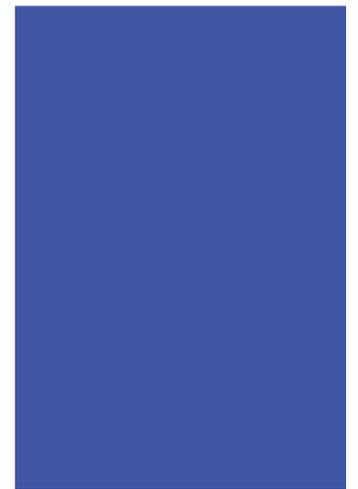


Manifesto

SUPPORTING CARDIFF'S THIRD SECTOR



In this issue:

- Tackling poverty – the big challenge for Cardiff
- Meet the team
- Choosing the right legal structure
- Annual Review
- ...and more



ANNUAL REVIEW INSIDE

Choosing the right legal structure

Cardiff Third Sector Council (C3SC) offers member organisations support in several areas of work – from the initial development of ideas, to setting up groups, through to voice and influence. One area where C3SC can give assistance is in adopting the right legal structure.

C3SC's membership, and the third sector generally, has always incorporated not-for-profit or social-purpose businesses alongside community groups, voluntary associations and charities. The term 'social enterprise' is becoming more and more familiar, though it is interesting that this is a general description of a project or programme that makes at least 50% of its income from trade, as opposed to grants, and is not a distinct legal structure. Older social enterprises were companies limited by guarantee; newer social enterprises have a host of options to choose from, including Community Interest Companies limited by guarantee or shares, Charitable Incorporated Organisations, and the old Industrial and Provident Society – now more commonly known as a Co-operative.

Read an article on Charitable Incorporated Organisations at <http://goo.gl/AmJouF>

Asset lock

The right legal structure for an organisation depends on multiple factors. At C3SC we encourage groups to think about their start-up funding, beneficiaries and the type of service they deliver. And quite apart from the employee and service contracts incorporation allows an organisation to enter, the right legal structure will (counter-intuitively) be useful because of what it limits or restricts.

Community Interest Companies, charitable companies, Charitable Incorporated Organisations, unincorporated associations and community groups restrict directors' decisions with an 'asset lock', which by law must be written into the governing documents – preventing company assets being used for personal benefit. Even if the organisation is dissolved, all assets must be donated to another asset locked company or charity. Asset locks are a key feature of our sector and, as such, funders find them hugely reassuring.

Choosing a legal structure for your organisation is an important but sometimes complicated decision. C3SC provides information and support to organisations seeking to incorporate. However, we would always recommend you research the options and various governing documents thoroughly and, if necessary, obtain professional advice from a charity law solicitor.

For support in choosing the right legal structure, call our Third Sector Officer team on (029) 2048 5722.

Indycube CIC



Mark Hooper at Indycube's co-working space in Cardiff Bay

Indycube CIC looks at Community Interest Companies (CICs) and explains why they chose this legal structure.

Set up by the UK Government in 2005 and designed for social enterprises, a Community Interest Company profits the community in which it operates. As the CIC Regulator website states: "Community Interest Companies (CICs) are limited companies, with special additional features, created for the use of people who want to conduct a business or other activity for community benefit, and not purely for private advantage. Registration of a company as a CIC has to be approved by the Regulator who also has a continuing monitoring and enforcement role".

To be registered as a CIC, you are required to be a limited company of one form or another. A CIC cannot be a charity, an IPS (Industrial Provident Society) or an unincorporated organisation. It cannot be politically motivated, set up to serve an unduly restrictive group or carry out unlawful activities.

To be accepted as a Community Interest Company, the CIC Regulator considers whether your application meets the criteria. If all the criteria are satisfied, the Regulator advises the registrar in Companies House who, providing all the documents are in order, will issue a Certificate of Incorporation as a Community Interest Company.

Limited companies that do not have charitable status find it difficult to prove their assets are to the community or even public benefit. There is no simple, clear way of locking the assets of such a company to a public benefit purpose other than applying for charitable status. The Community Interest Company is intended to meet this need.

A charity can convert to a CIC with the approval of the Charity Commission. In so doing it will lose its charitable status, including tax advantages. A charity may own a CIC, for example, as a trading subsidiary. The CIC would be permitted to pass assets to the charity. CICs are more lightly regulated but do not have the benefit of having charitable status, even if their objects are entirely charitable in nature.

Why Indycube became a CIC

When starting the company, the founders and directors of Indycube felt there was a large pool of creative professionals in Wales in need of an affordable workspace in a professional environment. They also wanted to build something that would benefit the community. Gary Walpole, Indycube Director, explained: "We wanted to set something up that enabled us to give something back to society – the CIC model seemed the best for us."

The directors plan to make Indycube a profitable business. Mark Hooper, Founder and Director of Indycube, said: "This is the third CIC I've set up, and I have seen how they can make a real and lasting difference to the communities they are established to serve." The profits can only be used by the community it is established to serve. With the profits, the founders have sought to develop and enhance each space, the community area it is located in, and expand the number of co-working spaces in Wales.

If you would like to get more of an idea about co-working or being a CIC, feel free to visit Indycube, or if you are considering setting up your own CIC business, Mark and Gary would be more than happy to share Indycube's experiences. Find out more about Indycube at www.indycube.com or call (029) 2059 0622.

C3SC awarded Equality and Diversity accreditation

Cardiff Third Sector Council (C3SC) has received formal recognition for its commitment to equality and diversity from United Kingdom Investors in Equality and Diversity (UKIED).



C3SC's Phil Stevens accepts the award

C3SC's work in championing equality and diversity was recognised in an independent audit by external assessors. The Board of trustees and staff have worked to ensure its policies and practices reflect the diverse communities it relates to throughout Cardiff. C3SC is glad to receive recognition of its intent to provide inclusive, high quality services. The award was presented at an event held in London.

Richard Edwards, Chair of C3SC's Board of trustees, said: "We're delighted to have gained this accreditation. As the third sector infrastructure organisation for Cardiff, C3SC has to embody best practice so it can represent and develop the full diversity of the third sector here in the capital."

Chief Officer Sheila Hendrickson-Brown said: "Being awarded this accreditation conveys C3SC's commitment to equality. Having this external recognition that our policies and procedures represent good practice means C3SC can speak authoritatively on issues around equality. We look forward to working with our members to extend our learning and to support them in a vibrant and diverse third sector."

"C3SC is always responsive and with good and experienced officers..."

C3SC and the role of third sector representatives

Cardiff Third Sector Council (C3SC) is the infrastructure body representing Cardiff's third sector. To ensure representation is at the heart of what it does, C3SC operates a 'third sector representative model'.

Phil Stevens, C3SC's Policy and Service Manager, gives an overview of the model: "C3SC recruits and supports a pool of third sector representatives who participate in a host of meetings and task groups that deal with city wide and statutory issues." Managed through the Programme Boards, these Workstreams offer a platform for the C3SC representatives to articulate the views of the third sector.

Phil explains the drivers behind the scheme: "C3SC's model has two main benefits. Firstly, it offers our statutory partners access to the views and experiences of the third sector to help create effective policies, and secondly, it provides a great route by which the third sector can hear of, and influence, the drivers and intentions of the statutory sector."

C3SC structures its representation model in parallel to Cardiff's Strategic Partnership Model.

We are always looking for new representatives to provide a voice for the third sector; current vacancies exist in the area of children, families and young people, and for our Expert Reference Groups. Being a representative is a rewarding opportunity to represent the interests of the third sector.

If you are interested in becoming a third sector representative, please visit www.c3sc.org.uk/vacancies to find out more about the opportunities, or email Phil Stevens at phil.s@c3sc.org.uk

Looking for funding?

Successfully finding funding for your organisation is even more crucial at this time. If you are looking for more sources of funding, take a look at the Current Funding Opportunities page on our website. In addition to a list of opportunities, you will also find links to other useful resources.

Visit www.c3sc.org.uk/support/funding/current-funding

For more in-depth funding advice, tailored to your organisation, C3SC members can contact our Third Sector Officer team by phoning (029) 2048 5722.

What you are saying about C3SC training

With more pressure on organisations to deliver services within restricted resources, it is crucial that staff are trained and equipped to perform effectively.

Here is some of the feedback we have received about C3SC training:

- "training is invaluable"
- "We have had the benefit in the past of good training which we have always applauded and been grateful for."
- "Very useful and practical" (Handling Conflicts course)
- "Made a hard course enjoyable and easy to understand." (Results Based Accountability course)

C3SC offers its members a broad range of relevant, practical training courses – including 'Preparing for Volunteers', 'Internet Fundraising', 'Supervision and Appraisal – Planning Staff Development', 'Handling Conflict', and many more.

"We have had the benefit in the past of good training which we have always applauded and been grateful for."

For a list of forthcoming C3SC courses, visit www.c3sc.org.uk/training-events/c3sc-training

C3SC on LinkedIn



Did you know that C3SC is on LinkedIn, the professional social media site? Follow us for updates and details of our services.

Go to www.linkedin.com/company/cardiff-third-sector-council

Follow us on Twitter



Keep in touch @C3SC – and discover what is happening in the third sector in Cardiff. Plus details of C3SC news, training and events.

Follow us @C3SC

Our vision is a strong, diverse and vibrant third sector in Cardiff.

Cardiff Third Sector Council
Ground Floor, Brunel House
2 Fitzalan Road
Cardiff CF24 0EB

Tel: (029) 2048 5722
Email: enquiries@c3sc.org.uk
Web: www.c3sc.org.uk
Twitter: @C3SC
LinkedIn: www.linkedin.com/company/cardiff-third-sector-council

Registered Charity 1068623.
Company Limited by
Guarantee in Wales 3336421.
This publication has been
printed on sustainable paper.



(029) 2048 5722

Tackling poverty: the big challenge for Cardiff

It is hard to avoid the news about the growing evidence of poverty within Wales. Recent information from the Trussel Trust indicated that over 350,000 people were dependent on the provision of food hand-outs during 2012-13 – over 100,000 more than the Trust had expected.

According to the Trussel Trust, the top 10% of Britain's richest now own over 31% of all wealth, whilst the bottom 10% have just 1%.

Against this growing gap in equality, the Welsh Government has stated that tackling poverty is now one of the most important priorities of their work. Their recent Tackling Poverty Strategy sets out a plan to reduce poverty, especially persistent poverty amongst some of our poorest people and communities, and reduce the likelihood that people will become poor.

So, how does this affect the third sector here in Cardiff?

Many C3SC members are already reporting a huge increase in demand on their services. Welfare

reforms have had a big impact on families and individuals, with recent changes such as the 'Bedroom Tax' and the drop in benefit values driving many families below the poverty line.

The effect of less public money, higher unemployment, lower wages and welfare reforms is that the third sector is under more pressure to meet the increasing demand for services against a backdrop of static and reducing resources.

However, our sector is unique in its ability to provide solutions. The sector offers an unparalleled and invaluable service in times of austerity, often providing opportunities and experience for volunteers, and levering in extra resources through additional funding sources, for example, grant making trusts, lottery funding, public fundraising and private sector support.

Responding to poverty – things to consider

Record the need. Phil Stevens, Policy and Services Manager at C3SC, said: "If you are seeing a change in people using your services, or the types of people using your services, it's vital that charities evidence this effectively. You will want to be able to put across to funders evidence that demonstrates the change in service provision." Think about creating a report to tell the 'story' of the impact of poverty, which can be presented to funders.

Be sensitive. Many people may feel reluctant to discuss their situation as there is sadly still stigma attached to poverty. Ensure your staff and volunteers are appropriately trained and supported to be able to discuss issues comfortably and sensitively.

Have a broader view of poverty. "We can often have a narrow view of what poverty is, considering poverty to be just about money," said Third Sector Officer Katie Mallam. "We need to be prepared to expand our definition of poverty to include access to information, suitable housing, and culturally specific issues." Consider 'hidden' poverty, such as middle class families who may initially present as comfortable, but whose commitment to mortgages may have slashed their income available to purchase food and essentials.

Speak the language of funders. The new drive to tackle poverty brings with it new opportunities for innovative organisations to bid for funding. Make sure you are best placed to be successful by knowing what outcomes will be expected. And be prepared to articulate exactly how your work fits in with what funders are looking for. C3SC's training courses can help.

Signpost your service users. There are many services in Cardiff that deliver support to those in poverty, including food banks, finance advice providers, organisations that give debt assistance, and services that increase people's educational and employment opportunities. C3SC's online membership directory may help you to find support for your service users.



More and more people are
depending on food banks

Third sector response

C3SC is leading the work of the sector in addressing poverty. It has committed to support its members through the C3SC Networks and will also be holding events to explore the third sector's response to this critical issue.

C3SC's approach will be threefold:

1. To share information regarding the effects of the recession and welfare reform, feeding intelligence through to statutory and other relevant services.
2. To map, co-ordinate and promote third sector provision, maximising the use of existing resources.
3. To identify gaps in provision and look for innovative ways to meet identified needs, including seeking additional resources within the context of a strategic overview of co-ordinated services.

C3SC responds to South Wales Programme consultation

Cardiff Third Sector Council (C3SC) has been leading the way in representing the third sector in Cardiff on the South Wales Programme, the proposed changes to consultant-led maternity and

neonatal care, inpatient children's services and emergency medicine (A&E) for people living in South Wales.

C3SC has worked with its partners to ensure third sector views have been captured and fed into each stage. This has included compiling a third sector response to the public consultation.

Overall, there were over 50,000 responses to the consultation, which will inform the final decisions

on how the services will be delivered. These decisions will be taken in the coming months and C3SC will again be ensuring the third sector's voice is at the heart of the process.

For more information about the South Wales Programme, visit <http://goo.gl/hHlqf> or email Kevin Rahman-Daultrey at kevin.r@c3sc.org.uk

Follow us on Twitter @C3SC

Annual Review: April 2012 to March 2013



The past year or so has featured some key challenges: the announcement of welfare reforms, which have now started to take effect, as well as public sector funding cuts. At the same time, tackling poverty and re-shaping relationships between the third and statutory sectors have been high on the agenda.

Despite the challenges these issues present, the third sector continues to play a crucial role in, and shows a huge commitment to, supporting those experiencing poverty, those impacted by welfare cuts and those facing unequal access to services.

Cardiff Third Sector Council (C3SC) is committed to leading the way in responding to these critical issues, and this edition of Manifesto highlights some of this work as well as showcasing our Annual Review.

As you continue to do all you can for the community members you support, remember that C3SC is here for you.

We invite you to get in touch to help us shape our work and priorities, and to let us know how we can support you best.

Enjoy this edition of Manifesto!

Kind regards



Richard Edwards
Chair, Cardiff Third Sector Council

PS Call (029) 2048 5722 or email enquiries@c3sc.org.uk to find out more about C3SC and the support we can offer your organisation.

C3SC's activities and achievements

- We welcomed Sheila Hendrickson-Brown as Chief Officer and also three new trustees.
- In response to Cardiff Council's programme of third sector cuts, C3SC launched the 'Cardiff Standing Together' campaign, succeeding in defining a new agreement with Cardiff Council on third sector funding.
- C3SC was awarded £1.47 million to deliver the Co-Creating Healthy Change project with 10 partners from the third sector.
- There were over 52,000 visits to the C3SC website, with the 'C3SC Training' and 'Current Funding Opportunities' pages being very popular.
- C3SC extended its regional working with the innovative Friendly AdvantAGE project with our Vale colleagues at VCVS.
- C3SC contributed to a record number of consultations, putting the voice of the third sector into the heart of policy and strategy here in Cardiff.
- C3SC remodelled its Third Sector Forum to extend its ability to influence policy and strategy. We now have more third sector representatives sitting on more strategic groups than ever before.
- C3SC was successful in its application to host East Cardiff, Llanedeyrn and Pentwyn (ECLP) Communities First.
- We participated in various events and meetings, including the Ethnic Minority Health Fair, The Armed Forces Covenant, Black History Month and Cardiff's Neighbourhood Management Team meetings.
- Over 150 third sector members undertook C3SC training, with over 99% recording their experience as excellent or very good.

Networking opportunities for you

C3SC networks provide third sector organisations with the opportunity to meet with people who have similar goals, aspirations and concerns. Networking with others could also lead to developing partnerships, working with other organisations and potentially saving resources.

"The networking events are very helpful and have helped forge working relationships as well as friendships"

Here is a list of the networks, which are free to join, along with details of how to find out more:

- Cardiff Children, Young People and Families Network – email Phil Stevens at phil.s@c3sc.org.uk
- Cardiff Health and Social Care Network – email Kevin Rahman-Daultrey at kevin.r@c3sc.org.uk
- Cardiff Volunteer Co-ordinators' Network: joint network with Voluntary Community Service (VCS) – email nathan.w@vcscardiff.org.uk
- Cardiff Third Sector Learning and Enterprise Network – email Thoria Mohamed at thoria.m@c3sc.org.uk
- Cardiff Safer Communities Network – email Katie Mallam at katie.m@c3sc.org.uk
- South Cardiff Interfaith Network – email Katie Mallam at katie.m@c3sc.org.uk
- Cardiff Environment Network – email Kevin Rahman-Daultrey at kevin.r@c3sc.org.uk
- Cardiff Advice Providers' Network – email Kevin Rahman-Daultrey at kevin.r@c3sc.org.uk



C3SC's Senior Management Team

Sheila Hendrickson-Brown – Chief Officer

Mair Henry – Finance and Office Manager

Adam Rees – Communities First ECLP Cluster Manager

Phil Stevens – Policy and Service Manager

Financial Review: April 2012 to March 2013

“Thank you”

Many thanks to our funders, without whom our work would not be possible.



Llywodraeth Cymru
Welsh Government



ARIENNIR GAN Y LOTERI
LOTTERY FUNDED

The following figures have been taken from the operational statements of Financial Activities of Cardiff Third Sector Council (Limited by Guarantee) for the Year Ended 31st March 2013.

The full accounts, auditors' report on these accounts and the trustees' annual report will be available following completion prior to the AGM in January 2014. Copies will be available from January 2014 from Cardiff Third Sector Council, Ground Floor, Brunel House, 2 Fitzalan Road, Cardiff CF24 0EB.

	2013	2012	2011
INCOMING RESOURCES			
Income	825,339	773,863	796,618
TOTAL INCOMING RESOURCES	825,339	773,863	796,618
RESOURCES EXPENDED			
Direct Expenditure	157,661	741,020	854,846
Overheads	540,970		
TOTAL RESOURCES EXPENDED	698,631	741,020	854,846
NET INCOMING / OUTGOING RESOURCES	126,708	32,843	-58,228

Cardiff Third Sector Council (Limited by Guarantee) Balance Sheet 31st March 2013 – Charity Number: 1068623 Company Number: 3336421

	2013	2012	2011
FIXED ASSETS:			
Tangible assets	51,542	12,072	14,375
CURRENT ASSETS:			
Debtors	39,549	33,357	22,552
Cash at bank	549,156	236,784	245,111
	588,705	270,141	267,663
CREDITORS:			
Amounts falling due within one year	299,855	65,222	97,890
TOTAL ASSETS LESS CURRENT LIABILITIES	340,392	216,991	184,148
FUNDS	340,392	216,991	184,148
NET ASSETS	340,392	216,991	184,148

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Appreciation

Thank you to our trustees who served us so faithfully in 2012/13...

Roger Bone, Ed Cole, Nick Corrigan, James Davies, Richard Edwards, Michael Flynn, Judith John, Karen Jones, Terry Price, Gerald Puttock, Reynette Roberts and Sujatha Thaladi

...and to

Peter Davies, Morgan Fracknell and Peter Trevett who have now left us.

Thank you, too, to the staff and volunteers who have left us in the last year.

(029) 2048 5722

Annual Review: April 2012 to March 2013

Communities First – but not as you know it!

Communities First has changed over the last year and communities throughout Wales are starting to feel the effect.

Following a national consultation in 2012, Communities First projects across Wales were brought together as Clusters, with a larger geographical area and a bigger team to deliver the three outcomes of 'Healthier Communities', 'Learning Communities' and 'Prosperous Communities'.

Last year, Cardiff Third Sector Council (C3SC) was successful in bidding to run the East Cardiff, Llanedeyrn and Pentwyn (ECLP) Communities First Cluster, which covers 5.5 square miles of land and over 30,000 people, making it one of the largest Communities First Clusters in Wales.

We are committed to encouraging debate and discussion on community issues and using community input at the core of everything we do, because the community knows what it needs. We therefore initially focussed on meeting community members and partners, and raising awareness of what Communities First can offer.

Healthier Communities



Llanedeyrn Over 50s Lunch Club brings older people together

Working with local residents, the health team has supported the creation of the Llanedeyrn Over 50s Lunch Club, bringing older people together each Friday for a meal and opportunity to socialise and find out more about local services.

The team is also developing the Health Advocate Scheme, training community members to positively affect local services, such as surgery appointment times and access to dentists.

Prosperous Communities

The prosperity team is developing work clubs to help people who are looking for work through advice and training in general skills, as well as special sessions for those interested in retail or social care. And in order to support community members to address some of the difficulties caused by the changes to welfare benefits, the prosperity team is providing financial inclusion workshops and sessions to get people online and confident in accessing their benefits on the internet.

Learning Communities

There has been a lot of change within the schools in the area, with the opening of Eastern High School and the new St Teilo's. Our team has been helping parents get involved in the new schools and has also been developing opportunities to support students through the transition into the new school arrangements. And recognising that learning is for all ages, we are developing taster sessions and introductions to courses, as well as informal learning opportunities such as bat walks in Cath Cobb Woods and cake-making workshops. There are several opportunities for people to get involved in learning.

Keep up to date with ECLP's projects at www.eclp.org.uk or follow us on Twitter and Facebook by searching for ECLPCF.

Cymunedau yn gyntaf ddwyrain
Caerdydd, Llanedeyrn a Pentwyn
East Cardiff, Llanedeyrn and
Pentwyn Communities First



Successful year for befriending project

It has been another successful year for the Friendly AdvantAGE project, the Big Lottery funded scheme, of which C3SC is a managing partner.

The project offers a range of befriending services to reduce loneliness and isolation, and to improve the well-being of older people in Cardiff and the Vale of Glamorgan.

This year marked the second year of the project's delivery, and once again it is clear that the service is very important to older people.

Cardiff Third Sector Council supports Friendly AdvantAGE in Cardiff, helping to ensure links are made between the project and services across the statutory and third sectors.

If you would like to get involved with the project or want to know more, please visit www.c3sc.org.uk/partnerships/friendly-advantage or email Kevin Rahman-Daultrey at kevin.r@c3sc.org.uk or Cath Haines at cath@valecvs.org.uk

Working in partnership on health and social care

Working as a close partner of Cardiff and Vale University Health Board and other key stakeholders, C3SC supported the review of the UHB's Strategic Framework for Working with the Third Sector and the UHB Service Level Agreement review of third sector funding.

C3SC has ensured the third sector is integral to the development of existing and new services alike. One example is third sector engagement throughout the development of the

new Substance Misuse Commissioning Framework for Cardiff and the Vale, as well as being a key partner with Public Health in developing the Making Every Contact Count training programme, which equips frontline staff to help people stay healthy.

C3SC plans to take this further still, with a huge amount of work taking place to ensure the voice of the third sector is heard on key consultations and policy developments, including the UHB's policy statement 'Optimising Outcomes' and the South Wales Programme consultation.

If you are interested in influencing health policy, join the Cardiff Health and Social Care Network by emailing Kevin Rahman-Daultrey, Cardiff Health and Social Care Facilitator, at kevin.r@c3sc.org.uk

LinkedIn at www.linkedin.com/company/cardiff-third-sector-council

Annual Review: April 2012 to March 2013

Co-Creating Healthy Change has begun



Working together at the Co-Creating Healthy Change induction

Cardiff Third Sector Council (C3SC) is delighted to announce that Co-Creating Healthy Change is now underway.

Co-Creating Healthy Change is an exciting collaboration of ten health and well-being projects bringing together diverse knowledge and expertise from across Cardiff and the Vale.

Following several years of development, in December 2012 it was confirmed that the Co-Creating Healthy Change portfolio had been successful in its bid to secure £1.47 million in funding from the Big Lottery Community Voice stream.

Led by C3SC, with support from Vale Centre for Voluntary Services, the portfolio will run from 2013 to 2017. It will enable people in Cardiff and the Vale to influence decisions about, and co-create change in, health and well-being service delivery.

Focussing on key groups within the community, the portfolio will work alongside other projects, agencies and statutory bodies to ensure maximum reach, influence and impact.

For further information and news updates, please visit <http://goo.gl/OCw3m9> and www.co-creatinghealthychange.tumblr.com/ or email Katie Cooke at katie.c@c3sc.org.uk



ARIENNIR GAN Y LOTERI
LOTTERY FUNDED



Co-Creating Healthy Change Partners

- Displaced People in Action – Refugee and Asylum Seekers
- Action in Caerau and Ely – Geographic Community of Ely and Caerau
- Cardiff and Vale Action for Mental Health – Mental Health Service Users
- Hafal – Mental Health Carers
- Alzheimer's Society – Dementia and Carers
- Gingerbread – Lone Parent Families
- Media Academy Cardiff – NEET Young People
- Cardiff Third Sector Council – Long Term Conditions
- Diverse Cymru – Seldom Heard Voices
- Cardiff People First and Vale People First – Learning Disabilities

Meet the rest of the team

Based in Brunel House,
2 Fitzalan Road

Peter Griffiths – Third Sector Officer
Katie Mallam – Third Sector Officer
Thoria Mohamed – Third Sector Officer
Kevin Rahman-Daultrey – Health and Social Care Facilitator / Third Sector Officer
Katie Cooke – Co-Creating Healthy Change Project Co-ordinator
Sian Johns – Co-Creating Healthy Change Project Administrator
Rowena Shaw – Information Officer
Anne McDonough – Administrator
Suzy Youngman – Administrator

East Cardiff, Llanedeyrn and Pentwyn (ECLP) Communities First Healthier Communities Team

Anna Ros-Woudstra – Senior Development Officer
David Poole – Senior Development Officer
Nia Fussell – Healthy Lifestyles Officer
Helen Green – Health Services Officer

Learning Communities Team

Steven Honeywill – Senior Development Officer
Caroline Hardy – Families and Schools Officer
Rachael Barry – Widening Access to Learning Officer
Joe Champion – Communication and Participation Officer
Elaine Joseph – Family Liaison Officer
Janet Marks – Family Liaison Officer
Peter Croall – Family Liaison Officer
Karen Smith – Family Liaison Officer

Prosperous Communities Team

Anthony Brito – Senior Development Officer
Gareth Hicks – Jobs Growth Wales Mentor
Rob Green – Economy Officer
Ginger Wiegand – Employment Officer

Administration and Finance Team

Toria Hookway – Senior Administrator
John Hodgson – Finance Officer
Kerrine Phillips – Monitoring Officer
Howard Dobson – Administrator
Max Bayntun – Administrator