SW), Rowan Wilson (NW & chair + minutes)
 Apologies:- Jonathan Williamson (SE), Fiona Shuttle (NE)

1) Welcome and apologies – RW welcomed our new members, Maureen & Pauline and members then introduced themselves.

2) Minutes of last meeting and matters arising

Minutes accepted and no matters arising.

Actions from June

Item	Action	Notes
8a	Gather 2019 1) Confirm availability (ideally including young ringer from each District) 2) Confirm how we can follow up the people who take part (via Church Leaders) 3) Resources - (leaflets with updated focus for young people, stickers, materials used at ART meeting) 4) Can we make use of a possible link with DoFE to ask as a 'carrot'	FS, PG + Rosie & Matthew Rolph, TS + Mervyn & Tracey Scase + Ollie, MO, RW Collected names of young people + church leaders (need to follow up) Provided leaflets (but not YP specific) also used stickers No action (but there probably wasn't enough time on the night anyway)
8b	Taster Day 1) Can any R&T members help with the open day in Halesworth? It would also be useful if someone could bring the SG banners.	No R&T members helped but there were enough NE people
9	Golden Bottle Advertise/suggest suitable towers for the grant.	See agenda item
9c	Meeting with BAC Report back to GMC in June	Reported back (+ see agenda item)
9d	R&T docs Look through the current R&T resources on the Guild website and identify suitable resources to start linking in Nov.	See agenda item

R&T pages on website – MO has been through these (thanks to Mark) and a lot of the links don't now work (some of this is because they were links to CCCBR pages which have now been moved). It is probably a good time for a revamp as well as the website has a lot of good resources but navigation may not be that easy for new ringers or people who are interested in learning to ring.

Action –

i) R&T members to work through these and, using the following groupings, designate the current resources:-

- R&T cmte functions
- Guild members
- New ringers
- Possible new recruits (better title needed please!)

ii) RW – to revamp the front page (as GC) and suggest a link to take people who have 'landed' on the website and may be interested in learning to ring to relevant 'non corporate' resources e.g. a map of where the ringable towers are.

3) Applications for training grants – none received.

4) Feedback re training courses held

a) ART- a Module 2 course was held at MRDC attended by Philip (and Tim Forsey). Both thought it was very good with lots of useful tips, several of which Philip has already put into practice.

b) District Training

NW & SW– combined session at MRDC

NE – none held since last meeting

SE – none held since last meeting

5) Future training courses planned

a) ART accredited – None

b) District led training courses for 2020

NE – no more planned yet

NW – Maureen is keen to use MRDC again, possibly in combination with the SW and may have more than 1 training event in 2020

SE – no more planned yet (new DRM due to be elected) but will probably keep to April slot.

SW - no more planned yet (new DRM has just been elected)

6) Update from District RMs (Philip, Jonathan, Maureen & SW)

- **Philip** – see feedback from Taster event (also held Guild Social on the same day)
- **Jonathan (Mark)** – nothing to report
- **Maureen** – has only just been elected at DRM for NW. Programme being finalised at the moment. Update re work on bells at Stowmarket – with its central location in the Guild, Stowmarket is in an ideal place to be used by members from all Districts. The bells will be removed in April 2020 and should be back in the late summer ready for a relaunch in Sept. There will be a year's worth of events, some of which will be tied in with other local events. The local Scouts have been contacted (using the ideas from a course delivered at Horringer) and the local school will be doing some bell related curriculum activities. PG suggested that Maureen should talk to Kate Gill re how ringers were recruited at Beccles.
- **SW (Pauline)** – David Lee is the new DRM but he was only elected last week! Not sure if he will be attending these meetings but hopefully he can be persuaded as it is a good opportunity to share/pick up ideas from the other DRMs.

7) Young and up & coming ringers

Plans for a summer outing again received no/very little interest so Mark is thinking of holding an event rather than an outing in 2020. This could be held at MRDC and travel (by train) could perhaps be supported by Guild funds. Maureen asked if we could set them a challenge (to focus on their individual needs be it bell handling, ringing a new method/QP or perhaps simple conducting)? RW suggested that if this event were a training session, it wouldn't matter if there low numbers as they would then get plenty of rope time.

Action – MO to book MRDC a.s.a.p. (and give helpers plenty of notice of suggested dates)

8) R&T opportunities - events/support

a) Gather 2019

The location within the Cathedral seemed to work better this year with plenty of 'through traffic', lots of room to cope with multiple learners and a quick dismantle and exit before the final quiet session! We probably had enough people 'on duty' (10) and no-one seemed to be standing around doing nothing. Keeping it flexible meant that people could either train, chat to people or direct passers by towards the mini ring.

RW apologised that she had not managed to chase up the Church Leaders straight after the event but she had gone on holiday the following week. Stowmarket Boys Brigade looks possible as Maureen has been in contact with them with regard to the augmentation at Stowmarket and St Augustine's, Ipswich is another possibility as the leader also had a go on the mini ring.

Action – RW to follow up Church Leader contacts and share with other R&T members.

b) Taster Day – Sept 2019

RW expressed her thanks to Philip (and the NE) for picking this up at rather short notice at the request of R&T and GMC.

Feedback (from Sal Jenkinson):

- piggy-backing our taster session onto a bigger event (the Heritage Open Day) made a big difference to the potential audience. It meant (a) that we got more publicity than we could have done on our own (because the session was advertised along with the church's own event in the HOD booklet) and (b) that there were more people about than normal. So that might be an approach to repeat - look for an event in the locality and tag along

- we had someone in the town centre throughout much of the event with an eye-catching poster (the one you printed off for me) on an A-board and leaflets to give out. Not clear that that sent many people to the taster, but it certainly did a bit of profile-raising for bell-ringing generally
- the Guild banners looked professional and were eye-catching. We also had at the church display-boards of materials about bell-ringing generally and good piles of leaflets, which seemed to engage people
- we think speedy follow-up is crucial: Philip contacted the two seriously likely Halesworth recruits very soon after the event, and also let other towers have the less-local 'possibles' contact details very quickly.

Action – RW hoping to offer a Taster session as part of the 2020 celebrations for 1000th anniversary of Abbey

9) Any other business

a) Golden Bottle applications for grant

The following towers have been suggested:-

NE – Southwold, SE – Felixstowe, SW – Sudbury St Gregory, NW – Stowmarket (the GB grant will be taken off the Guild grant)

Action – identify a team of people who can assist with the set up in each tower and hopefully offer on-going support as simulators do tend to be a bit temperamental! We cannot expect them to physically help with the installation but having a 'go-to' person for support them will hopefully mean that the simulator gets used regularly.

Action – RW to contact people who may be able to help (NW – Chris Davies, Tim Hart; NE – Ed Rolph, David Webb (Loddon); SE – Roger Coley, John Taylor; SW?) The equipment will also need to be ordered!

b) Draft document to link recruitment & training with Guild Grant applications.

The current flow chart is probably already a bit too 'busy' to add R&T elements so we will probably need to produce one of our own. A very important point to make is that recruitment and training is still ultimately the responsibility of the church (with help from local ringers, if there is a band) and that they need to be proactive in recruiting, training and retaining ringers; the Suffolk Guild is happy to support and give advice but will not be able to lead (unless a SG member offers this on a personal; basis).

Action – R&T members to commit some thoughts to paper re different approaches they have used/experienced to recruit and train new ringers (pros and cons, what worked, pitfalls, how much can the Guild/District actually do to help?). Mini case studies might be of more use than trying to use a flow chart like the BAC grant guidelines doc.

c) Linking R&T docs etc to What's On (or via email)

RW sent an email to all Tower correspondents drawing their attention to the updated 'Ringing Tips'. Evidence, from visiting various towers across the Guild, would suggest however that this did not bear fruit. It was suggested that perhaps this should be sent to all members?

Action – RW to encourage people to use MRDC

d) Training needs – helping towers with new bands

RW suggested that this should be something that Tom takes the lead for as GRM with the support of R&T members as Guild Training events have been organised in the past by the R&T team. Tom does not unfortunately have capacity to do this so this however it will probably need to be done on a case-by-case basis.

Action

i) Redgrave - RW to discuss a possible training session with Chris Davies to help his learners move into rounds (QP opportunity has already been offered so this could be used to provide the numbers needed)

ii) Earl Stonham – someone from SE to arrange to meet them

10) Date and time of next meeting – Sunday 2nd Feb 2.30pm