

**WALES COUNCIL FOR
VOLUNTARY ACTION**

**CYNGOR GWEITHREDU
GWIRFODDOL CYMRU**



1991



1992

**45th ANNUAL REPORT
Y 45ed ADRODDIAD BLYNYDDOL**



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BLYNYDDOL

Wales Council for Voluntary Action

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

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

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

It seeks to fulfil this role by:

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

Cyngor Gweithredu Gwirfoddol Cymru

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Amcan CGGC yw hybu, cefnogi a hwyluso gweithredu gwirfoddol a datblygiad cymunedol yng Nghymru.

Fel cynrychiolydd cenedlaethol ac asiantaeth adnoddau ar gyfer y sector wirfoddol yng Nghymru ei rôl yw:

- a) dehongli newid, asesu'r goblygiadau, hysbysu ac ymgynghori ac yna cynnig safbwyntiau cytûn y sector wirfoddol;
- b) sicrhau bod gan y sector wirfoddol, y wybodaeth, yr adnoddau a'r sgiliau angenrheidiol i fod yn effeithiol.

Ceisio gyflawni ei rôl drwy:

- 1) hyrwyddo'r achos cyffredinol dros weithredu gwirfoddol a datblygiad yng Nghymru.
- 2) cynrychioli safbwyntiau'r sector wirfoddol;
- 3) hyrwyddo ymagwedd strategol ar gyfer datblygu'r sector wirfoddol;
- 4) lledaenu arfer dda;
- 5) darparu gwasanaethau;
- 6) hybu sector fwy effeithiol, gydyn a chlr
- 7) cynrychioli Cymru ar lefel Brydeinig-Ewropeaidd.



Chairman's Report

It is with considerable pleasure that I introduce this report on the work of the Council during the year to 31st March 1992, for it gives details of yet another period of increased activity and of substantial achievement. As the work of the Council grows so does the demand on its finances but the summary income and expenditure account at the back of this Report demonstrates sound stewardship resulting in another operating surplus.

At the suggestion and with the encouragement of the Welsh Office the Council has adopted a three-year programme of work and financial plan and the period covered by this report is the first year of the plan. I am pleased to say that the targets have been substantially met.

The council is the national representative and resource agency for the voluntary sector in Wales and in broad terms its role is to consider changes proposed in legislation that have consequences for the voluntary sector, to inform and consult and then put forward the collective view of that sector and secondly to ensure that the voluntary sector in Wales is equipped with the knowledge, resources and skills needed for the efficient and effective delivery of services by voluntary organisa-

tions. The Council is particularly concerned to provide information and training and to disseminate good practice. The work in these and other areas is referred to in the following pages of this report.

The Council gives considerable weight to the need for its work to be more accessible throughout Wales and in rural areas. Accordingly, in the year under review an office was opened in Welshpool and plans are being laid currently for an office in North Wales, the latter step being possible solely as the result of the good management of existing financial resources. Furthermore, the Council is now able to deliver an increasing number of its services through the medium of the Welsh language.

Possibly the biggest challenge now being faced by the voluntary sector is the proposed reorganisation of local government. The Council has consulted widely with the voluntary sector on this issue both during the year under review and since and detailed submissions have been made to the Welsh Office. The work of the voluntary sector in Wales grows yearly and it is to be hoped that satisfactory arrangements will be made to protect, preserve and indeed advance the cause of the voluntary

Adroddiad y Cadeirydd

Testun boddhad mawr imi yw cael cyflwyno'r adroddiad hwn ar waith y Cyngor yn ystod y flwyddyn hyd at Fawrth 31 1992, gan ei fod yn manylu ar gyfnod arall o weithgaredd cynyddol ac o gyflawni sylweddol. Wrth i waith y Cyngor gynyddu, tyfu hefyd a wna'r galw ond dengys y crynodeb o'r cyfrif incwm a gwariant yng nghefn yr Adroddiad hwn bod ein rheolaeth dda ar ein hadnoddau wedi arwain at warged gweithredol arall.

Drwy awgrym ac anogaeth y Swyddfa Gymreig mae'r Cyngor wedi mabwysiadu rhaglen waith a chynllun ariannol tair blynedd; blwyddyn gyntaf y cynllun yw'r cyfnod a drafordir yn yr adroddiad hwn. Mae'n bleser duedd fod y targedau wedi eu cyrraedd i raddau helaeth iawn.

Gweithreda'r Cyngor fel cynrychiolydd cenedlaethol ac fel asiantaeth adnoddau ar gyfer y sector wirfoddol yng Nghymru ac yn yr ystyr ehangaf ei briod rôl yw ystyried newidiadau a gynigir mewn deddfwriaeth sydd â goblygiadau ar gyfer y sector wirfoddol, i hysbysu ac i ymgynigori ac yna i gynnal barn gyffredinol y sector honno ac yn ail i sicrhau fod gan y sector wirfoddol yng Nghymru y wybodaeth, yr adnoddau a'r medrau sydd eu hangen ar gyfer darparu'n effeithiol holl wasanaethau mudiadau

gwirfoddol. Mae'r Cyngor yn arbennig yn awyddus i ddarparu gwybodaeth a hyfforddiant ac i ledaenu arfer dda. Cyfeirir at y gwaith a wneir yn y maes hwn yn ogystal ag mewn meysydd eraill yn nhudalennau canlynol yr adroddiad hwn.

Rhydd y Cyngor gryn bwyslais ar yr angen i sicrhau bod ei waith ar gael i ragor o bobl drwy Gymru benbaladr ac mewn ardaloedd gwledig. Oherwydd hyn, yn ystod y flwyddyn sydd dan sylw, fe agorwyd swyddfa yn Y Trallwng ac mae cynlluniau ar waith ar hyn o bryd i agor swyddfa arall yng Ngogledd Cymru, cam sydd o bosib yn deillio'n uniongyrchol o weinyddu'n effeithiol yr adnoddau ariannol cyffredol. At hynny, gall y Cyngor bellach ddarparu nifer cynyddol o'i wasanaethau drwy gyfrwng yr iaith Gymraeg.

Y sialens fwyaf sy'n wynebu'r sector wirfoddol ar hyn o bryd, o bosib, yw'r ad-drefnu arfaethedig ym myd llywodraeth leol. Mae'r Cyngor wedi ymgynghori â'r sector wirfoddol ynglŷn â'r mater hwn yn ystod y flwyddyn dan sylw ac ers hynny ac fe gyflwynwyd ceisiadau manwl i'r Swyddfa Gymreig. Mae gwaith y sector wirfoddol yng Nghymru yn tyfu yn flynyddol a'r gobaith yw y gwneir trefniadau boddhaol i amddiffyn, diogelu ac, yn wir, i



sector when the detailed proposed local government reforms are embodied in a Parliamentary bill.

The European Community is placing an increasing emphasis on assistance to the less favoured regions and the council aims to keep the voluntary sector informed on funding programmes, European networks and decisions of the Community that may have a bearing upon volunteering. This will form an increasing part of the Council's work in the coming years.

Although the Welsh economy has proved itself to be one of the most resilient in the United Kingdom in the face of difficult economic times, increasing unemployment and its attendant problems has imposed great burdens upon the voluntary sector. Difficult times are not unusual in many parts of Wales and those engaged in volunteering are responding well to the challenges presented. It is pleasing that the Council now has sound finances and a relevant programme of work to help all those engaged in voluntary work in Wales and whose only motivation is the desire to provide aid and comfort to men, women and children in need.

Plans and programmes are only as good as the people entrusted with their delivery. In this respect the Council is most fortunate in having a highly motivated and experienced staff operating under the expert direction of Graham Benfield. We give our grateful thanks to Graham and each member of his team for their respective contributions to a very satisfactory year of work.

The Council would also like to thank the following organisations for their support over the last year: The Welsh Office; British Petroleum, Cardiff Bay Development Corporation; British Gas; National Westminster Bank; Prudential Assurance; Calouste Gulbenkian Trust; Central Council for Education and Training in Social Work; Charity Aid Foundation.

Finally, I would like to thank the Welsh Office for its support during the year and to warmly welcome the increasingly constructive dialogue and partnership which is now taking place.

Donald Walters

hwyryddo achos y sector wirfoddol pan y corfforir y diwygiadau arfactedig mewn mesur Seneddol.

Gesyd y Gymuned Ewropeaidd bwyslais cynyddol ar gynorthwyo'r rhanbarthau llai breintiedig a nod y cyngor yw hysbysu'r sector wirfoddol o raglenni ariannu, rhwydweithiau Ewropeaidd a phenderfyniadau'r Gymuned a allai effeithio ar wirfoddoli. Bydd hyn yn cynrychioli rhan gynyddol o waith y Cyngor yn ystod y blynyddoedd i ddod.

Er gwaetha'r ffaith fod yr economi Gymreig, yn wyneb amgylchiadau economaidd anodd, wedi ei phrofi ei hun gyda'r cryfaf yn y Deyrnas Unedig, mae diweithdra cynyddol ynghyd â'r problemau a ddaw yn ei sgîl wedi gosod cryn bwysau ar y sector wirfoddol. Mae rhannau helaeth o Gymru yn gwbl gyfarwydd ag amgylchiadau anodd, ac mae'r rheini sy'n ymwneud â gwirfoddoli yn ymateb yn dda i'r siatensau sy'n codi. Mae'n bleser gwybod bod trefniadau cyllidol y Cyngor mewn cyflwr da a bod ganddo raglen waith berthnasol i helpu pawb sy'n ymdrin â gwaith gwirfoddol yng Nghymru ac sydd wedi eu cymell yn unig i roi cysur a chymorth i wŷr, gwragedd a phlant sydd mewn angen.

ymddiriedwyd ynddynt i'w gweithredu. Yn yr ystyr hwnnw mae'r Cyngor yn ffodus i feddu ar staff profiadol ac ymroddedig sy'n gweithio dan law ddeheuig Graham Benfield. Diolchwn yn fawr i Graham ac i bob aelod o'i dîm am gyfraniadau pob un ohonyn nhw i flwyddyn foddhaol iawn o waith.

Yn olaf, fe garwn ddiolch i'r Swyddfa Gymreig am ei chefnogaeth yn ystod y flwyddyn ac i groesawu'n gynnes iawn y bartneriaeth a'r ddeialog gynyddol adailadol sy'n digwydd ar hyn o bryd.

Donald Walters

Nid yw cynlluniau a rhaglenni ond cystal â'r bobl hynny yr



Director's Report

1991/92 has been a year of considerable change and progress for voluntary organisations in Wales, with the implementation of some of the Efficiency Scrutiny recommendations concerning the funding of the sector, the passing of the long awaited Charities Act, and the preparations for the reform of local government.

Overall the size and role of the sector continues to grow, as voluntary organisations play an increasingly important and unique role in society.

This role is not well understood. It thus remains a central purpose of WCVA to promote the value of voluntary action and to develop policies which ensure a vigorous and independent 'third force' in Welsh society.

1991/92 has also been a year of considerable progress for WCVA. In Year One of a three-year rolling programme it:

- launched a blueprint for the future of voluntary action in Wales;
- influenced government policy toward the sector;
- established a Rural & European Office in Welshpool;
- implemented parts of an equal opportunities and

- Welsh language policy;
- increased training days by 18%;
- responded to 40% more information requests;
- increased European funding to voluntary organisations in Wales by 20%;
- published the Wales Funding Handbook;
- stimulated new volunteer bureaux across Wales;
- distributed £215,000 to develop volunteering in Wales;
- assisted over 200 organisations gain resources.

It was also the first year that WCVA has ever received a written monitoring report from Welsh Office. We are pleased to concur with their conclusion that:

"overall this has been a progressive year for WCVA with some substantive representational achievements as well as a continuing high level of service to its voluntary sector customers in the provision of training and information".

Director: Graham Benfield.

Adroddiad Y Cyfarwyddwr

Bu 1991/92 yn flwyddyn o gryn newid a chynnydd i'r mudiadau gwirfoddol yng Nghymru, gyda gweithredu rhai o argymhellion yr Archwiliad Effeithiolrwydd mewn perthynas ag ariannu'r sector, pasio'r Ddeddf Elusennau hir-ddisgwyliedig, a'r paratodau ar gyfer diwygio llywodraeth leol.

Ar y cyfan mae maint a rôl y sector yn parhau i dyfu, wrth i fudiadau gwirfoddol chwarae rhan gynyddol bwysig ac unigryw mewn cymdeithas.

Ni ddeçllir y rôl hon yn dda. Un o ddibenion canolog CGGC yw hyrwyddo gwerth gweithredu gwirfoddol a datblygu polisiau sy'n sicrhau 'trydydd grym' bywiog ac annibynnol yn y gymdeithas Gymreig.

Bu 1991/92 hefyd yn flwyddyn o gryn gynydd i CGGC. Yn ystod y flwyddyn gyntaf o'i rhaglen dair blynedd y mae wedi:

- lansio glasbrint ar gyfer gweithredu gwirfoddol ar gyfer y dyfodol yng Nghymru;
- dylanwadu ar bolisi llywodraeth tuag at y sector;
- sefydlu Swyddfa Wledig ac Ewropeaidd yn Y Trallwng;
- gweithredu rhannau o bolisi cyfle cyfartal a pholisi iaith

- Gymraeg;
- cynyddu nifer y diwrnodau hyfforddiant 18%;
- ymateb i 40% yn rhagor o geisiadau am wybodaeth;
- cynyddu ariannu Ewropeaidd ar gyfer cymdeithasau gwirfoddol yng Nghymru 20%;
- cyhoeddi Llawlyfr Ariannu Cymru;
- creu swyddfeydd gwirfoddol newydd ar draws Cymru;
- dosbarthu £215,000 i ddatblygu gwirfoddoli yng Nghymru;
- helpu dros 200 o fudiadau i gael adnoddau.

Hon hefyd oedd y flwyddyn gyntaf i CGGC dderbyn adroddiad monitro ysgrifenedig oddi wrth y Swyddfa Gymreig. Rydym yn falch i gydfynd â'u casgliad:

"ar y cyfan bu bon yn flwyddyn flaengar i CGGC gyda rhai cyflawniadau cynrychioliadol sylweddol yn ogystal â pharhad yn safon uchel ei wasanaeth i'w gusmeriaid yn y sector wirfoddol o ran darparu byfforddiant a gwybodaeth".

Cyfarwyddwr: Graham Benfield.



Representing the Voluntary Sector and Influencing Policy

WCVA speaks for the voluntary sector on issues of concern and undertakes research to ensure its voice is accurate and representative.

This year WCVA concentrated its policy work on:

Central government policy and funding to the sector.

In 1990 central Government published a review of its policies and procedures for funding voluntary organisations. The review required Welsh Office to set out its objectives for funding the sector, and streamline its grant aid procedures and engage in dialogue with the voluntary sector.

WCVA has been active in this dialogue by:

- monitoring the implementation of the review

A comprehensive survey of Welsh Office grant aided organisations was undertaken to establish how far the recommendations of the review had been implemented. It concluded that most of the 14 grant aiding divisions

had made a start but that least progress was made on issues of most practical concern to voluntary organisations. The survey has established a base-line and will be repeated this year to enable WCVA to monitor how much progress Welsh Office has made during the year.

- influencing Welsh Office in formulating its objectives for the funding of the sector

WCVA's discussion with Welsh Office on its 'Strategic Statement' ensured that a much wider definition of the purposes of government funding to the sector was used and that the legitimacy of campaigning and advocacy activities was recognised.

- advocating better coordination of policy toward the sector by Welsh Office

WCVA put forward a paper advocating a 'voluntary service unit' for Wales to increase coordination and support to voluntary sector interests that cut across specialist service divisions and provide a focal point for voluntary sector policy development and interests.

Cynrychioli'r Sector Wirfoddol a Dylanwadu Ar Bolisi

Mae CGGC yn siarad ar ran y sector wirfoddol ar faterion o bwys ac mae'n gwneud gwaith ymchwil i sicrhau bod ei lais yn gywir ac yn gynrychioliadol.

Eleni fe ganolbwyntiodd CGGC ei bolisi ar:

Ariannu a pholisi llywodraeth ganol ar gyfer y sector.

Ym 1990 fe gyhoeddodd y Llywodraeth ganol adolygiad o'i pholisïau a'i threfniadau ar gyfer ariannu mudiadau gwirfoddol. Yn ôl yr adolygiad roedd rheidrwydd ar i'r Swyddfa Gymreig ddatgan beth oedd ei hamcanion o ran ariannu'r sector, yn ogystal â diwygio'i threfniadau ar gyfer rhoi cymorth grant ac i gynnal deialog â'r sector wirfoddol.

Bu CGGC yn weithgar yn y ddeialog drwy:

- gadw golwg ar y modd y gweithredwyd yr adolygiad

Gwnaed adolygiad cynhwysfawr o fudiadau sy'n derbyn cymorth grant gan y Swyddfa Gymreig i weld i ba raddau yr oedd argymhellion yr adolygiad wedi eu rhoi ar waith. Fe ddaeth i'r casgliad fod y mwyafrif o'r 14 adran cymorth grant wedi cychwyn ar eu gwaith ond

bach iawn o gynydd a wnaed ar y materion hynny sydd o'r pwys mwyaf i fudiadau gwirfoddol. Mae'r adolygiad bellach wedi sefydlu linell sylfaen ac fe wneid yr un peth eleni eto er mwyn galluogi'r CGGC i fonitro faint o gynydd a wnaed gan y Swyddfa Gymreig yn ystod y flwyddyn.

- dylanwadu ar y Swyddfa Gymreig o ran llunio'i hamcanion ar gyfer ariannu'r sector

Fe fu'r drafodaeth a gynhaliwyd rhwng y CGGC a'r Swyddfa Gymreig ar gorn ei 'Datganiad Strategol' yn fodd i sicrhau diffiniad ehangach o lawer o bwrsasau'r llywodraeth wrth ariannu'r sector yn ogystal â chydabod priodoldeb ymgyrchu a gweithgareddau eirioli.

- annog y Swyddfa Gymreig i gydlynu'i pholisi at y sector yn fwy effeithiol

Fe gyflwynodd y CGGC ddogfen yn galw am 'uned gwasanaeth gwirfoddol' ar gyfer Cymru i wella cydlynw ac i gefnogi buddiannau'r sector wirfoddol sy'n torri ar draws unedau gwasanaethau arbenigol ac sy'n darparu ffocws ar gyfer datblygu polisi a buddiannau'r sector



We are, therefore, pleased that in April 1992 Welsh Office established a 'dedicated' Voluntary Services Branch.

- advocating clear policies for volunteering and community development

WCVA has argued for the need for Welsh Office to develop policies to complement the work with 'client' groups for volunteering and community development. While these policies do not yet exist, recognition has been gained that such policies need to be developed.

- encouraging Welsh Office to remedy the historic underfunding of the sector

WCVA has presented figures for several years showing that the voluntary sector in Wales receives significantly less funding than other parts of the UK. However in the last two years, virtually all Welsh Office funded voluntary organisations have received increases in grant aid in excess of inflation. These increases have been publicly recognised by WCVA and if the trend is continued, the past underfunding will begin to be remedied.

Local Government Reform

The reform of local government in Wales was high on the political agenda throughout the year. WCVA took the lead in coordinating and publishing the response from the Welsh voluntary sector to the Welsh Office consultation document "The Structure of Local Government in Wales". It has continued to press the case for the voluntary sector in discussions with the Welsh Office, the Council of Welsh Districts and the Assembly of Welsh Counties seeking:

- transitional funding arrangements to protect local organisations during the changeover;
- the development of guidance on good practice, promoting partnership and participation between government and the voluntary sector;
- new and additional funding through the local authorities for voluntary activity;
- funding for an effective infrastructure to support, inform and develop local voluntary action.

wirfoddol

Rydym, felly, yn falch bod y Swyddfa Gymreig wedi sefydlu Cangen Gwasanaethau Gwirfoddol 'ymrwymedig' yn Ebrill 1992.

- annog polisiau eglur ar gyfer gwirfoddoli a datblygiad

Mae CGGC wedi dadlau o blaid yr angen i'r Swyddfa Gymreig ddatblygu polisiau i gydategu'r gwaith a wneir gyda'r grwpiau client ar gyfer gwirfoddoli a datblygiad. Er nad yw'r polisiau hyn yn bodoli ar hyn o bryd, mae'r angen i ddatblygu polisiau o'r fath wedi ei gydnabod.

- annog y Swyddfa Gymreig i unioni tanariannu hanesyddol y sector

Cyflwynodd CGGC ffigurau ar gyfer sawl blwyddyn yn dangos y modd y mae'r sector wirfoddol yng Nghymru yn derbyn swm sydd gryn dipyn yn llai na rhannau eraill o Brydain. Fodd bynnag, yn ystod y ddwy flynedd ddiwethaf, mae'r Swyddfa Gymreig wedi ariannu ymron i bob mudiad gwirfoddol gyda chynnydd grant uwch na lefel chwyddiant. Mae CGGC wedi cydnabod yr ychwanegiau hyn yn gyhoeddus ac os bydd y duedd hon yn parhau, fe welir dechrau ar y gwaith o unioni tanariannu'r gorffennol.

Diwygio Llywodraeth Leol

Roedd diwygio llywodraeth leol yng Nghymru yn uchel ar yr agenda wleidyddol gydol y flwyddyn. Fe fu CGGC yn flaenllaw yn cydlynna ac yn cyhoeddi ymatebion y sector wirfoddol Gymreig i ddogfen ymgynghorol y Swyddfa Gymreig "Strwythur Llywodraeth Leol yng Nghymru". Mae wedi parhau i gynrychioli safbwynt y sector wirfoddol mewn trafodaethau gyda'r Swyddfa Gymreig, yn ogystal â chyda Chyngor Dosbarthau Cymru a chyda Chynulliad Siroedd Cymru wrth ymorol am:

- drefniadau ariannu dros dro i ddiogelu mudiadau lleol yn ystod y broses ddiwygio;
- datblygu cyfarwyddyd ar arfer dda, hybu partneriaeth a chyfranogaeth rhwng llywodraeth leol a'r sector wirfoddol;
- ariannu newydd ac ychwanegol gan awdurdodau lleol ar gyfer gweithgaredd gwirfoddol;
- ariannu ar gyfer isadeiledd i gefnogi, hysbysu a datblygu gweithredu gwirfoddol lleol.



Community Care

WCVA has continued to contribute to the policy development of community care by articulating the views and concerns of the voluntary sector.

This year WCVA undertook a consultation exercise throughout Wales with voluntary organisations who wished to provide services under the new community care arrangements. These meetings identified the absence of clear implementation strategies as a major weakness in the existing plans and considered that little was likely to change until:

- Welsh Office gives a clearer lead on what is meant by stimulating a mixed economy of care and the level of resources available.
- Local authorities adopt 'enabling' policies, and decide how budgets will be divided and purchasers split from providers.
- Local authorities develop their purchasing skills and provide points of contact for would be suppliers.

WCVA has presented these concerns to both Welsh Office and local authorities and they have been widely publicised and echoed in both Parliament and subsequent Welsh

Office advice. The need to develop practical measures to stimulate a mixed economy of care remained the key issue.

Gofal Cymunedol

Mae CGGC wedi parhau i gyfrannau at ddatblygu polisi gofal cymunedol drwy roi mynegiant i safbwyntiau a gofidiau'r sector wirfoddol.

Eleni fe ymgymerodd CGGC ag ymarferiad ymgynghori drwy bob rhan o Gymru â mudiadau gwirfoddol a oedd am ddarparu gwasanaethau dan y trefniadau gofal cymunedol newydd. Fe nododd y cyfarfodydd hyn bod diffyg strategaethau gweithredu clir yn brif wendid yn y cynlluniau cyfredol gan ystyried na fyddai fawr ddim newid nes y bydd:

- Y Swyddfa Gymreig yn rhoi arweiniad cliriach ar yr hyn a olygir wrth sbarduno economi gymysg o ofal a lefel yr adnoddau sydd ar gael.
- Yr awdurdodau lleol yn mabwysiadu polisiau 'galluogi', ac yn penderfynu sut y caiff cyllidebau eu rhannu a'r pwrcaswyr eu hysgaru oddi wrth y darparwyr.
- Yr awdurdodau lleol yn datblygu eu sgiliau pwrcasu gan ddarparu manau cyswllt ar gyfer darpar-gyflenwyr.

Mae CGGC wedi cyflwyno'r gofidiau hyn i'r Swyddfa Gymreig ac i'r awdurdodau lleol ac mae cryn ghoedduswydd wedi ei roi iddynt yn ogystal ag adleisiau



ohonynt yn y Senedd ac yng nghyngor y Swyddfa Gymreig wedi hynny. Yr angen i ddatblygu mesurau ymarferol i symbylu economi gymysg o ofal oedd y mater allweddol.



Promoting the Voluntary Sector

This year WCVA promoted voluntary action in Wales by:

launching 'Community and Citizenship' – a vision for the future, combining facts and figures about the scope and extent of the sector with a series of practical policies to strengthen voluntary action in the 1990s.

This publication brought together the policy strands

and objectives of WCVA's work on volunteering, community development, local and central government funding and policy toward voluntary organisations.

'Community and Citizenship' was distributed widely to decision makers in all walks of life in Wales and remains WCVA's agenda for the future.



Hyrwyddo'r Sector Wirfoddol

Eleni fe fu'r CGGC yn hyrwyddo gweithredu gwirfoddol yng Nghymru drwy:

lansio 'Cymuned a Dinasyddiaeth' – gwledigaeth ar gyfer y dyfodol, sy'n cyfuno ffeithiau a figurau ynghylch cwrpas y sector â chyfres o bolisiau ymarferol i atgyfnerthu gweithredu gwirfoddol yn y 1990au.

Fe ddaeth y cyhoeddiad hwn â holl linyrnau polisi ac amcanion y CGGC ynghyd ar wirfoddoli, datblygiad,

ariannu a pholisi llywodraeth ganol a lleol tuag at fudiadau gwirfoddol.

Dosbarthwyd 'Cymuned a Dinasyddiaeth' yn helaeth ymysg arweinwyr polisi ym mhob maes o fywyd yng Nghymru ac erys yn rhan o agenda'r CGGC ar gyfer y dyfodol.

The value of voluntary action was promoted by:

- commissioning research into ways of showing funders the 'added value' of investing in the sector. The research has provided voluntary organisations with simple to use methods of presenting the value of their work via social audits, longitudinal evaluations and added value formulae.
- running training courses on presenting your case in the media and marketing
- initiating and responding to media coverage of the issues affecting voluntary organisations



□ Helen McLaughlin, front, Dewi Evans and Lyn Lawton

Action to raise funds

Volunteer group opens new offices

THE Wales Council for Voluntary Action opened new rural and European offices in Welshpool yesterday. It will attempt to co-ordinate European backing and grant funding for voluntary action, especially in rural areas. It will try to provide back-up for the volunteers it believes are the backbone of rural community life. It will help them to provide essential services like health care, support for disabled and elderly people and the organisation of social events. As pressure increases on the rural infrastructure, volunteers will need more support.

Dewi Lloyd Evans, whose appointment coincides with the opening of the new office, is to increase WCVA's contact with rural organisations. Mr Evans is a native of Llanelwedd and has been assistant director of the Campaign for the Protection of Rural Wales for three and a half years.

Also based in the new headquarters at Welshpool, which covers the whole of Wales, is Helen McLaughlin, the European Social Fund Officer, whose job is to steer the Welsh voluntary sector through the complications of European funding. The third member of the team is administration chief Lyn

Hyrwyddwyd gwerth gweithredu gwirfoddol drwy:

- gomisiynu gwaith ymchwil i'r ffyrdd o ddangos i arianwyr y gwerth ychwanegol a ddaw o fuddsoddi yn y sector. Mae'r ymchwil hwn wedi rhoi i fudiadau gwirfoddol ddulliau hawdd o gyflwyno gwerth eu gwaith trwy gyfrwng archwiliadau cymdeithasol, gwerthusiadau hydredol a fformiwlâu gwerth ychwanegol.

Bydd y deunydd yn darparu cyfryngau newydd y gall cymdeithasau eu defnyddio i gyflwyno'u hachos.

- gweinyddu cyrsiau hyfforddi ar gyflwyno'u hachos i'r cyfryngau ac at ddiben marchnata
- symblu'r cyfryngau i ymddiriedd mewn materion sy'n effeithio ar fudiadau gwirfoddol ac ymateb i'r ymddiriedd honno

Gwaith gwirfoddol Cymru

CYHOEDDwyd cynllun cymhwysfa wrth y Gymuned a Dinasyddiaeth, gan Gyngor Gweithredu Gwirfoddol Cymru yr wythnos ddiwethaf sy'n amlinellu ffyrdd ymarferol i gyflwyno'r gweithredu yn y 90au.

"Mae gosod y glasbrint yn hanfodol oherwydd, er bod y sector wirfoddol yn cymryd ei lle ochr yn i'r sector breifat a hoeddus yn economi Cymru yn ddiwydiant an-

argymhell sefydlu un adran o fewn y Swyddfa Gymreig fel un o'r priodoldebau.

Mae'r Cymhor yn galw am grant newydd a'wddudol i'w defnyddio i'w gweithredu gwirfoddol a sefydlu'n ffyrdd lleihad yn yr arddian ystod diwygind ffyrdd gwaithredu yn y 90au.

CARE LIMBO ANGERS VOLUNTARY SECTOR

WELSH LOCAL authorities have left voluntary organisations "frustrated, confused and uncertain" about their role in care in the community, says a leading figure in the voluntary sector.

Orsiau Benfield, director of the Wales Council for Voluntary Action (WCVA), was speaking after a series of meetings with Welsh voluntary organisations. He claims the meetings reveal that local services are "stuck on implementation issues and methodologies".

The absence of clear strategies, says Mr Benfield, has left many voluntary bodies "with little idea of how, whether and when to put their ideas forward".

Some voluntary bodies, says Mr Benfield, see planning as a "black box" and are reluctant to be involved in it.

Now the Wales Council is set to launch a new initiative, outlining mainly and citizenship, outlining the way forward for the sector into the next century.

The idea is to streamline deals with local authorities and the

keep voluntary groups as competitors rather than victims.

WCVA believes the progress will be made until the Welsh Office changes its attitude by "stimulating a mixed economy of care" and until local authorities consider how to create an enabling relationship with the voluntary sector.

These issues are due to be raised at a WCVA meeting with the Welsh Office in July.

West Glamorgan senior assistant director Hugh Gwynne, who leads its community care initiative, says some voluntary organisations have difficulty with care planning because they lack funds.

West Glamorgan has identified where the voluntary sector can play a special role. Mr Gwynne says, but in some areas no voluntary body has the contractual experience.

Volunteers to shed

VOLUNTEERS in Wales are trying to shed their image and prove they are treated with the normally granted big budget.

Despite an annual income of £100m, the Welsh Water and machine plants have up a new marketing, mainly and citizenship, outlining the way forward for the sector into the next century.

The idea is to streamline deals with local authorities and the

the Government, to bodies like the Citizens Bureau can cope with the increased workload.



Preparing

WCVA has continued to assist voluntary organisations prepare for the future and develop their own priorities.

Charities Act

The Charities Act is the most significant piece of charity legislation in over 30 years. It places new requirements on charity trustees to take responsibility for the sound operation of their charities, increases the powers of the Charity Commissioners to monitor and check abuse and tightens up Regulations on fundraising.

WCVA has been actively involved with the Charity Law Advisory Group in lobbying on the Bill. It organised a major conference in Cardiff in January and a briefing in North Wales in February in association with Cyngor Gwlad Gwynedd.

Children Act

Two briefing days organised on the implications of the Children Act for voluntary organisations led to the development of a training programme which is being delivered across Wales in association with the British

Agencies for Adoption and Fostering and the county voluntary councils. The course comprised three sessions covering the legislation, its implementation and the roles which voluntary organisations can play.

Community Care

WCVA has taken a leading role in preparing the voluntary sector in Wales for the implementation of the new arrangements for planning and delivering social care services.

It has developed and begun delivering an extensive programme of training aimed at enabling voluntary sector representatives, service users and their carers to participate in the social care planning process. The programme comprises five sessions and is being delivered throughout Wales during 1992, in cooperation with each county voluntary council.

To complement the social care training programme a number of publications are being prepared dealing with legislation, social care planning structures, monitoring social care plans, examples of good practice.

Paratoi

Daliodd CGGC ati i helpu mudiadau gwirfoddol i baratoi ar gyfer y dyfodol ac i ddatblygu eu blaenoriaethau eu hunain.

Y Ddeddf Elusennau

Y Ddeddf Elusennau yw'r ddeddfwriaeth elusennol bwysicaf ers 30 mlynedd. Gesyd ddyletswyddau newydd ar ymddiriedolwyr elusennau i ysgwyddo cyfrifoldeb am weinyddu eu helusennau'n effeithiol, ynghyd â chynydd ym mhwerau Comisiynwyr yr elusennau i fonitro ac i atal camddefnydd ac i dynhau'r Rheoliadau ar godi arian.

Mae CGGC wedi bod yn weithgar gyda Grŵp Ymgynghorol y Ddeddf Elusennol wrth ddwyn pwysau ar fater y Mesur. Fe drefnodd gynhadledd bwysig yng Nghaerdydd ym mis Ionawr yn ogystal â threfnu seiat drafod yng Ngogledd Cymru mewn cydweithrediad â Chyngor Gwlad Gwynedd.

Y Ddeddf Blant

Fe arweiniodd dau ddiwrnod o seiat drafod a drefnwyd ar oblygiadau'r Ddeddf Blant i fudiadau gwirfoddol at ddatblygu rhaglen hyfforddi i'w gweithredu drwy Gymru

benbaladr mewn cydweithrediad ag Asiantaethau Mabwysiadu a Maethu Prydain a'r cyngorau gwirfoddol sirol. Fe gynhwysai'r cwrs dair sesiwn yn ymddrin â deddfwriaeth, ei gweithrediad a'r rhannau y gall mudiadau gwirfoddol eu chwarae.

Gofal Cymunedol

Mae CGGC wedi bod yn flaenllaw wrth baratoi'r sector wirfoddol yng Nghymru ar gyfer gweithredu'r trefniadau newydd ar gyfer cynllunio a chyflwyno gwasanaethau gofal cymdeithasol.

Datblygodd a dechreuodd weithredu rhaglen eang o hyfforddiant sydd wedi ei hamcanu i alluogi cynrychiolwyr y sector wirfoddol, defnyddwyr gwasanaethau a'u gofalgwyr i gymryd rhan mewn proses i gynllunio gofal cymdeithasol. Cynhwysai'r rhaglen bum sesiwn ac fe gaiff ei gweithredu drwy Gymru benbaladr yn ystod 1992, mewn cydweithrediad â phob cyngor gwirfoddol sirol.

I ategu'r rhaglen hyfforddi gofal cymdeithasol mae nifer o gyhoeddiadau ar y gweill sy'n ymwneud â deddfwriaeth, strwythurau cynllunio gofal cymdeithasol, monitro cynlluniau gwaith cymdeithasol, esiamplau o arfer dda.





Mental Handicap

WCVA participated in the review of the Standing Conference of Voluntary Organisations for People with a Mental Handicap in Wales and has kept the wider voluntary sector informed of the review of the All-Wales Mental Handicap Strategy.

Advocacy

The Council facilitated a review of Citizen Advocacy South Glamorgan at the request of the South Glamorgan Forum on Learning Difficulties. The review panel made concrete recommendations for the restructuring of the project.

Education

The Council has continued to support the Special Needs Advisory Project Wales in becoming established. The project provides support for parents of children with special educational needs in obtaining the services which their children need.

Youth

WCVA responded to proposals to set up the Wales Youth Agency calling for a strong independent body supporting and representing voluntary sector youth interests.

Pobl Dan Anfantais Meddyliol

Fe gymerodd CGGC ran yn adolygiad Cynhadledd Sefydlog Cymdeithasau Gwirfoddol ar gyfer Pobl dan Anfantais Meddyliol yng Nghymru gan hysbysu'r sector wirfoddol ehangach o'r Strategaeth ar gyfer Pobl Dan Anfantais Meddyliol Cymru gyfan.

Eirioli

Fe hwylysodd y Cyngor adolygiad o Eiriolaeth yn Ne Cymru ar gais Fforwm De Morgannwg ar Anawsterau Dysgu. Cynigiodd y panel adolygu argymhellion cadarnhaol ar gyfer ailstrwythuro'r prosiect.

Addysg

Mae'r Cyngor wedi parhau i gefnogi sefydlu Cynllun Cynghori ar Anghenion Arbennig. Darpara'r cynllun gefnogaeth ar gyfer rhieni plant sydd ag anghenion addysgol arbennig i sicrhau'r gwasanaethau hynny sydd eu hangen ar eu plant.

Ieuenctid

Ymatebodd CGGC i gynigion i sefydlu Asiantaeth Ieuenctid Cymru gan alw am gorff annibynnol cryf i gefnogi ac i gynrychioli buddiannau sector yr ifanc.

Health

The Council has been in discussion with the Health Promotion Authority for Wales over cooperation in furthering voluntary sector involvement in Local Strategies for Health.

A programme of events aimed at informing voluntary organisations about the Local Strategies and raising awareness is being developed.

Aids

WCVA continues to support the Welsh Advisory Committee of the National AIDS Trust and has assisted the Welsh Voluntary AIDS Forum in preparing a funding proposal for the development of voluntary AIDS services in Wales.

Environment

WCVA has been working closely with Friends of the Earth Cymru and other voluntary organisations on developing a Green Charter for voluntary organisations in Wales. This is the first of its kind and is available free (with funding from the Esmee Fairbairn Charitable Trust) from either WCVA or Friends of the Earth.

Iechyd

Bu'r Cyngor yn trafod gyda'r Awdurdod Hybu Iechyd yng Nghymru ynghylch cydweithio o blaid hybu cyfranogaeth y sector wirfoddol mewn Strategaethau Lleol ar gyfer Iechyd.

Datblygir ar hyn o bryd raglen o weithgareddau wedi ei hanelu at hysbysu cymdeithasau gwirfoddol ynghylch y Strategaethau Lleol a chodi ymwybyddiaeth.

Aids

Mae CGGC yn parhau i gefnogi Pwyllgor Ymgynghorol Cymru yr Ymddiriedolaeth AIDS Genedlaethol ac fe gynorthwyodd y Fforwm Wirfoddol Gymreig ar AIDS Iunio cais am arian i ddatblygu gwasanaethau AIDS gwirfoddol yng Nghymru.

Amgylchedd

Bu CGGC yn gweithio'n glos gyda Chyfeillion y Ddaear Cymru a chydymdeithasau gwirfoddol eraill ar ddatblygu Siart Werdd ar gyfer cymdeithasau gwirfoddol yng Nghymru. Dyma'r cyntaf o'i bath ac y mae ar gael yn rhad ac am ddim (gydag arian o Ymddiriedolaeth Elusennol Esmee Fairburn) oddi wrth naill ai CGGC neu Gyfeillion y Ddaear.





Working Together

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

WCVA and the eight county based voluntary councils together form the infrastructure which supports voluntary organisations at all levels throughout Wales. During the year we have been working closely together on a series of proposals to "dovetail" activities between the national and county organisations.

These include:

- the introduction of a bilingual supplement of 'national' voluntary sector information from WCVA to be included as an integral part of each county's newsletter. This development reduces time and effort, and maximises the efficient distribution of information;
- the provision of FunderFinder facilitated by WCVA will enable each county to provide a funding advice service to its members;
- the provision of training on community care and children act by WCVA in each county under the auspices of the county voluntary councils;
- the cooperation of each county in 'mapping' advice agencies as the first stage in promoting the case for adequate funding of independent advice agencies in Wales;
- the provision of administrative support and training to the national organisation of county voluntary councils - WACVC.

gydio gweithgareddau'r cymdeithasau cenedlaethol a sirol yn nes at ei gilydd.

Cynhwysa'r rhain:

- gyflwyno atodiad dwyieithog o wybodaeth 'genedlaethol' am y sector wirfoddol oddi wrth CGGC i'w gynnwys fel rhan annatod o gylchlythyr pob sir. Croesawyd y datblygiad hwn gan y chwe sir sy'n cymryd rhan am ei fod yn arbed amser ac ymdrech, ac am ei fod yn lledaenu gwybodaeth yn y dull mwyaf effeithiol posibl;
- bydd darparu gwasanaeth chwilio am ariannwr gan CGGC yn galluogi pob sir i gynniig gwasanaeth cynghori ar ariannu i'w haelodau;
- darparu hyfforddiant ar ofal cymunedol ac ar ddeddf y plant gan CGGC ym mhob sir dan gyfarwyddyd y cynghorau gwirfoddol sirol;
- cydweithredu a phob sir i lunio map o asiantaethau cynghori fel y cam cyntaf tuag at hybu'r ddad dros ariannu ar wahân ar gyfer asiantaethau cynghori annibynnol yng Nghymru;
- darparu cymorth a hyfforddiant gweinyddol i gorff cenedlaethol cynghorau gwirfoddol sirol - Cymdeithas Cynghorau Gwirfoddol Sirol Cymru.



Gweithio Gyda'n Gilydd

Nod CGGC yw hybu sector wirfoddol gydlyn a chilir yng Nghymru sydd wedi ei selio ar anghenion ei aelodau, sy'n lleihau dyblygu adnoddau diangen ac sy'n eu defnyddio yn y dull mwyaf cost-effeithiol.

Mae CGGC a'r wyth cyngor gwirfoddol sirol yn ffurfio gyda'i gilydd isadeiladwaith sy'n cynnal cymdeithasau gwirfoddol ar bob lefel yng Nghymru. Yn ystod y flwyddyn buom yn cydweithio'n agos â'n gilydd ar gyfres o gynigion i



Welsh Language Policy

'Nid da lle gellir gwel...'¹ – WCVA & the Welsh Language

One of WCVA's main aims is to be representative of, and responsive to, the voluntary sector *throughout* Wales. For some time it has been aware that this means communicating in a manner which is as accessible as possible to its constituent groups. Welsh is the natural working language for a significant number of WCVA's members (and potential members), therefore, its services need to reflect this fact.

There has been a significant increase in the usage of the Welsh language in WCVA's work since the adoption of the policy in 1990.

- Bilingual Annual Report in 1991.
- The 1991 Wynford Vaughan Thomas Memorial Lecture being delivered through the medium of Welsh (with simultaneous translation).
- Coverage in the Welsh language media (Golwg and Radio Cymru).
- The production of a bilingual National Supplement.
- Bilingual Press Releases.
- Five Welsh Information Sheets and the production of a bilingual WIN Directory and Funding Handbook.
- The employment of two Welsh speaking staff and the setting up of the Rural Office.
- Increased number of enquiries in Welsh.

Polisi'r Iaith Gymraeg

'Nid da lle gellir gwel ...' – y CGGC a'r Iaith Gymraeg

Un o brif amcanion y CGGC yw siarad ar ran y sector wirfoddol *ym mhob rhan* o Gymru a gwrandio arni. Ers cryn amser bu'n ymwybodol y golyga hyn yr angen i gyfathrebu mewn modd mor ddealladwy â phosib â'i aelod-grwpiau. Cymraeg yw iaith weithredol naturiol nifer sylweddol o aelodau CGGC (a darpar-aelodau CGGC) felly, mae angen i'w wasanaethau adlewyrchu'r ffaith hon.

Bu cynnydd trawiadol yn y defnydd o'r iaith Gymraeg yng ngwaith y CGGC ers mabwysiadu'r polisi ym 1990.

- Adroddiad Blynyddol dwyieithog ym 1991.
- Darlith Goffa Wynfford Vaughan Thomas ym 1991 yn cael ei thraddodi drwy gyfrwng y Gymraeg (gyda chyfieithu ar y pryd)
- Cyhoeddi Atodiad Cenedlaethol dwyieithog.
- Cyhoeddiadau Dwyieithog i'r Wasg.
- 5 Taflen Wybodaeth Gymraeg ynghyd â chynhyrchu Cyfeiriadur WIN a Llawlyfr Ariannu dwyieithog.
- Cyflogi 2 o Gymry Cymraeg i'r staff a sefydlu Swyddfa Wledig.
- Cynnydd yn y nifer o ymholiadau yn y Gymraeg.



Reaching out

WCVA accepts that it needs to work with and be relevant to all parts of the voluntary sector in Wales and last year it began a long term programme to increase its relevance and membership by seeking to engage with the black and rural voluntary sectors and by implementing a Welsh language policy.

Black Voluntary Sector

Links have been developed with representatives of the black voluntary sector during the year. A successful workshop at the AGM highlighted the particular needs of black groups and the barriers encountered in getting help and support. A decision was taken at the AGM to coopt a representative onto the committee. Following a very positive response to a request for nominations for an election, it was decided to have two representatives on the committee. WCVA is working with the two representatives to develop an event at which the needs of black voluntary sector groups can be aired, and a way forward developed.

Rural

One of WCVA's major objectives during 1991 was to

strengthen its commitment to rural matters, and to improve its contacts with organisations working in rural Wales. This was achieved by:

- the opening of WCVA's Rural & European office in Welshpool, and the appointment of a member of staff with specific responsibility for WCVA's rural work;
- a conference on "Voluntary Action in Rural Wales" was held at the Llanbadarn College Campus in Aberystwyth bringing together over 70 people involved in rural issues;
- more coverage of rural items in WCVA publications;
- a paper called "Unlocking the Key to Voluntary Activity in Rural Areas" was produced and circulated widely. This responded to the Secretary of State's intention to announce a Rural Initiative and highlighted the improvements which were needed to foster increased voluntary and community activity in rural areas;
- representation on the management committee of the Local Jigsaw Campaign in Wales which aims to

Estyn Allan

Mae CGGC yn cydnabod bod angen iddo weithio law yn llaw â phob rhan o'r sector wirfoddol yng Nghymru a bod angen i'w waith fod yn berthnasol iddynt ac yn ystod y llynedd fe ddechreuwyd ar raglen dymor hir i gadarnhau ei berthnasedd a chynyddu ei aelodaeth drwy geisio meithrin ei berthynas â'r sectorau gwirfoddol croenddu a gwledig a thrwy weithredu polisi ar yr iaith Gymraeg.

Y Sector Wirfoddol Groenddu

Sefydlwyd cysylltiadau gyda chynrychiolwyr y sector wirfoddol groenddu yn ystod y flwyddyn. Fe hoeliodd gweithdy llwyddiannus sylw ar anghenion arbennig y grwpiau croenddu ac ar y meini tramwydd sydd yn eu rhwystro rhag cael y gymorth a'r gefnogaeth sy'n angenrheidiol. Gwnaed penderfyniad yn y Cyfarfod Cyffredinol Blynnyddol i gyfethol cynrychiolydd ar y pwyllgor. Yn dilyn ymateb positif iawn i gais am enwebiadau ar gyfer etholiad, penderfynwyd penodi dau gynrychiolydd i'r pwyllgor. Mae CGGC yn cydweithio gyda'r ddau gynrychiolydd i ddatblygu achlysur lle gellir gwyntyllu anghenion grwpiau gwirfoddol croenddu, a lle gellir datblygu camau i symud ymlaen.

Gwledig

Un o brif amcanion CGGC yn ystod 1991 oedd atgyfnerthu ei ymrwymiad i faterion gwledig, a gwella'i gysylltiadau â chymdeithasau sy'n gweithio yn y Gymru wledig. Cyflawnwyd hyn drwy:

- agor swyddfa Wledig ac Ewropecaidd y CGGC yn Y Trallwng, ac apwyntio aelod o'r staff â chyfrifoldeb penodol dros weithgarwch gwledig y CGGC;
- cynhaliwyd cynhadledd ar "Weithredu Gwirfoddol yn y Gymru Wledig" ar Gampws Coleg Llanbadarn yn Aberystwyth a ddaeth â thros 70 o bobl a oedd yn ymwneud â materion gwledig ynghyd;
- ymddriniaeth helaethach o faterion gwledig yng nghyhoeddiadau CGGC;
- cynhyrchwyd dogfen yn dwyn y teitl "Datgloir Allwedd i Weithgaredd Gwirfoddol mewn Ardaloedd Gwledig" a bu cryn glychrediad iddo. Ymateb oedd hyn i fwrriad yr Ysgrifennydd Gwladol i gyhoeddi Menter Wledig ac fe roddodd sylw arbennig i'r gwelliannau yr oedd eu hangen i hybu mwy o weithgaredd gwirfoddol a



encourage local communities to undertake appraisals of their areas as a first step in developing social, economic and environmental improvements;

- taking an active role in the setting up of the Wales Rural Forum which was launched during November. The Forum brings together representatives of community groups, the voluntary sector, statutory authorities and individuals with the aim of providing a focus for integrated rural development in Wales.



chymunedol mewn ardaloedd gwledig;

- cynrychiolaeth ar bwyllgor rheolr Ymgyrch Jigso Lleol yng Nghymru a fwriedir i annog pobl i gynnal arolygon yn eu hardaloedd fel y cam cyntaf i ddatblygu gwelliannau cymdeithasol, economaidd ac amgylchfydol;
- cymryd rhan weithredol i sefydlu Fforwm y Gymru Wledig a lansiwyd ym mis Tachwedd. Daw'r Fforwm â chynrychiolwyr grwpiau cymunedol, y sector wirfoddol, awdurdodau statudol ac unigolion ynghyd â'r bwriad o ddarparu ffocws ar gyfer datblygiad gwledig integredig yng Nghymru.

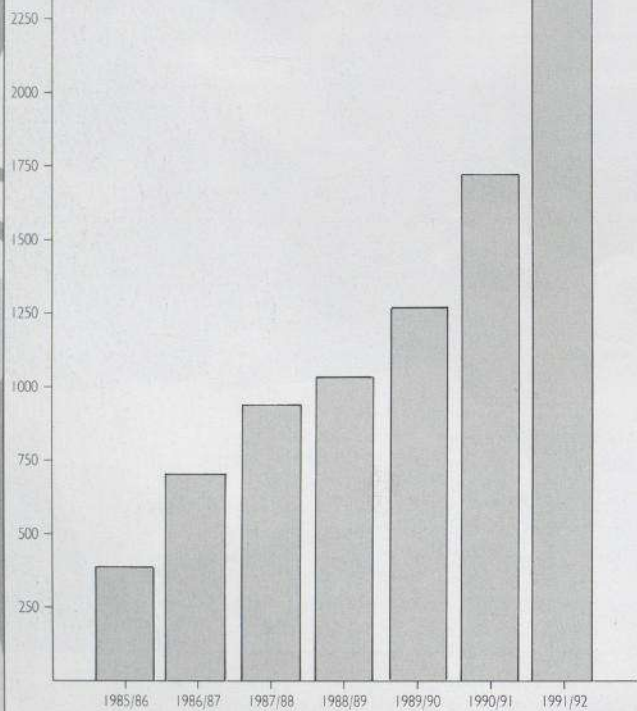


Informing

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

WCVA provides the fastest, fullest and highest quality information service to the voluntary sector in Wales.

External general queries to WCVA's Information Department, 1985. (on a 1985 comparative basis)
Ymholiadau allanol i Adran Wybodaeth CGGC, 1985. (ar sail gymharol 1985)



Gwybodaeth

Mae angen y wybodaeth ddiweddaraf ar fudiadau gwirfoddol os ydynt i weithredu'n effeithiol a darparu'r gwasanaeth gorau posibl i'w haelodau a'u defnyddwyr.

CGGC sy'n darparu'r gwasanaeth gwybodaeth cyflymaf, llawnaf ac o'r ansawdd gorau ar gyfer y sector wirfoddol yng Nghymru.

How does it work?

WCVA receives its information from a very wide range of published and media sources from Wales, UK and Europe.

All this information is sifted and selected on the basis of "core topics" and "core information" likely to be of interest to the wider voluntary sector (e.g. funding, management, volunteering, community development, training, good practice, charitable status, etc.).

This core information is then disseminated to voluntary organisations throughout Wales

- Two to four times weekly via the current awareness service available by computer link, fax or post
- monthly via Network Wales
WCVA's regular monthly magazine which also includes commentary, analysis and discussion
- bi-monthly via the National Supplement
WCVA's four-page bilingual supplement carried in county newsletters

Sut mae'n gweithio?

Mae CGGC yn derbyn gwybodaeth gan ystod eang iawn o ffynonellau cyhoeddi a chyfryngol yng Nghymru, Prydain ac Ewrop.

Caiff yr holl wybodaeth hon ei didoli a'i dethol yn ol "testunau craidd" a "gwybodaeth graidd" sy'n debyg o fod o ddiddordeb i'r sector wirfoddol changaf (e.e. ariannu, rheoli, gwirfoddoli, datblygu cymunedol, hyfforddiant, arfer da, statws elusennol ac ati).

Yna caiff y wybodaeth graidd hon ei dosbarthu ymysg cymdeithasau gwirfoddol yng Nghymru.

- 2 - 4 gwaith yr wythnos trwy gyfrwng y gwasanaeth ymwybyddiaeth cyfredol sydd ar gael drwy gyswllt cyfrifiadurol, ffacs neu bost.
- yn fisol trwy gyfrwng Rhwydwaith Cymru, cylchgrawn misol rheolaidd CGGC sydd hefyd yn cynnwys sylwadau, dadansoddiad a thrafodaeth
- yn ddeufisol trwy gyfrwng yr Atodiad Cenedlaethol, atodiad dwyieithog 4 tudalen CGGC a gynhwysir yn y cylchlythren sirol
- ddwywaith y flwyddyn trwy gyfrwng cyfres o dafenni gwybodaeth dwyieithog



- twice yearly via a series of bi-lingual information sheets
- annually/bi-annually via a series of publications

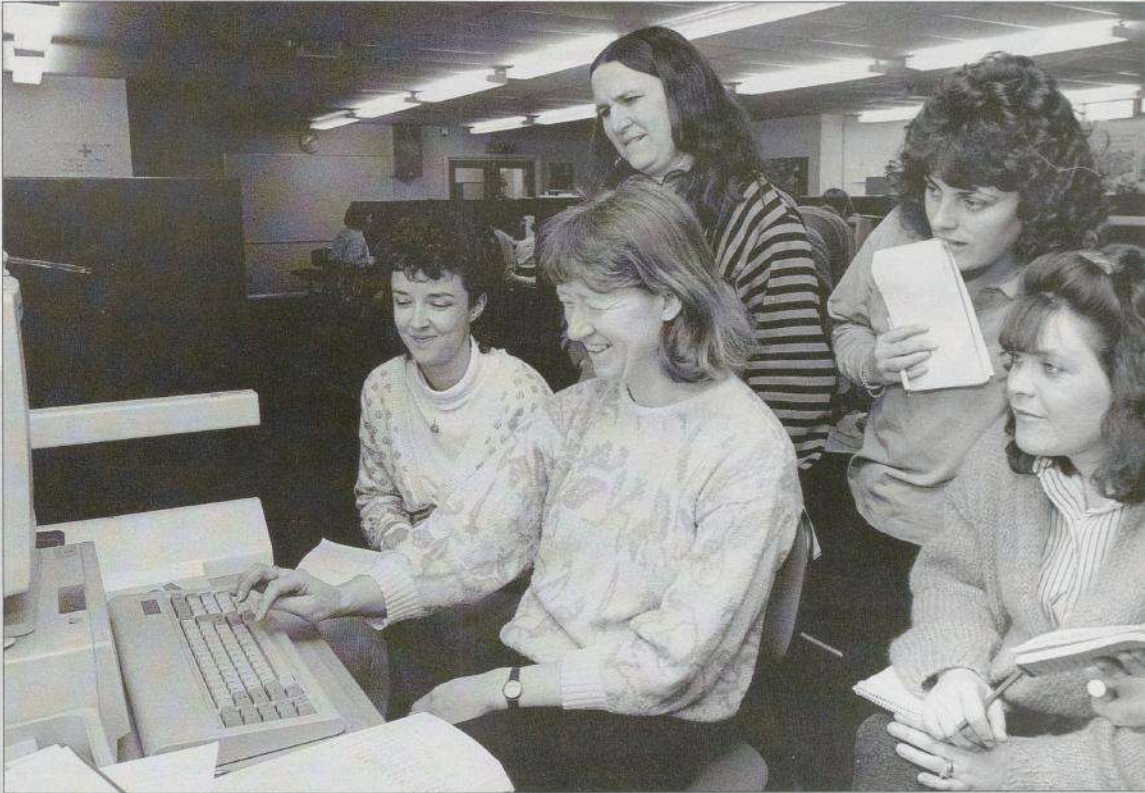
This enhanced dissemination process ensures up to date information is available to both local, county and national organisations up and down the length of Wales.

The information is also held at WCVA's open access library and provides the basis of the response to the ever increasing number of written or telephoned requests for information.

So if you wanted:

- advice on volunteering opportunities for young people in Wales
- the requirements of the companies act
- model terms of conditions of employment
- names and addresses of organisations working with people with learning difficulties in Wales

then you might have made one of the 1600 requests to and answered by WCVA last year.



- yn flynyddol/ddwywaith y flwyddyn trwy gyfrwng cyfres o gyhoeddiadau

Mae'r broses ddisbarthu hon yn sicrhau bod y wybodaeth ddiweddaraf ar gael ar gyfer mudiadau lleol, sirol a chenedlaethol drwy Gymru benbaladr.

Caiff y wybodaeth hefyd ei chadw yn llyfrgell agored CGGC ac mae'n darparu sylfaen ymateb i nifer cynyddol o geisiadau ffôn neu geisiadau ysgrifenedig am wybodaeth.

Felly petai arnoch angen:

- cyngor ar gyfleoedd gwirfoddoli ar gyfer pobl ifanc yng Nghymru
- gofynion y ddeddf gwmnïau
- telerau model amodau cyflogi
- enwau a chyfeiriadau cymdeithasau sy'n gweithio gyda phobl ag anawsterau dysgu yng Nghymru

yna fe allech fod wedi bod yn un o'r 1600 o ymholiadau yr ymatebodd CGGC iddynt y llynedd.



Training

WCVA provides a comprehensive training service and programme aimed at developing the knowledge and skills necessary for voluntary action in a fast changing world and is the primary national provider of training to the leaders of the voluntary sector in Wales.

During the year WCVA provided 76 days of training on a residential, daily or in-house basis.

The published programme, sponsored by BP, provided a wide range of courses, and new courses were introduced on management of volunteers, community development, personal survival, and monitoring and evaluation.

In addition, WCVA provided in-house training courses which ranged from developing equal opportunities to chairing skills.

Over 70% of participants rated courses as very good or excellent, and customers comments included:

"Well prepared and planned; linked theory and practice in an easily recognisable form; timings were good and flexible" – In-house course on decision making

"An excellent introduction to a large and complex subject, very useful" – Day course on Introduction to Europe.

"Everything was very relevant and only wish we had longer. I can relate it all to my work practice. Value for money" – Residential on Women & Management.

National Vocational Qualifications

WCVA commissioned an action research project on NVQs and Voluntary Organisations which highlighted the issues for voluntary organisations in accessing NVQs. These included: lack of information, lack of training culture and infrastructure, lack of resources.

A series of seminars on NVQs, sponsored by National Westminster Bank, Post Office, and CCETSW have been well received and attended by over 150 people. These seminars have enabled voluntary organisations to become aware of and consider the ways of developing and implementing NVQs for their own organisations.

Hyfforddiant

Darpara CGGC wasanaeth a rhaglen hyfforddi gynhwysfawr sydd wedi eu hanelu at ddatblygu'r wybodaeth a'r medrau sydd eu hangen ar gyfer gweithredu gwirfoddol mewn byd cyfnewidiol. Y cyngor yw'r darparwr cenedlaethol pwysicaf ar gyfer hyfforddi arweinwyr yn y sector wirfoddol yng Nghymru.

Yn ystod y flwyddyn fe ddarparodd CGGC 76 o ddyddiau hyfforddi preswyl, dyddiol neu fewnol.

Fe ddarparwyd trwy'r rhaglen a gyhoeddwyd ac a noddwyd gan BP, ystod eang o gyrsiau, ac fe gyflwynwyd cysiau newydd ar reoli gwirfoddolwyr, ar ddatblygu cymunedol, ar oroesi personol, ar fonitro a gwerthuso.

At hynny, fe ddarparodd CGGC gyrsiau hyfforddi ei hun a amrywiai o ddatblygu cyfleoedd cyfartal i sgiliau cadeirio.

O'r rhai a gymerodd ran yn y rhain, barnodd 70% ohonynt fod y cyrsiau naill ai'n dda iawn neu'n rhagorol, ac ymhlith sylwadau'r cwsmeriaid cafwyd:

"Wedi ei baratoi a'i gynllunio'n dda; cysylltai'r theori a'r ymarferol mewn modd hawdd i'w ddeall; roedd yr amseru'n dda ac yn byblyg – Curs meunol ar wneud penderfyniadau."

"Cyflwyniad rhagorol i bwnc mawr a chymhleth, yn ddefnyddiol iawn – Curs Undydd ar Ragarweiniad i Ewrop."

"Roedd popeth yn berthnasol iawn ac mae'n resyn na chawsom ragor. Gallaf ei berthnasu'n gyfangwbl i'm barferion gwaith. Yn werth yr arian – Curs Preswyl ar Fenywod a Rbeoli."

Cymwysterau Galwedigaethol Cenedlaethol (NVQs)

Comisiynodd CGGC brosiect ymchwil gweithredol ar Gymwysterau Galwedigaethol Cenedlaethol a Mudiadau Gwirfoddol a dynnodd sylw at natur y berthynas rhwng mudiadau gwirfoddol a'r cymwysterau. Cynhwysai'r rhain: brinder gwybodaeth, brinder diwylliant hyfforddi ac isadeiledd, brinder gwybodaeth.

Bu croeso cynnes i gyfres o seminarau arnynt a drefnwyd gan Fanc y National Westminster, Swyddfa'r Post, a CCETSW ac fe'u mynychwyd gan 150 o bobl. Galluogodd y seminarau hyn i fudiadau gwirfoddol i ddod yn ymwybodol ohonynt ac i ystyried ffyrdd o'u datblygu a'u gweithredu ar gyfer eu mudiadau eu hunain.



Funding

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

The emphasis of WCVA's funding work is switching from direct advice to research, dissemination and equipping other organisations with the information and software to provide funding advice.

So in 1991/2 WCVA

- published "The Wales Funding Handbook" – a comprehensive guide to funding sources and procedures in Wales;
- produced a series of information sheets in Welsh and English on funding of which over 3000 were distributed;
- disseminated 150+ items of up-to-date funding news and opportunities through the current awareness service, Network Wales, and national supplement;

- ran training courses on fundraising;
- promoted "FunderFinder" – a database of trusts to voluntary organisations giving funding advice;
- started a major piece of research to establish levels of funding to the voluntary sector from the present county and district councils in Wales;
- assisted over 200 organisations with advice on funding sources.

Ariannu

Mae angen adnoddau ar fudiadau gwirfoddol. Mae arnynt angen gwybodaeth gyfoes ar ariannu ymddiriedolaetholau, cwmnïau a'r llywodraeth ac mae arnynt angen hyfforddiant a chyngor ar sut i godi arian. Mae Gwasanaeth Cyngori ar Ariannu CGGC yn darparu'r ddau wasanaeth.

Mae pwyslais CGGC ar waith ariannu yn newid o gyngor uniongyrchol i ymchwil, dosbarthu a chyflenwi mudiadau eraill gyda'r wybodaeth a'r meddalwedd ar gyfer rhoi cyngor ariannol.

Felly ym 1991/92 darparodd CGGC y canlynol:

- cyhoeddi "Llawlyfr Ariannu Cymru" – cyfarwyddyd cynhwysfawr ar ffynonellau ariannu a gweithdrefnau yng Nghymru;
- cynhyrchu cyfres o dafenni gwybodaeth yn y Gymraeg a'r Saesneg gan ddsbarthu 3000 ohonynt;
- dosbarthu 150+ o eitemau o'r wybodaeth a'r cyfleoedd ddiweddaraf ar ariannu drwy'r gwasanaeth ymwybyddiaeth cyfredol, Rhwydwaith Cymru, a'r atodiad cenedlaethol;
- cynnal cyrsiau hyfforddi ar godi arian;

- hybu'r gwasanaeth chwilio am ariannwr – basdata ar ymddiriedolaethau a mudiadau gwirfoddol yn cynnig cyngor;
- cychwyn gwaith ymchwil pwysig i ddarganfod pa lefelau o ariannu a geir ar gyfer sector wirfoddol cyngorau sir a dosbarth Cymru;
- cynorthwyo dros 200 o fudiadau â chyngor ar ffynonellau ariannu



Working with Europe

Voluntary organisations have begun to think Europe and WCVA's new European office in Welshpool turns thoughts into action. The European work includes:

- information on the 50+ funding and action programmes run by the EC, including Horizon, Euroform, Now, Rechar, Leader, Helios and The Charity Know-How Fund (for Eastern Europe);
- advice and guidance on eligibility for the European Social Fund and help with the application process;
- representation of the sector at decision making meetings on European applications;
- training for organisations on European policy, networking and funding;
- support to the Welsh participation in the European Women's Lobby and European Anti-Poverty Network;
- a leading role in the establishment of Telecottages Wales which is linking with a flourishing international movement using information technology to promote

community development in rural areas;

- contact with TERN (Trans European Rural Network) ECAS (European Citizen Advice Service) and Wales European Centre in Brussels;
- lobbying on EC issues which will affect the voluntary sector in Wales (reform of structural funds, harmonisation of charity law);

This programme has resulted in:

- increasing participation by voluntary organisations in European initiatives;
- increased funding for voluntary organisations from European funding programmes.

Cydweithio ag Ewrop

Mae mudiadau gwirfoddol eisoes wedi dechrau sylweddoli fod Ewrop a swyddfa Ewropeaidd CGGC yn rhoi syniadau ar waith. Cynhwysa'r gwaith Ewropeaidd:

- wybodaeth ar y rhaglen 50+ ar gyfer ariannu a gweithredu a reolir gan y Gymuned Ewropeaidd, gan gynnwys Horizon, Euroform, Now, Rechar, Leader, Helios a'r Charity Know-How Fund (ar gyfer Dwyrain Ewrop);
- cyngor a chyfarwyddyd ynglŷn ag arian y Gronfa Gymdeithasol Ewropeaidd a help yn y broses ymgeisio;
- cynrychioli'r sector mewn cyfarfodydd llunio penderfyniadau ar geisiadau Ewropeaidd;
- hyfforddi mudiadau ar bolisi Ewropeaidd, rhwydweithio ac ariannu;
- cefnogi cyfranogiad Cymreig yn Lobi Ewropeaidd y Menywod ac yn Rhwydwaith Gwrth-Dlodi Ewrop;
- chwarae rhan flaenllaw wrth sefydlu Telefhythnodd Cymru sy'n cysylltu â mudiad rhyngwladol llewyrchus gan ddefnyddio technoleg gwybodaeth i hybu datblygu

cymunedol mewn ardaloedd gwledig;

- cysylltiad â TERN (Rhwydwaith Gwledig Traws Ewropeaidd), ECAS (Gwasanaeth Cynghori Ewropeaidd) a'r Ganolfan Ewropeaidd Gymreig ym Mrwsel;
- llobio ar faterion y Gymuned Ewropeaidd a fydd yn effeithio ar y sector wirfoddol yng Nghymru (diwygio cronfeydd strwythurol, cydgordio deddfau clusennol);

Mae'r rhaglen hon wedi esgor ar:

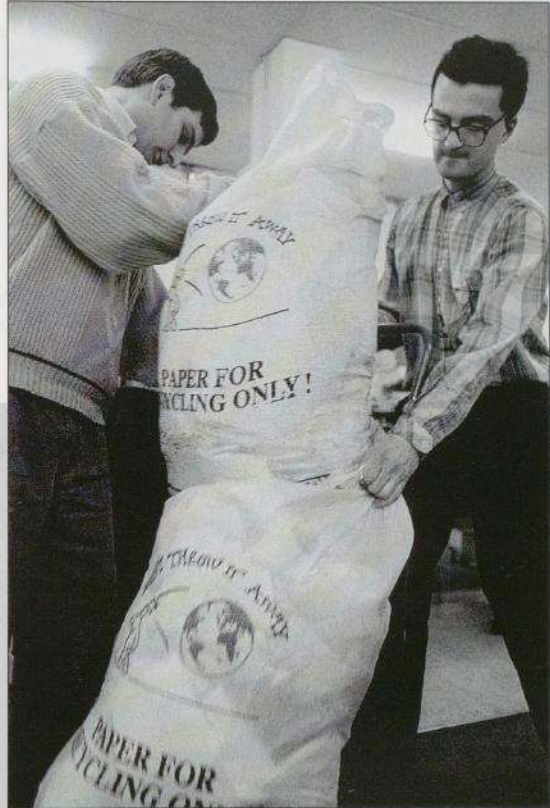
- gyfranogiad cynyddol gan fudiadau gwirfoddol mewn mentrau Ewropeaidd;
- mwy o ariannu ar gyfer mudiadau gwirfoddol oddi wrth raglenni ariannu Ewropeaidd.



Volunteering

One in three people do some voluntary work in Wales and WCVA's action to support this enormous effort includes:

- piloting training for volunteer organisers with the Volunteer Centre UK in both South and North Wales;
- launching the result – the Handbook on the Effective Management of Volunteers in Cardiff;
- promoting volunteering through UK Volunteers' Week and at the Garden Festival;
- producing guidelines and examples of good practice in recruitment, interviewing, matching, inducting, supervision, support, training, review and liaison;
- supporting the development of a Wales Volunteering Forum;
- stimulating proposals for volunteer development agencies in Gwynedd, Dyfed, Mid Glamorgan, South Glamorgan and Powys;
- implementing a programme of support to volunteering via the Volunteering in Wales Fund.



Gwirfoddoli

Mae un o bob tri pherson yn gwneud rhywfaint o waith gwirfoddol yng Nghymru ac mae gwaith CGGC, wrth gefnogi'r ymdrech enfawr hon, yn cynnwys y canlynol:

- cynnal cynllun hyfforddi peilot ar gyfer trefnwyr gwirfoddol ar y cyd a Volunteer Centre UK yn Ne a Gogledd Cymru;
- lansio'r canlyniad – y Llawlyfr ar Reoli Gwirfoddolwyr yn Effeithiol – yng Nghaerdydd;
- hybu gwirfoddoli drwy gyfrwng Wythnos Gwirfoddolwyr Prydain ac yng Ngŵyl y Gerddi;
- cynhyrchu canllawiau ac enghreifftiau o arfer dda mewn recriwtio, cyfnewid, cyfateb, cyflwyno, goruchwyllo, cynnal, hyfforddi, adolygu a chysylltu;
- parhau i ddatblygu Fforwm Gwirfoddoli Cymru;
- symbylu cynigion ar gyfer asiantaethau datblygu gwirfoddoli yng Ngwynedd, Dyfed, Morgannwg Ganol, De Morgannwg a Phowys;
- rhoi ar waith raglen i gefnogi gwirfoddolwyr trwy gyfrwng y Gronfa Gwirfoddoli yng Nghymru.



Volunteering in Wales Fund

In 1991 WCVA launched a new fund to promote volunteering – the Volunteering in Wales Fund. This fund replaced the former Opportunities for Volunteering scheme and invited voluntary organisations to put forward proposals for:

- projects or programmes which recruit and place volunteers;
- projects which develop good practice in volunteering;
- projects which are volunteer based and have difficulty in attracting funds from other sources;
- appropriate projects in areas where volunteering is under-developed.

During 1991/2 40 grants were made from 105 applications, costing £215,000.

As a result, it is estimated that opportunities were created for 1600 new volunteers in a variety of projects in Wales.

These grants initiated or supported:

- volunteer bureaux in Merthyr, Newtown, Llandrindod Wells, Clwyd, Crickhowell and Barry;
- Women's Aid projects in Abergavenny, Carmarthen, Radnorshire and Cardigan;
- advice agencies in Cardiff, Barry, South Riverside and Swansea;
- legal advice services in Cardiff;
- planning advice in Cardiff;
- mental health projects in Gwent, Swansea and Mid Powys;
- a Welsh Information Centre for the Manic Depression Fellowship;
- bereavement and counselling services in North Ceredigion, Rhondda, Cardiff, Barry and the Vale of Glamorgan;

Cronfa Gwirfoddoli Cymru

Ym 1991 lansiodd CGGC gronfa newydd i hybu gwirfoddoli – Cronfa Gwirfoddoli Cymru. Disodlodd y gronfa hon y cynllun blaenorol, Cyfleoedd Gwirfoddoli, ac fe wahoddwyd mudiadau gwirfoddol i wneud cynigion ar gyfer:

- cynlluniau neu raglenni sy'n recriwtio ac yn lleoli gwirfoddolwyr
- cynlluniau sy'n datblygu arfer dda mewn gwirfoddoli;
- cynlluniau sy'n dibynnu ar wirfoddolwyr ond sy'n ci chael yn anodd i ddenu arian o ffynonellau eraill;
- cynlluniau addas mewn meysydd lle mae gwirfoddoli'n briin.

Yn ystod 1991/92 rhoddwyd grantiau i 105 o geisiadau, yn costio £215,000.

O ganlyniad, brasmcenir i gyfleoedd gael eu creu ar gyfer 1600 o wirfoddolwyr mewn amrwyiaeth o gynlluniau yng Nghymru.

Roedd y grantiau hyn yn cychwyn neu'n cynnal:

- swyddfeydd gwirfoddol ym Merthyr, Y Drenewydd, Llandrindod, Clwyd, Crucywel a'r Barri;
- prosiectau Cymorth i Fenywod yn Y Fenni, Caerfyrddin, Maesyfed ac Aberteifi;
- asiantaethau cynghori yng Nghaerdydd, Y Barri, De Riverside ac Abertawe;
- gwasanethau cynghori cyfreithiol yng Nghaerdydd;
- cynghori ar gynllunio yng Nhaerdydd;
- prosiectau ar iechyd meddyliol yng Ngwent, Abertawe a Chanol Powys;
- Canolfan Gwybodaeth Gymreig ar gyfer y Frawdoliaeth Iseider Ysbryd Difrifol;
- gwasanaethau galar a chynghori yng Ngogledd Ceredigion;
- canolfan cludiant gwirfoddol yng Ngorllewin Morgannwg;



- a rape crisis centre in Merthyr;
- a drop in centre on a housing estate in Swansea;
- an innovative project to recruit and train unemployed volunteers with learning difficulties to assist the elderly and disabled through tree planting schemes;
- promotional events for volunteering throughout Wales and a Volunteer Fair in Wrexham;
- training of volunteers in a depressed mining community;
- volunteer projects assisting children, young people with learning difficulties and the elderly;

WCVA also made grants of £20,000 from the Esmee Fairbairn Charitable Trust to support 27 voluntary organisations in Wales and agreed to administer money raised at the Garden Festival.



- canolfan argyfwng trais ym Merthyr;
- canolfan 'galw heibio' ar stâd dai yn Abertawe;
- prosiect blaengar i recriwtio a hyfforddi gwirfoddolwyr diwaith gydag anawsterau dysgu i helpu'r henoed a'r anabl drwy gynllun plannu coed;
- hyrwyddiadau gwirfoddoli ym mhob rhan o Gymru a Ffair Wirfoddoli yn Wrecsam;
- hyfforddi gwirfoddolwyr mewn cymuned lofaol ddirwasgedig;
- prosiectau gwirfoddoli i helpu plant, pobl ifanc a chanddynt anawsterau dysgu a hen bobl;

Cafodd CCGC hefyd grantiau o £20,000 oddi wrth Ymddiriedolaeth Elusennol Esmee Fairburn i gefnogi 27 o fudiadau gwirfoddol yng Nghymru a chytunodd i weinyddu arian a godir yn yr Wyl Erdi.



SUMMARY OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 1992

	1992	1991
INCOME		
Welsh Office	317000	210000
Charities Aid Foundation	34719	34505
Central Council for Education and Training in Social Work	2000	3500
National Westminster Bank	7500	7500
British Petroleum	7500	-
Prudential Assurance	2000	-
British Gas	2000	-
Cardiff Bay Development Corporation	1000	-
Grant for Community Care Development	-	6000
Welsh Office Grants - Language Grant	4000	-
- Children's Act	1440	-
WCVA Recoveries and Sundry Income	100218	66663
Bank and Investment Interest	25448	20406
Subscriptions and Donations	4956	3536
Volunteering in Wales	214029	180000
Training Agency	-	29000
WIN Project	-	22088
	<hr/>	<hr/>
	723810	583198
EXPENDITURE		
Salaries and staff costs	289956	211791
Staff Training	8987	-
Travelling and subsistence	20773	16953
Equipment Leasing and Maintenance	5218	3089
Insurances	1631	1611
Printing, Stationery and Office Supplies	17017	10256
Postages and Telephone	20803	15664
Publications and Advertising	18672	16746
Conferences, Meetings, and Training Courses	30777	14881
Miscellaneous Expenses	3375	1942
Audit Fee	3250	2500
Computer Costs	3966	1415
Consultants Fees	5409	22923
Motor Car Depreciation	3134	3134
Rates	5713	2728
Lighting and Heating	5989	3647
Cleaning and Maintenance	4499	2038
Provision for Building Maintenance	20000	7500
Office Furniture and Equipment	6738	3091
Volunteering in Wales	214029	180000
Community Initiatives	-	29583
WIN Project	-	22227
	<hr/>	<hr/>
	689936	573719
OPERATING SURPLUS FOR THE YEAR		
	<hr/>	<hr/>
	33874	9479



CRYNODEB O INCWM A GWARIANT AR GYFER Y FLWYDDYN YN
DIWEDDU MAWRTH 31AIN 1992

INCWM	1992	1991
Y Swyddfa Gymreig	317000	210000
Sefydliad Cymorth i Elusennau	34719	34500
Cyngor Canolog Addysg a Hyfforddiant mewn Gwaith Cymdeithasol	2000	3500
Banc y National Westminster	7500	7500
British Petroleum	7500	-
Prudential Assurance	2000	-
British Gas	2000	-
Cwmni Datblygu Bae Caerdydd	1000	-
Grant ar gyfer Datblygu Gofal Cymunedol	-	6000
Grantiau'r Swyddfa Gymreig - Grant Iaith - Deddf Blant	4000 1440	- -
Adferiadau ac Incwm Amrywiol CGGC	100218	66662
Llog Banc a Buddsoddi	25448	20406
Tanysgriadau a Chyfraniadau	4956	3536
Gwirfoddoli yng Nghymru	214029	180000
Asiantaeth Hyfforddi	-	29000
Prosiect WIN	-	22088
	<hr/>	<hr/>
	723810	583198

GWARIANT

Cyflogau a chostau staff	289956	211791
Hyfforddi Staff	8987	-
Teithio a chynhaliacth	20773	16953
Lesio a chynnal cyfarpar	5218	3089
Ysiwriant	1631	1611
Argraffu, papur ac offer swyddfa	17017	10256
Cludiant a Ffôn	20803	15664
Cyhoeddiadau a hysbysebu	18672	16746
Cynadleddau, Cyfarfodydd a Chyrsiau Hyfforddi	30777	14881
Treuliau Amrywiol	3375	1942
Tâl Archwilio	3250	2500
Costau Cyfrifiadurol	3966	1415
Pfi Ymgynghorwyr	5409	22923
Dibrisant Moduron	3134	3134
Trethi	5913	2728
Goleuo a Gwresogi	5989	3617
Glanhau a Chynnal a Chadw	4499	2038
Darpariaeth ar gyfer Cynnal a Chadw'r Adeiladau	20000	7500
Celfi a Chyfarpar Swyddfa	6738	3091
Gwirfoddoli yng Nghymru	214029	180000
Uned Cynlluniau Cymunedol	-	29583
Prosiect WIN	-	22227
	<hr/>	<hr/>
	689936	573719
	<hr/>	<hr/>
GWARGED AR GYFER Y FLWYDDYN	33874	9474



WCVA Executive and Staff

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 Hon. Treasurer
 Hon. Solicitor
 Chairman
 Vice Chairman

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 Ms Jenny Render
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 Ms Judy Weleminsky
 The Earl of Lisburne
 Cllr W. P. Kitson
 Messrs. Phillips & Buck
 Sir Donald Walters
 Professor George Thomason, CBE

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

AUDITORS

Messrs. Zeidman & Davis

BANKERS

National Westminster Bank Plc

THE COUNCIL'S STAFF

The following staff were employed during the year:

Director	Graham Benfield
Director's Personal Assistant	Jan Bish
Company Secretary/Finance Officer	Douglas Morris
Information & Research Manager	Lynda Garfield
Information Assistant	Delyth Enticott
Information Assistant	Ceri Phylip
Information Assistant	Aled Llwyd Evans
Press and Publications Officer	Gillian Beckwith
Computer Services Officer	Gordon Hickling
Training Officer	Carryn Williams
Training Officer [Community Care]	Andrea Nicholas Jones
Training & Conference Administrator	Sue Hutchings
Local Development Officer	Jane Jones
National Development Officer	Peter Bryant
Funding Advice Officer	Tracy Jones
Fund Administrator	Stan Salter
Rural & European Officer	Dewi Llwyd Evans
European Social Fund Officer	Helen McLaughlin
Office Administrator	Lyn Lawton
Corporate Fundraiser	Lindsey Williams
Office Supervisor	Diane Roberts
Clerical Assistant	Wendy Bidgway
Janitor	Ron Pask
Office Cleaner	Ann Greenway

YT Trainees

Michelle Atwood
 Michelle Webber
 Kathryn Thomas

ET Trainees

Noeline Charlesworth
 Vida Davies



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

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

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Action Research
Age Concern Wales
Alcohol Concern Wales
Alzheimer's Disease Society
Association of Crossroads Care Attendant Schemes
Barnardo's
British Red Cross Society (Wales)
Campaign for the Protection of Rural Wales
Carers National Association
Centre for Applied Social Studies, U.C. Swansea
Childline Cymru/Wales
The Children's Society
Clwyd Voluntary Services Council
Coleg Harlech
Community Design Service
Community Development Foundation Wales
Community Service Volunteers (Wales)
Cymdeithas Epilepsi Cymru
Cynor Gwlad Gwynedd
Cynon Valley Community Projects Association
Dyfed Association of Voluntary Services
Equal Opportunities Commission
Gwent Association of Voluntary Organisations
Gwerin Y Coed

Keep Wales Tidy Campaign
Manic Depressive Association for Wales
Mencap yng Nghymru
Merched Y Wawr
Mid Glamorgan Association of Voluntary Organisations
Mudiad Ysgolion Meithrin
National Association of Care and Resettlement of Offenders
National Association of Citizens Advice Bureaux
National Childminding Association
National Children's Home
National Council for Voluntary Organisations
National Council of YMCA's of Wales
National Federation of Women's Institutes
National Museum of Wales
National Schizophrenia Fellowship
Newport Resource Centre
Order of St. John
Oxfam in Wales
Physically Handicapped and Able Bodied Council of Wales
Play Wales
PONT
Powys Rural Council
Prince of Wales Committee
Salvation Army Social Services
Save the Children Fund
Schizophrenia Association of Great Britain
Scowtiaid Cymru
Shelter Wales
South Glamorgan Intervol
Standing Conference of Voluntary Organisations for People
with a Mental Handicap in Wales
Tenants Participation Advisory Service (Wales)
Urdd Gobaith Cymru
Wales Assembly of Women
Wales Association of County Voluntary Councils
Wales Co-operative Development and Training Centre
Wales Council for the Blind
Wales Council for the Deaf
Wales Council for the Disabled
Wales MIND
Wales Pensioners
Wales Preschool Playgroups Association
Wales Young Farmers Clubs
Wales Youth Agency
Welsh Association of Youth Clubs
Welsh Centre for International Affairs
Welsh Consumer Council
Welsh Federation of Boys & Girls Groups in Wales
Welsh Initiative for Specialised Employment
Welsh Joint Education Committee
Welsh Voluntary AIDS Forum
Welsh Women's Aid
West Glamorgan Council for Voluntary Service
West Glamorgan Racial Equality Council
Women's Royal Voluntary Service, Welsh Headquarters
The Workers' Educational Association



REPRESENTING LOCAL GOVERNMENT

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

ASSOCIATE MEMBERSHIP

Abbey Road Centre, Bangor
Aberaeron Social Services Department
Aberconwy Community Mental Handicap Team
Aberconwy Home Start
Aberconwy MIND
Action Aid for Disabled, Newport
Action on Smoking and Health
Adamsdown Housing Association
ADVENT North Wales
Age Concern, Gwent
Age Concern, Mid Glamorgan
Age Concern, South Glamorgan
Age Concern, West Glamorgan
Albert Road Methodist Church & Community Centre – Penarth
Aldbourne Associates
Alyn & Deeside Community Agency
Anheddau Gwynedd Cyfyngedig
Association of Researchers in Voluntary Action and Community Involvement
Bangor Community Action
BBC Children in Need
Boys' Brigade in Wales
Brecon & District Disabled Club
Brecon Volunteer Bureau
Bridgend College Library
Bridges Community Centre, Monmouth
British Agencies for Adoption & Fostering
British Red Cross Society – Pontypridd
Broadcasting Support Services – BBC Wales
Brynawr & District Mencap Society
Butetown Community Education Centre
Butetown Residents Association
Caernarfon Community Mental Handicap Team
Canolfan Felin Fach
Canton & Riverside Community Education
Cardiff AIDS Helpline
Cardiff City Farm Trust
Cardiff Community Music
Cardiff Gypsy Sites Group
Cardiff MIND Rehabilitation Project
Cardiff Move-on Ltd
Cardiff Rape Crisis Line
Cardiff Single Women's Housing Group
Cardiff Student Community Action
Cardiff University Social Services
Cardiff & Vale Co-operative Development Association
Cardiff Women's Aid
Cardiff Women's Centre
Care & Repair (Cymru)
Carningli Trust
Cartref Dyffryn Ceiriog Cheshire Home
Cartrefi Cymru – Cwmbran
Cartrefi Cymru – Pontyclun
Cathays Youth & Community Centre
Catholic Children & Family Care Society (Wales)
Cefn Community Centre – Merthyr Tydfil
Central Cardiff Citizens Advice Bureau
Central Council for Education & Training in Social Work
Chalkie White Youth Club
Charities Aid Foundation
Charter Housing
Chepstow & Caldicot Crossroads Care Attendant Scheme
Chepstow & District Mencap Society
The Children's Society – St Asaph Diocesan Community Development Team
The Children's Society, Canolfan Yr Esgobaeth, Bangor
Church of Wales – Board of Mission
Citizen Advocacy in South Glamorgan
City Centre Youth Project – Cardiff
Clwyd Social Services Department
Coleg Elidyr
Community Council of Hereford & Worcester
Community Design for Gwent
Community Development Foundation (UK)
Community Development Foundation – Ogwr Valley Project
Community Development Foundation – Rhondda Valley Project
Community Radio Association
The Compassionate Friends
Creu Cof, Ceredigion
Cyd-Ddeall Cymru
Cymdeithas Cynghorau Bro a Thref Cymru
Cynor Unedig Ar Alcohol
Cynon Action for the Single Homeless
Cynon Valley Crime Prevention Bureau
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
Drug Aid
Dyfed Alcohol Advisory Service
Ely Hospital, Voluntary Services Department
Exploring Parenthood
Family Planning Association
Fitzalan High School, Cardiff
Flatshop – Cardiff
Foreign & Commonwealth Office Brussels – London
Forest of Cardiff
Fullemploy Wales
Galon Uchaf Residents Board, Merthyr Tydfil
Gingerbread in Wales



Glamorgan Federation of Women's Institutes
Glyntaff Tenants & Residents Association, Pontypridd
Gwent College of Higher Education
Gwent Hospitals Contributory Fund
Gwynedd Library Services
Hay on Wye Community Support Bureau
Health Promotion Authority for Wales
Help the Aged Wales
Hindu Cultural Association
Homestart Consultancy
Housing for Wales/Tai Cymru
HTV Cymru/Wales
Institute of Housing
Islwyn Council for the Disabled
Lansbury Park Youth Club, Caerphilly
L'Arche
Llanelli & Dinefwr Community Health Council
Llanelli Centre Project
Llanelli Housing Service
Llanelli Youth & Children's Association
Lloyd-Davies
Maerdy & Ferndale Tenants & Residents Board
Mental Handicap in Wales – Applied Research Unit
Menter Hiraethog, Pentrefoelas
Merthyr Care & Repair
Mid Glamorgan Health Authority
Mid Glamorgan Social Services Department
Mid-Rhondda Tenants Association
MIND in Gwynedd
Motor Neurone Disease Association
NACRO Gwent NCET
National Association of Citizens Advice Bureaux – North Wales
National Association of Leagues of Hospital Friends
National Children's Bureau – Early Childhood Unit (Wales)
National Children's Home – Brynithel Family Centre
National Institute of Adult Continuing Education Cymru
National Youth Agency
New Gurnos Residents Board, Merthyr Tydfil
Newport Borough Council – Department of Housing & Architectural Services
Newport Borough Libraries
Newport MIND
Newtown Dial-A-Ride
North Wales Association for Spina Bifida & Hydrocephalus
North Wales Christian Family Project, Stepping Stones
North Wales Resource Centre
North West Cardiff Community Mental Handicap Team
North & West Wales Practice Centre
Ogwr Care & Repair
Ogwr Community Health Council
Ogwr Groundwork Trust
Ogwr MIND
Ogwr Single Homeless Action Committee
Open University in Wales
Opportunity Housing Trust
Penarth Community Education
Penygraig Community Project
Planning Aid Wales

Pontypool MIND
Pontypridd Citizens Advice Bureau
Pontypridd Volunteer Bureau
Powys AIDS Line
Powys Social Services Department
Powys Victim Support
Presbyterian Church of Wales Youth Service
Prince of Wales Committee – Clwyd
Racism Awareness Consultancy and Education
Radnor Care & Repair
Radnor Smallholding Project
Ramblers' Association
Red Flannel Films
Refugee Action
Relate – North Wales
Relate – South Wales
Rhayader & District Community Support
Rhondda Mencap Society
Rhymney Valley Community Health Council
Rhymney Valley Social Services
Rhymney Valley Women's Aid
Riverside Architects Co-operative, Cardiff
Save the Children Fund – Cynon Valley Project
Self-Help Unit
SEQUAL
Social Science Periodicals – University of Wales, College of Cardiff Library
South Glamorgan Alzheimer's Disease Society
South Glamorgan Council on Alcohol
South Glamorgan County Libraries
South Glamorgan Crossroads Care
South Glamorgan Playbus Association
South Glamorgan Probation Service
South Glamorgan Race Equality Council
South Glamorgan Social Services Adolescent Complex
South Riverside Community Development Centre, Cardiff
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 Learning Centre
Spastics Society, Wales Regional Office
Special Needs Housing Advisory Service
St Asaph Diocesan Association for Social Responsibility
St Briavels Centre for Child Development
St David's Foundation
Staying Put Agency – Newport
Staying Put Agency – Pembroke Dock
Swansea Accommodation for the Single Homeless
Swansea Accommodation for the Single Homeless – Day Centre
Swansea & Brecon Diocesan Team
Swansea Citizens Advice Bureau
Swansea City Council – Environmental Health Department
Swansea City Council – Housing Department
Swansea Drugs Project (SAND)
Swansea MIND
Swansea Student Community Action
Swansea Women's Resource & Training Centre



Swansea Young Single Homeless Project
Taf-Cleddau Rural Initiative
Taff Ely Drug Support Group
Teen Challenge Centre, Llanelli
Tenovus
Tenovus Cancer Information Centre
Tirion Trust Ltd
Torfaen Citizen Advocacy
The Trust for Sick Children in Wales
Ty Glyn Housing Society - Cardiff
Ty Palmyra, Newport
United Nations Association - International Youth Service
Wales
United Welsh Housing Association
Vale of Clwyd MIND
Valley & Vale Community Arts
Voluntary Community Service - Cardiff
Volunteer Centre UK
Wales & West Housing Association
Wales Youth Forum
Wales Youth Work Partnership
The Wallich-Clifford Community
WARP Factor Recycling
Welsh Agricultural College - Joint Library
Welsh Development Agency
Welsh Office Library
Welsh Women's Aid - Aberystwyth
West Glamorgan Forum
Wrexham Maelor Community Agency
Ynys Mon & Anglesey Community Health Council
Youthlink Wales
Ystradgynlais Citizens Advice Bureau

Individual Associate Membership

Julian Brinkworth
The Hon. I. Davies JP
Jill Taylor
Alain Thomas

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Tree planting at Treherbert School
BRITISH TRUST FOR CONSERVATION

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Sports Participation Day at Llanishen Centre, Cardiff
CEREBRAL PALSY SPORT (South Wales)

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Hazel Cadenhead (centre) of BP Community Affairs visits a
WCVA training course

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Creche at SOUTH GLAMORGAN WOMEN'S WORKSHOP

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COMMUNITY DESIGN SERVICE
Maltings, Cardiff

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Evening Class at Jamia Mosque Newport
GWENT RACIAL EQUALITY COUNCIL

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Training Session at
SOUTH GLAMORGAN WOMEN'S WORKSHOP

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Paper recycling at
NEWPORT WASTESAVERS

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Diet and Nutrition Talk at Priory Hotel, Caerleon
GWENT RETIREMENT COUNCIL

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