

CGGC ADRODDIAD BLYNYDDOL
WCVA ANNUAL REPORT
1992 • 1993



**CYNGOR
GWEITHREDU
GWIRFODDOL
CYMRU**



**WALES
COUNCIL FOR
VOLUNTARY
ACTION**

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Dechrau'n ifanc - Plannu coed yn Ysgol Treherbert ar gyfer
Ymddiriedolaeth Cadwraeth Prydain, Mawrth '92



Starting Young - tree planting at Treherbert School with the
British Trust for Conservation, March '92

Cyngor Gweithredu Gwirfoddol Cymru yw'r corff 'ymbarel' cenedlaethol sy'n cynrychioli'r sector gwirfoddol yng Nghymru. Mae'n cyflogi 23 o staff, yn gweithio o dair swyddfa mewn gwahanol rannau o Gymru, ac mae ganddo 438 o aelodau o bob cwr o'r byd gwirfoddol.

Mae un person o bob tri yng Nghymru heddiw yn gwneud gwaith gwirfoddol, ac mae'r sector gwirfoddol yng Nghymru yn gyfrifol am incwm blyneddol o £500m. Mae gan CCGC rôl ganolog yn y gweithgarwch hwn, gan anelu at:

- adeiladu sector gwirfoddol cryf ac annibynnol yng Nghymru, gan ymgynghori ag aelodau a chynrychioli eu buddiannau;
- ddylanwadu ar y gwneuthurwyr penderfyniadau;
- hyrwyddo gwaith grwpiau gwirfoddol a gwirfoddolwyr unigol yng Nghymru;
- ymchwilio a datblygu'r cwestiynau canolog sy'n wynebu'r sector;
- helpu grwpiau i gynyddu eu hincwm;
- ddarparu hyfforddiant a hyrwyddo arferion da mewn gwaith gwirfoddol yng Nghymru;
- gynghori a darparu gwybodaeth i aelodau trwy gyfrwng rhwydwaith gwybodaeth eang a chynhwysfawr.

The Wales Council for Voluntary Action is the national umbrella organisation representing the Welsh voluntary sector. It has 23 staff, working from three offices across Wales, and 438 members from all over Wales and all walks of voluntary life.

One in three people in Wales today volunteer, and the Welsh voluntary sector manages an annual income of £500m.

WCVA plays a pivotal role in this aiming to:

- forge a strong, independent Welsh voluntary sector, consulting and representing members;
- influence decision-makers;
- promote the work of Welsh voluntary groups and volunteers;
- research and develop key issues facing the sector;
- help groups increase their funding;
- provide training and promote good practice in Welsh volunteering;
- inform and advise members through an extensive information network.

ADRODDIAD Y CADEIRYDD ♦ CHAIRMAN'S REPORT

Pleser yw cyflwyno adroddiad blynyddol CGGC ar gyfer 1992/93. Mae'r Cyngor unwaith eto wedi llwyddo i gadw'r gwariant o fewn terfynau'r incwm, er bod yr arian dros ben yn llawer llai nac yr oedd y llynedd. Caiff gwariant ei reoli'n ofalus iawn, gan llynu at egwyddor darparu gwasanaeth sydd werth yr arian. Serch hynny, nid CGGC yw'r unig gorff sy'n ei chael yn anos cael dau ben llinyn ynghyd yn yr amgylchiadau economaidd anodd hyn.

Dros y degawd diwethaf datblygwyd partneriaeth effeithiol rhwng y sectorau statudol a gwirfoddol yng Nghymru. Golygodd hynny oriau lawer o amser gwirfoddoli gwerthfawr ac edrychwn ymlaen yn awr at ddatblygu gyda'n gilydd ddulliau gweithredu sy'n berthnasol i'r sector gwirfoddol er mwyn ein galluogi i dynnu sylw'n gliriach at brofion ymchwil bywyd gwirfoddol.

Ers adroddiad y llynedd, mae CGGC wedi agor swyddfa yn Llandudno, sy'n golygu bod gennym bresenoldeb erbyn hyn yng nghanolbarth, de a gogledd Cymru. Cafodd y datblygiad hwn ei gyllido gan y Cyngor, a hynny'n tanlinellu sut y mae cynnydd effeithlonrwydd yn ein galluogi i ehangu gwasanaethau er mai prin iawn yw'r cynnydd mewn adnoddau. Rydym yn awr wedi gorffen ail fwyddyn cynllun tair blynedd y Cyngor, ac mae'r gwaith yn gyffredinol yn mynd rhagddo fel y dylai. Mae ein gwaith yn y maes Ewropeaidd yn dal i dyfu, ac mae CGGC yn gweithio'n galed i geisio diogelu buddiannau'r sector gwirfoddol wrth i'r ad-drefnu arfaethedig ar lywodraeth leol agosau.

Er gwaethaf newidiadau diweddar yn mynd diwydiant ac amaethyddiaeth, mae'r problemau y mae'n rhaid iddynt ymdopi â nhw yn dal yn rhai sylweddol a chynnyddo o ran eu difrifoldeb y mae problemau cymdeithasol. Dal i dyfu er hynny y mae'r sector gwirfoddol, a hynny'n golygu mwy a mwy o waith i gyfarwyddwyr a staff CGGC. Maent wedi ymateb yn ardderchog i'r galwadau a'r gofionny hynny ac mae'r Cyngor yn ddiolchgar iddynt am eu hymmroddiad.

Rydym unwaith eto yn cydnabod yn ddiolchgar y cynnydd yng nghefnogaeth a Swyddfa Gymreig, a phleser eto oedd gallu cydweithredu â nhw yn ystod y fwyddyn. Hoffem hefyd ddiolch Banc y National Westminster, Sefydliad Cymorth Elusennol, CCHAGC, Sefydliad Gulbenkian (Lisbon), British Petroleum, Prudential Assurance, Nwy Prydain, Corfforaeth Datblygu Bae Caerdydd, Telecom Prydain, Y Post Brenhinol, Marks a Spencer, Cyngor Sir De Morgannwg am y cymorth a gawsom ganddynt yn ystod y fwyddyn.



I am pleased to present WCVA's 1992/93 annual report. The Council has again enjoyed an operating surplus, although much lower than last year. Expenditure is being strictly controlled, and the value for money principle applied, but along with many others, WCVA is finding life more difficult under existing economic conditions.

Over the last decade an effective partnership between statutory and voluntary sectors in Wales has been developed. This has consumed precious volunteering time and we now look forward to jointly developing mechanisms which are relevant to the voluntary sector, giving volunteering issues a clearer focus.

Since last year's report, WCVA has opened an office in Llandudno, giving it representation in mid, south and north Wales. This has been financed by the Council, highlighting how increased efficiency has allowed it to expand services, when available resources have hardly increased at all. We have now completed year two of the Council's three year plan, and are substantially on target. Work in European matters continues to grow, and WCVA is working hard to try and safeguard voluntary sector interests in view of the fast approaching local government reorganisation.

Despite recent industrial and agricultural restructuring, they still have considerable problems to contend with and social problems seem to be increasing in intensity. Nevertheless the voluntary sector continues to grow, meaning more and more work for the director and staff of WCVA. Their response to these demands is exemplary and the Council is grateful for their dedication.

Once more we gratefully acknowledge the Welsh Office's increasing support, working relations are excellent. We would also like to thank The National Westminster Bank, The Charities' Aid Foundation, CCETSW, The Calouste Gulbenkian Foundation (Lisbon), BP, Prudential Assurance, Cardiff Bay Development Corporation, BT, Royal Mail, Marks & Spencer and South Glamorgan County Council for the help they have given in the year under review.

Donald Walters

SIR DONALD WALTERS
Y CADEIRYDD WCVA CHAIRMAN

ADRODDIAD Y CYFARWYDDWR ♦ DIRECTOR'S REPORT

Mae grwpiau gwirfoddol yn hen gyfarwydd ag ansicrwydd a newid, ond teimlai llawer eu bod yn mynd i droedd cwbl anghyfarwydd yn ystod y flwyddyn ddiwethaf.

Mae newidiadau deddfwriaethol diweddar wedi effeithio ar bollis cymdeithasol bron yn ei grynsrth. Gwelwyd pwyslais cynyddol ar waith gwirfoddol, ond hefyd ar agweddau megis cytundebu, prynu a darparu sydd yn aml heb eu diffinio'n ddigonol. Mae'r newidiadau hyn wedi rhoi haenen drwchus o niwl tywyll o gwmpas y sector gwirfoddol, gan wneud gwirioneddau'r gorfennol yn llai sicr a chan ei gwneud yn anodd i fod yn hyderus ynghylch dyfodol nad yw'n gallu gwarantu na swyddogaeth na chyllid.

Ar adeg o'r fath, bu CGGC, yn ei rôl fel lldmerydd y sector, yn ceisio taffu peth goleuni ar y sefyllfa trwy ragweld newidiadau, trwy gydgorio pryderon gwahanol fudiadau a thrwy bwysio am weithredu priodol i daclo anghenion a phryderon y presennol.

Gall mudiadau gwirfoddol oroesi'r ansicrwydd presennol os oes ganddynt weledigaeth glir o'r dyfodol a'r hyder i lunio eu agenda eu hunain, gwrthod partneriaethau arwynebol a mynnu yn hytrach gydweithredu effeithiol.

Mae CGGC yn datblygu'r sgiliau a'r syniadau y mae eu hangen er mwyn mynd â'r sector gwirfoddol yn ei flaen ac er mwyn ffurfio partneriaethau ystyrlon a defnyddiol.

Mae CGGC yn hyderus y bydd mudiadau gwirfoddol yn rhannu'r weledigaeth honno ac y byddant am fantaisio'n llawn ar y cyfleoedd sy'n sicr o godi.

Voluntary groups are used to insecurity, uncertainty and change, but many felt they were moving into completely unknown territory during the last year.

Recent legislative changes have hit most aspects of social policy. There has been an increasing emphasis on volunteering, but also on concepts such as contracting, purchasing and providing, which are often poorly-defined. These changes have enveloped the voluntary sector in a murky fog, obscuring former certainties and dampening confidence in a future where neither purpose nor funding can be guaranteed.

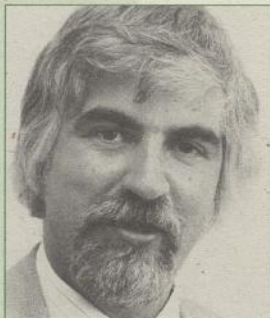
At such a time, WCVA, as the voice of the sector, seeks to dispel the gloom by anticipating change, bringing together organisations' concerns, and pressing for action to tackle immediate needs and anxieties.

Voluntary organisations can emerge from the present uncertainties if they have a clear view of the future and the confidence to set

their own agenda, rejecting token partnerships and insisting on effective joint action.

WCVA is developing the ideas and skills to take the voluntary sector forward and establish meaningful partnerships.

WCVA is confident that voluntary organisations will share the vision and will wish to seize the opportunities which arise.



Graham Benfield

GRAHAM BENFIELD
Y CYFARWYDDWR WCVA DIRECTOR

CYFLWYNIAD ♦ INTRODUCTION

Yn dilyn proses o ymgynghori gyda'r aelodau (gweler rhestr lawn, tudalen ugain) canolbwyntiodd CGGC ar:

ddeddfwriaeth ar

- elusennau
- plant
- gofal yn y gymuned
- iechyd
- llywodraeth leol
- y loteri cenedlaethol
- yr iaith Gymraeg

wella cysylltiadau gyda

- lleiafrifoedd ethnig
- gogledd Cymru
- y Gymru wledig
- grwpiau'r iaith Gymraeg

wasanaethau

- gwybodaeth
- cyllid
- hyfforddiant

ddatblygiadau o ran

- polisi llywodraeth ganol
- Ewrop
- gwaith gwirfoddol

Gweithredwyd fel a ganlyn yn y meysydd hynny...



Swyddfa Cyngor Cydraddoldeb Hiliol Gwent/Gwent Racial Equality Council Office.

"sefyllfa unigryw a gafodd ei chryfhau gan drefniadaeth ddatganoledig"

Yn 1992 daeth CGGC yn gorff cenedlaethol yng ngwir ystyr y gair. Yn 1990 sefydlodd bwyllgor ymgynghorol i'r de a'r dwyrain yn ogystal ag un i'r gogledd a'r gorllewin, agorwyd swyddfa yn y canolbarth yn 1991 a swyddfa i'r gogledd yn 1992.

Mae hyn yn araf bach yn newid natur y Cyngor. Nid o'r de yn unig y daw blaenoriaethau, materion trafod a syniadau, a gall yr arweiniad ddod erbyn hyn o unrhyw ran o Gymru. Mae hefyd yn bosib erbyn hyn i faterion sy'n bennaf yn effeithio ar un rhanbarth gael eu trin a'u trafod yn lleol. Yn 1992/93 penderfynodd CGGC ganolbwyntio ei adnoddau ar nifer cyfyngedig o feysydd a gwasanaethau allweddol, er mwyn i'n cyfraniad fod yn un penodol ac effeithiol.

"a unique position strengthened by a decentralised approach"

In 1992 WCVA became a totally national organisation. It set up south and east, plus north and west advisory committees in 1990, a mid Wales office in 1991 and a north Wales office in 1992.

This is gradually changing the Council. Priorities, issues and services no longer only originate in the south and head north, but could be 'led' from any part of the country. Also issues which mainly affect one region can now be worked out regionally. In 1992/93 WCVA decided to concentrate its resources on a limited number of key issues and services, where its contribution could be distinctive and effective.

Following consultation with its members (see full list page twenty) WCVA targeted:

legislation on

- charities
- children
- community care
- health
- local government
- the national lottery
- the welsh language

developments in

- central government policy
- Europe
- volunteering
- Welsh language groups

services

- information
- funding
- training

increased contact with

- ethnic minorities
- north Wales
- rural Wales

Here is our action on these subjects...

DEDDFWRIAETH

ELUSENNAU

"cael gwared â thwyll a hyrwyddo arferion da"

Bwriad Deddf Elusennau 1992 yw cael gwared â thwyll a chamreoli a hyrwyddo arferion da.

Gweithiodd CGGC yn agos gyda Grŵp Ymgynghorol y Gyfraith Elusennol ynghylch cynnwys y Ddeddf, gan lunio rhaglen gynhwysfawr i roi gwlybod i'r sector gwirfoddol ynghylch y newidiadau. Ymhlith y camau a gymerwyd roedd cynhadledd genedlaethol gyda'r prif gomisiynydd elusennol, digwyddiadau ymhob rhan o Gymru gyda'r Comisiwn Elusennau, a nifer fawr o gyfarfodydd sirol.

Cynrychiolwyd dros 400 o grwpiau yn y digwyddiadau hyn, tra aeth manylion a gwytodaeth trwy gyfrwng cylchgrawn CGGC, Rhwydwaith Cymru, a'r atodiad cenedlaethol, at bron i 10,000 o wahanol fudiadau.

GOFAL YN Y GYMUNED

"trafod a gweithredu ar faterion cytundebu ac asesu"

Daeth Deddf Gofal yn y Gymuned ar waith o'r diwedd ar 1 Ebrill 1993, wedi sawl cyfnod o oedi a roddodd gyfle i grwpiau gwirfoddol leisio pryderon ar faterion megis cytundebu, asesu a hyd yn oed yr ofn ymhlith rhai y gallai gwirfoddolwyr gael eu hecsploetio.

Amlinellodd CGGC bryderon o'r fath i'r Swyddfa Gymreig ac i awdurdodau lleol (Gorffennaf, Hydref 1992). O ganlyniad, cynhwysodd cyhoeddiad gan y Swyddfa Gymreig ar yr holl fater (Ebrill 1993) nifer o argymhellion CGGC.

Cynhaliodd CGGC hefyd bum sesiwn hyfforddi ar gynllunio gofal cymdeithasol er mwyn paratoi grwpiau ymhob sir ar gyfer y trefniant newydd. Cyhoeddwyd deunyddiau o'r trafodaethau hyn (Hyfforddiant mewn Cynllunio a Datblygiad Cymdeithasol, CGGC 1993).

Cytunwyd ar strategaeth i ddatblygu cyd-raglen o hyfforddiant lleol gydag awdurdodau lleol, y Swyddfa Gymreig a'r cynghorau gwirfoddol sirol (CGS).

PLANT

"clywed llais grwpiau gofal plant"

Gweithiodd CGGC gyda'r grŵp newydd Plant yn Nghymru, (sy'n cynrychioli buddiannau maes gofal plant) er mwyn sicrhau bod llais grwpiau ym maes gofal plant yn cael ei glywed yn glir.

Cwblhaodd hefyd gyfres o ddyddiau hyfforddi ar Ddeddf Plant 1989, a gynhaliwyd gan Asiantaethau Mabwysiadu a Maeth Prydain, a CGS.

LLYWODRAETH LEOL

"gweithio gyda'n gilydd"

Mae'r ad-drefnu arfaethedig ar lywodraeth leol wedi codi ofnau yn y sector gwirfoddol yng Nghymru y gallai trefniadau cyllido a chydweithio gael eu heffeithio'n andwyol.

Cymerodd CGGC yr awenau wrth baratoi ar gyfer y newidiadau gan gyflwyno safbwyntiau a dadleuon y sector i'r Swyddfa Gymreig a'r awdurdodau lleol. Yn dilyn nifer o drafodaethau:

- cyfeiriodd y Papur Gwyn ar lywodraeth leol (1 Ebrill 1993) yn benodol at yr angen i awdurdodau lleol i lunio polisiau adeiladol ar gyfer datblygu cyd-berthnasau gyda'r sector gwirfoddol;
- mae mater cyllido grwpiau gwirfoddol yn gadarn ar agenda'r gwaith ad-drefnu;
- mae awdurdodau lleol yn fwy ymwybodol o alluoedd a photensial y sector gwirfoddol.

Ymgwymerodd CGGC hefyd â dau gynllun sy'n ganolog i'w waith ar ad-drefnu, ac i'r angen i adeiladu seiliau cadarn ar gyfer partneriaethau i'r dyfodol (thema Cyfarfod Cyffredinol Blynyddol y Cyngor ym mis Hydref, 1992).



Cymorth i Fenywod Aberteifi/Cardigan Women's Aid

Y cynlluniau oedd:

- yr arolwg blynyddol mwyaf cynhwysfawr erioed ar drefniadau a lefelau cyllido llywodraeth leol ar gyfer grwpiau gwirfoddol yng Nghymru;
- ymchwilio a chyhoeddi Tuag at Amcanion Cyffredin (CGGC 1993) - cyfeirlyfr ar arferion da ar gydweithio ar gyfer awdurdodau lleol a grwpiau, a baratowyd gan Gyngor y Dosbarthau Cymreig, Cynulliad Siroedd Cymru a'r Swyddfa Gymreig. Cafwyd arbrawf llwyddiannus ar hyd y llinellau hynny gan gyngor bwrdeisdref Torfaen a Chymdeithas Mudiadau Gwirfoddol Gwent.



LEGISLATION

CHARITIES

"eradicating fraud and promoting good practice"

The Charities Act 1992 aims to eradicate fraud and mismanagement and promote good practice.

WCVA worked closely with the Charity Law Advisory Group on the Act's provisions, and set up a comprehensive programme to inform the voluntary sector about the changes. This included a national conference with the chief charity commissioner, events across Wales with the Charity Commission, and numerous county briefings.

These attracted more than 400 groups, while information via WCVA's magazine, *Network Wales*, and national supplement, reached nearly 10,000 organisations.

COMMUNITY CARE

"taking up concerns on contracting and assessment"

The Community Care Act finally came in on April 1 1993, after delays which gave voluntary groups time to raise concerns on issues such as contracting, assessment, and even the possible exploitation of volunteers.

WCVA explained such concerns to the Welsh Office and to local authorities (July, October 1992). As a result, a Welsh Office publication on the subject (April 1993) contained many of WCVA's recommendations.

WCVA also held five training sessions on social care planning to prepare groups in each county for the new regime. Materials from these were published (*Training in Social Planning and Development*, WCVA 1993).

A strategy to develop joint local training was worked out with local authorities, the Welsh Office, and CVCs.

CHILDREN

"hearing the voice of childcare groups"

WCVA worked with the newly formed Children in Wales organisation, (which represents childcare interests) to make sure the voice of childcare voluntary groups is clearly heard.

It also completed a series of training days on the Children Act 1989, run by the British Agencies for Adoption and Fostering, and local county voluntary councils (CVCs).



Cynllun Cydymaith Gofalïu Penarth: Cyngor yr Henoed/Penarth Care Attendant Scheme: Age Concern

LOCAL GOVERNMENT

"working together"

The impending local government reorganisation has created fears in the Welsh voluntary sector that funding and working relationships could be seriously disrupted.

WCVA has taken the lead in preparing for change and putting the sector's case to the Welsh Office and local authority associations.

After repeated representations:

- the local government White Paper (April 1 1993) specifically referred to the need for local authorities to have constructive policies for future partnerships with the sector;
- future funding of voluntary groups is firmly on the reorganisation agenda;
- local authorities are more aware of the sector's potential.

WCVA also embarked on two initiatives central to its work on reorganisation, and to a firm base for future relationships, the theme of the Council's AGM in October, 1992. These are:

- the most comprehensive annual survey of local government funding to Welsh voluntary groups;
- the research and publication of *Towards Shared Aims*, (WCVA 1993) - a good practice guide for local authorities and groups on working together, prepared with the Council of Welsh Districts, the Assembly of Welsh Counties, and the Welsh Office. The approach was successfully piloted with Torfaen Borough Council and Gwent Association of Voluntary Organisations.

Y LOTERI CENEDLAETHOL

"system deg i Gymru"

Cyn bo hir gallai'r loteri cenedlaethol fod yn drydydd ymhlith prif noddwyr y sector gwirfoddol (yn dilyn llywodraeth ganol a lleol).

Wedi ymgynghori, bu CGGC yn gweithio gyda'i chwaer-gynghorau mewn rhannau eraill o wledydd Prydain ar waith seneddol er mwyn cael y manteision mwyaf posib i bob mudiad elusennol - a system ddoebarthu deg ac annibynnol i Gymru.

Aflwyddiannus oedd yr ymdrechion i newid yn sylweddol Fesur y Loteri Cenedlaethol, ond fe lwyddodd CGGC i:

- ennill tair sedd i Gymru ar Fwrdd Loteri Elusennau'r Deyrnas Gyfunol;
- sefydlu pwyllgor yng Nghymru i ddelio â cheisiadau o Gymru;
- sicrhau y caiff Cymru gyfran deg o'r cyllid sydd ar gael.

THE NATIONAL LOTTERY

"a fair system for Wales"

The national lottery could soon be the third largest funder of the voluntary sector (after central and local government).

After consultation, WCVA worked with its UK sister-councils, on parliamentary efforts to get maximum benefits for all charities - and a fair, autonomous distribution system for Wales.

Attempts to substantially amend the National Lotteries Bill were not successful, but WCVA did secure:

- three Welsh places on the UK Charities Lottery Board;
- a committee in Wales to deal with Welsh applications;
- safeguards to get a fair percentage of funds to Wales.

THE WELSH LANGUAGE

"cross-party Lords support"

The Welsh Language Bill is a good example of improved contacts with voluntary groups using the Welsh language, which helped WCVA anticipate the contents of the Bill and identify concerns. WCVA briefed more than 20 peers for the House of Lords reading and the cross-party support this achieved allowed it to press for more details and amendments on contracting, funding and the Charities Act.

YR IAITH GYMRAEG

"cefnogeth ryng-bleidiol yn Nhŷ'r Arglwyddi"

Mae Mesur yr Iaith Gymraeg yn enghraifft dda o'r cysylltiadau gwell sydd gennym gyda grwpiau gwirfoddol sy'n defnyddio'r Gymraeg, cysylltiadau a fu'n gymorth i CGGC ragweld cynnwys y Mesur a thynnu sylw at bryderon yn ei gylich.

Cynhaliodd CGGC drafodaethau gydag 20 o arglwyddi ar gyfer y darlenniad yn Nhŷ'r Arglwyddi ac fe arweiniodd y gefnogaeth ryng-bleidiol a ddeilliodd o hynny at bwysu am ragor o fanylion a gwelliannau ar gyfundebu, cyllid a'r Ddeddf Elusennau.



Replay, Sïop Sbarion y Canoibarth, Y Drenewydd, Powys/Replay, Midwales Scrapstore, Newtown, Powys

DATBLYGIADAU ♦ DEVELOPMENTS

POLISI LLYWODRAETH GANOL

"cynnig llai na'r disgwyl"

Y Swyddfa Gymreig yw prif ffynhonnell ariannol y sector gwirfoddol yng Nghymru ac mae ganddi felly ddylanwad enfawr.

Cynhwysai adolygiad a gynhaliwyd yn 1990 ar bolisiau'r Swyddfa Gymreig tuag at y sector gwirfoddol nifer o argymhellion yr anelid at eu cyflawni erbyn Hydref 1993.

Ers 1990 bu CCGC yn gweithio gyda'r Swyddfa Gymreig, ac fe gyhoeddodd yn 1991 ei "agenda ar gyfer gweithredu gan llywodraeth ganol".

Llywyddodd y llywodraeth i symud ymlaen i ryw raddau wrth:

- esbonio'r hyn yr hoffai ei weld ar gyfer y sector;
- wella ei chyd-gysylltiad a'i threfniadau gweithio mewnol;
- gyfathrebu gyda'r sector gwirfoddol;
- gynnal lefel y cymorth grant yn uwch na chwyddiant.

Mae hyn er hynny'n cynnig llawer iawn llai na'r disgwyl, ac mae CCGC yn dal i bwysu am:

- weithredu holl argymhellion 1990; yn enwedig felly raghysbysiadu ynghylch grantiau;
- lais cryfach i'r sector gwirfoddol yn y Swyddfa Gymreig i ddylanwadu ar adrannau eraill ac i gryfhau a datblygu ei datganiad strategol;
- bolisi cyd-gysylltiedig ar ddatblygiad cymunedol a gwirfoddoli;
- wella cyfathrebu rhwng grwpiau cyllidiedig ac anghyllidiedig a'r Swyddfa Gymreig;
- ymgynghori llawn ar newidiadau polisi a chyllido.

IECHYD

"potensial ar gyfer partneriaethau adeiladol"

Mae yna gyfle ardderchog i ddatblygu partneriaethau a chydweithrediad adeiladol rhwng awdurdodau iechyd a grwpiau gwirfoddol yn dilyn y newidiadau yng ngwasanaethau iechyd Cymru a dyfodiad "cynllunio strategol" ar gyfer gwella safonau iechyd.

Gyda hyn mewn golwg, bu CCGC yn:

- cymryd yr awenau wrth weithio gyda'r Gwasanaeth Iechyd Gwladol yng Nghymru ar eu polisi a'u cefnogaeth i'r sector gwirfoddol;
- cydweithio gyda Hybu Iechyd Cymru ar waith ymchwil i alluogi grwpiau gwirfoddol i wneud cyfraniad effeithiol ym maes "cynnydd mewn iechyd".

CENTRAL GOVERNMENT POLICY

"falling short of expectations"

The Welsh Office is the Welsh voluntary sector's main source of money and so has an immense influence.

A 1990 review of its voluntary sector policies made recommendations to be carried out by Autumn 1993.

Since 1990 WCVA has worked with the Welsh Office, publishing its own "agenda for central government action" in 1991.

There has been some government progress on:

- explaining what it wants for the sector;
- improving its internal coordination and working methods;
- talking to the sector;
- maintaining grant aid above inflation.

However, this falls far short of expectations, and WCVA continues to press for:

- action on all the 1990 recommendations; especially advance warning on grants;
- a stronger voluntary sector voice within the Welsh Office to influence other divisions and expand its strategy statement;
- a coherent community development and volunteering policy;
- better communication between funded and non-funded groups and the Welsh Office;
- proper consultation on policy and funding changes.

HEALTH

"potential for constructive partnerships"

There is a good chance for constructive partnerships and cooperation between health authorities and voluntary groups, following the shake-up in Wales' health services and the advent of "strategic planning" for better health.

To further this, WCVA:

- initiated work with the NHS in Wales on their voluntary sector policy and support;
- cooperated with Health Promotion Wales on research into how best to involve voluntary groups in "health gain" work.



Gweithredu Gofal yn y Gymuned
Implementing Community Care

WORKING TOGETHER IN WALES



EWROP

"cynnydd o 36% mewn cyllid o Ewrop"

Mae cannoedd o fudiadau gwirfoddol o Gymru yn ychwanegu agwedd Ewropeaidd i'w gwaith a llifodd 400 o ymholiadau i swyddfa Ewropeaidd CGGC sy'n darparu gwybodaeth a hyfforddiant ar rwydweithiau, gwaith pwyso a chyllido Ewropeaidd. Mae CGGC wedi:

- cefnogi aelodaeth Cymru o Rwydwaith Gwrth-Dlodi Ewrop a Lobi Menywod Ewrop, wedi cynorthwyo gyda chynnal dwy gynhadledd o bwys ac wedi cynnal cysylltiadau gyda llawer o'r rwydweithiau gwirfoddol mwyaf dylanwadol yn Ewrop.
- datblygu perthynas gydag Aelodau Seneddol Ewropeaidd, swyddogion y Comisiwn Ewropeaidd, a llywodraeth y Deyrnas Gyfunol.
- dwyn pwysau ar faterion megis ad-drefnu'r cronfeydd strwythurol.
- cynrychioli Cymru ar fforwm sector gwirfoddol llywodraeth y Deyrnas Gyfunol ar Ewrop.

Mae gwaith swyddfa Ewrop CGGC wedi arwain at gynnydd o 36% yn y cyllid a ddaw o Ewrop i fudiadau gwirfoddol yng Nghymru. Derbyniodd 57 o grwpiau grantiau gwerth cyfanswm o £2.8m. Roedd y gwaith a gefnogwyd yn dod o bob rhan o Gymru ac yn cynnwys hyfforddiant ar bopeth o gyfrifiaduron i gadwraeth.

GWAITH GWIRFODDOL

"rheoli gwirfoddolwyr - y llawlyfr"

Mae gwaith CGGC yn anelu at gefnogi a chynorthwyo gydag ymdrechion a llwyddiannau enfawr gwirfoddolwyr yng Nghymru. Ymhlith y gweithgareddau mwyaf nodedig yn 1992/93 roedd:

- cyd-gysylltu dimensiwn Cymreig i Wytgnos Gwirfoddol'r Deyrnas Gyfunol (Mehefin), gan gynnwys darparu deunydd yn yr iaith Gymraeg a stondin yng Ngŵyl Gerddi Cymru o'r Wytgnos Wirfoddoli ymlaen (Mehefin - Hydref);
- cefnogi datblygu fforwm i drefnu'r gwaith gwirfoddol yng Nghymru a hyrwyddo arferion da;
- symblu awgrymiadau ar gyfer asiantaethau datblygu gwaith gwirfoddol mewn pum sir yng Nghymru;
- arbrofi a lansio llawlyfr (*Rheoli Gwirfoddolwyr*, CGGC 1992), yn y gogledd a'r de;
- cyfres o seminarau yn y canolbarth a'r gogledd yn adeiladu ar arbenigedd y llawlyfr;
- hyfforddi a chynrychioli buddiannau'r sector gwirfoddol ar lefel Cymru a'r Deyrnas Gyfunol;
- seminarau yn yr hydref ar faterion polisi yn ymwneud â'r Ddeddf Plant, y Ddeddf Cyfiawnder Troseddol, ac Ewrop.



EUROPE

"36% increase in Euro-funding"

Hundreds of Welsh voluntary organisations are adding a European angle to their work and 400 enquiries flooded WCVA's European office which informs and trains on European networks, lobbying and funding. WCVA has:

- supported Welsh membership of the European Anti-Poverty Network and the European Women's Lobby, assisted with two major conferences and maintained contacts with many of the most influential European voluntary networks.
- developed relationships with MEPs, European Commission officials, and the UK government;
- lobbied on issues such as the reform of structural funds;
- represented Wales at the UK government-voluntary sector forum on Europe.

The work of WCVA's European office has led to a 36% increase in funding from Europe to Welsh voluntary groups. 57 groups received grants totalling £2.8m. Activities supported came from all over Wales and included training in everything from computing to conservation.

VOLUNTEERING

"managing volunteers - the handbook"

WCVA's work is aimed at helping with the massive efforts and achievements of Welsh volunteers. Particular activities in 1992/93 included:

- coordinating a Welsh dimension to UK Volunteers Week (June), including providing Welsh language material and a stand at Garden Festival Wales from Volunteers Week onward (June - October);
- supporting the development of a 'Wales' volunteer organisers' forum, to develop good practice;
- stimulating proposals for volunteer development agencies in five Welsh counties;
- piloting and launching a handbook (*Managing Volunteers*, WCVA 1992), in north and south Wales;
- a series of seminars in mid and north Wales building on the handbook expertise;
- training and representing volunteering concerns at Welsh and UK levels;
- autumn seminars on policy issues covering the Children Act, Criminal Justice Act, and Europe.

Jean Jones o Gymrodoriaeth Iselder Manig - un o'r rhai sydd wedi elwa ar y Gronfa Gwirfoddol yng Nghymru, yn cwddd i'r Gweinidog o'r Swyddfa Gymreig, Gwilym Jones.

Jean Jones of the Manic Depression Fellowship - one of those to benefit from the Volunteering in Wales Fund, meets Welsh Office Minister Gwilym Jones.

Mae CGGC wedi darparu:

- cyfarwyddyd ynghylch ceisiadau i'r Cronfeydd Cymdeithasol Ewropeaidd (CCE), ac wedi cynrychioli'r sector gwirfoddol mewn cyfarfodydd gwneud-penderfyniadau;
- y cyfrwng cyntaf erioed ar gyfer ceisiadau i'r rhaglen HORIZON;
- gwybodaeth ar raglenni'r Gymuned Ewropeaidd;
- rhwydwaith CCE yng Nghymru.

WCVA has provided:

- guidance on applications to the European Social Funds (ESF), and represented the sector at decision-making meetings;
- the first-ever channel for applications to the HORIZON programme;
- information on EC programmes;
- a Welsh ESF network.



Gwalth soldro yng Ngweithdy Menywod De Morganwg, un o'r grwpiau a gafodd arian o Ewrop ym 1992/3
'Soldering on' at South Glam Women's Workshop, one of the groups to benefit from Euro-funding in 1992/3

GWASANAETHAU

CYLLID

"sut i ddelio â thoriadau cyllid!"

Mae gan CCGC erbyn hyn strategaeth hir-dymor er mwyn cynyddu adnoddau ar gyfer y sector gwirfoddol oddi wrth lywodraeth ganol a lleol, awdurdodau iechyd, cyrff anlywodraethol, ymddiriedolaethau elusennol a byd busnes.

Er mwyn gwireddu hyn anela at:

- wneud cyllidwyr yn ymwybodol o'r lefelau cyllid i'r sector gwirfoddol a'r potensial sydd ganddo;
- ddarparu mwy o wybodaeth ynghylch cyllid i grwpiau gwirfoddol;
- wella sgiliau grwpiau wrth ddefnyddio'r holl wybodaeth sydd ar gael er mwyn cael adnoddau.
- Cwblhaodd CCGC ail ddarn o waith ymchwil sylweddol ar lefelau cyllido (*Cefnogaeth Awdurdod Lleol i Fudiadau Gwirfoddol yng Nghymru*, CCGC 1993) ac fe gyhoeddodd hefyd ddau gyfeirlyfr aralliar gefnogaeth gan fyd busnes ac ar gytundebu.

Bu CCGC hefyd yn arolygu ac yn rhoi cyhoeddusrwydd i doriadau cyllidol, yn cynghori ynghylch sut orau i ddelio â nhw, ac yn ymchwilio dulliau o gynyddu lefel cyllid ymddiriedolaethau elusennol i Gymru.

Ffeithiau a Ffigyrau

Yn ystod 1992/93 cyfrannodd Cronfa Gwirfoddoli yng Nghymru:

- 46 o grantiau allan o 133 o geisiadau
- grantiau gwerth cyfanswm o £261,362
- oddeutu 1,856 o gyfleoedd gwirfoddoli newydd ymhob rhan o Gymru.

12

SERVICES

FUNDING

"how to deal with funding cuts"

WCVA now has a long-term strategy to increase resources for the voluntary sector from central and local government, health authorities, non-government bodies, charitable trusts and business.

To achieve this it aims to:

- make funders aware of the levels of funding to, and the potential of, the sector;
- get more funding information to voluntary groups;
- improve groups' skills in using all available information to win resources.
- WCVA completed a second piece of major research on funding levels (*Local Authority Support for Voluntary Organisations in Wales*, WCVA 1993,) and published two other guides on business support and contracting.

WCVA also monitored and publicised funding cuts, advised on how to deal with them, and researched ways of increasing charitable trust funding to Wales.



Trwyd Fferm Dinas Caerdydd gan doriadau yn 1993. Cardiff



Facts and Figures

1992/93, the Volunteering in Wales Fund:

- made 46 grants from 133 applications
- made grants totalling £261,362
- created an estimated 1,856 new volunteering opportunities across Wales.

Ffeithiau a Ffigyrau

Yn ystod 1992/93, bu CGGC yn:

- dosbarthu 3,000 o gopiau o 6 dalen wybodaeth ar gyllido
- rhoi cyhoeddusrwydd i fwy na 150 o eitemau newyddion ynghylch cyllido
- cynghori mwy na 250 o grwpiau
- hyrwyddo "Funderfinder" (databas o 900 o ymddiriedolaethau elusenol).

Bu CGGC yn parhau i weinyddu'r Gronfa Gwirfoddoli yng Nghymru, sy'n arbennig yn gwahodd ceisiadau oddi wrth grwpiau sy'n ricriwtio gwirfoddolwyr, yn datblygu arferion da ar wirfoddoli, yn gweithio mewn meysydd sy'n brin o gymorth gwirfoddol neu sydd wedi ei chael yn anodd denu cyllid o gyfeiriadau eraill.

Roedd y projectau a gefnogwyd yn ystod 1992 yn cynnwys helpu pobl gyda phroblemau ymgaethiwo, gofal profedigaeth, a hyfforddi pobl gydag anawsterau dysgu.

Cododd Gŵyl Gerddi Cymru £33,000 ar gyfer elusennau - i'w weinyddu gan CGGC ar flurf grantiau bychain i 158 o elusennau.

Dros y tair blynedd diwethaf mae Ymddiriedolaeth Elusenol Esmee Fairbairn wedi darparu Ymdd £60,000 o nawdd i brojectau yng Nghymru - £20,000 yn 1992/93.

Facts and Figures

During 1992/93, WCVA :

- distributed 3,000 copies of 6 funding information sheets
- publicised 150 funding news items
- advised more than 250 groups
- promoted "Funderfinder" (a database of 900 charitable trusts).

WCVA continued to administer its Volunteering in Wales Fund, which invites applications particularly from groups who recruit volunteers, develop volunteering good practice, work in areas with little other voluntary activity or who have difficulty in attracting funds from elsewhere.

During 1992 projects supported included helping people with addiction problems, bereavement care, and training for people with learning difficulties.

Garden Festival Wales raised £33,000 for charities - administered by WCVA in small grants to 158 charities.

Over the last three years the Esmee Fairbairn Charitable Trust has made £60,000 available to support Welsh projects - £20,000 in 1992/93.

GWYBODAETH

"y gwasanaeth gwybodaeth llawnaf, cyflymaf"

Mae ar fudiadau gwirfoddol angen gwybodaeth berthnasol a chyfoes er mwyn gweithio'n effeithiol. Mae CGGC yn darparu'r gwasanaeth gwybodaeth cyflawnaf, cyflymaf ac uchaf ei safon i'r sector gwirfoddol yng Nghymru.

Mae'n derbyn gwybodaeth oddi wrth amrywiaeth eang o ffynonellau yng Nghymru, gweddill y Deyrnas Gyfunol ac Ewrop, ei didoli'n "bynciau a gwybodaeth sylfaenol" sy'n debygol o fod o ddiddordeb i fudiadau gwirfoddol, ac yn ei ddosbarthu fel a ganlyn:

- y gwasanaeth "gwybodaeth gyfredol" trwy gyswllt cyfrifiadurol, ffacs neu bost (2-4 gwaith yr wythnos);
- Rhwydwaith Cymru, cylchgrawn misol CGGC, sy'n cynnwys newyddion, sylwadau, dadansoddi a thrafod;
- yr "atodiad cenedlaethol", cyfraniad deufisol, wyth tudalen, dwyieithog i gylchlythron saith cyngor gwirfoddol sirol yng Nghymru;
- tair ar ddeg o dafleni gwybodaeth.

Yn 1992/93, cyhoeddodd CGGC lyfrau ac arolygon yn trafod materion megis cytundebu, cyllido a llywodraeth leol. Cynhaliwyd cysylltiadau gyda'r cyfryngau yng Nghymru, gan gyhoeddi datganiadau i'r wasg ar faterion megis cymorth grant, nawddogaeth a gofal yn y gymuned a arweiniodd at sylw mewn nifer o bapurau newydd, rhaglenni teledu a radio yng Nghymru. Cafwyd hefyd ymateb gan CGGC i'r broses ymgynghorol ar ddarlledu gweithredu cymdeithasol.

Ffeithiau a Ffigyrau

Yn ystod 1992/93 cynhyrnodd CGGC:

- 11 rhifyn o Rhwydwaith Cymru
- 5 rhifyn o'r atodiad cenedlaethol
- 18 cyhoeddiad (10 yn ddwyieithog)
- 17+ datganiad i'r wasg.

Facts and Figures

During 1992/93 WCVA produced :

- 11 editions of Network Wales
- 5 editions of the national supplement
- 18 publications (10 bilingual)
- 17+ press releases.



Gwrp Cymorth
Cyffuriau Taf-Eli
Talf Ely Drug
Support Group

INFORMATION

"the fastest, fullest information service"

Voluntary groups need relevant, up-to-date information to work effectively. WCVA provides the fastest, fullest and highest quality information service to the Welsh sector.

It receives information from a wide range of Welsh, UK and European sources, sifts it on the basis of "core topics and information" likely to interest the sector, and disseminates it as follows :

- the "current awareness" service on computer link, fax or post (2-4 times weekly);
- *Network Wales*, WCVA's monthly magazine, which includes news, comment, analysis and discussion.
- the "national supplement", a bi-monthly, eight page, bilingual contribution to the newsletters of seven Welsh CVCs;
- thirteen information sheets.

In 1992/93, WCVA published books and surveys examining issues such as contracting, funding and local government. WCVA maintained links with the Welsh media, sending out press releases on topics such as grant aid, sponsorship and community care, and obtaining coverage in several Welsh newspapers, t.v. and radio programmes. WCVA also responded to consultation on social action broadcasting.

HYFFORDDIANT

"cyrhaeddwyd targedau neu gwellwyd arnynt"

Mae CGGC yn darparu gwasanaeth hyfforddi cynhwysfawr i ddatblygu sgiliau sy'n berthnasol i waith gwirfoddol. Cynigiodd y rhaglen amrywiath o gyrсияu, gan gynnwys sesiynau ar godi arian, rheoli a hyfforddi.

Yn ogystal, datblygwyd a chyflwynwyd nifer o gyrсияu newydd ar faterion megis iechyd a diogelwch, cytundebu a rheolaeth ariannol. Bu CGGC hefyd yn llunio rhaglenni hyfforddiant i ddiwallu anghenion mudiadau unigol gan gynnig 12 sesiwn i grwpiau cenedlaethol a sirol, yn amrywio o gyfleoedd cyfartal i sgiliau pwyllgor.

Caiff yr holl waith hyfforddi ei werthuso gan y sawl sy'n ei dderbyn gan ei fesur yn ôl meini prawf CGGC ar ansawdd a safonau, a llwyddodd yr holl hyfforddiant a gynigiwyd i wella ar y targedau a osodwyd. Yn y gwanwyn eleni, cynhaliodd CGGC "ddadansoddiad o anghenion hyfforddi" er mwyn asesu beth yw anghenion a gofynion gwahanol grwpiau o ran hyfforddiant gan CGGC. Bydd y Cyngor yn anelu at ddiwallu'r angen hwn.

Bu CGGC hefyd yn parhau gyda'r rhaglen boblogaidd o ddiwyddiadau Cymwysterau Galwedigaethol Cenedlaethol (CGC) yn y gogledd a'r de.

TRAINING

"achieved or exceeded targets"

WCVA provides a comprehensive training service to develop skills relevant to voluntary work. The published programme provided a range of courses, including sessions on fundraising, managing and training.

In addition, several new courses were developed and delivered on such issues as health and safety, contracting and financial management. WCVA also tailored training to the needs of individual organisations with 12 sessions to national and county groups, ranging from equal opportunities to committee skills.

All training is evaluated by participants against WCVA's quality criteria, and all training achieved or exceeded targets. This spring, WCVA carried out a 'training needs analysis' to assess what groups need and want from WCVA training. The Council will aim to meet this need.

WCVA also continued its popular programme of National Vocational Qualifications (NVQ) events in north and south Wales.



Cyffwrdd dan 5 De Morgannwg, Tach '92. Ben Grech, 3 oed, sy'n ddioddi o Syndrom Echlores/Danos yn y Cych Cihwarae/South Glamorgan Under 5's Scheme Now '92, Ben Grech aged 3, who suffers from Echlores/Danos Syndrome at playgroup.

Ffeithiau a Ffigyrau

Yn 1992/93 darparodd CGGC:

- 60 o ddyddiau hyfforddiant - preswyl, dyddiol a mewrol
- 12 o sesiynau hyfforddi wedi'u llunio'n unigol

Facts and Figures

In 1992/93 WCVA provided:

- 60 days of training - residential, daily and in-house
- 12 individually tailored training sessions

CYSYLLTIADAU

LEIAFRIFOEDD ETHNIC

"un llais i bawb"

Sefydlodd CGGC gysylltiadau gyda sector gwirfoddol y gymuned ddu, gan arwain at gynhadledd lwyddiannus "Un Llais i Bawb" (Hydref 1992).

Penderfynodd y gynhadledd hon weithio tuag at sefydlu canolfan agnoddau a datblygu ar gyfer pobl dduon yng Nghymru. Parhau y mae'r ymdrechion i wella cyfleoedd i leiafrifoedd ethnig i fanteisio ar wasanaethau a chyllid y brif ffrwd.

Y GYMRU WLEDIG

"cymorth mawr ei angen"

Gwireddodd CGGC un o'i phrif amcanion ar gyfer 1991 pan agorwyd swyddfa wledig yn y Trallwng, Galluogodd y datblygiad hwn i CGGC wneud gwell cyfraniad ac i ddatblygu well arbenigedd mewn materion gwledig. Cynyddwyd hefyd ein cysylltiadau gyda grwpiau gwirfoddol gwledig.

Mae CGGC wedi sefydlu rhwydwaith o weithwyr gwledig, cyrsiau hyfforddi penodol a digwyddiadau yn y canolbarth, gan ddarparu cymorth mawr ei angen i ardaloedd gwledig. Mae'r swyddfa hefyd wedi cynorthwyo nifer o fentrau gwledig megis y Fforwm Wledig, Telefythynnod Cymru, a Jigso.

GOGLEDD CYMRU

"gwelliannau o'r cychwyn cyntaf"

Penododd CGGC swyddog gogledd Cymru yn Llandudno ym mis Medi 1992 wedi iddi ddod yn amlwg na ellid darparu gwasanaeth effeithiol i'r gogledd o swyddfa'r Trallwng.

Gwelwyd gwelliannau yn y gwasanaeth i'r gogledd o'r cychwyn cyntaf, gan alluogi CGGC i ddatblygu llawer gwell dealltwriaeth o anghenion a safbwyntiau'r sector gwirfoddol yn y gogledd.

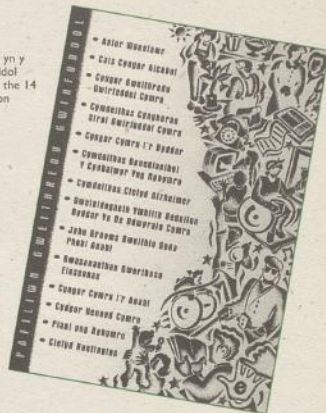
Cynhaliwyd nifer o ddiwyddiadau hyfforddi llwyddiannus yn y gogledd, a chwaraeodd y swyddfa ran flaenllaw mewn meysydd megis Mesur yr Iaith Gymraeg lobio ac Eisteddfod 1993.

GRWPIAU'R IAITH GYMRAEG

"neuadd wirfoddol yn yr Eisteddfod"

Mae CGGC yn parhau i ddatblygu ei bolisi ei hunan ar y Gymraeg gyda mwy o gyhoeddiadau, digwyddiadau a staff dwyieithog. Bu'r atodiad dwyieithog i gylichlythron y Cynghorau Gwirfoddol Sirol yn gyfrifol am gynyddu maint y wybodaeth sydd ar gael yn y Gymraeg.

Cyhoedduswyd i'r 14 grŵp yn y Pafiliwn Gweithredu Gwirfoddol yn yr Eisteddfod/Publicity for the 14 groups in the Voluntary Action Pavilion at the Eisteddfod



GWEITHIO GDYDA'N GILYDD

"sector cryf, cydgyssylltiedig"

Mae CGGC yn rhoi ar waith ei amcanion i hyrwyddo sector gwirfoddol cryf a chydgyssylltiedig yng Nghymru, trwy weithio gydag eraill ar fentrau ar y cyd.

Gobeithia annog partneriaethau a chydweithio, tra'n lleihau dyblygu a chan ddefnyddio adnoddau yn y dull mwyaf "cost-effeithiol". Mae hyn yn cynnwys:

- digwyddiadau hyfforddi ar y cyd gyda Chynghorau Gwirfoddol Sirol, y Comisiwn Elusennau ac Asiantaethau Mabwysiadu a Maeth Prydain;
- datblygu polisi gwyrd (Mynd yn Wyrd) ar gyfer y sector gwirfoddol gan CGGC a Chyfeillion y Ddaear Cymru;
- seminar breswyl, wedi'i threfnu gan CGGC, gyda phob un o'r wyth Cyngor Gwirfoddol Sirol, Cyngor yr Henoed, Cymdeithas Genedlaethol y Gofalyddion, Croes Goch Prydain (Cymru), Crossroads Care, Mencap yng Nghymru, Mind, SCoVO, Cymdeithas y Spastics a Chyngor Cymru yr Anabl.

Mae CGGC hefyd yn darparu cefnogaeth weinyddol a hyfforddiant i rwydweithiau sy'n cysylltu gwahanol elfennau'r sector gyda'i gilydd, gan gynnwys Cymdeithas Cymru y Cynghorau Gwirfoddol Sirol, y Rhwydwaith Gofal Cymdeithasol, y Rhwydwaith Cymorth Hyfforddi, y Rhwydwaith Swyddogion Gwybodaeth a'r Fforwm Trefnwyr Gwirfoddolwyr.

Mae'r Cyngor hefyd wedi helpu i sefydlu Project Ymgynghorol Cymru ar Anghenion Arbennig, sy'n cynorthwyo rhieni pobl ifanc sydd ag anghenion addysgol arbennig, a Fforwm Cynorthwyon Gwirfoddol Cymru.

CONTACTS

ETHNIC MINORITIES

"one voice for all"

WCVA established links with the black voluntary sector, leading to a successful conference, "One Voice for All" (October 1992).

The conference decided to work towards setting up a resource and development centre for black people in Wales. Work continues to improve access for ethnic minorities into mainstream services and funding.

RURAL WALES

"much-needed support"

WCVA fulfilled one of its major 1991 objectives by setting up a rural office in Welshpool. This has given the Council more rural input and expertise and has increased its contact with rural voluntary groups.

WCVA has established a rural workers' network, specific training courses and mid Wales events, providing much-needed support to rural areas. The office has also assisted several rural initiatives such as the Rural Forum, Telecottages Wales, and Jigsaw.

NORTH WALES

"an immediate impact"

WCVA appointed a north Wales officer in Llandudno in September 1992 after it became clear it could not effectively cover north Wales from its Welshpool office.

The post has had an immediate impact on the north, enabling WCVA to become much more aware of the needs and views of the voluntary sector in north Wales.

Successful training events have been held in north Wales, and the office has taken the lead on the Welsh Language Act lobbying and the 1993 Eisteddfod.

WELSH LANGUAGE GROUPS

"an Eisteddfod volunteering hall"

WCVA continues to develop its own Welsh language policy with more bilingual publications, events and staff. The bilingual supplement for CVC newsletters increased the amount of Welsh language information available.



Dewi Llywd Evans
Swyddog Cefn Gwlad ac Ewrop
Rural and European Officer



Jane Jones
Swyddog Datblygu Lleol
Local Development Officer



Michael Palmer
Swyddfa'r Gogledd North Wales
Officer

WORKING TOGETHER

"a strong, cohesive sector"

WCVA puts into practice its aim to promote a strong, cohesive voluntary sector in Wales, by working with others on joint initiatives.

It hopes to encourage partnership and cooperation, while reducing duplication and using resources in the most "cost-effective" way. This includes:

- joint training events with CVCs, the Charity Commission, and the British Agencies for Adoption and Fostering;
- the development of a green policy (Growing Greener) for the voluntary sector by WCVA and Friends of the Earth Cymru;
- a residential seminar, organised by WCVA, with all eight CVCs, Age Concern, the Carers National Association, British Red Cross (Wales), Crossroads Care, Mencap in Wales, Mind, SCoVO, the Spastics Society, and the Wales Council for the Disabled.

WCVA also provides administrative support and training to networks linking the sector together, including Wales Association of County Voluntary Councils, the Social Care Network, the Training Support Network, the Information Officers' Network, and the Volunteer Organisers' Forum.

The Council has also helped set up the Special Needs Advisory Project Wales, which assists parents of young people with special educational needs, and the Welsh Voluntary Aids Forum.

Mae CGGC hefyd yn parhau i adeiladu cysylltiadau gyda grwpiau gwirfoddol sy'n gweithio trwy gyfrwng y Gymraeg ac fe drefnwyd eleni, ar y cyd gyda Chyngor Cymru yr Anabl, neuadd arddangos yn yr Eisteddfod ar gyfer 14 o grwpiau gwirfoddol i ddarparu presenoldeb cryfach gan y sector gwirfoddol yn yr wyl.

WCVA also continues to build links with voluntary groups working in Welsh and has this year organised, as a joint initiative, with the Wales Council for the Disabled, a display hall at the Eisteddfod for 14 voluntary groups to provide a stronger voluntary sector presence at the event.

CRYNODEB O INCWM SUMMARY OF INCOME

Ar gyfer y flwyddyn yn diweddau Mawrth 31 1993
For the year ended 31 March 1993

Incwm

Grantiau at Ddibenion Cyffredinol:
Y Swyddfa Gymreig
Banc y National Westminster
Sefydliad Cymorth Elusennol
Cyngor Canolog Hyfforddiant ac
Addysg mewn Gwaith Cymdeithasol
Sefydliad Gulbenkian (Lisbon)
British Petroleum
Prudential Assurance
Nwy Prydain
Corfforaeth Datblygu Bae Caerdydd
Telecom Prydain
Y Post Brenhinol
Marks a Spencer
Cyngor Sir De Morgannwg

Income

Grants for General Purposes
Welsh Office
National Westminster Bank
Charities Aid Foundation
Central Council for Education and
Training in Social Work
Gulbenkian Foundation (Lisbon)
British Petroleum
Prudential Assurance
British Gas
Cardiff Bay Development Corporation
British Telecommunications
Royal Mail
Marks and Spencer
South Glamorgan County Council

Grantiau at Ddibenion Penodol:

Y Swyddfa Gymreig - Grant Iaith
Deddf Plant
Gŵyl Gerddi

Grants for Specific Purposes:

Welsh Office - Language Grant
Children Act
Garden Festival

Incwm Arall

Gwariant a adenillwyd ac
incwm amrywiol
Incwm buddsoddi ac o'r banc
Tanysgrifadau a chyfraniadau

Other Income

Expenditure recovered and
sundry income
Bank and investment income
Subscriptions and donations

Gwrfoddoli yng Nghymru

Incwm Gweithredol
Wedi'i Gario Ymlaen

Volunteering in Wales

Operating Income,
Carried Forward

	1993	1992
	£	£
	354,970	317,000
	11,500	7,500
	42,966	34,719
	-	2,000
	6,000	-
	7,500	7,500
	-	2,000
	-	2,000
	-	1,000
	3,437	-
	5,000	-
	1,100	-
	500	-
	432,973	373,719

	9,300	4,000
	12,196	1,440
	1,000	-
	22,496	5,440

	100,976	100,218
	25,264	25,448
	5,266	4,956
	131,506	130,622

	215,000	214,029
	801,975	723,810

O BLE Y DAW'R ARIAN WHERE THE MONEY COMES FROM



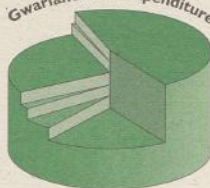
- Grant at ddibenion cyffredinol y Swyddfa Gymreig
Welsh Office general purpose grants 44%
- Sefydliad Cymorth Elusennol
Charities Aid Foundation 5%
- Grantiau dibenion cyffredinol eraill
Other general purpose grants 4.3%
- Grantiau dibenion penodol
Specific purpose grants 2.8%
- Gwariant a adenillwyd ac incwm anrhywiol
Expenditure recovered and sundries 12.6%
- Incwm buddsoddi ac o'r banc
Bank and investment income 3.2%
- Cronfa Gwrfoddoli yng Nghymru
Volunteering in Wales Fund 26.8%
- Tanysgrifadau a chyfraniadau
Subscriptions and donations 0.6%



- Grant at ddibenion cyffredinol y Swyddfa Gymreig
Welsh Office general purpose grants 43.8%
- Sefydliad Cymorth Elusennol
Charities Aid Foundation 4.8%
- Grantiau dibenion cyffredinol eraill
Other general purpose grants 3%
- Grantiau dibenion penodol
Specific purpose grants 0.7%
- Gwariant a adenillwyd ac incwm amrywiol
Expenditure recovered and sundries 13.8%
- Incwm buddsoddi ac o'r banc
Bank and investment income 3.5%
- Cronfa Gwrfoddoli yng Nghymru
Volunteering in Wales Fund 29.5%
- Tanysgrifadau a chyfraniadau
Subscriptions and donations 0.7%

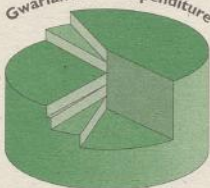
**I BLE MAE'R ARIAN YN MYND
WHERE THE MONEY GOES**

Gwariant 1993 Expenditure



■ Gwared Gweithredol Operating surplus 0.4%
■ Cronfa Gwirfoddoli yng Nghymru VIWF 26.8%
■ Asedau sefydlog Fixed Assets 2%
■ Adeiladau Accommodation 4.8%
■ Costau gweinyddol Admin costs 19.3%
■ Costau staff Staff costs 46.6%

Gwariant 1992 Expenditure



■ Gwared Gweithredol Operating surplus 4.7%
■ Cronfa Gwirfoddoli yng Nghymru VIWF 29.6%
■ Asedau sefydlog Fixed Assets 0.9%
■ Adeiladau Accommodation 5%
■ Costau gweinyddol Admin costs 15.5%
■ Costau staff Staff costs 44.2%

**CRYNODEB O GWARIANT
SUMMARY OF EXPENDITURE**

Ar gyfer y flwyddyn sy'n diweddau Mawrth 31 1993
For the year ended 31 March 1993

Incwm Gweithredol
Wedi'i Gario Ymlaen

Gwariant

Gwariant Gweinyddol
Cyflogau a chostau staff
Hyfforddiant staff
Teithio a Threuliau
Lesio a Chynnal a Chadw Offer
Yswiriannau
Argraffu, Papur
a Deunyddiau Swyddfa
Postio a Ffôn
Cyhoeddiadau a hysbysebu
Cynadleddau, Cyfarfodydd a
Chyrsiau Hyfforddi
Costau Amrywiol
Ffi Archwilywr
Costau Cyfrifiadurol
Ffioedd Ymgynghorwyr
Dibristad ceir
Costau cyfieithu

Costau Adeiladau

Trethi a Rhent
Yswiriant
Golau a Gwres
Glanhau a Chynnal a Chadw
Darpariaeth ar gyfer Cynnal
a Chadw Adeiladau

Gwariant ar Asedau Sefydlog
Celfi ac Offer Swyddfa

Gwirfoddoli yng Nghymru

Cyfanswm Gwariant

Gwared Gweithredol

**Gwarged Wedi
Gwerthu Asedau**

Operating Income
Brought Forward

Expenditure

Administrative Expenditure
Salaries and Staff Costs
Staff Training
Travelling and Subsistence
Equipment Leasing and Maintenance
Insurances
Printing, Stationery and
Office Supplies
Postage and Telephone
Publications and advertising
Conferences, Meetings and
Training Courses
Miscellaneous Expenses
Audit Fee
Computer Costs
Consultants' Fees
Motor Car Depreciation
Translation Costs

Accommodation Costs

Rates and Rent
Insurance
Lighting and Heating
Cleaning and Maintenance
Provision for Building Maintenance

Expenditure on Fixed Assets

Office Furniture and Equipment

Volunteering in Wales

Total expenditure

Operating Surplus

Surplus on Sale of Assets

	1993 £	1992 £
801,975	723,810	
340,016	289,956	
9,602	8,987	
24,438	20,773	
10,979	5,218	
966	815	
18,703	17,017	
24,576	20,803	
19,714	18,672	
43,151	30,777	
2,551	3,375	
3,000	3,250	
9,766	3,966	
8,609	5,409	
3,000	3,134	
9,998	-	
529,069	432,152	
11,572	5,713	
966	816	
5,881	5,989	
4,938	4,499	
15,000	20,000	
38,357	37,017	
16,458	6,738	
215,000	214,029	
798,884	689,936	
3,091	33,874	
9,075	(100)	
12,166	33,774	

AELODAU CGGC WCYA MEMBERS

Aelodau Bywyd Mygedol Honorary Life Members

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

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Ms Rhian Davies
Mrs Majorie Dykins
Mr Hywel V. Evans
Mr Hywel Griffiths
Ms Jane Hutt
Cllr. W.P. Kitson
Ms Jane Lewes
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

Aelodau Cysylltiol Affiliate Members

Action Research
Age Concern Wales
Alcohol Concern Wales
Alzheimers Disease Society
Assoc. 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 Enterprise Wales
Community Service Volunteers (Wales)
Cymdeithas Epilepsi Cymru
Cymdeithas Tai Hafan
Cyngor Gwlad Gwynedd
Cynon Valley Community Projects Assoc.
Dyfed Assoc. of Voluntary Services
Equal Opportunities Commission
Gwent Assoc. of Voluntary Organisations
Gwent Racial Equality Council
Gwerin Y Coed
Huntington's Disease Assoc.
Keep Wales Tidy Campaign
Kidney Research Unit for Wales
Manic Depression Fellowship Wales
Mencap yng Nghymru
Merched Y Wawr
Mid Glam Assoc. of Voluntary Organisations
Mudiad Ysgolion Meithrin
National Assoc. of Care and
Resettlement of Offenders
National Assoc. of Citizens Advice Bureaux
National Assoc. of Young People in Care
National Childminding Assoc.
National Children's Home in Wales
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
Save the Children Fund
Schizophrenia Assoc. of Great Britain
Shelter Cymru
South Glam 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 Assoc. 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 Assoc.
Wales Young Farmers Clubs
Welsh Assoc. 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 Scout Council
Welsh Voluntary AIDS Forum
Welsh Women's Aid
West Glam Council for Voluntary Services
West Glam Racial Equality Council
Women's Royal Voluntary Service
Welsh Head Quarters
The Workers' Educational Assoc.

Cynrychioli Llywodraeth Leol Representing Local Government

Clwyd County Council
Gwynedd County Council
Mid Glam County Council
Powys County Council
South Glam County Council

Aelodau Cysylltiol Associate Membership

Abbey Road Centre - Bangor
Aberaeron Social Services Department
Aberconwy Community Mental Handicap Team
Aberconwy Homestart
Aberconwy MIND
Action Aid - Go Ten for Africa - Milford Haven
Action Aid for Disabled - Newport
Action on Smoking and Health
Adamsdown Housing Assoc.
Age Concern, Gwent
Age Concern, Mid Glam
Age Concern, South Glam
Age Concern, West Glam
Agoriad Cyf.
Albert Road Methodist Church - Penarth
Alyn & Deeside Community Agency
Anheddu Gwynedd Cyf.
Antur Dwyrdd
Assoc. of Welsh Wildlife Trusts
Bangor Community Action



BBC Children in Need
BBC Wales – Educational Broadcasting Services
Boys' Brigade in Wales
Brecon & District Disabled Club
Brecon Volunteer Bureau
Bridgend College Library
Bridges Community Centre – Monmouth
British Agencies for Adoption & Fostering
British Diabetic Assoc. – Ebbw Vale
British & Foreign Bible Society
British Red Cross Society – Cardiff
British Red Cross Society – Crickhowell
British Red Cross Society – Pontypridd
British Trust for Conservation Volunteers
Broadcasting Support Services – BBC Wales
Brynmawr & District Mencap Society
Caldicot Resource Centre
Canolfan Felin-Fach Centre
Canton & Riverside Community Education
Cardiff AIDS Helpline
Cardiff Bond Bank
Cardiff City Farm Trust
Cardiff Gypsy Sites Group
Cardiff MIND Rehabilitation Project.
Cardiff Move-on Ltd
Cardiff Rape & Sexual Abuse Line
Cardiff Single Women's Housing Group
Cardiff Student Community Action
Cardiff University Social Services
Cardiff & Vale Enterprise Centre
Cardiff Women's Aid
Care & Repair (Cymru)
Carmarthen Women's Aid
Carnlingi Trust
Cartrefi Cymru – Cwmbran
Cartrefi Cymru – Pontyclun
Cathays Youth & Community Project
Catholic Children & Family Care Society (Wales)
Cefn Community Centre – Merthyr Tydfil
Central Cardiff Citizens Advice Bureau
Central Council for Education & Training
in Social Work
Ceredigion Crossroads Care Attendant Scheme
Chalkie White Youth Club
Charities Aid Foundation
Charity Projects
Charter Housing
Chepstow & Caldicot Crossroads
Care Attendant Scheme
Chepstow & District Mencap Society
The Children's Society, Canolfan Yr Esgobaeth – Bangor
The Children's Society, Diocesan Resource

Centre – Wrexham
The Children's Society, Family Centre – Swansea
Christian Aid – Cardiff
Church of Wales – Board of Mission
Citizen Advocacy in South Glam
City Centre Youth Project – Cardiff
Clwyd Social Services Department – Mold
Clwyd Social Services Department – Wrexham
Coleg Eilryd
Colwyn Citizen Advocacy
Community Council of Hereford & Worcester
Community Design for Gwent
Community Development Foundation (UK)
Community Development Foundation –
Ogwr Valley Project
Community Music Wales
Community Radio Assoc.
Community Support Services for Mental Handicap –
Caernarfon
Community Support Team – Cardiff
The Compassionate Friends
Corwen & Edeyrnion Development Assoc.
Cruse Bereavement Care – Bulth Wells
Creu Cof – Ceredigion
Cyd-Ddeall Cymru
Cymdeithas Caer Las – Swansea
Cymdeithas Cyngorau Bro a Thref Cymru
Cynog Cymru Ar Alcohol A Chyffuriau Eraill
Cynon Action for the Single Homeless
Cynon Valley Crime Prevention Bureau
Cynon Valley Employee Volunteering Initiative
Daybreak Trust
Deeside Community Centre
Delyn Borough Council
DIAL Llantrisant & District
DIAL UK
Dinas Powys Community Resource Centre
Diocese of Llandaff Council for Social Responsibility
Disabled Drivers Assoc.
Disablement Welfare Rights – Bangor
Drama Assoc. of Wales
DRIVE – Mid Glam
Drug Aid
Dyfed Alcohol Advisory Service
Dyfed Wildlife Trust
Ely Hospital – Voluntary Services Department
Emergency Intervention Service – Cardiff
European Strategy Unit, Royal Welsh Showground
Exploring Parenthood
Family Planning Assoc.
Flatshop – Cardiff
Foreign & Commonwealth Office

Forest of Cardiff
Fullemployment Wales
Gabalfa Community Workshop
Galon Uchaf Residents Board – Merthyr Tydfil
Gingerbread in Wales – Bangor
Gingerbread in Wales – Swansea
Glamorgan Federation of Women's Institutes
Glynstaff Tenants & Residents Assoc. – Pontypridd
G.R. Associates
Gwent College of Higher Education
Gwent Hospitals Contributory Fund
Gwynedd Hospice at Home
Gwynedd Library Services
Hay on Wye Community Support Bureau
Health Promotion Wales
Help the Aged Wales
Homesart Consultancy
Tai Cymru/Housing for Wales
HTV Cymru/Wales
Institute of Housing
Islamic Society for Gwent
Islwyn Council for the Disabled
Kids Clubs Network
Kirkham & Elphick, Consultants
L'Arche
Leonard Cheshire Foundation – Hope, Clwyd
Leonard Cheshire Foundation – Llangollen
Llamau Housing Society
Llandrindod Wells SPA Foundation
Llanelli Centre Project
Llanelli & Dinefwr Community Health Council
Llanelli Youth & Children's Assoc.
Llanfyllin Playscheme
Llanrumney Community Project (NCH)
Lliw Valley Women's Aid
Lloyd-Davies Partners
Y Jigso Lleo/The Local Jigsaw
Mencap in Wales, Mid Glam
Community Resource Project
Mental Handicap in Wales – Applied Research Unit
Menter Hiraethog – Penrfoelias
Merthyr Care & Repair
Merthyr & Cynon Groundwork Trust
Mid Glam Health Authority
Mid Glam Social Services Department
Mid-Rhondda Tenants Assoc.
MIND in Gwynedd
Montgomeryshire Citizen Advocacy
Motor Neurone Disease Assoc.
NACRO Training Services
National Assoc. of Citizens Advice Bureaux –
North Wales

National Assoc. of Leagues of Hospital Friends
National Children's Bureau –
Early Childhood Unit (Wales)
National Children's Home – Brynithel Family Centre
National Childminding Assoc. – Bridgend
National Childminding Assoc. – Wrexham
National Institute of Adult Continuing Education Cymru
National Society for the Prevention of
Cruelty to Children
National Youth Agency – England
Neath MIND
Newport Action for the Single Homeless
Newport Borough Council – Department of Housing &
Architectural Services
Newport Borough Libraries
Newport MIND
North Ely Community Resource Centre
North Wales Assoc. for Spina Bifida & Hydrocephalus
North Wales Christian Family Project, Stepping Stones
North Wales Resource Centre for Disabled People
North Wales Victim Support Scheme
North & West Wales Practice Centre
Offa Community Council – Wrexham
Ogwr Care & Repair
Ogwr Community Health Council
Ogwr Groundwork Trust
Ogwr MIND
Ogwr Single Homeless Action Committee
Old Barn Family Centre – Abergavenny
Old Parish Enterprise – Maesteg
Open University in Wales
Opportunity Housing Trust
Palmerston Community Education Centre
Pembrokeshire MIND
Pengerdd Further Education College
Penygraig Community Project
Planning Aid Wales
Pontypool MIND
Pontypridd Citizens Advice Bureau
Pontypridd & District Housing Assoc.
Pontypridd Volunteer Bureau
Port Talbot & Afan Single Homeless Society
Powys AIDS Line
Powys Social Services Department
Powys Victim Support
Presbyterian Church of Wales Youth Service
PRESS – Planned Residential Support Services
Prince of Wales Committee – Mold
Prince of Wales Committee – Newtown
Princess Margaret School, Barnardos – Taunton
Racism Awareness Consultancy and Education

Radnor Care & Repair
Radnor Support Project
Ramblers' Assoc.
Relate – North Wales
Relate – South Wales
Rhayader & District Community Support
Rhondda Community Arts
Rhondda Cruse
Rhondda Mencap Society
Rhydymy Valley Community Health Council
Rhydymy Valley Home-Start
Rhydymy Valley Social Services
Rhydymy Valley Women's Aid
Riverside Architects Co-operative, Cardiff
Save the Children Fund – Cynon Valley Project
SENSE Cymru
SEQUAL
South Glam Alzheimer's Disease Society
South Glam Council on Alcohol
South Glam County Libraries
South Glam Crossroads Care Attendant Scheme
South Glam Play Services Assoc.
South Glam Playbus Assoc.
South Glam Probation Service
South Glam Race Equality Council
South Glam Social Services
South Pembrokeshire Partnership for Action
with Rural Communities
South Riverside Community Development Centre –
Cardiff
S Wales Assoc. for Spina Bifida & Hydrocephalus
South Wales Convalescent & Rest Home
South Wales Federated Housing Assoc. Ltd
South Wales Miners' Library
Spastics Society – Wales Regional Office
Special Needs Housing Advisory Service
St Briavels Centre for Child Development
St David's Foundation – Newport
Staying Put Agency – Newport
Staying Put Agency – Pembroke Dock
Swansea Citizens Advice Bureau
Swansea City Council – Environmental Health
Department
Swansea City Council – Housing Department
Swansea Drugs Project
Swansea & Lliw Valley Crime Prevention Panel
Swansea MIND
Swansea Student Community Action
Swansea Womens Resource & Training Centre
Swansea Young Single Homeless Project
Switch – Bridgend

Taff Ely Drug Support Group
Teen Challenge Centre, Llaneli
Telecottage Wales
Tenants Participation Advisory Service (Wales)
Tenovus
Tenovus Cancer Information Centre
Teulu'r Ynys Co. Ltd
Tirion Trust Ltd
Torfaen Citizen Advocacy
Torfaen Community Transport & Dial-A-Ride Scheme
Torfaen Women's Aid
Transport & General Workers Union Retired
Members Assoc.
The Trust for Sick Children in Wales
Ty Glyn Housing Society – Cardiff
United Nations Assoc. – International Youth
Service Wales
United Welsh Housing Assoc.
University of Wales, College of Cardiff Library
Yale of Clwyd MIND
Valley & Yale Community Arts
Voluntary Arts Network
Voluntary Community Service – Cardiff
Volunteer Centre UK
Wales & West Housing Assoc.
Wales Youth Agency
The Wallich-Clifford Community – Cardiff
WRAP Factor Recycling
Welsh Agricultural College, Joint Library
Welsh Development Agency
Welsh Office Library
Welsh Tenants Federation
Welsh Women's Aid – Aberystwyth
West Glam Forum
West Wales Arts
WRAP – Wrexham Advocacy Partnerships
Wrexham Maelor Community Agency
Wrexham Maelor Groundwork Trust
Wrexham Maelor Home-Start
Ynys Mon/Anglesye Community Health Council
Youthlink Wales
Ystradgynlais Citizens Advice Bureau
Julian Brinkworth
The Hon. I. Davies JP
Gerry Evans
John Lightfoot
Kay Quinn
Jill Taylor
Alain Thomas
Caryn Williams

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Ruth Marks
Swyddog Hyfforddiant a Chynradleddau
Training & Conference Officer



Helen McLaughlin
Swyddog y Gronfa Gymerthasol
Ewropeaidd/European Social
Fund Officer

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Mr. David Evans, Welsh Office

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Messrs. Zeidman & Davis

BANKERS

National Westminster Bank Plc

THE COUNCIL'S STAFF • MARCH 1992/93

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Director's Personal Assistant: Jan Bish
Company Secretary/Finance Officer: Douglas Morris
Finance Assistant: Vida Davies
Information & Research Manager: Lynda Garfield
Information Assistant: Aled Llwyd Evans
Press & Publications Officer: Gillian Beckwith & Penny Taylor
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Training Officer: Carryn Williams
Training Officer (Community Care): Andrea Nicholas Jones
Training & Conference Officer: Ruth Marks
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National Development Officer: Peter Bryant
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Office Junior: Kathryn Thomas
Janitor: Ron Pask
Office Cleaner: Ann Greenway



Lynda Garfield
Swyddog Gwybodaeth a Ymchwil
Information & Research Manager



Margaret Bond
Swyddog Cynwng Cyllido
Funding Advice Officer



Cych Chwarae yn y Tylloed, Caerdydd. Cynllun dan 5 De Morgannwg, Tachwedd '92
Playgroup in Fairwater, Cardiff. South Glamorgan Under 5's Scheme, November '92

**BETH AM YMUNO?
JOIN THE ACTION!**

Cyngor Gweithredu Gwirfoddol Cymru • Wales Council for Voluntary Action
Llys Ifor, Caerffili/Caerphilly, Morgannwg Ganol/Mid Glamorgan CF8 1XL Ffôn/telephone: 0222 869224 • Ffacs/fax: 0222 860627

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