

NORTH WALES DEAF ASSOCIATION

CYMDEITHAS BYDDAR GOGLEDD CYMRU

LEGAL AND ADMINISTRATIVE INFORMATION

Status

North Wales Deaf Association (Cymdeithas Byddar Gogledd Cymru) (hereinafter called "the Association").

The Association was incorporated on the 17th August, 1994 as a company limited by guarantee with a company registration number of 2959589 and has no share capital. The Association is registered with the charity commission. The registered charity number is 1048017.

The governing document of the Association is the Memorandum and Articles of Association, last amended at the Annual General Meeting held on the 2nd October, 1999.

Management Committee Members

The Management Committee shall consist of no less than THREE nor more than NINE members. The Management Committee may from time to time appoint any member of the Association to fill a casual vacancy. Any member so appointed shall retain his office only until the next Annual General Meeting, but he shall then be eligible for re-election. Only people who are paid-up members of the Association shall be eligible to hold office as a member of the Management Committee.

At the Annual General Meeting of the Association, one third of the members of the Management Committee shall retire from office. A retiring member of the Committee shall be eligible for re-election.

No member of the Management Committee shall be paid a salary or fees other than reasonable out-of-pocket expenses.



Elected Committee Members

Tom Jones	First elected at the Inaugural Meeting 1994 and subsequently re-elected at the Annual General Meeting on the 1 st November, 1996 and 2 nd October, 1999.
David Duller	First elected at the Inaugural Meeting 1994 and subsequently re-elected at the Annual General Meeting on the 1 st November, 1997.
Harold Broadley	Elected at the Deaf North Wales Annual General Meeting 1995 as their representative on the Association's Management Committee and subsequently re-elected as their representative at the Deaf North Wales Annual General Meeting in September 1997.
Arthur Todd	First elected at the Annual General Meeting 1995 and subsequently re-elected at the Annual General Meeting on the 28 th November, 1998
Helen Marshall	Elected as representative from Deaf North Wales at their Annual General Meeting in September, 1997
Val Owen	Elected at the Annual General Meeting held on the 28 th November, 1998
Eddie Hurley	Elected at the Annual General Meeting held on the 28 th November, 1998
Kevin Goring	Elected at the Annual General Meeting held on the 28 th November, 1998
Susan Thomas	Selected by the Management Committee on the 14 th December, 1999 and first attended on 1 February, 2000

Council Representatives

Councillor John Smith	Ynys Mon County Council
Councillor Margaret Griffiths	Gwynedd County Council
Councillor Phillip Williams	Denbighshire County Council
Councillor Jeffares	Wrexham County Borough Council

The Management Committee meet once a month to discuss the business of the Association. At these meetings there shall be at least THREE members of the Committee present for a quorum. Questions arising at the meetings shall be decided by a majority of votes. The Chairman shall have a second or casting vote.

A proper record shall be kept of all the Committee Meetings and of all written resolutions (and of signatures).

The registered office of the Association is:

The Bungalow
Plas Tre Marl
Llandudno Junction
Conwy
LL31 9HL

Bankers

National Westminster Bank
247 High Street
Bangor
Gwynedd

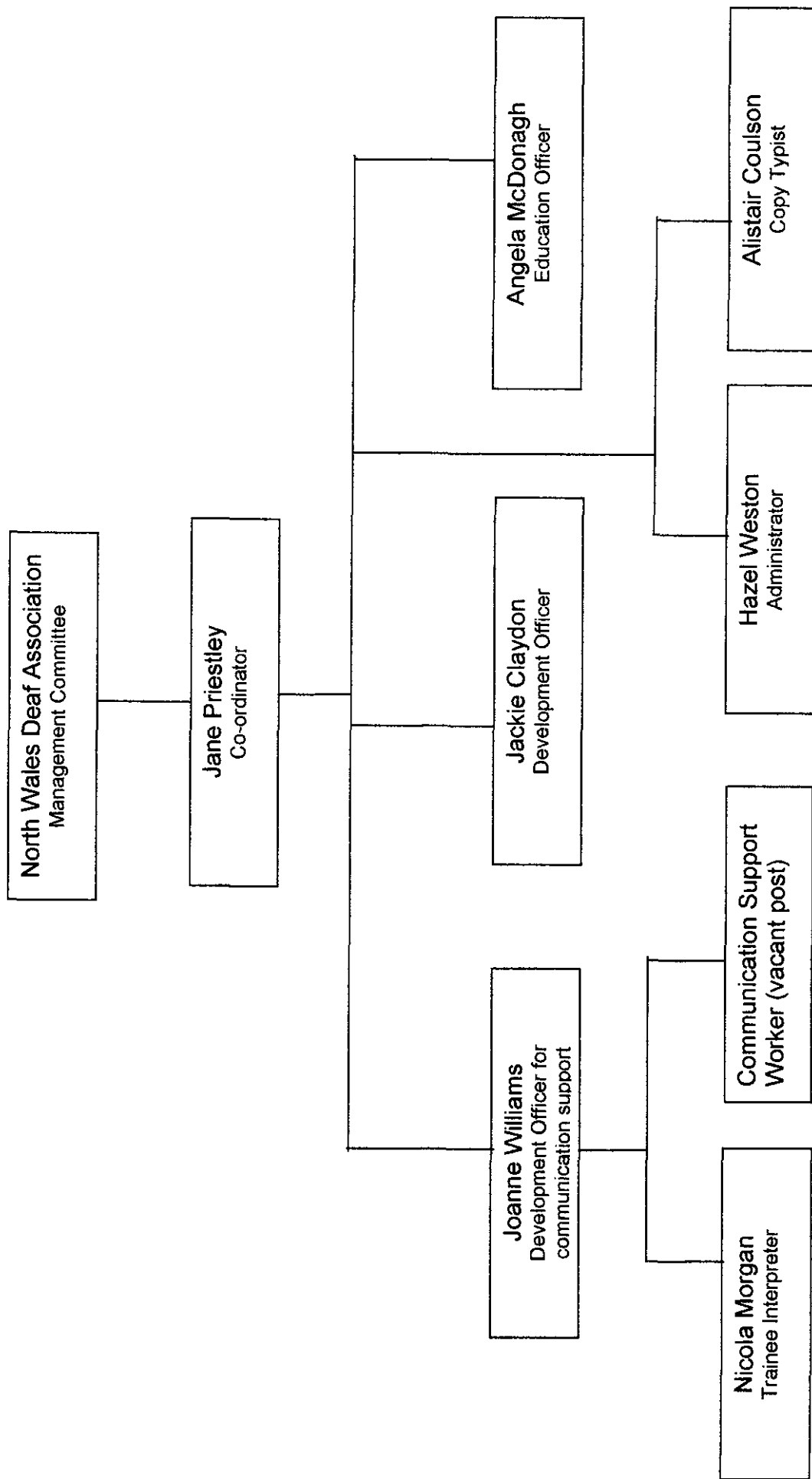
Reporting Accountants

Aston, Hughes & Co
Chartered Accountants
Selby Towers
29 Princes Drive
Colwyn Bay
LL29 8PE

Solicitors

Elwyn Jones & Co.
123 High Street
Bangor
Gwynedd

Structure of North Wales Deaf Association Structure as at 31st March, 2000



NORTH WALES DEAF ASSOCIATION
(CYMDEITHAS BYDDAR GOGLEDD CYMRU)

DIRECTORS' REPORT

FOR THE YEAR ENDED 31ST MARCH, 2000

The directors submit their report and the financial statements for the year ended 31st March, 2000.

PRINCIPAL ACTIVITY

The objective and principal activity of the company is the relief of profoundly deaf, deafened, deafblind and hearing impaired people within North Wales by the promotion, development and the provision of appropriate facilities, services and resources.

The Association does this by providing:

- Deaf awareness training for businesses and service providers
- Education consultancy
- Equipment demonstrations and advice for deaf people
- Lobbying for equal access to services and employment
- Communication support services
- Promoting the Welsh deaf identity
- Advocacy service

There have been no changes in policy since the last report.

GENERAL ACTIVITIES

DEAF AWARENESS TRAINING

Deaf awareness training continues to be a growth area for North Wales Deaf Association with a number of organisations and businesses using the training in preparation for the implementation of the Disability Discrimination Act. This service was again promoted to all businesses in North Wales with the distribution of Welsh and English finger spelling cards and information about the types of Deaf Awareness Training provided.

The trainers used during this financial year were Jackie Claydon and Ann Hazell. Both hold 730 teaching certificates and Manchester Metropolitan University Teacher's Certificates.

A deaf awareness course includes an introduction to deafness, basic tips for improved communication techniques, finger spelling, awareness of sign language, basic survival signs and Deaf culture.

This year a new training session has been introduced. This is Disability Discrimination Act training and discusses changes businesses and service providers should make in order to comply with the Act in relation to Deaf, Deafened, Deafblind and Hard of Hearing people.

Deaf Awareness Training Sessions 1st April, 1999 to 31st March, 2000

	2 hour session	Half day session	Full day session	1 hr minicom training	Notetaker training	Disability Discrimination Act Training
Total number of sessions	6	19	14	5	2	5
Number of staff trained	90	282	160	30	7	65

A selection of comments from evaluation forms

The tutor used her 3 hours with us very constructively and she imparted a lot of every day sign language.

Thank you for making us aware. This made me feel happier knowing my colleagues now understand the difficulties I have.

Excellent insight and information – the tutor was brilliant.

CACDP Deaf Awareness Training Courses

NWDA has been registered with CACDP during this financial year and has held regular CACDP deaf awareness training courses across North Wales. This is an in depth course of 4 weeks x 2.5 hour sessions plus an examination lasting 30 minutes which consists of 20 multi choice and 8 short answer questions. The course content includes:

Defining deafness, language and culture, deaf experience and discrimination, developing communication tactics, hearing aids and cochlear implants, technical aids to communication, and human aids to communication.

In order to be successful in the Deaf Awareness exam, students need to have an understanding of all the above subjects.

CACDP Deaf Awareness Training Courses from 1 April 1999 until 31 March 2000

	Course 1	Course 2	Course 3	Course 4
No. of students enrolled	8	4	11	9
No. of students taking exam	7	4	7	9
No. of students passing exam	7	4	7	7
No. of students failing exam	0	0	0	2
Tutors	Jackie Claydon	Ann Hazell	Jackie Claydon	Jackie Claydon
Venue	Llandudno Junction	Llangefni	Holyhead	Rhyl

A selection of comments from Evaluation Forms

This has given me a greater understanding of the problems with communication that deaf people face and how to approach them during the course of my work.

Really interesting – gave me a heightened awareness of what it must be like to be deaf.

Brilliant teacher, very interesting. Made the lesson a real enjoyment.

Enjoyed every minute of it.

NATIONAL LOTTERY CHARITIES BOARD

On the 12th December, 1996 the North Wales Deaf Association successfully applied to the National Lottery Charities Board for funding to launch the Deaf Aware Business of the Year Award. The first presentation of this award took place at the North Wales Deaf Association Annual General Meeting on the 28th November, 1998 and was awarded to the Llandudno Branch of Lloyds Bank. In 1999 the award was given to the Benefits Agency in Colwyn Bay.

A bilingual Guide for Deaf and Hard of Hearing people has been prepared by the North Wales Deaf Association staff and 10,000 copies have been distributed since January, 2000. Large print copies are also available.

LIP-READING CLASSES

Lip-reading classes provide a relaxed and friendly atmosphere in which to learn to lip-read with other deaf and hard of hearing people. Everybody learns at their own pace without pressure.

North Wales Deaf Association working in partnership with the Workers' Education Association has arranged regular 30 week courses at three venues in North Wales. There is a one off registration fee of £2 each year, renewable every September.

North Wales Deaf Association has held classes in Mold, Llandudno Junction and Holyhead. The tutors were Ann Hazell and Jackie Claydon.

EDUCATION

The Education Officer, whose post is funded by BBC Children in Need, has been offering sign language classes to the peers of deaf children who are in mainstream education and deaf awareness training to teachers across North Wales throughout the year. Presentations are given to school assemblies and individual classes. After school clubs and lunch clubs have also been set up to teach sign language and proved very popular. One school had over 120 pupils register for the club. Video-telephony and minicom calls have continued with a number of pupils on a regular basis throughout the year. The Conwy Family Support Group has met on a monthly basis. A variety of events have been held including a Christmas Party, which was attended by 20 children from the area, all of whom received a gift from Father Christmas.

Regular contact has been maintained with the peripatetic teachers of deaf children in Gwynedd, Ynys Mon, Denbighshire and also with the Advisory Teacher for Sensory Impairment of Conwy. Advice and guidance has been given to the University of Wales, Bangor.

EQUIPMENT DEMONSTRATIONS AND ADVICE SERVICE

The Disability Advisors of Conwy Social Services hold monthly Assessment Clinics at the NWDA Bungalow. NWDA staff are always on hand to offer advice and information about equipment that is being loaned out. Equipment demonstrations have been given to the Disability Advisors of Denbighshire and a presentation of services available from NWDA was given to all the Disability Advisors of Ynys Mon and Gwynedd.

A telephone helpline and information service is available during office hours by phone, fax or text phone. Information given varies from Sign Language courses for students, deaf and hard of hearing clubs, lip-reading classes, deaf awareness courses, how to get a hearing aid, equipment and general information about deafness.

The North Wales Deaf Association Newsletter/Cymdeithas y Byddar Gogledd Cymru Tafien Newyddion is published on a quarterly basis. 2,000 copies of the newsletter are distributed to members of the Association, Hearing Aid Centres, Audiology Clinics, Social Services, Libraries, Doctors Surgeries, other interested parties and at events attended by North Wales Deaf Association.

LOBBYING FOR EQUAL ACCESS

The Association has lobbied for and supported individual members of the Association with their requests for environmental equipment, rights to communication support and rights to Disability Living Allowance.

Consultation meetings have been arranged on a quarterly basis between members of the Deaf Community of Gwynedd, Ynys Mon and Conwy and service providers. A consultation meeting has also been held with representatives from the Hard Of Hearing Clubs in Conwy and Conwy Social Services Department.

Jackie Claydon the Community Development Officer has attended quarterly North Wales Police consultation meetings at various venues throughout North Wales to lobby on a number of issues.

Lobbying on a national level has continued through UK Council on Deafness and the Deaf Broadcasting Council, both powerful umbrella groups of which NWDA is a member.

COMMUNICATION SUPPORT SERVICES

This service continues to grow. Grants are received from the Social Service Departments, of Gwynedd, Ynys Mon and Conwy, the North Wales Health Authority and Flintshire County Council. The Association now provides communication services to 31 deaf people in their employment, either through support from the Employment Service or their employers. Communication support has been provided for five students at Llandrillo College and one student at Coleg Menai.

Communication Support Services for Health Care settings From 1st April, 1999 to 31st March, 2000

Area	Conwy	Gwynedd	Ynys Mon
Number of Assignments	179	24	19

Total number of assignments for Health Care settings **222**

Communication Support Services excluding Health Care settings From 1st April, 1999 to 31st March, 2000

Area	Conwy Social Services	Gwynedd Social Services	Ynys Mon Social Services	Flintshire Chief Execs. Office	Other
Number of Assignments	97	12	23	33	586

Total number of interpreting Assignments carried out from 1st April, 1999 to 31st March, 2000 is **973**

Total number of assignments using freelance interpreters during the year is **155**
Number of official complaints received about the service – **Nil**

Comments from satisfaction questionnaires.

"I felt very much at ease with this interpreter and would not hesitate to use her again."

"Very good interpreter. I liked the t-shirt – NWDA logo – it looked very good."

"Nice to meet new interpreter – after only a short time I felt very comfortable."

"Interpreter met my signing needs very well."

"Good interpreting throughout the day."

PROMOTING THE WELSH DEAF IDENTITY

The Association has had information stands at the Flint and Denbigh Show, Menai Bridge Fayre, Meirionydd County Show, and at some of the smaller shows in the North Wales area.

The Welsh/English Finger spelling cards have been widely distributed to businesses, schools and interested parties to promote the use of Welsh finger spelling for Welsh names and places.

COMMUNITY ADVOCACY SERVICE

This is a new service, which has been developed over the year in response to requests from deaf people for assistance. The service covers translation of daily correspondence, assistance with replies and making telephone calls on behalf of the client, informed independent advice, assisting clients to access appropriate statutory services and provide on going support when needed.

The need for this service has been recognised by the Social Service Departments in Conwy, Gwynedd and Ynys Mon and NWDA will be employing a part-time Community Advocacy Officer shortly.

VOLUNTEERS

The Association has enlisted the help of a number of volunteers for various tasks, but mainly to help with the large mailings that the Association has undertaken during this financial year including distribution of the Welsh/English Finger spelling cards, the Guide for Deaf and Hard of Hearing People and the quarterly newsletter.

DONATIONS IN KIND

Conwy Social Services permit the use of the Bungalow, Plas Tre Mari, Llandudno Junction free of charge and also cover the cost of heating, lighting and rates.

Flintshire Social Services provide the Association with a room at Ty'r Binwydden, Jasmine Crescent off Clayton Road, Mold as well as accommodation for teaching the lip-reading class once per week.

Flintshire Social Services also loan the Association a Presence Video phone.

A room is loaned once per week free of charge at the Jimmy O'Toole Centre, Holyhead to teach lip-reading classes.

REVIEW OF FINANCIAL POSITION

The grants from County Councils and the Health Authority have remained relatively unchanged. Income from trading activities which include fees for interpreting and deaf awareness training have increased considerably over the last twelve months and this continues to be a growth area for the Association. The Association has also received the final settlement of £15,510 in respect of a legacy, £30,000 already having been received in 1995/96, bringing the total legacy to £45,510. The increase in expenditure is mainly in respect of salaries due to increase in the number of employees and hours of employment and this has been covered by the grant from Children in Need and the increase in income from interpreting services and deaf awareness training.

FUTURE OF THE ASSOCIATION

Core funding has been secured for the year 2000/2001 with Gwynedd, Ynys Mon, Conwy, Denbighshire and Flintshire Social Services. The interpreting service is being funded during 2000/2001 by Gwynedd, Ynys Mon and Conwy Social Services, Flintshire Chief Executives Office and the North Wales Health Authority together with sale of service to other organisations, businesses and individuals. The grant from Children in Need will continue to employ the Education Officer. The Association is viable and will continue to provide services as outlined on page 2.1.

Due to the increase number of employees and the lack of space in the Association's present building, the North Wales Deaf Association's Management Committee have decided to set up a Building Fund and have transferred £25,000 from the General Reserve. During the next financial year the Association will be investigating various options regarding accommodation.

DIRECTORS

The directors who served on the board during the year were:

Tom Jones
David Duller
Harold Broadley

STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements the directors are required to:

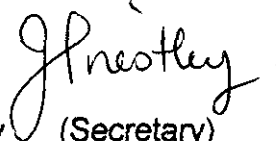
- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the Financial Reporting Standards for Smaller Entities has been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The report of the directors has been prepared in accordance with the special provisions of Part VII of the Companies Act, 1985 relating to small companies.

In preparing these accounts the directors have sought to follow best practice in accounting by charities as laid down in the Statement of Recommendation Practice (SORP) "Accounting by Charities." Any departures and reasons for departures from the SORP are disclosed in the relevant notes to the accounts.

BY ORDER OF THE BOARD


Mrs J Priestley (Secretary)
Dated: 18th July 2000

Registered Office
The Bungalow
Plas Tre Marl
Llandudno Junction
Conwy
LL31 9HL

**ACCOUNTANTS' REPORT TO THE MEMBERS ON THE UNAUDITED FINANCIAL
STATEMENTS OF NORTH WALES DEAF ASSOCIATION
(CYMDEITHAS BYDDAR GOGLEDD CYMRU)
FOR THE YEAR ENDED 31 MARCH 2000**

We report on the financial statements for the year ended 31 March 2000 set out on pages 4 to 9.

Respective responsibilities of directors and reporting accountants

As described on page 2.9, the company's directors are responsible for the preparation of the financial statements, and they consider that the company is exempt from audit. It is our responsibility to carry out procedures designed to enable us to report our opinion.

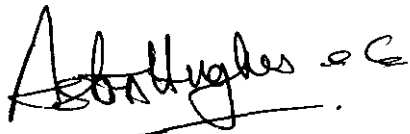
Basis of opinion

Our work was conducted in accordance with the Statement of Standards for Reporting Accountants, and so our procedures consisted of comparing the financial statements with the accounting records kept by the company, and making such limited enquiries of the officers of the company as we considered necessary for the purposes of this report. The procedures provide only the assurances expressed in our opinion.

Opinion

In our opinion:

- (a) the financial statements are in agreement with the accounting records kept by the company under section 221 of the Companies Act, 1985
- (b) having regard only to, and on the basis of, the information contained in those accounting records:
 - (i) the financial statements have been drawn up in a manner consistent with the accounting requirements specified in section 249C(6) of the Act; and
 - (ii) the company satisfied the conditions for exemption from an audit of the financial statements for the year specified in section 249A(4) of the Act and did not, at any time within that year, fall within any of the categories of companies not entitled to the exemption specified in section 249B(1).



**Aston, Hughes & Co
Reporting Accountants and
Chartered Accountants**

**29 Princes Drive
Colwyn Bay**

Dated: 18th July 2000

NORTH WALES DEAF ASSOCIATION
(CYMDEITHAS BYDDAR GOGLEDD CYMRU)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2000

	<u>Note</u>	Unrestricted Funds			Total	Total
		General	Designated	Restricted	2000	1999
		Fund	Building Fund	Fund		
		£	£	£	£	£
Incoming Resources						
Grants	2	78,934		26,105	105,039	110,842
Income from trading activities	3	58,502			58,502	27,017
Donations		4,076			4,076	3,492
Legacies		15,510			15,510	
Investment Income		1,400			1,400	1,469
General Income		2,063			2,063	919
Intangible Income	4	5,000			5,000	
Total Incoming resources		165,485	0	26,105	191,590	143,739
Resources expended						
Direct Charitable expenditure	5	107,146		35,130	142,276	87,286
Fundraising & Publicity cost		6,050			6,050	5,149
Management and Administration	6	27,982			27,982	20,323
Total Resources expended	7	141,178	0	35,130	176,308	112,758
Net Incoming/(Outgoing) Resources before Transfers		24,307	0	-9,025	15,282	30,981
Transfer between Funds		-25,544	25,000	544	0	0
Net Movement in Funds for the Year		-1,237	25,000	-8,481	15,282	30,981
Balances b/fwd at 1 April 1999		37,810	0	26,735	64,545	33,564
Fund Balances c/fwd at March 31, 2000		36,573	25,000	18,254	79,827	64,545

The notes on pages 6 to 9 form part of these accounts

NORTH WALES DEAF ASSOCIATION
(CYMDEITHAS BYDDAR GOGLEDD CYMRU)
BALANCE SHEET
AT 31 MARCH 2000

	<u>Note</u>	<u>2000</u>	<u>1999</u>
		£	£
<u>FIXED ASSETS</u>			
Tangible Assets	8	12,902	10,528
<u>CURRENT ASSETS</u>			
Debtors		8,145	6,666
Cash at bank and in hand		<u>67,609</u>	<u>54,498</u>
	9	75,754	61,164
<u>CREDITORS</u>			
Due within one year	10	<u>-8,829</u>	<u>-7,147</u>
<u>NET CURRENT ASSETS</u>		66,925	54,017
<u>TOTAL ASSETS LESS</u>			
<u>CURRENT LIABILITIES</u>	11	<u>79,827</u>	<u>64,545</u>
<u>CAPITAL AND RESERVES</u>			
<u>Unrestricted Funds</u>			
General fund		36,573	37,810
Designated Building Fund		25,000	
<u>Restricted Funds</u>			
Children in Need		18,254	20,934
Lottery			5,801
		<u>79,827</u>	<u>64,545</u>

The exemption conferred by Section 249A(2) not to have these financial statements audited applies to the company and the directors confirm that no notice has been deposited under Section 249B(2) of the Companies Act 1985. The directors acknowledge their responsibilities for ensuring that:

- (i) the company keeps accounting records which comply with Section 221 of the Companies Act 1985 and,
- (ii) the financial statements give a true and fair view of the state of affairs of the company as at 31 March 2000 and of its surplus for the year ended in accordance with the requirements of Section 226, and which otherwise comply with the requirements of the Companies Act 1985

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and with the Financial Reporting Standard for Smaller Entities.

Signed on behalf of the board



Director

Date: 18th July 2000

NORTH WALES DEAF ASSOCIATION
(CYMDEITHAS BYDDAR GOGLEDD CYMRU)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2000

1 ACCOUNTING POLICIES

a. Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice

b. Depreciation

Depreciation has been calculated at a rate suitable for writing off the assets of the company over their useful lives

The rate applied has been:

Fixtures and fittings 15% reducing balance

c. Donations and legacies

Monetary donations and legacies to the Association are credited in the accounts on a receipts basis.

d. Grants

Grants received by the Association are credited to the Income and Expenditure account in the period in which the expenditure to which they relate was incurred

e. Operating leases

Operating lease rentals are charged to the Income and Expenditure account as incurred.

f. Basis of apportionment

Where items of expenditure involved more than one cost category the basis of apportionment is as follows

	Direct Charitable	Fundraising & Publicity	Management & Administration
Salaries			
Co-ordinator	40%	20%	40%
Administrator	50%		50%
Support costs	70%		30%

g. Incoming Resources

Incoming resources are attributable to the principal activity of the company, which is continuing and is wholly derived within the United Kingdom.

2 GRANTS

	2000 £	1999 £
General Fund		
Conwy County Council	16,422	16,422
Denbighshire County Council	2,708	2,781
Flintshire County Council	7,000	7,000
Gwynedd County Council	16,812	16,648
Ynys Mon County Council	10,132	10,132
North Wales Health Authority	22,660	22,000
Supported work placement	3,200	3,200
	<u>78,934</u>	<u>78,183</u>
Restricted Funds		
National Lottery Charities Board	2,420	8,844
BBC Children in Need	23,685	23,815
Total	<u>105,039</u>	<u>110,842</u>

3 INCOME FROM TRADING ACTIVITIES

	2000 £	1999 £
Interpreting	44,541	17,160
Deaf Awareness training	10,213	6,514
Training	1,711	1,099
Environmental equipment sales	2,037	2,244
Total	<u>58,502</u>	<u>27,017</u>

4 INTANGIBLE INCOME

Donation from Conwy Social Services for the use of premises at The Bungalow, Plas Tre Marl, Llandudno Junction free of charge to include the cost of heating, lighting and rates.

	Unrestricted Funds £	Restricted Funds £	Total 2000 £	Total 1999 £
5 DIRECT CHARITABLE EXPENDITURE				
Provision of services				
Salaries	64,311	18,152	82,463	49,420
Freelance Interpreters	13,915		13,915	6,269
Travel & Subsistence	6,506	5,730	12,236	6,539
Deaf Awareness	583		583	1,165
Information Booklets/Library	616	8,755	9,371	6,548
Environmental Equipment	7,316		7,316	6,968
Office expenditure	12,305	2,493	14,798	9,076
Depreciation	1,594		1,594	1,301
Total	<u>107,146</u>	<u>35,130</u>	<u>142,276</u>	<u>87,286</u>
6 MANAGEMENT AND ADMINISTRATION				
Salaries	19,679		19,679	14,359
Premises and Office expenditure	7,798		7,798	5,935
Legal and Professional fees	505		505	29
	<u>27,982</u>	<u>0</u>	<u>27,982</u>	<u>20,323</u>

7 TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	Total 2000 £	Total 1999 £
Direct Charitable	82,463	1,594	58,219	142,276	87,286
Fundraising/Publicity	4,827	0	1,223	6,050	5,149
Management/Admin	19,679	683	7,620	27,982	20,323
	106,969	2,277	67,062	176,308	112,758

No employee earned £40,000 p.a. or more

The average number of employees during the year was 7 (1999:5)

Directors remuneration during the year was £nil (1999: £nil)

1 Trustee received travel expenses during the year of £80 (1999: £nil)

8 TANGIBLE FIXED ASSETS

	<u>Fixtures and Fittings</u> £
<u>COST</u>	
At 1 April 1999	17,589
Additions	4,651
At 31 March 2000	<u>22,240</u>
<u>DEPRECIATION</u>	
At 1 April 1999	7,061
Charge for the year	2,277
At 31 March 2000	<u>9,338</u>
<u>NET BOOK VALUE</u>	
At 31 March 1999	<u>10,528</u>
At 31 March 2000	<u><u>12,902</u></u>

The net book value at 31 March 2000 represents fixed assets used in the relief of profoundly deaf, deafblind and hearing impaired people within North Wales.

9 CURRENT ASSETS

	2000 £	£	1999 £	£
Trade debtors		8,145		6,666
Cash at bank and in hand				
Deposit account	21,261		29,967	
Trust Account	45,981		24,479	
Petty cash	367	67,609	52	54,498
		<u>75,754</u>		<u>61,164</u>

10 CREDITORS - due within one year

	2000 £	1999 £
Bank overdraft	8,233	6,924
Trade creditors	596	223
	<u>8,829</u>	<u>7,147</u>

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2000 are represented by:

	Total 2000	General Fund	Designated Building Fund	BBC Children in Need
	£	£	£	£
Fixed assets	12,902	12,902		
Current assets	75,754	32,500	25,000	18,254
Current liabilities	-8,829	-8,829		
	79,827	36,573	25,000	18,254

12 RESTRICTED FUNDS

The income of funds of the charity include restricted funds comprising the following unexpended balances of grants held on trust to be applied for specific purposes.

	Balance March 31 1999	Movement in Funds		Balance March 31 2000
	£	Incoming Resources	Expenditure	£
National Lottery				
Charities Board	5,801	2,420	8,765	
Transfer from General Fund		544		0
BBC Children in Need	20,934	23,685	26,365	18,254

At the year end, the balance on the Children in Need Fund was held in the bank and appears on the balance sheet under current assets

13 CONTINGENT LIABILITIES

In relation to the grant received from the BBC Children in Need, the terms and conditions attached to this grant means that in the remote possibility of certain events arising, some or all of the grant monies received may be repayable.

14 CAPITAL COMMITMENTS

There were no capital commitments at 31 March 2000

15 SHARE CAPITAL

The Association is a company limited by guarantee and has no share capital