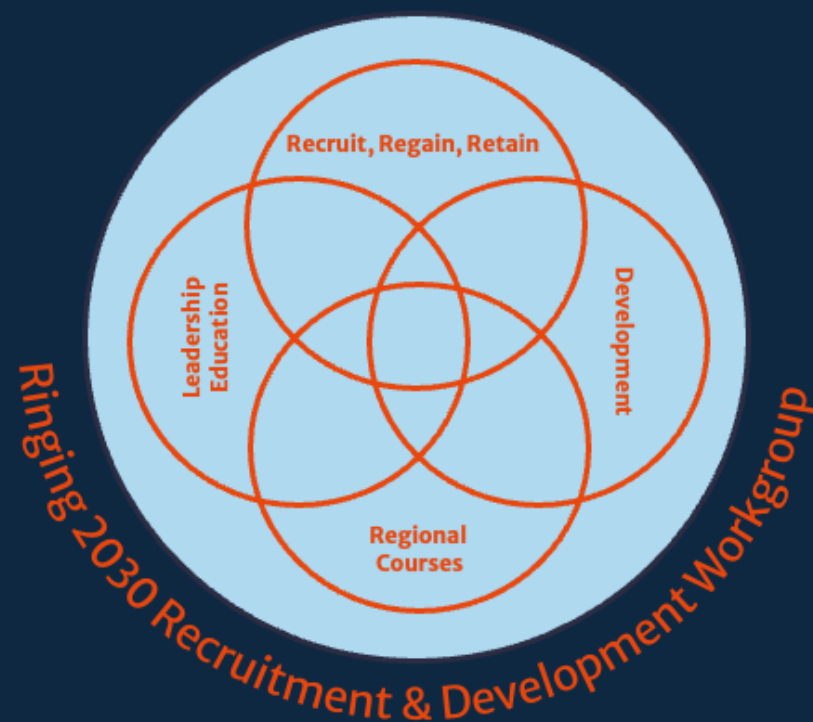




Recruitment & Development Ringing 2030

WORKGROUP BRIEFING

Sunday 23rd August 2026 | 8pm – 9pm (BST)

Welcome & Purpose

Paul Wotton – Workgroup Lead



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Recruitment & Development Workgroup Briefings

Welcome & Purpose

- These briefings are about being open to the wider ringing community about
 - What we doing, what's working, what not
 - What we plan to do
 - Encouraging constructive comment
- The August briefing is an overview of the year from the 2025 CCCBR ACM to the 2026 ACM
- Main achievements
 - Establishing regular briefings, engaging wider, encouraging knowledge sharing, learning what works
 - The initial South West Ringing Course success and planned growth
 - The Recruit, Regain, Retain network
 - Workgroup Leader succession planning



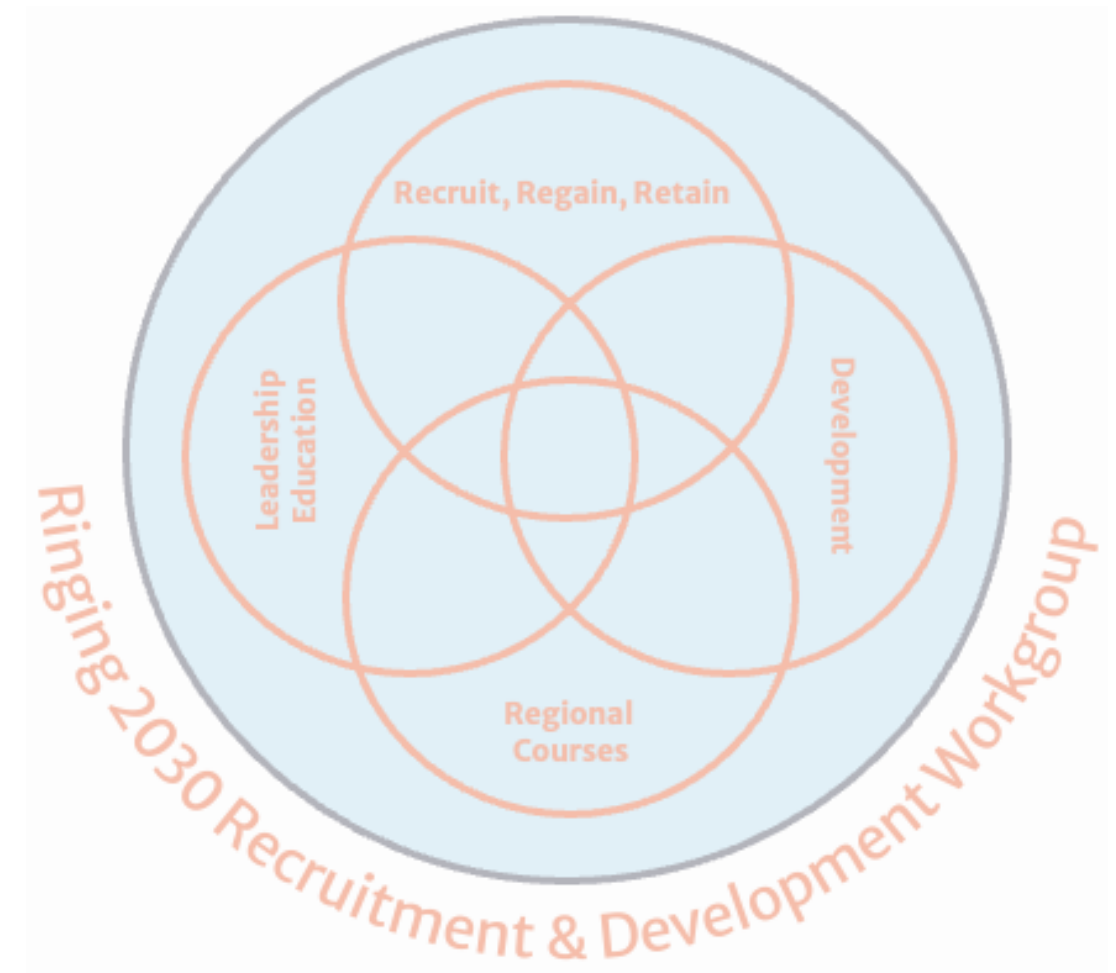
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Recruitment & Development Workgroup Briefings

Welcome & Purpose

- Work in Progress areas:
 - Development, new Team Lead being recruited, setting up of network to share best practice with all interested parties
 - Leadership Education, presentations given but remains a key area
 - Further Regional Ringing Course establishment
- Each workstream lead will provide an update on:
 - Key achievements and progress
 - Current priorities and challenges
 - Planned activities over the next 12 months
 - Opportunities for collaboration and support



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Recruit | Regain | Retain

Bob Blanden & Steph Pendlebury



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain Ringing Recruitment Network

- Launched March 2026
- 'Community of practice' to share ideas, ask questions, raise issues
- Online event every - 2 months
- 1 h – short talk followed by Q&A
- Next event: Sun 20th Sep, 8-9 pm UK time, on "Sound Start" (scheme to keep new learners engaged, at branch level)



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain Ringing Recruitment Network

- Topics covered so far:
 - New Year New You event - what we learned and how to cope with too many new recruits
 - The Fellowship of the Ringers – integrating ringing into the community
 - Catching them Young – after-school clubs
- Thanks to Mary Jones and Laura Ward for leading on organisation!



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain Ringing Recruitment Network

- Facebook group
- WhatsApp group
- Mailing list



More info: <https://cccbr.info/recruitmentnetwork>

If you'd like to join any of these groups/lists, or you have ideas for an event topic, get in touch – rrr@cccbr.org.uk



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain

Online Recruitment Hub / Portal

(led by Martyn Bristow, Technology for Ringing 2030 WG Lead)

- Planned to be an engaging "one-stop shop" to:
 - Attract people to the idea of bellringing (videos, testimonials)
 - Provide an indication of what learning to ring involves
 - Learn to Ring contact us form - details will be passed to local associations/guilds (with planned follow-up)



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain

Online Recruitment Hub / Portal

(led by Martyn Bristow, Technology for Ringing 20230 WG Lead)

- 3Rs has:
 - Contacted guilds/associations to generate a list of local contacts to pass potential learner details to
 - Provided some copy to be used to generate content for the site



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Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain

Working with Association of Ringing Teachers (ART)

We're now having discussions with ART about working more collaboratively so that we can achieve more together...

Firstly, aiming to identify geographical areas where there are fewer / no ART teachers, to then investigate how many bell handling teachers there are in those areas – do those areas need more support for training teachers?



Recruitment & Development Workgroup Briefings

Recruit, Regain, Retain – The Team

Co-Leads:

- Steph Pendlebury (Sussex County)
- Bob Blanden (Gloucester & Bristol)

3Rs group members:

- Jason Carter (Gloucester & Bristol)
- Dave Cropp (Worcestershire & Districts)
- Allison Devine (Ladies Guild & Lancs)
- Tom Farthing (NAG)
- Laura Goodin (ANZAB),
- Mary Jones (Norwich & Ladies Guild)
- Sarah Stancombe (ANZAB)
- Laura Ward (NAG & Ladies Guild)
- Fran Watkins (Hereford).

Currently no team members
from Scotland, Ireland,
Wales - might you be
interested in joining us?



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Leadership Education

Lucy Chandhial

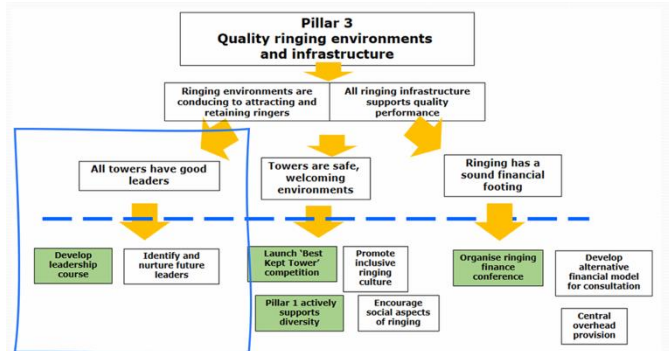


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Recruitment & Development Workgroup Briefings

Leadership Education Volunteering Focus



National Volunteers Week
Each June



Time to say thanks by Lucy Chandhial, CCCBR Workgroup Team Lead for Leadership Education

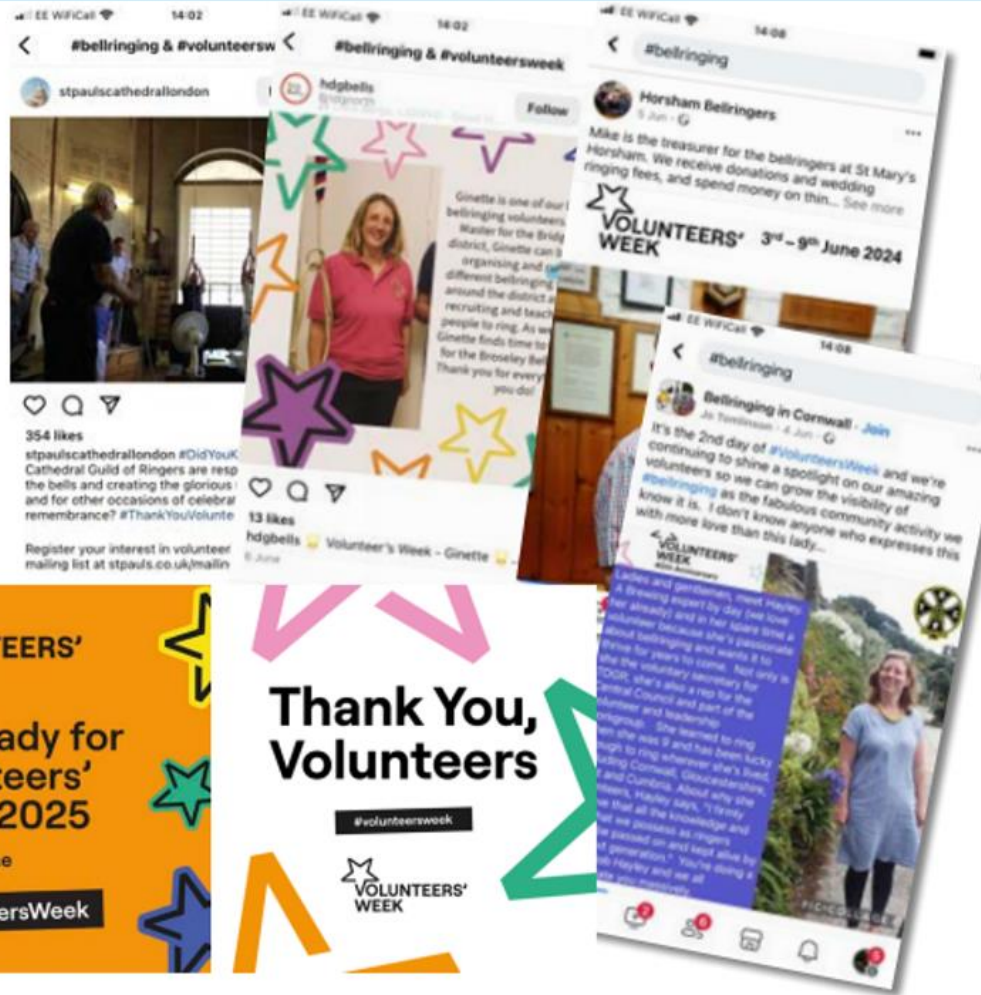
National Volunteers' Week takes place across the UK in the first week of June and last year I took the opportunity to encourage you to celebrate the volunteers who organise, teach, maintain the bells and more to support bellringing across the globe.

I saw social media posts from St Paul's Cathedral to Cornwall and Hereford to Horsham celebrating Ringing Masters, Steeple Keepers, Treasurers and more with the most notable thanks to those who teach new ringers and then keep them progressing in regular practices with patience and care.

This year, National Volunteers Week is from 2nd – 8th June and I encourage you to take a few minutes to write a thank you card to the bellringer(s) who taught you, mentored you and enabled your progression.

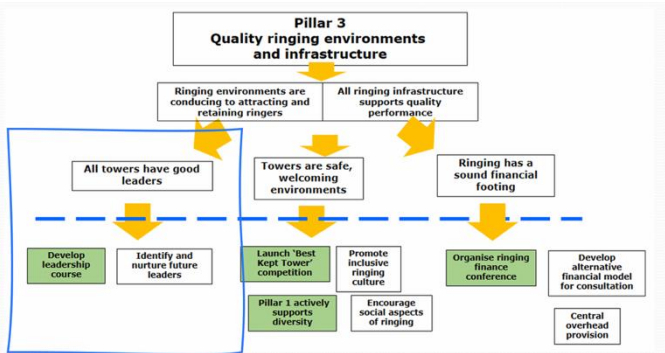
You can find a template for a thank you card here: www.volunteersweek.org – but, of course, you can use any card, it's the message inside that counts.

If you would like to share a couple of lines on why this person had such a strong influence on your bellringing and why they deserve thanks for their efforts to teach and / or to lead practices that offer supportive progression, please email me (leadership-ed@cccbr.org.uk). I am keen to recognise the people who have made the difference, and look at how we can support more ringers to become these mentors for the future.



Recruitment & Development Workgroup Briefings

Leadership Education Providing Structure for Leaders



Work in Preparation:
Making it easier to find existing information to support volunteers in bellringing leadership roles:

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

Running a Tower



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.

Planning for Successful Retention of New Ringers: Keeping Everybody Happy

The previous articles in this series have guided us through planning for successful recruitment, focusing on what we can be doing while access to towers is restricted. Many activities can be undertaken *now*, despite bell handling tuition being off-limits. But successful recruitment requires more than initial induction. Unless you *retain* a new recruit, your effort has been wasted. So how will you embed the interest and commitment of new ringers, alongside enhancing that of existing band members? It's worth considering strategies for this from the outset.

Luckily there are some great resources available, enabling the advancement of ringing prowess while we are away from the tower. Simulator software, apps and online ringing platforms support developing skills for both new and existing ringers; CCCBR and ART YouTube channels and ART's online learning portal provide a wide range of training resources (see links at end of article). With small gatherings now permitted in domestic gardens, socially distanced hand-bell sessions can be arranged for existing ringers, or to engage new recruits. We have time and scope to return to ringing with improved theoretical understanding, and a strong training framework.

Structured training

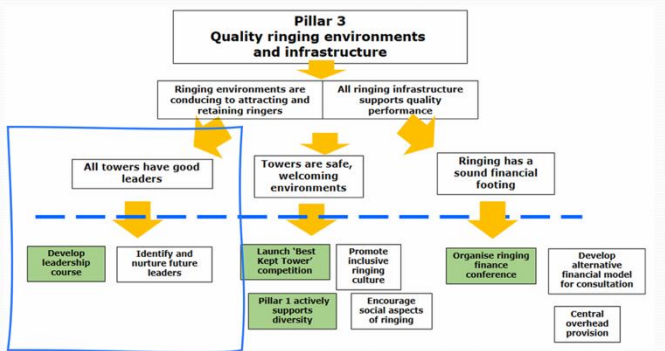
Research clearly demonstrates that intensive training facilitates fast progress and high levels of retention between lessons. This promotes maintained enthusiasm and is highly appropriate for in-tower initial learning. Now-a-days, learners often expect 'courses' with a defined, structured delivery: think of music grades or karate belts for which regular, planned training is usually offered.



Recruitment & Development Workgroup Briefings

Leadership Education

Inspiring Leaders by sharing best practice



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

Learner, Teacher, Tutor

We are all ringing volunteers, constantly learning and constantly contributing. Some are called to teaching, due to a desire to pass on to other ringers where they are so passionate about, or more pragmatically, because someone must do it. Some very experienced teachers become tutors and help to build the next generation of teachers. Here two ringing volunteers talk about their journeys from learner, to teacher to tutor.

From learner to teacher - Simon Lovelock, Thanet

I began learning to ring bells in September 2018 at St Peter's in Thanet as a result of the "Ringing Remembers" recruitment campaign. I was taught in bursts of 5-10 minutes during breaks between group ringing and I remember struggling to control the rope for quite a while and even thought of giving up.

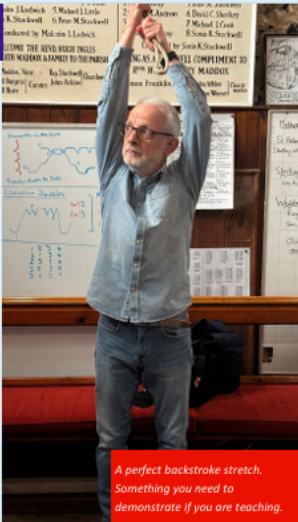
However, when I watched others ringing methods like Plain Bob or Grandsire, I really wanted to learn how to do what they were doing. So I persevered! Gradually I gained more experience and confidence by ringing at other towers, and after my first quarter peal in 2019 I have learned and rung those methods that I watched people ring when I first started.

As I progressed I also observed other beginners being taught by the ART accredited teachers at our tower. Sometimes it was difficult for the teachers to spot problems while teaching and I was encouraged to add my observations and I also gave practical help with wayward ropes - which people seemed to find helpful. I was then encouraged to get involved with teaching as I found helping learners a very rewarding part of bellringing. I attended a M1 Teaching Bell handling day course in August 2025 and was lucky that a new recruit had recently started at my tower, so it was agreed that I could start teaching him under the supervision of the other ART accredited teachers.

The M1 course was a very enjoyable and informative day and consisted of PowerPoint presentations combined with practical demonstrations which we then practised within the group. I left the course with a folder full of information and resources including my Teacher's Logbook.

In the months that followed I continued teaching my beginner, working through, ticking off and completing the various sections of the Logbook. When this was complete my mentor arranged for an assessment of my teaching. Although I was initially very nervous, Sue (the assessor) soon put me at ease and my planned lesson ran more smoothly than I had anticipated. At the end of the assessment I received some very welcome news that I had passed together with some very helpful and constructive

I would certainly recommend this accreditation route to anyone who enjoys teaching others how to ring and would like to learn how to do so in a safe and tried and tested way.



A perfect backstroke stretch. Something you need to demonstrate if you are teaching.

Things to consider

Act before its too late

Gill led the St Chad's band to recognise the risk of a gently shrinking band post-pandemic and agreed that together they would recruit a new phase of ringers for the band now, rather than in five years time when the existing band may have reached a critical point.

I wonder how many towers need this forward thinking (and how many may have gone past the point and will need to start from scratch) as we look at the demographic of our experienced ringers.

Share the load

Currently at each AGM Gill is re-elected as Ringing Master but as others in the band are now running a practice occasionally and supporting the teaching there is an increasing likelihood that someone will be ready to step in. The role of a Tower Captain is a busy and responsible one but there are many ways in which band members can help share the load.



Could you support your tower by organising ringing for evensong, organising an outing or occasionally running the practice? Think about discussing how you could help the Tower Captain or Ringing Master at your tower... maybe talking about how everyone could chip in is a good topic for the post ringing pub session?!



There's more than one way of learning Bob Minor

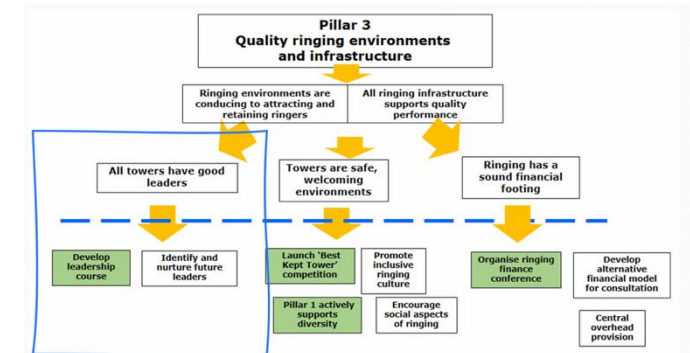


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Recruitment & Development Workgroup Briefings

Leadership Education Assessing Volunteering Tactics



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

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



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Development

Paul Wotton

(Team Lead post vacant)



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Recruitment & Development Workgroup Briefings

Development

- Vital to retaining recruits
- Area needs reinvigorating – new Team Lead recruitment in progress
- Improving liaison with other groups
- Development Network to be based on 3R's network model



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Regional Courses

Hayley Young



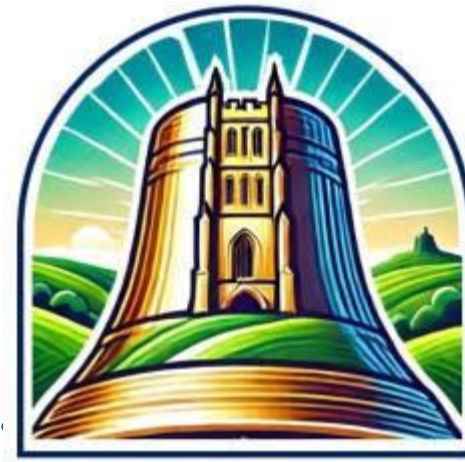
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Recruitment & Development Workgroup Briefings

Regional Courses

- The South West course is getting ready for it's second year and is already growing.
- It's a team effort but with structure based on the experience of long running courses we knew where to start
- Central Council financial support ensured we could get started without personal or Association / Guild risk



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Recruitment & Development Workgroup Briefings

Regional Courses

- The need for courses (and other training opportunities) is very clear, post Ring for the King many towers have people who need support to move forward in method ringing (or called changes)
- The friendly atmosphere and social environment of the residential course ensures that the helpers enjoy it at least as much as the students!



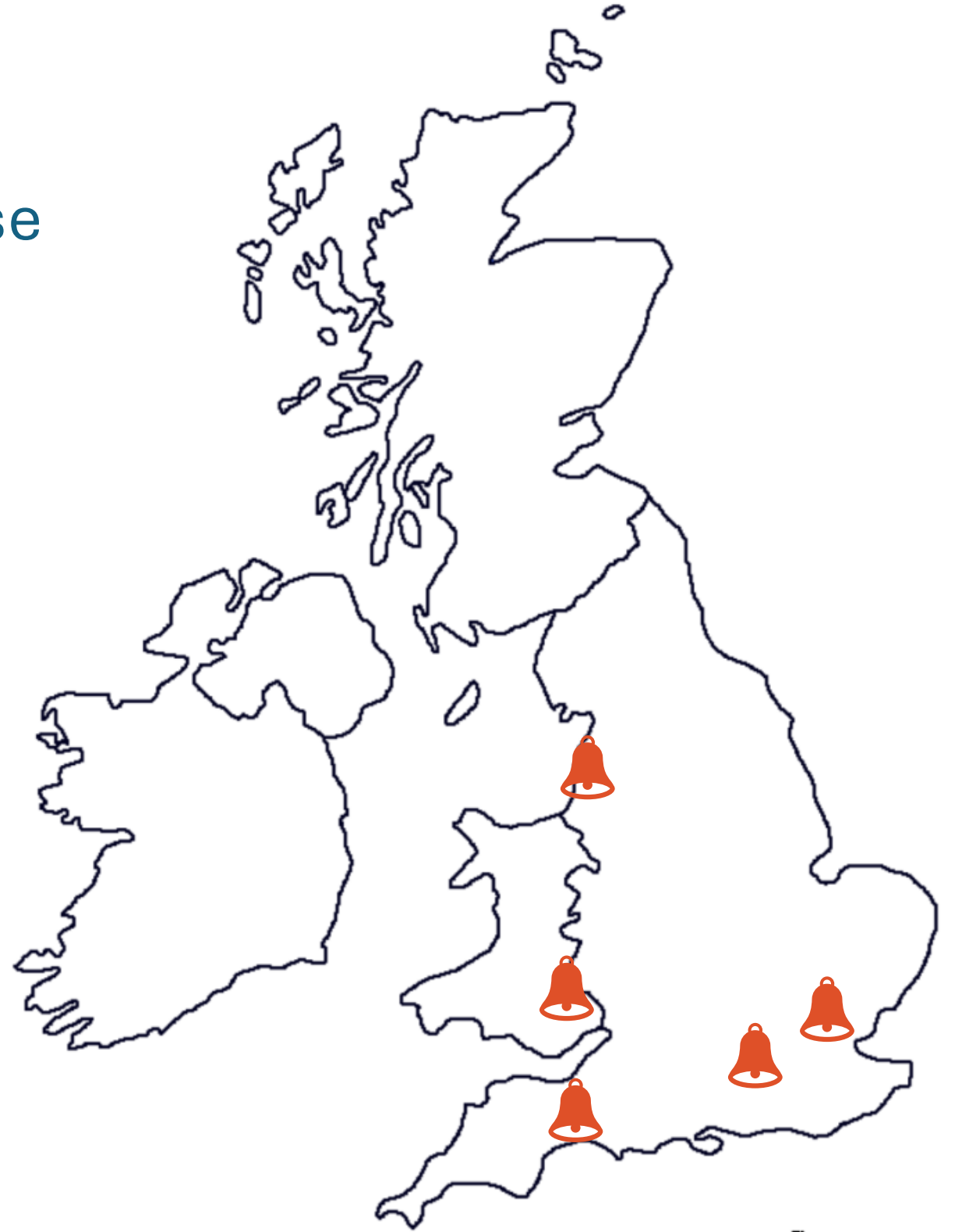
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Recruitment & Development Workgroup Briefings

Regional Courses

- Where's next? Could you set up a course in your area?
- Help and advice is available from this workgroup and from the organising teams of existing courses
- Contact RDLead@ccbr.org.uk



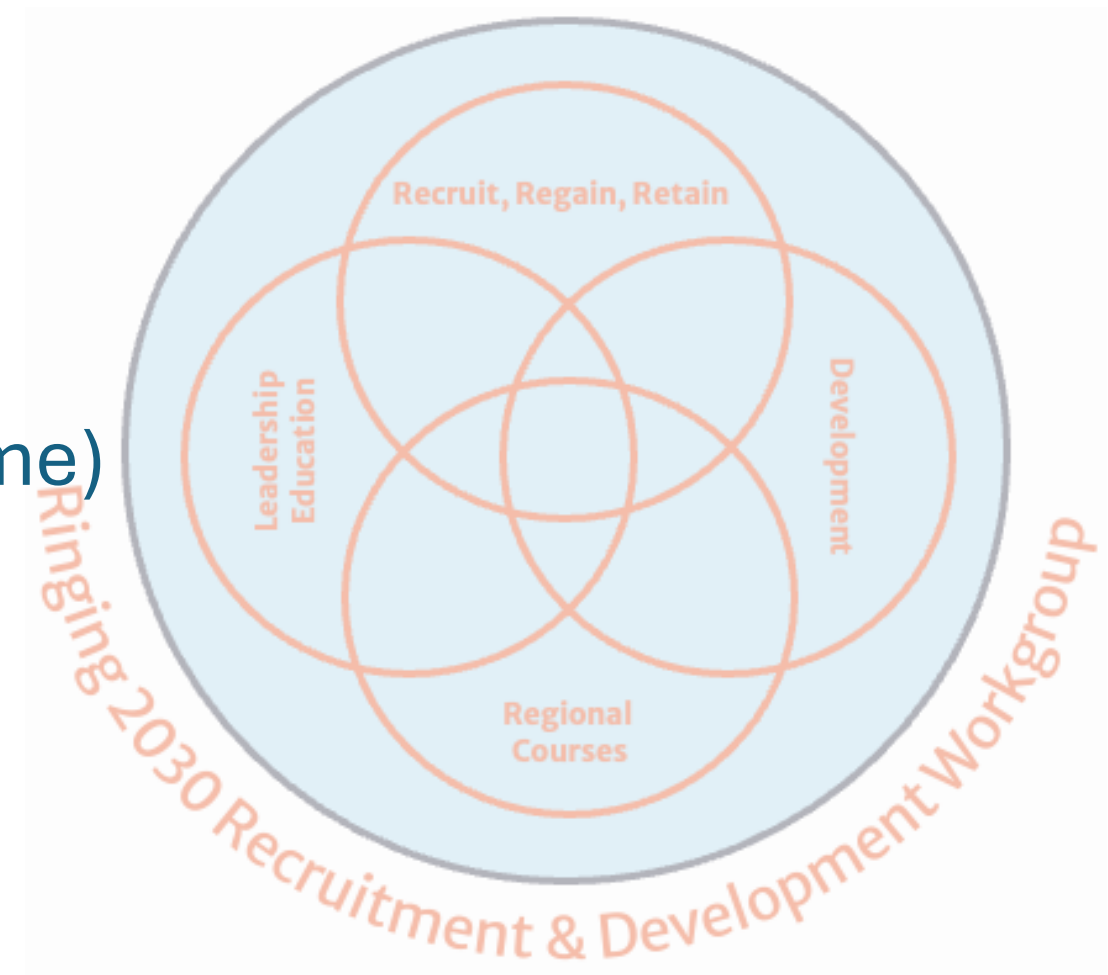
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Recruitment & Development Workgroup Briefings

Summary & Next Steps

- Ringing 2030 aims to re-invigorate ringing with recruitment, teaching, development and a culture of friendly success
- Talk to us at the Annual Council weekend (or wherever you find us)
- Join us (it can be a specific task or an ongoing theme)
- Keep in touch: cccbr.info/rdbriefings



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Questions

