

Minutes from EACR Training and Recruitment Sub-Committee Meeting

Venue: Zoom

Date: 13th October 2024

Time: 19.30 hours

Apologies: Sarah Knights, Sara Scannell, Roy Threadgold, Christina Brewster, Yvonne Towler

Attendees: Beth Johnson, Helen Bridgman, Sarah Chin-A-Loy, Richard Wilson, Andrew Brewster, David Sparling, Vicky Richards, Ian Kerwin, Adam Soman

CC Andrew Kelso (EACR Master), Anne Bray, Zoe Purdie-Wood, EACR Secretary

Topic	Content	Action who	Action by when
1. Apologies, Minutes and Matters arising. Beth Johnson	<ul style="list-style-type: none"> • See above for apologies. • Minutes of previous meeting on 14th August 2023 read and agreed as an accurate record. • Matter arising. All matters addressed as points within the meeting except for the Stowmarket folder – this will be advertised later • No contact from Jason Hughes. BJ to follow up. 	BJ	
2. Report from the Association Management Committee Meeting (AMC)	<ul style="list-style-type: none"> • SCL fed back – there was some discussion regarding the income from 25% of annual member fees and whether this should carry on. Resulting in a favorable outcome to R&T. The £250.00 to which the committee had dedicated authority to spend will remain. Larger amounts will need to be forwarded to Management Committee and then to the Trustees. Discussion took place at this meeting for the R&T committee to be more proactive in spending the funds. AK suggested that the R&T committee to forward a plan of spends to the Trustees. Generally, there was a positive approach to the R&T funds. At present there is £5,200.00 of uncommitted funds. <i>Note the work Vicky Richards is doing re Bequest Funds, see below.</i> • Application for funding for Gt Tey – The Association agreed to pay the full amount applied for. • Application for funding for Gt Bardfield – to install a simulator so that the tower can be used for the Essex Course. DS stated that there was discussion that it should not come out the Essex Course surplus and that this surplus should be kept to maintain the course fees as low as possible for as long as is possible. There was general support for the project and that it should be paid out of the bequest funds. This was agreed at the meeting. 	BJ to initiate putting a plan together.	

	<ul style="list-style-type: none"> • Discussion around the role of the trustees and the role of the management committee, all agreed applications at this meeting would go through without having to be approved by the Trustees. BJ felt quite positive about the tone of the meeting regarding Association offering financial help without application by the towers etc. This leads to the research VR is doing with reference to the bequests strategy in being able to help where help is needed for struggling towers. • SCL suggested that perhaps the T&R need to be a little more transparent to the Management and Trustees about grants made and discussions. BJ to extend the article in the Rounds and About and to proactively inform the members of items covered. Note minutes of all meetings are lodged on EACR website. 		
3. TOR	<ul style="list-style-type: none"> • Amendments were made, a Quorum must include the Convenor or Principal Officer, 3 District Representatives. For financial decision the committee has dedicated authority to 'sign off' a maximum of £250.00; anything above this must go before the AMC then Trustees. This revised TOR was agreed in principle. It would be unreasonable to expect a Principal Officer attend every meeting. 	BJ to amend and circulate	
4. Training Courses 4.1 The Association Training Day 4.2 The Essex course 4.3 ART Courses	<ul style="list-style-type: none"> • Several courses filled up within a week of the advertisement. Very few places are left. Other courses there is a waiting list with sufficient to run extra courses. RW volunteered to run a Bob Doubles course. BJ wished to give a huge thanks to Gill Sparling for her help in allocating helpers for the Training Day. • The prospectus was circulated to committee members, the cost per course remains the same as last year. SK is building a working team around her, Anne Bray is allocating Towers, Gill Sparling is allocating helpers, David Hengeli is managing the lectures, Emily Ashton has agreed to undertake the catering, Vicky Richards assisting with allocating students. The prospectus will be sent out within the next two weeks and the booking will be open from January 1st to January 31st. • The M2F course was a success, Gt Totham was a good venue and facilities. • ART Accreditation – Should we advertise for more ART courses, when we know it is difficult moving teachers to accreditation? DS stated that if there is a demand then Yes, courses should go ahead, historically only approx. 33% become accredited, if someone attends the course and gains helpful hints from the course for their own learners, then this is success. 	BJ	

5. Bequests initiative	<ul style="list-style-type: none"> • VR reported that she will be collate the initial information merged with information from the membership data base and will prepare a report. This will target what further information is needed and how the committee wish to manage this. • BJ felt that there two ways of looking at the information, to 'fill in' where there is missing activity or support where there is great activity is happening already. 	VR	
6. Grants	<ul style="list-style-type: none"> • Gt Tey - Simon Mann. – he goes into towers to help where they are having difficulty with simulators and to towers to where they are thinking of having simulators and demonstrates. At present he takes the Simbell receiver and transmitters currently used by Gt Tey to help with fault diagnosis. He proposes that a spare receiver and transmitters are bought to prevent two journeys and to have the spares to replace and faulty units. The towers would pay for the replacements. This would negate having to do two journeys to a tower. The cost would be £185.00. There was some discussion as to who this would belong to. It was decided that the 'mobile kit' should be in the care of Simon Mann but would be owned by the Association. We support the principle of this application but ask that Simon keeps a running record how he maintains the value of the kit with the support of SS, who leads the Simulator group. If a tower does not have sufficient funds to repair or buy a simulator then they can individual apply for funding from the R&T. Unanimously approved. • Prittlewell – They already have a computer and screen which is now very old, and the sound is very flakey. The tower has bought a new laptop with connectors and blue tooth headphone to replace the ageing equipment. The cost of this £210.96. The original installation was bought without the funding support for the Tower. There is no formal charging for training. Grant unanimously approved. • Coggeshall will be using the Mobile Belfry in June 2025 and will be applying for a grant. • Update on Ardleigh, the new bells were cast last week. Start of work in January 2025. Much of the decommissioning will take place locally. One bell will be inscribed that it was donated by the Association in memory of David Cobb. • Hutton will be applying for a rope guide during 2025. 	BJ to advise both applicants of the outcome	
7. Recruitment and Retention	<ul style="list-style-type: none"> • R&R workshop and follow up will take place in November. • New posters designed by the COMMS committee. BJ to send it out to members of association. • Essex University initiative – in the absence of Anne Bray and Matthew Brown, DS reported that 95 	BJ BJ	

	names and emails were taken on the day (4/10/24) and over 120 people 'had a go' - three were already ringers. There will be a follow up session arranged. BJ suggested that it would be interesting if this could be extended to ARU.	Anne Bray	
8. Around the Districts	<ul style="list-style-type: none"> • Around the district- Each district rep reported on training events they are organising. • BJ keen to set up having a demo for the touring tour. BJ suggested that this would be ideal at the Essex Course. 		
9. AOB	<ul style="list-style-type: none"> • Adam Sloman will not be standing for re-election as Young Ringers coordinator. CB will take over for a few months. • Closing date for the Association Training Day information will be forwarded following the closing date of 2nd November. 		
10 Next meeting	<ul style="list-style-type: none"> • 5th December 2024, Thursday, 7.30 Springfield Church Hall. Seasonal fare please 		
11 Meeting closed	<ul style="list-style-type: none"> • 20.50 hours 		