



Fèisean nan Gàidheal

A' toirt ar dualchas do ar n-òigridh

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

Taigh-Òsda na Cùirte Mhalpais
The Maple Court Hotel
Inbhir Nis
Inverness

Diardaoin 22 An t-Sultain 2005
Thursday 22 September 2005

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

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors to be held in The Maple Court Hotel, Inverness
Thursday 22 September from 2.30pm

Clàr-Gnothaich

3.2005.01 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 17 May 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.

3.2005.02 COINNEAMH NAM BUIDHNE-GHNIOMH ~ EXECUTIVE GROUP REPORT

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

3.2005.03 IONMHAS ~ FINANCIAL ISSUES

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

Fèisean nan Gàidheal's budget for 2005-06, with performance against budget to 20 August 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) **Suimean anns a' bhanca ~ Bank Balances**

These will be tabled at the meeting.

3.2005.04 GNOTHAICHEAN POILEASaidh ~ POLICY ISSUES

(a) **Taic leis a' Phoileasaidh Gàidhlig ~ Gaelic Policy Guidance**

Màiri Kidd has prepared an easy guide to the implementation of our recently adopted Gaelic language policy for the benefit of the Fèisean, which is circulated. Board members are asked to make any comments on the guidelines and if appropriate, approve the issuing of the policy and guidance.

(b) **Litir bho Fhèis sa Mheadhan ~ Letter from Fèis sa Mheadhan regarding Grants Scheme**

A letter from Chas MacDonald of Fèis sa Mheadhan is circulated. Chas was invited to address the Board on this issue, but is unable to attend the meeting. Board members are invited to discuss our policy in relation to supporting work for young people v adults.

3.2005.05

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 2010. 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

The Development Plan has been finalised and copies will be available to members at the Board meeting.

(c) Iarrtas do Chomhairle nan Ealan ~ Scottish Arts Council Application

A copy of the Scottish Arts Council review process pertaining to core-funded organisations is enclosed for information. A verbal update will be given to the meeting, and members are asked to approve a process to allow the Board to approve the application which needs to be with SAC by 30 September.

3.2005.06

GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES

(a) Aithisgean luchd-obrach ~ Staff 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) Aithisg Bhliadhnail ~ Annual Report

Fèisean nan Gàidheal's Annual Report will be e-mailed to members prior to the meeting and hard copies will be available at the meeting.

(c) Coinneamh-Bhliadhnail agus Co-labhairt ~ AGM and Conference

The programme for the conference is circulated for information, and a verbal update will be given to the meeting regarding arrangements for the event.

(c) Taghadh luchd-stiùiridh ~ Election of Directors

An election will require to be held to elect new members to the Board, replacing those standing down this year. A report is circulated and Board members are asked to discuss and approve the process for electing new members.

3.2005.07

EILE ~ GENERAL

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

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

Board members are asked to note that the date for the next meeting is Tuesday 6 December 2005.

Fèisean nan Gàidheal

Gèarr-chunntas na coinneimh a chaidh a chumail ann an Taigh-Osda na Lùchairt, Inbhir Nis, Dimàirt 17 An Cèitean 2005 aig 2.30f

Minutes of the meeting of the Board of Directors held in The Palace Hotel, Inverness, on Monday 17 May 2005 from 2.30pm

Àireamh air a' Chlàr Gnothaich: 3.2005.01(c)

2.2005.01 GNOTHAICHEAN TOISEACHAIL ~ PRELIMINARIES

(a) An Làthair ~ Present

Catriona MacIntyre (Fèis Lochaber/Fèis nan Garbh Chrìochan); Fiona Johnston (Fèis Obar Dheathain); Katie Adam (Fèis a' Bhaile); Joan Robertson (Fèis Tìr a' Mhurain); Alasdair MacLeod, (Highlands & Islands Enterprise, Observer); 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)

This meeting was conducted in Gaelic as all the Board members present were Gaelic speakers.

(b) Leisgeulan ~ Apologies

Kate Kerr (Fèis Dhùn Bhreatainn), Carolyn Paterson (The Scottish Arts Council, Observer), Ken MacKenzie (Fèis Latharna), Morag Anna MacLeod (The Highland Council, Observer), Ken Houston (Fèis Chataibh), John Joe MacNeil (Fèis Bharraigh), Peggy Nicolson (Fèis an Earraich),

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

Minutes of the meeting of the Board held on 28 February 2005 were circulated.

The following amendment was requested by Catriona MacIntyre in relation to 1.2005.01(a) Present – omission of Chairperson from list of members present. Subject to the above amendment Joan Robertson, seconded by Katie Adam, approved the minutes as a true record.

(d) Gnothaichean ag èirigh ~ Matters arising

Board members were invited to raise any issues from the minutes not covered elsewhere on the agenda but there were no matters arising.

(e) Aithisg nam Fèisean ~ Fèis Report

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

Fiona Johnston reported that Fèis Obar Dheathain had a very successful AGM with a full committee now in place, Gillian Aitken and Dougie MacDonald leading the team. A mixed instrument class was still continuing. Fèis 'sa Meadhan had held a very good Fèis in Callendar although it had been difficult as the school would not let them in prior to the start of the event. There were only 4 members present at their AGM and George Stoddart is their new Convenor. They had been approached to do something in Falkirk in the summer months. Fiona hoped to help out at their October Fèis.

Joan Robertson reported that Fèis Tìr a' Mhurain were organising groupwork workshops with Robert Gillies. Numbers varied from four to eight although they had invited around 14 participants from 2nd – 5th year to attend. She mentioned that they hoped to have taster workshops in Primary schools before their summer Fèis and distribute leaflets. Some tutors had been booked for the summer Fèis.

Katie Adam reported that Fèis na h-Oige had been busy with the Taigh Màiri Anndra drama project and workshops were ongoing. They were hoping to use Development Fund money to work with Dolina Grant and their Gaelic learners. Suzanne Irvine was now the main contact for Fèis Chille Mhòraig. Fèis Strath Fharrgaig had now finished their monthly classes. Fèis a'

Bhaile had held their AGM and had two new committee members and two tutor members. They were training some participants on the use of a PA system.

Catriona MacIntyre mentioned that Ingrid Henderson's report gave an update on the Lochaber Fèisean Development project. They were gearing up for the Cèilidh Trail and had chosen the eight participants, classes were still ongoing and now getting ready for Fèis nan Garbh Chrìochan.

Peggy Nicolson had forwarded a report by e-mail as she was unable to attend the meeting. Iain MacInnes, a member of the panel of advisors to SAC's Music Department, visited Fèis an Earraich this year, as part of the evaluation process adopted by SAC. His report was included for information, and Board members noted the very high score achieved by the Fèis.

2.2005.02 COINNEAMH NAM BUIDHNE-GHNIOMH ~ EXECUTIVE GROUP REPORT

Minutes from the meeting of the Executive Group held on 4 May 2005 were circulated. Board members noted these and there was no further comment.

2.2005.03 IONMHAS ~ FINANCIAL ISSUES

(a) Aithisg Ionmhais ~ Financial Report

Fèisean nan Gàidheal's budgets for 2004-05, with performance against budget to 30 April 2005, had been circulated. Also circulated was a note of the grants pledged by Fèisean nan Gàidheal for 2005-06. Board members were asked to note the contents of the reports, and discuss any points they wished to raise. There were no points discussed.

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

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

- £499.96 in the Current Account
- £28,500.63 in the High Interest Account
- £204,910.68 in the Business Term Deposit Account

2.2005.04 POLICY ISSUES

(a) Poileasaidh Cùram Chloinne agus Dòighean Obrach ùr ~ Child Protection Policy Revision

A copy of the new policy had been e-mailed to all Board members, and there was a hard copy for members to examine at the Board Meeting. Also enclosed was a proposed memo to go out with the new document. Board members were asked to approve the new policy and the memo. The Director informed everyone that the yellow cards – good practice guide – would not change. Folders were to be sent out to every Fèis and any Board members who wished to make any final comments on the policy were asked to respond to the Director by the end of the week.

(b) Poileasaidh Gàidhlig ~ Gaelic Language Policy

A copy of our proposed Gaelic Language Policy had been circulated. This was to form an Appendix to the new Development Plan, and members were asked to approve the policy. Members felt it was important to ensure development of the Gaelic language and Fèisean had to accommodate this. Despite some comments from Fèisean during the consultation, that they would prefer the Gaelic element to be voluntary, Alasdair Macleod felt it had to be mandatory rather than voluntary to work. Katie Adam mentioned that committees should have at least one Gaelic speaking member, and the rest could get training. It was agreed that Fèisean nan Gàidheal should use translation sets from CnaG for Board meetings and possibly for the AGM. David Boag was going to be responsible for this. Approval of the policy was proposed by Catriona MacIntyre, and all Board members agreed to the Chair's proposal.

2.2005.05 DEVELOPMENT ISSUES

(a) Adhartas a-rèir Plana-Leasaichaidh Fèisean nan Gàidheal ~ Progress against Fèisean Nan Gàidheal Development Plan 2001-05

A report by the Director was circulated, outlining progress with the implementation of the current Fèisean nan Gàidheal Development Plan to 31 March 2005. Board members noted the progress to date.

(b) Plana- Leasaichaidh 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 2005-10 had been emailed to all Board members, with changes suggested by the Fèisean having been incorporated. Board members were asked to approve this final version for translation.

Donald John MacSween suggested that it would be good to incorporate what had been achieved in the last five years. It was agreed to add an overview of work over the last five years. It was also agreed that members would get back to the Director with any further comments within one week.

(c) Leasachaidhean ùr Gàidhlig ~ New Gaelic Developments

A copy of our tender to Bòrd na Gàidhlig was included, to give members a fuller understanding of what we hoped to achieve in terms of our Gaelic developments. A verbal update was given by David Boag. For clarification the Board was informed that Douglas Beck was the new Gaelic Officer and Mairi Kidd was the new Theatre-in-Education Officer.

2.2005.06 GNOTHAICHEAN OBRACHAIDH ~ OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated. Board members were asked to note the content of these, and were invited to comment. Arthur Cormack told members that Rae MacColl was starting work with us, one day per week, to assist with the Youth Music in Schools programme. Blas was progressing well, the programme had been confirmed and leaflets were being printed.

(b) SAC Assessment of Fèis an Earraich

This had already been covered in Agenda Item 2.2005.01(e). Members agreed that the report was excellent, and passed on their congratulations to Fèis an Earraich.

(c) AGM and Conference 2005

Members were informed that the forthcoming AGM was going to be held in The Altens Hotel, Aberdeen. The Director had received confirmation that Patricia Ferguson would attend. It was agreed to invite councillors from Aberdeen and Aberdeen City Councils.

2.2005.07 EILE ~ GENERAL

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

David Boag updated members on progress with Fèis Bharraigh 25th Celebrations. The Cal-Mac ferry was chartered but accommodation was proving more problematic. Joan Robertson commented that Quinetic, Benbecula could offer hostel accommodation.

Catriona MacIntyre thought that the Fèisean Radio Project was a very good idea. Fiona Johnston thought that would be a good project for Fèis Obar Dheathain and Northsound. Funding was from Sgeama Gàidhlig sa Coimhearsnachd therefore the project was limited to Highland area at the moment.

A Cèilidh Trail pilot project was due to be set up in the Western Isles with assistance from the Development Fund. Donald John MacSween told David to speak to John Cunningham with regard to additional funding for this project.

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

Board members noted that the next meeting was scheduled for Friday, 23 September 2005, but due to other commitments that day it was agreed to have the meeting on Thursday 22 September 2005 in Inverness.

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Àireamh air a' Chlàr Gnothaich: 3.2005.02

Minutes of the meeting of the Executive Group held at Cluaine Inn, Cluaine on Thursday, 01 September 2005 at 3pm

EX2.2005.01 PRELIMINARIES

(a) Present

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

(b) Apologies

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

(c) Minutes of previous Executive Group meeting for approval

The minutes of the previous meeting were approved.

(d) Matters arising

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

EX2.2005.02 FINANCIAL ISSUES

(a) Financial Report

Anne Willoughby had prepared the budget to 31 March 2006 with performance to 20.08.2005, and a note of funding due by Fèisean nan Gàidheal in grants for 2005-06 as well as detailed budgets for main projects. Draft audited accounts to 31 March 2005 were tabled at the meeting. The Director mentioned that our administration fee from some projects would not be shown until the project was complete, and this was causing a deficit in our reserves in the accounts presented. We had been advised by our accountant to deduct our fees at the start of projects from now on, rather than at the end.

(b) Bank Balances and up to date information

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

(c) Funding update

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

EX2.2005.03 STAFFING ISSUES

(a) Staff appraisals

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

(b) Staff contracts

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

(c) Student placement and possible Graduate placement

Anne MacDonald was on summer placement mainly working on the 25th anniversary book. Fèisean nan Gàidheal had received £900.00 from Comunn na Gàidhlig for this placement. They were also

going to cover half the costs of a graduate placement post for the year which Chris Deplano was about to take up.

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

EX2.2005.04 POLICY ISSUES

(a) Gaelic Policy Guidance

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

(b) Letter from Fèis sa Mheadhan regarding Grant Schemes

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

EX2.2005.05 PROJECT UPDATES

(a) Meanbh-Chuileag/Gaelic Developments

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

(b) Training Programme

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

(c) Highland Council Schools YMI Contract

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

(d) Blas Festival

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

(e) Lochaber Fèisean

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

(f) 25 years celebrations

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

(g) Tracking Exercise

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

EX2.2005.06 DEVELOPMENT ISSUES

(a) Development Plan 2005-2010

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

(b) Cultural Commission

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

(c) SAC funding application (papers circulated)

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

(d) Letter from Fèis sa Mheadhan regarding Development Officer

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

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

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

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

EX2.2005.08 GENERAL

(a) AOCB

There was no other business.

(b) Date and venue of next meeting

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

Fèisean nan Gàidheal

Financial Report

Àireamh air a' Chlàr Gnothaich: 3.2005.03(a)

The financial report consists of the following:

- 1 Budget to 31 March 2006, with performance to 20 August 2005
- 2 A list of funding outstanding to the Fèisean from Fèisean nan Gàidheal for 2005-06

Agenda item 3.2005.03(b)

- 1 Current bank balances will be tabled at the meeting

Anne Willoughby
Oifigear Ionmhais agus Rianachd
An t-Sultain 2005

Budget to 31 March 2006, with performance up to 20 August 2005

Àireamh air a' Chlàr Gnothaich: 3.2005.03(a)1

INCOME	Budget for		Actual to
	Budget for Year	Period	20.08.05
Core Grants	£137,012.00	£57,088.33	£42,249.50
Fèis Support Workers	£21,500.00	£8,958.33	£6,368.02
Grants Scheme	£109,000.00	£45,416.67	£45,000.00
Training Programme	£105,390.00	£43,912.50	£29,912.34
Meanbh-Chuileag	£158,147.45	£65,894.77	£52,029.40
Highland Youth Music Initiative	£164,633.00	£68,597.08	£170,222.08
Annualised Hours	£25,000.00	£10,416.67	£10,000.00
Locaber Development Officer	£29,500.00	£12,291.67	£7,281.31
Fèis Development Fund	£15,000.00	£6,250.00	£0.00
Earned Income	£29,030.96	£12,096.23	£5,006.63
Tracking Exercise	£5,000.00	£2,083.33	£0.00
Blas Music Festival	£248,679.77	£103,616.57	£68,300.00
Archiving	£20,000.00	£8,333.33	£0.00
Feis Bharraigh 25 Years Celebration	£27,772.50	£11,571.88	£3,000.00
25 Anniversary Book	£44,000.00	£18,333.33	£0.00
Still to be raised	£10,000.00	£4,166.67	£0.00
TOTAL INCOME	£1,149,665.68	£479,027.37	£439,369.28
EXPENDITURE			
Running Costs			
Core Staff Salaries	£134,484.00	£56,035.00	£57,505.42
NIC Contributions	£9,850.00	£4,104.17	£3,856.03
Pension Contributions	£2,000.00	£833.33	£373.32
Core Staff Travel	£17,000.00	£7,083.33	£7,288.64
Office Rent & Rates	£14,000.00	£5,833.33	£4,946.11
Stationery, Printing & Postage	£6,000.00	£2,500.00	£3,325.54
Telephone, Fax, Email, Heat & Light	£8,000.00	£3,333.33	£3,585.34
Board Expenses	£3,000.00	£1,250.00	£470.43
Implementation of Child Protection policy	£8,000.00	£3,333.33	£3,643.35
Insurance	£6,000.00	£2,500.00	£4,785.12
Sundry Expenses	£2,000.00	£833.33	£587.55
Accountancy & Bank Charges	£2,000.00	£833.33	£50.00
Instrument Bank Repairs	£1,000.00	£416.67	£363.39
Additional Support Needs	£3,000.00	£1,250.00	£0.00
Capital Expenses	£1,500.00	£625.00	£307.57
Programme Costs			
Grants Paid Out	£169,185.00	£70,493.75	£36,876.60
Annualised Hours	£30,720.00	£12,800.00	£3,217.00
Feis Development Expenditure	£15,000.00	£6,250.00	£4,060.96
Lochabair Fèisean Development	£29,500.00	£12,291.67	£12,765.41
Training Programme/Expenditure on Lottery Training	£99,140.00	£41,308.33	£26,760.36
Meanbh Chuileag/Expenditure on Lottery Project	£153,147.45	£63,811.44	£33,867.88
Highland Council Youth Music Initiative	£135,733.00	£56,555.42	£62,386.18
National Raffle Expenditure	£2,000.00	£833.33	£100.00
Showcases	£3,000.00	£1,250.00	£0.00
25 Anniversary/Book	£44,000.00	£18,333.33	£3,446.68
Directory of Fèis Tutors/Newsletter	£500.00	£208.33	£0.00
Publications	£3,000.00	£1,250.00	£267.00
Annual Conference	£8,500.00	£3,541.67	£0.00
Inter Fèis activities	£1,000.00	£416.67	£0.00
Tracking Exercise	£6,000.00	£2,500.00	£4,500.00
Blas Festival Development	£186,590.00	£77,745.83	£39,990.21
Archiving Project	£16,000.00	£6,666.67	£0.00
Feis Bharraigh 25 Years Celebration	£24,150.00	£10,062.50	£16,062.22
Contingency	£5,000.00	£2,083.33	£5,101.91
TOTAL EXPENDITURE	£1,149,999.45	£479,166.44	£340,490.22
SURPLUS/DEFICIT	-£333.77	-£139.07	£98,879.06

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

Àireamh air a' Chlàr Gnothaich: 3.2005.03(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	£ 2,750.00	£ 4,940.00
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 Chriochan	£ 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	£ 2,923.00	£ 4,178.00
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 Throdairnis	£ 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 Mhoraig	£ 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	£ 2,123.00	£ 4,166.00
Fèis Air an Oir	£ 498.67	£ 249.33	£ 2,775.00	£ 396.00	£ 0.00	£ 0.00	£ 3,919.00	£ 1,388.00	£ 2,531.00
Feis Ghlinn Albainn	£ 0.00	£ 0.00	£ 2,380.00	£ 120.00	£ 0.00	£ 0.00	£ 2,500.00	£ 750.00	£ 1,750.00
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								£ 0.00	
Fèis Dhun Eideann	£ 2,100.00	£ 0.00	£ 4,768.00	£ 3,000.00	£ 0.00	£ 873.00	£ 10,741.00	£ 698.40	£ 10,042.60
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	£ 1,853.00	£ 1,178.00
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 Dhun 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	£ 500.00	£ 3,467.00	£ 1,223.00	£ 2,244.00
Western Isles Council								£ 0.00	
Fèis Tìr a' Mhurain	£ 2,703.00	£ 1,500.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 0.00	£ 6,755.00	£ 3,527.00	£ 3,228.00
Fèis Eilean an Fhraoich	£ 1,760.00	£ 2,000.00	£ 450.00	£ 600.00	£ 0.00	£ 0.00	£ 4,810.00	£ 3,320.00	£ 1,490.00
Fèis Tìr an Eòrna	£ 2,897.00	£ 1,500.00	£ 528.00	£ 900.00	£ 0.00	£ 0.00	£ 5,825.00	£ 3,673.00	£ 2,152.00
Fèis Bharraigh	£ 5,770.00	£ 1,500.00	£ 446.00	£ 1,800.00	£ 0.00	£ 0.00	£ 9,516.00	£ 5,828.00	£ 3,688.00
Fèis Eilean na Hearadh	£ 1,175.00	£ 1,500.00	£ 0.00	£ 300.00	£ 0.00	£ 0.00	£ 2,975.00	£ 2,381.00	£ 594.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,500.00	£ 720.00	£ 0.00	£ 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	£ 1,775.00	£ 1,192.00
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	£ 1,373.00	£ 179,771.00	£ 52,867.40	£ 126,903.60

Fèisean nan Gàidheal

Taic leis a' Phoileasaidh Ghàidhlig

Àireamh air a' Chlàr Gnothaich: 3.2005.04(a)

Fèisean nan Gàidheal

The National Association of
Gaelic Arts Youth Tuition Festivals

Poileasaidh Ghàidhlig

Gaelic Policy

'Tha e mar phrìomh amas aig Fèisean nan Gàidheal cultar na Gàidhlig a bhrosnachadh agus mar sin feumaidh gach neach a tha an sàs an obair na buidhne aithneachadh gu bheil a' Ghàidhlig agus cleachdadh na Gàidhlig aig cridhe obair Fhèisean nan Gàidheal agus nam Fèisean'.

'Fèisean nan Gàidheal's chief aim is the promotion of Gaelic culture and, as such, every individual involved in the work of the Association must recognise the central place of Gaelic, and the use of Gaelic, in the work of the Fèisean and Fèisean nan Gàidheal'.

**Fèisean nan Gàidheal
Taigh a' Mhill
Port-rìgh
An t-Eilean Sgitheanach
IV51 9BZ**

**Fòn/Phone (01478) 613355
Facs/Fax (01478) 613399
Post-d / E-mail: fins@feisean.org**

Fèisean nan Gàidheal

Poileasaidh Ghàidhlig

Gaelic Policy

Introduction to the policy

1 Working practices:

1.1 Written materials

1.2 Telephone and greetings

1.3 Gaelic provision for participants

2 Implementing working practices

3 Fèisean nan Gàidheal support

4 Gaelic Orthographic conventions

5 Approved list of Gaelic place-names

6 Policy document

Introduction

What is the Gaelic policy, why do we need it and what does it mean for the Fèisean?

Fèisean nan Gàidheal's Gaelic policy is...

- a document detailing how Gaelic should be used in the work of Fèisean nan Gàidheal and of the Fèisean.
- to be followed at all times by staff and member Fèisean.
- to be implemented by Fèisean with support from Fèisean nan Gàidheal wherever necessary.

Fèisean nan Gàidheal needs a Gaelic policy...

- to reaffirm its commitment to supporting Gaelic language
- ensure consistent and appropriate standard for the use of Gaelic throughout the work of Fèisean nan Gàidheal and the Fèisean.
- to comply with the forthcoming Gaelic Act

For member Fèisean, the Gaelic policy means that...

- the central place of Gaelic in the work of the Fèisean and Fèisean nan Gàidheal is reasserted.
- any individual involved in the work of the Fèisean must recognise this central place of Gaelic.
- good working practices regarding Gaelic currently in place at many Fèisean are formalised.
- changes to working practices involving Gaelic must be made where these do not comply with the policy WITH the support of Fèisean nan Gàidheal.
- Fèisean nan Gàidheal staff will visit regularly to support the Fèisean in implementing the policy.

This guide aims to support the Fèisean in understanding and implementing the Gaelic policy.

If you have a query regarding Gaelic, the policy or this guide, please contact the Gaelic Officer, Douglas Beck, on (0131) 664 3116 or (01478) 613 355. BUT... whether you're a Hearach thorough-bred, an enthusiast of 'Speaking our Language' or a total beginner, try out your Gaelic on him!

Part one: Working methods

1. Written materials

The Gaelic policy requires that all written materials which are to appear in Gaelic are written in Gaelic and not translated from English. This is for the following reasons:

- 1. Gaelic is promoted as a working language.**
- 2. When one is beginning writing in one language and translating to another one is sometimes tending not to produce stylish text.**

... so what materials should be written in Gaelic?

1.i. Letters

For letters, Gaelic should be used when writing to the following bodies, as all have a policy of answering Gaelic correspondence:

Bòrd na Gàidhlig	Comann na Gàidhlig
The Scottish Parliament	Clì
Urras Brosnachaidh na Gàidhlig	Comhairle nan Eilean Siar
The Highland Council	Comhairle nan Sgoiltean Araich
An Comunn Gàidhealach (national & local branches)	
Comann nam Pàrant (national & local branches)	
The Scottish Executive	

If a body or individual has written to your Fèis in Gaelic, then your Fèis should respond in Gaelic. If your Fèis is not sure whether to use Gaelic or English for a letter, advice can be sought from the Gaelic officer.



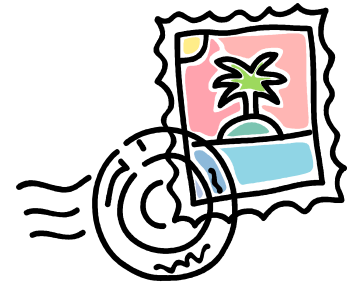
But no-one on our committee
can write a letter in Gaelic...
**TURN TO SECTIONS TWO and
THREE** to find out how FnG
can support your Fèis...

1.ii. Addresses

The only addresses which should be written in Gaelic are **Scottish** addresses where the **post-code is known**. Follow these rules:

- You should write the name of the **addressee** in Gaelic if **the addressee uses a Gaelic form** of their name. Remember that Marion Nicolson might not recognise herself as 'Mòrag NicNeacail' if she's not a Gaelic speaker.
- Use the name of a house or building in the form it appears on the house-sign or letterhead of a company.
- Use the Gaelic form of a street-name where this is officially acknowledged, for example by a street-sign. The letter-heads or web-sites of Gaelic organisations will point you in the right direction.
- Towns, islands and postal-districts should be translated according to Fèisean nan Gàidheal's approved list.
- Use the post-code.

Have a look at these examples and try the quiz below...



1. Iain MacLeòid
'Sealladh Tràghad'
Sràid a' Chaisteil
Inbhir Nis
IV3 444

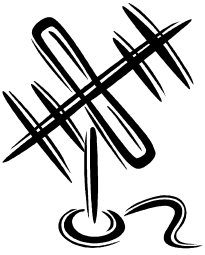
2. John MacLeod
'Sea View'
Castle Street
Dùn Dè
DD10 666

3. Ina NicLeòid & 'Arthur'
'Sealladh Tràghad'
Castle Street
An t-Seasgann
Eilean Arainn
PA12 333

1. Who does not use a Gaelic form of his/her name?
2. Who has a Gaelic sign on their house(s)?
3. Who lives in a town where the streets have Gaelic signs?
4. Who named his/her cat after his/her favourite member of 'Clìar'?

1.iii. Press-releases

Press-releases **should be written in Gaelic if intended for the Gaelic media. All other press releases should be written bilingually, with Gaelic appearing first.**



Gaelic press releases for...

BBC Alba (BBC Scotland Gaelic Department)

Stornoway Gazette

West Highland Free Press

An Gàidheal Ùr

Scotsman Gaelic column

Scotland on Sunday Gaelic column.

1.iv. Posters, flyers and publicity material

For posters, flyers and other publicity material, a bi-lingual format should be used, Gaelic first, as follows.



1.v. Application forms

Application forms **should be bilingual, with Gaelic appearing first. The following list gives you some useful vocabulary for forms, in a bilingual format:**

Mud dheidhinn fhèin/About yourself

Ainm/name	Aois/age
Sgoil/School	Seòladh/address
Ceann-latha breith/Date of birth	Àireamh-fòn/Phone-number
Fòn-làimhe/Mobile number	
Post-dealain/E-mail	

A bheil feumalachdan-slàinte no eile agad mum bu chòir fios a bhith againn?/Do you have any medical or other needs we should be aware of?

Ìrean agus Roghainn-chlasaichean/Levels and Class choices

Neach-tòiseachaidh/Beginner	Eadar-mheadhanach/Intermediate
Adhartach/Advanced	

clàrsach	drumaireachd/percussion	bocsa/accordion
fìdheall/fiddle	feadan/chanter	fideag/whistle
dràma/drama	piob-mhòr/bagpipes	seinn/singing
giotàr/guitar	dannsa-ceum/stepdance	meur-chlàr/keyboard

Cead/Permission

Pàrant/	Parent	Ainm-sgrìobhte/Signed
no	or	Ceann-latha/Date
neach-cùraim	guardian	

**Tha mise..... (ainm pàrant/neach-cùraim) a' toirt cead do
..... (ainm paisde) Fèis..... a fhrithealadh/I
..... parent/guardian's name) give my permission for
(child's name) to attend Fèis**

If you need any other vocabulary, the Gaelic officer should be able to help. Send an e-mail to douglas@feisean.org or fios@feisean.org with 'Gaelic query' in the subject line of the e-mail.

1. vi. Feedback and other forms

Adult respondents

Adults filling in feedback or other forms on behalf of Fèisean nan Gàidheal or of any individual fèis should complete the form in the language in which the questions are asked. If the form is available/printed in more than one language, then Gaelic should be used if it is among the languages available.

Feedback or other forms designed by Fèisean nan Gàidheal or by any individual Fèis and intended for adults should be produced bilingually, with Gaelic first, e.g.:

A bheil sibh a' meas gun d'fhuair sibh luach ur cuid airgid aig an fhèis/how do you rate the fèis in terms of value-for-money?

fhuair/good value coma/okay cha d'fhuair/poor value

Child respondents

Fèisean nan Gàidheal does not recommend a bilingual format for forms seeking responses from children as the presence of two languages requires 'scanning' skills immature readers may not possess. Instead feedback forms should be produced in both Gaelic and English versions and children should be allowed to select the version they wish to complete. The English version may include Gaelic phrases introduced constructively. An example of an English form and a Gaelic form follow

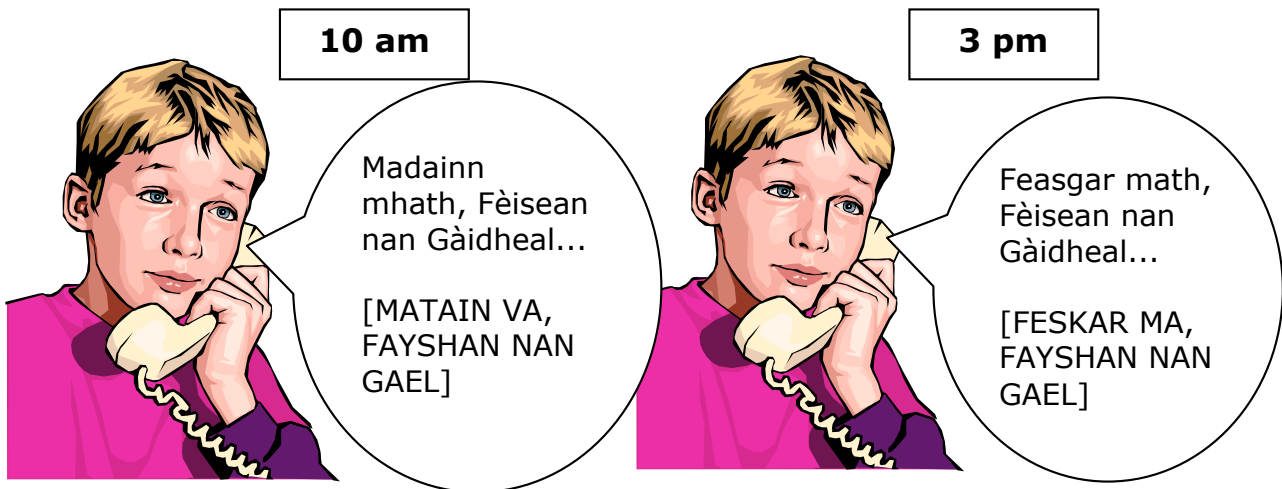
1. vii. Signage

All signage at the Fèis should be in Gaelic, with the use of symbols to support non-fluent speakers. Each Fèis should have these materials in their Gaelic pack.



2. Telephone and greetings

Under the Gaelic policy, Fèisean nan Gàidheal staff will greet visitors and answer telephone calls with a short Gaelic greeting:



After this greeting, staff will converse in the chosen language of the person visiting/telephoning.



Volunteers and employees using a dedicated Fèis telephone line should follow this same policy, as should individuals greeting visitors to the Fèis or any Fèis events.

BEFORE 12 PM
 Madainn mhath, Fèis.....
 [MATAIN VA, FAYSH.....]

AFTER 12 PM
 Feasgar math, Fèis

[FESKAR MA, FAYSH.....]

3. Gaelic provision for participants

The aim of every Fèis should be to engage Gaelic-speaking tutors to fill each and every teaching post in the Fèis, so that Gaelic-speaking participants may receive tuition in any subject through the medium of Gaelic, and so that Gaelic may be the working language of the Fèis.

Fèisean nan Gàidheal recognises however that it would be very difficult for Fèisean to offer a full programme were only Gaelic-speaking tutors to be engaged. Each Fèis should still aim, however, **actively** to seek out Gaelic-speaking tutors for all disciplines, and to encourage non-Gaelic speaking tutors to avail themselves of opportunities to learn Gaelic through Fèisean nan Gàidheal's training programme. All tutors should learn and use basic Gaelic when teaching; the Gaelic officer can offer training.

Language activities

Any tutor tutoring storytelling, Gaelic song, drama, art or Gaelic language for fluent and semi-fluent Gaelic speakers should be fluent in Gaelic to the level where he or she is comfortable teaching through the medium of Gaelic. These disciplines exist within the Fèis movement to bolster Gaelic language and may not be taught through the medium of English.

Minimum provision of Gaelic-language activities in Fèis timetable

Under the Gaelic policy Fèisean nan Gàidheal and the Fèisean undertake to provide total beginners and learners with one scheduled Gaelic language class per day. **This may not be substituted by a compulsory drama/song/storytelling/'activity' session.** The staff/student ratio of other classes should be maintained in these classes and they should be of a length commensurate to other subject classes. Fèisean nan Gàidheal undertakes to support the Fèisean in resourcing these sessions and sourcing tutors to lead them. The 'G-Team' is available to Fèisean for these sessions also.

For fluent speakers this session may take the form of an activity session with emphasis on spoken language, e.g. drama, storytelling, archiving, song-writing or similar.

Where sufficient demand exists, Gaelic-medium tuition should be offered to fluent speakers in all subjects. If numbers are too small to permit this, then teaching should be bilingual with Gaelic used first.

Part 2

Implementing working practices

How do the Fèisean put these working practices into operation?

Firstly, each Fèis, with the support of the Gaelic Officer and/or support and development workers, will be required to produce a Gaelic policy.

One member of each committee will assume responsibility for the Gaelic policy, just as each Fèis already has a Child Protection Officer.

The committee member with responsibility for Gaelic and other Gaelic speakers on the committee should work together to produce Gaelic written materials and to support non-fluent speakers in using Gaelic greetings etc and in maintaining the profile of Gaelic within the Fèis.

If a committee has no Gaelic speakers, or no Gaelic speakers confident in the use of the written language, please turn to part three.

Part 3 Fèisean nan Gàidheal support

Written materials

Fèisean nan Gàidheal can support committees who do not have the skills necessary for the production of Gaelic-language materials. The first point of reference for this support should be the Fèis Support worker.

If your Fèis requires translation services, you should aim to request these 1-2 weeks before you require materials, depending on length of text you need translated. For large projects, you should consult the Gaelic Officer directly.

Please note that Fèisean nan Gàidheal cannot produce Gaelic versions of materials for tutors.

Telephone and greetings

The Gaelic Officer can offer short, fun training sessions for committees in basic Gaelic for use at Fèis events and in administration.

Gaelic provision for participants

Your Support Worker can advise you regarding sourcing Gaelic-speaking tutors for all subjects at your Fèis.
Training in Gaelic language.

Gaelic development

Fèisean nan Gàidheal's Training Officer can discuss Gaelic-language training requirements of committee members and tutors with you. Training opportunities also exist for fluent speakers requiring support with grammar and written language.

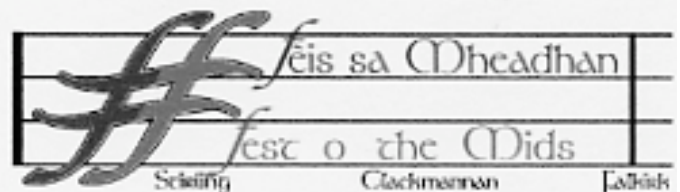
The Fèisean nan Gàidheal Gaelic Officer is available to answer any queries regarding the use of Gaelic or the Gaelic policy.

Arthur Cormack
Stiùiriche
An Cèitean 2005

Fèisean nan Gàidheal

Litir bho Fhèis 'sa Mheadhan

Àireamh air a' Chlàr Gnothaich: 3.2005.04(b)



Mr. Arthur Cormack,
Stiùiriche
Fèisean nan Gàidheal,
Meall House,
Port-Rìgh,
An t-Eilean Sgitheanach
IV51 9BZ

Chas Mac Donald
Secretary
4, St. Ninian's Road,
Cambusbarron,
Stirling.
FK7 9NU
t 01786 442 057
e feis-stirling@tesco.net
e feis-falkirk@tesco.net
Wednesday 3rd August 2005

Dear Arthur,

Grant Funding Regime

I refer to our correspondence by letter, email and your conversations with George Stoddart regarding the funding regime which we currently work under. As you know we are a little ill at ease with some of the anomalies it throws up, and I believe in your last conversation to George the difficulties became a little clearer to you.

With that in mind, and the fact that I really don't want to take this to the AGM, can I suggest that you take this letter as a formal request for the new board to take the issue under consideration with a view to making the funding criteria less inhibiting in the ways that it is at present.

I am perfectly aware that after such consideration you may find that the current system is the best we can come up with, although I doubt that, to be honest. However, I would like to be clear that we will live with the decisions made after due consideration as we are part of a collective and what suits our situation may not necessarily be in the interests of the rest of the association, or Fèisean nan Gàidheal as our right hand.

Just to reiterate, our difficulty is that the funding regime as currently constituted, works against our efforts to bring in supporting funding which supports our offer to children works against all good social sense in that it implies we should separate children from adults works against any effort to make both Gàidhlig and the traditional cultural forms we teach family centred and passed on through that line.

I, or any relevant members of Fèis sa Mheadhan :: Fest o the Mids Committee, can be available as necessary to discuss the issues with you, perhaps especially at the forthcoming AGM.

Le Durachdan

Chas

Fèisean nan Gàidheal

Progress against Fèisean nan Gàidheal Development Plan 2005-10

Àireamh air a' Chlàr Gnothaich: 3.2005.05(a)

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

1	Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities	Progress	2005-06	2006-07	2007-08
4.1.1	Grants Scheme for Fèisean	Ongoing and grants paid out as per agreements.	*	*	*
4.1.2	Reducing the burden on volunteers	Support workers in place and a range of support services that will be further developed. Policies which require to be implemented are made as easy as possible for volunteers.	*	*	*
4.1.3	Annual Conference	Organised for 23 and 24 September in Aberdeen.	*	*	*
4.1.4	Insurance	Renewed and enhanced.	*	*	*
4.1.5	Musical instrument Bank	Ongoing and well used.	*	*	*
4.1.6	Disclosure checking	Ongoing – all tutors and volunteers now checked.	*	*	*
4.1.7	Maintenance of a Fèis Tutors database	Ongoing.	*	*	*
4.1.8	Developing, distributing and selling publications	Ongoing. New bilingual Fèis Fiddle Tutor Book at the printers.	*	*	*
4.1.9	Production and distribution of regular news and other information	<i>Faileas</i> still distributed as well as a wide range of other information.	*	*	*
4.1.10	Support for new Fèisean	New Fèisean given assistance with set-up and funding, if appropriate, from the New Developments Fund.	*	*	*
4.1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	Supporting Lochaber Fèisean and Fèis Spè.	*	*	*
4.1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	Looking at viability of an officer to cover these areas. Conference 2005 in Aberdeen, and hope to get Councillors along.		*	*
2	Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves				
4.2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Policy prepared and adopted by Board. Will be issued, along with guidance, in October 2005.	*		
4.2.2	Develop a Gaelic Language Development Team	Dougie Beck in place and Sgioba-G project running. Looking at further developments.	*		

4.2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Sgioba-G, policy implementation and Fèis Gaelic plans.		*	*
4.2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	6 Fèisean now GM, and GM tuition being developed. No new Fèisean admitted for membership without Gaelic commitment.		*	*
4.2.5	Development of Gaelic Drama	Meanbh-Chuileag looking at this at present. Drama Fèis being investigated for Argyll and Drama summer school idea being mooted.		*	*
3	Develop the work of the Fèisean within the formal education sector				
4.3.1	Youth Music Initiative contract in Highland	Ongoing, and running successfully.	*	*	*
4.3.2	Potential for Youth Music Initiative contract work in other areas	Work ongoing in East Lothian also.	*	*	*
4.3.3	Gaelic Language work in schools	Various small-scale projects have been carried out but scope for many more.	*	*	*
4.3.4	Other formal educational work	Drama and music work with GM schools could be carried out.		*	*
4	Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean				
4.4.2	Development of Blas – Celebrating Highland Music	First Blas ran successfully. Plans well advanced for 2006 and beyond, but funding needs to be resolved.	*	*	*
4.4.3	Continuing support for Fèis Cèilidh Trails	Within Blas budget, so dependent on this running.	*	*	*
4.4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving project to be carried forward, but radio project a good first step.		*	*
4.4.5	Gaelic Arts Strategic Development – GASD	Ongoing work and FnG involved as a partner and as a deliverer of certain elements.	*	*	
4.4.6	Inter-Fèis activities	Visits to other Fèisean carried out by Lochaber Fèisean this year, plus Fèis Bharraigh celebrations drew on other WI and mainland Fèisean.	*	*	*
4.4.7	Traditional Music Tutor Training Network – TMTTN	Ongoing work, and now looking at promotion of PDA and development of an advanced certificate.	*		
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement				
4.5.1	Retain a Training Development Officer	Retained for now and pulling funding together.	*	*	*
4.5.2	Annual Training Programme	Programme will be run as soon as funding is secured, but some workshops are happening as of now.	*	*	*
4.5.3	Teenage provision within the Fèis movement	Will continue to support Fèis Rois nan Deugairean, and will support other Fèisean wanting to make specific provision.	*	*	*

6	Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities				
4.6.1	Networking	Ongoing – various presentations at events and presence at open days/PR –based events.	*	*	*
4.6.2	Advocacy	Always ongoing.	*	*	*
4.6.3	International Links	Lochaber Fèisean visiting Celtic Colours this year. Links through Blas to Cape Breton and Ireland.		*	*
4.6.4	Promotion and Marketing	Will be part of Chris Deplano’s remit to raise profile and issue press releases more regularly than in the past.		*	*
4.6.5	Information	Information of all kinds disseminated.	*	*	*
4.6.6	Website and ICT	Will look at moving website to a content management system such as Sitekit.	*	*	*
4.6.7	Showcasing opportunities	Fèis Bharraigh Ceòl nam Fèis concert a great success, and we used Blas to include Fèis participants.		*	*

Arthur Cormack
Stiùiriche
An t-Sultain 2005

Fèisean nan Gàidheal

Iarrtas do Chomhairle nan Ealan

Àireamh air a' Chlàr Gnothaich: 3.2005.05(c)

Background

As part of an ongoing strategic review of all its Core Funded Organisations, the Scottish Arts Council has asked us to prepare an application for funding based on various scenarios, which needs to be in by 30 September, and has to have Board approval.

The papers are included so that members can see the volume of work this will present, at a time when we are flat out with various other projects. It is unlikely that the application will be ready by the time of the Board meeting, but it can hopefully be approved by e-mail between 22 and 30 September, although I will do my best to have a draft ready by 22 September for the Board meeting.

This is our chance to make the case for consolidation of our funding from 2007-08 onwards, and also make a bid to mainstream some of our project budgets and staffing, and is therefore an important piece of work.

Arthur Cormack
Stiùiriche
An t-Sultain 2005

Ref: CW/GB

11 July 2005

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

Dear Arthur

Strategic Review and Core Funding Application

I have pleasure in enclosing an application for core funding. Please complete and return to your lead officer by the deadline of 30 September 2005.

Your funding for 2006/07 has already been confirmed, as detailed in your offer letter of 2 March 2005 and funding figure agreed as £95,101.

As you know the Scottish Arts Council has started a Strategic Review to consider how resources can be best used to meet our aims. The Council is strongly of the view that the status quo is not an option. The discussion and consultations so far have arrived at outcomes which are outlined in the enclosed paper.

The next stages of the review are listed in the timetable below. This application process will provide us with the information we need to enable us to assess your continued status as a Core Funded Organisation (CFO) and possible support level in the coming 3 years.

CFO Funding Timeline 2005/06

Application information to CFO	11 July
CFO Day 5	25 August
CFO Application submission	by 30 September
SAC Lead Officer Assessment	1 October – mid November

As funding for 2006/07 has already been confirmed, we will not conduct the traditional annual review meetings with CFOs.

Creative and Performing Arts Committees discussion on CFO Plans and Assessments	mid November
Council discussion on recommendations and decisions	13 December
Feedback meetings with CFOs	9 January – 28 February
Feedback from CFO meetings to Council Council Decisions	March 2006

Context

The Strategic Review is to find out how best to use our resources to meet our aims.

Now that the Cultural Commission has submitted its final report to the Minister, we are happy that its recommendations anticipate the Council's vision for the long-term development of the arts. For example, its call for increased resources confirms our strongly held view that many artists and arts organisations are unable to focus on producing excellent work because they are concentrating on managing limited resources. We intend to continue our current ambitious work, until we are sure that the future will provide the best solution for the arts in Scotland.

However, currently, 80% of our budget from the Scottish Executive, around £32 million pounds, is immediately committed to the range of core-funded organisations that we support. The room for manoeuvre is limited, and the opportunity for new entrants, for refreshing the pool of talent, for risk-taking, is positively microscopic. And we are certainly aware of the increased demands we ask of our clients; we know that squeezing in an education post, or building an audience development plan is often done willingly, but without the resources to sustain it indefinitely. In the coming three years, our income from the National Lottery will reduce by £5 million per year. That is 12% of our income. The franchise for the lottery, its purpose and the beneficiaries of its income are once again to come under scrutiny. Now with the success of the London bid for the Olympic games, income levels are likely to fall again. As lottery income declines, the opportunity to support certain types of work will also shrink; investment in artists, organisations or projects that have a real, long-term, sustainable future, will increasingly form part of our thinking.

Our Strategic Review process is at the stage where we are developing a number of scenarios to respond to the outcomes in the enclosed paper. These include an optimum scenario which will be the basis of our Comprehensive Spending Review (CSR) bid to the Scottish Executive in the autumn, and mirrors the aspiration for increased investment expressed by the Cultural Commission.

The information you provide in describing your artistic vision for the next 3 years, such as how the work of your organisation fulfils a significant function in an international, national, regional, and/or local context, will inform a positive bid to the Scottish Executive for the CSR.

Similarly, the role you play in relation to a particular artform/s; how your vision contributes to our aims and policy development areas, and to wider strategic considerations is required to help us present a strong case to the Scottish Executive.

We hope that together with the recommendations from the Cultural Commission we will achieve something in what we anticipate will be a difficult "spending round".

We also have to consider a scenario that is based on standstill or reduced funds (as required by the CSR) and scenarios that reduce the proportion of funds that are committed to CFOs.

The Scottish Arts Council has published strategies: Artforms, Education, Audience Development, Cultural Diversity and you should refer to these in your responses to the aims outlined in the Scottish Arts Council Business Plan for 2005/06.

We look forward to the next CFO meeting on 25 August, which will allow us to discuss the Cultural Commission's Report and update you on the process of our Strategic Review. An Agenda will follow soon.

Yours sincerely,

Graham Berry
Chief Executive

Briefing Paper

Strategic Review and CFO Application Process

1. Context

1.1. The Scottish Arts Council has been progressing the Strategic Review as a means of reviewing how our resources, human and financial, can be deployed to best effect in relation to our aims. Council are strongly of the view that the status quo is not an option. The discussion and consultations that have taken place have arrived at the outcomes that were considered by Council at its meeting on 28th June 2005. (see 2 below)

1.2. The process is at the stage of being translated into the Planning Guidance that allows Department Heads to respond to these outcomes. This will consider a number of scenarios, including an optimum scenario which will be the basis of our Comprehensive Spending Review (CSR) bid to the Scottish Executive in the autumn, and mirrors the aspiration for increased investment expressed by the Cultural Commission.

1.3. We also have to consider a scenario that is based on standstill or reduced funds (as required by the CSR) and scenarios that reduce the proportion of funds that are committed to CFOs (as required by Council). (see 2.7 below)

1.4. Any changes to the funding level for CFOs collectively and individually will be decided by end of March 2006 and would apply from 1st April 2007 at the earliest.

2. Strategic Review Outcomes (extract from Council paper)

2.1. That the Scottish arts infrastructure is a complex set of interdependent relationships between individual artists, arts organisations, funding bodies, audiences and participants.

2.2. The organisations that we support through core funding are important in developing and sustaining a healthy artistic environment, and in making the arts accessible to a diverse audience.

2.3. That within each art form the 'eco system' is different, and at different stages of development.

2.4. That within some art forms there are possibilities emerging for new relationships amongst CFOs and with partners. Devolving some of the delivery to more independent sectoral interests could free us to concentrate on the overview both nationally and internationally.

2.5. Each department including audience, education, area development, capital and international has begun to develop an optimum and radical scenario for the development of their area of responsibility and for re-examining and re-defining where we have a unique or specialist role.

2.6. The development of these scenarios must be based on the principles inherent in our vision and mission:

- that the arts are a fundamental part of a confident and creative society,
- that we must apply our efforts to ensuring we develop quality art,

This will be accomplished by:

- supporting and nurturing artists,
- ensuring the widest range of people in Scotland have access to their work

Artists and **Access** are crucial with education and audience development offering a means of engagement between the two. Each department will be asked to plan on the basis of improving our support for artists, increasing access to high quality arts for an increasingly diverse audience, and articulating the role of education and audience development in achieving this, to meet our targets.

2.7. There is also acknowledgment that for the future we need to release a higher percentage of our funds as a flexible development fund rather than as recurrent funding to CFOs. At present this stands at 93% of our unrestricted Scottish Executive funds. This compares with 79% in the Arts Council England, 71% in the Arts Council Northern Ireland, and 83% in Arts Council Wales. In parallel we need to focus staff expertise on development, evaluation and review work and balance this with the demands from CFOs and project management.

2.8. We also need to develop a more sustainable CFO funding model, including reducing the reliance on public funds, while acknowledging that in most cases public subsidy will always be part of the funding package.

2.9. 'National' companies – There are six major companies, each with grants of more than £1m, that together account for 51% of our unrestricted Scottish Executive funds. There is a strong sense emerging that they need to be budgeted for and managed in a different way. We will look to develop a new model of management that clearly articulates our reasons for funding each organisation in relation to our aims, while also considering how to effectively manage this as a corporate risk given the high proportion of the budget. It is accepted that many other CFOs have a national remit.

2.10. To manage our resources to maximum effect we also need to consider how and what we do in partnership with local authorities and with the other cultural bodies.

2.11. In relation to all our partners to consider the notion of 'creative hubs' as a potential model for future development.

2.12. Address the impact of the strategic review outcomes on our priorities for lottery spend.

3. Next Stage of Strategic Review

3.1 Due to the Council decision in November 2004 to allocate CFO funding for two years, and to allow the departmental heads time to plan for change for the planning period 2006/07 - 2008/09, we propose not to conduct the traditional review meetings with CFOs. A process of application and communication with CFOs is outlined in appendix 3a in bold.

3.3 'National' companies: Council has agreed to consider an approach where the following six companies are managed separately from the other CFOs from the beginning of the 2006/07 business cycle including the planning scenarios outlined in 2.5.

- Scottish Opera
- Scottish Ballet
- Royal Scottish National Orchestra
- Scottish Chamber Orchestra
- National Theatre of Scotland
- Edinburgh International Festival

A proposal for the new model of management will be made to Council in October 2005. The festival, as with the other five organisations, has been designated as a 'national' company for this purpose due to the size of its funds allocation, its strategic importance in relation to the commissioning of work from the other nationals and its international profile.

3.4 That we develop a process to establish a set of principles and a methodology that will allow us to develop a set of national arts strategies that are not just the Council's but national and owned by 'a collective of responsibilities'. A proposed model for strategy development will be recommended to

Council in the draft business plan in December 2005 but will necessitate the parallel development of our models for assessing and developing:

- the strategic nature of our relationships with local authorities and the range of projects and initiatives we jointly fund. We need to be clear about what we are funding and why, while acknowledging the wide variation in capacity and investment between different local authorities
- our relationship to the other cultural NDPBs, including where we could work together, share services and minimise duplication of effort
- our lottery strategy
- our baseline data for measuring success towards both our own and the Scottish executive targets
- the concept of 'creative hubs'.

3.5 The proposed budget scenarios for 2006/07-2008/09 planning period are:

- optimum – to support all arts and development work for the sector to maximum effect – providing a fully costed and evidenced based case for the next comprehensive spending review
- standstill – to propose any changes required to maximise the impact on our corporate objectives based on standstill funding
- reduced – to propose any changes required to maximise the impact on our corporate objectives based on a 15% budget reduction.

Given we have already made a commitment to CFOs for an inflationary increase for 2006/07 the standstill and reduced scenarios for that year will apply to project costs only, as well as accounting for the planned reduction in the lottery budgets from £20m to £15m. A proposal for managing the reduction in Lottery budgets will be presented to Council in August 2005

3.6. The outcome of the departmental proposals will be reviewed in mid November (see appendix 3a planning timeline) in relation to all departmental proposals and will be taken to the December Council meeting in the form of:

- a draft of the CSR paper
- a draft plan for the options for change that the council could support in both stand still and reduced funding options as a business plan for 06-09.

4. Planning timeline 2005 – 2006

July	<p>Briefing paper and application forms (2006/07 – 2008/09) sent to CFOs on 1 July</p> <p>Template for planning and further detailed guidance issued to Managers</p> <p>July – September: Artform scenario development meetings take place with advisers</p>	<p>Director of Arts</p> <p>Director of Planning and Communications</p> <p>Managers and advisers</p>
August	<p>CFO day on 25th August: 2nd briefing on strategic review and update on the Cultural Commission</p> <p>Lottery paper presented to Council on 30 August</p>	<p>Directors/ Staff</p> <p>Chief Executive</p>
September	<p>CFOs submit 3 year applications by 30 September</p>	<p>CFOs</p>

October	<p>3 October – 11 November Managers assess CFO applications</p> <p>Local Authority group meetings to discuss scenarios</p> <p>Update presented to Council on planning process on 25 October. Proposals on model for managing National Companies and partnership working with local authorities presented to Council.</p>	<p>Managers/Lead Officers/Advisers</p> <p>Chief Executive Head of Planning</p> <p>Chief Executive</p>
November	<p>Departmental Plans (including three scenarios and CFO recommendations) presented to Group Heads by 11 November¹.</p> <p>A planning and mediation process will then take place by 18 November to produce options and recommendations for Committees</p> <p>Information exchange with appropriate local authorities</p> <p>Present departmental plans to Creative and Performing Arts Committees on 24 November. Committees make recommendations to Council</p> <p>Meet Scottish Executive officials to discuss Plan</p>	<p>Managers</p> <p>Chief Executive Directors</p> <p>Chief Executive Head of Planning</p> <p>Chief Executive Director of Arts</p> <p>Chief Executive Directors</p>
December	<p>1st draft Corporate Plan and Spending Review draft plan presented to Council on 13 December</p> <p>Meet Minister to discuss 1st draft Corporate Plan</p> <p>CFO Feedback meetings take place after meeting with the Minister. Meetings with CFOs with significant changes to their funding status to be completed by 21 January</p>	<p>Chief Executive</p> <p>Chair Chief Executive</p> <p>Chief Executive, Head of Arts, Council member, Lead Officer, Local Authority</p>
2006		
January	<p>Continue as required - CFO Feedback meetings (Reds) by 21 January</p>	<p>Chief Executive, Head of Arts, Council member, Lead Officer, Local Authority</p>

February	<p>Remaining CFO Feedback meetings and between 9 – 28 February</p> <p>Responses from CFOs reported to Council on 28 February (provisional date)</p> <p>Council agree Corporate Plan 2006/07 – 2008/09 on 28 February</p>	<p>Lead Officer</p> <p>Chief Executive</p> <p>Council</p>
March	Ministerial approval received for Corporate Plan 2006 - 09	Scottish Executive

Application for Core Funding

Your completed application, signed by both your Chief Executive and Chair of the Board of Directors (or equivalent) must be returned to your Lead Officer at the Scottish Arts Council by Friday 30 September 2005.

Please refer to the Explanatory notes on pages 5 and 6.

1. Name of your organisation

2. Your Artistic Vision

2.1.1 What is the primary purpose of your organisation? (Maximum 250 words)

2.1.2 Please describe your organisation's key achievements in the last three years that support this purpose. (Not more than 2 pages)

3. Your Artistic Vision – how it relates to Scottish Arts Council aims

3.1.1 In relation to your primary purpose, describe how your organisation's artistic vision contributes to the Scottish Arts Council's aims:

Aim 1: To increase participation in the arts.

Aim 2: To support artists in Scotland to fulfil their creative and business potential.

Aim 3: To place the arts, culture and creativity at the heart of learning.

If appropriate, please outline how your work contributes to the Scottish Arts Council's current policy development areas:

- International
- Creative Industries
- Equalities
- Traditional Arts

3.1.2 Outline your planned programme of activities for 2006/07 using the 2006/07 funding figure allocated to you by the Scottish Arts Council as the baseline. And describe your outline programme for the following 2 years (2007/08 and 2008/09).

Identify projections/targets and describe critical success factors that would apply to this 3 year programme.

3.1.3 Outline any planned or new developments and activities for 2006/07, and the following 2 years (2007/08 and 2008/09) that your organisation would be capable of doing, which might require additional investment from the Scottish Arts Council.

Identify projections/targets and describe critical success factors that would apply to this 3 year programme and any planned new developments.

3.1.4 Please describe how your board formally review the programme and its audience opinion/feedback and trends on an annual basis.

4. Your Artistic Vision – wider strategic considerations

- 4.1 How do you perceive your role in relation to other arts / cultural providers in your city/region/country?
- 4.2 Describe specifically your relationship with the local authority within which you are based including the level and nature of support.
- 4.3 If appropriate, please describe your relationship with other local authorities in Scotland.
- 4.4 Describe other key partnerships and / or strategic collaborations that are fundamental to your work.

5. Budget

In describing your artistic vision and planned programme of developments and activities for the coming 3 years, please provide the following:

- 5.1.1 A detailed Budget for 2006/07 based on your known 2006/07 funding figure from the Scottish Arts Council, with a full breakdown of income and expenditure.
- 5.1.2 A budget estimate for 2007/08 and 2008/09 for planned developments based on the 2006/07 figure. (Links to question 3.2)
- 5.3 Separate budget estimates for 2006/07, 2007/08 and 2008/09 for additional planned / identified developments based on additional investment from the Scottish Arts Council. (Links to question 3.3)

6. Governance

- 6.1 List all members of the board / management committee. Identify each member's area(s) of expertise, and the overall composition in terms of gender, disability and ethnic make up.
- 6.2 What measures do you take to ensure that the board reflects the community it serves and has the appropriate skills and expertise?
- 6.3 How long can a member serve on the board / management committee? Is there a limit on the number of times a person can be re-elected to the board?
- 6.4 Are board members inducted and does the organisation provide a board manual?
- 6.5 How is your organisation governed if there is not a board of management / management committee?**
- 6.6 What development needs have been identified by the board / management committee/governing body?

7. Staffing

- 7.1 Please provide an organisation chart, showing all post with reporting lines, and identifying where staff are full-time / part-time / voluntary.

7.2 Please include full details of the pay and pay scales for all staff in operation for the current financial year.

8. Checklist of attachments

In addition to information requested throughout the application, please also provide us with:

- Marketing strategy or plan
- Education strategy (if appropriate)
- Staff Development Policy (which includes staff training, appraisal/performance management, details of pension provision and other benefits)
- Equal Opportunities Policy
- Your Reserves Policy
- Signed statement (section 9)

9. Your statement and signature

All information in this application, and any documents provided to support it, is true and correct. We will tell you immediately if anything changes which could affect this application in any way. We are happy for you to provide copies of this form to any person or organisation you need to consult about this application.

We note that any grant awarded will be subject to standard and specific conditions and confirm that we have the power to accept the grant under any conditions set by the Scottish Arts Council and to repay the grant if we do not meet them.”

Chief Executive and Chair of the Board (or equivalent)

Name	Signature
Position	Date
Name	Signature
Position	Date

10. Explanatory notes

Section 2 **This section is to enable you to demonstrate to the Scottish Arts Council how you perceive your organisation's strategic position.**

2.1 **This question is intended to allow you to demonstrate how your work fulfils a significant role in an international, national, regional, local function as appropriate. It is also an opportunity to describe the role that you play in relation to a particular artform/s.**

Section 3 **Our aims and policy development area are detailed in Scottish Arts Council's *Business Plan for 2005-2006*. Copies are available from our Helpdesk and on our website:**

<http://www.scottisharts.org.uk/1/information/publications/1002275.aspx>

3.1

We are looking for a high level strategic approach to these three aims. We do not expect all organisations to fulfil all three aims to the same degree.

In response to our aims and policy development areas, consider all aspects of your work, which could include: international, education, audience development. We advocate an integrated approach to audience development and education. For example, if in answer to question 3.1 you state that your organisation contributes to Aim 3 To place the arts, culture and creativity at the heart of learning, this should be demonstrated in your response throughout the application.

In formulating your responses to all sections of the application, relate them to our published strategies Audience Development, Education, Cultural Diversity and relevant Artforms.

You should also be mindful of current legislation. The Scottish Arts Council recognises that we live in a diverse society. We therefore expect organisations that we fund to acknowledge and reflect this diversity in their planning and development. Funded organisations are expected to operate with an understanding of and in compliance with: the Sex Discrimination Acts 1975 and 1986, the Disability Discrimination Act 1995 and amendments, the Race Relations Act 1976, including the amended version, the Race Relations Amendments Act 2002.

3.2 and

3.3 This should be sufficient detail for us to be able to visualise your programme. Projections/targets can be **quantitative** and be in the format used for the annual return (see Section 11). Include a full break down of how each figure has been arrived at.

Describing the critical success factors will provide the narrative for more **qualitative** aspects.

Section 4 **This section is intended to allow you to demonstrate how you relate to the Scottish cultural infrastructure and where your organisation sits within it. It is important to understand your role with partners. This is your opportunity to describe your strategic position now and in to the future.**

4.2 **Level and nature of support relates to the funding you receive. Indicate anticipated levels of support from the local authority for 2006/07 and 2007/08. If support is linked to a specific activity please indicate this. Clarify transitional / short term project funding from long term support. And identify the different lead departments within the local authority, such as culture and leisure, education, health, voluntary etc.**

4.3 **This question is for anyone whose activity takes them outwith the local authority where they are based.**

4.4 **These may include International partnerships, the formal and informal education, health, commercial and voluntary sectors.**

Section

5 Identify how you allocate resources, in particular human and cash. We recognise that

organisations present budgets in a variety of ways. For consistency, please present the budgets broken down against **key cost headings**: e.g. Programme, Education, Marketing, Staffing etc.

Draft budget information submitted must be accompanied by a list of assumptions.

Section 6 *Scottish Arts Council has published a corporate governance handbook for arts organisations*

Care, Diligence and Skill. This publication is useful to refer to. Copies have previously been sent to CFOs. For further copies please contact the Scottish Arts Council Helpdesk.

The Scottish Arts Council recognises that we live in a diverse society. We therefore expect organisations that we fund to acknowledge and reflect this diversity in their governance, planning and development.

Section 7
7.2

Grade (and description)	Current Pay and Pay Scale range
	<i>example</i> £12,790 (£11,000 - £14,000)

END

11. Programme projections

Please complete twice - questions 3.2 and 3.3 relate. Attach a full breakdown of how each figure has been arrived at.

Name of Organisation:

Information being requested	Year 2006/07	Future Year 2007/08 Planned	Future Year 2008/09 Planned
-----------------------------	-----------------	--------------------------------------	--------------------------------------

Audience

Attendance at performances

Number of performances			
Total Attendances			

Attendance at visual arts/crafts exhibitions.

Number of exhibitions			
Total attendances			

Participation in education and outreach events

Number of events			
Total number of participants			

Support for Artists / Artistic Development / Professional Training

Number of events			
Total number of participants			

Distribution and Sales - Book and Book Sales

Total Number of New Titles			
Book Sales - New Titles			
Book Sales - Backlist Titles			

Distribution and Sales - Newsletters, magazines, Journals and CDs

Total number of publications			
Total number of issues (magazines, journals, newsletters)			
Total number of CDs			

Support Organisations

Individual Members			
Joint Members			
Corporate Members			
Other Group Members			

Multi-Artform Organisations

Dance

Total Performances			
--------------------	--	--	--

Total Attendances			
-------------------	--	--	--

Drama

Total Performances			
--------------------	--	--	--

Total Attendances			
-------------------	--	--	--

Music

Total Performances			
--------------------	--	--	--

Total Attendances			
-------------------	--	--	--

Literature

Total Performances			
--------------------	--	--	--

Total Attendances			
-------------------	--	--	--

Other

Total Performances			
--------------------	--	--	--

Total Attendances			
-------------------	--	--	--

Total

Performances -

Attendances -

Fèisean nan Gàidheal

Staff Reports

Àireamh air a' Chlàr Gnothaich: 3.2005.06(a)

Arthur Cormack, Director - Progress Report

Introduction

The period covered by this report - May to September - has been exceptionally busy, but I feel things have been moving on quite nicely. The first Blas is past and the 25th anniversary celebrations in Barra, both of which have been successful.

We definitely have to take a look at our staffing structure, to ensure that we are making the most of the skills available to us, and to ensure that work is distributed throughout the organisation.

Funding

Funding has remained extremely stable over the past year, coming in from various organisations more or less on time.

Board members will see from our accounts to 31 March 2005, however, that we are in deficit in terms of our reserves, which is not a good position to be in. While this may well strengthen our argument with funders to enhance our core funds, it is not responsible for an organisation to have no reserves.

Worried about this situation, which only came to light at the time of our audit, I am assured by our auditor that some of it is to do with the new way of accounting for charities, which differentiates between 'reserved' and 'unreserved' funds, making some of the comparisons from year to year difficult. The other factor is the timing of our taking 'administration' fees for projects we run. We usually take them at the end of a project, and given that we have had some fairly large lottery-funded projects coming to an end this year, I am fairly certain that once fees have been recouped from these, our reserves should be back in the black.

I felt it important that Board members are aware of this situation now, however.

As reported at the last meeting, 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.

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.

Fèis 'sa Mheadhan have raised a question about our not funding adult activities, but this forms a separate agenda item.

Staffing

- There has been no formal staff meetings since the last Board meeting, but one will be organised in October with all staff.
- Elaine Ferguson has been in regularly helping us out over the past few months, which is helping Anne, in particular, and me more and more.
- Anne MacDonald was on a work placement with Fèisean nan Gàidheal for 10 weeks over the summer.
- Chris Deplano is with us on a one year Graduate Placement
- Rae MacColl is working approximately one day per week on the day-to-day management of our Youth Music Initiative contract with The Highland Council
- All permanent staff have now had appraisals and new contracts have been issued

Youth Music Initiative

School visits have already begun for this session and 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 further larger project in their schools as part of the YMI, and Fèis Dhùn Eideann will again be running this on our behalf.

Blas Celtic Community Festival

The first Blas festival took place between 2 and 10 September, with 37 events in five areas; Caithness, Sutherland, Ross-shire, Lochaber and Skye & Lochalsh.

The festival was undoubtedly successful for a first year, although there is much to be learned, and improved upon, too. Young people from the Highland Fèisean featured strongly and did very well indeed.

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, as well as the members of the Action Group, including David, Nicola and Ingrid.

There are still issues to be resolved around funding for the 2006 event and thereafter, although the council has now given a commitment that the festival will happen.

Gaelic Arts Strategic Development - GASD

There have been no further meetings of GASD group, although we did have a phone conference on 1 July to move things along. Fèisean nan Gàidheal continues to be involved in developing a Gaelic Arts certificated course, under our training programme.

In terms of our own work, we are looking at strengthening the Meanbh-Chuileag team by taking advantage of GASD funds to secure a drama worker in residence and perhaps a part-time trainee administrator, once applications are invited for the next round.

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
- Met with Rita Hunter of Fèis Rois on 2 June
- Attended the Fèis Rois AGM on 13 June
- Met with Ingrid Henderson, Brian Hemming and Cllr Michael Foxley on 5 July to discuss Fèis nan Garbh Chrìochan input to the new Acharacle Primary School
- Heard Fèis an Earraich Cèilidh Trailers on 16 July
- Visited Fèis Tìr a' Mhùrain on 29 July
- Attended Fèis Bharraigh celebrations on 29 and 30 July
- Visited Fèis Eilean an Fhraoich on 4 August

General representation and meetings attended

- Attended a meeting of the Centre of Excellence in Traditional Music's Steering Group on 19 May in Plockton
- Met with Sitekit to agree Blas website costs on 27 May
- Attended a meeting called by Pròiseact nan Ealan to discuss a Gaelic music conference on 31 May
- Attended a meeting with Skye & Lochalsh Enterprise on 8 June regarding An Drochaid
- Attended the launch of Highland 2007 in Portree on 15 June
- Attended a meeting of the Traditional Music Forum in Perth on 16 June
- Addressed the Celtic Congress in Oban on 27 July whose theme this year was 'Language regeneration through the Arts'
- Attended a meeting of the Màiri Mhòr Fellowship steering group in Broadford on 9 August
- Blas Action Group meeting on 24 August in Inverness
- Took part in the Blas press launch in Inverness on 31 August
- I have been absent from work, unpaid, for four days in the period covered by this report, for Bòrd na Gàidhlig business
- I have been absent from work for one day for Scottish Arts Council business

David Boag, Development Manager - Progress Report

Introduction

This has been a busy, yet highly successful period of time. As well as the usual round of highly successful and well supported summer Fèisean, there have been 4 Cèilidh Trail groups, a series of events to celebrate the 25th Fèis Bharraigh in the marquee on Tangusdale Machair and the first full "Blas" festival. I underwent my annual staff appraisal on 17th May and have acted as counter-signatory for a number of tutors and volunteers undergoing Disclosure checks. I also took two weeks off in August as part of my annual leave entitlement.

Development Fund

Application forms for this year's development fund were sent out to all Fèisean in May. There have been three applications to date, but I would strongly urge all members of the Board and staff to remind their Fèis or Fèisean in their area to get their applications in. Closing date for applications is 31st January 2006, with activity to have been completed as far as possible by 31st March 2006.

Management of Development and Support Staff

My role includes the line management of the North Highland Development Officer, the Gaelic Language Officer, Theatre-in-Education Officer, two regionally based support workers in Argyll / Glasgow and the Western Isles and the Disclosure collator. Contact with all of these members of staff has been on-going and in general terms I am happy with the progress being made by all.

Fiona MacInnes has now embarked on a two year part-time course in teacher training at Secondary level, delivered on a distance learning basis by Aberdeen University.

During the course of this period of time, I was involved in carrying out all relevant staff appraisals with Director, Arthur Cormack.

Meanbh-Chuileag

This has been a period of transition for the Meanbh-Chuileag Theatre-in-Education company changing from a two person to a one person full-time post. Whilst this is potentially a very exciting development, lack of funds again are placing severe restrictions on the project. This requires that all costs are pared back to the absolute minimum, to the extent that the Gaelic language officer has agreed to undertake up to 10 weeks of touring with Meanbh-Chuileag to save on recruiting an additional actor. Severe restrictions are also being placed on accommodation and travel budgets.

As the only company delivering Gaelic medium theatre-in-education in Scotland, there is obviously a need to sustain and develop the company, rather than maintaining the status quo which is characterised by constraints, uncertainty and short termism.

Gaelic Language Officer

The creation of this post has been a long term ambition of Fèisean nan Gàidheal. Over the summer months, the "Sgioba-G" project has been rolled out, and plans are underway for more sessions through the October, February and Easter Fèisean. In addition, the officer has been working closely with the Argyll based support officer to stage a drama festival, similar to Fèis Oigridh Ghlaschu in March 2006.

Celtic Community Festival – Blas

I remain a member of the "Blas" steering group and have attended a number of meetings over the last period of time. The festival itself seems to have been very successful, with good average audiences across the venues. More detailed feedback will be available in due course, but early indications show a very positive reaction with regards to the quality of the programme and the inclusion of Gaelic. Personally I was very impressed by the young people who took part at all events I attended. The emphasis placed on youth juxtaposed with older/more established artists is a real feature of "Blas."

Fèis Alba

This year's event was held at Plockton High School, 4 – 7 July, with the now familiar professional development training for the 16 to 25 year old group. The focus of this year's event was working in groups, and the Cèilidh Trailers from Lochaber and Skye and Lochalsh took part. The week was rounded off with a concert in Plockton Village Hall, where a crowd of approximately 70 were treated to an excellent programme from each of the groups.

Fèis Bharraigh 2005

The series of events to celebrate the 25th Fèis Bharraigh went extremely well, as did the two week long Fèis. The celebratory events took place in a specially erected marquee on Tangusdale Machair. The three nights of events which included the final Fèis concert, Cathy Ann MacPhee and Friends in concert and a special "Ceòl nam Fèis" concert attracted very good crowds, and all targets, both attendance and income wise were achieved. A great deal of hard work went into these events and I would like to thank everyone, staff, volunteers and participants for their contributions, which resulted in these successful events.

Fèisean Radio Project

This will take place at Sabhal Mòr Ostaig, 19 – 21 September, with a total of 10 young people from Skye and Lochalsh, Argyll, Ross and Cromarty and Lochaber signed up to take part. In addition, three additional adult trainees / supervisors will take part in the course, which will be led by Cailean Maclean entirely through the medium of Gaelic. Funding has been secured from Sgeama Gàidhlig sa Choimhearsnachd and the Highlands and Islands Community Broadcast Federation to pay for the course and equipment. Four recording set ups have been purchased, which includes a hard disk recorder and quality microphone, and these will be useful for other projects over and above this one.

Personal Development

I have been attending monthly Gaelic grammar refresher courses organised by Fòram Gàidhlig Inbhir Nis and delivered by Susaidh Hardie of CLI Gàidhlig.

Attendance at meetings and collaboration with other organisations

- Met with Margo MacLennan and Adrian Clark of Highland Council on 10th May to discuss potential for a Fèis worker in the Inverness area.
- Attended the launch of the Highland Council Gaelic Policy, Inverness, 30th May.
- Participated in a Gaelic consultation organised by the National Trust for Scotland, Inverness, 10th June.
- Attended a consultation session organised by Borders Council into a possible traditional music centre, Newton St. Boswells, 24th June.
- TMTTN Annual seminar, Glasgow, 25th June.
- Met with a delegation from the Saami Parliament (Finland) in Glasgow, 13th July to discuss possible collaborations.
- Attended the final concert of the Celtic Congress in Oban, 29th July along with Cèilidh Trailers en-route to Barra.
- Met with Donald John MacLeod, Highland Council to discuss possible deliver of Gaelic language package to primary 7 pupils in the Inverness area.
- Attended a SAC seminar for Core Funded Organisations in Edinburgh, 25th August.

Fèis Visits

- Fèis na h-Òige, Inverness, 5th July
- Fèis Chataibh, Golspie, 6th July
- Fèis Alba, Plockton, 7th July.
- Fèis Bharraigh, 12th September.
- Met with Joan Robertson, Fèis Tir a' Mhurain, 13th September.

Iona MacDonald, Training Development Officer - Progress Report

Fèisean nan Gàidheal Training Plan

As the funding application to ESF in March was unsuccessful, a further application was to be submitted in September. FnG should hear in November whether this new application is approved. The calendar of events will be broadly similar to the 2003/2004 plan. These will include music and cultural seminars, Gaelic language assistance, regional organiser training, child protection and special needs skills. Unfortunately, staff training is not allowable under this scheme in this application round.

TMTTN

The 3rd National Seminar of the Traditional Music Tutor Training Network was held in Glasgow (Jordanhill) on Saturday June 25th 2005. The event was well attended, and a summary of the proceedings is being drawn together for circulation.

GASD

A draft proposal for a possible professional development award has been drawn together for discussion by the working group. The proposals include cultural, administrative and technical units.

CHILD PROTECTION

A pack has been distributed to each Fèis, detailing the updated Child Protection Policy of Fèisean nan Gàidheal, and including appendices with sample forms, etc. Copies have also been distributed to the Fèis support and development workers, and YMI Co-ordinator. Only 18 out of a total 40 Fèisean have returned their receipt form. They are:

Fèis ...Tir a' Mhurain, Chille Chonbhal, Obar Dheathain, Dhùn Bhreatainn, Eilean na Hearadh, Inbhir Narainn, Ghlinn Albainn, Thiriodh, Thròdairnis, Eilean an Fhraoich, Arainn, Eige, Nan Garbh Chrìochan, A' Bhaile, Òigridh Ìle, Latharna, Taigh Dhonnchaidh and Bharraidh.

The remaining Fèisean will be chased for their forms, or in the event of loss or non-delivery a new pack will be sent, but as these are expensive to produce and post, fèisean should make a serious effort to locate the original pack sent to the main contact.

UPCOMING & ONGOING

Lochaber and Western Isles have fixed dates for their autumn training events – 5 & 11/12 November respectively. A pilot workshop on the use of the School of Scottish Studies Archive will be held in Edinburgh on 30 September, and will be led by Dr Cathlin Macaulay. A place has been booked at a "Euclid" seminar (European funding) on 27 September in Inverness.

Nicola Marshall, Development Officer – Progress Report

General

I am slowly getting back in to the swing of things after a couple of weeks holiday in August following a busy summer. There are a couple of new projects which I hope to progress between now and Christmas as well as the usual October Fèisean. I have also been out and about at Blas events. I started the Cùrsa-inntrigidh last week which will hopefully increase my use of Gaelic as well as attending monthly Gaelic Grammar classes run by CnaG.

Fèisean

Fèis a 'Bhaile

Fèis a' Bhaile are gearing up for the main Fèis in the October holidays. They have a number of new tutors and have introduced group-work as an additional subject following a trial session earlier this year. Also new for the Fèis this year will be input from the 'G-Team'. The committee have also worked in conjunction with Fèis na h-Òige and the Highland Council to offer a regular Drama class for young Gaelic learners.

Fèis nam Bealach

After attending the annual training day in February and meeting with David Boag and Brian o' Headhra, Fèis nam Bealach has had a new lease of life and will be running a Fèis on the 30th September. I am looking forward to meeting with the committee on Monday 12th of September for the first time and I hope to work with them to develop Fèis activities.

Fèis Chataibh

Fèis Chataibh had a busy summer with both their main Fèis and the Cèilidh Trail. I attended their final concert during Fèis week which was well attended. I also spent a couple of days with the Cèilidh Trail visiting Lochinver, Kinlochbervie and Durness. The ceilidh Trail returned to Durness earlier this week as part of Blas and they were very well received by an enthusiastic audience. The committee held their AGM on Thursday 1st September.

Fèis Chille Mhòraig

Fèis Chille Mhòraig will take place on the 24th and 25th September in Glenurquhart High School, unfortunately this will clash with the Fèisean nan Gàidheal AGM and so the dates may be changed next year. In May Suzanne Irvine took up the administration of the Fèis and has worked hard to enthuse the committee and make this year's Fèis happen.

Fèis an Earraich

For the first time this year Fèis an Earraich have run a Cèilidh Trail throughout the Skye and Lochalsh area. I have been heavily involved in setting up the Cèilidh Trail and this took much of my time between May and July. Deirdre Graham was employed as co-ordinator and I have provided her with support throughout the project. As with Fèis Chataibh the Cèilidh Trailers have been involved in the Blas festival over the last week. The Ceilidh Trail also performed at the Celtic Congress in Oban and the Fèis Bharraigh 25th anniversary celebrations alongside the Lochaber and Ross-shire Cèilidh Trail groups.

Fèis Ghlinn Albainn

Following on from an initial group-work workshop in April two more workshops were held in June with Iain MacFarlane as tutor. These were thoroughly enjoyed by participants. Following the success of last year a fundraising concert was held in July and it is hoped this will become a regular event. In August the main Fèis took place with around 40 participants, I spent a day at the Fèis to offer assistance where necessary and also attended the final concert. Following the success of the Fèis the committee are running another block of follow-on workshops and are planning an adult Fèis weekend in February 2006.

Fèis Inbhir Narann

Fèis Inbhir Narann is the newest of the Fèisean in Highland area but it has got off to a great start. In May I attended interviews for the position of project co-ordinator and Shona Arthur took up position in mid-May. Although workshops had been running under the banner of Nairn Traditional Music Classes the first Fèis event took place in the first weekend in September and proved to be successful with waiting lists for follow-on classes continuing to increase. I have regular contact with the Fèis as I tutor for them on a weekly basis.

Fèis na h-Òige

As planned a teenage group-work weekend took place on the 7th and 8th of May with tutors Mhairi Hall and Angus Mackenzie and although up-take was not as high as expected due to exams the six participants who attended very much enjoyed it and the Cromarty Centre proved to be an ideal venue for this type of activity. I attend all weekend to supervise. Also in May a number of Fèis na h-Òige participants and parents were involved in the Gaelic Musical Taigh Màiri Anndra which was staged at Eden Court. After a well-deserved rest in June the main Fèis took place in the first week of the summer holidays.

Fèis Spè

Fèis Spè continue to be busy as ever having recently run several very successful music days in Grantown and Aviemore as well as the regular music club and plans are almost complete for the main Fèis will take place in Grantown. Although the committee have become pretty independent since the employment of their development worker I stay in contact with them and I hope to visit the Fèis in October.

Fèis Strath Fharragaig (Fèis Farr)

I have had little contact with Fèis Farr since the summer.

Fèis Thròdairnis

I have had no contact with Fèis Thròdairnis. However, they hosted a concert in July as part of the Fèis and Earraich Cèilidh Trail.

Fèis Ratharsaidh

I hope to meet with the committee in Raasay in the coming months to discuss possible developments for the Fèis.

Fèis Rois

I continue to stay in regular contact with Fèis Rois. At the beginning of August I made a visit to Ullapool to hear the Cèilidh Trailers who as mentioned above made the trip to Oban and Barra with the other Cèilidh Trail groups.

Fèis Air an Oir

I have recently visited Feis Air an Oir to sign disclosure forms for a number of their committee and tutors. The committee are extremely self-sufficient and are running fortnightly classes throughout the school term. I hope that having made contact with them that I will be able to work with them in the future.

Fèis Alba

Fèis Alba took place from the 4th to the 8th July in Plockton. The week was attended by 15 Cèilidh Trail Participants from Lochaber and Skye. This was an increase in numbers from previous years. The week provided the ideal training opportunity for the Cèilidh Trail participants and it is hoped to further develop the Fèis with the Cèilidh Trails in mind. As well as a general increase in numbers, there was also an increase in the number of Gaelic speaking participants with at least 12 of the participants being native speakers or advanced learners. This was a very positive sign. I stayed in the hostel for the week to provide supervision and support where necessary.

New Projects

- Inverness Fèisean – I hope to work with the Fèisean in the Inverness to undertake a recording project similar to that undertaken by Fèis Tìr an Eòrna earlier this year.
- The Inverness area Fèisean are also hoping to hold a joint activity day and concert on the third of December.

Meetings etc attended in addition to regular committee meetings

May

- 04 Meeting with Helen Henderson, Fèis Inbhir Narann
- 06 Meeting with Kirsteen Graham, Fèis an Earraich
- 10 Meeting with Margo MacLennan & Adrian Clark, Highland Council
- 16 Meeting with Mairi Oakley, Fèis na h-Òige
- 30 Launch of Highland Council Gaelic & Culture Plan

June

- 03 Meeting with Mairi Oakley, Fèis na h-Òige
- 05 Meeting with Deirdre Graham, Ceilidh Trail
- 07 Inverness Fèisean Meeting
- 09 Appraisal, Portree
- 10 Exhibition Opening, Castle Gallery, Inverness

August

- 24 Blas meeting
- 31 Blas press launch

Ingrid Henderson, Lochaber Fèisean Development Officer - Progress Report

The summer months have been a busy time for Fèis work in Lochaber. The Cèilidh Trail, the YMI Schools' Project and Blas have made up the bulk of my work over this time as well as the day to day enquiries about Fèis work, Gaelic and traditional music in the area.

Blas

As I write this Blas is half way through the first year's event and judging by feedback, it is going extremely well. Since May, I have been involved in the preparation and planning, attending meetings and communicating with the Blas Management team of Brian Oh Eadhra & Donna Cunningham. My part has involved creative input to the festival and local knowledge and contact with Lochaber venues and arts groups. We have also helped organised the Cèilidh Trail youngsters four performance dates at Lochaber Blas events.

YMI School Visits

The Lochaber area is currently in its second school year of visits by traditional musicians. We use the first four weeks of every term to send in Gaelic song, whistle and group work tutors to work with P5/6 age group or wider if the school role is small. This current block is the first to be fully arranged by new project worker, Fiona and I have been working closely with her to ensure the scheme goes well for schools and tutors alike. Feedback so far has been very positive.

A Gaelic Song Resource, to accompany the song tuition is still being worked on. The pack will include songs words and a CD with a basic vocabulary list for English medium and additional work sheets for Gaelic medium. Kathleen Graham, Anne Martin and I have put together the CD and words and Mary Ann Kennedy has agreed to do the final editing and Gaelic work.

Cèilidh Trail

The Summer tour of the Cèilidh Trail is now complete and seemed to be a great success all round. Toni Russell, Ceilidh Trail Coordinator, worked with student Sarah Hughes to plan and run the 2005 tour. This year's performers were Andrew MacDonald, Ewen & Megan Henderson, Iain MacMaster, Robert Nairn, Johan McHale, Olivia Bridge & Lauren Tait and as a group they worked brilliantly together. After training and performing around Lochaber for the month of July, the tour finished on a high at the 25th Fèisean Celebrations in Barra on July 31st. The administrative work of tying up the Cèilidh Trail finances for the three funders begins now. The interim claim to Leader+ has already gone ahead and since the Scottish Arts Council contribution finishes this year, their final amount will be claimed at the end of September. Since 'Blas' has a remit for supporting youth it will step as the third funder to support the project along with Lochaber Enterprise and Leader+ for next year.

Trip to Tìr a' Mhurain

Seven youngsters from Acharacle and two from Fort William attended the Gaelic medium Fèis Tìr a' Mhurain during the last week of July. YMI worker, Fiona and I accompanied the nine teenagers to Uist for the week which was to help and encourage their use of Gaelic out with the school curriculum. We were based at a house in Iochdar for the week and as well as daily classes we managed to fit in concerts, shows and a barbecue on the beach at Eriskay. The trip was a great success and helps develop our language provision for the younger teenage group.

Celtic Colours

A group of six Cèilidh Trailers and two Fèis representatives (Catriona MacIntyre and I) will attend the Celtic Colours Festival this year in Cape Breton. The youngsters will be performing around the area schools and talking about their experience of culture, language and music growing up in Lochaber today. This trip is being supported by the Highland Council and will help strengthen the already strong links between the Highland Council area and Nova Scotia. Catriona has also offered to help develop the Gaelic Medium Education whilst across.

Newsletter

A newsletter was issued at the end of August with information about Summer Fèis work and events coming up until the end of the year. This was later than planned due to a big workload but it is still useful for informing people of type of Fèis work that is going on.

Disclosures

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

Acharacle new school

I continue to be the Fèis contact for ensuring Fèis nan Garbh Chriochan's place in the new build. Dave Martin has provided us with initial costings for hall enhancement equipment and I am working on an outline application to the Scottish Arts Council to see if this is viable for funding. The logistics of the Fèis office are still being negotiated but a leased basis is being considered.

Fèis Oigridh na Mara

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

Support for Garbh Chrìochan Administration

Marion MacDonald spent a day in Acharacle helping Lesley MacMaster, Administrative Worker with Fèis nan Garbh Chrìochan. We have been trying to set up better billing and administrative systems for Garbh Chrìochan and Marion's experience is very valuable. If Lesley requires any more assistance this will be made available.

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. Unfortunately I could not take up the opportunity of a trip to a Norwegian Festival this month although I think these links could be beneficial for Fèisean and Blas in the future. Joint events are being planned for next year involving the different music organisations of Lochaber and the Scandinavian regions. This will provide good performance opportunities for our youngsters and tutors and allow them to share their music and experience with musicians from other areas.

FnG Radio Project

Fèisean nan Gaidheal have been working with the Highlands and Islands Community Broadcast Federation looking at the possibility of working more closely with local community radio to create closer links with Fèisean, and increase the amount of Gaelic output particularly from young people. Funding is now confirmed and I have been in contact with David Boag to suggest Lochaber participants to take part in three days of training along with groups from Ross and Cromarty, Argyll and the Isles and Skye and Lochalsh areas. Fèis adults and youngsters will be involved so that the adult can pass on these skills to other groups of young people in the future. All of the training will be through the medium of Gaelic and led by Cailean Maclean.

Attended meetings/events

May

- May 16th - Northern Periphery Meeting on Social Auditing
- 18th - Acharacle School Meeting, Acharacle
- 27th - Cèilidh Trail Interviews for Skye

June

- 10th - Fèis Oigridh na Mara Meeting, Mallaig
- 15th - FnG appraisal, Fort William and Garbh Chrìochan Meeting, Acharacle
- 20th - Trip to visit Feis Eige committee, Eigg
- 28th - Meeting with Angela MacLellan, Oban Times
- 28th - Meeting with Sylvia Hehir & Eoghan Carmichael, Strontian

July

- 5th - Meeting regarding enhancements on Acharacle School, Fort William
- 11th - Meeting with Helen Cameron, Lochaber Enterprise
- 18 - 22 - Trips to Fèis nan Garbh Chrìochan, Strontian & Acharacle
- 20th - Meeting with Rae MacEachan, YMI project, Acharacle
- 24 - 30 - Trip to Fèis Tìr a' Mhùrain, Uist

August

- 15th - Meeting with Fèis Oigridh na Mara
- 24th - Blas Meeting, Inverness
- 27th - Participants Concert, Fèis Oigridh na Mara

September

- 7th - Attended and helped at Blas, Strontian
- 8th - Attended and helped at Blas, Ballachulish

Fiona MacInnes, Fèis Support Worker - Progress Report

This is now my fourth consecutive year of assisting and attending the Western Isles Summer Fèisean, and I can say this has been my busiest and most hectic so far. This has been particularly so because of the extra work involved in the organisation and attendance of the 25th anniversary of Fèis Bharraigh.

A lot of time, organisation, dedication and patience were needed by me, my work colleagues and the committee of Fèis Bharraigh, to ensure that this special commemoration would be a memorable one, and all

the hard work paid off. The Fèis itself was held over two weeks, and even though this was felt to be too long by some of the tutors, the children themselves had no complaints. The reunion night was very enjoyable for reminiscing, and especially so for Fr Colin MacInnes, Dr Angus MacDonald and Kenna Campbell who were involved in the organisation of the very first Fèis in 1981. The wonderful spread, speeches and entertainment was appreciated by young and old in attendance.

The combination of the marquee on the machair in Tangasdale, the extra help from the marquee boys, the great weather and most important the talented children themselves, ensured that the concerts, cèilidhs and dances were a complete success. The highlight for myself in particular was the Ceòl nam Fèis concert on Saturday 30 July, where groups from Fèis Lochabair, Fèis Rois, Fèis an Earraich, Fèis Eilean an Fhraoich, Fèis Eilean na Hearadh, Fèis Tìr an Eòrna, Fèis Tìr a' Mhurain and last but not least Fèis Bharraigh participants, gave brilliant performances. They are all to be commended, and I am especially proud of the Western Isles groups, who were fantastic considering that the groupwork concept is still relatively new to them. Nach e math a rinn sibh air fad.

As with previous years, I thoroughly enjoyed visiting each Fèis, and the opportunity to interact with the committees, volunteers, tutors and participants. I would like to thank them all for their help, co-operation and hospitality (and an abundance of soup and home baking) whilst in attendance.

Each Fèis is very different on how it is organised but I am personally of the view that a good, strong, small committee, makes a huge difference. There have been various changes within certain committees this year, and this has definitely reflected on the successful organisational changes within their Fèis.

Over the next few months, I will continue to assist and encourage the committees to make full use of the development funding available for new projects. It will also be important to encourage them to continue with winter classes and especially the continuance of teenage groupwork classes. A Western Isles Regional meeting is planned for November 2005, which will give representatives of the Fèisean the opportunity to get together for training and discussion. Regular contact with the committee will continue by telephone, email and the attendance of meetings and AGMs, whenever possible.

Fèis Bharraigh

- Regular contact with the FB office by telephone and email.
- Working in Fèis office on 24, 25 and 26 May re organisation of 25th celebrations.
- Tutor, committee and volunteer disclosure checks in Barra on above dates.
- Attended the Fèis during second week on 26, 27, 28, 29, 30 and 31 July (4 long days and even 5 longer nights!)

Fèis Eilean an Fhraoich

- Regular contact with chairperson by email and telephone.
- Attended meetings on 16 May and 28 June.
- Attended groupwork cèilidh performance on 3 June in Barvas Hall.
- Attended groupwork class on 29 June.
- The Fèis took place from 1 until 5 Aug. Attended and assisted over four days.

Fèis Eilean na Hearadh

- In contact with admin worker by telephone and email.
- The Fèis took place on 11 until 15 July. Attended Fèis on 12 and 14 July.
- Tutor and committee disclosure checks whilst at Fèis.

Fèis Taigh Dhonnchaidh

- In contact with chairperson and admin worker of Taigh Dhonnchaidh.
- Tutor disclosure checks on 12 May.

Fèis Tìr a' Mhurain

- Regular contact with secretary and chairperson by email and telephone.
- Attended Fèis on 26 July.

Fèis Tìr an Eòrna

- Regular contact with chairperson and secretary by email and telephone.
- Had meeting in Uist re CD project cover on 23 May.
- Met chairperson in Stornoway re CD project.
- CD project finally completed in June 2005.
- CD launched on 6 July during Fèis week.
- Attended Fèis on 6 and 7 July.

Other

- Had appraisal meeting in Inverness on 30 June with Arthur Cormack and David Boag.

Christine MacIntyre, Fèis Support Worker – Progress Report

Joint Activity

A band workshop featuring Session A9 was held in Oban in June. Over 70 youngsters from Oban and Mull attended culminating in a public performance in the Corran Halls. A series of one day events took place in Mid Argyll. The Council gave some funding which went towards a one-day workshop in Tarbert and Campbeltown and to a two day event on Islay. The Kintyre workshops were such a success, that there have been requests to hold more! A sound recording workshop was also held at Watercolours Studio in Ardgour. Youngsters learned the basics involved in studio work and were able to leave with a CD of their own recording.

Fèis Àrainn, Isle of Arran

This year saw record numbers attending. This fèis is going from strength to strength, and resulted in increased numbers of tutors being employed. Over the winter, classes were held in fiddle and were well attended. Funding for the fiddle classes came from the Fèis Development Fund.

Fèis Dhùn Bhreatainn an Iar, West Dumbarton

Numbers for the classes offered by this fèis continue to increase. (The main fèis is Mid Feb – March) They also offer tuition in Gaelic song in a number of schools in the area. From April to June they had 10 weeks continuation classes and from Sep to Dec are having another 10 weeks of continuation classes in whistle, bodhran, accordion, fiddle, clàrsach, singing and Gaelic language. With some extra funding and encouragement, they could perhaps do a two-day workshop involving the likes of Clìar or Jim Hunter and co.

Fèis Innis an Uilt, Meadowburn Primary School Bishopbriggs

Numbers remain steady here although some of the children do attend fèisean elsewhere in Scotland during their holidays etc. This fèis could also build a little more by perhaps offering two days events instead of one Saturday a month over the winter.

Fèis Latharna, Oban

Numbers are increasing. A four day fèis held last Easter at Park Primary was very much enjoyed by both participants and youngsters. Tuition in a variety of instruments has led to increased uptake. This fèis continues to sustain its work by having a series of winter classes along with individual instrumental workshops. Fèis Latharna has now reached the stage of being able to provide a pool of young people to be available for cèilidhs throughout the town next year. They are also in the process of providing tuition in group work as there is a small core of instrumentalist based in Oban.

Fèis Lannraig a Tuath, Condorrat

Since moving from providing one-day workshops to doing a four day fèis, this fèis has also gathered momentum. This year saw increased numbers with children attending from other parts of Glasgow. They offered eight classes seven of which were entirely through the medium of Gaelic! This is one of the strongholds of Gaelic in the Central belt and could easily be developed as a full 100% Gaelic fèis in years to come.

Fèis Mhuile, Isle of Mull

Finally, things are beginning to move here. A totally new committee has been appointed and they kicked off with a two day workshop in Tobermory in August. This was well attended with some children overcoming the islands' geographical difficulties and travelling from Bunessan to attend. In cooperation with Argyll & Bute Council, a piping tutor has been placed into the schools. The fèis are now focussing on providing classes over the winter in both Tobermory and Bunessan.

Mull/Latharna joint project

This project is now entering its final year. Over the past year, there have been joint group workshops and teenage weekends. In the Oban area alone 15 primary schools were targeted by having two musicians travel round them giving demonstrations in various instruments. The fèis hopes to continue this and target the remaining Lorne schools. A one-day band workshop with Session A9 proved very popular and again the project worker Sileas Sinclair hopes to get another band to come up and do a similar exercise. This project has also witnessed attention from the Council and both the project worker and the Support Worker are in the process of having a series of meetings, which it is hoped will lead to a more sustained and developed future for fèisean in Argyll.

Fèis Òigridh Ìle, Isle of Islay

There was a two day fèis held in Islay on February which proved to be a stonking success. With the assistance of Dòmhnall Angaidh, who provided Ionad Chaluim Chille as a venue, children came from all over Islay and enjoyed tuition in guitar, singing, whistle and accordion. The event ended in a sell out cèilidh and a wonderful session afterwards in Duffy's Bar! Throughout the year there was also tuition in guitar and whistle given by local tutors which also included the island of Jura.

Fèis Òigridh Ghlaschu, Glasgow Drama fèis

As always with this fèis, the emphasis is on drama. Due to the absence of Wilma Kennedy who normally travels round the schools doing workshops, there was a little difficulty in locating suitable replacement drama tuition. However, the main performance was held in May at the Woodside Halls.

Fèis Chille Chonbail, Inverclyde, Renfrewshire and East Renfrewshire

While this is a widely scattered area, Alasdair Law, the Gaelic Development Officer does sterling work in keeping the Gaelic flame still burning. This year there was a well organised and well attended fèis in Neilston.

Fèis Ghlaschu, Glasgow City Fèis

Now in its second year and progressing well. This year the venue was the Partick Burgh Halls in the west-end. This proved a popular venue and the joined up thinking of accessing the cricket pitch across the road was a gem as the children loved letting off steam there during lunch! There was a variety of classes and again using youngsters from Hillpark School was another good idea as it not only provided assistance to the tutors, it encouraged those youngsters to gain confidence in their own teaching abilities. The only criticism perhaps is that the age range is still too wide with some participants being a little too young to handle instrumental tuition!

Fèis Thiriodh, Isle of Tiree

This fèis is a firm favourite among the tutors. Well organised, excellent accommodation, a good venue and usually good weather. They have applied to GASD for assistance in funding a Gaelic drama/singing project by an artist in residence.

Fèis Loch Goil, Lochgoilhead

The committee in conjunction with Fiona Dalgetty are proposing to have a two-day event next March. Tutors and the hall have already been booked and most of the schools in the Cowal and Dunoon area are keen to come on board. Watch this space!

Overall it has been a busy and successful year with not just the prospect of a new fèis but with a renewed interest from Argyll & Bute Council. The established fèisean continue to go from strength to strength while Mid Argyll (Tarbert & Campbeltown) would like to build on the one day events held this year.

Douglas Beck – Progress Report

Pròiseact G-Team

The aim of the project was to provide Gaelic language support for local Fèisean. Through a pre-planned programme, Fèis participants took part in well prepared, fun and stimulating Gaelic activities.

The job advertisement placed in the West Highland Free Press yielded only one candidate for the G-team posts, meaning that Douglas was obliged to deliver the project on-site himself. Kenny Campbell was engaged in late June to assist with material preparation, and to train for and implement the project with Douglas. Although not an ideal situation, the smaller-than-expected uptake of the service and the fact that Douglas himself had to take part in delivery may indeed have been an advantage from a developmental point of view, as it gave Douglas a chance to assess the success of the format.

The classes were based on skits on well-known television programmes, such as "Strictly Come Step-dancing" and "Ready, Steady PUKE", through which participants received themed tuition according to their level of fluency.

The first visit took place in July at Fèis Thiriodh, with the participants divided into fluent speakers (approx 18), participants with some Gaelic (approx 10) and participants with no Gaelic (approx 40). The fluent and intermediate classes worked extremely well, with highly-motivated participants keen to use their Gaelic creatively. The class for participants with no Gaelic proved more difficult due to large numbers.

The second Fèis to make use of the service was Fèis Arainn, for which Emily Edwards was engaged. A slightly more flexible approach was adopted, with the G-Team also delivering a Gaelic class for tutors the day before the Fèis, and group activities each morning for all participants.

Thus far it has been demonstrated that there is a shortage of people available to teach subjects such as drama and Gaelic at Fèisean. It is hoped to engage more team members for the Easter and Summer Fèisean, thereby also identifying potential tutors for Fèisean in the future.

The next G-Team outings are Fèis Chille Mhòraig, Fèis Spè and Fèis a' Bhaile, with interest expressed by several Fèisean for next year.

Argyll Drama Project

At time of writing, letters have gone out to schools in Argyll and Lochaber and the timetable for visits is being prepared by Christine MacIntyre. Arthur Donald has been engaged to implement the project, and Douglas will be visiting some of these workshops himself.

Meanbh-chuileag

Douglas has been engaged to carry out several projects with Meanbh-chuileag, including the Historic Scotland and National Trust for Scotland *After the Battle* commitment, and Comunn na Gàidhlig's Gaelic Events week in Edinburgh.

Forthcoming work

Forthcoming work includes:

- visits to Aberdeen, Glasgow and Edinburgh University Celtic departments and University of the Highlands and Islands campuses to talk to students about G-Team work
- visits to member Fèisean to give presentations/hold workshops on Gaelic policy
- attendance at Fèis a' Bhealaich to conduct G-Team workshops
- school visits as part of the Argyll Drama Project
- Meanbh-chuileag touring
- workshops at Cowall Gaelic Partnership Gaelic day

Mairi Kidd – Progress Report

Meanbh-chuileag's new project-year began in April 2005, with the first month being used to allow staff to take TOIL owed from the previous year, and to complete outstanding administrative tasks. During this month also the team produced a video version of the 'History of the Highlands' play, which was shown in the Museum of Scotland as part of a week of Gaelic events in Edinburgh for schools organised by Comann na Gàidhlig. As well as watching the video, children participated in a Gaelic-medium tour of the Museum led by Meanbh-chuileag. Schools from all over Scotland took part in the project, including Breasclate Primary from Lewis and Tìree Primary School.

In May Mairi sent applications to funding bodies for support with Meanbh-chuileag's proposed 'MacCodruim nan Ròn/The Selkie Wife' picture-book. A significant proportion of the illustration and text for the book has been prepared, and the company is awaiting funding decisions.

The play 'After the Battle' toured on behalf of the National Trust for Scotland and Historic Scotland in both May and June, mostly to schools in Highland Region, and was well-received by all. Mairi was involved in a National Trust consultation day on plans for Gaelic in the new Culloden Visitors' Centre and it is hoped that Meanbh-chuileag will be able to work with the National Trust in producing educational materials for the site.

In July Mairi and Kenneth Campbell tutored drama and art for the children of Celtic Congress delegates, and in July tutored drama, art and shinty as part of the 'Barraigh a' Bopadaich' summer-school run by Comann na Gàidhlig.

Future work

The National Trust for Scotland and Historic Scotland will run 'After the Battle' again in 2005/6, and Meanbh-chuileag has been engaged to perform as part of the project. Dates before Christmas are in the diary and other dates will follow. Planning is underway for a 'Living History' presentation for Gaelic-medium schools at Culloden before Christmas.

An application has been sent to Comann na Gàidhlig for support with a new play for early years in GM schools: 'The Simpler, the Better'. The play will feature a mixture of live action, puppetry, song and dance, and it is hoped that it will tour both before and after Christmas.

Meanbh-chuileag has been engaged to offer workshops for Sradagan at the National Mòd, and to provide performances and/or workshops for Kaimes Special School in Edinburgh, for Cowal Gaelic Partnership and for Fèis Dhùn Bhreatuinn an Iar.

Fèisean nan Gàidheal

Election of Board Members

Agenda Item 3.2005.06(d)

Background

The Board is empowered to put an appropriate procedure in place for election of Board members. A special resolution was passed at the 2003 AGM, to ensure fair representation of the Fèisean on the Board, and to ensure turnover of Board members. An election has been held for the past two years, which gave all Fèisean, for the first time, the chance to vote whether or not they were able to attend our AGM.

Although we failed to fill a post for 'all other areas' last year, this process has worked well, and if the Board has no wish to change the procedure, following our AGM I propose to write formally to the Fèisean inviting nominations for representatives to stand for election to the Board of Fèisean nan Gàidheal.

The election this year

This year, in line with the agreed appointment term, Catriona MacIntyre is due to stand down, and will not be eligible for re-election until a year has passed, i.e. until the election next year. In addition, Fiona Johnston and John Joe MacNeil have indicated that they will have to resign from the Board, as they no longer represent the Fèisean that nominated them. There is also the unfilled place following last year's election previously referred to.

Kate Kerr has only ever attended one meeting of the Board, in December 2004. In accordance with section 40.1 (e) of our Memorandum and Articles of Association, the office of a director shall be vacated if s/he shall for more than six consecutive months have been absent without permission of the directors from meetings of directors held during that period and the directors resolve that his/her office be vacated. Therefore, it is for the Board to decide whether to ask Kate to demit office, and if she does, that could create another vacant place.

As a member of Fèisean nan Gàidheal, each Fèis, within whose area there needs to be an election, will be entitled to nominate one person to stand for election to the Board.

Therefore, this year, nominations will be invited to elect:

- The nominee from the Western Isles Fèisean who polls the highest number of votes
- The nominee from the Highland Council area Fèisean who polls the highest number of votes
- The 2 or 3 (depending on what happens with Kate Kerr) nominees from all other areas in which Fèisean take place who polls the highest number of votes.

These new appointments will be for a three-year period. As Ken MacKenzie represents the Argyll & Bute Council area Fèisean, there will be no nominations from that area. However all Fèisean, including those in Argyll & Bute, will be entitled to vote in any ballot held.

Nominations will take the form of an application from an individual, such application countersigned confirming that the individual is a nominee of a Fèis. This must be submitted on an official application form, which will be enclosed with a letter to the Fèisean, along with a description of the role of Board members. Potential applicants should be given a copy of the role description, and will be asked to confirm that they have read it. Each eligible Fèis can only make one nomination, so it will be for each committee to decide who their nominee will be.

Proposed timetable

We would like to have the new Board elected prior to the Board meeting on 7 December, and I would propose that we send out the invitation letter and forms in the week beginning 26 September, and ask for all application forms to be correctly completed, signed by the applicant and a representative of the nominating Fèis (who must be a different person to the applicant), to be sent back to me either by post, fax, or personal delivery, not later than 5pm on Monday 17 October.

Once those eligible for election are confirmed, if there needs to be a ballot, voting papers will be issued, and completed polling cards should be sent back to me by Thursday 17 November. We will confirm new appointments the following day, once votes have been counted in the presence of an independent scrutineer. Current Board members will stand down as soon as new members are elected.

Arthur Cormack
Stiùiriche
An t-Sultain 2005



Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Appendix 1

Meeting of the Executive Group to be held on
Thursday 1 September at 3pm in
Cluaine Inn, Cluaine (between Invermoriston and Glenshiel)

Clàr Ghnothaich

- EX2.2005.01 PRELIMINARIES**
- (a) Present
 - (b) Apologies
 - (c) Minutes of previous Executive Group meeting for approval
 - (d) Matters arising
- EX2.2005.02 FINANCIAL ISSUES**
- (a) Financial Report (included)
 - (b) Bank Balances and up to date information (verbal)
 - (c) Funding update (verbal)
- EX2.2005.03 STAFFING ISSUES**
- (a) Staff appraisals (verbal)
 - (b) Staff contracts (verbal)
 - (c) Student placement and possible Graduate placement (verbal)
- EX2.2005.04 POLICY ISSUES**
- (a) Gaelic Policy Guidance (circulated)
 - (b) Letter from Fèis sa Mheadhan regarding Grants Scheme (circulated)
- EX2.2005.05 PROJECT UPDATES**
- (a) Meanbh-Chuileag/Gaelic Developments (verbal)
 - (b) Training Programme (verbal)
 - (c) Highland Council Schools YMI Contract (verbal)
 - (d) Blas Festival (verbal)
 - (e) Lochaber Fèisean (verbal)
 - (f) 25 years celebrations (verbal)
 - (g) Tracking Exercise (verbal)
- EX2.2005.06 DEVELOPMENT ISSUES**
- (a) Development Plan 2005-2010 (verbal)
 - (b) Cultural Commission (verbal)
 - (c) SAC funding application (papers circulated)
 - (d) Letter from Fèis sa Mheadhan regarding Development Officer (circulated)
- EX2.2005.07 ANNUAL CONFERENCE 2005**
- (a) Programme (verbal)
- EX2.2005.08 GENERAL**
- (a) A O C B
 - (b) Date and venue of next meeting

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Àireamh air a' Chlàr Gnothaich: EX2.2005.02

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 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

Coinneamh nam Buidhne-ghnìomh

Financial Issues

Agenda Item EX2.2005.02

Background

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

1. Budget to 31 March 2006, with performance to 20.08.2005
2. Funding due by Fèisean nan Gàidheal in grants for 2005-06
3. Detailed budgets for main projects
4. Draft audited accounts to 31 March 2005 will be tabled at the meeting
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

Blas Festival Year Two (2005)

INCOME	Budget	Actual to 20.08.05
Highland Council (Millennium Commission)	£ 127,000.00	£ 50,200.00
Youth Music Initiative	£ 12,000.00	
Additional money for Cèilidh Trails (includes earned income)	£ 5,000.00	
Box Office	£ 28,800.00	
Sponsorship	£ 5,000.00	£ 100.00
Merchandise Sales	£ 4,000.00	
Carried forward from 2004 events	£ 19,879.77	£ 19,879.77
Funding to be raised (Bòrd na Gàidhlig/Gàidhlig sa Choimhearsnachd)	£ 10,000.00	
Total Income	£ 211,679.77	£ 70,179.77
EXPENDITURE		
Programme		
Fèis Chataibh Cèilidh Trail	£ 15,000.00	£ 12,000.00
PA & Lighting (assumes 15 gigs will have in-house PA/Lighting)	£ 15,600.00	
Main Events		
Main Artists' Fees (based on 4-member groups) including travel	£ 27,500.00	
Support Act fees	£ 8,800.00	£ 800.00
Smaller Events		
Main Artists' Fees (based on 4-member groups) including travel	£ 8,400.00	
Support Act fees	£ 5,600.00	
Accommodation for Artists	£ 12,150.00	
Cèilidh Trailers/Other local performers	£ 10,800.00	
Accommodation & Travel Expenses for Cèilidh Trailers	£ 12,600.00	
Stage/Concert Management/Fear or Bean-an-Taighe	£ 4,500.00	
Venue Hire/Commission to Promoters	£ 8,640.00	
International Artists' Expenses	£ 4,000.00	
Rehearsals	£ 3,000.00	
Gaelic Music in Schools Week	£ 12,000.00	
Marketing		
Branding/Logo/Website	£ 5,000.00	£ 7,179.57
Joint marketing of Cèilidh Trails 2005	£ 2,500.00	
Publicity Materials including printing	£ 6,000.00	£ 4,814.53
Advertising	£ 9,000.00	£ 3,542.49
Merchandise Purchase	£ 2,500.00	
Administration		
Project Manager	£ 15,000.00	£ 10,500.00
Telephone/Fax/E-mail/Postage & Stationery	£ 1,200.00	£ 250.99
Artistic Director/Booker	£ 5,000.00	£ 6,250.00
Action Group Costs	£ 2,000.00	£ 1,542.44
Press & PR	£ 3,000.00	£ 1,939.93
Additional Insurance	£ 3,000.00	
Royalties	£ 1,000.00	
Fèisean nan Gàidheal Management Fee/Contingency	£ 7,500.00	
TOTALS	£ 211,290.00	£ 48,819.95
Left to be carried forward for 2006 events	£ 389.77	£ 21,359.82

Fèisean nan Gàidheal Lochaber Development (Year 2)
01 August 2004- 31 July 2005

INCOME	BUDGET	SECURED to date	ACTUAL to 31.07.05
Main Project Income			
Fèisean nan Gàidheal - Highland Council	£ 10,000.00	£ 10,000.00	£ 10,178.03
Lochaber Enterprise	£ 5,209.00	£ 5,209.00	£ 4,209.00
Wheik LEADER+	£ 14,291.00	£ 14,291.00	£ 12,425.60
Sub-Total	£ 29,500.00	£ 29,500.00	£ 26,812.63
Total	£ 29,500.00	£ 29,500.00	£ 26,812.63
Main Project Expenditure			
Salary	£ 18,849.00		£ 19,352.76
NI Contributions	£ 1,800.00		£ 1,863.79
Travel Expenses	£ 1,685.00		£ 1,405.17
Postage, Stationery, Telephone, Printing	£ 1,150.00		£ 1,141.67
Development Budget	£ 5,000.00		£ 5,009.09
Sub-Total	£ 28,484.00		£ 28,772.48
Total	£ 28,484.00		£ 28,772.48
Surplus/Deficit	£ 1,016.00		£ 1,959.85
Development Budget activity	£ 5,000.00		
Steering Group Costs	£ 74.03		
West Word	£ 47.00		
Carol Ann MacKay	£ 421.10		
Nick Turner	£ 112.80		
Feis Oigridh na Mara	£ 742.00		
mmcca	£ 250.00		
Fèis nan Garbh Chrìochan	£ 860.00		
David Martin	£ 250.00		
Ingrid Henderson	£ 105.31		
Gabe McVarish	£ 75.10		
Fiona Ironside (Tìr a' Mhurain Visit)	£ 513.60		
Ingrid Henderson (Tìr a' Mhurain Visit)	£ 1,558.15		
Balance	£ 9.09		

25th Fèis Bharraigh Celebrations

Income	Budget	Secured	Actual to 20.08.05
Box Office	£ 3,000.00	£ 3,000.00	£ 0.00
Feisean nan Gaidheal	£ 5,622.50	£ 5,622.50	£ 3,622.50
Scottish Arts Council	£ 5,000.00	£ 3,000.00	£ 3,000.00
WIE /CED	£ 7,500.00	£ 7,500.00	£ 0.00
Comhairle nan Eilean Siar	£ 5,000.00	£ 4,000.00	£ 0.00
Sponsorship	£ 1,650.00	£ 1,650.00	£ 0.00
TOTAL	£ 27,772.50	£ 24,772.50	£ 6,622.50

Expenditure	Budget	Secured	Actual
Marquee Hire	£ 6,750.00	£ 6,750.00	£ 3,000.00
Toilets	£ 3,350.00	£ 3,350.00	£ 0.00
PA Hire	£ 1,500.00	£ 1,500.00	£ 1,398.25
PA Expenses	£ 1,000.00	£ 1,000.00	£ 0.00
Cathy Ann MacPhee Band Fee	£ 1,000.00	£ 1,000.00	£ 1,000.00
Cathy Ann MacPhee Concert Expenses	£ 1,500.00	£ 1,500.00	£ 1,310.00
Fr Colin MacInnes Expenses	£ 1,500.00	£ 1,500.00	£ 0.00
CnamF Participants Travel	£ 3,200.00	£ 3,200.00	£ 5,580.65
CnamF Part. Accom. and Meals	£ 3,200.00	£ 3,200.00	£ 2,815.90
Contingency	£ 1,150.00	£ 1,150.00	£ 957.42
Administration	£ 3,622.50	£ 3,622.50	£ 3,622.50
Total	£ 27,772.50	£ 27,772.50	£ 19,684.72

Surplus/Deficit

£ 13,062.22

YMI YEAR TWO (Aug 2004 - July 2005) Balance Bfwd Year 1

	Budget	Actual
INCOME		
Formula Funding Allocation	£ 219,511.00	£ 219,511.00

EXPENDITURE

Partnership costs	£ 0.00	£ 38,000.00	£ 39,580.89
Musical Instruments	£ 479.52	£ 6,000.00	£ 7,382.33
Training costs	£ 1,500.00	£ 3,000.00	£ 358.50
Teaching Resources	£ 582.00	£ 6,000.00	£ 5,744.79
Fèisean nan Gàidheal tuition programme	£ 101,326.50	£ 166,511.00	£ 178,032.50
TOTAL	£ 102,724.02	£ 219,511.00	£ 231,099.01

Tutor Fees		£ 124,414.41
Tutor Meals Accomodation		£ 19,140.84
Tutor Travel		£ 34,477.25
TOTAL		£ 178,032.50

SURPLUS/DEFICIT

-£ 11,588.01

Gaelic Language Development Strategy 2005/06

Income	Budget	Actual
Bòrd na Gàidhlig	£60,000.00	£ 30,000.00
Scottish Arts Council	£20,000.00	£ 18,000.00
Feisean	£4,200.00	
Trusts, local contributions etc	£8,000.00	
Fèisean nan Gàidheal	£10,064.24	
Performance Fees	£18,750.00	£ 2,279.40
HIE	£15,000.00	
Comhairle nan Leabhraichean	£2,000.00	
Total Income	£138,014.24	£ 50,279.40
Surplus c/fwd from 2004/05		£ 127.20
FnG Gaelic Language Officer		
Officer (SCP29)	£22,512.00	£ 9,293.75
Employer Contributions	£2,476.32	£ 928.50
Expenses	£1,200.00	
4 Seasonal Gaelic language support workers	£11,160.00	£ 4,071.20
Employer Contributions	£1,227.60	£ 253.96
Expenses	£0.00	
Travel Costs	£2,000.00	
Contingency	£1,500.00	£ 647.57
Gaelic language training support	£5,000.00	
Drama Development Budget	£4,200.00	
Theatre-in-Education		
Director (SCP 29)	£22,512.00	£ 9,293.75
Employers Contributions	£2,476.32	£ 928.50
Expenses	£1,200.00	
3 Additional Theatre in Education actors for 15 weeks	£12,500.00	£ 700.00
3 Additional TIE Actors rehearsals for 2 weeks	£2,100.00	
Expenses	£11,250.00	£ 6,717.14
Vehicle Hire	£4,500.00	
Petrol Costs	£1,500.00	
Additional Travel e.g Ferries	£1,500.00	
Properties	£500.00	£ 212.94
Contingency	£1,000.00	£ 148.35
Shared Administrative Costs		
Office Rental	£6,000.00	
Photocopier	£200.00	
Telephone, post and printing	£2,500.00	£ 672.22
Printing of support & marketing materials	£3,500.00	
New Office Equipment	£1,000.00	
Feisean nan Gaidheal Management Fee	£12,500.00	
Total Expenditure	£138,014.24	£ 33,867.88
Surplus/Deficit		£ 16,538.72

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

Gaelic Policy Guidance
Agenda Item EX2.2005.04

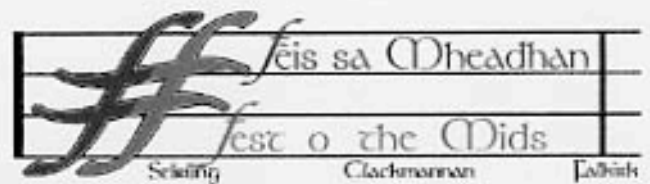
CARRIED FORWARD TO MAIN BOARD AGENDA, SO PAPERS REMOVED FROM APPENDIX 1

Fèisean nan Gàidheal

Coinneamh nam Buidhne-ghnìomh

SAC Funding Application
Agenda Item EX2.2005.06

CARRIED FORWARD TO MAIN BOARD AGENDA, SO PAPERS REMOVED FROM APPENDIX 1



Mr. Arthur Cormack,
Stiùiriche
Fèisean nan Gàidheal,
Meall House,
Post-Rìgh,
An t-Eilean Sgitheanach
IV51 9BZ

Chas Mac Donald
Secretary
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Cambusbarron,
Stirling,
FK7 9NU
t 01786 442 057
e feis-stirling@tesco.net
e feis-falkirk@tesco.net
Wednesday 3rd August 2005

Dear Arthur,

Fèis Development Worker

As a result of our recent exercise putting together a Fèis Development Plan I am writing to ask that Fèisean nan Gàidheal investigate the possibility that a post of Fèis Development Worker be created for the east coast feisean.

I have had informal chats with Perth, Edinburgh and Aberdeen and the response from them has been positive. I have also written to them and asked them to write to you separately indicating their support or ideas for such a post.

As you know we are running a fair number of feis events in this area, and I have also heard of some underlying interest in Dundee in getting a feis going. I also imagine that there would be sufficient interest in Fife, so I think there is definitely a job to be done to expand the reach of our interests in the area.

There has been a recent upsurge in interest in Falkirk with the appointment of their Cultural Co-ordinators and we envisage that this is going to throw up a lot of opportunities.

I can also advise that there are ways in which I can see Stirling Council being interested to be involved in a supporting role – i.e. logistics, accommodation and the like. The Council is currently carrying out a research project on the demand and provision of Gàidhlig related activity in the district, and any such possibility would be of great interest for the research team. Fèis sa Mheadhan = Fest o the Mids will, of course, do anything we can to help.

Leis gach Deagh Dhurachd.

Chas



Fèisean nan Gàidheal
Taigh a' Mhill
Port-Rìgh
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