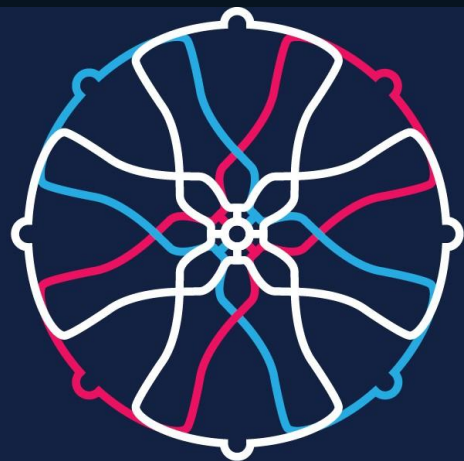




BELLRINGING
CENTRAL COUNCIL OF CHURCH
BELLRINGERS



**Recruitment & Development
Workgroup**
– Leadership Education



THE CENTRAL COUNCIL OF CHURCH
BELL RINGERS

Recruitment & Development Ringling 2030

Workgroup Briefing

17th May 2026

Topics:

Why bellringing needs enthusiastic
volunteers

Providing structure for volunteers

Supporting first steps into responsibility in
bellringing...

Recruitment & Development Workgroup Briefings

This is the third in a series of Workgroup Briefings by the Recruitment & Development Ringing 2030 team

You can watch / listen or review the slides from the past briefings at <https://cccbr.org.uk/about/workgroups/recruitment-and-development/>

November 2025 – Ringing 2030 Pillars, The S&W Ringing Course & Development Materials available via the CCCBR Shop

February 2026 – Recruit, Retain, Regain reviewing Association Websites, Tips for Returning Ringers & the launch of the Recruitment Network



Learn to ring

Bell ringing is a team activity that stimulates the brain and helps keep you fit (especially climbing some of those tower steps!) and it also makes a glorious sound!

Ringers come from all walks of life and generally range in age from ten to those in their eighties. Many different societies have been formed, bringing together people from the same geographies or similar interests – all of them being pretty much an excuse to do more ringing!

"When I'm ringing I forget all the tensions and frustrations of the day. Even better: I couldn't wish for a nicer group of friends!"

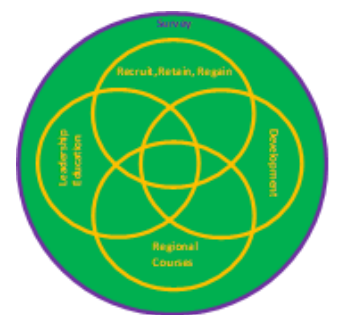
Register using our [Learn to Ring](#) form to find a tower near you!



Could I become a ringer?

"Almost anyone can ring. And you can learn to the level you are personally happy with. Ringers might be unmusical, might be bad at maths, might not be very strong physically, and some might have mental and/or physical disabilities of some sort – it is really such an inclusive activity!"

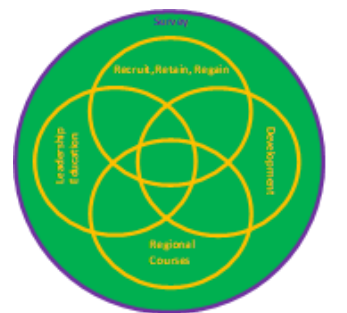
Ringling is well within the capabilities of most people. The initial learning takes several weeks, after which you can begin to ring with the rest of the band (that's what we call a team of people who ring together). Most ringers practise once or twice a week and ring before or after church service on Sunday.



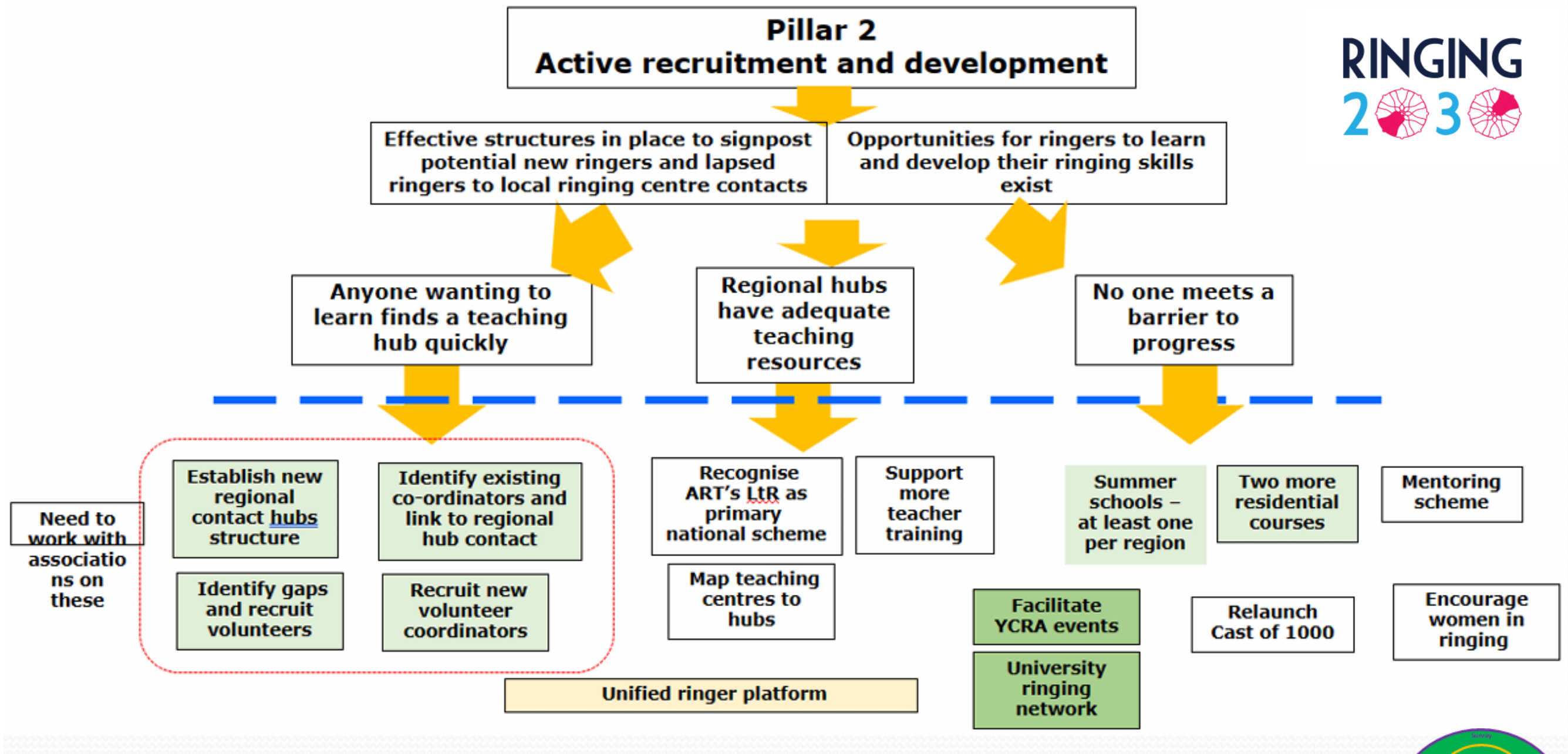
Recruitment & Development Workgroup Briefings

Today's Briefing:

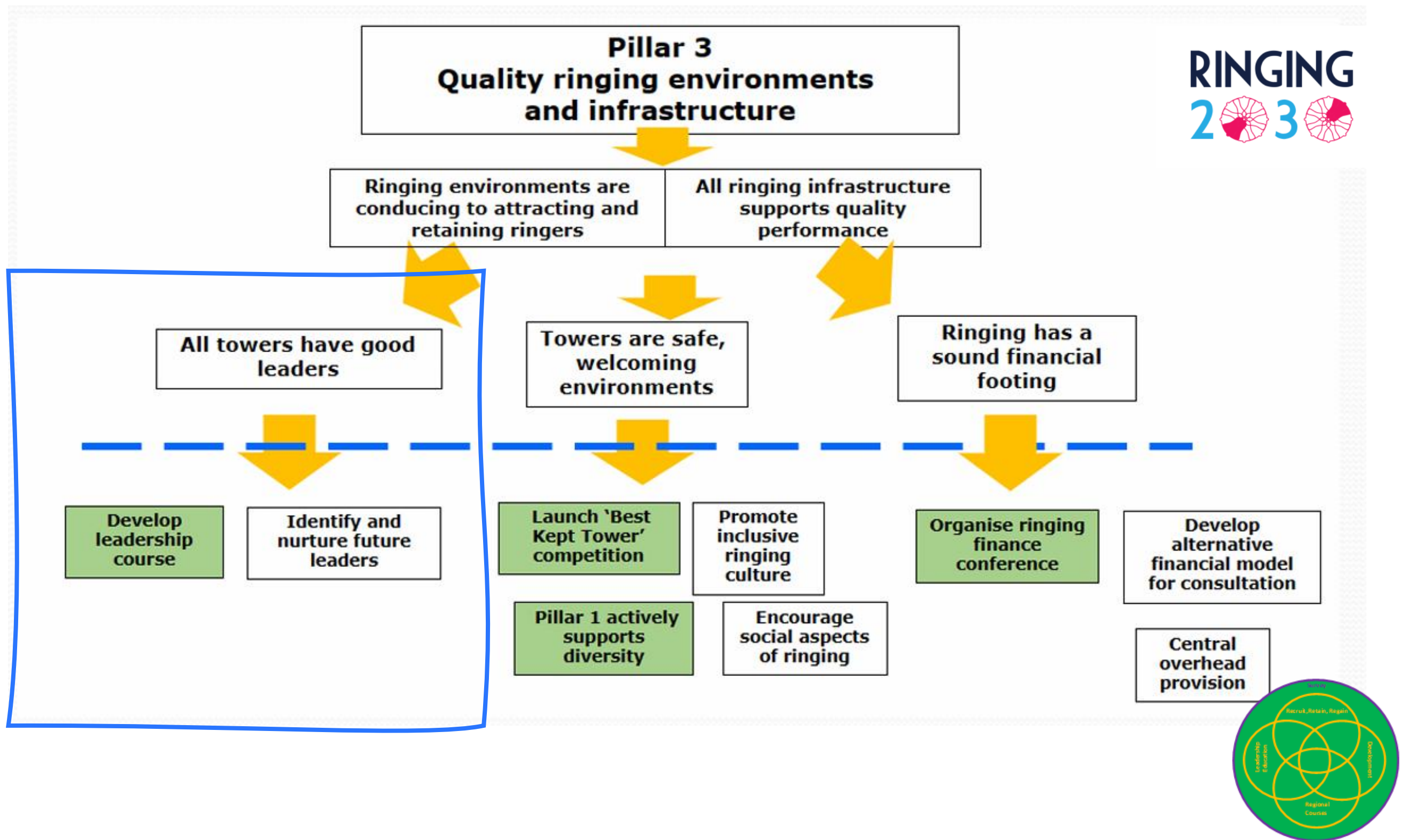
- Use the Chat to raise questions, exchange links or ask for detailed information which can be followed up outside the call
- Only presenters can unmute to talk (sorry) otherwise the large group strains our Teams capacity
- We are recording the call, for people who expressed an interest but couldn't make the time
- It will be found here: cccbr.org.uk/about/workgroups/recruitment-and-development/



Recruitment & Development Workgroup Briefings



Recruitment & Development Workgroup Briefings



Hello! Quick intro



I am:

- Tower Captain at St Augustine's Kilburn
- District Master for the Middlesex N&E
- 200 Club Secretary for the Middlesex BRF
- Team Lead for Leadership Education in the Recruitment & Development Ringing 2030 Workgroup for the CCCBR

I'm interested in how ringing is shaped by being a volunteer led organisation and how this impacts opportunities to grow the ringing community

We will explore:

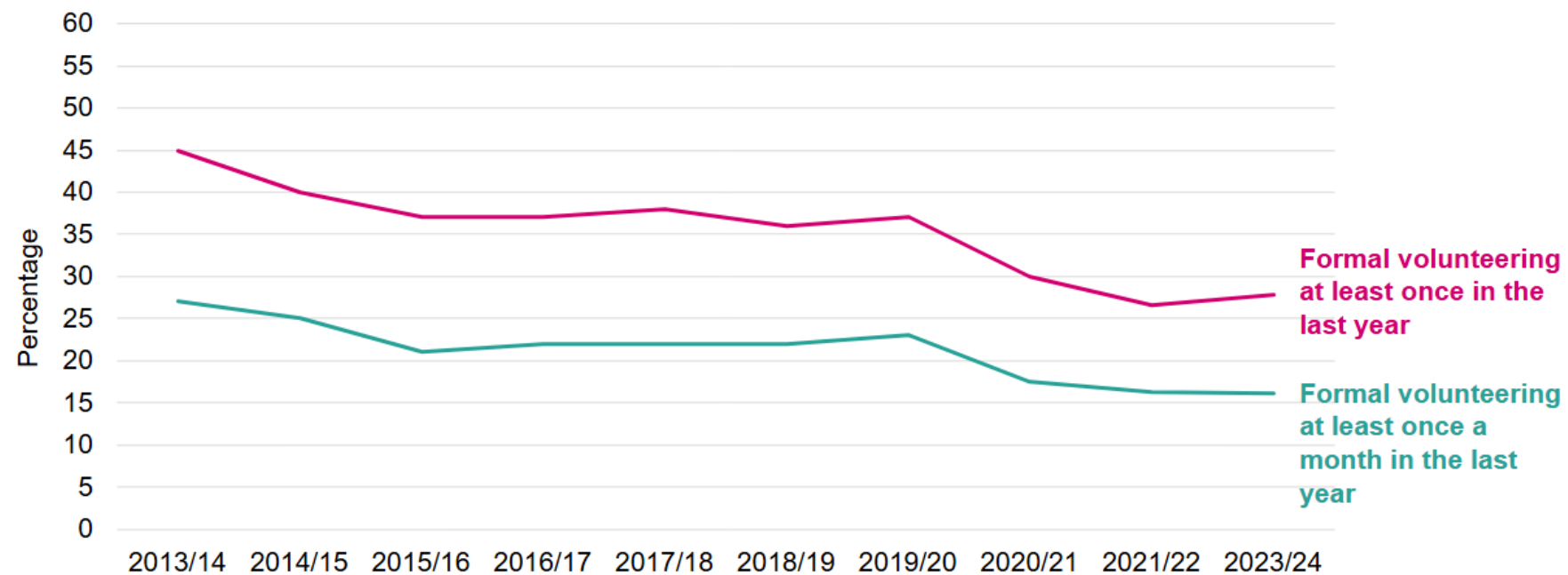
- Volunteering Today
- Paid Roles in Ringing
- Volunteering in Ringing
- Providing structure for volunteers
- Supporting first steps into responsibility in bellringing...



Volunteering Today

The Gov.uk website reports on declining volunteering based on an annual survey which asks adults whether they have volunteered at least once a month during the last year

25 – 34 year olds are the least likely to volunteer with work commitments, life commitments and financial insecurity significant factors



Community Life Survey 2023/24: Volunteering and charitable giving
Published 4 December 2024

Volunteering Today



Volunteering Trends 2025

The rise of micro-volunteering

It's flexible and doesn't require people to commit to a regular volunteer shift on the same day and time.

It's better to give volunteers smaller, simple tasks that don't require a lot of instructions and training.

Remote Volunteering

People are looking for flexible volunteering opportunities to fit around other commitments.

[Charity Digital - Topics - Volunteering trends for 2025](#)

Essex Young Eagles at SEECON and RWNYC



Essex Young Ringers including the role of Youth Co-ordinator

Following discussion at the February 2024 committee meeting, it was accepted that the Youth Co-ordinator role for Essex Young Ringers was no longer a one-person job. Last year I was officially the Deputy Youth Co-ordinator but with the Youth Co-ordinator post vacant for the year, I managed the role, greatly supported by Andrew Brewster particularly with regards to admin matters. In taking on the role for the second time, part of the brief was to try to incorporate some of the over 18 year old young ringers and supportive ringing parents to assist with arranging young ringer events.

Corporate Volunteering

Skills-based volunteering to give employees the chance to use their professional skills to support charities

Activities that involve working together as a team, working together to make a positive impact on the community

Helping Volunteers to Demonstrate their Impact

Charities need to think about how they can give volunteers the ability to track their impact. You can do this by putting a system in place to measure the impact of volunteer work across your charity.

[Charity Digital - Topics - Volunteering trends for 2025](#)

Paid Roles in Ringing

Controversial genius: Washbrook in Ireland

by Simon Walker

Situations Vacant

“Wanted as Caretaker of a Church in county Wicklow, Ireland, a married man and his wife to live in a Gate Lodge and take charge of the gate. He must be a skilful Bellringer, and competent to undertake the training and management of a set of Bellringers, for a new Church with a peal of eight bells, and he and his wife will be required to keep the Church clean and tidy, wind the clock, attend to the lighting, and perform all the duties of a Sexton. Salary 30s per week, and a good house. Apply to the Earl of Carysfort, 10, Hereford Gardens, Park Lane, London, W.”



Above: St Saviour's Church, Arklow
(Photo Trevor Quinn)
Top right: James William Washbrook

Paid Roles in Ringing

Views from the tower

BY LYNNE HUGHES



Oranges and lemons, rainbows and volunteers

I would have quite liked to be a fly on the wall in the Johnson house on Christmas eve, when Barry took home the full set of ropes from St Clement's to wash over the holidays; draping wet ropes over the banisters perhaps, along with the tinsel. Knowing his wife Helen well, I can imagine her response! To be fair, I think the washing was only from below the sally, in a bucket, not ropes thrown in the washing machine. The tail ends had been getting 'manky' for a while as they are used several hours a day, and Barry had already done a trial wash of the fourth, which is used more than the others for one-to-one bell handling. The clean soft tail end was a joy to handle. A decision was made to do the lot while the ringing centre was closed for a few days.

They are also showing quite a few signs of

Putting them back on would have taken a little longer for Barry, as they had to be fed through the rope guides, but the clamps meant that I could do a quick adjustment to each rope a week or so later. 'Up a bit for these two, down a bit for those'. The only downside of the lovely clean soft ropes is that several learners are having trouble learning to tie the ringers' knot; it tends to fall out if not done firmly.

Filling in the holes

Another topic close to my heart this new year is volunteers. We are very fortunate to have acquired several willing and skilled ringers. They come into two categories. Firstly there are the general 'helpers' to man the ropes in the Ringing Together sessions twice a week. I send out a sign-up sheet (a spreadsheet shared on Google Drive) once a month, with the dates for the current and future months' sessions on it. Helpers all have editing rights so can put their own names in, and make

Association of Ringing Teachers

3 part time roles



2 new part time roles



1 part time role



1 part time role

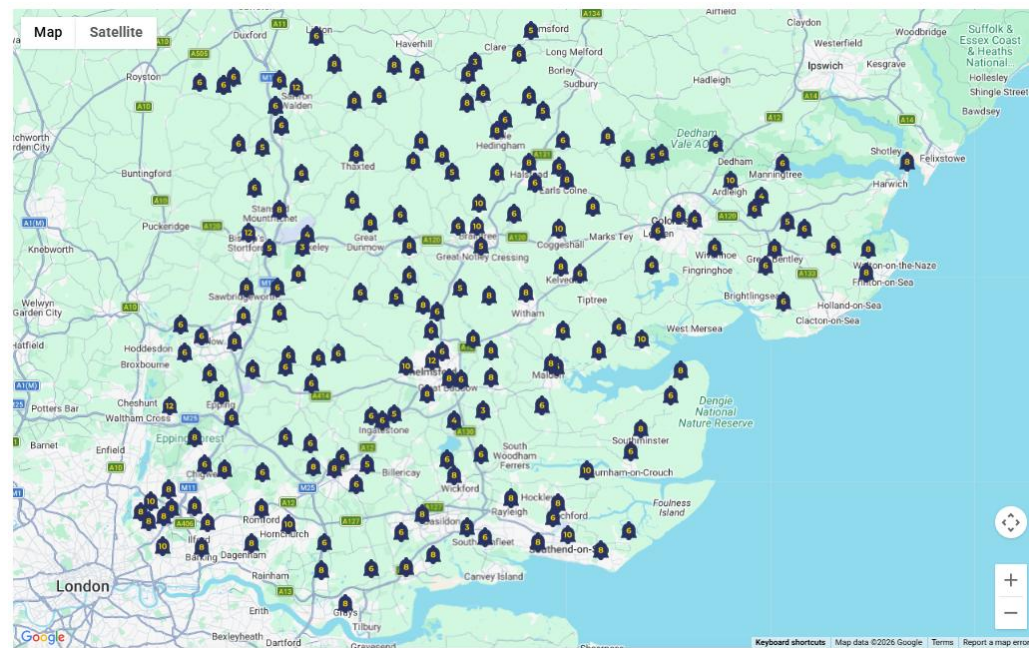
It seems safe to say that there are less than ten paid roles in Bellringing and that most of these roles are part time

All of those in paid roles are managed and supported by volunteers

Volunteering in Ringing



3500 towers with a regular practice night suggests
3500 Tower Captain / Ringing Master volunteers
(plus Steeple Keepers, Tower Contact /
Secretary...)



58 Societies/Guilds/Associations are members of
the Central Council suggesting:

- 58 Presidents / Chairs
- 58 General Secretaries
- 58 General Treasurers
- 58 Masters

Upwards of 250 Branch or District organisations
with Masters, Secretaries, Training Officers...

Providing Structure for Volunteers

The broadest, and maybe the most meaningful definition of volunteering: doing more than you have to, because you want to, in a cause you consider good.

Ivan Scheier

Do what you feel in your heart to be right - for you'll be criticized anyway. You'll be damned if you do, and damned if you don't.

Eleanor Roosevelt

How to handle criticism or politics in ringing:

- Listen for the praise, thanks and satisfied customers
- Consider whether the criticism is constructive, maybe there is something to learn for next time, maybe the critic has useful experience
- Remember that some criticism is not constructive, it can be useful to have a mentor or sparring partner to check this with

Providing Structure for Volunteers

Running a Tower

Search

Introduction

Communication

- Bells in Your Care
- Frequently Asked Questions

Formalities

- Insurance
- Data Protection Guidance

Finance

Health & Safety

- Health & Safety Policy
- Risk Assessment
- Risk Assessment extended
- Fire Protection
- Security
- Tower Access

Emergency

Ringing Room

- Ringing Boxes
- Lighting
- Handbells

Bell Chamber

The Ringers

- Meeting Agenda
- Appointment of Tower Captain
- Planning ringing

Welcome to *Running a Tower*. This online document, produced by the [Stewardship & Management Workgroup](#), is aimed at the Tower Captain - the person with overall responsibility for looking after all aspects of a tower. That may be an established Tower Captain, one just new to the job or someone wondering if they should take on the role.

The aims of this document are:

- To help you understand what requirements there are including statutory and legal.
- To help you make your tower an enjoyable place to be.
- To give you hints on how to run the tower.

The Stewardship & Management Workgroup have produced two other documents:

- [Belfry Upkeep](#) which is aimed at the Steeple Keeper – the one responsible for keeping the bells in order. The aims of that document are:

Tower Leadership

Helpful structures:

- Job Descriptions
- Annual Elections
- Maximum 3 year term (or similar)

Helpful guidance:

- CCCBR Running a Tower - <https://runningatower.cbr.org.uk/>
- Succession planning which allows for mentoring can be very helpful

Providing Structure for Volunteers

BellBoard

Trio of the Month

This pathway was active from 1 January 2023 until 31 December 2023.

Our Trios are practice ideas to help with handling, striking, learning plain hunt and moving towards method ringing.

Most of our Trio of the Month ideas are taken from our new [Little Green Ringing Book](#), which contains ideas and tips for exercises and methods up to Plain Bob and Grandsire.

Try an exercise for a few weeks – it often takes several tries to get comfortable with the 'rules' and start to see the benefit.

Many of these ideas have been constructed or popularised by the **Whiting Society** or the **Association for Ringing Teachers**. Both of their websites are likely to have more resources and publications that will help you, whatever you're trying to do. And don't forget to [buy your copy of the Little Green Ringing Book](#) (in pocket, bookshelf or extra-large size) from the Ringing World shop.

1. (a) [Whole Pull and Stand](#), or
(b) [Melancholy](#), or
(c) [Baldrick Doubles](#)
2. (a) [Switcheroo](#), or
(b) [Jump call changes](#), or
(c) [Bastow Little Bob Doubles](#)
3. (a) [Call changes the other way](#), or
(b) [Huntingfield](#), or
(c) [Badbury Minimus](#)
4. (a) [BiCLIC \(Big Change, Little Change\)](#), or
(b) [More cover bells](#), or
(c) [Treble Bob Hunt](#)
5. (a) [The Setting Streak Challenge](#), or
(b) [Bastow Minor](#), or
(c) [Plain Bob Doubles](#)

Learn more about [pathways](#) ...

Resources and toolboxes - for teachers and ringers

[How to organise an ART Day Course](#)

[Ringing Toolboxes: Skills for every stage of Learning the Ropes](#)

[Advanced Call Change Toolbox](#)

[Handbell Resources](#)

[Recruitment and Retention Resources](#)

[Supporting all ringers - guidance for teachers](#)

[Teaching Tips](#)

[Learning Tips](#)

The screenshot shows the BellBoard website interface. At the top, there's a search bar and navigation links. The main content area is titled 'Teaching' and shows a grid of product cards. Each card features a cover image, the product title, and a 'Download' button with a price of £1.00. The products include 'Tower Captain's Handbook', 'One Way To Teach Bell Handling', 'Teaching Tips', 'Teaching Beyond Bell Handling', 'Teaching from Rounds to Bob Doubles', 'A beginner's guide to making bobs and singles', 'Starting a New Band', and 'Listening to Ringing'.



Running Practices

Helpful guidance:

- CCCBR Running a Tower - <https://runningatower.ccb.org.uk/>
- ART Resources: <https://artonline.bellringing.org/>
- RW Education Column, BellBoard Pathways, the CCCBR Shop and many more books, pamphlets & guides

Providing Structure for Volunteers



EACR Secretary Role Vacancy

Association News March 16, 2026 Association News, Featured

Could you take on some, or all of the role of the **Association General Secretary** to help with the smooth running of the Association? Whilst there is one job description, the role can be split between a small team who can work closely with the other Officers.

We need people who are proficient at:

- Preparing agendas and record minutes for Trustee, Management, and AGM meetings
- Coordinating venues, reports, communications, and follow-up actions
- Overseeing arrangements for key Association events, including the AGM, Striking Competitions, and Annual Dinner
- Acting as a central point of contact and ensure smooth administration across the Association

Who We're Looking For

People who are:

- Organised and reliable
- Good communicators
- Can work as part of small administrative team
- Happy to work with officers, districts, and volunteers across the Association

If this is you, whether you could take on the whole role, or part of it, please contact secretary@eacr.org.uk to discuss further.

Closing date for expressions of interest is **20th April 2026**.

Association & Guild Leadership

Helpful structures:

- Job Descriptions
- Annual Elections
- Maximum 3 year term (or similar)

- Existing Officers as Mentors
- Equivalent Officers in other Associations

A good example of a volunteer role:

- Clear responsibilities
- Clear skills required
- Able to break into 'micro' roles
- Support from other Officers

Supporting First Steps into Volunteering

Bellringing is unusual as an adult hobby which relies on volunteers for (nearly) everything so don't be surprised to need to ask people to get involved in helping from an early stage...

- Ask questions, the more you know about someone's life outside ringing the better you can relate their skills from home, work or in other hobbies and apply them to ringing
- What are they asking for? More outings, more trainings, more practices, more quarter peals? Support them to organise one of these



Supporting First Steps into Volunteering

Where to start?

If you have enthusiastic ringers who might take on some leadership responsibility get them involved

Tower Leadership

- Specific Tasks – Organise an Outing, Social Media content, Learning to Teach Handling, Take responsibility to organise a monthly improvers practice...

District / Branch Leadership

- Shadowing an existing Officer
- Being part of the team for a Ringing Course or Ringing Centre



The Ringing Recruitment Network

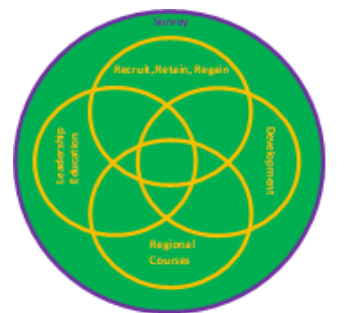


This session will feature a talk from Dave Cropp (Worcester & Districts Guild) on recruitment through integrating ringing into the local community. The talk will be followed by Q&A and discussion.

Next Ringing Recruitment Network event: Sun 31 May – integrating ringing into the local community

Join us at 8 pm UK time for this open meeting of the Ringing Recruitment Network – anyone with an interest in recruiting new and returning ringers is welcome to attend.

Sign up for the Ringing Recruitment Network mailing list: <https://cccbr.info/recruitmentnetwork>



Recruitment & Development Workgroup Briefings

Our next Workgroup Briefing will be on Sunday 23rd August at 8pm UK time

This briefing will review the work of the last 12 months and plans for the coming 12 months (before the Annual Council Meeting in early September)

You can join the mailing list: cccbr.info/rdbriefings to receive the invitation for all Recruitment & Development team briefings

