tsiMORAY Connected People Creating Change

Annual Report 2024-25



Photo: ALEXANDER WILLIAMSON

Join the Dots 2025: Our Stories

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From our Chair

As the new Chair of **tsi**MORAY, I step into this role with deep roots in Moray's third sector and a strong sense of responsibility to the communities we serve. Reflecting on the past year, I have been both inspired and humbled by the dedication, creativity, and resilience of organisations across Moray who continue to deliver vital support in challenging times.

This year marked an important milestone for **tsi**MORAY as we carried out our first stakeholder survey for several years — a significant opportunity for reflection, reconnection, and growth. The findings provided a clear and honest picture of life within Moray's third sector: one of strength and innovation, but also one where funding insecurity, rising costs, volunteer shortages, and staff burnout remain persistent pressures.

The survey also shone a light on what our sector needs most — support with funding applications, governance, communications, and climate action — and reaffirmed **tsi**MORAY's central role in meeting these needs. Just as importantly, the results validated our purpose as a connector and advocate. They confirmed that our work to amplify local voices, share knowledge, and strengthen collaboration across sectors is both valued and essential to the collective wellbeing of Moray's communities.

Since 2021, and up to March 2025, **tsi**MORAY will have distributed over £3.2 million to Moray's third sector through locally delivered Scottish Government funds. These include the Moray Communities Mental Health & Wellbeing Fund, the Just Transition Participatory Budgeting Fund, (JTPB) the Moray Local Action Fund, and the Moray CAN Fund. Together, these programmes are enabling organisations across Moray to act early, build resilience, and create change that is grounded in community.

This year's Moray Communities Mental Health & Wellbeing Fund, in particular, was strategically targeted to reach underrepresented areas and smaller grassroots groups, ensuring that support is delivered where it can make the greatest difference.

Over the past year, we have also navigated a period of leadership change within **tsi**MORAY. These transitions have been handled with professionalism and care, ensuring continuity across our operations. Our staff team has continued to settle into their roles, strengthening the organisation's ability to deliver on its strategic priorities and meet the evolving needs of the sector.

Looking ahead to 2025/26, **tsi**MORAY remains steadfast in its commitment to listen, adapt, and respond to the evolving needs of our sector.Through collaboration, advocacy, and partnership working, we will continue to help Moray's communities stay connected, confident, and resilient.

This annual report provides just a snapshot of the work taking place across our region, but behind every figure and project lies a story of people coming together to create positive change. To all those who have contributed to this work — thank you for your continued trust, partnership, and dedication.

Together, we are building a stronger, fairer, and more connected Moray.



Sam Dowdall

Chair, tsiMORAY

A Message from our Chief Officer

When you read our Annual Report for 2024–25, I hope it offers a moment to reflect on what can be achieved when communities come together. Inside, you'll find examples of local impact and how partnership working helps us all accomplish even more.

I'm continually inspired by the passion of our third sector, partners, volunteers and community groups, who are making Moray a better place. In tough times, it's easy to turn inward or become polarised. For us, there is no other option - we will keep connecting people together, focusing on strengths, looking beyond individual interests to create better communities for us all.

In this report, I also see hope, warmth, purpose and kindness and I hope you see these qualities reflected in our work and in your own. Partnership working remains at the heart of what we do, shaping opportunities through strategic partnerships such as Moray's Community Learning and Development Partnership, Developing the Young Workforce, the Moray Economic Partnership and most recently, the newly formed Community Research Network. Alongside this, our events, funding roadshows and training offers continue to be essential connectors, helping organisations build capacity and relationships,

Our recent conference, themed Our Stories, reminded us why voice and advocacy are fundamental to change. Stories connect us, influence decisions, and show the true impact of our sector. We will keep telling our stories to amplify the voice of our sector.

Whist distributing funding locally remained one of our largest efforts this year, there has also been space to think about the future and how technology and artificial intelligence will influence our sector and the way we work; I look forward to how we will explore this further with Moray's third sector in the coming year.

On a more personal note, this year we also said goodbye to our colleague Fabio Villani after 12 years on our leadership team. While a chapter in our own story has closed, we move forward – because none of the work we do happens alone. It's made possible by our dedicated team and committed Board, our partners and our communities, and for that I'm very grateful.



Jackie Maclaren
Chief Officer, tsiMORAY

tsiMORAY

Funding Opportunity: Funds Distributed 2024-25

Through significant grant distribution, we continue to reach new groups, seed local action and build community and third sector capacity across Moray.

Moray Communities Mental Health and Wellbeing Fund
37 Projects - £257,989

Moray Local Action Fund
39 Projects - £279,530.17

Moray Climate Action Network
30 Projects - £42,485.88

Just Transition Participatory Budgeting Fund
14 Projects - £333,333
11 Projects - Eco Youth Fund for Sustainability

Total: £913,338.05 funding distributed to 131 projects across Moray.



Moray Communities Mental Health and Wellbeing Fund

In Year 4, the Fund continued to demonstrate the value of small-scale, community-led investment in strengthening practice, deepening connection, and responding to local needs. This year, as well as the main fund, funding was strategically targeted geographically through small grants, enabling support to reach underrepresented areas and grassroots initiatives.

In total £257,989 was distributed to 37 projects (24 large grant recipients and 13 small grant recipients. Building on learning from previous years, several projects expanded their impact, developed new models of delivery and helped shape future provision across Moray's third sector. From creative workshops in rural halls to trauma-informed training for volunteers, the fund has helped organisations grow in confidence, build capacity, and connect more deeply with the communities they serve. Several projects funded in Year 3 continued into Year 4, reflecting their success and the value placed on them by participants and partners alike.

Over the course of delivering this Fund, projects are collectively strengthening mental health and wellbeing by reducing isolation, fostering social connections, and creating safe spaces for people to engage meaningfully with others. People in Moray are gaining opportunities for expression, physical activity, and shared experiences that combat loneliness and stress. Early intervention services and trauma-informed training ensure timely emotional support, while initiatives like Men's Sheds and Seated/Singing, Exercise and Tea (SET) groups empower participants to contribute to their communities, building confidence and resilience.
These projects not only address immediate wellbeing needs but also are creating longer-term frameworks that are nurturing belonging, purpose and better mental health and wellbeing.



Free art sessions to assist in wellbeing

By Garry McCartney

Andrea (third from right) and previous attendees working on their art.





'You've made my life better. You're so friendly and helpful. A chance to escape.'

Moray Communities Mental Health and Wellbeing Fund - Project Highlights

Edinkillie Community Association – Come and Create
With funding of £2,172.50, Edinkillie Community Association delivered 12 creative workshops that brought together 82 participants for activities including art, writing, singing, and walking along the Dava Way. These sessions fostered connection, wellbeing, and a strong sense of community spirit. The project has become a success story of how a small hall can revive and expand its reach locally and regionally. Initially funded in Year 3 and again in Year 4.



Cruse Scotland – Moray Early Intervention Bereavement Support Project
Cruse Scotland received £5,000 to develop a new model for supporting individuals experiencing complex grief. The project exceeded its target of 40 participants, with 83% reporting improved wellbeing and many noting reduced GP visits. Volunteers were trained to provide early intervention support, and the initiative was further developed in Year 4 to build on its success.



Elgin Street Pastors – Trauma-Informed Practice Training
With £600 in funding, Elgin Street Pastors equipped volunteers with trauma-informed practice training, enhancing their ability to support individuals in the night-time economy. This need, first identified in Year 2, has since led to wider sector access to free training through SAMH, amplifying its impact across Moray.

Grampian Regional Equality Council – Inclusion and Access Support
GREC's project provided valuable insights into the barriers faced by diverse communities and offered practical approaches to improve access and inclusion. These findings are helping shape more responsive services across Moray, ensuring that equality and diversity remain central to community development.



LATNEM – Next Steps Project
LATNEM's project focused on helping mums take practical steps to connect to local resources and services, supporting both parental wellbeing and family resilience. LATNEM provide free, safe peer mental health support for mothers and birthing people, offering weekly face-to-face groups, events and online meetings.

Lossie Men's Shed – Growth and Impact
First supported in Year 2, Lossie Men's Shed has now become a constituted group and continues to grow. It provides a safe, welcoming space for members with varied needs and enables meaningful contributions to the community, including partnerships with local schools.



ALEXANDER WILLIAMSON

Dance North – SET Groups Expansion
Thanks to Year 3 funding, Dance North expanded its SET groups into Speyside, strengthening its reach and impact. This success was driven by strong partnership working with Moray Council, which helped overcome challenges and ensure the sustainability of these wellbeing-focused dance sessions.

JUSTTRANSITION
PARTICIPATORY BUDGETING FUND

Rekha Kalia, tsiMORAY Development Officer, Just Transition

I joined **tsi**MORAY just as we were heading into the third round of funding for the 2024 Just Transition Participatory Budgeting (JTPB) Fund. This round saw over 32 projects apply, with 28 going forward to the public vote. The range of projects was impressive, some came from well-established organisations, while others were brand new or smaller grassroots ventures. Securing enough support in a public vote is no small task, but many projects, with the backing of their communities, managed to do just that. The process also gave all participating groups a chance to share their work and raise awareness of what they are doing. It really highlighted just how many people and groups across Moray care deeply about their environment and are working hard for their communities.

The funded projects were wonderfully varied, but all shared a common goal: either to reduce carbon emissions through greener practices or to boost biodiversity and support nature. The Youth JTPB was another real success, led by a committed group of young people who steered the application process themselves. Thanks to their efforts, and the ideas of children and young people across Moray, 11 smaller local projects received funding.

While the JTPB application itself is designed to be as straightforward as possible, managing the fund behind the scenes is a complex task, especially with five partner organisations involved across the North East. In Moray, **tsi**MORAY partnered with Money4Moray to deliver the fund within a challenging timeframe. While we're always looking at ways to improve, we're pleased with what we supported the groups in Moray to achieve. My only real regret is that the funds didn't go further to support more very deserving projects.

Most of all, I'm grateful to every group that took part. Their commitment, and energy were inspiring and has made it a pleasure to work on this programme.



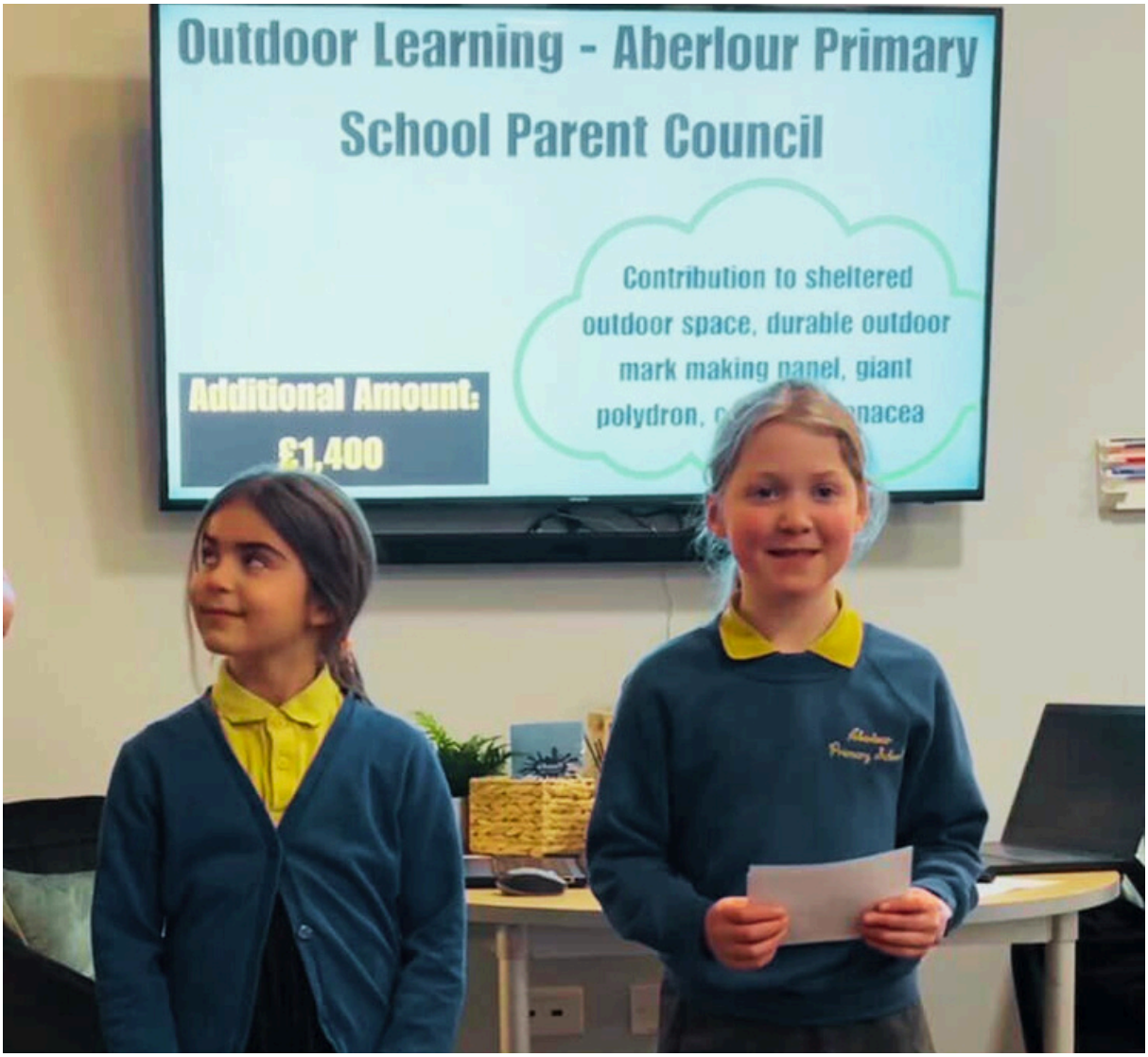
Rekha on site visit to Burghead Community Garden, one of the successful JTPB projects this year.

Eco Youth Fund for Sustainability

The Eco Youth Fund for Sustainability is part of Moray's share of the Just Transition Participatory Budgeting Fund, with an allocation of £33,333 dedicated to youth-led sustainability projects. The fund was designed by local young people to empower their peers to take action on climate and environmental challenges. It is supported by The Elgin Youth Development Group, Money 4 Moray and tsiMORAY.

Since its trialling last year, the Fund has championed practical, creative solutions that help youth-led projects move towards Net Zero. This year's projects have ranged from planting heritage fruit trees to creating outdoor learning spaces and helping efforts to restore sand dunes in Lossiemouth.

By supporting these goals, the fund aims to foster environmental awareness, encourage innovation, and equip young people with the skills and confidence to lead the transition to a greener future.



The Paddock Broom of Moy CIC: Enhancing the Broom of Moy Community Green Space

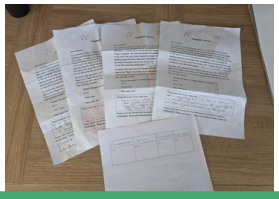
Funded by the Eco Youth Fund for Sustainability, The Paddock Broom of Moy, a social enterprise providing, neurodivergent, inclusive, alternative education for children and young people, received £2538.40, to enhance the local community green space, which included the planting of heritage fruit trees. This story comes from their grant report.

Getting Some Ideas



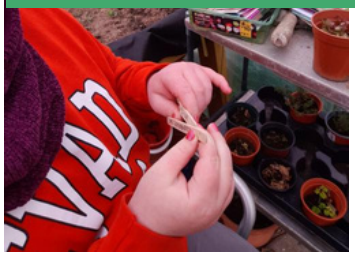
Delivering the Community Survey

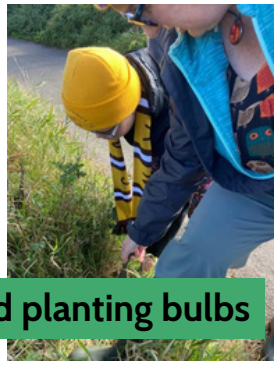




Collecting and Collating the Community Survey

From Fruit to Fruition...planting seeds





Strimming and planting bulbs



...and planted!

Heritage fruit trees are delivered



In 2024 to March 2025, the Moray Local Action Group (LAG) continued to champion Community-Led Local Development (CLLD) through the Moray Local Action Fund, **awarding over £279,000 to 39 projects across the region.**
Through a Scottish Government grant, the fund's purpose is to enable community-led local development (CLLD), giving communities the power to decide what matters most and take action.



Riverside Church Buckie, Fuel Fridays - one of the projects that received funds form the Moray Local Action Fund

The Moray Local Action Group awarded £4,960.00 to support Riverside Church's Fuel Fridays' kids and youth clubs, enabling the expansion of social activities for young people and, importantly, creating more opportunities for parents with young children to interact and connect.
The project strengthened community networks, encouraged inclusion, and fostered a sense of belonging amongst families. This work aligns with Moray Local Action Fund's aims to develop wellbeing, resilience and equality; making Fuel Fridays an investment in the longer-term sustainability and vibrancy of the Buckie community.

Project Highlights

The Portgordon Development Trust received £30,000 from the Moray Local Action Fund for the development of Port Cottages, supporting its plans for a café and short-term let accommodation. This project aims to enhance income generation for the Trust, ensuring long-term sustainability. The project reflects both a strong community spirit and a commitment to Community Wealth Building. These plans will also form part of a wider Local Place Plan which aims to secure Portgordon Harbour's future as a community-owned, economically viable, and an environmentally resilient asset.



Port Cottages - Harbour Sustainability

2nd Lossiemouth Rainbows received £535.52 from the Fund to support community litter-picking activities. The project aims to encourage pride in the local area and foster interest in the environment amongst the young members.



2nd Lossiemouth Rainbows

Social enterprise **ReBOOT** received £25,263.71 for its Supportive Solutions project – refurbishing computers and laptops for members of the community who need digital devices but cannot afford to buy them. This project helps bridge the digital divide and promotes inclusion by providing essential access to technology.



ReBOOT - Supportive Solutions

Rising Roots received £5,950.00 for a new polytunnel to help deliver a new educational market gardening and food production programme for 15 -18 year-olds. Participants learned the process, from seed to sale, helping them develop practical skills in sustainable agriculture and entrepreneurship.



Rising Roots

MORAY CAN

Net Zero Scotland Scottish Government | LET'S DO NET ZERO



Buckie Thistle FC: Football Meets Climate Action

A stand out story from the year was the new partnership between Buckie Thistle Football Club and Moray CAN. The club had earlier secured funding for energy-efficient LED pitch lighting. Through conversations with Moray CAN, it became clear the Club wanted to do more and was partnered with REAP to undergo an energy audit. Future plans include carbon literacy training for staff and board. This project is showing how sport can be a powerful platform for bringing climate conversations into new spaces and reaching wider audiences.

In 2024–25, the Moray Climate Action Network (Moray CAN), hosted by tsiMORAY, continued to support and amplify local climate action. Through events, funding, and partnerships, Moray CAN helped turn ideas into action and build on existing initiatives. Highlights included an information session focussing on Moray Nature Networks and a successful public screening of Riverwoods near the River Spey in Aberlour. Delivered in partnership with the Cairngorms 2030 project, the screening attracted good public engagement, thanks to its powerful connection to the local landscape featured in the film.

Moray CAN also held its first Climate Change Conference for Moray, bringing together community leaders, local residents, partners, third sector organisations and industry representatives. Off-site workshops gave delegates the chance to see local action already happening in the vicinity of the conference venue.

The conference reinforced the importance of community-led solutions and cross-sector partnerships in tackling climate and nature challenges.

Moray CAN supported 30 innovative, community-led projects through two rounds of funding, including:

Aberlour Glebe Garden: A community growing space promoting biodiversity, food resilience and wellbeing.

Seaside Hubs: Supporting environmental education and local engagement.

Scything Day: A traditional land management event engaging the public in sustainable practices and care for local meadows.

Forres Friends of Woods and Fields: Enhancing local biodiversity and community access through habitat restoration and outdoor activities.

Wild Things!: Continuing restoration work on the River Findhorn.

MORAY CAN

Highlights



Climate Change Conference

Moray CAN's first Climate Conference showcased real action with off-site workshops and local initiatives, plus key insights on Moray Council's climate strategy, Highland & Islands Enterprise net zero plans, and Scotch Whisky Association sustainability commitments.



Growing Connections

Funding from Moray CAN enabled Lossiemouth Community Development Trust to learn from inspiring community gardens in Aberlour and Portgordon, building knowledge, confidence and partnerships that will shape new food-growing spaces – strengthening community resilience and sustainability across Moray.



One Seed Forward

Moray CAN funding helped One Seed Forward's Seed Library spark incredible engagement across Moray – free seeds in libraries inspired first-time growers, boosted biodiversity and fostered sustainability awareness. Thanks to One Seed Foward and partners - Moray Council Libraries and Information Services (especially Elgin Library), REAP Scotland, North East Scotland Biodiversity Partnership whose collaboration made this success possible.



Moray Good Food, Good People

Commissioned by Moray CAN, the 'Moray Good Food Good People' was a film and workshop series headed by PhD Researcher at the University of Strathclyde, Lin Batten and Just Transition research fellow at UHI Moray, Kerry McInnes, with the aim to refocus conversations of how a 'Just Transition' could lead Moray to a more local and sustainable food system.

Just Transition Communities Project

Our Just Transition Communities Project, working with NESCAN (North East Climate Action Network) and other partners to deliver climate action and engagement across Moray, Aberdeenshire and Aberdeen City continued this year, with more climate cafes and follow on engagement. This included a climate café and best practice visit with the REAP therapeutic gardeners and participants to Naturally Useful, another great social enterprise in Moray.

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We've also continued work with communities through running planning sessions with the Global Ecovillage Network (GEN) map of regeneration cards, and delivered some training sessions in facilitation and sociocracy training, one of the innovative methods in the Municipalities in Transition toolkit.

Our feedback and evaluation which is ongoing included a quote from one participant that our joint work on democratic processes had 'led to better collaboration, improved leadership and culture, and confidence building for taking climate action'. Another group said they felt validated that their approach was "100% the right one" for climate action.

This project will finish in early summer 2025.



Connecting the team at REAP to Naturally Useful

Responding to Sector Needs: Funding, Governance & Volunteering Support

Throughout the year, we heard from third sector groups across Moray about the challenges they face. Funding remains highly competitive and oversubscribed, with limited feedback on unsuccessful applications, leaving groups unsure how to improve applications. Trustees are increasingly involved in writing bids (often for the first time) and many groups are seeking alternative revenue streams to cover core running costs.

Governance concerns included uncertainty around legal structures, understanding good governance, adopting policies, and recruiting office bearers.

Meanwhile, volunteer recruitment continues to be challenging, with fewer people responding to adverts. Organisations are increasingly needing to develop flexible volunteer roles to attract and retain volunteers. Our Volunteer Managers Network meetings were a priority, ensuring that resources like the Volunteer Wiki, practical tools, and training opportunities were strengthened to support the sector. These efforts focused on providing more organisational support and building capacity for volunteer management across Moray.





To support the funding needs of our sector, we hosted once again **Meet the Funders**, welcoming over 120 attendees. The event featured expert presentations alongside the chance to meet face to face with local and national funders. Feedback highlighted the value of the event for learning and building relationships. We also delivered a series of training sessions throughout the year on **writing funding applications**, **legacy fundraising**, **introduction to governance**, and **roles and responsibilities of trustees.** Participants gained practical tools, new perspectives on long-term fundraising, and greater confidence in their roles. One attendee said the governance session helped them better support their board, while another found the trustee training a strong foundation for their new role.

The 'Writing Funding Applications' training was especially helpful for beginners, offering clear advice and support. Across all sessions, participants described the experience as informative, confidence-building, and highly relevant, with many recommending the training to other community groups across Moray.

Social Enterprise Support in Moray

During the year, **tsi**MORAY, through the UK Shared Prosperity Fund (UKSPF), delivered a comprehensive programme of support to strengthen and grow the social enterprise sector in Moray. The initiative, delivered by a dedicated Social Enterprise Development Officer, focused on providing tailored support, capacity building, and training.

Over the year, 75 social enterprises received non-financial support. This included one-to-one guidance, mentoring, and strategic development assistance. Additionally, two new social enterprises were created.

A total of 224 individuals were reached through various engagements, including events, training, and outreach activities. Most of the training in this year was delivered through the Productivity & Wellbeing Programme, which offered four workshops. These workshops focused on enhancing productivity, implementing effective monitoring and evaluation processes, and improving personal and organisational wellbeing. Feedback indicated improvements in participants' productivity and wellbeing, with many applying the tools and techniques in their daily work.

Other key training and events included:

Early-Stage Social Enterprise Support Session (in partnership with Firstport), supporting eight aspiring entrepreneurs.

Community Buildings Event, attended by 13 facility managers, which improved governance and operational capacity.

Local Learning Exchange to Moray Reach Out, attended by 10 participants, offering peer learning from this well-established local social enterprise.

Regular Development Officer Network meetings which provided ongoing peer support, knowledge exchange, and sector updates.

Community transport emerged as a critical issue during the year, prompting engagement with the Moray Transport Forum. Additionally, the project supported a celebration of social enterprise activity in the Findhorn Ecovillage, in partnership with Ekopia Social Investments at the September **Enterprise Fair.**

Evaluation throughout the year confirmed the value of the support provided. Feedback from the Development Officer Network highlighted increased collaboration, improved wellbeing, and enhanced understanding of community development.

The 2024/25 programme has strengthened the local social enterprise ecosystem and laid the groundwork for continued growth and innovation in the sector.







Funded by UK Government

This project work is funded by the UK Government through the UK Shared Prosperity Fund

Reimagining St Laurence: A Community Response to Church Closure

After 118 years serving as a place of worship, St Laurence Church in Forres faced closure near the end of 2024; part of a wider Church of Scotland restructuring that affected several churches across Moray. The building, iconic in the community, prompted concern and a strong desire to preserve it for future use. **tsi**MORAY's social enterprise development officer, in partnership with Moray Council's Community Support Unit, DTAS, a Church of Scotland representative, and members of the congregation, led the formation of a group to explore alternatives to closure, including using a social enterprise model. The goal: to keep the building open and repurpose it for community benefit.

Key Learning:

- **Community involvement:** Engaging the community early and consistently is vital for gathering support and ideas. Clear communication: Providing clear information about decisions and processes helps manage expectations and reduce frustration. Ensuring the ask for a working group is clear is also crucial for recruiting suitable members. **Partnership working:** Effective, consistent support from a consortium of local and national support organisations is crucial in the initial stages of a working group forming to take on a large project such as the St Laurence building in Forres.
- **Sustainability:** Addressing management, funding, and long-term financial sustainability is crucial for the success of community projects involving large older buildings.





Image used with kind permission of the Press & Journal, David Mackay

Timeline Highlights:

- **August 2024:** Initial community meeting revealed strong emotional ties and a desire to act.
- **September - October 2024**: Information sessions, surveys, and engagement events gathered ideas and support.
- **December 2024:** A final call led to the formation of a working group with diverse skill set to take it forward.
- **End of March 2025:** Development of an application to OSCR for charity status.

jointhedots
connecting people, ideas and moray

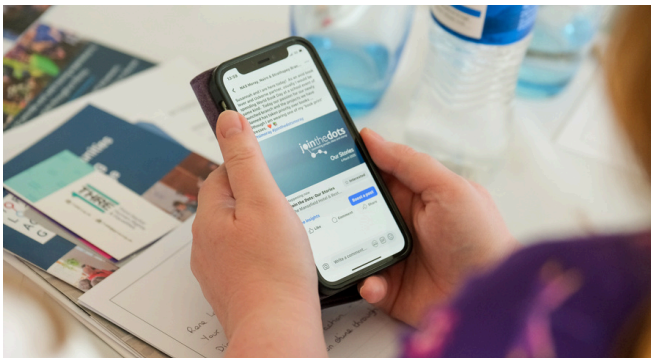
Our Stories

If our local third sector is to be heard, we need to tell our stories better. That was the driving force behind this year's Join the Dots conference, which focused on the power of storytelling for the third sector. As part of this, we produced a series of short films and invited organisations to speak directly to their work and impact. Powerful contributions came from **Moray Reach Out**, **The Paddock Broom of Moy**, **The Coat Hangar and the Lossiemouth Community Development Trust** each offering an unique voice from within our sector. The day also featured a lively marketplace offering resources and time to build new connections.



Margot Henderson Storyteller

Margot encouraged participants to start with their own stories as a foundation for building authentic and effective organisational storytelling. Her session helped attendees develop communication skills rooted in personal experience, making their messages more relatable and powerful.



Making Social Media Social Again

Rene Looper from Tuminds Social Media challenged us to rethink how we use digital platforms. He stressed the need to put the social back into social media, urging two-way conversations over one-way broadcasting. Acknowledging the 'noise' and competing with algorithms, he reminded us that genuine social interaction helps our stories stand out.

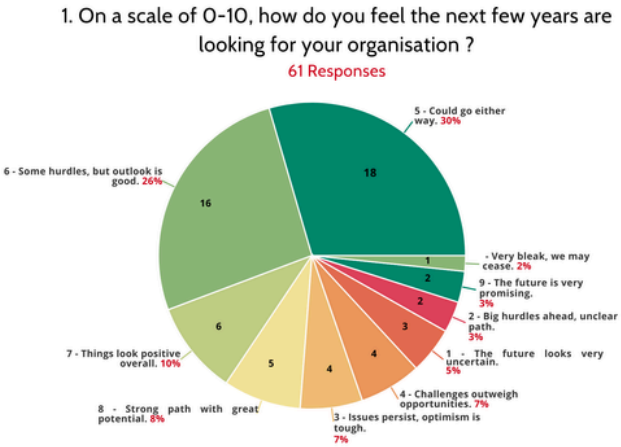


The National Story

The Chief Executive of SCVO, Anna Fowlie, shared national insights into Scotland's voluntary sector. Hearing that broader story helped us understand the context behind many of our local challenges; making sense of issues we may not have fully recognised and helping us place our own experiences within a wider sector narrative.

Our Stakeholder Survey





The survey revealed a clear divide in outlook: around 50% of respondents expressed positivity about the future, while the other 50% expressed uncertainty or anticipated serious challenges.

Funding, rising costs and workforce issues dominated, with volunteer recruitment being a big challenge. The survey highlighted that the greatest support needs are help with finding funding sources, assistance with funding applications,and support for volunteering.

Capacity constraints mean some groups would like more tailored help, such as dedicated support officers and flexible event timings. There was feedback urging stronger advocacy with funders and government to make systems more realistic for community groups. Finally, training for committees and volunteers, along with practical tools and networking opportunities, are seen as essential in building sector resilience and capacity.



"Funding support... we are a CIC and operate at cost but an increasing amount of service users are communicating that they are finding it financially challenging to attend."

"I'm wondering if a dedicated support officer assigned to us would work?"

"Most funding rules operate on corporate fiscal timescales that are very difficult for community groups... influence is needed with funders and government to understand the realities of how real people work."



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