



Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

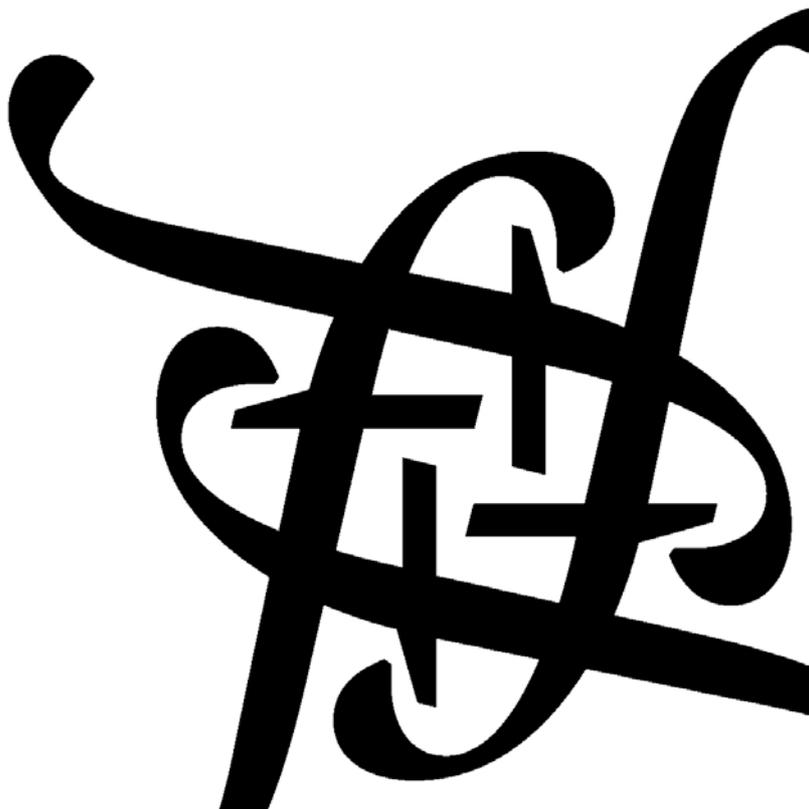
Meeting of the Board of Directors

Broadford Hotel, Isle of Skye

Monday 26 May 2008 @ 2pm

Fèisean nan Gàidheal
Taigh a' Mhill
Port-Rìgh
An t-Eilean Sgitheanach
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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at the Broadford Hotel, Isle of Skye from 2pm on Monday 26 May 2008

Agenda

2.2008.01 PRELIMINARIES

- (a) **Present**
- (b) **Apologies**
- (c) **Minutes of the last meeting of the Fèisean nan Gàidheal Board**
Minutes of the meeting held on 18 February 2008 are circulated. Board members are asked to approve same as a true record of the meeting.
- (d) **Matters arising**
Board members are invited to raise any issues from the minutes not included elsewhere in the agenda.
- (e) **Minutes of the latest meeting of the Executive Group**
Minutes of the meeting of the Executive Group, held on 12 May 2008 are circulated for information. Board members are invited to raise any points they wish from those minutes.

2.2008.02 FINANCIAL ISSUES

- (a) **Financial Report**
A report prepared by the Executive Manager, Anne Willoughby, is circulated. Board members are invited to discuss any points relating to the financial information provided.
- (b) **Bank balances and up-to-date information**
This information will be tabled at the meeting.
- (c) **Management Accounts**
Management Accounts to 31 March 2008, provided by Nicolson & Co are circulated. Board members are invited to note the information contained in the accounts.

2.2008.03 DEVELOPMENT ISSUES

- (a) **Progress Report on Fèisean nan Gàidheal's Programme**
A summary of progress to date against the targets set in our programme of work is circulated. Board members are invited to note progress and discuss any issues arising from this summary.
- (b) **Presentation on Gaelic Development**
Dougie Beck and Calum Alex Macmillan will give a presentation on the programme of Gaelic developments. They will also inform Board members of a their study visit to Wales and what was learned there that will have an influence on their work.
- (c) **Fèis Academy**
The latest version of the Business Plan for the Feis Academy was circulated to Board members by e-mail for comment. Arthur Cormack will give a verbal update on a meeting held with the Minister for Europe, External Affairs and Culture, Linda Fabiani, held on 13 May, and Board members are invited to comment on the content on the Business Plan.

(d) Fèisean nan Gàidheal Development Plan 2010 onwards

A paper from the CEO is circulated outlining a timetable for the revision of our current Development Plan, and production of a new plan, to cover the term from April 2010 onwards.

2.2008.04 STAFFING ISSUES

(a) Staff Vacancies and Recruitment

Arthur Cormack will give a short verbal report on progress with filling the two vacancies discussed at the previous meeting.

2.2008.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff are circulated. Board members are asked to note the content of these, and are invited to discuss relevant points.

(b) Risk Assessment

Board members will recall that there was a discussion on risk assessment at their December meeting with the requirement to follow up on this as soon as practical. A report by Iona MacDonald is circulated outlining progress to date, and includes a draft risk register.

(c) 2008 Annual Conference and AGM

Anne Willoughby will update Board members on the venue for this year's Annual Conference and Board members are asked to consider what they would like to see on the programme for the event, to be held on 19 and 20 September in Fort William.

(d) Blas Festival 2008

David Boag will give a verbal update on the programme for the 2008 Blas Festival, and we may be able to provide Board members with a copy of the full brochure at the meeting.

(e) Meeting of Blas Festival Ltd

The minutes from the inaugural meeting of Blas Festival Ltd, a Fèisean nan Gaidheal company, are circulated for information. Board members are welcome to raise any points they wish from the minutes.

2.2008.06 OTHER

(a) Meeting of the Executive Group

The papers from the Executive Group meeting held on 12 May 2008 have been circulated in their entirety by e-mail only. Board members are welcome to raise any points they wish from those papers.

(c) Date of next meeting

Board members are asked to note that the next meeting will be in Fort William on 19 September 2008.

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in the Ramada Jarvis Hotel, Glasgow Airport, on Monday 18 February 2008 from 1.30pm

Agenda Item: 2.2008.01(c)

1.2008.01 PRELIMINARIES

(a) Present

Katie Adam (Chair); George Stoddart (Secretary); Peggy Nicolson (Vice Chair); Michael Sweeney; Elizabeth Bain; Alasdair MacDonald; Jessie Newton; Peggy MacLennan; Jane MacNeil; Agnes Rennie (Comhairle nan Eilean Siar); Ian Smith (SAC); Arthur Cormack (Attending); David Boag (Attending); Anne Willoughby (Attending); Emily Edwards (Attending – presentation); Calum Alex MacMillan (Attending - translating); Douglas Beck (Attending – translating)

Alasdair MacLeòid (Highlands & Islands Enterprise – on phone for part of meeting)

Katie Adam welcomed everyone attending the meeting.

(b) Apologies

Laura Green; Morag Anna MacLeod (The Highland Council)

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

Minutes of the meeting held on 3 December 2007 were circulated. Alasdair MacDonald moved approval as a true record of the meeting and this was agreed.

(d) Matters arising

There were no matters arising.

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

Minutes of the meeting held on 14 February 2007 had been circulated and were approved, proposed by Katie Adam and seconded by Peggy Nicolson, as a true record of the meeting.

1.2008.02 FINANCIAL ISSUES

(a) Financial Report

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure to and from Fèisean nan Gàidheal to 31 December 2007. Also included was a list of grants pledged to Fèisean for 2007-08. Board members noted the report and an update was given on funding outstanding at the date of the meeting.

(b) Bank Balances and up to date information

The current balances were:

- Current account: £8,525.36
- High Interest account: £32,009.70
- £80,713.82 was on deposit for 1 month
- Blas Account: £5,099.25

(c) Management Accounts to 31 December 2007

Management Accounts to 31 December 2007, provided by Nicolson & Co, had been circulated for information. Board members noted the information contained in the accounts.

(d) Scottish Arts Council Funding 2008-09

Confirmation of our foundation funding from the Scottish Arts Council (SAC) for 2008-09 was circulated, along with a copy of the update and budget submitted to the Scottish Arts Council for the next financial year. Board members noted the information.

Ian Smith gave an update to all members stating that SAC had to make a 2% efficiency saving in their budget. They were maintaining their commitment to foundation-funded organisations, however, and had agreed a 1% increase for them. The Chair thanked Ian for his help and support.

1.2008.03 DEVELOPMENT ISSUES

(a) Progress in implementation of Fèisean nan Gàidheal's Development Programme

A summary of progress to date against the targets set in our programme of work had been circulated. Board members noted the report and Katie Adam stated that she was pleased that nearly all targets were at 'green'.

(b) Presentation on Fèis Development Fund

David Boag gave a presentation on the projects that are being funded through Fèisean nan Gàidheal's Development Fund. He reported that we were currently supporting 17 projects to the tune of £38k, but that the projects were worth a total of £117k. Fèisean were being more pro-active at developing Gaelic and Calum Alex Macmillan was supporting them to implement our Gaelic policy.

Ian Smith mentioned Alex Salmond's keynote speech at SMO lecture as being really positive about Gaelic language and culture. George Stoddart had attended the lecture. Arthur Cormack agreed to forward a copy of the Speech to Board members.

(c) Presentation on the Archiving Project

Emily Edwards gave a presentation on her work to date in relation to the Heritage Lottery-funded Archiving Project.

She reported that Fèisean that were interested in taking part in the project were sent an application form, and she had received applications from Fèis a' Bhealaich, Fèis air an Oir and a joint application from Fèis a' Bhaile/Fèis na h-Oige and Fèis Cheann Loch Goibhle. It had been decided that Fèis a' Bhealaich and Fèis air an Oir will take part in the first year of the project, aiming to be completed by September 2008, with the others taking part in the second year of the project, aiming to have these projects completed by August 2009. She was aiming to take on a further two projects in the third year of the project.

She had purchased four digital voice recorders for the project and was currently organising the training sessions for the first year of the archiving project. Emily requested that any Fèisean interested in being involved should her as soon as possible.

Katie Adam thanked David and Emily for their presentations.

(d) Fèis Academy

A paper summarising what would be in the Fèis Academy Business Plan had been circulated, following an all-day meeting held on 5 February at Sabhal Mòr Ostaig. Bryan Beattie joined the meeting at this point by Skype to give some additional background information and hear the views of Board members. Board members were asked to note the progress made to date, make any comment on the ideas contained in the paper, and to note that they would have sight of the final Business Plan, and an opportunity to comment, before the project is progressed further.

David Boag said he was not clear that there was a demand from individuals, employers and local authorities and thought further research was required. Board members were not clear what was being proposed: whether the Fèis Academy was building based, a virtual institution or UHI and other modular courses. Discussion was hindered due to a bad phone connection and inability to hear Bryan Beattie through most of the discussion. Eventually, Bryan Beattie had to give up on the phone conference.

The Fèis Academy proposal needed to be better articulated to Board members, and Arthur Cormack was to feed back comments from the Board to Bryan Beattie late that day. He thought that a way forward might be for the partners to finalise the draft Business Plan, which is what the Memorandum of Understanding stated we would do, and then for Board members to have a focussed phone conference at some stage soon thereafter, to allow the Board to discuss the full proposal and to come to a decision as to whether or not Fèisean nan Gàidheal should endorse the plan. The decision had to be made

before the next meeting in May, and it was clearly for the Fèisean nan Gàidheal Board to decide whether or not this project goes ahead.

1.2008.04 STAFFING ISSUES

(a) Staff Vacancies and Recruitment

The CEO gave a short verbal report on progress with filling the two vacancies discussed at the previous meeting. Interviews were to take place for both posts.

1.2008.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted the content of these. The Chair thanked the staff for their ongoing good work and had enjoyed reading the reports in Gaelic.

Jane MacNeil requested more information on Target 3 - Develop the work of the Fèisean within the formal education sector in Jenna's report. David was unclear on the current provision regarding traditional music in schools but there was some. David was to arrange with Jenna to meet with CnES staff to discuss traditional music provision across the Western Isles, with input from Scottish Arts Council staff. It was agreed that David would work with Jenna on "Continuing to foster closer links between Fèisean".

Peggy MacLennan reported that the Fèis Rois and Fèis Eilean an Fhraoich teenage workshop had been very successful.

Jane MacNeil asked whether the Gaelic song pack could be made available to all schools. Arthur Cormack reported that it was not cost-effective for us to make them freely available and the only option would be to charge local authorities for them. He agreed to e-mail samples to all Board members as PDFs.

(b) Application for Membership of Fèisean nan Gàidheal

Board members were asked to approve applications from Fèis a' Chaolais and Fèis Cholla for corporate membership of Fèisean nan Gàidheal. The two applications were approved.

1.2008.06 OTHER

(a) Meeting of the Executive Group

The papers from the Executive Group meeting held on 4 February 2008 had been circulated in their entirety by e-mail only.

George Stoddart was concerned with progress regarding Risk Assessment and whether it had been fallen off our agenda. The CEO reported that the Executive Group had agreed that there would be no time to include a workshop with Board and Staff at the Board meeting, but the subject had definitely not been forgotten about. He reported that Iona MacDonald was to attend a RoSPA training course on Risk Assessment on 9 April in Edinburgh and Board members would also be welcome to attend. He agreed to send details round everyone.

George also mentioned some mistakes in the Register of Interests form and Arthur Cormack agreed to look at this.

Anne Willoughby had spoken to the Alexandra Hotel and they had been unable to accommodate us for the Annual Conference. Alasdair MacDonald agreed to speak to Brian Hume at the Alexandra Hotel to clarify whether this was the case before we looked into other venues.

(b) Date of next meeting

Board members are asked to note that the next meeting will be in Skye on 26 May 2008.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held in Cluanie Inn, Cluanie on Monday 12 May, 2008, from 2.00pm

Agenda item: 2.2008.01(e)

EX2.2008.01 PRELIMINARIES

(a) Present

Katie Adam (Fèis a' Bhaile, Chair), George Stoddart (Fèis sa Mheadhan, Secretary/Treasurer), Peggy Nicolson (Fèis an Earraich, Vice-Chair), Arthur Cormack (Fèisean nan Gàidheal CEO), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Executive Manager), Alasdair MacLeòid (Highlands & Islands Enterprise).

(b) Apologies

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

(c) Minutes of previous Executive Group meeting for approval

Peggy Nicolson moved approval of the minutes as a true record, and this was agreed.

(d) Matters arising

There were no matters arising.

EX2.2008.02 PROJECT UPDATES

(a) Bòrd na Gàidhlig contract 2008-09 (verbal - David)

David Boag provided an update on the Bòrd na Gàidhlig contract for 2008-09. Bòrd na Gàidhlig was changing its funding arrangements and new contracts would be issued in June. The first quarter payment was at the same level as 2007-08. The Gaelic organisations were meeting with Linda Fabiani and Bòrd na Gàidhlig on Monday.

David was to meet with Calum Alex and Dougie to look at actual costs of our Gaelic developments prior to Monday. Alasdair MacLeod asked whether an increase in funding was anticipated. David reported that targets had been achieved and the organisation was a model of good practice, which may provide an incentive for the Bòrd to give us more.

(b) YMI contracts (verbal - Arthur)

The YMI contracts for East Lothian and Highland were continuing. The CEO reported that there was an overspend on the YMI budget in Highland due to increased spending on resources last year but this year we were within budget. A training day had been held in Strathpeffer on Friday 9 May for YMI tutors organised by Iona MacDonald and Rae MacEachern.

David had arranged a two-day training event funded by NYCOS. Rona Lightfoot, Kenna Campbell and Flora MacPhail, among others, had attended the KODALY workshops. YMI providers were meeting with Norman Bolton the following Monday.

(c) Blas Festival Progress Report (verbal – Arthur/David)

David reported that the brochures were due to be ready on the 27 May, with the launch on 29 May 2008 in Eden Court. The website is due to go live on the same day. Emily and David had completed the work on the website. Peter Kane, Press Officer had advised to wait for everything to be ready at the same time.

Funding of £25k had been secured for 2009 from Homecoming Scotland with the same sum from Event Scotland for this year. Arthur reported that an extra £1,000 was secured to incorporate up to 4 small food programmes as an add-on to the music events.

The first meeting of the Blas Board had been held in February, with George Stoddart as Chair. David was happy that the programme was again a good one.

EX2.2008.03 STAFFING ISSUES

(a) Update on job vacancies (verbal – Arthur)

The Director reported that Moreen Pringle had started in Portree and Kevin Rodgers in the Lochaber office. Ingrid Henderson had spent time assisting Kevin to get started in the Lochaber office.

Douglas Beck was considering going in for teacher training and, if he were to secure a place on the course, has indicated that he will let us know as soon as he knows so that we have the maximum time possible to find a replacement.

All the development staff, and Moreen, were to be taking part in website training on 14 May.

EX2.2008.04 FINANCIAL ISSUES

(a) Financial Report (circulated - Anne)

A report from the Executive Manager had been circulated. A brief funding update was given for all projects not covered elsewhere on the agenda.

It was reported that the Sgoil Shamhraidh had not happened last year due to a tight deadline with confirmed funding. It was happening in July this year and next year. It was one of HIE targets and this was discussed with Alasdair MacLeòid.

Alasdair queried development grant funding which was included in the grants pledged to 31 March 2008 but nothing shown on the spreadsheet from 1 April. It was agreed to include the two spreadsheets, for this and the last financial years, in the Board papers.

Alasdair also asked about some fund-raising targets that had not been achieved in 2007-08 and Arthur explained that when it had become known that there was no prospect of an additional Development Officer in the cities, or of running the Drama summer school in 2007, for instance, the need for the additional funds had been negated.

In relation to Meanbh-Chuileag, while the funds indicated in the original budget for 2007-08 had not been fully realised, the group had nonetheless met the HIE target of touring over 5 LEC areas.

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

The current bank balances were given as follows:

- £16,469.41 in the Current account
- £61,549.44 in the High Interest account
- £100,358.02 on Deposit
- £632.10 in the Blas account

It was confirmed that monies paid to Blas come through the Fèisean nan Gàidheal account and are transferred when required.

(c) Quarterly Report on funding targets (circulated - Arthur)

This had been circulated for information only and its contents were noted.

Arthur explained that it would not be possible to draw up a complete grid with targets for 2008-09 until Bòrd na Gàidhlig and EventScotland set targets.

(d) Scottish Arts Council Funding Agreement 2008-09 (circulated for information)

This had been circulated for information only. It had been understood that Creative Scotland would be taking on the foundation-funded organisations from SAC after changeover, but it would be April next year before the new organisation was created, if the current bill going through the parliamentary process passes.

(e) Quarterly management accounts (progress - Anne)

Angus Nicolson had quarterly accounts to 31 March 2008, which had been circulated for Board members to note.

Accounts for the year would be finalised when Angus comes across to the office in June.

Arthur explained that they showed the real expenditure for the whole year with total resources expended £1,408,741 and creditors £212,829. The total expenditure for the year, £1,621,570 was close to the original target spend for 2007-08.

EX2.2008.05 DEVELOPMENT ISSUES

(a) Fèis Academy (verbal - David)

The CEO reported that he was due to meet with Linda Fabiani, along with the other Fèis Academy partners, on Tuesday. The Executive Group were happy for him to go ahead with this exploratory meeting, and it was decided that the Fèis Academy would be discussed in full at the next Board meeting.

(b) Risk Assessment (verbal - Arthur)

Iona had met with staff to discuss risk issues covering events. David had hoped she would accompany the development team to highlight risks at Fèisean and produce a checklist covering most of them.

It was necessary for staff to identify organisational risks also. It was agreed the Staff and Board should meet in August to progress with this.

Katie Adam enquired if Board members had filled in their 'pen portraits'. Arthur confirmed he had received 4 to date. It was decided that the best approach was for staff to write them and members to add to descriptions.

EX2.2008.06 BOARD MEETINGS

(a) Agenda items to be included in May Board meeting (to be agreed)

- Risk Assessment
- Fèis Academy
- Presentations from Calum Alex MacMillan and Dougie Beck

The above items were to be included on the Agenda. A translator was to be found since Calum Alex and Dougie Beck would be doing presentations. It was suggested that Morag Stewart, Gilleasbuig Ferguson or Alasdair Campbell would be approached as the meeting was to be held in the Broadford Hotel.

(b) Annual Conference arrangements (to be discussed)

Anne Willoughby reported that she was experiencing communication difficulties with the Alexandra Hotel. They had not confirmed if they could host the Annual Conference.

Quotes had been received from the West End Hotel and Anne was concerned that this availability might be lost while waiting on a decision from the Alexandra Hotel.

It was suggested that Willy Rowe, Richard Holloway, Alex Salmond, Charles Kennedy, Jim Mather might be potential Guest speakers for the annual conference and Arthur was to approach them.

EX2.2008.07 GENERAL

(a) AOCB (verbal)

Alasdair MacLeòid reported that HIE had a new logo which he would e-mail to Arthur.

(b) Date and venue of next meeting

The date for the next meeting was confirmed as 2 September 2008.

Fèisean nan Gàidheal

Financial Report

Agenda Item: 2.2008.02(a)

This report includes:

- 1 Income and Expenditure from 1 April - 31 March 2009 with actual income and expenditure to 30 April 2008
- 2 List of grants pledged to Fèisean for 2007-08 and 2008-09 with payments to date

Agenda item 2.2008.02(b)

- 1 Current bank balances will be tabled at the meeting

Agenda item 2.2008.02(c)

- 1 Management accounts to 31 March 2008 prepared by Nicolson & Co are circulated for information.

Anne Willoughby | Executive Manager | May 2008

Income and expenditure to 31 March 2009, with actual transactions to 30 April 2008

Agenda Item: 2.2008.02(a)1

INCOME	Budget	Period	Actual
Core Grants	£ 327,685.00	£ 27,307.08	£ 103,220.31
Grants Scheme	£ 189,000.00	£ 15,750.00	£ 55,000.00
Fèis Development Fund	£ 60,000.00	£ 5,000.00	£ 10,000.00
Annualised Hours	£ 25,000.00	£ 2,083.33	£ 0.00
Training	£ 38,100.00	£ 3,175.00	£ 0.00
Gaelic Development	£ 46,562.00	£ 3,880.17	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 20,375.92	£ 0.00
Blas Festival	£ 259,500.00	£ 21,625.00	£ 52,500.00
Earned Income	£ 16,300.00	£ 1,358.33	£ 600.00
Meanbh Chuileag TIE Service	£ 55,000.00	£ 4,583.33	£ 0.00
City Fèisean Development Officer	£ 30,000.00	£ 2,500.00	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 6,166.67	£ 0.00
Gaelic Drama Summer School	£ 65,000.00	£ 5,416.67	£ 0.00
Archiving Project	£ 24,118.00	£ 2,009.83	£ 0.00
Press/PR/Website Updates/Newsletter	£ 5,000.00	£ 416.67	£ 0.00
Showcase Opportunitites	£ 15,000.00	£ 1,250.00	£ 0.00
General Funds still to be raised	£ 85,000.00	£ 7,083.33	£ 0.00
TOTAL INCOME	£ 1,559,776.00	£ 129,981.33	£ 221,320.31

EXPENDITURE

RUNNING COSTS

Staff Salaries	£ 342,916.00	£ 28,576.33	£ 24,339.48
NIC Contributions	£ 30,862.44	£ 2,571.87	£ 2,707.40
Pension Contributions	£ 9,000.00	£ 750.00	£ 690.84
Staff Travel	£ 27,000.00	£ 2,250.00	£ 510.41
Office Rent & Rates	£ 20,000.00	£ 1,666.67	£ 814.11
Stationery, Printing & Postage	£ 15,000.00	£ 1,250.00	£ 726.13
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00	£ 833.33	£ 575.02
Board Expenses	£ 8,000.00	£ 666.67	£ 0.00
Implementation of Child Protection policy	£ 10,000.00	£ 833.33	£ 853.80
Insurance	£ 7,500.00	£ 625.00	£ 0.00
Sundry Expenses	£ 5,000.00	£ 416.67	£ 0.00
Accountancy & Bank Charges	£ 3,000.00	£ 250.00	£ 0.00
Professional Fees	£ 5,000.00	£ 416.67	£ 195.00
Instrument Bank Maintenance	£ 3,000.00	£ 250.00	£ 0.00
Additional Support Needs	£ 3,000.00	£ 250.00	£ 0.00
Capital Expenses	£ 12,000.00	£ 1,000.00	£ 0.00

PROGRAMME COSTS

Grants Paid Out	£ 195,000.00	£ 16,250.00	£ 23,845.00
Annualised Hours	£ 35,000.00	£ 2,916.67	£ 0.00
Feis Development Fund	£ 60,000.00	£ 5,000.00	£ 2,227.20
Training Programme	£ 33,000.00	£ 2,750.00	£ 389.89
<i>Training Programme Management Fee</i>	-£ 1,500.00	-£ 125.00	£ 0.00
Gaelic Language Development	£ 5,713.00	£ 476.08	£ 0.00
<i>Gaelic Language Development Management Fee</i>	-£ 12,500.00	-£ 1,041.67	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 20,375.92	£ 2,653.56
<i>Youth Music Initiative Management Fee</i>	-£ 18,500.00	-£ 1,541.67	£ 0.00
Annual Conference	£ 15,000.00	£ 1,250.00	£ 0.00
Blas Festival	£ 259,150.00	£ 21,595.83	£ 4,972.50

<i>Blas Festival Management Fee</i>	-£ 15,000.00	-£ 1,250.00	£ 0.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 39,500.00	£ 3,291.67	£ 0.00
City Fèisean Development Officer	£ 35,000.00	£ 2,916.67	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 6,166.67	£ 0.00
Gaelic Drama Summer School	£ 55,000.00	£ 4,583.33	£ 0.00
Archiving Project	£ 10,328.00	£ 860.67	£ 1,821.75
Archiving Management Fee	-£ 4,585.00	£ 833.33	£ 0.00
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 1,666.67	£ 0.00
Fèis Showcase Concerts	£ 20,000.00	-£ 633.33	£ 0.00
<i>Fèis Showcase Concerts Management Fee</i>	-£ 7,600.00	£ 1,250.00	£ 0.00
Contingency	£ 15,000.00		
SUB-TOTAL EXPENDITURE	£ 1,557,795.44	£ 130,198.37	£ 67,322.09
Management Fees	£ 55,100.00	£ 4,591.67	£ 0.00
TOTAL EXPENDITURE	£ 1,612,895.44	£ 134,407.95	£ 67,322.09
Transfer to Reserves	£ 9,642.50	£ 803.54	£ 0.00
SURPLUS/DEFICIT	£ 1,980.56	£ 165.05	£ 153,998.22

Grants pledged to Fèisean 2007-08 and 2008-09

Agenda Item: 2.2008.02(a)2

2007-08

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Ann Hours Grant	Dev. Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£ 8,109.00	£ 3,994.00	£ 3,658.00	350	£ 2,625.00	£ 0.00	£ 18,386.00	£ 14,065.00	£ 4,321.00
Fèis Lochabair	£ 2,387.00	£ 1,175.00	£ 4,416.00	260	£ 1,950.00	£ 0.00	£ 9,928.00	£ 8,110.00	£ 1,818.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 732.00	40	£ 300.00	£ 0.00	£ 1,032.00	£ 0.00	£ 1,032.00
Fèis nan Garbh Chrìochan	£ 4,362.00	£ 2,149.00	£ 4,500.00	200	£ 1,500.00	£ 0.00	£ 12,511.00	£ 7,617.00	£ 4,894.00
Fèis Chataibh	£ 2,774.00	£ 1,366.00	£ 1,800.00	200	£ 1,500.00	£ 2,620.00	£ 10,060.00	£ 8,670.00	£ 1,390.00
Fèis a' Bhealaich	£ 285.00	£ 141.00	£ 50.00	40	£ 300.00	£ 0.00	£ 776.00	£ 550.00	£ 226.00
Fèis Rois nan Deugairean	£ 9,681.00	£ 4,768.00	£ 0.00	0	£ 0.00	£ 3,900.00	£ 18,349.00	£ 13,571.00	£ 4,778.00
Fèis Chille Mhòraig	£ 590.00	£ 291.00	£ 50.00	50	£ 375.00	£ 0.00	£ 1,306.00	£ 0.00	£ 1,306.00
Fèis Eige	£ 598.00	£ 295.00	£ 480.00	20	£ 150.00	£ 0.00	£ 1,523.00	£ 1,187.00	£ 336.00
Fèis Rois Òigridh	£ 7,638.00	£ 3,762.00	£ 5,468.00	0	£ 0.00	£ 6,800.00	£ 23,668.00	£ 18,912.00	£ 4,756.00
Fèis Farr	£ 0.00	£ 0.00	£ 728.00	30	£ 225.00	£ 0.00	£ 953.00	£ 589.00	£ 364.00
Fèis na h-Òige	£ 2,186.00	£ 1,076.00	£ 2,744.00	180	£ 1,350.00	£ 0.00	£ 7,356.00	£ 2,447.00	£ 4,909.00
Fèis Air an Oir	£ 614.00	£ 302.00	£ 4,568.00	100	£ 750.00	£ 0.00	£ 6,234.00	£ 2,961.00	£ 3,273.00
Fèis Ghlinn Albainn	£ 1,327.00	£ 653.00	£ 3,351.00	20	£ 150.00	£ 2,588.00	£ 8,069.00	£ 4,200.00	£ 3,869.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 1,447.00	£ 300.00
Fèis a' Bhaile	£ 2,155.00	£ 1,061.00	£ 486.00	200	£ 1,500.00	£ 0.00	£ 5,202.00	£ 3,966.00	£ 1,236.00
Fèis Òigridh na Mara	£ 1,122.00	£ 553.00	£ 6,336.00	160	£ 1,200.00	£ 0.00	£ 9,211.00	£ 7,070.00	£ 2,141.00
Fèis Inbhir Narann	£ 766.00	£ 378.00	£ 3,900.00	100	£ 750.00	£ 7,877.00	£ 13,671.00	£ 12,260.00	£ 1,411.00
Fèis Spè	£ 3,266.00	£ 1,609.00	£ 3,540.00	0	£ 0.00	£ 1,200.00	£ 9,615.00	£ 6,545.00	£ 3,070.00
Fèis a' Chaolais	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 2,500.00	£ 2,500.00	£ 2,000.00	£ 500.00
Other Area/City Councils									
Fèis Dhùn Èideann	£ 2,880.00	£ 0.00	£ 3,714.00	600	£ 4,500.00	£ 0.00	£ 11,094.00	£ 7,821.00	£ 3,273.00
Fèis Chille Conbhal	£ 979.00	£ 0.00	£ 1,396.00	0	£ 0.00	£ 0.00	£ 2,375.00	£ 0.00	£ 2,375.00
Fèis Arainn	£ 0.00	£ 0.00	£ 1,508.00	0	£ 0.00	£ 3,240.00	£ 4,748.00	£ 3,346.00	£ 1,402.00
Fèis Obair Dheathain	£ 1,960.00	£ 0.00	£ 288.00	100	£ 750.00	£ 0.00	£ 2,998.00	£ 1,470.00	£ 1,528.00
Fèis Dhùn Bhreatainn	£ 1,459.00	£ 0.00	£ 2,176.00	0	£ 0.00	£ 600.00	£ 4,235.00	£ 2,962.00	£ 1,273.00
Fèis Òigridh Ghlaschu	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Lannraig a Tuath	£ 835.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 835.00	£ 150.00	£ 685.00
Fèis 'sa Mheadhan	£ 2,750.00	£ 0.00	£ 0.00	50	£ 375.00	£ 985.00	£ 4,110.00	£ 0.00	£ 4,110.00
Fèis Ghlaschu	£ 2,325.00	£ 0.00	£ 0.00	0	£ 0.00	£ 700.00	£ 2,325.00	£ 0.00	£ 2,325.00
Fèis Lunnain	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00	£ 0.00
Western Isles Council									
Fèis Tìr a' Mhurain	£ 3,338.00	£ 1,500.00	£ 1,792.00	150	£ 1,125.00	£ 0.00	£ 7,755.00	£ 4,112.00	£ 3,643.00
Fèis Eilean an Fhraoich	£ 2,350.00	£ 2,000.00	£ 3,406.00	80	£ 600.00	£ 2,125.00	£ 10,481.00	£ 10,478.00	£ 3.00
Fèis Tìr an Eòrna	£ 2,391.00	£ 1,500.00	£ 1,012.00	100	£ 750.00	£ 0.00	£ 5,653.00	£ 3,293.00	£ 2,360.00
Fèis Bharraigh	£ 3,493.00	£ 1,500.00	£ 1,089.00	200	£ 1,500.00	£ 3,000.00	£ 10,582.00	£ 6,493.00	£ 4,089.00
Fèis Eilean na Hearadh	£ 995.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,495.00	£ 2,246.00	£ 249.00

Fèis an Rubha	£ 1,033.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,033.00	£ 775.00	£ 258.00
Fèis Taigh Dhonnchaidh	£ 475.00	£ 0.00	£ 1,447.00	80	£ 600.00	£ 715.00	£ 3,237.00	£ 951.00	£ 2,286.00
Argyll & Bute Council									
Fèis Latharna	£ 1,932.00	£ 1,500.00	£ 1,060.00	150	£ 1,125.00	£ 0.00	£ 5,617.00	£ 5,087.00	£ 530.00
Fèis Mhuile	£ 968.00	£ 1,500.00	£ 1,840.00	80	£ 600.00	£ 0.00	£ 4,908.00	£ 0.00	£ 4,908.00
Fèis Thiriodh	£ 2,590.00	£ 1,500.00	£ 676.00	333	£ 2,500.01	£ 974.00	£ 8,240.01	£ 5,458.00	£ 2,782.01
Fèis Ìle agus Dhùira	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 600.00	£ 2,986.00	£ 2,384.00	£ 602.00
Fèis Dun Omhain	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 1,000.00	£ 1,000.00	£ 0.00	£ 1,000.00
Fèis Cheann Loch Goibhle	£ 425.00	£ 1,500.00	£ 916.00	20	£ 150.00	£ 5,935.00	£ 8,926.00	£ 2,155.00	£ 6,771.00
Total Main Fèis	£ 82,893.00	£ 39,551.00	£ 69,127.00	3933	£ 29,500.01	£ 48,359.00	£ 269,430.01	£ 176,348.00	£ 92,382.01
Totals									

2008-09

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Ann Hours Grant	Dev.Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£ 7,611.00	£ 3,806.00	£ 4,126.00	350	£ 2,625.00	£ 0.00	£ 18,168.00	£ 8,563.00	£ 9,605.00
Fèis Lochabair	£ 2,712.00	£ 1,356.00	£ 3,160.00	260	£ 1,950.00	£ 0.00	£ 9,178.00	£ 3,051.00	£ 6,127.00
Fèis nan Garbh Chrìochan	£ 5,291.00	£ 2,647.00	£ 4,500.00	240	£ 1,800.00	£ 0.00	£ 14,238.00	£ 0.00	£ 14,238.00
Fèis Chataibh	£ 2,764.00	£ 1,382.00	£ 2,272.00	250	£ 1,875.00	£ 0.00	£ 8,293.00	£ 0.00	£ 8,293.00
Fèis a' Bhealaich	£ 270.00	£ 135.00	£ 566.00	45	£ 337.50	£ 0.00	£ 1,308.50	£ 0.00	£ 1,308.50
Fèis Rois nan Deugairean	£ 10,150.00	£ 5,075.00	£ 0.00	0	£ 0.00	£ 0.00	£ 15,225.00	£ 0.00	£ 15,225.00
Fèis Chille Mhòraig	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eige	£ 620.00	£ 310.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,230.00	£ 0.00	£ 1,230.00
Fèis Rois Òigridh	£ 7,937.00	£ 3,969.00	£ 5,473.00	0	£ 0.00	£ 0.00	£ 17,379.00	£ 8,930.00	£ 8,449.00
Fèis Farr	£ 0.00	£ 0.00	£ 872.00	30	£ 225.00	£ 0.00	£ 1,097.00	£ 0.00	£ 1,097.00
Fèis na h-Òige	£ 2,212.00	£ 1,106.00	£ 3,727.00	180	£ 1,350.00	£ 0.00	£ 8,395.00	£ 0.00	£ 8,395.00
Fèis Air an Oir	£ 614.00	£ 302.00	£ 4,568.00	100	£ 750.00	£ 0.00	£ 6,234.00	£ 0.00	£ 6,234.00
Fèis Ghlinn Albainn	£ 1,492.00	£ 746.00	£ 4,291.00	20	£ 150.00	£ 0.00	£ 6,679.00	£ 0.00	£ 6,679.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 0.00	£ 1,747.00
Fèis a' Bhaile	£ 2,176.00	£ 1,088.00	£ 1,480.00	40	£ 300.00	£ 0.00	£ 5,044.00	£ 0.00	£ 5,044.00
Fèis Òigridh na Mara	£ 1,216.00	£ 608.00	£ 8,820.00	200	£ 1,500.00	£ 0.00	£ 12,144.00	£ 0.00	£ 12,144.00
Fèis Inbhir Narann	£ 750.00	£ 375.00	£ 3,839.00	100	£ 750.00	£ 0.00	£ 5,714.00	£ 0.00	£ 5,714.00
Fèis Spè	£ 3,837.00	£ 1,691.00	£ 6,300.00	0	£ 0.00	£ 0.00	£ 11,828.00	£ 0.00	£ 11,828.00
Other Area/City Councils									
Fèis Dhùn Èideann	£ 2,725.00	£ 0.00	£ 6,752.00	600	£ 4,500.00	£ 0.00	£ 13,977.00	£ 0.00	£ 13,977.00
Fèis Chille Conbhal	£ 869.00	£ 0.00	£ 860.00	0	£ 0.00	£ 0.00	£ 1,729.00	£ 0.00	£ 1,729.00
Fèis Arainn	£ 2,745.00	£ 0.00	£ 1,642.00	0	£ 0.00	£ 0.00	£ 4,387.00	£ 0.00	£ 4,387.00
Fèis Obair Dheathain	£ 2,087.00	£ 0.00	£ 240.00	150	£ 1,125.00	£ 0.00	£ 3,452.00	£ 0.00	£ 3,452.00
Fèis Dhùn Bhreatainn	£ 611.00	£ 0.00	£ 1,524.00	30	£ 225.00	£ 0.00	£ 2,360.00	£ 0.00	£ 2,360.00
Fèis Mhoireibh	£ 1,570.00	£ 0.00	£ 176.00	0	£ 0.00	£ 0.00	£ 1,746.00	£ 0.00	£ 1,746.00
Fèis Lannraig a Tuath	£ 745.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 745.00	£ 0.00	£ 745.00
Fèis 'sa Mheadhan	£ 1,562.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,562.00	£ 0.00	£ 1,562.00
Fèis Ghlaschu	£ 2,486.00	£ 0.00	£ 554.00	120	£ 900.00	£ 0.00	£ 2,325.00	£ 0.00	£ 2,325.00
Fèis Innis an Uillt	£ 262.00	£ 0.00	£ 2,141.00	60	£ 450.00	£ 0.00	£ 2,853.00	£ 0.00	£ 2,853.00
Western Isles Council									
Fèis Tìr a' Mhurain	£ 2,995.00	£ 1,500.00	£ 1,792.00	160	£ 1,200.00	£ 0.00	£ 7,487.00	£ 0.00	£ 7,487.00
Fèis Eilean an Fhrainn	£ 2,925.00	£ 2,000.00	£ 2,406.00	120	£ 900.00	£ 0.00	£ 8,231.00	£ 0.00	£ 8,231.00
Fèis Tìr an Eòrna	£ 1,832.00	£ 1,500.00	£ 1,012.00	120	£ 900.00	£ 0.00	£ 5,244.00	£ 0.00	£ 5,244.00
Fèis Bharraigh	£ 3,852.00	£ 1,500.00	£ 2,068.00	0	£ 0.00	£ 0.00	£ 7,420.00	£ 0.00	£ 7,420.00
Fèis Eilean na Hearadh	£ 1,220.00	£ 1,500.00	£ 0.00	30	£ 225.00	£ 0.00	£ 2,945.00	£ 0.00	£ 2,945.00
Fèis an Rubha	£ 1,762.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,762.00	£ 0.00	£ 1,762.00
Fèis Taigh Dhonnchaidh	£ 536.00	£ 1,500.00	£ 1,631.00	30	£ 225.00	£ 0.00	£ 3,892.00	£ 0.00	£ 3,892.00
Argyll & Bute Council									
Fèis Latharna	£ 2,081.00	£ 1,500.00	£ 2,880.00	150	£ 1,125.00	£ 0.00	£ 7,586.00	£ 3,061.00	£ 4,525.00
Fèis Mhuile	£ 665.00	£ 1,500.00	£ 2,782.00	80	£ 600.00	£ 0.00	£ 5,547.00	£ 0.00	£ 5,547.00

Fèis Thiriodh	£ 2,575.00	£ 1,500.00	£ 802.00	300	£ 2,250.00	£ 0.00	£ 7,127.00	£ 0.00	£ 7,127.00
Fèis Ìle agus Dhùira	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,386.00	£ 0.00	£ 2,386.00
Fèis Cheann Loch Goibhle	£ 1,245.00	£ 1,500.00	£ 2,766.00	100	£ 750.00	£ 0.00	£ 6,261.00	£ 0.00	£ 6,261.00
Totals	£ 88,857.00	£ 42,074.00	£ 86,022.00	Total Ann. Hours 3945	Total Other Grants £ 29,587.50	Total Dev. £ 0.00	Total pledged. £ 244,925.50	Total paid out £ 23,605.00	Total still to pay out £ 221,320.50

Management Accounts to 31 March 2008

Agenda Item: 2.2008.02(c)

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

	31.3.08	31.3.07
	Unrestricted	Total
	funds	funds
	£	£
INCOMING RESOURCES		
Incoming resources from generated funds		
Voluntary income	6,102	4,560
Activities for generating funds	59,496	79,740
Investment income	1,867	3,205
Incoming resources from charitable activities		
Core activities	641,715	433,269
Training	53,000	41,519
Lochaber development fund	11,290	32,995
Blas Festival	304,050	268,526
Schools project	181,511	219,511
Gaelic Development	95,964	95,584
Heritage project	25,000	-
Total incoming resources	1,379,993	1,178,909
RESOURCES EXPENDED		
Costs of generating funds		
Fundraising trading: cost of goods sold and other costs	3,035	2,697
Charitable activities		
Core activities	650,731	490,808
Training	57,727	60,571
ICT Project	-	2,319
Lochaber development fund	13,579	31,105
Blas Festival	325,995	250,880
Schools project	225,223	267,006
Gaelic Development	91,916	86,850
Heritage project	12,789	-
Governance costs	27,746	20,583
Total resources expended	1,408,741	1,212,819
NET INCOMING/(OUTGOING) RESOURCES		
	(28,748)	(33,910)
RECONCILIATION OF FUNDS		
Total funds brought forward	112,869	146,779
TOTAL FUNDS CARRIED FORWARD	84,121	112,869

FÈISEAN NAN GÀIDHEAL

**BALANCE SHEET
At 31 March 2008**

		31.3.08	31.3.07
		Unrestricted	Total
		funds	funds
		£	£
FIXED ASSETS	Notes		
Tangible assets	2	8,282	-
CURRENT ASSETS			
Debtors	3	77,728	78,200
Cash at bank		<u>210,940</u>	<u>114,003</u>
		288,668	192,203
CREDITORS			
Amounts falling due within one year	4	(212,829)	(79,334)
		<u>75,839</u>	<u>112,869</u>
NET CURRENT ASSETS			
		84,121	112,869
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>84,121</u>	<u>112,869</u>
NET ASSETS		<u>84,121</u>	<u>112,869</u>
FUNDS			
Unrestricted funds:			
General fund		<u>84,121</u>	<u>112,869</u>
TOTAL FUNDS		<u>84,121</u>	<u>112,869</u>

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2008**

ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2007), the Companies Act 1985 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

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.

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. 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.

Allocation and apportionment of costs

Costs are directly apportioned to the activity which incurred the expenditure. Where expenditure relates to more than one activity, the costs are allocated in the most appropriate manner for the type of expenditure incurred.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery etc	- 25% on cost
-------------------------	---------------

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2008

2. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2007	103,408
Additions	<u>11,042</u>
At 31 March 2008	<u>114,450</u>
DEPRECIATION	
At 1 April 2007	103,408
Charge for year	<u>2,760</u>
At 31 March 2008	<u>106,168</u>
NET BOOK VALUE	
At 31 March 2008	<u>8,282</u>
At 31 March 2007	<u>-</u>

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.08	31.3.07
	£	£
Other debtors	<u>77,728</u>	<u>78,200</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.08	31.3.07
	£	£
Bank loans and overdrafts	60,671	8,614
Trade creditors	1,630	5,274
Social security and other taxes	10,746	5,883
Grants awarded but unpaid	92,382	57,163
Accrued expenses	2,400	2,400
Grants received in advance	<u>45,000</u>	-
	<u>212,829</u>	<u>79,334</u>

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

Income	Core activities	Training	Lochaber development fund	Blas Festival	Schools project	Gaelic Development	Heritage project
Donations	2,100						
Memberships	4,000						
Sales of publications	1,785						
Instrument bank revenue	4,711						
Administration fees	53,000						
Deposit account interest	1,867						
Scottish Arts Council	387,500	3,000					
Highland Council	72,720		1,067	130,322	181,511		
Comhairle nan Eilean Siar	21,500						
Argyll & Bute Council	11,500						
Highland & Islands Enterprise	124,126	20,000		50,000		34,000	
Local enterprise companies			5,867				
European Social Fund	2,087	28,801					
Bòrd na Gàidhlig	11,500			11,500		58,649	
Registration fees		1,199					
Performance fees						2,864	
National Lottery							25,000
WHELK/LEADER+			4,356				
Box office				40,427		451	
Highland 2007				50,000			
Other income	10,782			21,801			
Total income	709,178	53,000	11,290	304,050	181,511	95,964	25,000

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

Expenditure	Core Activities and Governance	Training	Lochaber development fund	Bias Festival	Schools project	Gaelic Development	Heritage project
Instrument bank costs	3,035						
Wages	15,562	27,466	4,799			73,013	
Telephone						4,118	
Advertising & marketing		775		32,657	3,391		
Sundries	27,554			613	9,632		
Development officers tutors	61,787				84,145		
Travel expenses etc	3,312	3,131		9,105	54,966	13,227	
Child protection costs	8,032						
Training		4,631					
Workshops		21,724			6,624		
Materials					10,599	831	
25th anniversary	12,526						
Portrait of a Nation	17,962						
Archiving project							12,789
Venue costs			6,076	226,623	19,884		
Promoters fees				6,614			
Project management				40,185	35,982		
Depn of plant & machinery				2,760			
Grants to institutions	231,362						
Committee expenses	9,128						
Legal fees	5,201						
Auditors remuneration	2,820						
Annual conference	10,597						
Wages	131,055						
Social security	22,866						
Pensions	6,789						
Office rent	26,336						
Insurance	12,411						
Light and heat	1,739						
Telephone	7,022						
Postage and stationery	20,691		106	547			
Sundries	3,355		2,598			727	
Website	14,518			1,491			
Staff travel and expenses	25,587						
Economic impact assessment				5,400			
Bank charges	265						
Total expenditure	681,512	57,727	13,579	325,994	225,223	91,917	12,789
Surplus/(Deficit)	27,666	(4,727)	(2,289)	(21,945)	(43,712)	4,048	12,211

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Development Programme 2008-09

Quarter 1: April to May 2008

Agenda Item 2.2008.03(a)

Background

This report covers the period from 1 April to mid May, but please note that as we do not have targets set by some of our funders yet, the grid will be expanded as necessary, before the end of the first quarter. The report attempts to incorporate the performance indicators - or outputs - set against measures within Fèisean nan Gàidheal's (FnG) Development Plan by our four main funders - Scottish Arts Council (SAC), Highland Council (HC), Highlands & Islands Enterprise (HIE) and Bòrd na Gàidhlig (BnG) - in relation to individual funding agreements with those bodies.

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows: R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed; A (Amber) = Not presently on target, but with measures in place to restore progress; G (Green) = On target.

Dev Plan Ref	Measure in Development Plan	Responsible	Performance Indicators/Outputs	Progress	Status
1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities	All	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC Target)	Work of whole organisation is geared towards achieving this.	
1.1	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (SAC Target)	Grants scheme in place.	G
		Executive Manager	Deliver Grant-aid support to at least 35 Fèisean annually (HIE Target)	Grants being paid out as per agreements. Grants offered to 44 Fèisean for 2008-09. Grants offered to 36 Fèisean in the HIE area.	
		Development Manager	Continue to fund new developments through our Fèis Development Fund (SAC Target)	£70k fund available for 2008-09. Open, on-going application procedure. No applications approved in new financial year.	G
		Development Manager	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)	Confident that this target will be met.	
1.2	Reducing the burden on volunteers	Development Officers	Support workers in place	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and a formal review meeting with each Fèis will take place during the year.	G
		Development Officers	Range of support services in place	Detailed below under appropriate service heading.	G
		Training & Policy Officer Gaelic Officer Development Officers	Policies are made as easy as possible for volunteers to deliver	Most policies now available as downloads on new website and also circulated to membership on CD. Training offered where action needed on the part of volunteers.	G

				Hands-on support with implementation of Gaelic policy through the offering of appropriate courses for tutors, organisers and other volunteers. Currently working on Access and Risk Assessment policies.	
		Executive Manager	Continuation of Annualised Hours scheme	Annualised hours offered for 2008-09 as part of grant offer. Small increase in funding available, due to a small underspend in 2007-08.	G
		CEO	Employ 5 local Fèis Development Officers (HIE Target)	4 full-time Development Officers in place at present. Will attempt to establish a Development Officer post with city councils in 2008-09	A
1.3	Annual Conference	Executive Manager Business Officer Training Officer	Run an Annual Conference (SAC Target)	2008 conference will take place in Fort William on 19 & 20 September 2008.	G
1.4	Insurance	Executive Manager	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.	Policy reviewed and renewed annually. Cover has been extended and sums insured increased as appropriate.	G
1.5	Musical instrument Bank	Business Officer	Regular lending of instruments to Fèisean. Renting to individuals to maximise income.	Ongoing and well used. Demand continues to outstrip supply within Fèisean and instruments are out most of the year. Confident rental income target will be achieved	G
1.6	Disclosure checking	Collator Executive Manager	All tutors and volunteers involved in Fèisean must go through an enhanced Disclosure check. Continue to ensure good practice in relation to Child Protection (SAC Target)	Ongoing work with over 2,500 Disclosure Checks carried out. Disclosures now being renewed for those on database as and when 3 years have expired. Policy updated and monitored on an ongoing basis and we are currently aware of proposals to change the system of checking. All Fèisean have to submit a list of tutors, and they are cross-referenced to ensure they have a current Disclosure, before grant is released.	G
1.7	Maintenance of a Fèis Tutors database	Business Officer	Up to date data available at all times.	Fèisean nan Gàidheal database has been completely updated.	G
1.8	Developing, distributing and selling publications	Business Officer	Continue to maximise income from sales of publications	We are currently working on selling as many as possible through Fèisean, shops etc.	G
1.9	Production and distribution of regular news and other information	Business Officer All Staff		<i>Faileas</i> now being professionally produced on a regular basis with the next issue due in June. Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, job opportunities, events etc.	G
1.10	Support for new Fèisean	Development Manager	Create 2 new Fèisean per year (HIE Target)	Fèis Dhùn Omhain, Fèis Cholla and Fèis Dhiùra will take place for the first time in 2008-09.	G
1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	CEO Development Manager	Continue to support individual Fèis projects such as the Fèis Bharraigh, Feis Spè and Fèis a' Bhaile	Continuing to support Lochaber Fèisean with a full-time Development Officer post.	G

		Development Officers	as the Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities (SAC Target)	Fèis Spè is being supported with the managing of funds for a part-time Development Officer and a programme of work. We continue to support Fèis Bharraigh with the day-to-day management of a part-time Project Worker. Fèisean in the HIE area are supported with additional monies from our Development Fund to offset funds they might have expected to get from their LEC.	
1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	CEO	In cooperation with one or more local authorities, employ a Development Officer to cover Fèisean not covered by existing officers. (SAC Target)	As reported above, we are looking at viability of an officer to cover these areas.	A
2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves				
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Gaelic Officer	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target)	Policy issued formally to Fèisean with letters of offer in 2007-08, along with guidance. Gaelic plans and annual updates submitted to Fèisean nan Gàidheal and will form part of the annual review meeting with all Fèisean. Maximum support given to implement effectively through our Gaelic language team. Now that support mechanisms are in place, Fèisean have fewer excuses not to implement the policy more fully and we have agreed what we expect from each Fèis at our annual review meetings with them.	G
2.2	Develop a Gaelic Language Development Team	Gaelic Officer	Gaelic-speaking teams to be available to local Fèisean	Sgioba-G will continue to assist Fèisean with Gaelic Policy implementation, and with programmes of work tailored to individual needs, where requested or needed.	G
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Gaelic Officer		Gradually ensuring that all Fèisean use fully bilingual material, and have made this a specific condition of grant. This was discussed specifically with each Fèis at review meetings. This is an ongoing task and translation help is provided for those Fèisean who need it.	A
2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	CEO Gaelic Officer	An increasing number of GM Fèisean	6 Fèisean now GM and GM tuition being developed within Fèisean that are not wholly GM. This will be monitored by assessor reporting mechanisms still to be implemented.	A
		Development Manager Board	Ensure commitment to Gaelic among new Fèisean	No new Fèisean admitted for membership without demonstration of Gaelic commitment. Board are now required to approve new members.	G

2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (SAC Target)	We plan to hold at least 4 Gaelic drama Fèisean during 2008-09.	G
		Drama Officer	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)	First Drama Summer School to take place in Portree in July 2008 and plans well advanced. Seònaid MacDonald employed to oversee the development with steer from Dougie Beck and the Steering Group.	G
3	Develop the work of the Fèisean within the formal education sector				
3.1	Youth Music Initiative contract in Highland	CEO YMI Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and East Lothian (SAC Target)	Ongoing and running successfully in Highland.	G
				Possibly a down-scaling of Fèis involvement in East Lothian due to the appointment of a full-time YMI Coordinator.	
				Part-time Co-ordinator Rae MacEachern continues to look after day-to-day organisational issues.	
				Successful CPD day held in Strathpeffer on 9 May with good turnout of tutors.	
3.2	Potential for Youth Music Initiative contract work in other areas	CEO	Expand the delivery of traditional music classes beyond the Highland Council area, in partnership with YMI, wherever appropriate (SAC Target)	No progress to date in 2008-09.	R
3.3	Gaelic Language work in schools	Drama Officer	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)	We would hope to fulfil this commitment in 2008-09.	G
3.4	Other formal educational work	CEO Training & Policy Officer		As part of Blas 2008 there will be an education programme running in a number of schools alongside the main festival events.	G
				Fèis Academy plans are progressing.	
				Tutor Training PDA will continue to be delivered through Stow and Perth Colleges with the hope of others beginning during the year.	
4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean				
4.2	Development of Blas – Celebrating Highland Music	CEO Development Manager	Develop and expand the Blas Festival and build towards a festival that can be a significant part of the 2009 Year of Homecoming. (SAC Target)	Funding already achieved from Homecoming Scotland for 2009 festival.	G
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC Target)	We believe the programme for 2008 does so with the involvement of young people, Gaelic language, international artistes and innovation.	G
		CEO Development Manager	If additional funding allows, to continue the support of five Cèilidh Trails and an annual Gaelic Music in Schools week (HC Target)	Six Cèilidh Trails will be supported during the year.	G
		CEO Development Manager	To deliver a festival that is inclusive and will appeal to a wide cross-section of age groups and cultural backgrounds (HC Target)	Previous festivals have drawn people aged 5 to 89, with or without Gaelic, and we built on that for last year.	G
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC	We believe that a very good programme will be offered for 2008.	G

			standards of customer and stakeholder care (HC Target)	Reliant on local promoters for customer care but in terms of stakeholder care, a seminar was held at the PAN Forum in April with Blas promoters to ensure that they are fully aware of the ethos of the festival. We will ensure that funders, in particular, are looked after with complimentary tickets and invitations to launches, receptions etc, as usual	
4.3	Continuing support for Fèis Cèilidh Trails	Development Officers	In partnership with Fèisean, continue to support a network of Cèilidh Trails and create a new one in the Western Isles (SAC Target)	Funding available within Blas budget and Cèilidh Trails, including one in the Western Isles, will be held in 2008-09.	G
		Development Officers	Create a minimum of 5 Fèis Cèilidh Trails across HIE area by 2009 (HIE Target)	6 being held this year.	G
4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving & Special Projects Officer	Archiving project to be established.	Ongoing and work do far has been of a high standard.	G
4.5	Gaelic Arts Strategic Development – GASD	CEO Training & Policy Officer	Maintain and implement the successor to the GASD programme and contribute towards a National Gaelic Arts Strategy that will be incorporated into the National Plan for Gaelic (SAC Target)	FnG continues to be involved as a full partner in the GASD forum. Gaelic Arts Strategy to be finalised during May	A
4.6	Inter-Fèis activities	Development Manager Development Officers		Funding for inter-Fèis activities integrated within our Development Fund.	G
4.7	Traditional Music Tutor Training Network – TMTTN	Training & Policy Officer	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)	TMTTN conference planned for 2008.	G
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement				
5.1	Retain a Training Development Officer	CEO		Post mainstreamed but reliant long-term on SAC managed funds.	A
5.2	Annual Training Programme	Training & Policy Officer	Deliver training to 20 Fèisean per year (HIE Target)	Target will be met by Fèis Trèanaidh in March 2009.	G
		Training & policy Officer	Deliver training to 50 tutors and organisers per year (HIE Target)	Fèis Trèanaidh, to be held in March 2009, will fulfil the target regarding organisers. Tutors will take part in Level I and II courses at SMO and Cromarty.	G
		Training & policy Officer	Continue in-house Training Programme (HIE Target)	Staff training is ongoing as required. In-house induction is available for new staff. Anne Willoughby – finishing MBA in June 2008 Iona MacDonald – progressing with Masters (Culture).	G
5.3	Teenage provision within the Fèis movement	Development Manager Development Officers		Fèis Academy proposes support for 5 senior school-age Fèisean. Fèis Lochabair and Fèis Spè would be interested, as would Fèis Eilean an Fhraoich. Archiving project will involve teenagers. Cèilidh Trails and Blas involve teenagers.	A

				Continue support for Fèis Rois nan Deugairean.	
6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities				
6.1	Networking	CEO Development Manager	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, among them, the Scottish Traditional Music Forum. (SAC Target)	We will continue to attend meetings, and contribute to the development, of the Traditional Music Forum. We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School. We will continue to be members of the GASD forum and attend meetings of the Gaelic Organisations	G
6.2	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council and as members of the Traditional Music Forum, FnG will play a key role in the promotion and continuing development of traditional music in Scotland. (SAC Target)	A lot of our time is spend on advocacy and this will continue as appropriate.	G
6.3	International Links	CEO Development Manager Archiving & Special Projects Officer		We have ongoing links with Celtic Colours in Cape Breton. Possibility of performance of Dealbh Dùthcha in Stavanger as part of their European City of Culture celebrations.	A
6.4	Promotion and Marketing	CEO Business Officer	Increase and raise profile of Fèis movement and its success with 10 pieces of local/regional coverage and 3 instances of national coverage per year. (HIE Target)	We are confident this can be achieved in 2008-09	G
		CEO Business Officer	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for great sales of products of the Fèisean. (SAC Target)	Further work needed in this area but potential sponsors are being followed up on an ongoing basis.	R
6.5	Information	CEO	Work with HIE in commissioning research quantifying wider economic impacts of Fèis movement on cultural and creative industries in the Highlands & Islands to be published by 2008 (HIE Target)	To be progressed with HIE	A
6.6	Website and ICT	Business Officer All Staff as appropriate		Now live at www.feisean.org . Content population is ongoing and staff have had Sitekit training recently.	G
6.7	Showcasing opportunities	CEO Development Manager Archiving & Special Projects Officer	Raise the profile of the Fèis movement through dedicated showcase events, including participation in Liverpool 2008: European City of Culture (SAC Target)	Dealbh Dùthcha will be performed in Kelvingrove Museum in August and then in Liverpool in December. A large number of young people will be showcased as part of Blas 2008	G

Fèisean nan Gàidheal

Fèis Academy

Agenda Item: 2.2008.03(c)

Background

Board members will recall that there was a paper from Bryan Beattie at the last Board meeting, and a thorough discussion ensued, feedback from which was given to Bryan and incorporated into a draft Business Plan for the Fèis Academy, sent to Board members by e-mail on 2 May for comment.

Since then it has been revised slightly - and all typos removed – and I have sent a copy of the draft as presented to the Minister, along with all the appendices, by e-mail along with the Board papers. I will bring along a couple of hard copies to the meeting but, in the interests of saving paper, I do not intend to give a full hard copy to everyone. You may, of course, have a copy on request.

As mentioned above, a meeting was held with Linda Fabiani on 13 May to have an informal conversation with her and government officers to see what support there may be from them to enable us to take this forward and I will update you on that at the Board meeting.

Arthur Cormack | CEO | May 2008

Fèisean nan Gàidheal

Fèisean nan Gàidheal Development Plan 2010 onwards

Agenda Item: 2.2008.03(d)

Background

We will be coming to the end, in March 2010, of the period covered by our current Development Plan.

It was agreed at the recent Executive Group meeting that we should begin the process of renewing our plan and I would recommend that this should be an agenda item at each meeting between now and its publication.

The Plan

Fèisean nan Gàidheal's Development Plan has been viewed in the past as a plan for the whole Fèis movement. Some Fèisean are now involved in significant planning and development on their own - such as Fèis Rois, Fèis Spè, Fèis Bharraigh and the Lochaber Fèisean - so we may need to revise who we plan for. All Fèisean should have a say in the plan but it should be remembered that it will be, at the end of the day, Fèisean nan Gàidheal's plan at least, if not a blueprint for the whole Fèis movement.

Context

There are various factors that need to be taken account of this time round, among them:

- The extent to which we want to continue with all, or some, of the thing we do now, or want to introduce change
- The extent to which what we are currently doing is sustainable both in terms of finance and personnel
- Current Scottish Government objectives in relation to culture and languages
- The establishment of Creative Scotland
- The National Plan for Gaelic
- The reorganisation and refocusing within Highlands & Islands Enterprise with the new emphasis on creative industries
- The opportunities that may arise from the Fèis Academy and the effect these may have on the developments Fèisean nan Gàidheal may deliver

Timetable

The following timetable is recommended:

May 2008	Initial short discussion at May Board meeting as to what Board members would like to see in our next plan
August 2008	Staff meeting to allow staff initial input to the planning process, possibly on the same day as a proposed extra Board meeting
September 2008	Planning session at Annual Conference to allow the Fèisean to have their say on the direction they would like to see Fèisean nan Gàidheal taking in the future
December 2008	First draft of a plan to be presented to the Board with the recommendation that a significant part of the December meeting be set aside to look at the draft plan in detail
December 2008 – February 2009	Re-writing of the plan to take in views of Board, Fèisean and Staff and to take cognisance of the emerging situation within Creative Scotland, Bòrd na Gàidhlig and HIE in particular at that time
February 2009	Amended version of the plan to be approved in draft form by the Board and then 'tested' among potential funders to see what kind of support they might be willing to give
May 2009	Fèisean to be consulted on the plan, by post and on the website, with 3 months to respond
August 2009	Comments received back are, if appropriate, incorporated and the final plan drafted and fully costed
September 2009	Final plan presented to Board and to Annual Conference for endorsement
December 2009	Final amendments having been made, the new Development Plan for 2010-15 is published

Initial work

A copy of our current Development Plan has been given to all Board members on the resources CD provided when you became members. A copy can also be downloaded from <http://www.feisean.org/downloads> (third document down).

It would be worth exploring at the forthcoming meeting what kinds of developments Board members would like to see Fèisean nan Gàidheal involved in over the years 2010-15 but at this stage, a steer from Board members as to whether they wish to see fundamental changes to the organisation: its aim, its objectives, its working practices, the way it supports local Fèisean, both in terms of funding and people resources, and so on, would be very helpful.

Once I get a feel for what Board members would like to see, I can draft a paper for the next Board meeting incorporating their ideas.

Arthur Cormack | CEO | May 2008

Fèisean nan Gàidheal

Staff Reports

Agenda Item: 2.2008.05(a)

Staff member	David Boag
Job Title	Development Manager
Period of Report	February – May 2008

Section	1 Progress on Fèisean nan Gàidheal Targets for which responsible
Target No.	
1.1	<u>Grants Scheme for Fèisean</u>
	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)
	The FnG Development Fund 07-09 has now promised grants totalling £49,167.00 to 23 projects, worth a combined £153,591.00
1.2	<u>Reducing the burden on volunteers</u>
	Support Workers in place
	Range of Support services in place
	I am happy to report that our Development Team is now at full strength, with Kevin Rodgers having taken up post in Lochaber on 6 th May.
1.10	<u>Support for new Fèisean</u>
	Create 2 new Fèisean per year
	In the financial year to end March 31 st 2008, three new Fèisean were established; Fèis Eilean Cholla who held their first weekend 3 – 5 May, Fèis Dhun Omhain and Fèis a' Chaolais (Bonar Bridge)
1.11	<u>Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent</u>
	Continue to support individual Fèis projects such as the Fèis Bharraigh expansion activities (SAC Target)
	This aspect of my remit has begun to diminish as all Fèisean are now supported by full-time Development Officers. However, from time to time I do assist all of these officers with projects to support their Fèisean, and I will be happy to continue to do so.
2.4	<u>Developing wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean</u>
	Ensure commitment to Gaelic amongst new Fèisean
	Fèis a' Chaolais is delivered entirely through the medium of Gaelic. I have spoken briefly with Nicola Marshall and Kevin Rodgers about the possibility of establishing a new Gaelic medium senior Fèis in the Highlands.
4.2	<u>Development of Blas – Celebrating Highland Music</u>
	50 events across the Highlands (BnG Target)
	Gaelic-speaking Fear / Bean an taighe at each event (BnG Target)
	Gaelic signage at each Blas venue (BnG Target)
	Blas promotional materials to be bi-lingual (BnG Target)
	Gaelic Phrase cards to be issued to all audience members (BnG Target)
	Increase audience from 4,600 to 5,000 (BnG Target)
	Work on Blas 2007 has now been concluded and all of the above targets were achieved. Plans for Blas 2008 are almost complete, with the official press launch taking place at Eden Court Theatre on 29 th May. I have undertaken a great deal of work in producing text for the brochure, populating the website, applying for funds and developing plans for Blas 2009 as part of Homecoming Scotland. We continue to ensure that Gaelic language receives a high profile in all Blas materials and will feature heavily at all events.
4.3	<u>Continuing support for Cèilidh Trails</u>
	Create a minimum of 5 Cèilidh Trails across HIE area by 2009 (HIE Target)
	This has been achieved, with Cèilidh Trails in Skye and Lochalsh, Ross-shire, Lochaber, Sutherland and within the Cairngorms National Park. Plans are now well in hand for establishment of a Western Isles Cèilidh Trail in Summer 2008.
4.6	<u>Inter-Fèis activities</u>
	Inter-Fèis activities are available for support through the Development Fund, and to date, only one application has been received, although Fèis a' Bhaile and Fèis na h-Òige have begun joint work on a Tasglann project. I will encourage all the Fèis Development Officers to look at inter-Fèis activities afresh in the coming weeks.
5.3	<u>Teenage provision within the Fèis movement</u>

	Teenage provision continues to grow within the Fèis movement, with the addition of the Gaelic Drama Summer School. Over and above this, we now have 5 Cèilidh Trails established and the Dealbh Dùthcha work has been significant. Fèis Alba is planned for the start of July, when we expect 35 teenagers to undergo professional development training.
6.1	Maximise Fèis contribution to success of the Highland 2007 (HIE Target)
	This target is now more or less redundant, although the Fèis movement has gained a significant legacy through the Blas Festival and the Dealbh Dùthcha project. Our experience with Highland 2007 has also created new possibilities for sponsorship and has assisted with our plans for Homecoming Scotland 2009.
6.3	International Links
	International links have been developing, with a delegation of Douglas Beck, Calum Alex MacMillan and Christine MacIntyre having spent 4 days in Wales researching language initiatives for teenagers there. In addition, Douglas has been liaising with Dennis Cahill of the Loose Moose Theatre Company in Calgary over the Drama Summer school and will spend a week with him from 19 th May.
6.5	Information
	Fèisean nan Gàidheal continues to provide a range of bi-lingual information, internally and externally, both in printed and electronic formats
6.7	Showcasing Opportunities
	Stage 4 high-profile showcase concerts as part of Highland 2007 (HIE Target)
	Raise the profile of the Fèis movement through dedicated showcase concerts as part of Highland 2007, and other workshop/training activities (SAC Target)
	Dealbh Duthcha will be performed at the Blas Festival in Inverness on Saturday 6 th September, at the official re-opening of the Kelvin Grove museum and art gallery in Glasgow on Thursday 18 th September and as part of the European Capital of Culture Celebrations in Liverpool, 1 st and 2 nd December 2008.

Staff member	Anne Willoughby
Job Title	Executive Manager
Period of Report	February 2008 – May 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target
1.1	Deliver Grant-Aid support to at least 35 Fèisean annually (HIE Target)
	To 31 March 2008, grants have been offered to 44 Fèisean (34 in HIE areas), totalling £269,430.01 as detailed in the tables provided for Board meetings. Payments totalling £176,348.00 have been paid out to 35 Fèisean. Applications forms for 2008/09 have been processed and letters of offer sent to all Fèisean.
1.2	Continuation of Annualised Hours Scheme, with increase in hourly rate
	Annualised hours offered for 2007-08 as part of the grant offer. Recommended hourly rate increased from £6.00 to £7.50. A total of 3933 hours have been offered. Uptake for annualised hours is very slow and this grant may be better utilised by Fèisean who actively participate in the scheme. 3 Fèisean have retained a part-time development worker through this scheme. A total of 3945 hours have been offered for 2008-09.
1.3	Run an Annual Conference (SAC Target)
	An invitation was received from Fèis Lochabair to host the 2008 Annual Conference. This will take place in Fort William on 19/20 September 2008 and the venue will be booked once approved by Board members.
1.4	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.
	Insurance policy reviewed and renewed annually in February. Cover has been extended to cover the new offices in Inverness and Stornoway. The Board requested that The Director obtain a quote for trustee indemnity insurance but decided not to proceed further. Accident cover for staff has been extended to cover changing circumstances in staffing levels i.e more full-time posts. Staff are requested to have their own business use insurance policies if using their own cars for company travel.
1.5	Regular lending of instruments to Fèisean
	Instruments have been well used by Fèisean throughout the year. Demand still remains high despite a number of Fèisean having their own instrument banks. Instruments have recently been sent out to Fèis an Earraich, Fèis Latharna, Fèis Ghlaschu and Fèis Cholla.
1.6	Renting to individuals to maximise income
	Rental income achieved is already higher than that of the previous year and has exceeded the total yearly budgeted target. Demand for instruments is difficult to predict as certain instruments are more popular from year to year perhaps due to tutor availability. The demand for clàrsaich remains high due to cost factors, accordion is very popular, with fiddle less so but it is an opportunity for us to repair some.
1.7	Maintenance of a Fèis Tutors database
	All databases have been amalgamated and the new database has been revised to make it user friendly. Staff will

	be encouraged to maintain an individual database which will be amalgamated into the main database on a regular basis. Donna set up templates to allow staff to send regular updates. The administration of the main database will be co-ordinated from the Portree office by Moreen Pringle, Business Officer. She is currently updating records.
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Staff member	Iona MacDonald
Job Title	Training and Policy Development Officer
Period of Report	March 2008 – May 2008

1.2	<p>Reducing the burden on volunteers Policies are made as easy as possible for volunteers to deliver</p> <p>Most policies available as downloads on website General Policy on Risk assessment under development. (2nd draft in development). Attendance at RoSPA training course on Risk Assessment completed (9 April, Edinburgh). Planned course on DSE Risk Assessment in June. Work progressing on identifying, reducing and controlling risk in the policy document, and new individual policies being developed – Business & Organisation Risk, Health and Safety, Display Screen Equipment, Fire Risk. Child Protection Policy, which will form part of the suite of policies, due for review.</p> <p>Training offered where action needed on the part of volunteers FT08 on 15/16 March 2008 very successful and well attended. 40 fèisean representatives. Courses offered reflected suggestions by the fèisean.</p> <p>Hands-on support with implementation of Gaelic policy – available through Gaelic Officer and information session and surgery was included as part of Fèis Trèanaidh 08.</p> <p>All Disclosure checks and Child Protection Training organised centrally</p> <p>On-going. Sandy Gray is keeping up with developments in this field. Child Protection and Risk Assessment workshops were offered at the Fèis Trèanaidh. Child Protection Training with Children in Scotland was organised for 1 representative of Fèis Dhùn Eideann, who could not attend FT08.</p>
1.3	<p>Run an Annual Conference (SAC Target)</p> <p>Awaiting confirmation of availability of hotels in Fort William for AGM 08.</p>
4.7	<p>Traditional Music Tutor Training Network – TMTTN</p> <p>Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)</p> <p>Training Development Officer to call a meeting of TMTTN before the end of August to re-start progress</p> <p>A meeting of the TMTTN was held in Edinburgh on 5 October 2008, where it was decided that the TMTTN should continue, particularly in regard to its work on accredited qualifications for music tutors and with networking opportunities in the form of regular conferences and seminars. A provisional date has been booked for a conference on 1 November 2008 in Inverness – funds to be raised for this. The first graduates of the Certificate in Music Tuition graduated from Stow College, Glasgow on 15 November, and are keen to continue their progress with an advanced certificate. The new cohort of students began work in September. 14 Students registered at Perth College this year. Invitations have been issued to prospective members to widen and develop the steering group and 5 new members have accepted.</p>
5.2	<p>Annual Training Programme</p> <p>Deliver training to 20 Fèisean per year (HIE Target) It is expected that this target will be met with the Fèis Thrèanaidh to be held in February 2008 See 1.2 40 participants representing 14 fèisean and 17 tutors and FnG staff attended the Fèis Trèanaidh in February 2008.</p> <p>Ongoing training being offered on request First Aid, Child Protection and IT training has been sourced externally for 2 fèisean.</p>
	<p>Deliver training to 50 tutors and organisers per year (HIE Target)</p> <ul style="list-style-type: none"> • 40 organisers at Fèis Thrèanaidh 2008 fulfil the target regarding organisers • 14 tutors attended on Level I and II courses at SMO in February 2008. 15 YMI Tutors attended training at Strathpeffer in May 08. • Level I course also being offered in Cromarty in August 2008 • 168 tutors and organisers have completed training during the last 12 months.
	<p>Investigate the integration of folklore/history into all tutor training (stories behind tunes and songs, awareness of tradition etc)</p> <p>Under constant development. This subject was one of those offered as part of the Fèis Trèanaidh (both 07 and 08), and has been offered on a number of occasions as a two day course). Rona Lightfoot led a workshop on Waulking and Working Songs at FT08, and the importance of story and context was clearly demonstrated. Links with the School of Scottish Studies will continue to be strengthened, and emphasis is put on the importance of the stories</p>

	<p>behind tunes and songs at tutor training events. Archive officer appointed to assist in local collection of music and stories for use in fèisean. Part of Level 1 & 2 Training (Gaelic and the Fèisean, Integrating Gaelic Material). During the 6 years of the current Training Officer's employment, this particular point has been addressed as part of every tutor training workshop. The awareness of sense of place and identity engendered by Gaelic music is currently the topic of a joint research project between Iona MacDonald, FnG and Mark Sheridan, University of Strathclyde.</p>
	<p>Continue in-house Training Programme (HIE Target)</p> <p>Staff training is ongoing as required Gaelic training regularly taking place. 4 sessions held in the last 12 months. Ongoing programme. Website maintenance courses have been held for all staff, with specialist training being undertaken where appropriate. Iona MacDonald attended a course on Risk Assessment, D Beck and CA MacMillan attended a course on Gaelic Simultaneous Translation. J Cumming completed a range of workshops on Microsoft Word and Excel.</p> <p>In-house induction will be available for new staff</p> <p>On-going. Induction process currently taking place naturally in workplace (J Cumming worked from Inverness Office for first two months). E Edwards based at Inverness. D Graham working closely with D Beck. Lochaber Development and Business Officer (K Rodgers and M Pringle) have now been appointed and it is intended to hold a joint induction day for all new staff in early summer.</p> <p>Post-Graduate Studies (Staff Development)</p> <ul style="list-style-type: none"> • Anne Willoughby – progressing with MBA • Iona MacDonald – currently involved in research project with M Sheridan, University of Strathclyde • Emily Edwards – undertaking course with Inverness College on Early Years Development.
	<p>4 Gaelic grammar sessions for FnG staff (BnG Target) 4 sessions have taken place in the last 12 months</p>
	<p>4 Gaelic language workshops for Fèis committees at different levels by March 2008 (BnG Target) 4 workshops (at various levels) were offered as part of the Fèis Trèanaidh, and attended by 16. Ulpan method training took place for all staff at Fèis Rois, with plans to resume classes. .</p> <p>Support for 20 people to undertake a Gaelic course suitable to their needs in 2007-08 (BnG Target)</p> <p>11 were registered on the Cùrsa Inntigidh throughout the previous year, 4 of whom have now completed and are graduating. 4 have registered on the Cùrsa Adhartais, 2 of whom have started their studies, 2 have delayed. 16 participants attended the various levels of Gaelic course offered at the Fèis Trèanaidh 2008.</p>

Staff Member	Calum Alex Macmillan
Job Title	Gaelic Officer
Period of Report	November-February

Section 1 Progress on Fèisean nan Gàidheal Targets	
Target 2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation
	<p>Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target)</p> <p>The Gaelic Policy has been in place now for almost three years and we are continually working to ensure that each Fèis is complying with the policy. We give a lot of help to a number of Fèisean with translating any information they are distributing. I am working on the Gaelic pack at present and I am continually looking at materials to include in this.</p> <p>Jenna, Emily and myself are going to be developing special Gaelic packs for Fèisean in the western-isles. Gathering songs, stories, placenames and other resources which will be useful to the Fèis. I hope we will develop this to feisean in other areas in the future.</p> <p>I have been working closely with Nicola to develop Gaelic policies for her Fèisean and will be working with Christine Jenna and Kevin in the coming months to look at policies for their Fèisean</p>

	<p>Dougie, Nicola and I carried out a workshop on Gaelic Policy and Gaelic development at the training weekend, which went very well. We covered a range of topics and gave a surgery session to assist the Fèisean with their Gaelic development.</p> <p>The plans for the Summer school are coming together well now. Dougie has been very busy with this with assistance from Seònaid. I recently carried out an audition for Dougie in Kingussie for a participant for the school.</p>
2.2	Develop a Gaelic Language Development Team
	<p>Gaelic-speaking teams to be available to local Fèisean</p> <p>The G-team have been very busy already this year. We were present at Fèis Ìle, Fèis Obar Dheathain, Fèis Lochabair, Fèis Eilean Cholla and Fèis Ceann Loch Goibhle and we are going to be out on the road again at Fèis Dhuneideann Fèis Mhoireibh, Fèis Eige, Fèis Chataibh and Fèis Eilean an Fhraoich in the coming months.</p> <p>I am continually working on material for the G-team. The G-team has recently been doing some new activities using the computers and camera and I am very pleased with the way they have worked so far. I am developing some of the ideas we got on our recent trip to Wales.</p> <p>The database is continually being maintained and I often hear from people who are interested in the work of the G-Team. I am also planning to hold a training event for the G-team members</p>
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal
	<p>Database of phrases and vocabulary for Fèisean to be on website by end of 2007 (BNAG Target)</p> <p>The first part of the Stòr –data has been completed. I have gathered placenames, advertising terms, music terms, organisations and along list of words and phrases that will be useful to both staff and the member Fèisean. I will be continuing with the development of this and will frequently add to it.</p> <p>Gaelic to be visible on all local Fèis information leaflets with 30% to be fully bilingual (BNAG Target)</p> <p>We are making good progress with the Fèisean distributing their publicity information bilingually. It is our aim, and a target of BNAG, that at least 30% of the information that each Fèis releases is bi-lingual. Again I have been very busy translating materials over the past few months for Fèisean. Mainly application forms but also other items such as newsletters, press releases and posters. It is evident that Fèisean are making great progress with bilingual distribution of information and I find this very encouraging. I am certain this will continue and develop and look forward to working with more Fèisean.</p> <p>I am very pleased with efforts of the Fèisean with regards to the Gaelic policy. They are making great progress in distributing information bilingually and I am certain that this will continue with more of the Fèisean making the same kind of effort.</p>

Staff member	Dougie Beck
Job Title	Drama Officer
Period of Report	Feb - May 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	Target Progress Narrative
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target).

	<p>An Sgoil Shamhraidh Dhràma, 30 Ògmhios gu 11 Iuchar 2008, Port Rìgh The Gaelic Drama Summer School, 30 June to 11 July 2008, Portree</p> <p>Almost all places on the Sgoil Shamhraidh have now been filled, although we are still taking applications for the technical side. Applications have come in from all areas of Scotland, and it has been encouraging to note how good their Gaelic has proven to be. All applicants were interviewed, mostly face-to-face, although we had to interview over the phone in some cases due to logistical reasons.</p> <p>All tutors are now confirmed, and we are at present confirming the supervision/helper team.</p> <p>Participants will be staying in Portree High School Hostel with the supervisors, and tutors will be staying close to Portree Primary School, where the classes will be held.</p> <p>We have engaged Iain Morrison (Crash my Model Car etc) to do an acoustic gig for the participants on the Saturday night, and we also hope he will be able to do some song writing workshops as well.</p> <p>All participants will be going to Whitewave in Trotternish on Sunday for an afternoon of activities.</p> <p>The Sgoil will come to an end on Thursday 10 July with an evening of drama in Àros, Portree that will be open to the public.</p> <p>We hope that community groups will have an opportunity to use the Sgoil's facilities, as appropriate and with the agreement of tutors.</p> <p>I will be meeting with Dennis Cahill during the week of 19 May to confirm our plans regarding timetabling and classes etc.</p>
2.5	Development of Gaelic Drama
	<p>Develop 2 Gaelic drama Fèisean (SAC Target)</p> <p>As yet I haven't managed to visit Fèis Òigridh Ghlaschu, but Deirdre Graham will be talking to them about their current activities. The plans that were put in place to start a Gaelic learners' drama group in Inverness secondary schools did not come to fruition due to the fact that no-one showed an interest in it (this was to be in addition to extant classes that have been running for some time).</p>
	<p>Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)</p> <p>As stated above the plans for the Sgoil Shamhraidh are at an advanced stage.</p> <p>It was agreed that too much preparation was needed to run a Sgoil in 2007, but it is hoped that it will run year-on-year from now on.</p>
	<p>Deliver 4 Gaelic drama projects in 2007-08 (BnG Target) and Hold 5 Gaelic drama festivals across Scotland with at least 30 schools involved (BnG Target)</p>
	<p>The primary school drama projects were brought to a successful conclusion with drama nights in the various areas:</p> <p>Portree (11 March) Strathpeffer (13 March) Stornoway (20 March) Oban (23 April)</p> <p>These were excellent nights, with great praise coming from those who were in attendance. In some areas we were fortunate to be entertained by local musicians (some of them Fèis participants) between the plays. Myself, Deirdre and Christine went round the schools to give them help with their plays, although much of the hard work was done by the schools themselves.</p> <p>Although the Students' drama project got off the ground in Edinburgh and Sabhal Mòr Ostaig, it has been difficult to confirm a date for a "gathering" that suits all. I am still in contact with the groups and I hope that it will be possible to hold something before the summer, or even during the holidays.</p>
3.3	Gaelic Language work in schools
	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)
	<p>Darren MacLean and Daibhidh Byrne spend seven weeks on the road with the play <i>Fògarraich na Grèine</i> (The Sun Refugees) that was taken around almost every Gaelic-medium primary school in the country (51 altogether). The play was well received by pupils and teachers alike, and it was undoubtedly a useful resource. It dealt with subjects such as global warming and recycling, and was written by Seònaid Johansen, and was directed by myself, Malcolm Munro and Ruairidh Nicolson. Seven weeks of solid touring is the longest period that Meanbh-chuileag has ever spend continuously on the road – well done lads!</p> <p>Myself and Deirdre were in Wester Ross in April with the play <i>Taigh-tasgaidh Thaobh Siar Rois</i> (The Wester Ross</p>

	<p>Museum), which was written especially for a project devised by the Loch Ewe Branch of An Comunn Gàidhealach. The play was taken round schools around Gairloch, and was based on the Tollie Murders which took place at the end of the fifteenth century. We were mainly working in English, but the play was written in such a way that the children would learn Gaelic through problem solving exercises. The week came to an end with all the schools in the area coming together in Poolewe Hall for an afternoon of Gaelic fun, games and music.</p> <p>We will be doing another commission in June for Edinburgh City Council, with a play based on the song <i>Griogail Cridhe</i>.</p> <p>In addition to this, I spent three weeks working with Eden Court on their play <i>Ceann Mòr</i>, which was performed to a dozen schools within the Highland Council area in November 2007.</p>
4.2	4 one-day workshops for drama tutors across Scotland (BnG Target)
	<p>We held a training weekend in Inverness in September. This was supposed to have been held in Perth but several people pulled out and to cut costs, the event was moved to Inverness.</p> <p>We have not been able to hold another training session as yet, but we will be holding other similar events, for supervisors/helpers, as part of the preparation for the Drama Summer School.</p>
6.5	Information
	All information to be produced bilingually, or in Gaelic only, where appropriate (BnG Target)
	All FnG materials are produced according to these guidelines. All Fèisean are required to follow these guidelines, and full support is given to achieve this, if necessary.

Staff member	Nicola Marshall
Job Title	Development Officer
Period of Report	March - May 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.
	<p>Fèis an Earraich took place in the Easter holidays and was a great success as usual. I will be working with the committee in the coming months in order to employ an administrator and reduce the burden on volunteers.</p> <p>Auditions for all the Ceilidh Trails have taken place and once again and the standard of participants continues to get better and better.</p> <p>The Fèis Chille Mhoraig committee have unfortunately decided to call it a day and will no longer be running events but a number of those on the committee will support events taking place in Kilmorack hall.</p> <p>Following a series of successful funding applications, Fèis a' Bhaile have been busy running a number of weekly and monthly workshops. They are also working with Fèis na h-Òige on a joint fundraising event at the end of this month.</p> <p>Fèis Chataibh held their first teenage group work weekend at the end of February which proved to be very successful and inspirational. It is hoped to run similar events in the future.</p> <p>Two of the most isolated Fèisean in the Highland area, Fèis a' Bhealaich and Fèis Air an Oir are now participating in the Tasglann project and I will assist Emily where necessary to ensure the success of their projects.</p> <p>Fèis Gleann Albainn are busy as usual with their regular activities. They held their annual adult fèis in February which was the most successful yet and they will be promoting a series of concerts with professional bands over the summer. The committee have secured funding for PA and lighting which should be of great benefit to participants, the local school and visiting performers.</p> <p>Fèis Inbhir Narann also took place in February and was well received by all. They will have a change of personnel as Shona Arthur has had to give up the position of administrator. Shona has worked with the board to assist them in taking over the general running of the fèis.</p> <p>Fèis Mhoireibh will take place in Elgin at the end of this month and I hope to visit the fèis in order to move forward on a joint project between themselves, Fèis Inbhir Narann and Fèis Spè.</p>
Dev Plan Target 2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.
	As planned, myself, Calum Alex and Dougie led a session on the Gaelic policy and bi-legalisation at the Training

	<p>weekend.</p> <p>I continue to work closely with Calum Alex to encourage and assist all the fèisean to improve their Gaelic input at their events.</p> <p>Over the coming months I will work with the other development officers to look at the possibilities for a Gaelic-medium senior fèis.</p>
Dev Plan Target 3	Develop the work of the Fèisean within the formal education sector.
	<p>Fèis Spè, Fèis an Earraich and Fèis Rois continue to be involved in the Youth Music Initiative. I hope to support Fèis Chataibh to get involved with YMI again now that they have established a new committee.</p> <p>Fèis Spè are now working with secondary schools in their area to provide specialist workshops for teenagers.</p>
Dev Plan Target 4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.
	<p>I continue to attend Blas meetings as a Fèisean nan Gàidheal representative.</p> <p>Fèis Alba 2008 will take place in Plockton from 30th June to 4th July. Once again we have a great team of tutors and supervisors and will make use of the facilities at the National Centre of Excellence in Traditional Music. The fèis will be attended by four Ceilidh Trail groups, Lochaber, Skye, Western Isles and Cairngorms. All co-ordinators for the ceilidh trails are now in post and I have been assisting them with arrangements for the training events prior to Fèis Alba.</p>
Dev Plan Target 5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.
	<ul style="list-style-type: none"> • 12th March - Grammar day • 14th March – 6 monthly appraisal • 15th March- Attended Fèis Trèanaidh 2008 and co-led a session on bi-lingualisation and Gaelic policies. • 6th April – Attended Cairngorms Ceilidh Trail auditions • 10th April - Attended Fèis Spè board meeting to work on development plan • 11th April - Staff meeting, Inverness • 14th May – Attended Sitekit training, Portree
Dev Plan Target 6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<ul style="list-style-type: none"> • Myself and Emily have worked together to submit a funding application to Homecoming Scotland for a project which would establish a link between Highland fèisean and Fèis Mhabu in Cape Breton, Nova Scotia. • Fèisean Ceilidh Trails will once again be involved in Blas as will younger participants from Fèis na h-Òige and Fèis a' Bhaile. • I will assist with the 'Portrait of a Nation' project later in the year if necessary.

Staff member	Jenna Cumming
Job Title	Western Isles Development Officer
Period of Report	March – May 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.
	<p>All member Fèisean in the Western Isles are currently preparing for their Feis Week and I am attending all committee meetings this month to make sure that arrangements are being made and that all is well. Tutor lists are being compiled by each Feis and I hope to have copies of these by the end of the month. I will be attending each Feis this year for at least two days and I hope to learn how each Feis is implemented and identify areas for development.</p> <p>Feis Eilean an Fhraoich will be applying to the Development Fund for financial assistance to allow them to run a Teenage Feis during their main Fèis week. I am working closely with the committee to discuss suitable classes and to devise a timetable. As Feis Rois have established a successful Teenage Feis in their area I have been in touch with Alison Watson to ask for advice.</p> <p>Unfortunately, due to the fire which claimed 50% of Sir. E. Scott Primary School this building will not be available</p>

	<p>to Feis Eilean nan Hearadh this year. Classrooms have been secured in Sir.E Scott Secondary School building however, the building is much larger and open to the public due to the Community library and Sport centre contained within the building. The committee feel they must employ more supervisors to ensure the safety of the participants and will apply through the Development Fund for funding to employ a number of additional supervisors.</p> <p>I would like to work more closely with the Fèisean established in the Southern Isles therefore I am currently looking for a base in Uibhist where I could work from while I am there. I feel spending a few days in Uist each month would allow me to create closer working relationships with the Feis committees and establish events within these islands.</p>
Dev Plan Target 2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.
	<p>I continue to encourage all member Fèisean in the Western Isles to implement the Gaelic policy as fully as possible.</p> <p>I will be visiting each Feis this year for two days and during this time I will identify ways in which each Feis can further promote the Gaelic language.</p>
Dev Plan Target 3	Develop the work of the Fèisean within the formal education sector.
	<p>Four schools from the Western Isles participated in the Drama Project this year. The concert was held on Thursday 20th March. Musical entertainment was provided by local group Oidhche Chiadain. The evening was a great success and the children who took part really enjoyed the experience.</p> <p>I have been in touch with Catherine Eunson the Creative Links Officer for Comhairle nan Eilean Siar to arrange a meeting this month. As the Creative Links officer Catherine will be able to explain what provisions are already being implemented in schools to promote the Gaelic arts and traditional music. With this knowledge I hope to be able to create opportunities which strengthen links between schools in the Western Isles and the Feisean.</p>
Dev Plan Target 4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.
	<p>Teenage Groupwork Weekend, Garrannan Black house Village, 14 – 16 February 2008 It seems so long ago! In February 19 teenagers, representing Fèisean established throughout the Western Isles, enjoyed a weekend at the Garrannan Black house Village in Carloway. The aim of the weekend was to provide an opportunity for participants to work in groups, encouraging social development and experience in arranging musical material. The workshops were led by Anna Massie, Mairearad Green and Norrie MacIver.</p> <p>Hebridean Celtic Festival Workshops, 16 – 19 July Over the last few months I have been working closely with Peigi MacLennan of Feis Eilean an Fhraoich and Caroline MacLennan of the Hebridean Celtic Festival to establish an inter-feis event aimed at teenagers during the Festival. 20 teenagers from throughout the Western Isles will have the opportunity to take part in a series of workshops during the festival. These workshops will look at Gaelic song and give participants the experience of working in smaller groups. 'Drop-in' sessions have also set up to allow participants to meet and play with some of those taking part in the festival such as Julie Fowlis and Eamonn Doorley and Ross Ainslie & Gareth Henderson. These sessions will also be an opportunity for the group to ask them questions regarding their musical career and for the guests to offer advice to the group.</p> <p>Western Isles Ceilidh Trail, 4 – 16 August A group of 8 young musicians have been chosen to perform as part of this year's Ceilidh Trail to be held in August. Auditions were held in Uist and Lewis at the beginning of April. A co-ordinator has also been appointed, Rhona Johnstone, of Balallan. She is currently working on establishing a coherent tour from Barra to Ness. Rhona is also involved in Young Musician Hebrides and I hope to learn more about this organisation through Rhona in the next few months. To prepare for the tour in August the group will meet on the 4 & 5 June and will also be taking part in Feis Alba at the end of June.</p>
Dev Plan Target 5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.
	<ul style="list-style-type: none"> • 12 March 'Gaidhlig do Luchd-obrach', Portree • 15 March Fèisean nan Gaidheal Training Weekend, First Aid, Inverness • 16 March Fèisean nan Gaidheal Training Weekend, Risk Assessment & Child Protection, Inverness • 14 May SiteKit Training, Portree
Dev Plan Target 6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<ul style="list-style-type: none"> • Meeting with Catherine Eunson, Creative Links Officer, Comhairle nan Eilean Siar, date to be confirmed

	<ul style="list-style-type: none"> Meeting with 'Sgioba na Gàidhlig', Comhairle nan Eilean Siar, date to be confirmed
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Staff member	Christine MacIntyre
Job Title	Support Worker
Period of Report	February 08 – May 08

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	<p>Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.</p> <p>February 2008 4th – 8th Fèis Cheann Loch Goibhle – Primary schools tour with Anna Murray & Ingrid Henderson 11Feb -28th March Fèis Dhùn Bhreatainn 12th Attended meeting Fèis Ile 18 -22 Visited Wales with D Beck & Calum Alec on a fact finding mission 26 Attended a Gaelic Day at Ayr College and met with South Ayrshire Counsellors re possible extension of fèis activities 28 Meeting with Fèis Dhùn Omhain to carry forward new fèis plans</p> <p>March 5th Met with Fèis Lannraig a Tuath to progress Gaelic pop group plans 8 & 9th Fèis Cheann Loch Goibhle residential weekend helped with supervision and planning 17th Met with D Boag for my appraisal 25th Met with Iain Morrison and Fèis Lannraig a Tuath committee to progress the Gaelic pop group work</p> <p>April 5th Met with the committee of the new fèis on the island of Coll 9th Visited Fèis Latharna and compiled a safety check report 12th Visited Fèis Ghlaschu afternoon performance at the National Piping Centre 15th Met with Fèis Dhùn Omhain to finalise details for their first workshop in May 16th Visited Fèis Àrainn to do a raft of Disclosure forms that needed counter signing 23rd Argyll drama fèis in Òban High School (over 100 primary pupils from Argyll GMU's all performing a 1 act play) 30th Meeting with Fèis Dhùn Omhain to discuss future strategy and look over SAC report</p> <p>May 3 & 4th Attended the first ever Coll fèis. 90% attendance by the island's children and by all accounts very successful) 6th Final pre fèis workshop meeting to ensure tutors, location and schools all working together 7th Disclosure meetings 12th Disclosure meeting 18th 1st workshop for Fèis Dhùn Omhain I will be on hand to assist with general organisation, advice and FNG promotion</p>
Dev Plan Target 2	<p>Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.</p> <p>I have given advice to my two new fèisean regarding the importance of the use of Gaelic within their fèisean. And with the aid of photographic software we have printed out colourful Gaelic door posters for general use. In co operation with Calum Alec we are developing more Gaelic material which will be relevant to the fèisean in this area</p> <p>This year's Argyll Drama Fèis was very successful with 7 Gaelic Medium Schools and 8 one act plays. It was nice to hear Gaelic used so naturally by all those children and once more De a Nis were on hand to film. Fèis Lannraig a Tuath have now gone ahead with their Gaelic pop group: a group of 4 youngsters working with Iain Morrison from Crash My Model Car.</p>
Dev Plan Target 3	<p>Develop the work of the Fèisean within the formal education sector.</p> <ul style="list-style-type: none"> Fèis Cheann Loch Goibhle are still developing their schools programme Fèis Dun Omhain are now working closely with the Dunoon Gaelic Medium there Fèis Cholla are in the process of developing evening classes to those secondary children staying in Glencruitten Hostel North Lanarkshire Council are very keen to promote the fèis within its schools and we are hoping to extend that work with the aid of Community Learning
Dev Plan Target 4	<p>Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.</p>
	N/A
Dev	Develop training to enhance the skills of those involved in Fèisean and promote excellence within

Plan Target 5	the Fèis movement.
	<ul style="list-style-type: none"> • 12th March attended a Gaelic grammar day in Portree • 15 & 16th Fèis Training day Inverness • 11th April Staff meeting Inverness • 14th May Site-kit web training in Portree
Dev Plan Target 6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.
	<ul style="list-style-type: none"> • 26 Attended a Gaelic Day at Ayr College and met with South Ayrshire Councillors re possible extension of fèis activities • In talks with Argyll's Community education Officer and Gaelic Officer in order to foster closer networking links and to avoid events that clash and finally to try to encourage Argyll & Bute Council to establish a Gaelic Youth Worker post

Fèisean nan Gàidheal

Risk Assessment

Agenda Item: 2.2008.05(b)

Progress to date

Following on from the initial report on Risk Management within Fèisean nan Gàidheal, a risk register is being compiled, risks and controls identified.

In preparation for the forthcoming and ongoing development of a Risk Management Policy within the organisation, I attended a one-day course on Risk Assessment, run under the auspices of RoSPA, in Edinburgh.

As might be expected of a course run by RoSPA, the risk assessment focus was on health and safety, rather than Business and Organisational Risk. A number of points were made which I should share with the board.

1. The identification of risk, and hazard severity, should be a group activity, and should involve employees.
2. There will never be a "definitive" document – the process is organic and dynamic and should be under frequent review. New risks are being identified regularly, and each significant change (procedure, equipment, personnel, etc) merits a new assessment.
3. Special factors may affect pregnant women, nursing mothers, disabled persons, lone workers, and young people.

The course work identified a possible plan of work for the drawing up of, and implementation of a master hazard register, as follows:

1. Appoint co-ordinator/project manager
2. Devise system so that all risk assessments use the same paperwork
3. Who will carry out risk assessments (Competent person x 3 = team)
Members of this team will have:
 - Skills
 - Knowledge
 - Attitude
 - Training
 - Experience
4. Compile catalogue of activities and prioritise.
5. Carry out Risk Assessment
6. Define/Develop Controls
7. Implement
8. Monitor
9. Review

Currently, the organisation is between 5 and 6 on this plan, and a master risk register is being compiled. Due to the nature of our business, we are in a low-risk category, from a health and safety perspective. This register covers Business and Organisation Risk, and Health and Safety within offices, home workers, and work-related travel. Health and Safety regarding Fèis activities will also be assessed. Some of those risks identified are trivial and may be discounted and removed from the register, others are a priority for the identification of control and they might be, for example,

Business and Organisational Risk

Hazard

- 1 Withdrawal of funding by SAC and major funders
- 2 Loss of key personnel

Health & Safety

- 3 Fire
- 4 Staff illness due to DSE use
- 5 Non-compliance of "home" offices
- 6 Accidents/breakdowns while driving on work- related business

Control

Maintenance of 3 months reserves in order to pay staff notice and necessary redundancies

Identification of key personnel, and job descriptions. Job shadowing and team participation to lessen impact. Salaries kept to a competitive level with similar posts in public/private sector

Fire Risk Assessments to be carried out for each office location (inc home offices)
DSE Risk assessments carried out and implemented for each workstation and individual user. Suitable furniture provided. Each home office should be individually assessed for H&S compliance, and controls implemented.

(not including commuting)Work-related driving policy, with suggested breaks and maximum hours, mobile phone use, etc.
Sufficient expenses available to allow overnight stays where appropriate/desirable. AA membership encouraged and reimbursed?

Other hazards identified by staff to day, which need to need to have controls set include:

High Level Risks

Withdrawal of foundation funding by SAC
Withdrawal of funding by other agencies
Supply & Demand for FnG/Fèisean
Competition from other events
Loss of Key Personnel - identify
Death-in-service
Drop in Gaelic speakers - tutors/pupils
Financial Management controls/Embezzlement
Liquidation
Spiraling costs
Child Protection Issues (see also H & S risks)
IT - loss of data
Hacking, trojans, viruses, etc
Sickness absence management (long-term/regular)
Long term illness in employees
Stress (see also Health & Safety)
Legal action by employees
Changes in personnel/demographics
Political change/policy changes
Continuance of premises lease
Loss of reputation

Health & Safety

Child Protection Issues (also Business risks)

DSE use
Stress in employees
Office Cleaning
Cleaning products
Trailing cables/trip hazards

Storage

Severe weather/environmental influences
Driving/travel
Lack of motivation
Lack of skills
Passwords
Home working
Legal changes
Staff disabilities/office accessibility

Fèisean

Volunteer risk (Unknown)
Volunteer burnout
Reliance on volunteers
Risk of non-compliance
Expected event income not achieving targets
Third-party contractors
Malicious actions by FnG/Fèis personnel
Malicious actions by third parties

Fèis Activities

Shinty
Dancing
Art & Crafts
Music
Singing
Copyright
Permissions

IT

Events - showcases, CnF, etc
Parental Permissions
Photography/videoing
Breach of contract by tutors/etc
Third party premises - risk assessment and insurances
YP - residential/overnight stays
Ignorance

General

Electrical risks
Annual PAT testing - Office Equip
Home working - compliance

Changing light bulbs/tubes
Light switches/sockets
Cooking
Eye tests
IT equipment - DSE
Disposal of toner/cartridges
Pregnant women - special measures
Loss of files/data
Not managing risk
Use of ladders/tools
Manual handling
Fire risk - offices, Jansvans storage unit, Diness
Water damage
IT damage

As Training and Policy Officer, I intend to attend a one day course on DSE Risk Assessment in Glasgow in June. I also plan to attend at least one Fèis with each lead officer to help risk assess fèis locations and activities. There are likely to be many areas where my expertise is not sufficient for the risk assessment to be competently carried out, and these will have to be completed by another member of staff or external consultant, which is likely to have budgetary implications.

Iona MacDonald | Training & Policy Officer | May 2008

Fèisean nan Gàidheal

Blas Festival Ltd

Agenda Item: 2.2008.05(e)

Minutes from the meeting of Blas Festival Ltd, held on 5 March, are circulated for information. Board members should feel free to ask any questions they wish, or raise any matters relating to the minutes.

Minutes of the Meeting of the Board of Directors of Blas Festival Ltd Wednesday 5 March 2008 at Highland Council HQ, Inverness

1 Present

George Stoddart (Chair) [GS]; Councillor Hamish Fraser [HF]; Councillor John Finnie [JF]; Councillor Michael Foxley [MF]; Arthur Cormack [AC]; David Boag [DB]

Judi Menabney (observer) [JM]; Donna Cunningham (contractor; item 8 onwards) [DC]; Brian Ó hEadhra (contractor; item 8 onwards) [BoH]

2 Apologies

None

3 Introduction of Directors

GS welcomed Board members to the first Blas Board meeting and presented a pen portrait of Board members. He confirmed that AC was the company secretary.

4 Responsibilities of Directors

GS presented a paper on the roles and responsibilities of Board members. It was agreed that Highland Council would provide support to Fèisean nan Gàidheal (FnG), and AC in particular, in relation to his company secretary role.

5 Aims of Blas Festival Ltd and Directors' Vision for the Blas Festival

AC presented previously adopted aims and visions for Blas, recognising that the new directors of Blas may have new views on how the festival should develop or what it should aim to achieve.

JF pointed out that the involvement of high numbers of young people was a key asset of Blas and that Blas should be promoted and marketed as such.

AC explained how the youth involvement in Blas went on at other times of the year, for example the Cèilidh Trails each summer, and was not just limited to the 9-day festival event itself.

MF stressed the need to ensure that Blas is a permanent fixture and does not suffer from the ambitions of other new festivals, including those instigated within Highland 2007 and which might be kept to continue. It is therefore important that Blas does develop as more than a 9-day event and must be fully "knitted in" to the Council's plans for Gaelic, community development etc.

The need for increased marketing, especially at local level was discussed. It was agreed that it would be desirable if marketing was supported by ancillary events in local communities - workshops, food events, Gaelic talks in libraries etc.

AC explained that the Action Group had met with Lynn Johnson, Arts Links Officer, and it had been agreed to involve the arts team, particularly the Cultural Coordinators, in Blas with the specific remit to building ancillary activity and getting school pupils involved.

The desirability of establishing a Challenge Fund was discussed - perhaps to pay for an individual for

Action

JM/AC

Action Group

Action Group

Action

a number of hours to become something of a "super promoter" and put in the extra effort to build something of a mini festival around main Blas events.

Group

The need to have identifiable outcomes, that meet other Council policy aims, was agreed i.e. outcomes beyond just the gigs themselves and attendance at them.

GS suggested developing a crib sheet, basically a set of instructions and suggestions, for promoters, explaining how they might go about organising additional activity around Blas events.

DC/BoH

HF stressed how important it was to encourage promoters to engage with local schools – young people are the paying audience of the future.

Action Group

AC explained plans to run some family focused events in 2008, outwith the usual 7:30 – 10:00pm performance timescale.

2009 Year of Homecoming was discussed. DB confirmed that Blas Ltd had submitted a bid to the 2009 fund. £33k has been applied for and DB explained the themes of the application. DB further explained that links that have already been developed with clan societies, particularly in North America, and these would be pursued for 2009.

A further application to Event Scotland had also been submitted for Blas 2008 and it was agreed that both would be circulated round Board members for information.

AC

6 Contractual arrangements for the delivery of the Blas Festival

GS took the board through the reasons for Blas being established as a standalone company. Basically, the need arose from Blas having grown to the size and scale it has now reached. However, establishment as a standalone company does not affect the original triangular relationship between FnG, PAN and HC. Whilst the company itself is a new venture, that would not mean changes to how Blas is run.

JF explained the Council's commitment to Blas. He explained that although the funding was at standstill this year, this was a result of a particularly challenging budget round.

GS explained work undertaken to try and raise commercial sponsorship. Co-op and Royal Mail are on board for 2008, albeit in quite a small way. AC confirmed that endeavours to raise commercial sponsorship are ongoing but cautioned that securing commercial sponsorship in Highland continues to prove challenging for all organisations, particularly post-Highland 2007. It was suggested that HSBC be approached as a potential sponsor and also Standard Life and Scottish Widows.

Action Group

7 Relationship with Blas Action Group

A paper on the relationship with the Blas Action Group was circulated and noted.

8 Blas 2008

BoH presented on the programme for 2008, highlighting 10 school concerts in addition to the 42 events in the main programme. It was re-stressed that Cultural Coordinators must all contribute to enhancing local Blas events.

Some other key elements to note:

- There will be festival clubs for the first time, including in the Columba Hotel, Inverness, and in Strathpeffer.
- There will be a family day event at Highland Folk Museum.
- Beaully Arts Group will organise, at their expense, ancillary linked Blas events, including a Blas "meal" on Sunday.
- Cape Breton musicians feature again in the 2008 programme.
- A headline event is the Chieftains who will play at Eden Court Theatre.
- There will be gigs on the Strathspey steam railway and the Jacobite Cruise.

Difficulties of identifying promoters to engage with Blas in Caithness was raised and thus difficulty in promoting and presenting events. DC and BoH explained to the Board the actions taken to try and address those difficulties.

DC/BoH

In relation to that, ticket pricing was discussed and the pros and cons of offering different ticket prices for the same act in different parts of the Highlands. It was felt that it would be difficult to advertise the same event happening in different locations in Highland, priced differently.

The Board agreed that it was reasonable to promote fewer gigs in Caithness than in other areas, if that was driven by a lack of willing promoters or limited audience demand.

MF suggested that over the years the most successful venues should be identified, including on the criteria of how much extra effort they put in to ancillary activities etc. and suggested that less successful promoters should be dropped from the circuit. BoH explained that Blas may well take this approach in the future, but it was still relatively early days in terms of developing relationships with promoters.

- It was suggested that Eden Court be invited to arrange additional themed events, including perhaps in the restaurant and by tailoring their education programme during Blas.
- DC and BoH explained the marketing plan for 2008 and the project management. It was noted that Blas now has a relationship manager within Visit Scotland.
- BoH reported that Lewis Mackinnon, of the Nova Scotian government, will be performing at Blas.
- It was agreed that a small challenge fund should be created, into which promoters can bid for funding to put on ancillary activities and programmes around main Blas events.
- JF agreed, with other members, to pursue the establishment of such a fund with Economic Development and agreed to take that forward.

JF

DC and BoH were thanked for their presentation and congratulated on the quality of the programme and the project management to date.

9 Financial Report

AC talked the Board through the budget and explained that HIE funding was part of a 3-year agreement to 2009 with FnG. AC explained a desire to have specific Blas funding from HIE and SAC. Currently both these organisations fund FnG, but not Blas discretely.

The best time for publicity and launch was discussed. DC explained that brochures will be distributed 3 months prior to the festival and posters 1 month before each individual gig.

Action Group

AC and DC explained the marketing campaign and how it was difficult to engage the national press until the end of the Edinburgh Festival. It was noted that there would be an ad in the main Visit Scotland brochure.

MF suggested that key event info should be made public at the earliest opportunity, to allow people to diary-in well in advance.

It was agreed that AC should speak to Mac TV about possibility of featuring Blas in a programme on the new digital media service.

AC

10 Development Plan 2007-2009

The current plan for 2007-09 had been circulated and was noted. It was agreed that AC would draft a plan for 2009 onwards in time for circulation prior to the next meeting of the Board.

AC

11 AOCB

None

12 Date of next meeting

Date of next meeting to be confirmed.