

Maryburgh Men's Shed Development Plan

Maryburgh Men's Shed.



First 3 years 2020 -2023



2020-08-07-0019

Maryburgh Men's Shed Development Plan

2. Who we are.....	4
3. The Board of Trustees.....	5
4. The Background to the Men's Shed in Maryburgh.....	7
4.1. The Need.....	7
4.2. The Growth of the Men Shed Project.....	7
5. Building Capacity, Our Aims and Benefits.....	8
5.1. Our Aims.....	8
5.2. Benefits.....	9
6. How we will get going.....	10
7. Our people, organisation and supporters.....	12
8. Project Costs and Budget.....	13
9. Operating expenses.....	13
10. Capital expenses.....	13
11. Our Preferred Budget.....	14
Budget flexibility.....	14
12. Fund Raising and Financial Viability.....	15
Self-Funding.....	15
Self-Generated Fundraising.....	15
Local Organisations.....	15
Local Small Businesses.....	16
Large Local Corporations.....	16
National Charities.....	16
Governmental Sources.....	16
13. How we will get support and communicate our message.....	17
How will we know whether we are successful?.....	17
14. Monitoring and evaluation plan.....	18

1. Summary

The Maryburgh Men's Shed's aim is to become a Scottish charity to promote general wellbeing, continuing education and healthy lifestyles for retired and other people who are looking to use their time constructively and enjoyably. We plan to do this by setting up a "Shed" where the members can go to engage in creative, enjoyable activities and meet and chat together. Various local government, NHS, and volunteer groups in our community have identified a strong need for a charity like this. This Men's Shed model has proven to be successful in Australia (where there are over 1000 in existence), New Zealand, Ireland, England, Scotland and Wales. It is now spreading across Europe and into Africa.

The Maryburgh area as part of the Highland Local Authority area has a higher percentage of older people than the Scottish average. Various interest groups share a common concern over the absence of activities for older people and the resulting deterioration in their health and wellbeing. A lack of social interaction results in some people becoming withdrawn and isolated from their community.

Our aim is to set up and operate a meeting place or collective "shed" where members will be able to share skills, actively pursue hobbies, work on community projects and have a place to go and relax knowing they are among friends. The benefit for the members will be improved self-esteem, a chance to learn new skills and practice old ones, overcome isolation, improved social interaction and enjoy an active healthy retirement.

A Board of active, local volunteers has managed the development of the charity and is in the process of securing the purchase of the Old Maryburgh School. in Maryburgh village. A three year financial plan is being drawn up with costings for an annual budget and capital requirements. We are engaged in a fund-raising programme that includes local businesses and national charities. As a new charity our goal is to have secure sources of funding lined up and be confident of raising the funds for the three year start-up phase.

We are engaged in a marketing and communications strategy to recruit local people to The Shed and to let others know of our achievements and progress. We are in the process of setting up a website and are using email, pamphlets, and presentations to local groups to introduce the Men's Shed idea and create a buzz of interest. We have set benchmarks of what we hope to achieve in the first year of operation. A programme of monitoring and evaluation will be set up to measure our progress and enable us to report back to our supporters and funders.

The Board has undertaken a SWOT analysis to help us understand our situation. The principle strengths we identified were a talented Board, favourable demographic trends, a fun and friendly Shed ethos and support from the local government, community and health service. The biggest threats are the uncertainty of the current financial environment, the task of training a sufficient number of volunteer supervisors, and ensuring a high standard of health and safety in our operations.

2. Who we are

The Maryburgh Men's Shed will be a Scottish Charitable Incorporated Organisation (the SCIO, established under Scottish law and supervised by The Office of the Scottish Charity Regulator (OSCR).

The Men's Shed is a project to promote general wellbeing, continuing education and healthy lifestyles for retired members, shift workers and other members who are free during the day and are looking to use their time constructively and enjoyably. We plan to do this by setting up the "shed" where the members can go to engage in creative, enjoyable activities and meet and chat with other members. Our Shed will be open a number of days each week for members to drop in free of charge. There will be benches and work stations where members can engage in activities such as woodworking and other hobbies. Members can work on their own projects, share their skills, get advice on new endeavours or participate in community undertakings. A relaxing area with comfortable chairs will be available for discussions or just reading the paper.

Our goal is to get members out of their houses, mixing socially, learning new skills and mentoring others. We will work actively with NHS and community health organisations to promote members health issues and awareness. We intend to have talks from Clinical Nurse Educators, on Bowel Screening Awareness and from an Alzheimers Scotland Dementia Nurse Consultant. The surgeries in the Dingwall Health Centre are also displaying a flier we sent them advertising the starting up of our shed in Autumn 2020. We aim to boost feelings of self-worth through contributing to community projects, sharing skills and interests, assisting each other and enjoying fun and friendship.

The prospective Maryburgh Men's Shed Charity is managed by a Board of Trustees who are all volunteers. The Board consists of three to nine members (currently 7) who are elected for a period of three years by the registered members of the Maryburgh Men's Shed. It is governed by a Constitution approved by OSCR. There are four officers of the Board: Chair, Vice-Chair, Secretary and Treasurer.

3. The Board of Trustees

Ian Tolmie:

Ian is Chair of the Board of the Maryburgh Men's Shed and his role is to provide direction; chair the AGM, Board meetings and Members' Extraordinary meetings and to liaise with other sub-committees set up to organise and run The Shed. I worked for Dingwall & Highland Marts Ltd for 43 years and was Managing Director for the last five years, conducting auctions in Dingwall, Skye and the Outer Isles. I served on the committee of The Black Isle Show for over 40 years. Since retiring in 2019 my main interests have been golf, gardening and property maintenance at home and for my family, together with some walking and cycling.

Tom Thomas:

Tom is the Vice Chair of the Maryburgh Men's Shed and his role is to provide support to the Chair. He is a member of the Board.

I moved to Maryburgh 16 years ago. I served on the Community Council and am on the Properties Committee of the local Church of Scotland. I was the "eco-grandad" of Maryburgh Primary School and am now "eco-grandad" of Ben Wyvis Primary School. With the aid of some trusty volunteers, I supply and tend the floral displays in and around Maryburgh.

I am also a Friend of Highland Hospice.

Alexander Law :

Alexander, more comfortable with being called Sandy, I moved to Maryburgh in June of 1979 when I started work as an English teacher at Dingwall Academy where I taught until I retired in 2012. Before that, I had worked for three years in Coatbridge at St Patrick's High School. I was on the Board of Maryburgh Amenities Company, but resigned from that earlier this year (2020). Other interests include cooking (and eating), pottering in the garden and reading.

Andy Barnett:

Andy is our Treasurer and a member of the Board.

I am a self employed civil engineer working as a Project Manager for Scottish Water, managing a multi million pound portfolio of Projects under their Capital Delivery and Investment Programme, largely in the Argyll and Western Isles areas.

I am a keen outdoor enthusiast, a Munroist, a Corbetteer and have continuously cycled, by relay, the NC500, as well as completing many other charity, self supported endurance cycling and walking events.

I also help the community tend to the floral displays in and around Maryburgh village.

Fiona Ross:

One of two Fundraising and Social Programme organisers, Fiona is a member of the Board of MMS.

Fiona is a Maryburgh Matters representative and passionate about the Maryburgh Community and improving its vision by active involvement in the Maryburgh Men's Shed Project.

I am a single mother of two and was born and brought up in Maryburgh, attending Maryburgh Primary School. I work for the Post Office LTD, volunteer with Citizens advice bureau once a week and am also awaiting a volunteer post with Highland Third Sector Interface. I was previously a Vice Chair of Maryburgh Community Council.

I am passionate about our community and would love to see it regenerate.

Outside of work I love cooking, cleaning and any opportunity I can get, we go camping, fishing and cycling.

Alec Mutch :

One of two Fundraising and Social Programme organisers, Alec is a member of the Board of MMS.

Alec, I worked in the oil industry for over 20 years, initially in the engineering side, was promoted twice, first to supervisor and then to section manager. I left the oil industry in 1991 to start my own business. A & R MUTCH (WOODCRAFTS) in Alness in Easter Ross, we then moved to Lochbroom in 1994 where we traded under the name of ULLAPOOL WOODTURNING CENTRE. I retired from business in 2014, selling the business to a gentleman on the Black Isle, now trading as Black Isle Woodturning. I am a member of the Highland Woodturners Club and have been since 2014, was made Vice Chairman in 2018, and then Chairman in 2019, my tenure as Chairman runs out in February 2021. I was very much involved with the early enquiries for setting up the Maryburgh Men's Shed. Interests other than woodturning mainly revolve around gardening and my poly tunnel, I also handle the web site for Highland Woodturners Club.

Cliff Sim :

Cliff is a retired bank manager, who lives in Inverness, and is Treasurer of Highland Woodturning Club. Aged 76 years I worked for Clydesdale Bank PLC for 35 years, of which a bank manager for 22 years. I left the bank in 1996 and set up as a business adviser on my own account and for seven years also worked part-time for the Local Enterprise Company of H.I.E. providing advice to start-up businesses in the Inverness and Nairn Area. I am an active Church Elder, a Rotarian and an enthusiastic member of the woodturning club.

4. The Background to the Men's Shed in Maryburgh

4.1. The Need

The population of the Maryburgh area has increased over the past ten years mainly in line with the population of Highland. This trend of upwards movement probably reflects the impact of the opening of the Kessock bridge making Maryburgh an attractive place to live while working mainly in Inverness. It has also been an attractive place to retire to and from 2002 to 2007 the number of over 75's increased significantly. The anticipated increase in older residents is estimated to be further increase over the next 25 years, as such, long term planning will be required to allow for this increase. Part of this planning should incorporate the work of the Scottish Men's Sheds Association particularly to help support this new growing need.

For cultural reasons men find it harder to get out and about and do not network anywhere nearly as effectively as older women so a Men's Shed can provide this outlet.

The Maryburgh Men's Shed had its origins in the coming together of three groups - The Highland Woodturners Club and Maryburgh Matters group, representing active interests in the community and the evolving Maryburgh Men's Shed group. It has been recognised that there could be substantial benefits for the area if a Men's Shed was developed. The groups have come together realising mutual interests in the area and the positive benefits which could be achieved in coming together.

The problems associated with the areas booming pensioner population has become a Council priority in Maryburgh. It became apparent that various interest groups shared a common concern over the lack of activities for older people and the resulting deterioration in their health and wellbeing. Men in particular are becoming withdrawn from their community, some are not getting out of their houses, have little social contact and in turn are becoming hard to reach and hard to motivate.

4.2. The Growth of the Men Shed Project

A successful Men's Shed is operating in Inverness and has been for the past 6 years. It has grown considerably in that time and at present has over 100 members. There are also Men's Sheds in Nairn and The Black Isle. This demonstrates the need and the popularity of Men's Sheds. They provide workshop activities, talks and demonstrations and provide a safe and welcoming centre for elderly people to gather.

There are several men's Sheds working away throughout the country, based on the original concept developed in Australia, and they do have a positive effect on the participants, the [Scottish Men's Shed Association](#) website has many glowing tributes to a Scottish Men's Shed.

Alec Mutch, the Chair of Highland Woodturners Club initiated the formation of a Maryburgh Men's Shed for the local area by contacting key members in the local community to see what interest there may be. This was viewed with interest by members of the community who had been in the early stages of forming a Maryburgh Men's Shed in the community so they approached Alec and it was agreed to join forces to form the Maryburgh Men's Shed. Together with Fiona Ross representing Maryburgh Matters, a community group particularly interested in evolving community interests.

Since then a MMS constitution has been adopted and the organisation is in the process of seeking legal status as an incorporated charity by the Scottish charity regulator.

5. Building Capacity, Our Aims and Benefits

Capacity-building on an individual level requires the development of conditions that allow individual participants (in our case, mainly retired people) to build and enhance existing knowledge and skills. It also calls for the establishment of conditions that will allow individuals to engage in the process of learning and adapting to change (increased free-time and aging).

The Maryburgh Men's Shed is a community project which is being managed into existence by residents of the area. The purpose of The Shed is to help local people find a new and purposeful way to spend their spare time.

5.1. Our Aims

Our Constitution states our main aim is "to address the social, health and wellbeing needs of members of all ages and backgrounds living in the Maryburgh area, through the creation, upkeep and development of facilities in which members can meet and jointly or individually undertake creative, physical and recreational activities of their choice."

In particular our purpose is to set up and operate a collective "shed" where the users will be able to:

- Share skills and interests, swap ideas and pass on knowledge.
- Actively pursue hobbies and pastimes.
- Work on projects that will aid the community and help develop a positive sense of achievement.
- Have a place to go and relax, drink a cuppa, discuss issues, share concerns, talk and have a laugh, knowing they are among friends.
- Encourage others and promote general physical and mental well-being.
- Develop their interests through talks provided by local, interesting characters and to join in discussions.

In the first six months of operation we hope to attract one hundred visitors to The Shed and have forty of these become regular users. We will start off opening three days each week for five hours per day. There will also be an evening opening every Thursday from 7pm to 9pm. Our aim is to gradually move to opening every weekday and for longer hours.

5.2. Benefits

This is an ambitious goal, particularly since our target audience is notoriously hard to reach. But the major point of a Men's Shed is that it is a location which will attract members by responding to their desire to engage in practical activity, share skills and enthusiasms, and contribute to the community. The programme has a proven record of success in other countries of engaging members constructively. We hope to repeat that successful formula in the Highlands. We will need to develop a series of strategies (bring-a-buddy, open house, games nights) to get members out of their houses and find out what the Men's Shed can offer. Although the concept of a shed in the garden is a very familiar one in Scotland, the purpose of a communal shed may seem strange at first. We need to turn early hesitancy into curiosity and make sure the initial experience is an enjoyable one.

The participants in the Men's Shed will benefit:

- By improved self-esteem from using their skills for constructive purposes.
- By the opportunity to learn new skills and practice old ones.
- By having a place to go to spend time outside the home with people of similar interests.
- By overcoming isolation through getting out of the house and improved social interaction.
- By an improved awareness of medical issues important to aging members.

These benefits are directly in line with National Outcomes of:

- **Living longer, healthier lives.** We will work with NHS Community Health to promote healthy living campaigns.
- **Sustainable places.** We are providing a new amenity to address the needs of an aging population.
- **Strong resilient and supportive communities.** We are a volunteer group where people support each other, provide a better quality of life and help others lead healthier, more independent lives.
- **Protect and enhance the environment.** We will be involved with the community performing improvement projects in line with our skills.
- **Reaching full economic potential.** We plan to counter a drift into inactivity, particularly among older workers not currently in employment.
- **An efficient and responsive public service.** We will provide a link for our members to access public services and assist the public sector in the delivery of services.

6. How we will get going

Before the Maryburgh Men's Shed becomes a reality there are a number of things which still need to be done. On a practical level we need to provide a "Shed" :

- Secure the ownership of Maryburgh Primary School

Equipped with the following:

- Workbenches and tools. This will include woodwork, fretwork and metalwork benches and tools to work at them.
 - A flexible area to cater for hobbies. Possibilities are leather work and a model railway.
 - A 'coffee' area with comfortable seating and tables for relaxation.
 - All the services of electricity, toilets and heating.
- Accessibility and facilities for the disabled.

Ideally it will be within walking distance, or a short bus ride, of the main residential areas of Maryburgh as this is where we expect the majority of members to come from. We will need a parking area for those who must travel by car because of disability or distance.

We need to recruit a core of enthusiastic members, with a range of skills, to supervise The Shed during its opening hours. They will all be volunteers, trained in our health and safety rules and first aid. This is an ambitious target but we already have a core group from the board with diverse skills who have worked hard starting The Shed.

What we have already done:

- Formed an organisation and set up a board of directors who have taken the lead in developing the structure and management of the Men's Shed.
- Progressed with the opening of a bank account.
- Applied to register as a charity.
- Started publicising and communicating our project in the local community using posters
- Identified the Old Primary School Building in Maryburgh as an ideal structure to be used as a Men's Shed. We have expressed an interest in buying this property which is currently for sale by The Highland Council. This would be bought through the Community Asset transfer (CAT) scheme. The Men's Shed will be responsible for the management and maintenance of the building and will lease sections of the building to The Highland Woodturners Club and Maryburgh Matters groups. The rents from both these additional groups are yet to be determined.

What we still need to do:

- Apply for a Building Warrant and Planning Permission. Repair the existing building which is in need of some maintenance work. Due to the nature of our organisation we expect to be able to draw on the skills of our members to do most of this and any future work ourselves.
- Raise additional funds from national charities to cover our capital expenses.
- Further publicise The Shed to recruit members and raise general awareness.
- Run the Shed. This requires us to create a management system of supervision during

open hours so that activities are carried out safely by members who have been trained in the proper use of our machinery and provided with personal protective equipment as appropriate. As befits a place where machinery is used there will be policies covering Health and Safety.

- Continue to run the organisation and relate to sponsors, other Sheds and the community

7. Our people, organisation and supporters

The organisation has started with a board drawn from local residents.

We will use committees of the Board to focus on various aspects of running The Shed and to manage its operations. The committees will be formed (and disbanded) as needed. Their membership and scope are defined by the Board and they report back to the Board.

Topics for the committees include:

- Charity registration
- Publicity
- Wellness
- Fundraising
- Operations
- Membership

We are fortunate in being able to draw on a wide range of expertise from the local population. When we have our charitable registration approved and a bank account we will be expanding our membership and expect to get more support for the committee.

Our philosophy is not to have any paid staff. The reasons for this are:

- It makes us viable in the longer term. We will work with the smallest viable budget and gain the money for this from fundraising and our own members' efforts.
- Experience from other Sheds has shown that having paid staff is a way to get started rapidly. However the salaries effectively double the operating cost and Sheds with paid staff have found it difficult to continue to operate once the start-up funding is finished.

We have received encouraging support from the local community and local organisations, and expect to expand that support when The Shed starts operating in a few months. Converting that backing into financing through fundraising will be a continuing challenge for the Board

Local businesses and national charities are being targeted by the Board for a campaign of fundraising and support. We are convinced that the Men's Shed movement has an important role in Scotland in addressing many of the significant issues of members health and wellbeing and we think many of these outside groups will be interested in helping us succeed.

We also intend to work closely with the NHS through the local GP practices. Members health is an important issue nationally and they see a key role which Men's Sheds can play in promoting it. We will establish links with Age Scotland and the Community Developmental Workers including Clinical Nurse Educators and Allied Health Professionals who are eager to keep retired members active and enjoying life. We are also in the process of seeking support from local businesses, and Rotary Club who are concerned with these issues.

8. Project Costs and Budget

The budget we present (**Three Year Budget**) covers the three years to December 2023. We decided to present a budget centred upon opening 17 hours per week but also discussed a preferred one with longer opening hours if we have the success in fundraising we hope for.

The assumptions on which the budget is based:

- The premises we use will be in useable condition and will require no major repairs.
- We will open three days per week (M, W, and F) from 10 am to 3 pm.
- We will also open every Thursday evening from 7 pm to 9 pm.
- We will have sufficient trained supervisors to cover the seventeen hours.
- Health and safety concerns will be satisfactorily addressed.
- Funding for the first year will be in place and we will have realistic prospects of funds for the following two years.

9. Operating expenses

Personnel costs will consist mainly of First Aid and Health and Safety Training for the supervisors. Facility costs mainly consist of the rent from The Highland Woodturners Club and Maryburgh Matters. Utility costs will cover heating and lighting. Equipment costs are high because we are starting up, but we will advertise for donations of second hand tools to help us get underway and purchase additional items as needed. Material costs (mainly wood) will be high but controllable depending on the number of users and the type of projects. Office costs are minimal except for publicity for which we have a £1000 in earmarked funds.

10. Capital expenses

We have designated up to £20000 for capital expense in the first year to pay for initial repairs within the building, work benches and larger free standing equipment (i.e. table saw, drill press). We hope to start off with three reasonably equipped woodworking benches. In subsequent years we plan to expand into metal work and other areas in response to the requests of our users.

Initial capital costs for equipment will be minimised by the involvement of the Highland Woodturners Club who will be leasing part of the building from MMS and will make their equipment available to the MMS at least in the short term. They will have 5 lathes, bandsaw, pillar drill, sharpening equipment and various hand tools.

11. Our Preferred Budget

For our first year of operation we anticipate expenditure of £20,000 and for subsequent years a minimum outlay of £5500.

This would enable us to do the following:

- Open five days per week for seven hours each day, 9 am to 4 pm.
- Build additional workstations for woodturning and electronics.
- Provide hobby areas and support materials for the hobbies.
- Purchase larger woodworking machines, for example lathe, planer, and additional equipment in due course to widen the scope of activities desired by members.
- Respond to the special interests and requests of our members.
- Pay for further training for the volunteers.

Budget flexibility

Fixed costs account for about £2000. This means we have some control over the remainder and most of the capital budget. The control includes both the amount and the timing of our spending. This gives us the confidence that we will be able to open on schedule and operate, if necessary, at a basic level. It will also give us the ability to initiate campaigns during the year to supplement our funds.

12. Fund Raising and Financial Viability

Early on the Board decided not to charge members or users any fees for accessing The Shed. We wanted to make The Shed as inclusive and welcoming as possible. Because of this we need to put a lot of effort into fundraising and to seek out as many sources as possible. A specific fundraising subcommittee of the Board has been formed to pursue this objective. They have identified a number of possible funding streams and report regularly on their efforts.

Self-Funding

Some Sheds have group projects making bird feeders, rocking horses, etc., which they sell at local markets to raise funds. We are interested in this possibility, but we anticipate the income generated would only amount to a few hundred pounds which would be put back into replacing materials.

We are looking into ways to encourage users who are willing to contribute to the expenses of The Shed, to do so in a discreet manner. This could vary from a can for change next to the coffee pot to a group of Friends of the Men's Shed who could be called upon to support particular projects. We have no funding target for this now, but it may be a useful funding source in the future.

Self-Generated Fundraising

We plan to raise approximately one quarter of our estimated **£2000** operating expenses through organising local fundraisers. We visualise a games stall at local events and are investigating operating an annual raffle and various evening fund raising activities.

Local Organisations

One of our very early contacts for potential funding income was the Highland Woodturners Club who are actively involved in the promotion of the Maryburgh Men's Shed. The Woodturners Club will pay rent to the Men's Shed for use of an area within the Shed building. We have had indications of interest from the local Rotary and the Round Table. We will be making presentations to them and asking for regular funding to help us for the first three years. We hope we will be able to get more than £500 annually from these sources.

Local Small Businesses

We are considering approaching local businesses for support, either money or in-kind donations. These are difficult times and we are trying to come up with ideas where the business could benefit from helping us with either publicity or some sort of tie-in. We are particularly interested in linking in with a hardware or DIY business. Any businesses which are prepared to support us will be offered advertising space on our website.

Large Local Corporations

We think there is scope here for regular financial support for the Shed. We may have some initial problem gaining access and an audience for our request, but we feel we can make a convincing case for support from this source.

Because of our need to raise funds every year we will ask these funders to become "Sponsors" and indicate a willingness to make an annual contribution. We hope to cover a substantial part of our capital expenses and some of our operating budget from these sources.

National Charities

The fund raising committee has identified a number of Scottish charities which we think might be interested in supporting a new, innovative charity like the Men's Shed. Members health, social inclusion, healthy retirement, and adult education are all national priorities in Scotland and a number of charities are concerned about one or more of these issues. We are in the process of submitting requests for capital and operating expenses to them.

Governmental Sources

We shall also investigate possible funding from Highland Council. Because funds are tight we cannot count on annual grants from this source.

13. How we will get support and communicate our message

The purpose of marketing and communications is to publicise what we are trying to achieve in order to recruit local people to The Shed, and to convey to the general public the progress we have made and what we want to accomplish in the future.

There are many groups in particular which have a stake in our work and with whom we need to maintain regular contact. They include our members and users, Highland Council, the local Maryburgh Ward and the local community. It is important that they understand our goals and in various ways be consulted on important decisions

Our supporters, which include local organisations, companies, statutory groups and national charities, will also be interested in our progress. We need to demonstrate to them that their money is being used efficiently and effectively and in accordance with any conditions agreed upon. We plan on producing an annual report which will be sent to all our funders.

We will make use of a number of channels to publicise our work:

- Our intended website mmshed.org will publish articles on our progress and events, and display newsletters reaching both people who have put in web searches and interested people everywhere
- A mailing list of people who have expressed an interest. This will include our members but also a list of people and organisations that are interested in our project and want to be kept informed. We are using MailChimp as our preferred method of mass emailing.
- Posters, banners and leaflets will be kept in stock and displayed at the local surgery, the Citizen's Advice Bureau, the library and shops.
- Presentations to local groups, companies and interested parties.
- Articles in the local papers.
- Paid advertising is not ruled out but is unlikely.

We will respond positively to requests for information from other groups thinking of starting a Men's Shed. To support this we will have standard background material plus offer to give talks and presentations.

How will we know whether we are successful?

- A buzzing community of members.
- Active involvement in the community with other groups in the Maryburgh area asking us for help with practical DIY/building projects or advice.
- Donations to keep us solvent. We will of course have to work at this, but in these days of stretched finances it does imply we are fulfilling a need and getting it right.
- From records of our achievements and the monitoring explained in section 10.

14. Monitoring and evaluation plan

We realise that monitoring the use of The Shed is very important not only so we can measure our progress against the benchmarks we set, but also so that we can report back to our supporters and funders on how well we are using their money.

Our initial benchmarks have been determined by The Board and are reviewed on a regular basis. They are:

- By mid-January 2021 we will be able to show members what we plan to do in the Men's Shed; we will be starting up our talks, discussions and 'clean' hobbies and crafts in the Maryburgh School Building.
- We will have progressed into the repairs of the Maryburgh School if the Building Warrant and enough funding is through by the end of January, with the build taking us through February and the fitting out in March (again depending on funds) for users, with areas equipped for woodworking and hobby crafts, and a relaxation and discussion corner.
- In the first six months of operation we will have 100 unique visitors and 40 regular users where "regular" means at least six visits.
- We will establish a good working relationship with local NHS health workers (local surgery and Public Health Co-ordinator) and participate in at least one campaign or awareness programme on an issue of men's health by July 2021.
- We will raise the number of voting "members" of the Maryburgh Men's Shed charity from the current seven to thirty by the next AGM.

To gather evidence of the usage of The Shed we plan the following:

- We will have a users' diary book where every person who comes to The Shed will have their name, activity and length of stay recorded. We will explain carefully the reasons for this to the users to gain their understanding of the importance of this information to us and to avoid a feeling of intrusion of privacy.
- We will informally interview the users on which activities they prefer and which additional activities we could include.
- While respecting the users' desires for privacy, we will gather this information: address & contact details; date-of-birth; occupation; emergency contact number; any disabilities they may have and their skills and hobbies.
- We will ask users and their partners/carers/families for personal comments on how The Shed has impacted their lives. This is to help give us an idea of the broader and long-term effectiveness of the project. We see our Shed as an inspiration in Scotland and this will allow us to demonstrate its social impact.

15. Our Constitution

By our constitution The Shed is open for use by anyone over 18 free of charge. These are referred to as the "users" of The Shed. The charity also has "members" who join the charity for free by declaring their interest and giving their name and contact details. Members can vote at the AGM and are responsible for electing the Board of Trustees of the Charity. The Board will encourage users to become members and hold meetings to consult with the members on important issues. The minutes of the Board meetings will be made available to the members.

16. Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis

- **Our greatest strength is our organising committee.**

Currently we have a strong board, lots of enthusiasm, talent and energy. We feel we can steer the organisation round any possible problems.

- **Next is the support we have been given by the Highland Council as we fulfil a recognised need in the community.**

This is echoed in the Scottish National Outcomes.

- **We have the opportunity to help prevent health problems.**

Our aims are to improve the lives of individuals. We can provide an interest, a place to socialise away from television and some exercise. Experience in a number of other countries shows us that this improves men's health and attitude to life.

- **And provide some fun.**

The committee are enjoying the experience of setting up The Shed and this surely can only get better as we start running The Shed. People working together for a common community goal are a great strength and benefit to each other.

- **As we consider Finance we move to weaknesses and threats.**

The economic situation is not good and looks like being unstable for the near future. Our stated aim of making membership of The Shed free means that we have to raise all the money needed through our own efforts and from grants. To mitigate this, a key task is to measure what we do and to demonstrate the benefits to potential funders.

- **Acquiring the Shed.**

We are progressing with the purchase of the Maryburgh School Building from Highland Council and formal registration as a recognised charity with OSCR the Scottish Charity Regulator.

- **Day to day operations.**

This has the potential to be a weakness as it requires good organisation and a constant attention to getting it right. We are sure we will be up to it; older people have a lot of experience of keeping going through adversity, which we can apply to The Shed.