

## **W&P Action Plan 2015-18 Summary**

The following plan sets out what the officers of the Guild hope to achieve over the next few years. Having such a plan in place will enable ideas to develop, provide continuity and help move the Guild towards being a more relevant entity for its members. It will also demonstrate to members how their subscriptions are being used.

The plan takes into account areas of need identified by members at the Have Your Say Days, the AGM and other occasions. It will be reviewed for progress and budget annually at the AGM.

The officers' vision is of a central administration which can provide resources, educational initiatives and public relations advice and support, using the resources to best advantage, whilst encouraging the districts to be more independent and flexible in what they offer in terms of local and day to day ringing.

### **1. Ongoing work**

- a) hold at least two all-Guild ringing events each year to encourage all ringers to come together
- b) encourage the districts to be more independent of central control and more flexible in their ringing programmes and events
- c) produce an inventory of Guild resources available to members and to publish the information on the Guild website
- d) become a point of contact for all ringing matters for diocesan and national bodies
- e) encourage young ringers to come together to ring and to socialise and to be involved in Guild administration thereby encouraging a gentle shift in the age profile
- f) review areas of Guild administration to improve effectiveness
- g) continue to seek feedback from members

### **2. Key projects for 2015-18**

- a) Communications – establish a Guild database of members and new Guild website
- b) Education – support educational initiatives, especially those improving the quality and sustainability of ringing and ringing teaching in the Guild area
- c) Belfry Stewardship – reform and review the work of the Belfry Stewardship Committee

### **3. Future events**

- a) 2016 – host the CCCBR AGM in Portsmouth and provide the material for the RW Calendar
- b) 2017 – offer to host the ART annual conference
- c) 2018 – arrange an event to mark the centenary of the end of WW1 and to record commemorative ringing
- d) Recruitment Drive and Retention of Ringers to encourage Church Service ringing and the cultivation of change ringing by increasing the number of proficient ringers across The Guild.

Further details of the plan are below. Please contact one of the Guild Officers if you have any questions about any of this work, or would like to be involved with any part of the action plan.

## Details

### **1. Ongoing work**

#### **1a) Guild Events**

##### **Aim -**

To hold at least two all-Guild ringing events each year to encourage all ringers to come together, and one social event per year.

##### **Budget -**

Largely self funding through tower donations, food money, sale of meal tickets, raffles etc.

##### **Measure of success -**

The events themselves being held and feedback generally indicating that the event was enjoyable and worthwhile.

##### **Details -**

- Arrange a Guild A.G.M. making the day more of a ringing festival to encourage more attendance, especially to make it worthwhile for ringers to make the trip to and from the Island Districts. For example, to include the inter-district eight bell striking competition on the same day, open towers, lunch and possibly talks/displays of best or interesting practice in varying areas of ringing.
- Arrange an inter-tower striking competition. Again, make the day more of a ringing festival to encourage more attendance, especially to make it worthwhile for ringers to make the trip to and from the Island Districts. Possibly arrange quarter peals, handbell ringing or an education event on the same day. Open the competition to non-tower based bands, all of whom would be eligible to win and receive relevant certificates. The trophy would be awarded to the best tower based band entering.
- Arrange either a Guild Dinner, or a less formal social gathering, to include as many Guild members as possible, or encourage one district each year to arrange a social event which could be opened up to neighbouring districts/the whole Guild e.g. a quiz night, BBQ, barn dance.

##### **Timescale -**

Ongoing, each year

##### **Responsibility -**

Principal officers, working with the striking competitions committee and the districts.

## **1. Ongoing work**

### **1 b) Districts**

#### **Aim -**

to encourage the districts to become even more independent of central control and to be more flexible in their ringing programmes and events.

#### **Budget -**

Existing but possibly to be increased slightly (as a result of the reduced transfer of members' subscriptions to the Bell Restoration Fund)

#### **Measures of success -**

Feedback via District Officers and the Executive Committee and evidence of revised programmes, activities and successes generally.

#### **Details -**

- Encourage Districts to become less controlled by Head Office. Only requirement is to have an A.G.M. to approve accounts and elect officers
- Encourage a district training centre or similar; see "Education" below. Funds to be available. Help available for funds for training teachers in bell handling and beyond; vital for the **retention** of ringers who had been taught to handle well in the early stages of ringing.
- Increase funding to districts; assist with research into (outside body) grant funding.
- Encourage districts to be more flexible in their ringing programmes - possibly encourage ringing hubs within a district but ensuring other towers are not forgotten or the help to them diminished
- Encourage cross-border ringing co-operation i.e. working with other districts and Guilds
- Use the new database to improve communication to all members e.g. to promote events
- Use the new Guild website to the Districts' advantage e.g. if a District chooses to operate a District website within the Guild one, it could reduce District costs, facilitate the submission of immediate requests and feedback to Guild Officers and committees

#### **Timescale -**

Ongoing, each year

#### **Responsibility -**

Principal officers, working with the communications committee and the districts.

## **1. Ongoing work**

### **1 c) Guild Resources**

#### **Aim -**

To produce an inventory of Guild resources which are available to members, to ensure the information is updated regularly and held on the Guild website and to consider buying or buying in more resources.

#### **Budget -**

To be considered and discussed further.

#### **Measures of success -**

Regular review of inventory of Guild assets on the website and likewise with Executive Committee. Guild assets being used by members to their full benefit.

#### **Details -**

- review resources and assets held by the Guild which are available for members to use e.g. display boards
- Maintain a list of what the resources are and where they are held so members know how to borrow them
- Research and give due consideration into the hire or purchase of specific items that might prove beneficial.

#### **Timescale -**

To be determined

#### **Responsibility -**

To be decided.

## **1. Ongoing work**

### **1 d) Central Liaison**

#### **Aim -**

The Guild to become a point of contact for diocesan and national liaison.

#### **Budget -**

Unknown as yet, likely to be relatively small.

#### **Measures of success -**

Feedback from church contacts, District Officers, Executive Committee and review of the various media successes.

#### **Details -**

- Liaison will be further developed with the two Diocese in order, at this level, to raise the profile of the Guild and its ringing and to establish any specific needs of the church, especially considering the Mission Statement of each Diocese. Particularly in view of the rather pessimistic forecast of the closure of many small churches within the next decade, the Guild will try to be involved and intervene, as appropriate, where bells are involved
- to foster an even closer working relationship with The Central Council with a view to enhancing the access of available benefits for districts, towers and Guild members
- the Guild will identify national and other events which would provide a focus for ringing possibilities, particularly those which might raise the profile of ringing. It will encourage ringing to take place for such events and, through the Communications Committee, ensure such events are made known to local T.V., radio and papers, and through social media where appropriate.

#### **Timescale -**

To be determined

#### **Responsibility -**

Guild Master and relevant Communications Committee member.

## 1. Ongoing work

### 1 e) Youth

#### Aim -

To encourage all the young ringers to come together to ring and to socialise.  
To organise at least two Guild "Young Ringers" events annually  
To encourage more entries into the Ringing World National Youth Contest  
To strive towards having more Guild events driven forward and organised by young ringers

#### Budget -

Aim for £1,000 minimum annually by way of:

<b>Guild funds</b>	<b>£440</b>
Funds raised in Districts i.e. suggest enhanced support for its young members, e.g. from a social event (£160?) and/ or by way of local business sponsorship or grant funding (£400?)	£560

#### Measures of success -

Feedback from Young Ringers, District Officers and Executive Committee plus the events themselves.

#### Details -

- to seek out all those that are already doing a great deal to recruit, train and encourage new young ringers; to discuss with them their activities, to offer support, encouragement and further assistance, if needed. We are aware of some of these e.g. Alton, Brading, Brighstone, Elizabeth College, Guernsey, Southampton University, Winchester College and Winchester District.
- to organise two Guild "Young Ringers" events - one that takes place specifically outside of the Guild's geographical area and might well include working with another Guild or Association. It is expected that both events would involve working very closely with the Districts and individual towers for best results.

#### Timescale -

To be decided

#### Responsibility -

To be determined

## **1. Ongoing work**

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#### **Aims -**

f) review areas of Guild administration to improve effectiveness

g) continue to seek feedback from members

#### **Budget -**

No specific budget

#### **Details -**

As a regular item at Guild Executive committee meetings - identify areas of administration which need updating or slimming down etc to improve effectiveness and value for money, or which have not been reviewed for some time. For example the Guild report, officers expenses.

Regularly seek feedback at Executive meetings, District officers forums, AGM, via WinPort and Facebook on areas of the Action Plan, Guild events and so on. Use it to improve in future.

## **2. Key projects for 2015-18**

### **2 a) Communications**

#### **Aim -**

to improve communications within the Guild by developing a new website and a database of Guild members.

#### **Budget -**

£600 in first year

#### **Measures of success -**

New website and its recorded "Hits", database and feedback regarding both via Executive Committee, District Officers and members.

#### **Details -**

- The work and make up of the communications committee will be reviewed and specific plans co-ordinated and recorded.
- The committee will be re-formed in July 2015
- A new website will be developed which will act as a source of information for members and other ringers; it will include a front page that will promote the Guild and ringing to non ringers and casual browsers, thereby encouraging recruitment. It will record details of all Guild resources and up-to-date details of the Guild's insurance cover.
- Districts will be encouraged to link their websites to the central site and, for those districts which do not have websites, there will be a chance to develop a site within the new website.
- A database will be developed, including names and basic contact details of all Guild members. This will be used to produce mailing lists so all members who sign up to electronic communication can be reached directly.
- Newsletters will be sent out electronically.
- For members who do not wish to use email, some information will be posted to them. It is hoped this will be a small number, to keep costs down.
- Consideration will be given to the membership details being transferred directly from the database to the Guild report.

#### **Timescale -**

Committee in place and ready to start after Guild AGM 2015

#### **Responsibility -**

Master

## **2. Key projects for 2015-18**

### **2 b) Education**

#### **Aim -**

to use part of members' subscriptions to support the development of ringers throughout the Guild to ensure good overall training and retention of Sunday service ringers right across the Guild.

#### **Budget -**

£1200 per year.

#### **Measures of success -**

16 ringers trained as teachers per year across the Guild.

1 district based educational initiative supported each year.

Education Committee events specifically supported financially.

Feedback via District Officers and Executive Committee.

#### **Details -**

- Several districts have reported that teaching generally is patchy. Likewise, the quality of teaching of ringers is low in many places and this hinders the new ringer's subsequent ability to make progress, in turn making retention of experienced ringers difficult. The Guild would therefore like to improve the standard of teaching. It's proposed to fund up to two ringers from each district per year to a maximum of £30 each, towards the costs of attending a course designed to teach ringers to teach. This could be using the Integrated Teachers Training Scheme or an alternative equivalent course. [Budget approximately £500]
- the Guild would also like to fund one district initiative each year, up to a maximum of £500, to improve the accessibility of, or the provision of, some sort of training scheme. For example, the installation of a simulator, sound control or similar which would enable a tower to be used as a district ringing centre.

Support the Education Committees training events by up to £200 per year for course materials, room hire, trainers' expenses etc, thus keeping costs down for members attending the events

#### **Timescale -**

Guild AGM 2015

#### **Responsibility -**

Master and Education Committee

## **2. Key projects for 2015-18**

### **2 c) Belfry Stewardship**

#### **Aim -**

to ensure that the Guild supports fully the maintenance of church bell installations and to provide assistance with church bell works generally.

#### **Budget -**

existing but to be discussed and reviewed fully with the new committee.

#### **Measures of success -**

Feedback from the Churches, Diocesan Bell Advisers, Tower Captains, District Officers and the Guild Bell Restoration Trustees.

#### **Details -**

Re-form the committee having considered recruiting a representative from each district. Review the work needed to be done, including a selective review of the Bell Stock Survey to assist with future planning, including possible pro-active liaison with some of the churches.

Consider taking on basic Health & Safety advisory role by way of circulation of Central Council notices and guidelines on a regular basis.

Liaison with Education Committee with a view to one course per year being arranged to support Districts by offering this further education to steeple keepers and would-be steeple keepers.

Publicise the work of this committee to members

#### **Timescale -**

Guild AGM 2015

#### **Responsibility -**

Guild Master

### **3. Future events**

#### **3 a) 2016 CCCBR AGM**

##### **Aim -**

To arrange the CCCBR AGM 2016 in Portsmouth and work with the RW to produce the 2016 RW calendar featuring W&P towers

##### **Budget -**

Self and Central Council funded.

##### **Details -**

The Guild is committed to hosting the meeting of the Central Council in Portsmouth in 2016. A small working group has been established to make the arrangements for the weekend of 28th - 30th May. The event will be self-financing/funded by the Central Council. Local volunteers will be needed to act as stewards for events.

In addition, the Ringing World calendar for 2016 will feature W & P towers and, again, a small group of people has been working on this.

### **3. Future events**

#### **3 b) 2017 Association of Ringing Teachers annual conference**

##### **Aim -**

To offer Guild members an opportunity to attend the conference, within easy travelling distance.

##### **Budget -**

Self funding

##### **Measure of Success -**

the event itself and feedback from Guild members and A.R.T.

##### **Details -**

Offer to host the event; organising venue and light refreshments.

### **3. Future events**

#### **3 c) 2018 Event to mark the centenary of the end of WW1**

##### **Aim -**

to come together as a Guild to offer up our ringing in commemoration of World War 1

##### **Budget -**

to be discussed at Executive Committee

##### **Measure of success -**

Feedback from Cathedrals, Guild members and the local communities including review of local media, including Diocesan magazines and websites.

##### **Details -**

Approach both Cathedrals to enquire if we might have a special service in each cathedral, in 2018, to offer up all of the Guild's ringing for the World War 1 fallen.

In the meantime, collate as much of the details of special ringing that has taken place in each Diocese to be recorded in two books to be presented at the Cathedrals during the services.

### **3. Future events**

#### **3 d) Recruitment Drive and Retention of Ringers**

##### **Aim -**

to encourage Church Service ringing and the cultivation of change ringing by increasing the number of proficient ringers across The Guild.

##### **Budget -**

as yet to be considered as this is very much work in progress

##### **Measures of success -**

Feedback from members, District Officers and Executive Committee regarding the numbers of Sunday Service ringers in all towers, plus the review of recruitment event results.

##### **Details -**

to work towards achieving a good overall arena in which to encourage and support effective recruitment and retention. This will include:

- local support and training, as required, especially helping to ensure that there are sufficient teachers - of good quality and for all levels of ringing that would encourage the new ringers to remain in ringing - trained up already
- encouraging use of existing literature and tools e.g. from Central Council and
- to seek out, or lobby for, a "Professional" training resource to encourage best ways of presenting ringing to ensure successful recruitment and retention of ringers, new and existing.