



**ANNUAL
REVIEW**

1982 ~ 1983

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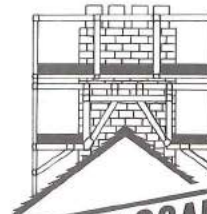
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REPORT OF THE CHAIRMAN OF THE COUNCIL OF MANAGEMENT

'Trouble fears over new club'

'Protests halt centre plan'

These unpromising headlines appeared in a local newspaper after a protest by residents about a proposal to build a youth club and community rooms in their area. I suppose the dissenters were not necessarily childless, and that their reasons were justified by their fears. As far as I am aware, no one said that youth clubs were unnecessary. The problem was about the location of the offending building and who would be bothered by its more unsociable users. Such sentiments are not untypical. We want the best, especially for ourselves, but we do not relish the cost particularly when the benefits apply to others. This annual report is a record of the achievements of one organisation and its supporters whose purpose is the welfare of young people. A year ago I referred to 'consolidation'. Now I write of 'development'.

During this period over 80 youth groups have been registered with us and benefitting from our wide range of services and help. This is our traditional role and we expect to go on promoting mixed youth club work. Sidney Riggs has recently become chairman of the Youth Services Committee and we wish him and his colleagues well in their important task. As for Ken Simmonds, the retiring chairman, we record our thanks for his committed and tireless efforts and for the model of good natured and unassuming service which he is. Special appreciation is due also to two long-serving voluntary Field Officers, Neil Havard and Ray Kilminster who are retiring from this particular activity. It is good to know that we shall continue to benefit from the presence of all three of these old friends and that they may have some respite from the demanding tasks which they have been undertaking on our behalf.

'Severn Sound' has made its mark in the country over the recent years. Now, through 'Club 388', our youth club of the air, we are experimenting with the important medium of local radio. Geoff Crago is the Director of this two year project and Susie Dawson the Project Worker. Already they have begun

to reveal its considerable potential as a complement to the existing youth service. Success is much related to the quality of team work. A committee, representative of major interests and under the chairmanship of Janet Kirkwood, has been responsible for steering the first leg of what we anticipate as a long and interesting journey. We are now exploring ways of funding the work after the end of the two years experimental period. The Manpower Services Commission has given practical support and, together with 'Severn Sound', we are hopeful of further help.

The provision of training opportunities for youth workers and members should be one of our principal activities. I am very happy to report that under the leadership of Ken David our programme has expanded considerably, especially in residential work. An imaginative committee has devised courses and appointed a new member of staff, Eric Tose, to be responsible. He has been willing to accept the challenge of annual appointment, dependent upon the success of his ventures. We welcome the new dimension which his presence brings to our staff team based upon experience as a training officer in industry and as a scouter.

'Youthforce', our youth employment project, has been with us for four years with numbers increasing from 50 to 175 places. Government policy towards school leavers at 16 has changed and all will be offered places within the Youth Training Scheme developed by the Manpower Services Commission. This is a permanent programme and it is a considerable tribute to the quality of 'Youthforce' led by Glenne Mitchell that it was one of the first groups in the country to be recognised as being suitable for conversion to the new scheme. Glenne has now returned to the competitive world of industrial management. He has made a unique contribution to the association which he leaves the richer in so many ways. In his place we welcome Wing Commander Bob Perkins newly retired from the Royal Air Force.

Our principal capital asset, 78 London Road, has had a full measure of attention. The roof has been replaced and we have built a commodious and attractive extension for use by 'Youthforce'. We are now looking towards the reduction of the debt necessarily incurred. Any offers?

Inevitably, growth in services has brought pressures and reorganisation of administration has been necessary. This has been supervised by Tony Daniell as Honorary Secretary. We are especially grateful to him for the manner in which he has introduced order, efficiency and calm.

The past year has been, without doubt, one of progress. It is a pleasure to record warm appreciation to those who have contributed to its success - members, voluntary workers, staff, individuals and organisations who have given practical and financial support, and finally, honorary officers, and members of the Management Council in whose hands the stewardship has rested.



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A.D.MENTZ
Council of Management Chairman



YOUTH SERVICES COMMITTEE

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Mr R Kilmister	- Field Officer
Mr A D Mentz	- Chairman - Council of Management
Father A Murray	- Salesian School Club
Miss S O'Neill	- National Members Council
Mrs M Patrick	- Chequers Bridge Club
Mr J Pedrette	- County Youth & Community Officer
Rev'd S J Riggs	- Vice Chairman - Council of Management
Mr B J McCarrick	- Organising Secretary
Mrs M T Tyreman	- Administrative Secretary

YOUTH SERVICES REPORT

Youth Services is the powerhouse of our Association, for it is this committee that carries out the day to day work with our club members, workers and their management committees. The work in some ways appears traditional, but it is because of the contact that the Association maintains with its clubs through the Field Officers, and through a wide programme of activities, competitions and events that we are able to respond in more spectacular ways. We have a close contact and knowledge of young people's needs and aspirations and can react with some speed to situations as they develop, provided adequate resource can be acquired. It was through our traditional work that we were the first into the field when the problem of youth employment reared its ugly head. As can be seen elsewhere in this report, Youthforce, the result of our deliberations, is now an important part of the attempt to resolve the problem.

Our previous experience in working with young people in residential settings has provided the initial expertise to enable the training committee to develop residential opportunities for those on M.S.C. programmes. Club 388 also developed from the Youth Services concern for those young people in rural situations who were not able to benefit from the normal youth club provision because of their isolated background.

The Youth Services committee has concentrated its attention mainly on the constructive use of leisure time by young people. We are always attempting to expand our programme of activities and the next few pages of this review illustrate some of that work. Additional events in 1982/83, have included very successful Junior Badminton and Snooker competitions.

This will be my last year as Chairman of Youth Services and I hand over to Rev. S.J. Riggs a committee with a growing involvement from the young people themselves. The future, with sufficient resources and a lot of hard work from both volunteers and staff, can be a very bright one for Youth Services.

KEN SIMMONDS
CHAIRMAN OF YOUTH SERVICES

SNOOKER

Following the rapid explosion in the popularity of this activity, and the bright, respectable image presented by the young professional players, it was inevitable that the Association would be pressured into running an event. The Gloucester Snooker Centre kindly donated a trophy and the Snooker League, a cue, for the winner of this event. Thirty two young people took part on a Sunday morning at the Snooker Centre and after some very exciting competition Ian McCarrick, representing Club 388, beat John Hickey, a Stroud Town junior player from Beeches Green, in the final.

The final was over three frames and, though nerves showed, some good snooker was played. Councillor Fisher, President of the Gloucester Snooker League presented the cue to the winner, and snooker case to the runner up. We are very hopeful that we can continue this event in future years.



TWO FINALISTS IN THE SNOOKER
IAN, (LEFT) & JOHN, (RIGHT).



ARTS / CRAFTS AND GIRLS EVENT

Terry Tyreman took responsibility for organising this event which was held for the first time at the Oxstalls College in Gloucester. The event was a great success, particularly the new sections devised to cater for our younger members. Planned at Easter, we were able to have bonnets and eggs on display alongside the more traditional arts and crafts. The display produced was, by far, the best for many years.

It is a cliché to say that the judges had difficulty in selecting a Junior County Princess and a Miss G.Y.A., but in this case it proved very true. Lana Davies from Shurdington was selected as the Miss G.Y.A. and Melanie Buckingham from Beeches Green as the County Princess.

Following the lower number of entries last year in the cookery classes we thought the skill may have been dying in our clubs. This year, however, we were inundated, and extra tables had to be brought in to cope with the volume - if not the weight - of entries.

BADMINTON WEEKEND

This year the Association took part in both the Senior and Junior events at the National Badminton Finals, and Joanne Whittock sent us a substantial report of the weekend. We include extracts from her interesting report below.

"I enjoy playing badminton, and am lucky that my local youth club includes the game as one of it's many activities. It's very difficult to get on in a sport, unless you are a member of a club that specialises in that particular sport.

This year with the help and encouragement of our Youth Club leaders, the Coleford Junior and Senior team won the County Finals and went on to Nottingham for the National Finals.

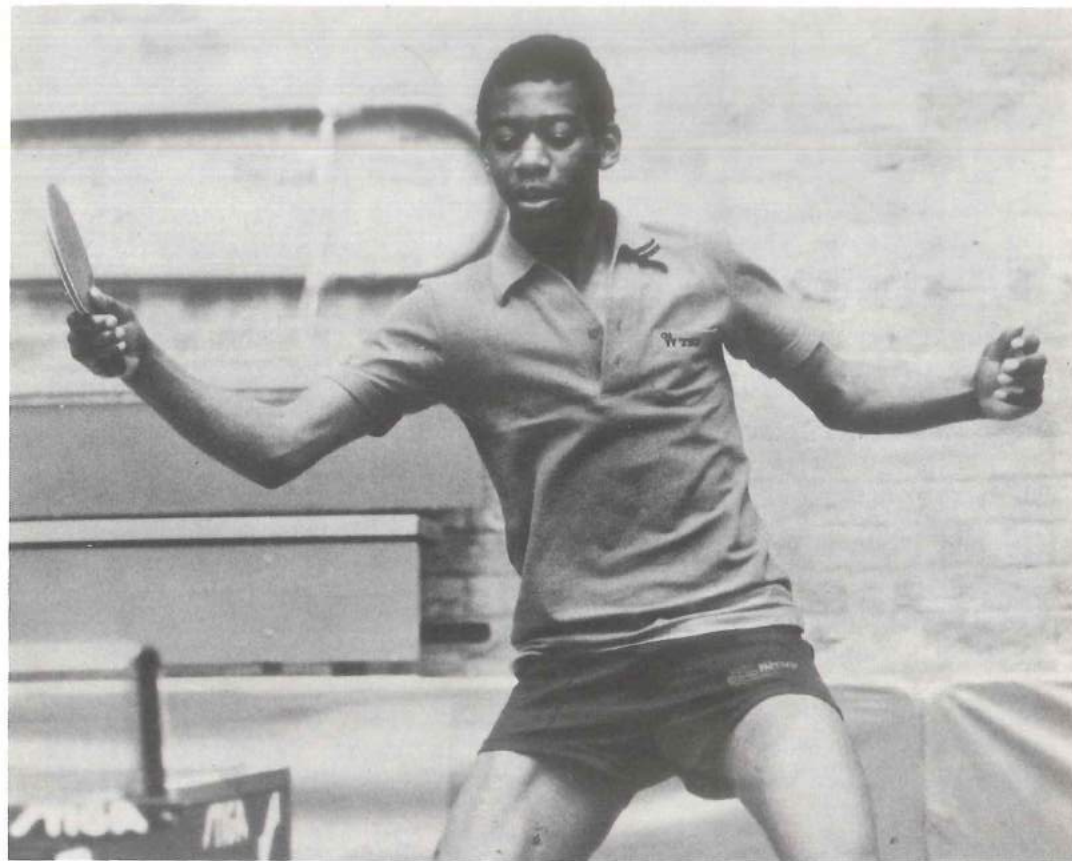
Looking back now at the weekend, I can see that it was a 'right mixture' of attitudes. First off, we were all a mixed bunch of players, all geared up with winning in the Regionals, and second we needed to come against other players and learn to lose and how to win well. Third, we came back, knowing that it's hard work as well as enthusiasm for Badminton, that gets you anywhere. Lastly, and strangely enough, we've got a kind of loyalty for our club, because if it wasn't for it's existence we wouldn't have come together to play, or have the opportunity to go to Nottingham."

SUPERCLUB EVENT

The Leisureland Cup has been held from its inception by Blaisdon Hall, however this year they could not hold off the power of the team from Forthampton. Although Forthampton is only a tiny village club they certainly proved their strength, winning three and coming second in two of their six events to achieve a tremendous team total. Even so they were pressed all the way by the two teams from Chipping Norton and the very young team from Highnam that tied, in fourth place, with Blaisdon.

This event, held annually at Ullenwood Manor (The Star Centre for Disabled Youth) is very enjoyable with teams participating in swimming, golf, cross country, basketball, rifle shooting, fitness, dinghy racing and cycling. The young people from the Manor join in as well, and amaze those from the clubs with their ability to compete.

At the end of the day our thanks must go to the staff at Ullenwood and the umpires for ensuring a successful event.



ADVENTURE WEEKENDS, A.G.M. & NATIONAL TABLE TENNIS



JUNIOR WEEKEND

Our first Junior outdoor activity weekend for many years was held at the Lords Hill Centre in Coleford during April this year.

We were extremely lucky to have the first really warm weekend of the year. Seventeen enthusiastic young people took part in the activities which included canoeing, climbing, absailing, caving and shooting.

On the first evening attempts were made to tire the youngsters out by taking them for a long night walk in the Forest of Dean but the excitement of being away from home overcame the aching legs and tired eyes.

An early rise and breakfast then off for the first session of the weekend. A choice of activities was provided which meant that by the end of the weekend everybody would have the opportunity to take part in everything. On the Saturday evening we had a quiz followed by a video and barbecue, by 11.30 p.m. everyone was definitely ready for bed and sleep!

Sunday morning activities continued with a chance in the afternoon to have a second attempt at their favourite sport. The groups were evenly balanced between canoeing and climbing.

Time to leave came around all too soon with all of the youngsters asking 'When can we come again?' - that's got to be a good sign.



CAGED! WEEKEND

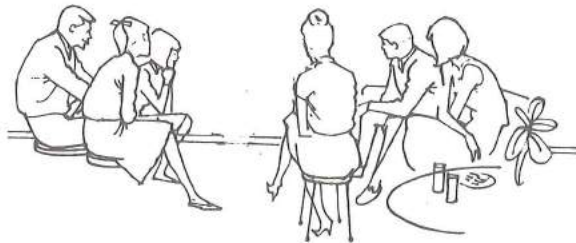
During the weekend of 23/24th April at Windmill House, Birmingham, the Midlands and West Regions of N.A.Y.C. held a Youth Conference. Over 30 young people were involved in the weekend which was organised by members of the N.C.C. The Conference provided an opportunity for youth club members to explore and develop their ideas in preparation for the annual Youth Conference (which this year is being held at Loughborough University on 8-10th July 1983). The topics discussed were education, racism and the Youth Service.

Education and racism were the areas discussed on the first day. In the field of education many people at the Conference stressed their belief that the examination system as a means of selection for further education and employment is unfair. This is for many reasons, for instance, schools, teachers, and teaching methods vary greatly from one area to another, and not every individual is suited to the same technique. Furthermore, it was questioned whether or not examinations should have such a prominent place in education.

With everyone coming from very different backgrounds, racism proved to be one of the most heated discussions, with debates on racism continuing long after the 'set' discussion periods were over. It was evident from these debates that the racist problems in Britain are growing and solutions for solving the problems are in themselves highly controversial.

Sunday was principally devoted to the Youth Service and its place in today's society. It was extremely interesting to compare the facilities and activities of youth clubs from inner city areas to those of rural areas.

One element which emerged from the weekend's discussions was that the areas of education, racism and the Youth Service are inextricably linked and can also be linked to other factors such as unemployment.



JAN JONES
SOSO CLUB



HARD WORK . . . LEADS TO . . . SUCCESS

Cam Youth Club has always had a first class team of leaders who for many years ran a most active youth club in a little Church hall.

Now after about eight years of very hard work they have their own sparkling new centre in CAM which has been built with the help of voluntary contributions and a lot of hard work by young people and youth workers who co-operated with the builder.

Cam has always worked on a team approach with the adults and young people participating together in their club, and this technique has encouraged a substantial number of young people to remain in touch as they get older. These young people progressed into more responsible positions in the club and community and have been prepared to help in establishing the new centre.

But the club has not been inward looking and the Cam Outdoor Pursuits Group is in great demand throughout the county in helping to organise adventure opportunities for young people.

Congratulations need to be extended to everyone at Cam, young people, workers and management but in particular to Keith and Mary Kellaway who have contributed much in time and effort on behalf of young people.

COUNTY CHAMPIONS

Disco Dancing Team		- Club 388
Netball		- Blakeney Y.C.
Quiz		- Coleford Y.C.
Darts - Team		- High View Centre
	- Boys ind. P Harris	- High View Centre
	- Girls ind. L Turner	- Shurdington Y.C.
Tug of War		- Blakeney Y.C.
It's a Knockout		- So So Club
5-a-side Football - Girls		- Blakeney Y.C.
	- Boys Junior	- High View Centre
	- Boys Senior	- Frampton Y.C.
Pool		- Matson Y.C.
Chess		- Salesian School
Superclub		- Forthampton Y.C.
Badminton Senior Boys - T Churchward		- Coleford Y.C.
" Girls - J Whittock		- Coleford Y.C.
" Mixed - C Tose		- Coleford Y.C.
" - S Windows		
" Junior Boys - S Brown		- Coleford Y.C.
" Girls - M Neale		- Coleford Y.C.
" Mixed - M Weston		- Coleford Y.C.
" - S McLean		- Coleford Y.C.
Snooker	I McCarrick	- Club 388
Table Tennis		
	Boys - A Thomas	- Ebony Y.C.
	Girls - K Jackson	- Seymour 66
	Mixed - L Broughton	- Seymour 66
	- S Grange	- Seymour 66
Miss GYA	L Davies	- Shurdington Y.C.
Junior County Princess	M Buckingham	- Beeches Green Y.C.

REGIONAL FINALS

Herefordshire once again proved their strength in the regional finals at Telford winning the Lion's share of the events. Gloucestershire and Shropshire picked up a few crumbs, the most interesting being in the Pool where Matson won for the first time. They went on to the National final at Nottingham.

Blakeney also managed to regain the Tug o' War, which Gloucestershire has held for seven of the past eight years, and progressed to the National Fun Day at Redditch.

The only other event in which Gloucestershire gained success was Chess which only progresses to regional level, and our team from Blaisdon and Northway was far too strong for the opposition.

Our congratulations go to Shropshire for organising an excellent event.

FORTHAMPTON & DISTRICT YOUTH CLUB - NIGHT HIKE

Our annual night hike was held on 25th June 1983. This year the hike seemed more popular than the last few years with a record number of 19 teams.

The first of the teams set off from Castlemorton Common, near Malvern, at approximately 9.40 p.m. and the last team arrived at Bredon Boys School, Bushley, where breakfast was served, at approximately 3.30 a.m. Sunday 26th June. Unfortunately, not all the teams completed the whole course, but the majority passed through every checkpoint. The teams consisted of 4 boys or 4 girls between the ages of 14 and 21. The checkpoints, over the 10 mile course were manned by the Junior members of our Management Committee.

Although the night hike is always very tiring for everybody involved it always seems a very enjoyable event. Many of the teams who entered this year are already preparing for next year's night hike.

VALERIE DIDCOTE

YOUTHFORCE MANAGEMENT COMMITTEE

Chairman	Mr T Lorigan B Comm FCA
Deputy Chairman	Rev'd S J Riggs
	Mr A J Daniell
	Mr A Matthews (MSC)
	Mr H F A May
	Mr A D Mentz
	Mrs J P Elkins JP
	Mr J Tackney (Careers Advice)
	Mr W D Trehearne (TWGU)
	Mr R C Perkins MBE

YOUTHFORCE STAFF - 78 London Road, Gloucester, GL1 3PG. Tel: 422100/423060

Co-ordinator	- Mr R C Perkins
Senior Development Officer	- Mr G P B Bailey
CAL Project Developer	- Mrs J J Carling
Project Development Officer & Safety Officer	- Mr A J Witts
Workshop Superintendent	- Mr A E Meek
Senior Project Supervisor	- Mr G Church
Dean Development Officer	- Mr R G Thomas
Finance Officer	- Mrs P Riches
Training Officer	- Mr G L Walker

Placement supervisors

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Workshop Instructors

Mr G A Church, Mr P S Turk, Mr W H Taylor, Mr W J McLaughlin
Miss J I Vick, Mrs D Acland, Mrs G S Ellis

Project Supervisors

Mr D Mann, Mr A G Mann, Mr D C Gardiner, Mr D W Hammond
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'Youthforce'

The potential threat of high unemployment was discussed within the Association before large numbers of young people in Gloucestershire began to suffer. Arguments for and against involvement were presented, but the final decision was in favour of a positive response to the new demands. 'Youthforce' began in 1979 as a Community Service Agency under the auspices of the Manpower Services Commission. During the past four years it has established a respected reputation for the quality of its contribution to the pattern of provision for unemployed youth in Gloucester and the Forest of Dean.

The scheme operates by means of work projects within the community and through placements in employment where work experience can be acquired. Prepared by this introductory training and armed with a good reference, a surprisingly large number of trainees has moved into full-time employment. Indeed, many posts have been created by employers after their experience of the young persons placed with them.

A new meaning is now being added to 'youth work'. Men and women with industrial experience have been learning how to pass on their knowledge and skill in a context of pastoral concern. Within the wider community many employers have responded to placement needs without succumbing to the possibilities of cheap labour. It is apparent that there is much to be learned, but the impact of these enforced economic circumstances upon our understanding of the needs of young people should not be underestimated.

In September a new, nationwide plan will come into operation which will provide, in official language, 'a permanent bridge between school and work'. 'Youthforce' has earned a place in this New Training Initiative which is designed to provide young people with 'greater opportunities to equip themselves to make their way in the increasingly competitive and uncertain world of the 1980's. Preparations have been going ahead and training workshops in premises adjacent to the Records Office have been refurbished. Alongside this, the staff has been engaged in a programme of development which will match the new standards of this permanent scheme.

Inevitably, training and work experience impinge upon those who represent the interests of workers in full-time employment.

It is good to report that 'Youthforce' has an excellent relationship and agreement with the trades unions concerned.

Experience has revealed deficiency in the command of basic skills by many trainees entering our scheme. During the year an experimental project has been established under the guidance of Dr. Colin Terrell of the College of St. Paul and St. Mary with Jenny Carling as Director. It is intended to devise programmes for use with micro-processors which will assist the user to develop skills in language and mathematics as well as in some basic industrial skills. Much progress has been made and there is interest which goes well beyond the county in the interesting possibilities of the programmes.

The success of 'Youthforce' has been due to some splendid work by the staff who have come to new work with enthusiasm, ideas, and social concern. It is appropriate to pay special tribute to Glenne Mitchell whose leadership has moulded the scheme. With his uncompromising application of the best in business values combined with commitment to the problems of unemployment he has placed 'Youthforce' alongside the best schemes in the country. During the year we also said 'goodbye' to John Best whose sturdy presence was greatly valued.

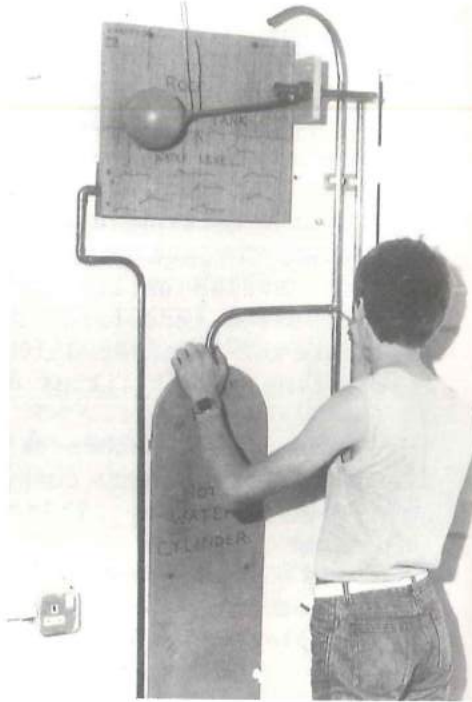
We look forward to continued warm and constructive working relationships with the staff at the Manpower Service Commission with whom we share responsibility in this important task. In this context, we are especially appreciative of the work of our link officer, Alan Matthews.



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Mr D Close	-	N.A.Y.C.
Mr G Crago	-	Project Director
Miss S Dawson	-	Project Worker
Mr R Harris	-	Nailsworth Y.C.
Mr J Hickey	-	Beeches Green Y.C.
Mr B J McCarrick	-	Organising Secretary G.Y.A.
Mr J Pedrette	-	County Youth Adviser
Mr E Vickers	-	Severn Sound Managing Director

CLUB 388 - CHAIRMAN'S REPORT

Since its launch in June 1982, Club 388 has established itself as an important part of GYA's work and is making a useful contribution to Youth Service in the County.

There are now two Club 388 programmes on Severn Sound each week - Monday and Friday evenings from 7 to 8 p.m. The programmes are well received by a growing audience of young people. As well as providing information and entertainment, the programme has also tackled some important social issues affecting young people. In July of this year two special "phone-in" programmes followed the controversial series of films on education by David Leland, broadcast on ITV. Central TV gave publicity to these phone-ins at the end of the films.

The process of developing Club 388 events and activities was begun in a limited way during its first year. Notable successes were the participation of a Club 388 team in the televised National Finals of the NAYC Disco Dancing Contest, and a local Rock Band Championship - the 'Club 388 Band Battle'.

With the agreement of the Manpower Services Commission we have, from the beginning of July, taken on four new Club 388 project workers. They are working in different areas, making contact with young people, organising events and activities and promoting the two-way flow of communication between young people and the Club 388 team.

We are entering the second phase of Club 388's development with considerable confidence that it will soon become more than a "project" - rather a vital and innovative part of GYA's long term work in the County.

JANET KIRKWOOD

CLUB 388

Recognise the group in the picture? If you do, you probably saw them on the television just after Christmas, taking part in the National Association of Youth Clubs Disco Dancing Final 'at the Hammersmith Palais in London.

The team were only told what they would be dancing to 4 weeks before the final - Stool Pidgeon by Kid Creole & the Coconuts. Pauline Grant, the teams choreographer, had a tough job to do, perfecting a routine and sorting out the costumes.

Hi Energy - very aptly named! - set off for London the day before the final with the T.V. rehearsals, trips around London and a stay in a posh hotel all ahead of them. Meanwhile, back in Gloucester, over one hundred supporters piled into 2 coaches which took us on our way to London - adding to the 2000 people already crammed into the Palais. Peter Powell compared the afternoon, introduced all the dancing and a great show by Musical Youth.

Club 388 did very well in achieving fourth place - their hard work and effort paid off in the end.

This is just one of the things that you can get involved with in Club 388. Another big event we held during the past year was the Club 388 Band Battle held at the Cambridge Suite in Gloucester. The competition originally attracted some twenty bands from all over Gloucestershire. Five bands actually took part in the final and what a great evening it was. The winners were Maxwell Street, a blues based band, but there was really very little between all the bands. Maxwell Street are now going to be featured on an L.P. all due to our Band Battle!

If there's anything you would like to know about Club 388 then you can contact us at Club 388, Severn Sound, P.O. Box 388, Gloucester or on Gloucester 500522. Or listen to the programme on Monday and Fridays 7-8 p.m. on Severn Sound.



TRAINING COMMITTEE

Mr K David	- Chairman
Mr D Close	- NAYC
Mrs B Evans	- West Gloucestershire Technical College
Mr N Havard	- Field Officer
Mrs A Mentz	-
Mr D Jones	- Glos. Training Agency
Mrs J Elkins	- West Gloucestershire Technical College
Mr R Tolman	- Regional Training Officer - United Reform Church
Mr B McCarrick	- GYA Training Officer
Mrs M T Tyreman	- Secretary
Mr B E Tose	- Residential Training Officer

TRAINING COMMITTEE REPORT

Members of the G.Y.A. Training Committee have continued to meet regularly, and are now well into their second year of work for the Association. They are a very experienced and supportive group, and we are fortunate to have such voluntary expertise.

One of the highlights of the present year has been the planning of one-week residential courses for Manpower Service Commission trainees, young people who are often at a considerable disadvantage in our competitive society. These courses have started, at a venue in Coleford and have provided a varied and intensive programme of activities which are intended to contribute to the personal development of the youngsters.

Eric Tose was appointed as Training Officer (Residential Courses) to lead these courses, and he has quickly settled in to become a valued and hard working member of G.Y.A. staff.

The Committee have also organised a 'Training the Trainer' course, including a residential weekend, which provides an opportunity to build up the team of group tutors available to help with courses.

Manpower Service Commission has now taken responsibility for training of Youthforce staff, and to our regret we are no longer meeting and training colleagues from that part of G.Y.A., though it is likely that we will contribute to the M.S.C. training as their plans develop.

Now we are pausing to rethink our plans, and whilst we are still absorbed in fairly perilous finances, the Training Committee are looking ahead.

As the residential courses plans have partially matured, the Committee must seek its next targets in training work, and future meetings will develop fresh ideas to help our leader colleagues in G.Y.A. clubs. We hope that members of the Association will add their suggestions to our agenda.

KENNETH DAVID
CHAIRMAN OF TRAINING COMMITTEE



THE NEW TEAM OF PROJECT WORKERS FOR CLUB 388

RESIDENTIAL TRAINING

1982-1983 saw the Association expanding in a new direction in order to meet the needs of young people. The residential course held at the Lords Hill Centre, Coleford in the Forest of Dean offers an environment - not found at work or at home. It's an opportunity to take part in an intensive experience which is aimed at increasing learning, particularly personal and social development. So far we've held 13 courses and worked with almost 200 young people from various MSC funded schemes on mixed and single sex courses. On the whole they have been tiring but satisfying experiences certainly for the staff and I believe for the students.

From pottery to absailing, from cleaning to the night expedition, new experiences have been offered and in most cases accepted with enthusiasm. The canoeing on Mallards Pike has been a real 'fun' day for everyone including the Instructors, John Wills and John Westlake. The Cam Activities Team under Keith Kellaway have persuaded more young people to climb, absail and cave than I would have believed possible. John Fugler our other climbing instructor, although not fully fit, has also encouraged many students to stretch their personal levels of courage and endurance. Tutors, who have nudged, prodded, sympathised and encouraged all day have still had the energy to take night walks for people who couldn't get off to sleep.

Students have made pots, learned sand casting, silkscreen printing, jewellery making, car maintenance, bricklaying, wood-working, metal turning and even made jigsaws. They have turned out some superb formal meals on the last night; made serious and funny video programmes and almost interviewed the people of Coleford into exhaustion.

A variety of speakers have covered the constructive use of Leisure and Relationships and much of great value has been learnt, not by all, but certainly by many.

From my point of view as Course Leader, I've experienced a wide range of emotions from high elation at someone's success however small to the depths of sadness when I came into contact with a person so frighteningly lost. One very nice 'side effect' is the new friends I have made, young people, who willingly recognise me with a greeting and a smile and a need

to reminisce.

Everyone is an individual but no-one can be alone, GYA courses help to develop that individuality and yet enable people to form more effective teams.

ERIC TOSE



DINNER AT THE LORDS HILL CENTRE COLEFORD

RESIDENTIAL TRAINING COURSE -COLEFORD

Mandy is a trainee with Youthforce working at Ullenwood Manor, with handicapped young people. She attended one of the residential courses and this is her report of the five days:-

This course has been an invaluable addition to my year on Youthforce, for it brings together young people from all walks of life to live together for 5 days as a closely knit community.

When we arrived on the Monday, I felt, straight away, as if I wanted to return home. The feeling soon passed and the course tutors soon got us into the swing of things. At this important stage we began to think about groups for the cooking, cleaning, activities and projects that go on during the week. The programme was explained and we learned of the opportunities for pony trekking, climbing, canoeing, caving, pottery, metalwork and video work in which we could join. The activities were not compulsory, but the instructors who took us seemed to have very persuasive natures.

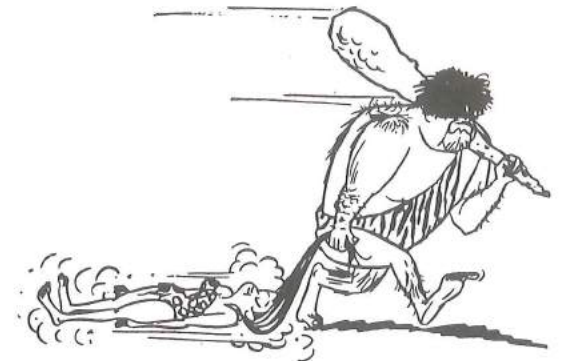
The night exercise was a high spot of the week, even though we managed to get completely lost in the Forest. It was a really good way of getting us to work together as a team and not as individuals. We also learned the skills of map and compass reading.

Another good thing about this course was the way we got down to talking together, not about those things you would chat to your friends about, but about planning and problem solving and other things you'd never dream of talking about normally. Everybody gets a chance in these discussions - the tutors make sure of this!

At the beginning of the week we wondered what G.Y.A. was thinking about sending us out with tutors who gave us silly games to play on the first day. It seemed like we were going to be treated like a bunch of kids from infants school but by the end of the week we had started to realise the significance of those 'games'.

The end of the week was emotional. Tears flowed freely and names and addresses were exchanged for we had grown very close to one another.

MANDY WILSON



GLOUCESTERSHIRE YOUTH ASSOCIATION LTD.
AN ORGANISATION DEVELOPMENT PERSPECTIVE

Change is now a constant factor in all our lives. We are bombarded with ideas, concepts and inventions that literally were unthought of a few years ago. How do individuals and organisations manage to survive in this sea of change? As Staff and Organisation Development officer in the South West I see many organisations struggling to cope with all the uncertainties that change brings. Some try to ignore it, believing that traditional attitudes and patterns of behaviour will see them through. Others wholeheartedly embrace the new ideas and technology, throwing off their links with the past. A third group attempt to steer a middle course conscious of their history and tradition, yet aware that changes need to be made.

It would seem to me that GYA is a member of the third group. The fact that steps were made to form the organisation into a limited company is an indication of a recognition of the need for change, yet in making the change many of the features of the old GYA were incorporated into the new organisation. To give an example. The formation of the limited company gave voluntary members protection and at the same time created a clear management structure and areas of responsibility. It also ensured that the old system of voluntary committees continued, and indeed was expanded, thus recognising and supporting the fact that committed voluntary workers are the core of the organisation. If an organisation is to continue to be viable it needs to be able to have both a maintenance and a development function. By this, I mean it has to maintain its core work to ensure that it retains the support and goodwill of the majority of its clients. It also needs to be looking into new areas of work, attracting new clients and providing services that were not there before. In time this development work may become part of its core work so the whole dynamic of the organisation keeps changing and one of the skills of management is keeping a delicate balance between maintenance and development. GYA Ltd. offers us an excellent example of this achievement. The core of its work are its services to youth clubs in Gloucestershire, but the formation and development of Youthforce, Club 388 and the YTS Residential Training can be seen as prime examples of pioneering developmental work.

We know that both individuals and groups work more effectively if they are clear about what they want to achieve, and are supported in the achievement of their objectives. What seems to work best is giving people a framework to work within and to encourage individual and group responsibilities within that framework. In GYA's case we can see this happening in the working committee's terms of reference and with job descriptions for individuals. On the whole this is working well and it is interesting to note the positive attitudes this has brought about. It is also interesting to note that the new structures also appear to have stimulated a more creative approach to problem solving. Talking with staff and committee members this shows itself in an increased confidence, a belief that the organisation can get things done and that difficulties can be overcome. Outside bodies and individuals appear to recognise this and evidence of this can be seen through their approaches to GYA for help and information.

A problem for most organisations is that they are so busy "doing" that there is no time for reflection and reviewing, so that in time the sense of purpose becomes incorporated into doing the work here and now, rather than as something to be worked towards and achieved. I am sure that GYA will be looking seriously at this issue and will find the time to build review into the Association and encourage appraisal and supervision systems for the staff.

There is no doubt in my mind that organisational changes introduced by GYA have been and will continue to be of value to the Association, both paid and voluntary workers, most important, the young people of Gloucester.

Derek Close
Staff & Organisation
Development Officer (SW)



THE NATIONAL CONTRIBUTION

The Association benefits considerably from the support given by the National Headquarters. In addition to a very comprehensive programme of activities and competitions we are able to offer workers a vast range of training opportunities applicable to full time, part time and voluntary workers. The range of publications, and reports of relevant research are also expanding rapidly and are extremely valuable to us in developing services to young people. Obviously in a very busy Association it is quite valuable for us to be able to rely on National to keep us up to date with the changes in youth services. We also welcome the help and guidance we receive from the fund raising section of the National Association, and although GYA is responsible for ensuring its own continued existence, professional guidance is always valued.

The emphasis of National work in the past twelve months has been to commit us further to the concept of member participation at all levels. It is quite clear that the young people are responding well to this challenge at a National level. It is up to us in the local situation to respond as well and to involve young people in running their own organisations in both club and local Association.



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TREASURER'S REPORT 1983

This year has seen a significant improvement in the facilities offered by our Headquarters building both in quality and area available. Our main objective now must be to repay the loan taken up to fund these improvements. The need for them has arisen from the importance of maintaining our original investment in good condition, and, of greater importance, from the expansion of our activities. This expansion has come from general administration, our sponsorship of the government's New Training Programme, and also our growing Youth Club of the Air - all exciting projects for those involved in Youth Work in Gloucestershire.

On the Club service side of our activities, we are able to function in a simple and limited way due to our strict financial constraint - much more could be done! This simple function is only possible because of the continuing valuable support given us by the Local Authority and for this we are most grateful.

To briefly summarise our position therefore, we firstly need to raise funds to steadily eliminate our borrowings. Secondly we need to establish a pattern of steady income to permit our service to Youth through Clubs to grow and to meet the increasing need brought about by the complex problems of our society today.

It is important to realise that the first objective, once it is achieved, will also help to solve the second and therefore I look to this year for a special effort and any help will be most appreciated.

May I take this opportunity to express my thanks to our auditors, Messrs. Deloitte, Haskins and Sells, for their considerable help in finalising and presenting the accounts, copies of which are included with this publication.

Frank May
Hon. Treasurer

FUND-RAISING

May I, on behalf of our Council of Management, thank all trusts, businesses and private subscribers who have supported us so regularly in the past, and, again this year, responded so generously to our appeal for funds.

We are looking for continuing funds to service our day to day Youth Work and to repay the borrowings on the new extension needed for the further expansion of Youthforce.

Undoubtedly the most beneficial method of supporting the Association is by signing a Deed of Covenant for four, seven or ten years, or even life. If you wish to make a contribution by this method please make use of the forms printed opposite and return to the Gloucestershire Youth Association, West Regional Office, Free Post, Gloucester. GL1 1BR. (Postage will be paid by us).

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(Signature of Witness)

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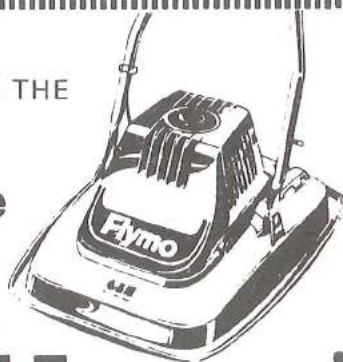
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