



Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

Alexandra Hotel, Fort William

Thursday 27 May 2010 @ 2.00pm

Fèisean nan Gàidheal
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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held in the Alexandra Hotel, Fort William
from 2.00pm on Thursday 27 May 2010

Agenda

2.2010.01 PRELIMINARIES

- (a) Present
- (b) Apologies
- (c) Minutes of the previous meeting of the Fèisean nan Gàidheal Board For Approval
- (d) Matters arising
- (e) Minutes of the most recent meeting of the Executive Group For Noting
- (f) Minutes of the most recent meeting of Blas Festival Ltd For Noting

2.2010.02 DEVELOPMENT ISSUES

- (a) Progress in implementing Fèisean nan Gàidheal Programme of Work For Information and Discussion
- (b) Blas Festival 2010 For Noting
- (c) Music Bursaries Scheme For Information
- (d) Presentation on New Developments For Discussion and Approval

2.2010.03 FINANCIAL ISSUES

- (a) Financial Report For Approval and Noting
- (b) Bank balances and up-to-date information For Noting
- (c) Management Accounts to 31 March 2010 For Noting
- (d) Overdraft Facility with Clydesdale Bank Plc For Approval
- (e) HIE Economic Impact Assessment For Noting

2.2010.04 POLICY ISSUES

- (a) Presentation on Gaelic Policy research and implementation For Information and Discussion

2.2010.05 STAFFING ISSUES

- (a) Staff Reorganisation For Discussion and Approval

2.2010.06 OPERATIONAL ISSUES

- (a) Staff Progress Reports For Information
- (b) AGM & Conference 2010 For Approval

2.2010.07 OTHER

- (a) Date of next meeting For Noting
- (b) Meeting of Fèisean nan Gàidheal Executive Group Papers e-mailed - for Information

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in the Bòrd na Gàidhlig Offices, Inverness on Thursday 18 February 2010 from 2.00 pm

1.2010.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Chair), Margaret Cameron, Mairi Oakley, Derek MacLennan, Janet MacDonald, Bernard Bell, Fiona Johnston, Ian Smith (Scottish Arts Council), Alasdair MacLeòid (HIE), Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (Attending), Dougie Beck (translation)

(b) Apologies

Cllr Agnes Rennie, Katag MacNeil, Claire Bee, Morag Anna MacLeod (Highland Council),

(c) Minutes of the last meeting of Fèisean nan Gàidheal

Minutes of the meeting held on 4 December 2009 were circulated and approved by Derek MacLennan, seconded by Fiona Johnston, as a true record of the meeting.

(d) Matters Arising

With reference to item 6(c) of the Minutes, Arthur Cormack advised that he had not yet had an opportunity to investigate the grant aid scheme being offered by Vodafone but would do so in the near future.

(e) Minutes of the last meeting of the Executive Group

Minutes of the meeting held by telephone conference on 1 February 2010 had been circulated and were noted.

1.2010.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal's Programme of Work

A summary of progress to date in the implementation of Fèisean nan Gàidheal's Annual Programme had been circulated and was noted.

Arthur Cormack advised that some of the Measures and Performance Indicators would change following the introduction of our new Development Plan and new Projects would also be commencing in April.

There was one item in red (3.2) relating to YMI Contracts. Endeavours had been made to establish YMI contractual arrangements in other areas but no progress had been made to date. Work would continue in this regard and Ian Smith advised that the Scottish Arts Council would do all they could to help in this matter.

With regard to point 4.5 in the Programme, Ian Smith advised that seven candidates had now been shortlisted for the Gaelic Arts Officer post (which was a joint post between SAC and Bòrd na Gàidhlig). Interviews were due to take place in early March. Once someone has been appointed to the post one of their first duties will be to update the Gaelic Arts Strategy.

Alasdair MacLeòid queried where the targets in points 1.1 and 1.2 came from. Arthur Cormack advised that some were from Fèisean nan Gàidheal's own Development Plan and some from other funding bodies such as the Scottish Arts Council and Comhairle nan Eilean Siar. The new Development Plan will include the new targets which have been agreed with the funding bodies.

(b) Blas Festival 2010

Arthur Cormack reminded the Board that at the last meeting there had been concerns as to

whether the Blas Festival would take place this year as the Highland Council hadn't confirmed their level of funding. It has now been established that funding for this financial year 2010-11 will remain the same as last year and so Blas can go ahead. Contracts can now be completed and the Blas Festival Brochure issued.

There will however be significant cuts in the budget for 2011-12 and the Board will have to look at this in detail at a future date to see whether it will be feasible to continue.

(c) Programme of Presentations from Staff

A report by Arthur Cormack proposing a programme of presentations to the Board from staff members during 2010-11 had been circulated.

It was agreed that these presentation were interesting and useful and gave a good insight into the work of Fèisean nan Gàidheal staff.

1.2010.03 FINANCIAL ISSUES
(a) Financial Reports

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing the income and expenditure to and from Fèisean nan Gàidheal to 31 December 2009 as well as a list of grants pledged to Fèisean for 2009-10 showing the amounts paid out up to 31 December 2009.

The Board Members noted the report.

(b) Bank Balances and up-to-date information

The current balances were:
Current Account: £1,992.00
High Interest Account: £21,568.00
Blas Account: £301.00

(c) Management Accounts for the period to 31 December 2009

Management Accounts for the period to 31 December 2009 prepared by Mann Judd Gordon had been circulated and were noted.

Alasdair MacLeòid queried why the figure spent on pensions was only £7,037. Arthur Cormack advised that this was because not all staff had taken up the invitation to join the Pension Scheme although it had been, and remained, open to all.

Arthur Cormack advised that the reason why Fèisean nan Gàidheal funds in the bank had been low this quarter was that we had made a loan to Fèis nan Garbh Chrìochan to enable them to complete a project they were working on to purchase lighting, sound equipment and seating. The project had attracted grant assistance from Highland Council, LEADER and Awards for All but the equipment needed to be paid for before the grant monies were received. We have now received some of the loan back and the remainder should be forthcoming shortly.

Alasdair MacLeòid requested more information on what projects had received grants from the Development Fund. Arthur Cormack did not have the information to hand and agreed to send a note to all the Board Members outlining the spending on the Development Fund.

(d) Risk Management Reports

A report by Arthur Cormack updating Members on the management of risk within Fèisean nan Gàidheal had been circulated. It is the Executive Group's responsibility to monitor the Risk Register and report annually to the Board.

It was noted that with regard to Risk No. 43 the severity should read 3.5 not 43.5 and Board members noted that the Executive Group were satisfied with the management of risk.

(e) Scottish Arts Council Funding Agreement

There had been circulated a report by Arthur Cormack informing Board Members of the agreement with the Scottish Arts Council for 2010-11.

The agreement took account of Fèisean nan Gàidheal's new Development Plan for 2010-15 and the agreement with HIE for 2009-12.

There were three development areas highlighted by the SAC specific to Fèisean nan Gàidheal:

1. Fèisean nan Gàidheal will consolidate and maintain current membership and seek opportunities to further expand that base should funding allow through both Creative Scotland and HIE;
2. Fèisean nan Gàidheal will support and be involved in the development of the post of Gaelic Arts Officer;
3. Fèisean nan Gàidheal will maintain its role as a key organisation promoting the Gaelic arts, language and culture working in partnership with the relevant agencies and in particular with Bòrd na Gàidhlig.

SAC have also confirmed that the additional £100k required for Fèisean nan Gàidheal's Grant Scheme will be forthcoming for 2010-11.

The Board Members noted the agreement with the Scottish Arts Council and Chair thanked Ian Smith for ongoing support.

(f) Highland Council proposals for funding reductions

There had been circulated a report by Arthur Cormack informing members of proposed reductions in funding from the Highland Council for Fèisean nan Gàidheal and Blas for 2011-12 onwards.

Arthur Cormack had also written a letter to all Highland Councillors and key officials in advance of the meeting which took place on 11 February.

The decision from the meeting had been to make no reductions for 2010-11 but, from 2011-12 onwards, to reduce the Fèisean nan Gàidheal grant by 20% and the Blas grant by 30%.

This reduction would not just affect us in terms of Highland Council monies but would also affect funding from other organisations who provide match funding etc.

As advised earlier in the meeting, the Blas Festival will proceed as normal this year but serious discussions will require to take place to determine whether it proceeds in the future. The proposed cut in its budget could seriously jeopardise its future. The Highland Council have not given any consideration to the fact that Blas brings £700,000 into the economy of the Highland Council area.

Alasdair MacLeòid reported that the HIE Economic Report on Fèisean nan Gàidheal is almost complete. This shows that about £1 million is generated by Fèisean activity within the HIE area.

The Chair, on behalf of the Board, expressed disappointment at the proposed cuts which affect so many people. She said the Fèisean do great work and the volunteer committees should be getting more help and support, not less, and expressed concern that the council seems to be making these cuts without considering the implications.

Arthur Cormack agreed that it was important to recognise the volunteers in Fèisean and sees Fèisean nan Gàidheal's role as helping to reduce the burden on them. There may still be grant cuts forthcoming from Comhairle nan Eilean Siar and Argyll & Bute Council. Whatever happens Fèisean nan Gàidheal will endeavour to keep the Fèisean funding at the same level as it is now.

1.2010.04
(a)

POLICY ISSUES
Policy Revisions

Following the last meeting revisions had been made to the policies. The revised policies had been e-mailed to the Board Members earlier in the month to enable them to read through them. Board Members approved the updated policies.

The only changes remaining to be made were in terms of finalising the formatting of the policies, which would then be translated and put up on our website in Gaelic and English.

1.2010.05
(a)

OPERATIONAL ISSUES
Staff Progress Reports

Progress Reports from staff had been circulated and Board Members noted the content of these. Everyone finds the reports useful and informative. The Chair thanked staff for their ongoing work.

(b)

Staff Reorganisation

Arthur Cormack reported that, following David Boag's departure to take up a post with Bòrd na Gàidhlig, Calum Alex MacMillan had now been appointed as Development Manager. Nicola Marshall, one of our Development Officers based in Inverness, was also taking on some additional duties as Senior Development Officer to allow Calum Alex, along with Emily Edwards, to carry on some of the Gaelic Officer duties.

The Board approved these changes and were sure that everyone would continue to work hard in their new roles.

(c)

AGM & Conference 2010

There was discussion on a possible venue for this year's AGM & Conference which is due to take place in September.

It was agreed to investigate holding it in Mull, Oban or Inverness and report back at the next Board meeting to agree a venue.

1.2010.06
(a)

OTHER
Meeting of Fèisean nan Gàidheal Executive Group

Papers had been circulated to Board Members by e-mail for information.

(b)

Change of Meeting Date

The meeting scheduled to take place on 20th May will now take place on 27th May. A venue is still to be decided but it will be either Fort William or Glasgow.

(c)

A O C B

Ian Smith of Scottish Arts Council advised about a day event they were currently trying to organise where delegates from various organisations throughout Scotland could get together and be given advice on how to use Social Networking sites to reach their target audiences etc. This was a good way to network and showcase work. More details would be given when the event had been finalised.

(d)

Tasglann Project

Alasdair MacLeòid asked what would happen with materials collected for the Tasglann Project.

Arthur Cormack informed the meeting that Emily Edwards is currently working on getting the materials collected onto the Fèisean nan Gàidheal website. This would involve sound files, books, interviews, songs etc. She required some training from Sitekit in how to work with sound files. This would hopefully take place before the end of March.

An application is currently being put together for Heritage Lottery Fund to try to attract more funding to continue with another phase of the Project.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held on Thursday 6 May 2010 from 2.00pm via telephone conference)

Agenda item: 2.2010.02(e)

EX2.2010.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Fèis Lochabair, Chair), Maggie Cameron (Fèis an Earraich, Vice-Chair), Fiona Johnston (Fèis Fhoirt, Secretary/Treasurer), Calum Alex MacMillan (Fèisean nan Gàidheal Development Manager), Arthur Cormack (Fèisean nan Gàidheal Chief Executive), Anne Willoughby (Fèisean nan Gàidheal Executive Manager)

(b) Apologies

Morag Anna MacLeod (The Highland Council), Ian Smith (Scottish Arts Council).

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 01 February 2010 had been circulated and approved.

(d) Matters arising

There were no matters arising.

EX2.2010.02 PROJECT UPDATES

(a) YMI in Highland (verbal - Arthur)

The YMI contract for Highland was progressing well. This is ring-fenced funding and no cuts were anticipated for the next school year and should be fairly safe until the next spending review by Creative Scotland. There have been some issues regarding tutors and a meeting was scheduled for 7 May with all providers to iron those out.

(b) Blas Festival 2010 (circulated – Arthur)

Arthur circulated a draft programme and reported that Blas was to be launched on the 19 May 2010 in the Archive Centre, Inverness. Funding was now in place but the downside to the late decision was that the programme will be late than normal in going online. Normally the programme would be on sale from January. A new website is being launched the same day. Fiona Johnstone mentioned that the programme looked good.

David Boag had been one of Fèisean nan Gàidheal's representatives on the Board of Blas Festival Ltd and it was agreed that Calum Alex would replace him. Arthur Cormack reiterated that the funding for next year has to be guaranteed by September this year or we will not be able to run Blas next year.

(c) Sgoil Shamhraidh Dhràma 2010 (verbal – Calum Alex)

Calum Alex reported that they had over 18 applicants this year of which half were returning from last year. They had been holding over the phone auditions with applicants just to find out Gaelic capabilities and interests. All tutors were Gaelic speakers apart from Frank McConnell who will have an assistant. Calum Munro will be helping applicants with Gaelic language skills this year.

(d) Highland Council Bursaries Scheme (circulated – Arthur)

This was additional funding the Highland Council had received from Creative Scotland to put together a programme under the title of Highland Arts Programme. As part of this they approached Fèisean nan Gàidheal to run a Music Bursaries Scheme, in partnership with GoEVENTS and HIE.

The contract is worth £75K and Fèisean nan Gàidheal will receive a management fee of £7.5K for its co-ordination of the programme.

(e) Cèilidh Trails 2010 (verbal – Calum Alex)

Calum Alex reported that Nicola Marshall had been taking the lead on this and was progressing well. The post of coordinator had been advertised with 7 May closing date.

Auditions were up and running but the posts of local coordinators were proving problematic. Funding had been

sought from CnaG but there were issues about coordinators working away from their home area.

There were expectations from the Fèisean that they were going to receive increased funding this year but there were potential difficulties for Fèisean nan Gàidheal and no obvious gain from being involved with the LEADER-funded project. Arthur, Calum Alex and Nicola were due to meet up to discuss this further and Executive Group members were happy to leave the decision to them.

(f) Other new projects for 2010-11 (verbal – Arthur)

There were new project outlined in the new Development Plan such as Gaelic song-writing, development funding, Family Fèisean and these had been discussed at the recent staff meeting. Information on the Development Fund had been sent out to Fèisean and progress was to be made on the other projects with development staff.

EX2.2010.03 FINANCIAL ISSUES

(a) Financial Report (circulated - Anne)

A report from the Executive Manager had been circulated. There were no concerns over the overall financial position since we were expecting £19,484 from HIE, £10,000 from SAC and part payment of the loan off £50,000 to Fèis nan Garbh Chrìochan from last year. Highland Council funding of £52,500 for Blas Festival and £29,650 for Fèisean nan Gàidheal had just come in.

(b) Bank Balances and up to date information (verbal - Anne)

The current bank balances were given as follows:

- £9,715.45 in the Current account
- £57,785.99 in the High Interest account
- £388.71 in the Blas account

(c) Grants to Fèisean 2010-11 (verbal - Anne)

The letters of offer had been sent out to all Fèisean now and development officers were aware of the general need to raise additional funding for Fèisean where there were shortfalls. Most Fèisean seemed happy enough with the level of funding.

(d) End of Year Outturn 2009-10 (verbal - Anne)

Anne reported that Andy Cumming of Mann Judd Gordon had prepared draft management accounts for the last quarter to 31 March 2010 and there were a few concerns which remained to be resolved.

(e) Changes in HIE personnel (verbal - Arthur)

Arthur reported that Alasdair MacLeòid had left HIE and our new contacts were to be Chris Higgins and Anne Marie Reid.

EX2.2010.04 POLICY ISSUES

(a) Gaelic Policy Implementation (verbal – Calum Alex)

A survey was to be sent out to tutors to assess what level of Gaelic skills they had. The questionnaire was being translated and would be sent out as a hard copy and also available on-line on Survey Monkey. Each tutor would have a Personal Gaelic Plan and access to suitable courses dependant on ability.

Sgioba-G were busy, soon to be covering Fèis Mhoireibh, Fèis Chataibh, Fèis Ghleann Albainn and Fèis Eige.

Fiona Johnstone had a few concerns regarding committees' preferences to employ good tutors with no ability to speak Gaelic. It was hoped by August 2012 that most tutors employed by Fèisean would have some Gaelic. Catriona MacIntyre thought the policy was good at raising awareness of the importance of Gaelic at Fèisean.

EX2.2010.05 DEVELOPMENT ISSUES

(a) Policy Updates (verbal - Anne)

All policies had been updated and corrected. The policies will go up onto the website after Alasdair Campbell has provided translations. This was progressing well and the Child Protection Policy had already been translated and would be available on the website shortly. The rest of the policies will be available in due course.

(b) Fèisean nan Gàidheal Conference and AGM 2010 (verbal - Anne)

It was agreed that Board Members would discuss a suitable venue at the next Board Meeting.

EX2.2010.06 BOARD MEETINGS

(a) Agenda items for forthcoming Board meeting

- Financial Issues
- Development Issues
- Bursary Scheme
- AGM 2010
- Presentation – Calum Alex – Gaelic Policy Update

EX2.2010.07 GENERAL

(a) AOCB (verbal)

There was no other business.

(b) Date and venue of next meeting

The next meeting is to be held by phone conference on Thursday 2 September 2010 at 2pm.

Fèisean nan Gàidheal

Minutes of meeting of the Board of Directors of Blas Festival Ltd held in the Tulloch Room, Eden Court, Inverness from 11am on Thursday 29 April 2010

B1-2010.01 Present

George Stoddart (Chair); Arthur Cormack; Councillor Michael Foxley; Councillor Hamish Fraser; Judi Menabney (in attendance); Donna MacRae (in attendance for part of the meeting)

B1-2010.02 Apologies

Councillor John Finnie

B1-2010.03 Note of Previous Meeting

Note of previous meeting was approved and no matters arising.

B1-2010.04 Financial Report

AC presented the budget for 2009/10, highlighting slight surplus achieved.

AC explained how a surplus in the discreet Ceilidh Trail budget had been factored into the overall Blas budget for 2009/10. As recommended by the board, this has been removed from the 2010/11 budget.

AC confirmed that FnaG received a £12k management fee for 2009/10.

AC explained that Ceilidh Trails costed less than predicted because, at the time of planning them, HIE's funding was not confirmed and in some doubt. Ceilidh Trails were therefore planned to cost the bare minimum possible and therefore the final outturn was less than originally predicted.

AC confirmed that Leader funding has been secured for Ceilidh Trails in the next 3 years, making more money available for them than in recent years.

AC presented the budget for 2010/11 and explained that PRS had just recently confirmed they would not be funding Blas 2010/11, therefore the budget will require to be re-worked to accommodate £2k less income.

HF questioned if a saving might not be made by reducing spend on booking international artists, thus avoiding the expense of international travel costs and perhaps booking less high profile and therefore thus expensive acts.

To enable this, HF queried if Blas's core values might be re-visited to reduce the emphasis on the international element and the relationship with Nova Scotia.

MF explained it was important that there was some "key nuggets" but the return and benefit from individual acts, particularly the more expensive ones, should be rigorously interrogated. MF suggested that, after Blas 2010, there should be a close examination of the benefits/return for expenditure of each act, particularly the more costly ones.

MF queried why the projected income from SAC for 2010/11 had reduced significantly to £10k.

AC explained that the SAC income figure is actually an allocation of FnaG's own income, secured from SAC, asked support from FnaG core purpose, including Blas but not

exclusively or with an explicit amount specified of how much the overall award is allocated for Blas.

MF queried if the management costs were of a reasonable level and if the sponsorship target was a) reasonable and b) likely to be achieved.

AC explained that the management team was confident that the sponsorship target would be achieved and explained the difficulty of securing business sponsorship, particularly in the current financial climate.

AC explained that, in his view, management fees are 25% of the overall budget were actually quite low.

HF explained how crucial it was that Board Members are able to fully account for every pound that is spent on Blas and therefore it is essential to fully interrogate all costs.

The Board discussed the importance of communicating the leverage that the public investment generates. It was agreed that notes should be added to articulate the in kind leverage in terms of volunteer hours etc. It was further agreed that a mirror "actual" budget be created, showing what the costs would be if all services were procured from the commercial sector; that then to be converted into footnotes added to the budget.

A budget amended accordingly to be circulated.

B1-2010.05 Future options for Blas and draft Development Plan

AC presented the development plan for 2010/13, explaining that it was created as a requirement for Event Scotland funding and contained a budget for 1 year only as future funding was unconfirmed.

AC spoke to a presentation and explained Blas development to date and going forward.

The presentation proposed that there were 5 options for the future:

- THC reinstates funding to £105k and allows the festival to grow.
- FnaG run the festival on the reduced budget.
- THC runs the festival
- Another organisation is contracted to run it, within funding available
- Blas folds

MF explained that it was important not to underestimate the contribution of Blas to FnaG, including providing a high profile, positive showcase for FnaG.

Consensus of the Board was that they did not desire the 5th option and could not see options 3 and 4 as options at all. It was agreed that, ideally, the future should be somewhere between option 1 and option 2.

Regarding the 30% reduction in THC funding for 2011, it was agreed to build into the 2011 Blas budget THC expenditure (in kind and actual) on the complementary Schools Programme.

It was agreed to investigate the routing of Rural Innovation Fund funding towards Blas in 2011, if that funding is forthcoming in future years.

Board Members concurred that the strategies discussed be employed to try and weather what will be a few difficult years and continue to run and develop Blas.

AC requested that THC agree to guarantee any loss that may result from running Blas in 2011 on a reduced budget, for 1 year only and with a commitment that FnaG will make every effort to achieve the festival within the budget available.

It was agreed that MF, HF and JM arranged to meet to discuss that and other council related issues, JM reporting back to AC.

B1-2010.06 **Blas 2010 Programme & PR**

Donna MacRae gave an outline of the Blas programme for 2010 which had been circulated in draft form for Board members.

It was agreed to progress holding media launch at the Archive Registration Centre (JM to action).

DM introduced the Board to the proposed new website. It was agreed that this was an improvement on previous website and that a food and drink event section be added to the website front page.

B1-2010.07 **A O C B**

There was no other business.

B1-2010.08 **Date of next meeting**

It was agreed to meet again on 22 June at 4pm in a venue to be advsed.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 2.2010.02(a)

Following is a summary of the main developments recommended in our current Development Plan, along with progress to date, updated with 2010-11 measures taken into account. This incorporates reports on the performance indicators - or outputs - set against measures within Fèisean nan Gàidheal's (FnG) Development Plan by our four main funders - Scottish Arts Council (SAC), Highland Council (HC), Highlands & Islands Enterprise (HIE) and Bòrd na Gàidhlig (BnG) - in relation to individual funding agreements with those bodies.

R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed.

A (Amber) = Not presently on target, but with measures in place to restore progress

G (Green) = On target

Ref	Measure in Development Plan	Responsible	Performance Indicators/Outputs	Progress	Status
1	SERVICE DELIVERY				
1.1		All	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC)	Work of whole organisation is geared towards achieving this.	G
1.2		CEO/ Board	Retain at least 15 FTEs based within the HIE area (HIE)	We currently have 13 people on staff with an FTE of 11.4. However, with tutors and contractors, that figure will be much higher and exceed 15 FTEs.	G
		Development Manager	At least one graduate or work placement to be support through CnaG schemes (BnG)	Considering four applications for summer Work Placement Scheme.	G
1.3	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (SAC)	Grants scheme in place.	G
		Executive Manager	Support at least thirty Highlands and Islands Fèisean each year (HIE)	Grants being paid out as per agreements.	G
				Grants offered to 45 Fèisean for 2010-11. Grants offered to 35 Fèisean in the HIE area, 21 of which are in Fragile Areas.	G
		Development Manager	Continue to fund new developments through our Fèis Development Fund (SAC)	Development Fund has been re-launched and applications are being invited.	A
			Support three new and innovative project per year through a Fèis development fund (HIE)	We expect this will be achieved in 2010-11.	
		Development Manager	Grant aid Fèisean in Highland Council area (HC)	Grants offered to 19 Fèisean in the Highland Council area.	G
	Grant aid Fèisean in Comhairle nan Eilean Siar area (CNES)	Grants offered to 7 Fèisean in the Comhairle nan Eilean Siar area.			
	Grant aid Fèisean in Argyll & Bute Council area (A&BC)	Grants offered to 7 Fèisean in the Argyll & Bute Council area.			

1.4	Supporting volunteers	Development Officers	Continue with excellent support mechanisms for individual Fèisean through the development of our system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services (SAC)	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and offer ongoing support on a daily basis. Formal review meetings take place annually.	G
		Training & Policy Officer/ Gaelic Officer/ Development Officers	Policies are made as easy as possible for volunteers to deliver	All policies were reviewed in 2009-10 and made available as downloads from our website in Gaelic and English.	G
				Training offered on policy implementation where action is needed on the part of volunteers.	
				Risk Register in place and monitored by the Executive Group with an annual report to the full Board.	
		Executive Manager/ Development Officers/ Training & Policy Officer	Continuation of Annualised Hours scheme	Annualised hours offered for 2010-11 as part of overall grant offer, with those Fèisean which have made best use of them in the past having been given priority.	G
Development Team will continue to work closely with workers employed under this scheme and participation in the annual Fèis Trèanaidh will be a condition of funding.					
		Development Officer to be retaining in Western Isles (CnES)	Jenna Cumming employed full-time with part funding from Comhairle nan Eilean Siar.	G	
		Development Officer to be retaining in Argyll & Bute Council area (A&BC)	Christine MacIntyre employed full-time with part funding from Argyll & Bute Council.	G	
1.5	Annual Conference	Executive Manager/ Business Officer/ Training Officer	Hold an Annual Conference (SAC)	2010 Conference to be held in September, at a venue to be confirmed by the May Board meeting.	A
1.6	Insurance	Executive Manager	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.	Policy reviewed and renewed in February 2010 with cover adjusted as appropriate.	G
1.7	Musical instrument Bank	Business Officer	Regular lending of instruments to Fèisean.	Ongoing and well used by Fèisean and instruments are out most of the year.	G
1.8	Disclosure checking	Collator/ Executive Manager	All tutors and volunteers involved in Fèisean must go through an enhanced Disclosure check.	Ongoing work undertaken by Sandy Gray with a number of staff as signatories.	G
			Disclosures continue to be renewed on an ongoing basis as 3 years expire.		
			Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation (SAC)	Policy updated and monitored on an ongoing basis and we are aware of upcoming changes to the system.	G
				All Fèisean have to submit a list of tutors before grant is released, who are cross-referenced to ensure they have a current Disclosure.	
1.9	Maintenance of a Fèis Tutors database	Business Officer	Up to date data available at all times.	Fèisean nan Gaidheal database is regularly updated and tutor information will be updated again with research relating to our new Gaelic Policy necessitating contacting them all.	G
1.10	Developing, distributing and selling publications	Business Officer	Continue to maximise income from sales of publications	We are currently working on selling as many as possible through Fèisean, shops etc. Website shop has now	G

				been set up on www.feisean.org/shop.html .	
1.11	Production and distribution of regular news and other information	Business Officer All Staff		<i>Faileas</i> produced on a regular basis, now only distributed electronically to save money. Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, SCVO news, job opportunities, events etc.	G
1.12	Support for new Fèisean	Development Manager	Create 2 new Fèisean in HIE Fragile Areas (HIE)	This is an objective to be delivered by 2012. No new Fèisean in HIE area established this year to date, but interest from North West Sutherland.	A
1.13	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	Development Manager/ Development Officers	Continue to support individual Fèis projects such as Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities (SAC)	Continuing to support Lochaber Fèisean, Fèis Spè and Fèis Bharraigh.	G
1.14	Inter-Fèis activities	Development Manager		Funding for inter-Fèis activities is integrated within our Development Fund.	G
1.15	Annual Training Programme	Training & Policy Officer	Deliver training to thirty Fèisean per year and at least seventy five tutors and community Fèis organisers (HIE)	Fèis Trèanaidh in March 2011 is expected to attract around 60 Fèis organisers.	G
				Level I and II courses at SMO in February 2011 is expected to attract around 30 participants.	
				Level III Tutor Training to be developed for delivery from February 2011.	
			Staff to be involved in at least 4 Gaelic language training days (BnG)	Staff training is ongoing as required, with Gaelic language training for the whole team happening 4 times annually. In-house induction is available for new staff and Board members. Moreen Pringle has been undertaking Ùlpan training. Iona MacDonald is progressing with her Masters (Culture).	
1.16	Networking	CEO/ Development Manager	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum. (SAC) Work in partnership with the Gaelic Arts Strategy Group and the Gaelic Arts Officer to review and implement the Gaelic Arts Strategy.	We continue to attend meetings and contribute to the development of the Traditional Music Forum, which has become an incorporated body with an enhanced role. We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School. We will continue to be members of the Gaelic Arts Strategy Group, and attend meetings of the Gaelic Organisations held by Bòrd na Gàidhlig. Fèisean nan Gàidheal's CEO is involved in occasional input to SMO's Gaelic & Traditional Music Course offering advice to students on the music business and teaching opportunities through Fèisean and other means.	G
1.17	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council, Highlands and Islands Enterprise and Bòrd na Gàidhlig, FnG will	A lot of our time is spent on advocacy and this will continue. We regularly submit evidence to consultations	G

			continue to play a key role in the continuing development of traditional music and Gaelic arts in Scotland. (SAC)	which have an effect on our work, or where we can influence policy.	
1.18	International Links	CEO/ Development Manager		We have ongoing links with Celtic Colours in Cape Breton through the Blas Festival.	G
1.19	Promotion and Marketing	CEO/ Business Officer	Increase media coverage of the Fèis movement through at least twelve instances of coverage in local/regional media, three instances of national coverage, and one instance of United Kingdom-wide coverage per year (HIE)	We have achieved a high level of coverage in the press, and cuttings are collected regularly and archived.	G
			Formal meeting to be set up with Bòrd na Gàidhlig's PR team with a view to increasing the level of Gaelic in all events in which we are involved (BnG)	To be arranged.	
		CEO/ Business Officer	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for increased sales of products of the Fèisean. (SAC)	Further work needed in this area but potential sponsors are followed up on an ongoing basis largely through the Blas Fundraising Committee.	A
	Fèis products are available through our online shop at www.feisean.org .	G			
1.20	Information	CEO	HIE Impact Assessment to be carried out by Steve Westbrook Associates.	Draft results were published in early December and Fèisean nan Gàidheal has cooperated fully with the consultants involved.	G
1.21	Website and ICT	Business Officer/ All Staff as appropriate		Live at www.feisean.org with a new Blas site www.blas-festival.com and a new Cèilidh Trail site to be constructed for summer 2010.	G
				Content population is ongoing with staff having had Sitekit training to enable them to populate our sites.	
2 NEW DEVELOPMENTS					
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Development Manager	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School and tours by the Meanbh-Chuileag theatre-in-education group (SAC)	Gaelic plans and annual updates continue to be submitted to Fèisean nan Gàidheal and discussion on Gaelic content forms part of the annual review meeting with all Fèisean.	G
			Support to be offered to at least 20 people to learn Gaelic (BnG)	A new Gaelic Policy has been approved and has been issued to all Fèisean, along with guidance.	
			Ensure all press notices and events are sent on for inclusion in mygaelic.com (BnG)	Support will be offered to those identified in the research as requiring assistance. Maximum support will be given to Fèisean by our Gaelic language team to help increase Gaelic usage.	G
	We have set up a Fèisean group on mygaelic and send all news releases to the mygaelic team.	G			
2.2	Continue to support a Gaelic Language Development Team	Development Manager	Continue to implement Fèisean nan Gàidheal's Gaelic Policy through services offered to all the Fèisean through its staff and special projects as appropriate.	Our Sgioba-G continues to assist Fèisean with Gaelic Policy implementation, and with programmes of work tailored to individual needs, where requested, all geared towards Gaelic acquisition and use.	G
				Gradually ensuring that all Fèisean use fully bilingual material, and have made this a specific condition of	

				grant. This will be discussed specifically with each Fèis at review meetings.	
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Development Manager/ Development Officers/ Training & Policy Officer	Research to be carried out among Fèis tutors, participants and parents to ascertain level of skill in Gaelic at present and how interested they would be in learning Gaelic (BnG)	A survey of tutors currently being carried out to gain baseline information on current Gaelic ability against which to measure success in its implementation.	G
			Work in partnership with others to disseminate information about Gaelic learning opportunities, at events and on the organisation's website (BnG)	The new Blas website carried a lot of information on Gaelic learning. Blas phrase cards have information on learning opportunities and every member of the audience gets one. More to be arranged.	G
2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	CEO/ Gaelic Officer	An increasing number of GM Fèisean and activities for parents to work with their children through the medium of Gaelic.	6 Fèisean now GM and GM tuition being further developed within Fèisean that are not wholly GM. An increase in Gaelic speaking tutors will facilitate this increase.	G
				Fèisean nan Gàidheal aims to establish Family Fèisean or offer families the opportunity to work together through established Fèisean.	
		Development Manager/ Board	Ensure commitment to Gaelic among new Fèisean.	No new Fèisean are admitted for membership without a clear demonstration of Gaelic commitment. FnG Board is now required to approve new members to ensure Gaelic commitment is in place.	G
2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (SAC)	Gaelic drama Fèisean will be organised during 2010-11.	A
			At least 80 Gaelic drama workshops to be supported (BnG)		
			Stage an annual Fèis Drama Summer School and work towards an agreement with MG Alba for the further professional development of 'graduates' (HIE)	Sgoil Shamhraidh plans well underway for 2010 event, with expansion into some media-based workshops and 18 participants booked. Discussions with MG Alba have, so far, not borne fruit.	G
			At least 17 participants to take part in the Sgoil Shamhraidh (BnG)		
			Aim to work on at least one project in each <i>Iomairtean Cànaidh</i> area (BnG)	Drama projects underway in four Iomairt Gàidhlig areas already, to be broadcast on BBC Radio nan Gàidheal. More will be planned during the year.	A
Meanbh-Chuilleag to tour schools with a drama production if funding allows	To be arranged. An application will be made to Bòrd na Gàidhlig Arts Strategy Funds and to relevant local authorities.	A			
2.6	Continuing support for Fèis Cèilidh Trails	Senior and other Development Officers	In partnership with Fèisean, continue to support a network of Cèilidh Trails (SAC)	Five Cèilidh Trails will be supported during summer 2010.	G
		Senior Development Officer	Expand and strengthen the Fèis Cèilidh Trails initiative, including coordinating and promoting the initiative nationally and internationally as a cultural tourism product (HIE)	Plans are well underway to improve the programming and publicity for them, from 2010, through a project for which we have secured significant LEADER support for 3 years.	G
2.7	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Training & Policy Officer	Coordinate at least six local cultural heritage projects led by Fèisean participants in local areas, creating freely available localised online resources (HIE)	Books published with the work from projects with Fèis a' Bhealaich, Fèis Air an Oir, Fèis Cheann Loch Goibhle and the two Inverness Fèisean – Fèis a' Bhaile and Fèis na	G

				h-Òige. Application has been made for further funding for the Archiving Project from the Heritage Lottery Fund.	G
2.8	Gaelic Arts Strategic Development	CEO/ Training & Policy Officer	Have an active role in delivering a National Gaelic Arts Strategy as part of the National Plan for Gaelic and support the work of the proposed joint SAC/BnG Gaelic Arts Officer (SAC)	The post of the Gaelic Arts Officer has been filled by Brian Ó hEadhra, and we will continue to participate fully in discussions and assist, where we can, in implementing the strategy.	G
2.9	Traditional Music Forum	CEO	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery (SAC)	Fèisean nan Gàidheal remains one of very few organisations offering tutor training and CPD opportunities. Although geared towards Fèisean, they are open to all and we do attract tutors from outwith the Fèisean. Through Fèis Alba we improve performance and organisational skills for young musicians. Through Blas we improve the way promoters work. Through our Drama Summer School, young people gain many artistic and technical skills. Through our Fèis Trèanaidh, volunteers gain skills in many subjects.	G
2.10	Gaelic song-writing initiative	Development Manager	Produce, market and sell a CD of traditional music and Gaelic song produced through a Fèis song-writing initiative (HIE)	Early discussions have taken place so that this project can begin during 2010-11 for delivery before 2012 as per our HIE contract.	A
2.11	Board Development	CEO/ Board with HIE financial support	Undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31 December 2010 (HIE)	To be initiated by HIE during 2010-11 financial year.	A
2.12	Research	CEO/Executive Manager	Produce research on the creation of a Fèis 'cultural hub' providing social, performance and teaching spaces, exploiting distance learning technology and links to creative industries, within a fragile Gaelic community (HIE)	To be progressed in 2010-11 for delivery by 2012 as per agreement with HIE. Looking at the possibility of doing some joint work with Ceòlas in South Uist, with benefit also for the Uist Fèisean.	A
2.13	Teenage provision within the Fèis movement	Development Manager/ Development Officers		The Lochaber Development Officer, Kevin Rodgers, is to progress plans for a teenage Fèis. Archiving project continues to involve teenagers. Cèilidh Trails and Blas involve teenagers. Continue support for Fèis Rois nan Deugairean, Fèis an Earraich, Fèis Spè, Fèis Eilean an Fhraoich and other Fèisean who make specific teenage provision.	G
3 PARTNERSHIP CONTRACTS					
3.1	Youth Music Initiative contract in Highland	CEO/ YMI Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI, in Highland and other local authorities as appropriate (SAC)	YMI in Highland is ongoing and running successfully with local Fèisean organising the delivery in their own areas. Rae MacEachern continues to look after day-to-day organisational issues for FnG. CPD days are planned and tutors who have not already undergone our training course will be encouraged to do so. Some attend SMO courses in February.	G

				New bilingual whistle resource has been developed by two tutors and will be distributed when finalised. Gaelic whistle book is being produced by Taigh na Teud in association with Fèisean nan Gàidheal and Stòrlann.	
3.2	Potential for Youth Music Initiative contract work in other areas	CEO		Will be investigated during 2010-11 with assistance of the Scottish Arts Council.	A
3.3	Gaelic Language work in schools	Drama Officer		Meanbh-Chuileag will work in schools – perhaps pantomime at Christmas dependent on funding. Proposal being worked on for Gaelic language teaching based on the YMI model, utilising GLPS resources.	A
3.4	Other formal educational work	CEO/ Training & Policy Officer		As part of Blas 2010 there will be a comprehensive education programme running in a number of schools alongside the main festival events. Over 40 events are expected with an audience of almost 5,000 pupils. Fèis Academy plans currently on hold for various reasons but could be revived in 2010-11.	G A
3.5	Contract earnings	CEO	Ensure that trading income constitutes at least 25% of FnG total income before 31 July 2012 (HIE)	This is the case at present with Blas and YMI contracts alone constituting around 24% of income, plus smaller contracts such as the Bursaries Scheme and Gaelic development activities making up the rest.	G
3.6	Showcasing opportunities	CEO/ Development Manager/ Project Staff	Raise the profile of the Fèis movement through dedicated showcase events (SAC) Deliver at least three high-profile national showcase events - 2 Scottish, 1 United Kingdom-wide (HIE)	Possibility of Cèilidh Trail involvement as part of St Andrews celebrations in November. To be progressed as opportunities arise. Discussions with the Scottish Arts Council about Olympic Games Youth Voices showcase event.	A A
3.7	Music Bursaries Scheme	CEO/ Training Officer	Deliver a programme of Music Bursaries within the Highland Council area as part of the new Highland Arts Partnership Programme (HC)	Scheme up and running with two rounds of applications being invited.	G
3.8	Development of Blas – Celebrating Highland Music	CEO/ Development Manager	Gaelic Plan to be devised for Blas, aimed at increasing the amount of Gaelic used at all events, number of Gaelic medium events to be increased and a presentation on Gaelic services to be shown to at least 2,500 people. (BnG)	The festival uses Gaelic as much as possible, and more than any other festival. All publicity – posters, leaflets, programme, website, news release and advertising – is bilingual. Gaelic phrase cards are given out at events. All events have a Gaelic speaking fear or bean an taighe. Artists who have Gaelic are asked to use it in introducing their music. 4 x 1-hour long television programmes have been shown on BBC Alba, presented in Gaelic. A plan will be formalised around these existing initiatives with the addition of a pre-show promotional presentation on Gaelic learning.	G
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC)	The 2010 programme will again involve young people, Gaelic language, international artistes and innovative events. Blas 2010 tickets on sale from May 19 th with around 8,000 seats for sale.	G A

		CEO Development Manager	To deliver a festival that is inclusive and will appeal to a wide cross-section of age groups and cultural backgrounds (HC)	Although we do not collect specific data on this particular aspect of the festival, we are certain that Blas appeals to a wide audience.	G
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC)	Feedback has consistently indicated a high level of overall satisfaction. We will ensure that funders and guests are looked after with complimentary tickets etc, as usual.	G

Arthur Cormack
CEO
May 2010

Fèisean nan Gàidheal

Blas Festival 2010

Agenda Item: 2.2010.02(b)

Reason for Paper

To update Board members on plans for Blas 2010.

Background

Board members will recall that it was agreed to go ahead with Blas 2010 on the basis that the Highland Council had advised us that funding for the festival, at the same level as previous years, would be available to us.

Blas 2010

Blas will take place between 3 and 12 September 2010 and the programme was launched in Inverness on Wednesday 19 May. A copy has been enclosed with your papers.

As usual Fèisean nan Gàidheal will make £50 available to each Board member to purchase tickets for Blas. Reasonable travel expenses can also be paid for Board members travelling to Blas events.

Blas 2011

Minutes of the last meeting of the Board of Blas Festival Ltd are included in the Board papers which outlines options for future festivals. The Board will have to decide before this year's festival what is likely to happen next year, and will meet again towards the end of June to discuss matter further.

Action Required

Board members are asked to note the programme content and the current position regarding future festivals.

Arthur Cormack
CEO
May 2010

Fèisean nan Gàidheal

Music Bursaries Scheme

Agenda Item: 2.2010.02(c)

Reason for Paper

To update Board members on a new scheme which the Highland Council has contracted Fèisean nan Gàidheal to deliver.

Background

The Highland Council has been awarded £300k by Creative Scotland and, along with funding from HIE and its own resources, has a total fund of £500k available for activity it is calling the Highland Arts Partnership Programme.

Fèisean nan Gàidheal has been contracted to deliver a scheme of bursaries for musicians, details of which are in the following pages. The contract is worth £75k of which £7.5k will be retained as a management fee.

We will be responsible for running the scheme, and organising meetings of the panel that will make decisions on awards. This will consist of Arthur Cormack, Iain Hamilton of HIE, a representative of goEVENTS and an independent observer. Two dates have been set for applications to be received, and there will be two meetings to make decisions on funding to be awarded.

Action Required

Board members are asked to note the terms of the scheme and the management fee Fèisean nan Gàidheal will gain from its involvement.

Arthur Cormack
CEO
May 2010

Prògram Ealain na Gàidhealtachd The Highland Arts Programme

Sgeama Bursaraidhean Ciùil | Music Bursaries Scheme

What is the Music Bursaries Scheme?

The Music Bursaries scheme will provide support to musicians, or people working in the music industry, in the area covered by the Highland Council. The scheme will be flexible, aims to increase the work gained by musicians and people working in the music industry, while raising the profile of all types of the music from the Highlands. While not an exhaustive list, the kinds of activities the bursaries might cover include:

- Helping to increase the profile of an artist or band
- Gaining access to new markets, sales, gigs etc
- Increasing available work through attendance at showcase/industry events
- Attendance at industry events such as MIDEM (France), Mosexpo (USA), Folk Alliance or APAP (USA), Womex (various locations) etc. These are an opportunity to meet the wider international industry and potential buyers (publishers, promoters, distributors, labels, synchronisation companies, festivals etc)
- Promotional activity overseas e.g. support tour with significant established act which will raise profile, and attract a new audience
- Specific showcasing opportunities - e.g. Gibson guitar showcase (London)
- Attendance at trade events and promotional activity e.g. Showcase Scotland trade stand costs or album launch and PR
- Bringing national and international buyers to events in the Highlands that will showcase talent e.g. press visits, bringing agents and promoters to festivals such as Blas or to industry events such as goNORTH.

We would welcome applications from individuals or organisations proposing creative new ways of increasing work and access to wider audiences.

Who may apply?

Anyone resident in the area covered by the Highland Council working as a musician or involved in the music industry in the area. This can range from bands and solo artists to promoters, managers etc.

When will applications be accepted and decisions made?

There will be two calls for applications in the year and these will be openly advertised and published on the websites of the partner organisations. The deadline dates for completed applications, and date by which time a decision will be made are as follows:

Date for submission of applications	Decision by
Monday 31 May 2010	Friday 25 June 2010
Monday 13 August 2010	Friday 11 September 2010

The Music Bursaries Scheme is funded by the Scottish Arts Council/Creative Scotland through the Highland Arts Programme and is a partnership between the Highland Council, Highlands & Islands Enterprise and Fèisean nan Gàidheal



Where should applications be sent?

Applications should be sent **by post** to:

Iona MacDonald, Fèisean nan Gàidheal, Meall House, Portree, Isle of Skye, IV51 9BZ
or by **e-mail** (with an electronic signature) to iona@feisean.org.

Who will assess applications?

Applications will be assessed by a panel made up of one representative from Fèisean nan Gàidheal, one from goEVENTS and one from Highlands & Islands Enterprise, plus one independent member.

What level of assistance can be awarded?

The maximum grant offered will be £5,000. This can be 100% of a project in exceptional circumstances but often considerably less. Grants may be considerably less than £5,000 and applicants should be realistic about the amounts requested, ensuring they can make good use of the funds to bring about the intended outcomes.

What information is required in the application?

- In general, applicants must be able to show a record of progress and activity
- Applicants must be able to clearly demonstrate that the project funding is awarded for has the potential to really make a difference to their development
- All successful applicants must agree to promote the region and may be required to provide quotes, photo opportunities plus offer a reasonable amount of work to help promote the area and its talent
- They must also provide feedback of the success or otherwise of the project
- All successful applicants will be required to talk to an adviser provided by HIE to ensure that they are making every effort to maximise the work they are undertaking, and that they have sufficient knowledge to be able to carry out the project. In some instances it may be possible for the adviser to attend the event as well to provide additional support. An opportunity to meet with adviser will also be made available to unsuccessful applicants.

The application process is intended to be as simple and straightforward as possible and the form accompanies this information pack.

Additional resources

Highlands & Islands Enterprise, goEVENTS and Fèisean nan Gàidheal will undertake to make available information on as many showcasing and trade events as possible, which will be placed on appropriate websites. There will also be an opportunity to speak to advisers as to the relevance of specific events.

Who administers the Bursaries Scheme?

Fèisean nan Gàidheal administers the programme and will pre-assess applications, arrange for the panel to meet to make decisions, inform applicants of the outcome, pay out funds and ensure that outcome reports are received from successful applicants.

For an informal chat about the scheme or for further information please get in touch, in the first instance, with Iona MacDonald at Fèisean nan Gàidheal on 01478 613355 or by e-mailing iona@feisean.org.

Prògram Ealain na Gàidhealtachd The Highland Arts Programme

Foirm Iarrais | Application Form

Ainm | Name

Seòladh | Address

Còd Puist | Post code

Fòn | Telephone

Fòn làimhe | Mobile phone

Làrach-lìn | Website

myspace/eile | myspace/other

Innis dhuinn mun na dòighean anns a bheil thu an-sàs ann an gnìomhachas a' chiùil? Faodaidh sibh cunntas-beatha, eisimpleirean de u n-obair is eile a chur an lùib na h-iarrais.

Tell us in what ways you are involved in the music industry? You may submit a CV, examples of your work and other enclosures with the application.

Neach ciùil | Performer

Manaidsear | Manager

Neach Eagraidh | Organiser

Riochdaire | Agent

Eile (Mìnich) | Other (specify)

Innis dhuinn carson a tha sibh a' sireadh bursaraidh. Cò air am biodh sibh ga chosg?

Tell us why you need a bursary. On what would you spend it?

The Music Bursaries Scheme is funded by the Scottish Arts Council/Creative Scotland through the Highland Arts Programme and is a partnership between the Highland Council, Highlands & Islands Enterprise and Fèisean nan Gàidheal

Innis dhuinn mu chosgaisean a' phròiseact agaibh. Dh'fhaodadh na cosgaisean a bhith air an còmhach le tabhartasan eile, ur n-ùine fhèin, ur n-airgead fhèin, reicean agus msaa. Minich na cosgaisean air fad agus an cuibhreann a tha sibh a' sireadh mar bursaraidh.

Tell us about the costs of your project. These cost can be covered by other grant income, your own time, own financial contribution, sales etc. Please give us a note of all costs and the proportion you would like as a bursary.

Income Sources

£

Expenditure

£

Bursary Requested

Dè tha toraidhean a sibh a' sùileachadh nam biodh sibh soirbheachail le bursaraidh fhaotainn?

What outcomes do you expect if you are successful in being awarded a bursary?

Innis dhuinn na dòighean anns am b' urrainn ur pròiseact na Gàidhealtachd àrdachadh

Tell us how your project will promote the Highlands

Foillseachadh | Publicity

Ma 's e is gum bi sibh soirbheachail, feumaidh sibh na suaicheantasan aig Comhairle Ealain na h-Alba, Comhairle na Gàidhealtachd, Fèisean nan Gàidheal agus Iomairt na Gàidhealtachd agus nan Eilean a chleachdadh ann an dad sam bith a bhios sibh a' foillseachadh, no air làraich-lìn no clàr sam bith a bhios air a chruthachadh ri linn sgeama nam bursaraidh.

If successful, you agree to use the logos of the Scottish Arts Council, the Highland Council, Fèisean nan Gàidheal and Highlands & Islands Enterprise on all publicity materials, websites or recordings produced utilising the a bursary from the scheme.

Dearbhadh | Declaration

Ainm-sgrìobhte | Signature

Ainm | Name

Ceann-latha | Date

Applications should be sent **by post** to Iona MacDonald, Fèisean nan Gàidheal, Meall House, Portree, Isle of Skye, IV51 9BZ, or by **e-mail** (with an electronic signature) to iona@feisean.org.

Fèisean nan Gàidheal

Presentation on New Developments

Agenda Item: 2.2010.02(d)

Reason for Paper

To present proposals for new developments to Board members.

Background

As part of our Development Plan 2010-15, there were several new developments proposed. These were partially thought through and will need to be worked into full proposals in order to advance them over the next two years, to 31 March 2012, as per our agreement with HIE.

Arthur Cormack will make a presentation to the Board outlining what the new proposals are and would like the input of Board members as to how these could be delivered.

Action Required

Board members will be asked to discuss and approve the new developments proposed following the presentation.

Arthur Cormack
CEO
May 2010

Fèisean nan Gàidheal

Financial Report

Agenda Item: 2.2010.03

This report includes:

Agenda Item: 2.2010.3(a)

- 1 Income and Expenditure to 31 March 2010 with actual transactions to that date
- 2 Income and Expenditure to 31 March 2011 with actual transactions to 30 April 2010
- 3 List of the grants pledged to Fèisean for 2010-11 with amounts paid to 30 April 2010

Agenda item 2.2010.3(b)

- 1 Current bank balances will be tabled at the meeting

Agenda item 2.2010.3(c)

- 1 Management accounts for the period to 31 March 2010, prepared by Mann Judd Gordon

Agenda Item 2.2010.03(d)

- 1 A letter has been received from Clydesdale Bank Plc offering Fèisean nan Gàidheal an overdraft facility for the financial year 2010-11. This requires to be executed by the Company Secretary and another Director and the agreement to the terms of borrowing agreed by the full Board.

Action Required

For Noting
For Noting
For Noting

For Noting

For Noting

For Approval

Anne Willoughby
Executive Manager
May 2010

Income and expenditure 1 April 2009 to 31 March 2010, with actual transactions to 31 March 2010

Agenda Item: 2.2010.03(a)1

INCOME	Budget	Period	Actual
Core Grants	£ 378,400.00	£ 378,400.00	£ 395,156.02
Grants Scheme	£ 195,000.00	£ 195,000.00	£ 162,600.00
Fèis Development Fund	£ 30,000.00	£ 30,000.00	£ 30,000.00
Annualised Hours	£ 15,000.00	£ 15,000.00	£ 12,500.00
Training	£ 17,500.00	£ 17,500.00	£ 13,780.76
Gaelic Development	£ 11,500.00	£ 11,500.00	£ 8,077.50
Youth Music Initiative	£ 219,511.00	£ 219,511.00	£ 219,511.00
Blas Festival	£ 255,700.00	£ 255,700.00	£ 291,941.43
Earned Income	£ 17,400.00	£ 17,400.00	£ 16,259.80
Meanbh Chuileag TIE Service/Drama Fèisean	£ 40,000.00	£ 40,000.00	£ 40,000.00
Support Cèilidh Trails	£ 70,000.00	£ 70,000.00	£ 53,500.00
Gaelic Drama Summer School	£ 45,000.00	£ 45,000.00	£ 45,000.00
Archiving Project	£ 23,667.00	£ 23,667.00	£ 5,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 3,000.00	£ 3,000.00
Showcase Opportunities	£ 25,700.00	£ 25,700.00	£ 23,655.69
General Funds still to be raised	£ 43,251.25	£ 43,251.25	£ 33,344.77
TOTAL INCOME	£ 1,390,629.25	£ 1,390,629.25	£ 1,353,326.97

EXPENDITURE

RUNNING COSTS

Staff Salaries	£ 341,755.00	£ 341,755.00	£ 346,655.79
NIC Contributions	£ 34,175.50	£ 34,175.50	£ 34,026.85
Pension Contributions	£ 17,087.75	£ 17,087.75	£ 10,434.66
Staff Travel	£ 26,000.00	£ 26,000.00	£ 28,156.51
Office Rent & Rates	£ 23,000.00	£ 23,000.00	£ 23,206.51
Stationery, Printing & Postage	£ 12,000.00	£ 12,000.00	£ 15,812.09
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 14,000.00	£ 11,568.45
Board Expenses	£ 8,000.00	£ 8,000.00	£ 5,996.85
Implementation of Child Protection policy	£ 8,500.00	£ 8,500.00	£ 10,331.60
Insurance	£ 6,000.00	£ 6,000.00	£ 6,078.39
Sundry Expenses	£ 2,500.00	£ 2,500.00	£ 1,939.87
Accountancy & Bank Charges	£ 5,000.00	£ 5,000.00	£ 5,842.00
Professional Fees	£ 3,000.00	£ 3,000.00	£ 4,720.00
Instrument Bank Maintenance	£ 2,000.00	£ 2,000.00	£ 2,035.35
Additional Support Needs	£ 2,000.00	£ 2,000.00	£ 860.00
Capital Expenses	£ 5,000.00	£ 5,000.00	£ 8,787.01

PROGRAMME COSTS

Grants Paid Out	£ 195,000.00	£ 195,000.00	£ 239,964.31
Annualised Hours	£ 15,000.00	£ 15,000.00	£ 15,775.00
Feis Development Fund	£ 30,000.00	£ 30,000.00	£ 25,453.73
Training Programme	£ 17,500.00	£ 17,500.00	£ 18,561.09
<i>Training Programme Management Fee</i>	-£ 3,250.00	-£ 3,250.00	-£ 3,250.00
Gaelic Language Development	£ 11,500.00	£ 11,500.00	£ 11,500.00
<i>Gaelic Language Development Management Fee</i>	-£ 1,150.00	-£ 1,150.00	-£ 1,150.00
Youth Music Initiative	£ 219,511.00	£ 219,511.00	£ 188,524.23

<i>Youth Music Initiative Management Fee</i>	-£ 50,000.00	-£ 50,000.00	-£ 50,000.00
Annual Conference	£ 10,000.00	£ 10,000.00	£ 8,544.40
Blas Festival	£ 263,000.00	£ 263,000.00	£ 315,012.66
<i>Blas Festival Management Fee</i>	-£ 12,000.00	-£ 12,000.00	-£ 12,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 25,000.00	£ 25,000.00	£ 25,561.32
Support Cèilidh Trails	£ 70,000.00	£ 70,000.00	£ 33,583.90
Gaelic Drama Summer School	£ 45,000.00	£ 45,000.00	£ 40,983.52
<i>Drama Summer School Management Fee</i>	-£ 4,500.00	-£ 4,500.00	-£ 4,500.00
Archiving Project	£ 10,000.00	£ 10,000.00	£ 13,605.25
<i>Archiving Management Fee</i>	-£ 1,000.00	-£ 1,000.00	-£ 1,000.00
Press/PR/Website Updates/Newsletter	£ 6,000.00	£ 6,000.00	£ 6,468.45
Fèis Showcase Concerts	£ 20,000.00	£ 20,000.00	£ 14,904.85
<i>Fèis Showcase Concerts Management Fee</i>	-£ 2,000.00	-£ 2,000.00	-£ 2,000.00
Contingency	£ 17,000.00	£ 17,000.00	£ 12,055.89
SUB-TOTAL EXPENDITURE	£ 1,390,629.25	£ 1,373,629.25	£ 1,413,050.53
Management Fees	£ 73,900.00	£ 73,900.00	£ 73,900.00
TOTAL EXPENDITURE	£ 1,464,529.25	£ 1,464,529.25	£ 1,486,950.53
Transfer to Reserves	£ 12,932.50	£ 12,932.50	£ 12,932.50
SURPLUS/DEFICIT	£ 0.00	£ 0.00	-£ 59,723.56

Grants to be received at year end:	£70,246
Amount owed at year end:	£15,987

Income and expenditure 1 April 2009 to 31 March 2010, with actual transactions to 30 April 2010

Agenda Item: 2.2010.03(a)2

INCOME	2010-11	PERIOD	ACTUAL
Core Grants	£ 353,040.00	£ 29,420.00	£126,000.00
Management Fees	£ 94,983.00	£ 7,915.25	£0.00
Grants Scheme	£ 205,000.00	£ 17,083.33	£93,620.50
Fèis Development Fund	£ 32,000.00	£ 2,666.67	£0.00
Annualised Hours	£ 20,000.00	£ 1,666.67	£0.00
Highland Arts Programme Bursaries	£ 75,000.00	£ 6,250.00	£0.00
Training	£ 22,500.00	£ 1,875.00	£0.00
Gaelic Development	£ 15,000.00	£ 1,250.00	£0.00
Youth Music Initiative	£ 219,511.00	£ 18,292.58	£0.00
Blas Festival	£ 225,000.00	£ 18,750.00	£0.00
Other Earned Income	£ 16,400.00	£ 1,366.67	£966.38
Meanbh Chuileag TIE Service	£ 10,000.00	£ 833.33	£6,250.00
Support Cèilidh Trails	£ 118,077.00	£ 9,839.75	£0.00
Gaelic Drama Summer School	£ 36,000.00	£ 3,000.00	£0.00
Archiving Project	£ 16,000.00	£ 1,333.33	£0.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 250.00	£0.00
Showcase Opportunities	£ 15,000.00	£ 1,250.00	£0.00
Fèisean Services	£ 37,228.00	£ 3,102.33	£551.14
General Funds still to be raised	£ 79,036.51	£ 6,586.38	£0.00
TOTAL INCOME	£ 1,592,775.51	£ 132,731.29	£227,388.02
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 329,417.00	£ 27,451.42	£26,913.33
NIC Contributions	£ 42,165.38	£ 3,513.78	£2,808.55
Pension Contributions	£ 12,353.14	£ 1,029.43	£663.01
Fèisean Services Staff Wages and NI	£ 37,228.00	£ 3,102.33	£2,967.38
Staff Travel	£ 32,000.00	£ 2,666.67	£879.83
Office Rent & Rates	£ 23,250.00	£ 1,937.50	£1,861.75
Stationery, Printing & Postage	£ 13,500.00	£ 1,125.00	£785.78
Telephone, Fax, E-mail, Heat & Light	£ 11,500.00	£ 958.33	£159.75
Board Expenses	£ 6,000.00	£ 500.00	£0.00
Implementation of Child Protection policy	£ 8,500.00	£ 708.33	£0.00
Insurance	£ 6,100.00	£ 508.33	£610.40
Sundry Expenses	£ 2,000.00	£ 166.67	£0.00
Accountancy & Bank Charges	£ 6,000.00	£ 500.00	£392.83
Professional Fees	£ 5,000.00	£ 416.67	£1,088.00
Instrument Bank Maintenance	£ 2,100.00	£ 175.00	£0.00
Additional Support Needs	£ 1,000.00	£ 83.33	£0.00
Capital Expenses	£ 5,000.00	£ 416.67	£0.00
PROGRAMME COSTS			
Grants Paid Out	£ 235,000.00	£ 19,583.33	£14,164.00
Annualised Hours	£ 15,000.00	£ 1,250.00	£1,200.00
Feis Development Fund	£ 20,000.00	£ 1,666.67	£0.00
Highland Arts Programme Bursaries	£ 75,000.00	£ 6,250.00	£0.00

<i>Highland Arts Programme Bursaries Management Fee</i>	-£ 7,500.00	-£ 625.00	£0.00
Training Programme	£ 18,500.00	£ 1,541.67	£4,767.38
<i>Training Programme Management Fee</i>	-£ 2,250.00	-£ 187.50	£0.00
Gaelic Language Development	£ 15,000.00	£ 1,250.00	£0.00
<i>Gaelic Language Development Management Fee</i>	-£ 1,500.00	-£ 125.00	£0.00
Youth Music Initiative	£ 219,511.00	£ 18,292.58	£6,188.09
<i>Youth Music Initiative Management Fee</i>	-£ 50,000.00	-£ 4,166.67	£0.00
Annual Conference	£ 10,000.00	£ 833.33	£0.00
Blas Festival	£ 225,000.00	£ 18,750.00	£0.00
<i>Blas Festival Management Fee</i>	-£ 15,000.00	-£ 1,250.00	£0.00
Support for Meanbh Chuileag	£ 10,000.00	£ 833.33	£111.90
Support Cèilidh Trails	£ 126,651.00	£ 10,554.25	£0.00
<i>Cèilidh Trails Management Fee</i>	-£ 12,033.00	-£ 1,002.75	£0.00
Gaelic Drama Summer School	£ 36,000.00	£ 3,000.00	£0.00
<i>Drama Summer School Management Fee</i>	-£ 3,600.00	-£ 300.00	£0.00
Archiving Project	£ 16,000.00	£ 1,333.33	£0.00
<i>Archiving Management Fee</i>	-£ 1,600.00	-£ 133.33	£0.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 250.00	£603.00
Showcase Opportunities	£ 15,000.00	£ 1,250.00	£0.00
<i>Showcase Opportunities Management Fee</i>	-£ 1,500.00	-£ 125.00	£0.00
Contingency	£ 10,000.00	£ 833.33	£977.99
SUB-TOTAL EXPENDITURE	£ 1,497,792.51	£ 124,816.04	£ 67,142.97
Management Fees	£ 94,983.00	£ 7,915.25	£0.00
TOTAL EXPENDITURE	£ 1,592,775.51	£ 132,731.29	£ 67,142.97
Transfer to Reserves	£ 16,622.03	£ 1,385.17	£0.00
SURPLUS/DEFICIT	£ 0.00	£ 0.00	£ 160,245.05

Grants to Fèisean 2010-11 with payments to 30 April 2010

Agenda Item: 2.2010.3(a)2

The following table details the Fèisean, the grants we have pledged to them and, if appropriate, sums paid out.

Fèis Name	HIE	HIE Fragile	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	✓	✓	£8,257.33	£4,128.67	£2,425.00	150	£ 1,125.00	£ 0.00	£ 15,936.00	£ 9,289.50	£ 6,646.50
Fèis Lochabair	✓		£2,654.00	£1,327.00	£3,025.00	150	£ 1,125.00	£ 0.00	£ 8,131.00	£ 2,986.00	£ 5,145.00
Fèis nan Garbh Chrìochan	✓	✓	£4,512.00	£2,256.00	£2,968.00	0	£ 0.00	£ 0.00	£ 9,736.00	£ 0.00	£ 9,736.00
Fèis Chataibh	✓		£3,056.67	£1,528.33	£1,536.00	80	£ 600.00	£ 0.00	£ 6,721.00	£ 0.00	£ 6,721.00
Fèis a' Bhealaich	✓	✓	£406.00	£203.00	£360.00	15	£ 112.50	£ 0.00	£ 1,081.50	£ 0.00	£ 1,081.50
Fèis Rois Òigridh	✓	✓	£8,000.00	£4,000.00	£7,500.00	0	£ 0.00	£ 0.00	£ 19,500.00	£ 15,750.00	£ 3,750.00
Fèis Rois nan Deugairean	✓	✓	£8,252.00	£4,126.00	£0.00	0	£ 0.00	£ 0.00	£ 12,378.00	£ 0.00	£ 12,378.00
Fèis Eige	✓	✓	£705.33	£352.67	£0.00	20	£ 150.00	£ 0.00	£ 1,208.00	£ 0.00	£ 1,208.00
Feis Ghallaibh	✓	✓	£0.00	£0.00	£2,556.00	0	£ 0.00	£ 0.00	£ 2,556.00	£ 0.00	£ 2,556.00
Fèis Farr	✓		£0.00	£0.00	£940.00	20	£ 150.00	£ 0.00	£ 1,090.00	£ 0.00	£ 1,090.00
Fèis na h-Òige	✓		£1,620.00	£810.00	£1,756.00	0	£ 0.00	£ 0.00	£ 4,186.00	£ 0.00	£ 4,186.00
Fèis Air an Oir	✓	✓	£912.67	£456.33	£2,464.00	50	£ 375.00	£ 0.00	£ 4,208.00	£ 0.00	£ 4,208.00
Feis Ghleann Albainn	✓		£1,467.33	£733.67	£2,656.00	0	£ 0.00	£ 0.00	£ 4,857.00	£ 0.00	£ 4,857.00
Fèis Ratharsaidh	✓	✓	£1,579.33	£789.67	£0.00	30	£ 225.00	£ 0.00	£ 2,594.00	£ 0.00	£ 2,594.00
Fèis a' Bhaile	✓		£1,952.00	£976.00	£909.00	200	£ 1,500.00	£ 0.00	£ 5,337.00	£ 0.00	£ 5,337.00
Fèis Òigridh na Mara	✓	✓	£550.00	£275.00	£6,231.00	200	£ 1,500.00	£ 0.00	£ 8,556.00	£ 0.00	£ 8,556.00
Fèis Inbhir Narann	✓		£977.33	£488.67	£3,730.00	100	£ 750.00	£ 0.00	£ 5,946.00	£ 0.00	£ 5,946.00
Fèis Spè	✓		£3,748.00	£1,874.00	£5,126.00	0	£ 0.00	£ 0.00	£ 10,748.00	£ 0.00	£ 10,748.00
Feis a' Chaolais	✓		£0.00	£0.00	£1,487.00	0	£ 0.00	£ 0.00	£ 1,487.00	£ 0.00	£ 1,487.00
Total Highland			£48,649.99	£24,325.01	£45,669.00	1,015	£7,612.50	£0.00	£126,256.50	£28,025.50	£98,231.00
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	✓	✓	£3,600.00	£1,500.00	£1,464.00	100	£ 750.00	£ 0.00	£ 7,314.00	£ 0.00	£ 7,314.00
Fèis Eilean an Fhraoich	✓		£3,375.00	£2,000.00	£1,649.00	100	£ 750.00	£ 0.00	£ 7,774.00	£ 0.00	£ 7,774.00
Fèis Tìr an Eòrna	✓	✓	£2,025.00	£1,500.00	£620.00	40	£ 300.00	£ 0.00	£ 4,445.00	£ 0.00	£ 4,445.00
Fèis Bharraigh	✓	✓	£4,679.00	£1,500.00	£2,280.00	80	£ 600.00	£ 0.00	£ 9,059.00	£ 0.00	£ 9,059.00

Fèis Eilean na Hearadh	✓	✓	£1,613.00	£1,500.00	£150.00	20	£ 150.00	£ 0.00	£ 3,413.00	£ 0.00	£ 3,413.00
Fèis an Rubha	✓		£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Taigh Dhonnchaidh	✓	✓	£650.00	£1,500.00	£633.00	20	£ 150.00	£ 0.00	£ 2,933.00	£ 0.00	£ 2,933.00
Total Comhairle nan Eilean Siar			£15,942.00	£9,500.00	£6,796.00	360	£2,700.00	£0.00	£34,938.00	£0.00	£34,938.00
Argyll & Bute Council											
Fèis Cholla	✓	✓	£1,418.00	£0.00	£1,240.00	20	£ 150.00	£ 0.00	£ 2,808.00	£ 0.00	£ 2,808.00
Fèis Latharna	✓		£2,450.00	£1,500.00	£2,840.00	60	£ 450.00	£ 0.00	£ 7,240.00	£ 3,337.00	£ 3,903.00
Fèis Mhuile	✓	✓	£0.00	£1,500.00	£90.00	0	£ 0.00	£ 0.00	£ 1,590.00	£ 0.00	£ 1,590.00
Fèis Thiriodh	✓	✓	£1,166.00	£1,500.00	£516.00	60	£ 450.00	£ 0.00	£ 3,632.00	£ 0.00	£ 3,632.00
Fèis Ìle agus Dhùira	✓	✓	£940.00	£1,000.00	£380.00	20	£ 150.00	£ 0.00	£ 2,470.00	£ 0.00	£ 2,470.00
Fèis Dhun Omhain	✓	✓	£0.00	£0.00	£750.00	20	£ 150.00	£ 0.00	£ 900.00	£ 0.00	£ 900.00
Fèis Cheann Loch Goibhle	✓		£2,868.00	£1,500.00	£1,138.00	60	£ 450.00	£ 0.00	£ 5,956.00	£ 0.00	£ 5,956.00
Total Argyll & Bute Council			£8,842.00	£7,000.00	£6,954.00	240	£1,800.00	£0.00	£24,596.00	£3,337.00	£21,259.00
Other Area/City Councils											
Fèis Arainn	✓		£2,450.00	£0.00	£1,800.00	0	£ 0.00	£ 0.00	£ 4,250.00	£ 0.00	£ 4,250.00
Fèis Mhoireibh	✓	✓	£2,199.00	£0.00	£2,012.00	20	£ 150.00	£ 0.00	£ 4,361.00	£ 0.00	£ 4,361.00
TOTAL HIE			£78,082.99	£40,825.01	£63,231.00	1,635	£12,262.50	£0.00	£194,401.50	£31,362.50	£163,039.00
Fèis Dhùn Èideann			£2,838.00	£0.00	£6,000.00	400	£ 3,000.00	£ 0.00	£ 11,838.00	£ 0.00	£ 11,838.00
Fèis Chille Conbhal			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Obair Dheathain			£1,678.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 1,828.00	£ 0.00	£ 1,828.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£1,629.00	0	£ 0.00	£ 0.00	£ 1,629.00	£ 0.00	£ 1,629.00
Fèis Lannraig a Tuath			£770.00	£0.00	£835.00	20	£ 150.00	£ 0.00	£ 1,755.00	£ 0.00	£ 1,755.00
Fèis Fhoirt			£3,542.00	£0.00	£2,132.00	0	£ 0.00	£ 0.00	£ 5,674.00	£ 0.00	£ 5,674.00
Feis Ghlaschu			£2,587.00	£0.00	£299.00	0	£ 0.00	£ 0.00	£ 2,886.00	£ 1,940.00	£ 946.00
Fèis Innis an Uillt			£640.00	£0.00	£1,952.00	40	£ 300.00	£ 0.00	£ 2,892.00	£ 0.00	£ 2,892.00
Fèis Lunnain			£1,000.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Feis an t-Stratha			£0.00	£0.00	£912.00	0	£ 0.00	£ 0.00	£ 912.00	£ 0.00	£ 912.00
Total Other Areas/City Councils			£17,704.00	£0.00	£17,571.00	500	£3,750.00	£0.00	£39,025.00	£1,940.00	£37,085.00
			Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
GRAND TOTALS			£ 91,137.99	£ 40,825.01	£ 76,990.00	2,115	£ 15,862.50	£ 0.00	£ 224,815.50	£ 33,302.50	£ 191,513.00

Fèisean nan Gàidheal

Management Accounts to 31 March 2010

Agenda Item: 2.2010.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2010							
INCOMING RESOURCES							
Scottish Arts Council	419,831	382,000	32,500	331			5,000
Highland Council	420,752	51,741	144,500		219,511	5,000	
Highlands & Islands Enterprise	214,192	191,692	22,500				
Bord na Gaidhlig	102,500	54,000	25,000			23,500	
Comhairle nan Ealan Siar	11,500	11,500					
Events Scotland	34,300		34,300				
Argyle & Bute Council	9,410	9,410					
Storlann Naiseanta Na Gaidhlig	5,000					5,000	
Comunn na Gaidhlig	1,000	1,000					
National Lottery	5,000						5,000
Donation from Blas Festival Ltd	4,428	4,428					
Box office income	69,624		69,624				
Membership fees	4,570	4,570					
Sale of publications	2,307	2,307					
Instrument bank revenue	8,019	8,019					
Training registration fees	1,950			1,950			
Performance fees	1,265	1,265					
Administration fees	45,388	45,388					
Other income	28,721	19,976	6,945			1,800	
Bank interest received	70	70					
Total incoming resources	1,389,826	787,365	335,369	2,281	219,511	35,300	10,000
RESOURCES EXPENDED							
Fundraising trading							
Instrument bank costs	2,568	2,568					
Artists costs	100,578		100,578				
Travel and support	70,052		70,052				
PA & Lighting	22,250		22,250				
Venue hire	35,131		35,131				
Promotion	42,499		42,499				
Project manager	28,365		28,365				
Artistic director	10,944		10,944				
	312,387	2,568	309,819	0	0	0	0
Charitable activities							
Wages	296,039	285,415				10,624	
Development officers & tutors	172,323	60,132			104,765	7,427	
Grants to Feisean	202,699	202,699					
Travelling	65,047				40,621	24,426	
Child protection costs	10,212	10,212					
Training	4,264			4,264			
Workshops	15,200			13,168		2,032	
Materials	14,189				13,602	588	
Festival costs	3,694					3,694	
Archiving project	13,436						13,436
Sgoil Shamraid	29,635					29,635	
Project management	28,512				28,512		
Administration fees	45,388		14,000	3,250	21,488	5,650	1,000
Sundry expenses	11,580	6,636	4,944				
	912,218	565,094	18,944	20,682	208,987	84,075	14,436
Governance costs							
Audit & accountancy	10,481	8,821	1,660				
Committee expenses	5,997	5,997					
Annual conference	8,544	8,544					
Legal & professional fees	4,720	4,720					
	29,743	28,083	1,660	0	0	0	0
Support costs							
Social security	34,027	34,027					
Pensions	10,435	10,435					
Office rent	23,207	23,207					
Light and heat	3,309	3,309					
Insurance	6,514	6,078	436				
Telephone	8,260	8,260					
Postage and stationery	19,812	19,812					
Staff travel & expenses	24,827	24,827					
Website costs	3,419	2,469	950				
Donations to Feisean nan Gaidheal	4,428		4,428				
Bank charges and interest	608	496	112				
Capital costs	5,996	5,996					
Depreciation	1,553		1,553				
	146,393	138,914	7,479	0	0	0	0
Total resources expended	1,400,740	734,658	337,902	20,682	208,987	84,075	14,436
Net incoming / (outgoing) resources - for year ended 31 March 2010	(10,913)	52,707	(2,533)	(18,401)	10,524	(48,775)	(4,436)
Total funds at 1 April 2009	31,526						
Total funds at 31 March 2010	20,613						

Fèisean nan Gàidheal
Consolidated management accounts
Year ended 31 March 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
BALANCE SHEET AS AT 31 MARCH 2010							
Fixed assets							
Photocopier - cost	11,042						
Computer equipment - additions	2,791						
Photocopier - depreciation b/fwd	(4,830)						
Photocopier - depreciation charge for year	(1,553)						
	<u>7,450</u>						
Current assets							
Grants receivable	91,642						
Other debtors	50,000						
Prepayments	26,552						
VAT	2,517						
	<u>170,711</u>						
Bank accounts							
FnG current account	(104,962)						
FnG high interest account	73						
Blas Festival current account	(533)						
	<u>(105,421)</u>						
Current liabilities							
Social security and other tax	(10,252)						
Other creditors	(10,000)						
Grants awarded but unpaid	(25,000)						
Accrued expenses	(6,875)						
	<u>(52,127)</u>						
Net assets as at 31 March 2010	<u><u>20,613</u></u>						

Fèisean nan Gàidheal

Overdraft Facility with Clydesdale Bank Plc

Agenda Item: 2.2010.03(d)

Reason for Paper

To secure agreement from the Board to an offer of overdraft facility from Clydesdale Bank Plc

Background

Fèisean nan Gàidheal has been quite fortunate for a number of years in not having to borrow funds for its day-to-day operations, and the funds we have at our disposal are managed very well in that respect. However there are times where we occasionally slip into an overdraft situation with our Current Account.

Having an overdraft facility also covers us if, for instance, it is not possible for us to transfer funds from our High Interest Account to our Current Account which, without the facility, would be deemed to be unauthorised borrowing and could cost us dearly.

The Offer from Clydesdale Bank Plc

Our bankers, Clydesdale Bank Plc, have offered us a facility of £25k at a cost of £350.00 with interest at 5% over the bank base rate, currently 0.5%. Therefore, 6% at the time of agreeing the facility. This is an increase of 2.75% on the rate we previously used to pay and, although I have tried to negotiate with the bank, they say this is now their standard rate for this level of borrowing, even by a charity.

As you will see from the Facility Letter circulated, the bank requires a specific form of words to which the Board members must agree, and their agreement is to be signed off by the Company Secretary and another Director, as detailed in the following page.

Action Required

Board members are invited to agree that:

- (i) the borrowing facility with Clydesdale Bank Plc be taken up;
- (ii) the form of words required by the bank be incorporated into the minute of the meeting; and
- (iii) Fiona Johnston (Company Secretary) and Catriona MacIntyre (Chair) execute the document on the following page, on behalf of the Board.

Arthur Cormack
CEO
May 2010

Extract of Board Resolution

I, Fiona Johnston, being the Company Secretary of **Fèisean nan Gaidheal Limited** (the "Company"), hereby certify that the following is a true extract from the minutes of a quorate and duly convened meeting of the Directors of the Company at which all appropriate interests were declared and which was held on 27 May 2010.

"There was produced to the meeting the facility letter (the "Letter") from Clydesdale Bank PLC (the "Bank") dated 23 April 2010 which sets out the terms and conditions on which the Bank is prepared to continue to make available the Facilities (the "Facilities") to the Company.

After due and careful consideration of the terms of the Letter and of all the relevant circumstances, **IT WAS RESOLVED** that:

- 1 the continued utilisation by the Company of up to the full amount of the Facilities on the terms and conditions set out on the Facility Letter as amended by the Letter is for the benefit of, and in the best commercial interests of, the Company for the purpose of carrying on its business and that the terms and conditions of the Letter are approved and accepted; and
- 2 the Letter be executed on behalf of the Company by the Director and the Company Secretary specified below, any one of whom (being a Director) is also authorised to sign on behalf of the Company all such other documents, agreements, certificates, notices, communications or confirmations, including amendments, variations, renewals and extensions, as may be required in connection with the Facilities, the Facility Letter or the Letter."

Signed: Director - Catriona MacIntyre (Chair)

Signed: Director - Fiona Johnston (Company Secretary)

Dated: 27 May 2010

Fèisean nan Gàidheal

HIE Economic Impact Assessment

Agenda Item: 2.2010.03(e)

Reason for Paper

To inform Board members of the latest version of an Economic Impact Assessment of the Fèisean.

Background

Highlands & Islands Enterprise were to have commissioned an Economic Impact Assessment of the Fèisean and Fèisean nan Gàidheal in time for it to inform their decision on funding for us from 2009 onwards. In the event, the study was late in being commissioned and HIE agreed a funding package for us in any case. The report has been sent to Board members by e-mail only, so as to cut down on the amount of paper used.

The Impact Assessment

The draft report reports the economic, and some social, impacts of the Fèisean. It outlines Fèisean nan Gàidheal's economic impact also but does not aggregate the two. This gives the headline in excess of £1m of economic benefit, while the turnover of Fèisean in the year in question was £1.4m.

I have raised this issue with HIE, believing that the much more impressive figure would be the aggregated one, outlining the economic impact of the Fèis movement, including Fèisean nan Gàidheal as well as the Fèisean.

HIE are still considering this issue but are keen to have the report completed and published. The report contains some valuable financial information, but also some case studies and social information which could be of use to us in the future in negotiating with Creative Scotland, HIE and local authorities.

I will ensure that Board members are sent the completed version, once available, along with any news release to be issued by HIE.

Action Required

Board members are asked to note the current draft of the study.

Arthur Cormack
CEO
May 2010

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 2.2010.06(a)

Staff Member	Calum Alex Macmillan
Job Title	Development Manager
Period of Report	March 2010 – May 2010

Since I began in my new post I have been keeping up some of my former responsibilities but I have also been enjoying some of the new tasks which I have responsibility for.

I have been working closely with the development team, the drama team and the archiving officer over the past few months to give them the necessary support they need as well as looking at the plans they have for the coming months.

I have also taken on the Lead officer role for Fèis Dhùn Èideann, Fèis Ghallaibh, Fèis Fhoirt and Fèis Obar Dheathain and will be working closely with them and the projects they are undertaking.

I have attended meetings of the Gaelic Arts Strategy Forum GASD/NGAS to represent Fèisean nan Gàidheal and have also met with Bòrd na Gàidhlig to discuss our funding for the year ahead. I have worked on funding application to Local Councils and also for the Blas Festival and will be looking to do more of this work in the coming months to find any new potential avenues of funding.

Over the coming months I will continue to manage the development officers, drama officers and archiving officer as well as supporting the Fèisean I am assigned to. I will continue with some of my former tasks in particular the Gaelic Policy implementation and tutor survey, and continue to be supported by Dougie and Emily with work associated with this. The development fund has recently been launched and I will be dealing with any applications that do come in for this.

I will continue to represent Fèisean nan Gàidheal at Blas meetings, BnaG meetings, Gasd meetings and on any other occasion when necessary.

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target Progress Narrative
1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
1.2	Reducing the burden on volunteers
	<p>Policies are made as easy as possible for volunteers to deliver</p> <p>The new Gaelic policy was implemented at the AGM in September. I have drafted a questionnaire for tutors with help from other members of staff and this will be able to go live before the end of the month.</p> <p>I am very pleased that many Fèisean are developing their own Gaelic plans with support from the development officers and I did further work on this in January to renew some Gaelic plans and also to write some new ones. I am in regular contact with the development officers to assess the support the Fèisean need to best implement the Gaelic Policy.</p>
2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation

	<p>Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target)</p> <p>The tutor survey is ready now to be distributed and we are now looking forward to the responses we get. A personal profile will be drawn up for each respondent and from this we will draw a plan to make sure they receive the training that is required to improve their Gaelic skills.</p> <p>I have assisted the development officers with new Gaelic plans this year and continue to support Fèisean with their translation needs. Emily and Dougie have been assisting me with the translation service we offer to Fèisean since I have begun my new post.</p>
2.2	<p>Develop a Gaelic Language Development Team</p> <p>Gaelic-speaking teams to be available to local Fèisean</p> <p>The G-team has had a busy start to the year with visits to Fèis Dhùn Èideann, Fèis Lochabair, Fèis Cheann Loch Goibhle and they will be visiting Fèis Mhoireibh at the end of May. Plans are coming together for the summer as well, with visits to Fèis Eige and Fèis Chataibh. Further to this we will be providing Fèisean with games and ideas that they will deliver themselves.</p>
2.3	<p>Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal</p> <p>Developments and materials to be collated (BnG Target)</p> <p>Fèisean are continuously needing support with translation and I continue to help them with this. Since I have begun in my new post I have been trying to continue with this as best I can with a great deal of help from Emily and Dougie. I maintain regular contact with the development officers to assess the needs of Fèisean in relation to the Gaelic Policy.</p> <p>Database of terms to be developed further (BnG Target)</p> <p>The current online database is being maintained and added to as and when useful words and phrases are collected.</p> <p>Gaelic language courses and resources to be delivered (BnG Target)</p> <p>I have supported Fèisean with Gaelic materials and activity packs in recent months and will ensure that all Fèisean receive necessary support with this.</p>
2.4	<p>Develop wholly Gaelic-medium Fèisean and Gaelic medium tuition at existing and new Fèisean</p> <p>An increasing number of GM Fèisean</p> <p>The Gaelic medium Fèisean are continuing with their activities and participant numbers are very encouraging. Fèis a' Chaolais have been busy with their archiving project and will shortly begin their workshop programme. Fèis na h-òige are continuing with their follow-on classes and preparations are coming together for the Piping Weekend in August</p> <p>I am currently working with the development officers to look at the possibilities of Fèisean having classes run through the medium of Gaelic for the fluent speaking participants alongside their regular classes.</p> <p>As part of my new post, I will be looking at developing Family Fèisean with the aim of the first ones taking place in 2011.</p>

Staff member	Anne Willoughby
Job Title	Executive Manager
Period of Report	March 2010 – May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target Progress Narrative
1.1	Deliver Grant-Aid support to at least 35 Fèisean annually (HIE Target)
	From 01 April 2010, grants have been offered to 45 Fèisean (35 in HIE areas), totalling £224,815.50 as detailed in the tables provided for Board meetings. Payments totalling £33,302.50

	have been paid out to 8 Fèisean.
1.2	Continuation of Annualised Hours Scheme
	Annualised hours offered for 2010-11 as part of the grant offer. A total of 2115 hours have been offered. As a condition of grant, Administrators have to attend the Fèis training weekend on 12/13 March 2011.
1.3	Run an Annual Conference (SAC Target)
	Preparations are underway for the 2010 Annual Conference will take place on 24/25 September 2010.
1.4	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.
	Insurance policy reviewed and renewed annually in February. Cover was extended to cover the offices in Inverness and Stornoway and contents cover updated for the Portree office last year. There are no additional changes this year. Staff are requested to have their own business use insurance policies if using their own cars for company travel.
1.6	All tutor and volunteers involved in Fèisean must go through enhanced Disclosure check.
	Ongoing work. Disclosures now being renewed on a rolling basis for those on the database as and when 3 years expire. The costs of processing have increased from £20.00 to £23.00 per disclosure and
1.6	Continue to ensure good practice in relation to Child Protection (SAC target)
	All Fèisean have to submit a list of tutors, which are cross-referenced to ensure they have a current disclosure before grant is released. Non-compliance leads to non-payment of grants. Grants are withheld from Fèisean who attempt to employ tutors or volunteers who have not undergone a check.

Staff member	Iona MacDonald
Job Title	Training and Policy Development Officer
Period of Report	March 2010 – May 2010

Section	1 Progress on Fèisean nan Gàidheal Targets for which responsible
Target No.	Target Progress Narrative
1	Continue to progress Music Bursaries Scheme Application form and guidance notes now posted on FnG website. http://www.feisean.org/Projects/Music-Bursaries-GD.htm
2	Develop Level 3 course for fèis tutors Meeting to be held during Summer 2010 to develop Level 3 and review Level 1 & 2.
3	Submit 2 applications to funding bodies for the purpose of progressing training opportunities First application ready to be sent to SAC/YMI– awaiting tutor CVs.
4	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to others involved in traditional music development and delivery (SAC Target) Programme currently in preparation, according to budget.
5	Progress with in-house training programme within available budget Progressing. Manual Handling training – Inverness – 12/5/10
6	Run Annual General Meeting Progressing.
7	Deliver training to 20 Fèisean (HIE) Most of our fèisean take the opportunity afforded by the Fèis Trèanaidh to undertake training appropriate to their needs. 22 fèisean participated in FT10.
8	Deliver training to 70 tutors and organisers (HIE) Between Tutor Training and the Fèis Trèanaidh annually, it is likely that this number of participants will attend. At least 85 trainees participated in the fèis training programme in 2009/10.
9	Run 4 Gaelic grammar days and 3 staff meetings annually

	Ongoing. A calendar of training dates will be prepared by the end of June 2010 and circulated to all staff.
10	Assist 20 fèis personnel to attend Gaelic courses appropriate to their needs in 2010-11 A range of Gaelic courses are available to Fèis personnel, from 1 hour taster sessions to Ulpan courses and other short courses. A budget is available to assist personnel to access Gaelic training most appropriate to their level of competence and to ensure progression.
11	Complete all preparations for Fèis Trèanaidh 2011, and distribute information. Draft to be complete by 31.10.10 Venue being sought for weekend of 12/13 March 2011.
12	Review Staff Training plan (04/10 – 03/11) See No. 9, and further efforts to be made on this point when staff have reviewed their Personal Plans.

Staff member	Moreen Pringle
Job Title	Business Officer
Period of Report	March 2010 – May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target
1.3	Run an Annual Conference (SAC Target)
	This year's AGM will take place in September – venue to be confirmed
1.5	Regular lending of instruments to Fèisean
	Instruments have been well used by Fèisean throughout the year. Demand still remains high despite a number of Fèisean having their own instrument banks. Instruments have been sent out to Fèis Farr, Fèis Fhoirt, Fèis an Earraich, Fèis Latharna, Fèis Ghlaschu, Fèis Ghallaibh, Fèis an t-Sratha and Fèis Mhoireibh.
1.6	Renting to individuals to maximise income
	Demand for instruments is difficult to predict as certain instruments are more popular from year to year perhaps due to tutor availability. The demand for clàrsaich remains high due to cost factors. In the last quarter we have entered into new contracts for the rental of 2 Accordion and a Fiddle.
	Maintenance of a Fèis Tutors database
	Efforts are made to keep the database as up to date as possible.
1.8	Developing, Distributing and Selling Publications
	There has been good demand, especially from Fèisean, for the books which we have produced. The Shop section of the Fèisean nan Gàidheal Website is now in operation and books can be purchased on-line.
1.9	Production and Distribution of Regular News and other Information
	The March edition of Faileas was produced and put on the website. The next edition will be produced in June.
6.4	Increase and raise profile of Fèis movement and its success with 10 pieces of local/regional coverage and 3 instances of national coverage per year (HIE Target)
	Along with support from Fèisean and Lead Officers this is now being progressed.
	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for great sales of products of the Fèisean. (SAC Target)
	Further work needed but progressing slowly. Work will begin in collaboration with Lead Officers regarding marketing promotional material at Fèisean.
6.6	Website and ICT
	The Website www.feisean.org continues to be updated on a regular basis by myself and other staff as appropriate.

Staff member	Dougie Beck
Job Title	Drama Officer

Period of Report	March 2010 – May 2010
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Section	1 Progress on Fèisean nan Gàidheal Targets for which responsible
Target No.	Target Progress Narrative
1.9	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
	Production and distribution of regular news and other information
	I contribute at least one article to each edition of Faileas, usually mentioning what's been happening drama-wise.
2.1	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target)
	Gaelic Policy: ongoing. Sgoil Shamhraidh, 5-16 July 2010: plans are at an advanced level. Hostel, primary school, tutor accommodation, Àros, weekend activities, technical crew for Àros, all main tutors and supervisors are booked. We have 18 applicants, 7 of whom are returning from last year. All tutors will be Gaelic-speaking this year.
2.5	Development of Gaelic Drama
	Continue to run a series of Gaelic drama Fèisean (SAC Target)
	This year myself and Angus will be working on radio plays with primary/early secondary pupils. Angus has been working in North Skye, NW Lewis and Edinburgh, and I have been working in four Uist school. I am working in six schools as part of the Argyll and Lochaber project with Christine. The products of the radio projects will be broadcast on BBC Radio nan Gàidheal, and there will be a performance afternoon in Acharacle Primary School on 10 June. I have personally written eight sketches/short plays for these projects this year.
	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)
	See above
	Gaelic Drama Summer School to take place (BnG Target)
	See above
	Benefits of Sgoil Shamraidh to be assessed (BnG Target)
	An evaluation form was passed to all participants and all were returned. In addition, a feedback session was held, attended by the majority of participants, on the last day of the Sgoil. A separate session was held for tutors. Feedback was very positive. I have also talked informally to several past participants.
3.3	Develop the work of the Fèisean within the formal education sector
	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)
	As described in previous reports, Meanbh-chuileag was very busy in 2008/09, with a major Gaelic tour, GLPS work, a pantomime and work in secondary schools. Myself, Angus, Jenna and Calum Alex did a pantomime in 9 Highland schools during the week of 14 December. We received some of the best feedback Meanbh-chuileag has ever had. Myself and Calum Alex wrote it, with help from Shannon Cowie on the songs. At this stage there is no funding in place for any more TIE work, but I am on the lookout for any opportunities.
5.3	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
	Teenage provision within the Fèis movement
	The Sgoiltean Samhraidh will have a measurable effect, over several years, on young persons' drama abilities, Gaelic skills, interpersonal skills, and also attitude towards Gaelic and the Gaelic arts. The feedback received from participants at the Sgoil Shamhraidh indicates that events like this appeal to young people, and they help them view Gaelic in a positive light. That some of the

	<p>participants from 2009 returned in 2010 indicated the success of the Sgoil.</p> <p>As stated above, in early June Meanbh-chuileag visited secondary schools across Scotland with the play <i>Am Pàrtaidh Purpaidh</i>. This was undertaken in conjunction with Stòrlann Nàiseanta na Gàidhlig.</p> <p>Aonghas is working with teenagers in Sgoil Shiaboist, Sgoil Lìonail and James Gillespie's in Edinburgh on the radio projects.</p>
	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities
6.1	Networking
	<p>The BBC connection (see above) is the most important of the year.</p> <p>Although SMO spoke to us about the possibility of teaching drama on their short courses, we have heard nothing else from them about it.</p> <p>I am still awaiting a response from MG Alba about setting up a meeting to discuss their participation in the Sgoil Shamhraidh (contacted them 14 April).</p> <p>We will be taking children around Culloden Battlefield as part of a project we are working on with NTS.</p> <p>I will be meeting with Brian Ó hEadhra soon to discuss drama opportunities.</p>
6.6	Website and ICT
	I contribute to the FnG website as appropriate.
6.7	Showcasing opportunities
	<p>Drama offers a fantastic opportunity to showcase young persons' talents, and the Sgoil Shamhraidh performance night is a prime example of this. The Argyll and Lochaber drama project will be brought to a close with a performance night.</p> <p>The plays which come out of the radio projects will be broadcast nationally by BBC Radio nan Gàidheal.</p> <p>Previous Sgoil Shamhraidh participants took part in Ceòl nam Fèis 2010.</p>

Staff member	Angus MacLeod
Job Title	Drama Assistant
Period of Report	March 2010 – May 2010

<p>FnG Training Market – 13&14 March</p> <p>I attended Saturday and went to the following workshops:</p> <ul style="list-style-type: none"> • Special Needs/ Inclusion • Building Positive Relationships with Children & Young People <p>Fèis Dhùn Èideann 15 – 18 February</p> <p>I provided support for Sgioba G. There wasn't enough demand to hold Gaelic drama workshops.</p> <p>Fèis an Earraich 29 March – 2 April</p> <p>Provided drama workshops for three drama groups from which 4 new plays/sketches were produced for the stage at the Fèis concert.</p> <p>Skill Up 2010</p> <p>16-18 March</p> <p>Promote YT training weekend at Eden Court.</p> <p>www.promoteyt.co.uk</p>

Radio for Drama Fèisean 2009/10 - Progress

The 3 Radio Feisean that began in October in the following Language Initiative areas are currently at the recording and editing stage following the completion of 5 workshops:

Trotternish

- Staffin Primary
- Kilmuir Primary

Edinburgh

- Tollcross Primary
- James Gillespies High School

To date 5 workshops and a recording session has been held with the school groups in Trotternish and Edinburgh.

North West Lewis

- Lional School
(Primary and Secondary Mix)

The Lional School group withdrew from the project in February 2010 because of a clash with other after school activity commitments. The participants completed 3 workshops.

- Sgoil Shiaboist – Primary
- Sgoil Shiaboist – Secondary

A rehearsal workshop and BBC Radio nan Gàidheal recording session with the Shawbost School groups are scheduled to take place at the end of May.

BBC Radio nan Gàidheal

Radio nan Gaidheal youth magazine programme 'Aileag' will broadcast the plays once completed. The participating school will be informed once a broadcast date is arranged.

The Aileag team have given me the opportunity to find out about the editing and production process while preparing the plays and adding music and sfx to them. I hope to take up this opportunity at the end of May/ beginning of June.

Aileag have reported on the skills the participants are gaining as the project progresses.

Workshop #7 - June

A podcast of each play will be made. A collection of the plays will also be available on cd.

Advice – Drama for Radio Fèis: Uist and Benbecula

Dougie Beck started Drama for Radio Fèis with four schools in the Uist and Benbecula area. I provided him with advice regarding the workshop content and equipment used.

Radio Drama Fèisan & Community Gaelic Drama Groups

08/02/10: As part of the project contact has been made with Gaelic drama groups in each area to give them an opportunity to take part in the project. Links will be encouraged between the participating school groups and the community drama groups.

A number of workshops and the recording and broadcast of a plays with each of these groups is also planned.

Collaborative opportunities weren't developed from this point because of the limitations of the school timetable and the difficulties the community drama groups would have participating in the plays.

Although a really good idea and a good opportunity for them I think it would have been easier if radio plays had been selected for them beforehand instead of encouraging them to write new plays/sketches.

If the opportunity was available I think that Paul MacInnes's collection of radio plays for example could be used for the drama groups interested in participating. I believe BBC Ràidio nan Gàidheal would be interested in this project as well and that they could be encouraged to record and broadcast the plays.

Press release

A press release will be circulated about the Drama for Radio Fèisean project and the BBC Radio nan Gàidheals recording sessions. A similar press release will be circulated at a later date in time with the broadcast date of the plays.

Staff Training – Manual handling

I hope to attend a training day on 'Manual handling' hosted by the Moray Firth Training Group, Inverness on Wednesday 12/05/10
www.mftg.co.uk

Open Space

Gaelic Drama - Supports and Pathways Required in Scotland.
 I hope to attend the event to be held at the RSAMD, Glasgow on Thursday 13th May.

Making Connections – Training Opportunity

I was successful in an application I sent to Promote Youth Theatre (Scotland)/National Association for Youth Drama (Eireann) for a place on a training course taking place in Dublin between the 16th and 20th of June 2010.

**New Training Opportunities
 Charioteers Theatre, Forres**

Charioteers Theatre – Forres
 I found out about training opportunities at this theatre which could be useful for me and Dougie Beck.
<http://www.charioteertheatre.co.uk/>

In-service Teacher Training Provision - Drama

In June I will be involved in the preparation and delivery of in-service teacher training sessions in the CnanES area (and in other areas if appropriate)

Gaelic Drama Summer School 2010

Contribute to preparation during the planning stage and participate in applicants auditions. Contribute in day to day running of the Gaelic Drama Summer School.

Staff member	Emily Edwards
Job Title	Archiving and Special Projects Officer
Period of Report	March 2010 – May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target
4.4	Archiving Project to be established
	<p>Fèis Cheann Loch Goibhle have published a booklet of material in Gaelic, with English translations, of stories, memories agus place-names of Argyll that were collected for the Archiving Project. Everyone involved was extremely pleased with the booklet. Fèis a' Chaolais have held a series of interviews in both English and Gaelic and work on compiling a booklet is almost complete. The Fèis committee are planning a launch event on 27th June in Bonar Bridge hall. Fèis Loch Abair is the final Fèis to take part in the Archiving Project before project funding comes to an end in October 2010. Participants have already conducted a number of interviews in Gaelic at their Fèis in April and further interviews are planned for Fèis nan Garbh Crìochan in July.</p> <p>Funding applications for a new heritage project called 'Chuala is chunnaic' have been made to Heritage Lottery Fund, the Esmee Fairbairn Foundation and Bòrd na Gàidhlig. The project would involve recording on film Gaelic speakers in areas where Gaelic is particularly fragile such as North Sutherland, the Argyll Islands, Wester Ross, Lochaber and areas of the Western Isles. A new</p>

	website and book would be created as part of the project.
6.3	International Links
6.7	Showcasing opportunities
	The Archiving Project has recently featured on the Hi-arts and Rural Networks websites and on Aithris na Maidne on Radio nan Gaidheal.

Staff member	Nicola Marshall
Job Title	Development Officer
Period of Report	March 2010 – May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target Progress Narrative
1	<p>Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.</p> <p>The next annual Fèis to take place in my area is Fèis Mhoireibh which will take place on the 29th and 30th of May. They already have eighty-nine participants signed up including a group of youngsters from Fèis Spè.</p> <p>Fèis a' Chaolais will hold their final workshop for this term on the 26th of June and it will be followed by a concert in Bonar Bridge village hall with participants and tutors. The concert will also see the launch of the booklet they have produced as part of Tasglann project.</p> <p>Fèis Chataibh now have a new support worker, Allison Watson and they are busy working towards their summer Fèis which will take place in the first week of the school holidays. They are also promoting a concert with Malinky on the 5th of June.</p> <p>Fèis na h-Òige will also be holding their main Fèis the same week as Fèis Chataibh and I am working with them to increase participant numbers for the main Fèis as well as promoting their Piping weekend.</p> <p>Participants of both Fèis na h-Òige and Fèis a' Bhaile will come together for a performance at the Blas festival and the committees of both Fèisean are working on plans for this at the moment.</p> <p>Fèisean a' Mhonaigh Ruaidh (Fèis Spè) have recently held two very successful events, a teenage group-work weekend in Glen Isla in March and a music day in Tomintoul Primary School in April which was really well supported by the teachers and local parents.</p> <p>Fèis Inbhir Narainn held their main Fèis on the 26th and 27th of February and despite the horrendous weather a great weekend was had by all.</p>
2	<p>Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.</p> <p>I continue to work closely with Calum Alex and the Fèisean in my area to develop their Gaelic activities and written materials.</p> <p>I am working closely with Fèis na h-Òige to promote their Gaelic-medium Piping weekend which will take place at Badaguish from the 27th to the 29th August.</p> <p>The teenage event Freumhan planned for April had to be cancelled due to lack of participants, I will work with the Development Team to look at the reasons behind this and the opportunities for alternative Gaelic-medium activities for teenagers.</p>
3	<p>Develop the work of the Fèisean within the formal education sector.</p> <p>Fèis Spè, Fèis Rois and Fèis Chataibh continue to be involved in the Youth Music Initiative.</p>

4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.
	<p>I continue to attend Blas meetings to represent the Fèisean.</p> <p>I continue to work on the Slighean Ùra – Ceilidh Trail New Routes project</p> <p>Fèis Alba 2010 will take place in Plockton, starting on the 5th July and will run for two weeks this year as part of the above project.</p>
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.
	<ul style="list-style-type: none"> • 15 March – Development Officers Meeting • 19 March – Scottish National Rural Network event, Strathpeffer • 22 April – Fèis Spè/Fèis Inbhir Narainn Board Training Session, Grantown • 26 April – Staff meeting <p>I am still trying to secure funding for the proposed instructional DVD to teach musicians how to play for ceilidh dancing.</p>
6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<p>In March Fèis a’ Chaolais promoted a very successful performance of ‘Urachadh’.</p> <p>Fèis Spè are working with Fèis Mhoireibh to involve their participants in a workshop and performance as part of Speyfest.</p> <p>Fèis Spè participants will perform at the Insider festival in June</p> <p>Fèis a’ Bhaile and Fèis na h-Òige will be working with Julie Fowles to produce a performance at Blas 2010. The Ceilidh Trails will also be performing at Blas.</p> <p>Fèis Chataibh have been working with members of the band Malinky and they will be promoting a concert featuring the band and some of their Fèis participants.</p> <p>As an addition to their main Fèis, Fèis Inbhir Narainn hosted an evening in Nairn Community Centre with well-known local musicians Charlie McKerron and Marc Clement.</p>

Staff member	Kevin Rodgers
Job Title	Lochaber Development Officer
Period of Report	March 2010 – May 2010

Section	1 Progress on Fèisean nan Gàidheal Targets for which responsible
Target No.	Target Progress Narrative
1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.

	<ul style="list-style-type: none"> • Over the past couple of months i have been in regular contact with members of Fèis Gleann Albainn looking at two projects in particular. One is a project involving film while the other is looking at a joint venture with the Highland Hospice. • I have spoken with Fèis nan Garbh Chrìochan with a view to purchasing some equipment which would further compliment the Seating, Lighting and Sound purchase. • I had regular contact with Fèis Ghlaschu in the build up to their week long Fèis giving advice and opinions where needed • I had regular contact with Fèis Lochabair in the build up to their week long Fèis helping to obtain tutors as well as assisting with their Archiving project and media class • I have been in contact with Perth and Kinross Council along with Fèis an t-Sratha and as part of an arrangement which will see Fèis an t-Sratha receive funding from P&K council i will be delivering Ulpan taster classes at their one day workshop (May 22nd). I have already delivered these classes to the committee.
2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.
	<ul style="list-style-type: none"> • The Fèis Lochabair Gaelic classes at Lochaber High continue to run successfully. They will draw to a close soon as the end of the School term approaches. It is still unclear as to whether a teacher will be appointed to Lochabair High. I am looking into the possibility of introducing Ulpan classes through the Fèis. <p>The Gaelic class at Lochabair came about through concerns shown by Fèis Parents and committee members. This being the case, this project is very much committee driven.</p> <ul style="list-style-type: none"> • Members of Fèis Gleann Albainn's committee have continually shown an interest in learning Gaelic. Three of the committee approached me to discuss the possibility of funding as they wished to take the Ulpan course (in Invergarry) After speaking with Iona MacDonald it was agreed that Fèisean nan Gàidheal would pay 50% of their registration fee to Ulpan. They started their course in January 2010 and they will complete up to unit 18 before they stop for the summer.
3	Develop the work of the Fèisean within the formal education sector.
	<ul style="list-style-type: none"> • Fèisean in Lochabair are currently involved in the Youth Music Initiative with Rachel Walker Implementing and delivering this provision. • Fèisean in Lochabair all have strong relationships with their local schools and work closely with them where possible. • Fèis Lochabair run Gaelic classes for S1 and S2 pupils (they are currently without adequate teaching provision to meet demand) in place. These classes, as earlier stated have been well attended and successful.
4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.
	<ul style="list-style-type: none"> • I have been heavily involved with the Project, headed by Fèis nan Garbh Chrìochan, in partnership with Highland Council to furnish the new community School in Acharacle with various Sound, Vision and Theatre equipment which will, through being able to attract high quality entertainment and Cultural bodies, enhance the number and quality of cultural and musical events staged in the community as well as providing an excellent venue for Fèis nan Garbh Chrìochan events. The new facilities have now been purchased and installed. I am now working on claiming the final part of the funding required for this project as well as looking to seek funding which will allow us to purchase complimentary equipment (curtains/staging/projection equipment).
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.

	<p>I tried, in 2009, to run an Ulpan course for Lochaber committee members (including those from Fèis Gleann Albainn). Unfortunately, most likely due to the suggested dates, interest in this course was low.</p> <p>I still feel that Ulpan is a fantastic vehicle for Gaelic learners and that a course of this nature would help Fèisean (particularly those without any Gaelic) meet the requirements of the Gaelic Development plan. I have already delivered Ulpan units to one of my Fèisean with plans to do the same for two more in the coming months.</p>
6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<p>I have recently become more involved with the local Comun nam Parant. I have been discussing with them the idea of a joint project which would see a weeklong family based event which will go some way to filling the gap left by Sradagan camps. Initially any new event would be Lochabair orientated but with sound planning and implementation could be taken on in other areas.</p> <p>The Ceilidh Trail project has come round again and we have held auditions and have our final line up. This year's project will see the group given a band name rather than be known only as the Lochabair Cèilidh Trail and will appear at 2 Blas events.</p>

Staff member	Jenna Cumming
Job Title	Western Isles Development Officer
Period of Report	March - May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.
	<p>Fèis Taigh Dhonnchaidh was held during the Easter holidays with eight youngsters taking part in the following activities; fiddle, guitar, singing, bagpipes and melodeon. Norman Campbell, also known as Tormod a' Bhocsair, returned to Taigh Dhonnchaidh to read some of his own poetry and share his own childhood stories with the Fèis group. The Fèis concluded with an afternoon concert on Friday.</p> <p>Fèis an Earraich took up residence at Plockton High School and hostel for this year's Fèis held 29 March – 2 April with an impressive line-up of tutors including Angus MacKenzie, Maeve Mackinnon and Sandy Brechin. With such a high calibre of musicians and plenty of activities to choose from it is not surprising that the Fèis attracted a high number of participants this year.</p> <p>Western Isles Fèisean are busy finalising their tutor lists and ensuring tutors have satisfactory disclosure certificates prior to the Fèisean in summer. Fèis Tir an Eòrna held a cèilidh on 16 April raising £480 towards this year's Fèis. Fèis Tir a' Mhurain will launch this year's Fèis with the Fun Run to be held on Sunday 11 July at 1pm. Light refreshments will be available and a Gaelic puppet show will take place in the afternoon.</p>

Dev Plan Target 2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.
	<p>I continue to work with the Fèisean to develop the use of Gaelic during Fèis and other Fèis related activities which take place throughout the year. Five Fèisean have submitted Gaelic policies which have been updated this year. I am working closely with the remaining three Fèisean on updating and translating their policies.</p> <p>At the beginning of April I helped Fèis Tir an Eòrna to produce a bilingual Fèis application form which they have distributed locally. In my absence, Calum Ailig updated Fèis Bharraigh Fèis application form. I continue to translate adverts and posters for Fèis Tir a' Mhurain.</p>
Dev Plan Target 3	Develop the work of the Fèisean within the formal education sector.
	Fèis an Earraich continue to deliver YMI provision in primary schools in the area.
Dev Plan Target 4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.
Dev Plan Target 5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.
	<p>I attended the Fèisean nan Gàidheal training weekend held at the Ben Wyvis hotel in Strathpeffer on 13 and 14 March. Following the training weekend I was able to attend a Development team meeting on Monday 15 March, held in the Inverness office.</p> <p>On Monday 26 April I attended a staff meeting held in the Inverness office and on Wednesday 12 May I participated in the moving and handling course held at the Moray Firth Training Centre, Inverness.</p>
Dev Plan Target 6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<p>On Thursday 25 March Nicola and I attended a meeting with Kathlene Macdonald of Leader Hebrides to discuss their funding scheme and also to inform her of the activities and events that are carried out in the Western Isles as a result of the Fèis movement in the area.</p> <p>I met with Meg Rodger, the Arts Development officer for Comhairle nan Eilean Siar, on Wednesday 14 April, to give her an account of what has been taking place throughout the Western Isles between January 2009 and April 2010. Both Meg and Alasdair Macleod of Sgioba na Gàidhlig are pleased with the progress being made in the Western Isles and I look forward to working closely with them in the future as we celebrate Scotland's Islands in 2011.</p>

Staff member	Christine MacIntyre
Job Title	Development Officer
Period of Report	March 2010 – May 2010

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target Progress Narrative
1	<p>Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.</p> <p>Meetings March Met with Fèis Thiriodh Discussed 2010 Fèis arrangements and possible new developments and funding possibilities Met with Calum Alec regarding Personal Development Attended Fèis Training Weekend at Strathpeffer Attended staff meeting in Inverness Met with Fèis Cholla regarding developing Glencruitten Hostel project Assisted Fèis Dhùn Omhain with their workshop April Met with Fèis Dhùn Omhain re developing future funding Attended Lorne Gaelic Partnership Gaelic day in Oban and represented FNG Assisted Dougie Beck with the delivery of Gaelic drama at Rockfield School Attended staff meeting Inverness Visited Islay to assist with Award 4 All application Attended Fèis Latharna May Attend a workshop at the RASMD Glasgow regarding Gaelic drama development</p>
2	<p>Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.</p> <p>In contact with Fèis Dhùn Omhain regarding developing extra Gaelic activities for younger age group Assisting Fèis Ile develop a media pilot project to enhance Gaelic among the island's teenagers Organising the Argyll Gaelic drama Fèis in Acharacle in June In correspondence with Gigha Development group to develop Gaelic activities on the island</p>
3	<p>Develop the work of the Fèisean within the formal education sector.</p> <p>Looking at ways of extending the Gaelic/music project for students resident at Glencruitten Hostel Oban Working in ongoing partnership with SPARC a community arts provider to enhance Gaelic activities in the West Dunbarton area</p>
4	<p>Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.</p> <p>Fèis Latharna working in partnership with the schools pipe band in Oban Fèis Cheann Loch Goibhle in its last year of YMI provision to Cowal schools area Developing the possibility of an Argyll Ceilidh Trail in conjunction with some Irish input</p>
5	<p>Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.</p> <p>Developing strategies to assist Argyll fèisean to do some in-house fundraising. Continued assistance and encouragement of fèisean to attend FNG training days Assisting in updating Risk Assessment among fèisean and Disclosure awareness</p>
6	<p>Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.</p> <p>In correspondence with Irish contacts relating to inclusion in the Argyll Ceilidh Trail Assisting in developing inter-fèis activities in conjunction with Argyll & Bute Council & Stramash</p>



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