



Fèisean nan Gàidheal

The National Association of Gaelic Arts Youth Tuition Festivals

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors

Taigh-Osda na Lùchairt

The Palace Hotel

Inbhir Nis

Inverness

Diluain 28 An Gearran 2005

Monday 28 February 2005

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

Fòn 01478 613355
Facs 01478 613399
Post-d fios@feisean.org
www.feisean.org

Fèisean nan Gàidheal

Coinneamh a' Bhùird-Stiùiridh

Meeting of the Board of Directors to be held in The Palace Hotel, Inverness

Monday 28 February from 2.00pm

Clàr Chùisean

I.2005.01 PRELIMINARIES

(a) Present

(b) Apologies

(c) Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 7 December 2004 are circulated. Board members are asked to approve these as a true record of the meeting.

(d) Matters arising

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

(e) Fèis Report

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

I.2005.02 FINANCIAL ISSUES

(a) Financial Report

Fèisean nan Gàidheal's budget for 2004-05, with performance against budget to 31 January 2005, is circulated. Also circulated is a note of the grants pledged by Fèisean nan Gàidheal to that date, and the income and expenditure on individual projects. Board members are asked to note the contents of the report, and discuss any points they wish to raise.

(b) Bank Balances and up to date information

These will be tabled at the meeting.

(c) Scottish Arts Council Funding Agreement 2005-06

A copy of the proposed Funding Agreement with the Scottish Arts Council for 2005-06 is circulated. Board members are required to confirm acceptance of this.

I.2005.03 POLICY ISSUES

(a) Child Protection Policy revision

Because of the introduction of new Child Protection legislation, Fèisean nan Gàidheal's policy requires to be updated, and a background paper is circulated for information. Board members are asked to delegate this to staff to progress.

I.2005.04 DEVELOPMENT ISSUES

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

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

(b) Fèisean nan Gàidheal Development Plan 2005-10

A draft of the new Development Plan for Fèisean nan Gàidheal for the years 2005-2010 will be available to members in advance of the meeting. Board members will be asked to discuss the outline, and recommend any changes.

(c) New Gaelic developments

A report is circulated on possible new funding from Bòrd na Gàidhlig. Board members are asked to approve the proposed Gaelic developments.

I.2005.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

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

(b) Tracking Exercise

The Director will give a verbal update of the work being carried out by the RSAMD's Research Department. A copy of the questionnaire being sent to a sample of former Fèis participants is circulated.

(c) Election of Board members

A short report is circulated outlining the still vacant position on the Board, along with recommendations for filling it. Board members are asked to decide how to progress this.

I.2005.06 GENERAL

(a) A O C B

(b) Date and venue of next meeting

Board members are asked to note that the date for the next meeting is 17 May 2005.

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors

held in The Netley Centre, Inverness, on Tuesday 7 December 2004 from 2.00pm

Agenda item I.2005.01(c)

4.2004.01 PRELIMINARIES

(a) Present

Peggy Nicolson (Fèis an Earraich); Fiona Johnston (Fèis Obar Dheathain); Ken Houston (Fèis Chataibh); Katie Adam (Fèis a'Bhaile); Joan Robertson (Fèis Tir a'Mhurain); Cllr Donald John MacSween (Comhairle nan Eilean Siar, Observer); David Smillie (Highlands & Islands Enterprise, 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),

(b) Apologies

Catriona MacIntyre (Chair, Fèis Lochabair); Kate Kerr (Fèis Dhùn Bhreatainn); John Joe MacNeil (Fèis Bharraigh); Ken MacKenzie (Fèis Latharna); Carolyn Paterson (Scottish Arts Council, Observer), Morag Anna MacLeod (The Highland Council, Observer)

The Director welcomed everyone to the meeting, especially the three new board members: Joan Robertson, Peggy Nicolson and Katie Adam. As Catriona MacIntyre was unable to attend, Ken Houston agreed to chair the meeting.

(c) Election of Office Bearers

This was the first meeting following the election of new Board members, and the Board was required to elect a Chair, Secretary and Treasurer. After discussion, and after being advised that legally, all the company was required to have was a Company Secretary, the Board members decided to elect a Chair, Vice-Chair and joint Secretary/Treasurer.

Catriona MacIntyre was nominated to remain as Chair
Proposed by Fiona Johnston and seconded by Katie Adam

Katie Adam was proposed as Vice-Chair
Proposed by Peggy Nicolson and seconded by Fiona Johnston

Ken Houston was nominated as Company Secretary and Treasurer
Proposed by Joan Robertson and seconded by Katie Adam

(d) Confirmation of Minutes of the previous Board meeting

Minutes of the meeting of the Board held on 3 September 2004 were circulated. Board members approved the minute as a true record of the meeting.

(e) Matters arising

Board members were invited to raise any issues from the minutes not covered elsewhere on the agenda but decided most were already covered, and there were, therefore, no matters arising.

(f) Fèis Report

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

Ken Houston reported that Fèis Air an Oir were holding regular workshops and the children were working hard.

Fèis Chataibh had hosted a Blas launch event, and were interested to see how the festival develops. They had applied for development funding for developing Gàidhlig language through arts and crafts. Gàidhlig was now

spoken by very few people in East Sutherland, and they were to use arts and crafts to introduce the youngsters to Gàidhlig language. They were eager to get started on the YMI programme hoping to cover 4 schools between now and Christmas, 13 schools before Easter, and deliver the required number of visits over the year.

Fiona Johnston reported that they were asked to run a Pre-Mòd cèilidh but attendance was poor, consisting mostly off ex-Comunn members and parents. They were hoping to start some clàrsach workshops with Karen Marshalsey at the end of January. They could possibly run joint workshops with The Celtic Society sharing costs and although the Gàidhlig Club was still new there may also be an opportunity to work with them too. Fèis Obar Dheathain was interested in hosting the Fèisean nan Gàidheal AGM this year.

Fiona had attended Fèis 'sa Mheadhan and reported that it had been well organised although the timing was unsuitable. The venue was not very appropriate but it had been successful with no problems.

Joan Robertson reported that Fèis Tir a' Mhurain and Fèis Tir an Eòrna had hosted a joint cèilidh and it had been very successful. The follow-on classes were going well and they had applied for funding to purchase new accordions. Fèis Tir a' Mhurain was going to be held from the 4th of July and Fèis Tir an Eòrna during the first week of July. They were hoping to apply for joint funding for new developments soon.

Katie Adam reported that Fèis a' Bhaile had a successful Fèis in October and had applied to the development fund for groupwork classes. They had started that week with 6 participants and the classes would be dependent on tutor availability. They were currently working in conjunction with Fèis na h-Oige to run a drama workshop on Thursday nights.

Peggy Nicolson gave a report on all three Skye Fèisean stating that Fèis Ratharsaidh was due to be held in February, Fèis Throdairnis in July and Fèis an Earraich from 28 March - 01 April.

Fèis an Earraich was clashing with Fèis Lochabair this year but likely to have over 150 participants including a visit from The Armagh Pipers Club. They were hoping to revisit Ireland in 2006. Funding applications for the Cèilidh Trail had been sent off with help from Nicola Marshall. Follow-on classes were ongoing with classes running for piping, fiddle, accordion and clàrsach. They had requests for guitar classes as well which were under consideration.

The YMI programme was now up and running with 13 of the 21 schools in Skye & Lochalsh now participating with feedback, so far, very positive.

4.2004.02 INTRODUCTION FOR NEW BOARD MEMBERS

The Director briefed all members on the current work of the organisation, and outlined the expected role of Board members. It was agreed that forms 288(a) would be sent out to all the new directors for completion before being submitted to Companies House.

4.2004.03 EXECUTIVE GROUP REPORT

Board members were asked to note that the meeting of the Executive Group, due to be held on 23 November was cancelled, and consequently, there was no report on the meeting.

4.2004.04 FINANCIAL ISSUES

(a) Financial Report

Fèisean nan Gàidheal's budget for 2004-05, with performance against budget to 17 November 2004, was circulated. Also circulated was a note of the grants pledged by Fèisean nan Gàidheal to that date, and because there was no Executive Group meeting, all the individual project budgets were included. Board members were asked to note the contents of the report, and discuss any points they wished to raise.

The Director gave a more comprehensive report for the new members, and advised that the Executive Group would normally deal with all project budgets prior to this meeting.

(b) Bank Balances and up to date information

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

- £491.43 in the Current Account
- £95,037.43 in the High Interest Account
- £251,000.00 in the Business Term Deposit Account

(c) Appointment of Auditor

A report by the Director was circulated in relation to Angus Nicolson CA having left Mann Judd Gordon, who had been appointed as auditors at the AGM in September 2004. After taking legal advice, which confirmed to Board members that the company was acting correctly, Board members agreed to approve the recommendation to appoint Angus Nicolson of Nicolson CA as Fèisean nan Gàidheal's auditor.

(d) Crannchur nam Fèisean

Anne Willoughby had prepared a short report on how the first national raffle operated. Board members previously agreed by e-mail to run a raffle again in 2005, and were asked to confirm this decision.

The Board members were happy to agree to this, as well as an additional prize of £500 to the Fèis achieving the highest sales. Fiona Johnston thanked Anne Willoughby for her involvement in organising the last raffle.

4.2004.05 POLICY ISSUES

(b) Grants Scheme for Fèisean

Board members had been asked by e-mail to agree to increases in the percentages offered to Fèisean.

Further information had been included in the Board papers, and Board members confirmed this decision. The Director confirmed he was happy with the increases, but warned that real costs were also rising.

(b) Memorandum and Articles of Association

A letter was enclosed from The Highland Council, outlining certain wording that would need to be inserted into our Memorandum and Articles of Association, in order for us to continue to benefit from rates relief.

The Director confirmed that he had not yet had a reply from Douglas Graham, Fèisean nan Gàidheal's solicitor regarding this, and members were happy to leave this to him to bring to a satisfactory conclusion.

4.2004.06 DEVELOPMENT ISSUES

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

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

(b) Fèisean nan Gàidheal Development Plan 2005-10

Arthur Cormack gave an update on progress with preparing a new Development Plan for Fèisean nan Gàidheal for the years 2005-2010.

One of the difficulties was the ever-changing environment in relations to the arts, culture and Gaelic. For instance, Peter Peacock's department had been in contact regarding statutory guidance to local authorities on teaching traditional music in schools. The other was a lack of time, given the Director's very heavy workload.

Discussion took place regarding the mission statement and it was decided this should be 'Our Culture – Our Future'.

David Smillie commented that our aim should be kept as simple as possible and our primary aim was to work with young people. It was agreed that the English translation 'the National Association of Gaelic Arts Youth Tuition Festivals' should be phased out, to reinforce our position as an organisation promoting Gàidhlig.

(c) Celebrating 25 years of the Fèis movement in 2005-06

David Boag gave an update on progress to date with Fèis Bharraigh's plans for 25th anniversary celebrations in 2005. They were hoping to run a two-week Fèis with three concerts running consecutively at the end of the fortnight.

The Director also updated Board members on the book being compiled by Kate Martin.

4.2004.07 OPERATIONAL ISSUES

(a) Staff Progress Reports

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

Fiona Johnston mentioned that a presentation to Aberdeen City Council could coincide with the AGM.

(b) Tracking Exercise

Board members were asked to note that, following a tendering process, the contract for this work had been awarded to the RSAMD's Research Department.

The Director reported that five consultants had been interviewed, and questionnaires were to be sent out to all Fèisean before Christmas. It was important that Fèisean identify as many former participants as possible, as the RSAMD were looking for 200 returns from a sample of 1,000.

(c) Election of Board members

A paper was circulated with the results of the election to fill the 4 places on the Board, which became vacant this year. Board members were asked to note that although 3 new members were elected to the Board, there were no nominations from 'all other areas', and were asked to consider how to fill the place left vacant by Jessie Newton.

It was agreed that the Director should contact all the relevant Fèisean again, asking for nominations, and if needed, a second election could be held to fill the vacant place.

4.2004.08 GENERAL

(a) A O C B

Fiona Johnston highlighted some problems that she had encountered with Meanbh-Chuileag, and sought clarification on their role, particularly in relation to the precedence given to Fèisean.

The Director suggested that Meanbh-Chuileag should, and would, give preference to Fèisean, but only if the Fèis had invited them within a reasonable timescale, and if the conditions offered were acceptable. It would be unreasonable to expect them to cancel another booking if asked to take part in a Fèis at short notice.

Ken Houston mentioned additional administration support for the office was required, and it was reported that Elaine Ferguson was now providing this. He also suggested that Fèisean nan Gàidheal should consider Internet banking at some point, and it was agreed that this would be investigated.

Fiona Johnston and Anne Willoughby agreed to check out accommodation availability in the Aberdeen area for the AGM.

(b) Date and venue of next meeting

Board members decided on the following dates for meetings over the next year:

- 1 March 2005, Inverness at 2pm
- 17 May 2005
- 16 and 17 September 2005 (including AGM)
- 6 December 2005

Fèisean nan Gàidheal

Financial Report

Agenda item 1.2005.02(a)

The financial report consists of the following:

- 1 Budget to 31 March 2005, with performance to 31 January 2005
- 2 A list of funding outstanding to the Fèisean from Fèisean nan Gàidheal for 2004-05
- 3 Individual project budgets, usually dealt with by the Executive Group, but included here since there has not been a meeting.

Agenda item 4.2004.04(b)

- 1 Current bank balances will be tabled at the meeting

Anne Willoughby
Finance and Administration Officer
February 2005

Budget to 31 March 2005, with performance up to 31 January 2005

Agenda item I.2005.02(a)I

INCOME	Budget for Year	Budget for Period	Actual to 31.01.05
Core Grants	£145,343.00	£121,119.17	£117,186.00
Fèis Support Workers (additional to core)	£19,000.00	£15,833.33	£8,000.00
Grants Scheme	£103,000.00	£85,833.33	£92,456.00
Training	£127,672.00	£106,393.33	£67,280.84
Meanbh-Chuileag	£92,631.00	£77,192.50	£61,402.88
ICT project	£31,955.00	£26,629.17	£19,061.00
Highland Council Youth Music Initiative Contract	£296,511.00	£247,092.50	£296,511.00
Annualised Hours	£34,460.00	£28,716.67	£15,000.00
Lochaber Development Officer	£28,484.00	£23,736.67	£19,462.68
Fèis Development Fund	£20,000.00	£16,666.67	£15,000.00
Earned Income	£30,495.00	£25,412.50	£14,237.00
Tracking Exercise	£10,000.00	£8,333.33	£5,000.00
Celtic Music Festival	£25,000.00	£20,833.33	£42,151.00
Archiving	£20,000.00	£16,666.67	£0.00
TOTAL INCOME	£984,551.00	£820,459.17	£772,748.40
EXPENDITURE			
Running Costs			
Core Staff Salaries	£123,805.00	£103,170.83	£106,225.16
NIC Contributions	£7,265.00	£6,054.17	£7,108.85
Pension Contributions	£3,312.00	£2,760.00	£1,326.62
Core Staff Travel	£15,000.00	£12,500.00	£16,213.75
Office Rent & Rates	£18,550.00	£15,458.33	£10,401.03
Stationery, Printing & Postage	£7,750.00	£6,458.33	£4,443.95
Telephone, Fax, E-mail, Heat & Light	£7,680.00	£6,400.00	£6,517.47
Board Expenses	£5,000.00	£4,166.67	£1,990.13
Child Protection	£10,000.00	£8,333.33	£6,308.64
Insurance	£4,700.00	£3,916.67	£0.00
Sundry Expenses	£3,500.00	£2,916.67	£1,565.60
Accountancy & Bank Charges	£750.00	£625.00	£1,401.89
Instrument Bank Repairs	£1,500.00	£1,250.00	£817.49
Additional Support Needs	£5,000.00	£4,166.67	£0.00
Capital Expenses	£3,000.00	£2,500.00	£1,152.65
Programme Costs			
Grants Paid Out	£101,000.00	£84,166.67	£76,208.00
Annualised Hours	£25,000.00	£20,833.33	£14,304.00
Fèis Development Expenditure	£20,000.00	£16,666.67	£7,021.84
Lochabair Fèisean Development	£28,484.00	£23,736.67	£21,032.22
Training Programme	£119,286.00	£99,405.00	£66,839.63
Meanbh Chuileag	£92,631.00	£77,192.50	£59,643.34
Highland Council Youth Music Initiative	£275,936.00	£229,946.67	£97,771.19
National Raffle Expenditure	£3,000.00	£2,500.00	£1,700.64
Showcases	£5,000.00	£4,166.67	£5,500.00
25 Anniversary/Book	£7,000.00	£5,833.33	£157.64
Directory of Fèis Tutors/Newsletter	£500.00	£416.67	£161.00
Publications	£5,000.00	£4,166.67	£6,302.73
Annual Conference	£6,500.00	£5,416.67	£8,355.12
Inter Fèis activities	£2,000.00	£1,666.67	£600.00
ICT Project for Fèisean	£15,213.00	£12,677.50	£8,898.98
Tracking Exercise	£9,000.00	£7,500.00	£239.47
Celtic Festival Development	£20,000.00	£16,666.67	£22,271.23
Archiving Project	£18,000.00	£15,000.00	£0.00
Contingency	£14,189.00	£11,824.17	£0.00
TOTAL EXPENDITURE	£984,551.00	£820,459.17	£539,969.56

Funding to the Fèisean from Fèisean nan Gàidheal for 2004-05

Agenda item I.2005.02(a)2

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Other Grants	Dev.Fund	Total Grant Offered	Balance Paid	Outstanding Balance
Highland Council									
Fèis an Earraich	£ 3,056.00	£ 1,910.00	£ 2,325.00	£ 1,440.00	£ 0.00	£ 0.00	£ 8,731.00	£ 6,128.00	£ 2,603.00
Fèis Lochabair	£ 1,494.00	£ 934.00	£ 3,075.00	£ 1,440.00	£ 0.00	£ 500.00	£ 6,943.00	£ 2,428.00	£ 4,515.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 414.00	£ 360.00	£ 0.00	£ 0.00	£ 774.00	£ 0.00	£ 774.00
Fèis nan Garbh Chriochan	£ 3,262.00	£ 2,038.00	£ 3,410.00	£ 1,440.00	£ 0.00	£ 860.00	£ 10,150.00	£ 6,400.00	£ 3,750.00
Fèis Chataibh	£ 1,879.00	£ 1,174.00	£ 1,796.00	£ 1,440.00	£ 0.00	£ 945.00	£ 7,234.00	£ 6,325.00	£ 909.00
Fèis na Comraich	£ 258.00	£ 161.00	£ 264.00	£ 480.00	£ 0.00	£ 0.00	£ 1,163.00	£ 0.00	£ 1,163.00
Fèis Thròdairnis	£ 640.00	£ 400.00	£ 1,098.00	£ 1,020.00	£ 0.00	£ 0.00	£ 3,158.00	£ 780.00	£ 2,378.00
Fèis Rois nan Deugairean	£ 5,084.00	£ 3,177.00	£ 0.00	£ 0.00	£ 2,000.00	£ 0.00	£ 10,261.00	£ 6,196.00	£ 4,065.00
Fèis Chille Mhòraig	£ 1,220.00	£ 762.00	£ 1,324.00	£ 1,440.00	£ 0.00	£ 388.00	£ 5,134.00	£ 2,206.00	£ 2,928.00
Fèis Eige	£ 458.00	£ 286.00	£ 981.00	£ 150.00	£ 0.00	£ 0.00	£ 1,875.00	£ 708.00	£ 1,167.00
Fèis Rois Òigridh	£ 6,442.00	£ 4,026.00	£ 3,520.00	£ 0.00	£ 0.00	£ 1,000.00	£ 14,988.00	£ 8,851.00	£ 6,137.00
Fèis Srath Fharragaig	£ 0.00	£ 0.00	£ 477.00	£ 300.00	£ 0.00	£ 0.00	£ 777.00	£ 120.00	£ 657.00
Fèis na h-Òige	£ 1,302.00	£ 814.00	£ 2,100.00	£ 900.00	£ 0.00	£ 1,157.00	£ 6,273.00	£ 2,272.00	£ 4,001.00
Fèis Air an Oir	£ 508.00	£ 318.00	£ 1,459.00	£ 1,080.00	£ 0.00	£ 0.00	£ 3,365.00	£ 1,350.00	£ 2,015.00
Fèis Ghlinn Albainn	£ 0.00	£ 0.00	£ 750.00	£ 0.00	£ 0.00	£ 500.00	£ 750.00	£ 0.00	£ 750.00
Fèis Ratharsaidh	£ 834.00	£ 522.00	£ 0.00	£ 360.00	£ 0.00	£ 0.00	£ 1,716.00	£ 1,197.00	£ 519.00
Fèis a' Bhaile	£ 1,260.00	£ 787.00	£ 226.00	£ 900.00	£ 0.00	£ 500.00	£ 3,173.00	£ 1,935.00	£ 1,238.00
Fèis Spè	£ 3,208.00	£ 2,005.00	£ 1,434.00	£ 1,440.00	£ 0.00	£ 0.00	£ 8,087.00	£ 3,910.00	£ 4,177.00
Other Area/City Councils									
Fèis Dhùn Eideann	£ 1,610.00	£ 0.00	£ 3,384.00	£ 2,400.00	£ 0.00	£ 532.80	£ 7,926.80	£ 7,393.24	£ 533.56
Fèis Chille Conbhal	£ 944.00	£ 0.00	£ 570.00	£ 0.00	£ 0.00	£ 500.00	£ 2,014.00	£ 1,243.00	£ 771.00
Fèis Arainn	£ 1,968.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 700.00	£ 2,668.00	£ 1,476.00	£ 1,192.00
Fèis Obair Dheathain	£ 1,700.00	£ 0.00	£ 318.00	£ 1,200.00	£ 0.00	£ 300.00	£ 3,218.00	£ 1,808.00	£ 1,410.00
Fèis Dhùn Bhreatainn	£ 728.00	£ 0.00	£ 1,629.00	£ 600.00	£ 0.00	£ 0.00	£ 2,957.00	£ 546.00	£ 2,411.00
Fèis Òigridh Ghlaschu	£ 717.00	£ 0.00	£ 375.00	£ 600.00	£ 0.00	£ 0.00	£ 1,692.00	£ 540.00	£ 1,152.00
Fèis Lannraig a'Tuath	£ 915.00	£ 0.00	£ 1,253.00	£ 0.00	£ 0.00	£ 0.00	£ 2,168.00	£ 374.00	£ 1,794.00
Fèis 'sa Mheadhan	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 500.00	£ 500.00	£ 400.00	£ 100.00
Western Isles Council									
Fèis Tir a' Mhurain	£ 1,720.00	£ 0.00	£ 1,184.00	£ 1,368.00	£ 0.00	£ 0.00	£ 4,272.00	£ 0.00	£ 4,272.00
Fèis Eilean an Fhraoich	£ 1,805.00	£ 0.00	£ 450.00	£ 720.00	£ 0.00	£ 0.00	£ 2,975.00	£ 1,354.00	£ 1,621.00
Fèis Tir an Eòrna	£ 2,094.00	£ 0.00	£ 528.00	£ 792.00	£ 0.00	£ 0.00	£ 3,414.00	£ 1,571.00	£ 1,843.00
Fèis Bharraigh	£ 2,726.00	£ 0.00	£ 446.00	£ 1,440.00	£ 0.00	£ 500.00	£ 4,612.00	£ 3,485.00	£ 1,127.00
Fèis Eilean na Hearadh	£ 693.00	£ 0.00	£ 0.00	£ 720.00	£ 0.00	£ 0.00	£ 1,413.00	£ 520.00	£ 893.00
Fèis Taigh Dhonnchaidh	£ 0.00	£ 0.00	£ 1,770.00	£ 720.00	£ 0.00	£ 0.00	£ 2,490.00	£ 885.00	£ 1,605.00
Argyll & Bute Council									
Fèis Latharna	£ 1,377.00	£ 1,500.00	£ 0.00	£ 1,440.00	£ 0.00	£ 0.00	£ 4,317.00	£ 2,533.00	£ 1,784.00
Fèis Mhuile	£ 329.00	£ 1,500.00	£ 0.00	£ 480.00	£ 0.00	£ 0.00	£ 2,309.00	£ 0.00	£ 2,309.00
Fèis Thiriodh	£ 1,100.00	£ 1,500.00	£ 186.00	£ 900.00	£ 0.00	£ 0.00	£ 3,686.00	£ 2,325.00	£ 1,361.00
Fèis Ile	£ 1,000.00	£ 1,500.00	£ 0.00	£ 0.00	£ 0.00	£ 1,250.00	£ 2,500.00	£ 0.00	£ 2,500.00
Fèis Glaschu	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 750.00	£ 400.00	£ 1,150.00	£ 1,150.00	£ 0.00
Fèis Inbhir Narann	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 500.00	£ 500.00	£ 0.00	£ 500.00
	Total Main Fèis	Total LA Grants	Total Follow-on	Total Ann. Hours	Total Other Grants	Total Dev.	Total pledged	Total paid out	Total still to pay out
Totals	£ 52,331.00	£ 25,314.00	£ 36,746.00	£ 27,570.00	£ 2,750.00	£ 11,032.80	£ 151,333.80	£ 78,409.24	£ 72,924.56

ICT Project Budget
 Agenda item I.2005.02(a)3

INCOME	BUDGET	SECURED to date	Actual To 31.01.05
Projected Income			
SAC Lottery	£ 66,713.00	£ 66,713.00	£ 49,619.85
HIE	£ 28,591.00	£ 19,061.00	£ 19,061.00
Total	£ 95,304.00	£ 85,774.00	£ 68,680.85
Projected Expenditure			
ISDN Equipment Installation - Portree	£ 2,969.23		£ 4,849.55
ASDL Equipment Installation - Inverness	£ 176.25		£ 0.00
8 Laptop Computers	£ 11,740.60		£ 14,790.68
1 Apple G4, printer and scanner	£ 1,329.36		£ 3,246.69
7 Staff Computers	£ 6,325.03		£ 7,610.98
34 Fèisean Computers	£ 30,721.55		£ 34,906.94
Computer Delivery	£ 1,175.00		£ 2,232.46
34 Additional Email Addresses	£ 799.00		£ 0.00
Office XP Pro CD	£ 39.95		£ 0.00
50 Office XP Pro Licenses	£ 5,287.50		£ 3,178.08
Breakfree Software	£ 1,762.50		£ 881.25
1 Adobe Acrobat CD	£ 29.38		£ 0.00
50 Adobe Acrobat Licenses	£ 7,790.25		£ 1,286.10
Software Delivery	£ 11.75		£ 0.00
Digital Projector & Screen	£ 1,526.33		£ 4,577.50
Video Conference Equipment	£ 6,739.37		£ 0.00
Web page re-design	£ 2,350.00		£ 1,234.79
Additional Insurance Costs	£ 2,100.00		£ 0.00
5% Contingency	£ 4,143.65		£ 2,311.91
Administration	£ 8,287.30		£ 8,287.30
Sub-Total	£ 95,304.00		£ 89,394.23
(Deficit)/Surplus for Year			(£ 20,713.38)

Meanbh-Chuileag Budget

Agenda item 1.205.02(a)4

INCOME	BUDGET	SECURED to date	ACTUAL PAID to 31.01.05
Grant income - Core			
Fèisean nan Gàidheal (Administration)	£ 6,968.43	£ 6,968.43	£ 5,807.03
Fèisean nan Gàidheal (Publications)	£ 1,500.00	£ 1,500.00	£ 1,500.00
Fèisean nan Gàidheal (Gaelic Packs)	£ 1,500.00	£ 1,500.00	£ 1,500.00
Fèisean nan Gàidheal	£ 3,341.90	£ 3,341.90	£ 0.00
Gaelic Books Council	£ 1,200.00	£ 1,200.00	£ 2,500.00
Performance Fees	£ 12,000.06		£ 11,912.74
Book sales	£ 3,000.00	£ 0.00	£ 2,253.60
National Trust	£ 2,500.00	£ 2,500.00	£ 2,500.00
Historic Scotland	£ 2,500.00	£ 2,500.00	£ 2,500.00
Scottish Arts Council	£ 25,000.00	£ 25,000.00	£ 20,000.00
Bòrd na Gàidhlig	£ 10,000.00	£ 10,000.00	£ 3,629.51
Lloyds TSB	£ 7,300.00	£ 7,300.00	£ 7,300.00
	£ 76,810.39	£ 61,810.33	£ 61,402.88
Surplus/Deficit c/fwd 03/04			(£ 801.58)
EXPENDITURE			
2.0 full time performer/writer posts including NIC	£ 37,597.56		£ 34,237.13
0.5 performer/writer	£ 3,133.80		£ 0.13
0.2 administration post	£ 1,400.00		£ 0.00
Office Rental	£ 6,000.00		£ 4,500.00
Telephone, Postage, Stationery	£ 1,879.92		£ 1,298.77
Printing of Performance/Teaching Materials	£ 587.40		£ 237.69
Travel Costs	£ 7,001.58		£ 4,847.46
Office Equipment	£ 500.00		£ 0.00
Accommodation/Food	£ 7,084.08		£ 4,244.90
Props	£ 1,499.97		£ 590.27
Fèisean nan Gàidheal Administration	£ 6,968.43		£ 5,807.03
Contingency	£ 157.65		£ 634.91
Gaelic/Scots Book	£ 3,000.00		£ 3,245.05
TOTAL EXPENDITURE	£ 76,810.39	£ 0.00	£ 59,643.34
(Deficit)/Surplus for year			£ 957.96

Training Budget

Agenda item 4.2004.04(a)5

INCOME	BUDGET 03-04	SECURED to date	ACTUAL PAID
SAC Music	£ 15,000.00	£ 15,000.00	£ 0.00
HIE Developing Skills	£ 10,000.00	£ 10,000.00	£ 0.00
PROGRAMME DELIVERY			
Fèis Organisers, Committees, Tutors			
Fèisean Nan Gàidheal)	£ 5,000.00	£ 5,000.00	£ 0.00
Training Registration Fees (Feis Alba £670.35)	£ 19,372.03		£ 3,556.35
ESF and/or Trust Funds	£ 12,150.00		£ 15,071.00
Highland Council	£ 6,000.00		£ 0.00
Comunn na Gàidhlig/Bòrd na Gàidhlig	£ 2,000.00		£ 684.01
Local Enterprise Companies (includes Feis Alba)	£ 20,000.00		£ 969.48
Other Local Authorities	£ 4,000.00		£ 0.00
SAC/TMTTN/Derry Conf	£ 0.00		£ 0.00
SAC National Lottery (includes advance payment)	£ 31,300.00	£ 24,800.00	£ 47,000.00
TOTAL INCOME	£ 124,822.03	£ 54,800.00	£ 67,280.84
Surplus c/f 2003			£ 4,805.16
EXPENDITURE			
TRAINING OFFICER			
Salary (SCP 28)	£ 19,941.91		£ 17,608.79
Employers Contribution	£ 1,794.77		£ 1,736.69
Pension Contribution	£ 498.55		£ 0.00
Travel expenses	£ 3,151.88		£ 2,040.66
Sub-Total	£ 25,387.11	£ 0.00	£ 21,386.14
PROGRAMME DELIVERY			
Fèisean nan Gàidheal Staff			
Identified Training Needs	£ 2,101.25	£ 0.00	£ 4,097.49
Fèis Organisers & Committees			
8 One day Training Workshops	£ 7,144.25		£ 4,083.02
IT Training	£ 2,866.11		£ 216.00
10 Access to Gaelic Places	£ 2,206.31		£ 1,062.27
Sub-Total	£ 12,216.67	£ 0.00	£ 5,361.29
Fèis Tutors			
Level I Two Day Workshop	£ 2,300.87		£ 1,534.76
Level II Two Day Workshop	£ 1,681.00		£ 0.00
8 one day tutor workshop	£ 7,144.25		£ 1,170.64
2 Gaelic Song writing workshops	£ 2,021.40		£ 70.64
20 Access to Gaelic Places	£ 5,358.19		£ 447.44
SQA Course Development & TMTTN	£ 0.00		£ 2,849.75
SQA Course Staff and Administration	£ 15,375.00		£ 0.00
Sub-Total	£ 33,880.71	£ 0.00	£ 6,073.23
Fèis Participants			
Teenage follow-on workshops	£ 6,724.00		£ 5,058.98
Fèis Rois nan Deugairean	£ 2,101.25		£ 0.00
Professional training for 16-25 year olds	£ 15,591.27		£ 15,001.11
Màiri Mhòr Fellowship	£ 4,202.50		£ 0.00
Sub-Total	£ 28,619.02	£ 0.00	£ 11,492.09
Sub Total for Whole Programme	£ 102,204.77	£ 0.00	£ 48,410.24
Administration Fee for Fèisean nan Gàidheal	£ 15,330.71		£ 12,775.59
Marketing Budget	£ 7,879.69		£ 5,653.80
Independent Evaluation	£ 0.00		£ 0.00
Total Expenditure	£ 125,415.16	£ 0.00	£ 66,839.63
(Deficit)/Surplus for year			£ 5,246.37

Lochaber Development Budget

Agenda item I.205.02(a) 6

INCOME	BUDGET	SECURED to date	ACTUAL PAID to date
Main Project Income			
Fèisean nan Gàidheal - Highland Council	£10,000.00	£ 10,000.00	£10,000.00
Lochaber Enterprise	£ 5,209.00	£ 5,209.00	0
Whelk LEADER+	£ 14,291.00	£ 14,291.00	£ 5,144.29
Sub-Total	£ 29,500.00	£ 29,500.00	£25,144.29
Main Project Expenditure			
Salary	£18,849.00		£9,673.76
NI Contributions	£1,800.00		£934.87
Travel Expenses	£1,685.00		£832.33
Postage, Stationery, Telephone, Printing	£1,150.00		£788.79
Development Budget	£5,000.00		£121.03
Total	£28,484.00		£12,350.78
Surplus/Deficit	£1,016		£2,793.51
Development Budget activity	£5,000.00		
Steering Group Costs	-£74.03		
West Word	-£47.00		
Balance	£4,878.97		

Fèisean nan Gàidheal

Scottish Arts Council Funding Agreement for 2005-06

Agenda item I.2005.02(c)

Background

Fèisean nan Gàidheal is coming into the last year, in 2005-06, of a three-year funding agreement with the Scottish Arts Council (SAC), and as part of this process, the Board should see the proposed Funding Agreement, and agree its terms, before it can formally be agreed with SAC.

The proposed agreement for 2005-06 is below, and the main things to notice are that we are to get an inflationary increase on our 2004-05 main grant, and that the funding for the Training Officer is to be continued.

We will, over the course of this year, be discussing with SAC, our future funding requirements, which fits in well with our Development Planning cycle. While we hope to be able to agree a further 3 years of funding, it may be that the best we can be offered is 2 years, depending on what the Cultural Commission recommends, and what actions Ministers decide to take, and within what timescale.

Funding Agreement 2005/06

1. PRINCIPAL ACTIVITY

- 1.1. On the assumption that reasonable budget expectations will be achieved the organisation will undertake the programme of work as detailed in your application for funding for 05/06. This programme may be amended during the course of the year should circumstances warrant it. Any significant alteration must be agreed formally with the Council.
- 1.2. The grant is awarded in recognition of the positive force which Fèisean nan Gàidheal continues to be in:
 - supporting the member-Fèisean both financially and in an advisory capacity
 - offering support thereby for Gaelic arts, language and culture
 - providing a wide ranging training programme offered to participants, administrators and tutors
 - providing material support in the form of printed resources, newsletter and instrument banks
 - offering opportunities for networking and advocacy in the form of concerts, annual conference and showcases
- 1.3. The following amounts will be available in the year 2005/06:
 - A core grant of £92,700
 - Up to £75,000 from lottery funds (£5,000 of which is from Music Department Education and Outreach) to be disbursed in devolved grants to individual Fèisean
 - £15,000 from Music Department Managed Funds for Tutor Training
 - £25,000 from the NCS Traditional Arts Fund to be utilised as follows:
 - £5k allocated to a Fèis Development Fund
 - £10k to offer paid administrative hours to Fèisean
 - £10k to continue to develop support mechanisms for the local Fèisean

2. CRITICAL SUCCESS FACTORS

- Continue to support at least 35 Fèisean, measured through grant aid process
- Continue to run a grants scheme for Fèisean
- Maintain delivery of all services, including the running of a grants scheme, insurance for all Fèisean, newsletters, a Musical Instrument Bank and the provision of teaching resources

- Develop a new Training Programme for Fèisean nan Gàidheal
- Carry out an independent evaluation, to be commissioned by end of March, of the training programme coming to an end in July
- Maintain financial solvency/maximise funding, measured by retaining a surplus and an overall increase in the turnover of Fèisean nan Gàidheal
- Continue traditional music tuition work in schools in conjunction with The Highland Council in year 2 of YMI
- Continue in-house staff training programme, measured by the number of training sessions staff attend.
- Provide some financial support for administrative workers in Fèis communities, measured by the number of hours offered, and the number of administrators employed
- Increase percentage funding available as grant aid for Fèisean, measured by increases offered
- Complete ICT project, including the launch of a revamped website, giving all Fèisean access to communications technology and making the work of Fèisean nan Gàidheal, and individual Fèisean, more visible
- Compile a book celebrating 25 years of the Fèis movement, for publication in 2006
- Deliver the results of the Tracking Exercise by the end of June 2005

3. DEVELOPMENT AREAS

3.1. The following areas are identified by the organisation as key for future development

- Continuing to improve support working practices within Fèisean
- Continuing to develop international links, and to cement some proposals for international work involving the Fèisean
- Investigate pilot projects collecting and archiving material during 2005-06
- Work to secure a full-time Development Officer in Lochaber when the current 3 years of funding comes to an end in 2006
- Work with Highland 2007 on a Fèis presence within the Scottish Year of Highland Culture
- Secure the work of Meanbh-Chuileag in the longer term through discussions with the Scottish Arts Council and Bòrd na Gàidhlig
- Secure funding for a Gaelic Development Officer's post
- Continue to develop the new Blas festival for the Highlands
- Continue to participate in delivering the GASD programme
- Continue development of the TMTTN

4. MONITORING AND ASSESSMENT

4.1. This area is important for two reasons.

4.2. Firstly it is important for all core funded organisations to obtain feedback from their users and audience to inform their services, audience development, etc. Such feedback and self-evaluation will have a greater role in our assessment of CFOs. We expect you, therefore, to report to us on an annual basis on such self-assessment, and how you have used it to inform your work and future plans. You should also provide evidence that such self-assessment information has been considered by your Board.

4.3. In particular, we expect that you will assess your education and outreach work with reference to user and participants' responses, and we will expect to receive written copies of these reports. We may also engage specialist assessors to report on this area of activity for us.

4.3. Secondly, the Scottish Arts Council's own performance measures have a direct relationship to CFOs. These are detailed in Part B.

4.4. Our assessment of your work will be informed by specialist advisors, officers' reports and lay assessors.

4.5. Our proposal for this assessment programme for your organisation follows.

- 4.6 The music department will provide a written report by a named officer on the work of at least two Fèisean and one on the activities of Fèisean nan Gàidheal itself in each year of funding. Your lead officer will ensure that these will be available to you within 6 weeks of the visit having been made.
- 4.7 We are currently developing a model for self-assessment based on systematic sampling of audience responses (lay assessment) to your work over time. We will require you to implement this model to ensure consistency across our core-funded organisations.
- 4.8 We will use all of the above reports, in conjunction with your own self-assessment reports, to evaluate your progress in artistic terms.

5.0 MEETINGS

- 5.1 There will be a formal Review Meeting between representatives of your Board and senior management, and your lead officer and representatives of the Performing Arts Committee, in the period 6-8 months before the end of your current period of funding.

6. TARGETS and OUTPUTS

6.1.1 Activities and events

Number and type of events activities and projected attendance/participation

Core activity	Number	Participants/audience
Meetings with membership	Annual conference and visit to each Fèis committee annually	220
Training opportunities	15 approximately	Approximately 120
Newsletters	3 per year	1,200 in receipt of these either by post or e-mail
Grant giving	New consolidated scheme offers one deadline date and one letter of offer	35 Fèisean

	Number	Active participants
Member Fèisean	35	4,400
Fèis activities	Number	Attendances
Week-long Fèis	26	2,200
2-day Fèis	2	250
3-day Fèis	7	700
Programmes of classes	24 Fèisean	4,400
Individual Opportunities	2,300	
Concerts	26	3,000 approximate audience

<i>Lottery funded</i>	Number	Participants/audience
Training opportunities	15	Approximately 120
Meanbh-Chuileag project	40 school of Fèis visits	3,500 approximately

6.2 Financial

- To attract the funding required - £145,000 - for the Blas festival from sources outwith SAC
- Utilise the balance of £230,000, and to access year 3 money, for traditional music tuition in Highland Council schools via the Council's YMI allocation

- To re-distribute at least £135,000 of funding in grants to Fèisean, for activity and administrative hours, a minimum of £90,000 of which will be Scottish Arts Council funds
- Secure additional funding from Bòrd na Gàidhlig

Recommendation

It is recommended that the Board members agree to the terms of the SAC offer.

Arthur Cormack
Director
February 2005

Fèisean nan Gàidheal

Child Protection Policy revision

Agenda item I.2005.03(a)

Background

Board members will be aware from the copy letter to the Fèisean, which I circulated to them, regarding new Child Protection legislation, which was due to come into force on 10 January 2005.

New Scottish Executive regulations from January 2005

From 10 January 2005, the Scottish Executive had planned to enforce new rules in relation to Child Protection. The main things to note are that:

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

What does this mean in practice?

In 2003, Fèisean nan Gàidheal introduced Disclosure checking for all tutors, and earlier in 2004, we began checking volunteers. The new guidelines will mean:

1. We will have to carry out Disclosure checks on everyone: even people who have worked with the Fèisean over a number of years.
2. No tutor, or volunteer, without a current Disclosure check – carried out by Fèisean nan Gàidheal – can be employed at a Fèis, either in a paid or unpaid capacity.
3. During the course of your work, anyone you suspect of carrying out an offence, or being unsuitable to work with young people, should have their name passed on to Sandy Gray, who will ensure that the matter is investigated, and if appropriate, take the action required to have that person's name placed on the central register.

Implementation of our policy

At the end of last year, we had a significant number of people who had had Disclosure forms sent to them but had not returned them. We had been very lenient up until then, but the new rules leave no room for manoeuvre, and as from 10 January, we informed Fèisean that we would be enforcing the condition of grant that requires all Fèisean to carry out Disclosure checks. If we find a Fèis employing a tutor, or a volunteer, who has not been checked, their grant would be withheld.

Scottish Executive

When the Scottish Executive returned to business after New Year, it became clear that they were not ready to begin fully implementing the new regulations, and that the voluntary sector had not been properly briefed to allow them to put new procedures in place. Implementation of the new Act was, therefore, delayed until April 2005.

Changes needed

We are probably going to have to update our policy documentation as follows:

- To include provision for the protection of vulnerable adults
- Our policy on rehabilitation of offenders and secure handling of data is part of our Equal Opportunities Policy, but this should at least be referred to in our Child Protection Policy
- A system of self-declaration will have to put in place for staff, but not for tutors, although our current application forms will have to be revised slightly

Recommendation

Sandy Gray and Iona MacDonald are due to go on a course, on 15 March, to be fully informed of the new regulations, and I recommend that, thereafter, we re-draft our Child Protection Policy.

Arthur Cormack

Director
January 2005

Fèisean nan Gàidheal

Progress against Fèisean nan Gàidheal Development Plan 2001-05

Agenda item I.2005.04(a)

Enclosed is a summary of the main developments recommended in the Development Plan, along with progress to date. We have also set rough deadlines by which we think tasks not yet begun should be achieved.

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

MEASURES - CORE SERVICES	LEAD	PROGRESS	2001/02	2002/03	2003/04
To increase the overall funding for the Main Fèis Grants Scheme	Arthur	Increase of 84% over the past 2 financial years. Comhairle nan Eilean Siar have now agreed to participate in our scheme. Fèisean are to be offered an increase in percentage from 2005-06.	*	*	*
Seek to consolidate support from funders, request 3 year agreements and increase the number of sessions supported by the grants scheme	Arthur	SAC and HIE have offered 3 year funding. Annualised Hours have been introduced, and majority of Fèisean have hours funded. About to enter a third year now, and being monitored.	*		
Offer short courses to Fèis Tutors and Organisers	Arthur/ Iona	Year-round programme of courses for 2004-05 has been planned and a brochure published. Training programme currently being reviewed by Iona.	*	*	*
Employ a part-time Training Officer by March 2002	Arthur	Full-time Training Officer appointed in April 2002, working part-time on TMTTN, and part-time on FnG training. Ongoing funding agreed for 205-06, and ESF funding very likely.	*		
Ensure that our Training Plan is fully implemented, reviewed regularly and fully evaluated	Iona	Funding secured, programme ongoing, but evaluation has not yet taken place. Evaluation needs to be commissioned by March 2005.		*	*
Continue to work with Fèis Alba to develop teenage specific training	David/ Nicola	Included in training programme, and event held in July 2004. Plan to incorporate generic Cèilidh Trail training into Fèis Alba 2005.	*	*	*
Create further opportunities for the teenage age-group	David/ FSWs	Provision in place for 2004, and we may be able to stretch this to another year in 2005.		*	*
Continue to run an Annual Conference	Arthur/ Anne	September 3 and 4 2004 in Inverness. Need to decide on 2005 venue and timing, in light of Blas festival and anniversaries of one or two Fèisean.	*	*	*
Use the Annual Conference as a focus for reviewing and planning Fèis developments	Arthur/ Iona	Planning process started, and Conference 2004 had presentation on draft plan, and Board to have further input before Fèisean are consulted.	*	*	*
Continue to provide comprehensive cover for Fèisean nan Gàidheal and its members	Anne	Policy currently being reviewed, prior to renewal for 2005-06, to ensure we are adequately covered. Premium will inevitably rise.	*	*	*

Keep the Tutors' database up to date and publish a Directory annually	Anne	Update still going on to have a joint FnG/TMTTN database - directory will be published once information updated. Media database fully updated, and large e-mail database now in use.	*	*	*
Continue to publish at least 3 issues of Faileas annually	Arthur	Issue 3 to be published as soon as possible. Fios na Mios internal newsletter being prepared monthly	*	*	*
Make Faileas available as a download from website	Anne	Current and all old newsletters are now on site. Over 800 of the last issue sent out by e-mail.		*	*
All Fèisean to have a Development Plan in place by April 2002	David	New grant forms have aided forward planning, and are, in effect, a development plan. Lochaber Plan completed and being updated regularly.	*		
Capital Lottery application to be submitted to SAC by October 2001 for further instruments	Arthur	All instruments purchased, and all funds claimed.	*		
Continue to sell Ceòl nam Fèis 2 and investigate a reprint of volume 1	Anne	Time for Ceòl nam Fèis 3?	*	*	*
Continue to investigate and support suitable publications which will benefit Fèisean, and publish own books as appropriate	Arthur	£5k set aside for a Gaelic Fiddle Tutor book with Alpha Munro. Alpha has now given us a final proof, and we are currently finalising copyright and Gaelic terminology issues.	*	*	*
Continue to assist, where appropriate, and with the help of the Commonwealth Youth Exchange Council in setting up youth exchanges between Fèisean and similar organisations abroad	David	Fèis an Earraich visited Prince Edward Island in August 2003, and the Armagh Pipers' Club in July 2004. Nothing more to date.	*	*	*
MEASURES - ADVOCACY					
Work with other local authorities to encourage similar developments in other areas	Arthur	Have been working on Edinburgh and Aberdeen City Councils, with the possibility of a presentation to both, the latter the most likely in the short term.	*	*	
Continue to publish and distribute leaflets and other publications relating to the Fèis movement to a wide range of organisations and individuals	Anne	Fèis Dates distributed. General FnG information leaflet available.	*	*	*
Continue to lobby at every opportunity to bring the work of the Fèisean to the attention of as large a cross-section of the community as possible	Arthur	Ongoing. Work with GASD and new Traditional Music forum progressing. Submission to Art in the Community enquiry by the Scottish Parliament. Rita met with MSPs in Inverness, on our behalf, in October. Engaging with the Cultural Commission, and have met with James Boyle.	*	*	*
We will strive to work with local authorities on increasing their provision for Gaelic music in schools, particularly, but not exclusively, in Gaelic-medium schools.	David	Year 2 funding of £219,511 agreed. Possibility of work with CnES in the Western Isles, and East Lothian Council also.		*	*

MEASURES - KEY DEVELOPMENTS					
A full review of the impact of the Fèis Support Workers, involving the Fèisean, Funders and the Support Workers themselves will be carried out by 31 March 2002	Arthur	FSWs contracts extended beyond 31 March 2004. New pay and conditions in place. Argyll Worker's hours increased to 4 days. Looking at feasibility of FT Officer in Western Isles.	*		
Funding will be sought, including additional core funding from our three main funders, to ensure that these posts are assimilated into Fèisean nan Gàidheal's core work	Arthur	Increase secured from SAC and HIE. Funding now secured for support posts longer term. Full-time Development Officer in Highland now employed. Bòrd na Gàidhlig has come on-stream as a new funder.	*		
A full audit of funding options for Fèisean nan Gàidheal will be carried out internally, or perhaps externally, by 31 December 2001	Arthur	Not now necessary - funding applications have been successful	*		
If found to be feasible, plans for a National Raffle and establishment of a Fèis Trust Fund will be in place by 31 March 2002	David	First raffle drawn in October 2004, and agreement for another raffle for next year. Tickets available now.		*	*
Carry out a series of small scale 'pilot' archiving projects in four areas by the end of March 2003	Arthur	Archiving project to be next lottery application. Possibly Heritage Lottery rather than SAC. No progress to date.		*	
Evaluate pilot projects and then raise funds for a larger scale project for all Fèisean who want to participate by end of March 2004	Arthur	To follow on as part of pilot.			*
Negotiate with SAC to get part of the funding available for Traditional Musicians in Schools	Arthur	Scheme run by Fèis Rois, and funding increased from YMI funds.	*		
Establish a Fèisean nan Gàidheal band which will appear at Fèis workshops and promotional events	Arthur	No progress to date		*	*
Work with Meanbh-Chuileag and the Màiri Mhòr Fellowship to ensure programmes of work are available for us in schools, and which would promote the Fèisean at the same time	David (Meanbh-Chuileag) Arthur	Second year of Meanbh-Chuileag's work in progress. Still a shortfall in funding, currently being addressed by David. New Bòrd na Gàidhlig funding will help greatly, but need to secure funds from SAC too. Need to get value from Màiri Mhòr Fellowship.		*	*
Fèis Support Workers will put plans in place to encourage collaboration between their Fèisean	David	Ceòl nam Fèis concerts were a first step. Four Regional meetings have taken place. Four more in 2004-05.		*	*
Fèis Support Workers will each organise a regional Ceòl nam Fèis concert by 31 March 2002	David (with Arthur)	4 took place in April and May 2002	*		
Fèisean nan Gàidheal will organise a national Ceòl nam Fèis concert by 31 March 2003	Arthur	Fèis participants took part in Harvest and Beòlach television series, providing valuable showcase opportunities, and the new Celtic Festival will also offer a platform. Fèis Rois's 'Ceòlraidh' concert also a major showcase, and Highland 2007 very interested in a Ceòl nam Fèis event, or events.		*	

Fèisean nan Gàidheal will continue to publish guidelines and offer training to Fèis committee members on the implementation of the Child Protection Policy	David	Ongoing.	*	*	*
Fèisean nan Gàidheal will put measures in place to ensure that all tutors are SCRO checked, if this becomes necessary	David	Ongoing. All staff registered with CRBS; Sandy Gray appointed, and volunteers to be checked next. New regulations being investigated currently, with a view to an updated Child Protection Policy.		*	*
Fèisean nan Gàidheal will negotiate with local authorities other than Highland, to see if they will 'buy in' to our Grants Scheme	Arthur	Argyll & Bute Council and Comhairle nan Eilean Siar now on board.		*	*
Along with the committee of Fèis Tir a' Mhurain, and other interested Fèisean, look at the possibilities of, and plan for, a national Gaelic-medium Fèis	David	Spoken to Sradagan manager about possible collaboration between Sradagan and Fèis Dhùn Eideann. Very positive about this. Fèis Tir a' Mhurain still happy to consider this.		*	*
As part of our Training Programme, offer training to Fèis Organisers in timetabling Gaelic-medium tuition	David	Gaelic language resource pack for Fèisean which include some great ideas on timetabling, and on Gaelic activities.	*	*	*
Continue to offer subsidised places on Sabhal Mòr Ostaig's Cùrsa Inntigidh, as in 2002, to Fèis Tutors and Organisers wanting to learn Gaelic	David	Small numbers, but propose to utilise spare funding for other Gaelic courses, and promote the opportunity more widely.	*	*	*
Along with Fèis Alba, and other organisations, put together a plan for activities to engage teenagers	David	Part of Training Plan with events in February, June and September 2004, and the Beòlach television series, as well as Fèis Rois na Deugairean.		*	*
Continue to make additional spaces available at Fèis Rois nan Deugairean for teenagers, at the same time as investigating the possibilities for other Fèisean to establish stand-alone events for this age group	Arthur	Ongoing - part of Training Project.	*	*	*
Investigate, by March 2002, the feasibility of touring a large scale show like Ceòl nam Fèis	Arthur	No progress to date		*	
Have discussions, by June 2002, with Comhaltas Ceòltoirí na h-Eireann to discuss the possibility for a joint tour	Arthur and David	No further progress to date		*	
Set up a tour involving Fèis musicians by the end of March 2003	Arthur	No progress to date		*	*
Produce an accompanying CD for Gàidhlig do Luchd-tòiseachaidh by March 2002'	Arthur	Gàidhlig do luchd-tòiseachaidh now updated, re-printed, and available with CDs to all Fèis participants.	*		
Investigate, by the end of March 2003, the possibilities for the employment of a Publications Officer	Arthur	No progress to date		*	

Fèisean nan Gàidheal

Fèisean nan Gàidheal Development Plan 2005-10

Agenda item I.2005.04(b)

Background

As Board members know, a timetable has been agreed whereby a new Development Plan for the organisation, covering the years 2005-10, will be ready by March 2005.

Progress

Although it has been very difficult to find the time to get on with this, I will definitely have a draft e-mailed to Board members in advance of the meeting, with hard copies at the meeting, for discussion.

Recommendation

Board members will be asked to note the progress to date, and once the draft plan is available, make recommendations for improvement/changes.

Arthur Cormack

Director

February 2005

Fèisean nan Gàidheal

Fèisean nan Gàidheal Gaelic Developments

Agenda item I.2005.04(c)

Background

Fèisean nan Gàidheal had submitted five applications to Bòrd na Gàidhlig's Gaelic Initiatives Fund, for a total of approximately £55k. David Boag has said more about these in his Progress Report.

Coincidentally, Bòrd na Gàidhlig has added Fèisean nan Gàidheal to its list of 'approved contractors', which previously consisted only of the Gaelic organisations which historically had been in receipt of Section 23 funding directly from the Scottish Office, and in more recent years, the Scottish Executive. Despite trying for several years to tap into this fund, Fèisean nan Gàidheal was always told that it was more appropriate for its work to be funded through the Scottish Arts Council, and although we were advised that funding could not be given from both sources, there were, in fact, anomalies. Fèisean nan Gàidheal's work may primarily be in the arts, but we are involved in a significant element of Gaelic language development, and this can, and should, be developed.

The funding of Gaelic bodies now comes within the remit of Bòrd na Gàidhlig, and Fèisean nan Gàidheal has been added to the list, along with Comhairle nan Leabhraichean, previously in the same boat as ourselves.

Projects

Our new Development Plan will outline various initiatives that are specifically Gaelic developments, and we are aiming to secure funding from Bòrd na Gàidhlig for these elements of our work. As David has pointed out in his Progress Report, we have now been asked to put in an overall bid for funding for our prioritised projects, which will, if successful, be funded under the former Section 23 funds, rather than the Gaelic Initiatives Fund. The significant thing about getting onto this list is that in subsequent years, once Bòrd na Gàidhlig has a National Plan for Gaelic, Fèisean nan Gàidheal can bid in to deliver certain elements of the plan, most likely to be those which fit in best with our core work.

For this year, we are hoping to secure funding for:

- Meanbh-Chuileag
- A full-time Gaelic Development Officer
- Gaelic language Training Courses

We will leave the 25th Anniversary Book in as a project, as it is a one-off cost.

Recommendation

Board members are asked to note the progress in discussions with Bòrd na Gàidhlig, and to discuss any other aspects of our work we should consider bidding against.

Arthur Cormack

Director

February 2005

Fèisean nan Gàidheal

Staff Progress Reports

Agenda item I.2005.05(a)

Arthur Cormack, Director - Progress Report

Introduction

The work of the organisation has been going along quite successfully over the past few months, with the end of the year very busy, and the beginning of the new year just as busy! The new opportunities are challenging all our workloads, particularly those of senior staff, and while exciting and worthwhile, staffing does need to be addressed, and will be, as the Development Plan takes shape.

Funding

Funding has remained extremely stable over the past year, helped considerably by having the Youth Music Initiative funds in the bank, which has ensured that we have had no cashflow problems, and can earn a bit of interest!

We have been submitting a large number of claims over the past 6 weeks, ensuring that smaller amounts of money are being claimed on time. The claims procedures of some organisations are quite onerous, and this does put a lot of pressure on Anne, in particular.

Our funding for 2005-06 is becoming clearer and although we have not yet set a budget for 2005-06, we hope to have a draft of this ready to table at the Board meeting. The possibility of new funding from Bòrd na Gàidhlig is particularly welcome, as is the small increase in SAC funds.

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.

The increased percentages to Fèisean seem to have been welcomed, and we will have all letter of offer out to Fèisean by the end of February. This is later than we had envisaged, but a number of Fèisean were late in submitting their applications, and it make sense for us to process them all at the same time, so that we have a complete overview of the funding being committed.

Staffing

- There has been one formal staff meeting since the last Board meeting, with David, Anne, Iona and me.
- We had a full staff meeting and training day on 21 December, followed by Christmas Dinner.
- Elaine Ferguson has been helping us out over the past few months on a regular basis, which is helping Anne, in particular.
- James Graham from Sabhal Mòr Ostaig will be on a work placement with Fèisean nan Gàidheal for 3 weeks from 23 February.

Youth Music Initiative

A meeting of all the Fèisean involved in the Highland Council contract was held in Inverness on 15 February. This was attended by Norman Bolton, the Highland Council's Youth Music Manager. The school visits are being very well received, and we were able to make changes to the registration forms and evaluation forms, in light of comments received.

It has been confirmed that Fèisean na Gàidheal will continue to have a contract with the Highland Council worth around £219,000 for 2005-06, and it has also been confirmed that the Youth Music Initiative is to continue for at least another 2 years beyond the original 3 envisaged.

We have also had an approach from East Lothian Council wanting us to run a project in their schools as part of the YMI, and we will be discussing this with Fèis Dhùn Eideann as the nearest Fèis to the area that needs to be covered.

Cultural Commission

The work of the Cultural Commission is ongoing, with a report expected from them in June this year. Fèisean nan Gàidheal submitted a paper to the Stage One consultation, and had input to the submissions of the Scottish Arts Council and the Traditional Music Forum's submissions.

A third, and final, stage of consultation is due to happen around April, and at that point, we will have to be ready with a paper to submit to the Commission.

Blas Celtic Community Festival

Two planning meetings have taken place of the Blas Action Group, on 6 December and 15 February, with a meeting of the full Steering Group on 12 January.

Following a competitive tendering process, Brian Ó hEadhra was appointed as Artistic Coordinator, and Cailean Maclean as Press & PR Contractor, to join Donna Cunningham in the team who will be responsible for the day-to-day planning and promotion of Blas 2005. The festival will take place from 2-10 September this year, in Lochaber, Ross & Cromarty, Skye & Lochalsh, Caithness and Sutherland.

Hands Up for TRAD Traditional Music Awards 2004

As agreed, Fèisean nan Gàidheal hosted the pre-Awards reception at the Queen's Hall in Edinburgh on 4 December. This provided a valuable opportunity for us to highlight our work to the traditional music sector, politicians, Cultural Commissioners, SAC staff etc, and we had the bar area very well laid out with Fèisean nan Gàidheal and Blas banners, as well as Powerpoint presentation on a loop, playing throughout the evening.

Gaelic Arts Strategic Development - GASD

The first round of applications to the GASD programme were decided at a meeting in Glasgow on 11 February. Despite a short timescale from the time the guidelines were issued to prospective applicants, the group received over 50 applications, with a pretty good geographic spread. The areas covered in this round were Traineeships, Residencies and Showcases, and at least 2 Fèisean were successful with applications.

Bòrd na Gàidhlig has agreed its second year of funding at £50k, to add to the SAC contribution, so the GASD programme is on track to continue delivering for another 2 years.

Fèis visits and direct contact with Fèisean

- As usual, have been in touch with all Fèisean through correspondence from the office
- Addressed a very successful Fèis awareness-raising event in Stirling, organised by Fèis 'sa Mheadhan, and attended by Patricia Ferguson MSP, Minister for Culture, as well as Bruce Robertson of The Highland Council
- Attended the excellent Fèis Rois concert at Celtic Connections
- Along with David Boag, assisted Ingrid Henderson in finalising the Lochaber Fèisean Development Plan
- Attended a meeting of the Lochaber Fèisean Development Officer's Steering Group
- Met with Rita Hunter to discuss various Fèis Rois issues

General representation and meetings attended

- Met with Ian Mills of the National Youth Choir of Scotland who wanted to discuss involving Gaelic song in their work
- Met with James Boyle in Inverness
- Met with Bruce Robertson, Ian Murray, Cllr Andy Anderson and Cllr Dr Michael Foxley, to discuss Blas
- Was one of the judges at the Young Traditional Musician of the Year competition at Celtic Connections, where 3 out of 6 finalists were former Fèis participants
- Attended a meeting of An Drochaid Steering Group
- Took part in a meeting organised by Iona, on behalf of GASD, to have initial discussions about a Gaelic Arts Award – a qualification
- Met with Kate Martin and Cailean Maclean to discuss progress with the 25th anniversary book, and agree timescales for the remainder of the work
- Met with Bòrd na Gàidhlig staff to discuss funding for Fèisean nan Gàidheal, along with the Chair and Development Manager
- I have been invited to attend a reception at Buckingham Palace on 1 March to celebrate British Music

- I have been absent from work, unpaid, for six days in the period covered by this report, for meetings of Bòrd na Gàidhlig
- I have been absent from work for two days for meetings of the Scottish Arts Council

David Boag, Development Manager - Progress Report

Introduction

Since the last meeting I have been busy being a dad, and I would like to thank you all for your cards and gifts. As well as the normal two week Christmas and New Year closure, I took two weeks paternity leave 10th to 21st January, effectively meaning that I was out of the office for a month. My new paternal status has also restricted the amount of travelling I have done since January.

Development Fund

The development fund has continued to be very successful indeed, with 23 applications received by the 31st January deadline. To date £14,933.72 in grants have been committed, and if all projects come to fruition as envisaged, £100,250.81 in additional activity will have been created by the fund. This leaves a remaining balance of £5,066.28 that can be used by Fèisean in this financial year. The options for this are as follows:-

- Organise a second round of open bids for the remaining money **or**
- Use the remaining balance to help fund strategic inter-Fèis activities

I would appreciate some guidance from the board with regard to how this should proceed.

Management of Development and Support Staff

I continue to be in regular contact with Fiona MacInnes (Western Isles), Christine MacIntyre (Argyll and Glasgow), Nicola Marshall (North Highlands), the Meanbh-Chuileag team and Sandy Gray our Disclosure collator. Everybody met on 21st December in Inverness for a staff meeting, followed by our annual staff Christmas dinner.

In addition, I assisted Ingrid Henderson with the preparation of her Lochaber Fèisean Development Plan.

Meanbh-Chuileag

Màiri Kidd and Douglas Beck have continued to be very busy indeed. Full details of their recent progress will be contained in their own progress report. However, I have been actively working over the last few months to try and put together a more secure and long-term funding package. I wrote to David Taylor, Head of Drama at the Scottish Arts Council, 2nd February 2005 looking for clarification of their position on continued support for the group. This letter was a follow-on to the meeting I had with him in August 2004. I am disappointed to report that to date I have had no response, and this still leaves us in limbo, with the current funding package coming to an end on 31st March 2005.

I understand that the Scottish Arts Council and Bòrd na Gàidhlig are to hold discussions about the wider issue of Gaelic drama in the near future, and it may be clearer after that, what their strategic priorities are. I am extremely hopeful that given the outstanding success of the Meanbh-Chuileag project, Gaelic medium theatre-in-education will be seen as an important strategic priority.

I must at this point pay tribute to Màiri and Douglas, who are continuing to undertake a heavy programme of work, within very tight budgetary constraints and competing demands.

Fèisean nan Gàidheal are committed to ensuring that the project has a long-term sustainable future, within the context of Gaelic language development. However, with already tight funds drying up, we will have to secure new funds within the next six weeks, or the project will cease to exist.

Celtic Community Festival – Blas

Over this last period of time, developments on the Blas festival have continued at a pace. I attended meeting of the action group on 6th December and 15th February, as well as participating in a couple of telephone conferences.

Youth Music Initiative

I attended a meeting of the Fèisean delivering the Youth Music Initiative in the Highland Council area on 15th December. This was a great opportunity to hear what is going on throughout the area, and it is very encouraging to hear the hugely positive feedback from pupils and teachers alike, to the work that the Fèisean are doing through this project.

Bòrd na Gàidhlig - Gaelic Initiatives Fund

This new fund established by Bòrd na Gàidhlig offers grants of up to £10,000 for smaller Gaelic language projects. With a deadline at the end of January, I prepared and submitted three applications to this fund:-

1. To provide additional support for Meanbh-Chuileag
2. To establish the post of Gaelic Development Officer within Fèisean nan Gàidheal
3. To establish Gaelic language teams to assist Fèisean implement their Gaelic Development funds

Colleagues within Fèisean nan Gàidheal also submitted a further two projects, namely to support the publication of our 25th Anniversary Book, and support for additional Gaelic language training within Fèisean nan Gàidheal and the wider Fèis movement.

Following on from these submissions, Bòrd na Gàidhlig has asked that Fèisean nan Gàidheal put together a collective bid under their "Approved Contractor" scheme for some or all of these projects. Arthur Cormack, Catriona MacIntyre and I met with Bòrd na Gàidhlig officials on 15th February to discuss this bid, which I will be undertaking on behalf of Fèisean nan Gàidheal.

25th Anniversary Book

Plans are now well underway with the production of the 25th Fèis Anniversary Book. I met with Arthur Cormack, Cailean MacLean and Kate Martin in Inverness, 4th February to progress this work.

Fèis Alba

I prepared the annual accounts for Fèis Alba, which were audited by Angus Nicolson, and forwarded these to Companies House.

Nicola Marshall and I have been in discussions about this year's event, which will take place in Plockton, 2 – 5 July. We have contacted all the Fèisean with cèilidh trails to discuss the possibility of their training being incorporated into Fèis Alba on a collective basis. In this way we hope to resolve some of the issues regarding recruitment, whilst offering Fèisean assistance with their programmes of activity.

Fèis Bharraigh 2005

I paid a visit to Barra on 25th November to discuss plans for their main Fèis, year-round programme and 25th Fèis celebratory events. Most of the day was spent with John Jo MacNeil and Fiona MacInnes in the Fèis Bharraigh office, with a public / committee meeting in the evening. The conclusion was that the most fitting way to celebrate the 25th Fèis, is to ensure that the Fèis and year-round programmes were established on a secure footing.

I have been in regular contact with John Jo and Fiona with regards to the 25th Anniversary events, and I submitted an application to the Scottish Arts Council events programme for financial assistance. Outline applications have also been lodged with Comhairle nan Eilean Siar and Western Isles Enterprise.

I have also made contact with Father Colin MacInnes and am pleased to report that he intends to be in Barra at the time of the Fèis.

A summary of the proposed events are as follows:-

- Two week Fèis Bharraigh, 16 – 30 July 2005
- A series of evening events throughout Barra and Vatersay
- A 500 seat marquee to be set up on Tangusdal Machair, 28 – 30 July
- Thursday 28th July – Fèis Bharraigh final concert
- Friday 29th July – A special concert, possibly Cathy Ann MacPhee and friends followed by a dance.
- Saturday 30th July – Cèol nam Fèis concert, featuring Fèis Bharraigh participants and tutors from over the years, plus representative groups from other Fèis areas, followed by a dance.

I have made initial contact with all those Fèisean with existing Cèilidh Trails to nominate a group to play on the Saturday night. However, I would also like to recruit a couple of groups from outwith the Highlands area, plus a Western Isles group to perform at the concert.

Fèisean Radio Project

I met with Neil MacLeod of the Highlands and Islands Community Broadcast Federation to discuss the possibility of closer working between community radio and Fèisean. Out of this, I have been working to prepare a bid to Sgeama Gàidhlig sa Choimhearsnachd to buy 4 mini-disk recorders and mics, and organise a 2/3 day training session in Gaelic medium, for up to 12 Fèis participants. It is hoped the participants will be able to make a programme at their own local Fèis for broadcast on their community radio station.

Attendance at meetings and collaboration with other organisations

- Presented a paper to the Arts and Communities Conference in Glasgow, 24th November about the Fèis movement.

Fèis Visits

- Met with Jennifer Stewart, Fèis Chataibh in Inverness, 17th December to offer training in Breakfree etc.
- As part of my support role for Fèis Obar Dheathain, I spent the day with Fiona Johnston and Coll MacDonald in Banchory on 2nd December and with Fiona and Morag Robertson in Aberdeen, 10th February.
- Attended a meeting of the Fèisean nan Gàidheal Board in Inverness, 7th December.
- Met with Derek MacLennan of Fèis na Comraich, now to be called Fèis a' Bhealaich in Applecross on 20th December.

Iona MacDonald, Training Development Officer - Progress Report

Events this period:

December

21 Staff Training – Inverness (Fèis Good Practice and Development Plan) - All attended

January

Planning for new ESF Application and match funding

GASD Meeting to develop proposals for a PDA in Gaelic Arts

29 Highland/Lochaber Regional Training Meeting, Cromarty

31 Submission of application to Bòrd na Gàidhlig for development of training/resources.

Collation of “Good Practice” suggestions for Fèis Handbook

February

5 Argyll/South Regional Training Meeting, Oban

10 Submission of ESF Application

19/20 Tutor Training (Level 1 and 2)

Ongoing

First Aid for Child Carers via Red Cross

Gaelic Language Courses for Committee members, tutors, supervisors, etc

Course development for Advanced Certificate in Music Tuition

GASD Gaelic Arts award

Staff Training

Cert in Management - Anne

PG MA, (continuing) – Iona

Ongoing – Gaelic Language – David

Nicola Marshall, Development Officer – Progress Report

General

Since my last report I have progressed a number of projects and despite a lull in activity over the Christmas and New Year period all the Fèisean within the North Highland area have been active. In January 16 representatives from the North Highland and Lochaber Fèisean came together in Cromarty for the annual Training Day which I attended and it proved to be a worthwhile day for all. Back in December I attended two Conferences the first of these being the first Artsplay Highland National Conference where I led a workshop/discussion group on the work of Fèisean nan Gàidheal. The second event was the Highlands and Islands Community Broadcasting Federation Annual Conference, this was an extremely worthwhile exercise and having made a number of useful contacts. I am working with David to create a Gaelic community radio project which will link Fèisean with their local community radio station and provide participants with training in this area. Several of the Fèisean in my area continue to deliver classes in schools as part of the Youth Music Initiative and there is a definite increase in participation in Fèis activities.

Fèisean

Fèis a 'Bhaile

Since November Fèis a' Bhaile have run a number of group-work sessions with tutor Calum MacCrimmon which have proved to be popular, it is hoped to establish a regular group which will have their first performance at the Fèis AGM in April. The Fèis also continue to run Gaelic drama classes and have introduced a class for younger participants. I have regular contact with the committee and they are already making plans for the main Fèis in October.

Fèis Chataibh

Following the departure of Lynn Houston as Fèis support worker I assisted committee members with the interview process and they have now employed Jennifer Stewart a former Fèis participant, as a replacement. I hope to meet with Jennifer soon. Over the winter the committee ran a series of arts and craft workshops. I recently met with Ken Houston to put an application to Sgeama Gàidhlig sa Coimhearsnachd in order to develop the Gaelic aspect of these workshops. If successful the application will also provide funding to develop Gaelic within the Cèilidh Trail and the main Fèis in the summer. Auditions for the Cèilidh Trail will take place at the end of March.

Fèis Chille Mhòraig

Following the main Fèis last September there have been regular follow on classes in Fiddle and Whistle, it was hoped to also run an accordion class but there has been a shortage of available tutors. Most recently the committee have arranged a series of group-work sessions with funding from the FnG Development Fund. I have attend a number of committee meetings and stay in regular contact with the committee.

Fèis Ghlinn Albainn

Fèis Ghlinn Albainn continues to be very active. Regular instrumental classes are running and they have introduced Gaelic language sessions for children as well as adults. With funding from the FnG Development Fund they are going to run a series of monthly group-work workshops for intermediate and advanced participants, this will be tutored by Phil Cunningham. I attend committee meetings as often as possible and I recently met with Sharon Fraser to complete a number of funding applications. Plans are afoot for the main Fèis which will take place in the first week of August, as this is their first Fèis I will attend for most of the week to offer support.

Fèis na h-Òige

I continue to have regular contact with Fèis na h-Òige and we have progressed a number of projects. Following a successful application to Sgeama Gàidhlig sa Coimhearsnachd the Fèis have added to their instrument bank and purchased their own shinty equipment. This weekend I will accompany a group of older participants on a visit to Sgoil Chiùil na Gàidhealtachd in Plockton. Group-work and Percussion have been added to the list of subjects offered at the Saturday workshops and I am in the process of organising another weekend group-work event similar to that held last September. The main Fèis will take place in the first week of the school holidays as normal. A successful fundraising Cèilidh was held in early February with the band Skippinish. Fèis na h-Òige participants will be performing in the new musical 'Taigh Màiri Anndra', based on the life of Margaret Faye Shaw, which will take place in Eden Court on the 5th of May.

Fèis Spè

Since my last report the funding application made to SAC on behalf of Fèis Spè for a part-time Development worker has been accepted and the project has moved forward. Interviews are to be held next week and it is hoped that the successful candidate can be in post by mid-March. Like a number of the other Fèisean, Fèis Spè are also going to be running some group-work sessions in the next while aimed at their cèilidh trail participants and they will have a performance of 'Dannsa Spè' on Friday 25th February. Recently a number of committee members and participants attend a technical workshop on how to set-up and operate their new PA system. I hope that this workshop can be replicated in other areas.

Fèis an Earraich

Fèis an Earraich will hold their main Fèis in the Easter holidays in Kyleakin and the committee have been busy with preparations. I hope to visit the Fèis for a day. The applications I prepared before Christmas to Leader+ and the SAC for funding for a Cèilidh Trail were submitted and I hope to hear if funding has been secured by the end of March. If so, I will work closely with the committee to establish the Trail and find participants.

Fèis Srath Fharragaig (Fèis Farr)

Although I have had little contact with Fèis Farr, their monthly workshops have been running successfully since November.

Fèis Thròdairnis

Corrina Duin has now taken on the annualised hours for Fèis Thròdairnis and I visited her recently to set up the Fèis computer and discuss her role. The Fèis are running regular fiddle and chanter classes and will hold their main Fèis in July.

Fèis Ratharsaidh

I attended Fèis Ratharsaidh to offer additional support at the request of Rebecca Mackay who could not offer her usual level of commitment due to personal circumstances. Although all those who participated had an enjoyable weekend I felt there was a lack of support from the rest of the committee and a number of issues arose which caused me some concern. I hope to meet with the committee over the coming year to find ways of developing certain aspects of the Fèis.

Fèis Air an Oir

In November I met with Joan Ritchie and assisted her to complete their Fèisean nan Gàidheal grant application form. This was the first meeting I had had with a representative of the Fèis but I hope to meet with them again in the near future. The Fèis have been running regular instrumental classes.

Fèis Alba

Fèis Alba will again take place in Plockton from the 2nd to the 5th of July however it is hoped to change the focus of the event and develop it as a training opportunity open to Cèilidh Trailers from all areas which would allow participants to share ideas, skills and information and identify problems or ideas specific to a particular area which can be dealt with by each individual Fèis. This would provide a good opportunity to work together and create greater links between the existing cèilidh trails. I have contacted those Fèisean running Cèilidh Trails to develop this idea.

New Projects

Fèis Inbhir Narann – A committee has been established and the Nairnshire Traditional Music Steering Group has formally become Fèis Inbhir Narann. Subject to funding they will hold their first weekend event in March.

Inverness Fèisean – There will be a meeting of the Inverness Fèisean on Monday 7th March in order to exchange information, come up with new project ideas and progress the development worker idea.

Barra 25th Anniversary/Ceòl nam Fèis - It is hoped that representative groups from all the Cèilidh Trails will participate in a 'Ceòl nam Fèis' event as part of the 25th Anniversary celebrations in Barra.

Fèisean Radio Project - I will work with David where necessary on this project.

Ingrid Henderson, Lochaber Fèisean Development Officer - Progress Report

The last few months have been very busy for me in work. The launch of 'Blas' has been a big factor as well as the start of the Youth Music Initiative work in the Lochaber schools. An office move from Lochside to Camaghael in early October also added to the chaos!

Blas

Since September a lot of time has been taken up with working towards the launch event for the new festival idea of 'Blas', Celebrating Highland Music. Thankfully most of the administration was taken over by Donna Cunningham which meant less time for me away from other Feis duties. The Lochaber event took place in Strontian on Saturday November 13th with Session A9, Cèilidh Trailers and Mairead Stewart performing. It was a great success and a good launch to the start of the Highland wide project. The Action Group will meet in December to discuss possibilities for Blas 2005 which runs from September 2nd – 9th.

YMI School Visits:

The Lochaber part of the 'Traditional Music in Schools' project is now at the end of the second block and so far feedback seems to be very positive. Sandra Henderson has been the project worker for this and will continue in post until Block 3 is programmed for January and February. As the office based Lochaber Fèis worker I tend to be the central point of contact while the visits are running, and I cover the administration work for the tutors and project employee.

Workshops

Fèis Òigridh na Mara 'Come and try' day

I have been working with the new committee in the Mallaig area to help them start their Fèis provision in the area. The first event took place on Monday November 22nd and acted as a taster for the twenty-five youngsters who attended in the area. Demand has been shown for ongoing lessons in clàrsach and guitar and tuition for these will be underway by the new year. Through the development fund we are also supporting instrument repair and Gaelic song sessions in the area. I am helping the new committee to set up billing systems and formats used by other Fèisean in the area.

Ongoing Tuition

Work continues to promote the year round tuition work of the Fèisean and I am being approached more as the central point of contact for enquiries regarding traditional tuition in the area. In this period I have helped set up guitar and fiddle lessons in Strontian before passing them onto the administration of Fèis nan Garbh Chriòchan.

Funding applications and claims:

Cèilidh Trail

Although the Cèilidh Trail finished in August the task of reporting back and claiming funding still continues. Paperwork has now been agreed by Leader+ and the last claim for the 2004 Trail is with Lochaber Enterprise. The Arts Council report will be sent off in January to claim advance funding for 2005.

Fèis Òigridh na Mara

An application I made on their behalf to Awards for All has come back successful and they now have £4150 to run a main Feis events, workshops days and ongoing classes in their area.

Fèis Eige

An application was made to Awards for All for Storytelling and Folklore workshops. Due to an investigation of procedures at Awards for All we are still awaiting the result.

Fèis nan Garbh Chriòchan Annualised Hours

The final claim for the Administrative Post funding was made to Lochaber Enterprise in October and payment has been sent out to the Fèis. The final report, required on completion, was sent to Alison Boyle in January.

Fèis nan Garbh Chrìochan – Instrument Claim

A final claim has gone into Lochaber Enterprise for the 25% funding they agreed for instrument purchases over the last year. A further application has also gone to the Fèisean nan Gàidheal Development fund for £860 and for the same amount to the Lochaber Fèisean Development Fund. The Scottish Community Fund also supported the project with £2915. A final report will go into them in December.

Fèis Òigridh na Mara

I helped the committee write an application to Gàidhlig 'sa Choinhearsnachd to support Gaelic song tuition in the area. The project total is for £1822 with £972 being requested.

Newsletter

This has been delayed due to other more pressing work but I am currently working on the November issue of the Fèisean nan Gàidheal Fios na Mios newsletter and hope to produce a Lochaber Fèisean newsletter in the Spring.

Acharacle New School Project:

I've attended meetings and been involved in correspondence regarding the new school build for Acharacle. This is mainly to represent Fèis nan Garbh Chrìochan's place within the new school and has involved discussions regarding planning requirements for the Fèis and scoping funding for arts facilities and a Fèis office within the building.

Disclosures:

As the Lochaber based signatory for Fèisean Disclosure forms I continue to be the point of contact for checking forms for committee members, supervisors and tutors.

Other:

As part of the Blas event I also worked with a film company to record material from the Cèilidh Trailers. This work is part of a DVD project run by Billy MacIsaac to raise money for the local Hydrotherapy fund but will also provide us with good footage of the Cèilidh Trailers and promotion of Fèis work and the Blas Festival idea. The Cèilidh Trailers spent a day recording the tracks at Watercolour studios in Ardour.

I was also involved in the selection of a new Annualised Hours worker for Fèis nan Garbh Chrìochan. Lesley MacMaster started her post in mid January.

Attended meetings:

August

23rd	Meeting with Lochaber Gaelic Development Group
24th	Meetings with Norwegian Partners in NPP Project
26th	Acharacle School Meeting with Michael Foxley
26th	Steering Group Meeting, Lochaber Fèisean Development
30th	NPP meeting, Lochaber partners

September

3rd	Attended the Fèisean nan Gaidheal AGM, Inverness
17th	Meeting with Nicola Marshall, Fort Augustus
20th	Blas Meeting, Inverness
27th	Working with Mary Lamont, Acharacle pm
27th	Meeting with Fèis Òigridh na Mara, Mallaig

October

4th	Fèis nan Garbh Chrìochan Meeting, Acharacle
12th	NPP meeting, Social Audit, Fort William
18th	Visit to Fèis Eige committee, Eigg
22nd	Web Training, Lochaber College
29th	Web Training Follow up, Lochaber College

November

12th	Northern Peripheries Meetings with Scottish, Norwegian and Swedish partners
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13th	Blas event and NPP meetings, Strontian
16th	Meeting with Marion MacDonald, Feis Office
18th	Fèis Lochabair AGM, Fort William

December

6th	Blas meeting, Inverness
8th	Meeting in Acharacle
10th	Whelk Leader+ meeting
13th	Meeting with Fèis Òigridh na Mara
20th	Disclosures
21st	FnG staff meeting, Inverness

January

7th	Cèilidh Trailers, Ardgour
14th	Meeting with Feis committee, Mallaig for funding applications

Fiona MacInnes, Fèis Support Worker - Progress Report

Having worked a lot of extra hours towards the end of last year, I had accumulated a lot of TOIL and hence I took a lot of days off in January. Whilst at work, my time has been taken up helping the committees with their grant and development forms, their projects and given assistance for any other matter where possible. I have been encouraging the Fèisean to hold their AGMs before the end of year to enable them to have a new committee and their audited accounts, and therefore having this information at hand for the completion of FNG grant form, and any other.

I have also very encouraged and pleased that the Fèisean are making good use of the Fèis Development Fund, and that I am able to assist them with this. The projects so far have been the production of a FTAE CD, FTAM promotional video and FEAF groupwork classes.

Over the next few months, I will continue to assist the committee mainly with their new projects, fundraising and any other help in organising their Summer Fèisean. Regular contact with the committee will continue by telephone, email and the attendance of meetings.

Fèis Bharraigh

- Regular contact with the chairperson by telephone and email.
- Ongoing assistance and advice given re 2005 Fèis.
- Planning to be in Barra in March 2005.

Fèis Eilean an Fhraoich

- Regular contact with chairperson by email and telephone.
- Attended meetings on 6, and 7 September 2004 and 1 February 2005
- Compiled budget costs and completed Fèis Development form re 4-week trial groupwork classes.
- Assistance given to complete 2005/06 grant form.
- New development for FEAF - Winter classes to begin in Sept 2005

Fèis Eilean na Hearadh

- In contact with admin worker by telephone and email.
- Attended meeting on 29 November 2004 re the possibility of traditional music group in Harris in collaboration with community education.
- Met admin worker on 8 December 2004 re 2005/06 grant form.

Fèis Taigh Dhonnchaidh

- In regular contact with chairperson of Taigh Dhonnchaidh by telephone.

Fèis Tìr a' Mhurain

- Regular contact with secretary and chairperson by email and telephone.

Fèis Tìr an Eòrna

- Regular contact with chairperson and secretary by email and telephone.
- Compiled budget costs and completed Fèis Development form re CD project.
- CD project ongoing, and following delays in the recording stage, it is now expected to be completed by end of March 2005.
- To attend AGM in March 2005.

Other

- Attended a staff meeting in Inverness on 21 December.

Christine MacIntyre, Fèis Support Worker – Progress Report

GENERAL

Busy period ensuring all Fèisean have completed grant forms!
New initiatives in full swing.

Fèis Arainn

- Attended their AGM (7 Feb)
- Fiddle workshop underway
- July Fèis, most tutors confirmed and Disclosed (Màiri MacInnes in Canada & some other committee members also absent this year, however, remainder of committee all ready & prepared)

Fèis Dhùn Bhreatainn an Iar

- 2005 Fèis in progress over the next few weeks
- Funding on course
- Primary school project to be extended

Fèis Ile

- School tuition project underway with two tutors accessing all but one of Islay primary schools
- 2005 Fèis date 24 & 25 Feb. Four subjects to be taught over the two days, a teenage group workshop to feature on Fri 25 in co-ordination with the Mid-Argyll “Jam project” Evening cèilidh in Ionad Chaluum Cille Ile. Finally! (Much of the above developments as a result of the enthusiasm of Dòmhnall Angaidh of Ionad Chaluum Cille)
- New full committee about to be appointed soon

Fèis Lannraig a Tuath

- Planning for Aug Fèis underway
- Lottery funding also secured

Fèis Latharna

- A one day workshop 12th March organised
- Easter Fèis, April also organised and on course
- Fèis Latharna.com web-page getting many hits (request from Australia re Fèis!)

Fèis Mhuile

- New committee appointed
- 2005 dates (TBC at Feb 16th meeting)
- Looks likely to be 4th – 6th April during Easter holidays

Fèis Latharna/Fèis Mhuile Joint Project

- New coordinator now in post: Sileas Sinclair
- School project on course: 15 primaries within Fèis Latharna catchments area being accessed by Andrew MacPherson and Hector Henderson starting 7th March
- Fèis also in negotiation with an established group (Session A9) to enter Oban High School to do a teenage workshop and to have youngsters perform at the main evening cèilidh. Difficult to get A9 to come up with a suitable date!

- Mull has also continued their schools tutors' access and is extending this to the South of Mull and Iona.
- (More info re new Mull projects to come from Feb 16th meeting)
- Project now moving, as it should have been, albeit a little behind schedule!

Fèis Naomh Chonbhal

- On course for 2005 season. Still to visit this Fèis, difficult, as it always seems to clash, must make an effort this year to attend!

Fèis Òigridh Ghlaschu

- New committee slowly getting there
- 2005 May Fèis organisation underway and on course

Fèis Ghlaschu (new one)

- Still waiting for more information (meeting scheduled for Feb 23, to be attended by David Boag)
- An Easter Fèis being organised by An Lòchran staff and Glasgow Cultural Services.

New Developments

- Sat 5th Feb: Tairbeart Loch Fyne: One day workshop with 4 tutors & group workshop with Croft No 5 plus evening cèilidh
- Fri 24 & 25 Feb: workshops plus group session in Islay
- Sat 2 April: Campbeltown Kintyre: one day workshop 4 tutors plus a group workshop (Back of the Moon TBC) plus evening cèilidh
- (The three above workshops will be funded by Argyll & Bute Council, with Argyll & South Support Worker coordinating them)
- Lochgoilhead group has joined FNG.
- Anticipated "partnership" with An Comunn Gàidhealach Youth Worker not proving fruitful! Support Worker concerned future Fèis group-work tuition sessions in Oban High School being pre-empted by An Comunn's Oban youth worker. Duplication of this sort not viable in a busy High School curriculum!

Fèisean nan Gàidheal

Tracking Exercise

Agenda Item I.2005.05(b)

Background

Board members will recall that we have contracted the RSAMD to carry out our Tracking Exercise, and those of you who represent a Fèis will know that I have written 3 times to all the Fèisean, asking them to put together data for the RSAMD, to allow them to make up a representative sample of 1,000 former Fèis participants. This has proved quite difficult, and therefore, the study is behind its original timescale as we have awaiting data from the Fèisean.

Questionnaire

The following is the questionnaire that will be used by the RSAMD to collect general information from the sample of 1,000.

A' comharrachadh 25 bliadhna de na Fèisean - Celebrating 25 years of the Fèisean

As part of the celebrations of 25 years of the Fèis movement, the National Centre for Research in the Performing Arts at the RSAMD is undertaking a study of the impact of the Fèisean on participants over the last quarter-century.

The research will map out the story of people who have taken part in Fèisean and will try to find out how participation has affected their life, their career or study choices, and crucially, their attitude to Gaelic.

This questionnaire has been sent to a sample of Fèis participants from records provided by Fèis organisers, and asks a range of questions that aim to understand if, and how, taking part in a Fèis has influenced you.

If you can take a few moments to complete and return this questionnaire, it will help us learn a good deal more about the Fèis movement. Thanks for your help.

1. In what way have you participated in a Fèis? (Tick *all* that apply)

- As a learner
- As a tutor
- As a volunteer
- As an organiser

Tell us more (optional):

2. In which year were you born?

3. What is the first part of your current postcode (e.g. PA75, IV43)?

4. Are you male or female?

5. Are you currently:

- At school
- A full time student
- In employment
- Other

Tell us more (optional):

6. How do you describe yourself?

- White Scottish
- Other White British
- White Irish
- Other White
- Indian
- Pakistani
- Bangladeshi
- Other (South) Asian
- Chinese
- Caribbean
- African
- Black Scottish and other Black
- Mixed
- Other
- I do not wish to provide this information

7. Which Fèisean have you attended, and in which years? (Take a guess if you can't remember exactly!)

Fèis	Years attended
e.g. <i>Fèis Mhuile</i>	96 97 98 ?99

8. What influence, if any, has participation in a Fèis had on your *motivation to use (or learn)* Gaelic?

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

9. What influence, if any, has participation in a Fèis had on your *attitude* towards Gaelic?

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

10. What influence, if any, has participation in a Fèis had on your motivation to play or learn a *musical instrument* or take part in *Gaelic singing, drama or traditional dance*?

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

11. What influence, if any, has participation in a Fèis had on your *choice of career or study*? If you're at school, what influence do you think it might have *in the future*?

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

12. What influence, if any, has participation in a Fèis had on the likelihood of you *remaining in, returning or relocating to the Highlands and Islands?* If you live with a parent or guardian, what influence do you think it might have *in the future?*

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

13. What influence, if any, has participation in a Fèis had on the way you see the *arts in general?*

- Strong positive influence
- Positive influence
- No influence
- Negative influence
- Strong negative influence

Tell us more (optional):

14. What advantages or disadvantages has participation in a Fèis brought to both you and your community?

Please tell us about anything you think might be relevant

Thank you very much for taking the time to complete this questionnaire.

You can send the completed questionnaire by post using the enclosed envelope or by email to: Madeleine Stafford, Research Administrator, RSAMD, 100 Renfrew Street, Glasgow G2 3DB m.stafford@rsamd.ac.uk (0141 270 8310)

If you have any queries about the questionnaire or the study, please feel free to contact Stephen Broad on s.broad@rsamd.ac.uk (0141 270 8329)

Case Studies

The second part of the research is Case Studies, and so far, I have passed on the following people for inclusion, following feedback from some Fèisean:

- Lauren Tait
- Niki Patience
- Kirsten MacLeod
- Lindsay Dunbar
- Laura Green
- Douglas Beck
- Carol-Anne MacKay
- Rachel Walker
- Lynne Houston
- Eoghan Stewart

We need more, and from a larger geographical area, so any suggestions from Board members will be welcomed.

Arthur Cormack
Director
February 2005

Fèisean nan Gàidheal

Election of Board Members

Agenda Item I.2005.05(c)

Introduction

Board members will recall that, following the election of Board members held in October 2004, there was one vacant place on the Board, for a representative from Fèisean 'in all other areas'. It was agreed at the last meeting to write again to all the Fèisean, asking them again to nominate a representative for the Board.

I did this, but only got a response from Fèis Dhùn Bhreatainn an Iar and Fèis Obar Dheathain, but had to decline their nominations on the basis that Fèisean can only have one representative on the Board. I had thought this would be understood from the explanation that accompanied the letter, but perhaps I should have made it clear in the letter that if a Fèis was already represented, it could not put forward another representative.

Therefore, we are still left without a nomination to fill the vacancy on the Board.

Recommendation

Given that we only have another 2 meetings to go until we hold another election, I would recommend that we leave this post unfilled, and if Board members feel the necessity to have someone from the areas in question, perhaps we could co-opt someone just for a short time.

Otherwise, I am sure we can manage through until October, when the Board membership will change again.

Arthur Cormack

Director

February 2005



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

**Fòn 01478 613355
Facs 01478 613399
Post-d fios@feisean.org
www.feisean.org**