
**Wales Council for
Voluntary Action**

**Cyngor Gweithredu
Gwirfoddol Cymru**

36th Annual Report

36 ain Adroddiad Blynyddol

1982 - 1983

WALES COUNCIL FOR VOLUNTARY ACTION
CYNGOR GWEITHREDU GWIRFODDOL CYMRU

Llys Ifor,
CRESCENT ROAD, CAERFFILI, CF8 1XL
Telephone: 0222 869224/5/6
0222 869111/2/3/4

36th ANNUAL REPORT
1982 - 83
36ain Adroddiad Blynyddol

President/Llywydd:

L.J. WYNFORD VAUGHAN-THOMAS, O.B.E.

Chairman/Cadeirydd:

THE EARL OF LISBURNE

Vice-Chairman/Is-Gadeirydd:

CHARLES E. HARRISON, J.P.

Honorary Treasurer/Trysorydd Anrhydeddus:

AUBREY L.H. JONES

Director and Secretary/Cyfarwyddwr a Ysgrifennydd:

HYWEL GRIFFITHS

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The overall aim of the Council is to promote, support and facilitate voluntary action and community development in Wales. In pursuit of that aim the Council will be guided by the following principles:

- to employ the strength of local identity as a resource by giving encouragement to local associations and encouraging others to do the same:
- to encourage and support local authorities to adopt positive developmental attitudes towards voluntary participation and local initiatives:
- to develop within all major institutions, and in society generally, a positive identity for voluntary action linked to the concept of social progress:
- to give active support to policies and programmes which facilitate decentralisation and delegation:
- to give special attention to the contribution of voluntary action towards work-creation, economic regeneration and to the evolution of new definitions of work and non-work:
- to ensure that government agencies are reliably advised and informed regarding the part played by voluntary action in meeting need in society:
- to pursue the development of an independent model of a national council that is related to the specific needs of Wales and with an identity which achieves international recognition.

CYNGOR GWEITHREDU GWIRFODDOL CYMRU

Amcan pennaf y Cyngor yw hybu, cefnogi a hwyluso gweithgaredd gwirfoddol a datblygiad cymunedol yng Nghymru. Fodd bynnag fe nodwyd amryw o egwyddorion pwysig y dylid eu hystyried hefyd fel cymwysterau a fyddai'n gymorth i gyrraedd y nod hwnnw. Rhain oedd:

- i hybu cryfder hunaniaeth bro fel adnoddau a thrwy roi cymorth i gymdeithasau lleol a hyrwyddo eraill i wneud yr un fath;
- i gefnogi a hybu awdurdodau lleol i fabwysiadu agwedd ddatblygol a phendant tuag weithgaredd gwirfoddol a menter leol;
- i ddatblygu oddi mewn i'r sefydliadau mawr, ac yn y gymdeithas yn gyffredinol, agwedd bendant tuag at weithgaredd gwirfoddol wirfoddol a gysylltir â'r syniad o wellhad cymdeithasol;
- i roi cefnogaeth i bolisiau a rhaglenni a fuasai'n hybu datganoli a chynrychioli;
- i roi sylw arbennig i gyfraniad gweithredoedd gwirfoddol a fyddai'n rhoi cymorth i anghenion y di-waith, i ddatblygu gwaith, i ailgynhyrchu economi ac i ddatblygu diffiniad gwaith a heb-waith;
- i ofalu bod asiantau y llywodraeth wedi eu cyngori'n gyfrifol ynglŷn â'r rhan a chwaraeir gan weithgaredd gwirfoddol i gyfarfod anghenion y gymdeithas;
- i ddilyn datblygiad o batrwm annibynol o gyngor cenedlaethol sydd wedi ei gysylltu i anghenion arbennig Cymru, a chael adnabyddiaeth a gyrrhaeddi statws rhyngwladol.

CHAIRMAN'S FOREWORD

I am pleased once again to present this year's report on the work of the Council and I am glad to record that during the past year the Council has taken enormous strides to establish itself as a major resource to voluntary initiatives in Wales and as a significant institution in Welsh society upon which statutory agencies are coming to depend.

The important point which emerges from the report, and to which I wish to draw attention, is that although the development of the Council has been contained within the budget estimates at the beginning of the year, the income of the Council has been reduced and that, therefore, our being able to balance the books at the end of the year has only been possible because of the carry over of surplus from the previous year. The drop in Council income is a product of the falling away of agency fees earned in recent years from the work which the Council has pioneered in youth training and in particular the courses throughout Wales on Life and Social Skills. The result is that we are much more dependent now, and will be increasingly dependent in the future, upon the grant which we receive from the Welsh Office.

I must express a debt of gratitude to the Welsh Office for the support which they give to the Council, expressed not only in terms of the grants which they make. Nevertheless it is fair to ask if the contribution from the statutory sector towards the promotion of voluntary action in Wales is adequate. If the grants made towards this Council are compared with those made available to our sister organisation in England then it would appear on the surface that we are being very fairly treated indeed. However the Council, in the service which it provides to Wales, has to embrace not only the work of the N.C.V.O. but also many aspects of the work of other major voluntary institutions such as the Volunteer Centre, the Community Projects Foundation and the British Association of Settlements to name but a few. If we then compare the total amount of grant monies made available for the general promotion of voluntary action in England with that which is made in Wales I think we would find that there is a very strong case to be made for increasing that support.

However it would be ungracious of me not to acknowledge with gratitude the generous support which we have received. In addition to the Welsh Office we have also received support from the MSC, the Carnegie Foundation, the Calouste Gulbenkian Foundation and the Charities Aid Foundation. Furthermore we have benefited to very great extent from the contribution of time, expertise and skill which we have received from individuals, too numerous to mention by name, who have joined our working parties, offered free consultation or have contributed directly or voluntarily their services to the Council.

Finally it gives me much pleasure to extend on behalf of all concerned my congratulations to one of our Executive Committee members who has given a con-

RHAGAIR Y CADEIRYDD

Eleni, mae'n bleser gennyf unwaith eto gyflwyno adroddiad ar waith y Cyngor ac 'rwyn falch i gofnodi y cymerodd y Cyngor gamau breision yn ystod y flwyddyn ddiwethaf tuag at sefydlu ei hunan fel caffaeliad sylweddol i fentrau gwirfoddol yng Nghymru ac fel sefydliad arwyddocaol o fewn cymdeithas yng Nghymru y mae asiantaethau gwladol yn gorfod dibynnu fwy fwy arni.

Y mae un pwynt pwysig yn deillio o'r adroddiad, ac fe garwn innau gyfeirio ati. Er y cadwyd datblygiad y Cyngor o fewn amcangyfrifon y gyllideb ar ddechrau'r flwyddyn, bu gostyngiad yn incwm y Cyngor ac felly, dim ond am fod arian dros ben o'r flwyddyn cynt y bu modd i ni fantoli'r llyfrau ar ddiwedd y flwyddyn. Daeth y gostyngiad yn incwm y Cyngor yn sgil lleihad mewn ffiau asiantaeth y bu'r Cyngor yn eu hennill oherwydd y gwaith arloesol a wnaed wrth hyfforddi ieuencid ac yn enwedig y cyrsiau trwy Gymru i ar Fywyd a Medrau Cymdeithasol. Canlyniad hyn yw ein bod yn llawer mwy dibynnol bellach, a byddwn yn gynyddol yn ddibynnol yn y dyfodol, ar y grant a dderbyniwn o'r Swyddfa Gymreig.

Rhaid imi ddatgan y diolch sy'n ddyledus i'r Swyddfa Gymreig am y cymorth y rhoddant i'r Cyngor, nid yn unig yn nhermau'r grantiau a gynigiant. Serch hynny, y mae'n deg gofyn a ydi'r cyfraniad o'r sector gwladol tuag at hyrwyddo gweithredu gwirfoddol yng Nghymru'n ddigonol. O gymharu'r grantiau a roddir i'r Cyngor hwn â'r rhai sydd ar gael i'r sefydliad cyfatebol yn Lloegr, yna, ymddengys ar yr olwg gyntaf ein bod yn cael triniaeth hynod o deg. Fodd bynnag, rhaid i'r gwasanaeth y mae'r Cyngor yn ei ddarparu i Gymru gynnwys nid yn unig y gwaith sy'n cyfateb i waith Cyngor Cenedlaethol Mudiadau Gwirfoddol ond hefyd llawer agwedd o waith sefydliadau gwirfoddol sylweddol megis y Ganolfan Gwirfoddolwyr, y Sefydliad Mentrau Cymunedol a Chymdeithas Bryndeinig Anheddleoedd; i enwi dim ond ychydig. Os cymharwn, wedyn, gyfanswm y cymorthdaliadau sydd ar gael i hyrwyddo gweithgaredd gwirfoddol yn gyffredinol yn Lloegr â'r hyn sydd ar gael yng Nghymru, credaf y byddem yn canfod y gellir cyflwyno achos cryf iawn dros gynyddu'r cymorth hwnnw.

Fodd bynnag, peth anhynaws fyddai i mi beidio cydnabod â diolch y gefnogaeth hael a gawsom. Yn ogystal â'r Swyddfa Gymreig cawsom gymorth oddi wrth y Comisiwn Gwasanaethau Gweithwyr, Sefydliad Carnegie, Sefydliad Carnegie, Sefydliad Calouste Gulbenkian a'r Sefydliad Cymorth i Elusennau. Yn fwy na hyn, rydym wedi elwa'n fawr o gyfraniad cymaint o unigolion sydd wedi rhoi o'u hamser, eu gwybodaeth arbenigol, a'u medrau. Y mae'r nifer o bobl sydd wedi ymuno â'n gweithgorau, wedi gwneud gwaith ymgynghorol am ddim neu wedi cynnig eu gwasanaeth yn uniongyrchol neu'n wirfoddol i'r Cyngor yn rhyfaith i'w henwi.

Yn olaf, mae'n bleser mawr gennyf longyfarch, ar ran pawb o'n plith, un o aelodau'n Pwyllgor Gwaith sydd wedi dangos ymroddiad cyson ac wedi rhoi'n hael o'i amser at waith y Cyngor. Cafodd ei wasanaeth i'r gymuned gydnabydd-

stant commitment and a great deal of time to the Council and whose services to the community have received public recognition. I refer here to Sir Donald Walters who was awarded a knighthood in the New Year's Honours List for those services. Without the dedicated contribution of able men and women such as he it would be impossible to support the objects of the Council and indeed difficult, if not impossible, for the Council to progress.

diaeth gyhoeddus. Cyfeirir yma at Syr Donald Walters a wnaed yn Farchog Rhestr Anrhydeddau'r Flwyddyn Newydd am y gwasanaethau hynny. Heb gyfariad ymroddedig gwŷr a gwragedd medrus fel yntau byddai'n amhosibl cynnal amcanion y Cyngor ac yn anodd, os nad yn amhosibl, i'r Cyngor symud ymlaen.

DIRECTOR'S ANNUAL REVIEW

Introduction

We can look back this year on a year of very hard work in which there have been some very significant achievements and in which the presence and reputation of the Council for promoting and supporting voluntary action has become more widely recognised. As the work of the Council has expanded however there has also emerged a clearer picture of the reality of the voluntary sector in Wales in which the potential demand for the kind of services which the Council can give, or can encourage others to give, seems almost dauntingly, immense. There can be no doubt that compared with many other parts of Britain support for voluntary action in Wales is under developed and under-resourced.

This review will comment first on various aspects of the Council's achievements during the year and will then go on to consider the general situation.

Getting the message across

One of the most impressive of this year's achievements has been in the build-up of the Council's publications. We began the year with a reputation for producing only a very limited number of publications which were distributed to a relatively restricted number of recipients. By the end we had an established newsletter published at regular intervals, monthly up-dates on information useful for intermediary bodies such as the R.C.C.'s, information bulletins to assist those tackling the basic problems which all voluntary organisations encounter, and the introduction of a series of handbooks providing useful sources of reference material on complex issues for people who are usually too busy, or lack the resources, to undertake the research themselves. There has been a steady increase in the take-up of all these publications and from many quarters the Council has received expressions of appreciation for the quality of the information supplied.

Meanwhile the Media Programme which is concerned with building up effective relationships between the mass-media and voluntary organisations has also been gaining momentum. In the first half of the year a report on the current situation was prepared with the valued assistance of a consultative group made up of representatives of both parties. The publications and conference which followed-up the recommendations in the report revealed very positive attitudes amongst broadcasters and discovered amongst the voluntary organisations playing an active part in society an eagerness to learn and to participate in new networks of relationships to support social action broadcasting of all kinds. These have led to further demands for, on the one hand, collaboration with media organisations with support for new ventures, and, on the other hand, for regular informative publications and for training to improve the skills and competence of people in the voluntary sector who have important messages and experiences to put forward to the rest of the community.

AROLWG BLYNYDDOL Y CYFARWYDDWR CYFLWYNIAD

Gallwn edrych yn ôl eleni ar flwyddyn o waith caled iawn. Yn ystod y flwyddyn cyflawnwyd rhai gorchestion arwyddocaol iawn ac enillodd presenoldeb ac enw da'r Cyngor, wrth hyrwyddo a chefnogi gweithgaredd gwirfoddol, gydnabyddiaeth ehangach. Wrth i waith y Cyngor ehangu fodd bynnag, dadlennwyd hefyd ddarlun mwy eglur o realiti'r sector gwirfoddol yng Nghymru ac ymddengys fod y galw potensial am y math o wasanaethau y gall y Cyngor ei gynnis neu annog eraill i'w gynnis, bron cymaint ag i beri digalondid. O'i gymharu a llawer man arall ym Mhrydain, y mae'n amlwg fod y gefnogaeth i weithgaredd gwirfoddol yng Nghymru heb ddatblygu'n ddigonol ac heb yr adnoddau angenrheidiol.

Bydd yr arolwg hwn yn cynnig sylwadau yn gyntaf ar wahanol agweddau gorchestion y Cyngor yn ystod y flwyddyn ac yna'n ystyried y sefyllfa gyffredinol.

Cyhoeddi'r Neges

Ymhlith y pethau mwyaf nodedig a gyflawnwyd eleni bu'r cynnydd yng nghyhoeddiadau'r Cyngor. Ar ddechrau'r flwyddyn gellid tybio ein bod yn cynhyrchu nifer cyfyngedig iawn yn unig o gyhoeddiadau a ddosberthid at nifer cymharol gyfyngedig o dderbynwyr.

Erbyn diwedd y flwyddyn yr oedd gennym daflen newyddion sefydliedig yn cael ei gyhoeddi'n gyson, taflenni misol o wybodaeth cyfoes o ddefnydd i gyrff cyfryngol fel y Cynghorau Cymuned Gwledig - bwletinau gwybodaeth i gynorthwyo'r rhai hynny sy'n ymdrin â'r problemau sylfaenol y mae pob mudiad gwirfoddol yn ei wynebu, ac fe gychwynwyd ar gyfres o lawlyfrau sy'n ffynonellau defnyddiol o ddeunydd cyfeiriadol ar faterion cymhleth ar gyfer pobl sydd gan amlaf yn rhy brysur neu heb yr adnoddau i gyflawni'r ymchwil eu hunain. Bu cynnydd cyson yn y galw am yr holl gyhoeddiadau hyn a derbyniodd y Cyngor gymeradwyaeth o llawer tu am ansawdd y gwybodaeth a ddarparwyd.

Yn y cyfamser gwelwyd cynnydd hefyd yn y Rhaglen Cyfryngau sy'n ymwneud â datblygu perthynas effeithiol rhwng y cyfryngau torfol a mudiadau gwirfoddol. Yn ystod hanner cyntaf y flwyddyn paratowyd adroddiad ar y sefyllfa bresennol gyda chymorth gwerthfawr grŵp ymgynghorol yn cynnwys cynrychiolwyr o'r ddau garfan. Yr oedd y cyhoeddiadau a'r gynhadledd a ddaeth yn sgil yr argymhellion yn yr adroddiad yn datblygu agweddau penodol ymhlith darlledwyr, ac ymhlith mudiadau gwirfoddol sy'n weithgar newn cymdeithas, darganfuwyd awydd i ddysgu a chymryd rhan mewn cyfundrefnau newydd o gysylltiadau er mwyn cefnogi darlledu o bob math ar weithredu cymdeithasol. Yn sgil rhain daeth galw pellach ar y naill law, am gydweithio â sefydliadau o fewn y cyfryngau sy'n cefnogi mentrau newydd ac ar y llaw arall am gyhoeddiadau cyson yn cynnig gwybodaeth ac am hyfforddiant i wella deheurwydd a gallu pobl yn y sector gwirfoddol sydd a chenadwri a phroffidau pwysig i'w cynnig gerbron gweddill y gymdeithas.

Laying the foundation

Without full and adequate information concerning the sphere in which the Council operates it is impossible to plan sensibly or introduce new strategies with any degree of confidence. With this consideration the Council embarked this year on a most important and significant project of conducting a survey of all local voluntary action, throughout Wales. With co-ordinators appointed in each county and with teams of interviewers in every district a census is being compiled of all voluntary organisations contributing to the betterment of communities or serving the needs of particular disadvantaged groups. The survey has embraced every type of voluntary organisation; from community associations to national charitable organisations concerned with mental-handicap; from self-help groups for single-parent families to social welfare hostels; from environmental groups to community ventures set up to create new business and create employment.

This exercise will provide the Council this year with a profile of the extent of voluntary action in Wales which in turn will indicate areas of both strength and weakness. There can be no doubt that as a consequence the data-base for considering the part played by voluntary organisations in Welsh society will be considerably enlarged. But moreover in the second phase of the survey further important information concerning the characteristics of different types of organisations will be revealed from which it is expected to be able to develop firm policies.

Although the development and administration of this survey has placed considerable demands upon the resources of the Council the value of the return is being daily experienced and it is confidently expected that it will provide a significant bench-mark not only for the Council's own policy development but perhaps, more significantly, for the development of social policy in Wales.

Developing new ideas

A small organisation with a very large remit which has no intention of narrowing that remit or of translating itself into a large organisation must endeavour to be both creative and collaborative. There is good evidence of both these characteristics in the work which the Council has undertaken this year.

Following on the general tendency in recent years for government policies to give greater emphasis to care in the community and to increasing collaboration between statutory and voluntary agencies the Council took the initiative in forming a Community Care Strategy Group. This group which comprises of representatives of the major voluntary organisations concerned with community care has met regularly and has itself taken an initiative to bring together representatives at county level to learn about participation in planning processes. Moreover as a product of the Council's own involvement a publication was produced on sources of funding for local schemes.

During the year the Council has established direct relationships with the recently formed Welsh National Charity, and with the Charities Aid Foundation, which

Gosod Seilliau

Heb wybodaeth llawn a digonol ynglŷn â'r maes mae'r Cyngor yn ymdrin â hi y mae'n amhosibl cynllunio'n synhwyrol neu ddod â strategaeth newydd i mewn ag unrhyw elfen o hyder. Gan ystyried hyn ymgymerodd y Cyngor eleni â gorchwyl tra phwysig ac arwyddocaol gan gynnal arolwg o'r holl weithgaredd gwirfoddol lleol trwy Gymru. Gyda chysylltwyr wedi eu penodi ym mhob sir a thimau o holwyr ym mhob dosbarth yr ydym yn paratoi cyfrifiad o'r holl fudiadau gwirfoddol sy'n cyfrannu at wella cymunedau neu'n gwasanaethu anghenion grwpiau penodol dan anfantais. Y mae'r arolwg wedi ymdrin â phob math o sefydliad gwirfoddol o'r cymdeithasau cymunedol i'r sefydliadau elusennol cenedlaethol sy'n ymwneud ag anabledd meddyliol; o'r grwpiau hunan-gymorth i deuluoedd un rhiant i hosteli lles cymdeithasol; o grwpiau amgylcheddol i fentrau cymunedol a sefydlwyd i greu busnes newydd a chreu swyddi.

Bydd yr arolwg yma'n darparu darlun i'r Cyngor eleni o faint y gweithgaredd gwirfoddol yng Nghymru, a byddai hynny yn ei dro'n arddangos meysydd cryf a gwan. Does dim amheuaeth y bydd y seilliau gwybodaeth ar gyfer ystyried y rhan sydd gan fudiadau gwirfoddol ym mywyd Cymru wedi cynyddu'n sylweddol yn ei sgil. Ond yn fwy na hynny yn ail ran yr arolwg, fe ddatgelir gwybodaeth bwysig pellach ynglŷn â nodweddion y gwahanol fathau o fudiadau ac o ganlyniad disgwylir y bydd modd datblygu polisiau cadarn.

Er bod datblygu a gweinyddu'r arolwg hwn wedi bod yn gryn dreth ar adnoddau'r Cyngor yr ydym yn profi'n feunyddiol werth canlyniadau'r ymchwil ac rydym yn hyderus y bydd yn faen prawf arwyddocaol nid yn unig ar gyfer datblygu polisiau'r Cyngor ei hun ond efallai'n fwy arwyddocaol ar gyfer datblygu polisiau cymdeithasol yng Nghymru.

Datblygu Syniadau Newydd

Rhaid i gorff bychan â chylch gorchwyl eang, sydd heb fwiad i gyfyngu ar y cylch gorchwyl hwnnw na thro'i'n sefydliad mawr, wneud ymdrech i fod yn greadigol a chydweithgar. Ceir prawf o'r priodoleddau hyn yn y gwaith yr ymgymerodd y Cyngor â hi eleni. Yn sgil y duedd gyffredinol yn ystod blynyddoedd diweddar gan bolisiau'r llywodraeth i roi mwy o bwyslais ar ofal o fewn cymdeithas ac ar gynyddu cydweithrediad rhwng asiantaethau statudol a gwirfoddol, symudodd y Cyngor ymlaen drwy ffurfio Grŵp Strategaeth Gofal Cymunedol. Bu'r grŵp yma, sy'n cynnwys cynrychiolwyr o'r prif fudiadau gwirfoddol sy'n ymwneud a gofal o fewn cymdeithas, yn cyfarfod yn gyson ac mae'r grŵp ei hun wedi cymryd cam ymlaen i ddwyn cynrychiolwyr at ei gilydd ar lefel sirol i ddsygu ynglŷn â chyfranogi o brosesau cynllunio. Yn fwy na hynny, o ganlyniad i ymdriniaeth y Cyngor ei hun cynhyrchwyd cyhoeddiad ar ffynonellau cyllid i gynlluniau lleol.

Yn ystod y flwyddyn sefydlodd y Cyngor gysylltiadau uniongyrchol â'r Elusen Genedlaethol Gymreig a ffurfiwyd yn ddiweddar, a gyda'r Charities Aid Foundation sy'n gwasanaethu Prydain i gyd. Yn y ddau achos y diben oedd

serves Britain as a whole. In each case the purpose has been to explore ways of providing a better charities information service and of increasing the availability of charitable funding for voluntary initiatives in Wales. On both sides the discussions have been stimulating and it is hoped that as a result certain new services both for those seeking charitable support and for donors will be established in the coming twelve months.

In response to the considerable part played by voluntary organisations in sponsoring M.S.C. schemes, the Council has established a Community Initiatives Unit. For a number of years the Council has provided an information service to voluntary sponsors of M.S.C. Schemes with funds made available by the M.S.C. itself. This year the service was reviewed and the function was enlarged from purely informational to include stimulation and a general monitoring of this rapidly growing and highly important area of voluntary organisation activity which is undertaken with M.S.C. funding. The involvement with the M.S.C. provides both opportunities and some difficulties for voluntary organisations, particularly the smaller ones; the new unit will therefore meet a growing need for both advice and for critical assessment.

Finally, reference must be made to the introduction this year of a computer to facilitate the work of the Council. Like any other enterprise which decides to introduce new technology of this kind the full implications of the decision and the wider possibilities which it creates could not be realised at first. Already the computer handles pay roll and accounts, provides a word processor facility and has been programmed to record all the data obtained from the National Survey. However, it is only after diving in at the deep-end that the full implications for office organisation, the possibility for information exchange, the possibly radical impact on the Council's publication policies, and the ethical issues surrounding information control and dissemination have become apparent. These and other questions will be a constant preoccupation in the immediate future but it is hoped that from this direct experience the Council will be able to give help and guidance to other voluntary organisations who decide to follow the same course.

Consulting and conferring

During this year a pattern has been established for the organising of formal events in which the Council enters into a dialogue with others around a subject of common interest; sometimes bringing in a third party to assist in the process. These events have been arranged by the Council in order to achieve one or another of four purposes (although often more than one purpose is achieved at the same time). They are: to invite others with some special expertise to advise the Council regarding its own policies or regarding some issue which has been put to it for consideration; to create an opportunity for voluntary organisations' representatives to come together and to express their views on some issue of common concern; to introduce to some category of voluntary organisation new

ymchwilio i'r dulliau o ddarparu gwasanaeth hysbysrwydd gwell i elusennau ac o ddod â chyllid elusennol fwyfwy o fewn cyrraedd mentrau gwirfoddol yng Nghymru. Ar y ddau ochr bu'r trafodaethau'n symbyliad a'r gobaith yw y sefydlir o ganlyniad i hyn rai gwasanaethau newydd ar gyfer y rhai hynny sy'n ceisio am gymorth elusennol ac ar gyfer y cyfranwyr yn ystod y deuddeg mis nesaf.

Bedair blynedd yn ôl bu'r Cyngor yn arloesol wrth drefnu bob mudiadau gwirfoddol yn noddî cynlluniau, hyfforddi ieuencid pan sefydlwyd Canolfannau Gweithgareddau Unedig wedi eu cyllido gan y Comisiwn Gwasanaethau Gweithwyr. Ar ôl datblygu'r cynllun i'r graddau ei fod yn un o'r mwyaf yn y wlad, y mae'r Cyngor eleni wedi penderfynu ymgymryd â datblygu math newydd ar gorff gwirfoddol i ofalu am y corff hwn ond bwriedir i'r corff newydd gyfuno manteision cydweithgarwch gyda'r symbyliad a'r diddordeb a ddaw trwy fod yn atebol yn lleol er mwyn creu fframwaith gyda'r gobaith y bydd nid yn unig yn llwyddiant, o ran ei hunan, ond hefyd yn darparu cynsail i'w ddyrward.

Mewn ymateb i'r rhan blaenllaw a fu gan fudiadau gwirfoddol wrth noddî cynlluniau C.G.G. (Comisiwn Gwasanaethau Gweithwyr), sefydlodd y Cyngor Uned Mentrau Cymunedol. Ers nifer o flynyddoedd bu'r Cyngor yn darparu gwasanaeth gwybodaeth i noddwyr gwirfoddol Cynlluniau C.G.G. gyda chyllid, a ddarparwyd gan y C.G.G. ei hun. Eleni gwnaed arolwg o'r gwasanaeth, a chynyddwyd ei swyddogaeth o ddarparu gwybodaeth yn unig i gynnwys symbylu ac arolygu'n gyffredinol y maes cynyddol a thra phwysig yma o weithgaredd mudiadau gwirfoddol yr ymgymeryd â hi gyda chyllid y C.G.G. Y mae ymwneud a'r C.G.G. yn creu agoriadau a rhai anhawsterau i fudiadau gwirfoddol, yn enwedig y rhai llai; bydd yr uned newydd felly'n cwrrd ag angen cynyddol am gyngor ac am asesu'n feiriadol.

Yn olaf, rhaid cyfeirio at ddyfodiad cyfrifiadur eleni i hwyluso gwaith y Cyngor. Fel unrhyw fenter arall sy'n penderfynu dod â thechnoleg newydd o'r math yma i mewn ni ellid sylweddoli'n llawn yn y lle cyntaf, oblygiadau'r penderfyniad a'r posibiladau ehangach. Eisoes mae'r cyfrifiadur yn ymdrin â thalu cyflogau a chadw cyfrifon, yn cynnig darpariaeth prosesydd geiriau ac fe'i rhaglennwyd i gofnodi'r holl data a geir o'r Arolwg Cenedlaethol. Fodd bynnag, dim ond ar ôl bedydd tân y daeth yr oblygiadau llawn ynglŷn â threfniadaeth swyddfa, y posibilrwydd o gyfnewid gwybodaeth, yr effaith radical posibl ar bolisiau cyhoeddi'r Cyngor, a'r dadleuon moesegol ynghylch rheoli a dosbarthu gwybodaeth i'r amlwg. Bydd y rhain a chwestiynau eraill yn ein meddyliau'n gyson am y tro ond gobeithir y gall y Cyngor yn sgîl y profiad uniongyrchol yma gynnig cymorth ac arweiniad i fudiadau gwirfoddol eraill sy'n penderfynu troedio'r un llwybr.

Ymgynghori a Chynadledda

Yn ystod y flwyddyn hon sefydlwyd patrwm ar gyfer trefnu cynlluniau ffurfiol pan fo'r Cyngor yn trafod gydag eraill, destun o ddiddordeb cyffredin, weithiau'n cynnwys trydedd garfan, i gynorthwyo yn y broses. Trefnwyd y cynulladau hyn

ideas, information or opportunities for different categories of people engaged in voluntary action to improve their competence and acquire new skills. The seminars on the Barclay Report on Social Work and on Care in the community; the Media Conference and ECDE Symposium are all good examples of events serving each of these purposes.

Taking stock

For all that the Council has done this year or may do in the future, it cannot alone invigorate the voluntary sector in Wales nor can it create all those conditions which may be required to support voluntary action and to ensure that it plays a fully recognised part in the development of Welsh society: that recognition will not be forthcoming unless some of the circumstances and conditions which presently prevail are drastically altered. Taking a critical look at the general situation it is possible to distinguish many areas in which positive new initiatives are required but for the purposes of this report four are singled out for attention.

Broadly throughout Wales the infrastructure of support for voluntary action is weak and under-developed. There are county organisations whose terms of reference owe nothing to rationality and all to the accidents of history; in particular the reorganisation of local government a decade ago. Nowhere is the inadequacy of the infrastructure more tellingly revealed than in the three Glamorgans which contain nearly half the population of Wales. In West Glamorgan there is only one local voluntary council of long standing and that is in Swansea. In recent years a Council has formed in Afan and within the last year, in response to a Welsh Office initiative a council for the county has been established. In South Glamorgan Inter-vo plays a very active and stimulating role but is largely a client organisation of the social service department. Mid Glamorgan which has the highest population of any county in Wales and more than its fair share of social needs and problems, amazingly, has nothing. At district level there are only a few examples of those local councils and volunteer bureaux, resource centres and other supportive mechanisms which are well developed in certain other parts of Britain. Without such an infrastructure voluntary initiatives have languished for lack of information support and stimulation and have not been able to play their full part even when opportunities have been created for them.

Secondly, it can be observed that, by and large, the part which voluntary organisations play in society is to some extent disregarded. The common assumption of authorities would appear to be that as long as they can claim to be doing the job themselves they have no need to build up partnerships with the voluntary structures in society. Where there is a need to engage the support of voluntary action there is an inclination to be exploitative and to introduce schemes which are controlled wholly by the authorities themselves. One recent example of this disregard has been shown by the Police. Responding to a Home Office Circular some of the

gan y Cyngor er mwyn cyflawni un neu arall o blith pedwar amcan (er yn aml cyflawnir mwy nag un amcan ar yr un pryd) sef: - gwahodd eraill sy'n arbenigwyr i gynghori'r Cyngor ynglŷn a'i pholisiau ei hun ynglŷn â rhgw fater a roddwyd gerbron y Cyngor i'w ystyried; creu cyfle i gynrychiolwyr mudiadau gwirfoddol ddod at ei gilydd i leisio barn ar rhyw fater o bryder sy'n gyffredin rhyngddynt; cyflwyno syniadau newydd, gwybodaeth neu agoriadau sy'n berthnasol i'w gwaith i rhyw garfan ymhlith mudiadau gwirfoddol; neu, yn olaf, creu cyfle i wahanol categorïau o bobl sy'n ymwneud â gweithgaredd gwirfoddol i wella eu cymhwyster a dysgu galluoedd newydd. Y mae'r seminarau ar Adroddiad Barclay ar Waith Cymdeithasol ac ar Ofal mewn cymdeithas, y Gynhadledd Cyfryngau a Thrafodaethau Cynghrair Datblygu Cymunedol Ewrop bob un yn enghreifftiau da o gynullïadau'n cyflawni'r amcanion hyn.

Cymryd Stoc

Er yr holl waith a wnaeth y Cyngor eleni ac mae'n debyg y gwna yn y dyfodol, ni all ysbarduno'r sector gwirfoddol yng Nghymru ar ei ben ei hun, na chreu'r holl amodau a fydd yn angenrheidiol o bosibl i gefnogi gweithgaredd gwirfoddol ac i sicrhau fod ganddi ran cydnabyddedig llawn yn natblygiad cymdeithas yng Nghymru. Ni ddaw'r gydnabyddiaeth yna oni newidir rhai o'r amgylchiadau a'r amodau sydd mewn grym ar hyn o bryd yn drwyadl. Wrth edrych yn feiriadol ar y sefyllfa gyffredinol, y mae'n bosibl didoli llawer o feysydd lle y mae angen anturio'n gadarnhaol o'r newydd ond at ddibenion yr adroddiad hwn tynnir sylw at bedwar.

Yn gyffredinol trwy Gymru y mae seiliau cefnogaeth i weithgaredd gwirfoddol yn wan ac heb ei ddatblygu. Ceir cyrff sirol nad yw eu cylch gorchwyl yn llawer o synnwyr a hynny, oherwydd damweiniau hanes; yn arbennig aildrefnu llywodraeth leol ddeng mlynedd yn ôl. Ni ddatgelir anaddasrwydd y drefn sydd ohoni yn unman yn well nag yn y dair Sir Forgannwg sy'n cynnwys bron hanner poblogaeth Cymru. Yng Nghorllewin Morgannwg dim ond un cyngor gwirfoddol lleol sydd yno ers tro a hwnnw yn Abertawe. Mewn blynyddoedd diweddar ffurfiwyd Cyngor yn Afan ac o fewn y flwyddyn ddiwethaf, sefydlwyd cyngor ar gyfer y Sir mewn ymateb i gymhelliad gan y Swyddfa Gymreig. Yn Ne Morgannwg mae 'Intervol' â swyddogaeth weithredol ac yn symbyliad ond mae'n bennaf yn sefydliad sy'n ymwneud ag achosion a ddaw trwy'r adran gwasanaethau cymdeithasol. Y mae Morgannwg Ganol sydd â'r boblogaeth uchaf o blith siroedd Cymru a mwy na'i chyfran deg o anghenion a phroblemau cymdeithasol, er syndod, heb ddim. Ar lefel cynghorau dosbarth ceir ychydig enghreifftiau'n unig o'r cynghorau lleol a'r swyddfeydd gwirfoddol, canolfannau adnoddau a chyfundrefnau cynhaliol eraill sydd wedi datblygu'n sylweddol mewn rhai rhannau eraill o Brydain. Heb gyfundrefn o'r fath y mae mentrau gwirfoddol wedi dihoeni oherwydd diffyg gwybodaeth, cefnogaeth ac ysgogiad ac ni fu modd iddynt gyflawni eu diben yn llawn hyd yn oed pan y crewyd cyfle iddynt.

Yn ail, gellir sylwi, yn gyffredinol, y diystyrir i raddau y rhan sydd gan fudiadau

Constabularies have been creating Community Advisory Committees which are supposed to assist the Police by commenting on local circumstances and local policing policies. Although the Circular explicitly advises the Chief Constables to take advice from councils of voluntary service and other organisations representing voluntary interests before appointing the member of the local advisory committees no such advice has been sought and the appointments have been made by unilateral determination. Other Constabularies have made no response to the circular.

Thirdly, there is the issue of the inadequacy of the total level of funding available in Wales to support voluntary organisations and initiatives. By comparison with other parts of Britain voluntary action in Wales is in almost all respects worse off. Almost all the big foundations are situated elsewhere than in Wales, and although their funds are available for application to projects in Wales there can be no doubt that voluntary organisations situated closer to those sources of funding enjoy a considerable advantage from that propinquity. The Charities Aid Foundation which administers charitable funds on behalf of donors throughout the whole of the United Kingdom subscribes a not inconsiderable levy to the National Council for Voluntary Organisations which serves England alone. Although there is a perfectly good historical explanation for this state of affairs, the inequity remains with this Council enjoying no share of the income deriving from the administration of charities and, therefore, the more dependent on governmental support. Again, reference can be made to the list of voluntary organisation recipients of E.E.C. grants for schemes starting in 1982/3 amounting to something in the region of £2 million which was published in Hansard. Not one of the recipient organisations was situated in Wales and, as far as it can be ascertained, none of the money was obtained for projects to be established in Wales. Meanwhile closer to home, it has to be observed that the contribution of local authorities to the development of voluntary structures in their own areas are, to say the least, parsimonious.

Fourthly, and this has been borne out not only by the demand expressed to the Council but also by the experiences of the Opportunities for Volunteering Committee which has scrutinised projects from all over Wales, the standard of competence of many who hold key positions in voluntary organisations leaves much to be desired. There is a need for people working in the voluntary sector to have more opportunities for training in order to help them make a better job of what they have been appointed to do. This is not to suggest any form of professionalisation of volunteers but rather opportunities to obtain new ideas and perspectives from experiences in other parts and to acquire certain basic skills and information which are needed when new ventures are established. Even the infrastructure to which reference has already been made is in considerable need of reinforcement by way of staff development and training if it is to perform adequately that essential role required of it.

gwirfoddol mewn cymdeithas. Ymddengys mai rhagdybiaeth gyffredinol yr awdurdodau yw nad oes angen iddynt ddatblygu partneriaethau â'r cyfundrefnau gwirfoddol mewn cymdeithas cyhyd ag y maent yn honni eu bod yn cyflawni'r gwaith eu hunain. Lle y mae angen sicrhau cefnogaeth gweithgaredd gwirfoddol y mae tuedd i ymelwa arnynt a pharatoi cynlluniau a reolir yn llwyr gan yr awdurdodau eu hunain. Bu'r Heddlu'n gyfrifol am un enghraifft o ddiystyrwch o'r math yma'n ddiweddar. Mewn ymateb i Gylchlythyr o'r Swyddfa Gartref creodd rhai o Awdurdodau'r Heddlu Bwyllgorau Ymgynghorol ar y Gymdeithas sydd i fod i gynorthwyo'r Heddlu trwy gynnig sylwadau ar amgylchidau lleol a pholisiau lleol yr Heddlu. Er i'r cylchlythyr gyngori Prif Gwnstabiaid yn eglur i fynnu cyngor gan gyngorau gwasanaethau gwirfoddol a chyrrf eraill sy'n cynrychioli buddiannau gwirfoddol lleol ni wnaed cais am gyngor o'r fath ac fe wnaed y penodiadau o'u tu nhw'n unig.

Yn drydydd, ceir mater annigonolrwydd cyfanswm y cyllid sydd ar gael yng Nghymru i gefnogi mudiadau a mentrau gwirfoddol. O'i gymharu â rhannau eraill o Brydain y mae gweithgaredd gwirfoddol yng Nghymru bron ym mhob agwedd mewn sefyllfa gwaeth. Lleolir bron yr holl sefydliadau mawr rywle y tu hwnt i Gymru, ac er bod eu cyllid ar gael i'w gymhwyso at gynlluniau yng Nghymru ni ellir amau fod mudiadau gwirfoddol a leolir yn nes at y ffynonellau cyllid elusennol ar ran cyfranwyr trwy'r Deyrnas Unedig i gyd yn cyfrannu cyllid sylweddol i Gyngor Cenedlaethol Mudiadau Gwirfoddol sy'n gwasanaethu Lloegr yn unig. Er bod esboniad hanesyddol hynod o dda am y sefyllfa hon, canlyniad yr anghyfiawnder yw bod y Cyngor hwn heb gyfran o'r incwm a ddaw o weinyddu elusennau ac felly'n fwy dibynnol ar gymorth o'r llywodraeth. Eto, gellir cyfeirio at y rhestr o fudiadau gwirfoddol a gafodd grantiau'r farchnad Gyffredin ar gyfer cynlluniau'n dechrau ym 1982/83 gyda chyfanswm rywle oddeutu £2 filiwn a gyhoeddwyd yn Hansard. 'Doedd dim un o'r mudiadau a dderbyniodd y rhain wedi'u lleoli yng Nghymru ac hyd y gwyddys, ni chafwyd dim o'r arian ar gyfer cynlluniau i'w sefydlu yng Nghymru. Yn y cyfamser, yn nes adref, rhaid sylwi fod cyfraniad awdurdodau lleol at ddatblygiad cyfundrefnau gwirfoddol yn eu hardaloedd eu hunain, a dweud y lleiaf, yn gybyddydd.

Yn bedwerydd, y mae lle i wella'n sylweddol ar safon gallu llawer sydd â swyddi allweddol mewn mudiadau gwirfoddol ac fe ddaeth hyn i'r amlwg nid yn unig oherwydd y galw a roddwyd gerbron y Cyngor ond hefyd yn sgil profiadau'r Pwyllgor Cyfle i Wirfoddoli sydd wedi archwilio mentrau o Gymru benbaladr. Y mae angen i bobl sy'n gweithio yn y sector gwirfoddol gael mwy o gyfle i hyfforddi i'w cynorthwyo i gyflawni eu swyddi'n well. Nid argymell modd o broffesiynoli gwirfoddolwy mo hyn ond yn hytrach mae'n cynnig cyfle i sicrhau syniadau a phersbectif newydd yn sgil profiadau mewn mannau eraill a dysgu rhai galluoedd sylfaenol a chael gwybodaeth sy'n angenrheidiol pan sefydlir mentrau newydd. Hyd yn oed o fewn y gyfundrefn y cyfeiriwyd ati eisoes mae angen dybryd atgyfnerthiad o ran datblygu a hyfforddi staff os ydi'n mynd i gyflawni'r swyddogaeth hanfodol y disgwyllir ganddi'n foddhaol.

Conclusion

It would be an understatement to claim that these general circumstances leave little room for complacency. The achievement of any progress towards enabling voluntary action to play its full and proper role in Welsh society would appear to be a formidable task. However the Council stands to gain nothing from being anything other than realistic and it is therefore necessary to place its own endeavour in proper perspective by considering these matters. At the same time this need to take a critical view of the context should not obscure the many good initiatives which are currently being undertaken nor the vitality of those taking them, nor even the very positive attitudes which are expressed by many people employed in key positions in major institutions who, like the Council, earnestly wish to see more opportunities for people to become involved in serving their communities for the greater good of all.

Casgliad

Nid yw'r amgylchiadau cyffredinol hyn yn foddhaol o bell ffordd. Ymddengys mai tipyn o gamp yw llwyddo i gymryd camau ymlaen o unrhyw fath wrth geisio galluogi gweithgaredd gwirfoddol i gyflawni ei swyddogaeth llawn a theg o fewn cymdeithas yng Nghymru. Fodd bynnag, ni fyddai gan y Cyngor ddim i'w ennill o beidio â bod yn ddim byd ond yn realistig ac felly y mae'n anghenrheidiol edrych ar ei orchwyl o'r safbwynt cywir trwy ystyried y materion hyn. Ar yr un pryd ni ddylai'r angen yma am edrych ar y cyd-destun yn feiriadol dynnu oddi ar y llu o fentrau da sydd ar waith ar hyn o bryd na gweithgarwch y rhai sydd ynglŷn â nhw, na hyd yn oed yr agweddau cadarnhaol iawn a fynegir gan lawer o bobl mewn swyddi allweddol o fewn sefydliadau mawr sydd, fel y Cyngor, â dymuniad gwirioneddol i weld mwy o gyfle i bobl fedru cyfrannu at wasanaethu eu cymdeithas er lies pawb.

RESEARCH, INFORMATION AND PUBLICATIONS

The Wales Council for Voluntary Action is a small agency with finite resources, but the number of potential recipients of its information service is large. One of the most effective ways to communicate information - about the Council itself, about government or about general issues of concern to voluntary organisations - is through publications.

1983 has seen the launch of several new WCVA publications: the first issue of **Network Wales**, the Council's newsletter, was published in January 1983. It is produced bi-monthly and distributed to Council members and to other organisations on subscription. The latter includes a wide variety of agencies, such as social service departments, local voluntary groups, health authorities, libraries, citizens advice bureaux, unemployed people's centres, self-help groups and academic institutions. **Network Wales** includes information on new initiatives, agencies and publications; gives details of WCVA activities, such as conferences and seminars, and examines specific topics and issues of interest to the voluntary sector in Wales.

Seven **Information Sheets** were published during the year, and were available in both English and Welsh. Information Sheets are generally produced in response to a high level of requests for information and advice on specific topics received by the Council: the first three, 'Charitable Status', 'Constitutions' and 'A Short Guide to Voluntary Work Opportunities in Wales', have proved especially popular. The current titles are as follows:

No. 1	Charitable Status	Rhif 1	Statws Eiusen
No. 2	Constitutions	Rhif 2	Cyfansoddiadau
No. 3	A Short Guide to Voluntary Work Opportunities in Wales	Rhif 3	Arweiniad Byr I'r Ar Gyfer Gwneud Gwaith Gwirfoddol Yng Nghymru
No. 4	Social Action Programmes in Wales (Revised July '83)		Not translated
No. 5	Working with Volunteers	Rhif 5	Gwiethio Gyda Gwirfoddolwyr
No. 6	Using Local Radio In Wales	Rhif 6	Defnyddio Radio Lleol Yng Nghymru
No. 7	Urban Aid in Wales: A Guide for Voluntary Groups	Rhif 7	Cymorth Trefol Yng Nghymru: Arweiniad Ar Gyfer Grwpiau Gwirfoddol

A monthly information service for local development agencies - including the county voluntary councils - was also distributed during the year. **Circulation** includes details of conferences, publications, Welsh Office initiatives, parliamentary information and so on. Various publications and leaflets from other organisations such as NCVO, NFCO and the Volunteer Centre are also distributed with **Circulation**.

In March, 1983 the Welsh Office issued a circular, 'Care in the Community' which introduced certain measures designed to speed up the transfer of people in hospitals to the community. The circular was inevitably long and detailed and so the WCVA produced a guide designed to explain the initiative to voluntary groups. '**Care in the Community - a guide to funding for voluntary groups in Wales**' was published in September 1983 and contained details of the various grants available to support community care projects. It also summarised details of the All Wales Mental Handicap Strategy and provided details of the funding arrangements initiated by the strategy. '**Care in the Community**' was distributed to Council Members and Associate Members, and to other voluntary and statutory agencies including health authorities.

The number of general enquiries dealt with by the Council has continued to increase, reflecting perhaps the impact of recent developments such as the National Survey and a more extensive circulation of WCVA publications. During the year there have been a number of occasions to bring the role and activities of the Council to the attention of the press; the Opportunities for Volunteering Scheme, new staff appointments and National Survey are good examples. The latter has received good coverage in the local and national press, radio and television. The Council's presence at the Eisteddfod on Ynys Mon also proved to be a successful venture.

National Survey of Locally Based Voluntary Action in Wales

The National Survey aims to record and assess the quantity and quality of voluntary action in Wales. It is funded by the MSC's Community Programme, with additional contributions from the Welsh Office and other agencies.

A small Project Management Committee consisting of specialists in the field of survey design and social science research was appointed early in the year. In conjunction with other representative organisations the Committee drew up a detailed programme of work. The survey itself comprises two distinct phases, each of approximately three months duration. In the first, a **census** of all voluntary groups in Wales was conducted, recording basic information about each one; the results of this work will form the basis of a number of different directories recording information in both geographical and subject classifications. In the second phase, a **sample survey** of voluntary organisations will be asked to consider more detailed questions relating to their work and resources.

Nine county co-ordinators based in each of the Welsh counties were appointed in March. They were engaged in intensive planning work before the census start date at the beginning of July. Fifty project interviewers, responsible to their respective county co-ordinators, were recruited to carry out the work of locating locally based voluntary groups. Both the co-ordinators and interviewers were given training courses to prepare them for their work and especially for the degree of public contact that it has entailed. By September 1983 roughly 15,000 groups had been contacted.

VOLUNTARY ACTION; SUPPORT AND DEVELOPMENT

Support and development of voluntary organisations has fallen within the following categories:

National and Regional Organisations

Most work for national bodies has been on a representational level for the WCVA, although it has been productively linked to the work with district and county organisations. Issues can in this manner be used to encourage direct action by these large organisations, for example, the representation on the Executive Council of the Standing Conference of Voluntary Organisations associated with the All Wales Strategy on Mental Handicap. Similarly, dialogue with inter alia, the Development Board for Rural Wales and Wales Association of County Voluntary Councils, has made it possible to encourage direct initiative through fora and special committees associated with county bodies.

At a more general level substantial liaison with the Manpower Services Commission has been translated into direct help in response to requests from organisations throughout Wales on matters relating to funding administrative structure, manpower development and so on. In this area particularly, a degree of specialised knowledge has been achieved by the WCVA which is beginning to bear fruit in a number of important ways. In all these dealings with national and regional organisations links have been created to establish positive activities overcoming nationwide problems.

County Intermediary and Specialist Support Bodies

The work of the WCVA in this area has been of a representational nature with specific reference to activity based initiatives. Successful achievements have reflected the degree of support and advice offered to Rural Community Councils and Councils of Voluntary Service. Some specific examples of this have been the support offered to the management committee of Gofal Gwynedd, the successful establishment of a new County Voluntary Council in West Glamorgan and the substantial liaison with representatives of relevant agencies in Mid Glamorgan to assess the needs and consider the models for a social development agency to promote local voluntary action in that county. In the case of the latter the complexities of the task in hand have necessitated a laborious modus operandi with continuous modifications resulting from ongoing liaison with all interested parties.

District and locally based organisations

Those bodies which may either have a representational area within a county or may carry a responsibility for specialist activity have made approaches to the WCVA in a variety of ways and in respect of a wide range of problems. In the main the support which has been offered to these bodies has been at the level of organisational or administrative advice. In this way Youth Enterprise Swansea, who work specifically with youth unemployment, Afan Community Aid Council and a large number of similar organisations throughout the country have received ad-

vice on funding, constitutions and agency methodology. At the most minute level local organisations with a specific brief to generate resources in their own communities have approached the Council in large number and received the help needed in a variety of ways. Examples of this type of activity have been evident in all part of the Principality.

Specialist Activities

The Council has developed specialisations to maximise the use of resources currently available in a corporate fashion which has facilitated its development functions. In this way specific enquiries relating to community development, constitutions, mental handicap and so on, have been channelled in those directions which best facilitate the Council's response. In many cases the Council has supplied representations as and when required.

ORGANISATIONAL DEVELOPMENT

Organisational development is a conveniently all-embracing term which encompasses all aspects of voluntary group development from initial formation through the complexities of formalisation to the evolution of an effective and practicable management system. Throughout this last year, WCVA officers have had the opportunity to assist groups in all these development areas.

The Council has been instrumental in the formation of several new organisations at local, regional and national levels. This has been largely at the invitation of the people involved although, where the need for a new organisation has become evident, the Council has taken the initiative, occasionally in collaboration with other national bodies.

An increasing number of groups have been turning to the Council for advice on charitable status, constitutions and other aspects of the formalisation process that establishes the group as an identifiable organisation. The Council's information sheets on these topics have proved particularly popular and there is no doubt that the growing expertise within the Council on the legal side of voluntary action has proved valuable.

One of the most prevalent and often perplexing areas of concern for voluntary organisations in the last year has been management. Management strategy has become increasingly important as voluntary organisations have responded to the rise in demand for their services. The growing awareness of the need for more effective use of voluntary resources has been reflected in the number of requests received by the Council for advice. The increasingly frequent change of voluntary organisation's status to that of employer as a result of increased demand for services or, more often, their involvement in MSC schemes has also led to a number of problems. The Council has received a substantial number of requests for information on the legal and managerial implications of this change.

The issue of statutory/voluntary relationships is another increasingly relevant feature of voluntary action in Wales. The acknowledgement of the real value of voluntary action as an integral part of community services seems independent of the political complexion of the government and can be regarded as a permanent trend. To encourage a wider understanding of the implications of a partnership approach the Council has held seminars and conferences on several topics such as the Barclay Report on the Future of Social Work and the Care in the Community programme. The education process has also undoubtedly been enhanced by Council publications.

Finally, the increase in voluntary activity in Wales and the increased attention being paid to voluntary action by statutory authorities has placed new pressures on Welsh intermediary bodies. The WCVA has been pleased to collaborate with these bodies through seminars and consultations to develop their own organisational capabilities.

MEDIA PROGRAMME

The Media Project was initially set up for a twelve month period with one full time officer, considerable help from various interested parties and full WCVA support. It was funded by the Carnegie Trust.

The first phase of the pilot project was concerned with assessing whether, and to what degree, voluntary organisations in Wales were, or would be, looking for support in their involvement with the media (especially during a year of rapid expansion of broadcasting in Wales). Secondly, it was necessary to assess how much social action broadcasting was actually broadcast in Wales and how much of it originated in Wales. By looking beyond Wales it was possible to begin examining the experiences of voluntary organisation's involvement with broadcasting elsewhere in the U.K. to find the lessons which could help similar involvement here. It was also considered useful to take note of the potential uses and problems which new technology, including cable and satellite, might present to voluntary organisations in the near future.

After an intensive assessment period, and in consultation with representatives of both voluntary and broadcasting interests, a report was issued (January 1983) detailing the attitudes and needs currently apparent and making recommendations for action. At the same time a list of Social Action Programmes in Wales was compiled in order to clarify for all concerned the precise quantity and type of relevant programming in Wales.

The immediate and visible help given to voluntary organisations included dealing with various individual and specific needs and queries, producing a second Social Action Programmes in Wales list (each one covering six months programming) and producing an Information Sheet on **Using Local Radio in Wales** (now available in English and Welsh).

In July a national conference was staged in Cardiff as a first step in joint thinking by both broadcasters and voluntary/statutory organisations involved in social action broadcasting. The success of this conference has provided a firm foundation for progress. A full conference report is also available.

Considerable assistance has also been given in connection with HTV's Community Service Announcements (to be launched in Autumn 1983). A reply to the government's White Paper on cable broadcasting was submitted on behalf of interests in Wales. Less visible, perhaps, but nonetheless important, was the task of accumulating and absorbing information, which was of necessity, predominant in the first year of a project new not only to the WCVA but to Wales as well.

Proposals for the continuation of the Media Programme have been partially accepted in terms of funding. The WCVA envisage the programme as a resource which will provide advice, training and support for those who wish to make the best use of broadcasting and the press. Plans are in hand for developing a network of interested organisations, for workshops, seminars and print material and for continued work relating to CSAs.

OPPORTUNITIES FOR VOLUNTEERING IN WALES

The Opportunities for Volunteering in Wales scheme was launched in August 1982. A sum of £200,000 - later increased to £250,000 - was made available by the Secretary of State for Wales to provide grant-aid to voluntary organisations. A further £90,000 was made available for schemes in 1983/4.

The main purpose of the Fund is to promote voluntary work, especially by unemployed people. Two categories of grants are available - small scale grants up to £1,000, and large scale grants up to £15,000.

A First Report on the operation of the scheme from August 1982 to April 1983 was published and copies are available from the Secretary. The Report gives a financial summary for the period August 1st 1982 to March 3rd 1983:

	£
Allocation received from the Welsh Office	250,000
Total value of applications received	897,000
Total value of grants made	175,000
Administrative costs inc. advertising	8,460

The Report notes that approximately one half of the organisations applying for a grant were successful. It also observed that many people who put forward schemes for consideration lacked an appreciation of the administrative difficulties involved in what they were proposing: 'This occurred sufficiently frequently for us to draw the inference that there is an urgent need for more effective advisory services for very small local voluntary groups'. The Committee was also concerned about the lack of an adequate infrastructure to support new initiatives: 'It may be

argued that the past resourcing of voluntary activity in Wales had been under-financed, or that organisations available for this service have not been as effective as they should have been'.

MANPOWER SERVICES COMMISSION PROJECTS

The task of the Staff engaged on the Integrated Activity Centres and Life and Social Skills Projects has been largely directed by a need for consolidation and reflection. Since the middle of 1983, the Projects have sought to give substance to the Council's commitment to the new Youth Training Scheme and effect the necessary fundamental changes in design and content to its programmes. Such changes have not only demanded that the Council look at its own Project's curriculum and processes, but that it engage in a wide range of discussions and debate on the central objectives and strategies for the training of the unemployed school leaver.

During the six years in which the Council has promoted its direct service in youth unemployment training, there has been an acceptance of the need to extend and expand. The Project does not exist, however, to fulfil quantitative targets, but to demonstrate an active concern for the problems and needs of specially disadvantaged young people and the communities in which they live. The Project has therefore utilised some of its space during the year to reflect not only on its primary objectives, but on its role and structure of control and the appropriateness of its organisation to deliver the service.

Whilst much of the Project's energies have been devoted to the implementation of new process for the Youth Training Scheme, the Scheme's Staff have sought to identify further ways of extending the opportunities for trainees to share with local people the task of meeting common needs. This Report is unable to detail each and every development, but the work over the past year has continued to reflect a willingness to experiment, initiate and encourage new ideas and to remain in the forefront of work with young people.

The Project has worked towards the target date of September 1983 and the official commencement of the YTS. Throughout the pilot year each element of the programme has been assessed and where appropriate, new or modified processes and training tools created. Many of the Project's innovations have been subject to pilot programmes and staff and trainees have been involved in evaluating new materials. Whilst many other schemes have adopted commonly available packages, the Project has devised much of its own material and this has been successfully validated and acknowledged. The Council is indebted to all staff and to associated agencies including the MSC YTS implementation teams for their assistance and support.

Integrated Activity Centres

Whilst there have been no new additions to the eleven established Centres plus

the Headquarters team, several Centres have either enhanced their existing properties or relocated to new premises. Two new developments are worthy of special mention. The first, involving the pending relocation to Caerphilly from Abertridwr where a new 'open plan' concept with access and training facilities for the physically handicapped school leaver has been developed. It is hoped that this will eventually lead to better access for the disabled trainee at other Centres. The second has been the opening and development of a small unit for Basic Skills Training, providing for special learning difficulties and problems.

The Project has also sought to use alternative learning methods and approaches and one such experimental development involves the application of the Arts in core skills education at the Maesteg Centre and this has already stimulated new community involvements and contracts. The development of opportunities for volunteer inputs to the Project is now widely accepted and is proving successful. The introduction of Industrial Working Coaches allied to specific Centre vocational training modules is to commence under the new YTS programme.

Whilst the departure of the Senior Development Officer in December 1983 resulted in some reduction in Project extra-curricular programmes, it has been possible, using Divisional Staff, to increase the level of participation and attendance at residential Courses. Over 200 trainees have taken advantage of the programme of Outward-Bound training weeks and shorter residential excursions have been promoted locally. A second edition of the Project magazine has been published, but resources have limited further editions. The Project has also been involved at several Careers exhibitions in South Wales during the year and has now produced an informative and attractive publicity leaflet for general circulation.

The Project employs 89.5 staff to work with its 443 trainees. An expanding programme of in-service training has been promoted by the Training Officer, including a further staff conference at Dyffryn House, attended by all Project staff and a community work day release course, operated by Mr. Alan Twelvetrees of University College, Swansea. All staff are now represented on a newly constituted Staff Consultative Group and this initiative has been welcomed by the Project.

Life and Social Skills Project

The development of the Youth Training Scheme and the emergence of one year, high quality training programmes has removed the demand for short training courses along the lines previously operated. During the interim a small number of four week courses were operated along with a further day release course for a local employer. The Project Resource Officer has promoted three Life and Social Skills Instructor Courses for IAC staff and a one day seminar with the Careers Office Information Centre (COIC). However at the end of the year the contracts of remaining L.S.S. Tutors had to be terminated.

Relationships With Other Organisations

The Projects have successfully continued a wide range of working partnerships

during the year. In addition to our associations with major trainee referral agencies, new links with training and educational providers, particularly Colleges of Further Education, have developed.

The Project has continued to be represented on Welsh Joint Education Committee Working groups and Committees, examining YTS development. Strong links continue at national, regional and local level with NACRO and the General Manager has served on the NACRO Employment Development Committee and Community Programme Working Party. Project staff have also participated in the work of the Community Projects Wales Network and in discussions on the development of voluntary organisation's participation as sponsors and providers under MSC Scheme.

Analysis of Training Provision for the Young Unemployed

Trainees Participating in Programme

Block	Block Release	Day Release	Assess- ment Courses	Comm- unity Youth Oppor- tunities	Inte- grated Activity Centres	Total
			3 weeks	22 weeks	52 weeks	
1977	34	-	-	-	-	34
1978	80	-	-	89	-	169
1979	320	-	158	-	135	613
1980	505	-	-	-	231	736
1981	754	-	-	-	487	1241
1982	598	18	-	-	566	1182
1983	38	35	-	-	553*	626*
Total	2329	53	158	89	1972*	4601*

*Projected to year end.

Community Initiatives Unit

In 1980 the Council appointed, with financial support from the MSC, a Development Officer to provide a service of information and advice to voluntary sponsors of MSC funded schemes. With the retirement of this officer due to ill health early in 1983, the terms of reference of the Council's involvement were reviewed and a new Community Initiatives Unit established. Its functions are as follows:

- to provide information and support to voluntary organisations in Wales which sponsor MSC schemes.
- to provide a national focus in Wales for consideration of the experience of voluntary sponsors, exchange of views and for the assessment of current policies.

- to promote the quality of voluntary involvement by maintaining a record of current schemes: to monitor aspects of current experience: to build up a network of relationships through educational events and publications, and encourage new initiatives.

At present the Unit is staffed by one Development Officer (who took up post in September 1983) with clerical and secretarial support. The officer's first priority has been to assess the current level of voluntary sector involvement in MSC Special Measures and how this involvement is progressing. As a result of an early survey of Council members the officer has discovered that many voluntary organisations still do not know what is actually available under the term 'Special Measures'.

It has become clear even at this early stage therefore that an up to date information service is needed and that the provision of this information will occupy the main part of the new officer's first few months.

ADMINISTRATION AND FINANCE

The past year has been one of change and development of the Council's activities and administrative procedures have had to be adopted and adapted to accommodate these new developments. 1983 saw the change of name from the increasingly ambiguous Council of Social Service for Wales to the more appropriate and accurate title of Wales Council for Voluntary Action. The change required the approval of the Charities Commission and Companies House and both these institutions have now recognised the new name.

In anticipation of the Council's role as a major source of information on voluntary activity WCVA has joined the growing number of organisations operating micro-computers. Although we experienced some early teething troubles, especially in training, the Althos 8000-12 computer purchased early this year has already made a significant contribution to the general Council administration and to specific project work such as the National Survey.

The recruitment of new staff has actuated a number of changes in the administration of Council work, including the adoption of a ratified Employment Conditions Handbook; recognition of a formal Staff Association and restructuring of salaries; all of which have helped to consolidate the professional stance of the Council.

The new higher profile established this year by WCVA will probably attract many new members next year and membership procedures will be established to facilitate this. Formal application forms and explanatory leaflets are in preparation and will be available at the end of 1983.

PERSONNEL AND FINANCIAL REPORT

"Llys Ifor",
Crescent Road, Caerffili,
Mid Glamorgan, CF8 2XL.
Telephone: 0222 869224/5/6
0222 869111/2/3/4/

North Wales Office,
57A King Street,
Wrexham, Clwyd.
Telephone: 0978 261245

Officers

President:	Mr. Wynford Vaughan Thomas, O.B.E.
Chairman:	The Earl of Lisburne
Vice-Chairman:	Mr. Charles E. Harrison, J.P.
Honorary Treasurer:	Mr. Aubrey Jones
Honorary Solicitor:	Mr. Julian Phillips - Messrs. Phillips & Buck
Auditors:	Messrs. Zeidman and Davis
Bankers:	Midland Bank Limited, Caerphilly.

Executive Committee

Mr. John Barnes
Prof. Maurice Broady
Mr. J.E.R. Carson
Dr. T. Chapman
Mrs. Nesta Davies
Mr. Nicholas Hinton
Mr. C.A. Hogg
Mr. C.A. Hopkinson
Mrs. Iris Price-Jones, J.P.
Mr. J.O. Jones, M.B.E.
Mrs. G.M. Lysaght
Mr. T.G. Parry F.S.C.A., A.C.I.S.
Mr. C.L. Paul
Mrs. Cecile M. Stampa, O.B.E., J.P.
Mr. Elwyn Thomas
Sir Donald Walters
Mr. A. Laurie Williams

Assessors to the Executive

Mr. J.A. Morgan Welsh Office
Miss Zena Williams Welsh Office

The Council's Staff

Director and Secretary

Finance Officer:

Development Officers:

Assistant Development Officer:

Secretary, Opps for Vols:

Clerical Officers:

Work Experience Trainee: to 7/10/83

Resident Caretakers:

MSC Project Staff

General Manager:

Admin. & Finance Officer:

Personnel & Training Officer:

COUNCIL MEMBERS

Individual Members

Prof. Maurice Broady

G.T. Cantley

J.E.R. Carson

Ivor Cassam

Dr. T. Chapman

Sir William R. Crawshay

Leonard Churchman Davies

Mrs. Nesta Davies

Dr. A.B. Oldfield-Davies

Mr. Hywel Griffiths

Mr. Andrew Hurd

Mr. Andrew Coutts

Mrs. Joy Hill

Mr. Robert Hunt

Mr. Arthur Wynne Hughes

Mr. Roger Hopkins

Mr. Howard John

Mrs. Lindsey Williams

Mrs. Anne Render-Williams

Mr. Stan Salter

Mrs. Jan Ashcroft

Miss Maura Coll

Mrs. Iola Hennessey

Mrs. Carol James

Miss Diane Caple

Miss Mandy Gill

Mr. & Mrs. B.T. Lewis

Mr. Jon G. James

Mr. W. Docherty

Mrs. S. Gifford

Prof. D.R. Seaborne-Davies

J. Dennithorne

Lady Olwen Carey Evans

Hywel Griffiths

J. Ivor Griffiths

C.E. Harrison

Rt. Hon Lord Heycock

C.A. Hopkinson

H. Noel Jerman

Dr. David Dilwyn John

Aubrey Jones

J.O. Jones, M.B.E.

Mrs. Iris Price-Jones

The Earl of Lisburne

Mrs. G.M. Lysaght

Col. Sir Godfrey Llewellyn

L.G. Oxford

Julian Phillips

Irene, Countess of Plymouth

Leslie Sketch

H. Hugh Thomas

R.M. Thomas

Wynford Vaughan Thomas

Professor G.F. Thomason

Col. Sir Cenydd Traherne

Sir Donald Walters

A. Laurie Williams

Affiliate Members

Action Resource Centre

Age Concern Wales

Barnardos (South Wales/South West Division)

British Medical Association (Wales)

Boys' Clubs of Wales

The British Red Cross Society

Centre for Applied Social Studies

Clwyd Voluntary Services Council

Coleg Harlech

Council for the Protection of Rural Wales

Council for Wales Voluntary Youth Service

Cruse

Drama Association of Wales

Eisteddfod Genedlaethol

Equal Opportunities Commission

The Family Institute

Glamorgan Community Services Council

Gwent Community Services Council

Gwynedd Rural Council

Honourable Society of Cymrodorion

Keep Wales Tidy Campaign

Mudiad Ysgolion Meithrin

Muscular Dystrophy of Great Britain

National Association of C.A.B.

National Council of Voluntary Organisations

National Children's Home

National Federation of Womens Institutes

National Library of Wales

National Museum of Wales

National Union of Teachers

Order of St. John

Pre-School Play Groups Association

Prince of Wales Committee

Rotary International District 115(South Wales)

Royal Welsh Agricultural Society

The Salvation Army

Save the Children Fund
Sorooptimist Clubs (Federation of)
South Glamorgan Intervol
Swansea Council for Voluntary
Service
United Nations Association
University of Wales
Faculty of Education
Urdd Gobaith Cymru
Wales Committee of the
Young Farmers' Clubs
Wales Council for the Blind
Wales Council for the Deaf

Wales Council for the Disabled
Wales T.U.C.
Wales Association
of County Voluntary Organisations
Welsh Association of Youth Clubs
Welsh Consumer Council
Welsh Disabled Motorists Club
Welsh Joint Education Committee
Welsh National Council of YMCA's
Welsh Secondary Schools Association
Welsh Womens' Aid
Women's Royal Voluntary Service
Workers Educational Association

Representing Local Government

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

Associate Members

Action Research for the Crippled Child	The British Arthritis & Rheumatism Council for Research (Wales Regional Office)
Afan Community Aid Council	British Rheumatism & Arthritis Association (Swansea)
Arthritis and Rheumatism Council for Research (Rhondda)	'Breakaway' Alcoholism Information and Advice Centre
Arthritis and Rheumatism Council (Cardiff)	British Red Cross Society (Pontypridd)
Boys' Brigade in Wales	British Red Cross Society, (Gwynedd)
British Red Cross Society - Dyfed Branch	Cardiff Action Group for Epilepsy

- Cardiff Community Concern
- Cardiff & District Association for Mental Health
- Cardiff Flatshop (Housing Information Advice)
- Catholic Marriage Advisory Council
- Cheshire Homes (Dolywern)
- City Centre Youth Project
- Corwen District Society for the Handicapped
- Danybryn Cheshire Home
- Dinas Powis Council of Social Service
- Disabled Drivers Association (Taff Rhondda Branch)
- Duke of Edinburgh's Award Scheme
- Family Care Housing Association
- Family Planning Association
- Gwent Hospitals Contributory Fund
- Gwent Pre-Retirement Council
- Jane Hodge Holiday Home
- Llandudno & District Standing Conference of Womens Organisations
- Llanelli & Dinefwr Community Health Council
- MENCAP (South Wales Region)
- Leonard Cheshire Foundation
- Merthyr & Cynon Valley Community Health Council
- Multiple Sclerosis Society - Cardiff & District Branch
- Multiple Sclerosis Society - Merthyr Tydfil & District
- Multiple Sclerosis Society - Newport (Gwent) Branch
- Multiple Sclerosis Society - Gwynedd Branch
- National Association of Citizens' Advice Bureaux (North Wales Area)
- The National Council for Single Women and her Dependents
- National Federation of Young Farmers Clubs
- National Federation of the Blind of the U.K.
- North Wales Association for Spina Bifida and Hydrocephalus
- Ogmore & District Disabled Group
- Ogwr Community Health Council
- Parkinson's Disease Society - Cardiff Branch
- Pembrokeshire Community Health Council
- Pontypridd Volunteer Bureau
- Provincial Council for Education
- Presbyterian Church in Wales Youth Service
- Provincial Council for Social Work (Church in Wales)
- Rhymney Valley Community Health Council
- Royal United Kingdom Beneficent Association
- St. Asaph Diocesan Association for Social Work
- South Glamorgan Care for the Elderly
- South Glamorgan Playbus Association
- South East Wales Mission to the Adult Deaf & Dumb
- South Wales Association of Spina Bifida & Hydrocephalus

South Wales Council on Alcoholism	Toc H. Centre
South Wales Marriage Guidance Council	Wales MIND
South Wales Talking Magazine Association	Wrexham & District Handicapped Childrens Society
South Western Area Sea Cadet Corps.	Welsh Sports Association for the Disabled - Northern Region
The Spastics Society	Ynys Mon/Anglesey Community Health Council
St. Jude Society	Youth Hostels Association
St. David's Foundation	The United Council on Alcohol and other Drugs
Student Community Action	
Swansea & District Spastics Association	

Individual Associate Members

The Hon. Islwyn Davies, J.P.
Mrs. A.M. Jones

ACCOUNTS FOR THE YEAR ENDED 31st. MARCH 1983

Auditors Report to the Members of Wales Council for Voluntary Action

We have audited the financial statements on page 38 to 42 in accordance with approved auditing standards.

As more fully explained in note 1b and 1c, Capital Expenditure and Receipts on equipment, computer configuration has been debited/credited in full to Income and Expenditure Account, and no provision for the depreciation of the Buildings have been made. Above treatment is not in accordance with Statement of Standard Accounting Practice No. 12, which require capitalisation of the expenditure and it to be depreciated over the useful lives of the relevant assets.

During the year 100 Ordinary Shares in Gwent Area Broadcasting Limited were acquired and the cost of these shares has been debited to Income and Expenditure Account. This treatment does not accord with generally accepted accounting principles. The effect of both treatments has been to decrease the excess of expenditure over income and net assets by £5791.

Except for the effects of the accounting treatments in the above paragraphs, in our opinion financial statements which have been prepared under historical cost convention as modified by the revaluation of land and buildings, give a true and fair view of the state of affairs of the Council as at 31st March, 1983 and of Excess of Expenditure over Income and Source and Application of Funds for the year

then ended, and comply with Companies Acts 1948 to 1981 in so far as the provisions of these Acts apply to these financial statements.

Zeidman and Davies,
Certified Accountants.

Dated 16th September, 1983

Lawrence House, Caerphilly, Mid Glam.

Wales Council for Voluntary Action

Balance Sheet as at 31st March, 1983

	<u>Notes</u>	<u>1983</u>		<u>1982</u>	
		£	£	£	£
<u>FIXED ASSETS</u>					
Freehold Land and Buildings			125000		125000
<u>CURRENT ASSETS</u>					
Cash at Bank Balances		10138		18890	
Money Market		10079		-	
Debtors and Prepayments		<u>16250</u>		<u>14833</u>	
		<u>36467</u>		<u>33723</u>	
<u>LESS CURRENT LIABILITIES</u>					
Bank Overdraft (Secured)		9302		2337	
Sundry Creditors		<u>9553</u>		<u>2950</u>	
		<u>18855</u>		<u>5287</u>	
<u>NET CURRENT ASSETS</u>					
			17612		28436
<u>TOTAL CAPITAL EMPLOYED</u>					
			<u>142612</u>		<u>153436</u>
<u>REPRESENTED BY:</u>					
Accumulated Funds			135110		140934
Revaluation Reserves	(3)		7502		7502
Funds under the control of	(6)				
Council for Specific Purposes			-		5000
			<u>142612</u>		<u>153436</u>
The Earl of Lisburne					Chairman
Aubrey Jones					Hon. Treasurer
Hywel Griffiths					Director and Secretary

Wales Council for Voluntary Action

Income and Expenditure Account for the Year ended - 31st March, 1983.

INCOME	1983	1982
Grants for General Purposes	110000	95000
Other Income	161541	160515
Funds realised for special Purposes	5000	-
	<u>276541</u>	<u>255515</u>
EXPENDITURE		
Salaries	85515	67032
National Insurance	8163	6880
Superannuation	5313	3923
Redundancy and Ex Gratia Payments	4729	-
Travelling and Subsistence	9193	6955
Rent	1400	1038
Rates	3653	1884
Lighting and Heating	2171	2251
Repairs and Maintenance	1892	1217
Repairs to Buildings	5350	-
Insurances	1798	1292
Printing and Stationery	5178	4176
Postage and Telephone	5475	4256
Publications and Advertising	2044	659
Bank Charges, Interest and Professional Fees	1436	115
Audit and Accountancy Fees	1650	1000
Subscriptions	49	47
Conferences	1689	1456
Miscellaneous Expenses	476	209
Canteen Expenses	93	371
Training Services Department	119564	116934
Fixtures, Furniture & Equipment	2323	8122
Computer, Hardware & Software	13186	-
Motor Car	-	5869
Depreciation	-	-
Cost of Shares Purchased	<u>100</u>	<u>282440</u>
	(5899)	19829
Add: Sale of Equipment	<u>75</u>	<u>375</u>
EXCESS OF EXPENDITURE OVER INCOME	<u>(5824)</u>	<u>20204</u>

WALES COUNCIL FOR VOLUNTARY ACTION
STATEMENT OF SOURCE AND APPLICATION OF FUNDS

SOURCE OF FUNDS

	1983		1982	
	£	£	£	£
Excess of Income over Expenditure		(5824)		20204
Adjustment for items not involving movement of funds:				

TOTAL GENERATED FROM OPERATIONS

FUNDS FROM OTHER SOURCES

Funds received for specific purposes		10000		5000
				25204

APPLICATION OF FUNDS

Funds expended for specific purposes		(15000)		(81130)
		<u>(10824)</u>		<u>(55926)</u>

INCREASE/(DECREASE)

IN WORKING CAPITAL

Debtors		1417		3902
Creditors		(6603)		2905
Movement in Liquid Funds:				
Increase/(Decrease) in Cash				
Balances		<u>(5638)</u>		<u>(62733)</u>
		<u>(10824)</u>		<u>(55926)</u>

WALES COUNCIL FOR VOLUNTARY ACTION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH, 1983

1. ACCOUNTING POLICIES

- a) Accounting Convention - The financial statements have been prepared under historical cost convention as modified by the revaluation of Freehold Property.
- b) Depreciation - Depreciation has not been provided in accordance with the Statement of Standard Accounting Practice No. 12.
- c) Capital Expenditure on Equipment - As in the previous year, Capital Expenditure and Receipts have been directly charged to Income and Expenditure. This treatment does not comply with Statement of Standard Accounting Practice No. 12 which requires capitalisation of the Expenditure together with a provision for Depreciation over the useful life of the Asset.

2. INCOME	<u>1983</u>	<u>1982</u>
	£	£
i) <u>Grants for General Purposes</u>		
Welsh Office	110000	95000
ii) <u>Special Projects</u>		
Training Services Department	112090	122432
iii) <u>Funds available for Specific Purposes</u>	10000	5000
Transfer from Funds available for Specific Purposes	5000	-
iv) <u>Others</u>		
Agency Fees	31999	23245
Rent	8320	7294
Interest Receivable	2571	5681
Subscriptions and Donations	829	1182
Contribution towards Computer by Integrated Activity Centres	4500	-
Sundries	1232	681
	<u>286541</u>	<u>260515</u>

3. EXCESS (DEFICIENCY) FOR THE YEAR

This is after Charging:

Auditors Remuneration	1650	1000
Bank Interest - Short Term	<u>14</u>	<u>115</u>

4. TAXATION

The Council is a charitable organisation and as such is exempt from Taxation under Schedule A,B,C,D & F, and from Corporation Tax and Capital Gains Tax under Section 360 of Income and Corporation Taxes Act 1970.

WALES COUNCIL FOR VOLUNTARY ACTION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST
MARCH, 1983 (CONTINUED)

5. REVALUATION RESERVES

During the year ended 31st March, 1979 the Freehold Property was professionally revalued.

The Revaluation Reserves reflects the excess of valuation over the book value of the property at the date of revaluation.

Book Value of Land & Building at 1/4/78	117498
Less: Depreciation to Date	2441
	<u>115057</u>
Land and Buildings at Revaluation	125000
	(9943)
Less: Depreciation no longer required - Prior year adjustment (1982)	2441
Revaluation Reserves	<u>7502</u>

6. FUNDS UNDER THE CONTROL OF THE COUNCIL AVAILABLE FOR SPECIFIC PURPOSES.

	1983	1982
Funds at 1st April, 1982	<u>5000</u>	<u>81130</u>
Funds received during the year:		
Carnegie Trust		5000
B.B.C. Children Fund	10000	
	<u>10000</u>	<u>5000</u>
Funds Expended during the year:		
B.B.C. Children Fund	10000	81130
Carnegie Trust	5000	
	<u>15000</u>	<u>81130</u>
Funds at 31st March, 1983	<u>-</u>	<u>5000</u>

7. The Company is limited by guarantee and does not have Share Capital. The Members liability shall not exceed £1 for each Member.

WALES COUNCIL FOR VOLUNTARY ACTION

DEVELOPMENT OFFICER PROJECT

AUDITORS REPORT

We have examined the Accounts set out on pages 43 and 44 which have been prepared under the historical cost convention.

In our opinion these Accounts give under the accounting convention stated above, a true and fair view of the Development Officer Project's affairs as at 13th July, 1983 and of the Income and Expenditure Account for the Year ended on that date.

ZEIDMAN AND DAVIS

Certified Accountants.

Dated 16th September, 1983

Lawrence House, Caerphilly, Mid-Glam.

BALANCE SHEET AS AT 13TH JULY, 1983

	£	£
<u>CURRENT ASSETS</u>		
Cash at Bank	2.00	
Debtors - Manpower Services Commission	<u>150.00</u>	152.00
<u>LESS CURRENT LIABILITIES</u>		
Creditors		<u>152.00</u>
<u>NET ASSETS</u>		<u><u>NIL</u></u>

WALES COUNCIL FOR VOLUNTARY ACTION
DEVELOPMENT OFFICER PROJECT
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 13TH
JULY, 1983

	£	£	£
INCOME			
Grants from Manpower Services Commission			8303.34
LESS: EXPENDITURE			
Wages - Gross	5703.09		
National Insurance Costs	595.17		
Superannuation	<u>216.18</u>	6514.44	
Travel and Subsistence		670.25	
Rent		287.55	
Rates		71.85	
Light and Heat		71.85	
Cleaning		31.20	
Telephone		196.88	
General Office Expenses		150.00	
Audit Fees		150.00	
Postages		146.87	
Insurance		<u>12.45</u>	
			<u>8303.34</u>

WALES COUNCIL FOR VOLUNTARY ACTION
OPPORTUNITIES FOR VOLUNTEERING IN WALES
INCOME AND EXPENDITURE ACCOUNT FOR THE NINE MONTHS TO 31ST
MARCH, 1983

	£	£
INCOME		
Grants Received from Welsh Office		230000
Bank Interest		558
		<u>230558</u>
Less: Overhead Expenses		
Secretary's Salary and National Insurance	5112	
Secretary's Travelling Expenses	328	
Printing, Stationery and Leaflets	1959	
Committee Meeting Costs	558	
Telephone	402	
Postages	311	
Advertising for Staff Recruitment	122	
Audit and Accountancy Fees	200	8992
AMOUNT AVAILABLE FOR PROJECTS		<u>221566</u>
Grants Awarded to Projects		<u>175900</u>
FUNDS NOT YET AWARDED TO PROJECTS CARRIED		
FORWARD		<u>45666</u>

