



CAVOS

newsletter

Winter 2012

Pensions Update

From 1st October 2012, employers with 50 or more employees must enrol eligible employees automatically and make compulsory minimum contributions into a qualifying workplace pension scheme or the National Employment Savings Trust. For those with less than 50 employees the scheme has been put back by at least a year. For more information visit www.direct.gov.uk and check out the Company & Personal Pensions page via the Pensions & Retirement Planning Section

The Queen's Diamond Jubilee

This year marks the Queen's 60 years on the throne and there are expected to be many events to celebrate the occasion. As part of this, the traditional Bank Holiday at the end of May will, in 2012, be moved to Monday 4th June and in addition, the government has agreed to grant an additional bank holiday on Tuesday 5th June 2012 to make it a four day weekend.

What to expect in 2012

We've got an action-packed year ahead of us at CAVOS and we're determined to make it another fantastic year of supporting the sector! There is so much going on and we've developed loads more interesting and innovative ways to ensure that your organisation gets the information and support it needs in 2012.

CAVOS is 100% committed to providing you with even more fantastic support, advice, information, training and events to help you make 2012 a real success.

Things to look out for in 2012, courtesy of CAVOS:

- ⇒ 'How To' Guides - in a range of brilliant titles (*and all absolutely free!*)
- ⇒ Even bigger and better events - we know how you love our events and we'll be seeking to out-do ourselves again this year with our networking events, funders fairs and probably a good few more!
- ⇒ Opportunities to access our great training courses 'How to be a brilliant organisation' and 'How to get your hands on the money'
- ⇒ Help with volunteering - we will shortly be contacting many groups that have their volunteer opportunities registered with us to give you our new ideas on increasing your chance of attracting and keeping more volunteers
- ⇒ A big push for our organisational files - they're brilliant and are such an incredible resource that we think everyone should have one (*well we would, wouldn't we!*)
- ⇒ CAVOS joining the social networking world of Twitter and Facebook
- ⇒ New peer support groups - lunchtime informal sharing for CEOs and Senior Managers; Chairs Forum; Treasurers' Forum
- ⇒ Reporting on hot topics in the news and much more

If you have any queries relating to this newsletter, or would like an article published in the next issue please contact us:

Tel: 01388 811115 Fax: 01388 817772

Email: enquiries@cavos.org.uk www.cavos.org.uk

CAVOS Christmas Celebration Event 2011

CAVOS held its fourth Christmas Celebration Event on Thursday 15th December 2011 at Shildon Civic Centre. The event was another great success and the feedback we received from the groups who attended was fantastic. Thanks go to everyone who joined us on the evening and helped us to celebrate the achievements of the Voluntary Sector support by CAVOS.

In the lead up to the event, we promoted the opportunity to nominate a local group for a CAVOS Achievement Award if they have had particular success throughout the year. Thank you to everyone who took the time to complete a nomination form... there were plenty of them!

Four very worthy 'Special Achievement' Award winners and one 'Organisation of the Year' were chosen from among the nominees.



Gillian Fortune (CAVOS Chief Officer) and Laura Agar Wilson (CAVOS Development Manager) with members of the Fishburn New Age Kurling Club

Organisation of the Year 2011

Fishburn New Age Kurling Club

This organisation is made up of members who not only enjoy the sport in competition, but also socially. The majority of members are also involved in many other groups and serve on a range of committees in various capacities including as trustees, which are essential for the community and the centre where they practice. The club had great success in 2011 and in particular their achievements included becoming British Club Champions 2011.

Special Achievement Awards:

The Young Gardeners: This group is part of the Cornforth Partnership, they meet in all weathers and can be seen carrying out community activities which include sweeping leaves from old people's pathways and making garden gnome ornaments for their community enterprise idea. 2011 has been a great year for them with the group showing unfailing enthusiasm and passion to improve their own lives and the lives of others around them.

Centre Stage Theatre Group: Over the years, this group has had some bad times losing members young and old. However, more recently those who remained, actively promoted and recruited and their numbers steadily increased again. In 2011 some of their newer members joined Centre Stage following the development of a close link with another organisation they were part of, who specifically care for young adults with physical and learning difficulties. The established members put in a great deal of hard work and showed a huge amount of care and patience to the new members.

South Durham Counselling Service: Although the group has been running for some time, they continue to provide an effective and supportive service throughout. Without the paid staff and volunteers the service wouldn't be able to keep going. During 2011 especially, they have worked tirelessly above and beyond the call of duty, whilst battling tremendous changes in their own lives.

Roc Solid: This group supports 22 young people with varying levels of need with regard to supported housing. They've been given a Gold Award by Durham County Council for caring for their community and have developed their own vegetable garden on site. The group continues to empower young people to engage in education and employment and to make a valuable contribution to their community. Over the last year the group has enabled many vulnerable young people to make positive changes in their lives and to move on successfully towards their futures.



Gillian Fortune (CAVOS Chief Officer) and Laura Agar Wilson (CAVOS Development Manager) with members of Centre Stage Theatre Group

CAVOS Staff – Comings and Goings

There have recently been some staff changes at CAVOS with some hellos and goodbyes so we've taken this opportunity to give you a bit of an update on who's left and who's joined our team.

Michelle Fortune - Michelle has recently left CAVOS to go on to exciting new opportunities. Michelle started with CAVOS as a volunteer in January 2007 and moved on to become our Admin Officer, then our Information and Communications Officer and then our Organisational Development Officer. A great example of where volunteering can lead you.

Many of you have linked with Michelle over the past 5 years and I am sure you, along with the staff and Trustees at CAVOS wish her well for the future.

Helen Brown - Helen has only worked with CAVOS for a year but has made a great impact, working part-time on our Community Buildings support work. She recently set up the South Durham Halls Website for CAVOS which showcases and advertises community buildings in our area.

Helen also worked part-time for Durham Rural Community Council and she will now work full-time for them. We wish her well and will continue to work with her in her new role.



So what about the new addition? Well... we are delighted to welcome:

Sally Brice - Sally is our new Administration Officer and is very efficient so will be keeping us all on our toes. She formerly worked for a voluntary sector charity called 'Open Gate' and so has a good working knowledge of the sector and CAVOS and the work we do.

We welcome Sally to CAVOS and our wonderful members and friends.

For information on the job roles of the other members of our staff team, take a look at the back page of the newsletter or visit our website at www.cavos.org.uk to check out our CAVOS Team page.

CAVOS are now part of the social network



As I'm sure you're very much aware, the world is constantly changing with technology bringing us new and exciting ways to link together.

CAVOS continues to keep up with the trends and have now entered the realms of social networking by joining Facebook and Twitter.

Over the next 6 months we will be developing these opportunities by adding photos, updates, links, local events, group news and anything else relevant that people share with us.

So whether you become a friend, follower or simply 'like' us, lets all network together!

The link to our facebook page is www.facebook.com/pages/CAVOS/204167689664776

You can also find us on twitter @ cavoscvs

CAVOS CRB service ended

From 2nd December 2011 CAVOS no longer provide a CRB Service to community groups.

For any groups looking for specific advice regarding CRB checks, contact the CRB Umbrella Service via 01825 761407, admin@ukcrb.com or visit www.ukcrb.com.

Alternatively, contact Staffvetting.com who specialise in proving CRB checks via 08450 217634, stephen.brown@staffvetting.com or visit www.staffvetting.com.



New Credit Union Powers Benefit UK Charities and Social Enterprises

From January 2012, charities, community groups and social enterprises across England, Scotland and Wales can, for the first time, join a credit union and use the financial services it provides.

The new powers mean that credit unions can now:

- ⇒ Extend membership to new groups without having to prove that all eligible members have something in common.
- ⇒ Provide services to all the staff, members and service users of a charity, community group or social enterprise even if they are spread across the country.
- ⇒ Choose to pay interest on savings instead of a dividend.

The Association of British Credit Unions (ABCUL) Chief Executive, Mark Lyonette said: "The new rules mean that, for the first time, credit unions will be able to offer services directly to charities, social enterprises and community groups, allowing credit unions to compete more effectively with banks and other lenders to provide fair and affordable financial services. The changes will also help credit unions build stronger relationships with the staff, members and service users of organisations, helping them to develop a savings habit - which can only be good for communities."

The new credit union powers are the result of legal changes to Credit Union Act 1979. For further details about the new credit union powers, the services provided by credit unions and who can benefit visit the ABCUL website www.abcul.coop/home

Contact the Durham County Credit Union to find out where your nearest collection point is via www.durhamcountycu.co.uk, 0191 375 7677 or info@durhamcountycu.co.uk

Charities Act 2011 - new legislation

The Charities Act 2011 has received Royal Assent and will come into force in March 2012.

This is simply a 'Consolidation Act', merging earlier bits of legislation which actually means the Charities Act 2011 does not change the law, although it does replace most of three existing Acts: the Recreational Charities Act 1958, which gave charitable status to village halls; the Charities Act 1993, which contains all the rules on charity accounting, and the Charities Act 2006.

However, it does not include part 3 of the 2006 act, which would make the Charity Commission the lead regulator of public charitable collections. This section, which says street and door-to-door fundraisers would be required to get public collection certificates from the commission, has never been activated and will be reconsidered as part of the review of the act. The commission has said it would not be able to take on the new duties without being provided with more resources.

When the Charities Act 2011 was introduced earlier this year, the Office for Civil Society said it was unfair for legislation to be so complex and that it was inaccessible to those it affected.

Charitable Incorporated Organisation (CIO) update

We keep mentioning the CIO, only for it to be further delayed. However, without being too presumptuous, it seems increasingly possible that the CIO Regulations will finally come into play with commencement in the first quarter of 2012 meaning that the CIO could, at long last, be an option for new charities. However, for existing unincorporated charities wishing to incorporate, the wait will be slightly longer. For existing charitable companies wanting to 'convert', it will be at least another year. At the time of going to print, the regulations are in relatively final form but have not been published. For those who are interested, the model documents have been produced and published by the Charity Commission and are available on the Commission's website www.charity-commission.gov.uk.

Source: Unity

CAVOS will continue to update you when we hear more. For more information on this legal structure and whether it may apply to your organisation, contact CAVOS.

Employment Law Update:

This issues focus - HOLIDAY PAY

Understanding holiday entitlement

Holiday entitlement is more commonly referred to as 'Annual Leave'. There is a minimum right to holiday entitlement, but employers may offer more than this. Annual leave should be agreed when an employee starts work. Specific details are normally set out in each employees contract of employment or a written statement of employment particulars given to employees by their employer. The written statement is required by law and must be given to employees by the employer no later than two months after the start of employment.

What is the basic holiday entitlement?

All workers have a right to at least 5.6 weeks' paid annual leave (28 days for someone working 5 days a week), but you could receive more than that. Employers can control some things about holidays, including when they should be taken and whether they include bank holidays in the employees entitlement. Basic annual leave entitlement is capped at 28 days so it will still be the same even if an employee works 6 days or more.

What about Public and bank holidays?

You do not have a statutory right to paid leave on bank and public holidays. If employers give paid leave on a bank or public holiday, this can count towards the minimum holiday entitlement. There are 8 permanent bank and public holidays in England so if they're included as part of the minimum entitlement then full time employees would then have 20 days annual leave remaining.

How much is the holiday pay?

What you are paid depends on your employment contract. You are paid your normal pay for your holiday. Even if you work on a bank/public holiday, there's no automatic right to an enhanced rate.

What about part-time workers?

Part-time workers are entitled to the same level of holiday pro-rata (so 5.6 multiplied by their usual working week, e.g. 5.6 x 4 days a week = 22.4 days). If you are part time and your employer gives other workers additional time off on bank holidays, they should be given pro-rata to you as well, even if the bank holiday does not fall on your usual work day.

How do you calculate holiday pay for workers with no normal working hours?

If a worker has no normal working hours then a week's pay is the average pay received over the former 12 weeks. Any weeks for which no pay was due should be replaced by the least previous week for which pay was due.

How much notice should be given when requesting leave?

Employers and employees can agree how and when to give notice of when leave is to be taken. If there is no agreement, the notice period should be at least twice the period of leave to be taken.

Can an employer refuse leave?

Restrictions on taking holidays may be stated in the contract of employment, understood from custom or practice, or included into individual contracts from a shared agreement.

Employers may choose to:

- ⇒ Shut down for certain periods where workers have to use their annual entitlement
- ⇒ Nominate particular dates as days of closure when workers are expected to take leave
- ⇒ Determine maximum amounts of leave that can be taken on any one occasion and also the periods when leave may be taken
- ⇒ Determine the number of workers who can be off at any one time

For most information or advice contact ACAS on 08457 47 47 47



Work together to make a difference

What better way to start 2012 than to think about how you can make a difference. Whether it's by having a clear out and recycling those things you don't use anymore or by getting involved and sharing your views or knowledge then now's the time to do it! Check out the articles for some inspiration!

County Durham Furniture Help Scheme

Recycle

- ⇒ Do you have spare pieces of furniture you don't use anymore?
- ⇒ Do you have old clothes, shoes, bedding, or curtains in good condition?
- ⇒ Are you thinking of replacing your toaster, kettle or other electricals for something new?
- ⇒ Are you a believer in recycling?

Why not contact County Durham Furniture Help Scheme (CDFHS) to ask about donating your unwanted items? They collect (*totally free of charge,*) repair and reuse household furniture and electrical appliances which would otherwise go into landfill.

CDFHS is a registered charity that aims to help those in need, encourage recycling and volunteering.

CDFHS is recognised for its green ethic and has helped save 150 tonnes of items from entering landfill over the last year!

They accept anything and everything for the home from 3 piece suites and washing machines to pots, pans and garden equipment. If you have anything around your home that you don't want anymore but feel someone else could get some good use from, contact them today! To enable them to help and support those in need, they must in turn rely on the generosity and support of the local community.

CDFHS also offer training and work experience programmes to a number of long-term unemployed, and ex-offenders, to help them gain the necessary skills in order to re-enter the workplace.

Anyone who wishes to support CDFHS further, for example by volunteering, is welcome to come along for a taster session by making an appointment.

If you are able to help or would like to find out more, telephone them on **01388 721509**.

Love Food Hate Waste Training

Every house in Britain has food waste, whether that house is lived in by a single person, a family or students. Many businesses and schools also produce significant amounts of food waste. What if we could teach all those people how to reduce food waste, and then to further promote positive environmental behaviour by showing them how to encourage others to reduce food waste and save money too?

Waste Aware North East and WRAP provide training sessions for those people who want to spread the Love Food Hate Waste message. The course, which takes about 3.5 hours to complete, is free of charge and ideal for people with many connections within the community or their business.

If you are a business this course can often fit into your corporate social responsibilities as well as personal development for your staff.

Reduce

For more details email:
info@wasteawarenortheast.org.uk

Local environmental Issues - who to contact

If you wish to raise any environmental issues, such as dog fouling, litter, graffiti, fly tipping, etc, contact Customer Services at Durham County Council on, 01388 816166 or CustomerServices-Sedgefield@durham.gov.uk

Inform

These issues will be dealt with in accordance with Council procedure. They'll also be logged on to a central database that Area Action Partnership's (AAP's) will have access to, and which, in turn, could form the basis for targeting problem areas in the future.



It's Lonely At The Top!

Dear Chief Executives and Lead Officers

In our role as the most senior staff member we all provide lots of support and encouragement, motivation and empowerment to our staff whilst sometimes feeling we could do with a bit of TLC ourselves.

I would like to host an informal get-together of lead officers of voluntary sector organisations in our area to offer just that and to find out what support you need to help you in your role in these challenging times.

The event will be informal and all discussions will be in confidence so you can air your concerns and issues in confidence. There is bound to be someone else who has dealt with your issue so let us get together and see what mutual support we can give each other.

I have booked the chill-out room in St Paul's Centre, Spennymoor on Friday 2nd March 2012 from 12 noon – 1.30pm.

As a buffet lunch will be provided can you please let us know if you would like to attend.

Unite

**Gillian Fortune
CAVOS Chief Officer**

LinK in Partnership with CAVOS

Earn £50 for your group.

LinK is the community voice for health and social care and gives local people a voice in how their health and social care services are run.

In the old Sedegfield Borough area we have two LinK community representatives: Betty Carr and Robin Millerchip. Their role is to link (pardon the pun!) with as many people as possible from local communities to let them know what their role is and to find out the views of local people on health issues and services.

CAVOS is supporting Betty and Robin to meet up with voluntary groups in the area and are offering **£50** to local organisations that would like to invite Betty and Robin along to give a short talk on their roles and find out what people think of the services they receive.

Organise

If you are part of a local group and can get at least 10 people together then CAVOS will pay you £50 to host an hour long meeting.

Staying Healthy

The weather is nothing if not unpredictable. We seem to have had little in the way of traditional 'Winter' weather.

Consider

However, as we can never tell what's coming up in the future its important to think ahead and consider those around us who may be most vulnerable.

County Durham PCT has a useful leaflet with information on how to help deal with any cold weather we may have. It has topics on: staying healthy, being prepared, keeping warm, to knock next door and be a good neighbour and much more. Contact CAVOS to request a copy.

Sedgefield Community Hospital Needs Your Help

Sedgefield Community Hospital provides 'enhanced primary care' in a small hospital that supports people in need of care who are too ill to be treated at home but not so ill that they need to be treated in a large hospital.

If you, or someone you know, lives in the old Sedgefield Borough areas of Sedgefield, Ferryhill, Trimdon, Cornforth, Chilton and Newton Aycliffe and feel you or they need just this sort of treatment, then Sedgefield Community Hospital is the best place.

The hospital is currently under-used and there is a need to find out if people would be willing to use the hospital.

Support

Question: If you, or your spouse or partner, were ill and required more care than you could receive at home, how would you feel about going into Sedgefield Community Hospital rather than hospital.

Question: What factors would you like the GP to consider if care was to be provided in Sedgefield Community Hospital?

Let us know what you think by contacting CAVOS on 01388 811115 or email enquiries@cavos.org.uk

Myth Busting – All about Community Interest Company's (CIC)

What is a CIC?

CIC stands for Community Interest Company. It is a legal structure for an organisation that was developed to encourage and allow more socially enterprising ways of working.

What is a social enterprise?

A social enterprise is not a legal structure, i.e. you cannot set up 'a social enterprise'. Social enterprise is actually a term used to describe a certain way of working – doing something enterprising that also has a social benefit. Some of the most famous 'social enterprises' include Jamie Oliver's restaurant 15 which trains young people, and The Big Issue. A social enterprise is basically a business that trades for a specific social or environmental purpose. Limited companies, Registered Charities and Community Interest Company's can all be social enterprises if they work in that way.

Who should consider being a CIC?

If you already are, or are looking to set up an organisation that is going to generate the majority of its own income, is going to be not for profit, has limited liability and has a clear social aim, then a CIC could be for you.

How do CICs differ from other organisation types?

A CIC is probably most similar to a standard *Company Limited by Guarantee*. It is registered and accountable to Companies House; however it is also regulated by the CIC Regulator. The key difference between a CIC and CLG is that a CIC is not for profit by definition, has an asset lock in place and must pass a community interest test. An asset lock means that a CIC's assets cannot be disposed of for the financial gain of the directors. When setting up a CIC you need to specify another asset locked body to transfer your assets to should the CIC wind up. This is usually another CIC or a registered charity. The community interest test requires the organisation to show how it is going to benefit the community.

A CIC differs from a *Registered Charity* or *Charitable Company*, as it is able to employ and pay its directors – a benefit for people that have enterprising ideas with a social benefit that still wish to retain some control themselves as directors, but also wish to be able to make a living.

A CIC is not a charity and CIC's cannot register as charities, and are therefore not subject to charity law or accountable to the Charities Commission

Can CIC's access funding?

Some CIC's can access funds in a similar way to charities and community associations. However it is important to note that the whole point of setting up a CIC is for it to be able to generate its own income. Several factors will affect the fundability of a CIC including the diversity of the board of directors, level of financially interested parties, and of course the nature of the work the CIC wishes to carry out. The ability of CIC's to access funding should be seen as an additional bonus for the organisation as opposed to its main source of income.

Can people involved in CIC's be paid?

Directors of CIC's can be paid, however it is best practice for the majority of directors to be financially disinterested.

If you're considering setting up a CIC why not give Laura at CAVOS a call on 01388 811115 for a chat?

Further information can also be found on the CIC Regulator website: www.bis.gov.uk/cicregulator or at the Social Enterprise Coalition website: www.socialenterprise.org.uk



The Big Jubilee Lunch

Sunday 3rd June 2012

The fourth annual Big Lunch will fall on the same weekend as the Queen's Diamond Jubilee so anyone who would like to celebrate and commemorate the Queen's 60 year reign can do so by holding a Big Jubilee Lunch!

The beauty of The Big Lunch is that people themselves decide everything about their own event. The venue can be wherever you want or have space, the theme whatever you fancy - food and people are the key ingredients. You can have a big street party or use a local park for a small community BBQ - it really is up to you. If you are planning to organise an event as part of the Big Jubilee Lunch then let CAVOS know and we will help spread the word. Don't forget there may need to be planning prepared with other organisations including the County Council for road closures, etc.

The Big Lunch team are available for queries via info@thebiglunch.com or 0845 850 818. Big Jubilee Lunch packs containing hints, tips and ideas to get your event off the ground as well as posters, leaflets, recipe cards and much more will be available from their website www.thebiglunch.com.

Responsibilities and Liabilities of Being a Trustee

Being a Trustee of a charitable organisation is a big responsibility and carries with it some personal liability if the role is not carried out properly. The same applies to management committee members of small groups and organisations even if they are not registered charities so long as the organisation has charitable aims. It is the responsibility of committee members to ensure the organisation carries out its role properly. Not bothering to do this is negligent and can leave committee members and Trustees personally liable if the organisation is sued.

Trustee Indemnity Insurance - Trustees can take out this insurance believing it covers them in the event of being sued. It does and it doesn't!

- ⇒ It does if you carry out your role in good faith and with due diligence and in line with your constitution.
- ⇒ It does not cover you if you act negligently.

Your car insurance covers you if you drive your car in accordance with the Highway Code. However, if you decide to drive the wrong way round the roundabout just for fun – believe us – you definitely won't be covered!

It is your responsibility to understand your responsibilities as a management committee member or Trustee.

Come along to the CAVOS training to find out about your roles, responsibilities and liabilities.

South Durham Halls website

You may have read in our last issue that CAVOS launched a new Community Buildings Website in November as part of our annual Stakeholder Event.

'South Durham Halls' is a fantastic site set up to unite the community centres and halls within the old Sedgefield Borough and showcase what they have to offer. There are currently just under 30 halls detailed on the site each with their own individual page with details from what's on to how people can book rooms at each venue.

So, if you haven't already seen it, then why not have a look and see what's happening at the halls in your area or if you have a hall that is listed on the website, have a look and check all your details.

www.southdurhamhalls.org.uk

For any queries contact Donna at CAVOS via donna@cavos.org.uk.

Networking Page

Horizons

'Horizons' is a transitions service for Young Adult Carers aged 14-25 year olds in County Durham that is funded by the Big Lottery.

The service offers a range of support to young adult carers to support them to reach their full potential and broaden their horizons so that they can have opportunities that are not impacted upon by their caring role.

Delivered through a partnership between DISC, Action for Children, Cornforth Partnership and Consett YMCA support includes: *care planned, key worker approach; advocacy; support for transition from young people's services to adult services; information, advice and guidance around issues such as housing, health, education, etc; activities that facilitate confidence and skill building; sibling and whole family support; a service user helpline; peer mentoring for building confidence, skills and networks and arranging volunteering and placements.*

As well as offering direct support to Young Adult Carers they offer training, information advice and guidance to statutory and voluntary services and agencies working with both children and young people and adults. All enquiries are welcome – contact Rachel McCormack, Linda O'Neill or Cheryl Hunter at: DISC, Sapphire House, Aycliffe Business Park, Unit 2, IES Centre, Horndale Ave, Newton Aycliffe. DL5 6DS. Telephone: 01325 731160 or email: horizons@disc-vol.org.uk

Community Group win Achievement Award



On the evening of 1st December 2011, the Durham Police Authority Community Awards took place at the Ramside Hall Hotel. PCSO Gemma Ryder from Shildon's Neighbourhood Policing Team attended the event with members of Shildon Community Safety Group, who she had nominated for an award. The Group were thrilled to learn that they had won an award in the 'Achieving' category, in relation to the work that they have carried out in the town over the past 10 years. Such initiatives included a Bogus Caller scheme, 'Building Bridges' DVD project and the School Community Safety Award scheme. PCSO Ryder commented "Every resident, regardless of age group, gender, disability, race or religion has been targeted in many of the unique projects this group has been involved in and I believe they thoroughly deserve the Community Award."

VIVO! (Village Voices)

'Vivo' began in June 2010, with a meeting of like minded people from the Ferryhill, Chilton and surrounding areas. The groups' aims are to attract people who love singing as groups to entertain through their music and take their music out to the people who'd like to be entertained by them, especially those who for various reasons cannot go to a function. The group now have a regular attendance of 22 but are still keen to recruit new enthusiastic members. The group is led and trained by Megann and John Childs, whose work is widely respected countywide, in vocal, stage and orchestral circles. Vivo have previously performed 5 well attended concerts and have a further 3 planned for this year.



- ⇒ Tuesday 3rd April An 'Easter' concert
- ⇒ July A 'Proms' concert (*exact date to be confirmed*)
- ⇒ December Their ever popular 'Christmas' Concert (*exact date to be confirmed*)

More information about the events will be available nearer the dates.

Vivo has an open membership and they welcome new members. For more information contact Megann on 07778 767625, John on 07970 030323 or the secretary on 07803 604062

Networking Page

Feature Organisation - Pioneering Care Partnership

Who we are: The Pioneering Care Partnership (PCP) delivers a variety of community-based projects, courses and activities that empower local people and improve skills, self-esteem and confidence and the lifestyles of people across County Durham and Darlington.

The charity is responsible for running the Pioneering Care Centre in Newton Aycliffe, a local healthy living centre which houses a variety of services and activities to help people of all ages and abilities to improve their health and wellbeing (see picture).



What we do:

PCP Services and activities include:

- Complementary therapies
- Hydrotherapy pool
- Lifestyle and Exercise classes including free cycling and walking schemes
- Free Personal Health Trainers
- Free exercise for the over 40's- Kettlebells, Tone and Stretch, Zumba, Thighs, Tums & Bums.
- Community Learning, classes and courses
- Colour Your Life- Arts on Prescription sessions
- Conference and meeting room facilities
- The Mall Coffee Shop
- Volunteering Opportunities

Why we're needed: The PCP services are essential for anyone who wants to improve their health, fitness or social opportunities. Particular focus is on local people who may have become disadvantaged through caring responsibilities, age or ill health.

Where we are: The Pioneering Care Partnership's address is their centre in Newton Aycliffe: Pioneering Care Centre, Carers Way, Newton Aycliffe, County Durham. DL5 4SF

How to contact us:

For more information on the Pioneering Care Partnership, telephone: 01325 321234, e-mail: enquiries@pcp.uk.net or visit their website: www.pcp.uk.net

Cleveland, North Yorkshire & South Durham Family History Society

'Unlocking your past'



Spring Family History Day

Saturday 28th April 2012, 9.45am - 4.30pm @ Scotch Corner Hotel, Richmond DL10 6NR

Cleveland, North Yorkshire & South Durham Family History Society invite beginners and experienced family historians to their 13th Family History Day. They will have specialists on hand to give assistance together with bookstands and displays. Talks including lunch and refreshments is £15 per person. Further details and booking forms are available via www.clevelandfhs.org.uk or from Mrs Sylvia Hall by contacting clevelandfhs@googlemail.com or telephoning 01740 620367.

Please note: Booking is essential

The CAVOS Team

Its another New Year with lots of new challenges and changes ahead! You will have noticed that we've reported on some goodbyes and hello's earlier in this issue so we thought it'd be a nice start to 2012 for you all to familiarise yourselves with the rest of our lovely staff team available to offer support throughout the year with a friendly smile.



← Gillian Fortune - Chief Officer

Gillian represents CAVOS at a strategic level, working closely with the Board of Directors and is the one who brings in the money! Gillian also delivers training, develops new project ideas and supports the staff team.

Sharon Vasey - Volunteer Centre Manager →

Sharon's role is to manage all aspects of the Volunteer Centre's services. Each year, Sharon works with hundreds of volunteers and volunteer-involving organisations to provide advice, guidance, information and training.



← Laura Agar Wilson - Development Manager

Laura's role is to ensure delivery of the 'CAVOS Support and Development Programme', manage and deliver all Development Team services, deliver training, coordinate forums and manage development of new services.



Donna Zepernick - Information & Communications Officer →

Part of the Development Team, Donna's role is to establish communication links, develop information materials for use in CAVOS services and provide development advice and support to the sector.



← Tracy Bowman - Finance Officer

Tracy's role is to manage all finances and CAVOS accounts. A qualified and experienced accountant, Tracy works with CAVOS on a part-time basis.



Contact Donna at CAVOS with any queries relating to this newsletter, or if you would like an article published in the next issue .

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