

Shaping up -

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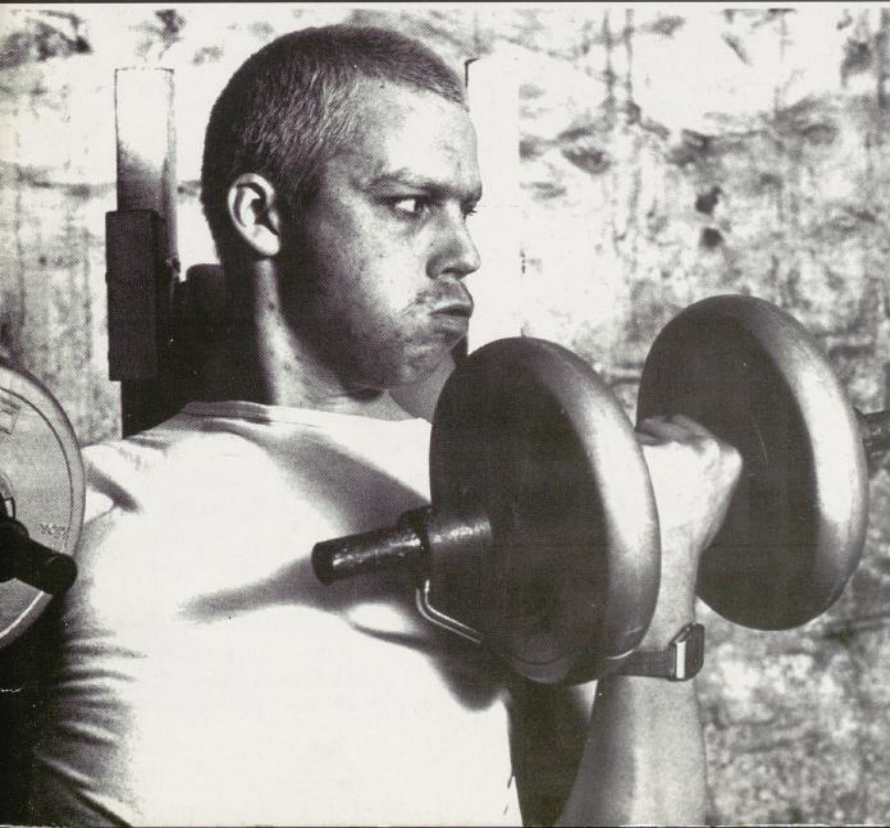
Annual Report
Adroddiad Blynyddol

1989-90

MEETING THE CHALLENGES OF THE 1990's



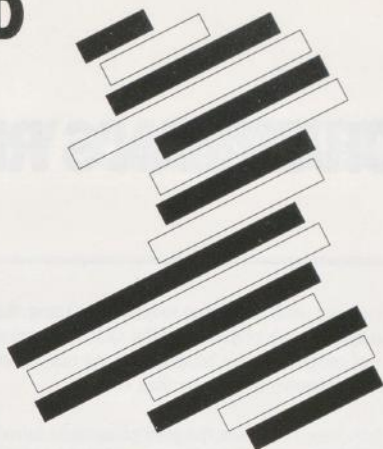
Wales Council for Voluntary Action
Cyngor Gweithredu Gwirfoddol Cymru



43ain ADRODDIAD BLYNYDDOL

1989/90

43rd ANNUAL REPORT



Cyngor Gweithredu Gwirfoddol Cymru

Wales Council for Voluntary Action

Llys Ifor, Crescent Road, Caerffili, CF8 1XL Tel: 869224/869111

President	The Earl of Lisburne
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Vice Chairman	Professor Emeritus George Thomason, CBE

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Messrs. Phillips & Buck

Director
Mr. Graham Benfield

Secretary
Mr. Douglas Morris

Wales Council for Voluntary Action (WCVA) is the national organisation which represents and promotes the interests of voluntary organisations in Wales.

It provides a comprehensive range of funding, information, computer, financial, legal and management services and advice.

It provides up to date information on issues of interest to voluntary organisations through a monthly magazine *Network Wales* and daily through the current awareness services of WIN, the Welsh Information Network.

It briefs organisations on current developments and changes through seminars, conferences and publications.

It represents the views of the Welsh voluntary sector to the government, public and the media.

It provides opportunities for voluntary organisations to work together on common concerns, highlights new needs and helps new initiatives.

In short, it is helping voluntary organisations to identify and respond to the challenges of the 1990's.

This report describes the main items in WCVA's work in the year ending 31 March 1990.

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Local Government and Voluntary Action
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Accounts
WCVA Executive and Staff
WCVA Membership

COVER PICTURE
Shaping up!
Lee is a former resident of a drug rehabilitation centre run by Gwent Council on alcoholism and drug abuse
Photograph by Michelle Jones

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CHAIRMAN'S REPORT

It is pleasing to note that during the year under review there was an increasing recognition by all strands of society of the vital importance of the voluntary sector. The style and complexities of modern life are constantly giving rise to new human problems and the complementary need of volunteering to help in their solution.

It gives me great pleasure to introduce this Report on the activity of Wales Council for Voluntary Action for the year ended 31st March 1990. It sets out in some detail the objectives of the Council and the activities carried out in pursuit of them. They are evolving and developing all the time as the Council seeks in a period of rapid social change to meet effectively the needs of the voluntary sector in Wales.

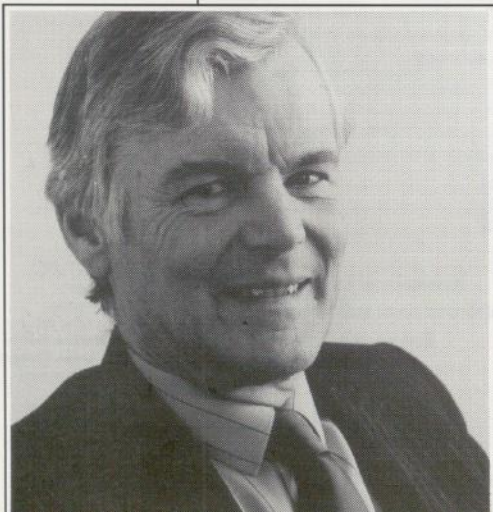
May I draw your attention particularly to the summary of the income and expenditure account. After several years of significant operating deficits amounting to £ 50,000, the Council returned a surplus in this year which goes some way to redress the situation. This has been achieved by a substantial increase in income generated by the Council's own activities and by reducing administrative costs. The Executive Committee is grateful to our director, Graham Benfield, our financial manager, Douglas Morris, and the entire staff for their efforts in bringing about this surplus at a time of considerable constraint on our income, and great pressure by inflationary factors on our expenditure. At the same time we believe that the effectiveness and quality of our service to our clients was maintained.

It is with great sadness that I report the death during the year of our greatly respected and much loved treasurer, Aubrey Jones, OBE. Aubrey endured his long and painful illness with great fortitude and courage. He was a man who insisted on the utmost financial rectitude but who also pursued the cause of the needy with great compassion and industry. We had a great affection for him and we miss him very much. He had served the Council for 10 years.

Just at the end of the year we welcomed our new treasurer, County Councillor W. P. (Paddy) Kitson, BA. who comes to us with a long distinguished record in the voluntary sector. We all look forward to working with him.

In conclusion, I should like to record my grateful thanks to Graham Benfield and his staff, for their continuing dedication to the objects of the Council. Our finances are on an even keel - although there is still a deficit from past years to be dealt with - and strategies and programmes relevant to the 90's are being developed with enthusiasm. We all look to the future with confidence.

DONALD WALTERS



ADRODDIAD Y CADEIRYDD



ADRODDIAD Y CADEIRYDD

Yn ystod y flwyddyn dan sylw, braf oedd gweld pob carfan o gymdeithas yn rhoi cynnabyddiaeth gynyddol i bwysigrwydd difesur y sector wirfoddol. Mae rhuthr a chymhlethdodau bywyd heddiw yn esgor ar broblemau newydd beunydd, ac o ganlyniad, dwysau y gwna'r angen am help gwirfoddol i'w datrys.

Pleser mawr imi yw cael cyflwyno'r Adroddiad ar weithgarwch Cyngor Gweithredu Gwirfoddol Cymru ar gyfer y flwyddyn yn diwedd 31ain Mawrth 1990. Ceir disgrifiad manwl o amcanion y Cyngor ac o'i weithgareddau wrth geisio'u gwireddu. Maen nhw'n esblygu ac yn datblygu drwy'r amser wrth i'r Cyngor geisio cwrdd yn effeithiol ag anghenion y sector wirfoddol yng Nghymru mewn cyfnod o newid cymdeithasol cyflym.

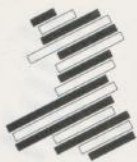
Hoffwn dynnu'ch sylw yn arbennig at y crynodeb o'r cyfrif gwariant ac incwm. Ar ôl gweithredu am sawl blwyddyn gyda chymaint â £50,000 o ddiffyg, llwyddodd y Cyngor eleni i sicrhau gwarged-cam mawr ymlaen i unioni'r sefyllfa. Daeth hyn i fod trwy gynyddu'n sylweddol yr incwm ar weithgareddau'r Cyngor a thrwy dorri ar gostau gweinyddol. Mae'r Pwyllgor Gwaith yn ddiolchgar i'n cyfarwyddwr, Graham Benfield, ein rheolwr ariannol, Douglas Morris a'r staff yn gyfan am weithio'n galed i ddod â'r gwaged yma i fod ar adeg o gyfyngu mawr ar ein hincwm ac o ffrwyno ar ein gwariant gan effaith chwyddiant. Yr un pryd, rydym yn ffyddiog inni barhau i roi gwasanaeth effeithiol a safonol i'n cleientydd.

Gyda chalon drom y cyfeiriaf at farwolaeth ein trysorydd hoff, uchel ei barch, Aubrey Jones, OBE yn ystod y flwyddyn. Wynebodd Aubrey ei waeledd hir a phoenus yn eofn ac yn ddewr. Mynnai gywirdeb ariannol ac wrth gefnogi achosion yr anghennus, dangosai ddyngarwch a diwydrwydd mawr. Roeddem i gyd yn meddwl yn fawr ohono a gwelwn ei eisiau. Bu'n gwasanaethu'r Cyngor am 10 mlynedd.

Ddiwedd y flwyddyn, croesawyd ein Trysorydd newydd, y Cynghorydd Sir W. P.(Paddy) Kitson, BA sy'n dod atom ar ôl cyfnod hir a nodedig yn y sector wirfoddol. Rydym yn edrych ymlaen at weithio gydag ef.

Wrth gloi, hoffwn ddatgan fy nioch i Graham Benfield a'i staff am eu hymrwymiad dygn i amcanion y Cyngor. Mae'n cyfrifon ar ddysgl go wastad - er ein bod wedi etifeddu diffyg o'r blynyddoedd blaenorol - ac rydym wrthi'n parhau i ddatblygu'n frwdfrydig strategaethau a rhaglenni perthnasol ar gyfer y 1990au. Edrychwn ymlaen yn hyderus at y dyfodol.

DONALD WALTERS



PREPARING FOR THE 1990'S

In 1989, as the decade drew to its close, WCVA had come to an end of an era. Many of the initiatives undertaken over the last few years came to an end as short term funding ceased, and the opportunity arose to reassess the role of WCVA and direct its limited resources to a clear and coherent set of objectives.

This reassessment of role came during a year of considerable change in the context within which voluntary organisations operate. The enterprise culture finally began to set out new agendas for voluntary organisations. The concept of 'contracts' spread from refuse collection to meals on wheels. The way in which education, health and social services are to be delivered is undergoing radical change. Business orientated Training & Enterprise Councils stand poised to commence operations and local government finance is in a state of turmoil.

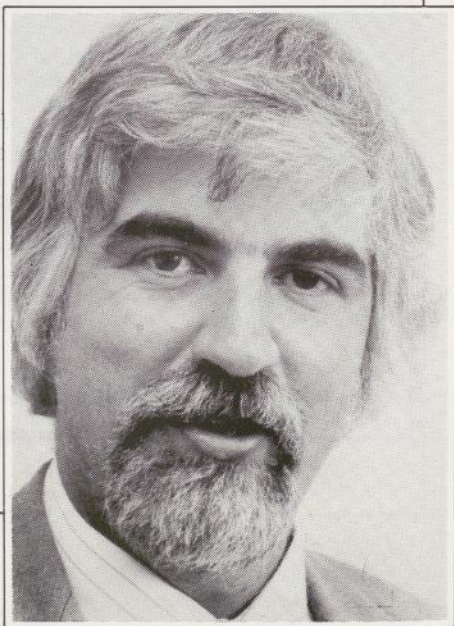
In the face of these changes, WCVA as the national resource and representative agency for the voluntary sector in Wales, has a clear role to interpret the changes, assess the implications, inform and consult and then put forward the collective views of the voluntary sector, with the aim of creating the conditions within which voluntary initiative can flourish. WCVA then has the task to ensure that the voluntary sector is equipped with the knowledge, resources and skills it needs to be a third force in the 1990's.

While the task may be familiar, the way in which WCVA sets about its work is crucial since it needs to be 'of' and not aloof from the voluntary sector. This requires the building of a trusting complementary relationship with its constituency and establishing effective ways of communication.

There are over 20,000 voluntary organisations in Wales. Together they constitute the voluntary sector and their activities and welfare are the concern of WCVA. In practice WCVA cannot, and should not relate directly to each, but instead concentrate its support on national, regional and county organisations who in turn relate to a range of local organisations. WCVA works with such organisations through a series of networks. These form the channels through which WCVA can give and receive information, formulate responses and design and deliver its services.

1989/90 has been a year of transition for WCVA in which new policies, directions and relationships have been forged which will take time to mature, but there can be little doubt that a firm foundation has been laid on which the future of a strong national voice for the Welsh voluntary sector can be built. We are shaping up to meet the challenges of the 1990's.

GRAHAM BENFIELD



PARATOI AR GYFER 1990 AU



PARATOI AR GYFER 1990 AU

Yn 1989, gyda'r degawd yn tynnu i'w derfyn, daeth CGGC i ddiwedd cyfnod. Caewyd pen mwdwl llawer o'r mentrau y buom yn gweithio arnynt yn y blynyddoedd diwethaf wrth i ariannu tymor byr ddod i ben, a chawsom gyfle i ailasesu rôl CGGC a chyfeirio'i adnoddau prin i set glir a chydlynol o amcanion.

Digwyddodd yr ailasesu hwn yn ystod blwyddyn o newid sylweddol yn y cyd-destun y mae cyrff gwirfoddol yn gweithio ynddo. Dechreuodd y diwylliant menter osod agendâu newydd ar gyfer cyrff gwirfoddol. Lledaenodd y syniad o 'contractau' - o gasglu sbwriel i ddarparu pryd-ar-glud. Daw newid syfrdanol yn y ffordd y caiff y gwasanaethau addysg, iechyd a chymdeithasol eu darparu. Mae'r Cynghorau Hyfforddiant a Menter, â'u pwyslais ar fusnes, ar y trothwy ac mae adrannau cyllid llywodraeth leol mewn anhrefn llwyr.

Yn wyneb y newidiadau hyn, mae gan CGGC, fel adnawdd cenedlaethol a chynrychiolydd y sector wirfoddol yng Nghymru, ran amlwg i'w chwarae i ddehongli'r newidiadau, asesu'r goblygiadau, i hysbysu ac i gynghori ac i leisio barn unol y sector wirfoddol, gyda'r nod o greu'r amodau y gall mentrau gwirfoddol ffynnu ynddynt. Yna mae gan CGGC y dasg o sicrhau bod gan y sector wirfoddol y wybodaeth, yr adnoddau a'r sgiliau i fod yn drydydd grym yn y 1990 au.

Er bod y dasg yn un cyfarwydd, mae'r ffordd yr aiff CGGC ati yn hanfodol, bydd yn rhaid iddo gydweithio'n glos â'r sector wirfoddol yn gyfan. Bydd gofyn iddo felly feithrin perthynas gyd ymddiriedol â'i hetholaeth a sefydlu dulliau cyfathrebu effeithiol.

Mae mwy nag 20,000 o gyrff gwirfoddol yng Nghymru. Gyda'i gilydd, y nhw yw'r sector wirfoddol ac mae eu gweithgareddau a'u lles o berthnasedd mawr i CGGC. Yn ymarferol ni all CGGC gysylltu'n unigol â phob un, ac ni ddylid disgwyl hynny. Fe ddylai sianelu'i gefnogaeth i gyrff cenedlaethol, rhanbarthol a sirol a'u bod hwythau yn eu tro yn ddolen gyswllt â'r cyrff lleol. Mae CGGC yn gweithio gyda chyrff o'r fath trwy gyfres o rwydweithiau. Dyma'r sianelau y gall CGGC roi a derbyn gwybodaeth, ffurfio ymatebion a chynllunio a darparu gwasanaethau drwyddynt.

Bu 1989/90 yn flwyddyn o newid i CGGC. Ffurfiwyd polistiau, cyfeiriadau a chysylltiadau newydd. Bydd angen amser arnynt i ddwyn ffrwyth; ond nid oes unrhyw amheuaeth bod sylfaen gadarn wedi'i gosod y gellir adeiladu llais cenedlaethol cryf ar gyfer y sector wirfoddol yng Nghymru yn y dyfodol ami. Rydym y paratoi i wnelou her y 1990'au

GRAHAM BENFIELD



COMMUNITY CARE

The White Paper "Caring for People" and the Health Services and Community Care Bill provide the framework for radical changes to the way social care is to be delivered and funded from April 1991.

"Caring for People" envisages a substantial increase in services provided by voluntary organisations. It says statutory bodies should develop an increasingly contractual relationship with them. (see page 7, "Contract Culture").

WCVA's extensive work on the White paper has followed a number of strands:

NETWORKING

By the time the White Paper and the Health Services and Community Care Bill had been published, the WCVA had established the Social Care Network, comprised of the main national voluntary organisations in Wales concerned with Social Care. It published a response to the White Paper in January 1990.

"Response to the White Paper on Community Care" Welsh Social Care Network 1990

INFORMING

The WCVA convened and participated in a number of briefing meetings and consultations throughout Wales. It published regular updates and articles in **Network Wales** on specific aspects and implications of the new developments.

the burden of care must not be allowed to fall back onto family and friends, warned WCVA

ANALYSING

The WCVA's function is also to analyse and explain the implications of such major policy shifts for the voluntary sector, which in this case are potentially far-reaching.

The key concerns of the voluntary sector in Wales about the White paper and its implementation were articulated in

"The Welsh Voluntary Sector Response", published by WCVA in March 1990.

"Caring for People: A Welsh Voluntary Sector Response". WCVA 1990

Voluntary organisations in Wales broadly welcome the White paper's radical proposals, but they warned in the Response that:

- the consumers of services, and their carers, will not be involved in the planning, delivery or evaluation of services unless specific measures are adopted;
- voluntary organisations should be equal partners with statutory bodies in drawing up the new social care plans;
- sufficient government resources must be made available to fund the new developments - otherwise the burden of care will fall back onto family and friends;
- charitable money and voluntary effort must not be used as a cheap option to subsidise statutory services;
- the proposed procedure for checking on standards in all residential care homes will lack credibility unless more consumers are involved in the new "independent" inspection units;
- voluntary organisations are concerned that if they are not contracted to provide mainstream services, other funding from local authorities may not be forthcoming.

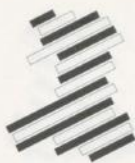
REPRESENTATION

The WCVA and Social Care Network met with Welsh Office officials to discuss the issues outlined above.

In addition the WCVA has participated in two Welsh Office working groups on *"Independent Inspection Units"* and *"Assessment and Case Management"*.



THE CONTRACT CULTURE



Contracting is one of the means identified by Government to radically change the method of delivering local services. Local authorities are to become "enablers", not direct providers. Voluntary organisations, "not for profit" and private organisations are to take on the service delivery role: Government believes these organisations can provide a more diverse, cost-effective and consumer sensitive service.

CONTRACTING AND THE VOLUNTARY SECTOR

The "Contract Culture" is firmly on the agenda. It will have a big impact on the work of many voluntary organisations, who need to face a number of practical and philosophical issues and forge new relationships.

RAISING AWARENESS

WCVA convened two major conferences with other partners in North and South Wales on the "Contract Culture" that both provided information and initiated debate:

- does the voluntary sector see itself as a provider of mainstream services?
- will it lose, by becoming a direct service provider, its role as independent advocate and campaigner on behalf of local communities and users of services?
- will small organisations, perhaps those concerned with community development, miss out on funding because they lack the skills and manpower to bid for a contract?
- is there a danger that voluntary organisations will become preoccupied with cost to the detriment of quality services?

The implications of these and related issues were explained in a WCVA publication on Contracting: it summarised the nature, content and legal implications of contracts and discussed the advantages and disadvantages of pursuing contractual arrangements.

"Briefing Note on Contracting Out".
WCVA 1990.

PILOT CONSULTANCIES

As a means of developing WCVA's work in this area a pilot project for consultancy on contracting was established with two aims:

- to identify a process which enables groups to consider whether they should become involved in contracting;
- to identify the training needs of voluntary organisations that decide to enter into contractual agreements with statutory bodies.

A report on the project concluded:

- WCVA should provide an on-going consultancy service on contracting.
- WCVA should develop guidelines for county voluntary councils and national voluntary organisations to use with their own networks on the major issues and implications of contracting.
- WCVA should provide training and support for the above organisations in using these guidelines and running consultancies.

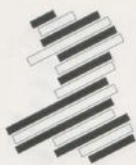
"Final Report of WCVA Pilot Project on Consultancies", WCVA 1990.

WYNFORD VAUGHAN THOMAS MEMORIAL LECTURE

The 1989 Lecture, which had as its theme "Internal Markets and Social Policy" coincided with the publication of the White Paper on Community Care. It was delivered by Julian Le Grand of the University of Bristol. "Internal Markets and Social Policy". Annual WVT Lecture, WCVA 1989



Julian Le Grand gave the 1989 Wynford Vaughan Thomas Memorial Lecture.



THE CHALLENGES FACING VOLUNTEERING

Volunteering is patchy and underdeveloped in many areas of Wales and there is no policy or structure to address the challenges volunteers face in the 1990's.

These challenges relate first, to changes to and pressures on the role of the volunteer: recent government initiatives in housing, education and community care all anticipate an increased role for volunteers. The "Active Citizen" debate illustrates the need to preserve the principle of "free choice" in volunteering. Other dilemmas include the roles of the volunteer in the private sector; during a strike and following a cutback in local authority services.

THE NEED FOR A STRUCTURE

These challenges illustrate the need for a structure for supporting and developing volunteering in Wales in the 1990's.



PONTYPRIDD VOLUNTEER BUREAU

1 in 3 adults do some sort of voluntary work each month - that's over 600,000 adults in Wales. WCVA is developing an all-Wales structure for supporting their efforts.

TAKING ACTION

The WCVA has worked towards developing an appropriate structure. It has :

- published a policy/discussion document;

"Volunteering: A Broad but Defined Canvas". WCVA 1990

- consulted widely at two major conferences in Brecon (November 1989) and Newport (March 1990);
- set up two Working Groups looking at the Principles of Good Practice in Volunteering; and at developing Structures to Support Volunteering at both local and national levels.

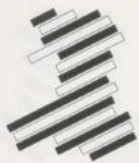
Proposals for taking forward the WCVA's volunteering initiative include :

- Establishment of a national focus for volunteering in Wales to provide information and consultancy.
- Development of Volunteer Development Agencies at a district level.
- A forum for professional volunteer organisers.
- A training programme for volunteering.

50+ Volunteering

In a separate development, WCVA participated in a consortium of organisations, set up by The Volunteer Centre UK, to promote the values of volunteering for people over 50. The work culminated with a conference in March 1990 and the launch of a publication highlighting good practice in working with older volunteers.

COMMUNITY DEVELOPMENT



Community development in Wales - helping people improve their communities - is undergoing a revival as a key way of regenerating communities.

RESOURCING

WCVA has provided grants through the National Westminster Bank Fund and other sources to small community initiatives throughout Wales.

CELEBRATING

WCVA organised a massive celebration of community development - **Community '89**. Over 3000 people enjoyed events, exhibitions, seminars and a jumble sale and demonstrated to policymakers that community development is a thriving and dynamic force in Wales.

Community '89: The Final Report. WCVA 1990

Community '89 was fun, too!



TRAINING

WCVA has identified the training needs of community initiatives and is working to meet them. *"Training Support for Community Initiatives"*. WCVA/ECDE 1989

IMPROVING

WCVA has published a 20 point manifesto to improve support for local initiatives which emphasises the importance of communities identifying their own needs, of local catalysts and of flexible and coordinated support agencies. *"Promoting Enterprise and Initiative in the Community"*. WCVA 1989

NETWORKING

WCVA is promoting a network of community development workers in Wales which will provide regular training, information and dissemination of good practice.

PLANNING

WCVA has published a strategy to support community development in the Valleys, which addresses the needs of communities for a framework of support to respond to and support local initiative, while acknowledging the need for sensitive community stimulation in areas of high stress, isolation or deprivation.

"Community Development in the Valleys". WCVA 1990.

PILOTING

The 'Take Care' Project aimed to address the social and housing problems faced by elderly people in the South Wales Valleys, and at the same time stimulate employment opportunities for long term unemployed people. The project was funded under the 2nd European Anti-Poverty Programme and its three year term came to an end in November 1989. It adopted a community development approach to its successful model based on good neighbour schemes; this enabled older people themselves to participate in the organisation of services while regenerating traditional community networks.

"Take Care: The Final Report". WCVA 1990

support should be available to fan sparks of local initiative, says WCVA's report on community development in the Valleys.





EFFICIENCY SCRUTINY

An "Efficiency Scrutiny" into Government funding of voluntary organisations was announced in May 1989, and delivered to Ministers in September 1989. It finally saw the light of day in April 1990.

The report, "Profiting from Partnership", concludes :

- The voluntary sector "is an important third force", able to "get close to the customer", be innovative and cost effective.
- The Government however has failed to "set out its overall aims in supporting voluntary work". It must provide a clear statement of the aims of government funding of voluntary bodies.

WCVA submitted detailed evidence to the Scrutiny team, making the case for generalist and specialist support functions at both local and national level; and the need to fund such activities if the infrastructure essential to an effective voluntary sector is to develop. WCVA raised five major concerns :

- The significantly lower level of government and other sources of funding for voluntary organisations in Wales compared with other parts of Britain. The fact that Welsh Office programmes often differ from those in England and the lack, so far, of a consistent policy on funding voluntary organisations.
- The trend towards strategy-led funding, or even project funding, for specific services and the implications that has for the support and development role and innovative and proactive work.
- The necessity of consulting with voluntary organisations over significant policy and administrative changes allowing adequate time for them to seek agreement on how they wish to respond to new initiatives.
- The inefficiency of short term funding in terms of planning and staff development particularly when late notification of awards causes financial and contractual difficulties.

COMMENTARY

Volunteers step up for new role

MA REPORTED increase in the number of voluntary organisations in Wales is being encouraged by the Government. The Welsh Office is expected to launch a new initiative to encourage voluntary work in Wales.



A food and clothing drive for the disabled run by a voluntary group. Photo by Gwyneth Jones for Wales Today.



WCVA provides support for the single homeless.

- The sometimes excessive intervention by funding departments into the detailed operation and finances of organisations which threatens financial and managerial autonomy and can act as a disincentive to greater efficiency.

The Scrutiny makes significant recommendations (over 100) on government policy, the administration of grant aid and monitoring and evaluation.

The report represents a major opportunity to make constructive improvements in the policy and administration of government funding. In order to influence how the Welsh Office interprets and implements the report, WCVA held a briefing session for voluntary organisations on the content and implications of the Scrutiny, in order to stimulate informed debate. It will form the basis of a Welsh voluntary sector response and discussion with the Welsh Office.

"Scrutiny into Government Funding of the Voluntary Sector - A WCVA Response". WCVA 1990.

EVALUATING AND MONITORING

In a separate initiative, WCVA initiated a series of seminars on evaluation and monitoring led by The Industrial Society, and aimed at officers from the voluntary sector and the Welsh Office.

As a result, the WCVA suggested a number of measures to improve administration and organisation of the grant aid process, some of which were implemented.

TRAINING PROGRAMMES AND PROVIDERS



TRAINING AND ENTERPRISE COUNCILS

TECs are new employer-led bodies with responsibility for designing and delivering local employment strategies, monitoring skill shortages and administering training and enterprise programmes. The 7 TECs in Wales compiled 3 year development plans during 1989-90, and when finally approved will take responsibility for local budgets ranging from £10-25 million.

Four seminars were held to discuss the implications of TECs for voluntary sector providers.

WCVA has pressed for increased voluntary sector representation at TEC Board and Committee levels.

WCVA has secured Training Agency funding for a new "TEC - Voluntary Sector Support Unit" which will deliver support, information and consultancy services to YT and ET providers in the voluntary sector.

"TECs in Wales". WCVA 1989

YOUTH TRAINING

"Youth Training", announced at the end of 1989, is a move away from the single programme approach. TECs and Training Agency Area Offices are able to negotiate a wide variety of training packages to meet the needs of local economies and young people.

WCVA convened regular meetings of the Welsh Youth Training Special Needs Providers Association.

EMPLOYMENT TRAINING

Introduced in September 1988, ET emphasises the training needs of individuals, moving away from the concept of community benefit. One year into the operation of ET it was clear that 80 per cent of voluntary sector CP providers in Wales had not entered ET.

WCVA advised many small, local groups on the need to and methods of adapting training structures to meet the financial realities of ET, and on alternative sources of finance.

"The Voluntary Sector and ET". WCVA 1989

RSA DIPLOMA

WCVA continued its association with the RSA working party in developing the content and statements of competence for an Advanced Diploma in 'Working with Community Organisations'. The qualification will have an equivalent NVQ and will be particularly relevant to people taking a lead role in the running of community groups.

NVQ's

In less than a year's time, a new national framework of work-based qualifications will be on offer. The National Council for Vocational Qualifications (NCVQ) is producing a coherent scheme of NVQ's covering most industries and types of employment. The aim of NVQ's is to provide and encourage work-based training. They are to be competence based and employment led. Voluntary organisations will find that staff and volunteers increasingly expect formal recognition of their skills and achievements.

In April 1990 WCVA and CCETSW held a Conference on Social Care Training and NVQ's that provided information and stimulated debate on issues for the voluntary sector to consider including:

- who will be able to undertake assessment in small organisations?
- in larger organisations employing a range of specialist workers, who will be able to competently assess the specialists?
- will additional resources be provided for training and staff development?
- how will NVQ's affect groups with non-hierarchical working practices?
- if statutory bodies are involved in the assessment of voluntary organisations how will they respond to those aspects of the voluntary sector that set it apart - values, attitudes and work practices?



ET emphasises the training needs of individuals. Only 20 per cent of former voluntary sector CP providers in Wales entered ET.



EUROPE

EUROPE

Voluntary organisations are starting to "think Europe". The recent political upheavals in Eastern Europe and 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 legislation and directives for the benefit of the people with whom they work;
- be prepared for the social consequences of economic restructuring.

1992 THE SINGLE EUROPEAN MARKET



BRIEFING

WCVA held a briefing session on European issues, focussing on the role and work of the Commission and the implications of 1992.

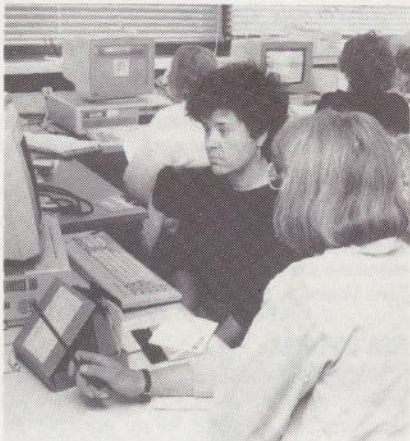
NETWORKING

WCVA has played a part in setting up a "European Poverty Network", stimulating interest in and representation of Welsh groups.

WCVA has been involved in the European Women's Lobby Steering Group for Wales. The Group has consulted widely with women's organisations in Wales to :

- elect a Welsh representative on the European Women's Lobby;
- facilitate the exchange of information from the EC to women's groups in Wales.

WCVA has established a network of voluntary organisations in Wales that are applying to the European Social Fund to undertake vocational training. This network is represented on the National Advisory Committee which advises NCVO on the operation of the voluntary sector's ESF programme bid.



Trainees at South Glamorgan Women's Workshop. WCVA has established a network of Welsh groups - including the workshop - that are funded by the European Social Fund.

NATIONAL AND LOCAL DEVELOPMENT



DEVELOPMENT

NATIONAL DEVELOPMENT

The special contribution the voluntary sector can make to social, environmental and economic welfare depends on its distinctive qualities - flexibility, innovation, diversity, independence. It also depends on the constant renewal represented by the formation of new groups, organisations and alliances that bring new needs to public attention and challenge existing approaches.

WCVA has a role to play in encouraging and supporting the creation of such new bodies at a national level.

Assistance was provided last year to the following:

National AIDS Trust -

Welsh Advisory Committee

The National AIDS Trust has revised its strategy over the past year, and has moved towards becoming a source of advice and support for voluntary agencies in seeking alternative funding and improving their effectiveness, while continuing their campaigning and grant giving activities. The work of the Welsh Advisory Committee needs to reflect this shift and it has been developing an appropriate strategy, supported by WCVA.

Special Needs Advisory Project

SNAP is a joint initiative of Mencap in Wales and the Spastic's Society in Wales which aims to enable parents of children with special needs to support each other in becoming more fully involved in the choice of educational provision for their children.

The idea has been successfully piloted in a number of counties and WCVA is currently participating in a steering group looking into the rationale and feasibility of establishing a SNAP Wales body which would support and develop schemes throughout Wales.

Carers Alliance

The Council continued to support The Carers Alliance which became formally constituted during the year and is seeking charitable status. The Alliance is pursuing funding for a development programme to support carers in Wales and has successfully secured research money from the Welsh Office to produce a model carers handbook.

Tenants' Participation Advisory Service (Wales)

Involvement in the steering committee for TPAS Wales was successfully concluded with the appointment of staff and the transfer of responsibility to an elected management committee in December 1989.

LOCAL DEVELOPMENT

Voluntary activity primarily takes place at a very local level where people come together to work for the benefit of their community. Such initiative requires help and practical support and this is provided through a county voluntary council in each area of Wales. These agencies together form a national network - the Wales Association of County Voluntary Councils.

This network has asked WCVA to assist its development and activities and this work forms a significant and valuable part of WCVA's work.

WCVA assists county voluntary councils by :

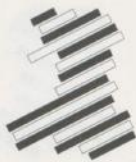
- providing information through the Welsh Information Network;
- organising training for its staff and management committees;
- briefings on key issues affecting their work;
- liaising with UK networks;
- researching issues of concern;
- disseminating good practice;
- providing consultancy;
- providing back up services.

WCVA and the county voluntary councils have forged an increasingly close partnership to ensure that voluntary organisations at a local level receive the support and help they need to flourish.

IMMOGEN YOUNG



Carers are on call 24 hours a day, 365 days of the year. WCVA provided support to the Wales Carers Alliance.



LOCAL GOVERNMENT AND VOLUNTARY ACTION

LOCAL GOVERNMENT AND VOLUNTARY ACTION

Two major pieces of local government legislation were implemented during the year. The 1988 Local Government Finance Act and 1989 Local Government and Housing Act both have important implications for voluntary organisations.

These are :

- local authorities' ability to continue funding local voluntary groups as pressure on their own resources increased;
- despite increased mandatory rate relief for charities and positive new guidance on discretionary relief for all voluntary organisations, revaluation has produced high rates bills for some voluntary groups;
- the impact of the community charge on voluntary organisations operating hostels or those concerned with community care; many of the people on low incomes with whom voluntary organisations work were adversely affected by the new charge;
- the need to secure the continued independence of local voluntary organisations funded by local authorities under the new local government legislation.

CONSULTING

WCVA continued to monitor the implementation of these measures, informing and consulting with voluntary groups in Wales, liaising with NCVO's Local Development Unit and responding to government consultations.

BRIEFING

A briefing meeting on rate reform and the community charge was held in March for a wide range of groups which considered how to monitor the impact of changes and promote good practice amongst local authorities.



WCVA briefing meeting on Community Charge warned that people cared for at home would have to pay the Poll Tax, but those in institutional care would not.

RESOURCING VOLUNTARY ACTION



RESOURCING VOLUNTARY ACTION

Voluntary organisations need to maximise their sources of funding. But fund-raising can be very time-consuming, while managing multiple sources of income itself requires considerable skill. WCVA's role is to preserve and promote the diversity of funding sources and to help equip other organisations with relevant information and skills.

STATUTORY

Statutory funding - from the Welsh Office, local authorities, the European Community and the Training Commission and other quangos remains a vital source of income for many medium sized voluntary organisations.

WCVA continues to monitor levels of statutory grant aid and submitted evidence to the Efficiency Scrutiny on Government Funding highlighting a number of concerns (see page 10)

"The Wales Funding Handbook", WCVA 1988 The Handbook is a key source of information on statutory grant aid.

PRIVATE SECTOR

Voluntary organisations are increasingly looking to the business community for support. WCVA has this year taken the first step towards building stronger links between the private and voluntary sectors in Wales.

WCVA, in conjunction with the Volunteer Centre (UK), IBM (UK) and Business in the Community held a seminar on "Approaching Business - a practical guide for voluntary organisations".

A number of follow-up initiatives are planned including a directory of Welsh business contacts and more training and seminars on fundraising from the private sector.

TRUSTS DATABASE

WCVA has developed, as part of WIN, a regularly updated database on Charitable trusts of particular interest to Welsh organisations. Some 700 trusts are currently listed. Printouts giving details of trusts with an interest in funding specific initiatives can be provided and this service has been in constant demand

OPPORTUNITIES FOR VOLUNTEERING

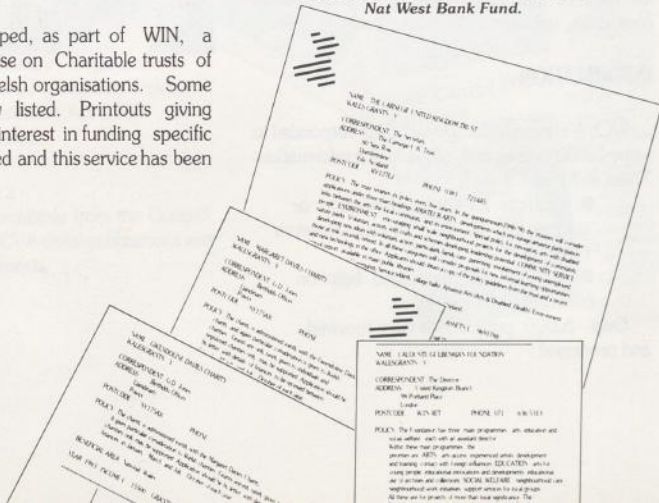
A review of the operation of Opportunities for Volunteering in Wales (OFV) was undertaken during Spring 1990, prompted by a number of factors. For example, the changing pattern of funding in the Welsh voluntary sector (including the introduction of "Strategy" funding, growth of Telethon and Children in Need, loss of MSC funding) has resulted in a decline in the total number of applications to OFV and increase in the number of applications for salaries.

As a result of these concerns OFV is to be relaunched as part of WCVA's mainstream activities, administered by a sub-committee of WCVA's Executive Committee. Support and administrative services to OFV will include an administrator and a Funding Advice Officer to advise applicants (and others) on alternative/additional sources of funds.

"OFV Report". WCVA 1990



Take the money and run!
Derek Vaile of National Westminster Bank presents an award to Paul De Garis of South Glamorgan Play Services Association. WCVA administered the Nat West Bank Fund.





WCVA SERVICES

WCVA aims to ensure that voluntary organisations at all levels have access to the services they need: it does not duplicate services provided by others, but provides signposts to such services. WCVA delivers services which are:

- most effectively delivered nationally;
- too specialised to be delivered locally.

The increasing demand for all WCVA services reflects the growing concern with professionalism in the voluntary sector and an appreciation of WCVA's high standard of provision.

TRAINING

WCVA's core training programme consists of three day residential courses on :

- leadership and team development
- gauging success
- working with groups
- managing for the first time
- training skills

All the courses were full and many were over-subscribed and subsequently repeated at later dates.

During the year WCVA reviewed its training services and designed a new Integrated Training Programme. From Autumn 1990 this will support other voluntary organisations that provide training and also offer a comprehensive range of courses at a national level.

WIN

The Welsh Information Network -provided some 40 days of specialised training in the use of computers, software and electronic mail facilities.

INFORMATION

WCVA's Information Department responded to some 2,000 queries and requests for information. These included :

- requests for basic information or 'signposting' to other agencies/sources of help;
- requests for specialised help on constitutional/legal issues.

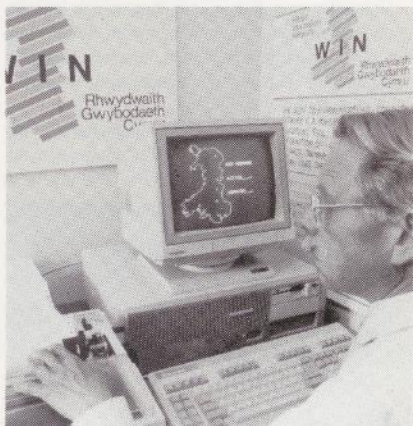
Over 5,000 publications were received and processed.

WIN

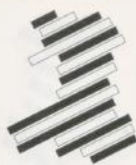
The Welsh Information Network was launched in May 1989. The overall aim of WIN is to improve information, communications and current awareness in the Welsh voluntary sector. At the heart of WIN is a powerful telecommunications-computer network. The system offers users :

- electronic mail, through which WCVA's 'current awareness service' is disseminated. Over 100 were produced last year at an average rate of 2-3 per week;
- structured 'bulletin boards' holding core information (funding, management, contacts, reference, parliamentary);
- diary information on training courses, conferences, meetings and events;
- a general message area.

A total of 18 WIN users were online in June 1990. "Win Users Manual". WCVA 1990



WCVA SERVICES



WCVA SERVICES

Information Officers' Forum

The network of Information Officers held three information/briefing sessions.

"Information Sources for the Voluntary Sector in Wales". WCVA 1989.

"The Use of Computers in Information Units". WCVA 1990.

Disability Information Federation for Wales

The WCVA undertook a feasibility study, at the request of the Welsh Office, into the creation and implementation of an all-Wales disability information service. A final report and proposals will be available in 1990/91.

PUBLICATIONS

Publications are an important source of information, analysis and comment. WCVA's publications complement and feed into the Council's main areas of activity.

Network Wales

Eleven issues were published and 700 copies per month distributed. A readership survey was undertaken into the consumers' view of Network Wales' content, format and frequency. The vast majority of respondents said they find it very informative and readable.

Information Sheets

Current titles include :

- Charitable Status;
- Constitutions;
- A Short Guide to Voluntary Work Opportunities in Wales;
- Recruiting and Working with Volunteers;
- Training for Voluntary Organisations;
- Local Development Agencies in Wales and The Data Protection Act 1984.

2400 copies were distributed.

Serial Publications

A Publications list is available from the Council. This gives details of all WCVA serial publications and occasional papers and reports.

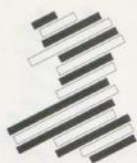
FINANCIAL SERVICES

WCVA has established a portfolio of financial services, in conjunction with Sedgwick Financial Services Limited, that are available to staff working in the voluntary sector in Wales.

The services include :

- personal health insurance;
- pensions;
- car insurance.





SUMMARY OF INCOME

THE YEAR ENDED 31st MARCH 1990

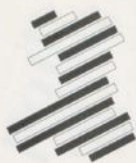
INCOME	1990	1989
	£	£
Welsh Office	163781	159517
Charities Aid Foundation	33790	30586
Grant for Community Care Development - Welsh Office	6000	-
National Westminster Bank	-	1500
Training Agency	23000	26563
EEC Poverty Programme	3942	14872
Opportunities for Volunteering in Wales	7500	15000
Rhymney Valley District Council	-	798
WCVA Recoveries and Sundry Income	70501	56003
Subscriptions and Donations	3412	3176
Give as You Earn Wales	-	15642
Community '89	500	-
W.I.N. Project	26471	-
	<hr/>	<hr/>
	338897	323657
 AGENCIES		
Opportunities for Volunteering in Wales	-	99239
Welsh Office	-	2610
	<hr/>	<hr/>
	338897	425506
	<hr/> <hr/>	<hr/> <hr/>

SUMMARY OF EXPENDITURE

THE YEAR ENDED 31st MARCH 1990



	1990		1989	
	£	£	£	£
Operating Income Brought Forward		338897		425506
EXPENDITURE				
Salaries and Staff Costs	148112		154330	
Travelling and Subsistence	13361		18070	
Equipment Leasing and Maintenance	10323		3748	
Insurances	2395		2140	
Printing, Stationery and Office Supplies	9597		11026	
Postages and Telephone	11292		20307	
Publishing and advertising	9532		9192	
Conferences, Meetings and Training Courses	14866		15137	
Miscellaneous Expenses	3108		4820	
Audit	2700		2100	
Consultants Fees	3745		-	
Computer Costs	668		2119	
Rates	5447		5144	
Heat and Light	3344		4802	
Cleaning and Maintenance	3806		2598	
Provision for Building Maintenance	7500		-	
Office Furniture and Equipment	-		989	
Community Initiatives Unit	22989		26533	
Take Care Project	9634		30971	
Give As You Earn Wales	-		12409	
Community '89	-		699	
W.I.N. Project	26466		-	
Provision for Community Care Development	6000		-	
	<hr/>		<hr/>	
	314885		327134	
Agencies				
Opportunities for Volunteering in Wales	-		101849	
	<hr/>		<hr/>	
		314885		428983
		<hr/>		<hr/>
OPERATING SURPLUS (DEFICIT) FOR THE YEAR		24012		(3477)
		<hr/> <hr/>		<hr/> <hr/>



WCVA EXECUTIVE AND STAFF

EXECUTIVE COMMITTEE

Chairman

Sir Donald Walters

Vice Chairman

Professor George Thomason, CBE

- Professor Maurice Broady
- Mr. Michael Croxford
- Lt. Col. David Cox, LVO, MBE
- Ms. Rhian Davies
- Mrs. Marjorie Dykins
- Mr. Hywel Evans
- Ms Katherine Hughes
- Mr. Phillip Jarrold
- Mr. I. T. Jones
- Mrs. G. M. Lysaght
- Mr. T. G. Parry, MBE
- Mrs. Elinor Patchell
- Mr. John Payne
- Mr. Marc Phillips
- Ms Usha Prashar
- Mrs. Margaret Thorne, OBE

Assessors to the Executive

- Mr. David Westlake *Welsh Office*
- Mr. David Evans *Welsh Office*

Auditors

Messrs. Zeidman & Davis

Bankers

- Bank of Wales Plc
- Nat West Bank Plc

THE COUNCIL'S STAFF

The following staff were employed during the year:

- Director** Graham Benfield
- Secretary** Douglas Morris
- Finance Officer** Douglas Morris
- Information & Research Manager** Lynda Garfield
- Publications Officer** Lindsey Williams
- Publications Officer** Jay Trett
- Information Assistant** Val Crees
- WIN Training & Development Officer** Gordon Hickling
- Extension Services Manager** Howard John
- Local Development Support Officer** Alain Thomas
- Development Officer** Jane Jones
- Training Consultant** Carryn Williams
- Development Officer, Community Initiatives Unit** Roger Hopkins
- Organisation & Development Manager** Peter Bryant
- Secretary to Opportunities for Volunteering in Wales** Stan Salter
- Administrative Assistants** Jan Bish
Carol James
Diane Roberts
- Clerical Assistant** Wendy Bidgway
- YT Trainee** Sarah Woodfine
- Janitors** Tom Lewis
Ron Pask
- Office Cleaner** Ann Greenway

TAKE CARE

- Project Manager** Judith Bevan

COMMUNITY '89

- Consultant Development Secretary** Hywel Griffiths
- Event Organiser** Ruth Hopkins
- National Jumble Sale Organiser** Julian Brinkworth
- Sale Organiser** Alun Roberts

WCVA MEMBERSHIP



HONORARY LIFE MEMBERS

Reverend Ivor V. Cassam
Dr Tom Chapman
Mr L Churchman-Davies
Dr A.B. Oldfield-Davies
Mr Charles Harrison, JP
Mr H Noel 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
Mr Aubrey Jones
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

AFFILIATE MEMBERS

Age Concern Wales
Arthritis Care
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)
Council for the Protection of
Rural Wales
Council for Wales of Voluntary
Youth Services
Cruse - Bereavement Care
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
Honorable Society of Cymmrodorion
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 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
Newport Resource Centre
Order of St. John
Oxfam in Wales
Physically Handicapped and Able
Bodied Council of Wales
PONT
Powys Rural Council
Prince of Wales Committee
Salvation Army Social Services
Save the Children Fund
Shelter Wales
South Glamorgan Intervol
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 TUC
Welsh Association of Youth Clubs

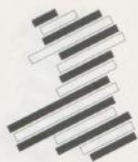
Welsh Centre for International Affairs
Welsh Consumer Council
Welsh Disabled Motorists Club
Welsh Initiative for Specialised
Employment
Welsh Joint Education Committee
Welsh Women's Aid
West Glamorgan Council for
Voluntary Service
Women's Royal Voluntary Service,
Welsh Head Quarters
The Workers' Educational Association

REPRESENTING LOCAL GOVERNMENT

Clwyd County Council
Dyfed 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
Action Aid for Disabled
Action on Smoking and Health
Adamsdown Housing Association
Afan Community Bus Project
Age Concern, West Glamorgan
Albert Road Methodist Church &
Community Centre - Penarth
Alcohol Concern Wales
Aldbourne Associates
Alyn & Deeside Community Agency
Amman Valley Community
Co-operative
Antur Waunfawr
Arthritis & Rheumatism Council for
Research
Association of Researchers in
Voluntary Action and Community
Involvement
Bala Presbyterian College
Bangor Community Action
BBC Wales
Boys' Brigade in Wales
Brecon Volunteer Bureau
Bridgend College of Technology
Bridges Community Centre
British Agencies for Adoption &
Fostering
British Association of Social Workers
(Welsh Committee)



British Red Cross Society - Pontypridd
Brynmaur & District Mencap
Butetown Community Education
Centre
Cardiff Chinese Community Services
Association
Cardiff City Farm Trust
Cardiff Cyrenians
Cardiff Gypsy Sites Group
Cardiff MIND
Cardiff Rape Crisis Line
Cardiff Single Women's Housing Group
Cardiff Student Community Action
Cardiff University Social Services
Cardiff Women's Aid
Cardiff Women's Centre
Care & Repair (Wales)
Cartref Dyffryn Ceiriog
Cheshire Home
Cathays & Central Youth &
Community Centre
Catholic Children's Society
Central Council for Education &
Training in Social Work
Cefn Community Centre -
Merthyr Tydfil
Central Cardiff CAB
Charities Aid Foundation
Chepstow & Caldicot Crossroads
Chepstow & District Mencap
The Children's Society -
St Asaph Diocesan Community
Development Team
The Children's Society - Swansea &
Brecon Diocesan Team
Church in Wales Centre
Citizen Advocacy in South Glamorgan
City Centre Youth Project - Cardiff
Clwyd Social Services Department
Coleg Elidyr
Community Activities & Training in
Ogwr
Community Design for Gwent
Community Design for West
Glamorgan
Community Development Foundation
Ogwr Valley Project
Community Development Foundation
Rhondda Project
Community Opportunities - Ruthin
The Compassionate Friends
Corlan Housing Association Ltd
Cymorth Cwmtawe
Cynon Valley MIND

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
Family Care Housing Association
Family Planning Association
Ferndale Workmen's Hall & Institute
Flatshop - Cardiff
Fullemploy Wales
Gateway in Wales
Gibbonsdown Residents Board
Gingerbread in Wales
Glamorgan Federation of Women's
Institutes
Glyntaff Tenants & Residents
Association
Gwasanaeth Llyfrgell Gwynedd
Gwent College of Higher Education
Gwent Community Initiatives
Gwent Hospitals Contributory Fund
Hay & District Community Support
Health Promotion Authority for Wales
Help the Aged Wales
Hereford & Worcester Rural
Community Council
Hindu Cultural Association
HTV Cymru/Wales
Institute of Housing
Islwyn Council for the Disabled
The Jane Hodge Holiday Home
Joint Library - Welsh Agricultural
College
Llanelli & Dinefwr Community Health
Council
Llanelli Youth Centre Project
Llanelli Youth & Children's
Association
Mental Handicap in Wales - Applied
Research Unit
Mental Health Film Council
Menter Pentrefoelas
Merthyr Care & Repair
Mid Glamorgan Health Authority
Mid Glamorgan Social Services -
Rhydney Valley District

MIND North Wales Development
Project
Multiple Sclerosis Society - Gwent
NACRO Gwent
NACRO Gwynedd
National Association of Citizens
Advice Bureaux - North Wales
National Association of Leagues of
Hospital Friends
National Childminding Association
National Children's Bureau -
Under Fives Unit (Wales)
National Federation of Voluntary
Literacy Schemes
National Out of School Alliance
National Youth Bureau
Newport Borough Council -
Housing Department
Newport Borough Libraries
Newport MIND
North Wales Association for
Spina Bifida & Hydrocephalus
North Wales Christian Family Project,
Stepping Stones
North Wales Social Work-
Practice Centre
North West Cardiff Community
Mental Handicap Team
Ogwr Care & Repair
Ogwr Community Health Council
Ogwr Groundwork Trust
Order of St John Priory for Wales
Penygraig Community Project
Planning Aid Wales
Pontypridd Citizens Advice Bureau
Pontypridd Volunteer Bureau
Powys Local Education Authority
Prince of Wales Committee - Clwyd
Programme Support - BBC Wales
Racism Awareness Consultancy and
Education
Radnor Care & Repair
Radnor Smallholding Project
Ramblers' Association
Red Flannel Films
Refugee Action
Relate - North Wales
Relate - South Wales
REPLAN
Rhayader & District Community
Support
Rhondda Borough Council Youth
Training Scheme
Rhondda Mencap



Rhymney Valley Community
Health Council
Rhymney Valley Women's Aid
Riverside Architects Co-operative
Samaritans - Bangor
SEQUAL
Standing Conference of Voluntary
Organisations for People with a
Mental Handicap in Wales (SCOVO)
Shelter Wales - Wrexham Housing Aid
Social Research Unit -
Cardiff University
South-East Wales Mission to the
Adult Deaf & Dumb
South Glamorgan Alzheimer's Disease
Society
South Glamorgan Care for the Elderly
South Glamorgan Council on
Alcoholism
South Glamorgan County Libraries
South Glamorgan Crossroads
Scheme
South Glamorgan Probation Service
South Riverside Community
Development Centre
South Wales Association for the
Prevention of Addiction
South Wales Association for
Spina Bifida & Hydrocephalus
South Wales Convalescent &
Rest Home
South Wales Federated Housing
Association Ltd
South Wales Miners' Library
South & West Wales Practice
Teaching Centre
Special Needs Housing
Advisory Service
Spectacle Theatre Company
The Spastics Society
Sports Council for Wales
St Asaph Diocesan Association
for Social Responsibility
St Briavels Centre for Child
Development
St David's Foundation
Staying Put Agency - Newport
Swansea Accommodation for the
Single Homeless
Swansea City Council -
Environmental Health Department
Swansea City Council - Housing
Department
Swansea Drugs Project
Swansea Student Community Action
Swansea Young Single Homeless
Project
Taf Cleddau Rural Initiative
Taff Ely Drug Support Group
Taffs Well Community Enterprise Unit
Teen Challenge Centre
Tenant Participation Advisory-
Service (Wales)
Tenovus
Tenovus Cancer Information Centre
Torfaen Citizen Advocacy
The Trust for Sick Children in Wales
Tulath The Richmond Fellowship
Ty Glyn Housing Society - Cardiff
United Kingdom Housing Trust Ltd
United Nations Association -
International Youth Service
University of Wales, College of Cardiff
Library
Valley & Vale Community Arts
Voluntary Community Service - Cardiff
Volunteer Centre - Information
Service
Wales Association of Community
& Town Councils
Wales Young Farmer's Clubs
Wales Youth Forum
Wales Youth Work Partnership
The Wallich-Clifford Community
Welsh Council on Alcohol &
Other Drugs
Welsh Development Agency
Welsh Office Library
Welsh Scout Council
Welsh Women's Aid - Aberystwyth
Wrexham Maelor Community Agency
Ynys Mon/Anglesey Community
Health Council
Ynys Mon Crossroads Scheme
Youthlink Wales
Ystradgynlais Citizens Advice Bureau
Helen Bladon
Julian Brinkworth
The Hon. I. Davies JP
Janet Harries
Alison Price
Alain Thomas

