



tsiMORAY Connected People Creating Change

Becoming a Board Member of **tsiMORAY**

Our Vision:

A vibrant third sector in a resilient and sustainable Moray.

Our Mission:

Bringing together and supporting our third sector, enabling its full participation in the sustainable development of Moray.





CONNECTION



CHANGE THE ADVER



This is what the Third Sector is all about and it's what drives us at tsiMORAY. Becoming part of our team and joining our board, means being part of that energy. It's about making positive change in Moray and in our communities locally.

Thank you for considering...
coming on Board!



COMMUNITY



COMPASSION



COLLABORATION

Welcome to tsiMORAY - the Third Sector Interface for Moray

Who We Are

tsiMORAY is Moray's Third Sector Interface, supporting charities, community groups, and social enterprises. We were formed in 2012 in response to a Scotland-wide initiative by the Scottish Government to strengthen collaboration between the third sector and public services and community planning. This led to the creation of a Third Sector Interface (TSI) in every local authority area across Scotland.

In Moray, this brought together Volunteer Centre Moray, Voluntary Action Moray, and Moray Social Enterprise Network into one organisation - tsiMORAY - focused on supporting and connecting the sector.

What We Do

We support charities, voluntary organisations, community groups, and social enterprises—collectively known as 'the third sector'. Our role is to help these groups and organisations grow stronger and more resilient by connecting them with the people, partners, information, and resources they need. We offer guidance, build capacity and act as a central hub of knowledge and support for Moray's third sector.

Funding & Structure

We receive an annual grant of around £209,000 from the Scottish Government.

We are a registered charity and a company limited by guarantee, governed by a volunteer Board of Directors and a team of 15 staff, working mostly remotely with dedicated office space in Elgin.

Our Work

The work we do is shaped by our Outcomes Framework. These outcomes are informed by input from our stakeholders and are agreed with the Scottish Government's Third Sector Unit. Some of this work includes:

- Supporting volunteering and community-led local development
- Facilitating strategic partnerships and networks
- Hosting [Moray CAN](#) (Climate Action Network)
- Distributing Scottish Government funds such as the [Communities Mental Health & Wellbeing Fund](#) and the [Just Transition Participatory Budgeting Fund](#)

We are the accountable body for the [Moray Local Action Group](#) to support a new vision for community-led local development and help to distribute its Moray Local Action Fund.

Want to Know More About Us?

Here are some helpful links/documents to explore:

[About tsiMORAY](#) | [Meet Our Current Board](#) | [Staff Team](#) | [Our Partners](#) | [Latest Accounts](#) | [Annual Reports](#) | [Outcomes Framework](#)

You can find us on [Facebook](#), [Instagram](#) and [Linked IN](#), and can sign up to receive [our weekly e-bulletin](#).

Why Join us?

Help us make Moray's third sector even stronger.

The contribution the charitable sector makes to our society is recognised across the social and political spectrum, both nationally and locally. There is considerable evidence attesting the value of the Sector and its contribution to the economy, and to the strength of our communities in Scotland.

Moray's third sector, like those across Scotland, is currently tackling some of the most complex challenges of our time. We are committed to supporting our sector and our communities in understanding how local action and practical solutions work in parallel with the bigger changes in our society, the economy, and the climate.



Skills and Expertise - What We're Looking For

tsiMORAY's Board of Directors is the organisation's governing body, legally responsible for everything the organisation does. Directors must act in the best interests of beneficiaries, with the same care a prudent person would use in managing someone else's affairs. Directors work collectively rather than as individuals, setting aside their personal interests and giving their time to carry out their duties for no payment or gain other than in exceptional circumstances.

It's essential that tsiMORAY's Board includes people with a good mix of skills, experience, and personal qualities. These help the Board work well and make strong decisions. Sometimes, the most valuable contributions come from personal experiences or qualities that aren't easy to measure. People join our Board for different reasons and bring unique perspectives that add real value.

Our Values

We want our Directors to share tsiMORAY's values, which are based on the Nolan Principles' of public life in Scotland: Selflessness, Integrity, Objectivity, Accountability & Stewardship, Openness, Honesty, Leadership, Duty, and Respect.

Our Directors help protect the organisation's integrity and build trust in the third sector. We look for people who can work well together and help the Board make decisions as a team. Key qualities include:

- A sense of leadership
- Good judgment
- Open-mindedness
- Clear and respectful communication
- Willingness to work as part of a group

To keep the Board strong and balanced, tsiMORAY regularly reviews its skills and identifies any gaps—especially after a Director may leave or when strategy changes.



Diversity, Equality & Inclusion at tsiMORAY

tsiMORAY's Board aims to reflect the communities we serve by including people with varied backgrounds, experiences, and skills. We value lived experience and routinely seek input from our beneficiaries and stakeholders to help guide decision-making.

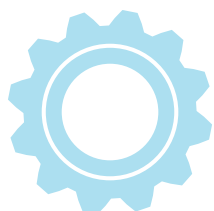
For us, diversity on our Board goes beyond representation—it's about embracing difference. This can include race, gender, age, disability, and more. A truly effective Board is built on openness, accountability, and it is about recognising that to be an effective organisation, we need to be diverse. Creating a strong Board takes planning, reflection, and a willingness to evolve; to make changes, question old assumptions, and bring in new ideas.

Every Director's unique perspective and skills adds value and helps us better serve our communities.

tsiMORAY Board

WHAT'S INVOLVED

ROLES & RESPONSIBILITIES



Strategy & Policy

- Define, develop and review the mission and vision to guide all Board decisions and ensure alignment with tsiMORAY's goals.
- **Engage in Strategic planning** working with the Chief Officer and staff to shape long-term goals.
- **Set key policies** to guide staff, ensure ethical practices, and govern Board conduct.
- **Oversee programmes and services** to ensure legal compliance and alignment with the organisation's mission. The Board's vision for the organisation determines what direction these programmes will take.



Financial Management

- Ensure the organisation has the financial resources to carry out its work and activities. This may include creating policies governing support reserves and fundraising.
- **Oversee finances and manage risk** by approving budgets, monitoring spending, create policies to protect/manage assets, and ensure legal and ethical financial practices, designed to minimise risk for the organisation.



People & Profile

- Support and review the **Chief Officer and staff**: Set policies for pay, performance reviews, and staff development.
- **Respect staff roles**: Focus on governance, not operations, while providing clear policy guidance.
- **Protect and promote tsiMORAY's reputation**: Act responsibly and represent the organisation positively.
- **Run Board business effectively**: Hold productive meetings, create sub-committees when needed, and regularly assess Board performance.

What You'll Do

As a Board member of tsiMORAY, you'll help guide and support the organisation to deliver its mission. Your key responsibilities include:

- Making sure we meet legal and regulatory requirements (including OSCR and company law)
- Helping shape and have oversight of our strategic direction, policies, and goals
- Ensuring our resources are used effectively and in line with our purpose
- Safeguarding our reputation, values, and financial stability
- Supporting good governance and oversight of our assets and operations

You'll also bring your own experience and perspective to help the Board make sound decisions, whether that's by asking questions, offering advice, or sharing insights in areas you know well.

Time Commitment & Term

This is a voluntary role, with reasonable expenses reimbursed. We value your time and aim to make meetings purposeful and engaging. We meet 4 times per year, with meetings lasting about 2 hours, and one or two hours of preparation time beforehand. Directors can serve on the Board for as long as they wish but ensure healthy rotation and accountability, the three longest-serving Directors must step down each year at our Annual General Meeting (AGM). They are welcome to stand for re-election if they wish to continue serving.

Who We're Looking For

We're looking for people who are:

- Committed to our mission and values
- Willing to contribute time and energy
- Team players with good judgment and a strategic mindset
- Open-minded, creative thinkers
- Ready to act with integrity and speak up when needed

We also welcome people with experience in areas like:

- Finance, communications, volunteering, or social enterprise
- Charity or employment law
- Leadership, staff management, or strategic planning
- IT, data, health & safety, or fundraising

You don't need to tick every box; You can share your interests and experience in the Nomination Form (Appendix 1).

Getting Involved & Staying Connected

Joining the Board isn't just about meetings—it's about getting to know the work, the people, and the impact we're making together. New Directors will be invited to take part in an induction and training programme to learn about tsiMORAY's work, meet the team, and connect with fellow Board members.

As a Board member, you'll be invited to:

- Attend joint staff and Board days to learn more about our projects and priorities
- Take part in Board development sessions to build confidence in your role
- Join buddying or mentoring opportunities to connect with experienced members
- Shadow staff or other Directors to see how things work behind the scenes
- Join Board away days for deeper discussions and team building

We want you to feel informed, supported, and part of our team.

Governance in tsiMORAY

Governance is about making sure an organisation is well-run, meets legal requirements, and stays focused on its mission. That's our Board's job. The Chief Officer and staff handle day-to-day operations and put plans into action.

To work well together, the Board sets up systems to support, monitor, and evaluate the organisation's activities.

- The Board can have up to 12 members, mostly nominated by tsiMORAY's member organisations.
- Sub-Committees (like Finance or HR) may be formed to focus on specific areas and make decisions between Board meetings.
- Experts can be brought in short-term to help with specific issues.
- The Board can delegate tasks to Sub-Committees, but remains responsible for all decisions.
- Each Sub-Committee's role should be clear and reviewed regularly.

Appointment Procedures

tsiMORAY depends on an active membership to guide its work. Our members can nominate individuals to join the Board, with appointments approved at our AGM. The Board can also include people from non-member organisations or those with valuable skills and experience.

If there are more nominees than vacancies, an election will be held at the AGM. If a representative of your organisation wishes to contribute to the development of the third sector in Moray by becoming a Director, or if you would like to be considered as an individual in joining our Board, (not linked to an organisation) please complete the nomination form (Appendix 1).

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Please find with this document, the attached nomination form, which can be completed and returned by the date shown on the form.