

Wales
Council for
Voluntary
Action

● Annual Report 1987/88 ●



● Adroddiad Blynyddol 1987/88 ●

Cyngor
Gweithredu
Gwirfoddol
Cymru

41edd ADRODDIAD BLYNYDDOL

1987/88

41st ANNUAL REPORT



Cyngor Gweithredu Gwirfoddol Cymru
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Chairman	Sir Donald Walters
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Honorary Treasurer	Mr. Aubrey Jones OBE
Honorary Solicitor	Mr. Julian Phillips – Messrs. Phillips & Buck
Director/Secretary	Mr. Hywel Griffiths

The WCVA is an independent national organisation that aims to:

- promote and support voluntary action and community development in Wales
- provide services for the voluntary sector
- extend the range of voluntary activity

The Council is the main national resource, representative and development agency for the Welsh voluntary sector. It undertakes a range of activities designed to extend voluntary action throughout Wales, as well as providing specific services for its member organisations.

This report describes the main items in WCVA's work in the year ending 31st March 1988.

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1987-88

1987-88 ANNUAL REPORT



Chief Executive Officer
Joint Council for the Environment
Joint Council for the Environment

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CHAIRMAN'S REPORT

It gives me much pleasure to introduce to you the 1987-88 Annual Report and I hope that you will be able to find the time to read all the contents carefully. I commend it to you for what it says on voluntary activity in Wales.

The quantity and quality of services provided by statutory bodies will doubtless be the subject of endless debate. Whatever the total resource available from the public purse, there will be endless discussions about priorities, and arguments for increasing the spend that will be intellectually respectable. This is no bad thing, for one of the hallmarks of a civilised society is a vigorous and continual lobby by those who care passionately for the needs of others who for one reason or another cannot care for themselves.

On the other hand I feel that there is no room for argument on the role of voluntary service in the community. To me it is incontrovertible that there is a rapidly increasing need of and role for voluntary effort. It is not just a matter of filling a gap left by the statutory bodies.

The joining together of people as volunteers in a desire to help their less fortunate brethren is evidence of a noble spirit that must be encouraged and developed in the interest of the community. In other words no matter how great the help provided by statutory bodies it is my firm view that the best, rounded and most fulfilling society is one in which voluntary effort plays a significant role. I am therefore happy to be associated with the work of the Wales Council for Voluntary Action, for its prime policy is to support the development of the voluntary sector and to encourage it to make a greater contribution to the welfare of society. Sometimes in partnership with statutory bodies, but in others by inspiring and guiding groups of people and even individuals to realise their desire to help others. In plain economic terms it makes good sense to have a strong voluntary sector in Wales, for, in the current jargon of the economists, the multiplier effect of voluntary effort working on top of public money can be maximised.

I commented in my Report last year on the growing confidence within our communities throughout Wales. I think that confidence is still growing and is being paralleled by a strong conviction that it is basically through the combined effort of ourselves that we can create the conditions for a comfortable and fulfilling life for all those who at present find these qualities lacking in their own existence.

However, whatever the optimism, whatever the confidence, realists will recognise that there is a vast amount of work to be done and spreading over many years in numerous areas of Wales both urban and rural where there is deprivation of one sort or another. The work of WCVA is therefore both immediate and long term, and we are considering what our role should be through to the beginning of the next century. In this work we cannot have too much help and I issue a warm invitation to both individuals and voluntary organisations who are not at present within our membership to join us.

The Council and staff of WCVA are always having to operate on very limited resources, and in the context of ever increasing and fully justifiable requests for help. The dedication of the staff and the other members of the Council is thus a matter of considerable satisfaction to me. I am confident that the voluntary sector in Wales will continue to grow vigorously and that the WCVA will play a key role in that growth.

DONALD WALTERS

DONALD WALTERS

ADRODDIAD Y CADEIRYDD

Maen'n bleser mawr i mi gyflwyno Adroddiad Blynyddol 1987-88, a gobeithiaf y byddwch yn gallu cael yr amser i ddarllen yr holl gynrwys yn ofalus. Rwyf yn ei gymeradwyo yn arbennig am ei sylwadau ar weithgaredd gwirfoddol yng Nghymru.

Yn ddiamau, bydd darpariaeth ac ansawdd gwasanaethau cyrff stadudol yn destun dadl diderfyn. Beth bynnag y bydd yr adnoddau sydd ar gael o gyllid cyhoeddus, bydd trafodaethau didiwedd ar flaenoriaethau a dadlau o blaid cynnydd mewn gwariant, dadlau a fydd yn glodwiw o safbwynt academaidd. Nid yw hyn yn beth drwg, gan mai un o nodweddion cymdeithas wâr yw pledio cyson ac egniol gan y sawl sydd yn frwd dros anghenion y bobl eraill hynny na all ofalu am eu hunain am wahanol resymau.

Ar y llaw arall, ni chredaf bod unrhyw le am ddatlau parthed rhan y sector wirfoddol yn y gymdeithas. Mae'n ddiymwad i mi bod yr angen am ymdrech gwirfoddol a'r lle iddo yn cynnyddu'n gyflym. Nid mater yw hi yn unig o lenwi'r bylchau a adawyd gan y cyrff stadudol.

Mae cydweithrediad gwirfoddolwyr mewn ymgais i helpu eu brodyr a'u chworydd llai ffordus yn dystiolaeth i ysbryd ardderchog y dylid ei hybu a'i ddatblygu er lles y gymuned. Mewn geiriau eraill, credaf yn gryf mai y gymdeithas orau, gytbwys, werthfawr yw'r gymdeithas sydd a lle arwyddocaol i ymdrech gwirfoddol, er gwaethaf maint yr help a roddir gan gyrrff stadudol. Rwyf felly yn falch i fod yn gysylltiedig a gwaith Cyngor Gweithredu Gwirfoddol Cymru, gan mai ei bolisi yw cefnogi datblygiad y sector wirfoddol a'i hybu i gyfraniad mwy i les y gymdeithas, weithiau mewn cydweithrediad a chyrrff stadudol, weithiau trwy ysbrydoli ac arwain grwpiau o bobl a hyd yn oed unigolion i wireddu eu dymuniad i help eraill. Mae'n synhwyrol mewn termau economeg noeth i ddatblygu sector wirfoddol gref yng Nghymru, gan y gall hyn facsimeiddio effaith luosyddol gwaithgaredd gwirfoddol ar ben arian cyhoeddus, i ddefnyddio iaith hyll yr economegwyr.

Yn fy Adroddiad llynedd, sylwais i ar yr hyder cynyddol o fewn ein cymunedau yng Nghymru. Credaf bod yr hyder hwn yn dal i dyfu ochr yn ochr ag argyhoeddiad cryf mai trwy ein hymdrechion ein hunain ar y cyd y gallwn greu yr amgylchiadau angenrheidiol ar gyfer bywyd cyfforddus a boddhaol i bob un o'r sawl sydd ar hyn o bryd yn gweld diffyg y pethau hyn yn eu bodolaeth.

Ond beth bynnag y bo'r hyder a'r gobaith, bydd yn amlwg i bob realydd bod gwaith anhygoel i'w wneud dros gyfnod o flynyddoedd lawer mewn nifer o ardaloedd gwledydd a threfol yng Nghymru lle mae angen o ryw fath neu'i gilydd. Mae gwaith y cyngor felly yn berthnasol nawr ac yn y cyfnod hir, ac ystyriwn beth y dylai ein cyfraniad fod o hyn ynlaen i fyny at ddechreuad y ganrif nesaf. Nid yw gormod o help yn bosib i'r gwaith hwn, ac estynnaf wahoddiad i ddefnyddio yn ogystal ag i fudiadau gwirfoddol sydd ddim yn aelodau hyd yn hyn i ymuno â ni.

Rhaid i'n gweithwyr a'n Cyngor weithredu bob amser ag adnoddau cyfyng, ac o fewn cyd-destun gofyniadau dilys a chynyddol am gymorth. Felly mae ymroddiad y gweithwyr ac aelodau eraill o'r Cyngor yn destun boddhad sylweddol i mi. Rwyf yn ffyddiog y bydd y sector wirfoddol yn parhau i dyfu'n egniol, a Chyngor Gweithredu Gwirfoddol Cymru yn parhau i chwarae rhan allweddol yn y twf hwnnw.

DONALD WALTERS

DONALD WALTERS

DIRECTOR'S REPORT

This year's report describes significant growth in the work of WCVA reflected both in the quality and quantity of its output and in the demand for, and use made of its services.

Research and information shows a healthy increase in both supply and demand for services. Training programmes have expanded considerably. Starting from cold at the beginning of the year GAYEW has achieved substantial take-up by employers. Projects like Take Care have diversified in order to extend their range and bring more agencies into collaborative action. The networks supported by the Community Initiatives Unit have extended and become more active. Existing programmes like the community development programme have taken on new formulations, as in Community '89, in order to create greater dynamism. The National Consultative Forum has dealt with a clutch of important policy issues in a year of considerable legislative and Government programme activity. Support for WCVA's work has grown as new and valuable relationships have been forged and the possibility of new and alternative sources of funding have been explored.

These very satisfactory indications of growth did not just happen, they are the product of a sustained programme of development which began in 1983/84 with the completion of the national survey of voluntary action. The following year WCVA undertook a national review of the voluntary sector in Wales focussed upon issues concerned with charitable funds, community development, the need for an economic and social research institution, joint strategies, local development agencies and new technology.

From this research, consultation and planning there emerged in 1985/86 a programme for action which was adopted and initiated with energy and determination. So much so that in the report the following year, 1986/87, I was able to record that half the functions described in the report were new functions. Now in this year the product of all of that may be measured in the substantial growth which has occurred in all aspects of WCVA's work.

What this demonstrates is that the process of research, planning, reconstruction and development are as necessary in order to produce achievements in the voluntary sector as in any other. It also shows that agencies concerned with social development have to work on three or four year cycles of activity if they are to be effective. What it does not necessarily show, but which is possibly even more important, is the commitment of the staff who are involved.

That we have continued to pursue our aims with diligence and persistence and have been able to achieve so much despite limited resources is a credit to the dedication and hard work of my colleagues.

IMPROVING EFFECTIVENESS

Organisation Development Local Development Support

Voluntary organisations need to be effective, efficient and up-to-date. They need clear aims, adequate resources and relevant skills. The Council provides a range of training, organisational review and advisory services for new and developing organisations. It also launched, last year, a new service to support the work of local development agencies.

Organisation Development

WCVA's organisation development services continue to play a vital role in helping to improve the effectiveness of voluntary action in Wales. Last year witnessed a surge of demand for the Council's training courses and specialist advice. In part this is due to the increasing recognition of the management and operational implications of local voluntary action. It is also clear that more involvement with local authorities in joint or sponsored projects has introduced new, politically pragmatic audiences to voluntary organisations throughout Wales.

- Working with Committees
- Legal Status & Constitutions
- Starting a new Project
- Management Systems in Voluntary Organisations
- Funding Projects

Demand for both the core and access programme events has continued to rise, to the extent that most courses are over-subscribed. This in turn has improved the quality of the courses by allowing more effective forward planning. Course evaluation and feedback clearly indicate that WCVA is providing high quality training which matches the best that commercial, statutory and other voluntary agencies can offer.

Core Training Services

These are organised and run by WCVA as national events targetted primarily at paid senior workers in larger voluntary organisations. Most are 3 day, residential courses:-

- Working with Volunteers
- Working with Groups
- Project Planning & Presentation
- Training Skills
- Managing for the First Time
- Negotiation Skills
- Working with Self-help Groups

The Local Access Programme

This aims to encourage voluntary organisations to develop training as part of their own staff development policies, by making WCVA courses as accessible as possible. Some 30 day workshops were held last year using WCVA tutors in all parts of Wales. Courses run include:-

- Project Presentation
- Issues in Volunteering
- Working with Local Government
- Working as a Committee



Working as a Committee — one of WCVA's most popular one day workshops.



Conferences

The WCVA ran two major national conferences last year, both of which attracted audiences of around 150. The first was a joint event run with the Volunteer Centre U.K. 'Of Their Own Free Will', which considered the changing environment of volunteering. The speakers — including Peter Stubbings, then deputy director at the Volunteer Centre, Malcolm Payne then with the Richmond Fellowship and Dr. Bill Bytheway of University College Swansea — provoked an animated and inspiring conference debate.

'A Common Cause?' examined the roles of self-help groups and health professionals in Wales. The event attracted considerable national and international interest and successfully established self-help groups as an important area for specialist development within Wales.

A project proposal based on the needs of self-help groups as expressed at the conference was prepared and submitted for funding to the Welsh Health Promotion Authority.

Following the conference, the Council's Organisation Development Manager, Mr. Howard John, was invited to present a paper at the WHO International Conference on Self-Help and Health in Dubrovnik in June 1988.

Consultation and Advice

The demand for specialist advice on a range of constitutional, legal and management issues increased threefold during 1987/8 compared to 1986/7. A significant indicator is the number of referrals from Solicitors — 10 over the last year — of organisations taking legal advice on their constitutions and legal status.

Development work with new associations

Wales Carers Campaign: this campaign, initiated by WCVA last year, has successfully brought 14 key community care agencies into a formal consortium to improve carer support services in Wales. The group has just completed the most comprehensive survey of carer support services in Wales to date, the results of which will form the basis of the second phase of the initiative.

South Wales Legal Services Committee: this initiative, supported by the Welsh Consumer Council, aims to improve access to a broad range of legal services in South Wales. The WCVA was asked by the steering committee to recommend an appropriate legal identity for the new agency and to draft the legal instrument — a clear acknowledgement of the Council as a source of expert opinion and advice.

Training Support Network: a new network of officers in voluntary organisations with a responsibility for training has received active support from WCVA.

National Aids Trust Welsh Advisory Committee: At the request of the National Aids Trust the Council set up the trust's Welsh Advisory Committee, and provide administrative support. In addition to advising on grants to voluntary agencies, the committee will provide an important liaison point for coordinating the development of voluntary work concerned with AIDS and HIV in Wales.

Tenants Participation Advisory Trust: The Council assisted in the development of a Tenants Participation Advisory Service for Wales which has now received funding from the Welsh Office.

Local Development Support

During 1987/8 WCVA introduced, with grant support from the Welsh Office, a new service to support the work of local development agencies — those organisations that help other voluntary groups and promote new ideas, strategies and organisations. The grant enabled a consultant to be employed and during the year the foundations of a three year programme were firmly set.

An initial task was to compile an accurate database of all local development agencies within Wales, from which an updated Information Sheet listing their names and addresses was prepared. During the first year of this project the Consultant visited most of these organisations, establishing formal links, eliciting from them details of shared concerns, and offering consultancy services.

An important strand of work has centred on strengthening the relationships between WCVA and the eight county voluntary councils and their own association, WACVC. It is anticipated that negotiations and discussions held through the year will result in increased co-operation and mutual benefit in the next phase of the project.

Local authorities too have an important role to play in supporting voluntary organisations. They vary in their perception of their own functions and present a diverse picture of provision and attitude in relation to the voluntary sector. During 1987/8 the Local Development Consultant met with the Chief Executives or other senior officers of the 37 District Councils in Wales. The aim was to identify issues, problems and opportunities which are present in the relationships between the authorities and voluntary organisations; and to encourage the local authorities to increase their various forms of support — grant aid, technical assistance, use of buildings, and so on — for voluntary action. This was a most successful exercise that should assist voluntary groups to establish good, collaborative relationships with local authorities.

SPREADING THE WORD

Information and Research Services Welsh Information Network Funding Advice Bureau Publications

The WCVA provides a full range of information, publications and analysis for and about the voluntary sector in Wales. Demand for these services has been strong. The Information Department also deals with an ever-increasing volume of written and telephone enquiries on every subject from AIDS to the Welsh Vegan Society. Two special projects — the Welsh Information Network (WIN) and Funding Advice Bureau — have provided additional, and much valued extensions to the Council's information and advice services.

Information and Research Services

The acquisition, storage, monitoring and dissemination of relevant information for both WCVA staff and for the voluntary sector as a whole remained a core activity throughout the year. The trend noted last year of an increase in the number of general queries continued. Such queries increased by a third during 1987/88, as did the number of visitors to the library. In the three year period from April 1985 - April 1988 enquiries and requests for information have increased fourfold.

But information alone does not provide all the answers, and some element of analysis is frequently required. Through a range of briefing papers, bulletins and articles in the WCVA's magazine **Network Wales**, the Council has provided detailed analysis and comment on some very important policy developments. These include, for example, the introduction of the Social Fund and its implications for charities; the downturn in Urban Aid grants for voluntary organisations and trends in local authority funding.

In 1987 the Council mounted stands at the Royal Welsh Show in Builth Wells and the National Eisteddfod at Prothmadoc. Bi-lingual exhibitions of the Council's work, copies of our publications in English and Welsh and demonstrations of computers from WIN — the Welsh Information Network — were made available to the many thousands of visitors at these venues.

Welsh Information Network

Significant progress was made during the year in the development of this application of information technology to the needs of the voluntary sector in Wales.

The Welsh Office expressed its positive commitment to the scheme and also its firm intention of seeking additional funds to assist its extension during 1988/89.

Much was achieved with the use of our own resources and with the welcome donation of equipment and expertise from private sources.



Roger Stewart and David Youens of Honeywell Bull Ltd. present a PC computer and printer to Hywel Griffiths and Lynda Garfield of WCVA.



A Honeywell Bull PC computer and Honeywell CQ34 printer were donated by Honeywell Bull Ltd. and have proved to be extremely useful, especially in the preparation of databases on national contacts and funding sources. British Telecom has also donated numerous items of computer equipment based on a DMS Hinet machine. The BT equipment will be used in a network system around Wales during 1988/89.

A trial demonstration, involving the use of a Geonet bulletin board, was set up and shown around Wales to WCVA executive members, county voluntary councils and numerous other interested parties. Overall this was very well received and has produced many pointers for future development.

Funding Advice Bureau

WCVA's Funding Advice Bureau provides information and advice on how to raise funds, and the possible sources, to community and voluntary organisations in the Principality.

Over 200 consultations with staff, volunteers and management committee members of voluntary groups were undertaken during the year. Close links with funding bodies were also developed and this has shown clear benefits in terms of the increasing numbers of grants by these bodies to groups in Wales.

Indeed, it is no exaggeration to say that FAB has been instrumental in securing grants totalling over two hundred thousand pounds in its first two years of operation, for voluntary organisations around Wales. These include, for example, South Glamorgan Women's Workshop, the Tenants' Participation Advisory Service, Online, and Arts for Disabled People in Wales.

A database of 950 grant-making trusts has been established from which searches can be conducted. This will be extended to include other grant sources. A survey of local endowed charities in Wales revealed that they have half a million pounds annual income more than previously estimated.

FAB has monitored UK-wide funding developments and has been closely involved in community trust developments and the establishment of a Federation of Charities Advice Services.

FAB training events have included five basic fundraising courses at various venues around Wales, with a total attendance of 200. A seminar on Funding From Europe and two specially tailored courses for the Priority Estates Project were also held.



Much of the standard fundraising information is contained in the FAB Information Sheets (listed below), over 2,500 copies of which were requested last year — reflecting the persistent high level of demand for fund-raising information. The Wales Funding Handbook was published in June 1988 and is the first comprehensive guide to sources of funding and making applications.

Publications

Publications form a valuable source of information, analysis and comment and they complement and feed into the Council's other work. Demand for all WCVA publications has increased significantly over the last year.

WCVA Information Sheets

Requests for WCVA Information Sheets continue to rise and almost 4,000 were sent out last year — up by a third on the previous year. They are continually updated and most are available in Welsh. Current titles include:

- Charitable Status
- Constitutions
- A Short Guide to Voluntary Work Opportunities in Wales
- Contacts: Self-Help Groups (Medical) in Wales
- Urban Aid: A Guide for Voluntary Groups
- Local Development Agencies in Wales
- The Data Protection Act

Funding Advice Bureau Information Sheets

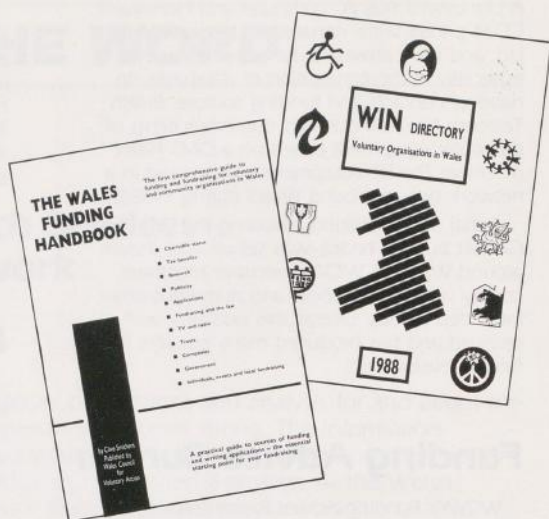
- Welsh Office Grants
- Welsh Based Trusts
- Fundraising Booklist
- The European Social Fund
- Raising Money for Environmental Improvement

WIN Directory

The first 'WIN Directory' of national voluntary organisations was published in February 1988. It provides details of 262 organisations operating on an all-Wales basis. Publication of this excellent reference book has been widely appreciated: a half of the initial print run of 750 copies has been sold just three months after publication.

Wales Funding Handbook

Produced by the Funding Advice Bureau, this is the first comprehensive guide to funding and fundraising for voluntary and community organisations in Wales. Published in June 1988 first indicators are that there will also be a strong demand for this handbook.



Network Wales

Network Wales, the Council's monthly magazine, continues to fill important functions within Wales generally, and the voluntary sector in particular. It provides a regular and highly regarded outlet for analysis and comment on current social policy issues, and has a vital role to play in conveying information and events on new developments, especially those of direct concern to the voluntary sector in Wales.

An important aspect of **Network Wales'** role is the way in which it is integrated into and complements the Council's other areas of work and concerns. Thus it reports on national conferences and other events; present analysis on

funding trends — urban aid grants, trust income, local authority funding; comments on the implications of government legislation, such as the Community Charge and social security changes; and has given consistent coverage to developments in the community care and employment and training fields.

Subscriptions to **Network Wales** have, this year, been tied into a new WCVA members' benefits package. Voluntary organisations are still able to take out subscriptions for bulk copies — up 25% on last year.



Other WCVA Publications

A Welsh issue of Network Wales was published for the 1987 National Eisteddfod.

A magazine-style brochure outlining the work and achievements of the Take Care project was produced, **'Take Care News'**.

Other publications produced last year include:

Discussion Paper : Wales and the Enterprise Culture

A Code of Practice for Managing Agents

Booklist for small groups fundraising

Legal requirements for local fundraising

Quangos, Commissions and Agencies in Wales

POLICY AND PROJECT DEVELOPMENT

National Consultative Forum Community '89 Give As You Earn Wales Community Initiatives Unit

WCVA's policy development work spearheads the Council's role in helping voluntary groups to respond to and devise their own policy initiatives. It also helps them, through the National Consultative Forum, project their messages to Government, other agencies and the wider public.

The Council also undertakes a number of special projects — Community '89, Give As You Earn Wales, and the Community Initiatives Unit.

National Consultative Forum

Through the Forum, voluntary organisations can come together as a National Advisory Group (NATAG) and formulate and present their views to Government. The Forum was very active last year, producing five major reports.

Caring for the elderly in Wales : voluntary organisations could be precluded from participating in the 'Elderly Initiative', warned a NATAG report

■ Photo: Maggie Murray/Format



The NATAG on the **care of the elderly** made an important contribution to the policy debate on the care of the elderly in Wales, following the Welsh Office's Elderly Initiative. Its major concern was that despite statements advocating voluntary sector participation, the Initiative's financial arrangements would preclude a good deal of voluntary sector involvement.

1988 seemed to be the Year of Care in the Community, and a NATAG responded to the Welsh Office's Efficiency Scrutiny Report and Action Plan for the development of **community care in Wales**. It was critical of the lack of consultation with voluntary organisations in the preparation of the reports and identified significant limitations and omissions in the approach adopted in the Action Plan.



1988 seemed to be the Year of Care in the Community

■ Photo: Maggie Murray/Format



The Welsh are, as a nation, becoming all too well known for their poor health and high premature death rates. The new Welsh Health Promotion Authority launched an ambitious **health promotion plan** in the Autumn of 1987. The Authority subsequently accepted the recommendations made to it by a NATAG, which should form the basis for a constructive partnership.

A NATAG on **community development** produced an exciting and convincing proposal which gave birth to Community '89. This is a network development programme for local initiatives which will culminate in a prestigious promotional exhibition in May '89.

The relationship between the voluntary sector in Wales and the Welsh Office was also considered by a NATAG. It concluded that the lack of **Welsh Office policy on the voluntary sector** was a major reason for the poorly defined funding arrangements and shortfall in resources compared with other areas of the UK.

CYMUNED



COMMUNITY

Community '89

May 19-20 is going to be the most significant date in the calendar next year for the voluntary sector in Wales. That is the date a prestigious exhibition is to be held in the Royal Welsh Showground at Builth Wells, aimed at linking local projects with influential sectors of national and local government, commerce and industry.

1987-8 saw the bandwagon begin to roll, with the patronage of HRH The Prince of Wales, sponsorship from a number of sources — notably BP, Mid Wales Development and Welsh Brewers Ltd. — commitment and enthusiasm from 26 local consultants and the appointment of two members of staff.

The local consultants came from all parts of Wales and a wide variety of agencies, and have greatly assisted in the process of developing local networks of community initiatives, which is now well underway.

Community '89 will be the first event of its kind to bring together people from all parts of Wales, the UK and abroad to consider community development issues. It will provide a unique opportunity to highlight the achievements and potential of communities in Wales and to consider solutions to their problems. The two day event will attract an estimated audience of 20,000 — we hope to see you there!

Give As You Earn Wales

GAYEW is the payroll deduction scheme for Wales established by the WCVA at the beginning of the year with support from the Welsh Office. It is a member of the four nations consortium led by the Charities Aid Foundation.

The first part of the year was devoted to essential ground-work and preparation. With that done the Development Manager then turned to the task of promoting the scheme to employers and employees and working with charities to encourage participation in the scheme.

By the end of the year this development work had led to the signing of contracts with employers enabling 150,000 employees to participate in the scheme. In addition it is estimated that a further 200,000 employees of companies based outside Wales have also been provided with the facility.

To begin with the take-up of the scheme by individual donors was, not unexpectedly, slow but by the end of the year the rate of take-up had begun to rise rapidly.

Community Initiatives Unit

The involvement of voluntary organisations in youth training schemes and in adult schemes providing community benefit continued to be a major concern for the WCVA. The interest is not only in the services which are being directly provided for the benefit of those in need but also in the substantial contribution towards the core funding of organisations which is gained from involvement in the Training Commission's (formerly the MSC) programmes.

Youth Training Scheme

A significant number of YTS places are provided for socially and academically disadvantaged youngsters by voluntary organisations — the Special Needs Providers Association. The WCVA services the Association. In addition regular visits were undertaken to all voluntary YTS sponsors/agents, and four YTS/Special Needs Bulletins were published giving information on MSC policy changes and their implications.



St. David's Foundation, Newport was the first organisation to sign up with Give As You Earn Wales. Norman Chaplow (left) signs for St. David's Foundation and Aubrey Jones (right) adds his signature on behalf of GAYEW. Now some 150,000 Welsh employees can participate in the scheme.

The Special Needs Providers Association offers YTS places for socially and academically disadvantaged youngsters



Adult Community Programme/Employment Training

The Community Programme Working Party — also serviced by WCVA — was extremely active last year in raising awareness of the changes to the MSC's special employment measures. The Council assisted with the organisation of a conference and publicity campaign in late 1987, as a result of which a petition was handed in to the Welsh Office. The Working Party's Code of Practice for Managing Agents and guidance notes for CP sponsors were widely discussed in Wales and at the UK national level, but were finally superseded by the new Employment Training Programme.

The Community Initiatives Unit also convened six Welsh Neighbourhood Energy Project CP meetings and three meetings of Welsh voluntary sector Area Manpower Board representatives. A number of information papers for CP sponsors were published during the year, for example on the composition of the new Local Advisory Groups, and the role of small sponsors in the new programme. Reports from WCVA's representative on SEMAG — the now defunct Special Employment Measures Advisory Group — were circulated to all interested parties. Finally regular visits were made to all voluntary CP/VPP sponsors and agents in Wales to give advice on policy changes, especially the implications of the new Employment Training Scheme.



Professor Maurice Broady (left) and Mel Witherden (centre) present a petition on behalf of voluntary organisations involved in the Community Programme to a Welsh Office representative.



FIELD PROJECTS

Take Care

From time to time the Council undertakes specific pioneering ventures in particular localities:

Take Care

Take Care is a pilot project, sponsored by WCVA and designed to test the applicability of community development processes to the meeting of social need in disadvantaged communities.

Its immediate aims are to improve the quality of life for poor elderly people and to involve, where possible, the long term unemployed. It is based in Mid Glamorgan.

The first, pathfinder, phase of the project is in the Rhymney Valley. After two years' work it has gained the respect of other agencies concerned with the elderly, and the service providers' committee has developed many new services. Take Care, the UKHT housing association and Rhymney Valley District Council have secured funding to operate 'Care and Repair' services advising elderly residents on grant and mortgage opportunities for home improvement. The MSC (Training Commission) Enterprise Experiment based in Take Care's offices helps the long term unemployed set up new businesses, and has proved so successful that it has been expanded to cover the rest of the county.

The Take Care central referral service handles some twenty new cases per week of pensioners needing some sort of assistance. Out in the community Take Care has now involved over 100 local voluntary groups in new good neighbour schemes; volunteers 'take care' of their elderly friends and neighbours with a package of services and physical resources like heaters and emergency bedding. The good neighbour schemes now extend to eight localities in the Rhymney Valley.

The second phase of Take Care involves extending the lessons learnt from the pathfinder model in the Rhymney Valley and adapting them to other areas of Mid Glamorgan. Invitations have come from local groups in both the Cynon and



Take Care has now involved over 100 local voluntary groups in new good neighbour schemes.

■ **Photo: Sheila Gray/Format**



Merthyr valleys for Take Care to undertake a similar co-ordinating role. The British Red Cross and Help the Aged have provided resources to establish a Take Care presence in these areas in 1989. Following discussions with the Welsh Office it is hoped that Mid Glamorgan Social Services and the Mid Glamorgan Association of Voluntary Organisations will be able to play a part in future developments. Finally the South Wales Constabulary, the Fire Service and Consumer Protection Association are all keen to use Take Care networks as a vehicle for making their services more accessible to the more isolated and vulnerable elderly.

SUMMARY OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st MARCH 1988

INCOME

	1988 £	1987 £
Welsh Office	155623	136099
Charities Aid Foundation	27188	24014
Gulbenkian Foundation	8500	8500
National Westminster Bank	1500	1500
Manpower Services Commission	24776	22837
EEC Poverty Programme	15694	12954
Opportunities for Volunteering in Wales	15000	15000
Rhymney Valley District Council	3000	-
WCVA Recoveries and Sundry Income	45053	62879
Subscriptions and Donations	2876	2595
Give As You Earn Wales	24000	-
Community 89	9000	-
	332210	286378
 <i>Agencies</i>		
Opportunity for Volunteering in Wales:		
Welsh Office	191500	196000
Other Income	3060	1124
	194560	
 <i>SCoVO:</i>		
Welsh Office	-	2135
Other Income	-	656
	526770	486293
	=====	=====

	1988		1987	
	£	£	£	£
Operating Income brought forward		526770		486293

EXPENDITURE

Salaries	138657		115223	
Social Security Payments	13443		11115	
Employers's Pensions Contributions	9414		7611	
Travel and Subsistence	23772		15565	
Equipment Leasing and Maintenance	3747		5466	
Insurances	1778		2423	
Printing, Stationery and Office Supplies	8312		7790	
Postages and Telephone	20268		21335	
Publishing and Advertising	9453		11716	
Conferences, Meetings and Training Courses	10584		15484	
Miscellaneous Expenses	3839		3652	
Audit	1875		1950	
Rent and Rates	4272		4048	
Heat and Light	2997		3301	
Cleaning and Maintenance	4443		1391	
Office furniture and equipment	1982		4648	
Community Initiatives Unit	24711		22828	
Take Care Project	36526		33191	
Give As You Earn Wales	26985		-	
Community 89	8301		-	
	<u>355359</u>		<u>288737</u>	
<i>Agencies</i>				
Opportunities for Volunteering in Wales	194766		201396	
SCoVO	-		5890	
		<u>550125</u>		<u>496023</u>
OPERATING DEFICIT FOR THE YEAR		<u>(23355)</u>		<u>(9730)</u>
		=====		=====

MEMBERS OF THE EXECUTIVE COMMITTEE

Chairman Vice Chairman

Sir Donald Walters
Mr. Charles E. Harrison, JP
Mr. Graham Benfield
Mrs. Teleri Bevan
Professor Maurice Broady
Dr. T. Chapman, MBE (to October '87)
Mr. David Cox, LVO, MBE
Mr. Michael Croxford (from October '87)
Mrs. Marjorie Dykins
Mr. Joe Hennessy, OBE (to October '87)
Mr. Graham Illingworth
Mr. Neil Jameson
Mr. I.T. Jones
Mr. J.O. Jones
Mrs. G.M. Lysaght
Ms. Usha Prasher
Mr. T.G. Parry, FSCA, ACIS, MBE
Mr. John Payne
Professor George Thomason CBE (from October '87)

Assessors to the Executive

Mr. John Price
Mr. David Evans

Welsh Office (to March '88)
Welsh Office

Auditors Bankers

Messrs Zeidman & Davis
Bank of Wales, Cardiff

TAKE CARE PROJECT MANAGEMENT COMMITTEE

Chairman

Sir Bryan Hopkin
Tom Bell
Allan Bellett
Judith Bevan
Hywel Griffiths
Gareth Hughes
Aubrey Jones OBE
Malcolm Miles
Jane Minter
Councillor Tyssul Watkins

GIVE AS YOU EARN WALES MANAGEMENT COMMITTEE

Chairman Vice Chairman

Mr. Aubrey Jones OBE
Mr. Handel Davies

COMMUNITY '89 CONSULTANTS

Graham Benfield
Steve Bennett
Wyndham Conniff
Mike Croxford
Sally Ellis
Hywel Evans
Kath Fysh
Phil Griffiths
Patricia Haywood Hicks
John Homewood
Jean Hosie
Wynford James
Elphin Jones

John R. Jones
Tecwyn Jones
John Killian
Angus McGaughey
Marc Phillips
Kay Quinn
Georgina Runnalls
Alun Toghill
Gail Williams
Rhys Williams
Mel Witherden

THE COUNCIL'S STAFF

Director & Secretary

Finance Manager

Research and Information Manager
Publications Officer
Charities Information Officer
Information Assistant

Extension Services Manager
Local Development Consultant

Development Officer Community Initiatives Unit

Organisation and Development Manager
Development Manager, Give As You Earn Wales
Voluntary Assistant
Secretary to Opportunities for
Volunteering in Wales

Field Project Manager, Take Care
Project Executive Officer, Take Care

Development Secretary, Community '89
Promotions Manager, Community '89

Administrative Assistants

Secretary
Receptionist/Secretaries

YTS Trainee
Janitor

Mr. Hywel Griffiths

Douglas Morris
Mike Evans (to March '88)

Lynda Garfield
Lindsey Williams
Clive Smithers
Valerie Crees

Howard John
Roy Jones

Roger Hopkins

Peter Bryant
Rosemary Jones
Jason Lewis (from October '87 to April '88)

Stan Salter

Tom Bell
Judith Bevan

Ruth Hopkins (from September '87)
Jean Reader (from October '87)

Jan Bish
Carol James

Diane Roberts
Dawn Cleeves
Isobel Cordiner (to August '87)

Wendy Bidgway
Tom Lewis

MEMBERSHIP OF THE COUNCIL

HONORARY LIFE MEMBERS

Reverend Ivor V. Cassam
Mr. L. Churchman-Davies
Dr. A.B. Oldfield Davies
Rt. Hon. Lord Heycock
Mr. H. Noel Jerman
The Earl of Lisburne
Mr. John Price (from April '88)
Mr. Leslie Sketch
Sir William Thomas
Professor G.F. Thomason

INDIVIDUAL MEMBERS

Reverend Douglas Bale
Mrs. Teleri Bevan
Professor Maurice Broady
Dr. T. Chapman
Lady Olwen Carey Evans
Mr. Hywel Griffiths
Mr. C.E. Harrison

Mr. C.A. Hopkinson

Mr. Aubrey Jones OBE
Mr. J.O. Jones
Mrs. G.M. Lysaght
Mr. T. George Parry MBE
Mr. Julian Phillips
Mr. H. Hugh Thomas
Mr. R.M. Thomas
Ms. Ann Turner
Sir Donald Walters

AFFILIATE MEMBERS

Action Resource Centre
Age Concern Wales
Arts for Disabled People in Wales
Association of Crossroads Care Attendant Schemes
Boys' Clubs of Wales
British Epilepsy Association (Wales/Cymru)
British Red Cross Society (Wales)
Centre for Applied Social Studies, U.C. Swansea
Chest Heart & Stroke Association
The Children's Society
Clwyd Voluntary Services Council

Coleg Harlech
Community Design Service
Community Projects Foundation
Community Support Anti-Waste Scheme
Community Service Volunteers (Wales)
Council for the Protection of Rural Wales
Council for Wales of Voluntary Youth Services
Cymdeithas Epilepsi Cymru
Cyngor Gwlad Gwynedd
Cynon Valley Community Projects Association
Dr. Barnardo's
Dyfed Association of Voluntary Services
Equal Opportunities Commission
Gwent Association of Voluntary Organisations
Honourable Society of Cymrodorion
Keep Wales Tidy Campaign
Llanelli Community Development Agency
Mencap in Wales
Merched Y Wawr
Mid Glamorgan Association of Voluntary Organisations
Mudiad Ysgolion Meithrin
Muscular Dystrophy of G.B. and N.I.
National Association of Citizens Advice Bureaux
National Council for Voluntary Organisations
National Council of YMCA's of Wales
National Children's Home
National Federation of Women's Institutes
National Museum of Wales
Newport Resource Centre
Order of St. John
Oxfam in Wales
Physically Handicapped and Able Bodies Council of Wales
Powys Rural Council
Powys Self Help
Prince of Wales Committee
Salvation Army Social Services
Save the Children Fund
Shelter Wales
Soroptomists International
South Glamorgan Intervol
Swansea Council for Voluntary Service
Urdd Gobaith Cymru
Wales Association of County Voluntary Councils
Wales China Friendship Society
Wales Council for the Blind
Wales Council for the Deaf
Wales Council for the Disabled
Wales Mind

Wales Preschool Playgroups Association
Wales T.U.C.
Welsh Association of Youth Clubs
Welsh Centre for International Affairs
Welsh Consumer Council
Welsh Disabled Motorists Club
Welsh Initiative for Specialised Employment
Welsh Joint Education Committee
Welsh Women's Aid
West Glamorgan Community Services Council
Women's Royal Voluntary Service, Welsh H.Q.
The Workers' Educational Association

REPRESENTING LOCAL GOVERNMENT

Clwyd County Council
Dyfed County Council
Powys County Council
South Glamorgan County Council

ASSOCIATE MEMBERS

Action on Smoking and Health
Afan Community Bus Project
Age Concern, West Glamorgan
Albert Road Methodist Church, Penarth
Aldboume Associates
Arthritis Care
Arthritis and Rheumatism Council — Cardiff
Arts & Social Studies Library, UWCC
Bangor Community Action
Bedlinog Community Council
Boys' Brigade in Wales
Bridgend Technical College Library
Bridges of Monmouth
British Association of Social Workers (Welsh Committee)
British Red Cross Society — Pontypridd
Cardiff Citizens Advice Bureau
Cardiff Cyrenians
Cardiff Flatshop
Cardiff Mind
Cardiff Student Community Action
Cardiff Womens Aid
Cartref Dyffryn Cheshire Home
Cathays & Central Youth & Community Centre
Catholic Children's Society
The Children's Society, St. Asaph
City Centre Youth Project
Coleg Elidyr
Community Design for Gwent
Community Independent Agency (Rhymney Valley)
Cwmbran Community Press

Cymorth Cwmtawe, Information and Advocacy Project
DIAL, Llantrisant and District Daybreak
Deeside High School
Diocese of Llandaff Council for Social Responsibility
Disabled Drivers' Association (Taff Rhondda)
Drama Association of Wales Drive
Duke of Edinburgh's Award Scheme
Dyfed Council on Alcoholism
Enterprise Penarth
Family Care Housing Association
Family Planning Association
Ferndale Workman's Hall and Institute
Gwasanaeth Llyfrgell Gwynedd
Gwent County Library
Gwent Hospitals Contributory Fund
Gwynedd Samaritans
Hay and District Community Support
Islwyn Council for the Disabled
Jane Hodge Holiday Home
Llanelli and Dinefwr Community Health Council
Mental Handicap in Wales, Applied Research Unit
The Montgomery Trust for Nature Conservation
Multiple Sclerosis Society — Caerleon
Multiple Sclerosis Society — Cardiff
NACRO Gwynedd
NACRO Education Centre, Newport
National Association of Citizens' Advice Bureaux — North Wales Area
National Childminding Association
Neath Community Resource Centre
Newport Development Team (CPF)
Newport MIND
N. Wales Social Work Practice Centre
Ogwr Community Health Council
Pontypridd Citizens Advice Bureau
Pontypridd Volunteer Bureau
Presbyterian Church in Wales — Youth Service
The Provincial Board of Mission of the Church in Wales
Radnor Smallholding Project
Ramblers' Association
Refugee Action
Replan
Rhondda Campaign for the Mentally Handicapped
Rhondda Mencap
Rhymney Valley Community Health Council
Shelter Wales, Wrexham
Social Research Unit, UWCC
South East Wales Mission to the Adult Deaf and Dumb
South Glamorgan Care for the Elderly
South Glamorgan Chinese Cooperative Society
South Glamorgan Council on Alcoholism

South Wales Association for Spina Bifida and Hydrocephalus
South Wales Convalescent and Rest Home
South Wales Marriage Guidance Council
The Spastics Society
Spectacle Theatre Company
Standing Conference of Voluntary Organisations for People with a Mental Handicap in Wales (SCoVO)
St. Asaph Diocesan Association for Social Work
St. David's Foundation
Swansea Accommodation for the Single Homeless
Taff Ely Drug Support Group
Taffs Well & District Community Action Programme
Teen Challenge
Tracks Youth Advice Service
Training Support Unit (Mental Handicap Strategy)
United Council on Alcohol and Other Drugs
Voluntary Community Service, Cardiff
Wrexham and District Handicapped Childrens Society
Welsh Association of Community and Town Councils
Welsh Women's Aid, Rural Office
Ynys Mon/Anglesey Community Health Council
Youth Hostels Association (South Wales)
Ystradgynlais Citizens Advice Bureau

The Hon. Islwyn Davies
Mrs. Sheila Gifford

MEMBERSHIP OF THE WCVA

Membership of the WCVA:

- provides voluntary organisations with a range of valuable services
- enables them to keep in touch with each other and abreast of all relevant trends, developments and initiatives in Wales
- gives voluntary organisations opportunities to collaborate on issues of common concern, to represent their views to government and to develop new partnerships and alliances.

AND SO HELPS TO CREATE A STRONG NATIONAL VOICE FOR THE WELSH VOLUNTARY SECTOR

The Council has full voting membership for national voluntary organisations, county and district based development agencies and individuals who support the aims of the Council.

In addition local voluntary organisations, public bodies and professional associations can become associates of the Council. The services and benefits provided by the WCVA to both categories include:

- free annual subscription to Network Wales
- substantial discounts on all WCVA conferences, seminars, training events and certain publications
- priority access to the Council's information and research facilities
- copies of Information Sheets and briefing papers as they are produced
- information and consultation on policies affecting your specialist area of interest.

FEES:

Full membership: £16 p.a.

Association £10 p.a.

Further information is available from Peter Bryant, WCVA.



*To know what to do is wisdom
To know how to do it is skill
But performing a task as it should be done
excels these other two virtues*

Plutarch