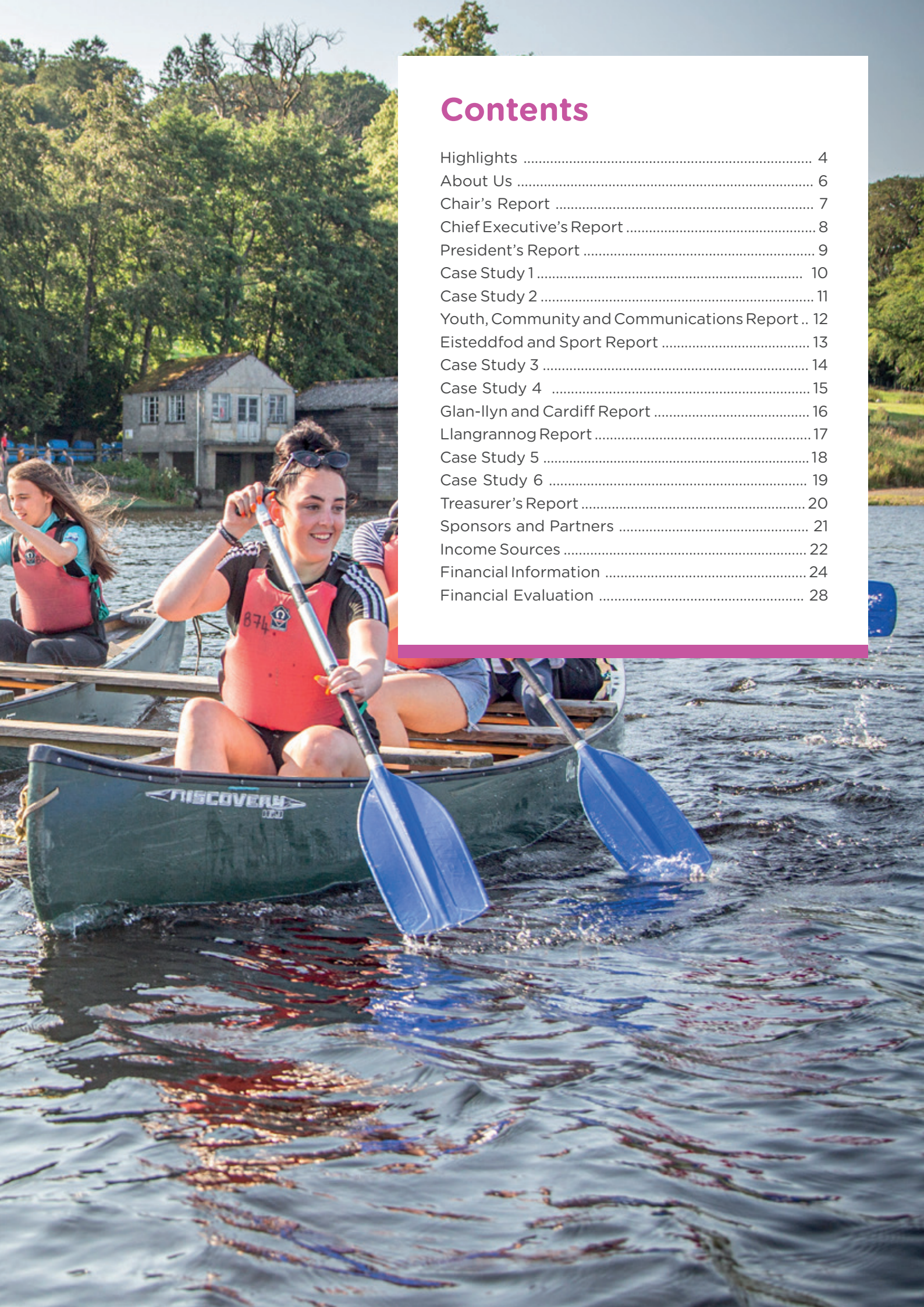


Annual Report 2018-19

Urdd Gobaith Cymru







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Turnover of £12.9 million

313 staff members

56,792 members

Report published stating that the Urdd was worth £25.5m to the Welsh economy in 2017-18

Over 65,000 names were registered to compete in the ADT and stage competitions at the Urdd Eisteddfod 2018

60% of those who take part in the Urdd's sports activities are girls

St David's Day is made an official holiday for Urdd staff

Over 49,000 people visited the Urdd Residential Centres

Tweets from the Urdd are seen 242,000 times a month





About Us

Urdd Gobaith Cymru is a National Voluntary Youth Organisation with more than 56,000 members between 8 and 25 years old. It provides opportunities for children and young people across Wales to enjoy sporting, cultural, community and residential experiences through the medium of Welsh, which enables them to make a positive contribution to their community. The Urdd has nurtured generations of young men and women to be proud of their country, open to the world and embodiments of our language and culture, as well as possessing the global values that are respected in Wales. More than 4 million children and young people have been members of the Urdd since it was established in 1922. It is not possible to overemphasise the importance of the organisation in Wales. Its contribution to generations in Wales, to the lives, confidence and mental health of our young people over the years, has been enormous.

Chair's Report Dyfrig Davies



As Chair of the Urdd, I once again had the privilege of being part of many of the organisation's various activities this year. The Urdd has the potential to influence the lives of all children in Wales - through culture, sport, humanitarian work, apprenticeships, experiences in our centres, travel opportunities and being part of various projects. Our duty as the organisation's supporters is to ensure that everyone has that opportunity, and that's why 'Fund for All' was established, to offer financial support to low income families, to pay for holidays at Urdd Centres over the summer. When we have plenty, it's important to give in order to help others. We will build on this next year and we are very thankful to our sponsors and supporters. Everyone's support, including that of those who bequeath donations, is very valuable. Thank you.

As we look back over the past

financial year, it's wonderful to be able to celebrate success in so many areas. But the Urdd doesn't rest on its laurels - it's an organisation where we constantly reflect on the extent of our success and consider how we can further improve. This is because of our desire to promote the language and culture of our country, offering our members more and more. Thanks to the strong leadership of our Chief Executive, Siân Lewis, and the staff's readiness to be part of this new dynamic that's driving us forward. We'd like to thank all the volunteers from the bottom of our hearts. Without them, it wouldn't be possible to offer our members so many great experiences.

It's been a year which has built on the desire to spread the Urdd's message internationally, especially in terms of our fellow people. Promoting Wales through the activities and efforts of our young people worldwide is extremely

important. The partnerships, contacts and experiences are greatly appreciated and we wish to add to them. It's exciting and apt in this period of political uncertainty, and it's important to consider the position of Wales and the Welsh language in the world.

Nia Hâf's term as President of the Urdd came to an end, and Ethan Williams was welcomed to the presidency. Thanks to Nia, Ethan and the hard-working team of Bwrdd Syr IfanC and the Youth Forums for their enthusiasm and their work, and for driving us older members forward. The 100 year anniversary in 2022 will be an opportunity to look back, but more importantly to look to the future. Preparations are underway and the young people will lead the way.

A big thank you to every single one of you for your support again this year.

Chief Executive's Report

Siân Lewis

I've come to the end of my first full year as Chief Executive – and what a year it's been! It's flown by and I've enjoyed every minute. I'd like to thank all of the tireless Urdd staff and volunteers for their hard work and efforts.

I'm confident of a successful future for the Urdd and as well as continuing to serve our core audience, there is the potential to create new and varied opportunities that will reach different audiences, in order to promote the Urdd brand more widely across Wales and beyond.

Looking back at the year, I'd like to note some of my personal highlights:

£6.5 million investment to develop Urdd residential centres

We are grateful to the Welsh Government for supporting our vision with a £2.75 million investment, with the Urdd providing match-funding, in order for Glan-Ilyn to develop a brand new Education Centre and upgrade the facilities in the Water Activities Training Centre; and the 'Heart of the Centre' scheme where Llangrannog Residential Centre will implement a scheme to transform its key infrastructure.

Urdd Gobaith Cymru worth £25.5 million to the Welsh economy in 2017-18

Following research by the research company Arad, it was confirmed that the economic impact of the Urdd in Wales in 2017-18 was £25.5 million. It is anticipated that the value of the Urdd to the Welsh economy will increase again in future – to £27.8 million in 2018-19 and an estimated £31 million in 2019-20.

Establishing the Urdd Apprenticeship Department

A goal was set to create 100 apprenticeships by 2022 meaning

that the Urdd will be the one of the 3rd sector employers offering the highest number of apprenticeships through the Welsh language in Wales.

The scheme will entail expanding into new areas such as marketing, events, design, and customer care.

Successful campaign to revitalise Urdd Summer Camps

In October, we set about promoting our new campaign to revitalise Urdd Summer Camps. My intention over the next three years is to ensure that Urdd Summer Camps are full to the brim of children and young people from Wales and beyond.

New fund for Urdd. Summer Camps - 'Fund for All' target successfully reached

At the National Eisteddfod in August, the Urdd launched a new campaign to ensure that some of the most disadvantaged children and young people in Wales could come to our Summer Camps in 2019 by establishing the 'Fund for All – Urdd Summer Camps Fund'. The target is for a hundred children and young people to benefit from this unique experience by attracting sponsorship from commercial companies, individuals and institutions.

Various awards

During the year the Urdd has received a multitude of awards, including some in the fields of Human Resources and Apprenticeships, and the 'Patagonia' project came out on top in the Promoting Heritage

& Cultures in Wales and Beyond category in the Youth Work Excellence Awards 2018.

Gender Pay Gap

I'm also delighted to note that the gender pay gap in the Urdd closed between 2017 and 2018. There is a good balance between gender pay in the medium and higher grades. I'm eager to ensure our work in developing our Human Resources department continues, ensuring that the Urdd is a fair and progressive employer for the future.

A different Eisteddfod in Llanellwedd

Visiting the showground in Llanellwedd this year was a wonderful experience, and I'm also delighted to say that Urdd membership in the Brecon and Radnorshire area has more than doubled during the year as a result of holding the Eisteddfod there.

Community Sport

12,000 children and young people were counted taking part in Urdd Community Sport Clubs every week; our highest ever number.

Only a few are identified above, but there are numerous exciting projects and schemes involving our young people consistently taking place throughout the Urdd, and over the next year I'm looking forward to developing our provision for the children of Wales.

Looking forward to the future,

Siân



President's Report Ethan Williams

Well, everyone said this year would fly by, and indeed it has. And what a year it has been! I have gained more in my year as President of the Urdd than in any other year of my life. It is a privilege to undertake this role, even though I have accepted this challenge in my first year at university, which takes me over Offa's Dyke! But between cooking my 'pot-noodles' and worrying whether the chicken is pink or not, I have enjoyed so much and feel very privileged to be able to continue in the role for another year.

When I became President, it became obvious that my catchphrase was "building

bridges". As I was trying to make new friends myself, I was eager for us as Bwrdd Syr IfanC and as an organisation to be more open and inclusive of people outside our little circle in Wales, and that's what has happened! Bwrdd Syr IfanC is responsible for composing the Urdd's Peace and Goodwill Message for 2019 and there are plans to launch the message alongside the Eastside Young Leaders Academy in London - this will be the first time for the message to be launched outside Wales.

As the end of the year approaches, there are loads of people I'd like to thank. To start, a massive thank you to Mared Edwards, vice-chair of the board and every member of Bwrdd Syr IfanC for putting their faith in me in the first place, but also for their hard work during the year, despite the pressures of exams and life in general! There's a lot more fun ahead! Eleri Mai Thomas was the first member of the Urdd's

staff that I ever came across, when I was a little 11-year-old boy in Ysgol Gyfun Garth Olwg. I'd like to thank her for being so supportive and wise in every way over the past year. Thanks to Freddie, Josh, Luke and Kayleigh for their unwavering support for my work and for proving that there's a place for the Urdd and its members outside Wales. The biggest thanks goes out to my whole family for opening their lives up to the Urdd even though they don't speak Welsh. Thanks as well to everyone who has supported the Urdd, Bwrdd Syr IfanC and myself over the past year.

Who knows what the next year will bring, but my simple message is... Start a conversation with someone new, someone you wouldn't usually speak to. I'm not a gambling man, but I bet you'll have more in common than you'd expect!

Go out and make some friends!



Case Study 1

Herbert Thompson

Herbert Thompson is a city school in the heart of Ely in Cardiff and every year they take groups of around 35 to 45 Year 6 pupils to the Urdd Centre in Llangrannog.

According to the Welsh Government (2018), 95% of pupils in the school are living in 20% of the most deprived areas of Wales and 56% of pupils are currently entitled to Free School Meals. However, many more families are living with the impact of poverty, including those from working households.

Anna Whitehead, who teaches at Herbert Thompson School, explains how their pupils gain from the school's annual visits to the Urdd Centre and how their experiences help them develop and grow.

"Our school vision is 'Find your talents and let them grow, be the kind of person that you want to know' and we choose to take the children to the Urdd Centre in Llangrannog so they can experience the world beyond Ely. Many have never travelled further than Barry Island and some have never stayed away from home.

"We believe in a world where all members of the Herbert Thompson community live with positive values and behaviours and have aspirations and skills to lead happy and successful futures. We aim to foster good members of society, who are respectful, resilient and able to face life's challenges while giving them a wide range of experiences so that they can discover their talents and

passions, helping them to realise self worth and enabling them to develop the highest level of skills. The Urdd Centre in Llangrannog provides the children with all these opportunities.

"They love to spend their free time in the natural environment, watching for dolphins or marvelling at how big a sheep actually is. The trip to the beach is always a highlight, the children thoroughly enjoy paddling in the sea, jumping the waves, digging holes in the sand. All things all children should have the chance to do but many of our children do not."

While at the centre they are also immersed in Welsh culture, singing Welsh songs or learning about Welsh legends. Many do not hear the Welsh language spoken outside of school and their time in Llangrannog gives them the opportunity to hear people speaking Welsh to each other thus bringing the language alive.

The various activities at Llangrannog also offer a combination of challenges, new opportunities and plenty of fun.

"Our children need the chance to challenge themselves, to demonstrate the school values of determination and achievement. Many face their fears and have a go, finding they love to problem solve and conquer activities that they never thought they would. With their peers showing support, the sense of achievement boosts their confidence and has a lasting impact as they transition to their chosen high school.

"Wonderful memories are created. Many children who return to school remember their trip to Llangrannog as one of their best primary school experiences while parents often comment about how grown up the children seem on their return. It marks a turning point."



Case Study 2 Martha Davies



As one who loves being on stage, Martha Davies from Llangwm, Conwy, had never considered a career behind the scenes. In her third year studying Theatre and Drama in the University of South Wales, she got an opportunity to apply to work on Aberhenfelen, a joint production between the Urdd Youth Theatre Company and Theatr Bara Caws.

The aim of the scheme is to offer valuable artistic experience to those taking part, including the cast on stage, but also nurturing future technicians, instrumentalists, designers, directors, musicians and authors – all under the guidance of an experienced production team.

Martha has always enjoyed performing and her initial intention was to apply to be part of the cast, when she saw there were opportunities to work backstage as well.

“Before this opportunity arose, I hadn’t really considered a career backstage but I saw this as an

opportunity to try something new so I decided to go for it and apply to be a stage manager.”

Since she was born, Martha has been living with a muscular dystrophy which impacts her feet especially. It’s a hidden disability which is often difficult to explain to others, and she was worried this could impact her chances of getting a part in the production.

“That may be why I enjoy performing – when I’m on the stage, no-one knows about my condition and I get to be someone else for a while. Applying for a place in the crew was a big step for me and I have to admit, I felt a bit nervous how other people would react to my condition. But I didn’t need to worry, the whole cast and crew of Aberhenfelen were so supportive, and it was so nice to be able to be open with everyone. I must give special thanks to the director, Meilyr Rhys Williams, for being so supportive and giving me every opportunity in my role as stage manager.

“I’m generally quite shy, but I feel that my experiences with the youth theatre have been a great help in terms of improving my confidence. The opportunity to work under the guidance of people like Caryl McQuilling and Theatr Bara Caws has been fantastic and I’ve certainly benefitted from it.

“If an opportunity arises to work on a similar production I would encourage anyone to go for it. Whatever your interests may be – art, music, backstage – there’s an opportunity for everyone; you don’t have to be an actor!

“I have genuinely made friends for life and, after all the rehearsals, I can’t wait to take the show on the road in July – to Galeri Caernarfon and the Atrium at the university in which I’ve been studying for three years. That will be quite an experience.”



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Youth and Community

- More than 150 young people were a part of Bwrdd Syr IfanC and the Urdd's youth forums across Wales this year, and they included young people who were learning Welsh for the first time.
- More than 56,000 members joined the Urdd, with many areas recording their highest membership ever.
- A young person from Patagonia volunteering in Wales through a Patagonia volunteering project. The scheme won a Wales Youth Work Award for the Best International Project.
- The Urdd was the first national volunteering body to receive a Silver Quality Award for Youth Work in Wales.
- 21,498 Urdd members are Welsh learners and 8,000 have connections with young people as part of the Cymraeg Bob Dydd (Welsh Every Day) scheme, which is a joint scheme between the Urdd and Welsh Government for young people learning the language.

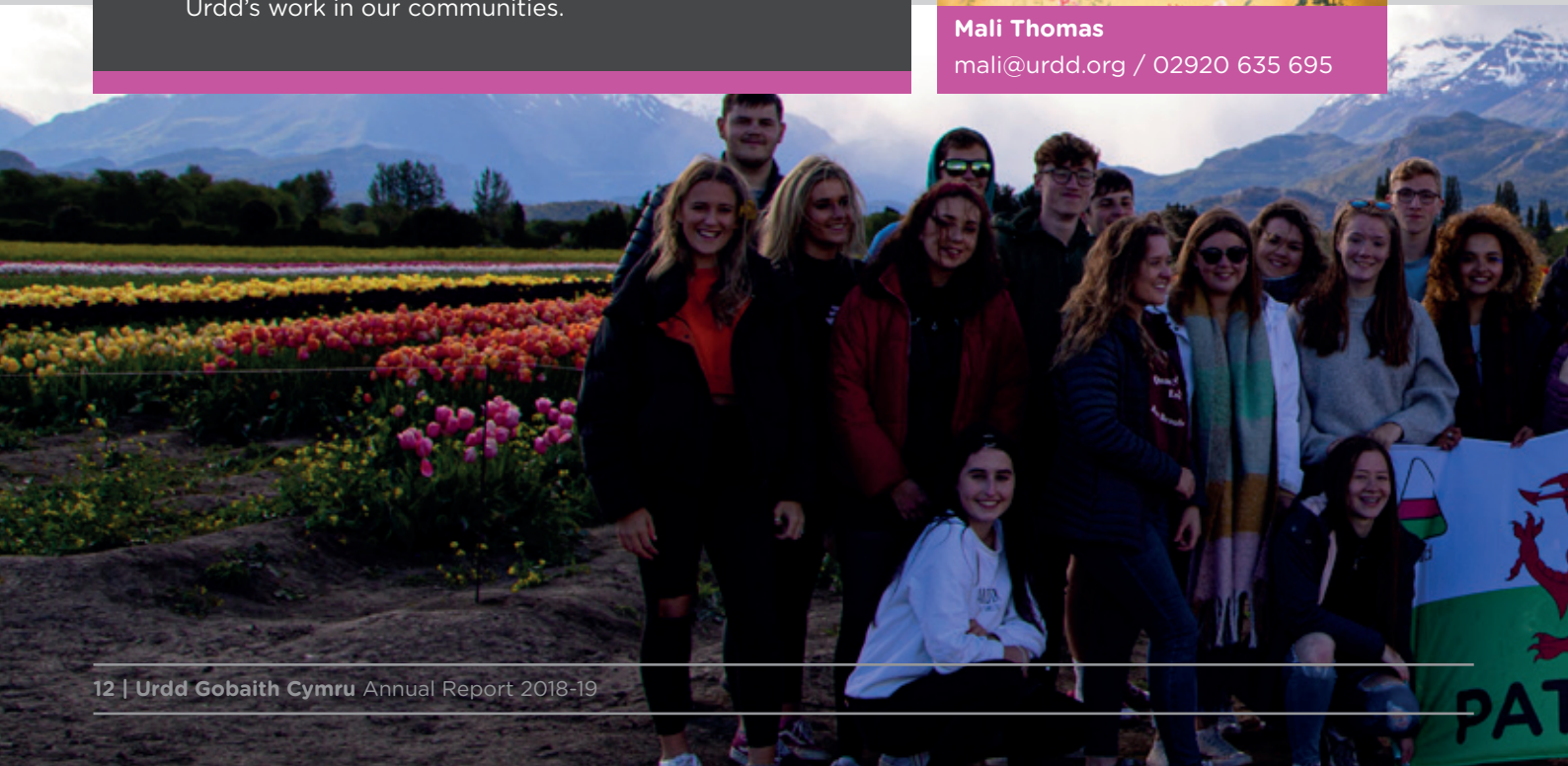
Communication

- 56,792 children and young people joined the Urdd.
- Our social media provision was developed by investing in a designated role and creating appealing digital content throughout the year. Our number of followers increased with the Instagram account increasing by 200%.
- A programme of special offers for members was launched by giving out a code on membership cards. By January 2019, over 2,000 people had scanned the QR code and we had a very positive reaction to the free entry offer to Folly Farm for Urdd members, with the message reaching over 58,000 people through our social accounts.
- The Welsh Books Council's grant agreement to produce Cip magazine was renewed. It is a challenging time for publishing and there are plans to combine print issues and digital content from September 2019.
- All the Urdd departments were supported by specific marketing plans to promote the Urdd's Summer Camps, Eisteddfod yr Urdd and to increase awareness of the Urdd's work in our communities.



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Eisteddfod

- In May 2018 the National Urdd Eisteddfod was held in Brecon and Radnorshire on the Royal Welsh Show site in Builth Wells, in collaboration with the Agricultural Society, where a range of resources and facilities were incorporated in our plans for the Maes.
- A large number of successful activities and events were held by Appeal Committees and Subject Committees in Brecon and Radnorshire as part of the efforts to raise money and awareness and strengthen the Welsh language in communities across the area.
- The rehearsals for Aberhenfelen began, a production by the Urdd National Youth Theatre in association with Theatr Bara Caws.
- An outstanding night of competition was held in the Pavilion in Llandrindod Wells in October, as six of the brightest talents from the Eisteddfod competed for Bryn Terfel's Urdd Scholarship. The winner was Epsie Thompson.
- In June, a public meeting agreed to invite the National Urdd Eisteddfod back to Carmarthenshire in 2021, and the arrangements for Cardiff & Vale 2019 and Denbighshire 2020 continued.

Sport

- We announced our aim to create 100 apprenticeships to celebrate the Urdd's 100 year anniversary in 2022.
- Over 48,000 have attended sports competitions held by the Urdd.
- Family activities: Following the success of the 'Plantos Heini' sessions in different areas across Wales, it was introduced in Carmarthenshire, with the aim of giving families opportunities to engage with physical activity and develop basic movement skills by promoting fun, creative and imaginative activities.
- Over 4,000 attended holiday schemes in the sports department which gives children and young people an opportunity to develop new skills, have a go at new sports and improve their Welsh language skills.
- In a launch at the Principality Stadium in March, it was announced that a rugby festival for disabled participants would be included as part of the Urdd and Welsh Rugby Union's Rugby 7s competition in 2019.



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Case Study 3

Greta Evans

Urdd Representative in the Wales Youth Parliament

As a 15-year-old pupil in Ysgol Plasmawr, Cardiff, Greta Evans was eager to encourage the use of the Welsh language at the school.

“The fact that more non-Welsh speaking families are choosing to send their children to Welsh schools is great and certainly something to celebrate, but naturally this means that some feel more comfortable socialising with their friends in English. The Welsh language is very important to me and I was keen to do something to encourage the use of the language.”

Greta joined the school’s ‘Tafod’ club which works to ensure the Welsh language is dynamic and appeals to pupils at the school. As a result, the young crew were introduced to the Urdd’s Youth Forum and the work of Bwrdd Syr IfanC. Greta joined the Youth Forum and she enjoys the social aspect.

“I have met a lot of new people I wouldn’t necessarily have come across otherwise. I genuinely enjoy organising events which give young people an opportunity to enjoy themselves and socialise through the medium of Welsh. We also have many plans to organise charity activities, and that’s important to me.”

When the opportunity arose to represent the Urdd in the Wales Youth Parliament, Greta created a video outlining why Bwrdd Syr IfanC should choose her as a representative.

“I was over the moon when I got the message congratulating me on being elected as the Urdd’s representative in the Parliament. I’ve had the opportunity to meet young people from all kinds of social and political backgrounds, and stepping into the chamber and seeing my name there was



a very special experience.

“We have met once already and have agreed upon three main focus points in order to set a clear aim for our work, which are: mental health, the environment and life skills in the curriculum. I’m a member of the environment committee.”

An integral part of being a member of the Youth Parliament is discussing matters which are important to the young people of Wales, and holding regional meetings is part of that.

“Young people contact us to raise and discuss matters which are important to them. I strongly believe that it’s important to give young people a voice on political matters and I genuinely feel that I have an opportunity to make a real difference to the lives of young people in Wales, because we are working with those in power who have the ability to change things. An example of this is the new curriculum, in connection to which we spent a day preparing feedback and making recommendations for Parliament before they were introduced in our schools.”

Greta is eagerly looking forward to see what the Wales Youth Parliament will achieve over the next two years and she is very proud to be representing the Urdd and giving its members a voice in the Parliament.

Case Study 4

Sport - Increasing female participation

In partnership with the FAW Trust, the Urdd has developed many opportunities throughout Wales for girls to take part in regular girls-only football sessions. The aim is to ensure there are more opportunities for girls to take part and inspire the next generation to play and coach football.

On Anglesey, taster sessions were arranged for primary school girls in the Llangefni catchment area, as well as a weekly girls-only club using the new 3G facility. Volunteers were also given the opportunity to gain a football coaching qualification and put it to use in the community structure.

Rhodd-Alaw, Urdd Sports Activities Officer for Anglesey, has seen a clear development following the introduction of these sessions in her area.

“These clubs have had a significant impact on the confidence and ability of the girls who are playing. I have seen how the club can encourage individuals to be more confident, not only when playing football but when socialising with other children from different schools as well. It’s also an opportunity to learn life skills. By playing football, the girls learn teamwork and communication skills, how to lose, how to win, and the importance of dedication.”

“Many girls who come to the club agree that it’s difficult to join the boys during breaktime because they tend to be more competitive when playing. I also feel that it’s important to offer them opportunities to enjoy sport through

the medium of Welsh, which is most of the children’s first language. Similarly, giving girls the opportunity to do something they enjoy through the medium of Welsh means they are more likely to speak Welsh outside the club.”

In Carmarthenshire, after school provision was developed for girls with the aim of increasing the opportunities for them to play football regularly and the hope of increasing the number of registered players in associated league clubs.

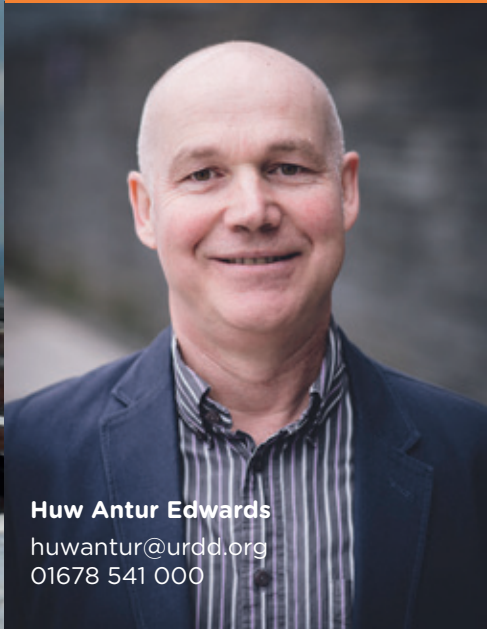
Emyr Davies, Sports Project Officer for Carmarthenshire, said:

“Working on the project over the past year has been very beneficial to me as an officer and to the girls who attend the weekly sessions. It’s great to see so many girls who have never played football before developing basic skills, growing as players and, most of all, enjoying and continuing to play with local clubs.”

Gemma Lewis, an Urdd Sports Apprentice who has been working on the scheme, added:

“There was only one girls football team when I was in primary school so there were no opportunities to play against other people to develop myself and my skills. Having the opportunity to meet with one of the Wales players in the sessions has boosted the confidence of many girls and inspired some to follow in their footsteps and aspire to play for the Wales women’s football team one day!”





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Glan-Ilyn

- Glan-Ilyn had its busiest year ever in 2018/19, seeing an increase in every sector – schools, colleges, youth groups and Urdd courses.
- The Outdoor Activity Service expanded in the south-east and an instructor from Glan-Ilyn has been offered a year's secondment to extend the work of the service.
- Substantial renovation and upgrading work was completed in the sports hall, and as a result, the hall is a great facility for all sorts of events.
- The development plans for Glan-Ilyn Isa' moved forward substantially during the year, with the aim of beginning the renovations during 2019/2020, and opening Glan-Ilyn Isa' as a new centre during 2020/2021.



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Cardiff

- The Gwersyll has welcomed over 11,000 children and young people this year and has held over 170 courses during the year.
- January 2019 was the busiest January ever for the Gwersyll, with over 1,500 children enjoying various activities. These ranged from visiting the Principality Stadium to swimming in the International Swimming Pool, and a behind-the-scenes tour of the Wales Millennium Centre.
- Plans to renovate the ground floor of the Gwersyll were started. The work will include remodelling the lounge and the food hall, as well as the addition of a new room for teachers and group leaders.
- Timothy Edwards left as Centre Director and Ceren Roberts began her role as Head of Cardiff Residential Centre in late December 2018.



Llangrannog

- An immensely successful year in every aspect of the Gwersyll's work - over 24,000 people have stayed over, 52,500 campers/ nights, and we performed beyond our financial target.
- Funds to develop 'Calon y Gwersyll': We have secured a grant of £300,000 from Pawb a'i Le, as well as £300,000 from the Coastal Communities Fund towards the 'Calon y Gwersyll' project. We are very grateful to both funds for their support.
- Apprentices: We have been very lucky to have 5 great apprentices during the year, with many teachers and pupils commending the hard work and enthusiasm of Eilyr, Dafydd, Ianto, Jac and Gethin.



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Case Study 5

Jac Jenkins

Originally from Ynysybwl near Pontypridd, Jac Jenkins now works as part of the Urdd's sports team in the Cardiff & Vale area. In his second year as an apprentice, he is working towards a Level 3 NVQ in Sports Development.

Jac is a former pupil of Evan James Primary School and Garth Olwg Secondary School. He has always been involved in sports and is a talented table tennis player.

"One of the highlights of my career was winning the silver medal at the Malta Open during the European Tour in 2014. I also enjoy rugby and love trying new sports. This is why I decided to apply for an apprenticeship with the Urdd's Sports Department – I wanted to work with children in sports and encourage them to try new disciplines."

Jac mainly leads sports sessions in schools or community clubs and this is his favourite aspect of the job.

"I love getting to train children every day and seeing them enjoying themselves is a great feeling. Developing clubs is also something I enjoy because we give children the opportunity to try new things."

He has settled well in Cardiff and is a vital part of the team, who to work and always has a smile on his face! In addition to his work in schools and communities, he has had the opportunity to work at many of the Urdd's national competitions.

One experience Jac remembers well is attending the Level 2 swimming course where he taught young children to swim.

"At the beginning of the week, one of the young children was very scared of the water and screamed when he entered the pool. After working hard with the child, he was swimming without crying by the end of the week and smiling throughout the session. I got a thank you card from the child's mother and the child gave me a high five. I'll never forget his smile at the end of the week."

After completing his apprenticeship, Jac is keen to continue to work in sports, and is considering going to university to study for a degree in Sports Development.





Case Study 6

Bro Morgannwg School

'Dyro dy law i mi ac fe awn i ben y mynydd' (Take my hand and we'll climb the mountain'). This is Ysgol Gymraeg Bro Morgannwg's motto, and four years ago a very special relationship was established between with the Urdd's Outdoor Activity Service and the school, when the OAS organised an expedition for 30 young people over 14 years of age as part of their activities to reach Bronze Level in the Duke of Edinburgh Award.

Completing such an expedition is an immense personal challenge which contributes towards the personal development, life skills and thinking skills of young people. They are required to trek and camp overnight, following routes on a map and carrying all of the equipment themselves, whilst being completely self-sufficient.

Since that first excursion in 2015, the partnership has gone from strength to strength and this year, 90 young people joined the OAS on the Bronze Level expedition, a further 43 reached Silver Level and 14 completed Gold Level.

Mr Huw Williams, Head of Year 9 and Duke of Edinburgh Award Co-ordinator at Ysgol Bro Morgannwg, said:

"As the relationship between the school and the OAS has developed over the years, I have been able to suggest new ideas in order to offer a range of experiences to our children, including climbing Pen y Fan by moonlight and paddle-boarding on River Taff. The willingness of the OAS staff to develop, expand and experiment has enabled us to offer our students some innovative experiences. Even when trialling new ideas, the same level of professionalism and attention to detail is given, and every aspect is fully assessed."

"As the Duke of Edinburgh Award Co-ordinator, I am in close contact with the OAS and the relationship is always positive, personal and tailored to our needs. The ethos and professionalism of the staff who host the activities with the school pupils restore the trust of teachers and children. During expeditions held over the years, experienced staff are provided who have varied and relevant qualifications. It's lovely to hear about the different experiences the staff have had, which peak the pupils' interest."

"Pupil safety is crucial, and we can be confident that the staff of the OAS have planned for every situation, and they prepare and offer the appropriate equipment."

"In a deprived area, the affordable service of the OAS has been an integral part of the partnership's success. Our pupils are offered new and exciting opportunities; opportunities that other companies in the area can't offer. Of course, the main strength of the service is its ability to offer all these amazing opportunities through the medium of Welsh. Through this, pupils are given the opportunity to appreciate the language outside of school, and opportunities like this can be rare these days."

The partnership with Ysgol Bro Morgannwg has been an integral part of the OAS's development in south Wales, and the relationship will continue in future, meaning that even more young people will have all sorts of outdoor experiences during the forthcoming year. The intention is to establish an Outdoor Activity Club in the school, and there are plans underway to start working with the local primary school, which has already been on its first trip to Glan-llyn this year.

Treasurer's

Report

Abigail Williams

In presenting my first report as Treasurer, I am delighted to be able to report that the outcome for 2018/19 is extremely positive and shows a very healthy balance for the period. The Urdd has benefited this year from the kind generosity of donations, legacies and gifts, and we extend our thanks once again to the organisation's friends. This kindness allows us to plan for the future, including specifically earmarking £6.5m of investment to develop the Urdd's Residential Centres in Llangrannog and Glan-Ilyn during the next year and a half.

The organisation's income has increased to £12.9m (£10.2m in 2017/18), and as well as an increase in donations, legacies and gifts, the increase also reflects the success of our officers in attracting additional grants

and income. There was also an increase in the Urdd's expenditure on activities this year to £10.9m (£10.0m in 2017/18), which is testament to the growth in activity across the organisation's wide range of departments. However, there was a reduction in the level of income of the Urdd Eisteddfod, and the Brecon and Radnorshire Eisteddfod was not able to contribute towards the Urdd's central costs.

The standard of provision in the residential centres, field work, sports and the Eisteddfod goes from strength to strength, and the year has been a hive of activity. Many thanks to the Urdd staff for their dedication and hard work in achieving these results. Our thanks also go to all the volunteers who support the work of the organisation.

In terms of capital expenditure this year, of the £0.8m invested, the biggest projects invested £0.23m extending and developing the ski slope in Llangrannog, £0.25m developing buildings in Llangrannog and investing £0.17m in developing the sports hall in Glan-Ilyn. These projects, as well

as the organisation's capital plans for the next year and a half, will be vital in modernising, developing and improving facilities in our residential centres.

It's extremely important that the Urdd has reserves to support activities if circumstances caused a significant reduction in income, or an increase in costs. The reserves are being invested, and I'm glad to report that the value of our investments has increased by approximately £167k during the year, and that £69k has been received as income from these investments.

I would like to thank members of the Business Board sincerely for their support and dedication to the work of the Urdd. Thanks also to all the public bodies for their financial support and to all the Urdd's sponsors for their generosity. It is a very exciting time for the organisation and continuing to monitor our spending regularly will provide a solid foundation for our plans and a platform to continue and develop what the Urdd provides.



Finally, I'd like to take this opportunity to thank the previous Treasurer, Rheon Tomos, who has given years of tireless service to the organisation in his role as Treasurer. Rheon continues as a Trustee, Deputy Chair and member of the Business Board. The organisation and I are delighted that we can continue to benefit from his extensive experience. Many thanks Rheon for all your work and dedication as Treasurer over the years.

Sponsors and Partners 2018 - 2019

We are continually looking for new partners who can support us by means of practical or financial help. The benefits we can offer include publicity at our events and branding on various materials.

We are grateful to the following organisations for their support during the year:

Aberystwyth University
BBC Radio Cymru
Brecon Town Council
BSW Timber Group
BT
Castell Howell
Darwin Gray
Discover Teaching
Effectus HR

Gravells
Gwendoline and Margaret Davies Trust
Gwobr Goffa Gari
Hodge Foundation
Ifor and Aeres Evans Trust
Integro
James Pantyfedwen Foundation
Jones & Whitehead
Lantra
Mid-Wales Housing Association Limited
National Centre for Learning Welsh
NPTC Group
Powys County Council
Quay Fresh & Frozen Foods Ltd

RAS 200
S4C
Sports Wales
Swansea University
Teifi gaardens and Landscaping
Telesgop
Tinopolis
Trinity College London
UCAC
UK Parliament Education and Outreach
University of Wales Trinity St David
Welsh Government
Western Power
Ymchwil OB3
Ystradgynlais Town Council

Elizabeth and Eleanor Davies, Aberaeron

This year, Urdd Gobaith Cymru was bequeathed a significant amount by Elizabeth Davies of Aberaeron. This follows a bequest by Eleanor, Elizabeth's sister in 2012. Here, their friend and executor of the will, Jennifer Lloyd Davies, explains how much the Urdd meant to them and the reasons behind their generous donation.

“The Davies sisters of Aberaeron, unlike their famous name-sakes of Gregynog, grew up in more modest circumstances. Eleanor and Elizabeth, born 1932 and 1933, grew up in a traditional Welsh family following a cefn gwlad way of life. Their parents worked long hours in the family butchery business in Bridge Street, Aberaeron and for much of their childhood, the sisters lived with relatives and grandparents on the farm near their Chapel, Neuaddllwyd just a mile outside Aberaeron.

The sisters attended school in Aberaeron before training as teachers in Swansea. Eleanor left Aberaeron to work first at Trinity College, Carmarthen, before moving to Caerleon College in Monmouthshire in 1967 where she remained as Head of Needlework and Tutor for Women Students until her retirement in

1987. Her younger sister, Bet, stayed in the family home working first in Llanybydder then as Headmistress in Aberarth and finally after the closure of Aberarth School, in the Junior School in Ciliau Aeron.

The sisters lived simply and found their pleasure in the traditional manner: their family, their friends, chapel and the community. Each Summer, there was tremendous pleasure following the broadcasts of the Eisteddfodau - first that of the Urdd, then Llangollen and finally the National. Great pleasure was found in the radio broadcasts and for weeks on end, all visitors were encouraged to evaluate and assess the competitors, and published adjudications then read and digested with pleasure.

I first met the sisters in 1967 when I started work at Caerleon College. My relationship with the sisters deepened over the years. They sought to explain to me their pleasure in listening to the younger participants at the Urdd Eisteddfod and their appreciation of the work undertaken by teachers and Urdd staff in training, nurturing and guiding the children but most importantly - that they did so through the medium of Welsh.



They were eager to preserve the language and felt earnestly that doing anything at all through the medium of Welsh was the natural way to keep the language alive and the culture a vibrant, necessary part of the lives of the young people.

Most of the sisters' money had been saved carefully during their own life times with small inheritances invested as they reflected the hard work and prudence of others before them. As their wills evolved so it became clear, legacies for all members of the wider family, all friends who had been good to them, local and national charities whose work they admired then the bulk to Urdd Gobaith Cymru at Llangrannog for the benefit of the children of Ceredigion and those other young people in Wales to enjoy the valuable lessons of doing and performing through the medium of Welsh.”

Director of Finance & Information Technology

Hywel Williams



EXTERNAL SOURCES OF INCOME

As an organisation we strive and succeed in securing financial support for the Urdd's work from a diverse range of sources. We are extremely grateful to all of these funding streams - be they national government and organisations, local authorities or generous individuals. Without their support the Urdd would be unable to offer the wide range of unique activities and experiences described in this report.

The following main grants were offered	£
Welsh Government - Promoting the Welsh Language	702,186
Sport Wales - National Sports Development	301,848
Welsh Government - Capital Developments	175,082
Welsh Government - Youth Organisations Grants Scheme	129,500
Welsh Government - National Voluntary Youth Organisations	124,856
Welsh Government - Apprenticeship Scheme	97,250
Sport Wales - Gemau Cymru	60,000
Welsh Governemnt - Gemau Cymru	55,000
Welsh Government - Promoting use of the Welsh language	39,000
Books Council of Wales - support for magazines	30,950
Welsh Rugby Union	30,000
Gwynt y Môr Community Fund	25,598

Grants to the Eisteddfod and the Arts

Welsh Government	150,000
Welsh Local Government Association	135,680
Local Councils	5,700

Local Authorities - including grants to support youth officers	£
Anglesey (including the Anglesey Charitable Trust)	49,215
Cardiff	30,000
Powys	29,078
Gwynedd	27,240
Flintshire	26,200
Wrexham	26,000
Merthyr	23,000
Denbighshire	20,000
Vale of Glamorgan	20,000
Bridgend	17,000
Caerphilly	15,000
Newport	14,000
Carmarthen	13,500
Monmouthshire	8,667
Ceredigion	7,000
Blaenau Gwent	6,000
Conwy	5,000
Pembrokeshire	4,000

Significant Bequests

Miss Elizabeth Marina Davies, Aberaeron	2,130,000
Mr Robert Brian Roberts, Betws Gwerfil Goch (estate balance)	117,608
Mr Thomas Robert Parry, Stourbridge	56,908
Mr Anthony W D Gorton, Newport	10,000



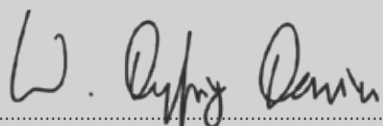
Financial Information

Trustees' Report

These accounts are a summary of information abstracted from the full financial statements.

The full financial statements were approved by the Board of Trustees, who are also the directors of the company, on the 22nd November 2019 and they have been sent to Companies House and the Charities Commission. The full accounts were audited by Dunn & Ellis Cyf., Chartered Accountants and were given an unqualified report.

It is possible that the financial summary does not provide sufficient information to give a full understanding of the charity's financial affairs. For further information, please consult the full statutory accounts, the Auditors' report on those accounts, and the Trustees Annual report. Copies of these can be obtained from the company.



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Signed on Behalf of the Board of Trustees

Financial Information

Cwmni Urdd Gobaith Cymru

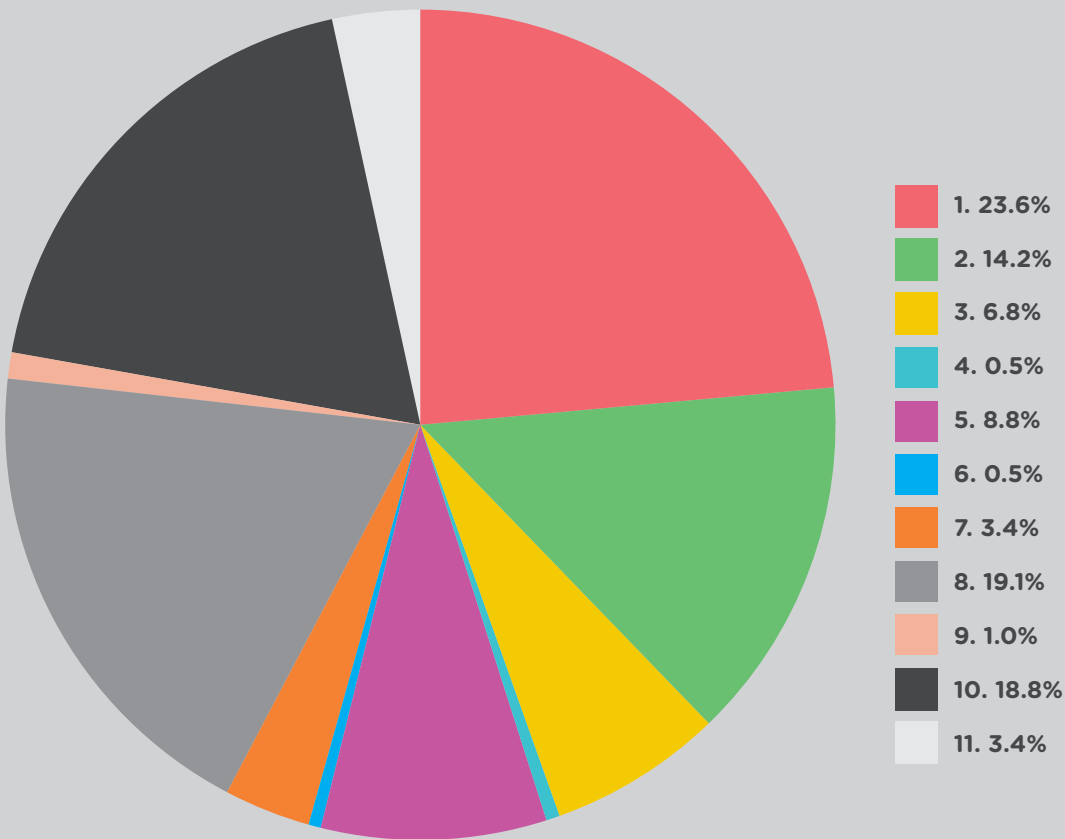
Balance Sheet 31 March 2019

	2019	2018
Fixed Assets		
Tangible assets	14,495,071	13,883,215
Investments	3,154,067	2,988,528
	17,649,138	16,871,743
Current Assets		
Stock	58,460	46,186
Debtors	1,169,780	779,181
Investments	875,410	1,165,852
Cash at bank and in hand	2,548,519	1,183,458
	4,652,169	3,174,677
Creditors		
Amounts falling due within a year	(1,453,127)	(1,416,137)
Net Current Assets	3,199,042	1,758,540
Assets less Current Liabilities	20,848,180	18,630,283
Creditors		
Amount falling due after a year	-	-
	20,848,180	18,630,283
Reserves		
Restricted funds	1,944,434	2,215,463
Unrestricted funds	16,933,679	14,611,888
Investment Revaluation reserve	1,827,830	1,661,661
Property Revaluation reserve	(126,633)	(121,933)
Endowment funds	268,870	263,204
Total Reserves	20,848,180	18,630,283

Financial Information

Cwmni Urdd Gobaith Cymru Income 2018/2019

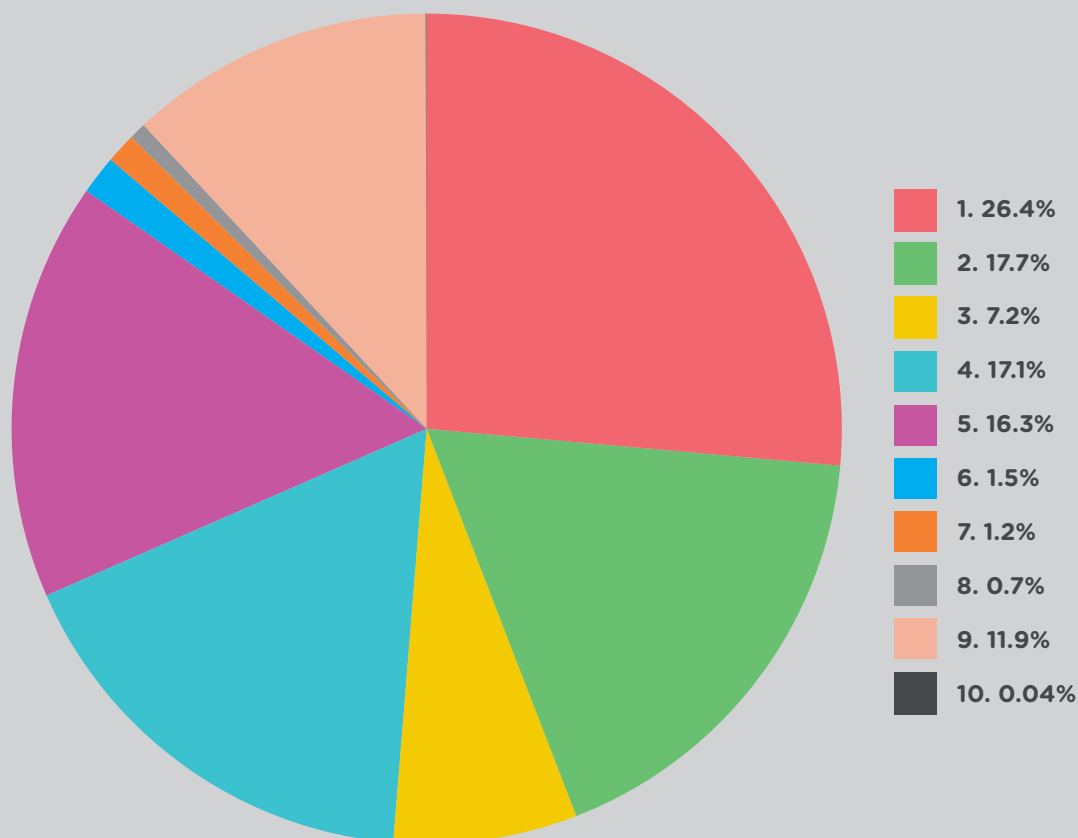
Income:	2019	2018
1) Llangrannog and Pentre Ifan	3,042,726	2,985,026
2) Glan-llyn	1,835,091	1,597,747
3) Cardiff	875,942	876,986
4) Investment Income	68,512	69,275
5) Eisteddfod 2018 (not including grants)	1,133,223	1,322,092
6) Magazines	62,304	61,765
7) Membership	434,646	403,218
8) Gifts and bequests	2,462,900	186,460
9) Other	131,768	96,589
10) Grants (including Sports and Eisteddfod)	2,425,816	2,205,930
11) Sports	441,517	353,928
Total Income 2018/2019:	12,914,445	10,159,016



Financial Information

Cwmni Urdd Gobaith Cymru Expenditure 2018/2019

Expenditure:	2019	2018
1) Llangrannog and Pentre Ifan	2,869,742	2,549,949
2) Glan-Ilyn	1,924,179	1,688,523
3) Cardiff	777,364	657,434
4) Charity costs - Youth and Community	1,861,880	1,725,095
5) Eisteddfod	1,769,094	1,985,447
6) Magazines	164,083	150,691
7) Governance costs	127,825	107,809
8) Fundraising and publicity costs	71,461	52,499
9) Sports	1,293,140	1,093,961
10) Revaluation of buildings	4,700	-
Total Expenditure 2018/2019:	10,863,468	10,011,408



Financial Information

Cwmni Urdd Gobaith Cymru

Outcome For The Year 2018/2019

	2019	2018
	£	£
Net inflow of assets for the year	2,050,977	147,608
Surplus/(Loss) on sale of assets and investments	751	(18,411)
	2,051,728	129,197
Increase/(Reduction) on revaluation of investments - unrealised	166,169	8,417
Increase/(Reduction) on revaluation of property - unrealised	-	-
Net Increase/(Reduction) in reserves	2,217,897	137,614
Reserves on 1 April 2018	18,630,283	18,492,669
Reserves on 31 March 2019	20,848,180	18,630,283

The total income includes £11,333,764 of unrestricted funds, £1,570,313 of restricted funds and £10,368 of endowment funds.

The net increase for the year £2,217,897 (after transfers between reserves) includes a surplus of £2,483,260 on unrestricted funds and a deficit of £265,363 on restricted and endowment funds.