

Minutes from EACR Training and Recruitment Sub-Committee Meeting

Venue: Zoom
Date: 30th May 2024
Time: 20.00 hours

Apologies: Zoe Purdle-Wood, Christina Brewster, Vicky Richards, Richard Wilson, Sarah Scannell, Sarah Knights

Attendees: Beth Johnson, Helen Bridgman, Courtney Mandell, Sarah Chin-A-Loy, Andrew Brewster, Roy Threadgold, Yvonne Towler, Vicky Richards

CC Andrew Kelso (EACR Master), Andrew and Clare Beech, Anne Bray,

Topic	Content	Action who	Action by when
1. Apologies, Minutes and Matters arising. Beth Johnson	<ul style="list-style-type: none"> Minutes from both January's meeting and the special meeting held in February will be presented at the July meeting for consensus of accuracy. The accuracy of the April minutes was confirmed and accepted unanimously 	BJ	
2. Training Courses 2.1 The Essex Course 2024 follow up.	<ul style="list-style-type: none"> Several extra tutors have been approached for next years course so that SK can put on the number of courses required. Emily Ashton has agreed to oversee the catering. SK has decided that for the Friday social event there will be a Quiz. SK is still looking for one more person to help with student placement. To be discussed at next meeting SK would like to generate ideas for what the surplus should be spent on, generally this course is not a profit-making course but exceptionally this year a there will be a surplus, SK has asked the committee for ideas, one suggestion is to be able to enhance (simulator or such) the towers that would be in regular use for the course. 	SK All committee members	
2.2 ART Courses	<ul style="list-style-type: none"> M1 20th July at Coggeshall. Suggestion from BJ for an M2F course to be held in the Autumn. 	BJ	
Association training courses	<ul style="list-style-type: none"> A request has come forward for a raising and lowering course to be booked for the summer, due to the success of last year's courses it was suggested that it take the same format as last year. YT suggested that some Districts did put on their own raising and lowering courses. BJ to advertise this. 	BJ	
M1/M2F Targets	<ul style="list-style-type: none"> Targeting M1 and M2F teachers for accreditation. This is ongoing. 		

<p>3. Bequests initiative</p>	<ul style="list-style-type: none"> • BJ forwarded the part of document that relates specifically to Training and Retention prior to the meeting for perusal with comments on her thoughts as we are now two years in from the original agreed strategy. The following points were addressed: <ul style="list-style-type: none"> ○ to increase membership by 30% and have good tutors (not necessarily who ART trained) in 75% of Essex towers by 2029. To understand how this is progressing would be for the District Reps to target local towers to see where there is a need for tutors. VR to devise a template for responses. District reps to follow this up. ○ Awards programme: it was agreed that this would be more appropriate for the COMMS group to take on board. BJ to discuss this with Caroline Watts. ○ Youth engagement - this has been commenced with the work and resources from ZPW. Suggestions around providing an enabler to keep the young people engaged, such as handbells, assorted bells, a model bell, (resources being cross curricular, maths, RE, physics), resin moulds to cast a bell, a dumbbell that could be easily rigged up at external venues such as schools, Wombel, a portable individual dumbbell costing approx. £1500.00 (https://www.saxsim.com/Wombel), mini ropewalk (as used by Mancroft). BJ will assemble a working group of three to explore potential contents for a resource pack. ○ Adult engagement - Should this be COMMS or T&R or a combination of both – suggestions were that COMMS should do the PR and initial visits work and that T&R would follow up with delivery. YT suggested that COMMS could perhaps be invited to let T&R know if there is to be any follow up, BJ also suggested that if there was to be follow up, there would need to be sufficient informed personnel to be able to manage this. ○ Investment in training hubs – Most districts have towers that either host established training schools or serve as training sites, accepting learners from local towers. However, the process is generally informal and demands significant commitment from both learners and tutors. DS mentioned that the survey conducted by the District reps would contribute to identifying areas of need. 	<p>VR – done</p> <p>BJ</p> <p>BJ</p> <p>BJ to discuss with comms officer</p>	
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<p>4. Grants Response to Sandon</p>	<ul style="list-style-type: none"> • Ardleigh – the trustees agreed to pay £13,000.00, £9,000.00 from the BRA and £4,00.00 from R&T in addition the Bequests funding will fund a new bell and fitting costing appro £12,800.00 in memory of David Cobb. • Epping – To expand the simulator, they are asking for 50% of their costing, the total being £156.75. This was agreed with a vote of 8 in favour with one abstained. • Thaxted – Update from previous application. The 2 year time limit expired. The new recommendation to go before the Trustees in October is that BRF will pay 1/3rd, bequest funding will pay 1/3rd and 1/3rd will come from local funding. 		
<p>5. Recruitment and Retention</p> <p>5.1 Essex Universities Initiative</p> <p>5.2 Training calendar</p>	<ul style="list-style-type: none"> • Recruitment and retention workshop - The Hall at Springfield is booked, Sunday 11th August. Reps to advertise this at their Spring meetings, for both attendees and contributors. • The budget has been agreed by the trustees for Fresher days and open days. • Update – district Training reps will have editing access to the training calendar to add their organised district training events. There is also a link on the main Association calendar. Advertise this calendar - BJ 	<p>BJ/CW Please put date in your diaries and please come, and encourage others – ALL</p> <p>BJ</p>	
<p>6. Around the Districts</p>	<ul style="list-style-type: none"> • All district reps reported on training taking place in their own areas. • Adam has his band for the 8 bell competition, drawn 1st for the RNWNYC in July. 	<p>District Reps</p>	
<p>7. International Scout and Girl Guiding Jamboree 2024</p>	<ul style="list-style-type: none"> • CCCBR have signed the agreements with Essex Jamboree commit. 9 -10 helpers daily. CCCBR, ART and the Mobile Belfry Trust are working on follow up for group Tower visits and possible learners after the Jamboree. At the Jamboree they not only have sessions for the young people but also have a staff evening. The new CCCBR branding will be used at the event. 		
<p>8. Simulator Workshop</p>	<ul style="list-style-type: none"> • SC sent apologies – she has sent out a proforma that will be collated for next meeting. 		

<p>8. A. O. B</p> <p>8.1 First Pealer's Club</p> <p>8.2 VAT</p>	<ul style="list-style-type: none"> • The new touring tower will be stored at Willingale, Ian Kerwin to be invited to the R&T meetings so we can maximise use of this recruitment resource. • Sarah Knights has shown an interest in ringing a peal in the autumn. BJ to put out another advert for this. • AB stated that the 'The listed places of worship' scheme was the general place to go first to find out if VAT can be reclaimed. However, generally it is appropriate for the Church to pay the project cost, the church then claims the VAT back, and then the tower then pays the church. 	<p style="text-align: center;">BJ</p>	
<p>10 Next meeting</p>	<ul style="list-style-type: none"> • 14th July Sunday. 		
<p>11 Meeting closed</p>	<ul style="list-style-type: none"> • 21.35 		