

VISIONARY **INCLUSIVE** COLLABORATIVE SUPPORTIVE **PROSPERIT Y** PROACTIVE **OPPORTUNITIES PARTNERSHIP TENANCIOUS REGENERATION ECONOMY DEVELOPMENT** CONNECTED **STRONG** COMMUNITY ACTION **RESPONSIVE** CREATIVE **IMPROVING** LISTENING **ENRICHING ENHANCING UNIFYING** CONTRIBUTING COLLABORATIVE DIVERSE **IMPACTFUL SPIRITED DEVELOPMENT VISIONARY** RESILIENT **ENTREPRENEURIAL OPPORTUNITIES INNOVATIVE PROACTIVE TENANCIOUS** COMMUNITY **SUPPORTIVE VISIONARY** INCLUSIVE **COLLABORATIVE SUPPORTIVE PROSPERITY PROACTIVE OPPORTUNITIES PARTNERSHIP TENANCIOUS REGENERATION ECONOMY DEVELOPMENT** CONNECTED **STRONG** COMMUNITY ACTION **RESPONSIVE** CREATIVE **IMPROVING** LISTENING **ENRICHING ENHANCING UNIFYING** CONTRIBUTING **COLLABORATIVE DIVERSE IMPACTFUL SPIRITED DEVELOPMENT** VISIONARY RESILIENT **ENTREPRENEURIAL OPPORTUNITIES** INNOVATIVE **PROACTIVE TENANCIOUS** COMMUNITY **SUPPORTIVE** 

# **OUR VISION**

A proud, united community working together to achieve its potential.

# **OUR MISSION**

To work together to bring about improvements in the physical, economic and social environment of Crieff

To enhance and develop a network of local organisations

To listen and respond effectively to the needs of the community

To enrich and contribute to the prosperity of people's lives

To put the unity back into community

# **OUR VALUES**

### For the Love of Crieff

We love our town and care about its future. All that we do is driven by our desire to make Crieff an even better place for all.

### **Tenacious and Resilient**

We will not give up on our goals just because they are sometimes hard to reach. We will keep going and we will make sure that the Trust is robust and able to withstand the hard knocks.

### Making a Difference

We want our efforts to make an obvious and real difference to the people of Crieff.

### Transparent

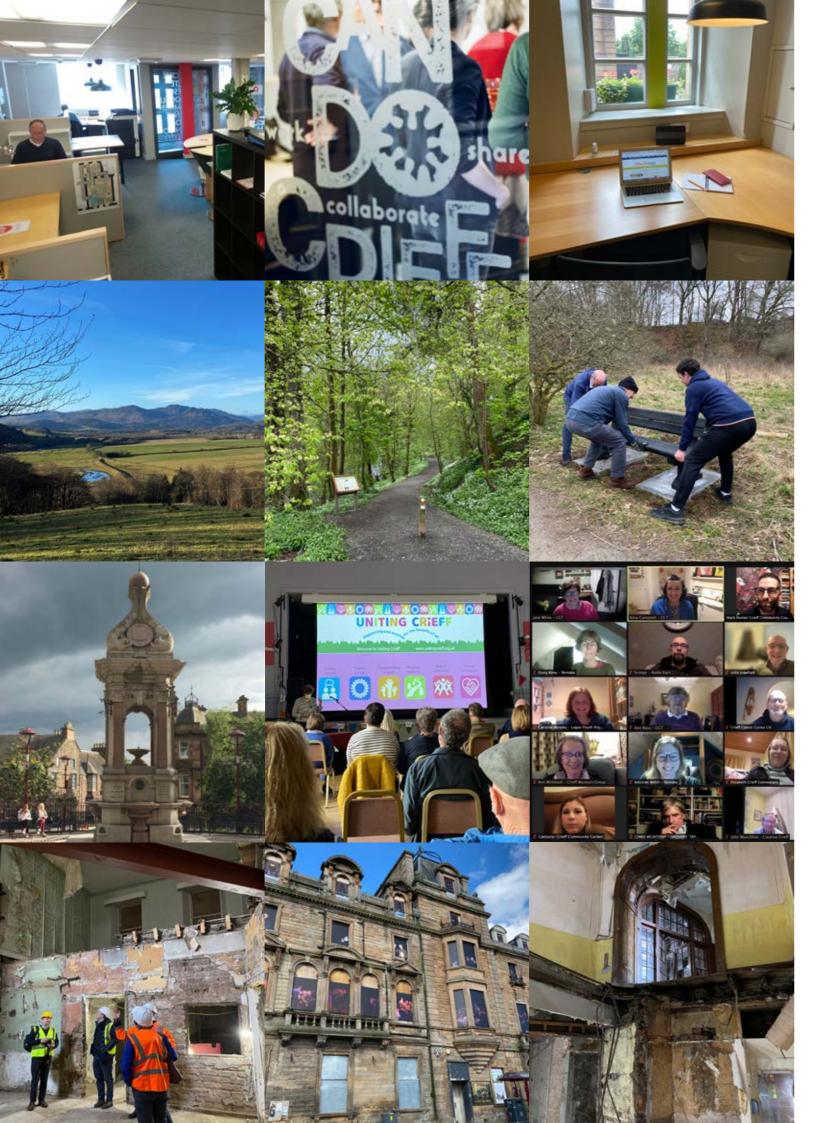
We will be an open, inclusive and transparent organisation and we will be accountable to the people of Crieff for the work that we do.

### **Collaborative**

We will not work in isolation, but in the spirit of partnership, seeking opportunities to collaborate with individuals and groups for the betterment of Crieff wherever possible.

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# WELCOME FROM THE CHAIR

June 2022

Crieff Community Trust faced another challenging year due to the continuing impact of Covid-19. Yet, despite restrictions to keep us socially isolated, in many ways, CCT was finding ways to bring people together.

The 'Work From Home' guidance meant our coworking space, **Can Do Crieff**, continued to be very quiet until restrictions were lifted. While everyone was still isolated, the Can Do management team united the community online to be inspired by stories and advice from local entrepreneurs by continuing the *Biz Chat* series. Post-Covid, as the dust settles and people start to figure out their new working pattern, membership has been steadily increasing.

After the completion of the **Crieff Community Action Plan 2021–26** in the spring, the community came together in September for the launch of the Action Plan and the new **Uniting Crieff** framework. Then from January to March, the Uniting Crieff forum was established along with a **Community Database, Community Calendar** and **Community Facilities** listing added to **unitingcrieff.org.uk** to make it a really useful resource for the community. Crieff is lucky to have such a wide and diverse number of groups. The Action Plan sets the joint 'to-do' list voted and agreed by the community and the framework of Uniting Crieff supports this by providing a space for groups to come together and find ways to collaborate.

CCT continues to care for community woodland **Turretbank Wood**, which did not escape the significant winter windstorms unscathed. Branches fell and damaged a neighbouring property. This was swiftly dealt with and identified the need for a new tree survey which is being carried out later in spring 2022. The Trust continued with its program to eradicate Himalayan Balsam and it was reassuring to note that there was less balsam to uproot this year than at any time in the last five years. CCT arranged for a survey of the disused railway line to assist in optimising and planning for a link path to join Turretbank Wood with the rest of **Lady Mary's Walk** (May 2021). The Trust installed a bench provided by Perth & Kinross Council under its Small Grant funding for Paths Groups.

Despite Covid restrictions, the Perth & Kinross Council Greenspace team, our partners in the efforts to develop the **Crieff to Comrie Path**, worked on refining the route and design details in preparation for an impending planning application, which was subsequently granted after this financial year!

The important work to regenerate the **Drummond Arms** building continued with essential works to make it safer. With most work happening quietly inside the building, artwork by local artists and photographs of some of Crieff's key personalities were added to the boarded up windows this March to signal that action IS being taken. The former RBS premises under the hotel was purchased which was key to the development of the site.

Together with PKC and a number of other groups in Crieff, CCT successfully applied for funding to regenerate the **Murray Fountain** in James Square. Further funding of £10,000 is due later in spring 2022 and we look forward to seeing a newly refurbished fountain and square later in the year.

The pandemic caused CCT's main source of income, Can Do Crieff, to essentially be shut for most of 2021, therefore, the Trust was forced to use reserved funds to cover its operating costs.

The Board wishes to express its sincere thanks to Perth & Kinross Council, DTAS, PK LEADER and the Scottish Government as well as Kona MacPhee for all her work on our websites and Sandra Rankine for all her legal help. We couldn't do it without them!

## Ailsa Campbell

Chair Crieff Community Trust



Crieff Community Trust was established in March 2013 as a Scottish Charity (SC044348) and Company Limited by Guarantee (SC445952). It was born out of the actions of a small group of local people, who in early 2011 wanted to 'do something' about the decline of Crieff's town centre. That led to consulting the community about whether they wanted a development trust for Crieff and then identifying their priorities in Crieff's first Community Action Plan (2013–2018).

Since then, the Trust has worked hard to deliver a diverse range of projects from the CAP, from finding solutions to derelict buildings and empty spaces in the town centre to improving the local path network and linking with the national cycle routes. In addition to delivering its own projects, Crieff Community Trust has established itself as the key anchor organisation for Crieff.

In 2014, CCT successfully acquired a Community Right to Buy of the Drummond Arms and took ownership of the site in 2019. In 2015, CCT took over the ownership of Turretbank Wood and now manages the community woodland.

In 2019, funded by the Scottish Government's Community Choices Fund 2018–19, CCT distributed £42,000 to 19 groups via the participatory budgeting process, 'Cash for Crieff'. The successful grantees completed their projects in March 2020 covering a wide range of valuable community activities benefiting people from all walks of life through various existing groups in the community.

An impact evaluation of the social capital of the participatory budgeting process showed that most grantees were better connected to other groups, felt more informed about what else was going on in the community and felt their voice was heard as a result of 'Cash for Crieff' delivered by CCT.

During the Covid pandemic, the Trust led the renewal of the Community Action Plan for the next five years and established the Uniting Crieff framework where Crieff's community groups can come together to find ways to support each other and collaborate on projects.

Since the beginning, CCT has relied on the passion and dedication of a small group of trustees and volunteers who are learning the rules of funding and working with various agencies as they go. It can feel like a snakes and ladders game, with progress made then lost, testing the tenacity and stamina of the board.

Now in 2022, 10 years since the original steering group of the Trust was formed, a step change is required to build and sustain CCT to ensure it remains strong and capable to deliver meaningful projects for Crieff beyond this group of trustees. The board is developing from an executive board running the charity while also leading and managing its projects, to a more professional structure with new roles such as a Vice Chair and CEO to make sure CCT is looked after and in turn can continue to do its valuable work caring for Crieff.

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# TRUSTEES

The trustees of Crieff Community Trust bring a wide range of backgrounds, knowledge and experience to the table, coming together over their shared desire to help improve their home town. We are a friendly group and welcome anyone looking to get involved. We are particularly seeking people with strengths in the areas of strategy, finance, marketing and project management.



### Ailsa Campbell, Chair

Ailsa moved to Crieff from Vancouver, Canada in 2000 to marry the local baker following the completion of her university studies in English and Communication Design. After a few years of commuting to work in design firms in Edinburgh and Glasgow, Ailsa set up and ran her own design business in Crieff before joining her husband in running his family's bakery business in 2013. Ailsa was part of the original CCT steering group as well as the steering group for the Crieff BID and a BID board member for its full term. Ailsa is currently consolidating her business and community development experience by studying for an MBA at the University of Strathclyde, graduating in November 2023.



## Jane White, Secretary

Jane has an MA in Modern and Medieval Languages (French and German) from Cambridge University. She worked for 15 years in marketing and market research, including a few years as Innovations Manager at Dulux, ICI Paints. Retraining as a Modern Languages teacher after moving to Crieff over 20 years ago, she taught French and German at Morrison's Academy in Crieff for 10 years. In previous years she has volunteered with Crieff Guides and the Crieff Community Garden. Jane has a strong affection for her adopted home and is keen to see Crieff prosper - its town centre thriving, its path network maintained and extended and its environmental credentials improved. Jane brings strong planning, communication and organisational skills, together with a genuine desire to improve aspects of daily life in Crieff.



### Claire Sanville, Treasurer

Claire and her family moved to Crieff from London 13 years ago after having been blown away by the glories of the Perthshire countryside and the friendliness of the Crieff locals. Before then, she spent many years in the financial districts of London and Paris working in IT as a Financial Systems Analyst. Her two children are now at University, so she occupies her spare time working at Crieff's House of Tartan managing their online store and providing an alterations service for Valentines of Crieff.



### Ann Ross, Can Do Crieff, Fundraising

Ann has a Masters degree in Education and, though originally a PE teacher, retrained as an Additional Needs teacher specialising in behaviour difficulties working between Crieff and Auchterarder until she retired. She was a governor of Morrison's Academy for eight years, is secretary of the local branch of RNLI and an elder of the Parish Church.



### James Anderson, Paths

Recently retired from civil engineering, Jim's career took him to work in various countries around the world. In the '70s and early '80s he worked on the construction of major ports in Saudi Arabia and Dubai. He and the family moved to Crieff in 1978 and since then he has found Crieff a suitable base for commuting to work anywhere: Glasgow on the development of Wave Power renewable energy; London on the M25; and since the mid '80s overseeing contracts throughout Scotland and internationally whilst working for an international contractor.



# Ian Christie, Drummond Arms Regeneration Limited (DARL), HR

Recently retired from full time employment with a major civil engineering company where he managed one of the country's largest rock drilling and blasting divisions. He was responsible for overseeing the blasting of 40 million tonnes of rock per year in the UK and oversees. Ian continues with them as a consultant advising on operational and Health and Safety requirements.

He moved to Crieff 33 years ago primarily due to its central location, and ease of access to all parts of the UK. Ian is married to Karen, who owns the Fun Junction toy shops in Crieff and Perth. They have brought up four daughters who have all now left home to follow their own careers, however, they very much see Crieff as home and return as often as possible



### Paula Brown, Uniting Crieff

Paula moved to Crieff in 2005 from Hertfordshire with husband Dave and three children, looking for countryside, space and community. Having completed a MSc in Mathematical Sciences from University College Cork she worked for Reuters for 12 years in IT Project Management roles in Paris and London, supporting offices all over Europe. She started working for SEPA in 2007 and ran a number of IT-related projects, in particular the development of Scotland's Environment website (€5m project with EU funding over 4 years 'the trusted gateway to everything you want to know about Scotland's environment'). She is currently working on data management and publication projects in SEPA.

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# **Turretbank Wood**

The Trust continued work to improve Crieff's important community amenity Turretbank Wood (TBW), despite activities being curtailed due to Covid restrictions.

Following a repair to a neighbour's shed damaged by a falling branch and **essential maintenance** after February's very high winds, the Trust decided to commission a further tree survey to satisfy themselves on the condition of the trees in TBW. This is planned to be carried out April/May 2022.

Year 5 of the Trust's programme to eradicate **Himalayan Balsam** (HB) was again shorter than previous sessions because there was notably less HB present in the meadows and more local plant species flourishing. However, our eradication programme will continue as HB is a particularly invasive species and a very efficient propagator.

A **new bench** supplied by Perth & Kinross Council under their Path's Group Small Grant's Scheme was installed in the second meadow at TBW overlooking the weeping willow donated last year by Crieff Soroptimists.



Installing the new bench supplied by PKC's Path's Group Small Grant's Scheme in the 2nd meadow





# Recent activity in Turretbank Wood:

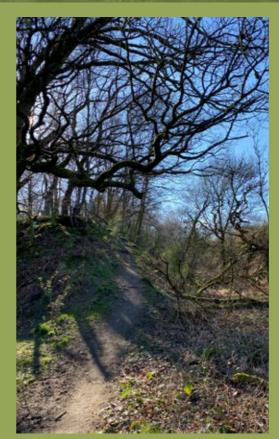
- Surveying & planning optimal route to link Lady Mary's Walk
- Acquiring adjacent disused railway for linking Lady Mary's Walk
- Himalayan Balsam 'Blitz' for past five years
- Tree survey and essential maintenance
- Bench installed along path

# **Crieff to Comrie Core Path**

With Perth & Kinross Council Greenspace, CCT are working to develop this route as a major recreation facility for our area, providing a safe off-road route for cyclists and walkers, benefiting our community by attracting visitors. This route will be part of the National Cycle Network and will form part of the Three Saints Way pilgrimage route being developed between St. Andrews and Iona.



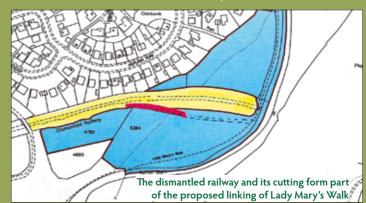
The negotiation of Path Agreements with the four landowners along the length of the Core Path continued slowly this year, again hampered by Covid restrictions. In addition CCT expressed their condolences to the Gibbons family for the sad and sudden death of Charlie Gibbons. In parallel, the PKC Community Greenspace Team working on this project have been refining the route and design details of the upgrading of the Core Path to allow these to be submitted for Planning Approval. The Application was submitted at the beginning of December 2021 and subsequently granted on 21 April 2022 (a few weeks after the end of this reporting period).



# Linking Lady Mary's Walk

The Trust continued to explore the optimum way to link Turretbank Wood with the rest of Lady Mary's Walk avoiding the current difficulties posed by frequent

flooding and restricted access due to large boulders and steep slopes on the existing route along the banks of the Turret Burn and the River Earn. Survey work carried out this year has confirmed potential routes that could provide significantly improved access. The Trust is now working to finalise the best solution to develop.



# **Can Do Crieff**

**Can Do Crieff** was opened by CCT in February 2019, providing local entrepreneurs and businesses with an innovative co-working space in Crieff, with hot desking, superfast broadband and meeting facilities available at competitive prices.

Since Covid restrictions eased, membership has slowly but steadily increased. There are currently fourteen members of diverse professions using a range of the packages. The busiest day has seen five people in the space at one time. There is a way to go before we reach capacity.

People are finding out about Can Do Crieff mainly via google, with word of mouth the second method.

People find the light touch admin to their liking and feel the price plan is flexible and fair.

The Business Club collaboration with Strathearn Strategic Consulting launched in October 2021. Despite thirteen people signing up, only three actually took part. No one took advantage of the free space offering. This has been a valuable learning opportunity.



Crieff's local work hub has superfast broadband, comfortable desks and a calm, professional atmosphere. Perfect for flexible working.

With no staff, the marketing, meeting with prospective members and inducting them is managed by the voluntary management committee. The running of the space is not particularly onerous, but a part-time volunteer to market the space could significantly help to increase membership and income.

# Can Do Crieff is an attractive space offering a local, flexible workspace for the community, including:

- Flexible, affordable packages from 24/7 to 'a desk for a day'
- An central town location in Lodge Street, close to schools, shops and amenities
- Includes superfast broadband, kitchen, desks and meeting space
- Opportunity to meet other people with their own business or remote workers

# **Challenges & Opportunities**

- No dedicated person to manage and market the space
- New trend in hybrid working, Can Do Crieff well placed to serve local demand
- Creates income for two community-led groups: Strathearn Arts and CCT

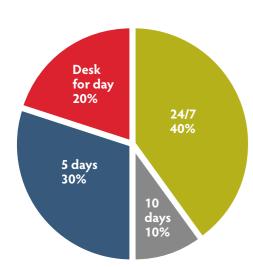
### Next steps

- Continue to run space
- Seek part-time marketeer

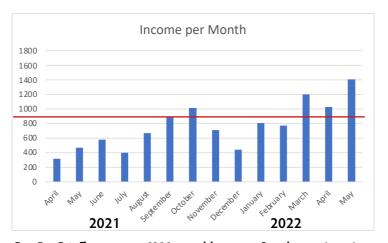




Bringing a diverse range of businesses into Crieff



Monthly package uptake



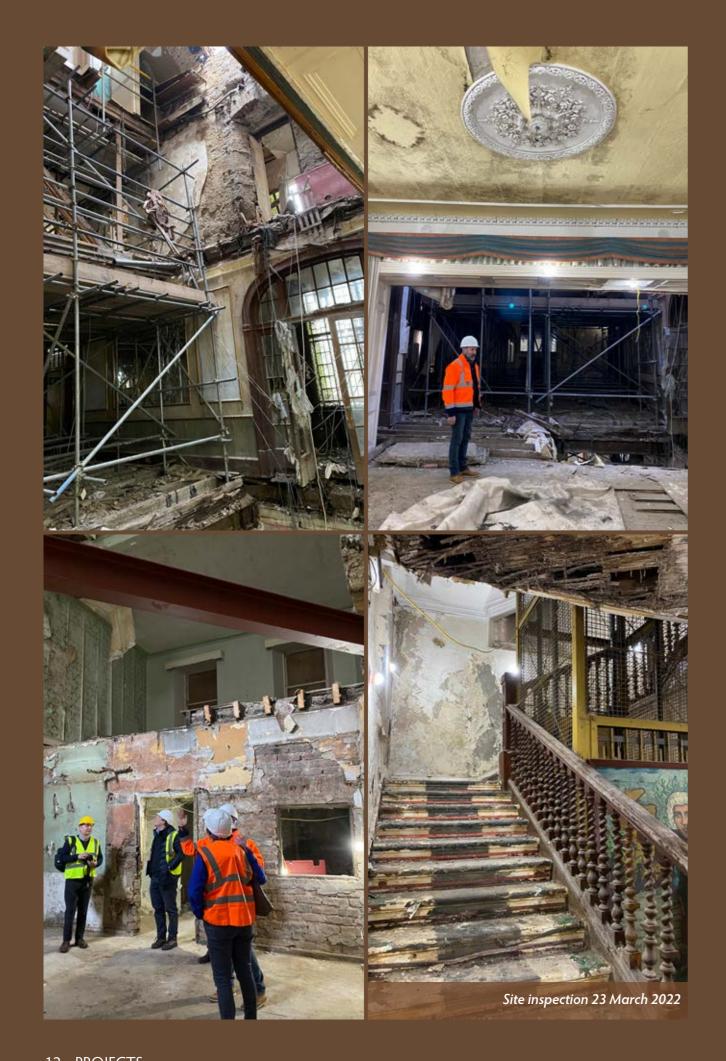
Can Do Crieff has 14 desks and a meeting room

Can Do Crieff generates £900 monthly rent to Strathearn Arts. Any funds after that are for CCT to cover core costs or put towards other projects





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In October 2019 CCT purchased the former Drummond Arms hotel, through a special purpose vehicle, to save an important part of Crieff's heritage, and to bring back into use a major building that had fallen into a state of significant disrepair.

This is a major initiative to regenerate a dangerous and derelict building, to revitalise an important part of Crieff's town centre, to create jobs and build the local economy. The current focus is on restoring the safety and physical integrity of the building, creating the conditions for a viable future that can help restore its contribution to Crieff's prosperity and attractiveness.

### Phase 1a completed 2019

£600,000 Town Centre Fund Grant enabled survey work, structural repairs, including the roof and windows, and engagement of a professional team to develop and market the project.

### Phase 1b completed 03/2022

Additional grant funding acquired to help secure planning and listing consent, and to complete further structural repairs, including asbestos removal and the demolition of an outbuilding. This has included the recent application of artworks to the windows to help improve the building's external appearance.

# Phase 1c to be completed Summer 2022

Further structural work, enabled by a £250,000 Place Based Investment Programme Fund, to further secure the building, restore electricity and prepare for the development and funding of Second Phase works.

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COMMUNITY ANCHOR COMMUNITY ANCHOR

# **Uniting Crieff**

Uniting Crieff is a framework formed by CCT to bring together and help local organisations collaborate on projects and actions, including joint funding applications. This framework supports the Crieff Community Action Plan 2021–26, as a blueprint for improving Crieff's future.

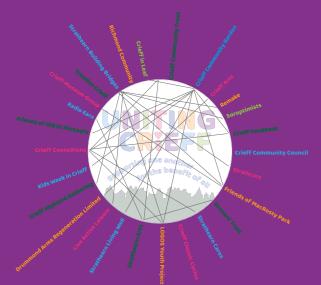


The community came together in October for the launch of the Crieff Community Action Plan 2021–26 and Uniting Crieff framework which was completed in the spring with the help of project officer Caroline Ness. Then from January to March, the Trust was again assisted by Caroline in setting up the Uniting Crieff forum as well as adding key features such as a Community Calendar, Database and Facilities listing to the website with the help of local web designer Kona MacPhee to make unitingcrieff.org.uk a really useful resource for the community.

# UNITING CRIEFF Welcome to Unding Crieff Community Distance = Domining Crieff Community Action Plan 2021-2026 India + Olef Community Action Plan 2021-2026 Figure + Olef Community Action Plan 2021-2026

# unitingcrieff.org.uk is the home of:

- a Community Database of local groups, service providers, voluntary organisations and small community businesses
- a Community Calendar listing community events in Strathearn
- a Community Facilities Listing Page listing a wide range of the facilities which are available to hire across the area
- the Crieff Community Action Plan 2021 26 to view an interactive version of the updated plan and its progress



Joint projects through Uniting Crieff include

- a successful Sport & Physical Activity Fund bid by Strathearn Building Bridges and Live Active Leisure
- a joint application to the Investing in Communities Fund by Crieff Connexions, Remake and Strathearn Climate Action

Uniting Crieff enables Crieff groups to connect and collaborate, more and more groups are joining as awareness grows



# Crieff Community Action Plan 2021–26

The 2021–26 Community Action Plan sets out our community's priorities for the 5 year period. The priorities in this Action Plan need to be taken forward by our local community groups working together and with a range of public, private and voluntary sector partners. We will also need to grow our capacity, volunteering and resources as a community to help deliver some of the important projects in this Action Plan.

# ty's lan ng or district the community action plan

# James Square & Murray Fountain Refurbishment

As part of ongoing efforts to improve Crieff town centre, CCT has been working with PKC, Crieff in Leaf, Greenspace Rangers, Crieff Lights at Christmas and other local groups to refurbish the Murray Fountain and improve the quality of the surroundings.

The fountain is an iconic local Victorian landmark in a prominent position in James Square right in the town centre. It commemorates Crieff Water Works, the town's fresh water supply, and other benefits provided by the Murrays of Ochtertyre. The current square was developed in the 1990s and continues to be a central focal point for town life. Although routinely maintained, it does need a refresh to reflect its local importance.

Enhancing Crieff town centre is vital to the regeneration of the town and its tourism offering. In the Crieff Community Action Plan 2021–26 one of the main priorities is:

'Town enhancement: continue to improve the appearance of the town • Support initiatives to make more of Crieff's heritage • Develop Crieff as a sustainable town.'

### The refurbishment will include:

- cleaning and relaying paving stones around the fountain
- cleaning and repairing the stonework and paintwork of the fountain
- upgrading the lighting and associated rewiring
- general refurbishment works to infrastructure and planting within the square
- possibly reinstating drinking water to the fountain



CCT successfully applied for £15,000 from the 'Scotland Loves Local' grant funding and £10,000 from the PKC Community Environment Challenge Fund. This money will contribute to the overall costs of the James Square and Murray Fountain refurbishment.

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### **FINANCIALS**

# Income & Expenditure for the year ended 31 March 2022

In its ninth year of operation, Crieff Community Trust was forced to dip into reserves to cover its operating costs, as a result of the continuing challenging financial conditions. Due to Covid-19 the Can Do Crieff premises, the main source of revenue for CCT, were again effectively closed or operating at low capacity for a large part of the financial year and unable to raise sufficient income to offset salary and rental costs. CCT is grateful to Can Do Crieff's landlord for a reduction in rent for two quarters and Perth and Kinross Council for providing a micro enterprise grant to pay for some advertising for Can Do Crieff.

Statement of Financial Activities		01-Apr-21 to 31-Mar-22			31-Mar-21
	Note	Unrestricted Funds £	Restricted Income funds	Total 2022 £	Total 2021 £
Income and Endowments from:	2	_	_	_	_
Donations and Legacies Other Trading Activities		2,788 8,987	51,970 -	54,758 8,987	60,745 25
Total	_	11,775	51,970	63,745	60,770
Expenditure on: Raising Funds	3	573	500	1,073	900
Charitable Activities		22,731	30,171	52,902	61,371
Total		23,304	30,671	53,975	62,271
Net income/(expenditure)		(11,529)	21,299	9,770	(1,501)
Net movement in funds	6	(11,529)	21,299	9,770	(1,501)
Total Funds brought forward		12,561	9,686	22,247	23,748
Total Funds carried forward	_	1,032	30,985	32,017	22,247

# Balance Sheet as at 31 March 2022

The Investing in Communities Fund (ICF) funded the part-time salary of an independent project consultant to assist the Trust with the Drummond Arms regeneration project. Another part-time independent consultant helped the Trust to deliver the renewal of the Crieff Community Action Plan 2021-26. This was partly funded from the ICF and partly by a grant from PKC for CAPs. A further 'Testing Change' grant from PKC LEADER allowed the Trust to continue to employ our consultant to work on setting up the new Uniting Crieff forum and new website features..

	Note	Unrestricted Funds £	Restricted Income funds £	Total 2022 £	Total 2021 £
Fixed Assets					
Tangible Assets Investment In Subsidiary (Drummond Arms Regeneration Ltd)	7	626	405 1	1,031 1	1,742 1
Total Fixed Assets	-	626	406	1,032	1,743
Current Assets					
Debtors Cash at Bank and In hand	4	1,800 4,456	2,539 28,041	4,339 32,497	395 22,323
Total Current Assets	-	6,256	30580	36,836	22,718
Current Liabilities					
Creditors: Amounts falling Due within 1 year	5	5,850	1	5,851	2,214
Net Assets/(Liabilities)	-	1,032	30,985	32,017	22,247
Funds of the Charity					
Unrestricted Funds Restricted Income Funds	6 6	1,032	30,985	1,033 30,985	12,561 9,686
<b>Total Charity Funds</b>	-	1,032	30,985	32,017	22,247

This information is a summary of the Statement of Financial Activities and Balance Sheet derived from the financial statements, which received an independent examination from Johnston Carmichael LLP and were approved by the Board on 11 August 2022.

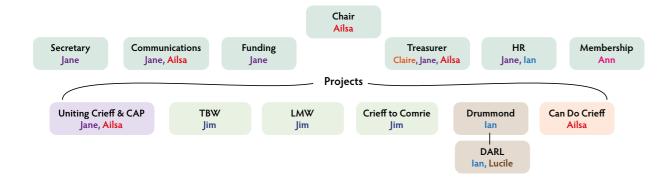
16 FINANCIALS FINANCIALS 17



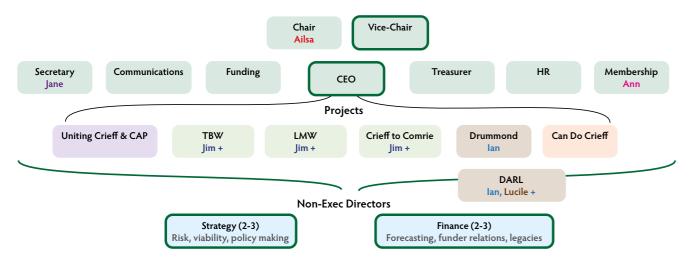




### **CURRENT BOARD STRUCTURE**



### PROPOSED NEW ORGANISATIONAL STRUCTURE



Crieff Community Trust and its projects are important to Crieff. Our aim is to build and strengthen CCT to ensure the organisation continues its valuable work to make Crieff better for years to come.

We have the ambition to transition from an executive board, running the charity while also leading and managing its projects, to a more professional organisation by adding new roles such as a Vice Chair and CEO with support from non-exec directors to guide strategy and financial viability.

We are looking for people who could support this effort with expertise or contacts in: Communications, Finance, Fundraising, Project Management and Strategy.

If you or someone you know would like to help, please email crieffcommunitytrust@gmail.com.

# In the next twelve months, in addition to building organisational resilience, CCT plans to continue its focus on its existing projects, namely:

- increasing membership of Can Do Crieff and its income to cover CCT's core costs
- maintaining Turretbank Wood
- fundraising for the new all-abilities path to join Lady Mary's Walk along the River Earn
- fundraising for the Crieff to Comrie path
- progressing the regeneration of the former Drummond Arms
- refurbishing James Square and the Murray Fountain
- · developing and strengthening the Uniting Crieff framework
- working with other groups within the Uniting Crieff forum to complete joint funding applications

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Registered charity name: Crieff Community Trust

Charity number: SC044348

Company registration number: SC445952

Registered address:
Can Do Crieff, Lodge Street, Crieff PH7 4DW
Email: crieffcommunitytrust@gmail.com
www.crieffcommunitytrust.org.uk