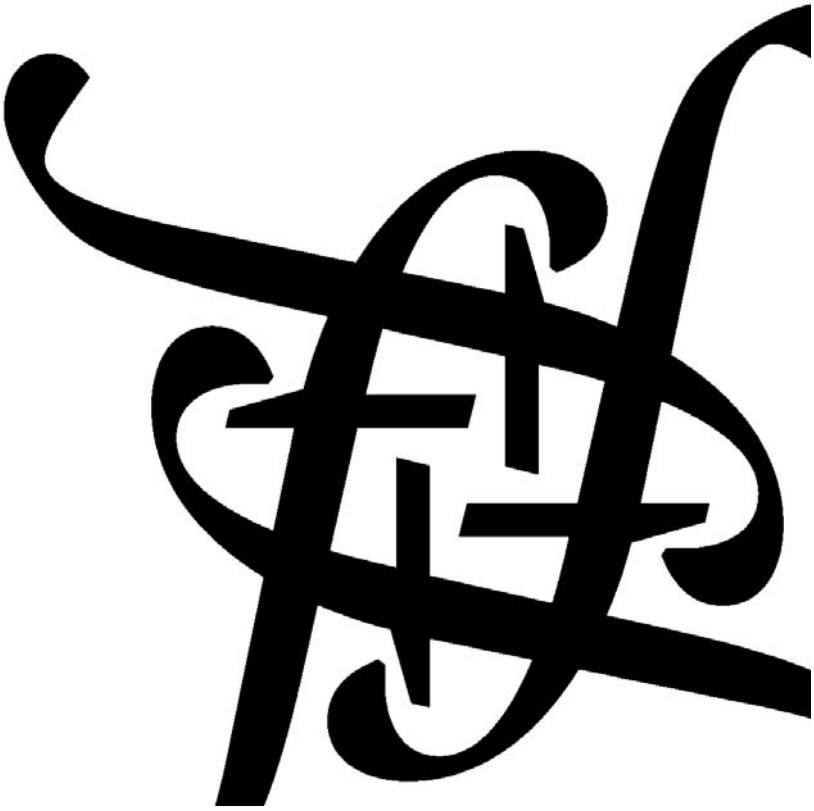
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

Fèisean nan Gàidheal Offices
111 Academy Street, Inverness

Thursday 2 December 2010 @ 2.00pm



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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held in Fèisean nan Gàidheal's Offices, 111 Academy Street, Inverness from 2.00pm on Thursday 2 December 2010

Agenda

4.2010.01 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 most recent meetings of Blas Festival Ltd	For Noting

4.2010.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal Programme of Work	For Noting and Discussion
(b) Blas Festival 2011	For Discussion and Decision
(c) St Andrew's Cèilidhs	Verbal Feedback

4.2010.03 FINANCIAL ISSUES

(a) Financial Report	For Noting and Discussion
(b) Bank balances and up-to-date information	For Noting
(c) Management Accounts to 30 September 2010	For Noting and Discussion
(d) Draft Scottish Government Budget	For Noting and Discussion

4.2010.04 POLICY ISSUES

(a) Creative Scotland Review of Foundation Organisations	For Noting

4.2010.05 OPERATIONAL ISSUES

(a) Staff Progress Reports	For Noting and Discussion
(b) AGM and Conference 2011	Venue to be decided

4.2010.06 OTHER

(a) Dates of next meetings 2011	For Agreement
(b) Meeting of Fèisean nan Gàidheal Executive Group	E-mailed - for Information

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in The Cèilidh Place, Ullapool on Friday 24 September 2010 from 2.00 pm

Agenda item: 4.2010.01(c)

3.2010.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Chair), Margaret Cameron, Bernard Bell, Fiona Johnston, Katag MacNeil, Mairi Oakley, Ann Marie Reid (HIE), Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (Attending), Angus MacLeod (Attending/Presentation), Dougie Beck (Translation)

(b) Apologies

Claire Bee, Janet MacDonald, Cllr Agnes Rennie (CnES), Morag Anna MacLeod (Highland Council), Ian Smith (Scottish Arts Council)

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

Minutes of the meeting held on 27 May 2010 were circulated and approved by Katag MacNeil, seconded by Bernard Bell, as a true record of the meeting.

(d) Matters Arising

There were no matters arising from the Minutes.

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

Minutes of the meeting held by telephone conference on 2 September 2010 had been circulated and were noted.

Arthur Cormack advised that since the meeting he had received a letter from Creative Scotland intimating that for the current year they were going to continue to fund organisations based on the level of funding they had received from the Scottish Arts Council.

3.2010.02 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.

The Members agreed that it was great to see what the organisation has been doing and good to see so many projects progressing.

Fèisean youngsters had recently been involved in performing on the BBC1 Lottery Awards Programme which tied in with the HIE target relating to United Kingdom-wide media coverage.

(b) Blas Festival 2010 and 2011

A report by Arthur Cormack updating members on the outcome of Blas 2010 and the plans for Blas 2011 had been circulated.

Blas 2010 had been very successful and audience feedback had been good. Tourists from 20 different countries had attended Blas events. The total attendance was down on last year but then there was a reduced number of main events. Additional funding had been forthcoming from EventScotland which enabled us to organise 12 events under the "Land of Food and Drink " theme which had been very well received.

Final figures were not yet available but it was thought that the Festival would come in close to budget.

With regard to Blas 2011 a meeting of the Blas board had taken place on 13 September to discuss the way forward. This had been a difficult meeting with it being made clear to the Highland Council that Fèisean nan Gàidheal could not continue to run the event unless a suitable funding package was put in place in the near future.

Following discussion it had been agreed that:

- Highland Council officials would explore opportunities for a funding package agreed by the Highland Culture Strategic Board;
- Fèisean nan Gàidheal would explore opportunities for additional funding from LEADER and the 2011 Year of Islands;
- Council members would explore opportunities for funding from members' discretionary budgets;
- The Blas Action Group would plan for a smaller festival within the known budget meantime, with some additional events on hold that could be added in at a later date should further funding become available.

It had also been agreed that a funding package needed to be in place by early November 2010 with a final decision being made in early December as to whether it was feasible for the Festival to go ahead.

(c) Music Bursaries Scheme

A report by Arthur Cormack had been circulated which updated Members on the Music Bursaries Scheme which Fèisean nan Gàidheal had been contracted by the Highland Council to deliver.

The report included a list of the Bursaries which had been awarded by the Panel. All monies had now been dispersed.

The Members noted the report and the varied projects and musical styles that had received Bursaries.

(d) St Andrew's Cèilidhs

A report by Arthur Cormack had been circulated informing Members of an approach which had been received from Highland Council for Fèisean nan Gàidheal to run St Andrew's cèilidhs over the nights of 26 & 27 November in various venues across Scotland. The events would be jointly funded by Highland Council and EventScotland.

It was proposed to bring the Fèis Cèilidh Trail groups together to perform at the cèilidhs which would take place in Lochaber, Inverness, Ross-shire, Isle of Skye and Speyside.

Calum Alex MacMillan and Nicola Simpson were taking the lead in organising the events for Fèisean nan Gàidheal.

(e) Presentation on Drama Work

Angus MacLeod, Drama Assistant, gave a presentation to the Board on the Gaelic Drama work which Fèisean nan Gàidheal have been involved with over the past year including Sgoil Shamraidh, Meanbh-Chuileag, Gaelic Radio Project, Argyll Drama Project, Christmas Panto, etc.

He also outlined the plans for the future which included further Radio Projects working closely with the BBC and High Schools, and a Panto Tour in the Western Isles.

The Members were impressed with all the work that has been taking place and saw Gaelic drama as a great opportunity for school children to use the language more and also a good way of expressing themselves.

3.2010.03 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 March 2011 with actual transactions to 31 August 2010, and a list of grants pledged to Fèisean for 2010-11 with amounts paid to 31 August 2010.

The Board Members noted the reports.

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

The current balances were:

- Current Account: £2,128.54
- High Interest Account: £202,560.59
- Blas Account: £1,812.98

(c) Management Accounts for the period to 30 June 2010

Management Accounts for the period to 30 June 2010 prepared by Mann Judd Gordon had been circulated and were noted.

(d) Annual Accounts to 31 March 2010

The Annual Accounts to 31 March 2010 prepared by Mann Judd Gordon had been circulated. Andy Cumming, Auditor, would be in attendance at the AGM if anyone had any queries regarding the accounts.

The Annual Accounts were proposed as correct by Bernard Bell and seconded by Fiona Johnston.

The accounts would now be signed off and put before the Annual General Meeting later in the day.

(e) HIE Economic Impact Assessment

There had been circulated a copy of the *Economic and Social Impacts of the Fèisean and Fèisean nan Gàidheal* commissioned by HIE.

The report showed that the economic impact of the Fèis movement is £2m annually and that 49 posts were sustained in the Highlands and Islands alone through the movement with around 13,000 young people across Scotland participating in activities supported by Fèisean nan Gàidheal.

Arthur Cormack welcomed the report which shows the real benefit of the organisation both socially and economically. Board Members felt it was great to see the bigger picture of the Fèis movement and its impact across Scotland.

3.2010.04 POLICY ISSUES

(a) Gaelic Policy Research

A report by Calum Alex MacMillan outlining the progress of the tutor language skills research had been circulated.

The Tutor Survey had been online since June and was due to be completed by 30th September 2010. To date 154 responses had been received which gave useful information regarding the tutors' level of Gaelic, current use of Gaelic, interest in improving their Gaelic and possible training methods etc.

The next stage will be to look at each response individually and liaise with the tutor as to the best method to deliver any training requirements. Further details on this would be brought before the Board at their next meeting in December.

The Board Members noted the progress to date and were encouraged at the interest being shown by the tutors in improving their Gaelic skills.

3.2010.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board Members noted the content of these. The reports had been revised to take account of the new targets from Fèisean nan Gàidheal's Development Plan for 2010-15.

The Chair thanked staff for their ongoing work.

(b) AGM & Conference Programme

A report updating Board Members on the arrangements for the AGM and Conference taking place over the weekend (Friday/Saturday 24-25 September 2010) had been circulated and was noted.

It was further noted that no Board Members were currently due to stand down from the Board so no elections would require to take place this year.

(c) Application for Membership

There had been circulated a report from Arthur Cormack on an application for membership received from the Committee of Fèis an Iar Thuath who wish to establish a new Fèis in Scourie.

It was noted that under the terms of our Funding Agreements with the Scottish Arts Council/Creative Scotland we have a duty to work nationally and extend into areas of the country not already covered. It was also part of our HIE agreement that we establish two new Fèisean by 2010 in their designated Fragile Areas. The establishment of this new Fèis would meet these terms.

The Fèis Committee were very enthusiastic and keen to be involved in the Fèis movement. Their numbers would be relatively small so the costs involved would not be too high. They were hoping to hold their first Fèis early in the New Year.

It was agreed to approve the application for Membership of Fèisean nan Gàidheal from Fèis an Iar Thuath.

3.2010.06 OTHER

(a) Date of next meeting

The next meeting would be held in Inverness on Thursday 2 December.

(b) Meeting of Fèisean nan Gàidheal Executive Group

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

(c) Cultural Conference

Ann Marie Reid of HIE spoke about a Cultural Conference which HIE were organising which would take place in Inverness in November. She felt it might be something that representatives of Fèisean nan Gàidheal would find useful and might like to attend.

Arthur Cormack has received details about the Conference and would circulate them round Board Members for information.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held on Friday, 19 November 2010 from 10.00am via telephone conference

Agenda item: 4.2010.01(e)

EX4.2010.01 PRELIMINARIES

(a) Present

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

(b) Apologies

Morag Anna MacLeod (The Highland Council), Ann Marie Reid (Highlands & Islands Enterprise), Ian Smith (Creative Scotland).

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 2 September 2010 had been circulated and approved.

(d) Matters arising

The Social and Economic Impacts of the Fèisean published by Highlands and Islands Enterprise had received good press coverage and had encouraged very positive responses.

EX4.2010.02 PROJECT UPDATES

(a) YMI in Highland (verbal - Arthur)

The YMI contract for Highland was continuing as normal.

Rae MacEachern spent a day with providers recently to discuss issues relating to tutors expenses and fees. Some tutors felt the mileage allowance was not sufficient and there were also issues with travelling long distances.

Contracts with schools have to be fulfilled and they were looking at alternative methods such as video-conferencing for Small Isles schools as well as one visit for a longer period.

(b) Blas Festival 2011 (circulated – Arthur)

Arthur had presented a paper to the Blas Board on 2 November and this was also circulated in the Executive papers.

Board members were made aware of the ongoing uncertainty of the Blas Festival given reductions in funding available from the Highland Council. It was maybe possible to run a smaller festival on a very much-reduced budget while seeking new sources of funding.

An application had been made to Year of Islands, and RBS, Caledonian MacBrayne were also to be approached for sponsorship.

Fiona Johnston suggested running the festival every second year so that funding could be guaranteed.

It was agreed that Fèisean nan Gàidheal's finances cannot be put at risk to run the festival and a decision would have to be made on the viability of Blas Festival 2011 at the December Board Meeting.

(c) Cèilidh Trails 2010 (verbal – Anne)

Anne reported that a claim for funding had been submitted to Highland LEADER for £25,000. A further claim would be submitted at the end of December.

Argyll LEADER funding was proving problematic with a further application made at the beginning of November.

Fiona mentioned that Fèis Fhoirt were interested in running a Cèilidh Trail and had been in touch with National Parks but received no acknowledgement to date.

(d) Radio Drama 2010 (verbal – Calum)
Dougie & Angus were working with schools on a radio drama project with help from the Aileag team. 12 plays were put together and being recorded to go out on BBC Radio nan Gàidheal in the New Year.

Angus was busy working with Eden Court and North Highland schools. Dougie was working with Argyll schools.

The written scripts were to go on the website as downloads, including the scripts for the drama festival which were held in Acharacle in June. Angus was also looking at putting sound files on the website.

(e) Meanbh-chuileag Tour (verbal – Calum Alex)
Calum Alex reported that Bòrd na Gàidhlig had offered funding of £20,000 for a six-week schools tour. This consisted of 2 x 3 week blocks starting end of January and beginning of March. Angus was writing the play and the topic chosen by schools was to Wildlife. Artair Donald was going to be employed as the second actor.

There was additional funding of £7,500 from Bòrd na Gàidhlig for a tour of English medium schools in Lochaber and Argyll to raise awareness of Gaelic in schools, similar to one that ran in Perth & Kinross previously.

Catriona questioned how schools were to be chosen. It was decided that a mix of schools would be contacted, those that were already supportive and also those new to possibly encourage them to take up GLPS in schools.

(f) St Andrew's Weekend Cèilidhs (Advert circulated)
5 Cèilidhs were being organised with funding from EventScotland as per the advert.

Most of the staff had been involved in the planning, they had been well advertised and local radio stations were plugging events.

EX4.2010.03 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. Anne & Arthur had gone over the budget in October checking expected income against expenditure for the remainder of the year. The financial position would be reviewed regularly over the coming months.

Additional funding was being sought and the £27,500 from Bòrd na Gàidhlig helped the income amount still to be raised. A funding application to Soillse had also been successful resulting in £3k being awarded for a research project connected with the research on Gaelic skills already being undertaken.

(b) Management Accounts to 30.09.10 (verbal - Anne)
Anne reported that Andy Cumming of Mann Judd Gordon had prepared draft management accounts for the last quarter to 30 September 2010 and had spent a day in the office in Portree updating MYOB balances and closing off the accounts for the last financial year.

(c) Bank Balances and up to date information (verbal - Anne)
The current bank balances were given as follows:
- £736.25 in the Current account
- £134,228.65 in the High Interest account
- £806.50 in the Blas account

(d) Grants to Fèisean 2010-11 (verbal - Anne)
First payments had been sent out to all Fèisean entitled to them and all grants were up to date and being paid out on time.

EX4.2010.04 POLICY ISSUES
(a) Gaelic Policy: Next Steps (verbal – Calum Alex)
160 responses had been received and Calum Alex was collating them all. It was anticipated that each tutor would have a Personal Gaelic Plan and access to suitable courses dependant on ability.

It was suggested that a bespoke course might be useful and a small focus group be put together to progress this.

Catriona suggested that a group could possibly meet after the board meeting on Thursday 2 December. It was agreed that Kirsteen Graham, Mary Ellen Stewart, Norman MacArthur, Janice Boag, Angela Macmillan would be contacted to see if they were willing to attend at 4.30pm that day.

EX4.2010.05 DEVELOPMENT ISSUES
(a) Creative Scotland Review of Foundation Organisations (slides circulated - Arthur)
Creative Scotland held a day for Core Funded Organisations at which Fèisean nan Gàidheal was one of three organisations asked to give a presentation. This was well received and Fèisean nan Gàidheal fits well into their foundation organisations model.

Funding for next year is at the same level as last year although there is doubt regarding the £100,000 Lottery Funding which is additional to our core funding. There is a case to be made for this to be consolidated into our core funding from 2012.

Creative Scotland will make a decision on funding for 2012 by March 2011 and this will be helpful in terms of longer term planning.

Following the Scottish Government's budget, there were to be no cuts to Creative Scotland's budget in 2011-12 because they are a new body and had made savings in their merger. There is still uncertainty over YMIS funding but this should be announced in the near future.

EX4.2010.06 BOARD MEETINGS
(a) Agenda items for forthcoming Board meeting
- Progress Reports
- Blas 2011
- Creative Scotland Review

EX4.2010.07 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 and will be decided after the December Board Meeting

Note of Meeting of the Board of Directors of Blas Festival Limited held at The Highland Council, Glenurquhart Road, Inverness on 13 September 2010

Agenda item: 4.2010.01(f)1

B2-2010.01 **Present**

George Stoddart (Chair)
Arthur Cormack
Calum Alex Macmillan
Councillor Michael Foxley
Councillor Hamish Fraser
Councillor John Finnie

Official in Attendance:
Judi Menabney

B2-2010.02 **Apologies**

None.

B2-2010.03 **Note of Previous Meeting**

Approved. No matters arising.

B2-2010.04 **Blas 2010 – Update**

AC reported that early indications were that audiences were lower than last year and only a few gigs were sold out. This was partly predicted, as 2010 did not have the additional product and marketing made possible by Homecoming 2009 funding.

Also, Eden Court Theatre had double booked the Empire Theatre so this large space was unavailable during the week of Blas and the final Saturday night. The finale was switched to Sunday night, with Eden Court providing the venue free of charge, however, this double booking did have an affect on ticket sales.

One gig also had to be cancelled due to the tragic death of a young local man and it was felt inappropriate to hold a dance.

Also, uncertainties about funding for Blas 2010 resulted in the tickets going on sale significantly later than previous years also effecting bookings.

That said, all reports to date were that audiences were very happy audiences and the organisers are hopeful that a balanced budget will be achievable.
AC confirmed that a fairly accurate picture of ticket sales was expected to be available by mid-late October.

In response to a question from JF, GS explained that audience feedback would be gathered by an online survey and by direct email to those who bought tickets through the web site.

AC reported that feedback was also being received from artists performing at Blas and this was very positive, with artists expressing appreciation of how Blas allows them to play alongside different musicians and to create new work.

AC expressed the view that, given the experience of pilots to date, working with other public bodies e.g. National Trusts and Historic Scotland would, in the future, be advantageous.

MF and HF suggested that a report on Blas 2010, including information on the "food and drink" social element and the Schools Programme be put to first available Education Culture and Sport Committee, rather to Gaelic Committee as has become the habit.

B2-2010.05 Financial Report

AC confirmed that, although box office income is still unknown, early signs were that the budget could be managed. All other income is as predicted, with the exception of not having secured PRS income; this will be made up for by savings elsewhere.

MF suggested that a saving could be made by using the Councils Translation Unit, for translation services.

Action point – JM to speak to Kenny Murray.

MF questioned likelihood of HIE and Creative Scotland contributing to future years. AC confirmed that Fèisean nan Gàidheal has an agreement in place for 2011 from Creative Scotland and HIE. Beyond that, Creative Scotland have not signalled how they might fund all foundation clients thereafter and the same is likely true of HIE though not articulated.

LEADER funding "in principle" is secure for 2010-2012 for the Fèis Cèilidh Trails.

A "real budget" including in-kind contributions and voluntary input from Fèisean nan Gàidheal and HC staff, PAN, BBC Alba was presented.

MF suggested a budget be prepared to reflect the likelihood of funding contributions being recurrent/secure. JF asked what difference it would make if security of funding was confirmed. AC explained that it would allow a lot of time and energy spend fundraising to be diverted to more productive tasks. AC explained that three – five years funding commitment would be useful and that Creative Scotland had, at one time, been considering moving to five year funding.

B2-2010.06 Future Funding

Future funding was discussed.

AC explained again FnG's nervousness about carrying all the risk of attempting to run a successful Blas 2011 with a 30% reduction in THC funding.

Board members agreed that the best option would be for the shortfall to be replaced by new funding from elsewhere.

MF explained that the Highland Culture Strategic Board (HCSB) was established as a legacy of H2007. Its purpose was envisaged as enabling all public funders with an art/events remit in the Highlands to agree priorities and joint backing of appropriate, identified events/initiatives.

MF proposed that, as all the bodies represented on HCSB (THC, HIE, EventScotland & Creative Scotland) already individually fund Blas, an opportunity for the future might be HCSB recognising Blas as a common priority.

JM reported that Andrew Dixon, the new Chief Executive of Creative Scotland, would be Creative Scotland's representative on HCFB.

Action - JM to inform MF of date of next meeting to HCFB.

GS summarised that Fèisean nan Gàidheal would be happy to proceed to 2011 festival if The Highland Council/and other bodies agreed to underwrite the potential loss for one year only.

The Highland Council has confirmed that it is not prepared to do that.
Fèisean nan Gàidheal expressed reluctance to carry that financial risk, potentially putting Fèisean nan Gàidheal itself at risk.

AC expressed a view that a slimmed down Blas was not financially viable. MF stated, that as a Director of Blas, he would be unhappy to agree to discontinue Blas without exploring a slimmed down model. MF expressed the view that this was time to baton down the hatches for a few years, as contingency until financial times improve.

AC reiterated he was very keen to commit to make best efforts to make Blas 2011 work on reduced on Highland Council funding. However, Fèisean nan Gàidheal would welcome the "cushion" of underwriting support from the Highland Council (or elsewhere) if 2011 does make a loss.

AC confirmed that if a decision was clear by early/mid November about funding/underwriting arrangements for Blas 2011, it would be possible to launch Blas as previously in January online and at Celtic Connections.

GS agreed with AC that death by many cuts would be the worst outcome for Blas. GS expressed the view, however, that he would support going with 2011 festival with 30% cut and build it back up in the future.

AC reiterated that Fèisean nan Gàidheal's concern was safeguarding Fèisean nan Gàidheal financially.

GS summarised the way forward:

- MF/HF to investigate establishing an alternative secure and confirmed funding source for Blas, including potentially via HCSB.
- AC to defer deadline for Fèisean nan Gàidheal's Board to make a decision on continuing or discontinuing with Blas until December.
- Info to be brought back to the Blas Board on profit and loss of specific events.
- JM to arrange a meeting between MF, HF, Hugh Fraser and Ian Murray to discuss approaches for future funding for Blas.
- Stats on the performance of the Blas 2010 festival to be with Judi by mid- late October.

B2-2010.07 **A O C B**

No matter were raised.

B2-2010.08 **Date of Next Meeting**

2nd November at 14:00, Highland Council HQ.

Note of Meeting of the Board of Directors of Blas Festival Limited held at The Highland Council, Glenurquhart Road, Inverness on 2 November 2010

Agenda item: 4.2010.01(f)2

B3-2010.01 Present

Cllr. Hamish Fraser
Cllr. John Finnie
Arthur Cormack

Official in Attendance – Judi Menabney

B3-2010.02 Apologies

George Stoddart
Calum Alex MacMillan
Cllr Michael Foxley

B3-2010.03 Note of Previous Meeting

Agreed as accurate.

Matters Arising

JM reported that the Gaelic Manager had agreed to trial the Council's Translation Unit providing Blas with translation services, thus enabling a budget saving and providing an additional £1.5k in kind Council support. The Gaelic Manager has requested that, if it is found that the volume of work presents any difficulty for the unit, the Blas Board and he can revisit the arrangement together.

Action – All translation work to be forwarded to Jo Macdonald at the Highland Council. Kenny Murray to be provided with an indication of what requests to expect and an estimated timeframe (**AC**).

B3-2010.04 Blas Festival 2010

AC presented the report prepared by Donna Macrae on Blas 2010.
HF expressed the Board's thanks to Donna for such a thorough, detailed and clear report.
AC explained that the slight reduction in audience numbers on 2009 had partly been predicted, as 2009 programme and marketing had been enhanced by Homecoming 2009 resources. AC further explained that visitor numbers had also been impacted upon by the delayed launch of the 2010 festival and the mix up over Eden Court bookings, which led to the Empire Theatre being unavailable to Blas on two key, established nights.
Despite that, the Board agreed that they were pleased that the festival had performed in line with 2008 event and that very positive audience feedback was particularly pleasing.

B3-2010.05 Financial Reporting

It was noted that the budget remains broadly on track. It was agreed to continue to show the schools programme costs through the Blas budget, as a demonstration of additional financial support by THC to the overall Blas programme.

B3-2010.06 Blas 2011 Positioning Paper

AC presented the report outlining the issues arising from THC reduction in funding by 30% in 2011 and subsequent refusal to underwrite the 2011 festival to that maximum.
He explained that Fèisean nan Gàidheal's (FnaG) overarching, key concerns were –

- FnaG carrying all the financial risk, potentially endangering their core organisation.
- Reputational risk – FnaG fails to deliver on its commitment, or deliver the festival on budget and little by little the festival shrinks in scale and quality until it eventually fizzles out.

AC explained that FnaG Board would require to take a decision at their December Board meeting as to whether or not to proceed with organising Blas 2011, given those risks.
AC did stress that, in principle and corporate risk reservations aside, FnaG would be very

committed to trying everything possible to reduce costs and achieve additional new income to successfully deliver Blas 2011 on reduced THC funding, but made it clear that they were already having to cope with cuts to the funding for their core business of supporting Fèisean, and that would have to be their priority. He also requested any help available from THC staff in securing additional funds.

Through general discussion the following suggestions on making expenditure savings were identified –

- Investigate all areas of expenditure, with a view to identifying what THC may be able to provide as in kind support, including postages, minibus provision, insurance, PR and procurement.
- Reduce scale / cost of brochure.
- Re-tender contracts

Suggestions for increasing income / replacing funding reduction included –

- Consider introducing a modest charge to schools for Schools Programme events. **Action** – **JM**
- Committing some of the BnaG funding for GME anniversary celebrations to Blas, perhaps for promoting GME at Blas events. **Action** – **HF**
- Application to Scotland's Islands (and perhaps asking Bogbain to programme one of their proposed Scotland's Islands funded events as part of Blas) **Action** – **AC**
- General agreement that positioning Blas as a priority for the Highland Culture Strategic Board may present the most effective route for going forward. **Action** – **MF / JF / HF**

The Board agreed –

- To appeal to FnaG that they agree to deliver the 2011 event, cutting Blas's cloth to fit the reduction in the Highland Council funding.
- FnaG to be free to decide how the festival should be amended to accommodate the reduction in funding.

B3-2010.07 AOB

JF requested a briefing paper on the Highland Culture Programme and the Highland Culture Strategic Board. **Action** – **JM**

Clarification requested on the details of the £2k cost of Health and Safety Admin for Hangar two. **Action** – **JM**

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 4.2010.02(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 – Creative Scotland (CS), 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 (CS)	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)	Two students worked with us on Summer Work Placement Scheme.	**G**
1.3	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (CS)	Grants scheme in place. Grants being paid out as per agreements.	**G**
		Executive Manager	Support at least thirty Highlands and Islands Fèisean each year (HIE)	Grants offered to 45 Fèisean for 2010-11. Grants offered to 35 Fèisean in the HIE area, 21 of which are in HIE Fragile Areas.	**G**
		Development Manager	Continue to fund new developments through our Fèis Development Fund (CS)	Although the Development Fund has been re-launched and applications invited, funding has had to be diverted and it is likely that only three projects may be funded this year.	**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 6 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 (CS)	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and offer ongoing support. Formal review meetings took place during November and December.	**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 are 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 is 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 (CS)	2010 Conference was held on 24 and 25 September in Ullapool and was a useful and enjoyable occasion with Andrew Dixon as Guest Speaker and a recorded message from Fiona Hyslop MSP, Minister for Culture.	**G**
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 (CS)	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, which is 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 to be updated again with returns from research relating to our new Gaelic Policy.	**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 been set up on www.feisean.org/shop.html.	**G**
1.11	Production and distribution of regular news and other information	Business Officer All Staff		*Faileas* produced on a regular basis, now only distributed electronically to save money.	**G**

				Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, SCVO news, job opportunities, events etc.	
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. An application has been accepted from Fèis an Iar Thuath.	**G**
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 (CS)	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.	**G**
				In-house induction is available for new staff and Board members.	
				Moreen Pringle has undertaken Ùlpan training.	
				Iona MacDonald is progressing with a 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. (CS)	We will continue to be members and contribute to the development of the Traditional Music Forum, which has become an incorporated body with an enhanced role. We have had discussions with Creative Scotland about the delivery of elements of the Report to the Scottish Government on Traditional Arts.	**G**
				We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School.	
			Work in partnership with the Gaelic Arts Strategy Group and the Gaelic Arts Officer to review and implement the Gaelic Arts Strategy.	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.	
1.17	Advocacy	All staff led by CEO	In partnership with Creative Scotland, Highlands and Islands Enterprise and Bòrd na Gàidhlig, FnG will continue to play a key role in the continuing development of traditional music and Gaelic arts in Scotland. (CS)	A lot of our time is spent on advocacy and this will continue, and probably increase in the current economic climate. We regularly submit evidence to consultations that have an effect on our work, or where we can	**G**

				influence policy.	
1.18	International Links	CEO/ Development Manager		We have ongoing links with Celtic Colours in Cape Breton through the Blas Festival and with Ireland through Fèis exchanges and Cèilidh Trails.	**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. We received some UK wide coverage as result of participation by Fèis musicians in the National Lottery Awards programme on BBC1. Blas and iTrad television programmes on BBC Alba featured Fèis musicians.	**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. No PR presence at the Bòrd at present.	
		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. (CS)	Some potential sponsors were invited to the final night of Blas with a view to them coming on board next year.	**G**
				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.	The final report was published at the time of Fèisean nan Gàidheal's AGM.	**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 www.feisceilidhtrails.org.	**G**
				Content population is ongoing with staff having had additional 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 (CS)	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**
				A new Gaelic Policy has been approved and has been issued to all Fèisean, along with guidance.	
			Support to be offered to at least 20 people to learn Gaelic (BnG)	Proposals for the support of those identified in the current research as requiring assistance discussed at September Board meeting and a focus group to meet in December.	**G**
				Maximum support will be given to Fèisean by our Gaelic language team to help increase Gaelic usage.	
			Ensure all press notices and events are sent on for inclusion in mygaelic.com (BnG)	We have set up a Fèisean group on mygaelic and regularly 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**

				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 is currently being carried out to gain baseline information on current Gaelic ability against which to measure success in its implementation. This is now collated from the online sample.	**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 carries 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. Fèis Eilean an Fhraoich had family-based Gaelic learning as part of its activities.	
		Development Manager/ Board	Ensure commitment to Gaelic in new Fèisean.	No new Fèisean are admitted for membership without a clear demonstration of Gaelic commitment.	**G**
				FnG Board is now required to approve new members to ensure Gaelic commitment is in place.	
2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (CS)	Gaelic drama Fèisean, including radio drama projects, are being organised during 2010-11.	**G**
			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 2010 was successful, with expansion into some media-based workshops and 18 participants. Discussions with MG Alba have, so far, not borne fruit but can be engaged now that they are attending NGAS meetings.	**G**
			At least 17 participants to take part in the Sgoil Shamhraidh (BnG)		
			Aim to work on at least one project in each *Iomairtean Cànain* area (BnG)	Drama projects held in five Iomairt Gàidhlig areas, with radio plays broadcast on BBC Radio nan Gàidheal. More being planned for early 2011.	**G**
			Meanbh-Chuileag to tour schools with a drama production if funding allows.	Bòrd na Gàidhlig has approved funding for a winter/early spring tour.	**G**
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 (CS)	Five Cèilidh Trails were 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)	Programming and publicity for 2010 Cèilidh Trails was improved, 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 h-Òige. Fèis Loch Abar and Garbh Chrìochan book coming shortly.	**G**
				An application was made for further funding for the Archiving Project from the Heritage Lottery Fund, but was unsuccessful at the level of grant requested. We intend to re-apply for a lower amount. Bòrd na Gàidhlig has approved some funding towards the project.	**A**
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 CS/BnG Gaelic Arts Officer (CS)	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 (CS)	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.	**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. Gaelic song writing featured in Fèis Alba 2010 and the Cèilidh Trails and new Gaelic songs were commissioned from Eilidh Mackenzie for the 2010 Blas project *Saoghal Sona*.	**G**
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.	**G**
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.	**G**
2.13	Teenage provision within the Fèis movement	Development Manager/ Development Officers		The Lochaber Development Officer, Kevin Rodgers, in conjunction with Fèis Lochabair, organised a teenage Fèis in Lochaber in October 2010. Numbers were small but the tuition of high quality and it gives a foundation on which to build.	**G**
				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.	
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 (CS)	YMI in Highland is ongoing and running successfully with local Fèisean organising the delivery in their own areas.	**G**
				Rae MacEachern continues to look after day-to-day organisational issues for FnG.	
				CPD day held in August with majority of tutors present. Tutors who have not already undergone our training course will be encouraged to do so. Some attended SMO courses in February.	
				New bilingual whistle resource has been developed by two tutors and was distributed at CPD day.	
				Gaelic whistle book produced by Taigh na Teud in association with Fèisean nan Gàidheal and Stòrlann has now been distributed also.	
3.2	Potential for Youth Music Initiative contract work in other areas	CEO		To be investigated with assistance of Creative Scotland once the future of YMI is known.	**A**
3.3	Gaelic Language work in schools	Drama Officer		Meanbh-Chuileag will work in schools with a pantomime at Christmas and with a new play touring in February/March. Funding has also been granted for Gaelic drama and language work in English schools.	**G**
				Proposal being worked on for Gaelic language teaching based on the YMI model, utilising GLPS resources.	
3.4	Other formal educational work	CEO/ Training & Policy Officer		As part of Blas 2010 there was a comprehensive education programme running in a number of schools alongside the main festival events. Over 50 events were held with an audience of almost 5,000 pupils.	**G**
				Fèis Academy plans currently on hold for various reasons. May revisit in 2011-12.	**G**
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 (CS)	Fèisean nan Gàidheal organised a series of Cèilidh Trail events as part of the Highland Council's St Andrew's celebrations in November 2010.	**G**
			Deliver at least three high-profile national showcase events - 2 Scottish, 1 United Kingdom-wide (HIE)	Discussions have been had with Creative Scotland about Olympic Games Youth Voices showcase event.	**G**
				4 Fèis participants took part in a National Lottery Awards Showcase, broadcast live on BBC 1 in September.	
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	Second round of applications have been considered and the funding for 2010-11 has been allocated.	**G**

			Programme (HC)		
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 used Gaelic as much as possible, and more than any other festival. All publicity – posters, leaflets, programme, website, news releases and advertising – was bilingual. Gaelic phrase cards were given out at events. All events had a Gaelic speaking fear or bean an taighe. Artists with Gaelic were asked to use it in introducing their music. 4 x 1-hour long television programmes were shown on BBC Alba, presented in Gaelic. It was not possible to produce a presentation on Gaelic services but we did have some Gaelic organisations present at some of our events.	**G**
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC)	The 2010 programme again involved young people, Gaelic language, international artists and innovative events.	**G**
				Blas 2010 ticket sales were down on 2009, but roughly in line with a reduction in the number of events from 45 to 36. A further concert was cancelled to due to a death in a road accident, reducing the concerts to 35.	**G**
		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, Blas appeals to a wide audience as demonstrated in the questionnaire feedback.	**G**
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC)	Feedback indicated a 94% level of overall satisfaction with Blas 2010.	**G**
				We ensured that funders and guests were looked after with complimentary tickets etc, as usual.	

Action Required

Board members are asked to note the progress with our programme of work and discuss any issues arising from the report.

Arthur Cormack
CEO
December 2010

Fèisean nan Gàidheal

Blas Festival 2011

Agenda Item: 4.2010.02(b)

Reason for Paper

To allow Board members to reach a decision on the viability of Blas in 2011.

Background

Board members will recall that the Highland Council is to cut 30% from the funding available for Blas from the financial year 2011-12 onwards and that this will have knock-on effect in relation to other funding currently available to run a festival in 2011.

It is also right to draw to the attention of the board that, should we continue to pay Firefly Productions for work between now and the end of March 2011, in order to allow Donna Macrae to work on Blas 2011, we will probably incur a loss of around £8k for Blas 2010.

Blas 2011

The Board of Blas Festival Ltd met on 13 September to discuss plans for 2011 at which it was agreed that:

- Highland Council officials would explore opportunities for a funding package agreed by the Highland Culture Strategic Board
- Fèisean nan Gàidheal would explore opportunities for additional funding from LEADER and the 2011 Year of Islands
- Council members would explore opportunities for funding from members' discretionary budgets
- The Blas Action Group would plan for a smaller festival within the known budget meantime, with some additional events on hold that could be added in at a later date should further funding become available

The Board met again on 2 November and it was clear that no approach was being made to the Highland Culture Strategic Board at present.

A position paper was prepared for the Blas board meeting which is included in the papers which made it clear that if funding at a reasonable level could not be confirmed by early November, the viability of a festival in 2011 would have to be revisited in order to allow Fèisean nan Gàidheal's Board to reach a decision regarding Blas 2011 at its December meeting.

As can be seen from the minutes included with these papers, a number of solutions were looked at to try and make the festival viable including the offer of any in-kind help from the Highland Council with venues, postages and mini-buses etc. It was agreed by the board of Blas Festival Ltd:

- To appeal to Fèisean nan Gàidheal to agree to deliver the 2011 event, cutting Blas's cloth to fit the reduction in the Highland Council funding, and
- Fèisean nan Gàidheal would be free to decide how the festival should be amended to accommodate the reduction in funding.

Fèisean nan Gàidheal has applied for Year of Islands funding and LEADER funding has been looked at for the post of Festival Manager. We have also approached Cal Mac and RBS regarding potential sponsorship of the festival, and these discussions have been fairly positive.

We have written to Creative Scotland and HIE to see if there is any appetite to try and replace the Highland Council funding in order to ensure the festival's future. An update will be given to Board members at the meeting on the latest position.

Papers for consideration

1. Position Paper produced for Blas Festival Ltd Board Meeting
2. A budget paper offering two scenarios: one based on running 27 events with known baseline figures which produces a deficit of nearly £20k and one based on running 27 events with more optimistic, possible figures which produces a surplus of just over £14k
3. Draft programme as at 24 November based on 27 events

Risks to Fèisean nan Gàidheal are outlined in the position paper. Perhaps one of the biggest risks is jeopardising the good relationship we have enjoyed with the Highland Council over many years should we decide not to proceed.

Action Required

Board members are invited to have a full discussion about the pros and cons of continuing to try and run Blas on a much reduced budget and to reach a clear decision as to whether it is viable, given the considerable financial risks, for Fèisean nan Gàidheal to do so without a guarantee against loss.

Arthur Cormack
CEO
December 2010

Blas Festival

Position Paper produced for Blas Festival Ltd Board Meeting

Agenda Item: 4.2010.02(b)1

Background

Board members will be aware of the ongoing uncertainty about the future of the Blas Festival given reductions in the funding available from the Highland Council to be implemented from 1 April 2011.

This paper attempts to draw together options to steer the board to the decisions that would have to be made to allow a festival to be planned for 2011.

The current position

Financial uncertainty across the public sector means that the future of Blas has been thrown into doubt given a number of factors:

- A 30% reduction (£31.5k) in funding from the Highland Council, which represents 30% of the council's contribution and 14% of the overall 2010 Blas budget.
- The likelihood that EventScotland funding (£15k in 2010) will be forthcoming for 2011 through the Regional programme since Blas has already been funded for 3 years from that stream. This represents 7% of the 2010 Blas budget.
- Fèisean nan Gàidheal's funding from Creative Scotland is currently under review and it is unclear yet what will be available. This may impact on Blas in that, up until now, Fèisean nan Gàidheal has been able to commit sums to the festival through its funding agreement since Blas was a deliverable within its funding agreement with the Scottish Arts Council – now Creative Scotland. This represents 4.5% of the 2010 Blas budget.
- Bòrd Na Gàidhlig has committed £25k annually, which represents 11% of the 2010 Blas budget. As a public body, it is unlikely that the Bòrd's budget will remain untouched in the spending review and it is not known what could be committed for Blas 2011.

Our 2010 box office was much less than was predicted at the end of the festival in September, and the organisers feel that the uncertainty over funding, not resolved until mid February 2010, was a major contributor to the less than anticipated box office, along with the general economic circumstances and the lack of availability of Eden Court on key nights. Normally the Blas programme is organised and on sale by 25 January each year. In 2010, it was not possible to launch the programme until May.

Without doubt, uncertainty over nearly 37% of the public funding that made up the Blas budget we had available in 2010 presents considerable challenges and risks in organising a festival for 2011. The uncertainty over box office income adds to the risk. As is demonstrated by the figures in Appendix 1, the nature of Blas means that very few of the events are 'profitable'. The ethos of the festival is about taking very good quality events to small communities, with high production values. That is being achieved but it comes at a cost.

On the positive side, there are opportunities in relation to funding which have been pursued since the last Board meeting although with no concrete outcome as yet. These are:

- 2011 Year of Islands
- Highland LEADER
- RBS
- Caledonian MacBrayne

The **2011 Year of Islands** funding programme has been launched and offers an opportunity to showcase island culture within the Highlands. This could include islands within the Highlands (Skye, Raasay, the Small Isles) of island culture in the mainland Highlands. Given the Gaelic culture of the Western Isles and Argyll islands, it would not be difficult to put together a programmes that includes singers and musicians from there. It would be good to have representation from Orkney and Shetland also.

An approach could be made to **Highland LEADER** to fund discrete aspects of Blas. For instance, if the post of Festival Director and Artistic Director were amalgamated, it may be possible to argue that the new post would be key to delivering the economic impacts of the festival. At present with intervention rates of between 40% and 90%, this would replace a chunk of funds lost through other cuts.

In 2010, **RBS** were poised to come on board and sponsor Blas but we were just a bit too late in getting a proposal to them. We have been encouraged to try again for 2011 and they are currently keen on ensuring community benefits from any sponsorship they do.

Caledonian MacBrayne has launched a Gaelic Language Plan, currently sponsors the National Mòd and the HebCelt Festival and may consider additional proposals, particularly in relation to the 2011 Year of Islands. The Gaelic content of Blas is also attractive to them.

These opportunities will be pursued vigorously if the decision is reached to proceed with Blas 2011.

Possibly the most positive potential solution came through discussions at the last Board meeting at which the role of the Highland Culture Strategic Board (HCSB) was outlined. Michael Foxley agreed to pursue with colleagues the establishment of an alternative secure and confirmed funding source for Blas and we will hear the outcome at this meeting.

Blas is clearly important to the Highland Council. It features the administration programme and the council's Gaelic Language Plan. It delivers on several of the National Outcomes and is also a feature of the council's Single Outcome Agreement.

Clearly Blas would have to be seen as strategically important to the other members of the HCSB in order for a joint approach to its funding to be considered but given that Creative Scotland, HIE and EventScotland have all had an involvement in funding Fèisean nan Gaidheal's work, including Blas, the case should not be difficult to make. Apart from linguistic and cultural benefits, the economic benefit is clearly articulated. In a good year, like 2009, that was as much as £650k. Even in 2010, the economic benefit will have been close to £450k.

The Future
5 options for the future of Blas were discussed in April 2010, summarised as follows:

1. The Highland Council reinstates the budget to £105k per annum and allows Blas to continue to grow: This possibility has been exhausted, as has an option to underwrite losses for one year, unless something can now be done through the Highland Culture Strategic Board.

2. Fèisean nan Gàidheal runs a smaller festival on the reduced budget available: This is a live issue still, but time is running out and Fèisean nan Gàidheal will need to make a decision at its December board meeting about what its involvement could be.

Fèisean nan Gàidheal's board may question whether it is worth being involved with a festival that is shrinking rather then growing, the impression being that perhaps the festival is not delivering with the associated reputational risks of that.

If the Board of Fèisean nan Gàidheal agrees to continue of this basis, the Board of Blas will have to accept that it will be a very different festival and needs to decide what kind of festival it would like in those circumstances so that Fèisean nan Gàidheal has a clear steer. Key questions may include: Can it continue to be pan-Highland? If not, which geographic area should it cover? How many events? To what extent can young people be involved? Can the education programme be retained?

3. The Highland Council itself runs the festival: This was presented as a possibility. Among the benefits would be the £15k currently drawn by FnG as a management fee going back into the pot, and HC could perhaps continue to contract Firefly (Donna MacRae), or another party, or commit more HC Officer/s time to organising the event. HC might be able to better utilise council properties, education staff and community-based officers.

However this option did not appeal as it was considered that it might be more difficult for HC to access external funding, as often a not-for-profit structure is needed to access certain funds.

4. Another organisation is contracted by the Highland Council to run the festival within the money that is available: Offered as an option, as there might be another with the contacts and expertise to run the festival, and the time to raise significant additional funds to keep Blas developing. If so, that organisation might still be able to contract services from Donna, or someone else, or do everything for itself at a lesser cost.

The downside of this option might be lack of access to volunteers and difficulty in finding an organisation with Gaelic language skills and experience of working with communities and young people.

5. The festival folds: It could be that Blas simply cannot survive the current economic climate and must be a victim of inevitable cuts. It wouldn't be the first festival to fold, but this was considered as short-sighted given that, for an investment of £105k at the moment, the festival contributes £650 - £700k to the Highland economy in a good year.

It was also felt that Blas is unique in its use of Gaelic, its focus on young people, its links with Cape Breton and its ability to take good quality events to small communities throughout the Highland. Although nobody really wants to lose Blas, this might still be an outcome.

Fèisean nan Gàidheal involvement in Blas

It is important to set the context of Fèisean nan Gàidheal's involvement in Blas.

The Highland Council approached Fèisean nan Gàidheal to develop a new festival based on the best bits of the Celtic Colours Festival. Fèisean nan Gàidheal has achieved this but has made Blas a uniquely Highland festival. Being hard nosed about it, Fèisean nan Gaidheal could take the view that Blas is a contract and if the money is not there to deliver that contract, it cannot continue to deliver it. Fèisean nan Gàidheal does, however, recognise the benefits to the Fèis movement of being involved in Blas which is why it has been willing to put in around £45k of time annually in-kind as well as diverting some of its own funds into the festival in better times.

However Fèisean nan Gàidheal's own funding arrangements, in common with those of most arts organisations, are uncertain. It is known that the Highland Council is to cut £12k from its funding in 2011. Creative Scotland has not yet reviewed its foundation organisations but already £100k that goes directly to local fèisean through Fèisean nan Gaidheal's grants scheme is not certain for 2010-11. Fèisean nan Gaidheal's funding from HIE in 2011-12 will reduce by £10k on 2010-11 levels and £20k on 2009-10 levels. Therefore it makes it more difficult for Fèisean nan Gaidheal to divert some its own funding to Blas, and retain the core of what it does – supporting local Fèisean.

Fèisean nan Gàidheal has already being going through cost-cutting exercises in 2010, notably not replacing two members of staff who took up other posts – one internally and one externally. This has achieved savings, but those savings will be needed to ensure that local fèisean get the services they need from Fèisean nan Gàidheal.

At present, Fèisean nan Gàidheal feels it is being asked to take all the risk which, given that Blas was set up by the Highland Council and the council sees it as its initiative, seems unreasonable. According to the Highland Council's 2009-10 Single Outcome Agreement Performance Report, "Blas has delighted audiences since its inception, achieving exceptionally high audience satisfaction ratings of 87% and more every year. The Blas festival, which is currently the only festival supported by The Highland Council, has gone from strength to strength, growing in popularity year on year. In 2009, 80% of seats available were sold - a 33% increase in audience capacity achieved in just two years."

Although this referred to Blas 2009, there is no doubt that Blas 2010, given the circumstances, was also successful. The 2010 festival, because we made considerable savings through the year, will probably make a loss of around £6k despite the smaller box office. Had we incurred all the costs anticipated at the start of the year, the loss would have been around £23k which, as things currently stand, Fèisean nan Gàidheal would have to make good. Blas is already being run as a very tight operation, and has consistently been brought in on budget, or close to it.

Given where we are in the year, the need for Fèisean nan Gàidheal's board to have an opportunity to consider any future role in Blas at its December meeting, and the need to have a programme in place early in 2011 should Blas continue, discussions at the 2 November meeting require to be focused and outcomes achieved by mid to late November at the very latest.

While Fèisean nan Gàidheal remains fully supportive of the Blas Festival, and trying to make it work in difficult circumstances, there are key areas that need to be resolved and the realistic options may now be down to three which should perhaps be the focus of the board's discussions on 2 November:

1. The Highland Council puts a realistic funding package together through the Highland Culture Strategic Board
2. Fèisean nan Gàidheal runs a smaller festival on the very much-reduced budget available, while seeking new sources of funding in cooperation with Highland Council Officers
3. The festival folds

Action Required
Board members are asked to note the contents of this paper and consider the options available to Blas with a view to reaching a final decision on the festival's future by late November.

Arthur Cormack
Company Secretary
Blas Festival Ltd
October 2010

Fèisean nan Gàidheal

Blas Festival 2011 Budget Scenarios

Agenda Item: 4.2010.02(b)2

	Known Budget	Possible
Highland Council	£71,500.00	£71,500.00
EventScotland	£0.00	£15,000.00
2011 Year of Islands	£0.00	£15,000.00
Box Office	£25,000.00	£25,000.00
Sponsorship (RBS & Cal Mac to be approached)	£10,000.00	£10,000.00
Colmcille (if Irish artists are appearing)	£0.00	£1,200.00
LEADER	£0.00	£14,720.00
Fèisean nan Gàidheal Funding Strands		
Scottish Arts Council	£10,000.00	£5,000.00
Highlands & Islands Enterprise	£0.00	£0.00
Bòrd na Gàidhlig	£25,000.00	£18,000.00
Total Income	**£141,500.00**	**£175,420.00**
EXPENDITURE		
Blas Programme (26 events)		
Artists' Fees including travel	£42,975.00	£42,975.00
Accommodation for Artists (and crew)	£9,360.00	£9,360.00
Meals for Artists (and crew)	£4,600.00	£4,600.00
Travel Expenses for Cèilidh Trailers	£1,000.00	£1,000.00
Stage/Concert Management/Fear or Bean-an-Taighe	£200.00	£200.00
International Artists' Travel and Expenses	£2,500.00	£2,500.00
International Acts Sponsorship certificates	£20.00	£20.00
Marketing		
Branding/Logo/Website	£30.00	£30.00
Publicity Materials/Banners	£500.00	£500.00
Ticket Printing	£600.00	£600.00
Posters/Overprinting/Postage	£1,800.00	£1,800.00
Distribution x 1 by Landmark/Mailboxes	£1,500.00	£1,500.00
Brochure Design and Print x 70,000	£7,000.00	£7,000.00
A6 Postcards & other promotional materials	£300.00	£300.00
Advertising	£9,000.00	£9,000.00
Production Costs		
PA & Lighting	£12,000.00	£12,000.00
Venue Hire and Commission to Promoters		
EDEN COURT Hire pro tem x 3 x £2800 + Nevis Centre @ £600	£600.00	£600.00
Some Venue Hire with Pan Promoters	£2,000.00	£2,000.00
Commission to other promoters x 22	£7,500.00	£7,500.00
Commission on Non Local Ticket Sales	£900.00	£900.00
Firefly Productions: Blas Administration/Festival Director	£29,000.00	£29,000.00
Firefly Productions /Artistic Director duties	£7,800.00	£7,800.00
Postages	£200.00	£200.00
Action Group/Blas Board Costs	£1,000.00	£1,000.00
Press & PR Manager	£1,000.00	£1,000.00
Press and Launch Events	£500.00	£500.00
Photography	£1,000.00	£1,000.00
Gaelic Translations	£0.00	£0.00
Insurance	£500.00	£500.00
Management and Other Costs		
Attending Trade Shows/Other (eg Celtic Connections)		
Fèisean nan Gàidheal Management Fee	£15,000.00	£15,000.00
Contingency	£1,000.00	£1,000.00
TOTALS	**£161,385.00**	**£161,385.00**
Shortfall/Surplus	-£19,885.00	£14,035.00

DATE	LOCHABER	SKYE & LOCHALSH	ROSS-SHIRE	CAITH/SUTHERLAND	INVERNESS	BAD/S'SPEY/NAIRN
FRI9	**ROYBRIDGE** GLENFINNAN CÈILIDH BAND JOY DUNLOP ROBERT ROBERTSON FÈIS LOCHABAIR	**DORNIE** FERGIE MACDONALD BAND ANGUS NICHOLSON RUAIRAIDH CORMACK CALUM ROSS	**ULLAPOOL** THE OUTSIDE TRACK FEIS ROIS	**WICK** BLAZIN FIDDLES ADDIE HARPER BAND FÈIS GALLAIBH FOLK GROUP CHRISTINE STONE [POSSIBLE RSAMD STUDENTS	**INVERNESS** ROYAL HIGHLAND/OTHER OPENING CÈILIDH MONACH ISLE CÈILIDH BAND IAN MACKAY –GAELIC SONG	
SAT10	**STRONTIAN** ARAINN SHIUANERT MAGGIE MACINNES/COLUM SANDS FEIS LOCHABAIR	**PORTREE** THE OUTSIDE TRACK CHRISTINE PRIMROSE OR KIRSTY WATT FÈIS AN EARRAICH	**APPLECROSS** HOLD OFF FOR NOW ROYA MACLEAN BAND MAIRI SINE CAMPBELL FEIS ROIS	**ROSEHALL** IAIN MORRISON AND DAIBHIDH MARTIN MONACH ISLE CÈILIDH BAND CHRISTINE STONE BONAR BRIDGE KIDS	**INVERNESS** ECT EMPIRE PIPE BAND OF THE SULTAN OF OMAN THE MACDONALD BROTHERS ANNA MURRAY ANNIE GRACE MAIREAREAD GREEN NORMAN MACARTHUR AS FEAR AN TAIGHE	
SUN11	**GLENFINNAN**				**BEAULY** HARPISTERIA **BOGBAIN** IAIN MORRISON AND DAIBHAID MARTIN	
MON12					**SCHOOL & INVERNESS AIRPORT** OUTSIDE TRACK MAGGIE MACDONALD BRIAN O HEADHRA **GAELIC SCHOOL** IAIN MORRISON AND DAIBHIDH MARTIN	
TUES13			**OUTSIDE TRACK SCHOOLS /RESIDENTIAL CARE HOMES**			**KINGUSSIE** BADENOCH CENTRE KAREN MATHESON BAND
WEDS14	**INVERGARRY** THE OUTSIDE TRACK INVITE ANGUS GRANT SNR		**LOCHCARRON** KAREN MATHESON BAND PLOCKTON PUPILS IAIN MORRISON AND DAIBHIDH MARTIN			**NAIRN** OUTSIDE TRACK NAIRN GAELIC CHOIR
THU15	**BALLUCHULISH** THE OUTSIDE TRACK MARGARET MACLELLAN ROSS MARTIN AND GABE MACVARISH				**INVERNESS** ECT EMPIRE KAREN MATHESON BAND KATHLEEN MACINNES POLWART GRACE AND HEWATT CANNTEARACH	
FRID16	**FORT WILLIAM** LOCHABER GOLD	**SLEAT** HALLAIG	**PORTMAHOMACK** THE OUTSIDE TRACK FÈIS ROIS FIONA J MAKENZIE	**THURSO** CHERISH THE LADIES FÈIS GALLAIBH FOLK GROUP EOGHAN MACLEOD	**LOCH NESS CRUISE** **DRAMA EVENT** TORMOD **THE BOGBAIN SESSIONS** LATE NIGHT SESSION/FOOD AT BOGBAIN MAYBE BRUCE'S PROJECT	
SAT17		**DUNVEGAN** THE CAMPBELLS FÈIS AN EARRAICH DARREN MACLEAN	**POOLEWE** CAST EWE EOGHAN MACLEOD FÈIS ROIS	**LOCHINVER / DURNESS** THE OUTSIDE TRACK JAMES GRAHAM	**INVERNESS** **ECT EMPIRE- THE GRAND FINALE** MANRAN DAIMH CHERISH THE LADIES RACHEL SERMANI	

Fèisean nan Gàidheal

Financial Report

Agenda Item: 4.2010.03

This report includes:	Action Required
Agenda Item: 4.2010.3(a)	
1 Income and Expenditure to 31 March 2011 with actual transactions to 11 November 2010	For Noting
2 List of grants pledged to Fèisean for 2010-11 with amounts paid to 11 November 2010	For Noting
Agenda item 4.2010.3(b)	
1 Current bank balances will be tabled at the meeting	For Noting
Agenda item 4.2010.3(c)	
1 Management accounts for the period to 30 September 2010, prepared by Mann Judd Gordon	For Noting

Anne Willoughby
Executive Manager
December 2010

Income and Expenditure 1 April 2010 to 31 March 2011, with actual transactions to 11 November 2010

Agenda Item: 4.2010.03(a)1

INCOME	**2010-11**	**PERIOD**	**ACTUAL**
Core Grants	£ 342,823.00	£ 199,980.08	£ 279,450.00
Management Fees	£ 102,733.00	£ 59,927.58	£ 81,100.00
Grants Scheme	£ 160,000.00	£ 93,333.33	£ 88,430.16
Fèis Development Fund	£ 32,000.00	£ 18,666.67	£ 2,000.00
Annualised Hours	£ 20,000.00	£ 11,666.67	£ 5,000.00
Highland Arts Programme Bursaries	£ 75,000.00	£ 43,750.00	£ 72,447.70
Training	£ 21,950.00	£ 12,804.17	£ 10,897.50
Gaelic Development	£ 15,000.00	£ 8,750.00	£ 2,850.00
Youth Music Initiative	£ 219,511.00	£ 128,048.08	£ 219,511.00
Blas Festival	£ 209,400.00	£ 122,150.00	£ 192,800.59
Other Earned Income	£ 16,400.00	£ 9,566.67	£ 5,749.68
Meanbh Chuileag TIE Service	£ 41,500.00	£ 24,208.33	£ 5,000.00
Support Cèilidh Trails	£ 116,077.00	£ 67,711.58	£ 28,594.02
Gaelic Drama Summer School	£ 36,000.00	£ 21,000.00	£ 20,100.00
Archiving Project	£ 16,000.00	£ 9,333.33	£ 5,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 1,750.00	£ 3,000.00
Showcase Opportunities	£ 23,800.00	£ 13,883.33	£ 0.00
Fèisean Services	£ 37,228.00	£ 21,716.33	£ 21,843.39
General Funds still to be raised	£ 2,129.00	£ 1,241.92	£ 37,877.20
TOTAL INCOME	**£ 1,490,551.00**	**£ 869,488.08**	**£1,081,651.24**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 312,962.00	£ 182,561.17	£181,329.94
NIC Contributions	£ 31,000.00	£ 18,083.33	£18,092.98
Pension Contributions	£ 7,900.00	£ 4,608.33	£4,802.61
Fèisean Services Staff Wages and NI	£ 37,228.00	£ 21,716.33	£19,951.43
Staff Travel	£ 26,000.00	£ 15,166.67	£15,741.07
Office Rent & Rates	£ 23,000.00	£ 13,416.67	£15,627.62
Stationery, Printing & Postage	£ 12,000.00	£ 7,000.00	£7,685.78
Telephone, Fax, E-mail, Heat & Light	£ 11,500.00	£ 6,708.33	£6,732.27
Board Expenses	£ 2,000.00	£ 1,166.67	£637.14
Implementation of Child Protection policy	£ 8,000.00	£ 4,666.67	£5,088.40
Insurance	£ 7,000.00	£ 4,083.33	£610.40
Sundry Expenses	£ 1,500.00	£ 875.00	£382.56
Accountancy & Bank Charges	£ 6,000.00	£ 3,500.00	£515.10
Professional Fees	£ 2,000.00	£ 1,166.67	£1,220.00
Instrument Bank Maintenance	£ 2,100.00	£ 1,225.00	£2,961.71
Additional Support Needs	£ 500.00	£ 291.67	£400.00
Capital Expenses	£ 3,000.00	£ 1,750.00	£2,961.65
PROGRAMME COSTS			
Grants Paid Out	£ 235,000.00	£ 137,083.33	£ 96,794.00
Annualised Hours	£ 15,000.00	£ 8,750.00	£ 3,300.00
Feis Development Fund	£ 20,000.00	£ 11,666.67	£ 20,339.42
Highland Arts Programme Bursaries	£ 75,000.00	£ 43,750.00	£ 49,113.48

Highland Arts Programme Bursaries Management Fee	-£ 12,500.00	-£ 7,291.67	-£ 6,250.00
Training Programme	£ 15,000.00	£ 8,750.00	£ 6,696.35
Training Programme Management Fee	-£ 1,500.00	-£ 875.00	-£ 1,125.00
Gaelic Language Development	£ 15,000.00	£ 8,750.00	£ 8,266.65
Gaelic Language Development Management Fee	-£ 1,500.00	-£ 875.00	-£ 750.00
Youth Music Initiative	£ 219,511.00	£ 128,048.08	£ 129,993.78
Youth Music Initiative Management Fee	-£ 50,000.00	-£ 29,166.67	-£ 25,000.00
Annual Conference	£ 7,500.00	£ 4,375.00	£ 6,792.45
Blas Festival	£ 221,750.00	£ 129,354.17	£ 198,346.40
Blas Festival Management Fee	-£ 15,000.00	-£ 8,750.00	-£ 15,000.00
Support for Meanbh Chuileag	£ 8,000.00	£ 4,666.67	£ 5,552.41
Support Cèilidh Trails	£ 105,000.00	£ 61,250.00	£ 69,477.60
Cèilidh Trails Management Fee	-£ 12,033.00	-£ 7,019.25	-£ 6,016.50
Gaelic Drama Summer School	£ 29,600.00	£ 17,266.67	£ 28,696.19
Drama Summer School Management Fee	-£ 3,600.00	-£ 2,100.00	-£ 1,800.00
Archiving Project	£ 10,000.00	£ 5,833.33	£ 7,574.73
Archiving Management Fee	-£ 1,600.00	-£ 933.33	-£ 800.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 1,750.00	£ 2,291.01
Showcase Opportunities	£ 15,500.00	£ 9,041.67	£ 0.00
Showcase Opportunities Management Fee	-£ 5,000.00	-£ 2,916.67	£ 0.00
Contingency	£ 2,000.00	£ 1,166.67	£ 1,833.38
SUB-TOTAL EXPENDITURE	**£ 1,387,818.00**	**£ 809,560.50**	**£ 863,067.01**
Management Fees	£ 102,733.00	£ 59,927.58	£56,741.50
TOTAL EXPENDITURE	**£ 1,490,551.00**	**£ 869,488.08**	**£ 919,808.51**
Transfer to Reserves	£ 17,978.28	£ 10,487.33	£9,929.76
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 161,842.73**

Grants to Fèisean 2010-11 with payments to 11 November 2010

Agenda Item: 4.2010.03(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	Annual Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council								£ 10,000.00	£ 10,000.00	£ 10,000.00	£ 0.00
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	£ 3,981.00	£ 4,150.00
Fèis nan Garbh Chrìochan	√	√	£4,512.00	£2,256.00	£2,968.00	0	£ 0.00	£ 10,339.42	£ 20,075.42	£ 16,899.42	£ 3,176.00
Fèis Chataibh	√		£3,056.67	£1,528.33	£1,536.00	80	£ 600.00	£ 0.00	£ 6,721.00	£ 3,439.00	£ 3,282.00
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	£ 9,284.00	£ 3,094.00
Fèis Eige	√	√	£705.33	£352.67	£0.00	20	£ 150.00	£ 0.00	£ 1,208.00	£ 793.50	£ 414.50
Feis Ghallaibh	√	√	£0.00	£0.00	£2,556.00	0	£ 0.00	£ 0.00	£ 2,556.00	£ 1,278.00	£ 1,278.00
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	£ 1,823.00	£ 2,363.00
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	£ 1,651.00	£ 3,206.00
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	£ 2,196.00	£ 3,141.00
Fèis Òigridh na Mara	√	√	£550.00	£275.00	£6,231.00	200	£ 1,500.00	£ 0.00	£ 8,556.00	£ 3,866.00	£ 4,690.00
Fèis Inbhir Narann	√		£977.33	£488.67	£3,730.00	100	£ 750.00	£ 0.00	£ 5,946.00	£ 375.00	£ 5,571.00
Fèis Spè	√		£3,748.00	£1,874.00	£5,126.00	0	£ 0.00	£ 0.00	£ 10,748.00	£ 6,780.00	£ 3,968.00
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**	**£20,339.42**	**£146,595.92**	**£87,405.42**	**£59,190.50**
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	£ 4,575.00	£ 2,739.00
Fèis Eilean an Fhraoich	√		£3,375.00	£2,000.00	£1,649.00	100	£ 750.00	£ 0.00	£ 7,774.00	£ 4,532.00	£ 3,242.00
Fèis Tìr an Eòrna	√	√	£2,025.00	£1,500.00	£620.00	40	£ 300.00	£ 0.00	£ 4,445.00	£ 3,019.00	£ 1,426.00
Fèis Bharraigh	√	√	£4,679.00	£1,500.00	£2,280.00	80	£ 600.00	£ 0.00	£ 9,059.00	£ 5,009.00	£ 4,050.00

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	£ 1,987.50	£ 945.50
Total Comhairle nan Eilean Siar			**£15,942.00**	**£9,500.00**	**£6,796.00**	**360**	**£2,700.00**	**£0.00**	**£34,938.00**	**£19,122.50**	**£15,815.50**
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	£ 4,757.00	£ 2,483.00
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	£ 2,666.00	£ 966.00
Fèis Ìle agus Dhùira	√	√	£940.00	£1,000.00	£380.00	20	£ 150.00	£ 0.00	£ 2,470.00	£ 190.00	£ 2,280.00
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**	**£7,613.00**	**£16,983.00**
Other Area/City Councils											
Fèis Arainn	√		£2,450.00	£0.00	£1,800.00	0	£ 0.00	£ 0.00	£ 4,250.00	£ 1,837.00	£ 2,413.00
Fèis Mhoireibh	√	√	£2,199.00	£0.00	£2,012.00	20	£ 150.00	£ 0.00	£ 4,361.00	£ 1,650.00	£ 2,711.00
TOTAL HIE			**£78,082.99**	**£40,825.01**	**£63,231.00**	**1,635**	**£12,262.50**	**£0.00**	**£214,740.92**	**£117,627.92**	**£97,113.00**
Fèis Dhùn Èideann			£2,838.00	£0.00	£6,000.00	400	£ 3,000.00	£ 0.00	£ 11,838.00	£ 3,000.00	£ 8,838.00
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	£ 995.00	£ 760.00
Fèis Fhoirt			£3,542.00	£0.00	£2,132.00	0	£ 0.00	£ 0.00	£ 5,674.00	£ 3,722.50	£ 1,951.50
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**	**£9,657.50**	**£25,880.50**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annual 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**	**£ 20,339.42**	**£ 245,154.92**	**£ 127,285.42**	**£ 117,869.50**

Fèisean nan Gàidheal

Management Accounts to 30 June 2010

Agenda Item: 4.2010.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Six months ended 30 September 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
STATEMENT OF FINANCIAL ACTIVITIES FOR THE SIX MONTHS ENDED 30 SEPTEMBER 2010							
INCOMING RESOURCES							
Scottish Arts Council	249,505	234,500	10,000	5,005			
Highland Council	381,247	52,336	109,400		219,511		
Comhairle nan Eilean Siar	15,500	15,500					
Argyll & Bute Council	4,450	4,450					
Highland & Islands Enterprise	87,309	77,309				10,000	
Bord na Gaidhlig	52,500	2,500	25,000			25,000	
Events Scotland	13,000		13,000				
Membership fees	675	675					
Sponsorship income	3,000		3,000				
Sale of publications	413	413					
Instrument bank revenue	4,286	4,286					
Training registration fees	643			643			
Management fees	81,100	81,100					
Box office / concerts	21,400		21,400				
Performance fees	175	175					
Other income	1,166	269	897				
Bank interest received	45	45					
Total incoming respources	**916,413**	**473,557**	**182,697**	**5,648**	**219,511**	**35,000**	**0**
RESOURCES EXPENDED							
Fundraising trading							
Instrument bank costs	1,425	1,425					
Artistes costs	62,156		62,156				
Travel and support	15,124		15,124				
PA& Lighting	23,568		23,568				
Venue hire	4,089		4,089				
PA and lighting	35,125		35,125				
Project manager	14,502		14,502				
Artistic director	3,900		3,900				
	159,888	1,425	158,463	0	0	0	0
Charitable activities							
Wages	153,151	152,596				555	
Development officers & tutors	39,289	4,658			34,631		
Grants to Feisean	99,723	99,723					
Travelling	14,561	1,256			13,059	245	
Child protection costs	4,251	4,251					
Training	1,612			1,612			
Workshops	726			726			
Materials	10,484				10,484		
Archiving project	4,265						4,265
Sgoil Shamhraidh	25,096					25,096	
Ceilidh trail	70,006	70,006					
Music Bursary Fund	17,091	17,091					
Festival costs	4,518					4,518	
Project management fees	16,100				16,100		
Management charge	81,100	12,500	15,000		50,000	3,600	
Sundry expenses	2,981	418	2,563				
	544,956	362,500	17,563	2,339	124,275	34,015	4,265
Governance costs							
Audit & accountancy	3,614	3,114	500				
Committee expenses	456	456					
Annual conference	6,279	6,279					
Legal & professional fees	8,487	8,487					
	18,836	18,336	500	0	0	0	0
Support costs							
Social security	15,482	15,482					
Pensions	4,143	4,143					
Office rent	11,791	11,791					
Light and heat	2,064	2,064					
Insurance	483		483				
Capital costs	2,296	2,296					
Staff travel & expenses	13,096	13,096					
Telephone	3,679	3,679					
Postage and stationery	7,183	7,183					
Website costs	2,056	2,056					
Bank charges and interest	592	517	75				
Depreciation	931	349	582				
	63,796	62,656	1,140	0	0	0	0
Total resources expended	**787,476**	**444,916**	**177,667**	**2,339**	**124,275**	**34,015**	**4,265**
Net incoming / (outgoing) resources - for quarter ended 30 September 2010	**128,937**	**28,641**	**5,030**	**3,309**	**95,236**	**985**	**(4,265)**
Total funds at 1 April 2010	15,671						
Total funds at 30 September 2010	**144,608**						

Fèisean nan Gàidheal
Consolidated management accounts
Six months ended 30 September 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project

BALANCE SHEET AS AT 30 SEPTEMBER 2010

Fixed assets	
Photocopier - cost	11,042
Computer equipment - cost	2,791
Photocopier - depreciation	(6,965)
Computer equipment - depreciation	(349)
	6,519
Current assets	
Grants receivable	58,081
VAT	4,083
	62,164
Bank accounts	
FnG current account	(37,371)
FnG high interest account	152,596
Blas Festival current account	(11,467)
	103,758
Current liabilities	
Social security and other tax	(9,387)
Trade creditors	(7,957)
Accrued expenses	(10,489)
	(27,833)
Net assets as at 30 September 2010	**144,608**

Fèisean nan Gàidheal

Draft Scottish Government Budget

Agenda Item: 4.2010.03(d)

Reason for Paper

To outline for Board members the impact of the draft budget published by the Scottish Government on 17 November 2010 on bodies funding Fèisean nan Gàidheal.

Background

For some time now we have been expecting substantial cuts in funding across the public sector. We have already suffered cuts in Highland Council funding and further cuts to other public bodies would, potentially, have an affect on our funding and, consequently, our ability to carry out our programme of work.

The Scottish Government outlined its spending plans in a draft Budget to the Scottish Parliament on 17 November. This covered funding for public bodies as well as local authorities. The general approach being taken to the First Minister's Portfolio, in which Culture and Gaelic sits, is outlined in Chapter 6 (pages 66 to 77) of the Budget document here http://www.scotland.gov.uk/Resource/Doc/331661/0107923.pdf.

I have summarised where reductions in budgets to the main bodies that fund Fèisean nan Gàidheal might leave us, but it should be remembered that the Scottish Government's budget is in draft until it is debated by the parliament in January.

Creative Scotland

Creative Scotland will see its core budget maintained in 2011-12 in recognition that considerable savings had been made in merging the Scottish Arts Council and Scottish Screen.

It was subsequently announced, on 22 November, that the Youth Music Initiative is also set to continue at the same level as before - £10m.

On top of this, Creative Scotland expects lottery funding to increase slightly from 2012, once the bulk of expenditure on the 2012 London Olympic Games has been incurred.

Creative Scotland has already announced that funding to Foundation organisations would be maintained in 2011-12 and that a review would be carried out during the year (see separate agenda item).

Highlands & Islands Enterprise

Because of reorganisation of HIE's functions over the past few years, it is difficult to compare its budget with previous years. Just two years ago, HIE had a budget of £103m but had £54.6m in 2010-11.

It has not been possible for me to find out what it will have in 2011-12, expect that £284m has been allocated between HIE, Scottish Enterprise and Scottish Development International.

It is not clear what kind of an impact reductions will have on HIE's social remit, under which cultural and Gaelic activity has been funded by HIE.

Fèisean nan Gàidheal has a contract with HIE and we know that up to £170k will be available in 2011-12.

Local Authorities

Local authorities seem to have come out of the spending review better than they had expected.

COSLA, for example, stated that they had managed to get the best deal they could negotiate for Scottish local

government and that there seemed to be a significant level of "protection" for local government compared to other parts of the public sector.

At more local level, the Highland Council stated that the level of cutbacks in the single-year settlement (2.6%) is not as severe as was expected and the Council estimates that the budget gap it will face in 2011-12 will be in the region of £20 million - £7 million less than anticipated.

At the time of writing this, neither Comhairle nan Eilean Siar nor Argyll & Bute Council had made a statement about the budget but, if the reductions of 2.6% are the same as for other authorities, they will have to make savings but probably at a level much less than predicted.

Bòrd na Gàidhlig
Bòrd na Gàidhlig will have its budget reduced by 5.7% from 2011-12, which is £309k in cash terms.

The Bòrd has said, however, that it wants to retain the funding going to Gaelic organisations if at all possible, in order to ensure that their work can continue, and so that jobs can be protected.

The Bòrd is intent on focusing on the delivery of *Ginealach Ùr na Gàidhlig* and although funding should still be available to all Gaelic bodies, they may be asked to do different things for that money in order to deliver the outcomes looked for in the action plan.

Summary
The general perception seems to be that things could have been much worse and that, although there will be cuts, they may not be as severe as predicted.

Although that may be the case it is, of course, a matter for each local authority and public body where they make cuts and on what they prioritise spending within the budgets they have available.

Fèisean nan Gàidheal will be proactive in advocating the continuation of funding for the work that we do. We already know of cuts from the Highland Council and a reduction in our HIE funding from 2011 which will make budgeting for 2011-12, and sustaining our whole programme, very difficult indeed.

We will be doing this on an ongoing basis so that we can get to a point as early as possible in 2011 where we know what can be delivered and will bring back a budget and, if necessary, proposals to cut our programme of work, to the board's February meeting.

Action Required
Board members are asked to note the position in relation to budget projections and delegate officers to deal with any issues as they arise over the next few months.

Arthur Cormack
CEO
December 2010

Fèisean nan Gàidheal

Creative Scotland Review of Foundation Organisations

Agenda Item: 4.2010.04(a)

Reason for Paper

To inform Board members of a review of Foundation Organisations to be carried out by Creative Scotland over the coming months.

Background

Fèisean nan Gàidheal is one of 52 Foundation Organisations, funded on a long-term basis by the Scottish Arts Council, now Creative Scotland.

Being a Foundation Organisation gives us surety of funding from year to year, allowing us to move ahead with developments with some confidence, and to use the funding from Creative Scotland as a lever to pull in other funding. We would obviously like to remain in that position.

The Review

At a recent Foundation Organisations Seminar in Glasgow, a review was announced by Andrew Dixon and the relevant slides from the presentations given at the seminar are following which outline the reasons for the review, the parameters and the timetable.

Fèisean nan Gàidheal was one of three Foundation Organisations invited to give a 15-minute presentation at the seminar outlining good practice.

I believe there are real opportunities for Fèisean nan Gàidheal given the need for Creative Scotland to deliver support for Gaelic and Gaelic arts; the need for a national youth arts strategy; and the need to deliver on the recommendations in the report on the Traditional Arts commissioned by the Scottish Government nearly two years ago.

Action Required

Board members are asked to note the review parameters and timetable.

Arthur Cormack
CEO
December 2010

CREATIVE SCOTLAND

ALBA CHRUTHACHAIL

- Review of Foundation Organisations
- The Context of the Review
- The Principles Behind the Review
- The Time-Table for the Review

‘There will be a review of Foundation Organisations which will be complete in time for new agreements to be in place by March 2012’

Benefits of the Foundation Organisation Model:

- Longer term planning
- New and sustainable partnerships
- Broader funding base
- Organisational development is possible

Other things going on:

- Place Agenda
- International Strategy
- Youth Arts Strategy
- Flexibly Funded Organisations

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ALBA CHRUTHACHAIL

Why Review?

- Real terms reduction
- Changing times in Local Authorities
- Some doing well and want to expand – some not so well
- Gaps - particularly geographically
- Government objectives
- Opportunity for greater coherence across investments

CREATIVE SCOTLAND

ALBA CHRUTHACHAIL

What should organisations contribute to a creative Scotland?

- High quality work
- Range of artistic engagement
- Good ideas, new ideas, creative thinking
- Creative well-being, partnerships, collaborations
- Good value for investment

What might we do to make this possible?

- Strategic partnerships
- New conduits
- Enhanced capacity
- Leadership
- Investment

CREATIVE SCOTLAND

ALBA CHRUTHACHAIL

Time-Table

Today	Sharing process for discussion and feedback
Mid November	Creative Scotland Board
December	Process begins
January 2011	Plans with supporting budgets
February 2011	Deadlines and analysis
March 2011	Decision making
April 2012	New agreements / arrangements

What you said to us

Report on the breakout sessions,
FO Conference,
Wednesday 3 November 2010.

Contents

FO Review process – questions and comments on overall approach
Priorities for assessment
- Artistic / quality
- Value / investment
- Geography / gaps
- Collaboration
- Language and Cultural diversity

Working with other funding partners
- Local Authorities
- Other sectors

Comments on the wider role of CS
- Funding models –
- Advocacy –

Role and needs of FOs
Other comments and suggestions

FO Review process – questions and comments on overall approach

Many of the feedback notes welcomed the presentation and found the information useful, However there were a number of questions about the approach:

Questions -

- What is overall template against which FOs will be judged?
- How will the FO review relate to wider review of needs?
- How can quality, artistic engagement etc actually be assessed in a meaningful way?
- Will there still be five year funding and five year plans?
- Will FO review take into account whether organisations are paying / rewarding staff and artists appropriately?
- For FO casualties will CS look at other models to ensure some of those organisations can survive within a different investment model?
- Are lead officers going to engage in and support review submissions?
- How will it be assessed - Who will make quality judgement?

- Will FOs need to present plans against different scenarios? (worried about timescale for small orgs)

Comments -

- Concern that the 'new' may be prioritised over good, existing work
- The funding process must be simple.
- The timescale outlined is challenging
- More time for planning and less time for decision making (within reason).
- More clarity required on the review process, criteria? Analysis? Reporting?
- Need greater detail on the process and information required for foundation review going forward
- Don't want to be penalised in any review through lack of awareness of just where the perceived gaps are and what CS wants to focus on.
- 'we are ready for Peer to Peer assessment and this will lead to a better discussion / understanding of value'

Priorities for assessment

In discussion about the priorities for assessing foundation organisations a number of key themes came through -

Artistic / quality

- Foundation Organisations need to be artistic/ vision lead , audience focused
- High quality work must be a key element – irrespective of the driver of the organisation.
- Reflection on what makes high quality – measures of value
- Innovative ideas – support to get the cutting edge ideas
- Invest in success or activate new activity? (balance)

Value / investment

- What exactly is meant by good value for investment? How will this be assessed? Will leverage be taken into account?
- Value should not be considered purely in economic terms
- Does investment always require return?
- Will require CS to be clear about what is expected from investment?
- What should be measured and reported? Cultural returns on investment?
- Recoupment on appropriate investments such as the recording fund in music and certain elements of publishing in literature should be considered.

Geography / gaps

Mixed opinions were expressed over the approach to geographic gaps. Below is a summary of view and comments

- Relation of quality Vs geography,
- Enable high quality organisation reach other parts of the country,

- Should organisations move to fill gaps?
- Investigating areas of lack – approach with caution – not tokenistic – geography not the best basis for decisions.
- Technology – increases access to the arts in remote areas
- Can organisations in remote areas cater for national needs? Can't increase specialisms because there is not enough support.
- In some areas of low provision it is a mindset question - bear in mind when being prescriptive.
- Not just a question of remote geography its about deprivation in inner city as well
- How do you address the issues of people choosing not to go (aware of provision?)

Collaboration

'Collaboration is the key to making the work happen'

- Long term funding allows collaboration
- Collaboration with –
    - Commercial Sector
    - Between FOs
    - Support smaller organisations,
    - Other arts organisations (not funded by CS)

- CS should be collaboration spotters.
- Partnerships / collaborations 'must be complimentary wherever possible and not enforced.'
- Barriers between organisations (frequently personality driven) must be broken down.
- Local authorities must be involved in the process or in facilitating collaboration
- Strong partnerships with LAs – CS can help with initiating place conversations where FO issues can be raised.
- Back office cost savings are not necessarily possible for all organisations – depends on scale

Language and Cultural diversity

- Language should have been much higher profile – Gaelic, Scots
- Cultural diversity, national identity and language should underpin CS's priorities and be reflected in CS

Working with other funding partners

Local Authorities

'So much of future planning is dependent on Local Authority plans and finance that it's difficult to budget and plan for the future at this time'

- There is an issue re the process and timing between the funding cycles of Creative Scotland and the Local Authorities.
- Dialogue between CS and local authorities is key to understanding role, context and impact of FO.
- Concern was expressed for the dying breed that was arts officers in local authorities.

Other sectors

'We must avoid looking at culture within a vacuum, but look at what culture contributes more broadly, in relation, for example, to the NHS or Education.'

- Many of the groups reported on the importance of partnerships with other sectors. Those mentioned included Education, Health, prisons, social care, tourism (Visit Scotland).
- Work with other sectors needs to happen locally as well as nationally.
- Creative Scotland should act as an advocate to these other sectors and to effect change – SCIP process a good example.
- Funding by CS can act as a major lever for bigger funding pots.
- More cohesion across public body investors in terms of the information being sought from delivery organisations

Comments on the wider role of CS

'FOs do not want Creative Scotland to do their jobs for them, or to be too reliant on Creative Scotland. Creative Scotland should prioritise making sure that there is enough money so the FOs can do it themselves.'

General-

- Reporting and monitoring – not just to CS but to the sector.
- Processes and internal operations must be simple but holistic.
- CS Needs to be well informed and expert.
- CS needs to ensure there is fertile ground if you want to plan strategic ideas.
- CS should sub-contract more services, especially within the voluntary sector.

Funding models -

- Continue resilience programme? - helps with development of income generation, but takes time to come to fruition.

- Large scale projects (e.g. Inspire) which although have been brilliant haven't had a long term sustainable approach, is this model dangerous?

- Small grants to artists for talent development help create new work that can also be offered to public.

- Project funding – many FOs still dependent on a number of streams of project funding from CA sometimes for development areas. This should be considered and simplified.

Networking –

- Encouraging sharing or experiences among organisations / conduit for sharing practice and experience e.g. through resilience
- Providing local and national networks and networks within and between artforms .

Advocacy -

- Many groups highlighted the role of Creative Scotland as the lead advocate for the arts. But also that FOs and other orgs had a role/responsibility for advocacy.

- CS should be promoting:
  - Arts work delivering objectives in other government areas e.g. education, health, social welfare.
  - Social return on investment argument
  - FO projects
  - Matchmaking with potentials investors.
  - Arts to national broadcasters to increase arts coverage on TV.
  - Pushing arts up the political agenda
  - Act as an international advocate and broker

- Access to CS data would help FOs with advocacy.
- 'How will creative Scotland's Advocacy role be developed? Will CS act as a broker to lever additional investment in creative industries both nationally and from Europe?'

Role and needs of FOs

Are FOs the foundation of creativity?

- Develop business skills, leadership of artists turned managers,
- How would commercial potential of some FO products be better realised? Internationally as well as nationally.
- FOs must be perceived and developed as cultural leaders
- Core purpose – Need to focus the core purpose of FOs in the current financial climate Organisations should look at what is their core characteristics / qualities. 'Non core activity may need to be cut but this could provide focus.'

- Concern was expressed around the maxim that FO funding allows development-it certainly gives levels of security, but most of our significant FO's have not been able to improve the terms and conditions of their staff over the past three years, whether contracted or freelance and that is an issue for many of them as they are losing good people.
- The training and career development portfolio is a huge concern and an area where FO/FXO's need to invest. There must be more creative apprenticeships and whilst internships are welcome, placements are even better.
- Some organisations are easier to "shrink" in times of economic crisis, such as festivals.

Other comments and suggestions

- Use of technology with organisations – ambition phase 2?

- 2012 and 2014 may be seen as a threat to profile of the arts but also present opportunities

- Excited by the challenge, up for the fight!

- Ticket pricing was identified as an issue that had to be addressed, perhaps by Creative Scotland, striking a balance between providing access, and generating sufficient income through ticket sales.

Compiled by Maggie Page,
November 2010

Fèisean nan Gàidheal

Staff Progress Reports
Agenda Item: 4.2010.05(a)

Staff Member	**Calum Alex Macmillan**
Job Title	**Development Manager**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.1	**Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC)**
	In my position of Development Manager I work as lead officer for four Fèisean; Fèis Ghallaibh, Fèis Fhoirt, Fèis Dhùn Èideann and Fèis Obar Dheathain. I maintain contact with these Fèisean on a regular basis and support them with translations, instrument requirements, funding applications, website support and any other issues which they request support from me. In the coming weeks I will be meeting with them to discuss grant applications. I manage the development officers and drama team on a daily basis and give support and offer guidance to them in the roles they are in and with certain specific projects. Among these projects are; Sgoil Shamhraidh Dhràma, Fèis Alba, Summer Ceilidh Trails, Various funding applications, Meanbh Chuileag Tour, Tour of English medium schools, and I have been involved with the organisation of the St. Andrew's Concerts. My other roles include; managing the Fèisean Development fund for 2010, I represent Fèisean nan Gàidheal at various meetings and conferences. I maintain regular contact with and attend all meetings with Bòrd na Gàidhlig; the Inverness Gaelic hub committee and a number of Gaelic organisations. I also work with other staff members with Blas Festival organisation, attending board meetings and working with Donna MacRae on program content for next year's Fèis. Further to this I have retained some of the duties I had as Gaelic officer which includes translations, Gaelic Policy implementation and carrying out the tutor survey.
1.2	**At least one graduate or work placement to be support through CnaG schemes (BnG)**
	This summer we had two students, Jenny Forbes and Clare Jordan, under the CnaG placement scheme. We were pleased to support this valuable scheme and both students carried out their duties well.
1.3	**Grants Scheme for Fèisean**
	The Fèis development fund has been launched for 2010 and Fèis Lochabair received some support for the teenage Fèis. We have also received other applications which are currently under consideration. We have maintained our grant support to Fèisean in the Western Isles, the Highlands and Argyll and Bute areas.
1.4	**Supporting volunteers**
	I offer continued support to the four Fèisean for which I am lead officer. I maintain regular contact with them and will be meeting with each of them over the coming months.
1.12	**Support for new Fèisean**
	A group in Scourie have established Fèis an Iar-thuath and they will be holding their first Fèis days in the new year. They have been working closely with Nicola Simpson in planning their first event.
1.13	**Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent**

	We continue to support Lochaber Fèisean, Fèis Spè and Fèis Bharraigh.
1.14	**Inter-Fèis activities**
	A number of Fèisean take part in regular inter-fèis activities including, archiving projects, cèilidh trails and other various joint performances. Fèis Spè and Fèis Mhoireibh delivered workshops together at Speyfest 2010 and there was also a Blas performance from Fèis a' Bhaile and Fèis na h-Òige. We encourage Fèisean to consider inter-fèis work in their development fund applications.
1.15	**Annual Training Programme**
	The staff training programme is continually developing. All staff had the opportunity to receive Sitkekit training and Manual Handling this year as well as a number of Gaelic sessions. Individuals have taken the opportunity to receive training in Recording, Podcasting and also specialised Gaelic grammar courses.
1.16	**Networking**
	I have maintained good relationships with Gaelic organisations and with support from Bòrd na Gàidhlig we will look at ways in which we can increase inter-organisation work. I have been attending meetings concerning the idea of a Gaelic Hub for all Gaelic organisations in Inverness. I, along with the CEO, have attended NGAS (formerly GASD) meetings. I also meet regularly with Bòrd na Gàidhlig's Arts and Culture officer and will meet again early in December. We recently received funding from NGAS for a Meanbh-Chuileag tour of Gaelic medium schools and also a short tour of English medium schools to promote Gaelic awareness,
1.18	**International Links**
	We maintain our international links with Ireland and Canada through the Blas Festival. This summer the Fèis Rois Ceilidh Trail attended festivals in Wales, England and Ireland
2	**New Developments**
2.1	**Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation**
	The updated Gaelic Policy is been implemented by all Fèisean and we offer them support with translations, Gaelic activity packs and Gaelic speaking teams (G-team). The drama officers are currently working in two areas with the Drama radio project. Dougie is working in Argyll and Angus in the North highland area. Each school involved in the project will record their play for radio and will be broadcast as part of Rèidio nan Gàidheal's Aileag.
2.2	**Continue to support a Gaelic Language Development Team**
	Sgioba-G were busy during the October break at Fèis Spè and Fèis a' Bhaile using new activities which were well received.
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**
	The online tutor survey is now complete and we received over 150 responses. I am currently evaluating all these responses and will devise a training plan for those who require additional training.
2.4	**Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean**
	The Gaelic medium Fèisean maintain their regular activities. Fèis na h-Òige held a Gaelic piping weekend in Badaguish, Aviemore in August which was well attended with very positive feedback from participants. Fèis an Iar Thuath have drafted a Gaelic policy which they will now be implementing as part of their first Fèis weekend in the new year.
2.10	**Gaelic song-writing initiative**

	We are in the early stages of developing this project. We plan to hold a forum of current day songwriters and develop a strategy for the songwriting project. The Blas Festival commissioned Eilidh MacKenzie to develop her idea of writing songs based on happy news stories which happened during 2010. I am pleased that Celtic Connection have included Saoghal Sona as part of their 2011 programme.
2.13	**Teenage provision within the Fèis movement**
	The cèilidh trails were a great success over the summer and it was good to see the Argyll Cèilidh Trail become more established. Fèis Lochabair also held their first teenage Fèis during the October break which was well attended and deemed a success by those involved. A good number of Fèisean now offer specific provision for teenagers and we will continue to support Fèisean with their provision and further innovative projects which involve teenagers.
3	**Partnership Contracts**
3.6	**Showcasing opportunities**
	We will be holding 5 concerts across the highlands as part of St. Andrews showcasing events. Each Cèilidh Trail will perform alongside Gaelic singers and highland musicians to create 5 high quality events across the highlands.
3.8	**Development of Blas – Celebrating Highland Music**
	This year's festival saw more than 80 performances between evening concerts and school performances. A Gaelic speaking fear-an-taighe presented each concert and all publicity materials were delivered bilingually – Gaelic with precedence as per the Blas Gaelic plan which was submitted to Bòrd na Gàidhlig in early June. BBC Alba were also present at four of the concerts and broadcast four one hour shows shortly after the festival. I attend the Blas Board and steering group meetings. I have also been working closely with Arthur and Donna with regard to programme content and also funding opportunities.

Staff member	**Anne Willoughby**
Job Title	**Executive Manager**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.1	**Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC target)**
	On-going. Work of the whole organisation is geared towards achieving this.
1.3	**Support at least thirty Highlands and Islands Fèisean each year (HIE target)**
	From 01 April 2010, grants have been offered to 45 Fèisean (35 in HIE areas), 21 of which are in Fragile Areas, totalling £245,154.92 as detailed in the tables provided for Board meetings. Payments totalling £127,285.42 have been paid out to 28 Fèisean.
1.4	**Continuation of Annualised Hours Scheme**
	Annualised hours offered for 2010-11 as part of overall grant offer, with those Fèisean which have made the best use of them in the past having been given priority. A total of 2115 hours have been offered. As a condition of funding, the Development Team will continue to work closely with workers employed under this scheme to attend the Fèis training weekend on 12/13 March 2011, to be held in Fort William.
1.5	**Hold an Annual Conference (SAC Target)**
	The 2010 Annual Conference took place on 24/25 September 2010 in The Cèilidh Place in Ullapool. Many representatives from a third of the Fèísean were in attendance. There was a Cèilidh after dinner with entertainment provided by Fèis Rois. The guest speaker was Andrew

	Dixon, the new Chief Executive of Creative Scotland.
1.6	**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 undertaken by Sandy Gray with a number of staff as signatories. 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 to £23.00 per disclosure.
1.6	**Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation (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 with held from Fèisean who attempt to employ tutors or volunteers who have not undergone a check.
2	**New Developments**
2.12	**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 target)**
	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.

Staff member	**Iona MacDonald**
Job Title	**Training and Policy Development Officer**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.4	**Supporting volunteers: Policies are made as easy as possible for volunteers to deliver; continuation of Annualised Hours scheme**
	Each policy was reviewed during 2009-10 and published on the website in both Gaelic and English. Guidance notes were provided where necessary to help volunteers and other users. The Child Protection Policy will be reviewed in advance of the planned February review, due to planned changes in the law.
1.5	**Annual Conference**
	The annual conference was very enjoyable. The Saturday morning was filled with reminiscences and tunes from Ali Beag MacLeod of Coigach, a visit to the Ullapool Museum, and a guided walk around the village.
1.15	**Annual Training Programme – providing training to 30 Fèisean each year and at least 75 tutors and fèis organisers**
	Programme currently in preparation, according to budget. Fèis Trèanaidh 2011 to be held in Fort William (12/13 March). 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. A workshop with Melody Cameron, Cape Breton step-dancer, was held in Elgin in July, and a two-day workshop on graphic design was held in Inverness in August and led by Ronan Martin.
	Staff to be involved in at least 4 Gaelic language training days (BnG)

	Ongoing. Anne Willoughby is undertaking a course in Gaelic grammar, and a further Gaelic day for all staff is planned for the beginning of the year.
2	**New Developments**
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**
	Assisting the development officers to achieve this.
2.7	**Encourage local Fèisean to archive material which could be utilised in teaching situations in their area**
	No progress to date. Awaiting confirmation of funding.
2.8	**Gaelic Arts Strategic Development**
	Assisting where possible.
3	**Partnership contracts**
3.4	**Other formal educational work**
	An application was made to iDiscover, a scheme which encourages extra-curricular learning in schools, for a programme delivery by FnG. Although this application was unsuccessful, FnG have not ruled out possible future co-operation.
3.7	**Music Bursaries Scheme: Deliver a programme of Music Bursaries within the Highland Council area as part of the new Highland Arts Partnership Programme (HC)**
	A varied selection of projects were granted assistance through this scheme, from Gaelic/Scottish music to thrash metal/alternative punk; international tours to radio programmes. There is no indication that this scheme will be repeated.
Eile	**Develop Level 3 course for fèis tutors** Andy Thorburn, Valerie Bryan and Iona MacDonald are undertaking this review/development. The second meeting will be held on 3 December 2010.
	Submit 2 applications to funding bodies for the purpose of progressing training opportunities Application to SAC/YMI was successful (£4450 for tutor training). Application to Soillse was successful (£3000 for language research among fèis tutors) Application to Esmee Fairbairn Charitable Trust was unsuccessful Application to iDiscover was unsuccessful.
	Progress with in-house training programme within available budget Progressing. Maintaining the Website, with Heckie Cormack, Portree, 24/8/10 Cùrsa Gràmar aig Clì – Anne Willoughby.
	Complete all preparations for Fèis Trèanaidh 2011, and distribute information. Draft to be complete by 31.10.10 A draft timetable was circulated with the last set of board papers. The programme is now ready for publication. It will be held in the Alexandra Hotel and Fort William RC Primary School in Fort William on 12/13 March 2011.
	Other responsibilities: Celtic Neighbours – this project has its main office in Wales, and has international plans to bring people and projects from the Celtic areas (Scotland, Ireland, Wales in particular) together for mutual benefit. I am on the steering committee. The visual arts exhibition, Tìr, opened in Wales in November and included an inter-Celtic musical programme. The Highland Music Bursary scheme assisted Catherine Tinney, a young Gaelic singer from Skye (and former Fèis an Earraich and Fèis Bharraigh participant) to take part as a member of an inter-Celtic trio. Catherine is now a Gaelic/History student at Glasgow University. A further gig has been secured for the trio at Celtic Connections in Glasgow (Tir, 23 January, Tron Theatre, with Roisin Elsafty. CN is also planning a joint inter-Celtic drama event, including Fèisean nan Gàidheal, based on Y Mabinogion, a collection of Welsh mythological tales. The collection has also been translated into Gaelic by Ian MacDonald, and can be seen at https://lsh507.securepod.com/gaelicbooks.org/merchantmanager/product_info.php?products_id=602 It is likely that this collaboration could contribute to **target 1.18 – International Links**

	St Andrews Night Cèilidhs Assisting with arrangements and general co-ordination for this series of ceilidhs throughout the Highlands, including liaising with musicians, venues, organising sound and lighting, accommodation and meals for participants, and arrangements for Front of House.

Staff member	**Moreen Pringle**
Job Title	**Business Officer**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.5	**Run an Annual Conference (SAC Target)**
	This year's AGM took place in Ullapool in September
1.7	**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 Fhoirt, Fèis Ghallaibh, Fèis Rois nan Deugairean and Fèis a' Bhaile. 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 3 Accordions and 7 Clàrsaich. In total we currently have hire contracts for: 26 Clàrsaich, 12 Fiddles, 2 Smallpipes, 16 Accordions and 1 Keyboard
1.9	**Maintenance of a Fèis Tutors database**
	Efforts are made to keep the database as up to date as possible.
1.10	**Developing, Distributing and Selling Publications**
	The Shop section of the Fèisean nan Gàidheal Website is now in operation and books can be purchased on-line.
1.11	**Production and Distribution of Regular News and other Information**
	The September edition of Faileas was produced and put on the website. The next edition will be produced in December.
1.19	**Increase and raise profile of Fèis movement and its success with 12 pieces of local/regional coverage, 3 instances of national coverage, and one instance of UK-wide 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.
1.21	**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	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative

1	**Service Delivery**
1.1	**Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC)**
	I am regularly involved in translation work for the Fèisean, and I also offer assistance with proof-reading and graphic design. I am generally involved in preparing Sgioba-G materials ahead of their visit to a Fèis. I have recently been involved in preparing a new Gaelic handbook for Fèis Rois. This is now almost finished.
1.16	**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)**
	A day was spent working at Culloden Battlefield on behalf of the National Trust for Scotland in May, taking Gaelic-speaking children around the centre. We hope to establish a working relationship with the organisation and carry out other days like this. The BBC link is continuing, and we have reawakened our link with Eden court. I am currently working on a radio drama project in Argyll and Lochaber schools, and Angus and Ruairidh Nicolson (Eden Court) are working on a similar project in Ross-shire, Sutherland, Inverness, Badenoch and Nairn. I visited BBC Radio nan Gàidheal in Stornoway and received training in sound recording, and I also was given a loan of sound recording equipment. I will therefore be recording the plays in Argyll and Lochaber on behalf of the BBC, but the BBC will be visiting Angus and Ruairidh's schools themselves. We have spoken to SNH with a view to researching the subject for 2011's Meanbh-chuileag tour.
1.21	**Website and ICT**
	I regularly contribute to the website.
2	**New Developments**
2.5	**Continue to run a series of Gaelic drama Fèisean (SAC)**
	As indicated above we are currently working in schools on drama radio projects in partnership with BBC Radio nan Gàidheal and Eden Court. I am personally working in Tiree, Bowmore, Sandbank, Rockfield, Salen and Fort William Gaelic Primaries. My project will be completed before Christmas, with the results being broadcast early in 2011 by the BBC. Angus and Ruairidh Nicolson's similar work in north Highland Schools will be completed early in the new year. The Argyll and Lochaber Drama Project concluded in June in Acharacle with an afternoon of Gaelic plays from schools from across the area. I will be getting this project going again in January. BnaG has agreed to fund us for a project aimed at non-Gaelic primaries which will give pupils the opportunity to learn some Gaelic over several months. We have still not heard what sum we will be getting, or where the work will have to take place but we intend to start the project in the new year.
2.5	**At least 80 Gaelic drama workshops to be supported (BnG)**
	See above. We will reach this target through the drama work described above.
2.5	**Stage an annual Fèis Drama Summer School and work towards an agreement with MG Alba for the further professional development of 'graduates' (HIE)**
	We have booked several tutors, the hostel and the primary school. SSD2011 will run for 13 days, as opposed to the usual 12. It is probable that the final night will be held in Broadford in conjunction with Fèis Alba, as opposed to Portree. I am still to speak to MG Alba regarding their input.
2.5	**At least 17 participants to take part in the Sgoil Shamhraidh (BnG)**
	SSD2010 was successful once again, with 17 participants, aged 14 to 16. In spite of advertising,

	we only attracted an audience of 40 for the final evening. For SSD2011 we will be considering the following: • we generally do not receive applications from Lewis or Harris • the tutors have indicated that they would prefer if the Sgoil was longer • we may have to move the final night to another location to attract a bigger audience
2.5	**Aim to work on at least one project in each *Iomairtean Cànain* area (BnG)**
	We are considering several options for this, including drama work in secondary schools
2.5	**Meanbh-Chuileag to tour schools with a drama production if funding allows**
	We have just heard that BnG will be funding us to take a piece of TIE round 50 GM primaries in the spring term 2011. Although we have received an indication that the money is coming our way, we still do not know what the final sum will be, nor do we know what conditions will be imposed upon us. We think the subject will be based on "wildlife crime", but we understand we may have to include references to the census. We have engaged Artair Donald as a director and rehearsals will be held in Glasgow. We have secured £4,000 from CnES to take the pantomime *Marsaili agus a' Bhleideag Airgid* round Western Isles schools and community centres in December. We will start the tour on 6 December. In addition to Jenna, myself and Angus, Sean MacLeod, from Upper Coll in Lewis, will be with us on the tour. We also have an open performance planned for 16 December in Inverness.
2.13	**Teenage provision within the Fèis movement**
	The Sgoil Shamhraidh Dhràma is the largest teenage-aimed initiative in which we are involved, and it has attracted 50 young people over the last three years. Teenagers in Edinburgh and Lewis were involved in a drama radio project in 2009/10. The work we are involved in for the National Trust for Scotland is aimed at teenagers as well as primary pupils.
3	**Partnership contracts**
3.3	**Gaelic Language work in schools**
	As described above, we are involved in several projects in schools across Scotland, and we are awaiting confirmation of funding for others: Confirmed: • Argyll Radio Drama Project (happening now) • Ross, Sutherland, Inverness and Badenoch Radio Drama Project (happening now) • Argyll and Lochaber Drama Project (starting in January) • Western Isles Panto (starting 6 Dec) • National Meanbh-chuileag tour (rehearsals start in January) • Work in EM schools following the BnaG Educational Arts Service plans (starts in new year) Funding dependent: • Work in schools to support GLPS in schools across Scotland (no word as yet)

Staff member	**Angus Macleod**
Job Title	**Drama Officer**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.1	**Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC)**
	I have supported the work of Sgioba G with the provision of activities at Fèis a' Bhaile and Fèis

	Spè and in the collation and preparation of games packs. I provided 2 Gaelic Drama sessions for Fèis Spè. I have been involved in recording section 2 of the new Gaelic Learners manual for Fèis Rois.
1.16	**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)**
	Sabhal Mòr Ostaig On the 6th of September I delivered a Gaelic ice breaker/ drama games workshop for around 20 students during Sabhal Mòr Ostaig's fresher week. **Eden Court** I have been in regular communication with Eden Court's Gaelic Drama worker Roddy Nicolson as Eden Court and Fèisean nan Gàidheal are working in partnership to ensure the delivery of the radio drama project in the north Highland area. Support was provided during the preparation stages and from October Roddy has been working with the following schools: Millbank Primary in Nairn, Newtonmore, Ullapool (2 groups) and Dingwall (2 groups). Recording dates with BBC Radio nan Gàidheal are being arranged and are due to take place during the first fortnight of December. The following group of schools are set to participate in the project between January and March 2011: Bun-sgoil Ghàidhlig Inbhir Nis, Tounge Primary, Craighill Primary, Tain and Bonar Bridge Primary. **BBC Radio nan Gàidheal** We continue to have a good working relationship with the production team from Radio nan Gàidheal's youth programme 'Aileag', following their involvement in the drama for radio project during the last school year. Recording sessions with the Aileag production team have been scheduled to take place in early December for the first group of radio plays. Other collaborative opportunities at BBC Radio nan Gàidheal are to be investigated. **Dabster Productions Ltd & Amanda Millen, Development Producer - HIE** On the 11th and 12th of November I attended a free 2 day podcasting training workshop provided by Dabster Production Ltd at the Moray Film Festival. The course was organised by Amanda Millen, HIE's Development Producer who is interested in finding out more about Feisean nan Gàidheal' work and link up opportunities.
1.21	**Website and ICT**
	Provision of content highlighting FnG news and drama projects is ongoing.
2	**New Developments**
2.5	**Continue to run a series of Gaelic drama Fèisean (SAC)**
	We are currently working in schools on drama radio projects in partnership with BBC Radio nan Gàidheal and Eden Court. I'm currently working with groups from Plockton Primary, Lochcarron Primary and Gairloch Primary. Recording sessions with the BBC are scheduled to take place in early December. Broadcast dates are still to be confirmed.
2.5	**At least 80 Gaelic drama workshops to be supported (BnG)**
	See above. This target will be achieved in the provision of these drama projects
2.5	**Stage an annual Fèis Drama Summer School and work towards an agreement with MG Alba for the further professional development of 'graduates' (HIE)**

	We have booked several tutors, the hostel and the primary school. SSD2011 will run for 13 days, as opposed to the usual 12. It is probable that the final night will be held in Broadford in conjunction with Fèis Alba, as opposed to Portree. I am still to speak to MG Alba regarding their input.
2.5	**At least 17 participants to take part in the Sgoil Shamhraidh (BnG)**
	SSD2010 was just as successful as previous years, with 17 students, age 14 to 16, participating. Despite prior advertising, only around 40 came to watch the performance night. For SSD2011 the following will be taking into consideration: • no applications from Lewis and Harris • the tutors preferance for a longer summer school • the performance night may have to be moved to another location to attract a bigger audience
2.5	**Aim to work on at least one project in each *Iomairtean Cànain* area (BnG)**
	We are considering several options for this, including drama work in secondary schools
2.5	**Meanbh-Chuileag to tour schools with a drama production if funding allows** We have just heard that BnG will be funding us to take a piece of TIE round 50 GM primaries in the spring term 2011. Although we have received an indication that the money is coming our way, we still do not know what the final sum will be, nor do we know what conditions will be imposed upon us. We think the subject will be based on "wildlife crime", but we understand we may have to include references to the census. We have engaged Artair Donald as a director and rehearsals will be held in Glasgow.
	We have secured £4,000 from CnES to take the pantomime *Marsaili agus a' Bhleideag Airgid* round Western Isles schools and community centres in December. We will start the tour on 6 December. In addition to Jenna, myself and Dougie, Sean MacLeod, from Upper Coll in Lewis, will be with us on the tour. Rehearsals will take place at the Bridge Centre, Stornoway between the 1st and 3rd of December with performances taking place between the 6th and 10th of December (see below). An extra performance will take place at the Spectrum Centre, Inverness on Wednesday the 16th of December.

6 December	morning 10.00m	Clan MacQuarrie Community Centre
	afternoon 1.30f	Talla Bhrèascleit
7 December	morning 10.00m	Bridge Centre, Stornoway
	afternoon	no performance
8 December	morning 10.00m	Sgoil Lionacleit
	afternoon 1.30f	Daliburgh School
9 December	morning	Castlebay Community Hall
10 December	morning 10.30m	Tarbert Community Hall
	afternoon	Bridge Centre, Stornoway

2.13	**Teenage provision within the Fèis movement** **Sealladh TV & MG Alba Radio Commissioning Round** A draft programme idea for MG Alba's radio commissioning round was made and submitted to independent tv company Sealladh with a view that Fèisean nan Gàidheal and Sealladh TV could work in partnership if the application to MG Alba's latest Radio Commissioning round was successful. A beneficial meeting with Sealladh TV producer Morag Stewart was held in early October but it was felt that the scale of the project, which at that stage was to follow a similar format to the radio drama project with primary schools, would be constrained by the recording deadlines and standard of content required by MG Alba. **Gaelic Drama Podcasts** An offshoot of the proposal process above has led to the consideration of a smaller scale project. The pilot project would be led by Fèisean nan Gàidheal and link up with secondary school Gaelic departments in the Inverness area e.g. Dingwall Academy, Culloden Academy, Millburn Academy, Charleston Academy and Inverness Royal Academy with the focus on the production and delivery of podcasts exhibiting their drama skills. **Drama Workshops & G Team** During the September to December period I delivered drama workshops and G Team sessions for Fèis Spè and Fèis a' Bhaile. **An Sgoil Shamhraidh Dhràma** The Sgoil Shamhraidh Dhràma is the biggest initiative we are currently involved with catering for teenagers, and has attracted 50 teenagers in three years. Planning and preparation for the Drama Summer School in 2011 is underway. Portree has been confirmed as the location and it will take place between Monday 4th July to Saturday 16th July. The performance night is to take place on the Friday this year instead of Thursday with plans to have it held in Broadford.
	Pròiseact Rèidio Teenagers in Edinburgh and Lewis were involved in a drama radio project in 2009/10. **National Trust for Scotland** The work we're involved with for National Trust for Scotland caters for teenagers as well as primary school children.
3	**Partnership contracts**
3.3	**Gaelic Language work in schools**
	As described above, we are involved in several projects in schools across Scotland, and we are awaiting confirmation of funding for others: Confirmed: • Argyll Radio Drama Project (happening now) • Ross, Sutherland, Inverness and Badenoch Radio Drama Project (happening now) • Argyll and Lochaber Drama Project (starting in January) • Western Isles Panto (starting 6 Dec) • National Meanbh-chuileag tour (rehearsals start in January) • Work in EM schools following the BnaG Educational Arts Service plans (starts in new year) Funding dependent: • Work in schools to support GLPS in schools across Scotland (no word as yet)

Staff member	**Kevin Rodgers**
Job Title	**Lochaber Development Officer**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
	• I maintain a regular contact with each of the Fèisean in my remit. • I have attended, Fèis Gleann Albainn, Fèis Innis an Uilt, Fèis Lanraig a Tuath and Fèis Oigridh na Mara, committee meetings in the last 3 months. • I have set up meetings regarding the impending submission of the Fèisean nan Gaidheal Grant application forms • I have been communicating with Perth and Kinross council regarding funding for next year's Fèis an t-Sratha events • I have been working with talking to Fèis Innis an Uillt, Fèis Lannraig a Tuath and Fèis Ghlaschu about the setting up of a Glasgow area steering group which will mirror the Lochaber steering group • I have been working with Fèis Innis an Uilt and Fèis Lannraig a Tuath on a new project which will, if successful, see traditional music through the Fèisean brought into Condorat and Meadowburn. • I organised and attended the recent Fèis nan Deugaire Lochabair event • I have been working with Emily Edwards and Ronan Martin in their efforts to complete the Tasglann project focusing on Lochaber The booklet has gone to the printers and should be ready any time now.
1.3	**Grant Scheme for Fèisean**
	• I have set up meetings with each of my Fèisean regarding the main grant applications • I have begun these meetings and I'm looking to have a draft of the application before the Christmas holidays
1.4	**Supporting Volunteers**
	• I attend at least one committee meeting of each Fèis per annum as well as attempting to attend each AGM. • I have made it clear to each of my Fèisean that i am always contactable and i have ensured that at least one person on each committee has my mobile and home number. This is not something i would usually recommend but given the width of my Fèis area it is essential. • I also have it with my plan to provide Ulpan lessons (1,2,3) to committee members without Gaelic. • I am also looking to change the structure of the annualised hours system for Fèis Lochabair. Should a new project prove successful, the bulk of the responsibilities of the identified annualised ours assistant will be taken into a new post.
1.11	• I update the News articles on the FnG web-site regularly • I pass on all relative information as it comes in and make sure the Fèisean are up to date with developments and changes.
2	**New Developments**
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**
	• I will be running an ulpan course for Fèis committee members in Lochaber in the new year
2.6	**Continuing support for Fèis Cèilidh Trails**
	• n/a
2.13	**Teenage provision within Fèis Movement**

	The teenage Fèis in Lochaber took place in October 2010. The attendance figures weren't particularly high although the feedback received from both the participants and the tutors was very encouraging. The Tuition team consisted of Rachel Walker, Ingrid Henderson, Iain MacFarlane, Allan Henderson, Sileas Sinclair and Finlay Wells. As well as the "normal" subjects such as Clarsach, Song, Guitar, Accordion, Piping, Fiddle and Keyboard there were afternoon workshops in PA use, Recording, Composing and group work on offer. The workshops in particular were well received and this is very much a project that we will be undertaking again in 2011.
3	**Partnership Contracts**
3.1	**Youth Initiative contract for Highland**
	• I maintain a regular contact with our YMI officer and will shortly be attending some classes along with tutors to give me a first hand insight into what is happening.

Staff member	**Jenna Morrison**
Job Title	**Western Isles Development Officer**
Period of Report	**September - November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.1	**Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice** On Sunday 7 and Monday 8 November Fèis Tir a' Mhurain held their first groupwork sessions. Special guest tutor was Lewis musician Norrie Maciver from Carloway, Lewis. Eight participants attended the two day groupwork sessions. Fèis Tir a' Mhurain have received funding from Bord na Gàidhlig to establish a young traditional cèilidh band in the area through the Fèis. Groupwork sessions will continue throughout the winter months led by local musicians Angusina Morrison and David Ballantyne. After many successful years as the chairperson of Fèis an Earraich Kirsteen Graham has stepped down and Sandy Murray has been appointed as the new chairperson of the Fèis. I will hopefully meet with Sandy at the end of Novemeber to offer my support and guidance as he continues to develop the excellent work of the Fèis. A group of nine participants of Fèis an Earraich have returned from a trip to Armagh, Ireland. The group were invited to attend the William Kennedy Piping festival between 11 – 15 November. The Fèis received a generous amount of funding from Iomairt Colmcille towards the trip, leaving a small shortfall to be raised through fundraising. Before the trip letter were distributed to local businesses seeking a small donation towards the cost of the trip. In recent weeks the following businesses have made a donation. Firm of Fraser Macintyre £25 MacDougall Removals and Storage £25 The Royal Hotel, Portree £25 and a raffle prize of £20 for their restaurant Rural Design £50 Fèis Thròdairnis has been revived as the committee have expressed their desire to organise a Fèis next summer. As their lead Officer, I will be ensuring that the committee have adequate support and access to services in the coming months to develop and promote their summer Fèis. The committee have agreed to hold their Fèis next August.

	I have started to make arrangements to meet with each of the Fèisean in the next few weeks to help each committee complete their 2011/2012 grant application form. The following dates have been proposed. Some of the Fèisean have still to confirm their availability; Fèis Taigh Dhonnchaidh 6 December Fèis Tir an Eòrna 7 December Fèis Bharraigh 8 December Fèis Tir a' Mhurain 9 December Fèis Eilean an Fhraoich 10 December
1.4	**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's services**
	As you will be aware, I have been trying to establish a Western Isles Steering group. I have received a mixed bag of responses and as I result I have decided to put this development to one side for the time being. To continue to ensure that the Western Isles Fèisean are kept up to date with Fèis activities, partnership projects and funding opportunities I am going to devise an electronic Newsletter that will be distributed to all committee members in the Western Isles. Once this has been established I will seek committee members to take part in a telephone conference to discuss the possibility of developing an inter-Fèis project as part of Scotland's Islands.
1.13	**Continue to Support the development of Fèisean, or collectives of Fèisean, wishing to become more independent**
	On 18th October interviews were held on Barra to appoint a new administrator for Fèis Bharraigh. I joined Karen Mackinnon, Chairperson and Katag Macneill, Fèisean nan Gàidheal Board member on the interview panel. The successful candidate was Anne-Marie Macleod, a former Production Manager for BBC Scotland. Anne-Marie is a fluent Gaelic speaker who has set up a new company, Solas Alba Ltd with her partner providing lighting and production support to the media industry.
1.16	**Expand, wherever possible, partnership opportunities with other organisations both within and out with the Gaelic Community, and continue to work with existing forums, including the Scottish Traditional Music Forum**
	The partnership project between Fèisean nan Gàidheal, Comunn na Gàidhlig and the South Uist Development group was a great success in Uist on 29 & 30 October. 17 young people attended Gaelic arts workshops that were funded by Bòrd na Gàidhlig. We received positive feedback from participants who have expresses they would like to take part in similar workshops again.
2	**New Developments**
2.2	**Continue to implement Fèisean nan Gàidheal's Gaelic policy through services offered to all the Fèisean through its staff and special projects as appropriate**
	Following sufficient training in Portree in September on managing our website I regularly update the website with local news and press-releases. I notify the Fèisean when new articles have been uploaded so they are kept informed of events being implemented by other member Fèisean.
3	**Partnership contracts**
3.6	**Raise the profile of the Fèis movement through dedicated showcase events**

	I have been in regular contact with Marina Murray who is employed by Comunn na Gàidhlig as the Gaelic Language Officer for the Westside of Lewis. Marina and I are considering taking a group of young people to Wales to give them an opportunity to study the area's language and cultural history and current situation. We then hope to return home, divide participants into pairs and ask them to devise a plan or product to support people's learning of the Gaelic language. A 'Dragon's Den' evening will be set up with a special panel of experts and each pair will be asked to present their new idea to the panel. We are currently devising a draft proposal. Peigi Maclennan, Feis Eilean an Fhraoich, Caroline Maclennan, Director of the Hebridean Celtic festival have discussed the possibility of staging another showcase at next year's Festival. Caroline has explained that she would like to keep the opening concert of the festival free for young local musicians to showcase their talents. We have briefly discussed the possibility of organising a weekend in February for young people to come together and form a band…or several, with a follow-up session in early June. Caroline would also like to create a link between the Festival and local schools and suggested that the bands conduct a short tour of the schools, offering music workshops. The performers will then launch next year's Festival at the An Lanntair Arts Centre in Stornoway.

Staff member	**Christine MacIntyre**
Job Title	**Argyll Development Officer**
Period of Report	**September – November 2010**

Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1	**Service Delivery**
1.1	**ntinue to support and develop individual Fèisean, widening their range of activities and establishing best working practice**
	• Met with RSAMD re the provision of a Drama workshop weekend in Spring 2011 • Attended Fèis AGM in Ullapool • Attended Argyll & Bute Information Road show in Oban • Met with Fèis Arainn re 2011 Grant Application form • Met with C A MacMillan and Nicola Simpson in Fort William regarding personal appraisal • Assisted Rockfield Primary with development of Gaelic Drama Radio project • Met with Elizabeth Bain Fèis Cheann Lochgoilhead re Scottish Islands Application • Dunoon Fèis held their second half day workshop • Returned to Rockfield Primary to enhance drama development • Presently assisting with the St Andrew's Day Ceilidh at Roy Bridge
1.3	**Grant Scheme for Fèisean**
	• Finished writing a new YMI Application for group work funding for Fèis Ìle • Completed Scottish Islands Application Form for Fèis Cheann Loch Goibhle • Currently working on a further application for Fèis Ile • Currently working on a small application for funding from the Making Waves fund on behalf of Fèis Dhùn Omhain
1.4	**Supporting Volunteers**
	• Focusing on the need to provide ideas to fèis committees and volunteers for fund-raising in this present economic climate • Regularly attend Fèis meetings • Co ordinate network support in the form of forwarding newsletters that contain useful information • Encourage communication between Fèisean and other Gaelic organisations in my area so they are aware of new developments
1.11	**Production and distribution of regular news and other information**

	• Contribute regular articles and photos for Faileas • Provide regular web update information for fèisean in Argyll area
1.13	**Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent**
	• Provide information to larger Argyll fèisean regarding possible future developments • Encourage smaller Argyll fèisean to broaden their horizons such as provide weekend workshops as in the case of Fèis Cholla, Dhùn Omhain and Fèis Mhuile. • Contribute regular articles and photos for Faileas • Provide regular web update information for fèisean in Argyll area
2	**New Developments**
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**
	• Provided information to some fèisean on location of Gaelic classes and Ulpan classes • Presently arranging a meeting between Argyll Council Gaelic Education Officer, Bòrd na Gàidhlig and Fèisean nan Gàidheal in December • Negotiating with RSAMD re provision of developing new drama materials that can easily be transferred into Gaelic and used by fèis drama tutors
2.6	**Continuing support for Fèis Cèilidh Trails**
	• The Argyll Ceilidh Trail group have gone from strength to strength with performances both in Argyll and in Lochaber. Presently they are developing a programme to have a major fund raising concert to raise funds for a music school in Sri Lanka whom they wish to sponsor • Will be applying to the Scottish Islands Fund in February to take the 2011 Argyll Ceilidh Trail to even more Argyll islands
2.13	**Teenage provision within the Fèis Movement**
	• Ongoing work with Fèis Ìle teenagers • Developing teenage provision in Dunoon • Teenage provision for Glencruitten Hostel in Oban is also ongoing • Encouraging Argyll Ceilidh Trail teenagers to continue providing music within Oban and surrounding areas which in turn will stimulate other teenage participation
3	**Partnership Contracts**
	• Ongoing talks with Donald MacLeod Argyll Gaelic Education Officer to secure better working partnership through co -operation with the Argyll based Stramash group has led to Stramash providing Gaelic orienteering classes at the 2011 Fèis Latharna • In talks with the Argyll QIO for music and drama again with a view to developing joint projects for 2011. Due to possible Council budget cuts there is now greater emphasis than ever on joint collaborations.

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