

ANNUAL REPORT

2025-26

tsiMORAY Connected People Creating Change

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A Message form our CEO and Board





This report shows the power of our third sector across Moray to turn local insight, ambition and collaboration into meaningful change. We are proud to play a role in helping direct investment where it matters most, supporting the ideas and action already taking shape in our communities. Just as importantly, we continue to connect people, creating the conditions for new thinking and shared learning. While there is much to celebrate, we also recognise the very real pressures facing third sector organisations, from access to facilities and funding to the capacity needed to sustain community activity.

Over the past year, we have demonstrated how national priorities such as Community Wealth Building can be, and are being realised locally, turning policy into practical, community-led action. Alongside this, we have helped nurture emerging movements, from workforce resilience in our Take Time and Productivity Hero sessions to exploring the opportunities of AI as well as volunteer management in a changing environment.

We will continue to support communities and the sector to move forward with confidence, building connections, partnerships and momentum for change. Together, as we respond to today's challenges, we can also create a stronger, more connected Moray for the future.

Jackie Maclaren, Chief Officer

As a Board, our focus remains on providing a clear strategic direction ensuring **tsi**MORAY continues to reflect its values, whilst creating the conditions for lasting impact across Moray's third sector.

We recognise that sustainable change depends on having the right conditions and resources in place – not only across the wider third sector but within **tsi**MORAY itself. As a Board, we are committed to exploring how we can do our best to ensure that the change we make together, can last.

Over the past year, we have strengthened accessibility and openness through an open call for new Board members, and enhanced our induction processes to better support and equip those joining us. We extend our sincere thanks to both outgoing and incoming Board members, whose insight and commitment continue to strengthen our governance, and will help guide **tsi**MORAY, with care and purpose, through an increasingly complex and evolving landscape.

Dan Metcalfe, Chair of the Board

Investing in Our Communities: Highlights



Keiran's Legacy's new electric van arrives in 2025, helping to grow life saving work across Scotland. Funded by the Just Transition PB Fund.

Moray Communities Health & Wellbeing Fund

£298,418
45 Projects

Moray Local Action Fund

£252,764
32 Projects

Just Transtion Participatory Budgeting Fund & Eco Youth Fund For Sustainability

£333,333
22 Projects

Moray CAN

£18,837
15 Projects

Total £903,353
Projects 114

Access to income and funding opportunties are critical to the change communities want to make. Over the past year, we've worked to ensure that investment reaches where it matters most - into local groups, ideas and networks already making a difference.

We don't do this alone. **Every fund we distribute is shaped and delivered in partnership**, recognising that decisions about communities are strongest when they are shared, and informed by local knowledge.

We know the sector needs sustained and flexible investment. That's why we support a range of approaches - from small seed grants that enable early ideas to take hold, through to larger funds that support growth and long-term impact. Through initiatives like the **Moray Communities Mental Health and Wellbeing Fund**, we encourage collaboration, so that organisations can respond to need in more connected ways.

Beyond funding, we are committed to strengthening the ecosystem around it. Our **funding roadshows and annual Meet the Funders** event connect groups with the insight, confidence and contacts they need. We provide training and support on writing strong applications, recognising the challenge of securing resources in an increasingly oversubscribed funding landscape.

We also continue to convene the **Moray Funders Forum**, creating a space for local funders to stay connected and grounded in community realities.

Moray Local Action Group



Team Members from SACRO, Elgin; Succesful applicants to the Moray Local Action Fund

During 2025-2026 the Moray Local Action Group delivered activities to enable **community led local development**, (CLLD) focusing on our main aim of supporting a just transition to a wellbeing economy for people, places and planet, as articulated through our **Community Led Vision** (CLV) and in line with Scottish Government priorities.

Community involvement played a key role in bringing the Community-Led Vision (CLV) to life. This included both funding community-led projects through the Moray Local Action Fund and commissioning additional work. Alongside this, we supported the development of a Moray Youth Local Action Group, sponsored Join the Dots, tsiMORAY's annual networking conference: The Wealth We Have, The Wealth We Grow, and commissioned a video capturing key voices from that event. This work reflects our commitment to community wealth building, supporting local people to retain, circulate and grow wealth within their communities.

Activities in 2025–26 focused on getting out into communities and talking directly with people. We took part in funding roadshows, visiting 7 local areas across Moray. This gave us the chance to meet people where they are, spend time with them, and explain what The Moray Local Action Group is about, along with its vision for CLLD in Moray.
We also held a dedicated event to bring together successful grant holders from previous years, to share their project milestones and experiences, while gathering feedback on our community-led vision – an essential document that underpins effective community led local development.

Moray Local Action Fund
Among the projects funded this year was the purchase of furniture and essential equipment for Guildry House to create a trauma-informed living environment for residents. Guildry House, managed by Sacro, provides vital supported accommodation for people experiencing homelessness.

After the decision making process was completed, 32 projects were awarded funding in Moray in 2025-26.
As in previous years, the fund was heavily oversubscribed. This year's projects showcase new ideas and community-led approaches across Moray, including creative spaces and inclusive activities.
The following are just some of the projects supported this year:

- **Theatre of the 7 Directions** - offering immersive workshops using new sound technology to support environmental and mental wellbeing.
- **The Gaff Youth Space** - expanding inclusive resources and piloting ASN-focused sessions for young people.
- **Garmouth & Kingston Community Association** - installation of a polycrub and solar-powered systems, enabling volunteers to grow more local produce year-round and power community facilities sustainably.
- **Scottish Dolphin Centre** - purchased electric vehicle supporting marine conservation outreach across Moray, reducing emissions and costs while expanding education on whales, dolphins and the marine environment and strengthening community engagement.

Several projects are also building on previous success, including:

- **ReBOOT** - continuing its digital inclusion work.
- **Three Kings Cullen Association** - enhancing its community hall to host cinema, concerts, and theatre

Together, these projects reflect a shared commitment to sustainability, wellbeing, inclusion, and community leadership.


The Gaff


Theatre of 7 Directions


Garmouth & Kingston Community Association



Scottish Dolphin Centre

Moray Communities Mental Health & Wellbeing Fund

The Moray Communities Mental Health & Wellbeing Fund shows how local people, groups and organisations can make a real difference to mental health and wellbeing when given the right support. Local projects can have a big impact helping people stay well and connected, strengthening communities across Moray and providing real value for public investment.

Impact at a Glance

Investment

£1.33 million invested in Moray communities (Years 1–5)

People

491 volunteers involved in 2025-26 projects

Rising Demand

80% increase in applications over last five years

Supporting Recovery and Wellbeing - What This Means for People

Funded projects are helping people in ways that matter most to everyday life, reflecting the **CHIME principles**:

- **C**onnection: bringing people together and reducing loneliness
- **H**ope: helping people feel more positive about the future
- **I**dentity: supporting people to feel included, valued and understood
- **M**eaning: offering opportunities to take part, contribute and learn
- **E**mpowerment: building confidence, skills and independence

What Difference Has It Made?

Small, large and partnership grants (£2,000–£15,000) have helped local groups provide:

- Peer support, befriending, and safe spaces
- Community activities like gardening, arts, sports, and outdoor wellbeing
- Support for specific groups including carers, families, LGBTQ+ people, and those affected by trauma

Together, these activities help people stay well, feel connected, and access support early, before problems reach crisis point.



Trails to Wellbeing



Buckie Thistle Memory Project



Inspiring Darts

Moray Communities Mental Health and Communities Fund - Year 5 Investment



Ongoing Support for programmes at the Lossiemouth Community Hub

2025-26

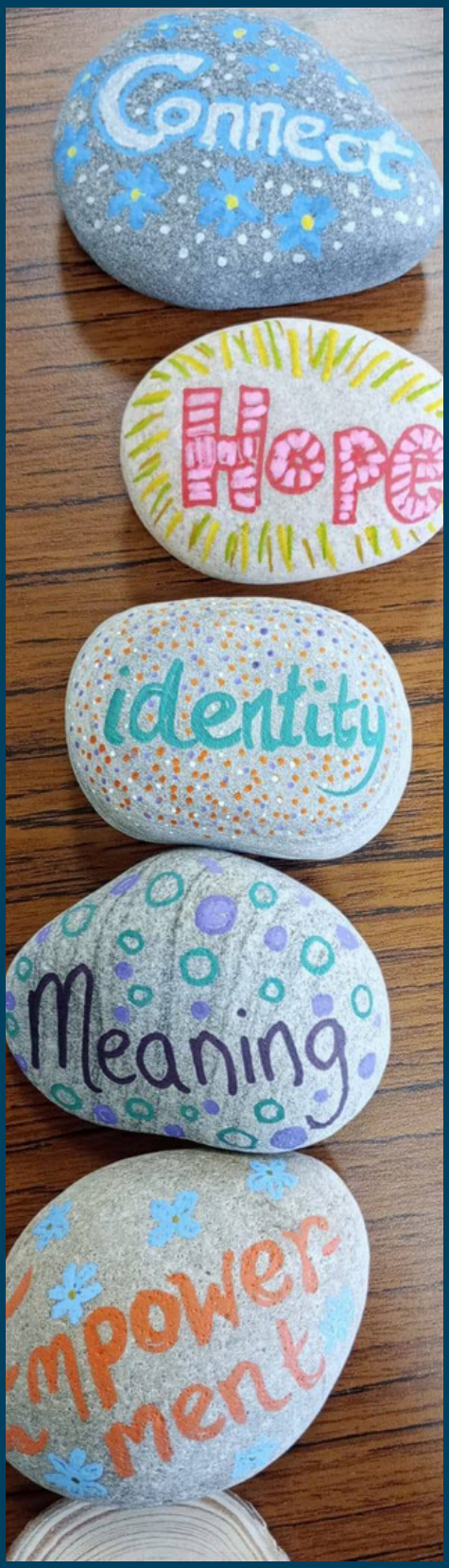
Year five of the Fund marked the introduction of two-year awards, providing organisations with greater certainty and stability. The first instalments were awarded in 2025/26, with funding already committed for a second year, supporting longer-term planning, workforce sustainability and continued delivery for communities.

This year, **£298,418.92** was invested and distributed across 45 projects.
This includes:
· Longer-term funding to help projects grow and continue
· Support for new and smaller grassroots groups
· A strong focus on inclusion and reaching people across all parts of Moray

Looking Ahead

There is growing demand for mental health and wellbeing support, and many projects rely on volunteers and limited resources. Work is ongoing to:
· Make the most of available funding and attract additional investment
· Support groups to build skills and develop sustainable ways of working
· Improve how outcomes are measured to better show the difference being made

This will help ensure the fund continues to grow, adapt, and reach those who need it most.



New Project: Chilling Women in Keith

In Focus: *Home for the Game* Moray Girls' Football Club



This feature highlights the importance of sector voice, sharing the experience and insight of an organisation in their own words. With thanks to Joanne Moore, Moray Girls Football Club.

For over 15 years, Moray Girls Football Club has lived as the heartbeat of female sport in the region. From its humble beginnings in 2009, sparked by a handful of determined parents, the club has blossomed into a vital community cornerstone, recently developing the player pathways with Elgin City Football Club women's team and building on a relationship that will benefit more girls in Moray for longer to protect them in their sport. Yet, underneath this inspiring growth and the soaring popularity of the women's game, a silent crisis threatens its future: a critical lack of dedicated facilities. The story of the club is currently a tale of two generations. The older players spent their entire footballing journeys begging, borrowing, and simply being grateful for any scrap of opportunity. In contrast, the younger players have entered an era of regular coaching, SFA festivals, and structured league matches that provide a true sense of purpose, identity, and a clear developmental pathway.
Yet, an empty space lingers in the middle of this history. A "lost generation" of players born in 2011 is visibly missing. These girls were at the prime age for discovering sports when COVID-19 shut down school and community clubs, and local representation was scarce. By the time the wider world woke up to the magic of the women's game, a gap had formed. At 15, a girl who has never played before faces the unrealistic, daunting leap straight into adult competitive football, which is exactly why the club's latest chapter is so vital.

Recently, Moray Girls FC celebrated a massive milestone. **The Moray Communities Mental Health and Wellbeing Fund,** distributed by **tsi**MORAY, was created to support mental health, reduce loneliness, and empower community-led groups to deliver meaningful, local change. For Moray Girls FC, this funding is transformative. It has directly bridged a historical gap, helping the club to purchase new kits, balls, bibs, and first-aid kits to allow the new team to form. By providing these essential resources, the fund allows the club to remove financial barriers, build resilience and confidence in young women, and create a sustainable local pathway so players never have to give up the sport they love. For years, local girls hit a glass ceiling around the age of 16, often forced to abandon the sport they loved entirely because there were no age-appropriate teams left for them locally.
This new squad changes the narrative, ensuring young women can continue to play, build resilience, and protect their mental wellbeing without having to leave the region. It creates a sustainable bridge to senior football, working hand-in-hand with Elgin City Women to expand local opportunities. and inspire the future female leaders already emerging through the sport.

But a permanent home is still missing from the fairytale. Behind the scenes, the reality on the ground is a relentless, exhausting struggle. Because Moray Girls FC has no home of its own, guaranteed access to facilities is never a given. Dedicated volunteers spend hours scrambling to secure training venues and pitches, at risk of last-minute cancellations and unpredictable access. Constantly hiring and securing these fleeting, borrowed spaces costs the club a fair bit of money.
The ambition, talent, and demand in Moray far exceed what temporary spaces can provide. The girls of Moray deserve more than borrowed pitches; they deserve a place that proves their community believes in their potential.

Just Transition Participatory Budgeting Fund



Solar panels installed; Buckie Thistle Football Club



Beeline: Accessible Beach Transport



Transport for Community Programmes for Findochty and Buckie Development Trust

This year's JTPB Fund saw 13 projects secure funding through the public vote. The funded projects were wonderfully varied, building community resilience, increasing access for people facing barriers to participation and opportunity, to reducing carbon footprints across a wide range of initiatives.
From equipment that makes it easier for people with disabilities to enjoy outdoor activities to low-energy alternatives that cut costs and environmental impact, the projects showed just how creative and practical local organisations can be.

In total, 37 projects made it through to the vote, and Moray had its strongest showing yet in terms of participation and public engagement. While our partner areas saw a decline in both voting numbers and projects taking part, Moray bucked the trend with more projects participating and higher vote numbers than ever before. A huge part of that success was down to the groups themselves, who came along to our roadshows and publicity sessions and then did a fantastic job of promoting their projects and encouraging their communities to get involved.
At times, however, it can feel like a bittersweet success story.

We'd particularly like to recognise the projects that worked incredibly hard to engage local people but didn't quite make it over the finish line. Although they weren't successful in securing funding, they succeeded in raising the profile of the amazing work taking place across Moray and highlighted the many people and organisations quietly working to build a better future for their communities.

Just Transition Participatory Budgeting Fund

Impact at a Glance (Years 1–4)

Investment

£1.49 million invested in Moray communities

Applications

130 applications

Projects

60 Projects funded

How Funds Were Put to Work

Building improvement and energy spend has been the largest spend so far during the last four years - 32% of funding. This allocation has supported projects such as insulation, heating upgrades, energy efficient windows, ventilation, energy effecient lighting and solar installations. Electric vehicle and transport spend accounted for 26% of funding awarded in the last four years, including electric vans, ambulance, community support vehicles and a mobile community workshop



Insulation installed
Findochty Town Hall, 2025



Electric mower, solar panels. LED floodlights for Lossiemouth Football Club, 2025



Air Ventilation System
Moray Reach Out, 2025

Eco Youth Fund for Sustainability & The Moray Youth Local Action Group

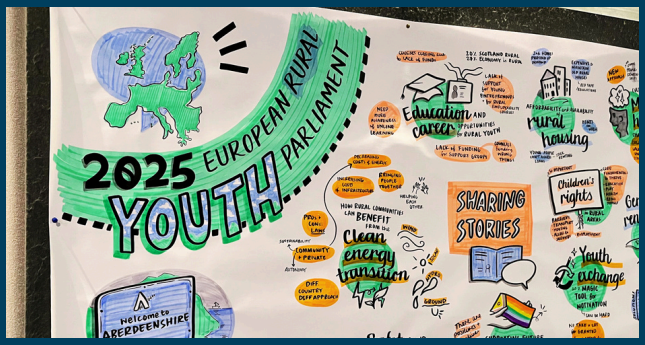


In its third year, the Eco Youth Fund for Sustainability (EYFFS) continues to put young people at the heart of climate action and decision making in Moray. Through Moray's share of the **Just Transition Participatory Budgeting Fund**, £33,333 is invested annually in youth-led sustainability projects, with young people helping to decide which projects progress to a public vote. This year, 10 projects received funding, with every project receiving support from at least 100 voters, reflecting growing engagement with the fund and the benefits of an extended digital voting process.

As the fund's impact has grown, so too has the ambition of the young people involved. Their desire to play a greater role in shaping local action has led to the development of a **Moray Youth Local Action Group**, creating new opportunities for young people to influence decisions, share ideas and take an active role in building a more sustainable future for Moray.

European Rural Parliament

As part of the this year's European Rural Parliament held in nearby Inverurie, **tsi**MORAY co-ordinated a study visit for delegates to Portgordon and Cullen, showcasing community-led development in action.
We also supported three young people from the Moray Youth Local Action Group to participate in both the main gathering, and the Youth Parliament, ensuring young voices were part of conversations about the future of rural communities.
Moray Youth Local Action Group members are building their skills, confidence and understanding of democratic participation.



EYFFS Projects funded this year included:

- Young people recycling Christmas trees and planting marram grass to strengthen Lossiemouth's sand dunes
- Elgin Scouts replacing petrol-powered tools with solar-charged alternatives
- Hopeman Drama Group upgrading to LED stage lighting while developing young people's technical skills

Other projects included creating outdoor learning spaces at Aberlour Primary School, introducing weather-monitoring equipment at Mosstowie Primary to support climate learning, expanding cycling opportunities for young children through Stramash's Pedal Path Project, and providing portable solar power equipment to support youth activities and community action through The Loft Youth Project in Keith.

Volunteering Support

Funded by UK Government

Mitch Stevenson, Volunteer Development Officer

I joined **tsi**MORAY at the start of June 2025 as part of a new initiative funded through the UK Shared Prosperity Fund (UKSPF), through Moray Council. Through this funding my work focussed on providing tailored support, capacity building and bespoke training to the many different types of third sector organisations in the Moray area.

Due to an ongoing national decline in volunteer numbers with volunteer recruitment being the main challenge, it was important to try and ascertain and monitor local trends to then plan positive and productive strategies to challenge local volunteering issues. Strategies included one-to-one guidance, mentoring and planned volunteer management development assistance. Volunteering support retained its style of delivery, direct to the organisation building capacity and sustainability at a local level.





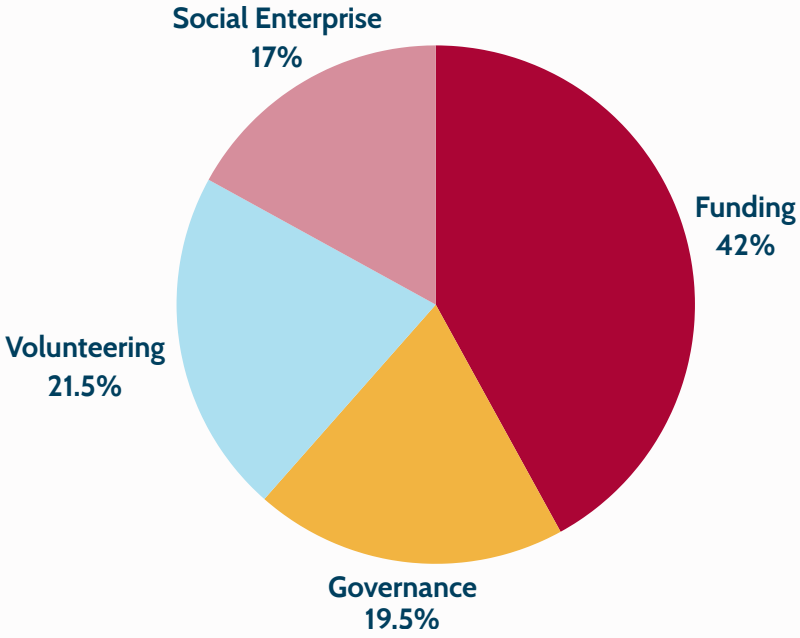
After canvassing local organisations to identify support needs, bespoke online Volunteer Management Training (6 Sessions) was delivered to a broad spectrum of local third sector organisations, responding directly to sector demand. Sessions covered key aspects of volunteer management including the development of volunteer roles, how to advertise and attract suitable volunteers and developing a positive volunteer onboarding process. As organisations face a competitive recruitment environment, many are increasingly exploring more creative ways to attract and retain volunteers.

Our quarterly Volunteer Managers' Network meetings remain a priority, offering a constructive forum, resources and support to build organisational capacity and strengthen volunteer management across Moray. Guest speakers from both local and national organisations offer support, guidance and advice to attendees, with the sharing of resources and experience strengthening the group's impact.



Building Capacity

Through our one to one support groups contacted us in relation to these key areas.



In 2025-26, we held **85** events, including training and information sessions, with a total of **1206** attendees from **285** different organisations and groups.







Moray Climate Action Network

In 2025, Moray CAN strengthened its role as a connector and enabler of community-led climate action across Moray, supporting practical action through partnerships, funding and local engagement. This year, Moray CAN supported 15 community groups with funding, engaged 300+ people, and facilitated 11 collaborative projects and events, while distributing £18,837 to local initiatives. A Moray-wide Community Growing Network was established, strengthening food resilience, biodiversity and community wellbeing. Moray CAN also played a key role in strategic collaboration, starting work on Moray's first ever Climate strategy – the Moray Climate & Nature Partnership Plan - which seeks to align priorities across sectors and amplify community voice in decision-making.

Reaching New Audiences through Sport

Work with Buckie Thistle FC continued, building on work started last year and showing how trusted community anchors like football clubs can drive climate action. Moray CAN delivered carbon literacy training for players and the Board and helped develop a climate and football champion role - a football player that meets local young people to talk football **AND** climate action. We also provided further funding and energy advice, supporting both Buckie Thistle FC and Lossiemouth FC to explore switching to renewable energy options and all the while, opening up climate conversations with new audiences.



Stephen Shand, Buckie Thistle FC General Manager welcomes Gillian Martin Cabinet Secretary for Climate Action and Rural Affairs to see first hand the improvements and climate engagement work

From Science to Local Action

Moray CAN's Climate Conference, held again during Scotland's Climate Week, brought together scientists, researchers, community groups and local organisations, A keynote from leading climate scientist Professor Peter Stott reinforced the need for local action through clear, evidence-based insights. We explored Moray's coastal adaptation plans, workforce transition from oil and gas, heard from innovative research projects on engagement, alongside insights into local food systems and resilience as well as looking at the health of our local bee and whale and dolphin populations.
We also screened our commissioned film Behind the Bins, increasing understanding of local climate action and how people can make climate-conscious choices in everyday life.



ALEXANDER WILLIAMSON

Conference Youth Panel listen to Professor Peter Stott. The Youth Panel took the lead in asking asking questions and shaping conversation s during the Conference.

Growing Climate Action: The Moray Community Growing Network

This year Moray CAN brought together community growers across Moray to support climate action, resilience, biodiversity and strengthen community engagement.



A couple of years ago, Moray CAN supported the Aberlour Glebe Garden with a small amount of funding. The intention was to help improve biodiversity, strengthen the connection between local food and health and to support a space the community was already shaping together.

During a previous visit to the Garden, we were welcomed with the literal fruits of their labour - a bumper crop of tomatoes - beautiful but also representing something familiar to us.

Similar photographs of food and garden effort had been shared with us from other community gardens across Moray, some supported by Moray CAN seed funding, but many others that were already working away in response to local need, local land and local opportunity.



By early 2025, it was clear there was a growing appetite for Moray's community growers to connect more formally. In June, Moray CAN brought over 30 gardeners and growers together to explore whether there was a need for a community growing network. The response was a resounding yes.

This network launch also marked the introduction of Moray CAN's commissioned food report, **Can Moray Feed Moray?**, presented not just as a publication but as a guiding framework to help growers see how local growing fits within a wider food system.

Community growing plays a vital role in local climate action, reducing food miles, strengthening resilience to supply chains, and can even help to encourage seasonal and more healthy diets. This building of resilience cannot be overstated, especially in a cost-of-living crisis. By growing food locally, we are helping to create food systems that are less vulnerable to the shocks that are expected to occur more frequently as climate change intensifies.

Since its launch, learning exchanges amongst members have continued, from visits to well-established projects such as the Cullen Community Allotments, to practical sessions on composting at The Patch in Duffus, a newly established community garden.



Peer visit to Cullen Community Allotments



Through this network, groups gain access to shared information, peer learning opportunities and connections to organisations such as One Seed Forward and REAP, with Moray CAN working to link projects, share funding opportunities and strengthen the network as a whole.

These growing spaces support health, connection and resilience, and show how community-led action can contribute meaningfully to climate response at a local level.



Peer visit to The Patch Community Garden, Duffus

Social Enterprise Support

Funded by UK Government



Take Time Series

Funded by the **UK Shared Prosperity Fund, through Moray Council,** our Social Enterprise Development Officer supported the growth and resilience of Moray's social enterprise sector through a mix of training, peer learning and one-to-one support.

Across the year, ongoing tailored support was given to new and established organisations, with a strong focus on building organisational capability. **Measuring Social Impact** training and follow-up sessions improved confidence and practice, with all participants identifying actions to strengthen evaluation and reporting. Following two **Productivity Hero** training sessions, sustained behaviour change was supported through **monthly communities of practice,** helping to translate learning into improved and embedded ways of working. The **AI for Impact** series (a three-part series delivered by Tuminds) significantly increased digital capability, with 95% of respondents reporting increased confidence, 89% using AI more in their work, and 12 organisations embedding AI into systems and processes. When combined with a separate **Cyber Resilience** training, this resulted in 16 organisations adopting new technologies as a result of the support provided. Peer support and wellbeing were prioritised through the **Take Time** series and **Development Officer Network**, creating space for reflection, collaboration and shared learning.

Supported

60 Enterprises
194 Indivduals

Training & Development

72 Partcipants

Events Delivered

33 Events

Place-based learning included a **Huntly Development Trust site visit** (20 attendees), where 100% of respondents reported improved understanding of delivering community-owned assets.

Overall, this work has strengthened organisational capacity, increased adoption of new tools and practices, and supported a more connected, confident and resilient social enterprise sector in Moray.

Join the Dots:
The Wealth We Have, The Wealth We Grow



Join the Dots 2026 brought together 136 participants from across Moray's third sector, alongside public sector partners and support organisations, for a focused exploration of Community Wealth Building (CWB) following the passage of the CWB Bill by the Scottish Parliament in February 2026. Attendees included community organisations, social enterprises, local authority representatives, national bodies and elected representatives, reflecting strong third sector engagement across the region.



The event successfully deepened understanding of CWB and helped participants see how their existing work already contributes to the five pillars framework. Keynote speakers **Neil McInroy** and **Evelyn Henderson-Child** grounded the policy context, while local case studies from Dance North, Park Ecovillage Trust, Aberlour Glebe Garden, Moray Firth Credit Union and Moray Council, demonstrated CWB in action locally. Feedback consistently highlighted the value of connecting national policy to practical, place-based examples.

Many attendees reported increased confidence in applying CWB thinking, new connections made, and intentions to collaborate or change practice, particularly around local procurement.

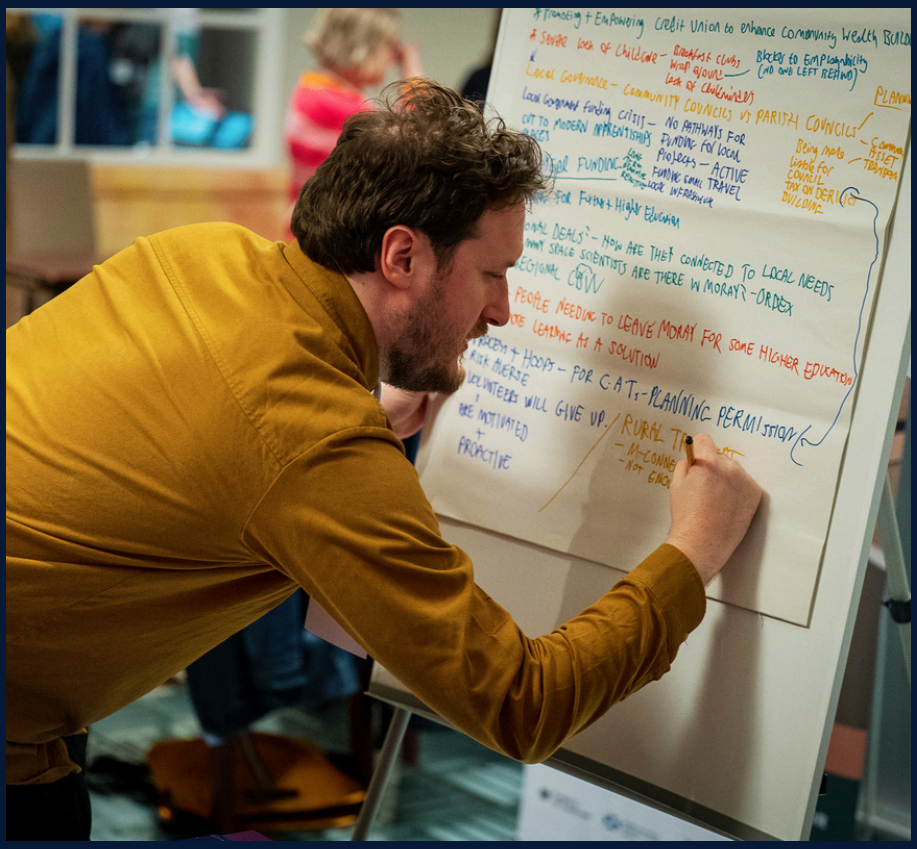






Photos: ALEXANDER WILLIAMSON

Stakeholder Survey 2025: Key Insights



ALEXANDER WILLIAMSON

Our annual stakeholder survey helps us understand sector pressures, assess our impact, and identify priorities for the year ahead.
We received 103 responses from community organisations, social enterprises, public sector partners and others.

A Sector Under Pressure

The outlook for our sector remains mixed, with 55% feeling positive, 19% neutral, and 26% uncertain or struggling. Key pressures continue to be: funding constraints and access to funding, volunteer capacity, rising demand and costs

Strong Trust

Despite these challenges, feedback highlights strong confidence in **tsi**MORAY's role and impact.

- 86% say our support meets their needs well
- 88% say it is easy to access support
- 74% say forums and networks are very helpful (up from 65% in 2024)

What our Third Sector Needs

The survey highlights clear priorities for support:

- Improved access to funding and application support
- Greater support for volunteering and capacity building
- Using Ai to help with impact measurement and demonstrating outcomes
- Engage smaller or less connected organisations, some of whom remain unaware of available support.

Looking Ahead

The findings reinforce that **tsi**MORAY is most valued for bringing people together, sharing insight and intelligence, and enabling collaboration across the sector. Looking ahead, stakeholders expect us to play a stronger role in influencing funding opportunities, advocating for Moray's third sector, strengthening partnerships and improving visibility and consistency of our offer.

"We are uncertain whether our organisation will still be operational in the next 2–3 years."

"Funding is becoming tighter as more of us have to go down that route."

*"The support of **tsi**MORAY feels tangible... we feel they can 'see' us and understand our work."*

"We need support with defined outputs..."

"Highlight funding aimed at our specific sector."

"We are very small and not able to engage with what is on offer as much as we would like."

"I always come away very motivated and inspired."

"We benefit from regular newsletters... and feel part of a broader network across Moray."




UNBOUND






JUSTTRANSITION










ACE Winches Hospitality Suite
BUCKIE THISTLE






tsi
MORAY