



## GUILD REVIEW PROGRESS REPORT      NOVEMBER 2012

To all Members of the Lincoln Diocesan Guild of Church Bell Ringers

This report is to update all members on the progress of the Strategic Review being carried out on the Guild's Objectives and Operations. We invite all members to read this report and we would welcome feedback on your views on any aspect of the work being undertaken.

The attachment marked '**A**' includes a short questionnaire covering some particular points that the Review Groups would like views on at this time. **Your views are important** as by including them in the Review will help create a balanced set of proposals that will lead to having a successful future. Whilst views of individuals are most welcome you may wish to pool ideas and reply as a Tower or other group.

### GUILD REVIEW GUIDE

A total review of the Guild's Objectives and Operations has been proposed in the belief that significant changes to the way the Guild operates are needed to reverse the current decline in ringers / membership and in the level of service provided for ringing bells for church and community.

The Guild has, like many historical institutions, an important and distinguished past, but this may be the time when there is a need to re-invent itself in order to have a successful future.

At the Guild Committee meeting on 23 June 2012 it was agreed that working groups would be set up to develop a Strategic Review that will lead to a plan being developed to create an organisation that is suitable for a one thousand plus membership in this century whilst ensuring ongoing development and growth.

Each of the Groups taking part in the Strategic Review are requested to use the following guidelines:

### GUIDELINES

1. Each working group will be given a document outlining the objective(s) of their review and names of group members, including the Group Leader, and the contact details.
2. The Group Leader will arrange and expedite tasks working through emails, phone / conference calls and meetings as required and liaise with other groups and the steering group to ensure consistency and correlation.
3. Acting through their Leader, each group may seek additional help through secondment and / or seeking references from both inside and outside the Guild.
4. Each group are asked to develop ideas on how to meet their objectives.
5. Make detailed recommendations to the Guild Committee for agreement on new / changed practices.
6. Propose detailed plans on how the agreed changes should be introduced including priorities and timing.
7. Determine a set of measures that will clearly show the progress towards achieving the individual and overall targets.

### TIMING

8. For a complete review the whole process of development, planning, and introduction is expected to take two to three years. Some elements however, may be able to be introduced in shorter time periods and an early but ongoing process of change is encouraged to help attract interest and create further motivation.
9. To make significant changes to the Guild's organisation and operation will be difficult to manage and is not expected to be short or easy.
10. Proposal may be submitted to the Guild Committee at any time. The Guild Committee normally meet three times per year, (Feb. Jun & Nov.) and each group is requested to submit a short progress report by the end of each preceding month.
11. Joint reviews of all groups may be arranged as necessary to promote universal objectivity and agreement.

### GUILD RESPONSIBILITY AND APPROVAL

12. All changes to the Guild's Organisation and Operation will need to be approved by the Guild Committee before implementation.
13. Many changes including any to the Guild's Objectives and Rules will need to be approved by a General Meeting of the Guild.
14. Some changes may be subject to the rules of the Charities Commission and/or HM Revenue & Customs.

## GUILD REVIEW GROUPS DETAIL

The following working groups have been organised to work on a Strategic Review of the Guild's Objectives and Operations. The objectives for each group are stated below and further guidelines including timing and responsibilities are attached.

**STEERING GROUP** To help guide each group in its individual objectives and incorporate recommendations into a comprehensive Business Plan.

**Members:** Alan Payne (Leader) Sandra Underwood Roger Lord

### **GROUP 1.** Teaching and Coaching

**Objective:** A high standard of teaching and coaching to be widely available to ensure any new recruits have an opportunity to maximise skills and are motivated to progress and stay in ringing.

**Members:** Sue Faull ( Leader) Mark Hibbard Margaret Parker

**Elements:** Include but not exclusively: ITTS, Association of Ringing Teachers, Accreditation, Motivational Tools, Guild / Branch availability, Residential / Day Schools, Tower Captain / Ringing Master Role.

### **GROUP 2.** Recruitment and Retention

**Objective:** **a. To have a regular intake of new recruits from all ages and to retain Ringers.**  
**b. To establish a Young Ringers Organisation / Forum to help promote awareness and interest.**

**Members:** Ian Till (Leader) Jonathan Clark Lorraine Jeffrey David Braunton  
Ben Meyer Alistair Cherry

**Elements:** Include but not exclusively: Recruiting Methods, Publicity, School Clubs / Visits, Open Days, Creating / Selling Attractive Elements (a promotional package), Young Ringers Organisation / Activities.

### **GROUP 3.** Development of Ringers and Ringing Standards

**Objective:** **a. To create opportunities for all ringers to develop skills and ringing accuracy.**  
**b. To increase standard of ringing through accurate striking and faultless method ringing.**

**Members:** Graham Colborne ( Leader) Michael Maughan Janet Clarke  
Michael Smith Chris Woodcock Andrew Blacklock

**Elements:** Include but not exclusively: Striking Competitions. Special Practices.

### **GROUP 4.** Guild and Branch Organisation

**Objective:** To have an organisation that will deliver a sustainable future.

**Members:** Alistair Donaldson (Leader) Judith Rogers Barbara Rand  
Andrew Bennet Jenny Bennett Roy Norman

**Elements:** Include but not exclusively: Guild & Branch Structure, All Administration and Financial Systems / Control, Communication Systems, Website(s) Management and Control, Executive Structure, Voting / Election System, Level of Branch Autonomy.

### **GROUP 5.** Guild Objectives and Rules

**Objective:** To have all the Guild's Objectives and Rules meaningfully and accurately described to meet it's ongoing purpose, intent, and all external laws and guidelines placed upon it.

**Members:** Robin Heppenstall (Leader) Philip Green Jim Benner Dot Mason

**Elements:** Include but not exclusively: System of Governance for Guild and Branch, Guild and Branch Rules (same/combined/separate), Guild Rules, Striking Competition Rules, Bell Repair Fund Rules.