



Ross-Shire Voluntary Action  
Newsletter December 2019



# MISSION CHRISTMAS cash for kids



## WE'RE HERE TO HELP!

Do you know a child who could wake up to nothing on Christmas Day?

Apply to Mission Christmas and put a smile on their face.

Go to [mfr.co.uk/mission](http://mfr.co.uk/mission) to find out more\*



[mfr.co.uk/mission](http://mfr.co.uk/mission)  
#MissionChristmas



## RVA Closing Dates

*Merry  
Christmas*

Ross - Shire Voluntary Action

will close on Friday 20/12/19 at 1pm and  
the office will reopen at 9am on Monday  
06/01/20.

We wish you a wonderful Christmas and a  
Happy New Year.

## Community Car Scheme

### **CHANGE OF TELEPHONE NUMBER**

To contact the car scheme, please use the  
telephone number below.

07 519 722 456





Ross-shire Community Transport Partnership

Together we'll get you there



Ross-shire  
Voluntary Action  
Sustaining and Developing  
Our Local Communities

The Black Isle Community Car Scheme and the Ross-shire Community Transport Partnership will be closed from

**Wednesday 18th December 2019 -  
Wednesday 8th January 2020.**

Thank you for all your support in 2019 and we look forward to being of service in 2020.

## Vacancies



### Project Coordinator - Women in Highlands

WEA have an exciting opportunity for a Project Coordinator, Supporting the Woman in Highlands Project. The WEA Highland team are looking for someone to join our innovative and exciting Women in the Highlands (WITH) project. If you have an interest in women`s issues and want to be part of a dynamic team, we would love to meet you.

As an experienced and capable person, you will be keen to engage with current and past learners on our Women in the Highlands project, and to support the project with admin duties. You`ll help us evaluate the work we`ve already done, and take part in planning as we go forward.

This role is to support our WEA Highland team, specifically the Project Organiser for Women in the Highlands. You`ll have a range of admin duties to support our tutors and the courses that they deliver.

A significant part of this post will be helping the WITH project to evaluate our work so far, and to plan where the project goes next. You`ll contact our learners, past and present, for interviews and case studies. You`ll need to be good with people, and be willing to travel to meet them.

For more information or to apply, Click [here](#)

**Closing date:** 13 December 2019





## Multi Channel CAB Adviser

Inverness Badenoch & Strathspey CAB are looking for a client-focused individual with experience of providing welfare benefits advice and income maximisation benefit checks, to join us as a Multi Channel Adviser covering Money Talks Team and Help to Claim projects. In this role you will use telephony and webchat as well as seeing clients face-to-face to ensure they get the advice, information and support needed.

To succeed, you will need relevant experience and knowledge of the wider welfare benefit system including Universal Credit, demonstrating strong oral and written communication skills. You will be experienced on using benefit entitlement calculators and in explaining the results of the benefit check. We are also looking for a proven ability to work effectively and well organised. Proficiency using a range of IT tools to carry out your work, including case management systems, online claims' services and Microsoft Office applications is essential. Committed, results-driven and supportive to the needs of others, you work well within a team and are willing to follow and develop agreed procedures.

For further details and information on how to apply, please email: [admin@invernesscab.casonline.org.uk](mailto:admin@invernesscab.casonline.org.uk)

**Closing Date:** 6 December 2019

CARE & LEARNING ALLIANCE JOB VACANCY

### Childhood Practice Manager

part-time post available for the  
Mid Ross area

670 hours over 40 weeks

Starting Salary £8,622.90 / £9,212.50

(£12.87 per hour unqualified/£13.75 per hour qualified)

Positive Childhoods, Empowered Parents, Dynamic Communities

Do you have experience in managing Early Learning and Childcare Centres?

The Childhood Practice Manager will advise and have overarching responsibility for the effective operation of two centres providing 1140 hours in the Mid Ross area.

The post will be home-based and applicants must have a clean driving licence and vehicle, and have access to Internet/email facilities. An IT allowance will be paid.

Hours are approximate & dependent upon where successful applicants are based.

Candidates must have experience of early learning and childcare and a minimum of a Level 9 Childhood Practice award or be working towards a Level 9 qualification to meet SSSC registration requirements.

**Closing Date: Thursday 5<sup>th</sup> December 2019**

**Interview Date: Thursday 12<sup>th</sup> December 2019**

Application packs are available on our website at:

[www.careandlearningalliance.co.uk](http://www.careandlearningalliance.co.uk)

For further information please e-mail: [hr@calachildcare.co.uk](mailto:hr@calachildcare.co.uk)

or telephone Gillian on: 01349 866749

This post is exempt from the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2013 and the Amendment Order 2018. The successful applicant will be required to become a member of the Protecting Vulnerable Groups (PVG) Scheme & register with the SSSC.

Scottish Charity No: SC009292

CALA is an Equal Opportunities Employer



Fortrose and Rosemarkie Community Council

Are looking for 2 youth reps to attend their  
Community Council Meetings once per Month

You need to be 16+

Starting Jan 2020

If you would like to take part please contact

Wanda Mackay – Youth Development Officer

Mobile – 07515717011 or Facebook

## Funding Opportunities



### Scotrail - Stations Community Regeneration Fund

The Stations Community Regeneration Fund enables business and community groups to transform redundant station rooms into facilities to benefit local people. Any projects that will aid communities or rail passengers will be considered for grants of between £5,000 and £75,000. Bids may also be made for larger sums, dependent on in-depth feasibility studies. Grants can be used to contribute towards the costs of any structural repairs and to assist with the costs of fitting out station premises for their intended use.

Your organisation should be a business meeting the needs of passengers or the local community, or a community based project which contributes to the local community.

For more information or to apply, Click [Here](#)



### KLM Partnership - Community Benefit Scheme

The fund aims to help support the local communities in which KLM Partnership live, work and serve. The fund will support Community Groups, Sports Clubs, Charities, School Groups and all Community Initiatives. Applications will be reviewed by the Grant Awards Team and successful applicants will be notified within 28 days of the closing date.

Community groups in Dundee, Edinburgh and Highlands particularly, sports clubs, charities, school groups community initiatives.

For more information or to apply for funding click [here](#)

**Deadline for Funding:** 31st Dec 2019

### The Cadogan Charity

The Cadogan Charity gives grants to recognised national charities, with particular reference to charities based in London and Scotland. They give under the categories of animal welfare, education, conservation and environment, military, medical research and social welfare .

You can apply for this funding if you are a Registered charities in London or Scotland.

For more information or to apply for funding at any time by emailing: [paul.loutit@cadogan.co.uk](mailto:paul.loutit@cadogan.co.uk)

## Screen Scotland - Cinema Equipment Fund

The Cinema Equipment Fund is for cinemas and venues to upgrade or install cinema screening equipment and aims to increase access to cinema and encourage resilience for film exhibitors based in Scotland. This fund will support existing cinemas to upgrade first generation Digital Cinema Initiative (DCI) compliant equipment, and support venues with advanced plans for film exhibition to install new equipment. The fund will also support community venues to upgrade or install film screening equipment (such as projector, screen, sound system and media player).

Screen Scotland are offering two levels of awards. For community venues, they anticipate award of up to £25,000 and for venues running DCI-compliant equipment, they anticipate awards being up to £100,000 to allow for installations in multiple auditoriums.

If you are a constituted group offering, or aiming to offer, a regular programme of film screenings then you can apply for this funding.

For more information or to apply for funding click [here](#)

**Deadline for Funding:** 28th Jan 2020

## Foyle Foundation - Small Grants Scheme

The Foyle Foundation supports smaller charities in the UK, especially those working at grass roots and local community level, in any field, across a wide range of activities. Grants are one-off.

The Foundation can only accept applications from organisations with charitable status. This includes registered charities, charitable incorporated organisations (SCIOs), excepted charities and exempt charities. Organisations must have an annual turnover of less than £150,000 per annum. Larger or national charities will normally not be considered under this scheme.

The application form and guidance can be downloaded from the website. It may take up to four months to receive a decision from the Trustees.

You can apply for this funding at any time by clicking the [here](#).



# Training

## Launch of Highland Care Framework for Huntington's Disease (HD)

2pm – 4pm, Tuesday 3 December 2019, Auditorium,  
Centre for Health Science, by Raigmore Hospital,  
Old Perth Road, Inverness, IV2 3JH

### Speakers to include:

Professor Zosia Miedzybrodzka, Consultant in Clinical Genetics and HD Clinical Lead for NHS Highland  
John Eden, CEO, Scottish Huntington's Association  
HD family members and Health & Social Care staff

The event is open to anyone with an interest  
in improving care and support to HD families  
throughout the Highlands

For further details - and to reserve your place -  
please contact Alistair Haw,  
National Care Framework Lead, Scottish Huntington's Association  
on 07736 457 247 or [alistair.haw@hdscotland.org](mailto:alistair.haw@hdscotland.org)



View the Framework at [care.hdscotland.org](http://care.hdscotland.org)



## trauma informed workplace training

Developing a workforce that is trained to be able to recognise  
where people are affected by trauma and adversity, and to  
be capable of responding in ways that prevent further harm  
and which support recovery.



1-5pm | Tuesday 3 December  
Spectrum Centre | Inverness

Register on Eventbrite

£15 for members / £30 for non-members

Become a member today [highlandtsi.org.uk/join-htsi](http://highlandtsi.org.uk/join-htsi)

## First Friday

### Third Sector Networking

Please join us to meet your neighbours for a drink  
and snacks

When: Friday 6<sup>th</sup> December from 4pm (drop in)

Where: WEA Office  
42 Academy Street Inverness  
(Above M&Co – door around the corner  
on Strothers Lane)

Why: A chance to meet the other voluntary &  
third sector partners working in your  
area, make new connections, share  
experience, and support one another

RSVP: Let us know you're coming at  
[j.holliday@wea.org.uk](mailto:j.holliday@wea.org.uk) or just drop in!



[weascotland.org.uk](http://weascotland.org.uk)

# WEA Highland

WEA

“The power of coaching is this - you are expected to give people the path to find answers, not the answers.” Tom Mahalo

As the opportunities and challenges in the enterprising Third sector grow, we need organisations that attract and retain high quality people. People who feel they can grow and develop as professionals, staying motivated and engaged. People who are led by managers that are self-aware and skilled at developing them. Managers who want to have the crucial and courageous conversations required and can create an empowering working environment. Taking a coaching approach is key to this.

However adopting a coaching approach and growing and developing others can be a challenge in the current climate. Many managers feel they have neither the time, methods nor budget to do it well. There is such a focus on delivery, targets and performance that developing others and paying attention to the working environment while also practicing self-care can often fall off the priority list.

This programme therefore supports managers to build their coaching approach so they can help to develop talent and create an empowering environment while still practicing self-care.



What will you gain from the programme?

- Greater confidence in adopting a coaching approach to all management situations including delegation, staff reviews and difficult conversations
- Enhanced understanding of the science of the brain to help you build your own and other people's resilience and practice self-care
- Deeper understanding of how to grow and develop staff without requiring big budgets

Programme Details

Programme Module	Programme Dates
Module 1 - Coaching myself	28 & 29 January
Module 2 - Coaching others	9 & 10 March
Module 3 - Coaching in your organisation	27 & 28 April

@JustEnterprise | je | www.justenterprise.org

A coaching approach to leadership

This programme is aimed at established managers and leaders with line management responsibilities. Whether you are managing one person or a whole team, this programme is an opportunity to pause and reflect on your leadership.

It will help you to strengthen your coaching approach, gaining greater personal insight, different perspectives and increased self-awareness so you can lead and develop others even more effectively. It is also an opportunity to identify how you can build your resilience and practice self care as busy managers.

Delivered with an interactive approach, you will work with and learn from peers to explore a range of practical concepts and approaches.

This programme relies on the group supporting each other to learn and develop and build a community of established leaders.

Key Outcomes

- Become more self-aware and confident in adopting a coaching approach so you can support and develop yourself and others
- Build the knowledge, skills and mind-set required to engage and develop people so they can thrive and grow professionally
- Practice adopting a coaching approach to delegation, crucial conversations and team meetings
- Increase your understanding of the link between how we think and our personal resilience
- Build a community of leaders that can support and sustain each other

Cost:

This programme is funded by Scottish Government through Just Enterprise and places are available at the highly subsidised rate of £300 for 6 days

Venue:

The Muir Hub, Great North Road, Muir of Ord, IV6 7SU

Coaching yourself	Coaching others	Coaching in your organisation
<p>28&amp;29 January</p> <ul style="list-style-type: none"> <li>What do we mean by a coaching approach?</li> <li>Developing your coaching mind-set</li> <li>Developing and practicing core coaching skills</li> <li>Building your resilience and practicing self-care</li> <li>Exploring a learning framework to develop and grow yourself!</li> </ul>	<p>9&amp;10 March</p> <ul style="list-style-type: none"> <li>Using a coaching approach to create an empowering and learning environment</li> <li>Exploring and practicing developmental coaching models and approaches</li> <li>Supporting and building resilience in others</li> <li>Practicing a coaching approach to delegation, staff reviews and development conversations</li> </ul>	<p>27&amp;28 April</p> <ul style="list-style-type: none"> <li>Using a coaching approach to strengthen your communication skills</li> <li>Exploring and practicing how to have positive and courageous conversations</li> <li>Developing your feedback skills and embedding feedback into your leadership</li> <li>Identifying how to support each other as a community of leaders</li> </ul>

Qualification

Developing Skills for a Coaching Culture (SCDF Level 9, 6 credit points)  
At the end of this programme you can register to complete the Developing Skills for a Coaching Culture qualification. This has been formally rated at SCDF level 9, and is equivalent to 60 hours of degree level study.  
Please note - this will incur an additional cost of £60

More information

To book your place or for further information, please contact:  
**Louise Ross | Just Enterprise**  
0300 302 3333 | leadership@justenterprise.org  
www.justenterprise.org



EU Settlement Scheme Information Session

16 December 2019

Eden Court

EU Citizens' Rights Project are holding a information session to help EU Citizens find out more about:

- What the EU Settlement Scheme is.
- When and how to apply
- Your rights as an EU citizen living in Scotland
- Services and resources to support you.

There will be a presentation followed by a Q & A with a legal expert.

EU Citizens and their family members will be able to book individual appointments with an OISC Level 1 trained adviser, if they need help with the identity verification and application process.

About the organisers

EU Citizens' Rights Project provides information, advice and support for EU citizens in Scotland and connects groups and organisations working with the community. You can read more about our project and EU citizens' rights on our website: <http://citizensrightsproject.org>

The Vice-Consulate of Hungary in Edinburgh is operational, and manages the full range of consular affairs, except visa matters.

\* There will be Hungarian interpreter at the event

\*\*\*This event has been organised with an assistance of funding from the Scottish Government.

To register for this event please click [here](#)



# Volunteer Opportunities—your chance to make a difference.



## Black Isle Community Car Scheme

**COVERS:** (Cromarty, Balblair, Culbokie, Resolis, Rosemarkie, Fortrose, Avoch, Tore, Conon, Maryburgh , Muir of Ord, North Kessock)

- ◆ The Volunteer time commitment is flexible & Training is provided
- ◆ Expenses paid to Volunteer Drivers & the Journeys are within your local Area
- ◆ Volunteer Drivers enable isolated members of the community to get out and about

## Volunteer Drivers Required

*“It may just be another short trip for you-but it may mean so much more to someone feeling isolated in their community”*

For more information about becoming a Volunteer Driver please contact:

**Ross-shire Voluntary Action on Tel no: 01349 862431 or  
email: [biccs@rossvolact.org.uk](mailto:biccs@rossvolact.org.uk)**



Ross-shire Community Transport Partnership

Together we'll get you there



# Drivers needed

**Do you want to make someone's day?**

**As a volunteer driver you can help more isolated members of your community to get out and about.**

**If you have some time to spare, we would love to hear from you.**

Telephone 01349 862431 or  
email [transport@rossvolact.org.uk](mailto:transport@rossvolact.org.uk)  
for more information



**VOLUNTEERS NEEDED**

For

Meal delivery and befriending service  
covering the Black Isle

To deliver 2 chilled meals to clients, heating and serving if required.

**Mondays, Wednesday and Fridays** to Fortrose, Avoch and Rosemarkie.  
**Tuesday's** to Culbokie and North Kessock. Meal collection times 11.45, approx.  
finish time 1.30.

If you have a few hours to help, please get in touch:

Leslie Bowman  
07770 2557535  
[admin@blackislecares.com](mailto:admin@blackislecares.com)



Can you spare an hour or so per month to volunteer in Ross-shire?



**Some of our current opportunities:**

- \* Helping at a new Thursday coffee morning once a fortnight in Dingwall-making drinks, playing board and card games and chatting.
- \* Helping at a new indoor Boccia bowling group in Muir of Ord once a fortnight on a Wednesday morning
- \* Supporting a veterans drop-in once a month in AIness
- \* Hospital visitor, chatting to people and playing board games
- \* Joining a new gardening group in Strathpeffer at the Museum of Childhood

Contact Heather on 0734-2064381  
Email: [heather.gordon@royalvoluntaryservice.org.uk](mailto:heather.gordon@royalvoluntaryservice.org.uk)

**Do something great and volunteer!**

Patron: Her Majesty The Queen, President: HRH The Duchess of Cornwall.  
Registered Address: Royal Voluntary Service, Beck Court, Cardiff Gate Business Park, Cardiff, CF23 8RP.  
Registered in England 2520413. Registered charity 1015988 & 50038924.



**RASASH open evening  
come along and find out how  
you can get involved!**

**Monday December 2nd 6pm till 8pm  
(Palace Hotel, Inverness)**

We are excited to be able to invite new people to our team with a range of volunteering opportunities available:

- Support line
- Social media and/or website
- Fundraising and events
- Administration
- External holistic therapist
- Trustee

Many of our staff and volunteers find working at RASASH hugely rewarding personally as well as a positive learning experience. We hope if you volunteer with us you will too.

If you are interested please contact [gwen@rasash.org.uk](mailto:gwen@rasash.org.uk) for more information and an information pack SC045019



Behind them. Always.

**About Bud:**

Bud is PoppyScotland's brand new vehicle for exploration and learning, a truck that transforms into a mobile community space, comprising a mini poppy factory, micro-museum and with interactive learning opportunities.

Bud is an interactive experience that encourages visitors to create their personal remembrance journey through exploring the exhibits. It is helping us keep remembrance relevant all year round.

**About the opportunity:**

As a Bud Heritage Volunteer, you will support the delivery of the Bud project when Bud is in your area. This could see you supporting in one of the key tasks below:

- Welcome members of the public and groups (schools, girl guides, brownies, cubs, cadets etc) visiting Bud on their arrival
- To deliver activities both indoor and outdoor as planned by the Bud team
- To assist with evaluation of Bud by encouraging feedback and collecting data
- To be flexible in the performance of the post and undertake duties requested by the Bud team
- Support the staff team in set up and take down at visits and events. Support staff in the delivery of activities with schools, groups and public visitors

**About you**

This opportunity will suit you well if you:

- Have excellent communication and interpersonal skills
- Be friendly, approachable, reliable and dependable
- Be committed to equality and diversity
- Be flexible and able to work as a member of a team
- Be able to work with given instructions
- Be prepared to work within PoppyScotland's health and safety
- Carrying out a range of interesting and rewarding duties

**Benefits for you:**

- Having access to appropriate training for the role
- You will have the opportunity to meet a wide range of new people
- Building on your existing skills and developing new ones
- Being part of a friendly, committed team
- Attending local events

**About the time involved:**

Volunteering with Bud will be flexible and dependable on where Bud is located, we hope to have local volunteers across Scotland that we can rely upon when required.

**What's next?**

For further information or to express your interest in this opportunity, please get in touch:

Online – [www.poppybud.org.uk/volunteer](http://www.poppybud.org.uk/volunteer)  
Email – [volunteer@poppybud.org.uk](mailto:volunteer@poppybud.org.uk)  
Phone – Sandra Comrie – 0141 773 6221



[poppybud.org.uk](http://poppybud.org.uk)

Funded by the Chancellor using LBO26 Funds



**WW100 Exhibition Volunteer**

**About WW100 Exhibition**

The major part of the Exhibition is a visual interpretation of 100 stories of people and events of WWI which has been created by 100 young people from across Scotland. The exhibition uses traditional printmaking techniques combined with innovative technology.

**About the opportunity:**

As a WW100 Volunteer you will support the delivery of the WW100 exhibition when it is in your area.

This could see you supporting in one of the key tasks below:

- Welcome members of the public and groups visiting WW100 exhibition on their arrival
- Deal with queries from those visiting WW100 exhibition in a polite and professional manner
- To identify any problems (both potential and actual) and to inform WW100 exhibition staff as they arise
- To maintain and replenish resources as required
- To assist with evaluation of WW100 exhibition by encouraging feedback and collecting data
- To be flexible in the performance of the post and undertake duties requested by the WW100 exhibition team
- Support the staff team setting up and down each day

**About you**

This opportunity will suit you well if you:

- Have excellent communication and interpersonal skills
- Are friendly, approachable, reliable and dependable
- Are committed to equality and diversity
- Are flexible and able to work as a member of a team
- Able to work with given instructions
- Are prepared to work within PoppyScotland's health and safety

**Benefits for you:**

- Carrying out a range of interesting and rewarding duties
- Having access to appropriate training for the role
- You will have the opportunity to meet a wide range of new people
- Building on your existing skills and developing new ones
- Being part of a friendly, committed team
- Attending local events

**About the time involved:**

Volunteering with the exhibition will be flexible and dependable on where it is located, we hope to have local volunteers across Scotland that we can rely upon when required.

**What's next?**

For further information or to express your interest in this opportunity, please get in touch:

Online – [www.poppybud.org.uk/volunteer](http://www.poppybud.org.uk/volunteer)  
Email – [volunteer@poppybud.org.uk](mailto:volunteer@poppybud.org.uk)  
Phone – Sandra Comrie – 0141 773 622



## What's On

# HUMPTY DUMPTY

## - THE EGG'S FACTOR -

BY JACK CLANCY

### DINGWALL PLAYERS CHRISTMAS PANTO



DINGWALL ACADEMY  
AUDITORIUM  
DECEMBER 2019

Thursday 12 and Friday 13 at 7.30pm  
Saturday 14 at 2.30 and 7.30 pm

Tickets £9 Concessions £7 Under 12- £5  
From The Model Shop Dingwall High Street  
Bookings of 10 or more call: 0796 9875202  
Online at [www.dingwallplayers.org](http://www.dingwallplayers.org)

MERRY CHRISTMAS

Park Primary School  
**Christmas Fair**  
Friday 6th December 2019

Please come along and join us at our annual Christmas Fair, visit Santa in his Grotto, browse the childrens crafts, visitor/staff stalls and enjoy a tea or coffee

CHILDREN WILL BE VISITING FROM  
P1 & P1/2 9.15-10AM  
P3 & P4 10-10.45AM  
P5, P6 & P7 11-12PM

PosterMyWall.com

**Bogbain**  
at  
Christmas

Christmas Gifts & Crafts, Santas Grotto,  
Vintage & Antique

Mulled Cider, Mince Pies, Spiced Apple Juice, Tea, Coffee,  
Cakes and Snacks.

7th & 8th December 2019 10am - 4pm

[laura@bogbainfarm.com](mailto:laura@bogbainfarm.com)

**COMMUNITY POTLUCK SUPPER!**

FRIDAY DECEMBER 20th  
6.00 - 9.30 pm  
@STRATHPEPPER COMMUNITY CENTRE

Bring a dish to share! Free Mulled Wine on arrival.  
B.Y.O.B Family Event

Come along and take the chance to relax and chat with friends and neighbours before the Christmas chaos takes over. Musicians are welcome to play or folk of fine voice to give us a song!

Donations on the door appreciated.

RSVP TO  
INFO@STRATHPEPPERCOMMUNITYCENTRE.ORG.UK  
BY MONDAY 16th PLEASE - WITH A NOTE IF YOU ARE BRINGING SAVOURY OR SWEET!



Learn,  
Laugh  
& Live!



U3A membership offers new challenges,  
new opportunities and new friends



Thursday 19 December at 2pm at the  
Baptist Church, Tulloch Street,  
Dingwall, IV15 9JZ  
talk by  
Adrian Clark "Evanton Community  
Wood – Past, Present and Future"

All Welcome



<https://u3asites.org.uk/dingwall/home>

tel: 01997 420112

Dingwall and District



poppy  
scotland



## SENSORY IMPAIRMENT AWARENESS OPEN DAY

WEDNESDAY 4<sup>TH</sup> DECEMBER 2019

Poppyscotland have joined forces with  
Action on Hearing Loss Scotland, Sight Action,  
Scottish War Blinded and NHS Highland  
to increase awareness of Sensory Impairment  
support available to the Armed Forces  
Community in the North of Scotland

Drop in for a chat any time between 10am and 4pm  
to the Poppyscotland Inverness Welfare Centre  
on Strothers Lane to find out more



SCOTTISH WAR-BLENDED  
FOR ALL VETERANS WITH SIGHT LOSS



Scotlands Charity for Sight Loss, a Company Limited by Guarantee, Scottish Company no 143333  
Registered in Scotland at One Park House, Leuch Green Road, Edinburgh EH7 6JF

# INVERNESS MUSIC FESTIVAL 2020

27th February to 4th March 2020

Enter now!  
Closing Date 20th Dec 2019

See syllabus for details  
[www.invernessmusicfestival.org](http://www.invernessmusicfestival.org)

Volunteer helpers always needed!  
email [admin@invernessmusicfestival.org](mailto:admin@invernessmusicfestival.org)  
for details

MUSIC, DANCE & PERFORMING ARTS . . .  
FOR EVERYONE

# Hike the Himalayas

Black Friday Offer  
24 HOURS ONLY  
Save £100 if you  
sign up on 29th  
November  
Use code HBBF100

10th - 20th  
October 2020

Highland Hospice

Join Team Highland Hospice as we explore the foothills of the  
Indian Himalayas. Lasting five days and reaching altitudes of  
11,600 feet, our trek takes us through rhododendron forests and  
passes through Hindu settlements and Buddhist monasteries  
with stunning views of the mountains. To end our amazing  
challenge, we have some free time to explore the incomparable  
Taj Mahal!

Contact Katie Gibb on 01463 227907  
or [k.gibb@highlandhospice.org.uk](mailto:k.gibb@highlandhospice.org.uk)  
[www.highlandhospice.org/himalayas](http://www.highlandhospice.org/himalayas)



Highland Hospice is a registered Scottish charity no SC011227



**FRI 6<sup>th</sup> DEC**  
.....  
**6 - 9PM**  
.....

**CHRISTMAS FAIR**  
at  
DINGWALL ACADEMY

- Free Entry
- Food Court
- Santa's Grotto
- Festive Food & Drink
- Christmas Entertainment
- Beautifully Crafted Gift Ideas

The poster features a dark green background with white and red Christmas decorations, including pine branches, snowflakes, stars, and ornaments. A central white circular logo contains a reindeer, a bell, and the text 'CHRISTMAS FAIR at DINGWALL ACADEMY'.

**A VICTORIAN CHRISTMAS**  
AT THE  
**OLD STATION, STRATHPEFFER**  
**SATURDAY 7TH DECEMBER**  
**11:00 AM - 3:00 PM**

The poster has a light beige background with a subtle bokeh effect. On the left, there is a detailed illustration of a Victorian Christmas tree on a table, with a horse-drawn carriage and a rocking horse in front. The text is in a stylized, serif font with red and green colors.

## Feature Piece

BUILDING a vibrant Black Isle which can thrive in an age of declining fossil fuels is the challenge being tackled by an innovative community group.

Transition Black Isle - known as TBI for short - is all about practical, positive ways of working on some of the most serious issues facing people both locally, and across the globe, today.

Climate breakdown and finite supplies of fuels such as oil and coal, which power our current high energy lifestyles, mean things need to change dramatically.

Transition Black Isle was formed 10 years ago by a group of folk alarmed about the lack of action at government level to combat climate change.

As well as being prepared to face the issues TBI has drawn together people from a broad range of backgrounds to work together to make our communities stronger and safer.

“When you’re so heavily dependent on food shipped from all over the world, it makes you extremely vulnerable,” explained Wendy Price, one of the pioneers who founded Transition Black Isle in 2009.

“We all rely on fossil fuels, such as coal and oil, so much so that often we’re not really aware that without it we’d be in huge trouble. As well as heating homes and fuelling cars, oil based products are heavily used in many aspects of everyday life.”

There has been an explosion in publicity and concern about climate chaos recently, with groups like Extinction Rebellion and the young people behind the global climate strikes highlighting the terrifying consequences of our addiction to fossil fuels.

Looking at long-term ways forward which aim to solve problems for good rather than putting them off for future generations to deal with has been heart of the Transition movement since the outset.

The first group started in Totnes in Devon in 2005 and the movement has now spread to more than 50 countries across the globe. The emphasis is on the positive; pulling together with a shared purpose brings people together, creating stronger, more pleasant communities to live in.

“What really appeals to people is the fact it’s not all about focusing on the threats, which can be depressing and overwhelming,” explained TBI chair Julie Gibson.

‘Rather we’re about placing the spotlight on ways to make our communities more resilient.’

Black Isle residents’ car use was reduced by one per cent - or a million miles per year - through measures to boost cycling, public transport and car sharing during TBI’s Million Miles campaign.

The legacy from that project includes an active travel map of the Black Isle, recommended cycle routes, and a bike hire business.

The Highland Liftshare website set up by the Million Miles team has been adopted by Hitrans, and rebranded Hitravel. TBI is currently investigating the possibility of a cycle route between Avoch and Munloch, to avoid the busy main road.

TBI also runs a wide range of food- and growing-related activities, including community markets, the Grow North programme of practical gardening and craft workshops, and the hugely popular Potato Day held each spring in North Kessock.

A seed swap, encourages local growers to save seed from their produce, and spread some more unusual heritage varieties, many of which are no longer commercially available.



TBI also has a community apple press which was busy throughout the autumn. Last year more than 1000 litres of juice was produced. The most recent addition to help preserve the Black Isle's rich produce is a pasteuriser, which is available for hire.

Events focusing on energy issues, have included 'Greening Homes and Gardens' open days which were adopted across Scotland by the Energy Saving Trust.

Another integral strand of Transition work is helping people look after themselves and prevent 'activist burnout' which has been prevalent in many environmental groups.

In the autumn, the group celebrated its 10th birthday in style at a ceilidh featuring music from the fabulous Astar Youth Ceilidh Band.

Julie Gibson said: 'The word "resilience" came to mind as we prepared for our birthday celebration at Resolis Hall. There was a torrential downpour, and water literally poured into the hall kitchen corner through a vent! We mopped up and carried on with the preparations.

'Community resilience in the face of now undeniable climate change will be crucial as we learn how to cope with its impact.

'Ceilidhs are excellent Scottish community builders. We saw this in action during an evening of great music, fine local food and good company and dancing, as long standing and newer TBI members came together to celebrate its first decade.

'People are facing up to issues, thinking creatively – and having a lot of fun along the way.'

For further details and information on forthcoming events see: [www.transitionblackisle.org](http://www.transitionblackisle.org)



Are young people volunteering in your organisation?

...And have you considered  
registering as a Saltire Provider?

**Saltire Awards is a special way of celebrating and recognising the volunteering achievements of young people in Scotland**

#### What is it?

Saltire Awards is the **Scottish Governments national youth volunteer awards**. They celebrate, recognise and reward the commitment, contribution and achievements of young volunteers in Scotland, aged between **12** and **25**.

Young people gain nationally recognised certificates, signed by Scottish Government Ministers, for the different amounts of volunteering they do.

Saltire Awards helps young volunteers to reflect on, capture and communicate their learning and development gained through their volunteering.

#### Who is it for?

Saltire Awards is for young people between the ages of **12** and **25** and who are volunteering for the benefit of the community or a good cause.

Saltire Awards is delivered in each local authority area by the local **Third Sector Interface** (TSI) They provide support and assistance on achieving and accessing the Saltire Awards.

To find out more information, or how to register your organisation, please visit:

<https://saltireawards.org.uk/>



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