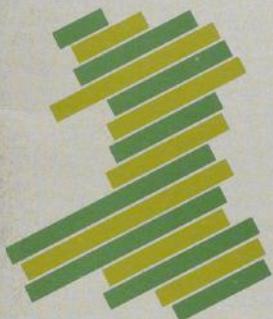


ANNUAL
REPORT
1990/91
ADRODDIAD
BLYNYDDOL



Wales Council for Voluntary Action
Cyngor Gweithredu Gwirfoddol Cymru

MOVING FORWARD

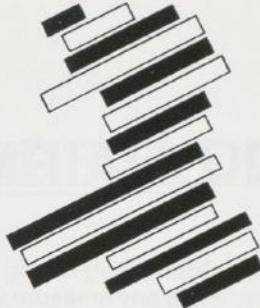
New Times - New Directions



44th ANNUAL REPORT

1990/91

44ain ADRODDIAD BLYNYDDOL



Wales Council for Voluntary Action

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The aim of WCVA is to promote, support and facilitate voluntary action and community development in Wales.

As the national representative and resource agency for the voluntary sector in Wales its role is to:

- interpret change, assess the implications, inform and consult and then put forward the collective views of the voluntary sector;
- ensure that the voluntary sector is equipped with the knowledge, resources and skills it needs to be effective.

It seeks to fulfil this role by :

- promoting the general case for voluntary action and community development in Wales;
- representing the views of the voluntary sector;
- promoting a strategic approach to the development of the voluntary sector;
- disseminating good practice;
- providing services;
- promoting a more cohesive, coherent and effective sector;
- representing Wales at a UK-European level.

Amcan CGGC yw hyrwyddo, cefnogi a galluogi gweithredu gwirfoddol a datblygu cymunedol yng Nghymru.

Fel cymrychiolydd cenedlaethol ac asiantaeth adnoddau'r sector wrifoddol yng Nghymru, ei swyddogaeth yw:

- dehongli newid, asesu'r goblygiadau, hysbysu ac ymgynghori ac yna cyflwyno barn gyfun y sector wrifoddol;
- sicrhau bod gan y sector wrifoddol y wybodaeth, yr adnoddau a'r sgiliau sydd eu han-gen arni i weithio'n effeithiol.

Mae'n ceisio cyflawni'r swyddogaeth hon trwy:

- hyrwyddo'r dadleuon cyffredinol o blaid gweithredu gwirfoddol a datblygu cymunedol yng Nghymru;
- gynrychioli barn y sector wrifoddol;
- hyrwyddo strategaeth ar gyfer datblygu'r sector wrifoddol;
- ledaenu arferion da;
- ddarparu gwasanaethau;
- hyrwyddo sector sy'n fwy cydlynnol, cydgyrsyltio ac effeithiol;
- gynrychioli Cymru ar y lefel Brydeinig ac Ewropeidd.



Prudential is delighted to support the production of this Annual Report as part of its national Community Support Programme.

CHAIRMAN'S REPORT

"On any measure volunteering is a substantial element in the social fabric . . ."

I am very pleased to introduce this report on the activities of the Council for the year ended 31st March 1991, together with a summary of income and expenditure for that year.

Despite the economic downturn and the continuing need for the Council to expand its services to the growing voluntary sector in Wales, you will note that a surplus of income over expenditure was recorded. I can say with confidence that the finances of the Council are sounder than for some years past and we look to the future with cautious optimism.

For reasons that have been well documented and need not be repeated here there is a great need for voluntary action and community development in many parts of Wales. The problems now facing agriculture, for example, will require the voluntary sector to be much more active in the rural areas than has been the case hitherto. The Council is very conscious of this fact and is strengthening the organisation accordingly.

Nobody can be unaware of voluntary action, but probably few of us know of the size of its contribution to society. For example, the annual income of voluntary organisations in Wales exceeds £500m and they employ about 6,000 people. Voluntary organisations deal with over 400,000 requests for advice in a year, and it is estimated that as much as one third of all the people in Wales do voluntary work.

On any measure volunteering is a substantial element in the social fabric and I am pleased that national and local government is recognising more and more that this is so. Nevertheless there is still a vast amount of potential voluntary effort waiting to be guided and encouraged to join existing organisations or set up new ones. There is no area of voluntary activity that does not need more and more voluntary helpers.

As the national resource agency for the voluntary sector in Wales we seek to anticipate change to provide consequential advice to the voluntary sector whenever required, and to help all organisations within that sector to achieve their aims and objectives effectively.

As we live in a rapidly moving world particularly with technology and changing markets bringing about unemployment in jobs once considered safe, great demands are placed upon the professionalism of those who work in the Council. It gives me great satisfaction to record that Graham Benfield, our Director, and his staff meet the many challenges that face them with resilience and skill and for this and their high degree of motivation I give them the thanks not only of myself but of the whole Executive Committee.

In conclusion I would also like to thank all those organisations who have assisted the Council's work over the last year and in particular the Welsh Office, Training Agency and CCETSW for grant aid, National Westminster Bank plc for supporting the training programme, South Glamorgan County Council for their assistance at the Annual Meeting, and Cardiff City Council for their reception preceding the Wynford Vaughan Thomas Memorial Lecture.

DONALD WALTERS

ADRODDIAD Y CADEIRYDD

“Pa llyn mesur bynnag a ddefnyddir, mae gwaith gwirfoddol yn elfen arwyddocaol yng ngwead y gymdeithas . . .”

Pleser o'r mwyaf imi yw cael cyflwyno'r adroddiad hwn ar weithgareddau'r Cyngor ar gyfer y flwyddyn yn diweddu 31 Mawrth 1991, ynghyd â chrynodeb o incwm a gwariant y flwyddyn honno.

Er gwaetha'r dirwasgiad economaidd a'r angen parhaus i'r Cyngor helaethu'i wasanaethau yn wyneb twf y sector gwirfoddol yng Nghymru, fe welwch y cafwyd mwy o incwm nag o wariant. Gallaf ddweud yn ffyddio wrthych bod sefydla ariannol y Cyngor ar seiliadau cadarnach nag ers llawer blwyddyn ac edrychwn yn weddol hyderus tua'r dyfodol.

Am resymau sydd eisoes wedi'u dogfennu'n he-laeth nad oes angen imi'u hailadrodd yma, mae angen mawr am weithredu gwirfoddol a datblygu cymunedol ym mhob cwr o Gymru. Mae'r problemau sy'n wynebu amaethyddiaeth er engraiifft yn golygu bydd rhaid i'r sector gwirfoddol fod yn llawer mwy gweithgar yn yr ardaloedd gwledig na chynt. Mae'r Cyngor yn ymwybodol iawn o'r ffaith hon ac mae'n cryfau'i drefnidaeth yn unol â hynny.

Mae pawb bellach, mae'n siwr, yn ymwybodol o waith gwirfoddol, ond mae'n debyg mai ychydig iawn sy'n gwybod am faint ei gyfraniad at gymdeithas. Er engraiifft, mae incwm cyrrf gwirfoddol yng Nghymru yn fwy na £500 miliwn gan gyflogi oddeutu 6,000 o bobl. Mae cyrrf gwirfoddol yn ymdrin â mwy na 400,000 o geisiadau am gyngor mewn blwyddyn, ac amcangyfrifir bod cymaint ag un rhan o dair o holl bobl Cymru yn gweud gwaith gwirfoddol.

Pa llyn mesur bynnag a ddefnyddir, mae gwaith gwirfoddol yn elfen arwyddocaol yng ngwead y gymdeithas ac rwy'n falch gweld bod llywodraeth genedlaethol a lleol yn cydnabod hynny fwyfwy. Fei yr asiantaeth adnoddau gened-

laethol ar gyfer y sector gwirfoddol yng Nghymru, rydym yn ceisio rhagweld newid trwy roi cyngor i'r sector gwirfoddol pa byrd bynnag fo angen hynny, ac i helpu pob corff a mudiad o fewn y sector i wireddu'u hamcanion a'u nodau'n effeithiol.

Gan ein bod yn byw mewn byd hynod gyfnewidiol lle mae marchnadoedd newydd a thechnoleg yn dod â diweithdra yn eu sg^z il mewn meysydd y tybiwyd eu bod ar un adeg yn ddiogel, mae pwysau mawr yn cael ei roi ar broffesiynoldeb y rheini sy'n gweithio yn y Cyngor. Testun bodd-had mawr imi yw cael cofnodi bod Graham Benfield, ein Cyfarwyddwr, a'i staff yn cwrrd â'r siallensau dirif sy'n eu hwynебu yn ddyheug a phenderfynol ac am hynny ac am eu brwd frydedd mawr, hoffwn ddiolch iddynt ar ran fy hun ac ar ran y Pwyllgor Gwaith.

I gloi hoffwn ddiolch i'r holl fudiadau hynny sydd wedi helpu gwaith y Cyngor dros y flwyddyn ddiwethaf, yn enwedig y Swyddfa Gymreig, yr Asiantaeth Hyfforddi a CCETSW am gymorth grant, Banc y National Westminster ccc am noddî'r rhaglen hyfforddi, Cyngor Sir De Morganwg am eu cymorth yn y Cyfarfod Blynnyddol, a Chyngor Dinas Caerdydd am y derbyniad cyn cynnal Darlith Goffa Wynford Vaughan Thomas.

DONALD WALTERS

DIRECTOR'S REPORT

**"WCVA, with the voluntary sector, is moving forward to new times
and in new directions"**

1 1990/1 was a year of expansion, reflection and preparation for WCVA. In a year when there was a marginal increase in our grant from the Welsh Office we nevertheless increased our range of services and activities substantially.

We launched a series of initiatives to promote the work of the voluntary sector and trebled our media exposure (p.12). We tackled a wider range of issues than ever before (p.13 - p.18). We expanded our services. The number of training days increased by over 100 per cent, information requests increased by 30 per cent and the number of subscribers to WIN - the Welsh Information Network increased by 50 per cent. The relaunched Funding Advice Service answered over 500 queries and provided basic fundraising training to 250 people (p.22). We also helped attract or distribute funds in excess of £2,000,000 to the voluntary sector in Wales (p. 7), and have built up an unparalleled range of networks through the voluntary, volunteering and community sectors in Wales.

It was also a year of reflection, during which we identified our weaknesses.

At the start of the year we had no Welsh language policy or capacity, no Equal Opportunities Policy and our relevance to the rural and northern areas of Wales was questionable. During the year, drawing heavily on the expertise of our Executive Committee members, we made a start on these deficiencies. A Welsh language policy was adopted and the first bi-lingual member of staff appointed, giving us the capacity to respond to requests in Welsh and a joint Executive - staff group are now drawing up an Equal Opportunities Policy. A policy advisory group was also set up for North & West Wales, and this has led to application and approval of a bi-lingual Rural & European Officer who will be based at a new office in Welshpool.

The year was also a time of preparation for anticipated change, both for ourselves and many of our members.

Community Care was postponed. The Children's Act had yet to start. The review of the Mental Handicap Strategy had begun but not finished. The full impact of the new Training & Enterprise Councils, Countryside Council and the Efficiency Scrutiny on the Funding of the Voluntary Sector had not yet been felt. New structures in rural areas, youth work and local government were on the horizon. In the face of such change it becomes crucial that WCVA should work out the implications for the voluntary sector as these are often overlooked or ignored. We also need to ensure that new arrangements enhance rather than undermine or neutralise the essential values and characteristics of voluntary organisations and that the sector has the skills, knowledge and resources to both assert its independence and fulfil its unique potential.

WCVA, with the voluntary sector, is moving forward to new times and in new directions.

GRAHAM BENFIELD

ADRODDIAD Y CYFARWYDDWR

**“Mae CGGC, gyda'r sector wifoddol, yn symud ymlaen i amserau
newydd ac i gyfeiriadau newydd”**

Bu 1990/1 yn flwyddyn o ehangu, myfyrio a pharatoi i CGGC. Er i ni gael cynnydd bychan yn ein grant oddi wrth y Swyddfa Gymreig, llwyddasom i gynyddu'n hamrywiaeth o weithgareddau a gwasanaethau yn sylweddol.

Lansiwyd gennym gyfres o gynlluniau i hynwyddo gwaith y sector wifoddol gan dreblu'r sylw a roddwyd inni gan y Cyfryngau (tud. 12). Aethom i'r afael ag amrywiaeth ehangach o bynciau nag erioed o'r blaen (tud.13 - tud.18). Ehangau ein gwasanaethau. Cynyddodd nifer ein dyddiau hyfforddi o fwy na 100%, ceisiadau am wybodaeth o 30% a nifer y tanysgrifwyr i WIN - y rhwydwaith gwybodaeth Cymreig - o 50%. Atebodd y Gwasanaeth Cyngor Ariannu, a gafoedd ei ail-lansio, fwy na 500 o ymholaiedau gan roi hyfforddiant sylfaenol ar godi arian i 250 o bobl (tud.22). Rydym hefyd wedi helpu i ddenu neu ddosbarthu mwy na £2,000,000 o arian i'r sector wifoddol yng Nghymru (tud 7) ac rydym wedi meithrin ystod ddihofal o rwydweithiau trwy gyfrwng y sectorau gwirfoddol, gwirfoddoli a chymunedol yng Nghymru).

Bu hefyd yn flwyddyn o fyfyrto a chawsom gyfle i edrych ar ein gwendarau.

Ar ddechrau'r flwyddyn, nid oedd gennym bolisi Cymraeg na'r gallu i weithredu un, doedd dim Polisi Cyfleoedd Cyfartal ac amheus oedd ein perthnasedd a ardaloedd gwledig Gorllewin a Gogledd Cymru. Yn ystod y flwyddyn, gan ddi-bynnu'n drwm ar arbenigeddau aelodau'n Pwyllgor Gwaith, dechreuwyd ceisio unioni'r difygion hyn. Cafodd polisi ar gyfer yr iaith Gymraeg ei mabwysiadu a chyflwynwyd yr aelod dwyieithog cyntaf o staff, gan roi'r gallu inni fedru ymateb i geisiadau yn y Gymraeg ac mae grŵp yn cynnwys aelodau o'r Pwyllgor Gwaith a staff yn cyfarfod i lunio Polisi Cyflwr Cyfartal. Cafodd grŵp polisi ymgynghorol hefyd ei sefydlu ar gyfer y Gogledd a'r Gorllewin ac arweiniodd hyn at benodi a chymeradwyo Swyddog Gwledig ac

Ewropeaidd dwyieithog a fydd yn gweithio yn swyddfa y Trallwng.

Bu eleni hefyd yn flwyddyn o baratoi ar gyfer newidiadau arfaethedig, i ninnau ac i lawer o'n haelodau.

Cafodd Gofal Cymunedol ei ohirio. Nid yw'r Ddeddf Blant wedi dechrau eto. Mae'r arolwg o'r Strategaeth Anfantais Meddwl wedi dechrau ond nid yw eto wedi'i offern. Nid ydym eto wedi teimlo effaith llawn sefydlu'r Cynghorau Menter a Hyfforddiant, y Cyngor Cefn Gwlad a'r Astudiaeth a Effeithiolrwydd Ariannu'r Sector Wifoddol newydd. Yn wyneb y fath newidiadau mae'n hanfodol bod CGGC yn edrych ar y golygiadau i'r sector wifoddol gan fod y rhain yn amlyn cael eu hesgolusuo neu'u hanwybyddu. Mae angen inni hefyd sicrhau bod trefniadau newydd yn hybu yn hytrach nag yn tanseilio neu ddiddymu gwerthoedd a chymeriad hanfodol mudiadau gwirfoddol a bod gan y sector y sgiliau, y wybodaeth a'r adnoddau i fedru cadw'i hannibyniaeth a chyrraedd ei photensial unigryw.

Mae CGGC, gyda'r sector wifoddol, yn symud ymlaen i amserau newydd ac i gyfeiriadau newydd.

GRAHAM BENFIELD



VOLUNTEERING

One in three people in Wales undertake some form of volunteering work. While individual enthusiasm and commitment is there many people are frustrated by the lack of access to suitable opportunities, support and training.

Volunteering is patchy and underdeveloped in many areas of Wales and there has been no policy or structure to address the challenges volunteers are facing in the 1990s.

In 1990 WCVA established a strategy and has begun to implement it. It consists of :

- A national focus for volunteering in Wales which provides information and consultancy.
- A training programme for volunteer organisers. Grants to organisations who are promoting volunteering.
- Grants to organisations who are promoting volunteering



GWIRFODDOLI

Mae un o bob tri pherson yng Nghymru yn gwneud rhyw fath o waith gwirfoddol. Er na ellir gwadu'u brwd frydedd a'u hymrwyriad personol, mae llawer o bobl yn teimlo'n rhwystredig oherwydd prinder cyfleoedd, cymorth a hyfforddiant addas.

Mae gwirfoddoli'n dameidiog a heb ei ddatblygu mewn llawer ardal yng Nghymru ac nid oes trefniadaeth na pholisi i helpu gwirfoddolwyr i fynd i'r afael â'r her sy'n eu hwynebu yn y 1990au.

Ym 1990 sefydlodd CGGC strategaeth ac mae wedi dechrau'i gweithredu.

Mae'n cynnwys:

- Ffocws cenedlaethol ar gyfer gwirfoddolwyr yng Nghymru i ddarparu gwybodaeth a chyngor.
- Rhaglen hyfforddi ar gyfer trefnwy'r gwirfoddoli.
- Grantiau i fudiadau sy'n hyrwyddo gwirfoddoli.





Volunteering in Wales Fund



In 1990/1 34 grants were made from 102 applications costing £157,453.

As a result over 1,200 new volunteers came forward and provided :

- volunteer help to the elderly and handicapped in Swansea;
- volunteer support for victims of crime in Gwent, Caerphilly and Upper Rhymney Valley;
- debt counselling in Rhymney Valley;
- welfare benefits advice in Rhyll;
- counselling work on alcohol, drugs and Aids in youth clubs across Wales;
- bereavement care in Rhondda, Cardiff, Bangor and the Vale of Glamorgan;
- women's refuges, information centres and rape crisis lines in Abergavenny, Glyndwr and Cardiff;
- support to mental health day patients and their children in Newport;
- practical advice on access needs of the disabled to architects and planners in South Glamorgan;
- a day centre for single parents and their children in Swansea;
- help to sufferers of strokes with communication problems in Gwynedd;
- play-workshops in Mid Wales.

Yn 1990/1 rhoddwyd 34 o grantiau ar ôl derbyn 102 o geisiaid, yn costio £157,453.

O ganlyniad daeth mwy na 1,200 o wirlfoddolwyr newydd ymlaen gan ddarparu:

- cymorth gwirfodol i'r henoed a'r anabl yn Abertawe;
- cefnogaeth wirlfoddol i ddioddefwyr troseddau yng Ngwent, Caerffili a Blaenau Cwm Rhymni;
- cyngor i'r rheini mewn dyled yng Nghwm Rhymni;
- cyngor ar fudd-daliadau yn y Rhyll;
- gwaith cyngori ar aloccohol, cyffuriau ac Aids mewn clybiau ieuenctid ledled Cymru;
- gofal i bobl sydd dioddef o brofedi-gaeth yn y Rhondda, Caerdydd, Bangor a Bro Morgannwg;
- llochesi i fenywod, canolfannau gwybodaeth a llinellau ffôn ar gyfer menywod sydd wedi'u tresio yn y Fenni, Glyndwr a Chaerdydd;
- cefnogaeth i gleifion dydd iechyd meddwl a'u plant yng Nghanwydd;
- cymorth ymarferol ar anghenion mynediad yr anabl i benseiri a chynllunwyr yn Ne Morgannwg;
- canolfan ddydd i rieni sengl a'u plant yn Abertawe;
- cymorth i ddioddefwyr strôc â phroblemau cyfathrebu yng Ngwynedd;
- gweithdai chwarae yn y Canolbarth.

The Voluntary Sector and . . .

GOVERNMENT

In May 1990 the government published its long awaited review of its funding procedures and policies toward the voluntary sector.

The Efficiency Scrutiny report, now accepted by government, requires Welsh Office to :

- set out its objectives for funding the voluntary sector;
- agree with voluntary organisations the concrete objectives for which they will be funded and evaluated;
- state and adhere to clear procedures and timetables for funding and move to 3 year funding programmes;
- encourage organisations to promote volunteering and seek resources from non-governmental sources;
- involve the voluntary sector in setting its departmental and divisional objectives.

WCVA's response

WCVA has responded to the scrutiny by:

- informing the sector of the content of the report;
- gathering and representing views;
- organising joint discussions and seminars with Welsh Office;
- commenting on implementation proposals;
- monitoring Welsh Office progress in implementation.

The voluntary sector welcomed many of the recommendations but wanted :

- clearer and broader definitions of "core" project and service funding;



Scrutiny themes

The themes of the scrutiny were evident in a comprehensive statement of Welsh Office policy toward the sector, given by the then Under-Secretary of State, Ian Grist, to the Annual Conference of WCVA. In this he pledged Welsh Office to support voluntary activity because it is valuable in its own right, not to impose a straight-jacket, not to cut the level of funding and not to replace statutory functions with voluntary services. He called for greater dialogue and the need to build on this two-way exchange.

- better coordination within Welsh Office to develop activities which cut across divisions;
- clearer policies for supporting volunteering, community development, rural areas, management development;
- recognition of the legitimacy of advocacy, representation and campaigning functions.

WCVA has continued to highlight these issues and has put forward constructive proposals on volunteering, community development and rural areas.



Y Sector Wirfoddol a'r . . .

LLYWODRAETH

Ymis Mai 1990 cyhoeddodd y Llywodraeth yr arolwg y bu cy-maint o aros amdano ar drefniadau a pholisiau ariannu ar gyfer y sector wirfoddol.

Yn ôl adroddiad yr Archwiliad Effeithi-olwydd, sydd bellach wedi'i dderbyn gan y Llywodraeth, mae'n ofynnol i'r Swyddfa Gymreig:

- nodi'i blaenorhaethau o safbwyt ariannu'r sector wirfoddol;
- gytuno gyda'r mudiadau gwirfoddol y nodau diriaethol a ddefnyddir fel sylfaen ar gyfer eu hariannu a'u gwerthuso;
- ddatgan trefniadau ac amserlenni clir ar gyfer ariannu, a chadw atyn, a mabwysiadu rhagleni ariannu 3 blynedd;
- annog mudiadau i hyrwyddo gwirfoddoli ac ymgeisio am adnoddau o ffynoneillau nad ydynt yn perthyn i'r llywodraeth;
- ymgynghyro â'r sector wirfoddol wrth bennu'i nodau adrannol a dos-barthol.

Themau Archwilio

Daeth themâu'r Archwiliad yn amlwg mewn datganiad cynhwysfawr ar bolisi'r Swyddfa Gymreig tuag at y sector gan Ian Grist, a oedd yn Is-Ysgrifennydd Gwladol bryd hynny, yng Nghynhydadol Flynyddol CGGC. Yn y datganiad hwnnw, sicrhaoedd gefnogaeth y Swyddfa Gymreig gan fod gweithredu gwirfoddol yn werthfawr ynddo i hun, ac addawodd na chaiff cyfyngiadau eu rhoi ar y sector, na chaiff y lefelau ariannu eu torri ac na fydd disgwyl i'r gwasanaethau gwirfoddol ysgwyddo cyfrifoldebau statudol.

Galwodd am drafodaethau helaethach a dywedodd bod angen meithrin y ddeialog ddwyffordd hon.

Ymateb CGGC

Mae CGGC wedi ymateb i'r archwiliad trwy:

- hysbysu'r sector o gynnwys yr adroddiad;
- grynhau a chynrychioli safbwytiau;
- trefnu trafodaethau a seminarau ar cyd â'r Swyddfa Gymreig;
- wneud sylwadau ar gamau gweithredu;
- gadw golwg ar y Swyddfa Gymreig o safbwyt y gweithredu hwnnw.

Croesawodd y sector wirfoddol lawer o'r argymhellion ond mynegodd bod angen:

- diffiniadau cliriach ac eangach yn ymwneud â phrosiectau 'craidd, a gwasanaethau ariannu;
- mwy o gydgysylltu o fewn y Swyddfa Gymreig i ddatblygu gweithgareddau a fydd yn torri ar draws rhaniadau;
- polisiau cliriach ar gyfer cefnogi gwirfoddolwyr, datblygu cymunedol, ardaloedd gwledig, datblygu rheolaeth;
- cydnabod dilysnewydd adfocatiaeth, cynrychiolaeth a swyddogaethau ymgyrchu.

Mae CGGC yn parhau i roi sylw i'r pynciâu hyn ac mae wedi rhoi cynigion adeiladol ger bron ynglŷn â gwirfoddoli, datblygu cymunedol ac ardaloedd gwledig.



The Voluntary Sector and . . . Y Sector Wirfoddol a'r . . .

THE LABOUR PARTY

BLAID LAFUR

The Labour Party published its own policy on the Voluntary Sector during the year.

WCVA responded by organising two meetings with Alun Michael, M.P. and Labour Party researchers to respond to the document and put forward the views of voluntary organisations in Wales

Cyhoeddodd Blaid Lafur ei pholisi ei hun ar gyfer y Sector Wirfoddol yn ystod y flwyddyn.

Ymatebodd CGGC trwy drefnu dau gyfarfod gydag Alun Michael, AS ac ymchwiliwyd y Blaid Lafur i ymateb i'r ddogfen a rhoi safbwytiau mudiadau gwirfoddol Cymru ger bron.

A MANIFESTO?

MANIFFESTO ?

During the year WCVA commented on manifestos produced by NCVO on voluntary organisations, Volunteer Centre UK on volunteering, and Community Development Foundation and National Coalition for Neighbourhoods on community development. It has also produced its own draft manifesto outlining policies for Wales and this is currently out for wide consultation.

Yn ystod y flwyddyn cyhoeddodd CGGC ei sylwadau ar fanifestos a gynhyrchiwyd gan yr NCVO ar fudiadau gwirfoddol, gan Ganolfan Gwirfoddolwyr Prydain a wirfoddoli, a chan y Sefydliad Datblygu Cymunedau a Chlymbaith Genedlaethol y Cymdogaethau ar ddatblygu cymunedol. Mae'r Cyngor hefyd wedi cynhyrchu ei fanifesto drafft ei hun yn amlinellu ei bolisiau ar gyfer Cymru ac mae hwn wedi'i ddosbarthu'n helaeth at ddiben ymgynghori.

THE PRIVATE SECTOR

SECTOR BREFAT

WCVA continues to build links with the private sector.

Mae CGGC yn parhau i feithrin cysylltiadau â'r sector breifat.

- The 1990 Wynford Vaughan Thomas Memorial Lecture was on the theme of New Directors in Business and Community Partnerships. It was given by Brandon Gough, Chairman of Coopers, Lybrand & Deloitte, and supported by Cardiff City Council.
- WCVA is participating in a pilot employee volunteering scheme in Cynon Valley.
- WCVA is advising a number of companies on their community policies.

- Thema Darlith Goffa Wynford Vaughan Thomas 1990 oedd Cyfarwyddwyr Newydd mewn Busnes a Phartneriaethau Cymunedol. Fe'i traddodwyd gan Brandon Gough, Cadeirydd Coopers, Lybrand & Deloitte, a'i noddi gan Gyngor Dinas Caerdydd.

- Mae CGGC yn cymryd rhan mewn cynllun gwirfoddoli gweithwyr arbafol yng Nghwm Cynon.
- Mae CGGC yn rhoi cyngor i nifer o gwmniau ynglyn â'u polisiau cymunedol.



COHESION, COHERENCE AND EFFECTIVENESS

CYDLYNU, CYDGYSYLLTU AC EFFEITHIOLRWYD

WCVA aims to promote a coherent and cohesive voluntary sector in Wales which is based upon the needs of its members, reduces duplication, and uses resources in the most cost-effective way.

Last year, WCVA set up the Social Care Network of Wales-wide organisations concerned with social care, and providing servicing and developmental support to the national network of county voluntary councils (WACVAC).

This year, WCVA :

- brought together, in a residential workshop, the Social Care Network and WACVAC members to hammer out their respective roles. This resulted in a protocol on exchange of information, cooperation on development work, and a database of key information on each organisation;
- promoted and explained the proposals for a unique partnership between Wales MIND and County Voluntary Councils. This resulted in a central training and information for Wales MIND and a mental health development officer based with each County Voluntary Council;
- produced a detailed blueprint for defining minimum standards of service, and creating complementary roles between WCVA and County Voluntary Councils. These proposals formed the basis of this year's WACVAC Annual Conference.

Mae CGGC yn anelu at hyrwyddo sector wirfoddol gydlynol a chydgyssylltiol yng Nghymru, yn seiliedig ar anghenion ei haelodau, i leihau dyblygu ac i ddefnyddio adnoddau yn y ffordd fwyaf cost-effeithiol.

Y llynnedd, aeth CGGC ati i sefydlu y Rhwydwaith Gofal Cymdeithasol ar gyfer mudiadau o bob cwr o Gymru sy'n ymneud â gofal cymdeithasol, a darparu gwasanaethau a chymorthi datblygu i'r rhwydwaith cenedlaethol o gynghorau gwirfoddol sirol (WACVAC).



Eleni, mae CGGC wedi:

- dod ag aelodau'r Rhwydwaith Gofal Cymdeithasol a WACVAC ynghyd mewn gweithdy preswyl er mwyn pendefrynu pwy sy'n gyfrifol am wneud beth. O ganlyniad, cyhoeddwyd protocol ar gyfnewid gwybodaeth, cydweithredu ar waith datblygu, a bâs data o wybodaeth am bob mudiad;
- hybu ac esbonio'r argymhellion ynglŷn â sefydlu partneriaeth unigryw rhwng MIND Cymru a Chynghorau Gwirfoddol Sirol. Arweiniodd hyn at sefydlu rôl hyfforddi a darparu gwybodaeth gânolog i MIND Cymru a phenodi swyddog datblygu iechyd meddwl ym mhob un o'r Cynghorau Gwirfoddol Sirol;
- cynhyrchu glasbrint manwl ar gyfer difiniō'r hyn a olygir wrth y 'safon isaf' o wasanaeth a chreu rôlau cydategol rhwng CGGC a'r Cynghorau Gwirfoddol Sirol. Y cynigion hyn oedd sylfaen Cynhadledd Flynyddol CGGC eleni.

PROMOTING THE VOLUNTARY SECTOR

HYRWYDDO'R SECTOR WIRFODDOL

There is a continuing need to promote the purpose and value of the voluntary sector in Wales.

This year WCVA :

- trebled its media exposure with coverage in the Western Mail, South Wales Echo, South Wales Evening Post, Liverpool Daily Post, Shropshire Chronicle, Rural Wales, Cardiff Gem, Cardiff Independent, Wales on Sunday, Social Work Today and radio interviews on BBC Radio Wales, BBC Radio Cymru, Red Dragon, Radio Clwyd, Marcher Sound and Swansea Sound;
- consolidated "Network Wales", the Council's monthly newsletter, as the most widely read and influential publication on the voluntary sector in Wales;
- developed the Annual Conference into the most widely reported and attended voluntary sector event in Wales;
- launched a publicity campaign about the importance and needs of local voluntary action. A bi-lingual poster/calendar was sent to key decision makers throughout Wales;
- laid plans to devise a simple way of calculating "added value" for voluntary organisations to use in building their case for resources;
- helped write and launch "Reaching the Media" - an indispensable guide to all voluntary organisations in Wales who wish to promote themselves positively in the press and media.

Mae angen parhaus i hyrwyddo dibenion a gwerth y sector wirfoddol yng Nghymru.

Eleni, mae CGGC wedi:

- cael dair gwaith cymaint o sylw yn y Western Mail, South Wales Echo, South Wales Evening Post, Liverpool Daily Post, Shropshire



Chronicle, Rural Wales, Cardiff Gem, Cardiff Independent, Wales on Sunday, Social Work Today ac mewn cyfweliadau radio ar BBC Radio Wales, BBC Radio Cymru, Red Dragon, Radio Clwyd, Marcher Sound a Sain Abertawe;

- gyfnerthu safle 'Network Wales', newyddlen fisol y Cyngor fel y cyhoeddriad mwyaf dylanwadol ac ehangu ei gynulleidfa ar y sector wirfoddol yng Nghymru;
- datblygu'r Gynhadledd Flynyddol fel y digwyddiad sector wirfoddol pwysicaf yng Nghymru o ran y sylw y mae'n ei gael a'r niferoedd sy'n ei fynychu;
- lansio ymgrych gyhoeddusrwydd am bwysigrwydd ac anghenion gweithredu gwirfoddol lleol. Cafodd poster/calendr dwyieithog ei anfon at y rheini sy'n gwneud penderfyniadau yng Nghymru;
- wedi gwneud cynlluniau i ddyfeisio ffordd syml o helpu mudiadau i wneud ceisiadau mwy effeithiol am adnoddau;
- helpu ysgrifennu a lansi 'Reaching the Media' - llawlyfr gwerthfawr i bob mudiad gwirfoddol yng Nghymru sydd am hyrwyddo'u hunain mewn ffordd bositif yn y wasg a'r cyfngau.



PUTTING PEOPLE FIRST

COMMUNITY CARE

The postponement of the implementation of the new arrangements for community care last summer was greeted with both disappointment at the delay, tempered with relief that a more considered approach would now be possible.

WCVA has continued its work in informing, preparing and representing the voluntary sector by :

- disseminating and commenting on government guidance on the implementation of the proposals;
- highlighting the variety of roles - service provision, advocacy, complaints procedures, planning, monitoring, and information - voluntary organisations can play in the new arrangements for community care;
- organising two major conferences in South and North Wales at which local authorities, Welsh Office and voluntary sector perspectives were presented and contrasted;
- presentations to over 300 organisations throughout Wales on the implications of community care for voluntary organisations;
- enhancing the effectiveness of voluntary sector participation in planning through the provision of training for representatives.

RHOI POBL YN GYNTAF

GOFAL CYMUNEDOL

Siom oherwydd yr oedi ynghyd ag ychydig o ryddhad bod gofali bellach ystyried y mater ychydig yn fwy pwyllog oedd y rymateb i'r penderfyniad i ohirio gweithredu'r trefniadau newydd ar gyfer gofal cymdeithasol.

Mae CGGC wedi parhau â'r gwaith o hysbysu, paratoi a chynrychioli'r sector wifoddol trwy:

- ledaenu cyfarwyddyd y llywodraeth, a mynegi barn arno, ynglŷn â gweithredu'r argymhellion;
- tynnau sylw at yr amrywiaeth o rolau - darparu gwasanaeth, adffocatiaeth, trefniadau achwyno, cynllunio, arolygu a darparu gwybodaeth - y gall mudiadau gwifoddol eu chwarae yn y trefniadau newydd ar gyfer gofal cymunedol;
- trefnu dwy gynhadledd fawr, y naill yn y Gogledd a'r llall yn y De, lle caffod barn awdurdodau lleol, y Swyddfa Gymreig a'r sector wifoddol eu cyflwyno a'u cymharu;
- ddisbarthu cyflwyniadau i fwy na 300 o fudiadau ledled Cymru ar bobl ygiadau gofal cymunedol i fudiadau gwifoddol;
- hybu effeithio'rwydd cyfraniad y sector wifoddol at gynllunio trwy ddarparu hyfforddiant i gyfrannogwyr.



CONSUMER PARTICIPATION

Consumer participation lies at the heart of many of the reforms in the health, social, housing and education services. Yet it remains unclear exactly who should be facilitating such involvement and how it can be achieved.

During 1990/1 WCVA sought to address some of these issues by:

- assisting the Consumer council with its study on consumer consultation and community care;
- organising conferences in North and South Wales to launch the report "Putting People First";
- producing a set of principles upon which consumer participation should be based;
- commissioning research into practical case studies of consumer involvement.

CYFRANOGAETH Y DEFNYDDIWR

Mae sicrhau cyfranogaeth y defnyddiwr yn ganolog i lawer o'r diwygiadau yn y gwasanaethau ieichyd, cymdeithasol, tai ac addysg. Eto i gyd nid yw'n eglur pwy ddylai ffod yn eu hybu ii gymryd rhan a sut mae gwiareddu hynny

Ym 1990/1 ceisiodd CCGC fynd i'r afael â rhai o'r pynciau hyn trwy:

- gynorthwyo Cyngor Defnyddwyr Cymru i gynnal astudiaeth o'r modd yr ymgynghorir â defnyddwyr a gofal cymunedol;
- drefnu cynadleddau yn y Gogledd a'r De i lansio adroddiad 'Rhoi Pobl yn Gyntaf';
- gynhyrchu set o egwyddorion a ddylai fod yn sylfaen ar gyfer cymryd rhan;
- gomisiynu ymchwili i astudiaethau achosol ymarferol o gyfranogaeth defnyddwyr.





CONTRACTING

Contracts have yet to replace grant aid as a method of financing voluntary organisations in Wales. Nevertheless there is little doubt that new voluntary services will be provided on an increasingly contractual basis.

WCVA has developed a comprehensive approach to informing and preparing the voluntary sector for the advance of the contract culture.

It includes :

- conferences on the contract culture outlining the context and the issues;
- consultancy and training to assist organisations decide whether to contract for services;
- specific training courses on the legal and financial aspects of contracting;
- in-house training on management and contract performance;

These services have been used by over 200 organisations throughout Wales.

MENTAL HANDICAP

The year saw the Welsh Office embark upon a comprehensive review of the All Wales Strategy for the Development of Services for People with a Mental Handicap. The lead voluntary sector input has been organised by MENCAP and SCOVO, but WCVA has assisted by:

- informing the wider voluntary sector of the review;
- disseminating the lessons from the strategy into the planning of services for other groups;
- highlighting the implications of the new community care arrangements on the future course of the mental handicap strategy.

CONTRACTING

Nid yw contractau eto wedi disodioli cymorth grant fel dull o ariannu mudiadau gwirfoddol yng Nghymru. Fodd bynnag, nid oes amheuaeth y caiff mwy o wasanaethau gwirfoddol newydd eu darparu trwy gontactau.

Mae CGGC wedi datblygu ffordd gynhwysfawr o roi gwybodaeth i'r sector gwirfoddol a'i pharatoi ar gyfer dyfodiad y diwylliant contractau.

Mae hyn yn cynnwys:

- cynnadleddau ar y diwylliant contractau yn disgrifio'r cyd-destun a'r pynciau llosg;
- ymgynghori a hyfforddi i gynorthwyo mudiadau i benderfynu a ddylent geisio am gontract gwasanaeth;
- cyrsiau hyfforddi penodol ar yr agweddau cyfrithiol ac ariannol;
- hyfforddiant-yn-y-gwaith ar reoli a chyflawni contractau;

Mae rhagor na 200 o fudiadau trwy Gymru wedi manteisio ar y gwasanaethau hyn.

ANABLEDD MEDDYIOL

Eleni aeth y Swyddfa Gymreig ati i gynnal arolwg cynhwysfawr o'r Strategaeth Cymru Gyfan ar gyfer Datblygu Gwasanaethau i Bobl dan Anfantais Meddyiol. Bu MENCAP a SCOVO yn geffylau blaen yn hyn o beth ond mae CGGC wedi helpu trwy:

- roi gwybodaeth i'r sector gwirfoddol ehangach am yr arolwg;
- roi'r gwersi a ddysgywyd oddi wrth y Strategaeth ar waith wrth gynllunio gwasanaethau ar gyfer grwpiau eraill;
- dynnu sylw at oblygiadau'r trefnadau gofal cymunedol newydd ar drywydd y Strategaeth yn y dyfodol.



ENVIRONMENT

Voluntary organisations are playing an increasing significant role on environmental issues.

WCVA's work has been to consider ways in which the voice and activities of the environmental voluntary sector can be enhanced, and was pleased to support the establishment of the Wales Wildlife and Countryside Link.

WCVA has also taken a lead with Friends of the Earth and other organisations in establishing a "Green Charter" outlining practical measures which voluntary organisations can take to ensure their own practices are environmentally friendly.

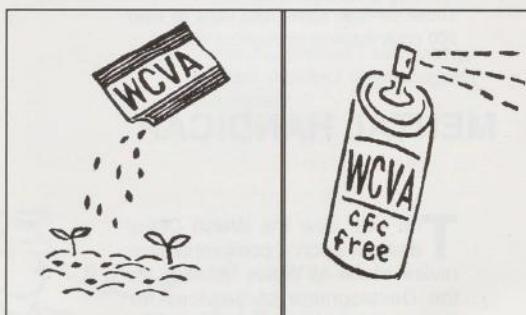


YR AMGYLCHEDD

Mae mudiadau gwirfoddol yn chwarae rhan fwyfwy pwysig mewn materion yn ymneud â'r amgylchedd.

Mae CGGC wedi bod yn ystyried ffyrdd o gryfhau llais a gweithgareddau'r sector gwirfoddol amgylcheddol a phleser iddo oedd helpu sefydlu Dolen Bywyd Gwyllt a Chefn Gwlad Cymru.

Mae CGGC wedi chwarae rhan flaenllaw hefyd law yn llaw â Chyfeillion y Ddaear a mudiadau eraill i sefydlu 'Siarter Werdd' yn rhestru mesurau ymarferol y gall mudiadau gwirfoddol eu cymryd i wneud yn siwr bod eu harferion yn 'gyfeillgar i'r amgylchedd'.





EDUCATION

Radical changes are taking place or are proposed throughout the education system.

WCVA is concerned to ensure that parents of children with special educational needs can participate in decisions relating to the education of their children.

It has therefore assisted in the proposals for a national resource to support existing Special Needs Advisory Projects and to establish such projects in each county of Wales.



TRAINING AND ENTERPRISE

The introduction of Training & Enterprise Councils in each area of Wales has created new dilemmas and opportunities for voluntary organisations. They include:

- the introduction of the new Councils has been accompanied by a reduction in the number of places and providers;
- this reduction has particularly hit existing voluntary sector providers and many have ceased to exist;
- the voluntary sector "Community Opportunities" schemes have been or are being phased out;
- there is concern that the special needs groups may receive less attention under "payment by results" regulations.

During the year WCVA has sought to highlight these concerns, but also to encourage TECs and the wider voluntary sector to enter into constructive working relationships to develop new approaches to meeting the needs of the community.

ADDYSG

Mae newidiadau mawr yn digwydd neu ar fin digwydd yn y gyfundrefn addysg.

Mae CGGC yn gweithio i sicrhau bod rhieni plant ag anghenion addysgol arbennig yn gallu cyfrannu at bendertyniadau'n ymweud ag addysg eu plant.

Y mae felly wedi helpu llunio argymhellion ar gyfer sefydlu canolfan adnoddau genedlaethol i gynorthwyo Prosiectau Cyngori ar Anghenion Arbenig a sefydlu prosiectau o'r fath ym mhob sir yng Nghymru.

HYFFORDDIANT A MENTER

Mae sefydlu Cynghorau Hyfforddiant a Menter ym mhob ardal yng Nghymru wedi arwain at greu problemau ynghyd â chyfleoedd i fudiadau gwirfodol. Mae rhain yn cynnwys:

- mae sefydlu'r Cynghorau newydd wedi arwain at leihau y nifer o leoedd a darparwyr;
- mae'r lleihad hwn wedi taro'r darparwyr sector wirfodol presennol yn gaed ac mae llawer wedi diflannu;
- mae cynlluniau 'Cyfleoedd Cymunedol' y sector wirfodol wedi cael neu ar fin cael eu diddymu;
- mae gofid y gallai y grŵp anghenion arbennig dderbyn llai o sylw o dan y rheolau 'talu trwy ganlyniadau'.

Mae CGGC wedi ceisio tynnu sylw at y gofidiadau hyn yn ystod y flwyddyn, ond hefyd y mae wedi annog y sector wirfodol ehangach i feithrin perthynas weithio adeiladol â'r Cynghorau er mwyn datblygu dulliau newydd i gwrdd ag anghenion y gymuned.



SEYDDA
DRAFT CHILDREN'S ACT

CHILDREN

The Children's Act will create a new legal framework and responsibilities for organisations working with children.

Yet, many voluntary organisations are unaware of the precise implications for their activities, how they can influence its implementation or gain access to the training they need.

WCVA has begun to address some of these issues by :

- contributing to the proposals for "Children in Wales" a new organisation bringing together statutory, voluntary and professional agencies with an interest in children, families and young people;
- strengthening the voluntary sector voice within this new organisation;
- providing briefing days on the implications of the Act for voluntary organisations;
- advising BBC Children in Need Trust on its distribution of funds.

HOUSING

WCVA has given particular attention to the supporting initiatives providing or improving social housing.

It has :

- provided initial support to the South Wales Hostel Workers Forum;
- helped establish a new organisation - Care & Repair Cymru - to take over the support and development of housing agency services in Wales for the elderly;
- increased the involvement and understanding of social care organisations in developing special needs housing in conjunction with the Special Needs Housing Advisory Service;
- provided training for tenants associations.

PLANT

Bydd y Ddeddf Blant yn creu ffframwaith a chyfrifoldebau cyfreithiol newydd i fudiadau sy'n gweithio â phlant.

Eto, mae llawer o fudiadau gwirfoddol yn ansicr o'u goblygiadau i'w gweithgared-dau, sut y gallant ddyylanwadu ar eu gweithriad a sicrhau'r hyfforddiant sydd ei angen arnynt.

Mae CGGC wedi dechrau mynd i'r afael â rhai o'r pynciau hyn trwy:

- gyfrannu at y syniad o sefydlu 'Plant yng Nghymru', mudiad newydd a fydd yn dod â chyff statudol, gwirfoddol a phroffesiynol sydd â diddordeb mewn lles plant, teuluoedd a phobl ifainc ynghyd;
- gryfhau llais y sector wirfoddol o fewn y corff newydd hwn;
- ddarparu dyddiau cyfarwyddo ar oblygiadau'r Ddeddf newydd i fudiadau gwirfoddol;
- roi cyngor i Ymddiriedolaeth Plant mewn Angen y BBC ar sut y dylai dosbarthu'i harian.

TAI

Mae CGGC wedi rhoi sylw arbenig i'r mentrau cynhalioi sy'n darparu neu'n gwella tai cymdeithasol.

Mae CGGC wedi:

- rhoi cymorth cychwynnol i Fforwm Gweithwyr Hostel De Cymru;
- helpu sefydlu corff newydd - Care & Repair Cymru - i ysgwyddo'r gwaith o gynnal a datblygu gwasanaethau asiantaethau tai yng Nghymru ar gyfer yr henoed;
- cynyddu cyfranogaeth a dealltwriaeth mudiadau gofal cymdeithasol wrth ddatblygu tai anghenion arbennig mewn cydweithrediad â'r Gwasa-naeth Ymgynghorol ar Dai Anghenion Arbenig;
- darparu hyfforddiant ar gyfer cymdeithasau tenantiaid.



TRAINING

Meeting the Challenges of the 1990s for voluntary organisations means:

- having a shared vision about an organisation's direction, values and aims;
- having the practical skills to plan, organise and implement the work;
- having committed and motivated people;
- having an understanding of the issues.

Through its training programme WCVA is committed to help voluntary organisations in Wales face these challenges.

HYFFORDDIANT

Er mwyn cwrdd â Her y 1990au, mae gofyn i fudiadau gwirfoddol:

- rannu'r un weledigaeth ynglŷn â chyfeiriad, gwerthoedd ac amcanion y mudiad;
- feddu ar y sgiliau ymarferol i gynllunio a threfnu'r gwaith a'i weithredu;
- feddu ar bobl ysbyrdoledig a ymrwymedig;
- ddeall y pynciau dan sylw.

Trwy'i raglen hyfforddi, mae CGGC wedi'i ymrwymo i helpu mudiadau gwirfoddol yng Nghymru i wynebu'r her.

Who goes on the courses? Pwy sy'n mynd ar y cyrsiau?

Participants attending WCVA training programmes by type of organisation. Y rheini sy'n mynychu rhaglenni hyfforddi CGGC yn ôl y math o fudiad.

Holl Gyrsiau Heblan am Gyfrifiaduron	Cyfrifiaduron	
All Courses Except Computers	Computers	
HEALTH AND SOCIAL WELFARE	15.0%	33.0%
WOMEN	4.0%	
HOUSING	4.0%	5.5%
DISABILITY	11.0%	
ETHNIC MINORITIES	0.0%	0.0%
CHILDREN	8.0%	11.0%
COUNTY BODIES	24.0%	28.0%
ENVIRONMENT	15.0%	
COMMUNITY DEVELOPMENT	19.5%	22.0%
		IECHYD A LLES CYMDEITHASOL
		MENYWOD
		TAI
		ANABLEDD
		LLEIAFRIFOEDD ETHNIIG
		PLANT
		CYRFF SIRROL
		AMGYLCHEDD
		DATBLYGIAD CYMUNED



TRAINING



What do customers think?

"Tutor excellent" - Training skills residential.

"The opportunity was there to find my own level, helping to identify my own weaknesses and strengths. It highlighted some of my needs and provided opportunities for follow-up" - Course participant Volunteering course in association with WGCVS.

"The hand-outs complemented and enhanced our training" - Legal Structures.

"The training days were a very good idea and everyone will benefit from them. We all leave wiser in managing people" - In-house course on management skills.

"I got a new and more comprehensive conception of what staff development can be about. The training methods were responsive to the specific needs of the participants" - Staff development.

HYFFORDDIANT

How much training has WCVA provided?

Last year WCVA provided 65 training days on a residential, day or in-house basis.

What subjects do they cover?

WCVA provides courses on skills and knowledge applicable to any voluntary organisation. These include management, volunteers, legal structures, finance, training skills, group work, computers and fundraising.

Faint o hyfforddiant y mae CCGC wedi'i ddarparu?

Y llynedd, darparodd CCGC 65 o ddyddiau hyfforddi ar gyrsiau preswyl, undydd ac 'yn-y-gwaith'.

Pa bynciau a astudwyd?

Mae CCGC yn trefnu cyrsiau ar sgiliau a gwybodaeth sy'n berthnasol i bob mudiad gwifodol. Yn eu plith y mae rheolaeth, gwifodolwyr, y gyfraith, arian, sgiliau hyfforddi, gwaith grŵp, cyfrifiaduron a chodi arian.

Beth mae'r cwsmeriaid yn ei feddwl?

"Mae'r tiwtor yn ardderchog" - Cwrs preswyl ar sgiliau hyfforddi.

"Cefais y cyfle i ddod o hyd i fy lefel fy hun, ac roedd hynny'n help imi weld fy ngwendidau a'm cryfderau fy hun. Tynnwyd fy sylw at rai o'm anghenion gan roi cyfle imi wneud gwaith dilynol" - Aelod o gwrs Gwifodolli mewn cydweithrediad â WGCVS.

"Roedd y taflenni gwaith yn berthnasol i'r hyfforddiant ac yn gaffaeliad iddo" - Cwrs ar y Gyfraith.

"Roedd y dyddiau hyfforddi yn syniad da iawn a bydd pawb ar eu hennill. Byddwn yn gallu rheoli pobl yn well ar ôl gadael" - Cwrs 'yn-y-gwaith' ar sgiliau rheolaeth.

"Ddes i ddeall yn well beth yn union yw datblygu staff. Roedd y dulliau hyfforddi yn ymateb i anghenion penodol yr aelodau" - Datblygu staff.



What about accreditation?

Accreditation issues are firmly on the training agenda and WCVA has played an active role in three key areas.

NVQs

National Vocational Qualifications are an issue for voluntary organisations. The need to assess their relevance, identify the appropriate NVQ and understand the NVQ system from resourcing to implementation.

The NVQ picture is often piece-meal with different subject areas at different stages of development and voluntary organisations often confused by the plethora of NVQs.

WCVA has:

- commissioned an action-research programme to clear the fog and produce a clear way forward;
- brought together different aspects of the voluntary sector to develop a joint strategy on NVQs.



Open College

WCVA has worked closely with the Open College on accrediting voluntary sector training.

Diploma in Social Work

WCVA has set up a consortium of voluntary organisations in South Wales to enable voluntary organisations to continue to provide accredited practice teaching and placements for social work students.

Beth am achredu?

Mae i achredu le pendant ar yr agenda hyfforddi ac mae CGGC wedi chwarae rhan allweddol mewn tri maes.

NVQs

Mae Cymwysterau Galwedigaethol Cenedlaethol yn bwnc llosg i fudiadau gwirfoddol. Mae angen asesu'u perthnasedd, dod o hyd i NVQs addas a deall sut mae system yr NVQ yn gweithio, o ddarparu adnoddau ar eu cyfer i'w gweithredu.

Mae'r NVQs yn aml yn dameidiog, gyda phynciau gwahanol ar lefelau gwahanol o ddatblygiad ac mae'r dewis o NVQs sydd ar gael yn drysu mudiadau gwirfoddol.

Mae CGGC wedi:

- comisiynu rhaglen ymchwili i grisialu'i sefyllfa ac i gynhyrchu ffodd glir ymlaen;
- dod â gwahanol agweddau ar y sector wifoddol ynghyd i ddatblygu strategaeth ar y cyd ynglŷn â'r NVQs.

Coleg Agored

Mae CGGC wedi cydweithio'n glos â'r Coleg Agored ar achredu hyfforddiant i'r sector wifoddol.

Diploma mewn Gwaith Cymdeithasol

Mae CGGC wedi sefydlu consortiwm o fudiadau gwirfoddol yn y De er mwyn galluogi mudiadau gwirfoddol i barhau i ddarparu ymarfer dysgu a lleoliadau wedi'u hachredu ar gyfer myfyrwyr gwaith cymdeithasol.



FUNDING

ARIANNU

FUNDING ADVICE

Voluntary organisations need resources. They need accurate up-to-date information on trusts, company and government funding, and they need training and advice on how to succeed in raising money. The WCVA Funding Advice Service provides both.

Who uses the service?

135 requests for funding database information.

500 funding enquiries.

18 training courses, attended by 250 people.

1200 funding information sheets distributed.

What does the service provide?

- A computer database of the 700 trusts which are of particular interest to Welsh organisations.
- Training in basic and advanced fundraising skills throughout Wales.
- Wales Funding Handbook and a variety of funding information sheets.

What do the customers think?

"The list of trusts provided proved very useful in targeting specific trusts and the ensuing applications made a significant contribution to our fundraising efforts" - **Dewi Evans**, Assistant Director, Campaign for Protection of Rural Wales.

"A very informative day providing many good ideas and practical ways of going about things. It's good to have hand-outs that are so concise that they are practical" - Participant on course in South Glamorgan.



CYNGOR ARIANNU

Mae angen adnoddau ar fudiau gwirfoddol. Mae angen gwybodaeth gyfoes a chywir arnynt am y nawdd a roddir gan ymddiredolaethau, cwmniau a'r llywodraeth, ac mae angen hyfforddiant a chyngor arnynt ynglŷn â sut i godi arian yn llwyddiannus. Mae Gwasanaeth Cyngor ar Ariannu CGGC yn rhoi'r ddau.

Pwy sy'n defnyddio'r gwasanaeth?

Cafwyd 135 o geisiadau am wybodaeth ar y bâs data.

Cafwyd 500 o ymholiadau ynglŷn ag ariannu.

Cynhalwyd 18 cwrs hyfforddi, gyda 250 o bobl yn manteisio arnynt.

Dosbarthwyd 1200 o daflennoi gwybodaeth am ariannu.

Beth mae'r gwasanaeth yn ei roi i chi?

- Bâs data cyfrifiadurol o'r 700 o ymddiriedolaethau sydd o ddiddordeb arbennig i fudiadau Cymreig.
- Hyfforddiant sylfaenol ac uwch mewn sgiliau codi arian ledled Cymru.
- Y Wales Funding Handbook a nifer o daflennoi gwybodaeth.

Beth mae'r cwsmer yn ei ffeidw?

"Fe ddaeth y rhestr o ymddiriedolaethau'n ddefnyddiol iawn i'n helpu i dargeddu ymddiriedolaethau ac fe wnaeth y ceisiadau a wnaethom yn sgil hynny gyfraniad sylweddol at ein hymgyrch codi arian" - **Dewi Evans**, Cyfarwyddwr Cynorthwyol Ymgyrch er Diogelu Cymru Wledig.

"Diwrnod llawn o wybodaeth gyda llawer o syniadau da a ffyrrd ymarferol o fynd ynghyllch pethau. Mae'n ffordd dda o gael taflenni gwybodaeth sydd mor dwt ac ymarferol" - **Aelod o gwrs yn Ne Morgannwg**



INFORMATION

Voluntary organisations need relevant up to date information to function efficiently and effectively and provide the best possible service for their members and client groups.

WCVA puts a high priority on providing a fast, up-to-date quality information service. The year has been one of enhanced activity with significant increases in both information requests and subscribers to the Welsh Information Network.

GWYBODAETH

Mae angen gwybodaeth gyfoes a pherthnasol ar fudiadau gwirfodol er mwyn medru gweithio'n efeithiol ac yn effeithlon a darparu'r gwasanaeth gorau posibl i'w haelodau a'u cleientydd.

Mae CGGC yn rhoi blaenoriaeth fawr ar ddarparu gwasanaeth gwybodaeth cyflym, cyfoes a dibynadwy. Rydym wedi gweithio i wella'r gwasanaeth eleni a chafwyd cynnydd mawr yn nifer y ceisidau am wybodaeth a'r nifer o danyssgrifwyr i Rhwydwaith Gwybodaeth Cymru.



What does the service provide?

- a bi-lingual information service handling nearly 1,800 enquiries per year;
- the most comprehensive library of books, magazines and pamphlets on issues of concern to the voluntary sector in Wales;
- a tele-communications network, using electronic mail, which links together key voluntary organisations in Wales. This network is used to disseminate the "current awareness service", together with information about events and a general message area. Last year over 100 current awareness service pages were produced, and nearly 300 training courses, meetings and other events were listed;

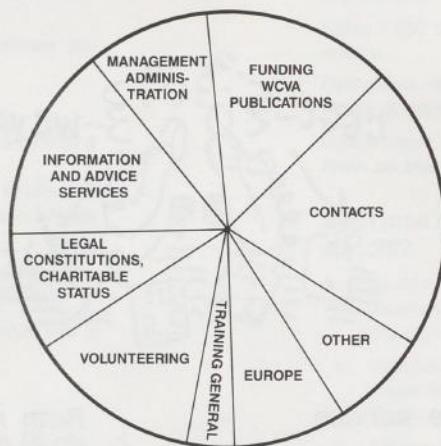
Beth mae'r gwasanaeth yn ei gynnig?

- gwasanaeth gwybodaeth dwyieithog yn ymdrin â bron i 1,000 o ymhola-dau bob blwyddyn;
- y llyfrgell fwyaf cynhwysfawr o lyfrau, cylchgronau a phamffledi o ddiddordeb i'r sector wyrddol yng Nghymru;
- rhwydwaith telathrebu, gan ddefnyddio post trydanol, sy'n cysylltu rhai o fudiadau gwirfodol pwysica'r Cymru â'i gilydd. Defnyddir y rhwydwaith i ledaenu'r "gwasanaeth ymwybyddiaeth gyfoes", a gwybodaeth am ddigwyddiadau a nege-seuon. Y llynedd, cynhyrchwyd bron i 100 o dudalennau gwasanaeth ymwybyddiaeth gyfoes, a rhestrwyd bron i 300 o gyrsiau hyfforddi, cyfar-fodydd a digwyddiadau eraill;



- computer databases covering funding, national contacts, library holdings and training providers and venues;
- an advice service on legal issues affecting voluntary organisations, answering over 150 enquiries;
- a wide range of publications and information sheets, including the WIN Directory of national organisations in Wales. 3,700 were distributed during the year.
- basau data am ariannu, cysylltiadau cenedlaethol, llyfrgelloedd a darparwyr a lleoliadau hyfforddi;
- gwasanaeth cyngori ar faterion cyfreithiol yn effeithio ar fudiadau gwirfodol. Cafwyd bron i 150 o ymholiadau;
- amrywiaeth eang o gyhoeddiadau ei thaflienni gwybodaeth, gan gynnwys Cyfeiriadur WIN o gyrrf cenedlaethol yng Nghymru. Cafoedd 3,700 eu dosbarthu yn ystod y flwyddyn.

What kinds of requests are received? Pa fath o ymholiadau a dderbyniwyd?



What do the customers think?

"Thank you for all the help and information you sent me on company law and charitable status. It has been of tremendous assistance" - **Berwyn Evans, Menter Hiraethog, Clwyd.**

"WCVA has proved an invaluable source of advice and support in helping me to sort out a veritable minefield. It is of enormous benefit to someone like myself (whose nearest colleague is 25 miles away) to be able to chat through various issues on the legal front" - **Susan Stokes, Assistant Director Brecknock, Powys Rural Council.**

Beth mae'r cwsmeriaid yn ei feddwl?

"Diolch am yr holl help a gwybodaeth a gefais gennych am gyfraith cwmni a statws elusennol. Bu o gymorth aruthrol imi" - **Berwyn Evans, Menter Hiraethog, Clwyd.**

"Bu CGGC yn ffynhonnell amhrisiadwy o gyngor a chefnogaeth wrth fy helpu i roi trefn ar fyd cymhleth iawn. Mae o gymorth mawr i rywun fel fi (y mae'i gydwel iwr agosaf 25 milltr i ffwrdd) i fedru cael sgwrs ar bynciau cyfreithiol amrywiol" - **Susan Stokes, Cyfarwyddwraig Glynorthwyo Brycheiniog, Cyngor Gwlad Powys.**

EUROPE

Voluntary Organisations have begun to "think Europe".

The implications of 1992 and the Single European Market have focussed attention on the need for voluntary groups to:

- learn to operate in Europe;
- develop structures of mutual support and influence across national boundaries;
- use European funding programmes and legislation and directives for the benefit of the people with whom they work;
- be prepared for the social consequences of economic restructuring.

NETWORKS

European Women's Lobby

WCVA has assisted and supported the involvement with the European Women's Lobby through the Wales Women's Euro Network. The aims of the network are to promote the interests of women living in the European Community and its first steps have been :

- to elect the first Wales delegate;
- to organise a conference on Women in Europe at Llangollen;
- to identify key issues - poverty, childcare provision, training and the shortage of women in the decision making process.

European Anti-Poverty Network

WCVA has initiated and supported involvement with the European Anti-Poverty Network. The network aims to establish and demonstrate an effective network of anti-poverty groups to fight against poverty and to lobby on behalf of those facing social exclusion.

Action so far includes :

EWROP

Mae Mudiadau Gwirfoddol wedi dechrau meddwl am Ewrop.

Mae goblygiadau 1992 a'r Farchnad Ewropeidd Unol wedi canolbwytio sylw pawb ar yr angen i fudiadau gwirfoddol i:

- ddysgu sut mae gweithio yn Ewrop;
- ddarparu fframwaith ar gyfer cyd-gy-northwyo a chyd-dylanwadu ar draws ffiniau;
- ddefnyddio rhaglenni ariannu, deddfwriaeth a chyfarwydddebau Ewropeidd er lles y bobly maen nhw'n gweithio drostynt;
- fod yn barod i wynebu canlyniadau cymdeithasol yr ailwampio economaidd.

RHWYDWEITHIAU

Lobi Menywod Ewrop

Mae CGGC wedi cynorthwyo a chefnogi pobl a mudiadau i ymneud â Lobi Menywod Ewrop trwy Rwydwaith Ewrop Menywod Cymru. Amcan y rhwydwaith yw hyrwyddo buddiannau menywod sy'n byw yn y Gymuned Ewropeidd a'r camau cyntaf a gymerwyd oedd:

- ethol y cynrychiolydd cyntaf o Gymru;
- trefnu cynhadledd ar Fenywod yn Ewrop yn Llangollen;
- clustnodi'r prif bynciau trafod - tlodi, gofalu am blant, hyfforddiant a phrinader menywod yn y broses gwneud pendefyniadau.

Rhydwalaith Gwrth-Dlodi Ewrop

Mae CGGC wedi symbolu a chefnogi mudiadau i ymneud â Rhwydwaith Gwrth-Dlodi Ewrop. Amcan y rhwydwaith yw sefydlu a gweithredu rhwydwaith effeithiol o grwpiau gwrth-dlodi i ym-ladd yn erbyn tlodi ac i





- electing 6 delegates from Wales from Welsh organisations concerned with poverty, and attending meetings at a UK and EC level;
- identifying key issues - including the need for more explicit definitions of poverty, longer term support for community development, advice and debt counselling services and a European Charter of Human Rights.

Both the European Women's Lobby and the European Anti-Poverty Network are aimed specifically at voluntary organisations and put a strong emphasis on the involvement of local grass roots organisations and their democratic representation.

Information

WCVA has taken a leading role in ensuring that information about Europe is available to voluntary organisations as and when they need it.

European Funds

WCVA has taken an increasing active role in assisting voluntary organisations gain resources from European funding programmes.

Our work on the European Social Fund has secured over £1,000,000 for voluntary sector vocational training schemes.

It is intended to further develop this area of work to ensure voluntary organisations in Wales are well informed and successful in European funding opportunities.

Single European Act

WCVA helped voluntary organisations in Wales contribute to research into the implications of 1992.

Issues highlighted were:

- marginalisation
- increased migration
- recognition of the costs and benefits of taking part in European initiatives



bwyso ar ran y rheini sy'n wynebu amddifaddedd cymdeithasol.

Mae'r camau a gymerwyd hyd yma yn cynnwys:

- ethol 6 chynrychiolydd o Gymru o fudiadau Cymreig yn ymdrin â thlodi, a mynd i gyfarfod ym Mhrydain ac yn Ewrop;
- clustnodir prif bynciau trafod - gan gynnwys yr angen am ddiiffiniad mwya clir o'r hyn yw tlodi, cefnogaeth tymor hir ar gyfer datblygu cymunedol, gwasanaeth cyngori i'r rheini sydd mewn dyled a Siarter Hawliau Dynol Ewrop.

Mae Lobi Menywod Ewrop a Rhwydwaith Gwrth-Dlodi Ewrop wedi'u hanelu'n benodol at fudiadau gwirfoddol a rhoddant bwyslais cryf ar gyfraniad mudiadau pobl gyffredin a'u cynrychiolwyr democra-taidd.

Gwybodaeth

Mae CGGC wedi cymryd rhan flaenllaw yn yr ymgrych i sicrhau bod gwybodaeth am Ewrop ar gael i fudiadau gwirfoddol.

Arian o Ewrop

Mae CGGC wedi gweithio'n galed i helpu mudiadau gwirfoddol i sicrhau adnoddau oddi wrth raglenni ariannu Ewropeaidd.

Yn sgil gweithio ar y Gronfa Gymdeithasol Ewropeaidd, rydym wedi sicrhau 1,000,000 ar gyfer cynnal cynlluniau hyfforddi galwedigaethol yn y sector wir-foddol.

Ein bwriad yw datblygu'r rhan hon o'n gwaith ymhellach i sicrhau bod mudiadau gwirfoddol yng Nghymru yn cael y wybodaeth ddiweddaraf ac yn manteisio'n llwyddiannus ar gyfleoedd i gael arian o Ewrop.

Y Ddeddf Ewropeaidd Unol

Mae CGGC wedi helpu mudiadau gwirfoddol yng Nghymru i gyfrannu at ymchwili oblygiadau 1992.

Dyma rai o'r pynciau a drafodwyd:

- byw ar gyrrion Ewrop
- mwya o ymfudo
- cydnabod manteision ac anfanteision cymryd rhan mewn cynlluniau Ewropeaidd.

SUMMARY OF INCOME AND EXPENDITURE

FOR THE YEAR ENDED MARCH 31 1991



	1991	1990
	£	£
SUMMARY OF INCOME		
Welsh Office	210000	163781
Charities Aid Foundation	34505	33790
Grant for Community Care Development	6000	6000
Central Council for Education and Training in Social Work	3500	-
National Westminster Bank	7500	-
Training Agency	29000	23000
WCVA Recoveries and Sundry Income	66663	63926
Bank Interest	20406	6575
Subscriptions and donations	3536	3412
Volunteering in Wales	180000	-
WIN Project	22088	26371
Take Care Project	-	11442
Community '89	<u>-</u>	500
Operating Income Carried Forward	<u>583198</u>	<u>338897</u>
SUMMARY OF EXPENDITURE		
Salaries and Staff Costs	211791	148112
Travelling and Subsistence	16953	13361
Equipment Leasing and Maintenance	3089	10323
Insurances	1611	2395
Printing, Stationery and Office Supplies	10256	9597
Postages and Telephones	15664	11292
Publishing and Advertising	16746	9532
Conferences, Meetings and Training courses	14881	14866
Miscellaneous Expenses	1942	3108
Audit	2500	2700
Consultants Fees	22923	3745
Computer Costs	1415	668
Motor Car Depreciation	3134	-
Rates	2728	5447
Heat and Light	3647	3344
Cleaning and Maintenance	2038	3806
Provision for Building Maintenance	7500	7500
Office Furniture and Equipment	3091	-
Community Initiatives Unit	29583	22989
Take Care Project	-	9634
WIN Project	22227	26466
Volunteering in Wales	180000	-
Provision for Community Care Development	<u>-</u>	<u>6000</u>
Total Expenditure	<u>573719</u>	<u>314885</u>
Operating Income Brought Forward	<u>583198</u>	<u>338897</u>
Operating Surplus for the Year	<u>9479</u>	<u>24012</u>



WCVA EXECUTIVE AND STAFF

EXECUTIVE COMMITTEE

President	The Earl of Lisburne
Honorary Treasurer	Cllr W P Kitson
Honorary Solicitor	Messrs. Phillips & Buck
Chairman	Sir Donald Walters
Vice Chairman	Professor George Thomason, CBE
Professor Maurice Broady	
Mr Stefan Mniszko	
Lt Col David Cox, LVO, MBE	
Ms Rhian Davies	
Mrs Marjorie Dykins	
Mr Hywel Evans	
Ms Katherine Hughes	
Mr Phillip Jarrold	
Mr Idris T Jones	
Mrs Gillian M Lysaght	
Mr T G eorge Parry, MBE	
Mrs Elinor Patchell	
Mr John Payne	
Mr Marc Phillips	
Ms Usha Prashar	
Mrs Margaret Thorne, OBE	

Assessors to the Executive

Mr Alan G Thornton Welsh Office
Mr David G Evans Welsh Office

Auditors

Messrs. Zeidman & Davis

Bankers

Nat West Bank Plc

THE COUNCIL'S STAFF

The following staff were employed during the year:

Director	Graham Benfield
Director's Personal	
Assistant	Jan Bish
Company Secretary	Douglas Morris
Finance Officer	Douglas Morris
Information and	
Research Manager	Lynda Garfield
Information Assistant	Delyth Enticott
Publications Officer	Lindsey Williams
Publications Officer	Gillian Beckwith
Computer Services	
Officer	Gordon Hickling
Training Officer	Carryn Williams
Training & Conference	
Administrator	Val Crees
Training & Conference	
Administrator	Sue Hutchings
TEC Support Officer	Roger Hopkins
Local Development Officer	Jane Jones
National Development	
Officer	Peter Bryant
Funding Advice Officer	Tracy Jones
Fund Administrator	Stan Salter
Office Supervisor	Diane Roberts
Clerical Assistant	Wendy Bidgway
Janitor	Ron Pask
Office Cleaner	Ann Greenway
Temporary Clerical	
Assistant	Carol Sullivan
YT Trainees	Michelle Atwood
	Michelle Webber
ET trainees	Chris Baker
	Gordon Burgess
	Denise Gittings
	Justin Jones

MEMBERSHIP OF THE COUNCIL



HONORARY LIFE MEMBERS

Reverend Ivor V. Cassam
Dr Tom Chapman
Mr Charles Harrison; JP
Mr H Neol Jerman
Mr J.O. Jones
The Earl of Lisburne
Mr J.C. Price
Mr Leslie Sketch
Sir William Thomas
Professor G.F. Thomason, CBE

INDIVIDUAL MEMBERS

Professor Maurice Broady
Mrs Majorie Dykins
Mr Hywel Evans
Mr Hywel Griffiths
Cllr. W.P. Kitson
Mrs G.M. Lysaght
Mrs Elinor Patchell
Mr T. George Parry
Mr Julian Phillips
Mr H. Hugh Thomas
Mr R.M. Thomas
Sir Donald Walters
Mr Martin Warren

AFFILIATE MEMBERS

Age Concern Wales
Alcohol Concern Wales
Alzheimers Disease Society
Arts for Disabled People in Wales
Association of Crossroads Care Attendant Schemes
Barnardo's
Boys' Clubs of Wales
British Red Cross Society (Wales)
Centre for Applied Social Studies, U.C. Swansea
The Children's Society
Clwyd Voluntary Services Council
Coleg Harlech

Community Design Service
Community Development Foundation Wales
Community Service Volunteers (Wales)
Campaign for the Protection of Rural Wales
Council for Wales of Voluntary Youth Services
Cymdeithas Epilepsi Cymru
Cyngor Gwlad Gwynedd
Cynon Valley Community Projects Association
Dyfed Association of Voluntary Services
Equal Opportunities Commission
Gwent Association of Voluntary Organisations
Gwerin Y Coed
Keep Wales Tidy Campaign
Mencap yng Nghymru
Merched Y Wawr
Mid Glamorgan Association of Voluntary Organisations
Mudiad Ysgolion Meithrin
Muscular Dystrophy of G.B. and N.I.
National Association of Care and Resettlement of Offenders
National Association of Citizens Advice Bureaux
National Childminding Association
National Children's Home
National Council for Voluntary Organisations
National Council of YMCA's of Wales
National Federation of Women's Institutes
National Museum of Wales
National Schizophrenia Fellowship
Newport Resource Centre
Order of St. John
Oxfam in Wales

Physically Handicapped and Able Bodied Council of Wales
Play Wales
PONT
Powys Rural Council
Prince of Wales Committee
Salvation Army Social Services
Save the Children Fund
Scowtaid Cymru
Shelter Wales
South Glamorgan Intervol
Standing Conference of Voluntary Organisations for People with a Mental Handicap in Wales
Urdd Gobaith Cymru
Wales Assembly of Women
Wales Association of County Voluntary Councils
Wales Co-operative Development and Training Centre
Wales Council for the Blind
Wales Council for the Deaf
Wales Council for the Disabled
Wales MIND
Wales Pensioners
Wales Preschool Playgroups Association
Wales Young Farmers Clubs
Welsh Association of Youth Clubs
Welsh Centre for International Affairs
Welsh Consumer Council
Welsh Initiative for Specialised Employment
Welsh Joint Education Committee
Welsh Voluntary AIDS Forum
Welsh Women's Aid
West Glamorgan Council for Voluntary Service
Women's Royal Voluntary Service Welsh Head Quarters
The Workers' Educational Association



REPRESENTING LOCAL GOVERNMENT

Clwyd County Council
Gwynedd County Council
Mid Glamorgan County Council
Powys County Council
South Glamorgan County Council

ASSOCIATE MEMBERSHIP

Aberaeron Social Services Department
Aberconwy Community Mental Handicap Team
Aberconwy Home Start
Aberconwy MIND
Action Aid for Disabled
Action on Smoking and Health
Adamsdown Housing Association
ADVENT North Wales
Afan Community Bus Project
Age Concern, Gwent
Age Concern, West Glamorgan
Albert Road Methodist Church & Community Centre - Penarth
Aldbourne Associates
Alyn & Deeside Community Agency
Arthritis & Rheumatism Council for Research
Association of Researchers in Voluntary Action and Community Involvement
Bangor Community Action
BBC Wales
Board of Mission Church in Wales
Boys' Brigade in Wales
Brecon & District Disabled Club
Brecon Volunteer Bureau
Bridgend College Library
Bridges Community Centre
British Agencies for Adoption & Fostering
British Red Cross Society - Pontypridd

Broadcasting Support Services - BBC Wales
Brynmawr & District Mencap Society
Butetown Community Education Centre
Butetown Residents Association
Canton & Riverside Community Education
Cardiff AIDS Helpline
Cardiff Chinese Community Services Association
Cardiff City Farm Trust
Cardiff Community Music
Cardiff Gypsy Sites Group
Cardiff MIND Rehabilitation Project
Cardiff MIND Resettlement Project
Cardiff Rape Crisis Line
Cardiff Single Women's Housing Group
Cardiff Student Community Action
Cardiff University Social Services
Cardiff & Vale Co-operative Development Association
Cardiff Women's Aid
Cardiff Women's Centre
Care & Repair (Wales)
Carningli Trust
Cartref Dyffryn Ceiriog Cheshire Home
Catholic Children's Society
Cefn Community Centre - Merthyr Tydfil
Central Cardiff Citizens Advice Bureau
Central Council for Education & Training in Social Work
Charities Aid Foundation
Chepstow & Caldicot Crossroads Care Attendant Scheme
Chepstow & District Mencap Society

The Children's Society - St Asaph Diocesan Community Development Team
The Children's Society - Swansea & Brecon Diocesan Team
Citizen Advocacy in South Glamorgan
City Centre Youth Project - Cardiff
Clwyd Social Services Department
Coleg Elidyr
Community Activities & Training in Ogwr
Community Council of Hereford & Worcester
Community Design for Gwent
Community Development Foundation
Community Development Foundation - Ogwr Valley Project
Community Development Foundation - Rhondda Valley Project
Community Opportunities - Ruthin
Community Radio Association

The Compassionate Friends
Corian Housing Association Ltd
Cynon Valley MIND
Cystic Fibrosis Research Trust
Daybreak Trust
Deeside High School - Community Wing
DIAL Llantrisant & District
DIAL UK
Diocese of Llandaff Council for Social Responsibility
Disabled Drivers Association
Disablement Welfare Rights - Bangor
Drama Association of Wales DRIVE
Dyfed Alcohol Advisory Service
Ebbw Vale Action Group



Economic Policy & Research Unit - Mid Glamorgan County Council	Llanelli Youth & Children's Association	Order of St John Priory for Wales
Ely Hospital	Maerdy/Ferndale Tenants & Residents Board	Penygraig Community Project
Exploring Parenthood	Mental Handicap in Wales - Applied Research Unit	Periodicals Acquisitions (Social Services)
Family Care Housing Association	Menter Hiraethog	Planning Aid Wales
Family Planning Association	Merthyr Care & Repair	Pontypool MIND
Ferndale Workmen's Hall & Institute	Mid Glamorgan Health Authority	Pontypridd Citizens Advice Bureau
Flatshop - Cardiff	Mid-Rhondda Tenants Association	Pontypridd Volunteer Bureau
Fitzalan High School	MIND in Gwynedd	Powys AIDS Line
Forest of Cardiff	Motor Neurone Disease Association	Powys Local Education Authority
Fullemploy Wales	NACRO Gwent	Powys Victim Support
Galon Uchaf Residents Board	NACRO Gwynedd	Presbyterian Church of Wales Youth Service
Gateway in Wales	National Association of Citizens Advice Bureaux - North Wales	Prince of Wales Committee - Clwyd
Gingerbread Wales	National Association of Leagues of Hospital Friends	Racism Awareness Consultancy and Education
Glamorgan Federation of Women's Institutes	National Children's Bureau - Early Childhood Unit (Wales)	Radnor Care & Repair
Glyntaff Tenants & Residents Association	National Children's Home - Brynithel Family Centre	Radnor Smallholding Project
Gwent College of Higher Education	National Out of School Alliance	Ramblers' Association
Gwent Hospitals Contributory Fund	National Youth Bureau	Red Flannel Films
Gwynedd Library Services Headquarters	Newport Borough Council - Department of Housing & Architectural Services	Refugee Action
Gwynedd Samaritans	Newport Borough Libraries	Relate - North Wales
Hay & District Community Support	Newport MIND	Relate - South Wales
Health Promotion Authority for Wales	North Wales Association for Spina Bifida & Hydrocephalus	REPLAN
Help the Aged Wales	North Wales Christian Family Project, Stepping Stones	Rhayader & District Community Support
Hindu Cultural Association	North & West Wales Practice Centre	Rhondda Mencap Society
Homestart Consultancy	North West Cardiff Community Mental Handicap Team	Rhymney Valley Community Health Council
Housing for Wales	Ogwr Care & Repair	Rhymney Valley Social Services
HTV Cymru/Wales	Ogwr Community Health Council	Rhymney Valley Women's Aid
Institute of Housing	Ogwr Groundwork Trust	Riverside Architects Co-operative
Islwyn Council for the Disabled	Ogwr Transport for the Elderly or Disabled	Save the Children Fund - Cynon Valley Project
Joint Library - Welsh Agricultural College	Open University in Wales	Self-Help Unit
Lansbury Park Youth Club	Opportunity Housing Trust	SEQUAL
Llanelli & Dinefwr Community Health Council		Social Services - Cardiff
Llanelli Housing Service		South East Wales Mission to the Adult Deaf
Llanelli Youth Centre Project		South Glamorgan Alzheimer's Disease Society



South Glamorgan Care for the Elderly	Taff Ely Drug Support Group	Ystradgynlais Citizens Advice Bureau
South Glamorgan Council on Alcohol	Teen Challenge Centre	Julian Brinkworth
South Glamorgan County Libraries	Tenant Participation Advisory Service (Wales)	The Hon. I. Davies JP
South Glamorgan Crossroads Care	Tenovus Cancer Information Centre	Zelia Faire
South Glamorgan Probation Service	Torfaen Citizen Advocacy	Janet L Harris
South Glamorgan Race Equality Council	The Trust for Sick Children in Wales	Alison Price
South Riverside Community Development Centre	Tulath - The Richmond Fellowship	Jill Taylor
South Wales Association for the Prevention of Addiction	Ty Glyn Housing Society - Cardiff	Alain Thomas
South Wales Association for Spina Bifida & Hydrocephalus	United Nations Association - International Youth Service Wales	
South Wales Convalescent & Rest Home	United Welsh Housing Association	
South Wales Federated Housing Association Ltd	Vale of Clwyd MIND	
South Wales Miners' Library	Valley & Vale Community Arts	
South & West Wales Practice Teaching Centre	Voluntary Community Service - Cardiff	
Spastics Society	Volunteer Centre UK - Information Service	
Special Needs Housing Advisory Service	Wales Association of Community & Town Councils	
Spectacle Theatre Company	Wales Youth Forum	
St Asaph Diocesan Association for Social Responsibility	Wales Youth Work Partnership	
St Briavels Centre for Child Development	The Wallich-Clifford Community	
St David's Foundation	Welsh Council on Alcohol & Other Drugs	
Staying Put Agency - Newport	Welsh Development Agency	
Swansea Accommodation for the Single Homeless	Welsh Office Library	
Swansea City Council - Environmental Health Department	Welsh Women's Aid - Aberystwyth	
Swansea City Council - Housing Department	West Glamorgan Council for Voluntary Service - Neath	
Swansea Drugs Project (SAND)	West Glamorgan Council for Voluntary Service - Pontardawe	
Swansea Student Community Action	West Glamorgan Council for Voluntary Service - Port Talbot	
Swansea Womens Resource & Training Centre	Wrexham Maelor Community Agency	
Swansea Young Single Homeless Project	Ynys Mon/Anglesey Community Health Council	
Taf Cleddau Rural Initiative	Ynys Mon Crossroads Care Attendant Scheme	
	Youthlink Wales	

