Minutes from the EACR Training and Recruitment Sub-Committee Meeting

Venue: **Zoom**
Date: **11 October 2026**
Time: **19:30 hours**

Present: Carol Adams, Sarah Chin-a-Loy, Sylvia Crick, Ryan Faulkner-Hatt, Nick Holland, Sarah Holland, Beth Johnson, Ian Kerwin, Sandra Murphy (aka Smurf), David Sparling, Julia Taylor, and Nigel Taylor.

Apologies: Anne Bray, Andrew Brewster, Christina Brewster, Paul Crick, Ian Culham, Cathy Ovendon and Anne Sloan

Ryan Faulkner-Hatt was welcomed to his first meeting. Ryan has volunteered to take over as Deputy Youth Co-ordinator for the Association.

1. **Minutes and Matters Arising**
   Minutes of the meeting held on 30 August 2026 were agreed as a true record of the meeting, with the exception that item '4. Around the Districts' – Northern District: monthly practices are not currently held but there is a plan to hold monthly practices at Coggeshall for plain hunt onwards.

2. **Action Log Review**

   a) Training Calendar - advertise more widely through ADMs. SCaL researching ability to link Training Calendar to main calendar including updates. SCal to produce a procedure note.

   b) Installation of Simulators – contact Vicki Elliot (Essex Course towers) for suggestions.

   d) Exit Questionnaire – Beth to post information received from Colin Chapman re current knowledge of why people leave. Members still consider an exit survey worth pursuing.

   e) Essex International Jamboree (EIJ) 2028 – AMC agreed working with the EIJ is worthwhile; Beth to find co-ordinator and bring initial plan and budget to February AMC.

   f) Young Ringers Website - Sarah CaL to take forward in new year when Adam Sloman and Ryan Faulkner-Hatt will take over as Young Ringers Co-ordinator and Deputy Co-ordinator.

3. **Hold Awareness Raising Events and Update on September Open Days**
   Much work was undertaken to produce marketing material and thanks were given to the Ladies Guild who helped to distribute. There were 18 towers involved in the Heritage Open Day/Recruitment Event and feedback has been received from 15 towers who experienced varying degrees of success. 900+ people attended events and mobile belfries were very popular; two quarter peals were rung at Elmdon.

   All towers involved confirmed they would consider taking part in a future event. Agreed to contact participating towers two months after the event to establish level of recruitment success. Review at first 2027 meeting to decide whether to schedule an event next year.

4. **Central Recruitment Enquiries**
   Beth suggested there could be an EACR Recruitment Officer to take over any Recruitment Events and deal with learner enquiries. Such an appointee could do more follow up on enquiries and support individual towers who need to recruit.

5. **Incorporate the views of under 30yrs ringers**
   For review after a few meetings with Ryan and Adam in position.

6. **Work with universities**
   Anne Bray to be asked to report on this autumn's Freshers Fair at next meeting.

7. **Run regular bell handling sessions for teachers**
   Sarah Knights has been approached to run these sessions and is keen to be involved; she is coming up with a plan. CO also looking at having learner teachers involved in the Essex Ringing Course Bell Handling course.

8. **Organise ART training courses: update on the latest courses**
   Course arranged for 17 October at Ardleigh; 10 students are taking part, 7 Essex (good spread from around districts), 2 Bedfordshire and 1 Suffolk. M2F course organised for mid-December where 9 students booked; places available until end November.
   Consider best time for ART courses in 2027, aim for pre-summer.

9. **The Young Ringers Group**
   Young ringers attended a successful outing to London recently. Ryan has ideas about initiatives when he officially takes over the role along with Adam, including regular quarter peals before young ringer practice sessions and opportunities for 'calling'.

10. **Promote Peal Ringing and the 'First Pealers Club'**
    Fewer first pealers this year; promote the Club through ADM's and relaunch in early 2027.

11. **District R&T focused activity**
    Deferred to next meeting.

12. **Support the Essex Ringing Course: Update on 2027 course**
    Cathy provided an update for the committee stating that meetings have been set up and progress in co-ordinating this event is going well and ahead of schedule. Closing date to apply for courses has been brought forward to 22nd January 2027.

13. **Deliver 1-day training courses – Update on 28th November 2026**
    Recently advertised courses using Humanitix as the new ticketing system which is a non-profit platform to potentially replace Eventbrite. Six courses fully booked after less than a week, 2 - 3 places available on three other courses. Speed of booking courses raises question of whether more similar events are needed or establishment of training hubs.

    Training Day 2027 to take place on 20th November.

14. **Provide grants for training/improvements in the ringing experience**
    No new applications for grants have been received.

    Both Great Bardfield and Ingatestone grant proposals were approved at the AMC where quorum of Trustees were present therefore Great Bardfield and Ingatestone should go ahead and book contractors (Beth to advise Ingatestone); note work at Great Bardfield is subject to a faculty.

    Towers to be encouraged to apply for grants towards improving the 'go of bells', rope guides, improving tower environment, white boards, recruitment initiatives or a simulator at ADM's in January.

    The committee discussed providing help in navigating the grant applications form and a downloadable PDF list of what is needed when completing the form has been drafted and will be uploaded to the grant application page.

14. Provide grants for training/improvements in the ringing experience continued.

    Consider proposing increasing the level of delegated grant approval, currently £250.
    Also put forward for consideration was subsidising ART and other courses for under 30s and ART patronage. Beth to draw up proposal.

    Beth to draw up a list of how we can use our fund, ready for presentation to February AMC.

15. **Encourage the Use of Simulators**
    Smurf is meeting with Simon to develop what will be featured on the website re installing simulators.

16. **Any Other Business**

    a) Sylvia Crick has visited the website and looked at history, which is fantastic. Sylvia was encouraged to expand information about how towers that remain part of the Chelmsford diocese became part of London.

    b) What does a tower need to be a training hub?
    Sarah H has developed a draft of how to identify potential towers with right attributes to become a training hub; members to let Sarah know about any further attributes to be considered for the document. Agreed for 'Yes' to be the first column and questions ordered in decreasing scale of suitability.

    Once the list has been updated, it can be sent out to district education officers for completion.

    Beth would like to further explore the responsibility of a paid manager, such as Nicki Thomas at the Mancroft Heritage Ringing Centre. There is a fantastic demand for these types of service in the county which we should explore. IK brought to the attention of the meeting that Willingale is a designated Ringing Centre with all the correct attributes but needs an individual to make it active.

    c) Beth is encouraging people to take part in the CCCBR census and Julia Taylor has advertised to all members including a referral to the website.

    d) There is interest in EACR bringing in ringing badges for Scouts and Guides – Anne Donaldson and Jonathan Slack who are both very keen on this project.

    e) Sarah C to set up district e-mail addresses for education officers.

17. **Date of Next Meeting**
    In person at Kelvedon (TBC) on 6th December, members to bring diaries to fix meeting dates for next year.

EACR Recruitment and Training Sub-Committee Action List

No.	Meeting Date	Event/ Subject	Item	Responsible	Target Date
1	11/10/26	First Pealers Club	Re-advertise and promote club	BJ and IC	Jan 2027
2	11/10/26	Simulators	Chase Simon about content for the Simulator information on the website.	Smurf	End Oct
3	11/10/26	Training Calendar	Look at advertising the training calendar more widely; SCaL to instigate link between main and Training Calendars and issue 'how to' to secretaries	BJ/SCaL	Jan 2027
4	11/10/26	Installation of Simulators	Identify towers to approach. For completion 2027.	BJ/Vicky Elliot	Jan 2027
5	11/10/26	Exit Questionnaire	Report back on enquiry to Colin Chapman	BJ	06/12/26
6	11/10/26	Recruitment Events	Decide on whether to schedule Recruitment Event/Open Days annually Consider a Recruitment Officer role.	All	Jan 2027
7	11/10/26	Grant approvals	Confirm in writing to Great Bardfield and Ingatestone that their grant applications are approved	BJ	21/10/26
8	11/10/26	Essex International Jamboree 2028	Find co-ordinator; bring proposal to Feb AMC	BJ	06/12/26
9	11/10/26	Young Ringers Website	Sarah Chin-a-Loy to liaise with the Youth Co-ordinator and delegated young ringers (as per CB's email) about updates to website.	SCaL	Jan 2027
10	30/08/26	New Members	Explore discount for new members joining after January. Delay until rules revision exercise complete.	TBA	TBA
11	30/08/26	Funding of Ropes	Generate a proposal for the Management Committee to consider funding of ropes; proposal to next meeting.	BJ	06/12/26
12	11/10/26	Delegated grant value	Review delegated approval up to £250; proposal for increasing this amount	BJ	Jan 2027
13	11/10/26	Ringing Hubs	Update and circulate list of attributes for a successful ringing hub	SH	Jan 2027
14	11/10/26	Training Officers info	Post name and EACR email address of District Training Officers on website	SCaL	End Oct
15	11/10/26	Universities Initiative	Update for next meeting on autumn Freshers Fairs	ABray	06/12/26
16	11/10/26	How to use our fund	Proposal to next meeting	BJ	06/12/26