A Message from the Board of **tsi**MORAY

It is with mixed emotions and deep appreciation, that the Board of **tsi**MORAY announces the impending departure of Fabio Villani, Leadership Team, planned for the end of March.

Fabio's unwavering dedication to community, to collaboration and to change has guided **tsi**MORAY and has impacted our work profoundly. He has championed new ways of thinking and doing things, encouraged and grown partnerships, sparking ideas and change and goodness along the way. His openness, kindness and expertise have been an inspiration, reaching far beyond the doors of tsiMORAY.

When Fabio joined **tsi**MORAY 12 years ago, he took on a big challenge: leading a team of staff from three separate organisations to develop a cohesive third sector interface for Moray. He advocated for a co-leadership model with Jackie Maclaren, under which we have grown and thrived.

Fabio's leadership has been pivotal in advancing community led local development in Moray, starting with **tsi**MORAY being the only third sector organisation to distribute and animate European LEADER funding. With his support, and that of the Wellbeing Economy Alliance, the Moray Local Action Group curated a Community Led Vision for a fair and thriving Moray. He has helped us all embrace and adopt the asset-based approach that defines all that we do.

He has been instrumental in supporting climate action and sustainability efforts in Moray, leading to the recent formation of the Moray Climate Action Network. He has helped lead the way for local participatory grant-making, helping to secure funds, and most recently working with partners to deliver the Just Transition Participatory Budgeting Fund across the Northeast. As a result of his work, **tsi**MORAY is valued for both what we do and our approach.

Fabio himself has become a community resource; a light and knowledge that will continue. He leaves behind a strong legacy for **tsi**MORAY and the communities he has worked with. We are grateful to him for all that he has done, and we look forward to continuing the journey ahead with the team.
Fabio will continue to co-lead the organisation for the coming months before leaving in search of new adventures on 31 March 2025.