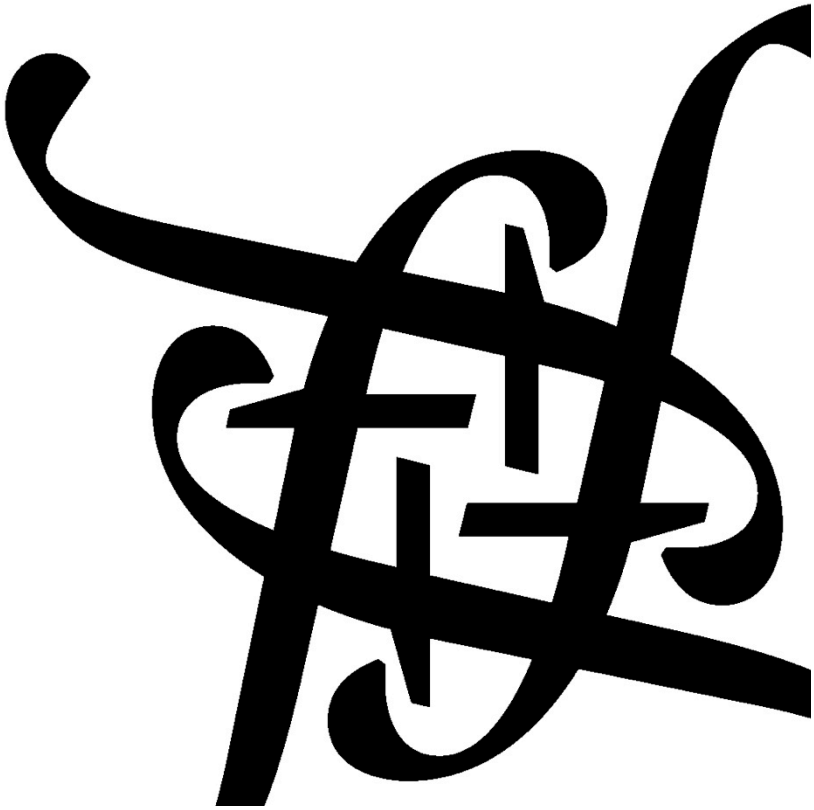
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

Dark Island Hotel
Benbecula

Friday 25 September 2015 @ 2pm



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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at the Dark Island Hotel, Benbecula on Friday 25 September 2015 from 2.00pm

Agenda

3.2015.01 PRELIMINARIES

(a)	Present	
(b)	Apologies	
(c)	Minutes of the previous meeting of the Fèisean nan Gàidheal Board	For Approval
(d)	Matters arising	

3.2015.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	Blas 2015	Verbal for Noting
(c)	Summer Events	Verbal for Noting
(d)	Fuaran: Song Project	Presentation for Noting
(e)	Tasgadh: Traditional Arts Small Grants Fund	For Noting

3.2015.03 FINANCIAL ISSUES

(a)	Income and Expenditure 2015-16	For Noting and Discussion
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Management Accounts to 30 June 2015	For Noting and Discussion
(d)	Grants to Fèisean 2015-16	For Noting
(e)	Annual Accounts to 31 March 2015	For Approval
(f)	Re-appointment of Mann Judd Gordon as auditors	Verbal for Approval
(g)	Funding Agreements	For Noting
(h)	Discussions with Local Authorities	Verbal for Noting

3.2015.04 STAFFING ISSUES

(a)	Fèisgoil Manager	Verbal for Noting

3.2015.05 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion
(b)	Programme for AGM & Conference 2015	For Noting
(c)	Annual Report 2015	For Approval

3.2015.06 OTHER

(a)	Confirmation of date of next meeting	For Noting

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at 111 Academy Street, Inverness on Friday 22 May 2015 from 1.00pm

2.2015.01 PRELIMINARIES

(a) Present

Duncan MacQuarrie (Chairman), Kirsteen Graham, Elizabeth Bain, Deirdre Beck, Bob MacKinnon, Peigi MacLennan (by phone – part of meeting), Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (Attending), Angus MacLeod (Attending – translation)

(b) Apologies

Seumas Campbell, Elaine Spence, Uisdean Robertson, Brian Ó hEadhra (Creative Scotland) and Morag Anna MacLeod (Highland Council)

The Chair took the opportunity to congratulate Arthur Cormack on his OBE. He also congratulated Kirsteen Graham and ex-Board Member Jessie Newton for their induction to the Scottish Traditional Music Hall of Fame, and Anne Willoughby on the birth of her grandson.

It was agreed that Arthur Cormack would send condolences on behalf of Fèisean nan Gàidheal to the family of the late Flora MacNeil.

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

Minutes of the meeting held on 27 February 2015 had been circulated and were approved as a true record of the meeting, proposed by Bob MacKinnon and seconded by Elizabeth Bain.

(d) Matters Arising

There were no matters arising not already on the agenda for the meeting.

2.2015.02 DEVELOPMENT ISSUES

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

A summary of progress for 2014-15 in the implementation of Fèisean nan Gàidheal's Annual Programme had been circulated and was noted.

The report covered the period from 1 April 2014 – 31 March 2015.

General discussion took place on aspects of the programme and the variety of work which had been undertaken over the year. Fèisean nan Gàidheal continues to deliver the outcomes set by its main funders.

(b) Blas 2015

A report by Arthur Cormack had been circulated informing Board Members of the programme for Blas Festival 2015. The Blas Action Group have met several times to work on the Programme and were happy with progress made to date.

Following a tender process for the administration of the Blas Festival, Firefly Productions were delighted to have been awarded the contract and looked forward to continuing to work with Fèisean nan Gàidheal.

Blas 2015 will officially be launched in Eden Court, Inverness on Thursday 11 June and the website will be live and tickets available at that time. Board Members will be invited to the Launch. Board members were reminded that £50 is available for them to purchase tickets to Blas events.

Blas Festival Ltd had met on 4 March in Inverness. Morag Anna MacLeod from The Highland Council had taken the minutes at the meeting, but they were not yet available. The minutes would be circulated round Board Members once they come to hand.

The Board noted the progress with programming Blas which had a great variety of events and covered a lot of different locations.

(c) 5 Latha 2015

A report by Calum Alex Macmillan had been circulated giving information to the Board members about 5 Latha 2014 which was held between 7 and 12 April at the Gearrannan Blackhouses in Lewis.

The report gave a detailed summary of all the activities that had taken place over the week. There had been 19 participants and the feedback from them was excellent.

Calum Alex gave special thanks to the staff at An Gearrannan who had been welcoming and helpful and also all the tutors and people who had helped out with the various activities. They were already looking forward to next year.

The Board members noted the report and were pleased it had gone so well.

(d) Gaelic Drama Summer School

Calum Alex MacMillan gave a verbal report on plans for Sgoil Shamhraidh 2015 set to take place in Portree from 6 to 17 July.

There were 9 participants registered to date and further promotion would take place through secondary schools to try and attract more participants.

David Walker would be the School Director and was currently working on a script as a basis for Sgoil Shamhraidh events.

(e) Fèisgoil

A report by Arthur Cormack had been circulated informing Board Members of marketing of Fèisgoil services.

Board Members noted the efforts being made to market Fèisgoil and attract new contracts.

(f) Tasgadh: Traditional Arts Small Grants

A report by Arthur Cormack had been circulated informing Board Members of the Tasgadh Grants Scheme being run by Fèisean nan Gàidheal on behalf of Creative Scotland.

£31.5k is available to be distributed in small grants to provide support for traditional artists and organisations to create, perform, tour and showcase work. Professional development applications can also be supported through the fund. Guidelines and an application form had been drawn up and the fund was launched on 11 May with 3 deadline dates for applications (July, October and February).

An external Panel will be established to look at the applications received and award grants. The panel will be separate from Fèisean nan Gàidheal so Fèisean will be eligible to apply for grants.

Board Members noted the launch of Tasgadh.

(g) Membership Application

A report by Arthur Cormack had been circulated with an application for membership from the committee of Fèis an Iar-Dheas in Dumfries and Galloway.

The Board approved the application.

2.2015.03 FINANCIAL ISSUES

(a) Income and Expenditure 2015-16

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure with transactions to 30 April 2015.

As the report covered only the first month of the financial year there has not been much expenditure to date and Board members noted the report.

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

The current balances were:

- Current Account - £7,946.99
- High Interest Account - £307,368.65
- Blas Account - £2,620.45

(c) Management Accounts to 31 March 2015

Management Accounts to 31 March 2015, prepared by Mann Judd Gordon, had been circulated and were noted.

Andy Cumming from Mann Judd Gordon would be coming to the Portree office in June to do an Audit.

(d) Grants to Fèisean for 2015-16

A list of grants pledged to Fèisean for 2015-16, with amounts paid out to date, had been circulated and was noted.

As it was the start of a new financial year only a few grants had been claimed to date.

(e) Fèis Spè Application to the Development Fund

A report by Calum Alex Macmillan had been circulated asking Board Members to consider an application from Fèis Spè for a Development Fund grant towards the salary costs of a full-time Development Officer. A copy of their new Development Plan for 2015-18 had also been sent to Board Members.

Fèis Spè had, in the past, received funding from Cairngorms LEADER, and currently from the Roberson Trust but this funding is coming to an end.

To date this year we have already provided £3,700 towards the post and it was recommended that Fèis Spè be awarded up to £20,364 for 2015-16 and a further £29,333 in 2016-17 and in 2017-18.

Board Members:

a) Noted the application to the Development Fund and Fèis Spè's new Development Plan;
b) Agreed the recommended funding for 2015-16
c) Agreed in principle to the funding recommended for 2016-17 and 2017-18 and remitted officers to pay that out in line with availability and need.

(f) Balancing Finance to 31 March 2015

At the last meeting the Board gave the Chief Executive permission to approve any additional funding to Fèisean before the end of the financial year, if necessary, to utilise monies underspent in other areas of our budget.

A list of the additional grants awarded was presented to the Board and noted.

(g) New Workplace Pension Regulations

A report by Arthur Cormack had been circulated informing Board members of new regulations on workplace pensions.

Fèisean nan Gàidheal currently offers a stakeholder pension to staff and it is up to individual

members of staff whether or not they wish to be part of our pension scheme.

From 1 March 2016 we will be required to have a pension scheme in place that offers automatic enrolment, meaning that all staff will be required to be part of the scheme. A letter from the Pensions Regulator on the changes had also been circulated. Since we already budget in full for 5% contributions there will be no financial risk to Fèisean nan Gàidheal.

Board Members:

a) Noted the new regulations and the steps that will need to be gone through between now and the starting date of 1 March 2016;
b) Approved the continuation of contributions from Fèisean nan Gàidheal at the rate of 5% of the gross salary of staff.

(h) Funding Agreements

A report by Arthur Cormack had been circulated updating Board members on the status of the organisation's main funding agreements. Over the past few months we have been in discussions with the main bodies that fund our work. Copies of relevant contracts had been circulated to Board Members and had been agreed as follows:

- Creative Scotland has agreed a contract for 2015-18 worth £1.4m
- Highlands & Islands Enterprise has awarded a contract worth £420k for 2015-18
- A contract worth £130k has been agreed with Bòrd na Gàidhlig for 2015-16
- Although no formal contract has been received from The Highland Council it is understood that there will be no reduction in funding which should mean we receive a contract for £37,693 for Fèis grants and running costs as well as £69,869 for Blas
- No contract has as yet been received from Comhairle nan Eilean Siar but it is understood there will be no change and we will again receive £12,800 this year
- A meeting has been scheduled with Argyll & Bute Council to discuss a new funding agreement. It is hoped to have an outcome soon. It is anticipated that a one-year contract will be agreed at this stage.

The Board Members noted the position in relation to the funding agreements and thanked Arthur for his efforts in negotiating these contracts.

(i) Correspondence with Local Authorities

Arthur Cormack had recent communications with Local Authorities on a number of matters:

- A letter had recently been sent to Highland Council regarding Fèisean use of schools. Up until now this has been free and Hugh Fraser had confirmed this arrangement last year. However Highland Council had now changed its policy without any prior warning or discussion and advised that Fèisean will be charged in future. This would mean most of the money The Highland Council grants us would then be clawed back in school let fees. Arthur is awaiting a response from them.
- A report had gone before The Highland Council's Gaelic Implementation Group in February listing all Gaelic Development projects The Highland Council are involved in, but failed to mention Fèisean nan Gàidheal. This needs to be rectified and Arthur has now written to all the Committee members outlining all that the organisation does.
- We are still in communication with Comhairle nan Eilean Siar regarding school let costs. A report is going before the Council requesting reduced lets for Fèis activities. Arthur has a meeting scheduled with Council representatives in early June to discuss this further.
- Arthur is meeting representatives of Argyll & Bute Council on 22 June to discuss our funding contract with them.

2.2015.04 STAFFING ISSUES

(a) Up-to-date Information

Deirdre Beck declared an interest in this item and left the meeting while it was being discussed.

Dougie Beck had advised he is to leave Fèisean nan Gàidheal to undertake teacher training.

Board Members took the opportunity to wish Dougie all the very best and to thank him for his excellent work over the last 12 years with Fèisean nan Gàidheal.

Options for replacing Dougie were discussed and the Board felt that whichever route we took it was important to continue the good work Fèisean nan Gàidheal has done to re-establish Gaelic drama.

It was agreed that the CEO would put together a job description for a Fèisgoil Manager and advertise the post.

(b) Inverness Office

It was agreed that the Inverness office was no longer fit for purpose with poor facilities, no parking and difficult access.

Officers had been looking into alternative accommodation. A potential replacement had been identified in the Longman area but the costs were much higher than at present and the Board's advice was sought on how we should proceed.

Following discussion it was agreed:

a) To register an interest with Graham & Sibbald in the Longman offices so that we would be notified if there were any other interested parties;
b) To continue to try to identify suitable alternative offices;
c) To give the Chief Executive permission to secure suitable premises up to a maximum budget of £18,000 per annum.

2.2015.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted the content of these.

Congratulations were offered to staff for all their efforts and success in the different areas that they are involved with.

- Rowan Paterson our Graduate Placement had attended various training events over the last two months and has been very busy developing our Social Media presence.
- It was noted that the Argyll Drama Festival had taken place earlier in May. Six Primary Schools had been involved and eight plays performed. It had been a great success.
- Fèis an Earraich had held a Fèis Bheag for the first time this year which had been well attended and they hoped to continue and expand on this in the future.

(b) Fèisean nan Gaidheal's AGM and Conference

At the last meeting it had been agreed that this year's AGM & Conference would take place on Friday 25th and Saturday 26th September in the Western Isles if a suitable venue could be found.

Anne Willoughby had been in touch with hotels in the area and the Dark Island Hotel in Uist had given the best quote for hosting the event and could accommodate everyone.

It was agreed to go ahead and confirm plans with the Dark Island Hotel. Options for travel would be investigated and Board Members advised of the possible travel plans.

(c) Annual Report of Risk Management

A report by Anne Willoughby updating Board Members on the management of risk within Fèisean nan Gàidheal had been circulated.

The Board Members noted the report and agreed that they are content that risks are being management effectively by staff on their behalf.

2.2015.06 OTHER

(a) Date of next Meeting

It was noted that the next meeting is due to take place on Friday 25 September 2015 in Uist ahead of the AGM/Conference weekend.

(b) A new expenses form has been emailed out to Board Members. We are now required to record emissions and Board Members would be required to complete this form electronically.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 3.2015.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work for the first quarter of 2015-16.

Background

This report covers the period above, and outlines progress against the performance indicators - or outputs - set against measures within Fèisean nan Gàidheal's (FnG) Programme Plan by our main funders - Creative Scotland (CS), Highlands & Islands Enterprise (HIE), Bòrd na Gàidhlig (BnG), Highland Council (HC), Comhairle nan Eilean Siar (CnES) and Argyll & Bute Council (ABC) - in agreements with those bodies.

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows:

Red	Not presently on track, and measures to restore progress not yet in place - danger that targets may be missed
Amber	Not presently on target, but with measures in place to restore progress
Green	On target

In addition, the following colour coding links each output to Fèisean nan Gàidheal's Programme Plan 2015-20:

Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		Programme Plan Measure	Progress	Status
Creative Scotland Ambition				
Excellence and experimentation across the arts, screen and creative industries is recognised and valued				
CS1	Funding for new developments through a Fèis Development Fund		7 Fèisean have been granted a total of £37,858 from the Development Fund for projects with a total value of £117k.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work		Fèis Spè has been offered £24k this year to support employment of a Development Officer to deliver an agreed programme of work.	
CS3	Support for new and experimental work in the Gaelic arts		Fèis an Earraich have been offered funding to undertake the recording of demo tracks by young Gaelic singers working with local musicians.	
CS4	Support for new Gaelic song writing		Fèis Spè will be working with two Irish participants in their Cèilidh Trail to	

			compose an original Gàidhlig/Gaelige song which will be performed at Blas.	
CS5	Opportunities for artists to develop writing skills through new commissions		The new commission for Blas 2015 does not involve writing new materials but there will be work in arranging existing material.	
CS6	The organisation of an annual Gaelic Drama Summer School		Gaelic Drama Summer School is set to take place in Portree from 6-17 July.	
Everyone can access and enjoy artistic and creative experiences				
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible		43 Fèisean have been offered a total of £209,200 through the Grants Scheme and guidelines will be amended to ensure Fèisean are aware of MU rates and can work towards paying those rates over time.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank		Demand is still high during the time of the Fèisean and we have been advertising instruments to get more hired out at other times of the year.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults		This continues to be done centrally and we continue to carry out disclosure checks for individual Fèisean.	
CS10	Provision of financial assistance to ensure access for those with additional support needs		Additional funding is available on demand for carers and/or additional tutors to ensure access for young people with additional support needs. So far, in 2015-16, no Fèisean have requested assistance.	
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)		70 participants in Fèis Dràma Earra Ghàidheal with 15 preparatory workshops in Argyll and Lochaber primary schools. Around 10 drama workshops have taken place in 2 Highland secondary schools.	
CS12	Gaelic language work at Fèisean with Sgioba G		Fèis Innis an Uillt, Fèis Mhoreibh and Fèis Lochabair have all benefitted from Sgioba G activities.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry		There have been three sessions offered in Fort William, Appin and Lochgilphead so far this year, but more work has to be done on this measure.	
CS14	Continuation of support for local Fèis performances		Each Fèis has at least one public performance - most have two - which are supported through the Grants Scheme.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme		Fèisean nan Gàidheal is running the Tasgadh fund with an additional £35k from Creative Scotland, £31.5k of which will be distributed in grants. The first of three deadlines for applications in 2015-16 is 3 July.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity				
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean		£21.5k has been offered to Fèisean to employ local administrators, equating to 1.7FTE.	
CS17	Assistance for community groups wishing to establish new Fèisean		Fèis an Iar-Dheas in Dumfries & Galloway has been granted membership of Fèisean nan Gàidheal.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub		Our Senior Development Officer attends HYAH Steering Group meetings and we will be working with the Hub in promoting a youth organised performance at the IronWorks in Inverness during Blas.	
CS19	Organisation and development of the annual Blas Festival		The 2015 Blas Festival programme was launched in June and the festival will	

	including a new commission and expansion into new areas		take place from 4 to 12 September. A show featuring the songs of Runrig performed by various Gaelic singers has been commissioned for this year.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		5 Latha took place in April 2015 and the Gaelic Drama Summer School will take place in July, both of which are Gaelic medium residential events.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce				
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean		We have four Development Officers each of whom has a portfolio of Fèisean they support. However, the team is flexible and they assist each other at peak times. They are involved in a wide range of developments for individual Fèisean.	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities		Fèisean nan Gàidheal continues to develop, revise and deliver a range of policies, most of which are available for adoption by individual Fèisean also. We will shortly be embarking on the production of an Equalities Plan.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities		Insurance is provided for all Fèisean as part of their membership package.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible		Training will be made available to Fèis organisers as and when required. Sometimes this will be offered by other agencies. In other cases, it will be bespoke, offered by Fèisean nan Gàidheal.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean		There have been 18 training sessions do far for Fèisean nan Gàidheal staff in 2015-16.	
CS26	Participation in cooperative working to offer further progression to individual young people		Training has taken place to enable Fèisean nan Gàidheal staff to guide young people through Arts Awards. It is hoped Cèilidh Trail participants will carry out work this year that will make them eligible for an award when they become available in Scotland in 2016.	
Scotland is a distinctive creative nation connected to the world				
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy		We offer help to Fèisean with translations, training and bilingual publicity materials on demand, as well as Gaelic language activities organised for them by Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails		In 2015-16 there will be 7 Fèis Cèilidh Trails funded by Fèisean nan Gàidheal including a new one in the Western Isles. Fèis Rois will run a further 3 Cèilidh Trails, funded independently.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas		Blas will take place from 4 to 12 September 2015 with events in Kintyre for the first time. See CS19 above.	
CS30	Promoting Fèis participation in national events and themed years		Fèis Cèilidh Trailers will take part in a number of activities connected with the Year of Food & Drink and some Blas events will help deliver aims of this year's theme.	
CS31	Participating in showcasing opportunities in Scotland and abroad		Fèis YMI tutors and young people from primary schools took part in an event to celebrate a national event - BBC Music Day - in June. It is expected that there	

			will be further opportunities later in the year.	
CS32	Ensuring our work is available to a wide audience through various media		More and more of our work is featured on social media and there is now a good number of events on our YouTube channel with more videos being added all the time. We are hoping to stream some Blas shows live on the internet this year.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**				
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels		A training workshop is being organised for YMI tutors in August. Tutor training is being reviewed at present and workshops will be available later in the financial year, as normal. We have been actively encouraging tutors to take part in the Fèis Rois Training Programme.	
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation		A series of Gaelic language training sessions for Fèis tutors will be organised in the second half of the financial year.	
CS35	Provision of digitisation, collecting and transcribing skills for young people		We hope to complete the Heritage Lottery-funded Fuaran project by the end of September, which will have developed those skills among the young people involved.	
CS36	Provision of performance skills training for young people		Cèilidh Trail participants will undergo a week of intensive training at Fèis Alba in July, preceded by some weekend training events organised in their own localities.	
CS37	Provision of music business skills training for young people		Elements of this will be built in to Fèis Alba in July and we will offer further training, as necessary.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		The appointment of a full-time Fèisgoil Manager in Q2 of 2015-16 should result in significant development of the Fèisgoil service.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes		Traditional Music tuition in all Highland Council primary schools and several Renfrewshire schools is expected to continue in school year 2015-16.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS		There have been no opportunities for this so far in 2015-16 although we have been advertising the service to contact within local authorities responsible for 1+2 languages.	
CS41	Residential opportunities for community activities delivered in Gaelic		5 Latha took place in April 2015 with 19 Gaelic speaking participants who undertook a range of activities in Gaelic. The Gaelic Drama Summer School in July will provide further opportunities.	
CS42	CPD in Gaelic arts and culture for school teachers		There have been no opportunities so far this year.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture				
CS43	Begin addressing equalities issues in 2015		This work has still to proceed with a view to ensuring an Equalities and Diversity Plan is in place before March 2016.	

CS44	Development of Equalities and Diversity Plan by start of Year 2 of Regular Funding		As CS43.
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same			
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)		Staff and Board members began recording carbon emissions from 1 April.
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events		We organise a large number of events in many localities, cutting down the need for people to travel to centres of population to access arts activity.
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland			
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters		The majority of our communication is now carried out digitally. We have produced one newsletter to date in 2015-16, which was distributed electronically, and we use our website, social media and Mailchimp to promote events and other initiatives.
CS48	Production of new Gaelic and traditional music resources		Work has still to commence on this.
CS49	Digitisation of existing teaching and other resources to ensure greater access to them		Work has still to commence on this.
CS50	The collection and digitisation of traditional Gaelic songs		The Fuaran project is ongoing and will be completed in September 2015 when the recorded songs will be made available.
CS51	Ensuring our work is available to a wide audience through various media		As CS32.

Quantitative Information							
Jobs supported (created/retained) FTE	18.2	Leverage	£497,528	Increase in turnover	£35,000	Number of volunteers	57
Grants to Fèisean	£51,173	Other Grants	£0	Participants/Learners in Fèis Activities	1,251	Improved Services	0
New Services in Fragile Areas	1	Trainees	18	Audience at Fèis concerts & other events	1,095	Blas Audience	0
Cèilidh Trail Audience	0	New Fèisean established	2	Community groups with increased capacity	2	Cultural Events	180
Blas Events	0	Cèilidh Trail Events	0	International opportunities for young people to perform	0	International Exchanges	1
Commercialisation	0	Change Management Activities	1	Entrepreneurial Activities	0	Young people supported to take part in training programmes	1

HIE Deliverables			
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service			
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms		See CS38 above.

HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities		Some early years Gaelic arts activities - Hùb Hàb - were organised early in the financial year and this work will be developed further in Q3 of 2015-16.	
HIE3	Develop residential opportunities for community activities delivered in Gaelic		See CS41 above.	
HIE4	Continuous professional development in Gaelic arts and culture for school teachers		See CS42 above.	
HIE5	Gaelic Translation		Assistance with straightforward Gaelic translations is offered to Fèisean on a regular basis in pursuit of delivery of our Gaelic Language Policy.	
HIE6	Gaelic language tuition in schools as opportunities are tendered		See CS40 above.	
Support and development of Fèisean				
HIE7	Capacity building support to community groups to establish new Fèisean		New Fèisean have been established this year in Appin, Paisley and Dumfries. Work to support those new Fèisean is ongoing through our team of Development Officers.	
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment		See CS1 above.	
HIE9	Strategic and practical Fèisean networking support		Our team of Development Officers each have a portfolio of around 11 Fèisean to which they offer regular support on a practical as well as a strategic level.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes		With Fèis Rois having secured regular funding from Creative Scotland, Fèisean nan Gàidheal has undertaken to support Fèis Spè at a strategic level to realise its plans and potential for growth.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers		Such training will be offered on demand, some delivered by our Development Officers and some by external, locally-based providers.	
Enhancement of skills and creative talent / youth employment				
HIE12	Provision of performance skills training for young people		See CS36 above.	
HIE13	Provision of accredited training courses for young people		Staff have undertaken training to enable them to guide young people through Arts Awards and we will also be investigating Saltire Awards, DoE Awards and the Certificate for Readiness for Work awarded by Skills Development Scotland.	
HIE14	Provision of music business skills training for young people		See CS37 above.	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants		Staff have undertaken training in the recording of carbon emissions and the administration of Arts Awards. Other training will be organised from Q3 onwards.	
Audience development and engagement / cultural tourism				
HIE16	Support an increased number of Fèis Ceilidh Trails		See CS28 above.	
HIE17	Organisation of and development of the annual Blas festival		See CS19 and CS29 above.	

HIE18	Annual Gaelic Drama Summer School		See CS41 above.	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic		See CS41 above.	
HIE20	Promoting Fèis participation in national events and themed years		See CS30 above.	
HIE21	Participating in showcasing opportunities in Scotland and abroad		See CS31 above.	
Bòrd na Gàidhlig Deliverables				
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16		This work is ongoing with regular interaction between relevant Iomairtean officers and Fèis Development Officers. Hours spent on Iomairtean areas are recorded by all staff.	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree		This is currently in abeyance due to low numbers and staff capacity, but will be advertised again from October onwards.	
BnG3	At least 4 language training sessions for staff before 31.03.16		It is expected that a Gaelic training session for staff will be organised for 24 September with another before the end of December.	
BnG4	At least 4 other training sessions for staff before 31.03.16		To date, 18 staff training sessions have taken place in 2015-16. See CS25 above.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16		A wide range of assistance is being offered to 46 Fèisean in 2015-16.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16		See CS13 above.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16		This is expected to go ahead as planned between 30 November and 11 December.	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.		We shall ensure these discussions take place in Q2.	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16		Although three sessions have taken place, as detailed in CS13 above, the discussions with Bòrd na Gàidhlig in Q2 should ensure we make the necessary progress with this.	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16		More than 30 workshops have already been delivered in 2015-16 and we are confident of reaching this target.	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Drama Network Scheme.		In collaboration with Eden Court and with Bòrd na Gàidhlig funding, we are currently running drama clubs in Tain Royal Academy, Dingwall Academy and Inverness Royal Academy. Those clubs are preparing plays which will be performed at Eden Court on Thursday 10 September as part of Blas.	
BnG12	6-week drama tour of Gaelic schools before 31.03.16		The first part of this tour will take place in Highland schools in September and then other schools will be covered in Q4 of this year.	

BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016		We are currently planning for this tour and conversing with teachers to come up with a suitable theme for the play.	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main language on stage.		See CS19 above. In addition to the main programme, we will be working with High Life Highland, Comhairle nan Leabhraichean, Music in Hospitals and Live Music Now to deliver a community programme. There will also be a series of House Cèilidhs in people's homes.	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.		As usual, we expect to have a Gaelic-speaking Fear or Bean an Taighe at each event and it is a contractual obligation on artistes who have Gaelic to use the language in their introductions.	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival.		See CS5 above. Unfortunately there will be only one performance of the commissioned Runrig show, but we hope to stream it on the internet which means it should reach a larger audience.	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.		All information and advertising is bilingual and, as per BnG15, we expect there will be a Gaelic-speaking MC at all events.	
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2015 Drama Summer School		The Sgoil Shamhraidh Dràma will take place between 6 and 17 July. At the moment only 11 are registered to take part. But last-minute additional promotion work is being carried out.	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2016.		5 Latha 2016 will take place between 4 and 9 April.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.		Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communications with the local Fèisean. We ensure that the Fèisean deliver the elements of our Gaelic Policy that refers to them.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent		This report refers, as does the separate one prepared for Bòrd na Gàidhlig by Fèisean nan Gàidheal's Development Manager.	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal		Management Accounts verified by external auditors form part of this report.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.		Bòrd na Gàidhlig received all papers for Fèisean nan Gàidheal board meetings. The 2015-16 Risk Register has been submitted to the Bòrd.	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.		Bòrd na Gàidhlig's logo is included in all printed materials and its support is acknowledged in all press releases, on our website and in e-mail footers.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.		We do this, particularly in instances where the Bòrd is directly funding the work the press release relates to.	

BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.		There will be no opportunity in an online brochure for an advert this year. However, we have ensured the Bòrd logo appeared on the online leaflet and that there is a direct link from the Blas website to Bòrd na Gàidhlig's website.	
Highland Council Deliverables				
HC1	SLA still to be received at end of Q1		n/a	
Comhairle nan Eilean Siar Deliverables				
CnES1	SLA still to be received at end of Q1		n/a	
Argyll & Bute Council Deliverables				
ABC1	SLA still to be received at end of Q1		n/a	

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
September 2015

Fèisean nan Gàidheal

Fuaran: Gaelic Song Project

Agenda Item: 3.2015.02(d)

Reason for the paper

To inform Board members about the Gaelic song collection project in which Fèisean nan Gàidheal has been engaged.

Background

Fèisean nan Gàidheal was successful in bidding to the Heritage Lottery Fund for a two-year project to involve young people in collecting, researching, learning and recording Gaelic songs from their own areas in a project entitled Fuaran.

The project was led by our former Training and Policy Officer, Iona MacDonald, and it was picked up by Rachel Harris earlier this year on Iona's departure. Rachel has worked extremely diligently to bring it to a successful conclusion.

The project has involved nine young people engaging with Gaelic songs and being mentored by a range of Gaelic song experts at two Fèisean nan Òran.

The main output from the project will be a CD of 20+ traditional Gaelic songs, newly recorded, with background notes from the research carried out by the young people involved. This will be distributed widely, free of charge, and it is hoped it will be a valuable teaching resource as well as adding to the playlists of radio programmes, for example, that feature Gaelic song.

Rachel Harris will make a short presentation to the Board outlining the steps taken to progress and finish the project.

Action Required

Board members are asked to note the progress with the Fuaran project and the finished recordings which will be distributed on a CD.

Arthur Cormack
CEO
September 2015

Fèisean nan Gàidheal

Tasgadh: Traditional Arts Small Grants

Number on Agenda: 3.2015.02(3)

Reason for paper

To inform Board members of progress with the Tasgadh grants scheme Fèisean nan Gàidheal is operating with funding from Creative Scotland.

Background

Board members will recall that Fèisean nan Gàidheal agreed to run a traditonal arts small grants scheme with an additional £35k from Creative Scotland, outwith the organisation's regular funding. It was agreed that £31.5k would be distrbuted in grants, with the remainder being put towards our costs in running the programme.

Follwoing is a report I prepared for a recent meeting of Creative Scotland's Traditional Arts Advisory Group outlining progress following the first deadline date for grants. The next deadline for applications is 2 October.

Action required

Board members are asked to note the progress with the Tasgadh fund.

Arthur Cormack
CEO
September 2015

TASGADH
Traditional Arts Small Grants

Administered by fèisean NAN GÀIDHEAL with funding from CREATIVE SCOTLAND ALBA | CHRUTHACHAIL

CREATIVE SCOTLAND TRADITIONAL ARTS ADVISORY GROUP MEETING
8th SEPTEMBER 2015
TASGADH UPDATE
Agenda Item 5

Funding Available

£31,500 is available to be disbursed in the financial year 2015-16 as per the guidelines agreed between Creative Scotland and Fèisean nan Gàidheal and published at feisean.org/tasgadh.

A list of all applications to Round 1 of Tasgadh is available in pages 3 and 4 and those approved by the panel, with the relevant amounts agreed, is included in page 5.

The Panel

Following consultation with members of the Creative Scotland Traditional Arts Advisory Group, and others, a panel was invited to take part in assessing and advising on Tasgadh grants.

In addition to Arthur Cormack (Fèisean nan Gàidheal) and Brian Ó hEadhra (Creative Scotland) the following agreed to be panel members:
Dave Francis
Martin Hadden
Fiona Campbell
Dr Mairi McFadyen
Michelle Kelly

We are confident that, in those panel members, we have the wide knowledge of the sector required to assess the grant applications effectively.

The panel met on 27 July to reach decisions on the Round 1 applications. There was a subsequent 'e-mail panel meeting' to decide on two applications which had arrived on time but which had become stuck in Fèisean nan Gàidheal's e-mail junk filter and had not, therefore, been considered at the 27 July meeting.

We are grateful to the panel members for their time and their diligence, which was to the fore in their assessment of Round 1 applications.

Round One Summary
It was the intention to make Tasgadh fast turnaround and 'light touch'. The deadline for applications for Round 1 was 3 July and applicants were informed of the panel's decision within one month of that date.

A letter of offer was drawn up which will ensure adherence to grant conditions, without being over burdensome. Successful applicants were paid 90% of the agreed funding on signature and will receive the remaining 10% on submission of a final report.

Once we have a body of reports we will be able to build up a portfolio of case studies on our website.

In Round 1 we received 49 applications seeking funding of £46,326 (147% of the total available for all three rounds) with the breakdown per art form as follows:

Traditional Music	35
Traditional Dance	1
Traditional Storytelling	9
Multi (more than one of the qualifying art forms)	4

21 grants were approved, totalling £14,726 (one is pending further information which has not yet been forthcoming), with the breakdown per art form as follows:

Traditional Music	13
Traditional Dance	1
Traditional Storytelling	4
Multi (more than one of the qualifying art forms)	3

Rounds Two and Three
We have already advertised the two further deadlines of 2 October 2015 and 19 February 2016, and will begin promoting Round 2 in earnest this week.

Clearly, dance applications were thin on the ground in Round 1 and we will look at ways of better promoting the fund to those dance organisations that would qualify for Tasgadh funding.

Arthur Cormack
Fèisean nan Gàidheal
September 2015

TASGADH APPLICATIONS

DEADLINE: 03 July 2015

DATE OF APPLICATION	REFERENCE	APPLICANT NAME	PROJECT SUMMARY	AMOUNT APPLIED FOR
11.5.15	TASG/07/15/001	MAGGIE SMITH	RESEARCH STORIES/SONGS	£950
15.5.15	TASG/07/15/002	MALINA MACDONALD	ATTEND SONG-WRITING COURSE	£612
18.5.15	TASG/07/15/003	ANTRIN	RECORDING A 6 TRACK EP	£1,000
17.6.15	TASG/07/15/004	RIDDELL FIDDLES	WEEKEND WITH MELBOURNE FIDDLE CLUB	£1,000
17.6.15	TASG/07/15/005	ISLAY & JURA HIGHLAND DANCERS	CHOREOGRAPH DANCES, MINI-TOUR, EURO-DISNEY	£900
17.6.15	TASG/07/15/006	FÈIS LATHARNA	TEENAGE GROUPWORK WEEKEND	£1,000
22.6.15	TASG/07/15/007	FRIENDS OF ST JOHN'S TOWER	"THE TOWER TALKS" - STORYTELLING	£840
23.6.15	TASG/07/15/008	CROMARTY ARTS TRUST	WINTERSINGS GROUPSINGING WEEKEND	£1,000
24.6.15	TASG/07/15/009	TRAD MUSIC AND SONG ASSOC	CONCERT AS PART OF KIRRIEMUIR FESTIVAL	£1,000
24.6.15	TASG/07/15/010	JURA MUSIC FESTIVAL	INTRODUCE GAELIC INTO Fèis DIURA	£974
27.6.15	TASG/07/15/011	ROBERT MITCHELL	"THE CRANSTON FIDDLE"	£950
01.7.15	TASG/07/15/012	MAEVE MACKINNON	ATTEND BEL CANTO SCHOOL OF SINGING, DUBLIN	£1,000
01.7.15	TASG/07/15/013	EILIDH MACKENZIE	ÀRDMEANACH: RESEARCH & NEW GAELIC SONGS	£1,000
01.7.15	TASG/07/15/014	ELLIE LOGAN	SeaSang VOICE AND MUSIC WORKSHOPS	£994
01.7.15	TASG/07/15/015	SHEILA SAPKOTA	PROFESSIONAL DEVELOPMENT	£990
01.7.15	TASG/07/15/016	J MACDONALD & C CAMAUF	RECORD 5 TRACK EP	£1,000
02.7.15	TASG/07/15/017	CHRISTINA STEWART	RESEARCH AND COMPILATION OF SONGS	£1,000
02.7.15	TASG/07/15/018	BÙRACH	RESIDENTIAL CHOIR WORKSHOP	£1,000
02.7.15	TASG/07/15/019	PIPING ARTS LTD	NEW SHORT FILM -" LAST FOOTSTEPS OF HOME"	£1,000
02.7.15	TASG/07/15/020	FÈIS A' BHAILE	PURCHASE OF BUTTON BOX ACCORDIONS	£1,000
02.7.15	TASG/07/15/021	ALLY FORSYTH	ALLY FORSYTH TRIO - CD REPLICATION COSTS	£706
02.7.15	TASG/07/15/022	PHILIP PARIS	"CAST OFF" STAGE PLAY	£1,000

03.7.15	TASG/07/15/023	CRAIG FREW	SCOTTISH MUSIC PERFORMANCES IN CARE HOMES	£760
03.7.15	TASG/07/15/024	LIZZIE MCDOUGALL	CEILIDH QUILT TWO	£1,000
03.7.15	TASG/07/15/025	THE BIG MUSIC SOCIETY	EVENING OF SONGS CONNECTED TO CEÒL MÒR	£1,000
03.7.15	TASG/07/15/026	ANNE PITCHER	KILBARCHAN TRAD STORIES AND MUSIC	£880
03.7.15	TASG/07/15/027	ARTSPLAY HIGHLAND	ST ANDREWS DAY CEILIDHS	£994
03.7.15	TASG/07/15/028	FIONA J MACKENZIE	"AN SGATHAN" GAELIC PERFORMANCE IN CANNA	£931
03.7.15	TASG/07/15/029	MIKE VASS	"BOTH SIDES OF THE FIRTH"	£1,000
03.7.15	TASG/07/15/030	VILLAGE STORYTELLING CENTRE	TRADITIONAL STORYTELLING AND MUSIC	£1,000
03.7.15	TASG/07/15/031	STOIRM ÒG	3 WEEK SCOTTISH TOUR OF PLAY	£1,000
03.7.15	TASG/07/15/032	SCOTS MUSIC GROUP	TRADITIONAL MUSIC CLASSES	£1,000
03.7.15	TASG/07/15/033	TMSA	RE-PUBLISH "101 SCOTTISH SONGS" BOOK	£985
03.7.15	TASG/07/15/034	STUART EYDMANN	ATTEND NORTH ATLANTIC FIDDLE CONVENTION	£750
03.7.15	TASG/07/15/035	AN COMUNN GÀIDHEALACH	MOD FRINGE - "PARA HANDY:A HIGHLAND VOYAGE"	£1,000
03.7.15	TASG/07/15/036	ELPHINSTONE INSTITUTE	"SEA SONGS AT HOME"	£900
03.7.15	TASG/07/15/037	PENTLAND PUBLISHING	SEINN!' - A NEW GAELIC SONG FOR CHOIR BOOK	£1,000
03.7.15	TASG/07/15/038	SUNNY MOODIE	SOUNDTRACK AND GAELIC NARATION FOR FILM	£886
03.7.15	TASG/07/15/039	JESSICA BURTON	PUBLISH BOOK OF NEW TUNES BY ORCADIANS	£1,000
03.7.15	TASG/07/15/040	THE DUPLETS	RECORD, PRODUCE AND ISSUE AN EP	£1,000
03.7.15	TASG/07/15/041	FUN FIDDLE	MUSIC WORKSHOPS AND CEILIDH	£1,000
03.7.15	TASG/07/15/042	EABHAL	RECORDING AND ISSUE OF CD	£1,000
03.7.15	TASG/07/15/043	GLOW ARTS	TRAD ARTS ACTIVITIES IN CALTON, GLASGOW	£1,000
03.7.15	TASG/07/15/044	LORI WATSON	RESEARCH & DEVELOP MUSIC OF TOM HUGHES	£1,000
03.7.15	TASG/07/15/045	FÈIS AIR AN OIR	RESIDENTIAL EVENT IN TONGUE/FARR AREA	£1,000
03.7.15	TASG/07/15/046	DUNOLLIE PROJECTS LTD	FANTASA FESTIVAL - 'FIGHE' AND 'SEUDAN'	£1,000
03.7.15	TASG/07/15/047	LIVE MUSIC NOW SCOTLAND	PLAYTIME IS PÀISTEAN WITH TRADITIONAL TUNES'	£1,000
03.7.15	TASG/07/15/048	CLAIRE E WHITE	ATTEND NORTH ATLANTIC FIDDLE CONVENTION	£1,000
03.7.15	TASG/07/15/049	EYEMOUTH PRIMARY SCHOOL STORYT	STORYTELLING FESTIVAL	£324.28
				£46,326

TASGADH APPLICATIONS APPROVED

ROUND ONE

DATE OF APPLICATION	REFERENCE	APPLICANT NAME	PROJECT SUMMARY	AMOUNT APPLIED FOR	DECISION	90% GRANT ISSUED
17.6.15	TASG/07/15/004	RIDDELL FIDDLES	WEEKEND WITH MELBOURNE FIDDLE CLUB	£1,000	£500	£450
17.6.15	TASG/07/15/005	ISLAY & JURA HIGHLAND DANCERS	CHOREOGRAPH DANCES, MINI-TOUR, EURO-DISNEY	£900	£900	£810
23.6.15	TASG/07/15/008	CROMARTY ARTS TRUST	WINTERSINGS GROUPSINGING WEEKEND	£1,000	£750	£675
01.7.15	TASG/07/15/012	MAEVE MACKINNON	ATTEND BEL CANTO SCHOOL OF SINGING, DUBLIN	£1,000	£500	£450
01.7.15	TASG/07/15/013	EILIDH MACKENZIE	ÀRDMEANACH: RESEARCH & NEW GAELIC SONGS	£1,000	£750	£675
01.7.15	TASG/07/15/015	SHEILA SAPKOTA	PROFESSIONAL DEVELOPMENT	£990	£700	£630
02.7.15	TASG/07/15/017	CHRISTINA STEWART	RESEARCH AND COMPILATION OF SONGS	£1,000	£500	£450
02.7.15	TASG/07/15/018	BÙRACH	RESIDENTIAL CHOIR WORKSHOP	£1,000	£500	£450
03.7.15	TASG/07/15/024	LIZZIE MCDOUGALL	CEILIDH QUILT TWO	£1,000	£500	£450
03.7.15	TASG/07/15/025	THE BIG MUSIC SOCIETY	EVENING OF SONGS CONNECTED TO CEÒL MÒR	£1,000	£1,000	£900
03.7.15	TASG/07/15/026	ANNE PITCHER	KILBARCHAN TRAD STORIES AND MUSIC	£880	£740	£666
03.7.15	TASG/07/15/027	ARTSPLAY HIGHLAND	ST ANDREWS DAY CEILIDHS	£994	£750	£675
03.7.15	TASG/07/15/030	VILLAGE STORYTELLING CENTRE	TRADITIONAL STORYTELLING AND MUSIC	£1,000	£1,000	£900
03.7.15	TASG/07/15/031	STOIRM ÒG	3 WEEK SCOTTISH TOUR OF PLAY	£1,000	£450	£405
03.7.15	TASG/07/15/032	SCOTS MUSIC GROUP	TRADITIONAL MUSIC CLASSES	£1,000	£500	£450
03.7.15	TASG/07/15/038	SUNNY MOODIE	SOUNDTRACK AND GAELIC NARATION FOR FILM	£886	£886	pending
03.7.15	TASG/07/15/043	GLOW ARTS	TRAD ARTS ACTIVITIES IN CALTON, GLASGOW	£1,000	£1,000	£0
03.7.15	TASG/07/15/044	LORI WATSON	RESEARCH & DEVELOP MUSIC OF TOM HUGHES	£1,000	£700	£630
03.7.15	TASG/07/15/046	DUNOLLIE PROJECTS LTD	FANTASA FESTIVAL - 'FIGHE' AND 'SEUDAN'	£1,000	£500	£450
03.7.15	TASG/07/15/047	LIVE MUSIC NOW SCOTLAND	PLAYTIME IS PÀISTEAN WITH TRADITIONAL TUNES'	£1,000	£850	£765
03.7.15	TASG/07/15/049	EYEMOUTH PRIMARY SCHOOL STORYTELLING FESTIVAL	STORYTELLING FESTIVAL	£324.28	£300	£0
				£19,974	**£14,276**	**£10,881**

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 3.2015.03

This report includes:	**Action Required**
Agenda Item: 3.2015.3(a)	
Income and Expenditure 2014-15 with transactions to 31 August 2015	For Noting and Discussion
Agenda item 3.2015.3(b)	
Current bank balances will be confirmed at the meeting	Verbal for Noting
Agenda item 3.2015.3(c)	
Management accounts for the period to 30 June 2015, prepared by Mann Judd Gordon	For Noting and Discussion
Agenda item 3.2015.3(d)	
Grants pledged to Fèisean for 2015-16	For Noting
Agenda item 3.2015.3(e)	
Annual accounts to 31 March 2015, prepared by Mann Judd Gordon for approval prior to the AGM	For Approval
Agenda item 3.2015.3(f)	
Recommendation to reappoint Mann Judd Gordon as auditors	Verbal for Approval

Anne Willoughby
Executive Manager
September 2015

Fèisean nan Gàidheal Income and Expenditure 2015-16 with transactions to 31 August 2015

Agenda Item 3.2015.03(a)

INCOME	**2015-16**	**PERIOD**	**ACTUAL**
Core Grants	£ 344,260.00	£ 143,441.67	£ 204,709.40
Management Fees	£ 100,500.00	£ 41,875.00	£ 95,500.00
Grants Scheme	£ 200,000.00	£ 83,333.33	£ 76,448.00
Fèis Development Fund	£ 33,000.00	£ 13,750.00	£ 15,000.00
Annualised Hours	£ 8,000.00	£ 3,333.33	£ 4,000.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 14,583.33	£ 100,000.00
Training	£ 10,500.00	£ 4,375.00	£ 8,000.00
Fèisgoil	£ 302,011.00	£ 125,837.92	£ 257,041.03
Blas Festival	£ 208,369.00	£ 86,820.42	£ 112,934.00
Other Earned Income	£ 13,500.00	£ 5,625.00	£ 2,587.62
Support Cèilidh Trails	£ 70,000.00	£ 29,166.67	£ 62,691.65
Gaelic Residential Events	£ 30,000.00	£ 12,500.00	£ 20,214.20
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00	£ 2,916.67	£ 2,000.00
Showcase and International Opportunities	£ 13,000.00	£ 5,416.67	£ 3,000.00
Resources and Digitisation Programme	£ 7,500.00	£ 3,125.00	£ 2,500.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 416.67	£ 1,000.00
Fèisean Payroll Services	£ 3,348.00	£ 1,395.00	£ 1,998.00
Income still to be raised	£ 30,976.00	£ 12,906.67	£ 100.00
TOTAL INCOME	**£ 1,417,964.00**	**£ 590,818.33**	**£ 969,723.90**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 302,000.00	£ 125,833.33	£ 122,577.67
NIC Contributions	£ 43,186.00	£ 17,994.17	£ 11,878.11
Pension Contributions	£ 15,100.00	£ 6,291.67	£ 3,421.20
Fèisean Services Staff Wages and NI	£ 3,348.00	£ 1,395.00	£ 2,934.00
Staff Travel, Accommodation & Subsistence	£ 20,000.00	£ 8,333.33	£ 9,599.96
Office Rent & Rates	£ 29,000.00	£ 12,083.33	£ 9,748.65
Stationery, Printing, Postage & Photocopiers	£ 14,000.00	£ 5,833.33	£ 5,709.33
Utilities	£ 12,000.00	£ 5,000.00	£ 8,198.93
Board Expenses	£ 5,000.00	£ 2,083.33	£ 694.30
Implementation of Child Protection Policy	£ 13,000.00	£ 5,416.67	£ 3,758.00
Insurance	£ 7,000.00	£ 2,916.67	£ 0.00
Sundry Expenses	£ 2,000.00	£ 833.33	£ 560.00
Accountancy & Bank Charges	£ 6,500.00	£ 2,708.33	£ 85.36
Professional Fees	£ 2,000.00	£ 833.33	£ 3,465.58
Instrument Bank Maintenance	£ 2,000.00	£ 833.33	£ 7,148.64
Additional Support Needs	£ 2,000.00	£ 833.33	£ 0.00
Capital Expenses	£ 3,000.00	£ 1,250.00	£ 3,782.97
PROGRAMME COSTS			
Grants Paid Out	£ 186,903.00	£ 77,876.25	£ 73,840.00
Annualised Hours	£ 21,547.00	£ 8,977.92	£ 7,088.00
Fèis Development Fund	£ 33,000.00	£ 13,750.00	£ 14,842.00
Traditional Arts Small Grants Scheme	£ 35,000.00	£ 14,583.33	£ 10,881.00
Traditional Arts Small Grants Scheme Management Fee	-£ 3,500.00	-£ 1,458.33	-£ 3,500.00

Training Programme	£ 10,500.00	£ 4,375.00	£ 2,131.60
Training Programme Management Fee	-£ 2,000.00	-£ 833.33	-£ 2,000.00
Fèisgoil	£ 302,011.00	£ 125,837.92	£ 44,035.17
Fèisgoil Management Fee	-£ 62,000.00	-£ 25,833.33	-£ 62,000.00
Annual Conference	£ 10,000.00	£ 4,166.67	£ 0.00
Blas Festival	£ 208,369.00	£ 86,820.42	£ 128,394.19
Blas Festival Management Fee	-£ 15,000.00	-£ 6,250.00	-£ 15,000.00
Support Cèilidh Trails	£ 70,000.00	£ 29,166.67	£ 41,729.14
Cèilidh Trails Management Fee	-£ 7,000.00	-£ 2,916.67	-£ 7,000.00
Gaelic Residential Events	£ 30,000.00	£ 12,500.00	£ 18,995.65
Gaelic Residential Events Management Fee	-£ 4,000.00	-£ 1,666.67	-£ 4,000.00
Gaelic Song-writing, Archiving, Innovations	£ 7,000.00	£ 2,916.67	£ 3,731.00
Gaelic Song-writing, Archiving, Innovations Management Fee	-£ 2,000.00	-£ 833.33	-£ 2,000.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 416.67	£ 0.00
Showcase & International Opportunities	£ 13,000.00	£ 5,416.67	£ 0.00
Showcase & International Opportunities Management Fee	-£ 4,000.00	-£ 1,666.67	£ 0.00
Resources and Digitisation Programme	£ 7,500.00	£ 3,125.00	£ 0.00
Resources and Digitisation Management Fee	-£ 1,000.00	-£ 416.67	£ 0.00
Contingency	£ 1,000.00	£ 416.67	£ 0.00
SUB-TOTAL EXPENDITURE	**£ 1,317,464.00**	**£ 548,943.33**	**£ 443,730.45**
Management Fees	£ 100,500.00	£ 41,875.00	£ 95,500.00
TOTAL EXPENDITURE	**£ 1,417,964.00**	**£ 590,818.33**	**£ 539,230.45**
Transfer to Reserves	£ 15,075.00	£ 6,281.25	£ 14,325.00
SURPLUS/(DEFICIT)	**£ 0.00**	**£ 0.00**	**£ 430,493.45**

Fèisean nan Gàidheal

Management Accounts to 30 June 2015

Agenda Item: 3.2015.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Period ended 30 June 2015

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Archiving - *restricted fund*
	STATEMENT OF FINANCIAL ACTIVITIES							
INCOMING RESOURCES								
Creative Scotland	216,667	216,667	0	0				
Highland Council	54,021	18,897	34,934		190			
Comhairle nan Eilean Siar	6,240	6,240						
Argyll & Bute Council	0	0	0					
Highland & Islands Enterprise	28,018	28,018	0					
Bord na Gaidhlig	32,500	12,500	5,000		10,625	4,375		
Heritage Lottery Fund	12,800							12,800.00
Membership fees	521	521						
Sale of publications	85	85						
Instrument bank revenue	901	901						
Training registration fees	0			0				
Ceilidh Trails - other income	500	500	0					
Fèisgoil income	0				0			
Drama Festivals	1,400	1,400						
Performance fees	219	219						
Other income	0	0	0					
Wages reimbursed by Feisean	1,098	1,098						
Bank interest received	0	0						
Total incoming respources	**354,970**	**287,046**	**39,934**	**0**	**10,815**	**4,375**	**0**	**12,800**
RESOURCES EXPENDED								
Fundraising trading								
Instrument bank costs	6,553	6,553						
Commissions	0		0					
Artistes costs	811		811					
Travel and support	1,002		1,002					
PA& Lighting	388		388					
Venue hire	0		0					
Promotion	2,679		2,679					
Project manager	10,900		10,900					
Artistic director	0		0					
Cuairt nam Bàrd & others	0		0					
	22,333	6,553	15,780	0	0	0	0	0
Charitable activities								
Wages	77,261	73,261						4,000
Development officers & tutors	8,332				8,332	0		
Grants to Feisean	51,173	51,173						
Travelling	180				180			
Child protection costs	1,667	1,667						
Training	1,448	260		1,188				
Workshops	0				0			
Materials	0				0			
Evaluation	0				0			
Showcase concerts	0	0				0		
Archiving project	3,731							3,731
Feisgoil tutor costs	4,629				4,629			
Sgoil Shamhraidh	968				968			
Ceilidh trail	9,702	9,702						
Music Bursary Fund	2,420				2,420			
25th anniversary celebrations	0							
Festival costs	0	0						
Tachartasan Comhnaidh	5,253					5,253		
Celtic Neighbours	0					0		
Meanbh-chuileag / Pantomime	0				0			
Gaelic language development	0					0		
Project management	52	52			0			
Development Fund	0					0		
Fonn Ratharsair	0							
Inter Feis activities	0	0						
Meanbh Feis	0							
Management charges	0	0	0	0	0	0		0
	166,814	136,114	0	1,188	16,528	5,253	0	7,731
Governance costs								
Audit & accountancy	1,793	1,530	263					
Committee expenses	694	694						
Annual conference	0	0						
Legal & professional fees	2,583	2,583						
	5,069	4,807	263	0	0	0	0	0
Support costs								
Social security	7,342	7,342						
Pensions	2,053	2,053						
Staff travel & expenses	5,100	5,100						
Office rent	5,338	5,338						
Light and heat	1,259	1,259						
Insurance	0	0	0					
Capital costs	2,055	2,055						
Capital costs - ICT project	0						0	
Telephone	3,377	3,377						

Fèisean nan Gàidheal
Consolidated management accounts
Period ended 30 June 2015

Description	Total	Core activities	Blas Festival	Training	Feisgoil	Gaelic Residentials	ICT project - *restricted fund*	Archiving - *restricted fund*
Postage and stationery	3,630	1,930						1,700
Website costs	68	68	0					
Sundries	1,184	1,184						
Bank charges and interest	1	1	0					
Depreciation	1,451	41	0				1,410	
Loss on disposal of assets	0		0					
	32,860	29,750	0	0	0	0	1,410	1,700
Total resources expended	**227,077**	**177,225**	**16,042**	**1,188**	**16,528**	**5,253**	**1,410**	**9,431**
Net incoming / (outgoing) resources - for the period ended 30 June 2015	**127,893**	**109,821**	**23,892**	**(1,188)**	**(5,713)**	**(878)**	**(1,410)**	**3,369**
Total funds at 1 April 2015	162,482	132,247					22,559	7,676
Total funds at 30 June 2015	**290,375**	**242,068**	**23,892**	**(1,188)**	**(5,713)**	**(878)**	**21,149**	**11,045**

BALANCE SHEET AS AT 30 JUNE 2015

Fixed assets	
Computer equipment - cost	32,870
Computer equipment - depreciation b/fwd	(9,649)
Computer equipment - depreciation charge	(1,451)
	21,770
Current assets	
Grants receivable	24,142
Other debtors (loans to Feisean)	0
VAT	2,046
	26,188
Bank accounts	
FnG current account	(776)
FnG high interest account	260,369
Blas Festival current account	1,595
	261,188
Current liabilities	
Social security and other tax	(9,809)
Trade creditors	0
Grants to Feisean awarded but unpaid	0
Accrued expenses	(8,963)
	(18,771)
Net assets as at 30 June 2015	**290,375**

Grants to Fèisean 2015-16

Agenda Item: 3.2015.03(d)

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

Fèis Name	HIE	HIE Fragile	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Additional/Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	√	√	£1,299.00	£2,217.00	£4,158.00	120	£ 900.00	£ 1,200.00	£ 9,774.00	£ 2,847.00	£ 6,927.00
Fèis Lochabair	√		£315.00	£537.00	£4,271.00	120	£ 900.00	£ 0.00	£ 6,023.00	£ 0.00	£ 6,023.00
Fèis nan Garbh Chrìochan	√	√	£2,313.00	£3,948.00	£4,246.00	120	£ 900.00	£ 1,200.00	£ 12,607.00	£ 8,229.00	£ 4,378.00
Fèis Chataibh	√		£1,520.00	£2,594.00	£3,699.00	80	£ 600.00	£ 0.00	£ 8,413.00	£ 4,414.00	£ 3,999.00
Fèis a' Bhealaich	√	√	£0.00	£0.00	£960.00	15	£ 112.50	£ 0.00	£ 1,072.50	£ 0.00	£ 1,072.50
Fèis Rois Òigridh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Rois nan Deugairean	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eige	√	√	£534.00	£912.00	£0.00	80	£ 600.00	£ 0.00	£ 2,046.00	£ 1,384.00	£ 662.00
Feis Ghallaibh	√	√	£0.00	£0.00	£1,976.00	50	£ 375.00	£ 0.00	£ 2,351.00	£ 0.00	£ 2,351.00
Fèis Farr	√		£0.00	£0.00	£1,346.00	0	£ 0.00	£ 0.00	£ 1,346.00	£ 0.00	£ 1,346.00
Fèis na h-Òige	√		£607.00	£1,035.00	£1,752.00	0	£ 0.00	£ 0.00	£ 3,394.00	£ 2,107.00	£ 1,287.00
Fèis Air an Oir	√	√	£270.00	£461.00	£3,188.00	20	£ 150.00	£ 0.00	£ 4,069.00	£ 1,669.00	£ 2,400.00
Feis Ghleann Albainn	√		£801.00	£1,368.00	£0.00	0	£ 0.00	£ 0.00	£ 2,169.00	£ 1,626.00	£ 543.00
Fèis Ratharsaidh	√	√	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis a' Bhaile	√		£1,100.00	£1,876.00	£1,840.00	120	£ 900.00	£ 0.00	£ 5,716.00	£ 1,595.00	£ 4,121.00
Fèis Òigridh na Mara	√	√	£62.00	£107.00	£3,887.00	120	£ 900.00	£ 0.00	£ 4,956.00	£ 0.00	£ 4,956.00
Fèis Inbhir Narann	√		£800.00	£1,364.00	£4,856.00	120	£ 900.00	£ 1,493.00	£ 9,413.00	£ 1,300.00	£ 8,113.00
Fèis Spè	√		£1,690.00	£2,885.00	£5,553.00	0	£ 0.00	£ 21,364.00	£ 31,492.00	£ 13,758.50	£ 17,733.50
Fèis an Iar Thuath	√	√	£302.00	£516.00	£620.00	0	£ 0.00	£ 0.00	£ 1,438.00	£ 0.00	£ 1,438.00
Fèis Thròdairnis	√	√	£1,336.00	£2,280.00	£242.00	50	£ 375.00	£ 0.00	£ 4,233.00	£ 2,899.50	£ 1,333.50
Fèis a' Chaolais	√		£0.00	£0.00	£1,508.00	0	£ 0.00	£ 0.00	£ 1,508.00	£ 0.00	£ 1,508.00
Total Highland			**£12,949.00**	**£22,100.00**	**£44,102.00**	**1,015**	**£7,612.50**	**£25,257.00**	**£112,020.50**	**£41,829.00**	**£70,191.50**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,547.00	£1,350.00	£1,680.00	60	£ 450.00	£ 0.00	£ 7,027.00	£ 4,010.00	£ 3,017.00
Fèis Eilean an Fhraoich	√		£3,962.00	£1,800.00	£1,768.00	150	£ 1,125.00	£ 0.00	£ 8,655.00	£ 5,333.50	£ 3,321.50

Fèis Tìr an Eòrna	√	√	£3,287.00	£1,350.00	£944.00	50	£ 375.00	£ 0.00	£ 5,956.00	£ 4,002.50	£ 1,953.50
Fèis Bharraigh	√	√	£5,201.00	£1,350.00	£2,723.00	270	£ 2,025.00	£ 0.00	£ 11,299.00	£ 6,263.00	£ 5,036.00
Fèis Eilean na Hearadh	√	√	£1,984.00	£1,350.00	£0.00	10	£ 75.00	£ 0.00	£ 3,409.00	£ 2,875.50	£ 533.50
Fèis an Rubha	√		£1,755.00	£1,350.00	£272.00	0	£ 0.00	£ 0.00	£ 3,377.00	£ 2,666.00	£ 711.00
Fèis Taigh Dhonnchaidh	√	√	£0.00	£1,350.00	£0.00	0	£ 0.00	£ 0.00	£ 1,350.00	£ 1,350.00	£ 0.00
Total Comhairle nan Eilean Siar			**£19,736.00**	**£9,900.00**	**£7,387.00**	**540**	**£4,050.00**	**£0.00**	**£41,073.00**	**£26,500.50**	**£14,572.50**
Argyll & Bute Council											
Fèis Cholla	√	√	£983.00	£0.00	£1,507.00	20	£ 150.00	£ 0.00	£ 2,640.00	£ 922.00	£ 1,718.00
Fèis Latharna	√		£931.50	£2,000.00	£5,040.00	100	£ 750.00	£ 0.00	£ 8,721.50	£ 4,629.50	£ 4,092.00
Fèis Mhuile	√	√	£1,275.00	£500.00	£0.00	38	£ 285.00	£ 0.00	£ 2,060.00	£ 0.00	£ 2,060.00
Fèis Thiriodh	√	√	£1,190.00	£1,500.00	£476.00	100	£ 750.00	£ 800.00	£ 4,716.00	£ 3,407.00	£ 1,309.00
Fèis Ìle agus Dhùira	√	√	£1,494.00	£3,500.00	£4,476.00	100	£ 750.00	£ 0.00	£ 10,220.00	£ 2,613.00	£ 7,607.00
Fèis na h-Appaine	√	√	£0.00	£0.00	£2,400.00	0	£ 0.00	£ 0.00	£ 2,400.00	£ 0.00	£ 2,400.00
Fèis Cheann Loch Goibhle	√		£1,528.00	£1,500.00	£1,016.00	50	£ 375.00	£ 0.00	£ 4,419.00	£ 0.00	£ 4,419.00
Total Argyll & Bute Council			**£7,401.50**	**£9,000.00**	**£14,915.00**	**408**	**£ 3,060.00**	**£800.00**	**£35,176.50**	**£11,571.50**	**£23,605.00**
Other Area/City Councils											
Fèis Arainn	√		£2,600.00	£0.00	£3,120.00	0	£ 0.00	£ 0.00	£ 5,720.00	£ 3,510.00	£ 2,210.00
Fèis Mhoireibh	√	√	£1,690.00	£0.00	£1,970.00	60	£ 450.00	£ 0.00	£ 4,110.00	£ 1,492.00	£ 2,618.00
TOTAL HIE	**37**	**23**	**£44,376.50**	**£41,000.00**	**£71,494.00**	**2,023**	**£15,172.50**	**£0.00**	**£198,100.00**	**£84,903.00**	**£113,197.00**
Fèis Dhùn Èideann			£3,262.00	£0.00	£8,592.00	300	£ 2,250.00	£ 0.00	£ 14,104.00	£ 5,421.00	£ 8,683.00
Fèis Obair Dheathain			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£456.00	20	£ 150.00	£ 0.00	£ 606.00	£ 0.00	£ 606.00
Fèis Lannraig a Tuath			£1,213.00	£0.00	£702.00	0	£ 0.00	£ 0.00	£ 1,915.00	£ 910.00	£ 1,005.00
Fèis Fhoirt			£4,550.00	£0.00	£4,900.00	200	£ 1,500.00	£ 0.00	£ 10,950.00	£ 3,200.00	£ 7,750.00
Feis Ghlaschu			£0.00	£0.00	£4,000.00	250	£ 1,875.00	£ 0.00	£ 5,875.00	£ 0.00	£ 5,875.00
Fèis Innis an Uillt			£575.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 725.00	£ 0.00	£ 725.00
Fèis Phaislig			£1,782.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,782.00	£ 1,336.00	£ 446.00
Total Other Areas/City Councils			**£15,672.00**	**£0.00**	**£23,740.00**	**850**	**£6,375.00**	**£0.00**	**£45,787.00**	**£15,869.00**	**£29,918.00**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 55,758.50**	**£ 41,000.00**	**£ 90,144.00**	**2,873**	**£ 21,547.50**	**£ 26,057.00**	**£ 234,057.00**	**£ 95,770.00**	**£ 138,287.00**

Fèisean nan Gàidheal

Audited Accounts to 31 March 2015

Agenda Item: 3.2012.03(e)

Reason for Paper

To seek approval for the 2014-15 Audited Accounts ahead of Fèisean nan Gàidheal's AGM.

Audited Accounts 2014-15

The Annual Accounts for 2014-15 audited by Mann Judd Gordon, are following.

The auditors did not pick up on anything unusual during their preparation of the accounts.

Andy Cumming from Mann Judd Gordon will be at this year's AGM and is more than happy to answer any questions form Board members, or members of Fèisean nan Gàidheal.

Action required

Board members are asked to approve the Audited Accounts for 2014-15 so that their approval can be communicated at the AGM.

Art MacCarmaig
Ceannard
September 2015

REGISTERED COMPANY NUMBER: SC130071 (Scotland)
REGISTERED CHARITY NUMBER: SC002040

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015 FOR FÈISEAN NAN GÀIDHEAL

Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

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for the Year Ended 31 March 2015

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REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
SC130071 (Scotland)

Registered Charity number
SC002040

Registered office
Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees
Duncan MacQuarrie
Elaine Margaret Spence
Uisdean Robertson
Peigi Maclennan
Robert Allan Mackinnon
Kirsteen Anne Graham
Elizabeth Blyth Bain
Seumas Campbell
Deirdre Anne Beck

Company Secretary
Uisdean Robertson

Auditors
Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

Chief Executive
Arthur Cormack

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees
No new trustees were appointed during the year as those on the Board are entitled to a serve a term of three years from their election in October 2013. When trustees are recruited this is done so through an open election process with potential trustees nominated by their local Fèis, and then elected by the membership.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

Although not relevant in this year, when trustees join the board they undergo an induction session which includes a presentation outlining the aims and objectives of the organisation, the work in which it is involved and sources of funding as well as the responsibilities of trustees, and their responsibilities as directors of a company limited by guarantee.

Organisational structure

Fèisean nan Gàidheal is governed by a Board of Trustees made up of up to 10 Fèis representatives elected by the membership, along with observers from the three main funding bodies that support the organisation. The Board met 4 times during the year. All Board papers are published routinely on the organisation's website, as is its Annual Report and Financial Statements.

Wider network

As well as engaging regularly with funding bodies, Fèisean nan Gàidheal staff were actively involved in a range of advocacy work and collaboration with a number of networks and organisations such as the Traditional Music Forum, Creative Scotland's Traditional Arts Advisory Group, Voluntary Arts Scotland's Umbrella Body Forum, the Highland Youth Music Forum, the Gaelic Arts Forum, the Gaelic Drama Network Hands Up for Trad and the Music Education Partnership Group. Fèisean nan Gàidheal was also represented at a number of events including a reception for the Instrumental Music Implementation Group in October 2014 and a Creative Scotland reception in March 2015, both in the Scottish Parliament.

Fèisean nan Gàidheal is a member of a consortium involved in the Highland Youth Arts Hub, one of 9 hubs set up across Scotland as part of the National Youth Arts Strategy, *Time to Shine*. Fèis Rois has a lead role in the Highland Hub working with 12 youth arts organisations, including Fèisean nan Gàidheal. During the year a Project Manager was appointed and a number of successful projects began under the Hub's auspices.

Related parties

The trustees are members of local Fèisean which receive grants from the charity from time to time. The sums which were approved for each year were as follows:

Name	Status	Fèis	2015	2014
Deirdre Beck	Trustee	Fèis Lochabair	£13,210	£20,885
Kirsteen Graham	Trustee	Fèis an Earraich	£20,624	£21,857
Elizabeth Bain	Trustee	Fèis Cheann Loch Goibhle	£4,342	£4,631
Seumas Campbell	Trustee	Fèis Fhoirt	£15,050	£13,971
Bob MacKinnon	Trustee	Fèis Dhùn Bhreatainn an Iar	£600	£1,411
Duncan MacQuarrie	Trustee	Fèis Rois Ltd	£39,160	£41,613
Peigi Maclennan	Trustee	Fèis Eilean an Fhraoich	£8,065	£9,322
Uisdean Robertson	Trustee	Fèis Tir an Eòrna	£10,175	£5,097
Elaine Margaret Spence	Trustee	Fèis Lannraig a Tuath	£1,665	£1,542

It should be noted that the grants scheme operated allocates funding on the basis of a formula administered within delegated limits set for officers and Board members, therefore, do not discuss the level of grant aid although they approve the overall sums involved annually.

Risk management

The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

A risk register is maintained by Fèisean nan Gàidheal, managed by the staff and monitored annually by the Board. In addition risk assessments are carried out for each of the organisation's offices, as well as for events run by Fèisean nan Gàidheal on an ongoing basis.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

OBJECTIVES AND ACTIVITIES
Objectives and aims

The aim of Fèisean nan Gàidheal is to make the Gaelic Arts, Language and Culture more accessible and more widely appreciated through the promotion, support and development of local, community-based tuition Fèisean.

The objectives are to:

1.1 Provide support for the development of individual Fèisean and the Fèis movement as a whole
1.2 Develop the tuition at individual Fèisean
1.3 Develop Fèisean nan Gàidheal as a service-providing organisation
1.4 Promote excellence within the Fèis movement
1.5 Create closer links between Fèisean, other organisations and other countries

ACHIEVEMENT AND PERFORMANCE
Performance against objectives

Fèisean nan Gàidheal's year-round programme agreed with Creative Scotland, HIE and Bòrd na Gàidhlig was delivered successfully during the year. In addition we completed contracts for several local authorities, notably The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.

Supporting the Fèisean remained the main focus of Fèisean nan Gàidheal's work. Each Fèis has a Development Officer who leads on offering regular support and many other benefits and services are provided as part of their membership.

Fèisean nan Gàidheal's work reached around 61,000 people during the year.

5,497 young people were engaged in the activities of the 44 Fèisean that took place throughout Scotland. 8,407 school pupils participated in Fèisgoil activities including our Youth Music Initiative, Gaelic language and drama work in schools. 18,668 people attended the Blas Festival in September 2014, run by Fèisean nan Gàidheal in partnership with The Highland Council. Fèis Cèilidh Trail groups played to an audience of 20,144 at over 300 events.

Fèisean nan Gàidheal pledged grants of £279k to local Fèis activities in 2014-15 and admitted two new members to the organisation - Fèis na h-Apainne in Appin and Fèis Phàislig in Paisley.

2014 was a special year in Scotland with the Commonwealth Games taking place in Glasgow in the second Year of Homecoming. Fèisean nan Gàidheal played its part in supporting both initiatives which afforded young Fèis participants the opportunity to participate in a wide range of supporting events.

Fèisean nan Gàidheal commissioned Blair Douglas to write a new song, *Càirdeas*, which celebrated the links between young people in Scotland and other countries where Gaelic is spoken. The song was adopted as their communal song by almost all Fèisean and it was performed at a number of events throughout the year.

In July 2014, some of the Cèilidh Trail groups supported by the organisation played in an hour-long Fèis showcase event as part of the Commonwealth Games Culture 2014 Programme before an audience of several thousand people on Glasgow Green. Immediately afterwards they travelled to Loch Lomond Shores to join the Fèis Fhoirt Cèilidh Trail and the well-known band, Breabach, for a special concert organised in collaboration with Loch Lomond and the Trossachs National Park.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

ACHIEVEMENT AND PERFORMANCE
Performance against objectives – continued

An ensemble of around 100 young people from Fèisean across the country was assembled for the grand finale of Blas 2014. Under the musical direction of Angus Mackenzie and Murdo Cameron, the *Ceòl nam Fèis* concert was extremely successful and fitting finale for the 10th Blas Festival. The ensemble was reformed for the Scots Traditional Music Awards in Inverness in December. *Ceòl nam Fèis* was reprised at Celtic Connections in January 2015 with the performance attended by the Minister for Children and Young People, Fiona McLeod MSP.

In April 2014 a third Gaelic medium residential event, *5 Latha*, was held in Carloway, Lewis. The Gaelic Drama Summer School was held in July 2014 culminating in a performance about the importance of respecting the memory of those who fought in the Great War. Participants also produced a film for the Gaelic shorts competition, FilmG.

A successful Drama Fèis was held in May 2014 involving Lochaber and Argyll schools, with a performance day at Oban's Corran Halls. Various other community and schools-based drama initiatives took place in collaboration with Eden Court Creative through the Gaelic Drama Network established by Bòrd na Gàidhlig including Gaelic drama clubs in Tain, Inverness and Dingwall. The Meanbh-Chuileag theatre-in-education groups toured Gaelic schools with a new play and were also involved in new pre school Gaelic medium provision through an initiative called Hùb Hàb.

7 Cèilidh Trails were supported by Fèisean nan Gàidheal in 2014, touring during the summer as well as taking part in several local and national showcases and Blas events. Fèis Rois supported an additional 2 Cèilidh Trail groups.

The 10th anniversary Blas Festival took place in September 2014 with over 100 events. A record 18,668 attended the festival which involved 476 performers and 410 volunteers. The continued support of The Highland Council is most welcome and key to the festival's success.

Bòrd na Gàidhlig, Creative Scotland and Argyll & Bute Council also supported Blas 2014 and we benefitted from EventScotland funding for the Year of Homecoming and worked with Live Music Now, Music in Hospitals and An Comunn Gàidhealach to bring some of the Blas artistes into care homes and hospitals. High Life Highland again organised a comprehensive schools programme – an important aspect of the festival.

Fèisean nan Gàidheal's 2014 AGM and Conference was held at the Golf View Hotel in Nairn. The Highland Homecoming festival began with the Blas Festival and ended with the Royal National Mòd held in Inverness in October. Guest speaker at the event was Allan Campbell, Convener of the Local Organising Committee for the Royal National Mòd. A panel of speakers representing organisations involved in offering accreditation to young people for volunteering and achievement also gave those attending valuable information in preparation for Fèisean nan Gàidheal undertaking further work in this area.

Fèisean nan Gàidheal further developed its Fèisgoil service delivering YMI contracts and teaching Gaelic in Highland and Perth & Kinross schools.

In December 2014, Meanbh-Chuileag toured Gaelic medium schools and departments with the very entertaining pantomime *Peigi agus a' Bhreisleach Bhuan.*

Fèisean nan Gàidheal held its annual Tutor Training weekend at Sabhal Mòr Ostaig in February with courses at three levels. Training sessions were held for tutors involved in delivering Fèisgoil YMI activities. Fèis organisers benefitted from training available on demand to assist with various aspects of the considerable voluntary work involved in running the Fèisean.

We continued to support the work of the various Iomairtean Gàidhlig and Fèisean nan Gàidheal staff continue to be involved with several key agencies and networks involved in complementary work in Gaelic and the traditional arts.

Providing support for the Fèisean is the most important element of Fèisean nan Gàidheal's work. The volunteers with whom the organisation works are its greatest assets and everything in which it is involved is aimed at supporting or underpinning the work of the Fèisean or at offering opportunities for young people involved in them to further develop their skills or display their talents.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

2014-15 marked the last year of foundation funding from Creative Scotland and the final year of Fèisean nan Gàidheal's three-year agreement with Highlands & Islands Enterprise (HIE).

As part of an open application process, Fèisean nan Gàidheal prepared a new Programme Plan for the years 2015-20 which formed the basis of the organisation's bid to Creative Scotland for regular funding. Towards the end of 2014 Creative Scotland awarded Fèisean nan Gàidheal £1.4m for the years 2015-18. Fèis Rois was awarded regular funding independently, but will continue to be a member of Fèisean nan Gàidheal.

Having secured funding from Creative Scotland, the organisation entered into discussions with HIE. Prior to the end of the financial year, HIE awarded Fèisean nan Gàidheal a contract worth up to £420k for the years 2015-18.

While this gives the organisation a healthy financial starting point from which to begin delivering its 2015-20 Programme Plan, it will continue to engage in fund-raising and earning income through delivery of contracts for other organisations.

Internal and external factors

Internal factors affecting the achievement and performance of the organisation included a review of Fèisean nan Gàidheal's staffing structure, completed at the start of 2015, when the post of Training and Policy Officer was made redundant. The organisation's Senior Development Officer returned to work after maternity leave and two temporary Development Officers were confirmed in their posts on a permanent basis. In January 2015 a Marketing Officer was recruited through the ScotGrad Graduate Placement scheme past-funded by HIE.

Due to funding constraints, staff worked across the services of the organisation rather than sticking rigidly to their job descriptions and an increased workload was delivered with a smaller cohort of staff.

Although there were no further funding cuts from local authorities during the year, The Highland Council and Comhairle nan Eilean Siar introduced, or increased, charges for school lets that caused problems in both those areas which Fèisean nan Gàidheal is still working to resolve.

FINANCIAL REVIEW

Reserves policy

In 2013-14 Fèisean nan Gàidheal achieved a long-term aim of having 3 months operating costs in reserve at all times. Although a deficit was incurred during 2014-15, it was in the full knowledge that the end of year reserve would remain within the limit of the organisation's policy and Fèisean nan Gàidheal has succeeded in retaining a reserve in excess of 3 months running costs, as per its policy.

Principal funding sources

Fèisean nan Gàidheal received grant-aid from a wide variety of bodies in support of our work notably Creative Scotland, The Highland Council, Highlands & Islands Enterprise, Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Argyll & Bute Council, the Heritage Lottery Fund, EventScotland and Scottish Natural Heritage.

FUTURE DEVELOPMENTS

Having established Fèisgoil, Fèisean nan Gàidheal will continue to build on its formal education work and offer solutions in delivering Gaelic language teaching as well as arts-related work, such as music and drama, primarily in Gaelic school and units.

Having bid successfully to Creative Scotland for 3-year Regular Funding and having secured funding from HIE, Fèisean nan Gàidheal has a healthy financial starting point from which to ensure delivery of its ambitious Programme Plan 2015-20. In order to deliver it fully, the organisation will require to engage continuously in fund-raising and earning additional income through the delivery of contracts for third party organisations.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Fèisean nan Gàidheal for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2015

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

AUDITORS
The auditors, Mann Judd Gordon Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 25 September 2015 and signed on its behalf by:

Duncan MacQuarrie - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF FÈISEAN NAN GÀIDHEAL

We have audited the financial statements of Fèisean nan Gàidheal for the year ended 31 March 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors
As explained more fully in the Statement of Trustees Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditors under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors, including APB Ethical Standard - Provisions Available for Small Entities (Revised), in the circumstances set out in note 22 to the financial statements

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements
In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES AND MEMBERS OF FÈISEAN NAN GÀIDHEAL

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

A Cumming (Senior Statutory Auditor)
for and on behalf of Mann Judd Gordon Ltd
Registered Auditors &
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

25 September 2015

Note:

The maintenance and integrity of the Fèisean nan Gàidheal website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2015

	Notes	Unrestricted fund £	Restricted funds £	Total 31.3.15 funds £	Total 31.3.14 funds £
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	5,471	-	5,471	4,875
Activities for generating funds	3	118,566	-	118,566	118,728
Investment income	4	382	-	382	279
Incoming resources from charitable activities	5				
Core activities		650,622	-	650,622	723,482
Training		8,345	-	8,345	12,285
ICT Project		-	30,079	30,079	-
Blas Festival		268,153	-	268,153	217,713
Fèisgoil		312,650	-	312,650	321,395
Gaelic residential		31,241	-	31,241	15,300
Archiving		-	-	-	16,000
Total incoming resources		1,395,430	30,079	1,425,509	1,430,057
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising trading: cost of goods sold and other costs	6	250,963	-	250,963	199,077
Charitable activities	7				
Core activities		788,762	-	788,762	770,823
Training		10,557	-	10,557	12,264
ICT Project		-	7,520	7,520	-
Blas Festival		22,158	-	22,158	21,474
Fèisgoil		324,888	-	324,888	292,800
Gaelic residential		26,220	-	26,220	(5,681)
Archiving		-	7,617	7,617	707
Governance costs	11	24,006	-	24,006	21,718
Total resources expended		1,447,554	15,137	1,462,691	1,313,182
NET INCOMING/(OUTGOING) RESOURCES		(52,124)	14,942	(37,182)	116,875
RECONCILIATION OF FUNDS					
Total funds brought forward		184,371	15,293	199,664	82,789
TOTAL FUNDS CARRIED FORWARD		132,247	30,235	162,482	199,664

The notes form part of these financial statements

BALANCE SHEET
At 31 March 2015

	Notes	Unrestricted fund £	Restricted funds £	Total **31.3.15 funds** £	Total 31.3.14 funds £
FIXED ASSETS					
Tangible assets	16	662	22,559	23,221	2,357
CURRENT ASSETS					
Debtors	17	52,748	-	52,748	34,475
Cash at bank		114,267	9,102	123,369	192,052
		167,015	9,102	176,117	226,527
CREDITORS					
Amounts falling due within one year	18	(35,430)	(1,426)	(36,856)	(29,220)
NET CURRENT ASSETS		131,585	7,676	139,261	197,307
TOTAL ASSETS LESS CURRENT LIABILITIES		132,247	30,235	162,482	199,664
NET ASSETS		132,247	30,235	162,482	199,664
FUNDS	20				
Unrestricted funds				132,247	184,371
Restricted funds				30,235	15,293
TOTAL FUNDS				162,482	199,664

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 25 September 2015 and were signed on its behalf by:

Peigi Maclennan -Trustee

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2015

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Preparation of consolidated financial statements
The consolidated accounts incorporate the accounts of the parent charitable company, Fèisean nan Gàidheal and its wholly-owned subsidiary, Blas Festival Ltd. All inter-company transactions and year-end balances are removed on consolidation.

Individual accounts are prepared for both Fèisean nan Gàidheal and Blas Festival Ltd. These are filed at the Registrar of Companies. Both the consolidated accounts and the individual accounts for Fèisean nan Gàidheal are filed at Office of the Scottish Charity Regulator in order to comply with Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Turnover for Blas Festival Ltd represents box office income, excluding VAT, together with grant income received in support of the annual Blas Festival, which is accounted for as it falls due.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Fèisean nan Gàidheal is not registered for VAT. Blas Festival Ltd is registered for VAT and costs incurred by the company are therefore stated net of VAT, where appropriate. Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets
It is the policy of the charity not to capitalise expenditure unless the cost incurred is over £1,000.

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. VOLUNTARY INCOME

	31.3.15	31.3.14
	£	£
Membership fees	5,471	4,875

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

3. ACTIVITIES FOR GENERATING FUNDS

	31.3.15	31.3.14
	£	£
Sponsorships	3,500	9,610
Sale of publications	1,182	2,275
Instrument bank revenue	4,754	3,693
Administration fees	109,130	103,150
	118,566	118,728

4. INVESTMENT INCOME

	31.3.15	31.3.14
	£	£
Deposit account interest	382	279

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Core activities	**Training**	**ICT Project**	**Blas Festival**
	£	**£**	**£**	**£**
Grants	609,050	7,500	30,079	209,469
Performance fees	1,668	-	-	-
Box office / concerts	1,195	-	-	40,016
Other income	800	-	-	3,449
Cèilidh Trails - other income	2,772	-	-	15,219
Drama festivals	2,255	-	-	-
Gaelic Development Income	-	-	-	-
Wages reimbursed by Fèisean	32,882	-	-	-
Training registration fees	-	845	-	-
Fèisgoil income	-	-	-	-
	650,622	8,345	30,079	268,153

	Fèisgoil	**Gaelic residential**	**31.3.15 Total activities**	31.3.14 Total activities
	£	**£**	**£**	£
Grants	281,505	29,023	1,166,626	1,217,983
Performance fees	-	-	1,668	11,851
Box office/concerts	-	-	41,211	39,149
Other income	-	-	4,249	1,766
Cèilidh Trails - other income	-	-	17,991	4,308
Drama festivals	-	-	2,255	475
Gaelic Development Income	-	2,218	2,218	1,822
Wages reimbursed by Fèisean	-	-	32,882	28,036
Training registration fees	-	-	845	785
Fèisgoil income	31,145	-	31,145	-
	312,650	31,241	1,301,090	1,306,175

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.3.15	31.3.14
	£	£
Creative Scotland	448,065	435,604
Highland Council	336,076	359,135
Comhairle nan Eilean Siar	12,800	13,550
Argyll & Bute Council	31,600	28,511
Highland & Islands Enterprise	154,839	161,513
Bòrd na Gàidhlig	136,273	149,400
Scottish Government	-	37,000
Comunn na Gàidhlig	1,125	1,320
Leader (Argyll)	-	(732)
Scottish Natural Heritage	25,000	10,000
Leader (Highland)	-	(6,172)
Perth & Kinross Council	1,848	2,444
Heritage Lottery Fund	-	16,000
National Museums	-	6,850
Renfrewshire Council	-	3,560
VisitScotland	19,000	-
	1,166,626	1,217,983

6. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS

	31.3.15	31.3.14
	£	£
Instrument bank costs	2,629	2,034
Blas - Commissions	13,000	-
Blas - Artistes costs	74,430	71,678
Blas - Travel and support	28,979	26,446
Blas - PA and lighting	27,005	23,304
Blas - Venue hire	4,957	375
Blas - Promotion	32,075	34,840
Blas - Project manager	40,660	40,400
Blas - Artistic director	48	-
Cuairt nam Bàrd & others	27,180	-
	250,963	199,077

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

7. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 8)	Grant funding of activities (See note 9)	Support costs (See note 10)	Totals
	£	£	£	£
Core activities	439,135	220,548	129,079	788,762
Training	10,501	-	56	10,557
Blas Festival	20,000	-	2,158	22,158
Fèisgoil	324,888	-	-	324,888
Gaelic residential	26,220	-	-	26,220
Archiving	7,617	-	-	7,617
ICT Project	-	-	7,520	7,520
	828,361	220,548	138,813	1,187,722

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.15	31.3.14
	£	£
Staff costs	358,281	200,935
Development officers / tutors	124,674	107,883
Travel expenses etc	34,758	33,467
Child protection costs	11,182	16,205
Training	7,501	9,264
Materials	8,295	9,358
Evaluation	-	200
Showcase concerts	18,643	9,915
Fèisgoil tutor costs	18,607	15,556
Archiving project	5,617	707
Sgoil Shamhraidh	14,801	13,287
Cèilidh Trail	58,091	66,746
Music Bursary Fund	2,440	-
Meanbh-chuileag/Pantomime	18,377	20,732
Tachartasan Còmhnaidh	7,059	7,103
Festival costs	400	-
Celtic Neighbours	1,125	-
Project management	24,880	22,812
Meanbh-Fhèis	4,500	-
Management charge	109,130	103,150
Bright Night/Ceòl nam Fèis	-	(20,000)
	828,361	617,320

9. GRANTS PAYABLE

	31.3.15	31.3.14
	£	£
Core activities	220,548	202,645

The total grants paid to institutions during the year was as follows:

	31.3.15	31.3.14
	£	£
Grants to Fèisean	220,548	202,645

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

10. SUPPORT COSTS

	Management	Finance	Totals
	£	£	£
Core activities	128,964	115	129,079
Training	56	-	56
ICT Project	7,520	-	7,520
Blas Festival	2,119	39	2,158
	138,659	154	138,813

11. GOVERNANCE COSTS

	31.3.15	31.3.14
	£	£
Committee expenses	5,242	3,618
Legal fees	2,338	2,043
Auditors' remuneration	4,618	4,567
Auditors' remuneration for non-audit work	2,783	2,520
Annual conference	9,025	8,970
	24,006	21,718

12. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.15	31.3.14
	£	£
Auditors' remuneration	4,618	4,567
Depreciation - owned assets	8,017	786
Deficit on disposal of fixed asset	1,198	-

13. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2015 nor for the year ended 31 March 2014.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 March 2015 nor for the year ended 31 March 2014.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

14. STAFF COSTS

	31.3.15	31.3.14
	£	£
Wages and salaries	358,281	334,097
Social security costs	28,525	31,857
Other pension costs	10,679	10,781
	397,485	376,735

The average monthly number of employees during the year was as follows:

	31.3.15	31.3.14
Charitable activities	10	10
Support costs	4	4
	14	14

No employees received emoluments in excess of £60,000.

15. SUBSIDIARY COMPANY

Fèisean nan Gàidheal owns 100% of the issued share capital of Blas Festival Ltd, a company registered in Scotland. This company was incorporated to operate an annual arts festival of the same name.

Audited accounts have been filed with the Registrar of Companies and have been consolidated with those of Fèisean nan Gàidheal in the group accounts presented here.

A summary of the trading results, as extracted from the audited accounts, for the years to 31 March 2015 and 2014 are shown below.

	2015	**2014**
	£	**£**
Turnover	**271,653**	220,630
Cost of sales	**(248,334)**	(197,043)
Gross profit	**23,319**	23,587
Administrative expenses	**(23,210)**	(22,494)
Donation to Fèisean nan Gàidheal	**(1,002)**	-
Profit / (loss) for year	**(893)**	1,093
Interest receivable / (payable) for year	**-**	-
	(893)	1,093
Taxation	**-**	-
Profit / (loss) after taxation	**(893)**	1,093
Net (liabilities) / assets at 31 March	**(2,491)**	(1,598)

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

16. TANGIBLE FIXED ASSETS

	Plant and machinery £	Computer equipment £	Totals £
COST			
At 1 April 2014	11,042	2,791	13,833
Additions	-	30,079	30,079
Disposals	(11,042)	-	(11,042)
At 31 March 2015	-	32,870	32,870
DEPRECIATION			
At 1 April 2014	9,568	1,908	11,476
Charge for year	276	7,741	8,017
Eliminated on disposal	(9,844)	-	(9,844)
At 31 March 2015	-	9,649	9,649
NET BOOK VALUE			
At 31 March 2015	-	23,221	23,221
At 31 March 2014	1,474	883	2,357

17. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15 £	31.3.14 £
VAT	2,823	481
Prepayments	-	6,765
Grants receivable	49,925	27,229
	52,748	34,475

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15 £	31.3.14 £
Bank loans and overdrafts	15,265	-
Social security and other taxes	8,702	8,140
Accruals and deferred income	-	7,000
Accrued expenses	12,889	14,080
	36,856	29,220

Deferred government grants relate to income received from funders for projects to be run during the year end.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

19. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

	31.3.15 £	31.3.14 £
Expiring:		
Within one year	3,929	-
Between one and five years	14,735	-
	18,664	-

20. MOVEMENT IN FUNDS

	At 1.4.14 £	Net movement in funds £	At 31.3.15 £
Unrestricted funds			
General fund	184,371	(52,124)	132,247
Restricted funds			
Heritage project	15,293	(7,617)	7,676
Information and Communication Technologies project	-	22,559	22,559
	15,293	14,942	30,235
TOTAL FUNDS	199,664	(37,182)	162,482

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,395,430	(1,447,554)	(52,124)
Restricted funds			
Heritage project	-	(7,617)	(7,617)
Information and Communication Technologies project	30,079	(7,520)	22,559
	30,079	(15,137)	14,942
TOTAL FUNDS	1,425,509	(1,462,691)	(37,182)

21. RELATED PARTY DISCLOSURES

During the year Blas Festival Ltd paid management and administration charges to Fèisean nan Gàidheal of £20,000 (2014 - £20,300). In addition, £15,219 was transferred from Fèisean nan Gàidheal to Blas Festival Ltd to cover the costs relating to Ceòl nam Fèis.

At the year end a gift aid donation of £1,002 (2014 - £NIL) is due by Blas Festival Ltd to Fèisean nan Gàidheal.

At the year-end date Blas Festival Ltd owed Fèisean nan Gàidheal £17,755 (2014 - £2,465 owed by Fèisean nan Gàidheal to Blas Festival Ltd). There are no repayment terms in place and interest is not charged on the balance.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2015

22. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

23. ULTIMATE CONTROLLING PARTY

There is no ultimate controlling party.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2015

	Unrestricted funds £	Restricted funds £	31.3.15 Total funds £	31.3.14 Total funds £
INCOMING RESOURCES				
Voluntary income				
Membership fees	5,471	-	5,471	4,875
Activities for generating funds				
Sponsorships	3,500	-	3,500	9,610
Sale of publications	1,182	-	1,182	2,275
Instrument bank revenue	4,754	-	4,754	3,693
Administration fees	109,130	-	109,130	103,150
	118,566	-	118,566	118,728
Investment income				
Deposit account interest	382	-	382	279
Incoming resources from charitable activities				
Grants	1,136,547	30,079	1,166,626	1,217,983
Training registration fees	845	-	845	785
Performance fees	1,668	-	1,668	11,851
Box office/concerts	41,211	-	41,211	39,149
Other income	4,249	-	4,249	1,766
Cèilidh Trails - other income	17,991	-	17,991	4,308
Drama festivals	2,255	-	2,255	475
Gaelic Development Income	2,218	-	2,218	1,822
Fèisgoil income	31,145	-	31,145	-
Wages reimbursed by Fèisean	32,882	-	32,882	28,036
	1,271,011	30,079	1,301,090	1,306,175
Total incoming resources	1,395,430	30,079	1,425,509	1,430,057
RESOURCES EXPENDED				
Fundraising trading: cost of goods sold and other costs				
Instrument bank costs	2,629	-	2,629	2,034
Blas - Commissions	13,000	-	13,000	-
Blas - Artistes costs	74,430	-	74,430	71,678
Blas - Travel and support	28,979	-	28,979	26,446
Blas - PA and lighting	27,005	-	27,005	23,304
Blas - Venue hire	4,957	-	4,957	375
Blas - Promotion	32,075	-	32,075	34,840
Blas - Project manager	40,660	-	40,660	40,400
Blas - Artistic director	48	-	48	-
Cuairt nam Bàrd & others	27,180	-	27,180	-
	250,963	-	250,963	199,077

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2015

	Unrestricted funds £	Restricted funds £	31.3.15 Total funds £	31.3.14 Total funds £
Charitable activities				
Wages	358,281	-	358,281	200,935
Development officers / tutors	124,674	-	124,674	107,883
Travel expenses etc	34,758	-	34,758	33,467
Child protection costs	11,182	-	11,182	16,205
Training	7,501	-	7,501	9,264
Materials	8,295	-	8,295	9,358
Evaluation	-	-	-	200
Showcase concerts	18,643	-	18,643	9,915
Fèisgoil tutor costs	18,607	-	18,607	15,556
Archiving project	-	5,617	5,617	707
Sgoil Shamhraidh	14,801	-	14,801	13,287
Cèilidh Trail	58,091	-	58,091	66,746
Music Bursary Fund	2,440	-	2,440	-
Meanbh-chuileag / Pantomime	18,377	-	18,377	20,732
Tachartasan Còmhnaidh	7,059	-	7,059	7,103
Festival costs	400	-	400	-
Celtic Neighbours	1,125	-	1,125	-
Project management	24,880	-	24,880	22,812
Meanbh-Fhèis	4,500	-	4,500	-
Management charge	107,130	2,000	109,130	103,150
Bright Night/Ceòl nam Fèis	-	-	-	(20,000)
Grants to institutions	220,548	-	220,548	202,645
	1,041,292	7,617	1,048,909	819,965
Governance costs				
Committee expenses	5,242	-	5,242	3,618
Legal fees	2,338	-	2,338	2,043
Auditors' remuneration	4,618	-	4,618	4,567
Auditors' remuneration for non-audit work	2,783	-	2,783	2,520
Annual conference	9,025	-	9,025	8,970
	24,006	-	24,006	21,718
Support costs				
Management				
Wages	-	-	-	133,162
Social security	28,525	-	28,525	31,857
Pensions	10,679	-	10,679	10,781
Office rent	22,978	-	22,978	25,298
Insurance	6,371	-	6,371	7,023
Light and heat	3,618	-	3,618	4,094
Telephone	9,194	-	9,194	7,820
Printing, postage & stationery	15,710	-	15,710	17,845
Sundries	1,617	-	1,617	1,881
Website	934	-	934	984
Staff travel and expenses	27,630	-	27,630	24,361
Capital costs	2,188	-	2,188	5,053
Depreciation of tangible and heritage assets	497	7,520	8,017	785
Carried forward	129,941	7,520	137,461	270,944

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2015

	Unrestricted funds £	Restricted funds £	31.3.15 Total funds £	31.3.14 Total funds £
Management				
Brought forward	129,941	7,520	137,461	270,944
Loss on sale of tangible fixed assets	1,198	-	1,198	-
	131,139	7,520	138,659	270,944
Finance				
Bank charges	154	-	154	1,478
Total resources expended	1,447,554	15,137	1,462,691	1,313,182
Net (expenditure)/income	(52,124)	14,942	(37,182)	116,875

Fèisean nan Gàidheal

Funding Agreements

Agenda Item: 3.2015.03(g)

Reason for Paper

To update Board members on the status of the organisation's main funding agreements.

Background

Over the past few months we have been in discussions with the main bodies that fund our work and it is appropriate that Board members are fully aware of the contracts that are in place and those which have still to be agreed.

Highlands & Islands Enterprise

The new Highlands & Islands Enterprise contract for 2015-18, worth £420k, was approved at the last Board meeting and signed by the Chair.

The Highland Council

Although we have not yet received a contract we have had the first half of funding for 2015-16 in respect of both Fèisean nan Gàidheal (£18,987) and Blas (£34,934). It is my understanding that a formal agreement will be put in place.

Comhairle nan Eilean Siar

We received a contract for £12,800 which was signed off, but no funds have been received to date.

Argyll & Bute Council

Following a phone conference with Argyll & Bute Council officers to discuss a new funding agreement, we have been offered £32k for 2015-16 (£10.5k towards our Development Officer, £9.5k towards Fèis grants and £12k towards Blas events in the area). Only a one-year agreement is possible at this stage as Argyll & Bute Council expects to have to make cuts in future years.

Action Required

Board members are asked to note the position in relation to funding agreements.

Arthur Cormack
CEO
September 2015

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 3.2015.05(a)

Name	**ARTHUR CORMACK**
Position	**CHIEF EXECUTIVE**

Diary commitments since previous meeting

27.05.15 Meeting of Comann nam Pàrant Port Rìgh (Iomairtean)
02.06.15 Meeting with Leader of Comhairle nan Eilean Siar
05.06.15 Attendance at YMI gathering to mark BBC Music Day
09.06.15 Attendance at Education Scotland Gaelic Education Conference
11.06.15 Launched Blas 2105 at Eden Court
17.06.15 Participation in Creative Scotland Traditional Arts Advisory Group meeting
22.06.15 Phone conference with Argyll & Bute Council officers
23.06.15 Staff phone meeting
30.06.15 Meeting with Mary Scanlon MSP regarding the Education (Scotland) Bill
30.06.15 Participation in the Mini-Fèis at Portree High School
06.07.15 Visit to Fèis Thiriodh for their 25th anniversary celebrations
10.07.15 Visit to Chataibh
10.07.15 Visit to Fèis na h-Òige
20.07.15 Meeting with Rhoda Grant MSP regarding the Education (Scotland) Bill
22.07.15 Visit to Fèis Phàislig
27.07.15 Meeting of Tasgadh Panel
28.07.15 Visit to Fèis Thròndairnis
29.07.15 Visit to Fèis Eilean an Fhraoich
19.08.15 Interviews for Fèisgoil Manager post
25.08.15 Presentation to Highland Council Gaelic Implementation Group
26.08.15 Meeting of Comann nam Pàrant Port Rìgh (Iomairtean)
03.09.15 Singing Workshop in Flodigarry (Iomairtean)
04.09.15 Attendance at Blas event in Inverness
07.09.15 Meeting with Highland Council regarding school lets
08.09.15 Participation in Creative Scotland Traditional Arts Advisory Group meeting
10.09.15 Attendance at Blas event in Sleat
11.09.15 Attendance at Blas event in Strathpeffer and Carrbridge (Fèis Spè 25th anniversary)
12.09.15 Attendance at Blas event in Inverness

NAME	**CALUM ALEX MACMILLAN**			
POSITION	**DEVELOPMENT MANAGER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	Six Fèisean have received support from the development fund this year: • Fèis Spè - £25,334 (£24,334 for a development officer post and £1,000 to support projects/events marking 25 years of the Fèis) • Fèis Inbhir Narainn - £1,493 (£965 for a piping weekend and £528 to support workshops for their youth ceilidh band) • Fèis an Earraich - £1,200 for a recording project	

	• Fèis Eilean an Fhraoich - £1,500 to support projects/events marking 25 years of the Fèis) • Fèis Thiriodh - £800 to support projects/events marking 25 years of the Fèis) • Fèis nan Garbh Chriochan - £1,200 to support projects/events marking 25 years of the Fèis)	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	Fèis Spè receives support from the development to maintain a full-time development officer's post to strengthen and develop their year-round programme.	
CS3	Support for new and experimental work in the Gaelic arts	
	We welcome new ideas for projects/events from Fèisean and we are keen to utilise our development fund, as far as possible, with additional support to seek additional finance for these projects from other funding bodies	
CS4	Support for new Gaelic song writing	
	We supported Fèis Spè through the development fund who wrote a new Gaelic/Gaeilge song as part of their anniversary celebrations and their exchange partnership with a group in Ireland.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	Though there wasn't a specific new commission this year as part of the Blas Festival, we held a special finale concert 'Òran' to celebrate the impact the much celebrated band 'Runrig' and in particular the song writing contributions of Calum and Rory Macdonald. In the coming months we will be looking ahead to Blas 2016 and will consider the theme of our festival commission.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I supported Angus with the organisation and last minute preparation for the Meanbh Chuileag tour 'Eachdraidh na Gàidhealtachd – History of the Highlands' which will visit Gaelic medium schools and departments across the country up until October.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Sgioba-G supported Gaelic classes at Fèis Chataibh and will be visiting Fèis a' Bhaile in October. We are currently looking to hold training workshops for those who may be interested in delivering Gaelic classes at Fèisean.	
CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	We will be aiming to develop the work that Dougie Beck had begun with Hùb-Hàb in the near future. I am very pleased that Eilidh Mackenzie will be starting shorting with Fèisean nan Gàidheal as Fèisgoil manager, and I am certain that she will be able to develop the initial Hùb-Hàb ideas and strengthen our pre-school work.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS17	Assistance for community groups wishing to establish new Fèisean	
	Though there has not been any new application in recent months to establish Fèisean, Fèis Phàislig held their first event in July which was a resounding success. There is still much work to be done in order to re-establish Fèis Obar Dheathain. There is a great deal of interest from the community there to set-up the Fèis again and Nicola Simpson will be working closely with them with support from myself to ensure that the Fèis is up and running before long.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I attend Action Group meetings for the Blas festival and I also sit on the Blas Board representing Fèisean nan Gàidheal. I am in regular communication with the festival director and Arthur to discuss matters relating to the festival. I was a rep/mc at three events this year. I believe that the line-up we had this year was a good as we've had and I sensed that our audiences were very appreciative and impressed with what we were offering. I am looking forward now to considering what we will be able to offer for Blas 2016, and I firmly believe that we can do more to incorporate our Fèisean, participants and former participants in the range of events we offer.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I supported and gave advice to Angus whilst he was preparing for the 2015 Drama Summer School. As I was on paternity leave at the time, I was unable to attend this year's event though I believe that it was very successful. This was in doubt due to the efforts of Angus who worked very hard in the run up to the event, and also the skilled team we have working with the youngsters in Portree. Our second Fèis nan Òran was held on 11/12 September and was again very successful. We will be considering when we will be holding our next Fèis nan Òran in the near future. 5 Latha 2016 will be held	

	between 4-9 April and the Drama Summer School will be held in July 2016, with dates yet to be confirmed.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I provide support and guidance on a daily basis to our development team, offering practical assistance where necessary. In recent months I have been maintain regular communication with them to ensure they are receiving the best support possible and that they are able to manage their own time as effectively as possible to make certain that our Fèisean get the best support possible.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	Earlier this year I carried out the work appraisals for all development staff. From this we highlighted a number of training areas and along with the Executive Manager, we will consider suitable courses for staff to attend. I have asked the development team to look for any new training opportunities that appear locally, if they feel that it would benefit them in their jobs.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Ceòl nam Fèis had such a positive impact on our Fèisean participants in 2015 as well as appearances for our ceilidh trailers at the Commonwealth Games and high profile music festival. We will be making every effort to secure similar opportunities in the future at other high profile events and through cultural exchanges.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	I support Fèisean with translations and give guidance to staff if any issues related to our Gaelic policy arise	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	Nicola Simpson and I supported Shona Macmillan to establish the Western Isles Ceilidh Trail this year. This included securing additional finance, planning the tour with appearances at the 20th Hebridean Celtic Festival as part of this.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	See CS19	
CS30	Promoting Fèis participation in national events and themed years	
	The Western Isles Ceilidh Trail took part in events related to the Year of Food and Drink this summer.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	We had the opportunity to attend a Social Enterprise conference held in Inverness and hosted by HIE in June. We also provided Music for the event through our Fèis Chataibh Ceilidh Trailers. This was a fantastic event and we had the opportunity to meet organisations who were interested in potential partnership projects and we look forward to developing these. I also organised musicians for the Salmon Festival held in Inverness on 4/5 September. We will look to find additional opportunities in the future and I will shortly be meeting with Iain Hamilton from HIE's Creative Industries team to discuss potential projects for Fèisean nan Gàidheal and our Fèisean participants.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS34	Regular Gaelic language training for Fèis tutors to ensure Gaelic policy implementation	
	I work closely with the development team to ensure that our policy is implemented as far as possible.	
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	I attended a conference on Gaelic Education hosted by Education Scotland in June. I had the opportunity to discuss the 1+2 languages programme with officers from the Highland Council. There is a great deal more work needed in this area and it will be come easier when our Fèisgoil Manager, Eilidh Mackenzie takes up her post.	
CS40	Programmes of Gaelic classes in schools along the lines of GLPS	
	We delivered 10 weeks of tuition in Perthshire schools earlier this year, and though there are no similar projects in the pipeline at present, we will be increasing our focus on securing similar contracts during 2015/16	
CS41	Residential opportunities for community activities delivered in Gaelic	

	See CS20	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I do this every month as part of expenses claims	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I do this with all the projects I am directly involved with and I also line-manage Rowan Paterson our Graduate Marketing Officer and provide support and guidance to her on a daily basis.	
CS50	The collection and digitisation of traditional Gaelic songs	
	Rachel has been exceptionally busy working on our Fuaran project, with some support from myself in recent months. This is an extremely valuable heritage project and I look forward to discussing how we might develop a new heritage project once Fuaran has been completed in September 2015.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	See CS38	
HIE2	Expand programmes of Gaelic services in schools including early years Gaelic medium arts activities and communities	
	See CS11,12,13 and 20	
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE6	Gaelic language tuition in schools as opportunities are tendered	
	See CS40	
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1	
Enhancement of skills and creative talent / youth employment		
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE18	Annual Gaelic Drama Summer School	
	See CS20	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS26	
Bòrd na Gàidhlig Deliverables		
BnG3	At least 4 language training sessions for staff before 31.03.16	
	Our next language session will be held on September 24th	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	See CS25	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	To date8 Fèisean have offered Fèis Bheag session during 2015.16	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	I will be working closely with Angus to discuss the organisation of this year's pantomime to ensure we are efficient and effective as possible in delivery of the show.	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	See CS12	
BnG14	40 Blas concerts at Blas 2015 with a schools and community programme as part of the festival, delivered in partnership with other organisations and where Gaelic is the main	

	language on stage.	
	See CS19	
BnG15	Concerts delivered bilingually by a fluent Gaelic speaker. Musicians/artists encouraged to use their Gaelic at the festival.	
	This took place at all events.	
BnG16	A newly written commission as part of Blas 2015, with at least 4 performances during the festival.	
	See CS5	
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	This was successfully achieved	
BnG19	Aim to have 16 high-school pupils take part in a residential event at The Gearrannan Blackhouses, Isle of Lewis during Easter 2016.	
	The next 5 Latha will be held between 4-9 September 2016.	
BnG21	Quarterly report on how the Bòrd na Gàidhlig funding has been spent	
	Our latest reported was submitted in August	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	Our report and financial statements were forwarded to Bòrd na Gàidhlig in August.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	This was also submitted to the Board in August.	
BnG25	Press releases concerning Bòrd na Gàidhlig to be submitted, before release as appropriate, to give an opportunity to the Bòrd to add quotes/information.	
	We do this regularly	
BnG26	A full-page advertisement in the Blas on-line Brochure given to Bòrd na Gàidhlig as part of this agreement.	
	Though we didn't have an online brochure this year, due to poor viewing figures in recent years, we did include Bòrd na Gàidhlig's logo on all promotional materials, and event banners and it was announced at every event that they were one of the festival's main sponsors.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	**ANNE WILLOUGHBY**			
POSITION	**EXECUTIVE MANAGER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	There is £33,000 available in 15/16 to invest in new developments through our Fèis Development	

	Scheme and this is now being paid out to applicants. Fèis Spè received £24,064 for salary costs to-date and we will be supporting them in retaining their Development Officer posts. Fèis Inbhir Narainn received £528 for a Youth Cèilidh Band and Fèis an Earraich received £1,200 for a recording project, Fèis Spè received £1,000, Fèis nan Garbh Chriochan £1,200, Fèis Thiriodh £800, all for support towards 25th anniversary celebrations and Fèis Inbhir Narainn £965 towards a piping weekend.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. We offer payroll facilities to Fèis a' Bhaile and Fèis Bharraigh and support Fèis activities, and some new developments. Fèis Spè has been offered £24,064 this year to support employment of a full-time Development Officer post.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Funding has been offered to 41 Fèisean through Fèisean nan Gàidheal Grants Scheme 2015-16 which is invested in by Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. Despite cuts to core funding grants to Fèisean have been kept at the same level as 14-15. Grants are paid out as per agreements. From 01 April 2015, grants have been offered to 41 Fèisean (37 in HIE areas), 23 of which are in Fragile Areas, totalling £234,057.00 as detailed in the tables provided for Board meetings. Payments totalling £95,770 have been paid out to 28 Fèisean to date. Fèisean are encouraged to increase tutor fees and work towards paying these rates over time.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	Fèisean nan Gàidheal has a central PVG (Protection of Vulnerable Groups) registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. All Fèisean must submit a list of tutors before grant is released, which is cross-referenced to ensure they have a current Disclosure. Sandy Gray renews disclosures on a rolling basis for those on the database as and when 3 years expire. Renewal under the P.V.G Scheme costs £59.00 and updates cost £18.00; the budgeted amounts are changed annually to reflect this additional cost.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	Additional funding is available to Fèisean for carers and/or additional tutors to ensure access for young people with individual support needs, £350 has been paid to Fèis nan Garbh Chriochan for an additional tutor.	
CS14	Continuation of support for local Fèis performances	
	The majority of Fèisean have a Tutors Cèilidh and a Participants Cèilidh. This year 4 Fèisean, Fèis Eilean an Fhraoich, Fèis Spè, Fèis Thiriodh and Fèis na Garbh Chriochan celebrated 25-year anniversaries, as well as the usual events there were additional events to mark this important milestone.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	The Tasgadh fund is being run with an additional £35K from Creative Scotland, £31.5 K will be distributed in grants. The first of three deadlines is past and £14,726 was granted to 21 successful applicants and £10,881 has been paid out to date. The other deadline dates are 02 October 2015 and 19 February 2016.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	£21.547.50 has been offered to Fèisean to employ local administrators equating to 1.7 FTE	
CS17	Assistance for community groups wishing to establish new Fèisean	
	Fèis an Iar Dheas, Fèis Phàislig and Fèis na h-Apainne have been granted membership of Fèisean nan Gàidheal.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	Feisean nan Gaidheal continues to develop, revise and deliver a range of policies most of which are available for adoption by individual Fèisean also.	

CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	Insurance is provided for all Fèisean as part of their membership package and is revised and renewd in February each year.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. We have offered Advanced Gaelic Training to Fèis an Iar Dheas through Cùrsa Adhartais at SMO, Fèis Spè took part in 2-Day Outdoor/Emergency First Aid and Fèis Phàislig took part in Emergency First Aid Training. Fèis Tir a'Mhùrain and Fèis Lochabair have requested record keeping and accounting training which I will deliver in October 2015. Fèis Organisers are encouraged to attend our Annual Conference where collective training takes place.	
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	Staff have taken part in Child Protection, Risk assessment, Photoshop, Carbon emissions, Marketing workshops, Arts award and minibus driver assessment training so far this year. There is Child Protection and Gaelic training at the next staff meeting and more Gaelic training, camera and video camera training is scheduled for the winter months.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	Arts Awards training for staff has taken place. Ceilidh Trail participants can take part this year to make them eligible for an award when they are recognised in Scotland in February 2016.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	We offer help to Fèisean with training, translations, bilingual publicity materials as well as Gaelic language activities through Sgioba G.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	In 2015-16 there will be 7 Ceilidh Trails included one new one in the Western Isles - £6240 additional support has been received from Comhairle nan Eilean Siar. 7 Cèilidh Trail grant offers for 2015 have been processed totalling £52,000.00. £35,000 has been claimed so far.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	Blas Festival took place from 4-12 September 2015. I give financial support to Blas Festival Ltd, payment processing, budget monitoring, preparation of Vat returns and HMRC quarterly returns. We have processed the majority of invoices for Blas Festival 2015. I was at Plockton, Broadford and Sleat (twice) as a Blas rep this year.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	Fèis Cèilidh Trails took part in a number of events at Blas Festival. 7 Cèilidh Trails are being supported this year including a new Cèilidh Trail in the Western Isles this year.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	YMIS training workshops were held in August this year and focussed on group music, sharing songs and techniques, games and expertise to ensure quality delivery in the classroom. Additional tutor training, Level 1,2 & 3 will be organised in February 2016.	
CS35	Provision of digitisation, collecting and transcribing skills for young people	
	We hope to complete the HLF Fuaran project by the end of September and young people taking part will have developed these skills.	
CS39	Traditional Music classes in schools though the Youth Music Initiative (YMI) and other programmes	

	YMIS in all Highland Council Schools and several Renfrewshire Schools is continuing this year. YMIS in Highland will continue in school year 2015-16 the same level of funding, £219,511, which has been received from Highland Council. I ensure all invoicing and YMIS payments are processed quickly and admin fees to all Feisean paid. With the establishment of Fèisgoil, we continue to sell services for the delivery of musical classes through YMI to other local authorities. I attended interviews for the post of Fèisgoil Manager and Eilidh MacKenzie has been newly appointed and will start her new role in October 2015.	
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture		
CS43	Begin addressing equalities issues in 2015	
	Fèisean nan Gàidheal ensures people are protected from discrimination based on age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. I have recently updated the Staff Handbook to ensure it covers the Equalities Act 2010 and updates.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	We are required to report on carbon emissions for Creative Scotland and I have been nominated as a Green Champion. I attended an emissions recording and reporting workshop along with Arthur Cormack on 28 April arranged by Fiona MacLennan from Creative Carbon Scotland. I have been recording carbon emissions since April 2015.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
	We organise a large number of events in many localities cutting down on the need for people to travel far to access arts activities. We encourage shared transport where public transport is not available.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS50	The collection and digitisation of traditional Gaelic songs	
	The Fuaran project is on going and will be completed in September 2015 when the recorded songs will be made available. A CD launch is planned at the end of the project.	
HIE Deliverables		
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	New Fèisean have been established this year in Appin, Paisley and Dumfries & Galloway and will be supported through our grants scheme.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	As before CS24 - Training will be made available to Fèis Organisers as and when required, sometimes this will be offered by outside agencies but in most cases it will be bespoke. We have offered Advanced Gaelic Training to Fèis an Iar Dheas through Cùrsa Adhartais at SMO, Fèis Spè took part in 2-Day Outdoor/Emergency First Aid and Fèis Phàislig took part in Emergency First Aid Training. Fèis Tìr a'Mhùrain and Fèis Lochabair have requested record keeping and accounting training which I will deliver in October 2015. Fèis Organisers are encouraged to attend our Annual Conference where collective training takes place.	
Enhancement of skills and creative talent / youth employment		
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	As CS25 - Staff have taken part in Child Protection, Risk assessment, Photoshop, Carbon emissions, Marketing workshops, Arts award and minibus driver assessment training so far this year. There is Child Protection and Gaelic training at the next staff meeting and more Gaelic training, camera and video camera training is scheduled for the winter months.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	

	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS29	
HIE20	Promoting Fèis participation in national events and themed years	
	Feis Ceilidh Trailers took part in events at Blas Fèstival.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16	
	Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We support CnaG with their specific Iomairt development plans and staff attend regular meetings to discuss progress and the potential for more collaboration on projects. We have offered the use of office equipment and space as well as engaging in numerous activities. We have spent 1521 staff hours in Iomairtean areas this year to 31 March 2015. We are making efforts to improve the level of Gaelic in the Portree area, by holding a coffee and conversation hour every Tuesday in the office in Portree. All Gaelic organisations will continue to be invited to take part in our Gàidhlig training sessions for our own staff when relevant.	
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	
	This will be re-advertised after October 2015 as numbers attending have dwindled we also have limited staff time at this busy time off year.	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	A Gaelic training session for staff has been organised on 24 September with another one planned before the end of December 2015.	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	See CS25	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2015), access to an instrument bank and regular training opportunities for committee members from this office.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	Fèisean nan Gàidheal operates in Gaelic at staff and board level and in communication with local Feisean. We ensure through Gaelic Development Plans and Grant funding restrictions that Feisean adhere to our Gaidhlig policy.	
BnG22	Quarterly report on the up-to-date financial situation of Fèisean nan Gàidheal	
	I ensure that all management account preparation is in place and management accounts, which form part of this report, are received in good time.	
BnG23	Risk register to be given to Bòrd na Gàidhlig at the beginning of the year and in addition to this a copy of papers with updates relating to this from Fèisean nan Gàidheal Board meetings with any relevant new information.	
	The Risk Register is reviewed and updated for the February Board meeting annually and Board papers are made available to all funders.	
Highland Council Deliverables		
HC1		
	We are supporting 21 Fèisean in the Highland area during 2015-16 with access to annual grant funding, insurance, access to an instrument bank and regular training opportunities for committee members, £112,020.50 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2015-16, including £22,100 allocated from The Highland Council. The remainder of our grant £15,593 is being applied to our running costs including the two Development Officers based in Highland.	
Comhairle nan Eilean Siar Deliverables		
CnES1		
	Fèisean in the Western Isles have been offered funding totalling £41,073 including £9,900 allocated from Comhairle nan Eilean Siar provisionally. The remaining allocation of £2,900 will to be utilised towards the continued employment of the Western Isles Fèis Development Officer.	

Argyll & Bute Council Deliverables		
ABC1		
	Fèisean in the Argyll area have been offered funding totalling £35,176.50 including £9,500 allocated from Argyll & Bute Council, £10,500 has been allocated for an Argyll & Bute Development Officer. An additional £12,000 has been allocated from Argyll & Bute Council to Blas Festival for events in the Argyll area.	

NAME	MOREEN PRINGLE			
POSITION	BUSINESS OFFICER			
Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure
Creative Scotland Ambition		
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	Further to the issue and acceptance of the Grant Offers to Fèisean, and upon submission of their completed claim forms, I process the grants in relation to Main Fèis, Classes & Workshops and Annualised Hours Workers. During the current quarter I have issued grants to 23 Fèisean. All the Summer Fèisean received the initial 75% of their grants – we are waiting for completed final claim forms to enable us to release any remaining funding due to them.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	Whenever possible I assist with the supply of instruments from our Instrument bank to help Fèisean meet the demand during their Fèis weeks and also when offering additional classes. We have purchased some additional accordions to add to our Instrument Bank. We have recently had a few requests for clarsach hires.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	All Fèisean must supply me with a list of tutors, before grant is released, which is cross-referenced by our Child Protection Officer to ensure they have a current PVG. A database of Fèis Tutors is also maintained which Fèisean can access to find suitable tutors.	
CS15	If funding becomes available, run a Traditional Arts Small Grants Scheme	
	On behalf of Creative Scotland, Fèisean nan Gàidheal is running the Traditional Arts Small Grants Scheme which I administer. We received 49 applications for the first round and issued grants to 21 successful applicants. Thhere are two more closing dates for applications (2 October 2015 and 19 February 2016)	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)	
	I record all journeys on my expenses form which calculates Carbon Emissions	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	I update the website where appropriate and issue information via Mailchimp to all on our database. I also compile and issue our quarterly newsletters	
HIE Deliverables		
Bòrd na Gàidhlig Deliverables		
BnG2	A weekly Coffee and Conversation held in the Fèisean nan Gàidheal office in Portree	

	This was in abeyance over the Summer but we hope to start up again in the Winter	
BnG3	At least 4 language training sessions for staff before 31.03.16	
	Regular Gaelic training sessions for staff take place which I attend	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	Regular training sessions for staff take place which I attend	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	As well as issuing Fèisean grants I also help support our Fèisean with the supply of instruments for use at their Fèis, books, regular Newsletters etc	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	**ANGUS MACLEOD**			
POSITION	**DRAMA OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS5	Opportunities for artists to develop writing skills through new commissions	
	I am working with my colleague Nicola Simpson in a partnership project Moniack Mhòr plan to deliver in January 2016 which aims to develop creative writing skills in secondary school aged Gaelic speakers. Opportunities to commission Gaelic plays for Meanbh-chuileag projects, the Gaelic Drama Summer School and the Gaelic Youth Theatre Festival are being investigated.	
CS6	The organisation of an annual Gaelic Drama Summer School	
	I organise the annual Gaelic Drama Summer School. I plan to confirm the dates for the 2016 Gaelic Drama Summer School and publicise them along with an online application form in October.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	Following 5 days rehearsal, a 6 week national tour of a Gaelic play 'Eachdraidh na Gàidhealtachd (History of the Highlands): 8000 BC – 695 AD' with theatre-in-education project 'Meanbh-chuileag' began on the 1st of September. The play which includes an interactive workshop will tour Gaelic medium primary schools with Gaelic departments and is aimed at pupils between P4-P7. Freelance actors Artair Donald and Catriona Nicolson have been employed to deliver the project. The tour is scheduled to finish during the last week of term.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I supported development officers in the provision of materials for G Team activities and guidance for G Team leaders at Fèis Chataibh and Fèis Mhoireibh. An all day 'Meanbh-fhèis' was held at Portree High School on Tuesday the 30th of June and catered for all first year pupils, both fluent Gaelic speakers and Gaelic learners. The Meanbh-fhèis featured a morning timetable of classes with Gaelic speaking tutors in step-dance, drama, percussion, Gaelic song and treasure map challenge and was followed with a concert in the afternoon with performances from the tutors and pupils from the school.	

CS13	Development and delivery of a series of early years Gaelic medium arts activities including music, song, drama and puppetry	
	Following on from the pilot Hùb Hàb project delivered in January 2015 a new Hùb Hàb project is being planned with a view to delivery in December 2015/ January 2016.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I am working with my colleague Nicola Simpson in a partnership project Moniack Mhòr plan to deliver in January 2016 which aims to develop creative writing skills in secondary school aged Gaelic speakers. I develop the annual residential Gaelic Drama Summer School.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	
	I attended a Music Melting Pot training day organised by Fèis Rois and held at Culloden Battle Field on Tuesday 18th August.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	I registered an individual on the Silver Award in the Arts Award scheme which shebased on her experience as an employed assistant at this years Gaelic Drama Summer School.	
Scotland is a distinctive creative nation connected to the world		
CS32	Ensuring our work is available to a wide audience through various media	
	Provision of content highlighting FnG news and Drama projects on Fèisean nan Gàidheal's website is ongoing **www.feisean.org** Producing news stories for Fèisean nan Gàidheal's Facebook page at **www.facebook.com/feisean** Publishing news and events which are publicised via Fèisean nan Gàidheal's twitter account: **@FNGaidheal** Producing short films of Fèisean nan Gàidheal's work and promoting it on YouTube at **www.youtube.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school over the years on **www.vimeo.com/feiseannangaidheal** Promoting and archiving Fèisean nan Gàidheal's work, the Gaelic drama summer school and other projects on Flickr at **www.flickr.com/feiseannangaidheal**	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	Regular training in teaching skills for tutors allowing them to progress through various levels	
	G Team Leaders – Training Days focussing on students fluent in Gaelic are being developed. A series of dates at colleges/ universities around the country are under consideration. Employment and skills development opportunities provided for Gaelic speaking actors through Meanbh-chuileag theatre-in-education projects.	
CS41	Residential opportunities for community activities delivered in Gaelic	
	I am working with my colleague Nicola Simpson in a partnership project Moniack Mhòr plan to deliver in January 2016 which aims to develop creative writing skills in secondary school aged Gaelic speakers. I develop the annual residential Gaelic Drama Summer School.	

Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	As CS32	
CS51	Ensuring our work is available to a wide audience through various media	
	As CS32	
HIE Deliverables		
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	Gaelic Drama Summer School 2015 This year's Gaelic Drama Summer School was held at Portree High School between the 6th and 17th of July 2015 and was open to teenagers fluent in Gaelic aged between 14 and 18 years old. David Walker was employed as artistic director and tutor for the school with support from Roddy Nicolson, a drama worker with Eden Court. An individual was employed to as an assistant and registered on the Arts Awards scheme. The 11 participants were accommodated at the Portree High School hostel and tuition was provided at Portree High School. Rehearsals during the second week and the performance on the final night was held theatre at Àros of the summer school. Following on from the success of last years format i recieved performing rights Dennis Kelly's play 'DNA' and translated the play into Gaelic which was used as a basis for the summer school. A short film for FilmG 2016 was also produced. Participants were able to particpate in the 'Let's Circus' big top show and workshops which featured in the Fèis an Eilein programme of events. Information about the Gaelic Drama Summer School and photos and film of the perfromance will be made available on the Fèisean nan Gàidheal website at www.feisean.org/ssd **Gaelic Youth Theatre workshops and festival 2015** Between 29th April and 10th September I delivered a combination of 19 drama workshop and rehearsal sessions for Tain Gaelic Youth Theatre and Dingwall Gaelic Youth Theatre and wrote the scripts. I was also involved in 3 Eden Court Creative workshops in digital media and the all day festival event and public performance held on Thursday 10th September.	
HIE13	Provision of accredited training courses for young people	
	I registered an individual on the Silver Awards in the Arts Award scheme who was employed as an assistant at this year's Gaelic Drama Summer School.	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	I attended a Music Melting Pot training day organised by Fèis Rois and held at Culloden Battle Field on Tuesday 18th August.	
Audience development and engagement / cultural tourism		
HIE18	Annual Gaelic Drama Summer School	
	Gaelic Drama Summer School 2015 This year's Gaelic Drama Summer School was held at Portree High School between the 6th and 17th of July 2015 and was open to teenagers fluent in Gaelic aged between 14 and 18 years old. David Walker was employed as artistic director and tutor for the school with support from Roddy Nicolson, a drama worker with Eden Court. An individual was employed to as an assistant and registered on the Arts Awards scheme. The 11 participants were accommodated at the Portree High School hostel and tuition was provided at Portree High School. Rehearsals during the second week and the performance on the final night was held theatre at Àros of the summer school. Following on from the success of last years format i recieved performing rights Dennis Kelly's play 'DNA' and translated the play into Gaelic which was used as a basis for the summer school. A short film for FilmG 2016 was also produced. Participants were able to particpate in the 'Let's Circus' big top show and workshops which featured in the Fèis an Eilein programme of events. Information about the Gaelic Drama Summer School and photos and film of the perfromance will be made available on the Fèisean nan Gàidheal website at www.feisean.org/ssd	

Bòrd na Gàidhlig Deliverables		
BnG3	At least 4 language training sessions for staff before 31.03.16	
	I will be attending a language skills training session organised by Fèisean nan Gàidheal on Thursday 24th September.	
BnG4	At least 4 other training sessions for staff before 31.03.16	
	I attended a 'Music Melting Pot' training session organised by Fèis Rois on Tuesday 18th August 2015 at Culloden Battlefield.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	I supported development officers in the provision of materials for G Team activities and guidance for G Team leaders at Fèis Chataibh and Fèis Mhoireibh.	
BnG7	A Gaelic medium panto to tour at least six areas before 31.03.16	
	Following a rehearsal period at the end of November a national tour is scheduled to take place during the first week of December 2015.	
BnG8	Discussions to be held with Bòrd nan Gàidhlig, aiming to develop drama/theatre provision for 3-7 year olds.	
	Following on from the pilot Hùb Hàb project delivered in January 2015 a new Hùb Hàb project is being planned with a view to delivery in December 2015/ January 2016.	
BnG9	Following these talks, aim to deliver a week long tour for 3-7 year olds, offering musical and drama sessions to nurseries for at least 10 groups before 31.03.16	
	Following on from the pilot Hùb Hàb project delivered in January 2015 a new Hùb Hàb project is being planned with a view to delivery in December 2015/ January 2016.	
BnG10	Deliver 80 Gaelic drama workshops in communities across Scotland before 31.03.16	
	Gaelic Youth Theatre workshops and festival 2015 Between 29th April and 10th September I delivered a combination of 19 drama workshop and rehearsal sessions for Tain Gaelic Youth Theatre and Dingwall Gaelic Youth Theatre and wrote the scripts. I was also involved in 3 Eden Court Creative workshops in digital media and the all day festival event and public performance held on Thursday 10th September. **Highland Council Gaelic Community Development Project in Lochaber** Fèisean nan Gàidheal has an advisory role in a Highland Council Community Development project funded by Bòrd na Gàidhlig which plans to deliver the following projects before the end of December 2015: • Community drama project aimed at Gaelic medium primary school groups from Malaig Primary and Sgoil a' Ghearasdain, • Gaelic Radio Drama workshops aimed at Gaelic Learner groups in Fort William • Drama skills workshops to encourage the development of Gaelic community drama.	
BnG11	At least 3 high school youth-theatre groups established in partnership with another organisation before 31.03.16. This is connected to the partnership contract with Eden Court as part of the Gaelic Drama Development Fund.	
	Through Bòrd na Gàidhlig's 'Gaelic Drama Development Fund', Fèisean nan Gàidheal and Eden Court are working together to build on the success of the Gaelic Youth Theatre Festivals held in April 2013 and September 2014 and September 2015. The aim of the festival is develop Gaelic youth theatre for Gaelic speaking teenagers in the Highland Council area. Between 29th April and 10th September I delivered 19 drama workshop and rehearsal sessions for two after school Gaelic youth theatre groups based in Tain and Dingwall. I was also involved in 3 Eden Court Creative workshops in digital media and the all day festival event and public performance held on Thursday 10th September. Including members of Inverness based 'Sgioba Dràma Òigridh Inbhir Nis' a total of 18 participated in the festival at Eden Court.	

	The festival was a successful and i've recieved very positive feedback from particpants and parents. Approximately 50-55 attended the event. The event was publicised online by Fèisean nan Gàidheal and Eden Court and on BBC Alba's news programme 'An Là' and Radio nan Gàidheal's morning news programme 'Aithris na Maidne'.	
BnG12	6-week drama tour of Gaelic schools before 31.03.16	
	Following 5 days rehearsal, a 6 week national tour of a Gaelic play 'History of the Highlands: 8000 BC – 695 AD' with theatre-in-education project Meanbh-chuileag began on the 1st of September. The play which includes an interactive workshop will visit Gaelic medium primary schools with Gaelic departments and is aimed at pupils between P4-P7. Freelance actors Artair Donald and Catriona Nicolson have been employed to deliver the project. The tour is scheduled to finish during the last week of term.	
BnG13	A 2-week tour of a bilingual play for schools that offer GLPS or who have had Fèisgoil tuition, before 31.03.2016	
	Following a meeting with Judith Baker, Education and Outreach Co-ordinator from the Highland Archive Centre on Friday 21st August we have plans to work in partnership to deliver a bilingual play for schools that offer GLPS in the Inverness area.	
BnG18	Aim to have 15 individuals aged 14-18 take part in the 2015 Drama Summer School	
	11 individuals participated in the 2015 Drama Summer School.	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	Bòrd na Gàidhlig were recognised in promotional material for the Meanbh-fhèis Àrd-sgoil Phort Rìgh, Gaelic Summer School, Gaelic Youth Theatre Festival and Meanbh-chuileag projects. The **Gaelic Drama Summer School** was publicised online, an interview with myself and artistic director David Walker was broadcast on BBC Radio nan Gàidheal's 'Aithris na Maidne'. An advertorial was placed in the West Highland Free Press and was followed up by a full page news feature. A live radio interview with 2 participants featured on Cuillin FM and the Sgoil Shamhraidh Dhràma performance was regularly promoted by the station. Press releases to encourage application were used by the Stornoway Gazette, the Oban Times and the Press and Journal. The **Gaelic Youth Theatre Festival** was publicised on BBC Alba's news programme 'An Là' and Radio nan Gàidheal's morning news programme 'Aithris na Maidne'.	

NAME	**NICOLA SIMPSON**			
POSITION	**SENIOR DEVELOPMENT OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	Two Fèisean in my area have recently made successful applications to the Development Fund. Fèis Inbhir Narainn will receive support to run a Piping Day early next year and Fèis Spè have received funding towards a 25th anniversary concert which will take place during the Blas Festival.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I work closely with the Fèisean I support to sustain and develop their year-round programmes of activity. At the moment six of the nine Fèisean I am responsible for are running on-going activities in addition to their main Fèis events.	
CS3	Support for new and experimental work in the Gaelic arts	

	I am currently working with Drama Officer Angus MacLeod to develop a new GM, residential, Creative Writing event in partnership with Moniack Mhòr – Scotland's Creative Writing Centre.	
CS5	Opportunities for artists to develop writing skills through new commissions	
	Fèis Spè have recently commissioned two new pieces of music, one written by professional musicians for their 25th anniversary and one as part of a Scottish/Irish Exchange project which involved participants of the Cairngorms Ceilidh Trail. Both pieces will be premiered during the Blas festival.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	I assist Fèisean on an on-going basis to budget appropriately for all projects and activities. I will be meeting with all my Fèisean between November and January to plan and budget for the coming year.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	Where appropriate I encourage Fèisean to make use of Sgoiba- G. Fèis a' Bhaile will take place in October and will make use of Sgioba-G resources.	
CS14	Continuation of support for local Fèis performances	
	Fèis Inbhir Narainn, Fèis Spè both have junior ceilidh bands which regularly perform at local events as does the clarsach group from Fèis Mhoireibh. Recently Fèis Spè and Fèis Mhoireibh were invited to perform at Knockando Wollen Mill – a new venue for both groups that is really keen to make links with the local Fèisean and provide new opportunities for young people.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I attend quarterly meeting of HYAH to represent Fèisean nan Gàidheal and have found that the Hub has been very beneficial both in terms of linking directly with other groups in Highland and sharing information.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to sit on the Blas action group.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	At the moment I am in the process of organising a cultural exchange project which will be undertaken fully through the medium of Gaelic/Gaelige.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	On a day-to-day basis I work closely with my colleagues in the Development Team to provide on-going support and advice to all my Fèisean and also to those running Ceilidh Trails.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	I regularly circulate information on training and events via email and social media and assist Fèisean to access specific training such as First Aid as and when appropriate.	
CS26	Participation in cooperative working to offer further progression to individual young people	
	As mentioned above I am currently working on two partnership projects which offer opportunities for young people to further their skills – a residential creative writing event and an Scottish/Irish Cultural exchange.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	The Fèisean are encouraged to use Gaelic as much as possible throughout their activities and I work closely with the Development Team to ensure assistance is made available where and when required.	

CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	This year eight local ceilidh trails took to the road during July and August and I worked closely with the Development Team and local co-ordinators to ensure participants gained valuable performance experience and training.	
CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	Eleven young people from across the Highland and Islands will perform three sets as part of the Blas Finale Concert in Eden Court Theatre which they arranged during a new residential group-work event designed to bring together Fèis participants from some of the most rural Fèisean.	
CS31	Participating in showcasing opportunities in Scotland and abroad	
	A number of Fèis participants have been involved in performances at the Blas Festival. It is hoped the current Scottish/Irish exchange project will result in a performance at Fleadh Cheòil na hEireann in Ennis in August 2016 in addition to a performance at the Shinty/Hurling International series which takes place in Inverness in October. Recently, I have been in touch with the Celtic Connections Festival to look at possible showcase opportunities at the 2016 Festival and will be following this up in the coming month. I have also been in touch with the new Fèis Cheap Bhreatain Co-ordinator and I hope to meet with him when I am in Cape Breton in October.	
CS32	Ensuring our work is available to a wide audience through various media	
	Having Rowan in post has greatly increased the amount of information and material that we share, particularly through social media and this in turn has encouraged the Fèisean to share the work they are doing.	
Creative Scotland Connecting Themes		
CS41	Residential opportunities for community activities delivered in Gaelic	
	See C20	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See C20	
Support and development of Fèisean		
HIE8	Investment in Fèis development fund for new creative developments in communities that enable the obligant to lever in further investment	
	See CS1	
HIE9	Strategic and practical Fèisean networking support	
	As Senior Development Officer I am always looking for networking opportunities for my Fèisean as it is always beneficial for them to get together and share their skills, experience and ideas. At the AGM I will lead a session for all Fèis Development Officers/Support workers.	
HIE10	Strategic support for Fèisean wishing to expand and sustain communities programmes	
	At the moment I am working with the Board of Fèis Inbhir Narainn to secure three – year funding to develop their current co-ordinator post into a permanent part-time post.	
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	As part of the Ceilidh Trails forty-three young people took part in Fèis Alba, the Ceilidh Trails training weeks which took place in Plockton and Roybridge. The weeks included groupwork, Gaelic-song, presentation skills and PA.	
HIE13	Provision of accredited training courses for young people	
	On the 8th of June I undertook Silver Arts Awards training with a view to offering this opportunity to the Ceilidh Trail participants. Due to the short timescale it was not possible to start the groups off immediately but I would hope that next year we will be able to build the Arts Award in to the Ceilidh	

	Trail programme of activities.	
HIE14	Provision of music business skills training for young people	
	At Fèis Alba participants attended a presentation on Digital Maketing. This was a new and particularly useful element to the training week as it was a totally new but very relevant subject for a number of the young people involved.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS28	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19 & CS29	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS31	
Bòrd na Gàidhlig Deliverables		
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	In my role as Senior Development Officer I am Lead Officer for nine Fèisean within in Highland, Moray and Aberdeen. On a day-to-day basis I work closely with my colleagues in the Development Team to provide on-going support and advice to all my Fèisean and also to those running Ceilidh Trails. Both Fèis na h-Òige and Fèis Gleann Albainn took place in July and had an increase in participant numbers. Fèis Spè will take place in Aviemore from the 12- 16th October and Fèis a' Bhaile will take place the following week at Millburn Academy, Inverness. Fèis Rois nan Deugairean will also be running that week in Ullapool. Fèis Inbhir Narainn has recently re-started their weekly programme and run approximately fifteen classes per week in a variety of instruments. Fèis Mhoireibh are also running follow-on classes with clarsach proving particularly popular. I recently met with Fèis Farr and they are in the process of planning a series of Fèis workshops for the new year.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	A number of Fèisean in my area run Fèis-bheag activities for children in P1 – P3 including Fèis na h-Òige (GM) and Fèis Spè.	

NAME	**RACHEL HARRIS**			
POSITION	**DEVELOPMENT OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	I have recently assisted Fèis air an Oir with an application to this fund to develop their main fèis into a residential weekend, application currently pending.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I provide continuing support to all fèisean to sustain and expand their year-round tuition programmes, most notably Fèis Ghlaschu as they establish a new weekly class programme.	

Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	I assist all my fèisean with applications and claims to the Fèisean nan Gàidheal grants scheme. I assist fèisean with budgeting, making sure they are aware of MU rates and encouraging them to base their financial planning on these rates as far as possible.	
CS8	The lending of instruments for free use at the Fèisean from our Musical Instrument Bank	
	I regularly assist my fèisean to access the Fèisean nan Gàidheal instrument bank, particularly during the summer months.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	I provide continual support to the central administration of a PVG scheme to ensure all fèisean put in place appropriate measures for the protection for children and vulnerable adults.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	I make sure fèisean are aware of our Equal Opportunities Policy and recently assisted one fèis with arrangements and financial assistance for a participant with additional support needs.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	I encourage all fèisean to make full use of Sgioba-G at their events.	
CS14	Continuation of support for local Fèis performances	
	I regularly assist fèis groups with additional performances, for example a group of Fèis Chataibh musicians played at the Social Enterprise Conference in Inverness in June 2015.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	I provide strategic support to fèisean employing an annualised hours worker to apply for and claim their Fèisean nan Gàidheal grant funding.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I have recently begun working with a new fèis in Paisley and helped them to organise their first summer fèis in July 2015.	
CS18	Participation as a partner in the activities of the Highland Youth Arts Hub	
	I support co-operative activities with the Highland Youth Arts Hub.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	I continue to support Blas as appropriate.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I co-ordinated Fèis nan Òran in September 2015 – a residential Gaelic song weekend attracting 17 young singers aged 16 to 24.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I provide continual strategic and practical support to a portfolio of 13 fèisean and regularly collaborate with colleagues in the development team to increase development opportunities for the fèisean.	
CS22	Development of policies that should be adopted across the Fèis movement to ensure high quality organisation and provision of arts activities	
	I regularly attend committee planning meetings to promote best practice across my portfolio of fèisean. I regularly share resources and tools such as marketing materials and sample forms with fellow development officers. The development team led by Nicola Simpson has recently compiled a 'How to' pack for fèisean, updated from an earlier version for 2015.	
CS23	Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities	
	All paid up member fèisean are provided with appropriate insurance including cover for all aspects of their arts activities and public liability cover.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	I regularly encourage fèis organisers to take part in training which will help them as event organisers. I have delivered Child Protection, Best Practice and Committee Skills training and have arranged for organisers to attend Emergency First Aid courses. I regularly circulate information around fèis volunteers on further local training opportunities.	
Scotland is a distinctive creative nation connected to the world		

CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy
	I provide continual support to fèisean with the implementation of Fèisean nan Gàidheal's Gaelic policy by providing translation and marketing support to ensure all publicity is bilingual in Gaelic and English.
CS28	Support for an increased number of summer Fèis Cèilidh Trails
	Two of the fèisean in my portfolio currently run ceilidh trails – Fèis Fhoirt and Fèis Chataibh.
CS31	Participating in showcasing opportunities in Scotland and abroad
	I provide support with the organisation of showcasing opportunities in Scotland and abroad as opportunities arise. In addition the Fuaran heritage project will publish an online digital learning resource of Gaelic song at the end of September, providing a digital showcase of Gaelic song sung by emerging young singers. A short film of Fèis nan Òran was commissioned in mid Septemeber 2015 and will showcase the work of Fèisean nan Gàidheal digitally from the end of September.
CS32	Ensuring our work is available to a wide audience through various media
	See CS31
Creative Scotland Connecting Themes	
Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.	
CS35	Provision of digitisation, collecting and transcribing skills for young people
	Fuaran has brought nine young people through a song collection, research and recording cycle, resulting in a new online resource of 22 Gaelic songs.
CS36	Provision of performance skills training for young people
	I support Fèis Fhoirt and Fèis Chataibh with the continuing development of their ceilidh trail programmes, providing performance and music business skills training for at least 12 young people each year.
CS37	Provision of music business skills training for young people
	As CS36.
Equalities and Diversity: We aim to put equalities and diversity at the heart of all our activity enabling people from different backgrounds, from diverse communities and of all ages to access increased opportunity through access to arts and culture	
CS43	Begin addressing equalities issues in 2015
	The only restriction on attendance at any of the 13 fèisean I work with is age and event capacity. I also regularly assist Highland fèisean with applications to the Highland Youth Arts Hub #GoSeeShare fund which provides assistance with travel and ticket costs.
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same	
CS45	Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)
	I record all carbon emissions related to travel.
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events
	I encourage fèisean to make best use of phone meetings and conference calls and, where internet connection allows, Skype and Facetime when holding planning meetings.
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland	
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters
	I regularly create press releases and e-posters relating to fèis news and work with marketing officer Rowan Paterson to distribute these across our website, media contacts and 'Faileas' newsletter.
CS48	Production of new Gaelic and traditional music resources
	Fuaran will produce a digital Gaelic song resource with 23 tracks and support materials available on our website.
CS49	Digitisation of existing teaching and other resources to ensure greater access to them
CS50	The collection and digitisation of traditional Gaelic songs
	See CS48.
CS51	Ensuring our work is available to a wide audience through various media
S	See CS47 and CS48.
HIE Deliverables	
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service	

HIE3	Develop residential opportunities for community activities delivered in Gaelic	
	See CS20	
HIE5	Gaelic Translation	
	See CS27	
Support and development of Fèisean		
HIE11	Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers	
	See CS24	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	See CS36	
HIE14	Provision of music business skills training for young people	
	See CS36	
HIE15	Provision of further learning opportunities for Fèis staff, tutors and participants	
	See CS24	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	See CS36	
HIE17	Organisation of and development of the annual Blas festival	
	See CS19	
HIE19	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	See CS20	
HIE20	Promoting Fèis participation in national events and themed years	
	See CS30	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	See CS30 & CS31	
Bòrd na Gàidhlig Deliverables		
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	See CS2, CS7, CS8, CS16, CS21 & CS27.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	4 of the 13 fèisean I work with run Fèis Bheag events: Fèis Lannraig a Tuath, Fèis Dhùn Èideann, Fèis Innis an Uillt and Fèis an Iar Thuath. Fèis air an Oir is exploring the addition of a Fèis Bheag to their annual fèis in October 2015.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	See CS27.	
BnG24	Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.	
	I ensure Bòrd na Gàidhlig logos are on all fèis publicity materials.	
Highland Council Deliverables		
HC1	SLA still to be received at end of Q1	
Comhairle nan Eilean Siar Deliverables		
CnES1	SLA still to be received at end of Q1	
Argyll & Bute Council Deliverables		
ABC1	SLA still to be received at end of Q1	

NAME	SHONA MACMILLAN			
POSITION	DEVELOPMENT OFFICER			
Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure
Creative Scotland Ambition		
CS8	**The lending of instruments for free use at the Fèisean from our Musical Instrument Bank**	
	Every year, before the Fèisean in my area begin, I ask them to send me a list of instruments they will need. I arrange delivery between Moreen in the Skye office and a haulage company which will get the instruments to the first Fèis in plenty time and then it is my responsibility to ensure the instruments are delivered to each Fèis as the summer goes on as they are all allocated to the Western Isles Fèisean. At the end of the summer, when all the Fèisean in my area are over, I check and return the instruments to Moreen.	
CS9	**The central administration of a PVG scheme to ensure protection for children and vulnerable adults**	
	Each person who is employed at a Fèis is required to undergo a PVG check and I ensure that this happens by getting each Fèis to provide us with a list of tutors at least 6 weeks in advance of the beginning of their Fèis. This gives us a chance to send them the appropriate forms and to have them returned as soon as possible.	
CS14	**Continuation of support for local Fèis performances**	
	I endeavour to be available and present at Fèis concerts, and I help them to deliver them at the end of their Fèis weeks. If they hold concerts outside of the Fèis, they are aware that I am capable of being the MC and I hope that they are confident in me to do this for them. I also help out with marketing ie posters, facebook, our Fèisean nan Gàidheal website and so on.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS20	**Residential opportunities for Gaelic arts and community activities delivered in Gaelic**	
	Each year, with funding from Bòrd na Gàidhlig, Fèis Bharraigh runs an activity weekend for teenagers where they can try new things such as bubble football, windsurfing, cooking, fishing and musical groupwork. It has been very successful since the first year it was introduced, and the participants have been able to experience things they may not have been exposed to otherwise. Fèis Bharraigh employs fluent Gaelic tutors to deliver the activities and the weekend comes to an end with an informal cèilidh session which anybody is welcome to attend.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	**The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean**	
	I have 11 Fèisean in my own area: Fèis Taigh Dhonnchaidh Fèis an Earraich Fèis Eilean na Hearadh Fèis Tìr an Eòrna Fèis Bharraigh Fèis Tìr a' Mhurain Fèis Eilean an Fhraoich Fèis an Rubha Fèis Thròndairnis Fèis Ratharsair I attend committee meetings as frequently as I am required to, and I help them to prepare for their Fèisean. I am always on hand to deal with any queries they may have and I endeavour to help them plan any further projects outside of Fèis weeks. If it is possible for me to do so, I am present during the week of their Fèis for as long as they need me. Each Fèis was very successful this year, with most of them seeing an increase in numbers compared to last year and holding concerts and cèilidhs in the evenings. Fèis Eilean an Fhraoich had a particularly special week to celebrate their 25th anniversary, and	

	welcomed a group of youngsters from Carn Tóchair in County Derry. The group was so diligent and so keen to partake in the Fèis that they wrote their own play in Scottish Gaelic and performed it at the final concert. The teenagers were put in with the Teen Fèis and tunes and songs were compared and shared between both groups, which were then performed at sessions outwith Fèis hours and also at the final concert. Now that all the Fèisean in my area are finished, the next move is to meet with them all for their AGMs, discuss what they are planning to do with winter classes fund allocations, and soon we will be filling in claim forms to secure funding for next year's Fèisean.	
CS23	**Provision of insurance giving Fèisean public liability cover and cover for all aspects of their arts activities**	
	We have an insurance certificate which I supply to each Fèis for them to display in the venues of all of their events.	
CS24	**Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible**	
	I talk to each Fèis regularly to ask them of their training needs. I have delivered Child Protection training to Fèis Tìr a' Mhurain and Fèis Tìr an Eòrna and I frequently remind other Fèisean that this is available to them. I forward emails with information of First Aid dates in their areas as Fèisean nan Gàidheal will pay for a committee member to undergo this training.	
Scotland is a distinctive creative nation connected to the world		
CS27	**Assistance with the implementation by the Fèisean of our Gaelic Language Policy**	
	Each Fèis is advised to have a Gaelic policy. I meet with the Fèisean in the autumn to speak about preparing a Gaelic policy and a development plan and I encourage them to employ tutors who are fluent in Gaelic, or at least have a basic understanding. Some of the Fèisean offer Gaelic classes to tutors who are learning during the week of the Fèis. We have a list of useful phrases on our Fèisean nan Gàidheal website and I make sure that the committees are aware that it is there for their use. If anyone on the committee needs help with their own Gaelic they know that I am there to support them.	
CS28	**Support for an increased number of summer Fèis Cèilidh Trails**	
	This year, with help from Nicola in the Inverness office, I helped to re-establish a Cèilidh Trail in the Western Isles for the first time since 2008 which ran for 4 weeks over the summer. I got in touch with my Fèis committees to let them know it was happening and to find out if any of them would be willing to have the trail run under their own name, and I asked them to forward the information onto any Fèis participants who may have been interested. I advertised the trail for participants and a co-ordinator through various outlets such as radio, newspapers, social media and our own website. We held auditions in April for participants and a co-ordinator and once the group was secured, we brought them together for an initial training weekend at the end of May. Here the co-ordinator had chosen tunes and songs for them to learn and they also contributed tunes themselves. They spent a week at Fèis Alba in Plockton where they learned how to play for dances, how to set up a PA and how to introduce themselves and their sets at gigs. They began their tour with concerts across Lewis through the Hebridean Celtic Festival and then continued on to Harris, the Uists, Ullapool and Barra, playing at community halls, hotels and on their ferry journeys. The trail came to an end in Barra on the 1st day of August.	
CS32	**Ensuring our work is available to a wide audience through various media**	
	I submit news stories and photos to our magazine Faileas for each issue to let people know of the activities and success of Fèisean in my area. I 'share' events on our Facebook page and on individual Fèisean's pages, and on our own website, and I get in touch with schools and Fèisean in my area with opportunities that arise for youngsters.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS33	**Regular training in teaching skills for tutors allowing them to progress through various levels**	
	Fèisean nan Gàidheal runs a tutor training weekend every year in February at different levels. I was involved in it for the first time this year and helped to keep a record of participants and their levels, sitting in on the exercises, and handing out evaluation forms and certificates at the end of the course. I am now working on an overhaul of the weekend's structure so that there is more for the participants to choose from and that it is tailored to their own individual needs.	
CS41	**Residential opportunities for community activities delivered in Gaelic**	
	Còig Latha takes place in the Garenin blackhouse village every year and as it is in my own area, I try to	

	be involved, even if it is as small a role as organising the final cèilidh in the community hall and finding volunteers to help with teas, coffees and baking for the half-time break.	
Environment: Climate change is one of the most significant challenges that faces us today. We want to ensure that we work in as sustainable a manner as possible and that the arts, screen and creative industries in Scotland do the same		
CS45	**Recording of Carbon Emissions from start of Year 1 of Regular Funding (April 2015)**	
	We now have a new system to claim our expenses where we need to write down all our mileage in a new format, and this keeps a record of our carbon emissions.	
CS46	**Ensure local areas are well served in order to cut down on travel required to access quality events**	
	For Fèis Eilean an Fhraoich's 25th anniversary, a cèilidh was arranged in one of the rural communities on the Tuesday as well as the main concert on the Wednesday in Stornoway, which gave people the chance to attend one if they were unable to make it to the other, and the cèilidh was very well attended by the community. Fèis Bharraigh puts on several events during the week, both in Castlebay and Northbay, to ensure that people have the option of whether they want to go to all or some. The cèilidh trail was brought to community halls across the Western Isles, with each island having the opportunity of one or two gigs to attend over the summer.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	**Dissemination of news through our website, to media contacts and through regular, digital newsletters**	
	See CS32	
CS51	**Ensuring our work is available to a wide audience through various media**	
	See CS32	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE3	**Develop residential opportunities for community activities delivered in Gaelic**	
	See CS41	
HIE5	**Gaelic Translation**	
	Each Fèis will come to me with any translations they require, be it posters, news releases, information about AGMs, application forms, evaluation forms and so on.	
Support and development of Fèisean		
HIE11	**Skills development programmes including income generation, financial planning, First Aid, and Child Protection for Fèisean staff and volunteers**	
	See CS24 & CS33	
Enhancement of skills and creative talent / youth employment		
HIE15	**Provision of further learning opportunities for Fèis staff, tutors and participants**	
	See CS24 & AC33	
Audience development and engagement / cultural tourism		
HIE16	**Support an increased number of Fèis Ceilidh Trails**	
	See CS28	
HIE19	**Residential opportunities for Gaelic arts and community activities delivered in Gaelic**	
	See CS20 and CS41	
Bòrd na Gàidhlig Deliverables		
BnG5	**Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16**	
	See CS21	
BnG20	**Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.**	
	See CS27	
BnG21	**Quarterly report on how the Bòrd na Gàidhlig funding has been spent**	
	We write quarterly reports which we send to Art Cormack for our funders, as evidence of the work we do.	
BnG24	**Recognising the support of Bòrd na Gàidhlig in all projects, with evidence each quarter.**	

	Reports are written about individual projects which have been supported by Bòrd na Gàidhlig and they will be recognised on posters, news releases, application forms and any other relevant documents, with the Bòrd na Gàidhlig logo on each one.
Highland Council Deliverables	
HC1	SLA still to be received at end of Q1
Comhairle nan Eilean Siar Deliverables	
CnES1	SLA still to be received at end of Q1
Argyll & Bute Council Deliverables	
ABC1	SLA still to be received at end of Q1

NAME	**VICKY MACLEAN**			
POSITION	**DEVELOPMENT OFFICER**			
Support and Development of Fèisean	**Enhancement of Skills & Creative Talent**	**Enhancement of Gaelic Arts & Culture in Creative Learning**	**Audience Development and Engagement**	**Governance and Staffing**

Ref		**Programme Plan Measure**
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS1	Funding for new developments through a Fèis Development Fund	
	One of my Fèisean recently received support from the Development Fund. Fèis nan Garbh Chrìochan received funding to produce a CD using local material to mark their 25th anniversary.	
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I work closely with the Fèisean that run yearly classes and I currently support 7 Fèisean that run these classes. Fèis Èige are keen to begin classes throughout the year and I am working with them at present to help facilitate this.	
Everyone can access and enjoy artistic and creative experiences		
CS7	Enhanced regular funding for Fèis activities through a Grants Scheme for Fèisean that allows for tutor fees to be increased as close to MU rates as possible	
	I work with each of my Fèisean and assist with budgeting and planning. I advise on tutor fees and support the Fèis with their Grant applications.	
CS9	The central administration of a PVG scheme to ensure protection for children and vulnerable adults	
	6 weeks before each Fèis a list of tutors is submitted to our Child Protection Officer who then checks PVG status. If a PVG is not in place in time Fèisean nan Gàidheal will not release any money towards the activities therefore Fèisean have to make sure all tutors and committee members are fully PVG'd.	
CS10	Provision of financial assistance to ensure access for those with additional support needs	
	Fèis nan Garbh Chrìochan were recently supported by Fèisean nan Gàidheal to employ a tutor on a 'one to one' basis for a participant with additional support needs. This allowed the child to come to the Fèis and enjoy it's programme of activities.	
CS12	Gaelic language work at Fèisean with Sgioba G	
	All Fèisean have Gaelic plans which include Gaelic provision at all Fèis events. Fèisean often use Fèisean nan Gàidheal's G-team where it is felt that there is lack of fluency in the Fèis. Other Fèisean have classes, activities during breaks or are Gaelic-medium Fèisean. Each committee also has a commitment to their own learning of Gaelic and I am so impressed with the progress that everyone is making. I also help committees with translations for websites and posters and I generally encourage as much as I can. Fèis Èige has asked for some more help with Gaelic and I am going to go over to Eigg next month to run a couple of Gaelic workshops and hopefully this will help encourage and give confidence to the committee to use their Gaelic at the Fèis.	
CS14	Continuation of support for local Fèis performances	
	Many of my Fèisean partake regularly in public performances and I make sure that I support these	

	performances as best I can. From gigs in village halls to larger events they are each important and mark the valuable work that the Fèis is doing in that area. I am going to support Fèis Latharna's groupwork class at a gig with 'Nae Plans' mid September and I will promote this gig beforehand and help where I can on the day.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS16	Continue support for local organisers paid through Annualised Hours as part of our Grants Scheme for Fèisean	
	Many of the Fèisean that I support have a designated Annualised Hours officer. I work closely with this officer to make sure that everything is running smoothly and often it is this person that I deal with when filling out Grant form application. Fèis Lochabair has just appointed a new Annualised Hours Officer and they have expressed a need for training in record keeping. I have spoken to Anne at Fèisean nan Gàidheal and have organised training for them through Anne.	
CS17	Assistance for community groups wishing to establish new Fèisean	
	I support the communities that request help as best as I can and I hope that I have been quite helpful and influential in the setting up of Fèis na h-Apainne. It is not just Fèisean though that community groups would like help with, I have also been involved in the set up of other community led projects for example the Mòd Academy in Oban. This Academy aims to give young people the opportunity to be involved in Gaelic and traditional music and song and employs tutors to work with schools and community groups to equip the young people with the necessary skills and experience to participate in ceilidhs, concerts and even the local Mòd. The Academy has become very successful and it has had a positive effect with the local Fèis numbers too as more young people are enthused about music and the Gaelic arts. Another group approached me at the beginning of this month asking for help developing their existing Festival, the Islands and Islands Music Festival. They are looking to hold some workshops that will run alongside the Festivals in an effort to involve more involvement from the community. I have said that I am happy to help with this and I look forward to promoting the work of Fèisean nan Gàidheal in another context.	
CS20	Residential opportunities for Gaelic arts and community activities delivered in Gaelic	
	I am currently working on an proposal for a 'Box and Fiddle' weekend that will involve participants coming together and learning more traditional tunes and dance sets.	
Ideas are brought to life by a diverse, skilled and connected leadership and workforce		
CS21	The continuation of strategic and practical support through a network of Development Officers each with a portfolio of Fèisean	
	I am in regular contact with the other Development Officers at Fèisean nan Gàidheal and we work together to ensure that we can give each of our individual Fèisean the highest level of support possible for their needs.	
CS24	Regular training available on demand for Fèis organisers to ensure they have the skills to run their events as professionally as possible	
	I have organised training in committee skills and child protection for many of my Fèisean but I also ask what training is needed and try to organise where appropriate. If there is a First Aid course running locally I will also make the Fèis aware of this to alert those who may be in need of First Aid training or such like.	
Scotland is a distinctive creative nation connected to the world		
CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	
	The Fèisean are encouraged to use Gaelic where possible and I support them with this with translating material for website or publicity materials or running Gaelic sessions with committee members. By giving the committees the confidence to use their Gaelic the Fèis participants will get a real Gaelic experience at the Fèis.	
CS28	Support for an increased number of summer Fèis Cèilidh Trails	
	I currently run and manage two ceilidh trails in my area; Fèis Lochabair and Fèis Latharna. This year I also had the privilege of being involved with Fèis Àrainn's mini ceilidh trail and we hope to build on it's success next year.	
CS32	Ensuring our work is available to a wide audience through various media	
	I regularly use facebook and twitter as a means to promote different Fèisean and events. I have recently used local media too in the forms on radio, television and newspapers to advertise and promote the events. I also keep in touch with our Marketing Officer who is very knowledgeable when it comes to	

	social media and helps push different events and projects through this means.	
Creative Scotland Connecting Themes **Creative Learning: We want to be a learning organisation and encourage others to do the same. Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.**		
CS35	Provision of digitisation, collecting and transcribing skills for young people	
	Through the CD project run by Fèis nan Garbh Chrìochan the participants had to research local tunes and songs and they did this by speaking directly to the older generation of the community. They recorded their interviews and used them to learn more about the songs and the history behind them.	
CS46	Ensure local areas are well served in order to cut down on travel required to access quality events	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS48	Production of new Gaelic and traditional music resources	
	I am interested in a project of online music learning courses through videos and music files to help musicians develop their musical skills. This is very much an idea at this stage but recognise how important online learning as become and how it will only become bigger in future years.	
HIE Deliverables		
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	Through ongoing support of my line manager and the other Development Officers I am ready to support any community group that wish to establish their own Fèis. Fèis na h-Apainne has been a good example of this and I am so pleased with it's development and success so far.	
Enhancement of skills and creative talent / youth employment		
HIE12	Provision of performance skills training for young people	
	The Ceilidh trail proved to be very successful in improving the performance skills of the young people. The ceilidh trailers received help in performance of sets, engaging with the audience and stage presence. Throughout the Ceilidh trail these areas were strengthened through many public performances.	
HIE13	Provision of accredited training courses for young people	
	I have just undertaken my Arts Award Training and I can lead young people towards getting their bronze or silver arts award. I have made the Ceilidh trailers aware of this award and hope to begin the process with a few this Autumn.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	I currently support two Ceilidh trails – Fèis Lochabair and Fèis Latharna.	
HIE17	Organisation of and development of the annual Blas festival	
	I worked as a Representative for Blas this year and I look forward to being part of the festival next year.	
Bòrd na Gàidhlig Deliverables		
BnG1	Support Iomairtean Gàidhlig where a Fèisean nan Gàidheal officer is based, with evidence of practical help where support is being offered before 31.03.16	
	I attend Iomairt Ghàidhlig Lochabair meetings on a regular basis and I help to support the Iomairt with various projects where I can. I have been involved in many projects over my time with Fèisean nan Gàidheal and I think it is important to keep these links strong and active. I have recently been involved with projects leading up to the new Gaelic School in Fort William where we held mini 'Fèis' days to raise awareness to the new school. I work closely with the Bòrd na Gàidhlig's early years officer and Comunn na Gàidhlig's Development officer to ensure we are working effectively to increase opportunities in the Gaelic Arts in our area.	
BnG5	Support 44 Fèisean across Scotland, with grants, training, insurance, musical instruments and Gaelic skills before 31.03.16	
	I currently support these different Fèisean with grant applications, development, Gaelic, budgeting, insurance, musical instruments (using Fèisean nan Gàidheals musical instrument bank), committee skills, child protection and much more: • Fèis Latharna • Fèis Cholla • Fèis Mhuile • Fèis Lochabair	

	• Fèis nan Garbh Chrìochan • Fèis Thiriodh • Fèis Òigridh na Mara • Fèis Èige • Fèis Dhun Òmhainn • Fèis Òigridh Ìle is Dhiura • Fèis Àrainn • Fèis Cheann Loch Goibhle I am in regular contact with the Fèisean that I support and I make every effort to attend appropriate meetings to give them my help with different projects and events. I have been working quite closely with Fèis Latharna recently as they are going through a committee change and there will be big changes ahead. I am working to support them through these changes and to help develop a strong new committee. Fèis Lochabair have begun their yearly classes again and they have appointed a new annualised hours worker. They are in need of training in record keeping and I have spoken to Anne and organised the necessary training for them. Throughout the summer months I was very busy with my Fèisean in Argyll and Lochabair. The Fèis season started with Fèis Thiriodh that were celebrating their 25th anniversary. It was a wonderful week in Tiree with a timetable filled with fun activities for the evenings. I went over for two days to help them with the events and what I found was very pleasing and gave me great confidence in the work of Fèis Thiriodh on Tiree. The next stop was the Island of Eigg for Fèis Èige. This was just their second Fèis after a break and a new committee was formed and the developments that have been achieved over this short time is quite incredible. Fèis participants came from many different places (Glasgow, Skye, Mallaig and many more!!) to enjoy the three day festival. It was a real success and the island was full of music and fun. The Fèis is now looking ahead to organising some fiddle tuition throughout the year that will be available to young musicians living on the island. Acharacle was in full swing in the middle of July with Fèis nan Garbh Chrìochan marking it's 25th anniversary. The numbers were very healthy at the Fèis and there was a 'feel good' feeling around the village during Fèis week. The Fèis put on sessions, concerts and ceilidhs and it culminated in one big concert/dance on the Saturday evening. The Fèis participants had been working hard on a CD throughout the year to mark this anniversary and it was launched at this concert. On stage the Fèis participants had the opportunity to play alongside many of the Fèis nan Garbh Chrìochan stalwarts including Angus Grant and Jim Hunter. It was a real privilege to be involved with the celebrations. The Fèis summer for me ended with Fèis Àrainn at the end of July. This was the first time that I had been at the Fèis and I was slightly concerned by the lack of interest in the Fèis in the weeks leading up to the Fèis. It was decided that a Fèis representative would visit the local schools to raise awareness to the Fèis. This worked fantastically as the number of participants attending the Fèis was up considerably from previous years. It was a real pleasure to be part of Fèis Àrainn and it was wonderful to hear Gaelic being used where possible (the tutors were fantastic and made a real effort to incorporate it into their classes). Fèis Àrainn also ran a mini 'Ceilidh trail' which proved to be very successful and they hope to repeat this next year. After a busy summer I am now looking to the months ahead and the next Fèis will be in Mallaig in October. I am currently working with Eilidh Shaw to get this organised.	
BnG6	6 Fèisean to run Fèis Bheag classes or early-years workshops before 31.03.16	
	Currently I have 5 Fèisean within my area running Fèis Bheag classes.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	Gaelic is the first language of Fèisean nan Gàidheal and I support my Fèisean to use it as much as possible.	

NAME	ROWAN PATERSON			
POSITION	GRADUATE MARKETING OFFICER			
Support and Development of Fèisean	Enhancement of Skills & Creative Talent	Enhancement of Gaelic Arts & Culture in Creative Learning	Audience Development and Engagement	Governance and Staffing

Ref		Programme Plan Measure
Creative Scotland Ambition **Excellence and experimentation across the arts, screen and creative industries is recognised and valued**		
CS2	Strategic support for Fèisean wishing to expand and sustain a year-round programme of work	
	I am developing a working model for publicising our activities, events and successes with 'steps to take' approach. For each project or news item I evaluate the most effective way of publicising it, making a to-do list which I then put in a logical working order to ensure that we gain as much exposure as possible. I have been developing a detailed marketing plan for 2015 using information detailed in the plans provided by Denvir Marketing and Scottish Development Internationals. This plan focuses on how Fèisean nan Gàidheal can publicise information about our projects on a number of media platforms in the most effective and efficient manner by developing and creating social media pages and by building new and detailed databases for useful media contacts at both regional and national levels. Since I began in my post I have worked to develop Fèisean nan Gàidheal's presence on social media mainly through the development of our Facebook and Twitter pages and also creating accounts and profiles for the organisation on Instagram, Pinterest and LinkedIn. I work closely with colleagues to ensure that any information that they wish to distribute on these platforms is easy for them to do and offer support for any projects on a daily basis. As well as general publicity for our 46 Fèisean via social media, I have also been working on the production of social media help-sheets for Facebook and Twitter, which will be distributed to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean.	
Everyone can access and enjoy artistic and creative experiences		
CS11	Drama workshops and programmes with Meanbh-Chuileag (Gaelic medium or Gaelic related)	
	I have been involved with publicising drama workshops and helped coordinate the first two weeks of a Meanbh-Chuileag tour which is currently touring. I also attended the Sgoil Shamhraidh Dhràma Summer drama school at which I was a supervisor.	
CS14	Continuation of support for local Fèis performances	
	Fèis performances are consistently advertised via our social media platforms and I have also helped several Fèisean by making leaflets and posters for them.	
Places and quality of life are transformed through imagination, ambition and an understanding of the potential of creativity		
CS17	Assistance for community groups wishing to establish new Fèisean	
	I have been working on the production of social media help-sheets for Facebook and Twitter, which will be distributed to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean.	
CS19	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	
	Blas Festival 2015 took place between the 4th-12th of September at various locations throughout the Highlands. To help with publicising the festival, I researched international markets, specifically German and Irish, following guidance from the Denvir Marketing plan and Scottish Development International. Thoughout the festival, there was a large online presence with contant updates and news from the festival, as well as competitions. The festival was a huge success, with the largest number of online ticket sales in the festival's history.	

Ideas are brought to life by a diverse, skilled and connected leadership and workforce

CS25	Regular training for the staff of Fèisean nan Gàidheal and individual Fèisean	

Since beginning my post at Fèisean nan Gàidheal, I have attended several training courses to help develop skills and techniques which will be beneficial for my role at the organisation.
I have attended the following courses:

- 18.2.15: Google Juice Bar, Inverness
- 20.4.15 – 24.4.15: ScotGrad Training Week, Muir of Ord
- 12.5.15: "Marketing that Works" - Culture Republic, Edinburgh
- 13.5.15: Marketing Workshop with Muckle Media, Inverness
- 22.5.15: One on One Meeting with Alex Smith, Inverness
- 3.6.15: Group Meeting with Alex Smith, Inverness
- 8.6.15: Arts Award Adviser Training, Inverness

Scotland is a distinctive creative nation connected to the world

CS27	Assistance with the implementation by the Fèisean of our Gaelic Language Policy	

Use of Gaelic is consistent and we strive to continue and develop a Gaelic environment within and outwith the office.
Any posts on social media are written with Gaelic appearing first, then a translation of the English below/after.
Any visitors/callers to the office are first greeted in Gaelic - conversations are then either continued or discontinued in Gaelic depending on the response of the individual(s).
The same approach is carried out when visiting Fèisean/Gaelic events. Conversations are first initiated in Gaelic, then continued in either Gaelic or English, depending on the response of the individual.

CS28	Support for an increased number of Summer Fèis Cèilidh Trails	

This year we had 8 Ceilidh Trails performing in their local areas during the Summer months. Their tours were all well publicised and advertised online and they were also encouraged to upload their own content and information. All of the ceilidh trails were very successful.

CS29	Organisation and development of the annual Blas Festival including a new commission and expansion into new areas	

Blas Festival 2015 took place between the 4th-12th of September at various locations throughout the Highlands. To help with publicising the festival, I researched international markets, specifically German and Irish, following guidance from the Denvir Marketing plan and Scottish Development International. Thoughout the festival, there was a large online presence with contant updates and news from the festival, as well as competitions. The festival was a huge success, with the largest number of online ticket sales in the festival's history.

CS30	Promoting Fèis participation in national events and themed years	

Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events.
For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media.

CS31	Participating in showcasing opportunities in Scotland and abroad	

In June I attended the Social Enterprise Summit in Inverness, where I spoke to members of the public about Fèisean nan Gàidheal and Blas Festival, in order to increase awareness of our projects and schemes.

CS32	Ensuring our work is available to a wide audience through various media	

Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events.
For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media.

Creative Scotland Connecting Themes
Creative Learning: We want to be a learning organisation and encourage others to do the same.

Learning is fundamental to ensuring that future generations are equipped to build on today's successes as well as innovate on their own terms.		
CS38	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	I have been involved with publicising Fèisgoil workshops and helped coordinate the first two weeks of a Meanbh-Chuileag tour which is currently touring. I also attended the Sgoil Shamhraidh Dhràma Summer drama school at which I was a supervisor.	
Digital: Digital technology offers exciting opportunities for creativity, society and the economy in Scotland		
CS47	Dissemination of news through our website, to media contacts and through regular, digital newsletters	
	Updates on Fèis events are frequent on Facebook, Twitter, Youtube and Instagram. News, photos and other relevant information is published frequently on the progress of various Fèisean, in order to create awareness and encourage others to participate in future events. For several Fèis projects, I have worked closely with various public media bodies (newspapers, radio stations, BBC An Là) to generate publicity of the events at local and national levels. As well as this, I often attend events and photograph them to allow Fèisean nan Gàidheal to engage with the public and keep them up to date with our current projects via social media.	
CS51	Ensuring our work is available to a wide audience through various media	
	Since I began in my post I have worked to develop Fèisean nan Gàidheal's presence on social media mainly through the development of our Facebook and Twitter pages and also creating accounts and profiles for the organisation on Instagram, Pinterest and LinkedIn. I work closely with colleagues to ensure that any information that they wish to distribute on these platforms is easy for them to do and offer support for any projects on a daily basis. We also have an active YouTube channel.	
HIE Deliverables		
Enhancement of Gaelic arts and culture in creative learning/Fèisgoil service		
HIE1	Promotion of Fèisgoil as a coherent service offering creative learning opportunities across a number of art forms	
	I have been involved with publicising Fèisgoil workshops and helped coordinate the first two weeks of a Meanbh-Chuileag tour which is currently touring. I also attended the Sgoil Shamhraidh Dhràma Summer drama school at which I was a supervisor.	
Support and development of Fèisean		
HIE7	Capacity building support to community groups to establish new Fèisean	
	I have been working on the production of social media help-sheets for Facebook and Twitter, which will be distributed to the different Fèis committees. With these help-sheets, it is hoped that organisers at each Fèis will be able to establish informative and interactive media, which enables them to engage with the public and increase awareness of events and projects – whilst establishing a structure within the organisation to ensure that the public can access information quickly and easily from any one of the Fèisean.	
Audience development and engagement / cultural tourism		
HIE16	Support an increased number of Fèis Ceilidh Trails	
	This year we had 8 Ceilidh Trails performing in their local areas during the Summer months. Their tours were all well publicised and advertised online and they were also encouraged to upload their own content and information. All of the ceilidh trails were very successful.	
HIE17	Organisation of and development of the annual Blas festival	
	Blas Festival 2015 took place between the 4th-12th of September at various locations throughout the Highlands. To help with publicising the festival, I researched international markets, specifically German and Irish, following guidance from the Denvir Marketing plan and Scottish Development International. Thoughout the festival, there was a large online presence with contant updates and news from the festival, as well as competitions. The festival was a huge success, with the largest number of online ticket sales in the festival's history.	
HIE18	Annual Gaelic Drama Summer School	
	I attended the Sgoil Shamhraidh Dhràma Summer drama school as a supervisor. It was very successful, with the two weeks of workshops and training culminating in a showcase on the final night.	
HIE21	Participating in showcasing opportunities in Scotland and abroad	
	In June I attended the Social Enterprise Summit in Inverness, where I spoke to members of the public about Fèisean nan Gàidheal and Blas Festival, in order to increase awareness of our projects and	

	schemes.	
Bòrd na Gàidhlig Deliverables		
BnG17	All information and advertising to be bilingual as an important feature of the festival, including the MC at each event.	
	This was delivered.	
BnG20	Implementation of the organisation's Gaelic Policy, with confirmation of Gaelic as the working language of Fèisean nan Gàidheal.	
	This has been and is consistently fulfilled.	

Fèisean nan Gàidheal

Programme for the AGM and Conference 2015

Agenda Item: 3.2015.05(b)

Reason for Paper

To provide information to Board members on the programme for the Annual Conference and AGM.

Dihaoine 25 Sultain		Friday 25 September
14.00	**Coinneamh den Bhòrd-Stiùiridh**	Meeting of Board of Directors
19.15	**A' Choinneamh Bhliadhnail**	Annual General Meeting
19.45	**Deoch ro-dhìnneir agus ceòl bho Fèisean nan Eilean Siar**	Pre-dinner drinks and entertainment by Fèisean nan Eilean Siar
20.15	**Dìnneir agus Cèilidh**	Dinner and Cèilidh
Disathairne 26 Sultain		Saturday 27 September
09.30	**Rachael NicCharmaig** **Stiùiriche, Neartachadh Coimhearsnachdan Iomairt na Gàidhealtachd agus nan Eilean**	Rachael McCormack Director, Strengthening Communities Highlands and Islands Enterprise
10.00	***Ceòlas: Planaichean san àm ri teachd*** **Màiri NicAonghais, Cathraiche**	*Ceòlas: Future Plans* Mary MacInnes, Chair
10.15	***Pasgan Goireasan nam Fèisean*** **Nicola Simpson & Sgioba Leasachaidh**	*Fèis Resource Pack* Nicola Simpson & Development Team
10.45	**Roghainn:** ***Tràth Bhliadhnaichean*** **Angus MacLeòid & Calum Mac a' Mhaoilein** **no** ***Gàidhlig airson Comataidhean*** **Caitrìona Nic an t-Saoir**	Choice: *Early Years* Angus MacLeod & Calum Macmillan or *Gaelic for Committees* Catriona MacIntyre
11.00	**Tì/Cofaidh**	Tea/Coffee
11.15	***Hub Ealain Òigridh na Gàidhealtachd*** **Stacey Toner**	*Highland Youth Arts Hub* Stacey Toner
11.30	***Fuaran: Pròiseact Òrain Ghàidhlig*** **Raonaid Harris**	*Fuaran: Gaelic Song Project* Rachel Harris
12.15	**Lòn**	Lunch

Action Required

Board members are asked to note the arrangements for the AGM and Conference.

Anne Willoughby
Executive Manager
September 2015

Fèisean nan Gàidheal

Annual Report 2015

Agenda Item: 3.2012.05(c)

Background

Fèisean nan Gàidheal's Annual Report for 2015 will be sent out electronically in advance of the Board meeting and hard copies will be available at the meeting.

Action Required

Board members will be asked to note the content of the Annual Report and approve it prior to the AGM.

Arthur Cormack
CEO
September 2015

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