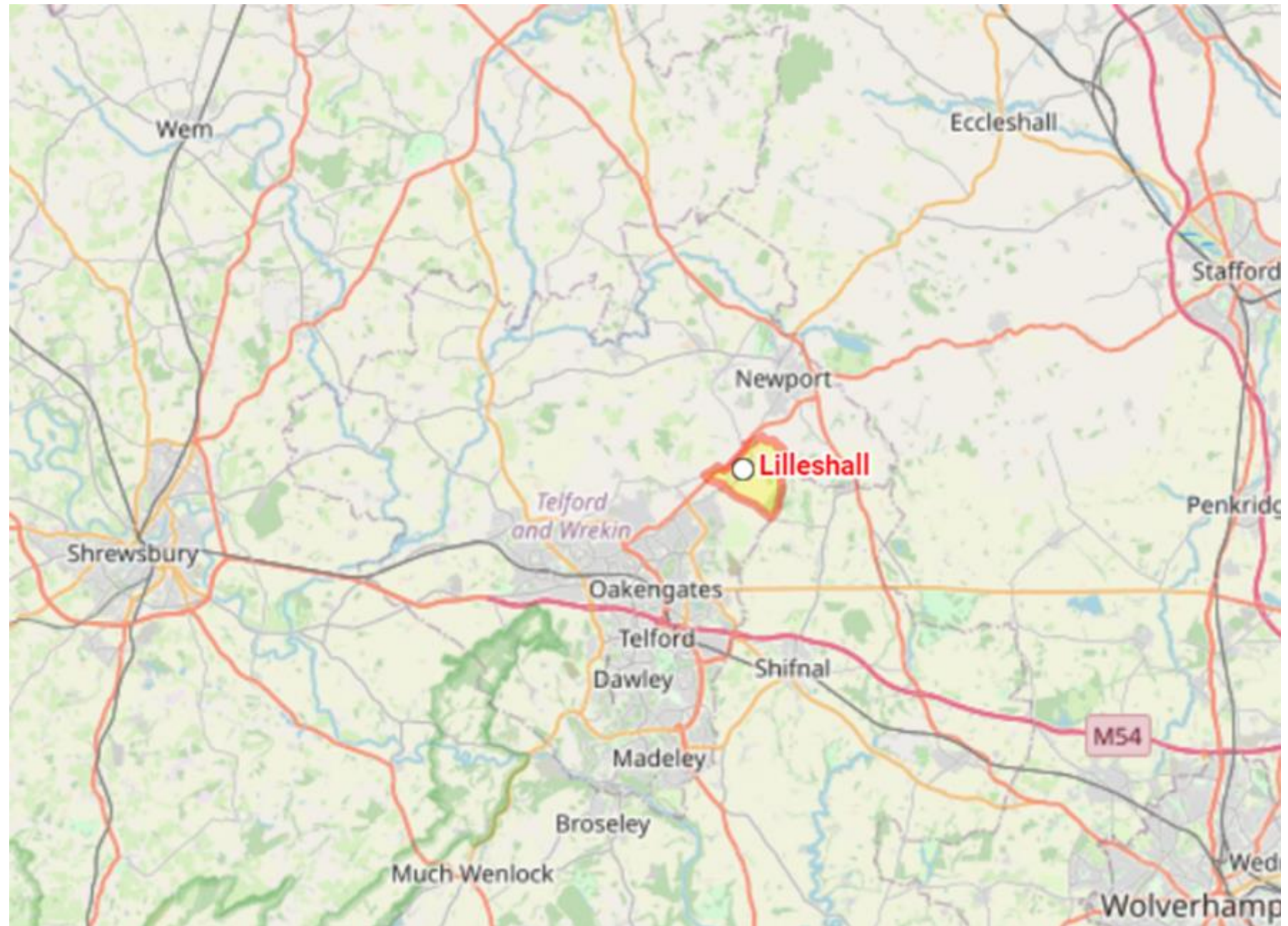


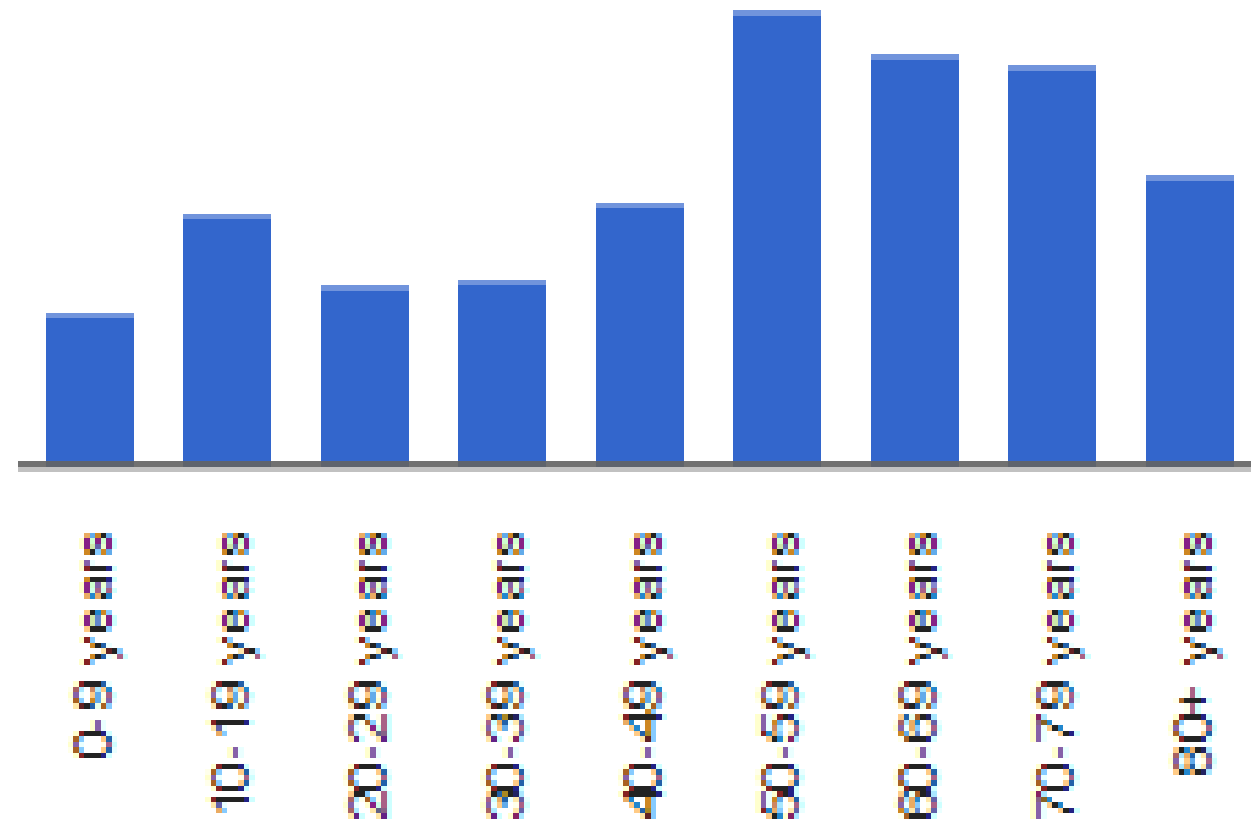
The trials, tribulations and triumphs of a village tower captain



Matt Lawrence – Lilleshall, Shropshire



Age Distribution (C 2021)



0-9 years	57
10-19 years	92
20-29 years	67
30-39 years	68
40-49 years	96
50-59 years	166
60-69 years	150
70-79 years	147
80+ years	107

The band - 2013

- 7 Ringers
- Little successful recruitment in recent years
- Unusual teaching method
- Little mixing with other towers
- Rounds and Call Changes, Plain Hunt and Bob Doubles

Building a Band

- Use of ART's Recruitment and Retention Resources:

Recruitment Toolbox: The Ten Point Plan

A plan and ideas for you to adapt to suit your local. Visit the recruitment section of SmART Ringer to find out more about the individual parts of the plan – www.smartringer.org/resource/4689

1. Raise awareness

Events and recruitment drives have a much greater chance of success if there is a basic awareness of ringing and ringers in both the community and church.

- Aim for ringing to be recognised as one of the regular normal activities in the locality.
- Make sure that people see you enjoying your hobby.
- Create a band that supports learning and welcomes those keen to learn a new skill.

Make yourselves easy to find – ensure contact details and practice times are correct on-line and in print. This includes Branch and Guild publications and Dove. Ring with your bells open so that people know that you're there!

Ideas	Your Plan
Ensure ringers are known and appreciated in the community	
Take part in local events as a bell ringing group	
Ring for public events and publicise it	
Give a talk to local groups. Follow up with a taster	

First Step - Making Friends and Raising Awareness



Recruitment

- Recruitment not particularly difficult
- Retention more of a challenge
- Young ringers – Scouts / Guides / Brownies / Duke of Edinburgh
- Intensive training vs time constraints
- Learning to ring is a really terrifying experience for some people

RECRUITING VOLUNTEERS

TEN APPROACHES



ADVERTISING



MAKING SUBTLE REFERENCES



GETTING EXISTING VOLUNTEERS TO BRING FRIENDS



TARGETING INDIVIDUALS



MAKING THREATS



PRAYER



BRIBERY



FLATTERY



USING A CARROT



USING A STICK

CartoonChurch.com

The band - 2023

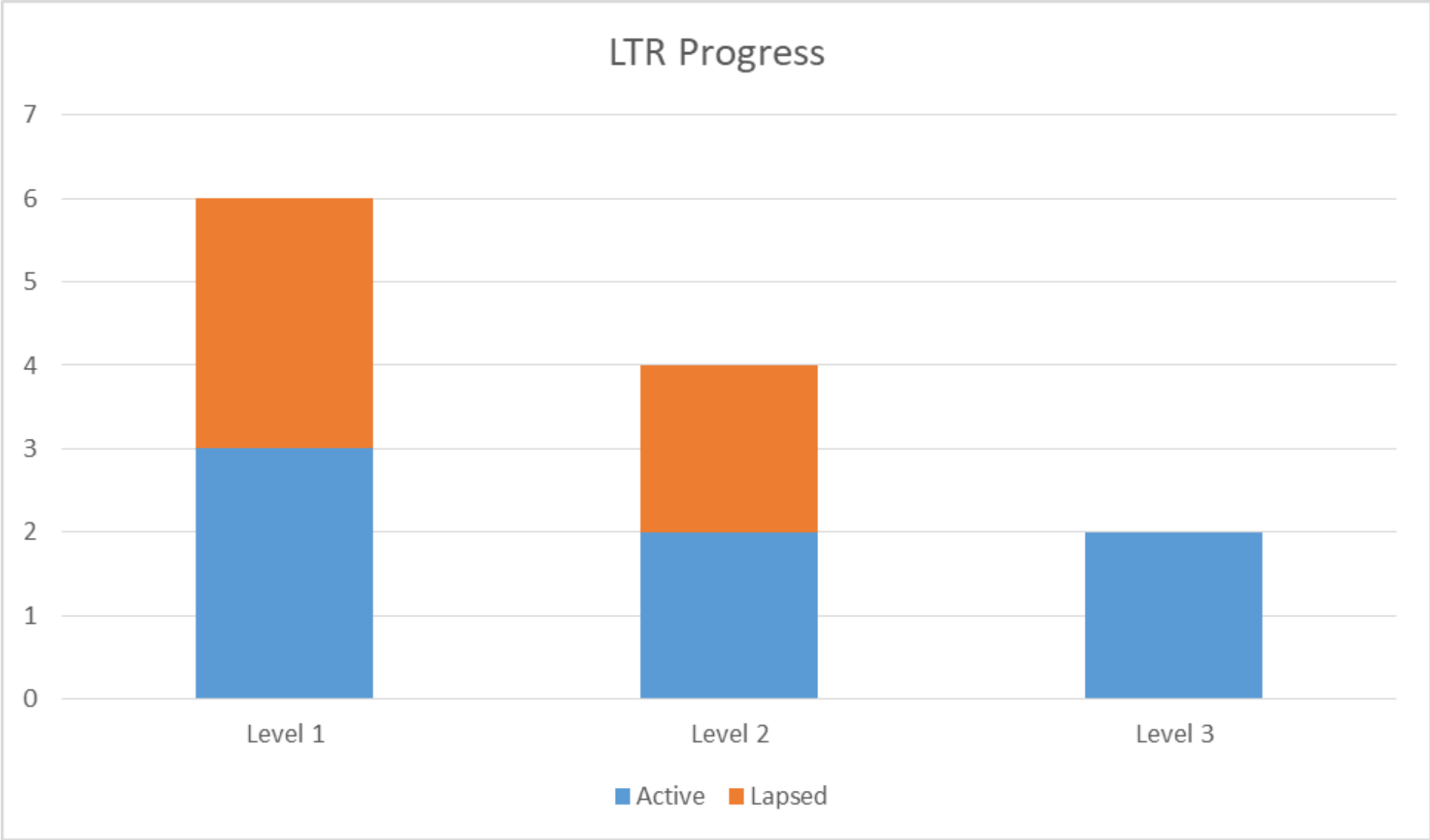
- 15 Ringers plus 3 regular visitors
- Lower age profile
- Rounds and Call Changes, Plain Hunt and Bob Doubles
- Focus on Rounds and Call Changes for Services and Weddings
- Limited mixing with other towers

Trials and Tribulations - Progress

- Slow
- LTR – Beyond Level 2 is difficult
- Time constraints
- Won't practice when I'm on holiday
- All learning together



Trials and Tribulations - LTR

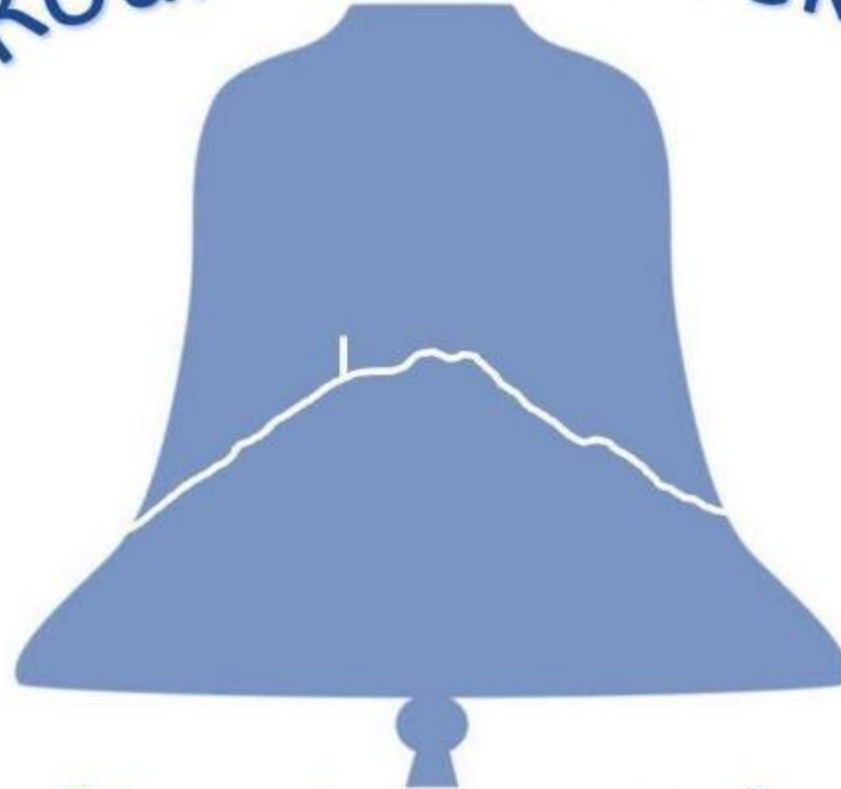


Trials and Tribulations - LTR



Trials and Tribulations - Grand Plans

Round the Wrekin



Teaching Hub

Trials and Tribulations - Covid 19

- Lost 6 of the band
- Took a long time for newer ringer to regaining confidence
- Fall in standard of ringing surprising
- Chance to reflect on what we were trying to achieve
- Recruitment efforts prior to pandemic proved vital

Trials and Tribulations – Practice night



Trials and Tribulations - Teacher Burnout



Triumphs

- Recruitment
- Relations with the Church and local community – (most) people really enjoy the sound of bells
- We're still ringing and enjoying it (mostly)

Triumphs – Happy Ringers



Simulator Championships!

Matt	9.3
Kathy	9.0
Julie	8.7
Violet	7.0
Louise	7.1
Dan	6.2
Paul	5.9
Mark	6.6



Triumphs – Happy Ringers



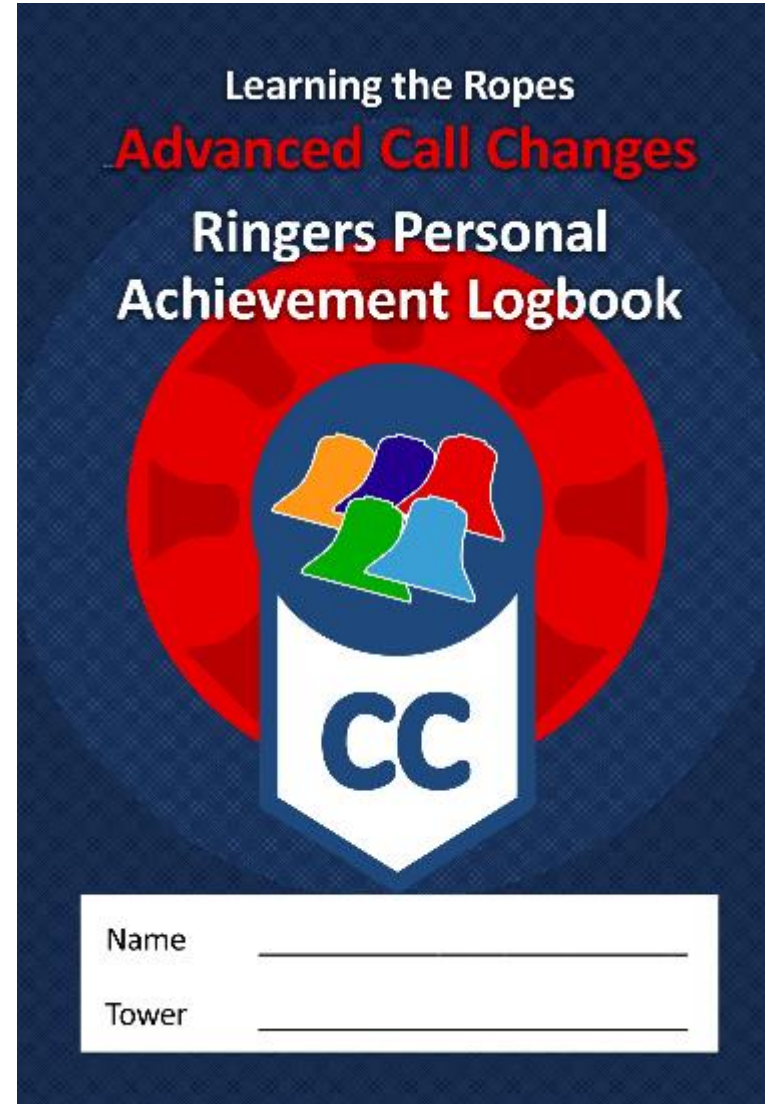
Triumphs – Happy Ringers



What our ringers think

Satisfying
Fun Privilege
Challenging
Sociable
Exasperating
Joyous Exciting
Rewarding

Changing aspirations



What next

- Getting more people involved
 - LTR Coordinator – LTR and Advanced
 - Teaching
- Work with other towers and revitalise the Round the Wrekin Teaching Hub

Personal Reflections

- Start small
- If at first.....
- Look for continuous improvement
- How to measure success
 - Number of services rung for
 - Happiness Quotient
- Take time to listen



Have Fun