



# Fèisean nan Gàidheal

A' toirt ar dualchas do ar n-òigridh

**Coinneamh a' Bhùird-Stiùiridh**  
Meeting of the Board of Directors

**Taigh-Òsda na Lùchairt**  
Palace Hotel  
**Inbhir Nis**  
Inverness

**Dimàirt 7 Am Màrt 2006**  
Tuesday 7 March 2006

Fèisean nan Gàidheal  
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# Fèisean nan Gàidheal

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors to be held in

The Palace Hotel, Inverness, on Tuesday 7 March 2006 from 4.00pm

## Clàr Chùisean ~ Agenda

### 1.2006.01 GNATHAICHEAN TÒISEACHAIL ~ PRELIMINARIES

(a) **An Làthair ~ Present**

(b) **Leisgeulan ~ Apologies**

(c) **Geàrr-chunntas na coinneimh mu dheireadh ~ Confirmation of Minutes of the previous Board meeting**

Minutes of the meeting of the Board held on 6 December 2005 are circulated. Board members are asked to approve these as a true record of the meeting.

(d) **Gnothaichean ag èirigh ~ Matters arising**

Board members are invited to raise any issues from the minutes not covered elsewhere on the agenda.

(e) **Geàrr-chunntas de choinneamh nam Buidhne-Ghniomh ~ Minutes of Executive Group Meeting**

Minutes of the Executive Group held at Cluanie Inn on Wednesday 22 February are circulated. Board members are asked to note these and raise any points they wish from the minutes.

### 1.2006.02 GNATHAICHEAN IONMHAIS ~ FINANCIAL ISSUES

(a) **Aithisg Ionmhais ~ Financial Report**

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget to 31 January 2006 is circulated. Also circulated is a note of the grants pledged by Fèisean nan Gàidheal to that date. Board members are asked to note the contents of the report, and discuss any points they wish to raise.

(b) **Suimean airgid anns a' bhanca agus fiosrachadh as ùire ~ Bank Balances and up to date information**

These will be tabled at the meeting.

(c) **Tabhartasan airson nam Fèisean 2006-07 ~ Grants to Fèisean 2006-07**

A table outlining our grant recommendations for the Fèisean for 2006-07 will be tabled at the Board meeting, and application forms will be available if Board members need clarification on individual applications. Board members will be asked to approve the grants for 2006-07.

(d) **Ionmhas bho Chomhairle Ealain na h-Alba bho 2007-08 ~ Update on funding from the Scottish Arts Council 2007 onwards**

A letter from the Scottish Arts Council is circulated for information.

By the time of the Board meeting, they will have confirmed what Fèisean nan Gàidheal's funding from 2007 onwards is likely to be, and the Director will give an update. Board members are asked to note the changes in funding.

### **1.2006.03 GNOTHAICHEAN POILEASaidH ~ POLICY ISSUES**

**(a) Disclosure Scotland**

A letter from the Scottish Executive, outlining changes to Disclosure checking, is circulated. Board members are asked to note the contents.

**(b) Tionndadh Gàidhlig den Phlana-leasachaidh 2005-10 ~ Gaelic Version of Plana-leasachaidh 2005-10**

As agreed at previous Board meetings, the Development Plan has now been translated, and the Gaelic version has been circulated as a PDF. Board members are asked to suggest any changes so that it can be finalised as soon as possible.

### **1.2006.04 GNOTHAICHEAN LEASACHAIDH ~ DEVELOPMENT ISSUES**

**(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10 ~ Progress against Fèisean nan Gàidheal Development Plan 2005-10**

A report by the Director is circulated, outlining progress with the implementation of the Fèisean nan Gàidheal Development Plan. Board members are asked to note the progress to date, and are invited to discuss any relevant items.

**(b) Scottish Musicians at Scotland House 2006**

We have had an approach from the Scottish Executive to send some young musicians to perform at Scotland House in Brussels. A project outline is included and the Director will update the Board members verbally on progress.

### **1.2006.05 GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES**

**(a) Aithisgean Luchd-Obrach ~ 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) Co-labhairt 2007 ~ 2007 Conference**

As agreed at the last Board meeting, we are investigating the possibility of holding our 2007 Conference and AGM in the Western Isles. The date has been set as 15 and 16 September, and a verbal update will be given to Board members regarding possible venues and costs.

### **1.2006.06 EILE ~ OTHER**

**(a) G I S B E ~ A O C B**

**(b) Coinneamh nam buidhne-ghnìomh ~ Executive Group meeting**

All the papers prepared for the Executive Group meeting, which was held on 22 February, are included here for information, except where the item has been carried forward to the full Board, in which case the relevant papers are included in the body of the main Board papers, under the appropriate agenda item. Board members are invited to raise any issues they feel appropriate. Or on which they would like clarification.

**(c) Ceann-latha na h-ath choinneimh ~ Date of next meeting**

Board members are asked to decide on dates for meetings over the next year.

# Fèisean nan Gàidheal

## Geàrr-Chunntas na coinneimh a chaidh a chumail ann an Taigh-Òsta Ramada Jarvis, Inbhir Nis, Dimàirt 6 An Dùbhlachd 2005 bho 2.30f

Minutes of the meeting of the Board of Directors held in The Ramada Jarvis Hotel, Inverness on Tuesday 06 December 2005 from 2.30pm

Àireamh air a' Chlàr Gnothaich: 1.2006.01(b)

### 4.2005.01 GNETHAICHEAN TÒISEACHAIL ~ PRELIMINARIES

#### (a) An Làthair ~ Present

Catriona MacIntyre (Chair), Katie Adam (Vice Chair), Ken Houston (Secretary), Joan Robertson, Peggy Nicolson, Jane MacNeil, Alasdair MacDonald, George Stoddart, Donald John MacSween (Comhairle nan Eilean Siar), Alasdair Macleod (HIE), Morag Anna MacLeod (The Highland Council), Arthur Cormack (Attending), David Boag (Attending), Anne Willoughby (Attending)

Since this was the first meeting following the election of new Board members, Catriona MacIntyre welcomed the new Board members.

#### (b) Leisgeulan ~ Apologies

Ken MacKenzie, Jessie Newton, Kate Kerr, Carolyn Paterson (SAC)

#### (c) Geàrr-chunntas na coinneimh mu dheireadh ~ Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 22 September 2005 had been circulated. These were approved as a true record of the meeting by Peggy Nicolson, seconded by Katie Adam.

#### (d) Gnothaichean ag èirigh ~ Matters arising

There were no issues from the minutes that were not covered elsewhere on the agenda.

#### (e) Aithisg nam Fèisean ~ Fèis Report

Board members were asked to give verbal reports on developments and events within their own, and other, Fèisean.

Ken Houston reported that Fèis Chataibh were continuing with their autumn/winter workshops. They had started planning for their Main Fèis and Cèilidh trail. They were applying to Highland 2007 for funding for arts and crafts workshops. It had been a successful way of introducing youngsters to the Gaelic language.

George Stoddart reported that they had covered Stirling, Callander and Falkirk and were hoping to hold a Fèis in Clackmannan next year as well. They were looking at a training programme for committee members. George also mentioned that they were also hoping to work with other organisations in the area and establish a Gaelic Forum.

Alasdair MacDonald reported that Fèis Lochabair held their AGM and had a healthy committee. Three members of the Cèilidh Trail performed at a 2007 event in the Scottish Parliament later in September and a lucky six of the eight youngsters got to visit Cape Breton and the Celtic Colours Festival. They were hoping to hold weekend workshops for some of the younger teenagers to be ready to replace the existing Cèilidh Trailers as required.

Catriona MacIntyre reported that the new school in Acharacle was going ahead and within it would be a dedicated room for Fèis nan Garbh Chrìochan. Fèis Òigridh na Mara was very successful in November and ongoing classes were growing in numbers. Fèis Eige were involved in a story telling project.

Catriona mentioned that Celtic Colours had been a marvellous experience for all the youngsters and supervisors.

Jane MacNeil reported on Fèis Bharraigh. They were going back to their one-week Fèis next year after their successful two-week event in summer 2005 to celebrate twenty-five years. They were hoping to offer a larger range of follow-on classes using local tutors. They were looking ahead to next years Fèis and starting to book tutors and were also hoping to run a tutor training weekend.

Katie Adam reported on the activity of Fèis a' Bhaile. Nicola's report covered most of the developments to date. The Inverness Fèisean were pooling resources for a development officer post. They were also teaming up with the other Fèisean for a joint family Fèis day in February.

Peggy Nicolson mentioned that Fèis an Earraich held their AGM and the committee continues as was. Most of the tutors, supervisors were now in place for their Fèis in April. They were planning an exchange trip to Ireland in the summer months. Follow-on classes were up and running as well. The next 4-week blocks of Youth Music Initiative were planned for February and afterwards they would start planning for 06/07. Responses so far through the evaluation forms had been very positive.

Joan Robertson reported that Fèis Tìr a' Mhurain had held their AGM and had a full committee. She was Treasurer and Tommy MacDonald was Chairperson. Their follow-on classes were ongoing. Fèis Tìr an Eòrna were having problems finding committee members.

Arthur Cormack reported that Rita Hunter, Fèis Rois had organised her 50<sup>th</sup> Fèis.

#### **4.2005.02**

#### **FIOSRACHADH AIRSON BUILL ÙRA ~ INTRODUCTION FOR NEW BOARD MEMBERS**

The Director briefed all members on the current work of the organisation, and outlined the expected role of Board members, for the benefit of the new members in particular. It was agreed that copies of the presentation would be made available to all Board members.

#### **4.2005.03**

#### **IONMHAS ~ FINANCIAL ISSUES**

##### **(a) Aithisg Ionmhais ~ Financial Report**

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget had been circulated. Also circulated was a note of the grants pledged by Fèisean nan Gàidheal to that date, and because there has been no Executive Group meeting, all the individual project budgets were also included. Board members were asked to note the contents of the report, and discuss any points they wished to raise.

George Stoddart and Morag Anna MacLeod requested an update on the archiving project. It was reported that this was to happen the following year and it was agreed to update the main budget for the next board meeting.

**(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire ~ Bank Balances and up to date information**

The current balances were:

Current account: £7,037.00

Hi-Interest account: £8,584.00

On Deposit: £219,511.00

**(c) Cunntasan Bhliadhnaidh ~ Approval of Audited Accounts**

Members were reminded that the accounts presented at the previous meeting had not been accepted as final. Angus Nicolson of Nicolson CA, Fèisean nan Gàidheal's auditor, had prepared amended accounts, which Board members were asked to approve.

Peggy Nicolson proposed that the accounts be approved and this was seconded by Katie Adam.

**4.2005.04**

**GNOTHAICHEAN POILEASAI DH ~ POLICY ISSUES**

**(a) Crannchur nam Fèisean ~ National Raffle**

Anne Willoughby had prepared a short report on how the first national raffle had operated in 2005. Board members were asked to decide if they want to run a raffle again in 2006, based on the information available on its viability as a method of fund-raising.

It was agreed to run the raffle for another year. It was also agreed that Fiona MacInnes would produce guidelines on how Fèisean could effectively sell raffle tickets.

**4.2005.05**

**GNOTHAICHEAN LEASACHAIDH ~ DEVELOPMENT ISSUES**

**(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10 ~ Progress against Fèisean nan Gàidheal Development Plan 2005-10**

A report by the Director had been circulated, outlining progress with the implementation of the Fèisean nan Gàidheal Development Plan. Board members noted the progress to date, and were invited to discuss any relevant items.

George Stoddart mentioned they had encountered problems regarding the availability of child protection counter-signatories. It was suggested that Fiona Johnston become a counter-signatory for the Fèis. Joan Robertson reported that they did not have a Child Protection Officer since Katie Effie Ward retired. It was agreed that Iona MacDonald would arrange training for new committees.

**(b) Prògram Trèanaidh ~ Training Programme**

Fèisean nan Gàidheal's current funding for training had come to an end, but the Training Development Officer, had been working hard at securing further funding to continue a programme, with success. In addition, an independent evaluation of the previous SAC lottery-funded training programme was carried out by SBWorks, which had been circulated for information.

Iona MacDonald updated members on the future training plan. This was to be incorporated into a calendar of events to be produced shortly. A digest of external training opportunities was also requested by Board members.

#### 4.2005.06

### **GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES**

#### **(a) Aithisgean Luchd-Obrach ~ Staff Progress Reports**

Progress Reports from staff had been circulated. Board members noted the content of these, and were invited to discuss relevant points.

Alasdair MacDonald agreed that a market would exist for a drama summer school. Arthur Cormack added that Bòrd na Gàidhlig and The Scottish Arts Council were meeting to discuss drama and this possibility on 7 December 2005.

#### **(b) Taghadh a' Bhùird-Stiùiridh ~ Election of Board members**

A paper had been circulated with the results of the election to fill the places on the Board which became vacant this year. Board members were asked to note that 3 new members were elected to the Board.

#### **(c) Taghadh Oifigearan a' Bhùird ~ Election of Office Bearers**

Since this was the first meeting following the election of new Board members, the Board required to elect, from amongst themselves, or by co-option, a Chair, Secretary and Treasurer.

Katie Adam was elected as Chair.

Proposed by Peggy Nicolson and seconded by Joan Robertson.

Ken Houston was re-elected as Secretary/Treasurer

Proposed by Joan Robertson and seconded by Katie Adam.

Peggy Nicolson was elected as Vice-Chair.

Proposed by Katie Adam and seconded by Joan Robertson.

Arthur Cormack thanked Catriona MacIntyre for being a very supportive Chairperson over the last two years. Catriona said how much she had enjoyed being involved with Fèisean nan Gàidheal and wished the new Board every success.

#### 4.2005.07

### **EILE ~ GENERAL**

#### **(a) G I S B E ~ A O C B**

Arthur reported that Alpha Munro's fiddle tutor was now available at the RRP of £7.95. A copy was to be sent out to Board Members.

#### **(b) Brath Naidheachd air a sgaoileadh le Iomairt na Gàidhealtachd agus nan Eilean ~ Press Release issued by Highlands & Islands Enterprise**

This was noted by Board members.

#### **(c) Ceann-làithean nan coinneamhan ri thighinn ~ Dates and venues of subsequent meetings**

Board members were asked to decide on dates for meetings over the next year. They were agreed as follows:

7 March 2006 in Inverness

22 May 2006 in Glasgow

15/16 or 22/23 September 2006 in the Western Isles, to include the AGM

7 December 2006 in Inverness

# Fèisean nan Gàidheal

## Geàrr-Chunntas coinneamh nam Buidhne-Ghònòmh a chaidh a chumail ann an Taigh-Òsta Chluainidh, Diciadain 22 An Gearran 2006 bho 1f

Minutes of the meeting of the Executive Group held in The Cluanie Inn, on Wednesday 22 February 2006 from 1pm

Àireamh air a' Chlàr Gnothaich: 1.2006.01(e)

### EX2.2006.01

#### PRELIMINARIES

##### (a) Present

Katie Adam (Fèis a' Bhaile, Chair), Peggy Nicolson (Fèis an Earraich, Vice-Chair), Ken Houston (Fèis Chataibh, Secretary), Arthur Cormack (Fèisean nan Gàidheal Director), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer)

##### (b) Apologies

Alasdair Macleod (Highlands & Islands Enterprise), Morag Anna MacLeod (The Highland Council)

##### (c) Minutes of previous Executive Group meeting for approval

Katie Adam approved the minutes of the previous meeting.

##### (d) Matters arising

It was agreed that Fèisean nan Gàidheal's Gaelic Policy would be sent out to Fèisean along with the grant offer letters.

### EX1.2006.02

#### FINANCIAL ISSUES

##### (a) Financial Report

A report from the Finance Officer had been circulated. The main budget had been re-budgeted by Arthur and Anne to show more realistic figures now that we were close to the financial year-end. Ken Houston mentioned that we should show administration/management fees in the main budget. Anne informed everyone that they were shown in the main accounts although not currently shown in the budget. The budget showed receipts and payments received in the current year and Ken thought it more appropriate to title it as such. It was agreed that Angus Nicolson CA should produce quarterly accounts and balance sheet as from 1 April 2006.

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

The current bank balances were given as follows: £8,145.38 in the Current account and £34,893.47 in the High Interest account. There was an additional £132,391.07 on deposit for a further month.

##### (c) Grant Applications 06/07

Grant Application forms for 06/07, along with recommendations were going to be available at the Board meeting so that grants could be approved by the Board.

A brief funding update was given for all projects but some of the items were covered elsewhere in the agenda under project updates. A number of claims for funding were outstanding. David mentioned that there was a substantial amount of work involved in claiming small sums of money from the LECs and questioned the ability of some staff to analyse claims. Anne mentioned that it was easier to submit the claim with extra copies of



invoices for each heading and everything detailed on the bank statements rather than having organisations coming back requesting more information.

**(d) Funding update: HIE and SAC**

David and Arthur had met with Alasdair MacLeod to discuss funding for the next three years. He had indicated their support for extra funding over the next three years, and Arthur was to prepare an initial application for him.

The SAC were splitting core-funded organisations into different categories and Fèisean nan Gàidheal and Fèis Rois were to be in the foundation category which makes them likely to receive their optimum budgets from 07/08. This was likely to be a 5-year agreement but reporting back was to be more detailed. This year there may be further opportunities for project funding.

**EX1.2006.03**

**STAFFING ISSUES**

**(a) Mairi Kidd's departure**

The Director reported that Mairi Kidd had taken up a new post with Stòrlann and her post was to be filled on a part-time basis up to the end of March when the current funding arrangement would end.

**(b) Staff training needs**

The staff had all met in Fort William and Arthur had arranged some training covering Photoshop and Adobe Acrobat as everyone had their laptops at the meeting. There had been requests for creating PDF files and reducing photographs to be sent by email.

**(c) Investors in People**

The Director also asked the Group whether we should consider renewing Investors in People in March as it was going to cost us £900. It was agreed that there was no real benefit to Fèisean nan Gàidheal unless it was a condition of any of our funders, which it did not appear to be.

**(d) GASD-funded trainee**

The application was circulated and it had been successful. Fèisean nan Gàidheal had to find the other half of the money required for the post. Ken questioned where the person was going to fit if they were based in the Inverness office. David informed him that they were going to be moving to a bigger room in the CnaG office and that Douglas Beck had also indicated he wanted to move to Inverness. There would be enough room for 4 people in the new office. This would save £6,000 on office space in Edinburgh.

**EX1.2006.04**

**POLICY ISSUES**

**(a) Disclosure Scotland**

A letter from The Scottish Executive informing of an increase in the fee charged for enhanced disclosure checks from £13.60 to £20.00 had been circulated. Sandy Gray was currently trying to get as many outstanding checks carried out before the new charges came into force.

**(b) Plana-leasachaidh 2005-10 Gaelic version**

The Director reported that the Gaelic version could be available back-to-back with the English version or as two separate documents.

**PROJECT UPDATES****(a) Gaelic Developments**

The Development Manager mentioned that his main aim was to develop the G-team and help Fèisean implement their Gaelic policy.

**(b) Meanbh-Chuileag/Gaelic Drama**

David gave an update on all the funding that had been secured for the next year. There was not enough for TIE and Gaelic developments. Fèisean were the priority and the £65,000 from Bòrd na Gàidhlig would create employment for Gaelic development. TIE could be resurrected as a separate project. Arthur Cormack mentioned that there was a shortfall for this year as next year's optimum budget, if we were to get the full amount from SAC, would allow £50,000 to be spent on TIE.

**(c) Training Programme**

There was a draft programme for the year circulated and the Director stated that all dates were to be confirmed before the leaflet was printed.

**(d) Highland Council Schools YMI Contract**

The Director had met with Norman Bolton, Music Development Officer with the Highland Council and it had been suggested that we should try and achieve savings of some £20K from the YMI budget. The YMI providers group decided this was to be resisted and the Director prepared the report that had been circulated. He was waiting to hear back from Norman Bolton.

**(e) Blas Festival**

The Director mentioned that Blas was to be set up as a separate company and funding was in place with £50,000 from Highland 2007, £95,000 from Highland Council and £10,000 from Bòrd na Gàidhlig. They were also hoping to find a sponsor. Sponsorship money and ticket sales were subject to VAT so it was hoped the new company was set up by April 2006. If possible Fèis Alba could be used as the company by changing the Articles of Association and forming a Steering Group. The programme was 80% complete and due to be launched on 1 April 2006.

**(f) Highland 2007**

Arthur Cormack questioned whether Fèisean nan Gàidheal should be involved in a big awareness-raising project such as a touring Cèol nam Fèis concert as part of Highland 2007. It was possible to cover four cities involving 40/50 youngsters. Ken Houston wondered how many Fèisean had been successful in getting funding through Highland 2007. It was suggested that this information was available on their website.

**(g) Lochaber Fèisean**

The Lochaber Fèisean project ends in August 2006 and funding was required to continue this project for a few months. It would continue to be core funded from 2007 and there was a question as to whether Fèisean should be divided more fairly among the support/development team. Nicola covered 11 Fèisean and Ingrid currently covered 5 so there may be a need to look at dividing up the number of Fèisean or increasing staff. The Inverness Fèisean were also looking at having a dedicated Development Officer.

**(h) 25 years celebratory book**

Chris Deplano had been interviewing contacts from Fèisean over the past months. A draft of the book was to be ready by the end of March, which left a month to finalise. It was to be launched at Feis Bharraigh in July 2006.

**EX1.2006.06****DEVELOPMENT ISSUES****(a) Development Plan 2005-2010**

Implementing the new development plan had been discussed at the last staff meeting. It was agreed that the support/development team would become lead officers for their own Fèisean thus having responsibility in ensuring grant applications; claims etc were submitted by Fèisean

**(b) SAC and Creative Scotland**

This had already been discussed.

**EX1.2006.07****BOARD MEETINGS****(a) Agenda items to be included**

It was agreed that the induction presentation be available to Board members as a paper copy and CD.

Katie Adam wondered if Fèis verbal reports were absolutely necessary as the support/development team covered them. It was decided that reports from Fèisean not covered by a Development Officer would be included in David and Arthur; reports as they were notionally the Fèis Support Worker for Fèis `sa Meadhan, Fèis Dhùn Eideann and Fèis Obar Dheathain.

**EX1.2006.08****ANNUAL CONFERENCE 2006****(a) Venue and Date**

It was agreed that the AGM would be held on 15/16 September 2006 and the preferred location was the Western Isles. Anne Willoughby was to check out availability of accommodation in Benbecula for the forthcoming Board Meeting.

**EX1.2006.09****GENERAL****(a) AOCB**

There was no other business.

**(b) Date and venue of next meeting**

The date of the next meeting was agreed as 9 May 2006 at Cluanie Inn.

# Fèisean nan Gàidheal

## Financial Report

Àireamh air a' Chlàr Gnothaich: 1.2006.02(a)

The financial report consists of the following:

- 1 Budget to 31 March 2006, with performance to 31 January 2006, which shows a surplus for the period of £24,469.25. In addition, the following claims have been made for funding due, and are outstanding as at 31 January:

**Outstanding Claims as at 31.01.06**

ESF (Training)	£ 10,309.00
Radio Project	£ 2,454.00
Feis Bharraigh 25 Year	£ 13,500.00
LEADER+ (Lochaber Development)	£ 6,000.00
SLTMP	£ 10,534.00
Bòrd na Gàidhlig (Meanbh-Chuileag)	£ 15,000.00
Bòrd na Gàidhlig (25 Years Book)	£ 5,000.00
<b>Total claimed</b>	<b>£ 62,797.00</b>

- 2 A list of funding outstanding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Agenda item 1.2006.02(b)

- 1 Current bank balances will be tabled at the meeting

Agenda item 1.2006.02(c)

- 1 A list of grant awards to Fèisean for 2006-07 will be tabled at the meeting, for discussion and approval by Board members.

**Anne Willoughby**  
Oifigear Ionmhais agus Rianachd  
Am Màrt 2006

## Budget to 31 March 2006, with performance to 31 January 2006

Àireamh air a' Chlàr Gnothaich: 4.2005.03(a)1

### FEISEAN NAN GAIDHEAL - BUDGET 2005-06

INCOME	Budget for Year	Budget for Period	Actual to 31.01.06
Core Grants	£137,012.00	£114,176.67	£ 137,249.50
Fèis Support Workers	£21,500.00	£17,916.67	£14,368.02
Grants Scheme	£109,000.00	£90,833.33	£110,749.00
Training Programme	£72,000.00	£60,000.00	£49,072.34
Meanbh-Chuileag	£138,014.00	£115,011.67	£82,264.00
Highland Youth Music Initiative	£219,000.00	£182,500.00	£219,000.00
Highland YMI c/f 2004-05	£32,305.00	£26,920.83	£32,305.00
Annualised Hours	£25,000.00	£20,833.33	£15,000.00
Locaber Development Officer	£29,500.00	£24,583.33	£24,135.31
Fèis Development Fund	£15,000.00	£12,500.00	£10,000.00
Earned Income	£29,030.96	£24,192.47	£17,729.00
Tracking Exercise	£5,000.00	£4,166.67	£5,000.00
Blas Music Festival	£229,697.00	£191,414.17	£175,584.77
Feis Bharraigh 25 Years Celebration	£27,772.50	£23,143.75	£3,000.00
25 Anniversary Book	£5,000.00	£4,166.67	£0.00
<b>TOTAL INCOME</b>	<b>£1,094,831.46</b>	<b>£912,359.55</b>	<b>£895,456.94</b>
<b>EXPENDITURE</b>			
<b>Running Costs</b>			
Core Staff Salaries	£144,234.00	£120,195.00	£123,954.36
NIC Contributions	£9,850.00	£8,208.33	£8,320.59
Pension Contributions	£1,500.00	£1,250.00	£1,035.30
Core Staff Travel	£16,000.00	£13,333.33	£12,793.65
Office Rent & Rates	£13,000.00	£10,833.33	£10,604.52
Stationery, Printing & Postage	£6,000.00	£5,000.00	£5,464.34
Telephone, Fax, E-mail, Heat & Light	£8,000.00	£6,666.67	£6,707.73
Board Expenses	£4,500.00	£3,750.00	£3,467.82
Implementation of Child Protection Policy	£8,000.00	£6,666.67	£6,300.58
Insurance	£5,000.00	£4,166.67	£4,785.12
Sundry Expenses	£1,500.00	£1,250.00	£1,134.45
Accountancy & Bank Charges	£1,500.00	£1,250.00	£1,379.55
Instrument Bank Repairs	£2,500.00	£2,083.33	£2,145.59
Additional Support Needs	£500.00	£416.67	£134.00
Capital Expenses	£750.00	£625.00	£507.57
<b>Programme Costs</b>			
Grants Paid Out	£169,185.00	£140,987.50	£107,913.60
Annualised Hours	£30,720.00	£25,600.00	£15,173.00
Fèis Development Expenditure	£15,000.00	£12,500.00	£6,188.74
Lochabair Fèisean Development	£29,000.00	£24,166.67	£26,664.49
Training Programme	£63,000.00	£52,500.00	£53,555.01
Meanbh Chuileag	£125,514.00	£104,595.00	£63,156.52
Highland Council Youth Music Initiative	£181,000.00	£150,833.33	£183,787.25
National Raffle Expenditure	£2,000.00	£1,666.67	£1,435.36
Showcases	£0.00	£0.00	£0.00
25 Anniversary Book	£7,000.00	£5,833.33	£5,771.77
Directory of Fèis Tutors/Newsletter	£500.00	£416.67	£167.00
Publications	£7,000.00	£5,833.33	£6,041.00
Annual Conference	£7,000.00	£5,833.33	£6,840.54
Inter Fèis activities	£500.00	£416.67	£416.00
Tracking Exercise	£5,000.00	£4,166.67	£5,000.00
Blas Festival Development	£197,197.00	£164,330.83	£175,375.66
Archiving Project	£500.00	£416.67	£307.57
Fèis Bharraigh 25 Years Celebration	£24,150.00	£20,125.00	£24,191.04
Contingency	£1,000.00	£833.33	£307.57
<b>TOTAL EXPENDITURE</b>	<b>£1,088,100.00</b>	<b>£906,750.00</b>	<b>£871,027.29</b>
<b>SURPLUS/DEFICIT</b>	<b>£6,731.46</b>	<b>£5,609.55</b>	<b>£24,429.65</b>

## Funding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Àireamh air a' Chlàr Gnothaich: 1.2006.02(a)2

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Other Grants	Dev.Fund	Total Grant Offered	Balance Paid	Outstanding Balance
<b>The Highland Council</b>									
Fèis an Earraich	£ 5,553.34	£ 2,776.66	£ 3,232.00	£ 1,440.00	£ 0.00	£ 545.00	£ 13,547.00	£ 10,225.00	£ 3,322.00
Fèis Lochabair	£ 1,833.33	£ 916.67	£ 3,500.00	£ 1,440.00	£ 0.00	£ 1,610.00	£ 7,690.00	£ 5,220.00	£ 2,470.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 442.00	£ 360.00	£ 0.00	£ 0.00	£ 802.00	£ 180.00	£ 622.00
Fèis nan Garbh Chrìochan	£ 3,955.33	£ 1,977.67	£ 3,800.00	£ 1,440.00	£ 0.00	£ 0.00	£ 11,173.00	£ 5,170.00	£ 6,003.00
Fèis Chataibh	£ 2,598.00	£ 1,299.00	£ 1,764.00	£ 1,440.00	£ 0.00	£ 836.00	£ 7,937.00	£ 4,850.00	£ 3,087.00
Fèis na Comraich	£ 0.00	£ 0.00	£ 1,560.00	£ 360.00	£ 0.00	£ 300.00	£ 2,220.00	£ 210.00	£ 2,010.00
Fèis Thròdairnis	£ 968.00	£ 484.00	£ 1,175.00	£ 1,020.00	£ 0.00	£ 0.00	£ 3,647.00	£ 1,677.00	£ 1,970.00
Fèis Rois nan Deugairean	£ 6,733.33	£ 3,366.67	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 10,100.00	£ 7,557.00	£ 2,543.00
Fèis Chille Mhòraig	£ 1,224.67	£ 612.33	£ 726.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,003.00	£ 2,098.00	£ 1,905.00
Fèis Eige	£ 427.33	£ 213.67	£ 0.00	£ 120.00	£ 0.00	£ 0.00	£ 761.00	£ 541.00	£ 220.00
Fèis Rois Òigridh	£ 8,472.67	£ 4,236.33	£ 4,880.00	£ 0.00	£ 0.00	£ 1,500.00	£ 19,089.00	£ 11,972.00	£ 7,117.00
Fèis Srath Fharragaig	£ 0.00	£ 0.00	£ 644.00	£ 120.00	£ 0.00	£ 0.00	£ 764.00	£ 0.00	£ 764.00
Fèis na h-Òige	£ 1,887.33	£ 943.67	£ 2,558.00	£ 900.00	£ 0.00	£ 0.00	£ 6,289.00	£ 2,123.00	£ 4,166.00
Fèis Air an Oir	£ 498.67	£ 249.33	£ 2,775.00	£ 396.00	£ 0.00	£ 500.00	£ 4,419.00	£ 1,388.00	£ 3,031.00
Feis Ghlinn Albainn	£ 0.00	£ 0.00	£ 2,380.00	£ 120.00	£ 0.00	£ 0.00	£ 2,500.00	£ 1,125.00	£ 1,375.00
Fèis Ratharsaidh	£ 1,947.33	£ 973.67	£ 0.00	£ 480.00	£ 0.00	£ 0.00	£ 3,401.00	£ 2,431.00	£ 970.00
Fèis a' Bhaile	£ 1,962.67	£ 981.33	£ 420.00	£ 720.00	£ 0.00	£ 600.00	£ 4,084.00	£ 2,208.00	£ 1,876.00
Fèis Spè	£ 2,312.00	£ 1,156.00	£ 1,650.00	£ 0.00	£ 0.00	£ 814.00	£ 5,118.00	£ 1,898.00	£ 3,220.00
<b>Other Area/City Councils</b>									
Fèis Dhùn Èideann	£ 2,100.00	£ 0.00	£ 4,768.00	£ 3,000.00	£ 0.00	£ 873.00	£ 10,741.00	£ 6,157.40	£ 4,583.60
Fèis Chille Conbhal	£ 898.00	£ 0.00	£ 2,405.00	£ 0.00	£ 0.00	£ 0.00	£ 3,303.00	£ 1,596.40	£ 1,706.60
Fèis Arainn	£ 2,471.00	£ 0.00	£ 560.00	£ 0.00	£ 0.00	£ 0.00	£ 3,031.00	£ 2,751.00	£ 280.00
Fèis Obair Dheathain	£ 2,238.00	£ 0.00	£ 460.00	£ 1,200.00	£ 0.00	£ 500.00	£ 3,898.00	£ 2,509.00	£ 1,389.00
Feis Dhùn Bhreatainn	£ 369.00	£ 0.00	£ 2,277.00	£ 600.00	£ 0.00	£ 0.00	£ 3,246.00	£ 467.00	£ 2,779.00
Fèis Òigridh Ghlaschu	£ 0.00	£ 0.00	£ 840.00	£ 300.00	£ 0.00	£ 0.00	£ 1,140.00	£ 0.00	£ 1,140.00
Fèis Lannraig a Tuath	£ 271.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 271.00	£ 0.00	£ 271.00
Fèis 'sa Mheadhan	£ 1,097.00	£ 0.00	£ 1,770.00	£ 600.00	£ 0.00	£ 500.00	£ 3,467.00	£ 1,797.00	£ 1,670.00

### Western Isles Council

Fèis Tìr a' Mhurain	£ 2,703.00	£ 1,500.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 500.00	£ 6,755.00	£ 5,814.00	£ 941.00
Fèis Eilean an Fhraoich	£ 1,760.00	£ 2,000.00	£ 450.00	£ 600.00	£ 0.00	£ 0.00	£ 4,810.00	£ 4,360.00	£ 450.00
Fèis Tìr an Eòrna	£ 2,897.00	£ 1,500.00	£ 528.00	£ 900.00	£ 0.00	£ 0.00	£ 5,825.00	£ 3,673.00	£ 2,152.00
Fèis Bharraigh	£ 5,770.00	£ 1,500.00	£ 446.00	£ 1,800.00	£ 0.00	£ 1,000.00	£ 9,516.00	£ 7,628.00	£ 1,888.00
Fèis Eilean na Hearadh	£ 1,175.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 2,975.00	£ 2,381.00	£ 594.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,500.00	£ 720.00	£ 0.00	£ 500.00	£ 2,220.00	£ 0.00	£ 2,220.00

### Argyll & Bute Council

Fèis Latharna	£ 1,833.00	£ 1,500.00	£ 0.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,773.00	£ 3,741.00	£ 1,032.00
Fèis Mhuile	£ 0.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 600.00	£ 1,800.00	£ 1,650.00	£ 150.00
Fèis Thiriodh	£ 1,725.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 3,225.00	£ 2,793.00	£ 432.00
Fèis Ile	£ 445.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 500.00	£ 1,945.00	£ 522.00	£ 1,423.00
Feis Glaschu	£ 2,367.00	£ 0.00	£ 0.00	£ 600.00	£ 0.00	£ 926.00	£ 3,893.00	£ 1,775.00	£ 2,118.00
Fèis Cheann Loch Goibhle	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 460.00	£ 460.00	£ 0.00	£ 460.00

	<b>Total Main Fèis</b>	<b>Total LA Grants</b>	<b>Total Follow-on</b>	<b>Total Ann. Hours</b>	<b>Total Other Grants</b>	<b>Total Dev.</b>	<b>Total pledged</b>	<b>Total paid out</b>	<b>Total still to pay out</b>
<b>Totals</b>	<b>£ 70,493.00</b>	<b>£ 34,187.00</b>	<b>£ 48,694.00</b>	<b>£ 25,524.00</b>	<b>£ 0.00</b>	<b>£ 13,064.00</b>	<b>£ 184,838.00</b>	<b>£ 110,487.80</b>	<b>£ 74,350.20</b>

# Fèisean nan Gàidheal

**Ionmhas bho Chomhairle Ealain na h-Alba bho 2007-08**

**Update on funding from the Scottish Arts Council 2007 onwards**

Àireamh air a' Chlàr Gnothaich: 1.2006.02(d)

## Intoduction

The following is the text of a letter from Jim Tough, Head of Arts at SAC, and the briefing paper referred to therein.

By the time of the Board meeting, the outcome of the Council meeting will be known, and I should be able to update Bpard memebers on what is being proposed with regard to Fèisean nan Gàidheal's funding.

**Arthur Cormack**  
Stiùiriche  
Am Màrt 2006

23 February 2006

Dear Colleagues

We are aware of some of the uncertainties that our current strategic review process is causing and I wanted to contact you in advance of next week's Council meeting to try and let you see what we have been doing and to try and offer some initial explanation.

At its meeting, Council will be considering a significant policy shift for us, one that has seen us examine what we do and how we do it in some detail. It has been challenging and, with your help and patient contribution, we believe we are almost at the conclusion of that process.

We have looked with fresh eyes (our own, our Committees, our Council and specialist advisers) at the vision you proposed to us in your application and have been looking at how we exercise our judgement. We want to balance a secure, well-nourished foundation for the arts, while also building in opportunities for risk, and to give artists the freedom to do what they do best: create.

We are also acknowledging that the external climate has changed in Scotland, with new demands in areas such as education, developing audiences and equalities.

Some of our new policy direction is described in the attached briefing which outlines how we plan to work in the future. It is not 'the whole story' but is intended to offer some indication as to our intentions. We cannot yet tell you 'the whole story' – it is for Council to discuss and debate and make their decisions. We will be unable to share anything else with you until next week.

However, in order that we can continue to discuss the future with you, I would ask that you ensure your Chief Executive, or Chairman or other nominated individual will be free next Wednesday for a telephone call from your lead officer who will further outline Council's thoughts and arrange to meet with you during March.

I want to thanks you for patience, your involvement in the process, and the important contribution that you make to Scotland's national life.

Yours

**Jim Tough**

Deputy Chief Executive, Director of Arts



## **Scottish Arts Council strategic review – initial briefing paper**

The Scottish Arts Council will next week discuss that from April 2007 it will change the way it offers support to the arts in Scotland in its role as a development and funding body.

The changes will place a sharper focus on the needs of artists\*, ensure a more healthy, sustainable arts sector and reinforce our commitment to improving the opportunities for people who wish to participate in the arts.

There is no shortage of artistic excellence in Scotland and we wish to harness that dynamism by ensuring that we can refresh and expand that pool of talent. This is achieved by securing a solid foundation of organisations and then freeing artists to concentrate on their work.

The Scottish Arts Council has a unique role in supporting high quality art and artists and we have reviewed our aims and our ambitions for the arts in Scotland to ensure they reflect the needs and aspirations of a 21<sup>st</sup> century Scotland. Our priorities are:

- Increasing the scope and quality of our support for artists
- Securing the foundation of Scotland's artistic development
- Creating flexibility to support the new and the innovative
- Creating opportunities for participation in the arts

To support these priorities, we have agreed that we will offer our funding in a different way.

We are proposing that organisations with a distinctive and significantly unique role in relation to an artform, policy priority and/or place will be funded on a long term basis, with what we are describing as foundation funding. However, there will also be additional expectations on those organisations particularly in relation to quality and standards. We have been developing a new quality framework and foundation organisations will be expected to meet the standards set in the quality framework.

We will of course continue to fund individual artists through bursaries, fellowships etc and on a project by project basis.

For other organisations, there will be a range of funding opportunities using what we are describing as flexible funding. Council has agreed that our unique role is in supporting artists, therefore organisations which put the artist and arts development at the heart of their vision, will be given priority for support. This will be up to a three-year commitment.

There is another category of flexible funding which will specifically support one-off projects: a tour, a production, a festival or an exhibition.

These will be the only categories of support we will offer; there will be no 'core funded' organisations. It is important to emphasise that there is no 'hierarchy' between organisations that will receive either foundation or flexible funding. It is not a distinction of quality, as all our funding will support quality, but more a description of our relationship with organisations.

No decisions on where our present CFOs are expected to fit within this new model have yet been made. For organisations whose relationship with us will significantly change, it is our intention that there will be additional support available through organisational development to support a period of transition.

**(\*artists in this context means artists, creative teams or collaborations, creative producers, publishers and directors, and arts organisations)**

# Fèisean nan Gàidheal

## Disclosure Scotland

Àireamh air a' Chlàr Gnothaich: 1.2006.03(a)

### Background

Following is a letter from the Scottish Executive outlining changes to the charges made for Enhanced Disclosure checking.

This will affect the checks we do on tutors, for which we currently pay £13.60 each, but not for volunteers, who will continue to be free.

Sandy Gray is currently trying to get as many outstanding checks as possible done before the new charges come into force in April, to save us as much money as possible.

Board members are asked to note the increase in fees.

**Arthur Cormack**  
Stiùiriche  
Am Màrt 2006



## SCOTTISH EXECUTIVE

Justice Department  
Police Division 2

Area 1WR  
St Andrew's House  
Regent Road  
Edinburgh EH1 3DG

To users of Disclosure Scotland

Telephone: 0131-244 2381  
Fax: 0131-244 2666  
elizabeth.sadler@scotland.gsi.gov.uk  
<http://www.scotland.gov.uk>

8 February 2006

Dear Sir or Madam

### **DISCLOSURE SCOTLAND: POLICE ACT 1997 PART V REGULATIONS, APPLICATION FORM AND FEE**

I am writing to inform you that the Scottish Executive has today announced a number of changes to the service provided by Disclosure Scotland and to Part V of the Police Act 1997 Act which provides the legislative framework for the service.

This package includes:

- implementing a number of measures to improve the protection of vulnerable groups now. This includes extending eligibility for enhanced disclosures to a wider group of people working with children or vulnerable adults, allowing more rigorous identity checks of applicants and extending the range of organisations from which Disclosure Scotland can obtain non conviction information
- a revised and simplified disclosure application form, including 2 new questions, the first to ensure that the Disqualified from Working with Children List is checked for all eligible posts and the second to allow free checks for volunteers to be processed through a registered body other than CRBS; and
- an increase in the fee charged to £20.

This is the first fee increase since the Disclosure Scotland service was introduced in April 2002 and is necessary to allow the Scottish Ministers to cover their costs. Disclosure Scotland still provides good value compared to the similar service in England and Wales where an enhanced disclosure costs £34. Scottish Ministers will continue to cover the cost of disclosures for volunteers working in the voluntary sector with children or vulnerable adults.

Ministers plan to introduce the fee increase and changes to procedures at Disclosure Scotland in April 2006 following regulations in the Scottish Parliament. The revised application form is expected to come into force in the summer.

Yours faithfully

**ELIZABETH SADLER**

# Fèisean nan Gàidheal

## Adhartas a-rèir Phlana Leasachaidh Fèisean nan Gàidheal 2005-10

Àireamh air a' Chlàr Gnothaich: 1.2006.04(a)

Enclosed is a summary of the main developments recommended in the Development Plan, along with progress to date, which should aid Board members in monitoring progress.

<b>1</b>	<b>Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities</b>	<b>Progress</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
4.1.1	Grants Scheme for Fèisean	Ongoing and grants paid out as per agreements. Agreements for 2006-07 currently being looked at.	*	*	*
4.1.2	Reducing the burden on volunteers	Support workers and a range of support services in place. Policies are made as easy as possible for volunteers to deliver. Hope for continuation of Annualised Hours scheme.	*	*	*
4.1.3	Annual Conference	Held on 23 and 24 September in Aberdeen. Western Isles being investigated for September 2006.	*	*	*
4.1.4	Insurance	Renewed and enhanced in 2006, but currently reviewing it again as premium has increased by over £1k without amendments.	*	*	*
4.1.5	Musical instrument Bank	Ongoing and well used. Demand outstrips supply and quite a number of repairs/replacements needed.	*	*	*
4.1.6	Disclosure checking	Ongoing – all tutors and volunteers now checked. Cost goes up to £20 per check from April 2006.	*	*	*
4.1.7	Maintenance of a Fèis Tutors database	Ongoing. New template and online database being worked on at present.	*	*	*
4.1.8	Developing, distributing and selling publications	Ongoing. New bilingual Fèis Fiddle Tutor Book published and being distributed. Book celebrating 25 years of the Fèisean also taking shape.	*	*	*
4.1.9	Production and distribution of regular news and other information	<i>Faileas</i> still distributed as well as a wide range of other information.	*	*	*
4.1.10	Support for new Fèisean	New Fèisean given assistance with set-up and funding, if appropriate, from the New Developments Fund.	*	*	*
4.1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	Supporting Lochaber Fèisean and Fèis Spè.	*	*	*
4.1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	Looking at viability of an officer to cover these areas, following conference in Aberdeen, and submission to SAC. Likely from 2007 onwards.		*	*

<b>2</b>	<b>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</b>				
4.2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Policy prepared and adopted by Board. Will be issued formally, along with guidance, along with grant letters of offer.	*		
4.2.2	Develop a Gaelic Language Development Team	Sgioba-G project running, and Bòrd na Gàidhlig funds increased by £5k for 2006-07.	*		
4.2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Sgioba-G, Gaelic policy implementation and Fèis Gaelic plans.		*	*
4.2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	6 Fèisean now GM, and GM tuition being developed. No new Fèisean admitted for membership without Gaelic commitment.		*	*
4.2.5	Development of Gaelic Drama	Drama Fèis being developed for Argyll, and Sgoil Shamhraidh idea being mooted. Bòrd na Gàidhlig and SAC still carrying out Gaelic drama review.		*	*
<b>3</b>	<b>Develop the work of the Fèisean within the formal education sector</b>				
4.3.1	Youth Music Initiative contract in Highland	Ongoing, and running successfully. We have been asked to cut budget, but the case has been made to retain it at the current level.	*	*	*
4.3.2	Potential for Youth Music Initiative contract work in other areas	Work ongoing in East Lothian also, with Fèis Dhùn Eideann.	*	*	*
4.3.3	Gaelic Language work in schools	Various small-scale projects have been carried out but scope for many more.	*	*	*
4.3.4	Other formal educational work	Gaelic Radio Project involving school pupils and local radio could be extended.		*	*
<b>4</b>	<b>Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean</b>				
4.4.2	Development of Blas – Celebrating Highland Music	Plans well advanced for 2006 and beyond, with funding partly resolved.	*	*	*
4.4.3	Continuing support for Fèis Cèilidh Trails	Some funding available within Blas budget, so dependent on this running.	*	*	*
4.4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving project to be carried forward, and outline application has been made to HLF.		*	*
4.4.5	Gaelic Arts Strategic Development – GASD	Ongoing work and FnG involved as a partner and as a deliverer of certain elements. Second round of applications approved.	*	*	
4.4.6	Inter-Fèis activities	Visits to other Fèisean by Lochaber Fèisean last year, plus Fèis Bharraigh celebrations drew on other Fèisean.	*	*	*

4.4.7	Traditional Music Tutor Training Network – TMTTN	Ongoing work, and now looking at promotion of PDA and development of an advanced certificate.	*		
<b>5</b>	<b>Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement</b>				
4.5.1	Retain a Training Development Officer	Retained for now and pulling funding together, with success.	*	*	*
4.5.2	Annual Training Programme	Programme will be published by mid-March but some workshops are happening as of now.	*	*	*
4.5.3	Teenage provision within the Fèis movement	Will continue to support Fèis Rois nan Deugairean, and will support other Fèisean wanting to make specific provision.	*	*	*
<b>6</b>	<b>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</b>				
4.6.1	Networking	Ongoing – various presentations at events and presence at open days/PR –based events.	*	*	*
4.6.2	Advocacy	Always ongoing.	*	*	*
4.6.3	International Links	Lochaber Fèisean visited Celtic Colours last year. Links through Blas to Cape Breton and Ireland.		*	*
4.6.4	Promotion and Marketing	Will be part of Chris Deplano’s remit to raise profile and issue press releases more regularly than in the past.		*	*
4.6.5	Information	Information of all kinds disseminated.	*	*	*
4.6.6	Website and ICT	Will look at moving website to a content management system such as Sitekit. Part of SAC submission as a one-off cost.	*	*	*
4.6.7	Showcasing opportunities	Fèis Bharraigh Ceòl nam Fèis concert a great success, and we will use Blas to showcase Fèis participants.		*	*

**Arthur Cormack**  
Stiùiriche  
Am Màrt 2006

# Fèisean nan Gàidheal

## Scottish Musicians at Scotland House 2006

Àireamh air a' Chlàr Gnothaich: 1.2006.04(b)

### Background

Mike Berry from the National Cultural Strategy Unit at the Scottish Executive has been in touch asking if the Fèisean would like to be involved in some small-scale concerts planned for Scotland House in Brussels.

They're hoping to organise a series of 6 small musical events to expose visitors to some Scottish traditional music and promote the development of an understanding of Scottish culture in Europe.

The venue's small, so we're probably looking at small groups. They would also like musicians who would be happy to give a bit of a chat about their instruments or their music, or a wee Q&A session. There's also the possibility of producing a CD, on which they would be featured. Their budget is £17,000, which will cover all travel, meals, accommodation and small fees. The musicians will be looked after while in Brussels and can take advantage of organised sightseeing.

The project plan follows, and the idea would be to feature a different aspect of Scottish music at each of the 6 events, e.g. a Gaelic night, a Shetland night, a Scot night etc. Simon Thoumire or Hands Up for Trad, Davie Gardner from Shetland Arts Trust, and I are due to have a phone conference about this on 1 March, and I will update Board members at the meeting, but ideas as to who we should approach would be welcome.

### Summary

Building on the model of the "Scottish Writers" programme currently running in Scotland House, we propose to bring a number of high quality Scottish musicians to Brussels to give a performance, to offer some explanation of the history and traditions of their musical genre and/or instrument and instruments and to answer questions. Each performance would also be accompanied by a reception in Scotland House. The events would be marketed under the banner **Scottish Musicians' Series 2006**. Provisionally we would hold four to six events from May to October. The series will be accompanied by a specially designed programme brochure and possibly other promotional material (e.g. a CD).

The emphasis would be on contemporary folk music, but could be broadened if necessary. There is a strong interest in traditionally-inspired music, particularly from the Celtic nations, in a large number of Member States and the performances are likely to be well received.

### Purpose/outcomes

To increase the profile, across Europe, of Scottish music and, in Brussels, of the Scottish Executive EU Office, Scotland Europa and Scotland House. The events would be marketed widely in Brussels and would present networking/marketing opportunities for those involved in cultural and other policy development. Guests would be invited from the normal selection of contact (see "Marketing"). Of course, no fee would be charged for attendance.

Music is a particularly useful technique for such purposes as there are few language or cultural barriers to overcome in encouraging attendance. The series would follow on closely in style and timing from the "Scottish Writers" series. It is important to maintain an appropriate degree of profile for Scotland in Brussels with expectations raised by that series and earlier events (e.g. 2004 film series).

### Programme Development

There are no specific performers targeted at this stage. The initial approach would be to secure names of possible performers from contacts in BBC, Celtic Connections festival and the National Centre for Excellence in Traditional Music. If necessary the British Council and/or Scottish Arts Council could be approached for further suggestions. The Scottish Executive Cultural Policy Division will be consulted throughout the course of the project. Having identified possible performers, SEEUO would make contact with them to fix dates. The number of performances

would be determined principally by the availability of performers, and also by any necessary performance fee.

Unlike with the Scottish Writers' series, some performers may well insist on a fee, in addition to travel and hotel expenses, in order to perform. This seems, prima facie, reasonable in principle, given the narrow margins that many of them will operate at. However, they will benefit from greater profile to a wider audience in undertaking such a performance and would be able to sell any of their own CDs after the performance.

### **Budget/resources**

This is a little hard to be firm on as the issue of any fee for performers would need to be resolved in each case. However, we can assume an overall cost for six events of something in the region of £13 000 to include the costs of the receptions and the travel (one business class flight) and hotel costs for the performer, and costs associated with the putting together of the programme brochure and CD. A total of £17 000, even with fees included, should hopefully be more than sufficient.

The lead on the development of the event will be taken by David Tripp in the SEEUO, with input from Donald MacInnes at Scotland Europa, and with the support of the SEEUO events team. The SEEUO events team would assume responsibility for the running of the events once the programme were finalised.

### **Marketing**

The events will be marketed widely throughout the Brussels EU institutions, including the European Commission, the European Parliament, the offices of the permanent representations of the member states and regions and elsewhere in the English-speaking and international communities of Brussels.

### **Programme Booklets/CDs**

These would be the principal means of advertising the series in Brussels. The programme would need to be full colour and glossy and should include short texts on each of the performers at the events. It should also give a very short introduction to contemporary Scottish folk music, its origins and its instruments. We might also produce a complimentary CD to mark the series. This would comprise one or two tracks by each of the performers, although copyright and cost issues would need to be carefully examined.

### **Timetable**

In order to have the first event in mid-May 2006 we would need to have the full programme of performers agreed and the brochure completed, printed and ready for distribution by late March. A rough timetable is below. Performance dates are somewhat indicative and can be adjusted as necessary. The overall timetable could be slipped by a month if it made sense to do so.

Mid-January	Approach contacts
Late January/February	Approach performers for the events
Mid-March	Agreement of programme; brochure finalised and sent to printer
End-March	Programme brochure distributed
17 May	First event
7 June	Second event
6 July	Third event
6 September	Fourth event
27 September	Fifth event
18 October	Sixth event

**Arthur Cormack**  
Stiùiriche  
Am Màrt 2006



# Fèisean nan Gàidheal

## Aithisgean Luchd-obrach ~ Staff Reports

Àireamh air a' Chlàr Gnothaich: 1.2006.05(a)

### Arthur Cormack, Director - Progress Report

#### Introduction

The period up to the end of 2005 was extremely busy, and after a short-lived lull following the New Year, things are becoming busier again.

The external contracts we are involved in, along with ongoing support for the Fèisean, makes for a heavy workload, and I have been working on dividing work up more equitably among team members. So far, David Boag has taken over the chairing of Blas meetings, which means I can attend when possible, but don't feel under the same pressure to service that group. Rae MacEachern has taken on the chairing of the Highland Council Youth Music Initiative Providers' Group, and Iona MacDonald is now representing Fèisean nan Gàidheal at GASD meetings.

#### Funding

Funding remains stable and as you will see from the main budget provided by Anne in her report, we have a number of outstanding claims due to us, which will leave us financially sound coming up to the end of the financial year.

As has been widely reported since we last met, the Scottish Executive has decided to subsume the Scottish Arts Council and Scottish Screen into a new body called Creative Scotland. This will not happen for a couple of years yet, however, and in the meantime, the Scottish Arts Council has been given an extra £7.5 million for 2007-08 which should allow them to go ahead and fund some companies to an optimum level.

As indicated earlier, the new structure being worked on by SAC will see certain organisations being offered foundation funding - 5 year funding agreements at an optimum funding level - while others may receive 3 year flexible funding. The idea of 'core funding' is therefore being phased out, and organisations will work on contractual arrangements with SAC, and presumably Creative Scotland will inherit whatever SAC agrees.

We expect news before the Board meeting, as indicated by SAC in their letter, to be delivered by phone on Wednesday 1 March.

David Boag and I met with Alasdair Macleod at Highlands & Islands Enterprise, to discuss a package of funding for the period from 1 April 2006 onwards. This was extremely positive, and we will shortly submit an initial proposal to HIE.

Being aware of the amounts of funding we are now handling, and given that large proportions of that is restricted, we are proposing to move to a new system of accounting from 1 April onwards. This will mean our accountant preparing quarterly management accounts, checked by him, to give you, and us peace of mind that our financial position remains secure from quarter to quarter, and to allow us to take early remedial action if it does not.

#### Grants to Fèisean

Grants for 2005-06 have been paid on the basis of need to the Fèisean, in line with our grants scheme guidelines. Grant applications for 2006-07 are being decided upon at present, and we hope to be able to give you our initial thoughts at the Board meeting.

#### Staffing

- There were two formal staff meetings during the period: one on 7 December in Inverness and the other in Fort William on 7 February.
- David Boag met with Anne, Iona and me at the office in Portree on 27 January.
- Met with Ingrid Henderson and her Steering Group in Acharacle on 27 January, to discuss the plans for Lochaber Fèisean post-August 2006, when the current plan comes to an end.

Lochaber Enterprise have indicated that they might bridge a funding gap for us between that time and the end of March 2007.

- Mairi Kidd left us in January to take up a post as Chief Executive of Stòrlann Nàiseanta na h-Alba. We offer her our congratulations, and thanks for all she did for us in her time with us.
- An Drochaid, the Skye & Lochalsh Traditional Music Project, housed within Fèisean nan Gàidheal for the past 5 years, came to an end in December. Louise Mackenzie left Skye for a new life in Golspie.
- We will shortly advertise a Gaelic Officer's post to replace Mairi, and to enhance the G-Team for 2006-07, with Bòrd na Gàidhlig funding.
- We made a successful application to GASD for a full-time trainee, although we have not had a written offer yet.

At our staff meeting on 7 February, we discussed the staffing structure, and how the team might feel about their job descriptions being revised to ensure that work is distributed throughout the organisation. My own feeling is that each officer should take the lead on delivering Fèisean nan Gàidheal services to a number of Fèisean, and to be the first point of contact. This needs a bit more thought still, and would ultimately mean making all support and development staff full-time at the same pay levels, which we might be able to do if we get enhanced funding from SAC from 2007-08 onwards. Any thoughts from the Board would be welcome at this stage, with the view to perhaps discussing a paper on the structure I think is needed at the May Board meeting.

### **Youth Music Initiative**

School visits have gone extremely well this session and meetings of the Youth Music Initiative providers in Highland have been held on 6 December and 7 February.

We were asked to cut our budget by £20k, and I sent a paper to Norman Bolton, Music Development Officer at the council, making the case that this would be impossible. This is included in the Executive Group meeting papers at Appendix 1, for information.

We are also running a contract with East Lothian Council, with Keith Graham of Fèis Dhùn Eideann carrying out this work on our behalf, very efficiently indeed. The Council is so pleased with the way the contract is going that they have enhanced it for the Easter term.

### **Blas Festival**

As indicated above, David has now taken on the chairing of meetings and servicing of the Action Group. Meetings have been quite frequent, on 15 December, 6 February and 17 February, and the programme is almost agreed for 2006.

Highland 2007 have agreed to invest £50k per annum in the 2006 and 2007 festivals, and are actively trying to find sponsors from the private sector for Blas and two other major events. The Highland Council is currently considering an annual contribution of £95k, and Bòrd na Gàidhlig has agreed £10k for the 2006 festival.

It is proposed that Blas be run by a separate company, owned by Fèisean nan Gàidheal, and this is being investigated at present.

There are many more opportunities for the development of Blas, including participation in Showcase Scotland at Celtic Connections in January 2007. These will be discussed at the next meeting of the Steering Group, with members of the Highland Council, due to be held on 9 March in Inverness.

### **Gaelic Arts Strategic Development - GASD**

There has been a further meeting of the GASD group, although I was not able to attend, Iona MacDonald did represent us, and in fact, gave a presentation of the professional development side of GASD's work, on which she has been working.

A second round of grant applications was invited with a deadline date in the middle of December, and as indicated under staffing above, we were successful in gaining funding for a full-time trainee, although we await written confirmation of this, and the conditions.

### **25<sup>th</sup> Anniversary Book**

Kate Martin, Cailean Maclean and Chris Deplano continue to work on this project, and we hope to have a pretty thorough first draft for the end of March.

Kate is concentrating on writing the English sections of the book, and Cailean the Gaelic sections between, and we are still on course for publication in July 2006, perhaps at Fèis Bharraigh, although I still need to raise significant funds for the project, some of which is already underway.

### **Fèis visits and direct contact with Fèisean**

- As usual, have been in touch with all Fèisean through correspondence from the office, and have spoken to several on the phone
- I was going to visit Fèis Ratharsaidh in February, but transport problems on Raasay itself, which would have involved me getting a helicopter, made this too difficult to organise.
- Fèis Dhùn Eideann, for which I am officially Fèis Support Worker, took place from February 13-16 at James Gillespie's School. They had 78 x 8-18 year olds taking part, as well as 28 x 5-7 year olds. Keith Graham, the Fèis Administrator, is also involved in running the Youth Music Initiative contract for East Lothian Council, which is now worth around £35k per annum.
- Attended a meeting of the Lochaber Fèisean Steering Group in Acharacle Primary School on 24 January.

### **General representation and meetings attended**

- Attended Youth Music Initiative providers' meeting in Inverness on 6 December
- Attended a meeting with Bòrd na Gàidhlig and SAC in Inverness on 7 December to discuss Gaelic drama review
- Attended a meeting of the National Centre of Excellence in Traditional Music steering group on 8 December in Plockton
- Took part in interviews, on behalf of SAC, to fill Carolyn Paterson's post on 12 and 13 December
- Blas Action and Steering Group meeting in Inverness on 15 December
- Attended a lunch to bid farewell to Louise Mackenzie on 19 December
- Was invited to give evidence to the European Committee of Experts, visiting Scotland to monitor the UK government's implementation of the Charter on Minority Languages, in Edinburgh on 30 January
- Attended Blas group meeting on 6 February
- Met with HIE in Inverness on 6 February
- Met with Norman Bolton of the Highland Council in Inverness on 6 February
- Attended Youth Music Initiative providers' meeting in Fort William on 7 February
- Met with Calum MacPherson from Skye & Lochalsh Enterprise on 20 February, to discuss the final winding-up of An Drochaid
- Attended FnG Executive Group meeting in Cluanie on 22 February, at which we were joined by Bòrd na Gàidhlig staff to agree the 2006-07 contract
- Attended a meeting on 23 February in Inverness with Highland 2007, as part of a consultative group
- I have been absent from work, unpaid, for the equivalent of five days in the period covered by this report, for Bòrd na Gàidhlig business
- I have been absent from work for the equivalent of four days for SAC business

## **David Boag, Development Manager - Progress Report**

### **Introduction**

Once again, this has been a busy period of time, with the welcome exception of two weeks holiday over Christmas and New Year. Mairi Kidd left to take up a new post with Stòrlann at the start of February and this has resulted in a fair bit of re-jigging to ensure that all Sgioba-G / Meanbh-

Chuileag work is undertaken as planned. As part of this, I led the Sgioba-G sessions at Fèis Obar Dheathain 18 – 20 February. I found this a very worthwhile experience and gave me a great insight into the potential for this project.

### **Fèis Obar Dheathain**

The committee held their annual Fèis 18 – 20 February with 85 young people taking part. Of these, 35 were fluent Gaelic speakers. Fèis Obar Dheathain chose to employ the Sgioba-G to assist with their Gaelic language input. This involved extracting participants from the other classes for a 45 minute session per day, the times determined both by their Gaelic ability and their age. In all, there were 5 classes, 2 for fluent speakers (older and younger) and 3 for learners (8 -10, 11 – 12 and 13+). The Fèis took place at Harlaw Academy, which proved to be an excellent venue, with lots of class spaces and a large assembly hall where the final concert was held.

### **Fèis sa Mheadhan**

The committee have been busy, with plans in hand for a one day Fèis in Alva in March. Over and above this, Fiona Johnston has been leading a groupwork class for teenagers and is hoping to bring in some additional tutors on an occasional basis. In addition, this group are working closely with the Tollbooth in Stirling on "The Blend" festival which will run in the Easter holidays.

### **Development Fund**

The closing date for applications has now passed, with a total of 22 applications received. This includes a second application from Fèis sa Mheadhan for £300 to assist their teenage groupwork class prepare for "The Blend" festival and a late application from Fèis Innis an Uillt for £1,482 to assist with a year round programme of shinty lessons. Before these two applications were received £336 was left in the pot at the closing date. Both of these applications are good and I think should be supported. However, to do this would put us £1,446 over budget.

### **Management of Development and Support Staff**

I continue to act as line manager for the Western Isles and Argyll, Glasgow and Islands support workers, and the North Highland Development Officer, and am in regular contact with each of them, by email and phone. I am also line manager to the Meanbh Chuileag / Gaelic Development Team, plus the Child Protection Collator and likewise, am in regular contact with them. Staff meetings were held on 7<sup>th</sup> December, Inverness and 7<sup>th</sup> February, Fort William.

### **Bòrd na Gàidhlig Approved Contractor Bid**

I am pleased to say that Bòrd na Gàidhlig have approved £65,000 in support for our Approved Contractor bid for 2006 / 7. This will allow us to appoint 2 full time Gaelic language officers mainly to assist Fèisean with the practical implication of Fèisean nan Gàidheal's Gaelic policy. As part of this, will be the further development of Sgioba-G, additional teaching resources and the staging of two Gaelic drama festivals within the HIE area in 2006 / 7. I met with Bòrd na Gàidhlig on two occasions to discuss the application (30 November) and to discuss the specific targets (22 February). Once again, we are grateful to Bòrd na Gàidhlig for this continued support.

The total application was for £106,323.09, £65K of which has been confirmed by Bòrd na Gàidhlig, £4.2K will come from Sgioba-G fees paid by Fèisean, £12.1K has been committed by Fèisean nan Gàidheal as 'in-kind' support and training money to support Gaelic language training. The balance £25K will be sought from HIE as part of our on-going negotiations for beyond 1<sup>st</sup> April 2006.

### **Meanbh-Chuileag**

As detailed previously, I came to the unfortunate conclusion that the money available to us was insufficient to both support Gaelic developments at Fèisean and continue a programme of theatre in education (TIE). However, we have made it clear to potential funders that we would be willing to run a TIE project if funds were made available. This offer still stands and we are hopeful that some provision can be delivered in 2006 / 7.

Since the last meeting, Mairi Kidd has taken up post as the Chief Executive of Stòrlann, the National Gaelic Resource Centre based at Kershader in Lewis. I would like to put on record my

sincere thanks to Mairi for all her hard work and dedication over the last few years with Fèisean nan Gàidheal and wish her all the best in her new post.

With this, we currently have a vacancy within the Gaelic Development / Meanbh-Chuileag team, which we aim to fill as soon as possible. Douglas Beck is currently leading Meanbh-Chuileag, with the primary aim of fulfilling all the obligations under our current funding agreements.

### **Celtic Community Festival – Blas**

Since the last meeting, there has been a great deal of activity connected with Blas. The programme for 2006 is shaping up well, and once again, I am confident that we will deliver an exceptional festival, with communities, Gaelic and young people very much to the fore. Since the New Year, I have been chairing meetings of the action group, which will allow Arthur a bit more flexibility in terms of attendance at meetings, most of which are in Inverness.

### **Fèis Bharraigh**

Final claims for the 25<sup>th</sup> Fèis Bharraigh celebrations have been made and we hope to have this project wrapped up in the near future. As a follow up to this, the local committee are keen to expand provision of year round activity on the island, and I have provided some support in the form of making applications to Children in Need and the Youth Music Initiative informal sector. Decisions on both these applications are due shortly.

### **Youth Music Initiative**

I continue to attend meetings of the YMI group – these took place in Inverness 6<sup>th</sup> December and Fort William 7<sup>th</sup> February.

### **Grant Claims**

This is the busiest time of year for grant claims and I am steadily working through my outstanding list.

### **Attendance at meetings and collaboration with other organisations**

- Bòrd na Gàidhlig, Inverness 30<sup>th</sup> November and Cluaine, 22<sup>nd</sup> February.
- Attended lunch with members of the Highland 2007 team, Inverness, 20<sup>th</sup> January to meet with a travel writer from the Observer newspaper.
- Met with Kirstie Anderson, Audience Development Officer with GASD, Inverness, 3<sup>rd</sup> February.
- Met with Alasdair MacLeod, HIE at their offices, Inverness, 6<sup>th</sup> February.
- Attended a meeting of Inverness Arts Forum, 21<sup>st</sup> February.

### **Fèis Visits etc**

- Fèis Ceann Loch Goible, Lochgoilhead, 1<sup>st</sup> December
- Met with Patrick Neary, Dunoon to discuss the possibilities for a Fèis there, 1<sup>st</sup> December.
- FnG Board meeting, Inverness, 6<sup>th</sup> December
- Met with Meanbh-Chuileag in Edinburgh, 13<sup>th</sup> December
- Shona Arthur, Fèis Inbhir Narainn at the office, 1<sup>st</sup> February.
- Assisted at an Inverness area Fèisean day in Drumnadrochaid, 4<sup>th</sup> February.
- Met with Rona MacDonald, Fèis Ghlaschu to discuss plans for a new song project, Inverness, 15<sup>th</sup> February.
- Fèis Obar Dheathain, 18 – 20 February.
- FnG Executive group, Cluaine Inn, 22<sup>nd</sup> February.

### **Iona MacDonald, Training Development Officer - Progress Report**

Since the last report, verbal confirmation has been received that the ESF application for 50% of the total £100K has been successful. A calendar of events has been put together, (some of which have already taken place) and the published document should be ready by mid-March. Meanwhile, the text will be circulated to Fèis contacts and other interested parties.

The events which have taken place this year are;  
Level 1 Tutor Training Day – Barra – Saturday 21 January 2006

Local Organiser Training – Stornoway – Friday/Saturday 27/28 January 2006  
Local Organiser Training – Inverness - Saturday 28 January 2006  
Staff Training (Development Plan and IT) – Fort William – 7 February 2006  
Level 1 and 2 Tutor Training – Skye – 18/19 February 2006  
School of Scottish Studies – Study Day – Edinburgh – 24 February 2006

PowerPoint Presentations on Child Protection, Committee Skills, Funding, etc, are available for use by Fèisean wanting to run their own awareness/training sessions, perhaps as part of their regular meetings. Training requests may be made to me at any time, and locally-sourced training such as First Aid, Food Hygiene (for those providing food), IT skills, etc, can generally be assisted through the training budget.

Coming up in the next quarter are:

Local Organiser Training – Lochaber – 14 March 2006 (evening)  
Certificate in Music Tuition Writing weekend with SQA– Glasgow – 17/18 March 2006  
Supervision Techniques – Skye – 25 March 2006  
Gaelic with Ailig – Inverness – 1/2 April 2006  
Dance in the Highlands – Skye – 15 April 2006  
Local Organiser Training – Glasgow – 13 May 2006  
Including Special Needs – Inverness – 20 May 2006  
Venue Management – TBC – 17/18 June 2006

Also, as TDO, I am actively involved with the TMTTN plans for an Advanced Certificate in Music Tuition, and also with GASD. Further, the YMI contract requires a training element which is serviced by Fèisean nan Gàidheal. The management of trainees is an additional responsibility, both within Fèisean nan Gàidheal and through the GASD Traineeship programme.

A busy year ahead looks likely!

## **Nicola Marshall, Development Officer – Progress Report**

The new year and various funding opportunities have given a number of the Fèisean a new lease of life and things are busy as ever. The annual training day for Highland Fèisean which was attended by 20 committee members, took place in Inverness and it was great to see a number of new faces attending. At the beginning of February the Inverness Fèisean undertook a successful 'fun day' in Drumnadrochit. Preparations are well underway for the Easter Fèisean and others are looking forward to a busy summer. On a personal level I continue to participate in the Cùrsa Inntreigh and Ingrid and I will be undertaking a one-day Project Management course in March.

### **Fèisean**

#### **Fèis a 'Bhaile**

Fèis a' Bhaile continue to run drama classes which are as popular as ever and a group will be participating in the Gaelic Youth Theatre Festival in Ullapool on the 24<sup>th</sup> of February. Plans underway for the main Fèis in October and the committee are aiming to further develop Gaelic input in all areas of the Fèis. As part of the Inverness fèisean fun day Maree Nicolson and Peggy MacDonald ran art sessions which proved very popular. In light of this an application was made to the development fund for art materials which will allow committee members and parent helpers to run the art classes at the main Fèis. The committee will hold their AGM and annual ceilidh on Saturday 29<sup>th</sup> April.

#### **Fèis nam Bealach**

I stay in contact with Fèis a' Bhealaich and I hope to meet with them in the coming months.

#### **Fèis Chataibh**

The new committee are settling into the swing of things and have run winter workshop as usual. I attended a committee meeting at the end of January and hope to visit them again in March. The committee are keen to continue the work taken on by Ken Houston including the YMI schools work and the Ceilidh Trail. Plans are well underway for the summer Fèis and I will attend the ceilidh

trail auditions in April. The Fèis has also secured £5000 funding from Highland 2007 to undertake a new arts and crafts project.

#### Fèis Chille Mhoraig

Fèis Chille Mhoraig held their AGM in November and Lara MacDonald has taken over as chairperson. The issue with venue higher after the main Fèis was down to an administrative error and it has now been resolved. I will meet with the committee at the beginning of March in order to look at this years planned activities.

#### Fèis an Earraich

The main Fèis will take place in Portree from 3<sup>rd</sup> 7 April and plans are well underway. Claims for last year's Ceilidh Trail are almost complete and I will be working on this year's trail in the coming weeks. Follow-on classes continue to run regularly and YMI classes are taking place in local schools. We are still awaiting a decision on an application made to Bòrd na Gàidhlig for the 'Seisean Sathairne' project which we hope to start in the Autumn.

#### Fèis Ghlinn Albainn

The Fèis recently ran an adult Fèis weekend which was very successful with almost 40 participants. I attended the weekend and both committee members and participants seemed to have been inspired. A new block of follow-on classes started this week and plans are underway for the main Fèis in July. The committee also hope to run a weekend of Gaelic language based activities and a residential teenage weekend in the near future. Funding has been secured from Highland 2007 and the LEC to run another adult weekend and a folk festival next year.

#### Fèis Inbhir Narann

Although I have given up tutoring for the Fèis, I keep in regular contact with them and David Boag and I recently met with Shona Arthur to look at the development of the Fèis. We hope to meet with the full committee in April for a discussion/training session. The committee have recently added two new classes, keyboard and Gaelic song, to their follow-on program.

#### Fèis na h-Òige

Before Christmas a Fèis day including the Fèis bheag was held at Inverness High School. The focus of the day, funded by Gàidhlig sa Coimhearsnachd, was group activity and especially the younger participants had a great day. The AGM was held in January and welcomed several new committee members. Plans are well underway for main Fèis and it is hoped to run a Gaelic medium singing group for teenagers. A funding application was made to Bòrd na Gàidhlig for this and also a new video production class.

#### Fèis Spè

Fèis Spè continue to be as busy as ever regularly running their music club and sessions. I recently attended a music day held in Newtonmore and will be assisting with a residential teenage group-work weekend this coming weekend. This will be the first residential weekend run by the feis and Fèis Spè participants will be joined by participants from Fèis Obair Dheathain. An application is being made to Highland 2007 for a visit to Cape Breton and I will work with the committee and contacts in Cape Breton to develop this project.

#### Fèis Farr

Feis Farr continue to run their monthly workshops.

#### Fèis Throdairnis

Regular classes continue to run and plans are underway for the summer Fèis. I hope to meet with them in the coming months to look at possible developments.

#### Fèis Ratharsaidh

Although I was unable to meet with the committee, the main Fèis took place as normal over the February weekend. I will be looking into the possibilities of running a follow-on accordion class in the near future.

### Fèis Rois

In January Fèis Rois participants were involved in two very successful concerts at the Celtic Connections festival in Glasgow. The junior Fèis will take place in Ullapool from the 3-7 April and Adult Feis will take place from the 28th April to 1<sup>st</sup> May.

### Fèis Air an Oir

I recently made a trip to Melvich to meet with Joan Ritchie. The main reason for this was to complete their grant form but I was pleased to hear that the fortnightly classes are running regularly with a good team of committed tutors. It is hoped that some participants may be involved in Blas in September.

### Fèis Alba

Fèis Alba 2006 will be taking place in Plockton from the 3-7 July. Once again participants from the Lochaber and Skye Ceilidh Trails will use this as their training week but the Fèis is open to any other groups who wish to participate.

### **New Projects**

As you will see a number of new projects are underway or awaiting decisions on funding.

With all the opportunities available to Fèis Chataibh I hope to look into the possibilities of securing a part-time worker to undertake some of the bigger tasks. It is also hoped that Fèis a' Bhaile and Fèis na h-Òige will combine their annualised hours which would allow for more development.

### **Meetings & events attended in addition to regular committee meetings**

#### **November**

22 Blas meeting

#### **December**

1 Meeting with Brian o hEadhra & Sandra Robertson  
7 Staff meeting  
9 Meeting with Peggy Nicolson, Kirsteen Graham & Jennifer Robertson – SALE  
15 Blas meeting  
17 Plockton School Concert

#### **January**

12 Meeting with Suzanne Irvine  
Meeting with Judith Bullivant  
17 Meeting with Joan Ritchie  
19 Development Officers Meeting  
28 Regional Training day

#### **February**

1 Meeting with Ken Houston  
Meeting with Shona Arthur  
3 Meeting with David Boag. Brian o hEadhra & Kirsty Anderson-PNE  
4 Inverness Fèisean Fun Day  
6 Blas meeting  
7 Staff meeting, Fort William  
10 - 13 Adult Fèis Gleann Albainn  
14 Meeting with Suzanne Irvine  
17 Blas meeting  
24-26 Fèis Spè Teenage weekend



## **Ingrid Henderson, Lochaber Fèisean Development Officer - Progress Report**

Three weeks holiday time at Christmas was welcomed after a busy 2005 but as well as all the usual business matters, the start of this year brings the challenge of planning for post 2006 when the Leader+ and Lochaber Enterprise support for the post comes to a close.

### **Development Plan**

My post, as it stands just now, is coming to an end in August so I am busy working on a new development plan and funding spreadsheets to make the case for work continuing in the area. Since the start of the post nearly £150k has been raised to fund projects such as the Lochaber wide Cèilidh Trail and the Storytelling/ Drama workshops in the Small Isles.

### **Project Applications**

In January I made up four applications to the Fèisean nan Gàidheal development fund on behalf of my Fèisean. These included 'Come and Try' days, new group work events and plans for High School visits. We are still awaiting the outcome of these.

### **Blas**

As one of Action Group members, I have attended various planning meetings in this period in order to build up a programme and ideas for the 2006 event. We attended a Steering Group meeting in December where Arthur reported back to the council about the work so far.

I continue to be the contact for the Lochaber area ideas and the Lochaber Cèilidh Trail input to Blas. The festival will run from Sep 1 – 9 this year.

### **YMI School Visits**

Feedback for this year's visits has been very positive so far. We continue to use the first four weeks of every term to send in Gaelic song, whistle and group work tutors to work with P5/6 age group or wider if the school role is small. The third block of this year has just been completed using tutors such as Hector Henderson, Andrew MacPherson, Rachel Stevenson, Allan Henderson, Andrew Stevenson and Julie Fowlis.

Fiona continues to programme the visits on a part-time basis and is managing to include the island schools on a one day a term basis.

A Gaelic Song Resource, to accompany the song tuition is now complete and ready to be copied up. The pack will include songs words and a CD with a basic vocabulary list for English medium and additional work sheets for Gaelic medium. Kathleen Graham, Anne Martin and I have put together the CD and words and Mary Ann Kennedy, Kenna Campbell and Shona Cormack have done the final editing and Gaelic work. We plan to create the same provision for Tin Whistle with our tutors and others working in schools throughout the Highlands.

### **High School Music Project**

Following meetings with some of the music providers in Lochaber, we are planning to set up some performance and information sessions with High School pupils in Lochaber. Tutors are available in March and the plan is to perform to first years (or whole school if numbers small) and then do more in depth sessions with Standard Grade and Higher pupils. All four High Schools have been approached.

### **Cèilidh Trail**

The administrative work of tying up the Cèilidh Trail finances for the three funders is complete for 2005 and the planning for this Summer is about to begin. The Arts Council funding has ended after year 2 but since 'Blas' has a remit for supporting youth it will step to support the project along with Lochaber Enterprise and Leader+ for 2006 and beyond.

If time will allow we are planning to record a CD with the 05 Cèilidh Trail band in March in order to create some revenue to fund us in future years.

### **Garbh Chrìochan**

Work continues to support the Fèis in Acharacle and support Lesley who is still fairly new in the admin post. Work is ongoing to hand over the Mallaig, Morar and Arisaig classes to Fèis Oigridh na Mara in April and relevant information is being exchanged. If an application to the FnG Development Fund is successful we are planning to run a 'Come and Try' day in Acharacle to try and revive some of the instruments not currently taught in the ongoing programme.

### **Acharacle new school**

I continue to be the Fèis contact for ensuring Fèis nan Garbh Chrìochan's place in the new build. Based on initial costings from Dave Martin, and with help from Arthur, I put forward an application for hall enhancement equipment to the Scottish Arts Council but due to the fact that SAC need three detailed quotes, we will have to resubmit in once we have the information. Various sounds/lighting companies have been approached for quotes but due to the scale and location of the project it has been difficult to get three to commit to it. I have received a quote from BlackLight but I am still awaiting word from Herringbone and Northern Lights. The logistics of the Fèis office are still being negotiated but a leased basis is being considered.

### **Fèis Oigridh na Mara**

Fèis activities continue to develop for the Mallaig, Morar and Arisaig area. Ongoing classes set up last year are growing in numbers and through negotiations with Mallaig High School, Jim Hunter is teaching guitar during the school day with the school funding places for Standard Grade and Higher pupils. This is an important development in the area as the position of Music Teacher was vacant for most of last year and there has not been a history of visiting Highland Council Music Instructors at the school.

We have tied up the initial start up grant from Awards from All and the Fèis will be part of the Fèisean nan Gaidheal Grant system from April 2006. At this time they will also take over the Garbh Chrìochan run classes in their area and I'm helping with the hand over in this.

### **Fèis Eige – Small Isles Storytelling/Drama project**

After a grant from Awards for All in 2005 I am pleased to say that Meanbh-Chuileag managed a visit to the Small Isles with a Storytelling and Drama workshop in January. Unfortunately, weather meant that Canna and Rum were the only islands reached but Dougie and John will be going back to Eigg and Muck in the next few months to complete their work. With information from Dougie I will tie up the project in February in order to secure all the funding.

### **Northern Periphery Project**

As one of the Lochaber Partners in this Scandinavian linked music project, I continue my input and help with advice on our Fèisean work and general sharing of information about our projects and events. Joint events are being planned for 2006/7 involving the different music organisations of Lochaber and the Scandinavian regions. A joint Music and Arts forum day which took place on Nov 26th helped to raise the profile of arts in the area. I ensured that the Fèisean and Blas had a display stand and some of the Cèilidh Trail youngsters performed in the foyer display area.

### **Lochaber Music Network – 2007**

Over the last few months I have been involved in meetings with various different music providers in the Lochaber area to discuss our work and any plans for events in 2007. This has been extremely useful for making contact with school music teachers and finding out what provision exists within the area especially within the new YMI schemes. As suggested by Education and Culture Services we have also been discussing possibilities of joint events in 2007 as well as creating a sensible programme of work spread throughout the year so events don't clash.

### **Disclosures**

I continue to be the point of contact for checking forms for committee members, supervisors and tutors. The amount needing verified has decreased slightly since the main "Fèis Season" is over but the increased numbers of ongoing tutors and schools' tutors still creates demand.

## **Attended meetings/events:**

### December

- 5th Music provision meeting with R. Bridge (Education) & Ali MacDonald (Arts)
- 6th Youth Music Meeting, Inverness
- 6th Meeting with Arthur, Lochaber Fèisean post 06
- 7th FnG staff meeting, Inverness
- 7th Ceilidh Trail performance pm, Fort William
- 9th Wheelk Leader+ Meeting, Fort William
- 13th Meeting with Niki and Lesley, Mallaig
- 15th Blas Action and Steering Group Meetings, Inverness

### January

- 16th Meeting with Elspeth and Judith, Fèis Spe, Fort William
- 18th Meeting with Fèis Òigridh na Mara
- 19th Lochaber Schools' Music Network Meeting, Lochaber High
- 23rd Mod 07 Liaison meeting, Fort William
- 23rd Glenfinnan 07 meeting, Glenfinnan
- 24th Steering Group meeting, Lochaber Fèisean, Acharacle
- 26th Lochaber Schools' Music Network Meeting, Lochaber High

### February

- 3rd Meeting with Lesley, Garbh Chrìochan, Acharacle
- 6th Blas meeting, Inverness
- 7th Youth Music Meeting, Fort William
- 7th Fèisean nan Gaidheal staff meeting, Fort William
- 14th Meeting with Julia, Initiative at the Edge about Acharacle P. School
- 15th Acharacle, computer work for Garbh Chrìochan
- 15th Fèis nan Garbh Chrìochan AGM, Acharacle
- 16th Lochaber Schools' Music Network Meeting, Lochaber High
- 17th Blas Meeting, Inverness

## **Fiona MacInnes, Fèis Support Worker - Progress Report**

This year has been busy so far. I have been assisting the Fèisean with the completion of the 06/07 grant forms, and discussing possible new developments. I have attended as many of the Fèisean meetings as possible.

I attended and tutored at a tutor training day on Barra in January. This was attended by eight local tutors who had never been on a specific tutor training beforehand. Information was given on child protection, Gàidhlig at the Fèis, tutor teaching skills, groupwork organisation and amongst general ideas discussed was the advantages of a specific theme for the Summer Fèis. The day was a learning experience not only for the tutors but for me and my fellow trainer. The feedback was positive and following the success of this day, a similar day is planned for the Uist tutors within the next few months.

The annual Western Isles Regional meeting (which had been postponed from November 2005) was held in Stornoway on 27 and 28 January. Information was given and discussed regarding child protection, committee skills, Fèis Gàidhlig content, Fèis Finances and bookkeeping skills and the discussion of local issues. Again it was very beneficial for the Fèis organisers to get together to exchange views and ideas.

I will be continuing my teaching practice in Harris during the month of March. On my return, I will continue to assist the committee mainly with their new projects, fundraising and any other help in organising their Summer Fèisean. Teenage provision will also be met by organising a WI teenage weekend and a Summer ceilidh trail. Regular contact with the committee will continue by telephone, email and the attendance of meetings.

### **Fèis Bharraigh**

- Regular contact with the FB office by telephone and email.

- Prevented from attending AGM in Barra on 20 January by the bad weather.
- Attended and provided an all day local tutor training session in Barra on 21 January. This was well attended and was very beneficial to all who attended.
- Assistance given to admin worker to complete 06/07 grant form.
- New developments – Master classes and new FB instrument bank.

#### **Fèis Eilean an Fhraoich**

- Regular contact with chairperson by email and telephone.
- Attended meeting on 31 January.
- Assistance given to complete 2006/07 grant form.
- New developments – FEAF website and purchase of new instruments

#### **Fèis Eilean na Hearadh**

- In contact with admin worker by telephone and email.
- Attended meetings on 25 January and 13 February.
- New development for 2006 Fèis – Gàidhlig Fèis Club (P1-2).

#### **Fèis Taigh Dhonnchaidh**

- In regular contact with admin worker of TD by telephone and email.
- Had meeting with admin worker in TD on 14 February to discuss classes.
- Completed TD disclosure checks on 14 February.
- New developments – purchase of recording equipment.

#### **Fèis Tir a' Mhurain**

- Regular contact by email and telephone.
- Met committee member in Taigh Chèarsabhaigh on 20 January.
- To assist with the production and marketing of DVD project.

#### **Fèis Tir an Eorna**

- Regular contact with chairperson and secretary by email and telephone.
- Met chairperson in Lochmaddy on 20 January.

#### **Other**

- Attended a staff meeting in Fort William on 7 February.

### **Christine MacIntyre, Fèis Support Worker – Progress Report**

#### **General Activities:**

- Attended meetings with my fèisean and maintained regular contact.
- Assisted in applying for a variety of funding.
- Still ploughing through Disclosure forms
- In the process of organising fèis training day in May for all my fèisean.
- Attended staff meeting in Fort William

#### **Fèis Àrainn (Arran)**

- Busy with fundraising for this year's fèis
- Fees have been increased to £30 due to all round island expenditure rises
- 2006 Feis 25 – 29 July
- Fiddle classes still ongoing

#### **Fèis Dhùn Bhreatainn an Iar (West Dumbarton)**

- Busy engaging in funding activities
- Looking towards establishing a children's school choir
- Fèis dates 13th Feb – 24 March

#### **Fèis Innis a Uillt (Meadowburn)**

- A new vibrant committee. For this year their aim is to continue with the series of one day fèisean. However, next year they hope to have a four day fèis.

- They have applied to the Lottery and Bòrd na Gàidhlig for funding to purchase instruments
- They have introduced chanter classes into the whole school and are hoping to extend this to dancing and shinty classes
- Fèis dates: 18th March & 13th May

### **Fèis Latharna (Oban & Lorne)**

- On course for this year's fèis. All follow on classes continuing.
- Several of the teenagers have formed a folk group and have this element included in the main fèis
- Fèis dates 10 – 14 April (5 days instead of 4)

### **Fèis Lannraig a Tuath (Condorrant)**

- Busy applying for funding and hoping to purchase instruments
- Exploring the possibility of introducing media/animation classes
- Fèis dates: 31 July – 4th August (clashes with Inverclyde fèis)

### **Fèis Mhuile (Mull)**

- Have introduced a series of classes covering a larger area of Mull than previously possible
- Applied for Lottery to fund folk group classes
- New Development in Gaelic singing in conjunction with step-dancing
- Fèis given a donation from Nigel Scott's family (Nigel died suddenly and was a great supporter of the fèis movement) a collection held at his memorial service was divided between the fèis and the clàrsach society. Fèis Mhuile hope to manage the Nigel Scott Fund which will give some monies towards assisting funding any Mull students who chose to pursue music as career and need to study off the island.

### **Mull/Latharna joint project**

- In its final year
- Has been very successful so now looking towards further funding to capitalise on this and to spread the Fèis Latharna movement further out of Oban.
- Investigating the possibility of providing tuition in the area's primary schools.

### **Fèis Òigridh Ìle (Islay)**

- Now in its second year at Ionaid Choluim Cille
- Two day fèis in progress at the moment and numbers have increased yet again with more GMU children attending this year
- There are also follow on classes in fiddle and chanter/pipes
- It is hoped that next year will see a full one week fèis
- Fèis dates: 23 & 24 February

### **Fèis Òigridh Ghlaschu (Glasgow Drama Fèis)**

- Since being taken over by the schools, this has been a problematic fèis as it is difficult to manage by a group of teachers from a variety of schools in Central region
- Theatre for this year has been booked (May)
- Tutors for workshop still to be identified
- Support Worker has suggested that an "Expressive GMU school Arts Officer" (part time) could be perhaps located in the new Woodside complex and would be responsible for assisting with the organisation of this fèis along side other Gàidhlig school arts projects!

### **Fèis Chile Chonbhail (Inverclyde)**

- Boundaries still causing problems here. (A huge area of non Gàidhlig concentration)
- A Law still managing to provide classes in: clàrsach, fiddle, Gàidhlig song and whistle.
- School "taster" sessions might help things pick up in this area
- Fèis date: 31 July – 4th Aug) clashes with Lannraig a Tuath!

### **Fèis Ghlaschu (Glasgow City Fèis)**

- Developing classes in clàrsach and fiddle
- Introducing accordion, shinty and guitar into main fèis
- Introducing music tuition for younger people

- Fèis dates: 3 – 8 April

### **Fèis Thiriodh (Tiree)**

- Trundling along nicely
- On course for 06 Fèis
- Committed to providing more time for Gàidhlig drama
- Fèis date: 10 – 14 July

### **Fèis Cheann Loch Goibhle (Lochgoilhead)**

- On course for a one day event this April
- Have an application with Bòrd na Gàidhlig for a drama/music event for local primaries prior to the Dunoon Mod

### **New Development**

- Argyll Drama Fèis: Workshops with various schools progressing. Timetable for the festival to be confirmed soon (dependant on not clashing with local Mod)
- Gàidhlig Info Day in Argyll: R Ward has requested that the bodies involved in this reschedule the date for the coming Financial Year as Argyll & Bute Council constrained for money!
- Time for the Council to increase their funding for the Argyll Fèisean especially as there are now five instead of four (Ceann Loch Goibhle)

# Fèisean nan Gàidheal

## Coinneamh nam Buidhne-Ghniomh

Àireamh air a' Chlàr Ghnothaich 1.2006.06(b)

All the papers prepared for the Executive Group meeting, which was held on 22 February, are included here for information, except where the item has been carried forward to the full Board, in which case the relevant papers are included in the body of the main Board papers under the appropriate agenda item.

Board members are invited to raise any issues they feel appropriate, or on which they would like clarification.

**Arthur Cormack**  
Stiùiriche  
An t-Samhain 2005



# Fèisean nan Gàidheal

## Coinneamh nam Buidhne-ghnìomh

Meeting of the Executive Group to be held on  
Wednesday 22 February at 2pm in  
Cluaine Inn, Cluaine

### Clàr Ghnothaich

- EX1.2006.01 PRELIMINARIES**
- (a) Present
  - (b) Apologies
  - (c) Minutes of previous Executive Group meeting for approval
  - (d) Matters arising
- EX1.2006.02 FINANCIAL ISSUES**
- (a) Financial Report (circulated)
  - (b) Bank Balances and up to date information (verbal)
  - (c) Grant Applications 2006-07
  - (d) Funding update: HIE and SAC (verbal)
- EX1.2006.03 STAFFING ISSUES**
- (a) Mairi Kidd's departure (verbal)
  - (b) Staff training needs (verbal)
  - (c) Investors in People (verbal)
  - (d) GASD-funded trainee (application circulated)
- EX1.2006.04 POLICY ISSUES**
- (a) Disclosure Scotland (circulated)
  - (b) Plana-leasachaidh 2005-10 Gaelic version (circulated as a PDF)
- EX1.2006.05 PROJECT UPDATES**
- (a) Gaelic Developments (verbal)
  - (b) Meanbh-Chuileag/Gaelic Drama (verbal)
  - (c) Training Programme (draft programme circulated)
  - (d) Highland Council Schools YMI Contract (report circulated)
  - (e) Blas Festival (verbal)
  - (f) Highland 2007 (verbal)
  - (g) Lochaber Fèisean (verbal)
  - (h) 25 years celebratory book (verbal)
- EX1.2006.06 DEVELOPMENT ISSUES**
- (a) Development Plan 2005-2010 (verbal)
  - (b) SAC and Creative Scotland (verbal)
- EX1.2006.07 BOARD MEETING**
- (a) Agenda items to be included
- EX1.2006.08 ANNUAL CONFERENCE 2006**
- (a) Venue and Date (verbal)
- EX1.2006.09 GENERAL**
- (a) A O C B
  - (b) Date and venue of next meeting



# Fèisean nan Gàidheal

## Coinneamh nam Buidhne-ghnìomh

Àireamh air a' Chlàr Gnothaich: EX1.2006.01(c)

**Minutes of the meeting of the Executive Group held at Cluaine Inn, Cluaine on Thursday 1 September 2005 at 3pm**

### **EX2.2005.01 PRELIMINARIES**

#### **(a) Present**

Catriona MacIntyre (Fèis Lochabair/nan Garbh Chriochan, Chair), Katie Adam (Fèis a' Bhaile, Vice-Chair), Arthur Cormack (Fèisean nan Gàidheal Director) and David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer)

#### **(b) Apologies**

Ken Houston (Fèis Chataibh, Treasurer), Morag Anna MacLeod (The Highland Council), Carolyn Paterson (The Scottish Arts Council)

#### **(c) Minutes of previous Executive Group meeting for approval**

The minutes of the previous meeting were approved.

#### **(d) Matters arising**

There were no matters arising that didn't appear elsewhere in the agenda.

### **EX2.2005.02 FINANCIAL ISSUES**

#### **(a) Financial Report**

Anne Willoughby had prepared the budget to 31 March 2006 with performance to 20.08.2005, and a note of funding due by Fèisean nan Gàidheal in grants for 2005-06 as well as detailed budgets for main projects. Draft audited accounts to 31 March 2005 were tabled at the meeting.

The Director mentioned that our administration fee from some projects would not be shown until the project was complete, and this was causing a deficit in our reserves in the accounts presented. We had been advised by our accountant to deduct our fees at the start of projects from now on, rather than at the end.

#### **(b) Bank Balances and up to date information**

The current bank balances were given as follows: £959.03 in the Current account and £4820.01 in the High Interest account. A further £101,389.17 was currently on deposit in a separate high interest account. £219,511.00 for the third year funding of YMIS had been received that morning.

#### **(c) Funding update**

A brief funding update was given for all projects but some of the items were covered elsewhere in the agenda under project updates. The discussion focused on the SAC Funding Application and the proposed budget scenarios which were optimum, standstill and reduced. It was decided our focus was to be on optimum and standstill. The Director hoped to have a draft ready for the Board Meeting.

### **EX2.2005.03 STAFFING ISSUES**

#### **(a) Staff appraisals**

The Director reported that all staff appraisals had been carried out apart from Mairi Kidd and Douglas Beck. Arthur and David were meeting with them the following Tuesday to carry out their appraisals.

#### **(b) Staff contracts**

All staff had been issued with contracts although some had not been returned. Fiona MacInnes and Elaine Ferguson had both enrolled on a distance learning course for teaching and David was not sure how work commitments could be balanced along with the demands of the course, and these issues would need to be discussed with Fiona, in particular.

#### **(c) Student placement and possible Graduate placement**

Anne MacDonald was on summer placement mainly working on the 25th anniversary book. Fèisean

nan Gàidheal had received £900.00 from Comunn na Gàidhlig for this placement. They were also going to cover half the costs of a graduate placement post for the year which Chris Deplano was about to take up.

The Director mentioned we now had Broadband in the office and we were renting a new space in the Skye Gathering Hall, next to our main office, primarily for storage.

## **EX2.2005.04 POLICY ISSUES**

### **(a) Gaelic Policy Guidance**

Mairi Kidd was asked to prepare an easy step-by-step guide to implementing the policy for the benefit of those Fèisean who might find this challenging. It was decided to remove "to comply with the forthcoming Gaelic Act" Page 9. Anne Willoughby thought the clip-art was not appropriate as since we were dealing with adults, it detracted from the document.

### **(b) Letter from Fèis sa Mheadhan regarding Grant Schemes**

A letter From Chas MacDonald was circulated regarding children and adult participants. Catriona MacIntyre thought Fèisean nan Gàidheal's commitment should continue to focus on 8 – 18 year olds, but it was agreed to ask Chas MacDonald to attend the next Board meeting where the views of other members could be sought.

## **EX2.2005.05 PROJECT UPDATES**

### **(a) Meanbh-Chuileag/Gaelic Developments**

The Development Manager reported that Douglas Beck was in charge of Gaelic Developments and the Sgioba-G. They were hoping to cover 6 or 7 Fèisean this year, which while lower than anticipated, was due to the uptake. Christine MacIntyre and Douglas were going to be working together on a drama project in Argyll. Mairi Kidd was The Theatre in Education Officer and she was going to be arranging 15 weeks of work in schools. There was a possibility that Fèisean nan Gàidheal could be asked to run a drama summer school.

### **(b) Training Programme**

The Director reported that this project had come to the end of three year funding. The first ESF application for continuation had been turned down but the outcome of the application re-submitted in September would be known in October. HIE had been asked to contribute £10,000 to the project and there was also income from GASD fees to allow the post and activity to continue.

### **(c) Highland Council Schools YMI Contract**

The Director reported that in the main, the Highland Council was happy with how this project was proceeding. Rae MacColl had just been appointed to assist with the administration of this project. A Gaelic Music in Schools week was scheduled as part of Blas.

### **(d) Blas Festival**

The Director reported that ticket sales had been slow but he was confident that the programme was the best that could be achieved and publicity of the event had been excellent.

### **(e) Lochaber Fèisean**

Catriona MacIntyre reported that all was well in the Lochaber area.

### **(f) 25 years celebrations**

The Barra celebrations had been a huge success. Catriona MacIntyre thoroughly enjoyed Tuesday night. Arthur thanked David for all his hard work. David was going to Barra the following week to tie up the project.

### **(g) Tracking Exercise**

The Director indicated that the RSAMD were updating the draft as some changes had been requested. They were presenting the final report at the AGM in Aberdeen. The data will then be passed on for inclusion, if appropriate, in the 25<sup>th</sup> anniversary book.

## **EX2.2005.06 DEVELOPMENT ISSUES**

### **(a) Development Plan 2005-2010**

The Director reported that the plan was now more or less complete but budgets had to be finished. He undertook to have it ready for the AGM.

**(b) Cultural Commission**

The Cultural Commission Report had been published and The Scottish Executive were looking at it.

**(c) SAC funding application (papers circulated)**

This was covered in Agenda Item. EX2.2005.02(c)

**(d) Letter from Fèis sa Mheadhan regarding Development Officer**

It was agreed that there was a need to appoint a Development Officer to support Stirling, Aberdeen and Edinburgh Fèisean, but that would be dependent on acquiring funding from City Councils, LECs and/or Scottish Enterprise.

**EX2.2005.07 ANNUAL CONFERENCE 2005 (23/24 September)**

The Director reported that there seemed to be a problem with Patricia Ferguson MSP attending the event as her Private Secretary and Diary Secretary were unable to confirm whether she was attending, although we had received a letter confirming her acceptance of our invitation to address the conference.

Catriona MacIntyre requested that we should include an open discussion session in Saturday's programme.

**EX2.2005.08 GENERAL**

**(a) AOCB**

There was no other business.

**(b) Date and venue of next meeting**

This was set for Inverness, on Thursday 24 November 2005.

# Fèisean nan Gàidheal

## Coinneamh nam Buidhne-ghnìomh

### Financial Issues

Agenda Item EX1.2006.02

### Background

Anne Willoughby, our Finance and Administration Officer, has prepared the following:

(a) Budget to 31 March 2006, with performance to 31 January 2006 **(REMOVED)**

Funding due by Fèisean nan Gàidheal in grants for 2005-06 **(REMOVED)**

Detailed budgets for main projects

(b) Current bank balances will be tabled at the meeting

(c) Grant applications 2006-07

### Action

Members are asked to note these, and ask any questions they wish.

In addition, staff will give a verbal update on current funding opportunities.

**Arthur Cormack**  
Director

## Blas Festival Year Two (2005)

<b>INCOME</b>	<b>Budget</b>	<b>Actual to 31.01.06</b>
Highland Council (Millennium Commission)	£ 127,000.00	£ 137,200.00
Youth Music Initiative	£ 12,000.00	£ 7,000.00
Additional money for Cèilidh Trails (includes earned income)	£ 5,000.00	£ 0.00
Box Office	£ 28,800.00	£ 18,028.00
Sponsorship	£ 5,000.00	£ 100.00
Merchandise Sales	£ 4,000.00	£ 377.00
Carried forward from 2004 events	£ 19,879.77	£ 19,879.77
Funding to be raised (Bòrd na Gàidhlig/Gàidhlig sa Choimhearsnachd)	£ 10,000.00	£ 0.00
<b>Total Income</b>	<b>£ 211,679.77</b>	<b>£ 182,584.77</b>
<b>EXPENDITURE</b>		
<b>Programme</b>		
Fèis Chataibh Cèilidh Trail	£ 15,000.00	£ 15,150.00
PA & Lighting (assumes 15 gigs will have in-house PA/Lighting)	£ 15,600.00	£ 16,879.37
<b>Main Events</b>		
Main Artists' Fees (based on 4-member groups) including travel	£ 27,500.00	£ 26,089.16
Support Act fees	£ 8,800.00	£ 4,000.00
<b>Smaller Events</b>		
Main Artists' Fees (based on 4-member groups) including travel	£ 8,400.00	£ 8,000.00
Support Act fees	£ 5,600.00	£ 2,000.00
Accommodation for Artists	£ 12,150.00	£ 16,851.43
Cèilidh Trailers/Other local performers	£ 10,800.00	£ 7,458.06
Accommodation & Travel Expenses for Cèilidh Trailers	£ 12,600.00	£ 1,047.46
Stage/Concert Management/Fear or Bean-an-Taighe	£ 4,500.00	£ 2,058.96
Venue Hire/Commission to Promoters	£ 8,640.00	£ 6,344.75
International Artists' Expenses	£ 4,000.00	£ 3,841.05
Rehearsals	£ 3,000.00	£ 0.00
Gaelic Music in Schools Week	£ 12,000.00	£ 4,500.00
<b>Marketing</b>		
Branding/Logo/Website	£ 5,000.00	£ 7,667.59
Joint marketing of Cèilidh Trails 2005	£ 2,500.00	£ 448.52
Publicity Materials including printing	£ 6,000.00	£ 11,409.31
Advertising	£ 9,000.00	£ 12,803.31
Merchandise Purchase	£ 2,500.00	£ 2,049.27
<b>Administration</b>		
Project Manager	£ 15,000.00	£ 16,952.83
Telephone/Fax/E-mail/Postage & Stationery	£ 1,200.00	£ 2,170.81
Artistic Director/Booker	£ 5,000.00	£ 9,804.70
Action Group Costs	£ 2,000.00	£ 1,756.30
Press & PR	£ 3,000.00	£ 3,939.87
Additional Insurance	£ 3,000.00	£ 724.75
Royalties	£ 1,000.00	£ 0.00
Fèisean nan Gàidheal Management Fee/Contingency	£ 7,500.00	£ 7,500.00
<b>TOTALS</b>	<b>£ 211,290.00</b>	<b>£ 191,447.50</b>
<b>Left to be carried forward for 2006 events</b>	<b>£ 389.77</b>	<b>-£ 8,862.73</b>

**Fèisean nan Gàidheal Lochaber  
Development (Year 2)  
01 August 2005 - 31 July 2006**

**Year 3**

INCOME	BUDGET	SECURED to date	ACTUAL 31/01/06
Main Project Income			
Fèisean nan Gàidheal - Highland Council	£ 10,000.00	£ 10,000.00	£ 11,000.00
Lochaber Enterprise	£ 6,138.52		£ 0.00
Wheik LEADER+	£ 13,050.00		£ 5,854.00
Sub-Total	£ 29,188.52	£ 10,000.00	£ 16,854.00
Cape Breton Visit Fees			£ 240.00
<b>Total</b>	<b>£ 29,188.52</b>	<b>£ 29,500.00</b>	<b>£ 17,094.00</b>
Main Project Expenditure			
Salary	£ 19,545.00		£ 9,772.50
NI Contributions	£ 1,857.00		£ 937.56
Travel Expenses	£ 1,586.00		£ 752.43
Postage, Stationery, Telephone, Printing	£ 1,200.52		£ 428.52
Development Budget	£ 5,000.00		£ 3,753.04
Sub-Total	£ 29,188.52	£ 0.00	£ 15,644.05
<b>Total</b>	<b>£ 29,188.52</b>		<b>£ 15,644.05</b>
Surplus/Deficit	£ 0.00		£ 1,449.95
Development Budget activity	£ 5,000.00		
Fiona Ironside	£ 513.60		
Ingrid Henderson	£ 1,558.15		
Iain Mac Farlane	£ 70.00		
Ross Martin	£ 70.00		
Marion MacDonald	£ 72.50		
Ingrid Henderson	£ 468.79		
Feis Oigridh na Mara	£ 1,000.00		
Sub-Total	£ 3,753.04		

## 25th Feis Bharraigh Celebrations

<b>Income</b>	Budget	Secured	Actual
Box Office	£ 3,000.00	£ 3,000.00	£ 3,000.00
Feisean nan Gaidheal	£ 5,622.50	£ 5,622.50	£ 3,622.50
Scottish Arts Council	£ 5,000.00	£ 3,000.00	£ 3,000.00
WIE / CED	£ 7,500.00	£ 7,500.00	£ 0.00
Comhairle nan Eilean Siar	£ 5,000.00	£ 4,000.00	£ 0.00
Sponsorship	£ 1,650.00	£ 1,650.00	£ 0.00
<b>TOTAL</b>	<b>£ 27,772.50</b>	£ 24,772.50	£ 6,622.50

<b>Expenditure</b>	Budget	Secured	Actual
Marquee Hire	£ 6,750.00	£ 6,750.00	£ 9,292.30
Toilets	£ 3,350.00	£ 3,350.00	£ 0.00
PA Hire	£ 1,500.00	£ 1,500.00	£ 1,398.25
PA Expenses	£ 1,000.00	£ 1,000.00	£ 0.00
Cathy Ann MacPhee Band Fee	£ 1,000.00	£ 1,000.00	£ 1,000.00
Cathy Ann MacPhee Concert Expenses	£ 1,500.00	£ 1,500.00	£ 1,310.00
Fr Colin MacInnes Expenses	£ 1,500.00	£ 1,500.00	£ 0.00
CnamF Participants Travel	£ 3,200.00	£ 3,200.00	£ 5,580.65
CnamF Part. Accom. and Meals	£ 3,200.00	£ 3,200.00	£ 2,815.90
Contingency	£ 1,150.00	£ 1,150.00	£ 1,416.77
Administration	£ 3,622.50	£ 3,622.50	£ 3,622.55
<b>Total</b>	<b>£ 27,772.50</b>	<b>£ 27,772.50</b>	£ 26,436.42

Surplus/Deficit £ 19,813.92

## Gaelic Language Development Strategy 2005/06

Income	Budget	Actual
Bord na Gaidhlig	£60,000.00	£ 30,000.00
Scottish Arts Council	£20,000.00	£ 18,000.00
Feisean	£4,200.00	£ 379.00
Trusts, local contributions etc	£8,000.00	£ 3,129.00
Feisean nan Gaidheal	£10,064.24	£ 5,000.00
Performance Fees	£18,750.00	£ 3,635.00
HIE	£15,000.00	
Comhairle nan Leabhraichean	£2,000.00	
<b>Total Income</b>	<b>£138,014.24</b>	<b>£ 60,143.00</b>
<b>Surplus c/fwd from 2004/05</b>		£ 127.20
<b>FnG Gaelic Language Officer</b>		
Officer (SCP29)	£22,512.00	£ 18,587.51
Employer Contributions	£2,476.32	£ 1,857.00
Expenses	£1,200.00	
4 Seasonal Gaelic language support workers	£11,160.00	£ 1,501.00
Employer Contributions	£1,227.60	£ 253.96
Expenses	£0.00	
Travel Costs	£2,000.00	
Contingency	£1,500.00	£ 748.47
Gaelic language training support	£5,000.00	
Drama Development Budget	£4,200.00	
<b>Theatre-in-Education</b>		
Director (SCP 29)	£22,512.00	£ 17,659.88
Employers Contributions	£2,476.32	£ 1,766.00
Expenses	£1,200.00	
3 Additional Theatre in Education actors for 15 weeks	£12,500.00	£ 4,458.95
3 Additional TIE Actors rehearsals for 2 weeks	£2,100.00	
Expenses	£11,250.00	£ 8,778.45
Vehicle Hire	£4,500.00	
Petrol Costs	£1,500.00	
Additional Travel e.g Ferries	£1,500.00	
Properties	£500.00	£ 319.34
Contingency	£1,000.00	£ 779.70
<b>Shared Administrative Costs</b>		
Office Rental	£6,000.00	£ 6,000.00
Photocopier	£200.00	
Telephone, post and printing	£2,500.00	£ 820.45
Printing of support & marketing materials	£3,500.00	£ 403.82
New Office Equipment	£1,000.00	
Feisean nan Gaidheal Management Fee	£12,500.00	£ 12,500.00
<b>Total Expenditure</b>	<b>£138,014.24</b>	<b>£ 76,434.53</b>
Surplus/Deficit		£ 16,291.53



# **Fèisean nan Gàidheal**

## **Coinneamh nam Buidhne-ghnìomh**

**GASD-funded Trainee**  
Agenda Item EX1.2006.03

### **Background**

David Boag successfully applied to the Gaelic Arts Strategic Development (GASD) group for a one year traineeship, with the person to be utilised in assisting with a variety of tasks within Fèisean nan Gàidheal, at the same time as learning about how the organisation works. This will require match funding from Fèisean nan Gàidheal, and the application is included here for information.

**Arthur Cormack**  
Director

**Gaelic Arts Strategic Development  
Traineeship Programme Application**



**Fèisean nan Gàidheal  
Trainee Marketing Officer**

Fèisean nan Gàidheal  
Meall House  
Portree  
Isle of Skye  
IV51 9BZ

(01478) 613355  
fios@feisean.org  
www.feisean.org

December 2005

- **Name of Organisation**

Fèisean nan Gàidheal

- **Contact name**

David Boag

- **Address**

5a Mitchell's Lane, Inverness, IV2 3HQ  
(Head office – Meall House, Portree, Isle of Skye, IV51 9BZ)

- **Telephone number and e-mail address**

(01463) 225559                      david@feisean.org

- **Description of Traineeship offered (job description and location should be included)**

Title:                                      Trainee Marketing Officer  
Location:                                  Portree or possibly Inverness  
Job description:

The aim of this post is to offer a 12 month traineeship to assist Fèisean nan Gàidheal and it's member Fèisean to increase their profile at the local, national and international level. This will include the collection of a range of relevant information for publication on the FnG website, and the trainee as part of the wider FnG team, will have responsibility for updating the site over the period of the traineeship. In addition, the trainee will be expected to assist with marketing of the "Blas" festival and again, would have overall responsibility for the regular updating of the site for the duration of the traineeship.

Over the course of the year it is envisaged that the trainee will be fully incorporated into the body of the team, gaining a wide ranging knowledge of the Fèis movement and the wider Gaelic arts community, whilst gaining practical experience of marketing, particularly through the use of web based media.

Fèisean nan Gàidheal has achieved Investors in People status and the trainee would be included in all aspects of this process, which places an emphasis on continued personal development through a programme of training.

As the employee will be expected to work with young people from time to time as part of the traineeship, employment will be conditional on an enhanced Disclosure check being completed to the satisfaction of Fèisean nan Gàidheal. Fèisean nan Gàidheal is an equal opportunities employer.

Person specification:

- Candidates should be fluent in Gaelic, both spoken and written, as much of the content for the websites will be bilingual (Gaelic and English).
- Ideally the trainee should be educated to degree level, or equivalent, although candidates without this level of qualification but with relevant experience, particularly in marketing and / or ICT may be considered.
- Candidates should have an interest in the Fèis movement and / or Gaelic arts in general.
  
- Experience in the use of computers will be essential, particularly using email and word processing. Knowledge and / or experience of web design / content editing would be a distinct advantage, although training in this particular aspect may be offered as part of the traineeship.

- **Detail of Gaelic element within the traineeship**

The trainee should be fluent in both spoken and written Gaelic. However, additional training may be offered over the course of the year to strengthen each or both of these areas if required.

- **Period of traineeship offered**

The traineeship will commence from 1<sup>st</sup> April 2006 and run until 31<sup>st</sup> March 2007.

- **Assurance that the organisation is in a position to meet the remaining 50% of salary from its own resources or through other funding**

Fèisean nan Gàidheal can assure the GASD group that they are in a position to meet the remaining 50% of the salary (up to £625 per month, or a maximum of £7,500 for the traineeship).

- **Assurance that the organisation will be responsible for income tax and national insurance payments for the trainee, and that Health and Safety requirements will be met.**

Fèisean nan Gàidheal can assure GASD that we will be responsible for income tax and national insurance payments for the trainee as part of our current pay roll system and that all Health and Safety requirements will be met.

# **Fèisean nan Gàidheal**

## **Coinneamh nam Buidhne-ghnìomh**

### **Training Plan**

Agenda Item EX1.2006.05(c)

### **Background**

Iona MacDonald has created a Training Calendar for the year, which is currently at the designers and will be available for general circulation soon.

The proposed programme is included here for information.

**Arthur Cormack**  
Director

Fèisean nan Gàidheal  
Cothroman Trèanaidh 2006  
Training Events 2006

Co-labhairtean agus bùthan-obrach do luchd rianachd, comataidhean, luchd teagaisg agus luchd frithealaidh nam fèisean. Tha a' mhòr-chuid dhiubh fosgailte.

Seminars, conferences and workshops for Fèis organisers, committees, tutors and supervisors. Most events are open to the general public.

For further details on any training session, please contact Iona MacDonald, Training Development Officer, Fèisean nan Gàidheal, Meall House, Portree, Isle of Skye, IV51 9BZ. Email: [iona@feisean.org](mailto:iona@feisean.org) Telephone: 01478 613355 or 01478 614001 (direct) Website: [www.feisean.org](http://www.feisean.org) or return the FREEPOST card enclosed

Topic	Location	Date
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#### GAELIC LANGUAGE

Gaelic with Ailig	Inverness	TBA
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This weekend course is designed to help Fèis tutors and organisers give their Gaelic learning a kick-start with a patient tutor in a light-hearted but useful way. (£40)

Access to Gaelic	Sabhal Mòr Ostaig	Various
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Fèisean nan Gàidheal will pay up to 50% of course costs for Fèis tutors, organisers and committee members to undertake this course. Contact Fèisean nan Gàidheal to register (POA)

Short Courses	Various	Various
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Fèisean nan Gàidheal will consider assisting Fèis personnel with course costs to attend appropriate Gaelic language short courses throughout the year. (Costs vary)  
See links on our website to Clì, Sabhal Mòr Ostaig, Learn Direct, etc, for courses.

#### MUSIC, SONG and DANCE

Dance in the Highlands	Skye	15 April 2006
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This one-day course will cover several styles of dance popular in the Highlands. It is appropriate for dance tutors, musicians, supervisors, and those with a general interest. £15

Ceòl Beag	Skye	18/19 November 2006
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This two-day seminar in light music of the bagpipes will cover practical, theoretical and historical angles and will include a number of well-known personalities in the world of piping. This will be an opportunity for pipers and other musicians to study *ceòl beag* in some depth over the weekend. An evening recital will be held on the Saturday evening.

£30

Oran Eile	TBC	Summer 2006
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A seminar on Gaelic song (regional songs, work songs, puirt-a-beul, sacred song, etc) is proposed for the summer months. Further details as available from Iona MacDonald.

Storytelling	TBC	
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## TEENAGE PROGRAMME

□

Fèis Alba 2004 Plockton – 7 July 2006 EPOA

Fèis Alba 2006 is a high quality training opportunity for young musicians. The Fèis will run from Monday 3rd to Friday 7th July 2006. The event aims to give young people aged 16-25 the opportunity to learn more about a range of key skills that will be of use to them as they develop their skills as aspiring semi or fully professional musicians. The main focus of the week will be group-work and as such we welcome applications from interested groups or bands. Your music skills must be at least at intermediate level. As well as group-work the program will include workshops in PA skills, playing for dancing and stage craft and will also include a live performance. For further information contact:

[Nicola@feisean.org](mailto:Nicola@feisean.org)

## TUTOR TRAINING

Level 1 Weekend	Skye	18/19 February 2006
Level 2 Weekend	Skye	18/19 February 2006
Level 1 Weekend	Inverness	Summer 2006

These tutor training sessions are generic to tutors or prospective tutors within the Fèis movement. Level 1 is aimed at those with no experience of tutoring and Level 2 for those who have experience or who have completed Level 1. Sessions include Child Protection, Tutoring Techniques, Gaelic and the Fèisean and practical work (music). Increasingly used by other traditional music tutoring organisations for Skills Development. Price includes one night's accommodation. (£50)

### Certificate in Music Tuition

Following development by the Traditional Music Tutor Training Network, (TMTTN) which is co-ordinated by Iona MacDonald, a professional qualification in Traditional Music Tuition is now available through some further education colleges. The qualification is validated by the Scottish Qualifications Authority and will be a useful addition to any tutor's CV. Fèisean nan Gàidheal can assist up to 10 tutors with tuition fees. Details from Iona MacDonald.

## MISCELLANEOUS

Including Special Needs Inverness 20 May 2006  
This one-day seminar, will be lead by Prof. Donnie M MacLeod, Aberdeen. It will focus on inclusion, awareness, legal, practical and funding aspects of Special Needs.

Venue Management Highland (TBC) 17/18 June 2006  
Venue Management for Volunteers – Introduction to sound, light, stage, front of house, health and safety, hospitality, licences, etc for volunteer committees and event organisers.

Introduction to the Archives School of Scottish Studies 24 February 2006 and other dates as required  
This one-day course introduces tutors and organisers to the archives of the School of Scottish Studies in Edinburgh, where material for use in fèis classes and activities can be found and researched.

First Aid for Childcare As required Various  
Courses available through the Red Cross. Please contact Iona to register your interest.

## BUSINESS/ORGANISERS

### Getting the most

from your Computer

As required

Various

Fèisean nan Gàidheal recommends the use of community training courses for computer skills development – they are available at low cost in most areas. Where it is not possible to access these courses, these workshops will be run as group sessions or one-to-one to help Fèisean get the most from their new technology. Contact Iona to request a session in your area or for one-to-one tuition. Free

### Supervisors' Introductory

Workshop

Highland (venue TBC)

25 March 2006

This workshop provides an introduction to legal aspects, child protection, pastimes, etc which would be invaluable to new or inexperienced supervisors at Fèisean.

### Regional Training

Highland, Lochaber

Autumn

Western Isles, Argyll & Glasgow

The regional training sessions have now been established as an annual event, and topics for the sessions are similar throughout the regions. Fèis personnel who are unable to attend their most local event are welcome to attend in another region. Dates and locations will be set by the Fèis Support Workers/Development Workers in each region, in consultation with the local committees.

### Annual General Meeting

TBC

22/23 September 2006

The Saturday of the AGM will again be an opportunity for training/awareness-raising on a topic/topics to be decided by the Fèisean nan Gàidheal Board. Each Fèis is entitled to one fully-funded place, with other representatives welcome to attend for the price of the overnight accommodation (c. £50)

### Collecting Culture

Highland (TBC)

28 October 2006

This 1 day workshop will cover how to approach and run a folklore/song collection project, looking at methods, sources, ethics, legal questions, digitising and dissemination. (£25)

## ASSISTANCE

Concessions on course fees may be available to under 18s, unemployed, etc, on application. Assistance with travel costs is generally available to all participants who are involved with the Fèis movement. Assistance is also available with child care or dependent care costs on application.

These courses are provided through generous assistance to Fèisean nan Gàidheal by the Scottish Arts Council, the European Social Fund, Comunn na Gàidhlig and the HIE local enterprise network.

Further details on all courses and assistance is available from Iona MacDonald at the main office address. Suggestions for other courses are always welcome. Watch the training section of the website ([www.feisean.org](http://www.feisean.org)) for additional courses.

Tutors may also like to consider putting their names on our Tutor Database which is available to all Fèisean and other *bona fide* traditional music and cultural organizations. Registration forms are available to download from the website or from the main Fèisean nan Gàidheal address.



# **Fèisean nan Gàidheal**

## **Coinneamh nam Buidhne-ghnìomh**

**Highland Council Youth Music Initiative Contract**  
Agenda Item EX1.2006.05(d)

### **Background**

At a recent meeting with Norman Bolton, Music Development Officer, with the Highland Council, it was suggested that we should try and achieve savings of some £20k from our YMI budget.

This was discussed with the YMI Providers' Group and it was agreed that we should resist this. Therefore, the following report was prepared for the Council, along with a covering letter explaining why we thought our budget should not be cut.

I will update members at the meeting on any comments received back from Norman Bolton.

**Arthur Cormack**  
Director

14 February 2006

Norman Bolton  
Music Development Officer  
The Highland Council  
Education Offices  
Castle Street  
Dingwall  
IV15 9HU

Dear Norman

### **Fèisean nan Gàidheal Youth Music Initiative Contract with Highland Council**

Following our meeting last Monday, I agreed to look and see if any savings could be achieved in our delivery of Youth Music Initiative activities for the Highland Council.

I have compiled the enclosed report which I feel demonstrates that it would be extremely difficult to make significant savings of the kind you were seeking when we met, which would amount to around 10% of our current budget.

I have looked at all sorts of angles in making our case, including the payments to tutors, and their need for travel and accommodation. The latter is perhaps an area in which savings could be effected, as we may no longer have to use 'imported' tutors so often in places like Caithness. However, when they met last Tuesday, the providers' group were also very strongly of the opinion that we should continue to offer Tin Whistle as a subject choice, for various reasons, not least that it seems to be working very well at present.

Since the conclusion from the report is that the contract would seem to be under-funded if the issue of unequal pay is to be addressed, our preference would be to continue as we are, working within the budget we have, and doing our best to address the issues highlighted within these resources, including pay to tutors.

As the person within Fèisean nan Gàidheal responsible for the contract with the Council, any reduction in funding to deliver it would have to be negotiated with me, at which point we would have to consider very carefully whether we could continue to offer a quality service for the funding available. I also have a responsibility to ensure that both Fèisean nan Gàidheal and the local Fèisean are properly recompensed for their part in the delivery, which I would point out is costed at less than one senior Highland Council officer at present.

I believe that there is strong political backing from Councillors for what we are doing, and also believe that the service we provide is being delivered in an extremely cost effective and professional way. The Council has been highly commended for its partnership with the Fèis movement, as detailed in the report.

I look forward to hearing any comments you may have, and I would be happy to meet up again if you think it necessary to discuss anything in greater depth.

Kind regards.

Leis gach deagh dhùrachd

**Arthur Cormack**  
Director

## Youth Music Initiative The Highland Council partnership with Fèisean nan Gàidheal

### 1.0 Introduction

The Youth Music Initiative was launched by the First Minister to “ensure that by 2006, every primary school pupil should have access to at least one year’s free music tuition by the time they reach Primary 6.”

The Highland Council was allocated £135,756 by the Scottish Arts Council very late in the school session 2003-04, of which it retained £6,000 for the Sound Start project in Grantown, leaving £129,756 for the provision of traditional music tuition in primary schools within 4 of the 8 Council areas, in partnership with Fèisean nan Gàidheal.

The year 2 allocation was £271,511, of which the Council retained £6,000 for the Sound Start project in Grantown and an additional £46,000 for staffing costs, leaving £219,511 for the provision of traditional music tuition in primary schools within all 8 Council areas, in partnership with Fèisean nan Gàidheal.

In year 3, the Council’s allocation was increased to £543,022 or thereabouts, but Fèisean nan Gàidheal’s allocation remained at £219,511 to continue its provision of traditional music tuition in primary schools within all 8 Council areas, while the Council began offering other styles of music tuition such as Kodály vocal work and Music on the Move, as well as continuing the Sound Start project.

An analysis, therefore, of the division of the funding is as follows, which shows that Fèisean nan Gàidheal’s share of the funds is currently at around 40% of the overall total. This is good bit short of half, and in real money terms, means that the Highland Council has £271,511 after staff costs, or £52,000 more than Fèisean nan Gàidheal has currently, to carry out its two additional YMI activities.

School session	Fèisean nan Gàidheal	Highland Council
2003-04	£129,756	£6,000
2004-05	£219,511	£52,000
2005-06	£219,511	£323,511

The Fèis movement is the major provider of traditional music tuition within the Highland Council area, largely through the informal sector, and was able to get a scheme up and running very quickly in order to allow the Highland Council to begin delivering on YMI at an earlier stage than most local authorities managed, and in a very cost-effective manner.

The Highland Council has supported Fèisean nan Gàidheal and Fèis Rois through Service Level Agreements, and has a good working relationship with both organisations. The Council’s area is also home to the Centre of Excellence in Traditional Music, at Plockton High School, and traditional music is a strength within the area it serves, and it was, therefore, an enlightened decision to make new and additional provision through the Youth Music Initiative in the traditional genre.

### 2.0 Delivery of the Programme

Fèisean nan Gàidheal has offered pupils in all primary schools throughout the Highland Council area, including the small isles and remote mainland areas, regular whole-class sessions in singing, tin whistle and, where appropriate, group music-making. This has been for 12 weeks (3 x 4-week blocks) in each school session, although in year 2 some schools got 16 weeks, as we had not been able to use the whole allocation from year 1 due to it being paid out late on in the school year.

The delivery mechanism is flexible, and has been agreed with the class or head teachers in advance of each visit. The number of tutors required has been assessed school-by-school, depending on the number of pupils in a particular school, and the music being offered. In some instances, 2 tutors have been used for groupwork tuition, for example. The approach to teaching has been tailored as much as possible to the needs of individual schools, perhaps including material to fit in with a class project, and the styles taught have been, as far as possible, those of the local area.

Singing has been given equality with musical instruments, with the provision of Gaelic and Scots singing for all children, and we have also been able to offer Gaelic-medium tuition in Gaelic schools, which other Highland Council musical provision, to our knowledge, is unable to offer.

Tin Whistle tuition has been offered as the instruments are reasonably cheap to buy, and are provided free of charge to pupils who receive tuition. The idea of including whistle only with groupwork from session 06-07 was discussed with the providers' group in February, and they thought very strongly that whistle should be retained in its own right, and not dropped from the menu of choices offered to the schools. While the fingering is slightly different from that of the recorder, widely taught in schools, lots of young people can relatively easily play a tune on a whistle, and this has been tried and tested within branches of Comhaltas Ceoltóirí na h-Eireann in Ireland over many years where everyone begins on the whistle, and in Fèisean in Scotland.

Most tuition is offered on a whole-class basis, and therefore group music-making is encouraged. It is certainly possible to work with singing groups, and group percussion from an early stage. This approach also makes our provision different from that of visiting specialists, so that both approaches should be equally beneficial to those children who receive tuition through both streams.

## 2.1 Administering the Initiative

There were, and are, administrative implications for Fèisean nan Gàidheal in running this programme, and in year 1, we received £19,000 to develop and run a scheme. Out of this, local Fèisean were paid £100 per school to deliver the tuition locally, which took care of £8,700 of the management fee, leaving just £10,300 for Fèisean nan Gàidheal to cover the considerable costs incurred by its Director in working up a scheme of delivery, making applications to SAC on behalf of the Highland Council and organising and attending meetings with local Fèisean, including the expenses of up to 8 individuals to attend. In addition, the administrative staff of Fèisean nan Gàidheal had to set up payment systems for tutors, and undertake the ongoing payments to tutors.

Because the scheme was new and untried, we estimated that as much as 15% of the available funding for year 1 would be needed to effectively deliver in the areas identified. In reality, the £19k represented 14.6%. This has never been revisited, and although in year 2, the fee doubled to £38,000 in line with the doubling of funding and number of schools to cover, the following is the first time we have undertaken an analysis of how our management fee has been utilised:

School Session	FnG Fee	Expenditure on Admin		
2003-04	£19,000	Fees to Fèisean	90 schools	£9,000
		Providers' meetings	6 meetings	£1,896
		Additional Insurance		£455
		Additional Administration	E Ferguson	£490
		Postage & Stationery	Estimate	£280
		Additional Management		£2,480
		<b>Total identifiable</b>		<b>£14,601</b>

2004-05	£38,000	Fees to Fèisean	182 schools	£18,200
		Providers' meetings	4 meetings	£1,251
		Additional Insurance		£890
		Additional Administration	E Ferguson	£1,399
		Postage & Stationery	Estimate	£550
		Additional Management	Fèis Rois	£2,480
		Rae MacEachern		£738
		<b>Total identifiable</b>		<b>£25,108</b>
2005-06	£38,000	Fees to Fèisean	182 schools	£20,020
		Providers' meetings	4 meetings	£1,251
		Additional Insurance		£915
		Additional Administration	E Ferguson	£1,875
		Postage & Stationery	Estimate	£575
		Additional Management	Fèis Rois	£2,480
		Rae MacEachern		£5,514
		<b>Total identifiable</b>		<b>£32,630</b>

The 2006-07 figures are largely estimated at this stage, but based on real figures available for half of the school session to date. It can be deduced from the above figures that there is little in this contract, financially, for Fèisean nan Gàidheal. On present estimates, at best it's £5,370 per annum, but we have costs associated with Fèisean nan Gàidheal's Director, Development Manager, Administration Officer and Lochaber Development Officer all having a role in the YMI delivery, although these should reduce now that Rae MacEachern is being employed. The YMI contact is considered by us to be a very important development of the work initiated by local Fèisean, and while we do not necessarily have to make money from it, we do have to cover real costs, and have a responsibility to ensure that local Fèisean are adequately rewarded.

## 2.2 Tutors' Fees

It has been suggested that the fees we pay tutors, at £25 per hour, are considerably more favourable than someone in full-time employment within the Council doing the same job. We would disagree with this very strongly, as the following analysis shows, and in fact, we would argue that our tutors' fees require to be increased.

All our tutors are self-employed. They only get paid £25 for each hour they actually teach, and could be travelling for 2 hours, or more in very remote areas, to earn that £25. So it could be argued that their hourly rate is £8.33. We try and programme visits so that tutors can fit in 3 schools in a day, thus earning £75 per day although in the case of remote areas, only 2 schools can be fitted in, so they may only earn £50 for a day. Therefore, for a 7-hour day the hourly rate is a minimum of £7.14 and a maximum of £10.71. To analyse these figures:

<b>£7.14 hourly rate</b>	
Basic rate	£7.14
NI @ 11%	-£0.79
Income Tax @ 23% (Basic rate)	-£1.64
Net pay	£4.71

<b>£10.71 hourly rate</b>	
Basic rate	£10.71
NI @ 11% (Class 4 self-employed)	-£1.18
Income Tax @ 23% (Basic rate)	-£2.46
Net pay	£7.07

The Highland Council employs tutors on a starting full-time salary of £21,000. It has to be remembered that these people get paid while travelling, while on holiday and are presumably part of the Council's pension scheme, all of which costs the Council money which Fèisean nan Gàidheal's tutors do not. Recruitment cost will also have been incurred by the Council, but were not by Fèisean nan Gàidheal.

Taking the Council's starting salary figure and applying it to a standard 35-hour week, the real cost to the Council is £24,360 per person:

<b>£21,000 full-time salary</b>	
Basic rate	£21,000
Employers' Contribution @ 11%	£2,310
Pension @ 5% (estimate much less than Council scheme)	£1,050
Total cost annually to the Council	£24,360
Hourly rate (based on 1,645 hours annually)	£12.77

<b>£12.77 hourly rate</b>	
Basic rate	£12.77
NI @ 9% (Employee rate)	-£1.15
Income Tax @ 23% (Basic rate)	-£2.94
Net pay	£8.68

These figures show that if our tutors and Council tutors are each only able to cover 2 schools daily, without taking into account any of the additional benefits of being employed, the Council tutors are 84% better off than the Fèis tutors. In a case where 3 schools are covered in a day (which is the norm) then the Council's tutors are still 23% better off than the Fèis tutors.

However, the more important figure from our point of view is that if we were to pay our tutors a rate equitable to that of the Council employees, we would have to increase the hourly rate to at least £30.00, or a daily rate of at least £90.00. To allow our tutors to pay into a pension scheme @ 5% of their salary, we would have to increase that even further to £31.50 per hour or £94.50 per day.

Our tutors have not had a pay increase at all since the first year of YMI provision, and if we analyse the costs of the tuition programme over the first 2 years, we can estimate what an increase of the kind detailed in the previous paragraph would mean. This is based on the actual costs incurred in school session 2004-05, as that was the first full year of YMI provision across Highland, but keeping travel and accommodation at identical levels. It should also be noted that we had reduced our allocation to the tuition programme by £10k in the current school session, to allow sufficient funds for training and resources, and because musical instruments (whistles) were costing more than originally envisaged.

School Session	Allocation from budget	Expenditure on tuition programme	Totals
2004-05	£166,511	Tutor Fees	£118,914
		Tutor Meals & Accommodation	£19,579
		Travel	£32,596
		<b>Total</b>	<b>£171,089</b>
2005-06	£156,511	Tutor Fees	£142,697
		Tutor Meals	£19,579
		Accommodation	£32,596
		<b>Total</b>	<b>£194,872</b>

It should be noted that if the Council is employing 5 x FTEs to deliver its part of YMI, from the earlier table the costs to the Council are £121,800, which compares favourably with our fees paid in 2004-05 of £118,914, and confirms that for us to employ 5 FTEs to cover our contract would not save money. In any case, one of the extremely positive things about YMI is that a large number of our tutors have been employed – up to 35 individuals – and this contract has transformed the employment opportunities for traditional musicians in the Highlands. The spin-off from this is that the pupils receive tuition from tutors from differing backgrounds, giving them a variety they would not have with a small team of full-time tutors.

### 3.0 Funding requirements in subsequent years

Our present budget - for schools year 2006-07 – to fulfil the YMI contract for the Highland Council is detailed in the following table. We have been carrying an underspend since year 1, as the funding came in very late in the school year and we were only able to spend a limited amount by the end of the session. Also our training and resource development has been limited up until now. Given that last year was the first full year of YMI provision, we are able to better project what we need to fulfil the contract, and we are confident that the underspend will be reduced dramatically by the end of this school year, with fees at their current rates.

Income	Budget	Actual to date	Estimate to session end
Highland Council Formula Funding Allocation	£ 219,511	£ 219,511	£ 219,511
Carried Forward from Year Two		£ 32,305	£ 32,305
<b>Total</b>	<b>£ 219,511</b>	<b>£ 251,816</b>	<b>£ 251,816</b>
<b>Expenditure</b>			
Partnership costs	£ 38,000	£ 38,000	£ 38,000
Musical Instruments	£ 15,000	£ 8,762	£ 15,000
Training	£ 5,000	£ 2,033	£ 5,000
Teaching Resources	£ 5,000	£ 533	£ 5,000
Tuition Programme	£ 156,511	£ 94,152	£ 171,000
<b>Total</b>	<b>£ 219,511</b>	<b>£ 143,480</b>	<b>£ 234,000</b>
<b>Surplus</b>		<b>£ 108,336</b>	<b>£ 17,816</b>

Given that we are halfway through the 12 weeks of visits, this budget will be sufficient to see us through to the end of the session, and would appear to still leave a carry-forward of £17,816 for next session. However, as detailed earlier in this paper, Fèisean nan Gàidheal's fee, and therefore the fees the Fèisean get to deliver this programme are at a minimum. Tutors' fees have not been increased in 3 years, and are clearly well below those of the Council employees. Therefore, if those factors were taken into account, and the increases implemented, the most accurate budget we could put together, on current known funding for next year, is as follows:

Income	Estimate for session 06-07
Highland Council Formula Funding Allocation	£ 219,511
Carried Forward from Year Two	£ 17,816
<b>Total</b>	<b>£ 237,327</b>
<b>Expenditure</b>	
Partnership costs	£ 39,900
Musical Instruments	£ 15,000

Training	£ 5,000
Teaching Resources	£ 5,000
Tuition Programme	£ 194,872
<b>Total</b>	<b>£ 259,772</b>
<b>Surplus/(Deficit)</b>	<b>(£ 22,445)</b>

This budget assumes an increase of 5% for Fèisean nan Gàidheal, and therefore the individual Fèisean, plus an increase to £30 per session for the tutors, which is the equivalent of an annual increment of just over 6% per annum for the past 3 years. While this is of course higher than the pay awards given to full-time staff, such an increase at this time would mean that our tutors would end up on pay similar to those on full-time contracts, and increments year-on-year thereafter could be at the same rate as those awarded to other Council staff, making the pay structure for YMI more equitable in the long term.

Against that, we know we have to live within a budget, and we will have to find a middle ground to be able to keep the level of tuition offered at current levels.

#### 4.0 Conclusion

There are only two conclusions that we can draw from the analysis in the foregoing pages. One is that the contract with Fèisean nan Gàidheal to deliver YMI in Highland is extremely good value for money, is in fact under-funded when compared with other provision, and has therefore been achieved with a certain amount of goodwill on the part of the Fèisean and the tutors. The second is that there is no scope at all for savings to be made, and in fact, to allow us to offer an increase in pay to tutors and organisers, we are already going to have to trim the projected budget for session 2006-07 to operate within the available funds.

We feel that the way in which our contract is delivered gives 100% of the pupils within the defined age-groups in all the schools we have been asked to cover, a good all-round experience of various aspects of traditional music, and that it has been successful in meeting the Scottish Executive's target for YMI.

This in turn is good for the Highland Council, and its contract with Fèisean nan Gàidheal has been:

- acclaimed by the Scottish Arts Council's Youth Music Reference Group
- used as an example of good practice in the Cultural Commission's report
- highlighted by the Scottish Executive in a report to the European Commission on its part in implementing the Charter for Minority Languages

The Highland Council has gained great kudos for its enlightened way of working, not just in outsourcing a contract to a network of organisations that could deliver, but for making the provision of traditional music its focus, thus playing to one of the undoubted strengths of the area the Council covers.

The feedback from schools has been overwhelmingly positive and the tutors have more than risen to the challenge and have become very committed, with three even considering full-time teaching as a career!

We feel, therefore, that we cannot deliver this high quality service without the current level of funding, and in real terms, without enhanced funding. Given that additional funding is unlikely to be forthcoming, we put the case that while we can continue to deliver with the current funds, we cannot see a way in which cost savings can be realised without seriously cutting back on provision, something which, politically, we feel the Highland Council would not wish to see happen.





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