



Fèisean nan Gàidheal

A' toirt ar dualchas do ar n-òigridh

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors

Taigh-Osda na Lùchairt

The Palace Hotel

Inbhir Nis

Inverness

Dimàirt 17 An Cèitean 2005

Tuesday 17 May 2005

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

Tuesday 17 May from 2.30pm

Clàr-Gnothaich

2.2005.01 GNOTHAICHEAN TÒISEACHAIL ~ PRELIMINARIES

(a) **An làthair ~ Present**

(b) **Leisgeulan ~ Apologies**

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

Minutes of the meeting of the Board held on 28 February 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) **Aithisg nam Fèisean ~ Fèis Report**

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

2.2005.02 COINNEAMH NAM BUIDHNE-GHNIOMH ~ EXECUTIVE GROUP REPORT

Minutes from the meeting of the Executive Group held on 4 May 2005 are circulated, and the full papers provided or the meeting are included as Appendix 1. Board members are asked to note these.

2.2005.03 IONMHAS ~ FINANCIAL ISSUES

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

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget to 30 April 2005, is circulated. Also circulated is a note of the grants pledged by Fèisean nan Gàidheal for 2005-06. Board members are asked to note the contents of the report, and discuss any points they wish to raise.

(b) **Fiosrachadh ùr agus na tha anns a' bhanca ~ Bank Balances and up to date information**

These will be tabled at the meeting.

2.2005.04 GNOTHAICHEAN POILEASAIDH ~ POLICY ISSUES

(a) **Poileasaidh Cùram Chloinne agus Dòighean Obrach ùr ~ New Child Protection Policy and Procedures**

A copy of the new Policy document has been e-mailed to all Board members, and there will be a hard copy for members to examine at the Board meeting. Also enclosed is a proposed memo to Fèisean, to go out with the new document. Board members are asked to approve the new policy and the memo.

(b) **Poileasaidh Gàidhlig ~ Gaelic Language Policy**

A copy of our proposed Gaelic Language Policy is included. This will form an Appendix to the new Development Plan, and members are asked to approve the policy.

2.2005.05 GNOTHAICHEAN LEASACHAIDH ~ DEVELOPMENT ISSUES

(a) Adhartas a-rèir Plana-Leasachaidh Fèisean nan Gàidheal ~ Progress against Fèisean nan Gàidheal Development Plan

A report by the Director is circulated, outlining progress with the implementation of the current Fèisean nan Gàidheal Development Plan to 31 March 2005. Board members are asked to note the progress to date, and are invited to discuss any relevant items.

(b) Plana-Leasachaidh Fèisean nan Gàidheal 2005-10 ~ Fèisean nan Gàidheal Development Plan 2005-10

A copy of the final draft of the new Development Plan for Fèisean nan Gàidheal for the years 2005-2010 has been e-mailed to all Board members, with changes suggested by the Fèisean having been incorporated. Hard copies will be available for Board members at the meeting, and they are asked to approve this final version, so that we can have it translated.

(c) Leasachaidhean ùr Gàidhlig ~ New Gaelic developments

A copy of our tender to Bòrd na Gàidhlig is included, to give members a fuller understanding of what we hope to achieve in terms of our Gaelic developments. A verbal update will be given to the meeting.

1.2005.06 GNOTHAICHEAN GNIOMHACHD ~ OPERATIONAL ISSUES

(a) Staff Progress Reports

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

(b) SAC Assessment of Fèis an Earraich

Iain MacInnes, a member of the panel of advisers to SAC's Music Department, visited Fèis an Earraich this year, as part of the evaluation processes adopted by SAC. His report is included for information, and Board members are asked to note the very high core achieved by the Fèis.

(c) AGM and Conference 2005

A verbal update will be given on the availability and price of venues in Aberdeen for this year's AGM and Conference. Members will be asked to decide which venue is best suited.

1.2005.07 EILE ~ GENERAL

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

(b) Ceann-latha agus àite airson na h-ath choinneimh ~ Date and venue of next meeting

Board members are asked to note that the date for the next meeting is Friday 23 September 2005, prior to the AGM that evening, and the conference the next day.

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held at The Palace Centre, Inverness on Monday 28 February from 2.30pm

Àireamh air a' Chlàr Gnothaich: 2.2005.01(c)

1.2005.01 PRELIMINARIES

(a) Present

Peggy Nicolson (Fèis an Earraich); Fiona Johnston (Fèis Obar Dheathain); Ken Houston (Fèis Chataibh); Katie Adam (Fèis a' Bhaile); Joan Robertson (Fèis Tìr a' Mhurain); John Joe MacNeil (Fèis Bharraigh); Cllr Donald John MacSween (Comhairle nan Eilean Siar, Observer); Arthur Cormack (Fèisean nan Gàidheal Director, Attending); David Boag (Fèisean nan Gàidheal Development Manager, Attending); Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer, Attending); Fiona MacInnes (Fèisean nan Gàidheal Support Worker, Attending); James Graham (Sabhal Mòr Ostaig Student on placement with FnG).

(b) Apologies

Kate Kerr (Fèis Dhùn Bhreatainn), Carolyn Paterson (The Scottish Arts Council, Observer), Ken MacKenzie (Fèis Latharna), Morag Anna MacLeod (The Highland Council, Observer), Alasdair MacLeod (Highlands & Islands Enterprise, Observer)

(c) Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 07 December 2004 were circulated.

Joan Robertson requested the following amendment: 4.2005.01(f) Fèis report – Feis Tir a' Mhurain Fèis dates to be amended to 25–29 July 2005. Subject to the amendment Fiona Johnston proposed approval of the minutes, seconded by Peggy Nicolson.

(d) Matters arising

Board members were invited to raise any issues from the minutes not covered elsewhere on the agenda. The Director confirmed to Board members that raffle tickets were to be despatched within the next two weeks.

(e) Fèis Report

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

Peggy Nicolson reported that they were busy preparing for Fèis an Earraich running from 28 March – 01 April. They had over 110 participants enrolled so far and 20 young pipers from The Armagh Pipers Club. Follow-on classes were on going with classes running for piping, fiddle, accordion and clàrsach. There was not enough interest to run a guitar class. The YMI programme was now up and running and following on from the Fèis in April, the month of May was also going to be very busy with school visits.

Fiona Johnston reported that Fèis Obar Dheathain was very successful with more participants than ever but unfortunately fewer committee members. They had Dougie MacDonald teaching button-box entirely through Gaelic-medium. They had a visit from The Lord Provost and Aberdeen City Council who was supportive. The Clàrsach workshop had paid for itself and there was enough interest to run at least one follow-on class. They were now looking forward to the Fèisean nan Gàidheal AGM in Aberdeen.

Joan Robertson reported that Fèis Tìr a' Mhurain 's follow-on classes were on going. Ceòlas had applied for YMI funding for 16-25 year olds. They were hoping to work with Fèis Tìr an Eòrna to provide accordion/singing workshops for the same age group and possibly cover tutor training as well.

Katie Adam reported that Fèis a' Bhaile had run a number of group-work sessions with Calum MacCrimmon. The Fèis continues to run Gaelic drama classes and they are going well. The AGM will be held in April.

Catriona Macintyre mentioned that Ingrid Henderson's report gave an update on the Lochaber Fèisean Development project. Fèis Lochabair were gearing up for their Easter Fèis and had 90 participants enrolled and all the tutors were now booked. A new Fèis was setting up in the Mallaig/Morar area. Fèis Eige had received funding from Awards for All for storytelling and folklore workshops.

Ken Houston reported that Fèis Air an Oir were holding regular fortnightly workshops and the children were working hard and growing in confidence. Fèis Chataibh were busy planning for the Cèilidh Trail and auditions were due to take place at the end of March. The YMIS was on going and Fèis Chataibh were also hoping to host a couple of events as part of the Blas programme.

John Joe MacNeil reported that Fèis Bharraigh follow-on classes were going well under Jane McNeill's guidance. All the events for the 25th celebrations had now been decided and a new committee was being formed to progress with these. The new administrator was due to start work next week.

Fiona MacInnes mentioned that Fèis Eilean an Fhraoich had ran a successful group work workshop. She was hoping to do the same with the rest of the Western Isles Fèisean and hoped that they could all perform at Fèis Bharraigh. She was also hoping to establish a Western Isles Cèilidh Trail.

1.2005.02 FINANCIAL ISSUES

(a) Financial Report

Fèisean nan Gàidheal's budget for 2004-05, with performance against budget to 31 January 2005, was circulated. Also circulated was a note of the grants pledged by Fèisean nan Gàidheal to that date and expenditure on individual projects as there was no Executive group meeting prior to the Board meeting. Board members were asked to note the contents of the reports, and discuss any points they wished to raise. The Director drew attention to the fact that YMI funding was to be used in the school year and not the financial year. There was still a further £47,000 to come in from the Scottish Arts Council before the end of March, as all funding claims were now up-to-date.

(b) Bank Balances and up to date information

The current bank balances were given as follows, and were noted by the Board members:

- £3,598.45 in the Current Account
- £7,996.55 in the High Interest Account
- £222,506.02 in the Business Term Deposit Account

(c) Scottish Arts Council Funding Agreement 2005-06

A copy of the proposed Funding Agreement with the Scottish Arts Council for 2005-06 was circulated. The Director explained to the new members that the £10,000 to develop support mechanisms applied to the Fèis support worker posts.

Board members were required to confirm acceptance of this and approval was proposed by Ken Houston and seconded by Fiona Johnston.

1.2005.03 POLICY ISSUES

(a) Child Protection Policy Revision

Because of the introduction of new Child Protection legislation, Fèisean nan Gàidheal's policy required to be updated, and a background paper was circulated for information. Board members were asked to delegate this to staff to progress and it was agreed that Sandy Gray and Iona MacDonald re-write policy and e-mail round for approval. It was agreed that additional training was required for Fèisean Child Protection Officers as there were new committees and new Fèisean.

1.2005.04 DEVELOPMENT ISSUES

(a) Progress against Fèisean Nan Gàidheal Development Plan 2001-05

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

(b) Fèisean nan Gàidheal Development Plan 2005-10

A draft of the new Development Plan for Fèisean nan Gàidheal for the years 2005-2010 was available to members in advance of the meeting. Board members were asked to discuss the outline and recommend any changes. Ken Houston thought it was a fantastic starting point and congratulated Arthur Cormack on progress to date.

It was agreed that the aim of the organisation should be kept quite short. Catriona MacIntyre mentioned that we were not reaching or involving everyone; the more established Fèisean had reached a point where they could not cope with more participants but could possibly start new projects. She also thought there was a lack of provision for Gaelic-medium children.

It was also decided that member Fèisean should get a chance to feedback. It was suggested that after all the amendments suggested by the board were done, it should be then sent out to Fèisean. Arthur Cormack was in receipt of comments to draft the plan again and send to the Board for final approval.

(c) New Gaelic Developments

A report was circulated on possible new funding from Bòrd na Gàidhlig. Board members were asked to approve the proposed Gaelic developments. David Boag outlined the new developments and they were discussed in detail.

1.2005.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff were circulated. Board members were asked to note the content of these, and were invited to comment. David Boag gave an update on the Development Fund and asked that the remaining £5,000 be approved for use in the Western Isles Cèilidh Trail project, and the Board were in agreement. Catriona MacIntyre mentioned that all reports were excellent, and gave a lot of information about everyone's day-to-day work. Fiona Johnston agreed.

(b) Tracking Exercise

The Director gave a verbal update of the work being carried out by the RSAMD's Research Department. A copy of the questionnaire being sent to a sample of former Fèis participants was circulated and the Board were asked to provide names of participants.

The Director gave an update on the 25th Anniversary book and mentioned that a meeting was organised for Friday to get the staff more involved in this project. Cailean MacLean was doing all the interviewing and Joan Robertson mentioned she could identify people to be interviewed.

(c) Election of Board members

A short report was circulated outlining the still vacant position on the Board, along with recommendations for filling it.

The Director told members that the only nominations he had received were from Fèis Obar Dheathain and Fèis Dhùn Bhreatainn and both were represented on the Board already.

The Board decided to leave this until the AGM. Fiona Johnston mentioned that she was resigning from the Fèis Obar Dheathain committee as they were moving to Stirling. The Board decided that Fiona should remain as a director until the AGM in September.

1.2005.06 GENERAL

(a) A O C B

Ken Houston mentioned that additional support was required and that a meeting should be arranged with the Executive group to discuss David and Arthur's roles.

The AGM dates had to be changed to 23 and 24 September due to the Blas festival taking place earlier on in the month as it was felt that more preparation time was required.

(b) Date and venue of next meeting

Board members noted that the next meeting was scheduled for 17 May 2005, to be held in The Palace Hotel, Inverness subject to availability.

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Àireamh air a' Chlàr Gnothaich: 2.2005.02

Minutes of the meeting of the Executive Group held at Comunn na Gàidhlig's Offices, 5a Mitchell's Lane, Inverness, IV2 3HQ on Tuesday 4th May at 4pm.

EX1.2005.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Fèis Lochabair/nan Garbh Chrìochan, Chair), Katie Adam (Fèis a' Bhaile, Secretary), Alasdair MacLeod (Highlands & Islands Enterprise), Arthur Cormack (Fèisean nan Gàidheal Director) and David Boag (Fèisean nan Gàidheal Development Manager)

(b) Apologies

Ken Houston (Fèis Chataibh, Treasurer), Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer) 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.

EX1.2005.02 FINANCIAL ISSUES

(a) Financial Report

A report from the Finance Officer had been circulated with the papers. Alasdair MacLeod asked for more details of the archiving project shown in the papers and asked for clarification on the HIE contribution to the income portion of the statement. It was agreed that Alasdair would contact Anne Willoughby for clarification as to how the HIE funding had been allocated across the different project headings. Arthur Cormack then ran through the proposed budget for 2005/6.

(b) Bank Balances and up to date information

The current bank balances were given as follows: £2,238.51 in the Current account and £137.63 in the High Interest account. A further £204,355.28 was currently on deposit in a separate high interest account.

(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.

EX1.2005.03 STAFFING ISSUES

(a) Staff appraisals

The Director reported that all staff had been contacted with regard to setting up appraisals. It was also agreed that Arthur and David would undergo their appraisals prior to the Board meeting on 17th May. Catriona MacIntyre, Katie Adam and Alasdair MacLeod all indicated that they would be willing to sit on the appraisal panel, if the times were convenient.

(b) Youth Music/Education Officer

The Director reported that Rae MacColl had been approached with regard to working 1 day per week to lead on the FnG Youth Music Initiative project. Although she was yet to confirm, the Director indicated that her response had been generally favourable.

EX1.2005.04 POLICY ISSUES

(a) Revised Child Protection Policy

A copy of the revised policy had been circulated in advance of the meeting. Katie Adam agreed to have a look through it in more detail and feed any comments back to Iona MacDonald, who was writing it. There

was also some discussion as to the legal position of FnG as “employer” of tutors and therefore the liabilities and responsibilities that go with that status. It was agreed to ask FnG’s lawyer Douglas Graham to advise. It was further agreed that the policy and appendices should be made available on the FnG website and that a full inspection copy be available at the Board meeting, rather than circulating the full version to all Board members.

EX1.2005.05 PROJECT UPDATES

(a) ICT Project

The Director reported that this project had now been completed and a final claim for outstanding funds would be made shortly.

(b) Meanbh-Chuileag/Gaelic Developments

The Development Manager reported that additional funds for the continuation of the Meanbh-Chuileag project had been secured. However, the project has been significantly re-structured, with the project incorporating 15 weeks of theatre-in-education under the guidance of a Theatre-in-Education Officer, plus enhanced Gaelic provision under the guidance of a Gaelic Language Officer. The proposed budget for this new project in 2005/6 is £158,147.45, with £60,000 of new funding secured from Bòrd na Gàidhlig, and £20,000 from the Scottish Arts Council Drama Department. Although these are welcome and significant sums, it was reported that there may still be a shortfall in funding and that savings will have to be made to operate within the budget available. Alasdair MacLeod indicated that HIE may be able to help with additional ‘new’ aspects of the project and it was agreed that David Boag send him a copy of the Bòrd na Gàidhlig application for information.

(d) Training Plan

The Director had circulated a draft consultants’ brief with the papers. It is a condition of both the SAC and HIE funding within the training package that an independent review is undertaken after 2 years. Both Catriona MacIntyre and Katie Adam were happy to approve the draft, but Alasdair MacLeod indicated that he would like a bit more time to go through it. He agreed to get back in touch with the Director by Friday 6th May with any changes. The meeting agreed that the Director should circulate the tender document to the list of contractors already on the FnG database. The Director also reported that a decision on ESF funding for 2005/6 was imminent.

(e) Highland Council Schools Project

The Director reported that in the main, the Highland Council was happy with how this project was proceeding. There was also some issues to do with publicity for the project, but the Council had acknowledged that they could do more to ensure that the public had a greater understanding of the excellent work that was on-going across the council area, and and it had been agreed at the meeting that the Council’s PR department should be more involved.

(g) Lochaber Fèisean

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

(i) 25 years celebrations

David Boag gave a verbal report on the progress to date with the planned celebrations for the 25th Fèis Bharraigh. This will include three nights of concerts and dances, 28-30 July in a marquee on Tangusdal Machair. Funding for this has been secured from the SAC (£3,000) and Comhairle nan Eilean Siar (£4,000). Western Isles Enterprise and CED have also indicated that they would be willing to support to the tune of £7,500. In addition, Fèis Bharraigh will be holding a special reunion dinner on Tuesday 26th and Catriona MacIntyre indicated that she would be willing to represent FnG at this.

(j) Tracking Exercise

The Director indicated that good progress was being made with this and a draft was expected soon. It was agreed that Arthur Cormack and Alasdair MacLeod would arrange to meet with the RSAMD team to discuss the draft as some point in the near future.

EX1.2005.06 DEVELOPMENT ISSUES

(a) Development Plan 2005-2010

The Director reported that the plan presented to the Board, with amendments, had been sent out to the Fèisean for comment. To date 4 Fèisean had come back with comments.

(b) Cultural Commission

A letter had been received about a presentation on the findings of the Commission to be held in Edinburgh on 10th May. However, nobody would be able to attend on behalf of FnG.

EX1.2005.07 ANNUAL CONFERENCE 2005 (23/24 September)

There was a discussion about the venue for this year's Conference and AGM. It had been agreed at an earlier Board meeting that Aberdeen would be the preferred venue, and Anne Willoughby and Elaine Ferguson had contacted a number of hotels for quotes. On the basis of these, the Station Hotel looked to be the most likely, and it was agreed that Anne Willoughby be approached to see if she could arrange for someone to visit the hotel in the near future to verify its suitability.

EX1.2005.08 GENERAL

(a) AOCB

There was no other business on this occasion.

(b) Date and venue of next meeting

This was set for Cluanie Inn, on Thursday 1st September, 3-5 pm.

Fèisean nan Gàidheal

Financial Report

Àireamh air a' Chlàr Gnothaich:2.2005.03(a)

The financial report consists of the following:

- 1 Budget to 31 March 2006, with performance to 30 April 2005
- 2 A list of funding outstanding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Agenda item 2.2005.03(b)

- 1 Current bank balances will be tabled at the meeting

Anne Willoughby
Oifigear Ionmhais agus Rianachd
An Cèitean 2005

Budget to 31 March 2006, with performance up to 30 April 2005

Àireamh air a' Chlàr Gnothaich: 2.2005.03(a)1

INCOME	Budget for Year	Budget for Period	Actual to 30.04.05
Core Grants	£137,012.00	£11,417.67	£20,000.00
Fèis Support Workers	£21,500.00	£1,791.67	£0.00
Grants Scheme	£109,000.00	£9,083.33	£5,000.00
Training Programme	£105,390.00	£8,782.50	£0.00
Meanbh-Chuileag	£158,147.45	£13,178.95	£18,000.00
Highland Youth Music Initiative	£164,633.00	£13,719.42	£ 164,633.00
Annualised Hours	£25,000.00	£2,083.33	£0.00
Locaber Development Officer	£29,500.00	£2,458.33	£0.00
Fèis Development Fund	£15,000.00	£1,250.00	£0.00
Earned Income	£29,030.96	£2,419.25	£641.04
Tracking Exercise	£5,000.00	£416.67	£0.00
Blas Music Festival	£248,679.77	£20,723.31	£ 19,879.77
Archiving	£20,000.00	£1,666.67	£0.00
Feis Bharraigh 25 Years Celebration	£27,772.50	£2,314.38	£3,000.00
25 Anniversary Book	£44,000.00	£3,666.67	£0.00
Still to be raised	£10,000.00	£833.33	£0.00
TOTAL INCOME	£1,149,665.68	£95,805.47	£231,153.81
Running Costs			
Core Staff Salaries	£134,484.00	£11,207.00	£11,722.32
NIC Contributions	£9,850.00	£820.83	£743.56
Pension Contributions	£2,000.00	£166.67	£0.00
Core Staff Travel	£17,000.00	£1,416.67	£0.00
Office Rent & Rates	£14,000.00	£1,166.67	£1,175.00
Stationery, Printing & Postage	£6,000.00	£500.00	£211.53
Telephone, Fax,Email,Heat & Light	£8,000.00	£666.67	£941.89
Board Expenses	£3,000.00	£250.00	£0.00
Implementation of Child Protection policy	£8,000.00	£666.67	£0.00
Insurance	£6,000.00	£500.00	£0.00
Sundry Expenses	£2,000.00	£166.67	£0.00
Accountancy & Bank Charges	£2,000.00	£166.67	£0.00
Instrument Bank Repairs	£1,000.00	£83.33	£0.00
Additional Support Needs	£3,000.00	£250.00	£0.00
Capital Expenses	£1,500.00	£125.00	£0.00
Programme Costs			
Grants Paid Out	£169,185.00	£14,098.75	£21,541.00
Annualised Hours	£30,720.00	£2,560.00	£0.00
Feis Development Expenditure	£15,000.00	£1,250.00	£0.00
Lochabair Fèisean Development	£29,500.00	£2,458.33	£2,085.84
Training Programme/Expenditure on Lottery	£99,140.00	£8,261.67	£4,081.58
Meanbh Chuileag/Expenditure on Lottery Project	£153,147.45	£12,762.29	£4,088.90
Highland Council Youth Music Initiative	£135,733.00	£11,311.08	£3,824.88
National Raffle Expenditure	£2,000.00	£166.67	£0.00
Showcases	£3,000.00	£250.00	£0.00
25 Anniversary/Book	£44,000.00	£3,666.67	£0.00
Directory of Fèis Tutors/Newsletter	£500.00	£41.67	£0.00
Publications	£3,000.00	£250.00	£0.00
Annual Conference	£8,500.00	£708.33	£0.00
Inter Fèis activities	£1,000.00	£83.33	£0.00
Tracking Exercise	£6,000.00	£500.00	£0.00
Blas Festival Development	£186,590.00	£15,549.17	£3,998.62
Archiving Project	£16,000.00	£1,333.33	£0.00
Feis Bharraigh 25 Years Celebration	£24,150.00	£2,012.50	£0.00
Contingency	£5,000.00	£416.67	£0.00
TOTAL EXPENDITURE	£1,149,999.45	£95,833.29	£50,416.50
SURPLUS/DEFICIT	-£333.77		£179,914.31

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

Àireamh air a' Chlàr Gnothaich: 2.2005.03(a)2

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Other Grants	Dev.Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£ 5,553.34	£ 2,776.66	£ 3,232.00	£ 1,440.00	£ 0.00	£ 0.00	£ 13,002.00	£ 6,248.00	£ 6,754.00
Fèis Lochabair	£ 1,833.33	£ 916.67	£ 3,500.00	£ 1,440.00	£ 0.00	£ 0.00	£ 7,690.00	£ 2,063.00	£ 5,627.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 442.00	£ 360.00	£ 0.00	£ 0.00	£ 802.00	£ 0.00	£ 802.00
Fèis nan Garbh Chrìochan	£ 3,955.33	£ 1,977.67	£ 3,800.00	£ 1,440.00	£ 0.00	£ 0.00	£ 11,173.00	£ 0.00	£ 11,173.00
Fèis Chataibh	£ 2,598.00	£ 1,299.00	£ 1,764.00	£ 1,440.00	£ 0.00	£ 0.00	£ 7,101.00	£ 0.00	£ 7,101.00
Fèis na Comraich	£ 0.00	£ 0.00	£ 1,560.00	£ 360.00	£ 0.00	£ 0.00	£ 1,920.00	£ 0.00	£ 1,920.00
Fèis Thròdairnis	£ 968.00	£ 484.00	£ 1,175.00	£ 1,020.00	£ 0.00	£ 0.00	£ 3,647.00	£ 0.00	£ 3,647.00
Fèis Rois nan Deugairean	£ 6,733.33	£ 3,366.67	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 10,100.00	£ 0.00	£ 10,100.00
Fèis Chille Mhòraig	£ 1,224.67	£ 612.33	£ 726.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,003.00	£ 0.00	£ 4,003.00
Fèis Eige	£ 427.33	£ 213.67	£ 0.00	£ 120.00	£ 0.00	£ 0.00	£ 761.00	£ 0.00	£ 761.00
Fèis Rois Oigridh	£ 8,472.67	£ 4,236.33	£ 4,880.00	£ 0.00	£ 0.00	£ 0.00	£ 17,589.00	£ 9,532.00	£ 8,057.00
Fèis Srath Fharragaig	£ 0.00	£ 0.00	£ 644.00	£ 120.00	£ 0.00	£ 0.00	£ 764.00	£ 0.00	£ 764.00
Fèis na h-Oige	£ 1,887.33	£ 943.67	£ 2,558.00	£ 900.00	£ 0.00	£ 0.00	£ 6,289.00	£ 0.00	£ 6,289.00
Fèis Air an Oir	£ 498.67	£ 249.33	£ 2,775.00	£ 396.00	£ 0.00	£ 0.00	£ 3,919.00	£ 0.00	£ 3,919.00
Feis Ghlinn Albainn	£ 0.00	£ 0.00	£ 2,380.00	£ 120.00	£ 0.00	£ 0.00	£ 2,500.00	£ 0.00	£ 2,500.00
Fèis Ratharsaidh	£ 1,947.33	£ 973.67	£ 0.00	£ 480.00	£ 0.00	£ 0.00	£ 3,401.00	£ 0.00	£ 3,401.00
Fèis a' Bhaile	£ 1,962.67	£ 981.33	£ 420.00	£ 720.00	£ 0.00	£ 0.00	£ 4,084.00	£ 0.00	£ 4,084.00
Fèis Spè	£ 2,312.00	£ 1,156.00	£ 1,650.00	£ 0.00	£ 0.00	£ 0.00	£ 5,118.00	£ 0.00	£ 5,118.00
Other Area/City Councils									
Fèis Dhùn Eideann	£ 2,100.00	£ 0.00	£ 4,768.00	£ 3,000.00	£ 0.00	£ 0.00	£ 9,868.00	£ 0.00	£ 9,868.00
Fèis Chille Conbhal	£ 898.00	£ 0.00	£ 2,405.00	£ 0.00	£ 0.00	£ 0.00	£ 3,303.00	£ 0.00	£ 3,303.00
Fèis Arainn	£ 2,471.00	£ 0.00	£ 560.00	£ 0.00	£ 0.00	£ 0.00	£ 3,031.00	£ 0.00	£ 3,031.00
Fèis Obair Dheathain	£ 2,238.00	£ 0.00	£ 460.00	£ 1,200.00	£ 0.00	£ 0.00	£ 3,898.00	£ 0.00	£ 3,898.00
Feis Dhùn Bhreatainn	£ 369.00	£ 0.00	£ 2,277.00	£ 600.00	£ 0.00	£ 0.00	£ 3,246.00	£ 0.00	£ 3,246.00
Fèis Oigridh 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	£ 0.00	£ 3,467.00	£ 823.00	£ 2,644.00

Western Isles Council

Fèis Tìr a' Mhurain	£ 2,703.00	£ 1,500.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 0.00	£ 6,755.00	£ 0.00	£ 6,755.00
Fèis Eilean an Fhraoich	£ 1,760.00	£ 2,000.00	£ 450.00	£ 600.00	£ 0.00	£ 0.00	£ 4,810.00	£ 0.00	£ 4,810.00
Fèis Tìr an Eòrna	£ 2,897.00	£ 1,500.00	£ 528.00	£ 900.00	£ 0.00	£ 0.00	£ 5,825.00	£ 0.00	£ 5,825.00
Fèis Bharraigh	£ 5,770.00	£ 1,500.00	£ 446.00	£ 1,800.00	£ 0.00	£ 0.00	£ 9,516.00	£ 0.00	£ 9,516.00
Fèis Eilean na Hearadh	£ 1,175.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 2,975.00	£ 0.00	£ 2,975.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,500.00	£ 720.00	£ 0.00	£ 0.00	£ 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	£ 2,875.00	£ 1,898.00
Fèis Mhuile	£ 0.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 1,800.00	£ 0.00	£ 1,800.00
Fèis Thiriodh	£ 1,725.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 3,225.00	£ 0.00	£ 3,225.00
Fèis Ile	£ 445.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 1,945.00	£ 0.00	£ 1,945.00
Feis Glaschu	£ 2,367.00	£ 0.00	£ 0.00	£ 600.00	£ 0.00	£ 0.00	£ 2,967.00	£ 0.00	£ 2,967.00
Fèis Inbhir Narann	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00

	Total Main Fèis	Total LA Grants	Total Follow-on	Total Ann. Hours	Total Other Grants	Total Dev.	Total pledged	Total paid out	Total still to pay out
Totals	£ 70,493.00	£ 34,187.00	£ 48,694.00	£ 25,524.00	£ 0.00	£ 0.00	£ 178,898.00	£ 21,541.00	£ 157,357.00

Fèisean nan Gàidheal

Poileasaidh Cùram Chloinne ùr

Àireamh air a' Chlàr Gnothaich:2.2005.04(a)

PROPOSED MEMO

10 May 2005

Memo to: **Fèisean nan Gàidheal Members**
Copied to: **Fèisean nan Gàidheal Board Members**
Fèisean nan Gàidheal Staff

From: **Fèisean nan Gàidheal Director**

Subject: **Updated Child Protection Policy and Procedures**

This memo contains important information about Fèisean nan Gàidheal's Child Protection Policy, and if you are not the Fèis Child Protection Officer, you should pass it on to him/her. It is important that all committee members, and paid staff, are aware of the content of the memo.

Enclosed with this memo is a new, updated, Child Protection Policy and Procedures. It consists of a summary, a full policy document, appendices and sample forms. It is provided in hard copy format in the folder, and electronic Word document format on the enclosed CD, so that you can customise, where permissible, the forms you will be required to use. It will also be on our website www.feisean.org. Also enclosed is a sample of our 'Yellow Card' summary code of conduct.

This has been produced for you in response to new Scottish Executive regulations, which came into force from January 2005, and follows an earlier memo, dated 18 December 2004, from me.

It is extremely important that as a member of Fèisean nan Gàidheal you are aware of the importance of agreeing and adhering to this policy, and putting it into practice. Put simply, it is a condition of funding from us, and a condition of our insurance, that you follow the procedures laid down in the guidelines. Failing to do so will put your funding, insurance, and ultimately your membership, at risk.

We can only insure you if you have followed the procedures laid down. If something happens, and you cannot demonstrate that you have followed the procedures, if someone claims against you, your Fèis will not be covered.

These new rules leave no room for manoeuvre, and because non-compliance puts the whole organisation at risk, we will be enforcing the condition of grant that requires all Fèisean to carry out Disclosure checks. If we find a Fèis employing a tutor, or a volunteer, who has not been checked, their grant will be withheld, without question, as agreed by Fèisean nan Gàidheal's Board.

There is a national central register now established of people not suitable to work with young people, and it is the responsibility of individual organisations to ensure that anyone found, in the course of their work with them, to be unsuitable to work with young people, have their names placed on the register. It is now an offence to employ anyone (a) whose name appears on the register, or (b) whom an organisation knows to be unsuitable to work with young people.

Since 2003, Fèisean nan Gàidheal has been offering a valuable service to the Fèisean, in carrying out Disclosure checking for all tutors and volunteers. In a nutshell, these new guidelines mean that no tutor, or volunteer, without a current Disclosure check – carried out by Fèisean nan Gàidheal – can be employed at a Fèis, either in a paid or unpaid capacity.

Over the past few months, Sandy Gray has contacted a significant number of people who have had Disclosure forms sent to them but who had not returned them, to impress upon them the importance of complying with our policy. It is now your responsibility, as a Fèis, to comply with our policy, and to ensure that absolutely nobody without a current Disclosure certificate, carried out by Fèisean nan Gàidheal, is employed by your Fèis. It is absolutely not acceptable to take someone's word for it that they have been checked, nor is it acceptable to rely on the fact that an individual may have been checked by another organisation. Everyone must be checked through our own system.

You must ensure that you are organised well enough in advance to make sure that all checks can be carried out in time for your Fèis taking place, and to ensure that once forms have been issued, the check result actually comes through. This can only be confirmed with Sandy Gray, and it will be the responsibility of each Fèis to make sure that they are absolutely certain that everyone who needs to be is checked.

Sandy Gray has been working as Fèisean nan Gàidheal's Collator, and is responsible for the secure handling of all the data collected as a result of checks, and for advising Fèisean whether or not a person is suitable to teach, or volunteer to help, at a Fèis. Sandy should be considered as the main contact for all matters relating to Disclosure checks. He only works part-time, but messages can be left for him at the Portree office, or you can e-mail him on sandy@feisean.org, and he will respond the next time he is in the office after your message has been received.

As ever, we want to ensure that volunteers are helped through this process, and we will do all we can to make the implementation of the new rules as painless as possible. We are able to come and see you, to offer training, and to explain the procedures, and anyone wishing to avail themselves of this service should contact Iona MacDonald, our Training Development Officer, in the first instance.

Remember, as of January this year, you should not employ, or have on your committee, anyone who has not already been Disclosure checked. That is the bottom line.

Leis gach deagh dhùrachd



Arthur Cormack
Director

Fèisean nan Gàidheal

Poileasaidh Gàidhlig Fhèisean nan Gàidheal

Àireamh air a' Chlàr Gnothaich: 2.2005.04(b)

Background

As outlined as an aim in our new Development Plan, and in keeping with our undertaking to Bòrd na Gàidhlig, Mairi Kidd and Douglas Beck have helped draw up a draft Gaelic Language Policy for discussion. This has already been sent out in draft form, within the draft Development Plan sent to Fèisean for comment.

The policy will regulate the way Fèisean nan Gàidheal and the Fèisean should deal with Gaelic, and outlines what we will do in different scenarios in terms of use of the language. It will have the same status as any other Fèisean nan Gàidheal policy.

The Policy

The main part of the policy is contained in this section, as follows:

Poileasaidh Gàidhlig Fhèisean nan Gàidheal *Fèisean nan Gàidheal Gaelic Policy*

Am poileasaidh Gàidhlig air ainmeachadh gu h-ìosal mar 'am poileasaidh'
Na Fèisean air an ainmeachadh gu h-ìosal mar 'na buill'
Fèisean nan Gàidheal air ainmeachadh gu h-ìosal mar 'an companaidh'
Na Fèisean agus Fèisean nan Gàidheal ri chèile air an ainmeachadh gu h-ìosal mar 'a' bhuidheann'

*The Gaelic policy is hereafter referred to as 'the policy'
the Fèisean are hereafter referred to as 'the members'
Fèisean nan Gàidheal is hereafter referred to as 'the company'
Fèisean nan Gàidheal and the Fèisean together are hereafter referred to as 'the Association'*

Amas a' phoileasaidh

Aim of the Policy

Gus stiùireadh a thoirt do Fèisean nan Gàidheal agus do na Fèisean air mar a dhèiligear ri cleachdadh na Gàidhlig is chànanan eile ann an obair na buidhne.

To offer guidance to Fèisean nan Gàidheal and to the Fèisean regarding the use of Gaelic and other languages in the work of the Association.

Ro-innleachd

Strategy

Cur an cèill

Making the policy available

Thèid am poileasaidh fhoillseachadh air pàipear agus air làrach-lìn na Buidhne airson sgaoileadh air luchd-obrach a' chompanaidh agus buill na buidhne agus air a' phoball.

Thèid am poileasaidh a thoirt do luchd-obrach a' chompanaidh agus do bhuill bòrd na buidhne nuair a thòisicheas iad san dreuchd aca, agus gach turas a thèid am poileasaidh ùrachadh. Thèid a thoirt do na buill nuair a dh'fhoillsichear e agus gach turas a bhios e air ath-nuadhachadh. Thèid luchd-obrach, buill bòrd na buidhne agus na buill a stiùireadh chun a' phoileasaidh gach turas a dh'èireas ceist mu chleachdadh chànanan leis a' bhuidhinn.

The policy will be published on paper and the Association's web-site for circulation to company employees, members of the Association, and the public.

The policy will be given to company employees and board-members of the Association when they take up post and every time the policy is updated. It will be given to the members upon publication and every time it is updated. Staff, board members and members will be directed to the policy whenever a question arises regarding language use by the Association.

Cur an gnìomh

Implementation

Gabhar ris a' phoileasaidh leis na buill mar chumha-ballrachd na buidhne agus le luchd-obrach a' chompanaidh mar chumha-chùmhnant. Bidh dleasdanas aig a h-uile ìre den bhuidhinn am poileasaidh a chur an gnìomh ann an gnìomhan uile na buidhne.

Bithidh dleasdanas sònraichte aig luchd-obrach a' chompanaidh feumalachdan-taice nam ball ann a bhith a' cur a' phoileasaidh an cèill a fhrithealadh.

Cha bhuin am poileasaidh dhan àm a chaidh seachad.

The policy will be adopted by the members as a condition of membership of the Association and by the company staff as a condition of contract. Responsibility for implementation will lie with the Association in its entirety, in all dealings of the Association.

The company staff will have particular responsibility to address the support needs of the members in implementing the policy.

The policy will not be applicable retrospectively.

Measadh

Evaluation

Thèid am poileasaidh ath-sgrùdadh gach darna bliadhna aig a' char as fhaide.

The policy will be reviewed at least once every two years.

Briseadh

Non-compliance

Bidh aig na buill ri gabhail ris a' phoileasaidh mar phàirt den chùmhnant-ballrachd aca agus faodar am ballrachd a chur an neo-bhrìgh air sgàth briseadh den phoileasaidh leotha.

Thèid briseadh sam bith den phoileasaidh a dh'èireas air sgàth gnìomhan luchd-obrach a' chompanaidh a cheannsachadh a rèir modh smachdachaidh a' chompanaidh.

Compliance with the policy will be a condition of membership of the Association, and individual members failing to comply may invalidate membership.

Any contravention of the policy which arises through the actions of company employees shall be dealt with according to the disciplinary code of the company.

Raointean-obrach

Working-areas

Gàidhlig

Gaelic

Thèid stuth sgrìobhte a tha ri nochdadh anns a' Ghàidhlig a sgrìobhadh anns a' Ghàidhlig an toiseach far an gabh seo dèanamh.

Written material to appear in Gaelic shall be written in Gaelic first where possible.

A' Bheurla agus cànanan eile

English and other languages

Aithnichear gu bheil prìomhachas aig a' Ghàidhlig ann an obair na buidhne ach measar gach cànan eile ann an co-ionannachd agus nithear gach oidhirp gus feumalachdan luchd-labhairt na Beurla agus chànanan eile a fhrithealadh.

It will be recognised that Gaelic is the particular focus of the work of the Association, but all other languages will be held in parity of esteem and every effort will be made to include speakers of English and other languages in activities.

Conaltradh

Communications

Fàilteachas is fòn

Reception and phone

Cuirear fàilte air daoine a' tadhal air oifisean a' chompanaidh no a' fònadh thuca le fàilte ghoirid anns a' Ghàidhlig. Leanaidh cànan(an) a' chòmhradh a rèir freagairt is cainnt an neach-conaltraidh.

Vistors to the company offices and those telephoning will be met with a short welcome in Gaelic. The language of communication will subsequently be informed by that person's answer and chosen language.

Sgrìobhadh

Written communication

Sgrìobhar as leth a' chompanaidh 's na buidhne (ann an riochd dealanach no eile) anns a' Ghàidhlig a-mhàin far a bheil e mar phoileasaidh aig buidhnean brathan sa Ghàidhlig a fhreagairt, gu buidhnean air am meas mar bhuidhnean Ghàidhlig agus gu daoine fa leth a tha air sgrìobhadh chun na buidhne an turas mu dheireadh ann an Gàidhlig; ann an suidheachaidhean eile sgrìobhar mar a chìtear iomchaidh.

Written communications on behalf of the company and Association (electronic or otherwise) will be in Gaelic only in the case of groups who answer Gaelic communications as a matter of policy, of groups considered to be Gaelic groups and to individuals whose last communication to the Association was in Gaelic; in other situations the language of communication should be selected as judged appropriate.

Làrach-lìn

Website

Taghar a' Ghàidhlig no a' Bheurla mar chànan-leughaidh an làraich a rèir toil an neach-tadhail air duilleig shònraichte. Bidh na h-aon stuthan rin leughadh air gach taobh an làraich.

Entry to the website will be through a page offering the visitor the option of reading the Gaelic or English version of the site. The materials will be identical on both sides of the site.

Foirmean

Forms

A. Dealbhachadh cheisteachan is fhoirmean as leth na buidhne Production of forms or questionnaires on behalf of the Association

Sireadh bhrath o bhuidhnean no inbhich fa-leth

Seeking organisations' or adults' responses

- far a bheil fileantas anns a' Ghàidhlig, cleachdar Gàidhlig a-mhàin;
- far nach eil fileantas anns a' Ghàidhlig, far nach eil fhios mu fhileantas no far a bheil diofar ìrean-fileantais, cleachdar riochd dà-chànanach (Gàidhlig le prìomhachas)
- *where respondents are known to be fluent, Gaelic only will be used;*
- *where respondents are known not to be fluent in Gaelic, where fluency is unknown and where there are different levels of fluency, a bilingual format will be used (Gaelic first).*

Sireadh bhrath o chloinn

Seeking child-responses

- far a bheil fileantas anns a' Ghàidhlig, cleachdar Gàidhlig a-mhàin;
- far nach eil fileantas anns a' Ghàidhlig, cleachdar Beurla airson cheistean ach sgrìobhar 'blasad' de Ghàidhlig le mìneachadh aig ìre fhreagarrach, m.e. 'We would like to say 'Mòran taing' for filling out this form for us – can you guess what that means? It means 'thankyou' in Gaelic. 'Mòran taing!'
- far nach eil fhios mu fhileantas no diofar ìrean-fileantais, bu chòir roghain de dhreachd Ghàidhlig agus dreachd Bheurla a thoirt do luchd-freagairt.
- *where respondents are known to be fluent, Gaelic only will be used;*
- *where respondents are known not to be fluent, English will be used for questions but a 'taster' of Gaelic may be offered with an explanation, e.g. 'We would like to say 'Mòran taing' for filling out this form for us – can you guess what that means? It means 'thankyou' in Gaelic. 'Mòran taing!'*
- *where fluency is unknown and where there are different levels of fluency, respondents should be offered a choice of an English or Gaelic form to complete.*

B. Lìonadh as leth na buidhne

Completion on behalf of the organisation

Thèid foirmean is ceisteachain a lìonadh ann an cànan nan ceistean. Ma tha taghadh de chànanan ann, cleachdar Gàidhlig ma tha i nam measg.

Forms and questionnaires will be completed according to the language of the questions. If there is a choice of languages, Gaelic will be used if included amongst these.

Seòlaidhean

Addresses

- Seòlaidhean Albannach far a bheil sgeul air a' chòd-phuist: (1) cleachdar ainm teaghlaich, taighe no togalaich anns an riochd anns an d' fhuaradh e; (2) thèid ainm sràide a thaisbeanadh anns a' Ghàidhlig ma tha aithne oifigeil ga thoirt dha (m.e. tro shoidhne-sràide); (3) thèid ainm baile-puist, siorrachd, sgìre no eilean a thaisbeanadh a rèir liosta aontaichte na buidhne; (4) cleachdar an còd-puist.
- Seòlaidhean Albannach far nach eil sgeul air a' chòd-phuist: leanar ceumanan (1) agus (2) gu h-àrd ach thèid an còrr a thaisbeanadh anns a' Bheurla a-mhàin.
- Seòlaidhean ann an dùthchannan eile: cha chleachdar seòladh anns a' Ghàidhlig.
- *Scottish addresses with known post-code: (1) family, house and building names will be used in the form in which they are given; (2) street names will be represented in Gaelic where these are officially acknowledged (for example by a street sign); (3) postal-district, region, area or island names will be represented according to the Association's approved list ***; (4) the post-code will be used.*
- *Scottish addresses without known post-code: Steps (1) and (2) above will be followed and the rest of the address written in English only.*
- *Addresses outside Scotland: Gaelic shall not be used for addresses.*

Ainmean-duine

Personal names

Ann an conaltradh no suidheachadh oifigeil ann an cànan sam bith, thèid an t-ainm pearsanta agus cinnidh aig gach neach a chleachdadh anns an riochd as dual leis an neach fhèin. Ma chleachdar leis an neach riochdan ann an diofar chànanan, thèid iad sin a chleachdadh a rèir cànan a' chonaltraidh.

In official communication or other situations in any language, the personal and family names of each person shall be used in the format preferred by that person. If the person uses different forms in different language situations, these shall be observed in these different situations.

Litreachadh

Orthography

Ann an sgrìobhadh as leth na buidhne, thèid Gàidhlig a sgrìobhadh a rèir molaidhean GOC2 (Gaelic Orthographic Conventions, 2005), ach far a bheil a' bhuidheann air co-dhùnadh a chlàradh dhan chaochladh. Eisimpleir shònraichte dhan chaochladh:

- Cha chleachdar an stràc gheur ann an sgrìobhadh as leth na buidhne ACH A-MHÀIN nuair a dh'fheumar i gus fuaimneachadh òran no beul-aithris eile a shamhlachadh, agus gu sònraichte gus eadar-dhealaichean-dualchainnt ann am fuaimneachadh òran no beul-aithris eile a shamhlachadh.

In writings on behalf of the Association, Gaelic will be written according to the GOC2 guidelines (Gaelic Orthographic Conventions, 2005), except where the Association has published guidelines to the contrary. Specific exception:

- *The acute accent will not be used in writings on behalf of the Association EXCEPT where its retention is essential in representing pronunciation of song lyrics or other material in oral tradition, and particularly where it is essential in representing dialectal variation in pronunciation of song lyrics or other material in oral tradition.*

Soidhnichean

Signage

Thèid soidhnichean ann an oifisean a' chompanaidh agus ann an toglaichean a chleachdar leis na buill a sgrìobhadh ann an Gàidhlig a-mhàin, le feum ga chur air dealbhan agus suaicheantasan gus stiùireadh a thoirt do dhaoine gun Ghàidhlig.

Signage in company offices and the buildings used by members will be written in Gaelic only, and make use of pictures and symbols to aid non-Gaelic speakers.

Riochd ainmean sa Bhuidhinn

Form of names within the Association

Cleachdar riochd Gàidhlig ainmean nam ball agus a' chompanaidh, le eadar-theangachadh ann am bracaidean ceàrnach ma dh'fheumar. Nuair a thig gach ball ùr a-steach don bhuidhinn, feumar comhairle a' chompanaidh a ghabhail air riochd ainm a' bhuill; feumaidh an companaidh comhairle acaideimigeach a ghabhail air an ainm.

The Gaelic form of the names of the members and the company will be used, with translation in square parentheses if appropriate. When a new member joins the association, the advice of the company must be taken regarding the new member's name; the company must take academic advice on this name.

Foillseachadh

Publication

Ath leughadh

Proof-reading

Faodar ath-leughadh iarraidh air a' chompanaidh leis na buill mus tèid teacs poblach Gàidhlig sam bith a chur am follais.

Members may request proof-reading services from the company before any publicly-available Gaelic text is released.

Brathan-naidheachd

Press-releases

Thèid fios a leigeil chun nam meadhanan Gàidhlig anns a' Ghàidhlig, gu h-aon-chànanach no gu dà-chànanach (Gàidhlig le prìomhachas). Thèid fios a leigeil gu meadhanan eile anns a' chànan aca fhèin no gu dà-chànanach le Gàidhlig ma tha riochd Gàidhlig ri làimh co-dhiù.

Releases will be sent to the Gaelic media in Gaelic, mono-lingually or bilingually (Gaelic first). Other media releases will be in the language of those media, or bilingually with Gaelic if a Gaelic version is readily available anyway.

Sanasachd

Advertising and publicity

Thèid sanasan fhoillseachadh gu dà-chànanach (Gàidhlig le prìomhachas)

Adverts and other publicity will be published bilingually (Gaelic first)

Sgaoileadh

Distribution

Thèid gach oidhirp a dhèanamh gus foillsichidhean Gàidhlig 's dà-chànanach na buidhne a riarachadh air luchd-cleachdaidh agus air a' phoball. Thèid fiosrachadh dealanach agus stoc thaisbeanaidhean ùrachadh mar a tha feum.

Every effort will be made to ensure that Gaelic and bilingual publications are accessible to users and the public. Electronic information and visual resources will be updated as necessary.

Modhannan-obrach

Working-methods

Cànan na buidhne

Association language-use

'S i cànan-obrach na buidhne a' Ghàidhlig cho fad 's a ghabhas ach nithear gach oidhirp feumalachdan luchd-labhairt na Beurla is chànanan eile a fhrithealadh. Tha e mar phrìomh amas aig a' bhuidhinn cultur na Gàidhlig a bhrosnachadh agus mar sin feumar gach neach a tha an sàs innte aithneachadh gu bheil a' Ghàidhlig agus cleachdadh na Gàidhlig aig cridhe obair na buidhne agus bu chòir gach oidhirp a dhèanamh gus a' Ghàidhlig a bhrosnachadh air feadh na buidhne.

Gaelic is the working language of the Association in so far as possible but every effort will be made to serve the interests of non-speakers. The Association's chief aim is the promotion of Gaelic culture and, as such, every individual involved must recognise the central place of Gaelic, and the use of Gaelic, in the work of the Association, and should make every effort to promote Gaelic throughout the Association.

Cànan luchd-obrach a' chompanaidh

Company staff language-use

'S i cànan obrach a' chompanaidh a' Ghàidhlig cho fad agus a ghabhas agus tha dùil gun tèid a cleachdadh air gach cothrom air àrainn oifisean a' chompanaidh agus nuair a thathas a' frithealadh làraichean eile agus a' siubhal thuca is bhuapa as leth a' chompanaidh is na buidhne.

The working-language of the company is Gaelic as far as possible and it is expected that Gaelic be used at every possible opportunity in the offices of the company and in other locations, and during travel to and from these locations on behalf of the company.

Cànan coinneamhan a' bhùird

Board-meeting language-use

Thèid cànan-obrach a' bhùird a stèidheachadh leis a' bhòrd fhèin.

The working language of the board shall be decided by the board members.

Cànan nam ball

Members' language-use

Thèid cànan-obrach nam ball a stèidheachadh leis na buill fhèin ach nithear gach oidhirp leis na buill luchd-teagaisg a tha fileanta anns a' Ghàidhlig fhasdadh cho fada agus a ghabhas; feumar fileantaich fhasdadh airson nan cuspairean 'Gàidhlig' (seinn, dràma, Gàidhlig, beul-aithris).

Nithear gach oidhirp leis na buill teagasg tro mheadhan na Gàidhlig a thabhann do chom-pàirtichean a tha fileanta sa chànan agus nithear cinnteach gun tèid comas-cànain nan com-pàirtichean a chlàradh aig a' chiad chothrom. Mur a h-eil àireamh nam fileantach àrd gu leòr airson clasaichean Gàidhlig a thabhann, bu chòir teagasg a bhith dà-chànanach.

Bidh an cànan air a theagasg do chom-pàirtichean aig nach eil Gàidhlig ann an co-dhiù aon seisean gach latha.

Far a bheil dìth luchd-teagaisg a tha fileanta, nithear gach oidhirp leis a' bhuidhinn treanadh sa chànan a thoirt do luchd-teagaisg.

The working-language of members shall be decided by the members themselves, but members will aim wherever possible to engage Gaelic-speaking tutors. Fluent-speaking tutors must be engaged for 'Gaelic' subjects (drama, singing, Gaelic, storytelling).

Every effort will be made by members to offer Gaelic-medium tuition to children who are fluent in Gaelic and children's language ability will be recorded as soon as possible during the registration process. If the number of fluent speakers is too small to make a Gaelic-medium class viable, participants will be taught bilingually.

Non-Gaelic speaking participants will learn the language for at least one session per day. Where a lack of fluent-speaking tutors exists, the company will make every effort to provide training.

Cànan an Luchd-teagaisg

Tutors' language-use

- Luchd-teagaisg aig a bheil fileantas: cleachdar a' Ghàidhlig cho fada agus a ghabhas gus àrainneachd Ghàidhlig a dhaigneachadh.
- Luchd-teagaisg aig diofar ìrean-fileantais: cleachdar a' Ghàidhlig uiread 's a ghabhas. Thèid taic airgeid no eile thoirt dhaibh gus an comasan Gàidhlig a thoirt air adhart.
- Luchd-teagaisg gun Ghàidhlig: ionnsaichear abairtean simplidh a ghabhas cleachdadh ann an teagasg gus mothachadh a thoirt air àrainneachd Ghàidhlig nam Fèisean. Thèid taic airgead no eile thoirt dhaibh gus an comasan Gàidhlig a thoirt air adhart.
- *Tutors who are fluent in Gaelic: Gaelic will be used as far as possible to establish a Gaelic environment.*
- *Tutors with different levels of fluency: Gaelic will be used as much as possible. Tutors will be offered support in cash or in kind to expand their language-abilities.*
- *Tutors with no Gaelic: basic phrases will be learned for use in tuition to acknowledge the Gaelic environment of Fèisean. Tutors will be offered support in cash or in kind to expand their language-abilities.*

Coinneamhan poblach, tachartasan sònraichte is eile

Public meetings, special events etc

Thèid coinneamhan poblach, tachartasan sònraichte is eile a chumail sa Ghàidhlig no gu dà-chànanach a rèir feumalachdan coimhearsnachd.

Public meetings, special events etc will be held in Gaelic or bilingually according to community needs.

Sgioba-obrach

Staffing

Fasdadh

Recruitment

Anns an àbhaist bidh leughadh, sgrìobhadh is labhairt is tuigsinn na Gàidhlig rin ainmeachadh mar sgilean riatanach anns a h-uile dealbh-obrach ùr no ùraichte aig a' chompanaidh. Bidh na h-aon sgilean nam buannachd aig luchd-obrach nam ball, agus tha iad riatanach aig luchd-obrach nam ball a tha tabhann teagasg tro mheadhan na Gàidhlig a-mhàin.

In most instances the ability to read, write, speak and understand Gaelic will be essential skills in all new or renewed job descriptions with the company. These same skills will be advantageous for the employees of the members, and essential for employees of members offering Gaelic-medium tuition exclusively.

Leasachadh-pearsanta

Personal Development

Tha e air a shùileachadh gum bi luchd-obrach a' chompanaidh is nam ball a' sior leasachadh an sgilean leughaidh is sgrìobhaidh is labhairt is tuigsinn na Gàidhlig ge b'rith dè an ìre aig a bheil iad seo agus thèid seo a bhrosnachadh gu practigeach leis a' bhuidhinn.

It is expected that company staff and members' staff will be continually developing their Gaelic reading, writing, comprehension and speech skills, and this development will be supported practically by the Association.

Taic-cànain

Language Support

Tha e air aithneachadh gum bi feum aig luchd-obrach a' chompanaidh agus nam ball air taic làitheil le sgilean leughaidh, sgrìobhaidh, labhairt is tuigsinn na Gàidhlig is thèid goireasan a liubhairt mu choinneamh sin. Thèid structur pearsanta stèidheachadh gu foirmeil airson taic cànain do luchd-obrach sam bith le uireasbhaidhean susbainteach anns na sgilean gu h-àrd a bhios a' bualadh air an obair aca.

It is recognised that the company staff and members' staff will require daily support with reading, writing, speech and comprehension skills in Gaelic and facilities will be put in place to meet these. A personal support structure will be established for staff to address any gap in skills which may have a serious effect on work.

Trèanadh

Training

Thèid ionnsachadh is leasachadh air na sgilean leughaidh is sgrìobhaidh is labhairt is tuigsinn na Gàidhlig a mheas mar thrèanadh a tha riatanach do dh'obair gach neach-obrach (pàighte no eile) aig a' bhuidhinn. Bidh seo mar phàirt de phròiseact-trèanaidh Fhèisean nan Gàidheal.

Development and training in reading, writing, speech and comprehension skills will be regarded as essential to the work of each staff member (salaried or otherwise) of the Association. This will be incorporated into the Fèisean nan Gàidheal training programme.

Next steps

This is just the policy, and this will now have to be translated into a plan. We cannot just go overnight from being where we are with regard to Gaelic, to where the policy suggests we should be, and if the Board members approve the policy, we will then formulate a plan, with gradual implementation of the policy into our everyday working.

I would strongly recommend that it is a condition of membership, and of any grants given by Fèisean nan Gàidheal, that the Fèisean either (a) adopt our Gaelic Policy in its entirety, (b) adopt the parts of our Gaelic Policy which they feel would be appropriate for them to implement, but which they must agree with Fèisean nan Gàidheal, or (c) offer an alternative Gaelic policy to Fèisean nan Gàidheal for agreement, before any grants are offered. Like Fèisean nan Gàidheal, the Fèisean will need to look at our policy, or their own alternative, and translate that into a plan, showing improved use of Gaelic year on year. This is not new to the Fèisean. We have been asking them to send in their Gaelic plans for a number of years now. The difference is that we will now have a policy and our own plan against which to measure those of the Fèisean, and we will also have a means by which to monitor their implementation.

Already one Fèis has come back saying that they feel any Gaelic policy should be voluntary, and not compulsory. I feel that if we leave important policies, such as this, to be either accepted or not, we will get nowhere in terms of strengthening Gaelic within the Fèisean. Like the Child Protection Policy, there are certain things which should not be voluntary, and I feel that this is one such case.

I would ask the Board to discuss the policy, and subject to any suggested changes, approve the policy and its implementation by Fèisean nan Gàidheal and the Fèisean.

Arthur Cormack
Stiùiriche
An Cèitean 2005

Fèisean nan Gàidheal

Progress against Fèisean nan Gàidheal Development Plan 2001-05

Àireamh air a' Chlàr Gnothaich:2.2005.05(a)

Enclosed is a summary of the main developments recommended in the Development Plan, along with progress to date. This is the last time this particular table will be used as we have moved into a new set of targets as detailed in Fèisean nan Gàidheal's Development Plan 2005-10.

We hope that this document will aid Board members in monitoring progress.

MEASURES - CORE SERVICES	LEAD	PROGRESS	2001/02	2002/03	2003/04
To increase the overall funding for the Main Fèis Grants Scheme	Arthur	Increase of 84% over the past 2 financial years. Comhairle nan Eilean Siar have now agreed to participate in our scheme. Fèisean have been offered an increase in percentage from 2005-06.	*	*	*
Seek to consolidate support from funders, request 3 year agreements and increase the number of sessions supported by the grants scheme	Arthur	SAC and HIE have offered 3 year funding. Annualised Hours have been introduced, and majority of Fèisean have hours funded. Entered a third year now, and being monitored.	*		
Offer short courses to Fèis Tutors and Organisers	Arthur/ Iona	Training programme currently being reviewed by Iona, and funding being sought for 2005-06 programme.	*	*	*
Employ a part-time Training Officer by March 2002	Arthur	Full-time Training Officer appointed in April 2002, working part-time on TMTTN, and part-time on FnG training. Ongoing funding agreed for 2005-06. ESF funding declined.	*		
Ensure that our Training Plan is fully implemented, reviewed regularly and fully evaluated	Iona	Evaluation to be commissioned in May 2005.		*	*
Continue to work with Fèis Alba to develop teenage specific training	David/ Nicola	Plan to incorporate generic Cèilidh Trail training into Fèis Alba 2005, for those who want to participate.	*	*	*
Create further opportunities for the teenage age-group	David/ FSWs	Provision in place for 2005. Looking at follow-up to Beòlach.		*	*
Continue to run an Annual Conference	Arthur/ Anne	September 23 and 24 2005. Aberdeen being investigated as a venue.	*	*	*
Use the Annual Conference as a focus for reviewing and planning Fèis developments	Arthur/ Iona	Planning process included session at Conference 2004.	*	*	*

Continue to provide comprehensive cover for Fèisean nan Gàidheal and its members	Anne	Policy currently being reviewed, prior to renewal for 2005-06, to ensure we are adequately covered. Premium will inevitably rise.	*	*	*
Keep the Tutors' database up to date and publish a Directory annually	Anne	Update still going on to have a joint FnG/TMTTN database - directory will be published once information updated. Media database fully updated, and large e-mail database now in use.	*	*	*
Continue to publish at least 3 issues of Faileas annually	Arthur	Issue 3 to be published as soon as possible. Fios na Mios internal newsletter being prepared (almost) monthly	*	*	*
Make Faileas available as a download from website	Anne	Current and all old newsletters are now on site. Over 800 of the last issue sent out by e-mail.		*	*
All Fèisean to have a Development Plan in place by April 2002	David	New grant forms have aided forward planning, and are, in effect, a development plan. Lochaber Plan completed and being updated regularly.	*		
Capital Lottery application to be submitted to SAC by October 2001 for further instruments	Arthur	All instruments purchased, and all funds claimed.	*		
Continue to sell Ceòl nam Fèis 2 and investigate a reprint of volume 1	Anne	Time for Ceòl nam Fèis 3?	*	*	*
Continue to investigate and support suitable publications which will benefit Fèisean, and publish own books as appropriate	Arthur	£5k set aside for a Gaelic Fiddle Tutor book with Alpha Munro. Alpha has now given us a final proof, but we are still finalising copyright and Gaelic terminology issues.	*	*	*
Continue to assist, where appropriate, and with the help of the Commonwealth Youth Exchange Council in setting up youth exchanges between Fèisean and similar organisations abroad	David	Fèis an Earraich visited Prince Edward Island in August 2003, and the Armagh Pipers' Club in July 2004. Nothing more to date.	*	*	*
MEASURES - ADVOCACY					
Work with other local authorities to encourage similar developments in other areas	Arthur	Have been working on Edinburgh and Aberdeen City Councils, with the possibility of a presentation to both, the latter the more likely in the short term.	*	*	
Continue to publish and distribute leaflets and other publications relating to the Fèis movement to a wide range of organisations and individuals	Anne	Fèis Dates distributed. General FnG information leaflet available.	*	*	*

Continue to lobby at every opportunity to bring the work of the Fèisean to the attention of as large a cross-section of the community as possible	Arthur	Ongoing. Work with GASD and new Traditional Music forum progressing. Submission to Art in the Community enquiry by the Scottish Parliament. Engaging with the Cultural Commission, and have met with James Boyle.	*	*	*
We will strive to work with local authorities on increasing their provision for Gaelic music in schools, particularly, but not exclusively, in Gaelic-medium schools.	David	Possibility of work with CnES in the Western Isles, and East Lothian Council also. Year 3 funding of £219,511 about to be agreed.		*	*
MEASURES - KEY DEVELOPMENTS					
A full review of the impact of the Fèis Support Workers, involving the Fèisean, Funders and the Support Workers themselves will be carried out by 31 March 2002	Arthur	FSWs contracts extended beyond 31 March 2004. New pay and conditions in place. Argyll Worker's hours increased to 4 days. Looking at feasibility of FT Officer in Western Isles.	*		
Funding will be sought, including additional core funding from our three main funders, to ensure that these posts are assimilated into Fèisean nan Gàidheal's core work	Arthur	Increase secured from SAC and HIE. Funding now secured for support posts longer term. Full-time Development Officer in Highland now employed. Bòrd na Gàidhlig has come on-stream as a new funder.	*		
A full audit of funding options for Fèisean nan Gàidheal will be carried out internally, or perhaps externally, by 31 December 2001	Arthur	Not now necessary - funding applications have been successful	*		
If found to be feasible, plans for a National Raffle and establishment of a Fèis Trust Fund will be in place by 31 March 2002	David	First raffle drawn in October 2004, and tickets available now for 2005 raffle.		*	*
Carry out a series of small scale 'pilot' archiving projects in four areas by the end of March 2003	Arthur	Archiving project to be next lottery application. Possibly Heritage Lottery rather than SAC. No progress to date, although Fèis Radio project has some elements of the archiving project.		*	
Evaluate pilot projects and then raise funds for a larger scale project for all Fèisean who want to participate by end of March 2004	Arthur	To follow on as part of pilot. Now carried forward to new Development Plan.			*
Negotiate with SAC to get part of the funding available for Traditional Musicians in Schools	Arthur	Scheme run by Fèis Rois, and funding increased from YMI funds.	*		

Establish a Fèisean nan Gàidheal band which will appear at Fèis workshops and promotional events	Arthur	No progress to date		*	*
Work with Meanbh-Chuileag and the Màiri Mhòr Fellowship to ensure programmes of work are available for us in schools, and which would promote the Fèisean at the same time	David (Meanbh-Chuileag) Arthur	Third year of revamped Meanbh-Chuileag now in progress. Still a shortfall in funding, but new Bòrd na Gàidhlig funding will help greatly, as well as £20k from SAC. Need to get value from Màiri Mhòr Fellowship.		*	*
Fèis Support Workers will put plans in place to encourage collaboration between their Fèisean	David	Ceòl nam Fèis concerts were a first step. Four Regional meetings have taken place. Four more in 2004-05.		*	*
Fèis Support Workers will each organise a regional Ceòl nam Fèis concert by 31 March 2002	David (with Arthur)	4 took place in April and May 2002	*		
Fèisean nan Gàidheal will organise a national Ceòl nam Fèis concert by 31 March 2003	Arthur	Fèis participants took part in Harvest and Beòlach television series, providing valuable showcase opportunities, and the new Celtic Festival will also offer a platform. Fèis Rois's 'Ceòlraidh' concert also a major showcase, and Highland 2007 interested in a Ceòl nam Fèis event, or events.		*	
Fèisean nan Gàidheal will continue to publish guidelines and offer training to Fèis committee members on the implementation of the Child Protection Policy	David	Ongoing.	*	*	*
Fèisean nan Gàidheal will put measures in place to ensure that all tutors are SCRO checked, if this becomes necessary	David	Ongoing. All staff registered with CRBS; Sandy Gray appointed, and volunteers to be checked next. Updated Child Protection Policy and Procedures in place.		*	*
Fèisean nan Gàidheal will negotiate with local authorities other than Highland, to see if they will 'buy in' to our Grants Scheme	Arthur	Argyll & Bute Council and Comhairle nan Eilean Siar now on board.		*	*
Along with the committee of Fèis Tìr a' Mhurain, and other interested Fèisean, look at the possibilities of, and plan for, a national Gaelic-medium Fèis	David	Spoken to Sradagan manager about possible collaboration between Sradagan and Fèis Dhùn Eideann. Very positive about this. Fèis Tìr a' Mhurain still happy to consider this.		*	*
As part of our Training Programme, offer training to Fèis Organisers in timetabling Gaelic-medium tuition	David	Gaelic language resource pack for Fèisean which include some great ideas on timetabling, and on Gaelic activities.	*	*	*

Continue to offer subsidised places on Sabhal Mòr Ostaig's Cùrsa Inntigidh, as in 2002, to Fèis Tutors and Organisers wanting to learn Gaelic	David	Small numbers, but propose to utilise spare funding for other Gaelic courses, and promote the opportunity more widely.	*	*	*
Along with Fèis Alba, and other organisations, put together a plan for activities to engage teenagers	David	Part of Training Plan with events in February, June and September 2004, and the Beòlach television series, as well as Fèis Rois nan Deugairean.		*	*
Continue to make additional spaces available at Fèis Rois nan Deugairean for teenagers, at the same time as investigating the possibilities for other Fèisean to establish stand-alone events for this age group	Arthur	Ongoing - part of Training Project, and new Development Plan.	*	*	*
Investigate, by March 2002, the feasibility of touring a large scale show like Ceòl nam Fèis	Arthur	No progress to date		*	
Have discussions, by June 2002, with Comhaltas Ceòiltoirí na h-Eireann to discuss the possibility for a joint tour	Arthur and David	No further progress to date		*	
Set up a tour involving Fèis musicians by the end of March 2003	Arthur	No progress to date		*	*
Produce an accompanying CD for Gàidhlig do Luchd-tòiseachaidh by March 2002'	Arthur	Gàidhlig do luchd-tòiseachaidh now updated, re-printed, and available with CDs to all Fèis participants.	*		
Investigate, by the end of March 2003, the possibilities for the employment of a Publications Officer	Arthur	No progress to date		*	

Fèisean nan Gàidheal

Fèisean nan Gàidheal Development Plan 2005-10

Àireamh air a' Chlàr Gnothaich:2.2005.05(b)

Background

As agreed at the last Board meeting, the Development Plan for 1005-01 was sent out to all Fèisean, inviting them to comment on its content, and asking them to highlight any concerns they might have.

We had only 5 responses from the Fèisean, but given that we have 9 representatives of Fèisean on the Board, I suppose we can say that we have the opinion of 14 altogether. We also ran the plan past all FnG staff at a recent staff meeting day.

Most of the comments were positive, some identified typographical errors, and there were some questions raised about our Gaelic policy with one Fèis feeling very strongly that it should be 'voluntary rather than mandatory'.

Progress

I have exercised some editorial control and incorporated those suggestions I felt were appropriate, and have now updated the document into what, I hope, is a final draft.

Recommendation

Board members will be asked to note the progress to date, in particular the changes and updates, and if happy with this draft, approve it subject to any final amendments, so that it can be handed over for translation.

Arthur Cormack
Stiùiriche
An Cèitean 2005

Fèisean nan Gàidheal

Fèisean nan Gàidheal Gaelic Developments

Àireamh air a' Chlàr Gnothaich:2.2005.05(c)

Background

David Boag prepared an excellent bid to Bòrd na Gàidhlig for new funding under their 'approved contractors' scheme, and it has been included here for Board members to gain a better insight into what we hope to achieve with the new funding offered by the Bòrd. We secured £60k, rather than the £78k asked for, but we can do something worthwhile with the funding received, although it was not all we had hoped for.

1. Summary

Fèisean nan Gàidheal applies to *Bòrd na Gàidhlig* for funding totalling £78,096.08 under action areas 1.1.2 Page 9, 2.2.2 Page 13, 3.1.3 Page 15, 3.2.1 – 3 Page 16, 3.3.1 and 2 Page 17, 4.1.2 & 3 Page 18, 4.2.1 Page 19, 5.1.3 Page 20 and 5.3.1 Page 22 for the period beginning of April 2005 to end March 2006.

The key aspects of this application are to:-

- Provide funding to support the employment of a full-time Theatre-in-education officer, plus 15 weeks of touring in Scottish schools.
- Provide funding to support the employment of a full-time Gaelic Language Officer to develop Fèisean nan Gàidheal's Gaelic language policy, assist Fèisean in the implementation of their plans locally, establish a Gaelic drama development fund and liaise with the training officer to provide Gaelic training to staff, volunteers and tutors.

Over and above this, Fèisean nan Gàidheal carries out a large number of tasks which we believe are supportive of some of the key tasks included in the Plana Gnìomh.

2. Background

Fèisean nan Gàidheal is the national association of the Fèis movement in Scotland, and is a company limited by guarantee and recognised by the Inland Revenue as a charity in Scotland (SC130071). The company was established in 1992 and is governed by the organisations Memorandum and Articles of Association (enclosed).

The organisation is led by a board of Directors, made up of 10 representatives from member Fèisean. At the present time, Fèisean nan Gàidheal supports 37 community based Fèisean throughout Scotland, delivering programmes of tuition in the Gaelic arts to 4,500 young people. At the same time, the organisation aims to promote the use of the Gaelic language at all our events, with supportive programmes for beginners, learners, fluent and native speakers.

This is all done within the context of a high quality, supportive, fun, yet safe learning environment.

At the present time, the Fèis movement is run almost entirely by a band of dedicated community volunteers. In 2003/4 we estimate that almost 500 individual volunteers were involved across Scotland, with tuition delivered by approximately 400 tutors.

The past achievements of Fèisean nan Gàidheal and the wider Fèis movement have been many, growing from a single Fèis in July 1981 in Barra, to 37 in 2005. The geographical spread of the movement is mainly in the rural Highlands and Islands, with the vast majority of groups in the Highland, Argyll and Bute and Comhairle nan Eilean Siar areas. However, the movement also sees regular activity in the cities of Aberdeen, Glasgow, Edinburgh and Inverness.

Fèisean nan Gàidheal also sees the securing of core funding from a range of organisations including the Scottish Arts Council, the Highland Council and Highlands and Islands Enterprise as a major achievement and a sign of great belief in the work of the organisation. Service level agreements with a number of other organisations gives further proof of the confidence the public sector places in Fèisean nan Gàidheal.

The annual turnover of the organisation has also grown dramatically over the last number of years, with approximately £100,000 of activity in 1997. This is expected to break the £1 million pound barrier in 2005. It is estimated in 2003/4 that the Fèis movement over and above the turnover of Fèisean nan Gàidheal, contributes in the region of £2.5 million to the Scottish economy.

In recent years, the establishment of the Meanbh-Chuileag theatre-in-education company has seen a greatly enhanced programme of outreach by Fèisean nan Gàidheal to areas previously untouched by the Fèis movement. Their programme of work, primarily focused on schools in support of the 5-14 curriculum, has delivered performances in support of Gaelic medium pupils and learners of all levels to nearly 20,000 Scottish young people. This work has taken them from the more traditional Gaelic speaking communities to areas such as Orkney and inner city Glasgow and Edinburgh, where Gaelic development has to date, had no impact.

However, possibly the greatest achievement of the organisation has been the dramatic rise in interest in Gaelic traditional arts, particularly music and song over the last decade. Initiatives such as the National School of Excellence in Traditional Music at Plockton High School, the BA in traditional music at the Royal Scottish Academy of Music and Drama and Applied Arts at Strathclyde University have no doubt been positively affected by the success of the Fèis movement in recent years.

In addition, it is our firm belief that involvement in the Fèis movement by young people and the positive experience they have enjoyed, has led to their increased interest in the Gaelic language. Many of the students attending Sabhal Mòr Ostaig in particular have attended Fèisean as youngsters, and there are many examples of students at universities and teacher training colleges whose initial interest in the language was in part sparked by attendance at a Fèis.

Work is currently underway to properly assess the impact of the Fèis movement on people's lives and career choices in a "Tracking Exercise." This work will be completed in 2005.

Whilst the Fèis movement has achieved many things in recent years, there are still some areas of weakness. Our greatest strength, our volunteers, can also be our greatest weakness. It is possible that without support, volunteers can become quickly "burnt out" simply as a result of the demands on their time which now exist.

In addition, Fèisean nan Gàidheal fully recognises that some areas of our programme of work needs to be strengthened; in particular the delivery of a high-quality spoken Gaelic experience across the board and the development of drama as an effective language transmission tool. Whilst we recognise the need to do more work in these particular areas, many of the volunteer committees are already stretched to their limit in the time that they can commit.

Therefore, it is hoped that this application can go some way to alleviating the impact on our volunteers, whilst at the same time strengthening our recognised areas of weakness in Gaelic language and drama.

3. Operational Plan Tasks Sought

Area of Action 1.1	Pre-school and school Education
Activity 1.1.2, p9	Increase opportunities for pupils to learn Gaelic as a second language.
How?	We intend to offer young people who don't receive their full-time education through the medium of Gaelic an opportunity to learn some more of the language, or provide support for that which they have already learnt. This will be mainly through the delivery of a programme of theatre-in-education in Scottish schools, that will support not only Gaelic medium teaching, but introduce the language to beginners, and support learners further development.
Targets	<ul style="list-style-type: none"> • By April 2005, have in post a full-time theatre-in-education officer. • By March 2006, have completed 15 weeks of theatre-in-education touring throughout Scotland. • Ensure that at least 25% of the total programme is delivered to introduce learners to Gaelic, or to support Gaelic as a second language in primary schools. • Progress on these targets will be contained in a quarterly update report to be prepared by our Theatre-in-education officer.

Area of Action 2.2	Community
Activity 2.2.1 p13	Support Community Groups seeking to promote Gaelic
How?	We intend to appoint a full-time Gaelic language officer within the organisation to progress the implementation of Fèisean nan Gàidheal's Gaelic language policy, and to support community Fèisean in their delivery of their local Gaelic language policies. With access to over 4,500 young people in 2003/4, the network of Fèisean is one of the largest community networks in Scotland promoting the Gaelic language. To date, with pressures on staff and volunteer time, it has not been possible to fully implement a Gaelic language policy at either the national or local levels.
Targets	<ul style="list-style-type: none"> • By April 2005, have appointed a full-time Gaelic language officer to implement Fèisean nan Gàidheal's Gaelic language policy and assist Fèisean to implement their plans at community level. • By June 2005, we expect the FnG plan to be fully written up, with full implementation by January 2006. • By June 2005, we expect all Fèisean to have completed an updated version of their local Gaelic plans. • Summer Fèisean to have their plans fully in place over summer 2005, October Fèisean in October 2005, February Fèisean by February 2006, and Easter Fèisean by approximately end March 2006. • Establish two teams of two people to work on a seasonal basis for up to 8 weeks, to assist Fèisean with the implementation of Gaelic language provision at Fèisean. Most likely this will be split over summer and October 2005. • Research and develop methods of creative play, to assist Fèisean with the

	<p>delivery of Gaelic activities at Fèisean. This is to be fully researched and completed by March 2006.</p> <ul style="list-style-type: none"> • Work in co-operation with the theatre-in-education officer to ensure that the production of support materials can be shared and / or adapted for use at Fèisean as well as in schools. • Establish a £5,000 Gaelic Drama development “seed corn” fund to lever additional funds for the establishment of an Argyll wide Gaelic drama festival for young people, to take place by end March 2006. • Liaise with the Fèisean nan Gàidheal training development officer to provide up to £5,000 in financial support to assist community volunteers, FnG staff and tutors to improve their spoken and written Gaelic skills. In all we hope to support 20 community volunteers in 2005/6, and another 20 FnG staff and tutors. • The Gaelic Language Officer would be expected to produce a quarterly report to measure progress in all of the above targets.
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Area of Action 2.2	Community
Activity 2.2.2 p13	Promote Gaelic activities for under 18s and social events for young people aged 18 – 30.
How?	<p>The work of Fèisean nan Gàidheal and the wider Fèis movement is mainly geared to supporting Gaelic activities for under 18s. Through the appointment of a full-time theatre-in-education officer and a full-time Gaelic language officer, it is envisaged that further opportunities to participate in Gaelic activities will be forthcoming in 2005/6.</p> <p>At the present time, Fèisean nan Gàidheal does not offer any bespoke social events for the 18 – 30 age group. However, this is being achieved informally as a result of young tutors and supervisors gathering to work at Fèisean / events, attend training events, cèilidh trails and Fèis Alba.</p>
Targets	<ul style="list-style-type: none"> • By April 2005, have appointed a full-time theatre-in-education officer to support work in the formal sector, and a Gaelic language officer to focus on strengthening Gaelic language at Fèisean. • In particular, we envisage that both officers will work to ensure that Gaelic activities in the under 18 age group support fluent speakers to improve the quality, range and frequency of their usage. • In addition, newly created work / activities developed by both workers will offer support to young people at the beginner and improving beginner level. • Both officers will have to ensure that any of their work is adaptable for, or inclusive of young people with special needs. • In liaison with the FnG training officer, we aim to develop a Gaelic medium level 1 tutor training course in 2005/6, for delivery to 10 young people in the 18 – 30 age group.

Area of Action 2.2	Community
Activity 2.2.3 p13	Raise awareness and promote the importance of community based language activity.
How?	Fèisean nan Gàidheal and the wider Fèis movement is a key player in ensuring that the Gaelic language is used actively within the community. It is envisaged that through the appointment of a full-time language officer, we can further strengthen this, by ensuring that committees in particular, have the confidence to use their Gaelic, at whatever level they are at, during the time of their Fèis and at year-round classes.
Targets	<ul style="list-style-type: none"> • See 2.2.1 and .2 above • The Gaelic language officer will be expected to assist all Fèisean in the production of bi-lingual publicity materials.

Area of Action 3.1	Media
Activity 3.1.3 p15	Increase availability of Gaelic educational materials by means of new technology.
How?	Over the last number of years, Fèisean nan Gàidheal with financial support from the Scottish Arts Council Lottery fund and Highlands and Islands Enterprise, has invested nearly £100,000 in ICT equipment for use by the organisation and member Fèisean. Currently, all Fèisean have access to an internet ready computer, and all receive emails under the @feisean.org domain name. Increasingly, the organisation uses new technology to disseminate information to our members, and it is envisaged that any new materials produced by either the Theatre-in-education and Gaelic Language officers will be available online, either by email or as a download from our website.
Targets	<ul style="list-style-type: none"> • Ensure that any new Gaelic language support materials are available in an

	electronic form, for dissemination to Fèisean and other interested user groups.
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Area of Action 3.2	Arts
Activity 3.2.1 p16	Increase the promotion and availability of Gaelic arts, traditional and modern, throughout Scotland.
How?	<p>Fèisean nan Gàidheal and the wider Fèis movement play a vital role in the promotion of Gaelic arts to young people in Scotland. Evidence of this is the fact that in 2003 / 4, Fèisean provided tuition to 4,500 young people, with the Meanbh-Chuileag Theatre-in-Education company taking their work to close on 20,000 Scottish youngsters over the last three years. There is little doubt the positive impact that the Fèis movement is having on the general outlook to Gaelic amongst large areas of the Scottish population. In fact, in terms of theatre-in-education, it is clear that the demand outstrips the ability of Fèisean nan Gàidheal to supply it within current resources.</p> <p>The geographical spread of Fèisean in Scotland is now at an all time high, and over the next few years, we expect the numbers of new Fèisean to be relatively small. However, we continue to work with communities throughout Scotland keen to start their own local Fèis. In 2003 / 4, new Fèisean were established in the Fort Augustus area (Fèis Ghlinn Albainn), Glasgow (Fèis Ghlaschu) and Stirling (Fèis sa Mheadhan).</p>
Targets	<ul style="list-style-type: none"> In 2005 / 6, theatre-in-education to tour for at least 2 weeks in areas / schools not previously reached by Meanbh-Chuileag. Fèisean nan Gàidheal to continue to support the development of new Fèisean, with 2 new events expected to come on line in 2005 / 6.

Area of Action 3.2	Arts
Activity 3.2.2 p16	Raise awareness of Gaelic in the arts and culture sectors and encourage arts Festivals and events to adopt Gaelic policies and include Gaelic where possible.
How?	<p>Fèisean nan Gàidheal has the use of Gaelic language at the heart of all it's activities, and before being granted membership, all Fèisean have to adopt Gaelic as part of their event. Until now, it has been difficult for the organisation to monitor the implementation of local Gaelic policies by Fèisean, but it is hoped that with the appointment of a full-time Gaelic language officer, this can be overcome. In addition to monitoring, the officer will have a responsibility to ensure that adequate resources, both in terms of temporary support staff and paper / on-line materials are available. This will have the outcome of ensuring that spoken and written Gaelic have a high profile at every Fèis or Fèis event.</p> <p>In addition, Fèisean nan Gàidheal plays a significant advocate for Gaelic within the arts sector in Scotland. This will continue, and our representation on and / or communication with external bodies will ensure that Gaelic arts has a central role in the modern artistic community of Scotland.</p>
Targets	<ul style="list-style-type: none"> In 2005 / 6, the Gaelic language officer will ensure that all Fèisean have their Gaelic language policies up-to-date and fully implemented by March 2006. Monitoring will include the submission of updated Gaelic language plans from all member Fèisean by June 2005, and at least 10 visits by the Gaelic language officer to different Fèisean to ensure implementation. Continued monitoring by Fèisean nan Gàidheal staff on the bi-lingual nature of the Blas Festival. Continued liaison with organisers of the Scottish Year of Highland Culture 2007 to ensure a high Gaelic content. Continued representation on local and national arts promotion bodies to advocate the role of Gaelic language within the sector.

Area of Action 3.2	Arts
Activity 3.2.3 p16	Increase the availability of Gaelic arts in schools
How?	Over the last years, Fèisean nan Gàidheal and member Fèisean have been offering more and more opportunities for young people to learn about Gaelic arts within school time. For example, Meanbh-Chuileag have toured extensively across Scottish schools, reaching some that previously have had no visiting groups e.g. the Small Isles and to areas where Gaelic has had no profile e.g. Papa Westry. Fèisean nan Gàidheal in conjunction with the Highland Council has also been delivering a programme of Gaelic music tuition to young people in all authority schools under the Youth Music Initiative. Individual Fèisean such as Fèis Rois and Fèis nan Garbh Chriochan have been delivering programmes of Gaelic arts tuition within schools in

	<p>their area.</p> <p>However, the truth is that taking Gaelic arts to schools is an expensive business as we have found out with the Meabh-Chuileag Theatre-in-Education company. Over the last twelve months we have been operating this project on a shoe-string, and without the commitment of the staff, it would have gone out of business. This is why it is essential that Bòrd na Gàidhlig provides the level of support in 2005 /6 to ensure that the programme has a sustainable future, funded at a level that will ensure high quality and minimise staff exhaustion.</p>
Targets	<ul style="list-style-type: none"> • Secure funding for a full-time Theatre-in-education officer. • Secure the remainder of the funding from organisations including the Scottish Arts Council, to allow Fèisean nan Gàidheal to tour for 15 weeks in Scottish schools. • To allow 3,000 Scottish young people to receive Gaelic medium and / or Gaelic themed theatre-in-education in 2005 / 6. • Fèisean nan Gàidheal to continue to build links with the formal sector and continue with providing youth music in Highland primary schools. • Gaelic language officer will ensure that all youth music tutors who require Gaelic language support, are given this throughout 2005 / 6.

Area of Action 3.3	Publishing
Activity 3.3.1 & 2 p17	Increase the range and quality of materials for Gaelic and Gaelic medium education and extend the range and availability of Gaelic publications including books, magazines and journals.
How?	This will be two fold, and will see a great deal of co-operation between the Theatre-in-education and Gaelic language officers. Over the last number of years, Fèisean nan Gàidheal has produced a number of new publications to support the learning of Gaelic both at Fèisean and in schools. It is envisaged that any new materials produced in 2005 / 6 to support the learning of Gaelic, will be designed for use both by Fèisean and in schools. This will not only be for fluent speakers in Gaelic medium streams, but will be extended to support learners at all levels.
Targets	<ul style="list-style-type: none"> • The production of Gaelic support materials for at least one new piece of theatre-in-education, to be supported by a tour. • The production of an updated Gàidhlig do Luchd-Tòiseachaidh booklet to be distributed free of charge to at least 400 young people. • The production of a new 'Gaelic games' booklet for use in language teaching at Fèisean, schools and other interested groups, e.g. Sradagan.

Area of Action 4.1	Information and Promotion
Activity 4.1.1 & 2 p18	Promote information schemes which raise the profile of Gaelic and promote the language at a national level and increase the use of ICT to promote Gaelic and access to Gaelic cultural activities.
How?	<p>The Fèis movement has been an excellent champion for the Gaelic language at the national level and continues to be seen as a tremendously positive and confident example of a community led initiative with roots in the Gaelic community. Fèisean nan Gàidheal will continue to promote the Fèis movement and Gaelic language over the coming year, and will continue to provide information at key events such as the Royal National Mod and mail out information year round. The Fèisean nan Gàidheal website, plus newsletters will ensure a national and international profile.</p> <p>With all Fèisean now able to access the internet and receive email under the fèisean.org domain name, increased use of ICT to promote Gaelic and Gaelic cultural activities will be possible.</p>
Targets	<ul style="list-style-type: none"> • Distribute at least 250 leaflets about the Fèis movement. • Publish 3 "Faileas" newsletters and up to 10 editions of the email based "Fios na Mios" newsletter. • Maintain and continue to develop the www.feisean.org website and ensure it's promotion through links to other sites. • Continue to promote Fèisean activities through the use of email, the web, newspapers, television and radio. • Attend at least 2 events in 2005 / 6 to promote the Fèis movement.

Area of Action 4.2	Culture and Heritage
Activity 4.2.1 p19	Raise awareness of Gaelic heritage and assist schemes which seek to secure the Gaelic linguistic and cultural heritage for the future.
How?	Fèisean nan Gàidheal's main aim is to support local Fèisean to promote Gaelic

	heritage through programmes of tuition for young people. The importance of the Gaelic language at all events is paramount and no Fèis receives membership of the organisation or funding if they do not promote Gaelic language. Through the appointment of a full time theatre-in-education officer, we will be able to further promote Gaelic language and heritage within the formal sector, in support of the national curriculum. With the appointment of a full-time Gaelic language officer, we can ensure that the level of Gaelic provision at Fèisean is raised, so seeking to ensure a future for the culture and language.
Targets	<ul style="list-style-type: none"> • Continue to support up to 37 community Fèisean in the promotion of Gaelic culture, heritage and language. • Appoint full time Theatre-in-education and Gaelic language officers. • Ensure 15 weeks of theatre-in-education touring in Scottish schools to assist with understanding of Gaelic culture, heritage and language. • Provide an increased level of linguistic support to all Fèisean, aiming to improve the range and quality of Gaelic on offer to all levels of Gaelic speakers.

Area of Action 4.2	Culture and Heritage
Activity 4.2.2 p19	Promote the use of Gaelic in tourism in Scotland
How?	A number of Fèisean throughout Scotland have already undertaken to establish Cèilidh Trails in their area, which offers young people a chance to perform a programme of Gaelic music, song and dance in local tourist venues. In 2005 / 6, it is hoped that we can secure long term funding for the existing Cèilidh Trails and assist at least one other Fèis to establish a Cèilidh Trail in their area. With the help of the Gaelic language officer, it is hoped that additional training can be offered to all Cèilidh Trail performers to improve the use and profile of Gaelic at all events.
Targets	<ul style="list-style-type: none"> • Secure a long term funding package for existing Cèilidh Trails. • Help to establish at least 1 new Cèilidh Trail in 2005 / 6. • Provide training in Gaelic language to at least 20 Cèilidh Trail participants. • Conduct a questionnaire of 100 tourists to assess their reaction to the Cèilidh Trails and their interest in the Gaelic language.

Area of Action 5.1	Language usage
Activity 5.1.3 p20	Encourage ICT projects which contribute to Gaelic language development.
How?	All new Gaelic learning materials will be produced in an electronic form which will be in a downloadable form from the www.feisean.org website. In addition, full use will be made of the Fèisean nan Gàidheal email network to assist with the distribution of materials, information on new courses and assisting with translations to ensure greater publication of bi-lingual materials.
Targets	<ul style="list-style-type: none"> • All newly produced Gaelic language support materials will be in a downloadable form on the FnG website. • The Gaelic Language Officer will assist via email, Fèisean in their bid to produce all their publicity materials bi-lingually. • In association with the Training Officer, information on Gaelic language courses will be posted on the FnG website and will be emailed to all staff and nominated Fèis contacts.

Area of Action 5.3	Research
Activity 5.3.1 p22	Support Research that will assist Gaelic Development
How?	One of the key roles of the newly appointed Gaelic language officer, will be to research tried and tested methods of engaging Gaelic language training as employed successfully in other areas. Over the years, many groups including Fèisean have found it difficult to maintain the interest of young people learning Gaelic and so have tried employing a range of games and activities to varying degrees of success. It is envisaged that the research will result in a booklet of language developmental games that can be employed by Fèisean and other groups.
Targets	<ul style="list-style-type: none"> • Research strategies to ensure that interest in learning Gaelic by young people is maximised. • This should focus primarily on beginners and improvers, but thought should also be given to strategies to support fluent speakers. • The focus will be on spoken Gaelic, but this will not be to the exclusion of young people who want to improve their range of language e.g. introducing idioms, local words and / or literacy. • The main outcome will be the production of a booklet, which will be made available to all Fèisean and other interested groups, e.g. Sradagan.

4. Meeting Bòrd na Gàidhlig's Criteria

Fèisean nan Gàidheal will meet Bòrd na Gàidhlig's essential approval criteria as follows:

4.1 Increase the number of Gaelic speakers

Fèisean nan Gàidheal and the wider Fèis movement, through programmes of activity in Gaelic culture, has been the first opportunity for many young Scots to access Gaelic. Currently Fèisean offer tuition to 4,500 individual young people spread right across the country. This is 2,000 more than currently receive their primary school education through the medium of Gaelic.

When you add in the effect of the Meanbh-Chuileag Theatre-in-education company, this outreach increases to well over 10,000 young people per year.

Whilst we would never argue that Fèisean themselves will teach young people Gaelic to a fluent level, there is no doubt that the work of the movement acts as a portal into which young people with no Gaelic background, or don't go to Gaelic medium schools can easily access the language in a fun and supportive way.

Our belief is that many young people who have attended Fèisean as young people have become interested in the language through their participation in the culture. Many have gone on to undertake further study at school, at colleges / universities or in their community as a result in their interest being stimulated.

In addition, we are quite clear in the belief that even if young people do not themselves learn Gaelic to a fluent level, most participants leave with a positive disposition towards the language. In future years it may be the case that they are more likely to see the relevance of Gaelic in a modern Scotland, and choose to send their children to Gaelic medium schools.

That is why Fèisean nan Gàidheal works very hard to ensure that every young person coming through the door has a good time and enjoys their engagement with Gaelic culture, regardless of their current level of fluency.

4.2 Increase the quality and/or range of usage

For Gaelic speaking young people, Fèisean offer an excellent opportunity to use their Gaelic through an activity based, social context, rather than the formal learning at school.

Over and above this, all young people who attend a Fèis, should leave the event having had an experience that will either encourage them to speak more Gaelic, or increase their use of the language at whatever level of fluency they are at.

For many Gaelic speaking young people in the 18 – 30 age range, Fèisean offer excellent seasonal work opportunities as tutors, supervisors and / or cèilidh trail participants. This has the additional benefit of allowing these young people to use their language skills, which may not always be possible in their chosen careers or further education courses.

The Meanbh-Chuileag Theatre-in-Education company has added a further dimension to the quality and / or range of Gaelic usage offered by Fèisean nan Gàidheal. By producing work that can be used by fluent speakers and learners of all levels, the company has ensured that every performance they give will have had a positive impact on the participants' language skills.

Through our programme of training, Fèisean nan Gàidheal has seen a year on year increase in the Gaelic skills amongst it's staff, volunteers and tutors. The appointment of a full time language officer will see this further strengthen in 2005 / 6.

4.3 Ability to deliver

Fèisean nan Gàidheal has an enviable record for their ability to deliver their projects to a very high standard. Over the last number of years, the organisation has been pro-active in it's approach to development and has gained the trust and respect of a number of national and regional agencies based on our ability to deliver.

This is down mainly to sound project and financial management, overseen by a board of directors who work in close partnership with the company's employees.

4.4 Provide Value for money

It is envisaged that for an investment of less than £80,000, Bòrd na Gàidhlig will get:-

- The creation of two high quality Gaelic speaking posts.
- The delivery of 15 weeks of Gaelic theatre-in-education in schools throughout Scotland.
- The implementation of Fèisean nan Gàidheal's Gaelic language policy.

- The full implementation of locally appropriate Gaelic language policies at all member Fèisean.
- New, high quality language support personnel and materials to a number of Fèisean across Scotland.
- The creation of new materials to support Gaelic learning amongst young people at a range of levels of fluency.
- Support for additional Gaelic training to FnG staff, volunteers and tutors at a range of levels, including literacy.
- Seed corn funding to support the development of a new Argyll wide Gaelic medium drama festival for young people.
- The leveraging in of additional funds that will effectively double the overall financial package and therefore work achieved.

By any economic or social measure, this programme of activity represents exceptional value for the public purse.

4.5 Increase the profile of Gaelic

By supporting the strengthening of Gaelic language at all Fèisean and the further development of Gaelic medium theatre-in-education, this programme of measures can only have a positive impact on the profile of Gaelic in Scotland.

As described earlier, the Fèis movement has been uniquely successful in engaging the interest in large numbers of young people and community volunteers in some of the most socially and economically disadvantaged areas of Scotland. For many within Scotland and beyond, the Fèis movement is seen as a highly positive and confident expression of Scottish Gaelic culture. A further strengthening of the Fèis movement will be a boost for the strength and profile of Gaelic language and culture in Scotland.

4.6 Levering in partner funds or other support

As described previously we are asking Bòrd na Gàidhlig for £78,096.08 towards a total project cost of £158,147.45 or 49.4%. The remaining funds will be sought primarily from the Scottish Arts Council, £35,301.37, with additional support coming from trust funds, fees from Fèisean, performance fees and in kind support from Fèisean nan Gàidheal.

5. Management and Staffing

A full list of the current board members, plus a diagram describing the staff structure is contained within our most recent Annual Report which is enclosed on disk with this tender document.

6. Funding Requirement

Expenditure

FnG Gaelic Language Officer

Officer (SCP29)	£22,512.00
Employer Contributions	£2,476.32
Expenses	£1,200.00
4 Seasonal Gaelic language support workers	£11,160.00
Employer Contributions	£1,227.60
Expenses	£9,000.00
Travel Costs	£800.00
Contingency	£2,418.80
Gaelic language training support	£5,000.00
Drama Development Budget	£5,000.00

Theatre-in-Education

Officer (SCP 29)	£22,512.00
Employers Contributions	£2,476.32
Expenses	£1,200.00
3 Additional Theatre in Education actors for 15 weeks	£15,750.00
3 Additional TIE Actors rehearsals for 2 weeks	£2,100.00
Expenses	£11,250.00
Vehicle Hire	£4,500.00
Petrol Costs	£1,500.00
Additional Travel e.g. Ferries	£1,500.00
Properties	£500.00
Contingency	£3,164.42

Administrative and Management Costs

Office Rental	£6,000.00
Photocopier	£1,400.00
Telephone, post and printing	£2,500.00
Printing of support & marketing materials	£5,000.00
New Office Equipment	£1,000.00
Fèisean nan Gaidheal Management Fee	£15,000.00

Total

£158,147.46

Income

Bòrd na Gaidhlig

£78,096.08

Scottish Arts Council	£35,301.37
Fèisean	£8,000.00
Trusts, local contributions etc	£8,000.00
Fèisean nan Gaidheal	£10,000.00
Performance Fees	£18,750.00

Total

£158,147.45

7. Bodies with which Fèisean nan Gàidheal is involved

Fèisean nan Gàidheal is currently involved with a large number of bodies. These are as follows:-

Scottish Arts Council	Core and project funding
Scottish Arts Council Lottery Fund	Project Funding
Highlands and Islands Enterprise	Core and project funding
Highland Council	Core and project funding
European Social Fund	Training project funding
Comhairle nan Eilean Siar	Fèis grants
Argyll and Bute Council	Fèis grants and project funding
Skye and Lochalsh Enterprise	Project funding

Western Isles Enterprise	Project funding
Community Economic Development	Project funding
Seirbhis na Meadhanan Gàidhlig	Project funding
WHELK Leader +	Project funding and LAG representation
Bòrd na Gàidhlig	Project funding
Comunn na Gàidhlig	Project funding
National Trust for Scotland	TIE projects
Historic Scotland	TIE projects
National Museum of Scotland	TIE projects
Perth and Kinross Council	TIE projects
Comhairle nan Leabhraichean	Publication support
Lloyds TSB foundation	TIE support
Arts and Communities Scotland	Board membership
North Highland LEADER+	LAG membership
GASD	Steering group membership

8. Confirmation

I hereby confirm that the above information is correct and authorise Bòrd na Gàidhlig to contact such persons as it may think fit to ascertain the competence of the applicant contractor.

Signed:

(Block Caps.):

Date:

Position:

Daibhidh I Boag

28 An Gearran 2005

Development Manager

9. Additional Information

Enclosed with this tender is a supporting disk containing the following information:-

- A copy of Fèisean nan Gàidheal's draft Gaelic policy
- A copy of our Annual Report 2003 / 4, which contains a full list of the names and home addresses of all directors and the most recent audited accounts
- A copy of the 2003 / 4 Annual Report is also enclosed and with the most recent report, will give a full outline of the organisation's work over the last two years.

Paper Copies of the following items are also enclosed:-

- The Fèisean nan Gàidheal articles and memorandum of association.
- Recent bank statement of all accounts held

Fèisean nan Gàidheal are in the process of renewing our Development Plan for the period 2005 -10 and once complete, a copy will be forwarded to Bòrd na Gàidhlig. However, the two annual reports also give outlines of the organisations key aims and objectives, plus other important information.

Conclusion

Board members are asked to note the contents of the tender, which need to be read in conjunction with Bòrd na Gàidhlig's Operational Plan to be fully understood. This is available online at www.bord-na-gaidhlig.org.uk. David Boag will give a verbal update of progress at the Board meeting.

Arthur Cormack
Stiùiriche
An Cèitean 2005

Fèisean nan Gàidheal

Staff Progress Reports

Àireamh air a' Chlàr Gnothaich:2.2005.06(a)

Arthur Cormack, Director - Progress Report

Introduction

The work of the organisation has been going along quite successfully over the past few months, and I think we all feel that we have made significant progress over the past year with a great many projects.

I have been trying to find the time to finish off important pieces of work, like the Development Plan, at the same time as having to manage several fairly large projects or contracts, but I am slowly trying to delegate a bit of the work elsewhere, about which more later.

Funding

Funding has remained extremely stable over the past year, and we have gone into this new financial year with a budget of over £1million for the first time. This may, however, change. Questions over VAT may mean that we have to set Blas up as a separate company, which will be VAT-registered, to cope with VAT collected on Box Office and Sponsorship monies.

We have gained new funding of £60k from Bòrd na Gàidhlig, and £20k from SAC for our theatre-in-education work, which means that we are moving into the year with a comparatively small amount of money left to raise for 2005-06, which, if correct, will ease the fund-raising burden considerably.

Our cashflow has been helped considerably by having the Youth Music Initiative funds in the bank. Not only can we earn some interest, but it takes the pressure off having to submit a large number of claims to ensure we always have enough cash in the bank. Having said that, we have now claimed most of the funding available to us for various projects, and are pretty much up to date.

Grants to Fèisean

Grants for 2004-05 have been paid on the basis of need to the Fèisean, in line with our grants scheme guidelines.

All Fèisean have received increased percentages, and we have been as fair as possible with Annualised Hours, weighing up what each Fèis asked for against their projected programme of work. Inevitably we have not been able to offer all Fèisean what they wanted, either in terms of cash, or Annualised Hours funding, but we have been as fair as possible with the funding we have available.

Staffing

- There have been two formal staff meetings since the last Board meeting: one with David, Anne, Iona and me, and another with all the staff together in Portree
- Elaine Ferguson has been in very regularly helping us out over the past few months, which is helping Anne, in particular, and me more and more.
- James Graham from Sabhal Mòr Ostaig was on a work placement with Fèisean nan Gàidheal for 3 weeks from 23 February.
- We are hoping to secure a summer-long student placement to help with the 25th Anniversary book
- Rae MacColl has agreed to take on the day-to-day management of our Youth Music Initiative contract with The Highland Council

Youth Music Initiative

A meeting of all the Fèisean involved in the Highland Council contract was held in Inverness on 20 April. Norman Bolton, the Highland Council's Youth Music Manager, also attended.

Although the school visits are being positively received, there were some small issues with the Council which, having now been brought to our attention, can be dealt with.

It has been confirmed that Fèisean nan Gàidheal will continue to have a contract with the Highland Council worth around £219,000 for 2005-06.

We have also been contracted by East Lothian Council to run a project in their schools as part of the YMI, and Fèis Dhùn Eideann will be running this on our behalf.

As indicated above, Rae MacColl will start on 1 June with us, for one day per week, and will look after the Council contract day-to-day for us. This will lighten my load considerably, and Rae, having recently retired

as Head Teacher of a primary school, and also a well-known Fèis step dance tutor, is well placed to work with us, with the schools and the council to ensure the smooth fulfilment of the contract.

Cultural Commission

The work of the Cultural Commission is ongoing, with a report expected from them in June this year. It is now in a position to provide feedback on the many responses received during its consultation process, and is currently organising a series of meetings to discuss these views. We were invited to a meeting in Edinburgh on 10th May, but nobody was able to make it.

Blas Celtic Community Festival

There have been several planning meetings of the Blas Action Group, and a further Steering Group meeting, and Blas is well on course to deliver a high quality festival between 2 and 10 September this year. The full programme will be released soon, but among those booked to take part are Dàimh, Session A9, Barra MacNeils, Meantime, Cliar, Seumas Begley, Cathy Ann MacPhee, the groups from the Highland Fèisean Cèilidh Trails, and many more.

Our thanks go to Brian Ó hEadhra (Artistic Coordinator), Cailean Maclean (Press & PR Contractor), and Donna Cunningham (Project Manager) who have been responsible for the day-to-day planning and promotion of Blas 2005, as well as the members of the Action Group.

There are still issues to be resolved around funding for the 2006 event onwards, but this is being left between the Highland Council and Highland2007.

Gaelic Arts Strategic Development - GASD

The next meeting of GASD will be held in Glasgow on 25 May.

Fèisean nan Gàidheal has been involved in developing a Gaelic Arts certificated course, under our training programme, which Iona has reported upon separately.

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
- Have been involved in planning the YMI work Fèis Dhùn Eideann will carry out for East Lothian Council
- Met with George Stoddart, new Chair of Fèis 'sa Mheadhan, to discuss fund-raising on 26 April

General representation and meetings attended

- Attended a reception at Buckingham Palace on 1 March to celebrate British Music
- Blas Action Group on 2 March in Inverness
- Met with Kate Martin and Cailean Maclean to plan the 25th Anniversary book
- Attended a meeting between Bòrd na Gàidhlig, FnG, Tosg, PnE and SAC to discuss the strategic development of Gaelic drama on 7 March
- Had an Executive Group phone conference on 15 March to discuss staffing issues
- Meeting of Blas Action Group on 17 March
- Meeting with Fiona Hampton, Cllrs Andy Anderson and Michael Foxley, and Judi Menabney on 17 March to discuss Blas funding requirements
- Blas Action Group meeting on 7 April
- Further meeting Fiona Hampton and Judi Menabney to discuss Highland2007 involvement with Blas
- Met with MnE on 15 April to discuss a follow up to the Beòlach TV series
- YMI and Blas Steering Group meetings on 20 April
- Met with Calum MacPherson of SALE, to discuss future of An Drochaid, which we manage on their behalf
- I have been absent from work, unpaid, for five days in the period covered by this report, for Bòrd na Gàidhlig business
- I have been absent from work for two days for Scottish Arts Council business

David Boag, Development Manager - Progress Report

Introduction

As most of you will know, my wife Janice had to go into hospital for a serious operation at the end of March. As part of this, I was granted two weeks personal leave during this period, and have been working between our offices in Stornoway and Inverness during the month of April. I would like to thank the board and staff of Fèisean nan Gàidheal for their support over the last few weeks.

Development Fund

We have £15,000 in the Development Fund for 2005/6 and I hope to get application forms out to Fèisean by the end of May. The scheme in 2004/5 seems to have worked well, and I propose to continue in the same

fashion this time round. As agreed at the last board meeting, I have now allocated the remaining £5,000 from the 04/05 budget to support teenage developments in the Western Isles.

Management of Development and Support Staff

I have been in contact with the support staff on an on-going basis, and whilst I was in the offices in Stornoway, I was able to spend a fair bit of time with Western Isles Support Worker, Fiona MacInnes. I attended a full staff meeting in Portree on 5th March.

Meanbh-Chuileag / Gaelic Development

As outlined at the previous meeting I have re-structured the Meanbh-Chuileag project to include some new elements, particularly focused on Gaelic language development. To date we have secured £60,000 from Bòrd na Gàidhlig and £20,000 from the Scottish Arts Council. This is excellent news and allows us to proceed with this plan. However, the funding is short of what we budgeted and some savings will have to be made to ensure that we can work with the money available.

Celtic Community Festival – Blas

Over this last period I attended a meeting of the working group in Inverness on 17th March, but was unable to attend a steering group meeting as I was on personal leave at the time.

Bòrd na Gàidhlig

As reported at the last meeting, I had made several submissions to Bòrd na Gàidhlig's Gaelic Initiatives Fund but they had requested that these be rolled into one application under the approved contractor scheme. As reported above, we were successful in securing £60,000 to support this package.

Fèis Alba

I have been in contact with Angus Nicolson about the possibility of closing down the Fèis Alba company. In order to do this, I prepared accounts for year to end March 2005 which he is currently looking over.

I spent a day in the Portree office on 10th March to complete a claim for Fèis Alba 2004 from Skye and Lochalsh Enterprise. In terms of Fèis Alba 2005, much of this work has been undertaken by Nicola Marshall.

Fèis Bharraigh 2005

A fair bit of my time recently has been spent working in co-operation with the Fèis Bharraigh committee and Fiona MacInnes to put together the celebratory events for the 25th Fèis Bharraigh. As part of this, I have secured £3,000 from the Scottish Arts Council, £4,000 from Comhairle nan Eilean Siar and Western Isles Enterprise / CED have also indicated they may be willing to support to the level of £7,500. The programme of special events is as follows:-

Thursday 28th July – Fèis Bharraigh final concert

Friday 29th – Cathy Ann MacPhee and friends in concert

Saturday 30th – Special Ceòl nam Fèis concert, featuring young people from Barra, the rest of the Western Isles plus groups from the Fèis an Earraich, Fèis Lochabair and Fèis Rois cèilidh trails.

Fèis Bharraigh will also use the marquee to hold fund raising dances after each of the early evening concerts.

All of these events will take place in a marquee sited on the machair at Tangusdal. A local company, Eilean Marquees have been booked to provide the tent, all the internal furniture, floors, stage etc, plus toilets and lights, and PA will be provided by Inverness based Limelights.

As anticipated, travel and accommodation for the Ceòl nam Fèis concert has been extremely problematic. At this stage we are relying on Cal Mac to run a special late night ferry on the Saturday evening to make the whole thing work, as the only accommodation available is in Uist. A provisional accommodation booking has been made in the Dark Island and Isle of Benbecula House Hotels.

Fèisean Radio Project

I was successful in securing a total of £2,454.24 from Sgeama Gàidhlig sa Choimhearsnachd towards the cost of developing a project which links local community radio with Fèisean. The total project is budgeted at £5,567.10, and this involves the purchase of 4 sets of mini-disk recorders and microphones, plus the cost of three days training, led by Cailean MacLean. Additional match funding will be made available through the Highlands and Islands Community Radio Foundation. The project is aimed at working with Fèis Rois (Lochbroom FM and Two Lochs Radio), Fèis Latharna (Oban FM), Fèis Lochabair (Nevis Radio) and Fèis an Earraich (Cuillins FM). In all it is hoped that we can attract up to 12 young people from across these Fèisean to train in radio skills, with the aim of making a Gaelic programme for broadcast on their local station about their Fèis. The training will take place in Portree at the end of June and I hope to start recruiting in the near future.

Attendance at meetings and collaboration with other organisations

- Attended a Gaelic and Community Learning Conference in Perth, 18th March.
- Visited Colaisde Beinn nam Faoghla, 27th April.

Fèis Visits

- Fèis Spè. Attended several meetings to discuss the appointment of a co-ordinator on 22nd February in Grantown, 2nd March in Tomatin and 7th March in Grantown. I also helped to deliver a training session on the Fèis Spè Development Plan in Aviemore on 14th April.
- Fèis Glaschu - attended a meeting of the committee in Glasgow on 23rd February.
- Fèis sa Mheadhan, Stirling on 26th February to deliver Child Protection Training and counter sign Disclosures.
- Fèis Taigh Dhonnchaidh – met with Fiona Morrison and Katie MacKenzie in Ness, 12th April to help them with their outstanding claims and talk about future plans.
- Fèis Eilean na Hearadh – spent the afternoon with annualised hours worker Mairi Campbell, 13th April to help her out with some computer problems.
- Fèis Bharraigh – travelled to Barra to assist the committee with plans for their Fèis, the 25th Fèis celebrations and to talk about future developments, 26th and 27th April.

Iona MacDonald, Training Development Officer - Progress Report

Fèisean nan Gàidheal Training Plan

Funding has been applied for from the European Social Fund to run a further year of training events similar to 2004. These will include music and cultural seminars, Gaelic language assistance, regional organiser training, child protection and special needs skills. The outcome of this application should be known in a few days. Match funding has largely been agreed by various bodies, and from Fèisean nan Gàidheal reserves. If unsuccessful in obtaining ESF assistance, the plan will be modified. Also, alternative sources of funding will be applied to.

TMTTN

Following the validation of the PDA Certificate in Music Tuition by the Scottish Qualifications Authority last year, the course is currently being offered at Stow College, Glasgow, and will be offered in other further education centres in the next academic session. Plans are also underway to provide an Advanced Certificate in Music Tuition for validation in the near future. The 3rd National Seminar of the Traditional Music Tutor Training Network will be held in Glasgow (Jordanhill) on Saturday June 25th 2005, where delegates will hear about the Certificate's first year of operation at Stow, and also have the opportunity to contribute to plans for the Advanced Certificate.

GASD

The "Developing Skills" element of the GASD programme has been devolved to Fèisean nan Gàidheal and plans are currently underway to provide a Professional Development Award in Gaelic Arts. A working group is being assembled to progress this. It is anticipated that a draft proposal for an award may be ready for discussion by the end of Summer 2005. A summary of the initial meeting follows:

Gaelic Arts PDA

The meeting considered firstly whether such an award was needed, and all were agreed that there was indeed a need for a specific award in Gaelic Arts.

The meeting then considered whether the award would apply to those involved in performance (music, dance, etc), practice (visual arts, sculpture, indigenous craft, etc) or to those involved in Arts Administration (Venue management, agency, etc), and it was the view of the meeting that it could apply to all three.

The medium of instruction in such a course was considered, and though there were strong representations in favour of a Gaelic-medium course, it was thought that this would be too limiting, both in terms of participant numbers and of prospective course tutors. Individual centres may choose to offer a course through the medium of Gaelic but this would not be a condition of the award.

Proposed subjects for the award included: Cultural Context and Historical Perspectives of the Gaelic arts, Gaelic Language, Performance Skills, Audience Development, Venue Management, Public Arts Policy, Self Promotion, Technical Knowledge (sound recording, PA, etc) Tutor Skills, Health and Safety, Community Work, and Child/Vulnerable Adult Protection.

It is intended that a draft proposal could be presented to the GASD seminar in November this year.

General

Meanwhile, work has proceeded on the writing/updating of policy and guidelines, eg Child Protection, Annualised Hours, etc, and it is intended to have a one-day training session for Child Protection Officers in the fèisean before the beginning of the main fèis season in summer to acquaint them with the new policy and procedures.

Nicola Marshall, Development Officer – Progress Report

General

After a burst of activity around Easter I am looking forward to the summer Fèisean, Fèis Alba, Ceilidh Trails and the celebrations in Barra. Most of my time in the last couple of months has been put in to Fèis Spè and Fèis an Earraich – exciting times for both Fèisean. I have attended a number of meetings in the last couple of months to develop various classes and smaller projects as well as trying to keep in regular contact with all of the Fèisean in my area.

Fèisean

Fèis a 'Bhaile

Fèis a Bhaile held their annual ceilidh dance and AGM at the Waterside Hotel on Saturday 23rd April. The event was well attended a performance was given by a couple of participants of the group-work class. Preparations are well under way for the main Fèis and we are looking into the possibilities for developing a Gaelic-learners drama group for primary aged participants.

Fèis Chataibh

I visited Fèis Chataibh in March and myself and Julie Fowlis made up the panel for the Ceilidh Trail auditions. There was a good number of applicants and a strong group of mutli –instrumentalists will make up this years group. The main Fèis will take place in July as usual. Funding is being sought to continue the development of Gaelic within all Fèis activities.

Fèis Chille Mhoraig

I stay in regular contact with Fèis Chille Mhoraig. The committee are now looking for a new administrator and hopefully this will be an opportunity to breathe some new life into the Fèis. Having been approached by a teacher from Cannich Bride Primary School about the possibility of providing an after-school chanter class following input from Fèis Rois as part of the Youth Music Initiative, I have passed the request on to the committee who are keen to take things forward.

Fèis Ghlinn Albainn

Fèis Ghlinn Albainn continue to be very active and I attend regular committee meetings. The first of a series of three monthly group-work workshops for intermediate and advanced participants took place on the 17th of April, this was tutored by Allan Henderson. The next two workshops in May and June will hopefully be tutored by Donald Shaw. Plans for the main Fèis are well underway and the committee are planning another fundraising concert in July.

Fèis na h-Òige

In February I accompanied a group of older participants on a visit to Sgoil Chiùil na Gàidhealtachd in Plockton, this was a worthwhile experience for the participants who were made very welcome at the school. Another group-work weekend is scheduled for the second weekend in May. The main Fèis will take place in July as normal.

Fèis Spè

Interviews for the post of Development Officer took place at the end of February and Judith Bullivant has now taken up the position. Before Judith took up the post the committee attended two training sessions the first was led by Stuart Brownlee and the second was led by myself and David Boag. We will now work with the committee to develop Fèis Spè as a company limited by guarantee.

Fèis an Earraich

The main Fèis took place in the Easter holidays with 154 participants. I visited the Fèis at the end of the week and participants and tutors alike seemed to be having an exhausting but fun week. Funding from SAC and Leader+ has now been secured and I am work with the committee to organise a Skye & Lochalsh Ceilidh Trail which will take place from the 4th to the 31st July.

Fèis Strath Fharragaig (Fèis Farr)

The committee have continued to run their monthly workshops and I stay in contact with them.

Fèis Throdairnis

Fèis Throdairnis will be taking place in July as normal.

Fèis Ratharsaidh

I have had no contact with Fèis Ratharsaidh since the Fèis in February but I hope that the issues that arose will be discussed with the committee in the near future.

Fèis Rois

On 25th of February I met with Lindsay Dunbar and we attended the French Drama Festival at Fortrose Academy to look at the possibilities of creating a similar type of event in Gaelic. This would link to the Fèis Rois Fèisteach drama project. I have also met with Laura Green who has taken up the education post with Feis Rois, to look at the possibilities for joint projects and sharing of information.

Fèis Air an Oir

I have had no contact with Fèis Air an Oir but I hope to visit them before the summer if possible.

Fèis Alba

I have been working on changing the focus of Fèis Alba to provide a week of training specifically designed for ceilidh trail participants. The Fèis will take place from the 4th to the 8th July and will be open to Ceilidh Trail participants from all areas.

Fèis Inbhir Narann

Fèis Inbhir Narann is the newest Fèis in the North Highland Area. The committee have recently secured funding for a project officer and I have been assisting with the application process. Interviews will take place on the 11th of May. Regular classes have re-started and will run until the summer holidays. The main Fèis will take place over a weekend in September.

New Projects

Inverness Fèisean – I met with three of the four Inverness area Fèisean met on the 7th of March in order to exchange information, come up with new project ideas and progress the development worker idea. This was the third meeting of the Inverness Fèisean. These meetings have proved to be valuable mainly for sharing information. The Fèisean hope to run a joint concert in December. I am also looking to progress the idea of a joint support worker for the Inverness area.

Barra 25th Anniversary/Ceol nam Fèis - Now that funding has been secured for the Fèis an Earraich Ceilidh Trail I will work with David where necessary to make it possible for the Ceilidh Trail groups to perform at this event.

Meetings Attended

February

25 Meeting with Lindsay Dunbar Fèis Rois

March

02 Blas meeting, Inverness

04 Staff meeting, Portree

07 Inverness Fèisean meeting

09 Laura Green Feis Rois, Informal meeting with Mairi Oakley Feis na h-Òige

10 Fèis Spè AGM, Aviemore

14 Audrey Anthoney, Leader+, Feis a' Bhaile committee meeting

17 Blas meeting, Inverness, Feis Ghlinn Albainn committee meeting

22 TMC Partnership meeting, Inverness

April

12 Meeting with Jelica Holmes Hi-Arts

21 Fèis Ghlinn Albainn Committee meeting

22 Meeting with Mairi Oakley, Fèis na h-Òige

25 Dolly Grant & Katie Adam – drama development

29 Meeting with Nuala Kennedy

Ingrid Henderson, Lochaber Fèisean Development Officer - Progress Report

A busy time as ever for Fèis work in the Lochaber area, whether it was tying up funding projects for last year or setting up the new round for 2005.

Fèis Lochabair's week went very well as ever thanks to the work of the wonderful committee. Exciting newer projects such as Blas and YMI have featured heavily in my work this time as they establish themselves in the Fèis event timetable. Time off at the end of April has meant playing catch up now but if my brain still works the following work has been achieved!

Blas

Preparation and planning meetings for the 2005 event (Sep 2 – 10th) have been fairly frequent during this period although the bulk of the work has been done by Brian O hEadhra & Donna Cunningham. My part has involved creative input to the festival and local knowledge of Lochaber venues and contacts. As youth is to play a big part in the festival, The Cèilidh Trail youngsters have already been booked for the weekend events of Blas.

YMI School Visits

The Lochaber area has just finished the fourth block of tuition with very positive feedback from schools. After Sandra's departure onto a full-time television post a new worker, Fiona Ironside, was appointed in March to take over. She has already started planning for the 05/60 term and will be planning the last of this years visit to the Small Isles which have proved a bit challenging to date. Myself and Sandra have been working quite closely with Fiona to make sure the change over runs smoothly. The same email, phone and address contact will be used for the new worker.

Cèilidh Trail

Toni Russell has been reappointed as the Cèilidh Trail Coordinator and will work along side student, Sarah Hughes to plan and run the 2005 tour. Planning began back in early March and already venues, participants and tutors are shaping up. The participant audition took place in April with Catriona MacIntyre, Toni Russell and Andrew Stevenson on the panel. This year's musicians will be: Andrew MacDonald, Ewen & Megan Henderson, Iain MacMaster, Robert Nairn, Johan McHale, Olivia Bridge & Lauren Tait. The Cèilidh Trail dates are: July 4th – 31st and as part of Blas, Sep 2 – 10th.

Garbh Chrìochan Annualised Hours Worker

Since her appointment in January I have been working closely with the new Garbh Chrìochan worker, Lesley MacMaster. Computer problems hampered the hand over in the beginning but I've been working to help set up new systems (databases etc.) in order that the Main Feis and ongoing work runs well. So far so good!

Workshops and classes:

Fèis Òigridh na Mara - Fiddle day

The newly set up Mallaig area Fèis ran a Fiddle day in April to help support the growing numbers of fiddlers attending Gabe MacVarish's weekly Fèis class. Attendance was very good and feedback was useful for running events in the future. This was run as part of the Awards for All Funding they received last October.

Fèis Òigridh na Mara – Gaelic song support

Following a successful application to Gàidhlig `sa Choimhearsnachd, Rachel Stevenson has been employed to support the schools by providing Gaelic song classes in Mallaig and Morar Community Centre. The class started in April and will run, with this funding, up until the Mod in October.

Strontian After School Group work

An approach has been made to Arainn Shuaineirt to include group work as part of their after school activities. This would tie in well with the Feis music classes already running throughout the Ardnamurchan area and would help target all the youngsters in one place. Eoghan Carmichael and Moira Fitzpatrick are to get back to me.

Funding applications and claims:

Cèilidh Trail

All claims are now complete for the 2004 Lochaber Ceilidh Trail although Lochaber Enterprise are still to pay out their percentage. The Scottish Arts council have given their up-front payment for 2005.

Fèis Eige

The application made to Awards for All for Storytelling and Folklore workshops came back successful in February.

Fèis nan Garbh Chrìochan – Instrument Claim

All funding for this project (Lochaber Enterprise/FnG/Lochaber Fèisean) has now been claimed for and reported on.

Fèis Òigridh na Mara

The application to Gàidhlig `sa Choimhearsnachd to support Gaelic song tuition in the area was approved. The project total is for £1822 with £972 being requested.

Newsletter

Once again this has been delayed due to other more pressing work and a delayed print time in March. I am currently working on an issue that I think should include the Cèilidh Trail dates. This might mean a slight delay and issue date of late May or early June, but I think it would be worth holding off for.

Disclosures

As the Lochaber based signatory for Fèisean Disclosure forms I continue to be the point of contact for checking forms for committee members, supervisors and tutors. This seems to have increased in the last period following tightening up of CP laws.

Other:

Acharacle new school

I continue to be the Fèis contact for ensuring Fèis nan Garbh Chrìochan's place in the new build although in this period, I have not been available to attend the Steering Group meetings. With help from Arthur, Dave Martin has been contacted to work on costings for hall equipment so that an application may be taken forward if appropriate.

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. At present I am arranging for two Lochaber based teenagers and tutor to attend and teach at a June weekend workshop in Sweden.

Celtic Colours

I am arranging for a group of youngsters and Fèis representatives to go to Cape Breton in October this year. The youngsters will be performing as part of the Celtic Colours festival while the group as a whole will be helping to strengthen the already strong links between the Highland Council area and Nova Scotia.

Attended meetings

Feb	9th	Presentation about Fèis work, RSAMD
	11th	Meeting with Acharacle Annualised Hours Worker
	15th	YMI and Blas Meetings, Inverness
	28th	NPP Social Audit Meeting, Camaghael
March	2nd	Blas Meeting, Inverness
	2nd	Garbh Chrìochan Committee Meeting, Acharacle
	4th	FnG Staff Meeting, Portree
	10th	Blas & Feis na Mara Meeting, Mallaig
	15th	Meeting with Lesley MacMaster, Acharacle
	16th	Gaelic Development Meeting, Fort William
	17th	Blas Meeting, Inverness
	21st	Fèis Lochabair Meeting, Fort William
	23rd	Meeting with Lesley (Garbh Chrìochan), Acharacle
	28th–April 1st	Visits to Fèis Lochabair
April	5th	Meeting with Toni Russell on Cèilidh Trail, Fort William
	6th	Working with new YMI worker, Mallaig
	7th	Blas Meeting, Inverness
May	10th	Whelk Leader+ Meeting, Fort William

Fiona MacInnes, Fèis Support Worker - Progress Report

Since my last report in February. my work has concentrated mainly on various projects. This has included the 25th anniversary of Fèis Bharraigh, the organisation of the teenage groupwork classes, the planned teenage weekend in Leverburgh in July and the proposed Western Isles Cèilidh trail in August.

Over the next few months, I will continue with those projects and also assist the committees with their own ongoing development projects, fundraising and any other help in organising their Summer Fèisean. 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.
- Had meeting with chairperson and David Boag re 2005 Fèis.
- In FB office for three days from 10 March re admin and planning for 2005 Fèis.
- Ongoing assistance given re 2005 Fèis.
- Planning to be in Barra again before the end of May 2005.

Fèis Eilean an Fhraoich

- Regular contact with chairperson by email and telephone.
- Attended meetings on 24 February, 24 March and 18 April.
- Attended teenage groupwork classes on 23 February, 2 and 23 March.

Fèis Eilean na Hearadh

- In contact with admin worker by telephone and email.
- Met with admin worker in Harris on 13 April.

Fèis Taigh Dhonnchaidh

- In regular contact with chairperson of Taigh Dhonnchaidh by telephone.
- Had meeting with new admin worker in Ness on 12 April.
- Completed 2005/06 grant form for FTD.

Fèis Tir a' Mhurain

- Regular contact with secretary and chairperson by email and telephone.
- Teenage groupwork classes have begun, and they will have the opportunity to perform at Ceòl nam Fèis concert on 30 July.
- Promotional video project ongoing and due to be completed before June.

Fèis Tir an Eorna

- Regular contact with chairperson and secretary by email and telephone.
- Attended AGM in Carinish, North Uist on 9 March.
- Teenage groupwork classes have begun, and they will perform in Barra.
- CD project as yet not completed due to delay in design of cover, but it is now expected to be completed by end of May 2005.

Other

- Attended the FNG Board meeting in Inverness on 28 February.
- Had meeting in Inverness on 28 February with Joan Robertson, JJ MacNeil and David Boag re WI groupwork classes and ceilidh trail.
- Attended staff meeting in Portree on 4 March.

Christine MacIntyre, Fèis Support Worker – Progress Report

GENERAL

Most of the smaller Fèisean have now passed for this year, the larger ones still to come in the summer so still busy organising tutors attending meetings etc. Attended meetings all over Argyll and South area. Have spent some time also raising FnG profile in Mid-Argyll.

Fèis Arainn

A slight setback with John Dick having suffered a stroke. Things getting back on even keel now and most tutors booked with just a few still to confirm and one or two to be Disclosed. Fèis on course for the last week of July.

Fèis Dhùn Bhreatainn an Iar

This year's Fèis ongoing and successful. Follow on classes for 10 weeks commencing 18th April. School project ongoing with funding to purchase Fèis singing books. Dates for 2006 fèis 13th Feb – 24 March.

Fèis Innis an Uillt

Held a series of small half day Fèisean culminating in one full day fèis (May 7th) A small committee but very enthusiastic.

Fèis Ìle

School project almost at an end and was very well received. The two-day mini-Fèis at the end of Feb was a stonking success and generated much interest and 10 names for a new committee. Next phase is to capitalise on this and organise a meeting of the new committee as soon as possible.

Fèis Lannraig a Tuath

Planning for 2005 Fèis underway, tutors being sought, Disclosures being processed. A slight under-budget so looking towards receiving sponsorship from local quarters.

Fèis Latharna

March one day workshop went very well with almost 100 children attending. Easter Fèis was also up on last year's and judged by the regular tutors and new tutors to have "been fantastic". Quite a few new members on this committee, so chugging along nicely.

Fèis Mhuile

Still proving difficult to galvanise this committee (even with new members) into organising an annual Fèis! Several dates were suggested but nothing came to fruition. This apathy is quite worrying and it is hoped that the new members will soon find their feet and things will eventually move!

Fèis Latharna/Fèis Mhuile Joint Project

Since the appointment of a new co-ordinator (Sileas Sinclair), this project has finally at long last begun to gain some momentum. 15 primary schools in the Fèis Latharna area were targeted by two tutors giving a musical demonstration followed by a workshop. The success of this was apparent from the increased numbers for the one day March workshop and the Easter Fèis. Negotiations with Session A9 still ongoing for a teenage workshop in Oban.

Mull now organising group workshops, while the singing workshops in schools have really taken off. There is some difficulty in accessing schools during school time, so John Grant the Music Co-ordinator for Argyll has written to all the Mull schools requesting they try to accommodate tutors and workshops wherever possible.

Fèis Thiriodh

Organisation for July 05 Fèis well underway. Require Support Worker to go over this month to have Disclosure forms signed.

Fèis Naomh Chonbhal

Dates for a Fèis in Neilston, East Renfrew 1-5th August. Again clashes with Fèis Lannraig a Tuath!

Fèis Òigridh Ghlaschu

Set for 12 May. Having difficulty in acquiring a drama tutor to visit the schools involved. Still to confirm who is in the post for annualised hours.

Fèis Ghlaschu (new one)

Held a very successful one week Fèis in Partick Burgh Halls last month. Slight concern that the age group was too widespread and too young. FNG Insurance covers 8 -18, this Fèis had ones as young as four! Otherwise on the whole, this Fèis was well organised and well attended.

Fèis Lochgoil

A meeting scheduled for mid-May to move this Fèis forward in the next year.

New Developments

End of financial year funding allowed Support Worker to have one-day Fèisean in Islay, Tairbeart Loch Fyne and Campbeltown. All three were well attended and Support Worker has since received request to have follow on workshops in all three locations. This also generated very good publicity for FnG in the Mid-Argyll area and should indeed be repeated in the not too distant future.

Argyll Drama Project

The schools had difficulty agreeing over dates so lost the window for any development this early part of the year. Hope to resurrect this alongside funding very soon however.

Joint project with the Forestry Commission in July on the cards subject to developments from meeting to be held mid May.



Scottish Arts Council

ARTISTIC EVALUATION – MUSIC

Organisation/Venue:

Fèis an Earraich in Kyleakin, Skye

Title of Event: Fèis an Earraich (Spring fèis)

Type of Event: Youth fèis based in Kyleakin, running from 28 March to 1 April 2005. This involved 154 children (of primary 5 age and older), 20 staff and 10 helpers. The principal organisers were Peggy Nicolson and Kirsteen Graham.

Date of Visit: 31 March 2005

Overall Rating: 5

Name: IAIN MACINNES Date: 10/4/05

Advisor X

Scottish Arts Council Officer

Please circle the relevant title

This report has been commissioned by the Scottish Arts Council to evaluate the artistic quality of the production named below. It has been prepared by either a specialist Advisor, or an officer of the Scottish Arts Council, as indicated at the end of the form. The report will be circulated to the organisation which produced the work and to the management of the venue, if the venue is core funded by the Scottish Arts Council.

The report may be made available to Scottish Arts Council Officers, Council and Committee members, and specialist advisors as appropriate. It will be taken into account in assessing the work of the producing company in relation to applications for funding to the Scottish Arts Council. It may also be used by the Council to report on the overall performance of its Core Funded organisations.

Evaluators should enter their rating under each section, explaining briefly their reason for the rating with reference to their comments under each section. Ratings should be given in accordance with the following:

1-Very Poor – standard falls well below what is acceptable.

2-Poor – not attaining acceptable standards of conception or presentation.

3-Competent – routine rather than especially interesting.

4-Good – well conceived and executed

5-Excellent – conceived and executed to a high standard.

1. Artistic Assessment

Please evaluate the artistic quality of the event, taking account of the following:

Criteria	Rating	Comment and key reasons for rating
Quality of production – was the event successful overall in relation to any stated aims (e.g. in the programme or other printed material)	5	This was a very well organised fèis with a clear sense of purpose, high-quality tuition, and a high degree of motivation on the part of the children. Participants included a group of 18 children from the Armagh Pipers' Club (chaperoned by Brian Vallely and his wife) as part of an on-going exchange partnership between Fèis an Earraich and the Armagh Pipers' Club. Events were scheduled to allow tuition in three different disciplines, as well as communal activities such as singing, dancing and concert rehearsals. 87 of the children were resident, principally in the King's Arms Hotel, and evening activities included shinty, swimming, quizzes and talent shows, ensuring that the children were fully-occupied throughout the day.
Vision and imagination	5	Now in its seventeenth year, Fèis an Earraich clearly benefits from the experience of its organising team, Kirsteen Graham and Peggy Nicolson. Classes in drama and art have recently been introduced, with a view to broadening the range of tuition beyond the core musical activities. (This is particularly useful for younger children who find it difficult to concentrate on music all day). Group performance and mixed-instrument classes were very impressive and, in some cases, demonstrated a high degree of musical sophistication. There was good interaction between the Irish and Scottish pupils.
Tutors and organisers	5	Fèis an Earraich had a strong team of tutors working across 13 different disciplines. (See appendix). There was a youthful feel to the teaching staff, and all seemed to interact well with the children, and to cope with the broad range of teaching and general duties. All tutors had Disclosure Scotland certification. Fèis an Earraich also uses volunteer helpers to supervise mealtimes, games and other communal activities. (There were 10 helpers this year, many of them former fèis-goers.) Communal activities were efficiently and cheerfully run.
Educational Value – comment where appropriate	5	Judging by the reaction of the children, Fèis an Earraich was a positive, lively and stimulating musical experience. The fèis seeks to introduce learners to new instruments, and to challenge the more experienced players, and clearly succeeds on both counts.

2. Management of Event

Please evaluate the way the event was presented/organised by the organisation and the venue, with reference to the checklist below, including additional comments/observations.

Criteria	Rating	Comment and key reasons for rating
Suitability of the venue for the event	4	As one of the largest events of its type, Fèis an Earraich was spread over four different venues in Kyleakin. The main base was in the King's Arms Hotel, which also provided food and accommodation. Extensive use was also made of Kyleakin Community Hall, Kyleakin Primary School, and the Church Hall. All are in close proximity, and the children were able to move safely between venues without crossing major roads. The range of venues was satisfactory, although some of the teaching rooms in the Community Centre were on the small side.

Information/ interpretive material at venue ¹	5	Information, time-tabling and general literature on the fèis were of a high standard. Tutors provided written music, where required.
Publicity/ pre-publicity ²	5	Good. The high number of participants this year (154 children, 20 more than last year's fèis which was in Portree), indicates that the event was well-publicised and is well-regarded by parents and children.
Ease of booking and payment	5	Good
Location of venue	5	Fèis an Earraich moves between venues in the north and south of Skye in successive years. It seemed to me that Kyleakin was an attractive, safe and accessible venue for the fèis.
External signage and signposting	4	Good
Internal directional signage	4	Good
Access and provision for disabled people		Not assessed.
Timing of the event	5	Good

Fèis an Earraich Tutors

Accordion	John Carmichael, Ally Mackenzie
Art	Jenny Forbes, Anna MacQuarrie
Clarsach	Deirdre Graham, Kathleen Graham
Drama	Dougie Beck
Drums	Tom Johnstone
Fiddle	Gordon Gunn, Zoe Renouf, Sarah Parker
Guitar	Barry Reid, John Lamont
Pipes	Angus Nicolson, Hector Henderson
Percussion	Andrew MacPherson
Singing	Darren MacLean
Step Dance	Amy Geddes
Whistle	Hugh Marwick
Groupwork	Kathleen, Gordon, Sarah, John

¹ These include programmes, displays etc., including the range, quality and clarity.

² Publicity/pre-publicity (leaflets, posters, etc), including the range, content, and when and where available. Be alert to the publicity available prior to your visit to the event. Also view and comment on the company's website where one is advertised, commenting on the ease of use, and quality of content and presentation, and currency of information



Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Appendix 1

Meeting of the Executive Group to be held on
Wednesday 4 May at 4pm in
Comunn na Gàidhlig's Offices, Mitchell's Lane, Inverness

Clàr Gnothaich

- EX1.2005.01 PRELIMINARIES**
(a) Present
(b) Apologies
(c) Minutes of previous Executive Group meeting for approval
(d) Matters arising
- EX1.2005.02 FINANCIAL ISSUES**
(a) Financial Report (included)
(b) Bank Balances and up to date information (verbal)
(c) Funding update (verbal)
- EX1.2005.03 STAFFING ISSUES**
(a) Staff appraisals (verbal)
- EX1.2005.04 POLICY ISSUES**
(a) Revised Child Protection Policy (circulated)
- EX1.2005.05 PROJECT UPDATES**
(a) ICT Project (verbal)
(b) Meanbh-Chuileag/Gaelic Developments (verbal)
(c) Training Programme (consultant's brief circulated + verbal)
(d) Highland Council Schools Project (verbal)
(e) Blas Festival (Development Plan included)
(f) Lochaber Fèisean (verbal)
(g) 25 years celebrations (verbal)
(h) Tracking Exercise (verbal)
- EX1.2005.06 DEVELOPMENT ISSUES**
(a) Development Plan 2005-2010 (verbal)
(b) Cultural Commission (letter circulated)
- EX1.2005.07 ANNUAL CONFERENCE 2005**
(a) Venue and costs (verbal)
- EX1.2005.08 GENERAL**
(a) A O C B
(b) Date and venue of next meeting

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Minutes of the meeting of the Executive Group held in Fèisean nan Gàidheal's Office, Meall House, Portree, Isle of Skye on Monday, 23 August 2004 at 2pm.

Agenda Item EX1.2005.01(c)

EX3.2004.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Fèis Lochabair/nan Garbh Chrìochan, Chair), Nanac Skivington (Fèis Tìr an Eòrna, Treasurer), Alasdair MacLeod (Highlands & Islands Enterprise), Arthur Cormack (Fèisean nan Gàidheal Director), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer)

(b) Apologies

Rita Hunter (Fèis Rois, Secretary), 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.

EX3.2004.02 FINANCIAL ISSUES

(a) Financial Report

A report from the Finance Officer had been circulated and it was noted that the main budget for sundry expenses was high at £7160.94. Anne Willoughby thought this may have been due to the purchase of new equipment for offices but should have been accounted for in capital expenditure. (Figures were checked after meeting and this was due to a typing error and the real expenditure was £716.94, this will be amended for Board meeting)

David Boag questioned the figure for child protection costs for this year but the figure was based on the real cost last year and it was difficult to project expenditure for this year.

(b) Bank Balances and up to date information

The current bank balances were given as follows: £8,269 in the Current account and £41,927 in the High Interest account.

There was an additional £130,995 on deposit for a further month, which was the Highland Council Youth Music Initiative funding.

(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. Western Isles Council had agreed to all the funding for the Fèisean to be distributed by Fèisean nan Gàidheal. The Director had received an email from Meg Rodgers to this effect but the money was still to be paid out.

EX3.2004.03 STAFFING ISSUES

(a) Staff appraisals

The Director reported that all staff appraisals had been done and personal development plans had been drawn up for all staff.

(b) Youth Music/Education Officer

The Director wondered whether we should employ an education officer for the Youth Music initiative scheme and the view from the majority was that we should proceed with this. David Boag recommended that we should also appoint an administration assistant for the Portree office.

EX3.2004.04 PROJECT UPDATES

(a) ICT Project

There was still an underspend in the ICT project due mainly to the saving on software and also because we had not gone ahead with the video conferencing. It was decided that four video cameras should be ordered possibly to be left with each support worker/development officer to be hired out to any Feis in their area. Nanac suggested that they should be either top loading or side loading if they were to be used on a tripod. It was also recommended that we should have a couple of spare laptops that could be loaned out to Fèisean who did not have a laptop, when their Fèis was taking place.

(b) Meanbh-Chuileag

The funding for Meanbh Chuileag was secured for another year as the funding from Bòrd na Gàidhlig, Scottish Arts Council and Historic Scotland had been confirmed. David had streamlined the budget reducing project costs to enable the project to continue.

(c) Fios na Mios, Newsletter and PR

The Fèisean nan Gàidheal quarterly newsletter had been distributed in July. Fios nam Mìos was being compiled by a different staff member every month and David Boag suggested that Board members could also take part in this if they wished. Nanac and Catriona were happy enough with this proposal.

(d) Training Plan

Workshops were continuing to take place as per the training plan but some had been cancelled due to low numbers. David suggested that all annualised hours workers should participate in training and this could be a condition of grant. Arthur reported that the Certificate in Music Launch in Perth was very successful.

(e) Highland Council Schools Project

A note from the last meeting was included and the Director gave a brief update. Fèisean nan Gàidheal had received confirmation from the Inland Revenue that all tutors involved in the schools project were to be regarded as self-employed and should register with them now if not already self-employed.

(g) Lochaber Fèisean

The Lochaber project was now at the end of its first year and running to budget apart from a slight underspend in the development fund. The Director saw no problem in carrying this forward as the project was over three years. Catriona reported that The Cèilidh Trail had been very good but as the first year was really a trial run there were a few venues that they may change next year.

(h) National Raffle

Over 30,000 tickets had been sent out to Fèisean and it was hoped that sales were going really well. Fèis Oigridh Glaschu had sold all their tickets retaining £200 from sales and it was agreed that it was an excellent way of raising funds.

(i) 25 years celebrations

A paper was included and David Boag gave a brief outline of his meeting with John Joe MacNeil. Fèis Bharraigh were hoping to run a Fèis for a fortnight possibly ending with a Cèol nam Fèis concert. They wanted former Fèis participants to be involved in the final concert. They also required additional admin help to arrange all this. David outlined what Fèisean nan Gàidheal were willing to contribute to and further discussion will take place at the Annual Conference.

(j) Tracking Exercise

A tender document was included with a list of consultants. Arthur Cormack reported that he was still to hear back from most of the consultants but Amanda Bryan and Bryan Beattie were not going to tender for the work. Scottish Centre for Cultural Policy had reported back that the budget was unrealistic and should be doubled but no-one agreed with this.

EX3.2004.05 DEVELOPMENT ISSUES

(a) Development Plan 2005-2010

It was agreed that the new Development Plan should be discussed at the forthcoming Board Meeting and the AGM.

(b) Gaelic Arts Strategic Development Plan - GASD

A paper was included and the Director mentioned that they were hoping to develop a Gaelic Arts course under Professional Development.

(c) SAC Corporate Plan

This was enclosed as a PDF along with the Board papers and the Director reported that it suited the work of Fèisean nan Gàidheal so there was really no areas of concern.

(d) Bòrd na Gàidhlig Plan

This was to be ready at the end of September.

EX3.2004.06 ANNUAL CONFERENCE 2004

It was decided that the Board meeting would start at 2.30 pm. The Guest speaker for the AGM was still to be confirmed, Peter Peacock was not going to be available but Frank McAveety and Mark Sheridan were still to reply. As before it was agreed that the Development plan should form part of the discussion at the AGM, Kate Martin was going to talk about the 25 yrs book and David Boag was to promote the new Development Fund. It was also agreed that Iona Macdonald take part in a discussion with Fèisean to see what they really want regarding training and also to discuss the new Certificate in Music.

David agreed to prepare a Powerpoint presentation for Catriona MacIntyre for the AGM after receiving a draft copy.

EX3.2004.07 GENERAL

(a) AOCB

Alasdair MacLeod asked how the new development fund was progressing. David Boag had prepared guidelines for the scheme and agreed to forward them to Alasdair. Arthur reported that the underspend from last year's budget was to be carried forward to this year and all Fèisean were welcome to access this fund.

It was agreed that all financial issues had been covered by the Executive Group and that the papers be included in the Board papers for information rather than discussion.

(b) Date and venue of next meeting

The following dates were set: 22 November 2004, Inverness (Executive Group Meeting)
07 December 2004 – Board Meeting

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Financial Issues

Agenda Item EX1.2005.02

Background

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

1. Budget to 31 March 2005, with performance up to that date
2. Funding due by Fèisean nan Gàidheal in grants for 2004-05
3. Detailed budgets for some projects
4. Budget to 31 March 2006
5. Current bank balances will be tabled at the meeting

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

Budget to 31 March 2005

INCOME	Budget for Year	Budget for Period	Actual to 31.03.05
Core Grants	£145,343.00	£145,343.00	£145,343.00
Fèis Support Workers (additional to core)	£19,000.00	£19,000.00	£20,764.94
Grants Scheme	£103,000.00	£103,000.00	£103,000.00
Training	£127,672.00	£127,672.00	£87,280.84
Meanbh-Chuileag	£92,631.00	£92,631.00	£64,414.31
ICT project	£31,955.00	£31,955.00	£19,061.00
Highland Youth Music	£296,511.00	£296,511.00	£296,511.00
Annualised Hours	£34,460.00	£34,460.00	£18,299.00
Locaber Development Officer	£28,484.00	£28,484.00	£21,176.21
Fèis Development Fund	£20,000.00	£20,000.00	£20,000.00
Earned Income	£30,495.00	£30,495.00	£19,783.83
Tracking Exercise	£10,000.00	£10,000.00	£12,000.00
Celtic Music Festival	£25,000.00	£25,000.00	£41,492.00
Archiving	£20,000.00	£20,000.00	£0.00
TOTAL INCOME	£984,551.00	£984,551.00	£869,126.13
EXPENDITURE			
Running Costs			
Core Staff Salaries	£123,805.00	£123,805.00	£127,413.66
NIC Contributions	£7,265.00	£7,265.00	£8,560.03
Pension Contributions	£3,312.00	£3,312.00	£1,419.95
Core Staff Travel	£15,000.00	£15,000.00	£18,760.65
Office Rent & Rates	£18,550.00	£18,550.00	£11,238.53
Stationery, Printing & Postage	£7,750.00	£7,750.00	£6,530.04
Telephone, Fax, Email, Heat & Light	£7,680.00	£7,680.00	£7,236.01
Board Expenses	£5,000.00	£5,000.00	£3,297.94
Implementation of Child Protection policy	£10,000.00	£10,000.00	£8,324.86
Insurance	£4,700.00	£4,700.00	£0.00
Sundry Expenses	£3,500.00	£3,500.00	£2,955.25
Accountancy & Bank Charges	£750.00	£750.00	£1,925.88
Instrument Bank Repairs	£1,500.00	£1,500.00	£826.89
Additional Support Needs	£5,000.00	£5,000.00	£0.00
Capital Expenses	£3,000.00	£3,000.00	£1,152.65
Programme Costs			
Grants Paid Out	£101,000.00	£101,000.00	£95,338.00
Annualised Hours	£25,000.00	£25,000.00	£20,124.00
Fèis Development Expenditure	£20,000.00	£20,000.00	£10,428.46
Lochabair Fèisean Development	£28,484.00	£28,484.00	£25,828.61
Training Programme/Expenditure on Lottery Training	£119,286.00	£119,286.00	£88,300.80
Meanbh Chuileag/Expenditure on Lottery Project	£92,631.00	£92,631.00	£70,843.02
Highland Council Youth Music Initiative	£275,936.00	£275,936.00	£201,072.60
National Raffle Expenditure	£3,000.00	£3,000.00	£2,769.76
Showcases	£5,000.00	£5,000.00	£5,500.00
25 Anniversary/Book	£7,000.00	£7,000.00	£1,139.70
Directory of Fèis Tutors/Newsletter	£500.00	£500.00	£161.00
Publications	£5,000.00	£5,000.00	£6,141.73
Annual Conference	£6,500.00	£6,500.00	£8,355.12
Inter Fèis activities	£2,000.00	£2,000.00	£600.00
ICT Project for Fèisean	£15,213.00	£15,213.00	£9,075.36
Tracking Exercise	£9,000.00	£9,000.00	£5,472.52
Celtic Festival Development	£20,000.00	£20,000.00	£30,406.35
Archiving Project	£18,000.00	£18,000.00	£0.00
Contingency	£14,189.00	£14,189.00	£0.00
TOTAL EXPENDITURE	£984,551.00	£984,551.00	£745,320.50

Funding due by Fèisean nan Gàidheal in grants for 2004-05

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Other Grants	Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
Highland Council									
Fèis an Earraich	£ 3,056.00	£ 1,910.00	£ 2,325.00	£ 1,440.00	£ 0.00	£ 0.00	£ 8,731.00	£ 7,568.00	£ 1,163.00
Fèis Lochabair	£ 1,494.00	£ 934.00	£ 3,075.00	£ 1,440.00	£ 0.00	£ 500.00	£ 6,943.00	£ 5,086.00	£ 1,857.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 414.00	£ 360.00	£ 0.00	£ 0.00	£ 774.00	£ 207.00	£ 567.00
Fèis nan Garbh Chrìochan	£ 3,262.00	£ 2,038.00	£ 3,410.00	£ 1,440.00	£ 0.00	£ 860.00	£ 10,150.00	£ 7,088.00	£ 3,062.00
Fèis Chataibh	£ 1,879.00	£ 1,174.00	£ 1,796.00	£ 1,440.00	£ 0.00	£ 945.00	£ 7,234.00	£ 7,223.00	£ 11.00
Fèis na Comraich	£ 258.00	£ 161.00	£ 264.00	£ 480.00	£ 0.00	£ 300.00	£ 1,463.00	£ 0.00	£ 1,463.00
Fèis Throdairnis	£ 640.00	£ 400.00	£ 1,098.00	£ 1,020.00	£ 0.00	£ 0.00	£ 3,158.00	£ 780.00	£ 2,378.00
Fèis Rois nan Deugairean	£ 5,084.00	£ 3,177.00	£ 0.00	£ 0.00	£ 2,000.00	£ 0.00	£ 10,261.00	£ 7,956.00	£ 2,305.00
Fèis Chille Mhoraig	£ 1,220.00	£ 762.00	£ 1,324.00	£ 1,440.00	£ 0.00	£ 388.00	£ 5,134.00	£ 2,868.00	£ 2,266.00
Fèis Eige	£ 458.00	£ 286.00	£ 981.00	£ 150.00	£ 0.00	£ 0.00	£ 1,875.00	£ 708.00	£ 1,167.00
Fèis Rois Oigridh	£ 6,442.00	£ 4,026.00	£ 3,520.00	£ 0.00	£ 0.00	£ 1,000.00	£ 14,988.00	£ 14,333.00	£ 655.00
Fèis Srath Fharragaig	£ 0.00	£ 0.00	£ 477.00	£ 300.00	£ 0.00	£ 0.00	£ 777.00	£ 120.00	£ 657.00
Fèis na h-Oige	£ 1,302.00	£ 814.00	£ 2,100.00	£ 900.00	£ 0.00	£ 1,157.00	£ 6,273.00	£ 2,272.00	£ 4,001.00
Fèis Air an Oir	£ 508.00	£ 318.00	£ 1,459.00	£ 1,080.00	£ 0.00	£ 0.00	£ 3,365.00	£ 1,820.00	£ 1,545.00
Feis Ghlinn Albainn	£ 0.00	£ 0.00	£ 750.00	£ 0.00	£ 0.00	£ 500.00	£ 750.00	£ 614.00	£ 136.00
Fèis Ratharsaidh	£ 834.00	£ 522.00	£ 0.00	£ 360.00	£ 0.00	£ 0.00	£ 1,716.00	£ 1,197.00	£ 519.00
Fèis a' Bhaile	£ 1,260.00	£ 787.00	£ 226.00	£ 900.00	£ 0.00	£ 500.00	£ 3,173.00	£ 2,447.00	£ 726.00
Fèis Spè	£ 3,208.00	£ 2,005.00	£ 1,434.00	£ 1,440.00	£ 0.00	£ 0.00	£ 8,087.00	£ 6,067.00	£ 2,020.00
Other Area/City Councils									
Fèis Dhun Eideann	£ 1,700.00	£ 0.00	£ 3,384.00	£ 3,000.00	£ 0.00	£ 532.80	£ 8,616.80	£ 8,192.24	£ 424.56
Fèis Chille Conbhal	£ 944.00	£ 0.00	£ 570.00	£ 0.00	£ 0.00	£ 500.00	£ 2,014.00	£ 1,243.00	£ 771.00
Fèis Arainn	£ 1,968.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 700.00	£ 2,668.00	£ 2,199.00	£ 469.00
Fèis Obair Dheathain	£ 1,700.00	£ 0.00	£ 318.00	£ 1,200.00	£ 0.00	£ 300.00	£ 3,218.00	£ 2,100.62	£ 1,117.38
Feis Dhun Bhreatainn	£ 728.00	£ 0.00	£ 1,629.00	£ 600.00	£ 0.00	£ 0.00	£ 2,957.00	£ 1,661.00	£ 1,296.00
Fèis Oigridh Ghlaschu	£ 717.00	£ 0.00	£ 375.00	£ 600.00	£ 0.00	£ 0.00	£ 1,692.00	£ 540.00	£ 1,152.00
Fèis Lannraig a'Tuath	£ 915.00	£ 0.00	£ 1,253.00	£ 0.00	£ 0.00	£ 0.00	£ 2,168.00	£ 374.00	£ 1,794.00
Fèis 'sa Mheadhan	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 500.00	£ 500.00	£ 400.00	£ 100.00

Western Isles Council

Fèis Tìr a' Mhurain	£ 1,720.00	£ 0.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 0.00	£ 4,272.00	£ 2,312.00	£ 1,960.00
Fèis Eilean an Fhraoich	£ 1,805.00	£ 0.00	£ 450.00	£ 720.00	£ 0.00	£ 426.67	£ 2,975.00	£ 2,592.60	£ 382.40
Fèis Tìr an Eòrna	£ 2,094.00	£ 0.00	£ 528.00	£ 792.00	£ 0.00	£ 780.50	£ 3,414.00	£ 2,195.40	£ 1,218.60
Fèis Bharraigh	£ 2,726.00	£ 0.00	£ 446.00	£ 1,440.00	£ 0.00	£ 500.00	£ 4,612.00	£ 4,389.00	£ 223.00
Fèis Eilean na Hearadh	£ 693.00	£ 0.00	£ 0.00	£ 720.00	£ 0.00	£ 0.00	£ 1,413.00	£ 1,240.00	£ 173.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,770.00	£ 720.00	£ 0.00	£ 0.00	£ 2,490.00	£ 885.00	£ 1,605.00

Argyll & Bute Council

Fèis Latharna	£ 1,377.00	£ 1,500.00	£ 0.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,317.00	£ 2,567.00	£ 1,750.00
Fèis Mhuile	£ 329.00	£ 1,500.00	£ 0.00	£ 480.00	£ 0.00	£ 0.00	£ 2,309.00	£ 0.00	£ 2,309.00
Fèis Thiriodh	£ 1,100.00	£ 1,500.00	£ 186.00	£ 900.00	£ 0.00	£ 0.00	£ 3,686.00	£ 2,573.00	£ 1,113.00
Fèis Ile	£ 1,000.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 1,250.00	£ 2,500.00	£ 0.00	£ 2,500.00
Feis Glaschu	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 750.00	£ 400.00	£ 1,150.00	£ 1,150.00	£ 0.00
Fèis Inbhir Narann	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 500.00	£ 500.00	£ 0.00	£ 500.00

	Total Main Fèis	Total LA Grants	Total Follow-on	Total Ann. Hours	Total Other Grants	Total Dev.	Total pledged	Total paid out	Total still to pay out
Totals	£ 52,421.00	£ 25,314.00	£ 36,746.00	£ 28,170.00	£ 2,750.00	£ 12,539.97	£152,323.80	£ 104,967.86	£ 47,355.94

Meanbh-Chuileag/Gaelic Development Budget

Income	Budget	Actual to date
Bòrd na Gaidhlig	£78,096.08	£60,000.00
Scottish Arts Council	£35,301.37	£20,000.00
Fèisean	£8,000.00	
Trusts, local contributions etc	£8,000.00	
Fèisean nan Gaidheal	£10,000.00	£10,000.00
Performance Fees	£18,750.00	
Total	£158,147.45	£90,000.00

Expenditure

FnG Gaelic Language Officer

Officer (SCP29)	£22,512.00
Employer Contributions	£2,476.32
Expenses	£1,200.00
4 Seasonal Gaelic language support workers	£11,160.00
Employer Contributions	£1,227.60
Expenses	£9,000.00
Travel Costs	£800.00
Contingency	£2,418.80
Gaelic language training support	£5,000.00
Drama Development Budget	£5,000.00

Theatre-in-Education

Officer (SCP 29)	£22,512.00
Employers Contributions	£2,476.32
Expenses	£1,200.00
3 Additional Theatre in Education actors for 15 weeks	£15,750.00
3 Additional TIE Actors rehearsals for 2 weeks	£2,100.00
Expenses	£11,250.00
Vehicle Hire	£4,500.00
Petrol Costs	£1,500.00
Additional Travel e.g. Ferries	£1,500.00
Properties	£500.00
Contingency	£3,164.42

Administrative and Management Costs

Office Rental	£6,000.00
Photocopier	£1,400.00
Telephone, post and printing	£2,500.00
Printing of support & marketing materials	£5,000.00
New Office Equipment	£1,000.00
Fèisean nan Gaidheal Management Fee	£15,000.00
Total	£158,147.46

Budget to 31 March 2006**INCOME**

Core Grants	£137,012.00
Fèis Support Workers	£21,500.00
Grants Scheme	£109,000.00
Training Programme	£105,390.00
Meanbh-Chuileag	£158,147.00
Highland Youth Music Initiative	£164,633.00
Annualised Hours	£25,000.00
Lochaber Development Officer	£29,500.00
Fèis Development Fund	£15,000.00
Earned Income	£29,031.00
Tracking Exercise	£5,000.00
Blas Music Festival	£248,680.00
Archiving	£20,000.00
Feis Bharraigh 25 Years Celebration	£27,773.00
25 Anniversary Book	£44,000.00
Still to be raised	£10,000.00
TOTAL INCOME	£1,149,666.00

Budget for Year Budget for Period Actual to date**EXPENDITURE****Running Costs**

Core Staff Salaries	£134,484.00
NIC Contributions	£9,850.00
Pension Contributions	£2,000.00
Core Staff Travel	£17,000.00
Office Rent & Rates	£14,000.00
Stationery, Printing & Postage	£6,000.00
Telephone, Fax, E-mail, Heat & Light	£8,000.00
Board Expenses	£3,000.00
Implementation of Child Protection policy	£8,000.00
Insurance	£6,000.00
Sundry Expenses	£2,000.00
Accountancy & Bank Charges	£2,000.00
Instrument Bank Repairs	£1,000.00
Additional Support Needs	£3,000.00
Capital Expenses	£1,500.00

Programme Costs

Grants Paid Out	£169,185.00
Annualised Hours	£30,720.00
Feis Development Expenditure	£15,000.00
Lochaber Fèisean Development	£29,500.00
Training Programme/Expenditure on Lottery	£99,140.00
Meanbh Chuileag	£153,147.00
Highland Council Youth Music Initiative	£135,733.00
National Raffle Expenditure	£2,000.00
Showcases	£3,000.00
25 Anniversary/Book	£44,000.00
Directory of Fèis Tutors/Newsletter	£500.00
Publications	£3,000.00
Annual Conference	£8,500.00
Inter Fèis activities	£1,000.00
Tracking Exercise	£6,000.00
Blas Festival Development	£186,590.00
Archiving Project	£16,000.00
Feis Bharraigh 25 Years Celebration	£24,150.00
Contingency	£5,000.00
TOTAL EXPENDITURE	£1,149,999.00

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Training Programme

Agenda Item EX1.2005.05(2)



Fèisean nan Gàidheal Training Plan

Invitation to tender for the production of an Evaluation Report

Introduction

As an integral part of its development, Fèisean nan Gàidheal has been committed to providing training for its staff, tutors, organisers and volunteers throughout its existence, and in order to progress this and provide a comprehensive training programme, it was decided to appoint a dedicated Training Officer. The Training Officer (Iona MacDonald) was appointed and began work in May 2002. The post was funded by the Scottish Arts Council and Highlands & Islands Enterprise.

SAC Lottery Funding for the plan was approved in July of that year, and was dependent on successful application to the European Social Fund. Application was made to that body in September 2002, and to a variety of other funders. The ESF funding was awarded on a multi-annual basis (Jan 2003–December 2004) and following completion of that period, an evaluation of the effectiveness of the plan as a whole is now required to satisfy the terms of the funding offers.

The Training Plan

Funding for the plan was agreed on the basis of the following outcomes:

- One FnG accredited Level 1 entry-level 2-day workshop annually
- One FnG accredited Level 2 tutors 2-day workshop annually
- 8 One-day FnG accredited discipline-specific workshops annually in at least 4 locations and disciplines within the Highlands and Islands
- 2 Weekend Gaelic Song-writing workshops
- Working with partners to develop an SQA-approved course for delivery from Autumn 2003 onwards
- Working with partners to develop training for Gaelic drama tutors
- Supporting up to 20 tutor places on SMO's Access to Gaelic distance learning course.
- Various other complementary workshops

Additional Training

In addition to those training topics included under the plan, a number of other training initiatives have also taken place. Teenage Group Workshops have taken place in Sutherland and in Lewis, in addition to Fèis Alba, held at Plockton High School in July 2003. This 4-day school was for young musicians (16–25) and included workshops on the key elements of Performance, Recording, Composition and Tutoring with experts in the particular fields. A number of Regional Training Sessions have been run throughout the Highlands for Fèis organisers. These have dealt with topics such as Funding, Special Needs, Risk Assessment, Child Protection and Disclosure Scotland, as well as internal management issues specific to Fèisean nan Gàidheal and its membership. For the past two years, 20 additional places have been funded at Fèis Rois nan Deugairean to enable teenagers who could not otherwise afford the expense, to attend this Fèis at Gairloch and to benefit from the additional classes and mixing with like-minded young people.

In order to support the funding offered by the HIE Network and Comunn na Gàidhlig, successful applications were also made to the Scottish Arts Council and to the European Social Fund, under their Measure 3.4 Developing Adaptability and Entrepreneurship. The application submitted to the SAC also included an element of training for Fèis participants, and for support of the Màiri Mhòr Fellowship. SAC funding runs from July 2002–July 2005 and supports an application for £378,000 worth of training (SAC granted £94,000). The application to the European Social Fund covers the period from January 2003 to December 2004 and supports an application for £201,466 worth of training over that period (of which they have granted £98,000). Approximately 150 participants have benefited from the training plan, with a further 50+ benefiting from the 'teenage' workshops and Fèis Alba professional development for 16–24 year old participants.

Future Plans

Under combined ESF and SAC funding, with assistance from LECs and local authorities, the training plan is set to continue through 2005/6. Evaluations of each individual event have been/will be carried out, and modifications to the plans are made based on this information from participants and tutors. With the SQA-validated Certificate in Music Tuition expected to come on-stream in various colleges shortly, it is likely that Fèisean nan Gàidheal will be at the forefront in the pilot phase. Discipline-specific workshops will continue in various locations, providing existing tutors with additional repertoire and placing the material in context, as well as the chance of a "masterclass" experience from foremost performers in the Gaelic traditional genre, and a "rolling programme" of training events is in development. It is anticipated that applications for further funding to see the project through to its completion will be favourably received.

Invitation to tender

Application Process

We are inviting interested consultants to send a submission in writing, enclosing a CV plus a supporting statement, outlining your suitability and availability to take on this task. In particular, we will be looking for further information as to how you would carry out the exercise.

Interview

Once we have reviewed all the submissions, we may invite you to an interview to discuss your approach in more detail. This would be arranged at a mutually convenient time and place, but is likely to be in the week beginning Monday 28 March.

Payment and Management of the study

We would envisage this work taking in a period over 6 weeks, and for the purposes of the timetable below, we are assuming a start in May 2005, and delivery of the final report by the end of June 2005.

There will be a budget of £5,000 (including VAT and all expenses) available for this study, and the successful consultant will be paid on the following terms, or on other terms to be agreed:

- 1 £2,000 will be available at the beginning of the contract, on receipt of a signed agreement on the scope of the work, following further discussions.
- 2 A further £2,000 will be available on receipt of the first draft report by mid June 2005.
- 3 The final £1,000 will be paid on receipt of the final report by the end of June 2005, following any amendments recommended by the Executive and Training Officer of Fèisean nan Gàidheal.

CLOSING DATE FOR SUBMISSIONS IS MONDAY 9 MAY 2005

Fèisean nan Gàidheal operates an Equal Opportunities policy

All completed submissions should be sent by post to Iona MacDonald, Training Development Officer, Fèisean nan Gàidheal, Meall House, Portree, Isle of Skye, IV51 9BZ, by fax on 01478 613399, or e-mail (Word or PDF) to iona@feisean.org, by 18 March 2004.



Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Cultural Commission

Agenda Item EX1.2005.06(b)

Cultural Commission

28 April 2005

Dear Colleague

STAKEHOLDER CONSULTATION – PHASE 3

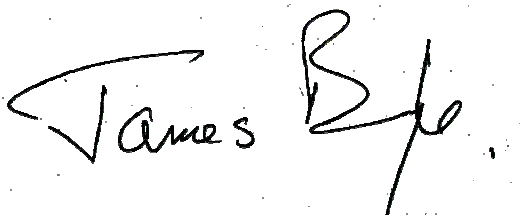
The Cultural Commission is now in a position to provide feedback on the many responses we have received during our consultation process. We would like to share with you the Commission's thoughts on pan-sectoral matters, particularly cultural rights and institutional infrastructure and are organising a series of meetings to discuss these views.

I am pleased to invite you to attend a meeting to discuss our findings at the Melvin House Hotel, Edinburgh on 10th May from 2:00 pm to 4:00 pm. The meeting will, as before, employ Chatham House Rules.

I would be grateful if you could contact Carol Warner at carol.warner@scottisharts.org.uk with details of who will be attending the above meeting on your organisation's behalf.

Best Wishes

Yours Sincerely



JAMES BOYLE

Chairman of the Cultural Commission



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