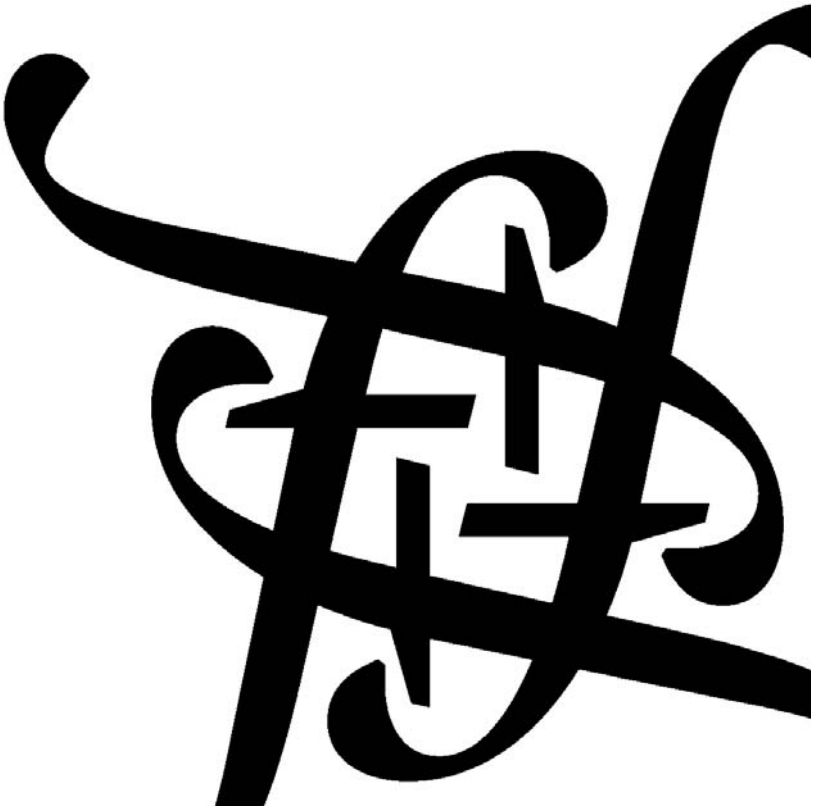
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

Holiday Inn Express, Glasgow Airport

Thursday 6 December 2012 @ 1.30pm



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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at the Holiday Inn Express, Glasgow Airport on Thursday 6 December 2012 from 1.30pm

Agenda

4.2012.01 PRELIMINARIES

(a)	Present	
(b)	Apologies	
(c)	Minutes of the previous meeting of the Fèisean nan Gàidheal Board	For Approval
(d)	Matters arising	
(e)	Unapproved Minutes of the latest meeting of the Executive Group	For Noting

4.2012.02 DEVELOPMENT ISSUES

(a)	Progress in implementing Fèisean nan Gàidheal's Programme of Work	For Noting and Discussion
(b)	Blas Festival 2012 and 2013	For Noting and Discussion
(c)	An Gille agus Maighstir Tìm	For Approval
(d)	Progress with Fèisgoil	For Noting and Discussion
(e)	Training Proposals	For Noting and Discussion
(f)	Drama Projects	For Noting and Discussion

4.2012.03 FINANCIAL ISSUES

(a)	Income and Expenditure 2012-13	For Noting and Approval
(b)	Bank balances and up-to-date information	Verbal for Noting
(c)	Grants to Fèisean 2012-13	For Noting
(d)	Management Accounts to 30 September 2012	For Noting and Discussion

4.2012.04 POLICY ISSUES

(a)	Review of Fèisean nan Gàidheal's Board	For Approval
(b)	Awards and Recognition: Presentation on Options	For Discussion

4.2012.05 OPERATIONAL ISSUES

(a)	Staff Progress Reports	For Noting and Discussion
(b)	Staff and Maternity Leave	Verbal for Noting
(c)	Lochaber Development Officer	Verbal for Noting

4.2012.06 OTHER

(a)	Dates of meeting for 2013	For Approval
(b)	Meeting of Fèisean nan Gàidheal Executive Group	Papers e-mailed for information

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in the West End Hotel, Fort William on Thursday 21 September 2012 from 2.00 pm

Agenda Item 4.2012.01(c)

3.2012.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Chair), Margaret Cameron, Bernard Bell, Duncan MacQuarrie, Peigi MacLennan, Fiona Johnston, Elaine Spence, Councillor John A MacIver (CnES), Ian Smith (Creative Scotland), Arthur Cormack (Attending), Calum Alex MacMillan (Attending), Anne Willoughby (Attending), Moreen Pringle (Attending), Dougie Beck (Attending – translation)

(b) Apologies

Norma Gunn, Janet MacDonald, Uisdean Robertson, Morag Anna MacLeod (Highland Council), Ann Marie Reid (HIE)

It was noted that Norma Gunn had tendered her resignation due to ill health. The Board Members wished her well and thanked her for efforts on the Board.

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

Minutes of the meeting held on 24 May 2012 were circulated and approved as a true record of the meeting, proposed by Duncan MacQuarrie and seconded by Bernard Bell.

(d) Matters Arising

There were no matters arising not already on the agenda for the meeting.

(e) Minutes of last meeting of the Executive Group

The Minutes from the meeting held on 5 September had been circulated for information.

3.2012.02 DEVELOPMENT ISSUES

(a) Progress in implementing Fèisean nan Gàidheal's Programme of Work

A summary of progress to the end of June 2012 in the implementation of Fèisean nan Gàidheal's Annual Programme had been circulated and was noted.

This programme was based on the new contracts with HIE, Creative Scotland, Bòrd na Gàidhlig and local authorities and was in a new format to help make it clearer how we are going about meeting each organisation's outputs. Work was progressing well in most areas.

Ian Smith praised the report and said that it was clearly laid out, very informative and an exemplar for other organisations.

Ian Smith also advised that the YMI funding from Creative Scotland had now been confirmed for next year and also that there would be no diminution in the funding for the post held by Brian Ó hEadhra with Bòrd na Gàidhlig. Both pieces of information were welcomed by the Board.

(b) Blas Festival 2012 - Update

A report by Arthur Cormack had been circulated bringing the Board up-to-date with the outcome of Blas 2012 which had taken place between 9 - 17 September.

Although not all the figures were in, it appeared that we had exceeded our income target from ticket sales.

This year's Festival had been smaller than the previous year, but there had been good co-operation with other organisations such as the Gaelic Books Council, Clì, CnaG and Highlife

Highland, who had organised the Schools Programme.

The Board Members spoke about the different events they had attended and praised everyone for their efforts. Special mention was made of the performances by the Cèilidh Trails who are real ambassadors for the Fèis movement. It was agreed that Arthur would write them expressing the Board's thanks.

Thanks also went to Iona MacDonald for organising the Cuairt nam Bàrd tour.

- The Calum Kennedy night and the Highland Wedding events had been very successful and the opportunity to take them to the Western Isles was being investigated. The possibility of holding Blas events in other Local Authority areas would also be investigated.
- The House Cèilidhs had worked well although they could perhaps be better advertised and this would be looked into for next year.
- Some of the Blas events had been filmed by BeesNees TV and would be broadcast on BBC Alba.
- It was suggested that SMO Media students could be involved in recording future events. This would be good training for them and their footage could be put on YouTube with a link on our website.
- There are three new Highland Council representatives on the Blas Board - Cllr Bren Gormley, Cllr Jean Slater and Cllr Margaret Paterson.
- The Blas Action Group had met on 22 August to discuss plans for Blas 2013 (Year of Natural Scotland) and 2014 (Year of Homecoming and the Commonwealth Games).
- Applications for funding to EventScotland have to be submitted by 30 September 2012 so work was ongoing on this. Arthur also recently met with Ian Smith to discuss possible funding opportunities from Creative Scotland.
- Ian Smith also spoke about the opportunity for Blas to develop a project which could fit with Celtic Connections.

The Board Members noted the appointment of the Highland Council members, the outline plans for Blas 2013 and 2014 and the verbal update given on Blas 2012.

More definite figures on Blas 2012 would be available for the meeting in December.

(c) Fèisgoil

A paper by Arthur Cormack on the new Gaelic Arts and Language Service had been circulated and Arthur was due to officially launch the service at our Conference on 22 September.

Calum Alex MacMillan, Dougie Beck and Angus MacLeod had just returned from the Scottish Learning Festival in Glasgow where they had the opportunity to speak to local authority and school representatives about the service.

Information has gone out widely and Arthur has meetings set up with several local authorities to give them more detailed information about the service and how we can help them.

The first contract has been made with Perth & Kinross Council and Angus MacLeod is currently teaching Gaelic in schools for two days each week for a 10-week period.

A new section has been set up on our website with information about Fèisgoil, examples of projects, how it fitted with Curriculum for Excellence etc.

The new service would be delivered partly by our current staff and also by employing suitable tutors to deliver as required, whether that be Gaelic, drama, music etc. An advert for tutors had been issued recently and already there were more than 20 enquiries. Once suitable tutors are identified training will be offered to them.

Ian Smith felt that this was an excellent opportunity for Fèisean nan Gàidheal to expand its remit and was also great for local authorities and other organisations that are looking to devolve delivery of services etc.

The Board Members welcomed the new service and were confident it would be successful.

(d) Fèisean Questionnaire

Anne Willoughby spoke about the results of the questionnaire which had been sent out to all Fèis Committee members. To date, 51 responses had been received out of the 200 issued.

Some of the information gathered indicated that not many Fèisean are accessing our website. We need to make them aware of how much information is available on the website and how they can access it, use it to advertise events etc. The same applies to Facebook.

They also wished more information about fundraising and Gaelic training. These issues would be addressed.

Anne was going to be doing a presentation to Fèisean at the Conference on Saturday and Board Members would get more details then.

3.2012.03 FINANCIAL ISSUES

(a) Income and Expenditure 2012-13

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing the income and expenditure budget to and from Fèisean nan Gàidheal to 31 March 2013, showing actual transactions to 31 August 2012.

The Board Members noted the report.

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

The current balances were:

- Current Account - £14,382.21
- High Interest Account - £237,758.97
- Blas Account - £27,931.23

The amount in the High Interest Account is very healthy because the funding for YMI had been received although not much had been paid out as yet.

(c) Grants pledged to Fèisean for 2012-13

A list of grants pledged to Fèisean for 2012-13, prepared by Anne Willoughby, with amounts paid to 31 August 2012, had been circulated.

The Board Members noted the report.

(d) Management Accounts for the period to 30 June 2012

Management Accounts for the period to 30 June 2012 prepared by Mann Judd Gordon had been circulated and were noted.

(e) Annual Accounts to 31 March 2012

The Annual Accounts for the period to 31 March 2012 prepared by Mann Judd Gordon had been circulated.

They were approved, proposed by Elaine Spence and seconded by Duncan MacQuarrie and would be recommended to the AGM.

Andy Cumming, Accountant, would be at the AGM to answer any questions.

(f) Re-appointment of Mann Judd Gordon as Auditors

It was agreed by the Board to recommend the reappointment of Mann Judd Gordon as auditors following receipt of a quote from them for their services over the coming year.

(g) Local Authority Funding: Update

Arthur Cormack advised that the contracts with the Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council had all now been agreed.

Comhairle nan Eilean's grant was 10% less than the previous year but Argyll & Bute Council had increased its grant to £20,000 and the Highland Council grant had remained the same.

The Board noted the local authority funding.

(h) Overdraft Facility with Clydesdale Bank PLC

Further to the last meeting when the Board had agreed to the offer of an overdraft facility from Clydesdale Bank Plc a Facility Letter Amendment had been received which brings forward the annual review of facilities from April 2013 to January 2013.

Duncan MacQuarrie, seconded by Elaine Spence, moved that we accept the Facility Amendment.

After due and careful consideration of the terms of the Letter and of all the relevant circumstances, **IT WAS RESOLVED** that:

1. The continued utilisation by the Company of up to the full amount of the Facilities on the terms and conditions set out on the Facility Letter as amended by the letter is for the benefit of, and in the best commercial interests of, the Company for the purpose of carrying on its business and that the terms and conditions of the letter are approved and accepted; and

2. The Letter be executed on behalf of the Company by the Director specified below, who (being a Director) is also authorised to sign on behalf of the Company all such other documents, agreements, certificates, notices, communications or confirmations, including amendments, variations, renewals and extensions, as may be required in connection with the Facilities, the Facility Letter or the Letter.

Fiona Johnston (Company Secretary) duly executed the document on behalf of the Board.

3.2012.04 POLICY ISSUES

(a) Review of Fèisean nan Gàidheal Board

Arthur Cormack spoke about the HIE requirement that Fèisean nan Gàidheal carry out a review of its Board, its skills, election process etc. This was due to take place within the coming months.

Five members of our Board are due to step down now - Catriona MacIntyre, Maggie Cameron, Bernard Bell, Janet MacDonald and Fiona Johnston - and elections would normally need to be held to replace them before the next Board Meeting in December.

However, in view of the proposed review which might result in changes as to how new members were elected, Arthur suggested that it might be best if the current Board Members stayed on for an extended term until the review has been completed.

Fèisean nan Gàidheal and the Board are happy with the current election process which allows the Fèisean to nominate and elect Board Members and can see no real reason to change procedures.

Arthur is due to meet with Anne Marie Reid of HIE on 3 October to discuss the matter further and determine exactly what HIE feel needs to be addressed in relation to Board membership.

It was agreed that the current Board Members would stay on until this matter was clarified, which would hopefully be by the end of the year, and that once Arthur met with HIE he would decide what sort of review was necessary.

3.2012.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board Members noted the content of these.

The reports were in a new format to tie in with the Programme of Work based on funding body outputs.

Cllr John A MacIver advised that he found them especially useful, being a new member of the Board, in giving him an insight into what everyone does etc.

(b) Confirmation of arrangements for Maternity Leave cover

It was noted that Jenna Morrison, our Western Isles Development Officer, is now on Maternity Leave with her baby being due in November. She could be off work for up to a year.

Arthur Cormack advised that it was not intended to appoint anyone to cover her post at present. Arthur and Calum Alex are going to look after her Fèisean in terms of any assistance they need for the next few months and then the situation will be reviewed in the new year.

This was agreed by the Board and Arthur advised that he would contact Jenna's Fèisean to let them know who their new main contact with Fèisean nan Gàidheal was, arrange any meetings etc.

(c) Programme for AGM & Conference 2012

The programme for the weekend had been circulated and Anne Willoughby went over it with the Board.

It was noted that Angus Grant was now unable to take part in the Conference, but the following presentations would take place:

- Fundraising (Iona MacDonald)
- Gaelic Resources (Dougie Beck)
- Additional support needs (Calum Alex MacMillan)
- Fèisgoil Launch (Arthur Cormack)
- Fèisean Questionnaire (Anne Willoughby)

(d) Annual Report 2012

The Annual Report for 2012 had been completed and was now available on the website and a copy was in all the packs for Board Members and Fèis representatives at the AGM.

The Board Members approved the Report.

3.2012.06 OTHER

(a)

- Duncan MacQuarrie asked if it would be possible for Fèisean nan Gàidheal to get involved with the Colonsay Festival as it is a good event and would it be good for us to be part of it. Arthur Cormack suggested that we ask Christine MacIntyre our Argyll Development Officer to contact them to see if there is anything we can help them with.
- Duncan MacQuarrie asked if there was a way Fèisean nan Gàidheal could recognise/award people who, over the years, have done good things for Traditional Music. Arthur Cormack advised that we currently sponsor the Trad Music Awards "Hall of Fame", but he would look into whether there was anything more we could do and report back to the next Board meeting.
- Ian Smith advised that the Edinburgh Festival Fringe "Made in Scotland" event is going to include music in the future. He had recently met with Arthur Cormack and Donnie Munro of Sabhal Mòr Ostaig to discuss a possible pilot Gaelic Programme for inclusion in next year's festival with a larger programme being introduced for 2014.
- Ian Smith spoke about some big events taking place in Scotland in the future: Radio 2 Folk Awards in Glasgow in January 2013; European Music Council Conference; Major Venue Operators Conference.

(a) **Date of next meeting**

It was agreed that the next meeting will take place at 1.00 pm on 6 December in Glasgow. The venue will hopefully be at An Lèanag but this will be confirmed nearer the time. If it is unavailable Ian Smith has offered use of the Creative Scotland boardroom in West George Street.

(b) **Meeting of Fèisean nan Gàidheal Executive Group**

Papers had been circulated by e-mail only for information.

Fèisean nan Gàidheal

Unapproved Minutes of the meeting of the Executive Group held on Thursday, 23 November 2012 from 10.00 am via telephone conference

Agenda Item: 4.2012.01(e)

EX3.2012.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Fèis Lochabair, Chair), Maggie Cameron (Fèis an Earraich, Vice-Chair), Fiona Johnston (Fèis Fhoirt, Secretary/Treasurer), Arthur Cormack (Fèisean nan Gàidheal Chief Executive), Anne Willoughby (Fèisean nan Gàidheal Executive Manager), Calum Alex MacMillan (Fèisean nan Gàidheal Development Manager), Moreen Pringle (Fèisean nan Gàidheal Business Officer).

(b) Apologies

Morag Anna MacLeod (Highland Council), Anne-Marie Reid (HIE), Ian Smith (Creative Scotland).

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 5 September 2012 had been circulated and were approved.

(d) Matters arising

There were no matters arising not already on the Agenda.

EX3.2012.02 PROGRAMME UPDATES

(a) Fèisean (verbal – Arthur)

By the end of October, Fèis Fhoirt, Fèis Rois nan Deugairean, Fèis Spè and Fèis a' Bhaile had all taken place. Fèis Spè had a new venue this year which seems to have worked well.

Fèis nan Deugairean, run by Fèis Lochabair, also took place and, although numbers were down slightly, the Fèis itself was enjoyed by all involved.

There have been a few Fèis AGMs recently with new committees being formed. The Development Officers are due to meet with their Fèisean over the next month or so to help them complete their 2013-14 grant application forms.

Fiona Johnston had met with Gillian Aitken to discuss getting Fèis Obar Dheathain going again. Gillian was going to speak to some of the parents who might be interested in helping out and get back to us with more information. Alec MacDonald who is now based in Aberdeen had expressed an interest in helping too.

(b) Blas Festival 2012 and 2013 (verbal – Arthur)

A further report on Blas 2012 including Box Office details etc would be put before the Board in December. The figures were fine for this financial year with a slight increase in anticipated box office.

For 2013 and 2014 we are looking into combining the Cèilidh Trails and Blas. Applications regarding this have been submitted to Creative Scotland and Event Scotland and the outcome of these applications should be known late December/early January.

(c) Fèisgoil (verbal – Arthur)

Arthur gave a verbal update on the current situation regarding Fèisgoil.

The Perth & Kinross Council contract is still ongoing – it was extended by a couple of weeks. They also hope to take out another contract with us in the New Year.

Dougie and Angus are currently working with FilmG.
Meetings have taken place with Falkirk Council and Comhairle nan Eilean Siar who are both interested in the Service. Further meetings with Argyll & Bute Council and Glasgow City Council are planned and North

Ayrshire Council have also requested further information.

Training for tutors is to take place in Glasgow on 1 December with 18 tutors booked in. Rae MacEachern had expressed an interest to be involved in and give input regarding the YMI tuition in schools. A further training day in the Highland area will be arranged in the New Year. The aim is to have a good geographic spread of tutors.

(d) An Gille agus Maighstir Tìm (circulated – Calum Alex)
There had been circulated a report by Calum Alex regarding an approach (from Bright Night International) which has been made to Fèisean nan Gàidheal to become involved in supporting a Gaelic medium circus show and tour during 2013. Arthur and Calum Alex had met with the people involved to discuss the project further.

Our role would be to help with the admin side of the project, help raise funding and organise the tour using our School links. The total project costs would be in the region of £50,000. Bright Night have estimated that they can find up to £20,000 for the project which means that Fèisean nan Gàidheal would be looking to raise up to £30,000. This would require a significant amount of input from Fèisean nan Gàidheal staff in sourcing funding from bodies such as Creative Scotland, Bòrd na Gàidhlig and EventScotland as well as partnerships with other Gaelic Organisations. However staff are fairly confident that this is achievable.

The project would offer something different to Gaelic schools and could also be tied in with Blas and perhaps some of the Fèisean taking place prior to September. The opportunity for some street theatre during Blas would also be investigated.

The Executive Group members were in agreement that this was a worthwhile project and were supportive of it going ahead. A report will be brought before the Board in December for approval.

(e) Cèilidh Trails 2013 and onwards (verbal –Arthur)
This is the final year of the LEADER funding so we will have to investigate alternative funding for the future (although there is a possibility of some LEADER funding becoming available for next year).

It is hoped to perhaps build Cèilidh Trails into the Blas Festival and applications for funding from various bodies based on this project have been made and their outcome is awaited.

It is anticipated that we will be able to run Cèilidh Trails but perhaps not on as big a budget as in previous years – although we will still be able to offer a good programme.

(f) Gaelic Song-writing project and new Collecting Project (verbal – Arthur)
As a follow up to the Archive Project it is hoped to expand on the Gaelic song-writing project which took place earlier this year. It is now planned, in collaboration with FilmG, to take the songs which were written & produced and create music videos.

A new Collecting Project is also being planned. This will concentrate on the collection of Traditional Gaelic Songs. Young people will interview people in their areas and get the stories behind songs, collect the songs themselves etc and will then learn and re-record these songs, so they can remain in the repertoire. If there is no-one available for them to interview then they will use the archives of Tobar an Dualchas to research and "resurrect" old songs.

A funding application for the collecting project has been made to the Heritage Lottery Fund and it has passed the outline stage.

The Executive Group agreed that these sounded like worthwhile projects.

EX3.2012.03 FINANCIAL ISSUES
(a) Income and Expenditure 2012-13 (circulated - Anne)
A report on Income and Expenditure for 2012-13 to 30 October 2012 amended for the 2nd half of the year had been circulated. Arthur and Anne had amended the budget which would now go before the Board for approval.

There were outstanding amounts of money from HIE (£56,743) and LEADER (£34,927). Some LEADER money has been claimed and is overdue for payment, while other sums have still to be claimed.

(b) Management Accounts to 30 September 2012 (circulated - Anne)
The consolidated management accounts to 30 September prepared by Mann Judd had been circulated and there were no concerns at this stage.

(c) Bank Balances and up to date information (verbal - Anne)
The current bank balances were given as follows:
- £2,147.48 in the Current account
- £218,291.18 in the High Interest account
- £6,976.75 in the Blas account

(d) Grants to Fèisean 2012-13 (circulated - Anne)
A report showing the grants awarded to Fèisean (and those paid out to date) had been circulated.

All grants were being paid out as required on submission of claims from the Fèisean.

Fèis Ìle had now been awarded an Annualised Hours grant and were applying for a Development Fund Grant.

The Argyll & Bute Council monies had been received and an offer of grant had gone out to four Fèisean in their area. We are awaiting more information from the other Argyll & Bute area Fèisean on their activities before we allocate the remaining funding.

EX3.2012.04 STAFFING ISSUES (verbal – Arthur)
(a) Lochaber Development Officer and Maternity Cover
The post of Lochaber Development Officer had been advertised but, following a short-listing meeting, it had since been re-advertised and number of new applications had been received. Arthur, Anne, Calum Alex and Catriona were going to draw up a shortlist and subsequent interviews would be arranged to take place before we break up for Christmas.

Arthur was pleased to let members know that Jenna Morrison had now had a wee girl and both were doing fine. Nicola Simpson has also advised that she is expecting a baby. Plans will need to be put in place to cover both posts whilst they are off. This will be looked into in the New Year, as originally planned when Jenna left on maternity leave.

(b) Media Training (verbal – Arthur)
Arthur spoke about a seminar which he had attended recently which was organised by the Scottish Government and led by Hugh Dan MacLennan. It was aimed at Gaelic organisations to help them with media skills, how to deal with the press etc. It had been a useful seminar and the possibility of Gaelic organisations joining together to deal with media problems may be an outcome to be investigated.

Fèisean nan Gàidheal had also recently held a staff training day with Hugh Dan to discuss how to deal with the media, raise our profile etc. The staff involved had found it very useful. Hugh Dan was going to come back to us with recommendations for the way forward.

EX3.2012.05 DEVELOPMENT ISSUES
(a) Board Review (circulated - Arthur)
A report by Arthur updating on the proposed review of Fèisean nan Gàidheal's Board of Directors was circulated.

Arthur had been in discussion with Anne Marie Reid of HIE and had prepared a skills matrix of the current board members showing there is a good spread of skills within the Board. HIE's issue seems to be ensuring that we are able to retain skills and ensure that appropriate skills are present in the Board at all times. Arthur had looked into the possibility of Arts & Business Scotland undertaking a review and a full report would be brought before the Board in December.

(b) Presentation to Comhairle nan Eilean Siar (verbal – Arthur)
Arthur advised that himself and Calum Alex had recently met with officers at CnES and were due to make a presentation to the CnES Gaelic Implementation Group to bring them up to date with information on the Western Isles Fèisean and Fèisgoil as well as possible plans to extend Blas and Cèilidh Trails to the Western Isles.

The officers were very interested in all aspects of our work and are looking into ways which they can utilise our services and the presentation to the committee will give elected members an opportunity to ask any questions and for them to be informed of opportunities for collaboration.

(c) Marketing Consultancy from HIE (verbal – Arthur)
Arthur advised that we were entitled to four days of a Marketing Consultant, paid for by HIE, who would work with us on Blas, Cèilidh Trails, Fèisgoil etc. Arthur had already had an initial day with the consultant appointed, Peter Andrew, and more days were planned involving staff and possibly Fèisean and Cèilidh Trail Co-ordinators.

EX3.2012.06 BOARD MEETING
(a) Agenda items for forthcoming Board meeting
The next Board Meeting is due to take place in the Holiday Inn Express, at Glasgow Airport on 6 December (An Lèanag and Creative Scotland meeting rooms all being unavailable).

As well as the usual Agenda items it was agreed to include the following:
- An Gille agus Maighstir Tìm
- Board Review
- Blas 2012 and Beyond
- Training Plans
- Drama Plans

With regard to Drama it was noted that the Gaelic Panto Tour starts on 3 December. It is mainly visiting Schools but there will be some public performances too. Information on the tour dates, venues etc would be issued to Board Members.

Bòrd na Gàidhlig have made funding available for Gaelic Drama groups in six different areas throughout Scotland to work together to form projects to help develop Gaelic Drama. A grant of up to £10,000 is available in each area and Arthur and Calum Alex are involved in those in Skye and Inverness.

EX3.2012.07 GENERAL
(a) AOCB (verbal)
The iPads for Board Members and those staff that require them have now been ordered and should arrive before the December Board Meeting.

(b) Date and venue of next meeting
It was agreed to wait until the Board set the dates for the 2013 Board Meetings before we agree Executive Meeting dates.

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Programme of Work

Agenda Item: 4.2012.02(a)

Reason for paper

To update members on progress with Fèisean nan Gàidheal's Programme of Work to the end of the second quarter of 2012-13.

Background

This report covers the period from 1 April to 30 September, and outlines progress against the outputs set against measures within Fèisean nan Gàidheal's (FnG) Development Plan by our main funders - Creative Scotland (CS), Highlands & Islands Enterprise (HIE), Bòrd na Gàidhlig (BnG), Highland Council (HC), Comhairle nan Eilean Siar (CnES) and Argyll & Bute Council (ABC) - in agreements with those bodies.

Board members will note the new format to the report with the outputs for each organisation shown separately and additional quantitative measures required by HIE included. Staff will follow this format with their own progress reports and up to date information, post 30 September, is included in their individual reports which will be collated into the overall report for the third quarter of 2012-13, to 31 December.

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows:

Red	On target
Amber	Not presently on track, and measures to restore progress not yet in place - danger that targets may be missed
Green	Not presently on target, but with measures in place to restore progress

Ref		FnG Development Plan Measure	Progress	Status
Creative Scotland Deliverables				
CS1	Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers	Service Delivery	Development officers are allocated to lead on each Fèis as a first point of contact for accessing Fèisean nan Gàidheal services and assistance with development. Development Officers report on their work with local Fèisean in detail at each Board meeting and the board papers are published on our website.	
CS2	Support the establishment of new Fèisean where communities request our assistance to do so	New Developments	New Fèisean are established at the request of communities and once the Fèisean nan Gàidheal board is satisfied that any new Fèis is signed up to Fèisean nan Gàidheal's aims and objectives. In 2012-13, Fèis an Rubha in Lewis was re-established and admitted as a new member of Fèisean nan Gàidheal.	

CS3	Operate a Grants Scheme for Fèisean pooling funding from various sources	Service Delivery	Funding has been offered to 45 Fèisean through Fèisean nan Gàidheal Grants Scheme 2012-13 which is invested in by Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.	
CS4	Invest in new developments through our Fèis Development Scheme	New Developments	To date we have received an application from Fèis an Rubha an order to re-establish their main Fèis event which will be held at the beginning of August. We assisted Fèis Rois to arrange a Flashmob at Blas and expect to assist Fèis Ìle with visits round the schools in Islay to promote the Fèis. The scheme remains open to all Fèisean.	
CS5	Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy	New Developments	Four Gaelic training days have been held in 2012 so far with 91 participants.	
CS6	Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean	New Developments	Meanbh-Chuileag will be touring schools with a pantomime in December 2012 and a new play in early 2013. See BnG11 below. The Gaelic Drama Summer School took place in July. Although there was a drop in numbers attending this was successful event with a joint drama and music evening at its end collaboration with Cèilidh Trail groups.	
CS7	Develop Gaelic medium activities involving arts activities alongside wider cultural activities	New Developments	A successful residential events, Còig Latha, was held in Lewis at Easter 2012 in which teenagers worked on music and song activities but also got involved in various aspects of work in a Gaelic community such as weaving, sailing, crofting, peat cutting and cooking. Planning for a similar event at Easter 2013 has begun.	
CS8	Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors	Service Delivery	The G Team have offered Gaelic support at 5 Fèisean in 2012.	
CS9	Continue to support and develop new song writing in Gaelic	New Developments	The Taigh nan Òran new Gaelic song-writing project carried out jointly with Watercolour has been completed and the songs are now available to listen to on Fèisean nan Gàidheal's website with the lyrics and a video of interviews with the song writers also. In a collaboration with FilmG, filmmakers have been invited to create videos of the new songs. We hope to run a similar project in February/March 2013.	
CS10	Continue to engage local Fèis participants in collecting, archiving and using local materials	New Developments	We have made progress with this project and it has passed the outline stage with the Heritage Lottery Fund allowing us to proceed with a full application.	
CS11	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise	Partnerships and Contracts	YMI in Highland is continuing and resumed in August 2012. With the establishment of Fèisgoil, we have had several meetings with other local authorities and have been suggesting services to deliver musical classes through YMI.	
CS12	Develop further opportunities where our work can strengthen	New	In addition to the drama work in schools and the Gaelic drama Fèis in Argyll &	

	Gaelic education	Developments/ Partnerships and Contracts	Lochaber we organised a one-day mini-Fèis in Portree High School at the end of June and are looking to expand our formal education activity in the coming year through Fèisgoil. We have been contracted by Perth & Kinross Council to deliver 12 weeks of Gaelic lessons to 3 schools in Perthshire from August 2012.	
CS13	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery	Service Delivery/ Partnerships and Contracts	We have carried out Gaelic language training to increase the use of Gaelic in teaching situations. We ran courses for Cèilidh Trail participants and have produced a range of phrases that will be available on our website. We will be organising classes for tutors in November and December.	
CS14	Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum	Partnerships and Contracts	We engage as appropriate with other organisations and regularly disseminate information on behalf of other traditional music organisations including the Scottish Traditional Music Forum. We have engaged with Bòrd na Gàidhlig and the jointly employed (with Creative Scotland) Gaelic Arts & Culture Officer on drama developments and will collaborate with Sabhal Mòr Ostaig and others further to develop Gaelic drama. We have been collaborating with ATLAS in Skye on Talent Development.	
CS15	Strive to build more partnerships with the commercial sector building on sponsorship having been secured for Blas	Partnerships and Contracts	We pro-actively seek sponsorship for Blas and have, for 2012, secured RBS, Business Gateway and the West Highland College as event sponsors. We will pro-actively seek sponsorship for other areas of our work, in particular the ceilidh Trails from 2013 onwards.	
CS16	Exploit the potential for increased sales of products of the Fèisean including books, CDs, DVDs etc	New Developments	We have created a shop on our new website and all Fèisean nan Gàidheal products are now listed therein. We will include products of other Fèisean also and will make the most of opportunities to sell books at Fèis concerts and other events.	
CS17	Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise	New Developments/ Partnerships and Contracts	So far, in 2012-13 several of the Fèis Cèilidh Trails took part in local showcase events and Blas events. The Fèis Rois Trad Trails group played at several prestigious events. Ceilear, the Fèis an Earraich Cèilidh Trail performed for the Scottish Government at its Cabinet Meeting in Skye. A group of Cèilidh Trail musicians is due to play at the Shinty/Hurling International in Scotland and at the return leg in Ireland.	
CS18	In partnership with Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland	Partnerships and Contracts	Our entire programme of work is geared towards this outcome and we believe that our programme delivers this.	
CS19	Develop Blas as a festival that involves traditional music, Gaelic	New	Blas 2012 was successful, though a smaller event. In addition to the 28 main	

	language and young people with expansion to include film, writers, food and drink	Developments/ Partnerships and Contracts	events there was a comprehensive range of schools and community events which included school performances, Gaelic conversation groups, house cèilidhs and film. Gaelic writers were included and the long-established Cuairt nam Bàrd was part of the festival in collaboration with Colmcille. BeesNees Media made four programmes for transmission on BBC ALBA.	
CS20	Continue to support a network of Cèilidh Trails	New Developments	7 Fèis Cèilidh Trails were supported in 2012 and perform at well over 200 cèilidhs and events across Scotland. Fèis Fhoirt had a Cèilidh for the first time. Fèis Rois had an ambitious Trad Trails programme in collaboration with the TMSA, in addition to their Cèilidh Trails and this was extremely successful.	
CS21	Continue to have an active role in delivering the National Gaelic Arts Strategy and supporting the work of the Gaelic Arts Officer	Partnerships and Contracts	We have been involved in discussions with Bòrd na Gàidhlig about the implementation of the Gaelic Arts Strategy in the 2012-17 National Gaelic Language Plan. There is a particular initial focus on revitalising Gaelic drama and a funding opportunity to help collaborative work will be forthcoming in November.	
CS22	Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas	Partnerships and Contracts	Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We offer the use of office equipment and space as well as engaging in numerous activities.	
CS23	Hold an Annual Conference	Service Delivery	The 2012 Annual Conference took place in Fort William on 21 and 22 September. There were 75 participants and guests in attendance over the two days. Fèisgoil was launched at the event.	
CS24	Continue to support individual Fèis expansion activities	New Developments	Within the limits of our budgets we support local fèisean who wish to expand and/or become more active and independent. We offer payroll facilities to Fèis Bharraigh, Fèis a' Bhaile and Fèis Spè and support the Fèis activities, and some new developments, of Fèis Rois. We have also been closely assisting Fèis Spè as they strive to replace funding that was previously available through LEADER in order to keep their full programme going.	
CS25	Continue to ensure good practice in relation to Child Protection in line with changes in legislation	Service Delivery	Fèisean nan Gàidheal has a central PVG registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates. This work is continuous.	
CS26	Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices	Service Delivery	We continually strive to improve our services and issued a research questionnaire to all our Fèis main contacts and committee members to get their feedback as to how we perform and how we can better support them. The initial results were shared with the membership at the Annual Conference and are being acted upon. We also carry out evaluations on our YMI tutors, observing them in schools, in order to assess their abilities and suggest areas for improvement. Fèisean	

			nan Gàidheal's delivery is subject to external evaluations carried out from time to time by bodies that invest in our work. We will also be reviewing the skills within, and the way in which we select, our Board of Directors before 31 March 2013 as part of HIE 10 below.		

Quantitative Information							
Jobs supported (created/retained) FTE	31.1	Trading Income	£49,481	Community groups established	1	Community groups with increased capacity	7
Grants to Fèisean	£101,605	Total cost of Fèis activities	£290,300	Total income generated by Fèisean	£188,695	New income generating assets	1
Cultural events	331	Beneficiaries	22,386	Participants	2,099	Volunteers	245
Networking activities	4	New/improved services/amenities	1	Workforce development sessions	22	Trainees	120
Cèilidh Trails	7	Cèilidh Trail Audience	12,365	Cèilidh Trail Events	196	Projects that support the Gaelic economy	4,350

HIE Deliverables				
HIE1	Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.	New Developments	As CS12 and CS23 above, Fèisgoil has now been launched, we have had one contract awarded so far and active conversations ongoing with a number of local authorities. We will also be invited to a seminar of organisations that have Gaelic Language Plans which would offer a valuable opportunity to sell our services.	
HIE2	Continue to explore commercial opportunities; and ensure that Fèisean nan Gàidheal's trading income constitutes 35% of its total income, by 31st March 2015	New Developments	We believe that additional services we can offer in response to various opportunities that currently exist will increase our earned income which currently stands at around 40% of our turnover. We hope to increase this quite substantially but are already achieving more than 35%.	
HIE3	Retain 17.5 FTEs based within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	At present our organisational FTE is 14.2. However, with increased employment opportunities through Fèisgoil and other contracts we are very hopeful that we can achieve more than the 17.5 FTE required by HIE.	
HIE4	Target activities in the fragile areas, and create 3 new Fèisean and 5 Intergenerational projects in the fragile areas, by 31st March 2015	New Developments	At present, out of 37 fèisean in the HIE area, 23 take place in fragile areas. In addition to supporting those Fèisean we are working with Iomairtean Gàidhlig which cover fragile areas in Lewis, Uist, Skye and Lochaber. 9 main Blas and 49 Cèilidh Trail events took place in fragile areas. We will continue to do our best to target Fèisean nan Gàidheal generated work within fragile areas.	
HIE5	Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015	New Developments	As CS21 above.	

HIE6	Continue to support tutors and organisers gain new skills in the fields of fund-raising, child protection, Gaelic language, first aid, governance, computer skills and teacher techniques. Engage 87 volunteers and 23 trainees/tutors, within the Highlands and Islands area of operation of HIE, in Fèisean nan Gàidheal's skills development programmes, by 31st March 2015	Service Delivery	Tutor training is an ongoing activity of Fèisean nan Gàidheal. Gaelic training has taken place as detailed in CS5 above. 45 Fèis organisers took part in training sessions at the Annual Conference in September. Most of the tutor and organiser training will be concentrated in February and March but feedback from the Fèisean has suggested that they would prefer more frequent training to be available to smaller groups in their own locality and we will work to deliver that model.	
HIE7	Ensure 8,206 individual participants/learners engaged in Fèisean skills programmes, within the Highlands and Islands area of operation of HIE, by 31st March 2015	Service Delivery	We are confident that we will be able to achieve this target by 2015 and the accumulative figures for Q2 of 2012-13 are given above under Quantitative Information.	
HIE8	Cèilidh trails and Blas Festival promoted nationally and internationally as cultural tourism products, by 31st March 2015	New Developments	We do our best to promote both nationally and internationally but we hope to engage more closely with VisitScotland and EventScotland as well as individual tour operators to expand the reach of our promotion of both initiatives. We have applied to EventScotland for funding for Blas and Cèilidh Trails 2013 and 2014, in particularly for marketing further afield. We will know the result of this in December or January. We will benefit from the marketing assistance HIE has organised for us through its Account Management process and we will also be discussing with SDI whether there may be opportunities for working to promote Scotland abroad through our 'products'.	
HIE9	Stage 3 national showcase events; showcasing the region's Gaelic culture to wider audiences at home and abroad through participation in appropriate events and festivals	New Developments	Please see CS17 above.	
HIE10	Undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31st March 2013	New Developments	As mentioned in CS26 above we intend to carry out such a review within that timescale, in collaboration with HIE staff, as agreed.	
Bòrd na Gàidhlig Deliverables				
BnG1	Evidence of practical assistance with the Parental Advocacy Scheme and regular dialogue between FnG and Comann nam Pàrant staff as well as Bòrd na Gàidhlig's Head of Education to confirm opportunities for training in the promotion of Gaelic education	Partnerships and Contracts	We take every opportunity available to us to promote Gaelic medium education at Fèisean, Blas and other events. We are strengthening our links with Comann nam Pàrant in different areas. Earlier this year a series of Gaelic days was organised in a joint initiative between our Lochaber based development officer and the local Comann nam Pàrant group. Fèisean nan Gàidheal continues to directly support Comann nam Pàrant Port Rìgh and we attend events that promote Gaelic medium education when they are on. We also continue to distribute literature which contains information about Gaelic medium education at all events and there is a wide range of information available on our website with links to others.	

BnG2	Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist	Partnerships and Contracts	Joint working is continuing across all Iomairt areas. We keep CnaG informed of the various areas of work in which we are involved and attend regular meetings to discuss progress and the potential for more collaboration on projects. We continue to host "Cofaidh is Còmhradh' in Portree every Tuesday and hope to run a similar event in Inverness more regularly. We record the work we do with the Iomairtean including the number of hours our staff spend on them. Our development officer and the Iomairtean officers work closely on a number of projects. For example, Fèis an Rubha was re-established this year with our Western Isles officer working closely with the Broadbay Iomairt officer to support the community in bringing this about.	
BnG3	Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations	Service Delivery	All Fèisean are implementing our Gaelic policy with support from our team of development officers. We have seen a very encouraging response from tutors in using Gaelic and taking up the training opportunities offered. We will be organising another three workshops for them before the end of the year in Inverness, Glasgow and Fort William. Fèisean nan Gàidheal staff continue to receive Gaelic training and our next session will be in November with an open invitation to other Gaelic organisations to attend.	
BnG4	Evidence of collaboration with other Gaelic organisations	Partnerships and Contracts	This work continues, especially in Iomairt areas. At this year's Blas festival, we worked with Clì, CnaG, and Comhairle nan Leabhraichean. There were conversational classes, house cèilidhs and information stands at Blas events. Clì attracted 14 people in Poolewe, during Blas, who wanted to learn Gaelic and are attempting to provide a tutor to fulfil that need. Martin MacIntyre and Angus Peter Campbell were reading at some of the concerts during the festival. We have been holding discussions with An Comunn Gàidhealach with an aim of providing more tuition and support for participants of local mods. Our drama group has been working with Stòrlann to provide support for teachers in writing plays, and devising a teaching pack, based on the stories in the Stòrlann publication 'Mar a chuala mise e'. Clì Gàidhlig has been assisting us with our Gaelic classes for tutors and we will be continuing this arrangement in the months ahead.	
BnG5	Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic	New Developments	So fare we have held meetings with officers from Highland Council and Argyll & Bute Council to discuss our new Arts and Education service - Fèisgoil. We	

	Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service		will be meeting with Comhairle nan Eilean Siar and Falkirk Council officers in October. Fèisgoil was launched formally at Fèisean nan Gàidheal's Annual Conference and there has been a lot of interest in the service from various local authorities. We will hold further meeting with other authorities in the months to come. Fèisgoil is already delivering a short contract for Perth & Kinross Council and has delivered a guided tour round the National Museum of Scotland for a group of young people taking part in Comunn na Gàidhlig activities. We advertised for tutors who would be interested in delivering Fèisgoil services. Over 20 registered an interest, from all over the country, and we will be organising training for them before the end of the year.	
BnG6	Meeting early in April with Bòrd na Gàidhlig's Communications Team to discuss events for 2012-13 and joint communications strategy for the year	Service Delivery	We met with the Bòrd na Gàidhlig's Communications Team in April to discuss the projects we are involved with throughout the year and opportunities for increased awareness of the Bòrd's contribution to Fèisean nan Gàidheal's work.	
BnG7	Regular communication between Fèisean nan Gàidheal and Bòrd na Gàidhlig on press releases with an option for the Bòrd to offer quotes, if appropriate	Service Delivery	Every press release we distribute is sent to Bòrd na Gàidhlig and we offer them an opportunity to comment on news items where it is appropriate, such as in relation to specific project the Bòrd funds.	
BnG8	20 high school pupils to take part in a residential week of cultural activities at Easter 2013	New Developments	Plans are currently being devised for our second Còig Latha at the Gearrannan between 8 and 13 April 2013.	
BnG9	20 high school-age participants to take part in the Gaelic Drama Summer School	New Developments	10 participants took part in this year's Sgoil Shamhraidh Dhràma. Although the numbers were lower than normal, the participants gained many skills and the opportunity to use them in front of an audience. There were street performances as well as an end of school event at Sabhal Mòr Ostaig to end a busy fortnight. There was a good audience at the final performance that was treated to three different drama pieces. Music was provided by several of the Cèilidh Trail groups who had been attending Fèis Alba in Plockton that week.	
BnG10	Support offered to at least 40 Fèisean across Scotland	Service Delivery	We continue to offer support to Fèisean across the country with each having a designated development offer, access to annual grant funding, insurance, access to an instrument bank, translation services, regular training opportunities for committee members and more.	
BnG11	6-week drama tour of Gaelic schools by Meanbh-Chuileag	New Developments	A pantomime will be touring in December and the next tour of Gaelic schools will take place in February and March 2013.	
BnG12	80 Gaelic drama workshops to be delivered in communities across Scotland	New Developments	This work has been continuing in Lochaber, Skye, Argyll, Uist, Lewis and Harris. We will be continuing with further workshops later this year, and in 2013, in	

			these areas.	
BnG13	20 events for up to 3,000 school pupils across the Highlands as part of the Blas Community Programme	New Developments	We had a full programme of school events at Blas this year and the programme can be viewed here http://www.blas-festival.com/school-and-community-2012.html. In addition to that programme, 9 drama workshops were delivered to over 150 pupils in Lochaber. Some of these were delivered in Gaelic with others offered bilingually.	
BnG14	Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer	Partnerships and Contracts	Our staff attended meetings with the Gaelic Arts and Culture officer in Inverness and Skye in June to discuss Gaelic drama. We ensure the officer has regular information about the projects in which we are involved and we will aim to meet again formally in November.	
Highland Council Deliverables				
HC1	Maintain the number of young people who participate in Fèisean and classes in the Highlands (from 2011-12 baseline of 3,408)	Service Delivery	We are confident that we will achieve this figure. Total figures to the end of Q2 are given above under Quantitative Information.	
HC2	Support at least 19 Fèisean in Highland Council area	Service Delivery	21 Fèisean will be supported in the Highland area during 2012-13.	
HC3	Increase the number of young people who receive Gaelic tuition (from 2011-12 baseline of 2,556)	New Developments	We are confident that we will achieve this figure but final information will not be available until Q4.	
HC4	Ensure that at least £24,000 is divided between at least 19 Fèisean on an agreed formula basis	Service Delivery	£110,096 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2012-13, including £24k allocated from The Highland Council.	
HC5	Ensure that £23,393 is used to support Fèis Development Officers and the general running costs of Fèisean nan Gàidheal	Service Delivery	The remainder of our grant, £23,393, is being applied to our running costs including the two Development Officers based in Highland.	
HC6	Increase the use of Gaelic in Fèisean activities	New Developments	Fèisean nan Gàidheal is constantly striving to do this primarily through increasing the use of the language by tutors, through ongoing training. We also ensure Gaelic's use through conditions of grant and ask for evidence annually. Our G Team makes provision where Gaelic activities are limited by the skills of organisers and tutors. As detailed above, we are holding regular Gaelic language training workshops for tutors and ensuring Cèilidh Trail groups have access to Gaelic coaching.	
Comhairle nan Eilean Siar Deliverables				
CnES1	Redistribute £8,550 of Comhairle funding in 2012/13 to the Western Isles Fèisean as per schedule in agreement	Service Delivery	Fèisean in the Western Isles have been offered funding totalling £35,719 including £8,550 from Comhairle nan Eilean Siar as per our Funding Agreement.	
CnES2	£5,400 of Comhairle funding to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer	Service Delivery	The remaining £5,400 will to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer	

Argyll & Bute Council Deliverables				
ABC1	Utilise a portion of funding for the purposes of making grants to support Argyll & Bute Fèisean through Fèisean nan Gàidheal's Grants scheme for Fèisean	Service Delivery	Since the agreement was not signed off until the end of September it was not possible for us to offer funds to the Argyll Fèisean in this quarter. We will be doing that as early as possible in October, however, and back-paying those Fèisean that have already taken place.	
ABC2	Utilise a portion of funding towards the employment of a Development Officer based in Argyll and Bute	Service Delivery	Since the agreement was not signed off until the end of September it was not possible for us to allocate funds to the Argyll-based Development Officer in this quarter. We shall do this after we have dealt with the needs of the Fèisean in the area.	

Action Required
Board members are asked to note the progress with our programme of work to the end of September 2012 and discuss any issues arising from the report.

Arthur Cormack
CEO
December 2012

Fèisean nan Gàidheal

Blas Festival 2012 and 2013

Agenda Item: 4.2012.02(b)

Reason for Paper

To inform board members of the outcome of Blas 2012 and plans for 2013 and beyond

Blas 2012

Blas 2012 took place between 7 and 15 September and was a successful series of events with some particular highlights:

- Eilean Fraoich - the Calum Kennedy tribute event at Strathpeffer Pavilion
- Margaret Stewart's new commission A' Bhanais Ghàidhealach which will be reprised at Celtic Connections in January 2013
- The Eden Court concert featuring voices – An Guth
- A tie-up between West Highland College and the Centre of Excellence in Traditional Music at Plockton
- The incorporation of Cuairt nam Bàrd
- A successful series of House Cèilidhs
- The Schools and Community programme of events
- Gaelic taster sessions with Clì Gàidhlig and Comunn na Gàidhlig
- Collaboration with Comhairle nan Leabhraichean to include Gaelic writers in events
- 7 programmes for BBC ALBA - Cèilidh@Blas - currently being broadcast

Financial Information

Blas 2012 attracted sponsorship from RBS (£5k), Business Gateway (£2.5k) and West Highland College (£500).

The Box Office takings will be around £3k over budget once all ticket sales are received and expenditure appears to have come in within budget. This should leave the festival with a very small surplus to carry forward to next year, notwithstanding any small costs incurred for next year's festival before the end of March 2013, in addition to the regular payment to Firefly Productions.

A budget showing the actual income and expenditure to 14.11.12, and an estimate to 31.03.13, is following.

The total audience at the 22 main festival events (not including the Schools and Communities Programme) was 3,393 being 78% ticket sales against capacity. The average audience was 154.

For comparison purposes, in 2011 we had additional funds from Creative Scotland and Scotland's Islands and we were able to programme additional events. The total audience was 4,971 over 39 events. The average audience was 127.

Therefore, on a like-for-like basis, Blas 2012 has performed very well.

Audience Feedback

Audience members were asked to score between 1 and 5 (1 being 'not very good' and 5 being 'excellent') how they enjoyed the event and whether the event they attended was value for money. The results of this feedback translate into an overall 89% satisfaction rating. When asked a similar question about value for money, feedback translates into a 90% satisfaction rating.

Use of Gaelic in Events

Questions were asked about Gaelic use at Blas events and whether or not this had an effect on their attitudes to Gaelic.

Did attending a Blas event make you more appreciative of the Gaelic language?

Yes 78% No 22%

Did the information you received at the Blas event change your attitude, in a positive manner, in relation to Gaelic?
Yes 56% No 44%

Overall, our use of Gaelic (on the same 1 to 5 scale as questions on enjoyment and value for money) translates into a satisfaction rating of 89% satisfaction.

Blas 2013 and 2014
The Blas Action Group met on 22 August and 6 November to discuss outline plans for Blas 2013 (Year of Natural Scotland) and 2014 (Year of Homecoming and the Commonwealth Games). We also held a meeting with a wider stakeholders' group with which we could collaborate further and there seemed to be an appetite for bodies to get more involved with the festival.

We have put a plan in place for 2014 which will see Cèilidh Trails and Blas together in a summer-long programme of music events with a Homecoming theme. This allowed us to apply to EventScotland by 30 September. We have offered the Edinburgh International Festival a series of concerts based around our Blas commissions and await the outcome of that. We have applied to Creative Scotland's Arts Programming strand and await the outcome of that also.

SNH have been in discussion about a new commission for the Year of Natural Scotland in 2013 and this looks like something on which we can work with them.

There has also been discussion with other local authorities that have expressed an interest in having Blas events within their areas. We will need to discuss this with The Highland Council, since the festival was originally a Highland Council project. However, with reductions in funding from The Highland Council for Blas, and the pressure on Fèisean nan Gàidheal to make it work financially from year to year, we should investigate all avenues open to us that will ensure the festival's future.

Schools and Community Programme
Amy MacLeod of Highlife Highland will be preparing a full report on the Blas Schools and Community Programme that she organised. This will be available to Board members at the meeting.

Blas Festival Ltd
Although we have been trying to arrange a meeting of the new Blas Festival Ltd board, we have been unable to come up with a date that suits everyone. However, we have set a date to meet on 29 January 2013 and this will go ahead with those who are able to make it.

Action Required
Board members are invited to note (1) the outcomes of Blas 2012 including audience feedback, (2) the outline plans for Blas 2013 & 2014 and (3) that discussions will be held about extending Blas into other areas.

Arthur Cormack
CEO
December 2012

Blas Festival 2012	Budget	Actuals to 14.11.12	Estimate to 31.03.13
INCOME			
Public Sources			
Highland Council Grant	£73,500.00	£73,500.00	£73,500.00
Highland Council In-kind	£0.00	£0.00	£0.00
Creative Scotland (applied for)	£0.00	£0.00	£0.00
HIE	£10,000.00	£10,000.00	£10,000.00
Bòrd na Gàidhlig	£25,000.00	£25,000.00	£25,000.00
Colmcille (Cuairt nam Bàrd)	£5,000.00	£4,000.00	£5,000.00
Creative Scotland (allocated from FnG funds)	£8,000.00	£0.00	£8,000.00
Sponsorship & Donations			
Business Gateway	£2,500.00	£2,500.00	£2,500.00
West Highland College	£500.00	£0.00	£500.00
RBS	£5,000.00	£0.00	£5,000.00
Other	£0.00	£0.00	£40.00
Earned Income			
Box Office	£25,000.00	£22,164.24	£27,250.00
Surplus from 2011	£5,000.00	£3,500.00	£3,500.00
Fèisean nan Gàidheal (in-kind)	£0.00	£500.00	£500.00
Ticket Advertising	£0.00	£540.77	£540.77
Total Income	**£159,500.00**	**£141,705.01**	**£161,330.77**
EXPENDITURE			
Programme Costs			
Artists' Fees including travel	£41,950.00	£44,944.39	£44,944.39
Accommodation and Meals for Artists and crew	£11,346.00	£11,133.89	£11,133.89
International Artistes Travel and Expenses	£2,578.00	£2,094.22	£2,094.22
International Artists Domestic Travel (in-kind from HC minibus)	£250.00	£0.00	£0.00
Stage/Concert Management/Fear or Bean-an-Taighe	£200.00	£0.00	£0.00
Venue Hire & Commission to Promoters/Production Cost	£7,500.00	£6,496.94	£8,100.00
PA & Lighting	£13,612.00	£14,522.64	£14,522.64
Press Management	£2,000.00	£2,200.00	£2,200.00
Posters/Overprinting/Postage	£600.00	£0.00	£0.00
Brochure Design and Print x 70,000	£5,500.00	£5,500.00	£5,500.00
Brochure Distribution	£1,053.00	£2,625.34	£2,625.34
Promotional materials	£0.00	£1,191.65	£1,191.65
Advertising	£5,000.00	£6,456.36	£6,456.36
Press and Launch Events	£293.00	£412.52	£412.52
Commission to Ticketweb	£700.00	£910.01	£910.01
Ticket Printing	£385.00	£385.10	£385.10
Management & Production Costs			
Firefly Productions: Festival Director and all administration	£40,000.00	£26,440.00	£39,640.00
Fèisean nan Gàidheal Management Fee	£12,000.00	£12,000.00	£12,000.00
Fèisean nan Gàidheal Staff Time (in-kind from FnG)	£0.00	£0.00	£0.00
Action Group/Blas Board Costs	£500.00	£556.38	£556.38
Photography	£1,000.00	£1,000.00	£1,000.00
Gaelic Translations (in-kind from HC)	£0.00	£500.00	£500.00
Insurance	£450.00	£487.60	£487.60
Royalties	£300.00	£435.78	£435.78
Other Costs			
Cuairt nam Bàrd	£4,323.00	£5,731.93	£5,731.93
TOTALS	**£151,540.00**	**£146,024.75**	**£160,827.81**
Surplus/Deficit	£7,960.00	-£4,319.74	£502.96

Fèisean nan Gàidheal

An Gille agus Maighstir Tìm - The Boy and Master Time

Agenda Item 4.2012.02(c)

Reason for Paper

To seek approval from the Board to embark on a Gaelic medium circus/theatre production with Bright Night International and Ariel Killick.

Background

We have been approached by Ariel Killick, a circus performer and Gaeilge/Gaelic speaker, to consider supporting a circus show and tour during 2013 with a newly written story called An Gille agus Maighstir Tìm, The Boy and Master time.

Arthur Cormack and I held a meeting with Ariel, Iain Johnston (circus performer/actor), Rob Thorburn (circus performer/actor) along with JL Cassells and Phyllis Martin from Bright Night International. This meeting was to discuss a proposal for a collaboration to deliver the show and workshops.

A paper was provided to the recent Executive Group meeting which outlined the show, the production company and the role that Fèisean nan Gàidheal could play in the delivery of this tour.

Originally from Australia, Ariel Killick moved to Ireland in the 1990's where she studied Gaeilge at University. She is a highly trained performance and visual artist, and has performed extensively in Ireland and Australia using the Irish language as part of her act as well as providing circus skills workshops entirely through the medium of Gaeilge. More recently she has learned Gaelic to fluency and has relocated to Glasgow. She is aiming to develop her career by delivering more of her work through the medium of Gaelic. For more information about Ariel Killick see www.independentstateofhappiness.com.

Ariel has written a new show called 'An Gille agus Maighstir Tìm, The Boy and Mister Time. The show is based around three characters: A narrator, The Boy and Mr Time. It is based around the life of a young boy who over time becomes a very skilled circus performer. There will be a great deal of action throughout the show and all three characters will be trained circus performers with Ariel taking the role of the narrator. It will be an action packed show with lots of circus tricks, acrobatics and stilt walking.

It is hoped to take the show on a 5-week tour of schools and communities during 2013. The show itself will last approximately one hour and will be followed by a circus skills workshop for school pupils, these will de delivered in Gaelic and it is hoped that school children will be able to continue to develop some basic circus skills after the school visits.

The production company Bright Night International will lead on the production development. They have extensive experience of organising, co-ordinating and delivering circus and performing arts shows and events. Most recently they were involved the choreography of the Commonwealth Games launch event and a large circus event that took place in the North of England.

They also have vast experience in the production and delivery of shows similar, and on a much larger scale, to An Gille agus Maighstir Tìm.

Fèisean nan Gàidheal Role

Bright Night International would like to collaborate with Fèisean nan Gàidheal in delivering the show.

With Fèisean nan Gàidheal's experience of working with schools and communities and their experience of producing circus performances this collaboration could lead to exciting project that has never happened before through the medium of Gaelic.

Fèisean nan Gàidheal would take a lead role on the administrative side of the 5-week tour and there is also a substantial amount of funding to be found for the project. Bright Night estimate that they could find up to £20,000 for the project through various funding streams and this would mean that Fèisean nan Gàidheal would be looking to raise up to £30,000 for the delivery of the project.

Fèisean nan Gàidheal staff, although aware of the significant funds that will require to be raised, are supportive of the project and believe it will offer a new strand to Gaelic entertainment.

Action Required
Board members are asked to approve this project on the basis that it would introduce something new to Gaelic medium education, and to the Fèisean and would offer opportunities for street theatre at Blas, for example. While we would make every effort to raise all the funds required for the 5-week tour of the production, there would be an opportunity for a scaled-back tour should we only be able to raise part of the funds.

Calum A Macmillan
Development Manager
December 2012

An Gille agus Maighstir Tìm Proposed Budget

No of weeks rehearsal	**3**	**£**
Staff costs		
Performers x 3	400 p/w	3,600
Stage Manager	1/2 wk prep	1,400
Rehearsal director		1,200
Bi-lingual support		1,050
Production Manager	4 wks	1,600
Project Manager	6 wks	2,400
Production costs		
Travel - one performer from outwith UK		150
Travel - one performer from within UK		100
Travel - cast and crew within Glasgow for 3 weeks		540
Rehearsal subsistence		450
Accommodation - rehearsals		800
Rehearsal venue hire @ £80 per day		1,200
Costume		625
Van hire for load in / load out		200
Production expenses		300
Props, design and materials		750
Set design and build		750
AV / projection - design		750
Lighting - design		750
Sound - design		750
No of weeks touring	**5**	
Company while touring	**5**	
Staff costs		
Performers x 3		6,000
Tutor 1 / crew member / driver		2,000
Tutor 2 / stage manager / tech / driver		2,000
Tour / admin manager (based in office)		1,250
Production costs		
Costume laundry and maintenance		200
Van hire and petrol		3,125
Car hire and petrol		2,000
Ferries + additional travel		1,600
Production consumables, repairs		560
Insurance		600
Touring subsistence		2,625
Touring accommodation @ £45 p/n B&B		7,875
Sound hire		500
LX hire		1,000
Marketing		1,500
Evaluation		1,250
Contingency		2,750
Total rehearsal + touring cost		**56,200**

Fèisean nan Gàidheal

Progress with Fèisgoil
Agenda Item: 4.2012.02(d)

Reason for Paper
To update Board members on progress with the Fèisgoil service.

Background
Fèisgoil was formally launched at Fèisean nan Gàidheal's Annual Conference in September and several local authorities have expressed an interest in its services. While we have picked up one contract so far from Perth & Kinross Council, with a second shorter-term project and the possibility of a third project in the new year, we are hopeful that we will pick up additional work in the 2013-14 financial year. It is critical that we are talking to local authorities at this time as they plan budgets for the next financial year.

Progress
Since the last meeting there has been further progress with Fèisgoil as follows:

- A meeting was organised during the last week in September to discuss tutor training
- Tutor resources have been gathered together and are available to download through our website
- Meetings have been held with officers from Falkirk Council and Comhairle nan Eilean Siar
- Arthur Cormack spoke, on the phone, with North Ayrshire Council who are interested in Gaelic singing work in Arran schools
- Arthur Cormack and Calum Macmillan will be making a presentation to Comhairle nan Eilean Siar's Gaelic Implementation Group on 29 November
- Tutor training has been organised and the first session will take place on 1 December in Glasgow
- A meeting is set up with officers of Glasgow City Council for 7 December
- It is hoped to meet with The Highland Council again on 11 December in Inverness
- We have been invited to a Bòrd na Gàidhlig seminar on 13 December which would allow us the opportunity to meet with bodies that have Gaelic Language Plans in place and to discuss with them, perhaps informally, or perhaps more formally, how Fèisgoil could help deliver elements of their plans
- Argyll & Bute Council remain interested and we are awaiting a date for a further meeting with officers there

Further work
The main aim over the next few months must be to concentrate on securing contracts, even for pilot projects, to allow local authorities and public bodies to see how Fèisgoil could benefit them. Although we cannot deal with all 32 local authorities at the same time, we should be aiming to work with at least 4-6 initially.

Once further tutors are trained we should expand in line with their capacity with the aim being to have a pool of trained tutors that can be utilised, as required, across the country in the most cost-effective way.

Action Required
Board members are invited to note the progress to date.

Arthur Cormack
CEO
December 2012

Fèisean nan Gàidheal

Local Fèis Training

Àireamh air a' Chlàr Chùisean: 4.2012.02(e)

Reason for Paper

Plans and timetable for local training based on results of questionnaire.

Introduction

Fèisean nan Gàidheal training and development staff agreed at the September meeting to progress with local training as a result of answers received to the recent Fèis questionnaire.

As numbers of participants at the Fèis Trèanaidh held in March had dropped, Fèisean nan Gàidheal will bring relevant training to them locally, at a time convenient for them. Members were informed of this change, brought about to facilitate their participation, at the Annual Conference in September.

Research

The development team distributed information to their fèisean, based on guidance from me as the Training Officer, requesting suitable dates and subjects for a local training session.

Responses have been poor, and only 3 fèisean have replied to their lead officers with firm suggestions. Fèis Innis an Uillt had replied (directly to me, as Maria had already left) that they would like a training session in Glasgow on Saturday 19 January 2013. As they were the only southern fèis to respond to the request, it seemed expedient to use this date as a firm basis for a Glasgow-wide training session. A further email has been sent to all fèisean requesting their response.

Fèis a' Bhaile and Fèis Inbhir Nàrainn responded to the message through Nicola, and made their suggestions for topics which they would like to cover. Inverness and Nairn fèisean have not yet agreed a date, due to a postponement of the Fèis a' Bhaile committee meeting (which will not now take place until January. A date will be fixed early in the new year. No response has been received from the Argyll fèisean to date. No response has been received from the Western Isles fèisean. Northern fèisean (Sutherland/Caithness) were asked if they would like a session local to them, but no response has been received to date. At least two other local sessions will be offered – one in the Western Isles and one other had originally been suggested for Oban, depending on response from the Argyll fèisean.

The Glasgow subjects will be:

- Child Protection
- Annualised Hours Guidance
- Fundraising
- Website

The Training Officer will lead workshops in the first two subjects listed, and will call on in-house or external expertise in relation to Fundraising and the Website. It is unlikely that the new development officer for the Lochaber/Glasgow area will be in post, but might like to attend the session.

Between Inverness (Fèis a' Bhaile) and Nairn, the following are suggested:

- Fundraising
- Website
- Presentation from Voluntary Action Group/Council for Voluntary Service
- Annualised Hours Guidance (possibly in a separate session)
- IT Guidance

Fèis a' Bhaile also suggested that it would be good to certificate attendance at workshops, so that personnel could include it in their own CPD files. As Fèisean nan Gàidheal already certificates Tutor Training at 3 levels

and Child Protection, these certificates will be provided for participants.

Information will be distributed from me to Fèisean by direct email and post to the main fèis contact and Lead Officer, with replies requested directly to me, copied to the Lead Officer. Information will also be displayed on the Fèisean nan Gàidheal website, in *Faileas*, and on the Fèisean nan Gàidheal Facebook page in both Gaelic and English. A bilingual press release (for PR purposes) will be distributed to the usual media before the Christmas break.

Most of the expertise is available in-house, between the Training Officer and the development team, and external trainers will be recruited where appropriate.

Gaelic has not been requested by any of the fèisean so far, despite being suggested as a topic, but an optional Gaelic session can be incorporated into each training day.

The timetable for this initiative has been neglected to a certain extent, due to a number of factors including staff changes, absences and illness. However, immediate steps are being taken to ensure that the sessions take place, with as wide a participation as possible, and as effectively and enjoyably as possible within deadline and within budget. Considerable savings are expected on last year's figures as accommodation and travel costs will be substantially reduced. Also, as a number of requested subjects are topics which Fèisean nan Gàidheal staff can deliver more effectively than other trainers (e.g. Annualised Hours guidance), there are likely to be considerable savings in that area too, even taking into account staff time and travel.

Action required
The board is asked to note this information.

Iona MacDonald
Training and Policy Officer
December 2012

Fèisean nan Gàidheal

Drama projects

Àireamh air a' Chlàr Chùisean: 4.2012.02(f)

Reason for paper

This paper will give information regarding the Christmas Panto tour and the Meanbh Chuileag 2013 tour. It will also give information about other drama projects in which we are currently involved and also projects that will be taking place in the new year.

Panto

'Gloidhchean agus na Dèideagan Brìste' will be on tour in the Highlands and Islands between 3-7th of December, it will also reach Edinburgh on Monday 10th December. The play was written by Dougie Beck and is about a young boy who isn't very good at joinery work, and is full of fun, laughter and song. Appearing in the play will be three of Fèisean nan Gàidheal's very own; Dougie Beck, Angus Macleod, Christine MacIntyre and with them will be Rachel Kennedy who has recently graduated from the University of the West of Scotland with an Honours Degree in drama.

For the first time the panto will visit schools and community venues, giving the wider public the opportunity to see a Gaelic panto.

Meanbh-chuileag – 2013 Tour

Meanbh-chuileag will be going on tour during February/March with a newly written play, visiting Gaelic medium school across the country. As 2013 is the year Scotland celebrates Nature, the play will focus on the life of John Muir. We have discussed the play with Scottish Natural Heritage and it is hoped that they may be able to support the tour and provide resources for the schools.

Further projects

- The drama officers, Angus Macleod and Dougie Beck, have been busy helping schools devise short videos for the FilmG competition. Entries for the competition close on Friday 20 December.
- Dougie and Christine Macintyre (Argyll Development Officer) will be organising the Lochaber and Argyll Drama day for 2013. Dougie will be giving workshops in Gaelic medium school in both areas helping pupils to create new pieces of drama which will then be performed at a drama day in May.
- Angus will be delivering drama workshops in Skye and Lochalsh schools in the new year. Angus will cover a number of drama skills and will be discussing the potential for a drama performance day with teachers, based on the Lochaber and Argyll project.
- As part of the Gaelic Drama Network we have been discussing the potential for the establishment of three youth theatre groups in Highland high schools as part of a partnership project with Eden Court's drama team. An application has been completed and submitted to Bòrd na Gàidhlig/Alba Chruthachail and if it is successful the project will take place between January and April with each school receiving 10 workshops and ending with a youth theatre festival event where each group will perform the piece of drama they have devised.
- Information regarding the 2013 Drama Summer School will be released in the new year. We are currently discussing the most appropriate dates and we will have a special initiative to attract more participants to next years event.

Action required

The board are asked to consider and debate the above projects.

Dougie Beck
Drama Officer
November 2012

Tha Meanbh-chuileag a' toirt thugaibh...
Meanbh-chuileag presents...

Gloidhcean
agus na dèideagan briste

Le Raonaid Cheannadach, Aonghas MacLeòid, Christine Nic an t-Saoir agus Dougie Beck
With Rachel Kennedy, Angus Macleod, Christine MacIntyre and Dougie Beck

Dealbh-cluiche Nollaig Gàidhlig don a h-uile duine aois 3 gu 103!
A Gaelic Christmas Play for everyone aged 3 to 103!

Chan eil Greannag idir dèidheil air Gloidhcean, a tha dìreach air nochdadh air stairsneach na bùtha-ciùird. Ged nach eil e gu cus feum le òrd no gilb, tha Gloidhcean deònach obair sam bith fheuchainn fhad 's a gheibh e cupa tì agus rudeigin a dh'itheas e, agus cothrom norrag a ghabhail ri taobh an stòbha. An e an gilleonaidh bochd seo a bhris na dèideagan ùra agus a chuir an Nollaig ann an cunnart...?
Greannag is not very keen on Gloidhcean, who has just turned up on the workshop doorstep. Although he's not too handy with a hammer or chisel, Gloidhcean is more than willing to give any kind of work a go, just as long as he gets a cuppa and something to eat, and the chance to have a nap beside the stove. Could this poor gormless creutair possibly be the one who broke all the new toys, threatening to scupper Christmas for everyone...?

Public Performances | Tachartasan poblach
Monday 3 December @ 7.30pm: Acharacle Primary School - Diluain 3 Dùbhlachd
Tuesday 4 December @ 7.30pm: Talla Dhonaidh Chaimbeil, Sleat - Dimàirt 4 Dùbhlachd
Wednesday 5 December @ 7.30pm: Carinish Hall - Diciadain 5 Dùbhlachd
Thursday 6 December @ 7.30pm: Clan MacQuarrie Community Centre - Diardaoin 6 Dùbhlachd
Friday 7 December @ 7.30pm: Spectrum Centre, Inverness - Dihaoine 7 Dùbhlachd

Schools Performances (not open to the public) | Sgoiltean a-mhàin
3 December: Fort William Gaelic Primary - 3 Dùbhlachd
3 December: Rockfield Primary School. Oban - 3 Dùbhlachd
4 December: Portree High School (with Skye primaries) - 4 Dùbhlachd
5 December: Sgoil Dhalabroig, South Uist - 5 Dùbhlachd
6 December: Sgoil Lacasdail, Lewis (with Lewis primaries) - 6 Dùbhlachd
7 December: Dingwall Primary - 7 Dùbhlachd
10 December: Tolcross Primary, Edinburgh - 10 Dùbhlachd

"Tha mi a' sgrìobhadh a dh'innse cho math 's a chòrd an dràma Gàidhlig 'Marsaili agus a' Bhleideag Airgid' ris an sgoil air fad. Bha e èibhinn, deagh stòiridh agus seinn àlainn. Thuig a' chlann an stòiridh agus bha na h-actairean fìor mhath air a' chlann a bhrosnachadh gus pàirt a ghabhail. Bha a' Ghàidhlig cho soilleir agus furasta tuigsinn. Bha na props sgoinneil cuideachd." **(Ceannard Sgoile)**

"I'm writing to tell you how much the school enjoyed the Gaelic play 'Marsaili agus a' Bhleideag Airgid'. It was funny, had a great story and the singlng was beautiful. The children understood the language and the actors were very good at getting the children involved. The Gaelic was very clear and easy to understand, and the props were excellent." (Headteacher)

Tiogaidean a' phobaill
Public tickets
£5/£3/£2

Fios agus tiogaidean sgoiltean
Info and schools' tickets
01478 613355 · moreen@feisean.org

Supporting Year of Creative Scotland 2012
fèisean NAN GÀIDHEAL
HIE Highlands and Islands Enterprise Iomairt na Gàidhealtachd 's nan Eilean
The Highland Council Comhairle na Gàidhealtachd
Creative Scotland Alba Chruthachail
Bòrd na Gàidhlig

Fèisean nan Gàidheal

Financial Issues

Agenda Item: 4.2012.03

This report includes:	**Action Required**
Agenda Item: 4.2012.3(a)	
Income and Expenditure 2012-13 with transactions to 31 October 2012, amended for second half of the financial year	For Noting and Approval
Agenda item 4.2012.3(b)	
Current bank balances will be advised at the meeting	Verbal for Noting
Agenda item 4.2012.3(c)	
Grants pledged to Fèisean for 2012-13 with payments to 31 October 2012	For Noting
Agenda item 4.2012.3(d)	
Management accounts for the period to 30 September 2012, prepared by Mann Judd Gordon	For Noting and Discussion

Anne Willoughby
Executive Manager
December 2012

Fèisean nan Gàidheal Income and Expenditure 2012-13 with transactions to 31 October 2012

Agenda Item 4.2012.03(a)

INCOME	**2012-13**	**PERIOD**	**ACTUAL**
Core Grants	£ 349,333.00	£ 203,777.58	£ 251,690.90
Management Fees	£ 99,550.00	£ 58,070.83	£ 96,774.35
Grants Scheme	£ 200,000.00	£ 116,666.67	£ 202,950.00
Fèis Development Fund	£ 5,000.00	£ 2,916.67	£ 5,000.00
Annualised Hours	£ 10,000.00	£ 5,833.33	£ 5,000.00
Training	£ 20,000.00	£ 11,666.67	£ 2,920.00
Gaelic Development	£ 55,000.00	£ 32,083.33	£ 10,000.00
Youth Music Initiative	£ 219,511.00	£ 128,048.08	£ 219,511.00
Blas Festival	£ 151,500.00	£ 88,375.00	£ 141,705.01
Other Earned Income	£ 12,550.00	£ 7,320.83	£ 6,117.60
Meanbh Chuileag TIE Service	£ 35,000.00	£ 20,416.67	£ 18,040.00
Support Cèilidh Trails	£ 110,205.00	£ 64,286.25	£ 42,500.30
Gaelic Drama Summer School	£ 28,000.00	£ 16,333.33	£ 20,000.00
Songwriting & Collecting Projects	£ 12,500.00	£ 7,291.67	£ 0.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 583.33	£ 1,000.00
Showcase Opportunities	£ 12,731.33	£ 7,426.61	£ 12,731.33
Fèisean Services	£ 24,000.00	£ 14,000.00	£ 17,965.14
General Funds still to be raised	£ 12,952.00	£ 7,555.33	£ 1,143.88
TOTAL INCOME	**£ 1,358,832.33**	**£ 792,652.19**	**£1,055,049.51**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 307,936.00	£ 179,629.33	£183,600.27
NIC Contributions	£ 36,952.00	£ 21,555.33	£17,464.54
Pension Contributions	£ 15,397.00	£ 8,981.58	£5,259.94
Fèisean Services Staff Wages and NI	£ 24,000.00	£ 14,000.00	£10,971.51
Staff Travel	£ 22,000.00	£ 12,833.33	£12,105.49
Office Rent & Rates	£ 23,000.00	£ 13,416.67	£13,996.79
Stationery, Printing & Postage	£ 12,000.00	£ 7,000.00	£6,663.56
Telephone, Fax, E-mail, Heat & Light	£ 13,000.00	£ 7,583.33	£7,526.37
Board Expenses	£ 5,000.00	£ 2,916.67	£1,423.93
Implementation of Child Protection policy	£ 10,000.00	£ 5,833.33	£5,477.00
Insurance	£ 6,000.00	£ 3,500.00	£0.00
Sundry Expenses	£ 1,000.00	£ 583.33	£806.93
Accountancy & Bank Charges	£ 6,100.00	£ 3,558.33	£501.98
Professional Fees	£ 1,000.00	£ 583.33	£955.80
Instrument Bank Maintenance	£ 2,500.00	£ 1,458.33	£1,095.75
Additional Support Needs	£ 500.00	£ 291.67	£0.00
Capital Expenses	£ 3,000.00	£ 1,750.00	£1,904.22
PROGRAMME COSTS			
Grants Paid Out	£ 200,000.00	£ 116,666.67	£ 107,938.00
Annualised Hours	£ 10,000.00	£ 5,833.33	£ 0.00
Feìs Development Fund	£ 5,000.00	£ 2,916.67	£ 500.00
Training Programme	£ 20,000.00	£ 11,666.67	£ 3,759.78
Training Programme Management Fee	-£ 3,000.00	-£ 1,750.00	-£ 3,000.00

Gaelic Language Development	£ 55,000.00	£ 32,083.33	£ 26,418.09
Gaelic Language Development Management Fee	-£ 8,250.00	-£ 4,812.50	-£ 8,250.00
Youth Music Initiative	£ 219,511.00	£ 128,048.08	£ 108,497.81
Youth Music Initiative Management Fee	-£ 50,000.00	-£ 29,166.67	-£ 50,000.00
Annual Conference	£ 8,000.00	£ 4,666.67	£ 4,748.94
Blas Festival	£ 195,500.00	£ 114,041.67	£ 158,024.75
Blas Festival Management Fee	-£ 15,000.00	-£ 8,750.00	-£ 12,000.00
Support for Meanbh Chuileag	£ 35,000.00	£ 20,416.67	£ 13,701.51
Support Cèilidh Trails	£ 110,205.00	£ 64,286.25	£ 92,177.70
Cèilidh Trails Management Fee	-£ 12,000.00	-£ 7,000.00	-£ 12,000.00
Gaelic Drama Summer School	£ 28,000.00	£ 16,333.33	£ 19,874.66
Drama Summer School Management Fee	-£ 2,800.00	-£ 1,633.33	-£ 2,800.00
Archiving Project	£ 12,500.00	£ 7,291.67	£ 8,275.65
Archiving Management Fee	-£ 2,000.00	-£ 1,166.67	-£ 2,000.00
Press/PR/Website Updates/Newsletter	£ 1,000.00	£ 583.33	£ 379.54
Showcase Opportunities	£ 12,731.33	£ 7,426.61	£ 12,974.39
Showcase Opportunities Management Fee	-£ 1,724.35	-£ 1,005.87	-£ 1,724.35
Contingency	£ 1,000.00	£ 583.33	£ 2,000.00
SUB-TOTAL EXPENDITURE	**£ 1,309,025.67**	**£ 763,598.31**	**£ 738,273.74**
Management Fees	£ 99,774.35	£ 58,201.70	£96,774.35
TOTAL EXPENDITURE	**£ 1,408,800.02**	**£ 821,800.01**	**£ 835,048.09**
Transfer to Reserves	£ 17,421.25	£ 1,451.77	£16,935.51
SURPLUS/DEFICIT	**-£ 49,967.69**	**-£ 29,147.82**	**£ 220,001.42**

Grants to Fèisean 2012-13 with payments to 31 October 2012

Agenda Item: 4.2012.03(c)

The following table details the Fèisean, the grants we have pledged to them and, where appropriate, sums paid out.

Fèis Name	HIE	HIE Fragile	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Annualised Hours Grant	Development Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council											
Fèis an Earraich	√	√	£5,797.47	£3,165.53	£2,000.00	150	£ 1,125.00	£ 0.00	£ 12,088.00	£ 8,284.50	£ 3,803.50
Fèis Lochabair	√		£2,842.78	£1,552.22	£1,000.00	100	£ 750.00	£ 0.00	£ 6,145.00	£ 3,296.00	£ 2,849.00
Fèis nan Garbh Chrìochan	√	√	£3,686.89	£2,013.11	£3,050.00	20	£ 150.00	£ 0.00	£ 8,900.00	£ 4,275.00	£ 4,625.00
Fèis Chataibh	√		£2,029.08	£1,107.92	£1,872.00	80	£ 600.00	£ 0.00	£ 5,609.00	£ 3,589.00	£ 2,020.00
Fèis a' Bhealaich	√	√	£298.83	£163.17	£532.00	10	£ 75.00	£ 0.00	£ 1,069.00	£ 346.50	£ 722.50
Fèis Rois Òigridh	√	√	£8,189.50	£3,473.50	£5,345.00	0	£ 0.00	£ 0.00	£ 17,008.00	£ 14,335.50	£ 2,672.50
Fèis Rois nan Deugairean	√	√	£7,244.41	£3,955.59	£0.00	0	£ 0.00	£ 0.00	£ 11,200.00	£ 9,493.00	£ 1,707.00
Fèis Eige	√	√	£877.74	£479.26	£0.00	20	£ 150.00	£ 0.00	£ 1,507.00	£ 0.00	£ 1,507.00
Feìs Ghallaibh	√	√	£0.00	£0.00	£2,546.00	20	£ 150.00	£ 0.00	£ 2,696.00	£ 1,348.00	£ 1,348.00
Fèis Farr	√		£0.00	£0.00	£850.00	0	£ 0.00	£ 0.00	£ 850.00	£ 0.00	£ 850.00
Fèis na h-Òige	√		£711.51	£388.49	£1,160.00	0	£ 0.00	£ 0.00	£ 2,260.00	£ 1,405.00	£ 855.00
Fèis Air an Oir	√	√	£732.20	£399.80	£2,480.00	50	£ 375.00	£ 0.00	£ 3,987.00	£ 1,427.50	£ 2,559.50
Fèis Ghleann Albainn	√		£1,010.98	£552.02	£2,725.00	0	£ 0.00	£ 0.00	£ 4,288.00	£ 1,172.00	£ 3,116.00
Fèis Ratharsaidh	√	√	£1,466.99	£801.01	£0.00	0	£ 0.00	£ 0.00	£ 2,268.00	£ 0.00	£ 2,268.00
Fèis a' Bhaile	√		£1,406.84	£768.16	£1,588.00	100	£ 750.00	£ 0.00	£ 4,513.00	£ 2,800.00	£ 1,713.00
Fèis Òigridh na Mara	√	√	£468.95	£256.05	£5,720.00	200	£ 1,500.00	£ 0.00	£ 7,945.00	£ 4,360.00	£ 3,585.00
Fèis Inbhir Narann	√		£897.15	£489.85	£3,001.00	100	£ 750.00	£ 0.00	£ 5,138.00	£ 1,876.00	£ 3,262.00
Fèis Spè	√		£2,377.07	£1,297.93	£4,706.00	0	£ 0.00	£ 0.00	£ 8,381.00	£ 6,028.00	£ 2,353.00
Fèis an Iar Thuath	√	√	£358.99	£196.01	£300.00	0	£ 0.00	£ 0.00	£ 855.00	£ 0.00	£ 855.00
Fèis Thròdairnis	√	√	£2,000.62	£1,092.38	£604.00	0	£ 0.00	£ 0.00	£ 3,697.00	£ 2,320.00	£ 1,377.00
Fèis a' Chaolais	√		£0.00	£0.00	£1,520.00	0	£ 0.00	£ 0.00	£ 1,520.00	£ 760.00	£ 760.00
Total Highland			**£42,398.00**	**£22,152.00**	**£40,999.00**	**850**	**£6,375.00**	**£0.00**	**£111,924.00**	**£67,116.00**	**£44,808.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain/Ceòlas	√	√	£3,211.00	£1,350.00	£1,732.00	80	£ 600.00	£ 0.00	£ 6,893.00	£ 3,758.00	£ 3,135.00
Fèis Eilean an Fhraoich	√		£3,790.00	£1,800.00	£1,800.00	120	£ 900.00	£ 0.00	£ 8,290.00	£ 5,543.00	£ 2,747.00

Fèis Tìr an Eòrna	√	√	£2,490.00	£1,350.00	£870.00	20	£ 150.00	£ 0.00	£ 4,860.00	£ 3,293.00	£ 1,567.00
Fèis Bharraigh	√	√	£4,475.00	£1,350.00	£3,454.00	60	£ 450.00	£ 0.00	£ 9,729.00	£ 4,706.00	£ 5,023.00
Fèis Eilean na Hearadh	√	√	£1,337.00	£1,350.00	£0.00	20	£ 150.00	£ 0.00	£ 2,837.00	£ 2,428.00	£ 409.00
Fèis an Rubha	√		£0.00	£0.00	£0.00	0	£ 0.00	£ 500.00	£ 500.00	£ 500.00	£ 0.00
Fèis Taigh Dhonnchaidh	√	√	£916.00	£1,350.00	£1,144.00	0	£ 0.00	£ 0.00	£ 3,410.00	£ 2,609.00	£ 801.00
Total Comhairle nan Eilean Siar			**£16,219.00**	**£8,550.00**	**£9,000.00**	**300**	**£2,250.00**	**£500.00**	**£36,519.00**	**£22,837.00**	**£13,682.00**
Argyll & Bute Council											
Fèis Cholla	√	√	£1,525.00	£0.00	£1,136.00	20	£ 150.00	£ 0.00	£ 2,811.00	£ 75.00	£ 2,736.00
Fèis Latharna	√		£3,231.00	£1,500.00	£3,100.00	50	£ 375.00	£ 0.00	£ 8,206.00	£ 5,660.50	£ 2,545.50
Fèis Mhuile	√	√	£778.00	£0.00	£432.00	20	£ 150.00	£ 0.00	£ 1,360.00	£ 0.00	£ 1,360.00
Fèis Thiriodh	√	√	£700.00	£1,500.00	£550.00	60	£ 450.00	£ 0.00	£ 3,200.00	£ 2,025.00	£ 1,175.00
Fèis Ìle agus Dhiùra	√	√	£1,745.00	£1,500.00	£1,500.00	60	£ 450.00	£ 0.00	£ 5,195.00	£ 750.00	£ 4,445.00
Fèis Dhùn Omhain	√	√	£780.00	£0.00	£500.00	20	£ 150.00	£ 0.00	£ 1,430.00	£ 0.00	£ 1,430.00
Fèis Cheann Loch Goibhle	√		£1,207.00	£1,500.00	£1,359.00	40	£ 300.00	£ 0.00	£ 4,366.00	£ 0.00	£ 4,366.00
Total Argyll & Bute Council			**£9,966.00**	**£6,000.00**	**£8,577.00**	**270**	**£2,025.00**	**£0.00**	**£26,568.00**	**£8,510.50**	**£18,057.50**
Other Area/City Councils											
Fèis Arainn	√		£2,550.00	£0.00	£2,456.00	0	£ 0.00	£ 0.00	£ 5,006.00	£ 3,141.00	£ 1,865.00
Fèis Mhoireibh	√	√	£1,353.00	£0.00	£448.00	20	£ 150.00	£ 0.00	£ 1,951.00	£ 0.00	£ 1,951.00
TOTAL HIE	**37**	**23**	**£72,486.00**	**£36,702.00**	**£61,480.00**	**1,440**	**£10,800.00**	**£0.00**	**£181,968.00**	**£101,604.50**	**£80,363.50**
Fèis Dhùn Èideann			£2,750.00	£0.00	£6,100.00	300	£ 2,250.00	£ 0.00	£ 11,100.00	£ 4,175.00	£ 6,925.00
Fèis Chille Conbhal			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Obair Dheathain			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Dhùn Bhreatainn			£0.00	£0.00	£1,932.00	0	£ 0.00	£ 0.00	£ 1,932.00	£ 966.00	£ 966.00
Fèis Lannraig a Tuath			£878.00	£0.00	£728.00	0	£ 0.00	£ 0.00	£ 1,606.00	£ 1,023.00	£ 583.00
Fèis Fhoirt			£3,850.00	£0.00	£2,328.00	50	£ 375.00	£ 0.00	£ 6,553.00	£ 4,052.00	£ 2,501.00
Fèis Ghlaschu			£2,140.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 2,290.00	£ 1,605.00	£ 685.00
Fèis Innis an Uillt			£945.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 1,095.00	£ 0.00	£ 1,095.00
Fèis Lunnainn			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis an t-Stratha			£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Total Other Areas/City Councils			**£14,466.00**	**£0.00**	**£13,992.00**	**410**	**£3,075.00**	**£0.00**	**£31,533.00**	**£14,962.00**	**£16,571.00**
			Main Fèis Grant	**Local Authority**	**Follow-on Grants**	**Annualised Hours**	**Annualised Hours Grant**	**Development Fund**	**Total Grant Offered**	**Balance Paid**	**Outstanding Balance**
GRAND TOTALS			**£ 83,049.00**	**£ 36,702.00**	**£ 72,568.00**	**1830**	**£ 13,725.00**	**£ 500.00**	**£ 206,544.00**	**£ 113,425.50**	**£ 93,118.50**

Fèisean nan Gàidheal

Management Accounts to 30 September 2012

Agenda Item: 4.2012.03(d)

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development
		STATEMENT OF FINANCIAL ACTIVITIES				
INCOMING RESOURCES						
Creative Scotland	252,500	252,500				
Highland Council	340,404	47,393	73,500		219,511	
Highland & Islands Enterprise	85,840	59,340	10,000			16,500
Bòrd na Gàidhlig	74,541	10,000	29,541			35,000
Comunn na Gàidhlig	900			900		
Membership fees	415	415				
Sale of publications	865	865				
Instrument bank revenue	3,513	3,513				
Training registration fees	420			420		
Ceilidh Trails - other income	12,050	12,050				
Celtic Neighbours	2,731					2,731
Management fees	96,550	96,550				
Box office / concerts	8,891		8,891			
Performance fees	2,000	2,000				
Other income	3,958	958	3,000			
Wages reimbursed by Fèisean	8,841	8,841				
Bank interest received	68	68				
Total incoming resources	**894,487**	**494,493**	**124,932**	**1,320**	**219,511**	**54,231**
RESOURCES EXPENDED						
Fundraising trading						
Instrument bank costs	1,072	1,072				
Artistes costs	41,560		41,560			
Travel and support	11,430		11,430			
PA and lighting	17,571		17,571			
Project manager	19,840		19,840			
	112,241	1,072	111,169	0	0	0
Charitable activities						
Wages	167,481	167,481				
Development officers & tutors	10,541				10,541	
Grants to Fèisean	96,225	96,225				
Travelling	5,281				4,019	1,261
Child protection costs	4,941	4,941				
Training	523			523		
Workshops	9,274			150		9,124
Materials	8,536				8,505	31
Sgoil Shamhraidh	12,971					12,971
Ceilidh trail	82,041	82,041				
Festival costs	2,572					2,572
Tachartas Còmhnaidh 2012	8,725					8,725
Celtic Neighbours	7,088					7,088
Fonn Ratharsair	8,276					8,276
Meanbh Fhèis	1,256					1,256
Sundry expenses	807	807	0			
Management charge	96,550	16,300	12,000		50,000	18,250
	523,086	367,795	12,000	673	73,065	69,553
Governance costs						
Audit & accountancy	3,614	2,614	1,000			
Committee expenses	1,359	1,359				

Annual conference	468	468				
Legal & professional fees	582	582				
	6,023	5,023	1,000	0	0	0
Support costs						
Social security	16,092	16,092				
Pensions	4,472	4,472				
Staff travel & expenses	8,871	8,871				
Office rent	8,448	8,448				
Light and heat	3,786	3,786				
Insurance	488		488			
Capital costs	1,808	1,808				
Telephone	3,669	3,669				
Postage and stationery	8,380	8,380				
Website costs	380	380				
Bank charges and interest	579	502	77			
Depreciation	524	196	328			
	57,497	56,604	892	0	0	0
Total resources expended	**698,846**	**430,494**	**125,061**	**673**	**73,065**	**69,553**
Net incoming / (outgoing) resources - for six months ended 30 September 2012	**195,640**	**63,999**	**(130)**	**647**	**146,446**	**(15,322)**
Total funds at 1 April 2012	86,053					
Total funds at 30 September 2012	**281,693**					

BALANCE SHEET AS AT 30 SEPTEMBER 2012

Fixed assets	
Photocopier - cost	11,042
Computer equipment - cost	2,791
Photocopier - depreciation	(8,749)
Computer equipment - depreciation	(1,417)
	3,667
Current assets	
Grants receivable	90,492
VAT	6,004
	96,496
Bank accounts	
FnG current account	(907)
FnG high interest account	219,791
Blas Festival current account	(15,570)
	203,315
Current liabilities	
Social security and other tax	(9,087)
Trade creditors	(1,923)
Accrued expenses	(10,774)
	(21,784)
Net assets as at 30 September 2012	**281,693**

Fèisean nan Gàidheal

Review of Fèisean nan Gàidheal's Board

Agenda Item: 4.2012.04(a)

Reason for Paper

Following discussions at the last board meeting, this paper offers a proposal for the review of Fèisean nan Gàidheal's Board.

Background

Board members will recall that there is a deliverable in our 2012-15 agreement with HIE to "undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31st March 2013."

At the previous meeting of the Board of Directors, members agreed that they were happy with the current election process, which allows the Fèisean to nominate and elect Board Members, and could see no real reason to change procedures.

They recognised, however, that the review was a contractual obligation that had been agreed to and I was asked to (a) ascertain if HIE had specific concerns and, (b) in light of those, bring forward recommendations for an appropriate review.

In view of the proposed review it was agreed that it might be best if the current members remained on the Board for an extended period until the review has been completed. Although some had been due to stand down, they agreed to continue as members meantime.

The review

I met with Ann Marie Reid of HIE on 3 October to discuss the proposed review further and to determine exactly what HIE felt needed to be addressed in relation to Board membership.

I had also prepared a skills matrix of the current board members based on the applications received at the time they were elected. This showed that there was a good spread of skills already present within the Board. This did not include the skills of Fèisean nan Gàidheal's staff, which are also available for the organisation's benefit.

The issue seemed to be ensuring that we are able to retain skills and ensure that appropriate skills are present in the Board at all times. Ann Marie Reid also felt the launch of Fèisgoil would require commercial skills to help the organisation maximise income from its activities.

I have explored the possibility of Arts & Business Scotland undertaking a review. They already offer a Board Development programme and this would be a possible means to facilitate an independent review of the skills base of Board members and advise on future development opportunities.

I discussed our needs with Catriona Reynolds from Arts & Business Scotland and she outlined what they could offer:

- Interviews with Chair and CEO to discuss the current board and the current demands of the organisation, to help identify what skills are required to meet those demands, and to discuss how the board is serviced.
- Based on conversations and observations, send a questionnaire to all board members, with questions about both their own skills but also how they feel the board works and what they contribute to it.
- A final report containing an analysis of the answers, together with observations and recommendations for the future development of the board, to be completed before the February board meeting.

Arts & Business Scotland charge £400+VAT per day and estimated that 3 days work would be required, so the total cost would be of the order of £1,200 + VAT.

In addition, as a Creative Scotland Foundation funded organisation, Fèisean nan Gàidheal is entitled to a free Board Development Day conducted by Arts & Business Scotland. This is a bespoke training day for the board and would help to look in detail at the members' key responsibilities, and to maximise the contribution each can make to the organisation. Focusing on issues that are specific to us, the day would be tailored to address our chosen areas such as governance and legal responsibilities, finance, planning, advocacy etc.

Given that the skills base seems to be the area we need to focus on, and that we have already been able to produce a skills matrix, it is my view that we need a hybrid of the two approaches.

I have agreed that the main areas we would like to cover for Fèisean nan Gàidheal's board could be covered in a Board Development Day. Beyond that, HIE's particular area of concern – the skills mix of the board – will be covered in a skills audit which Arts & Business will do as the key part of the session. Finally, after these areas have been examined and analysed by Arts & Business Scotland, we will ask them to compile a report with recommendations as an extra, paid piece of work.

If the Board members are content with this approach we will need to organise an additional day on which the development session could be carried out. This would probably need to be in January. In the meantime I would speak again with Catriona Reynolds to discuss the content of the development session.

Information on the generic Board Development Day is given in the following page although it will be tailored to our particular needs. The skills matrix follows that.

Action Required
Board members are asked to approve this approach to the Board review and to set a date, early in the new year, to undertake the Board Development session.

Arthur Cormack
CEO
December 2012

Arts & Business Scotland

Planning your Board Development Day

Thank you for booking a board development day for your organisation through Arts & Business Scotland. This one-day, bespoke, programme is designed to assist the Board of an arts organisation or museum to develop and make the best possible use of the skills and experience of its members, maximise the contribution each can make to the organisation, and to help the Board perform better as a whole.

What happens next?
An experienced Arts & Business trainer will be assigned to you to facilitate this training day for your Board and will help you to look in detail at the members' key responsibilities. The trainer will discuss with your Chief Executive (or appropriate senior executive) and Chair the issues that are specific to your organisation, and will tailor the training to address your chosen areas. These areas may include any combination of the following as determined by the requirements of the Board:

- Governance and OSCR – an introductory session that must be included in all courses
- Clarifying the roles and relationship of the board and staff
- Financial duties
- Planning and policy, including monitoring and risk management
- Employment / human resources
- Delivering effective advocacy
- Making your board meetings work for you
- Board skills audit
- Reviewing, recruiting and retiring board members
- Board dynamics and structures

Cost and booking details
As you know Creative Scotland is covering the cost of this day, which includes preparation, tailoring the course to the needs of the organisation, course delivery and follow-up. However you must provide the venue and refreshments and pay any expenses incurred by the facilitator.

- These days are a valuable opportunity for the development of your Board and we therefore ask that **at least 80%** of Board Members attend the day, and that your chief executive also attends.
- We strongly recommend that a Board meeting is **not** scheduled for the same day.

If you have any questions about your day contact:
Catriona Reynolds, Arts & Business Scotland, 11 Abercromby Place, Edinburgh EH3 6LB.
E: catriona.reynolds@aandbscotland.org.uk; T: 0131 556 3353

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Fèisean nan Gàidheal Board Members - Skills Matrix

Ainm Name	**Ealain Ghàidhlig** Gaelic Arts	**Foghlam** Education	**Gàidhlig** Gaelic	**Gnìomhachas** Business Skills	**Poileasaidh agus Planadh** Policy & Planning	**Sgilean Meadhanan** Media Skills	**Eòlas TCF** ICT	**Feumalachan Sònraichte** Special Needs	**Cùram Chloinne** Child Protection	**Togail-airgid** Fund-raising	**Gnothaichean Coimhearsnachd** Community Affairs	**Ùghdarrasan Ionadail** Local Government
Catriona MacIntyre	√	√	√		√			√	√			√
Margaret Cameron			√	√						√	√	
Fiona Johnston									√	√		√
Bernard Bell		√	√	√				√	√	√	√	√
Norma Gunn	√		√									√
Uisdean Robertson	√		√		√	√	√		√	√	√	√
Peigi MacLennan	√		√							√	√	
Janet MacDonald	√	√	√				√			√	√	
Duncan MacQuarrie	√	√	√	√	√			√	√			
Elaine Spence	√								√	√	√	

Fèisean nan Gàidheal Board - Gaelic Language Skills

Ainm Name	**Labhairt** Speak	**Leughadh** Read	**Sgrìobhadh** Write	**Tuigse** Understand
Catriona MacIntyre	√	√	√	√
Margaret Cameron	√	√	√	√
Fiona Johnston				√
Bernard Bell	√	√	√	√
Norma Gunn	√	√		√
Uisdean Robertson	√	√	√	√
Peigi MacLennan	√	√	√	√
Janet MacDonald	√	√	√	√
Duncan MacQuarrie	√	√	√	√
Elaine Spence				√

Fèisean nan Gàidheal

Awards and Recognition

Agenda Item: 4.2012.04(b)

Reason for Paper

To introduce a discussion with Board members on a matter raised, at the previous Board meeting, regarding the potential to honour or recognise individuals, or organisations, whose contribution to the Fèisean (or more widely) has been of great value.

In this regard, Arthur Cormack will make a presentation to the Board outlining what is currently done to recognise people and organisations, leading to a discussion as to whether there is anything additional Fèisean nan Gàidheal could do in the future.

Action Required

Board members will be asked to (a) note the range of ways in which individuals and organisations are recognised currently, and (b) discuss whether additional recognition is required specifically in relation to recognising the contribution made to the Fèis movement by individuals, or organisations.

Arthur Cormack
CEO
December 2012

Fèisean nan Gàidheal

Staff Progress Reports

Agenda Item: 4.2012.05(a)

Name	**Arthur Cormack**
Position	**Chief Executive**

Background

Board members will know that, since the Fèisean nan Gàidheal Programme of Work report is compiled by me each quarter, this short progress report is confined to matters not dealt with in other reports to the Board.

I am lead officer for Fèis Rois and the following is a summary of their recent work.

Activity

- Their two Cèilidh Trails, including a national one, offered summer employment to 17 music students from across Scotland, playing to 5,000 people at 78 programmed events, as well as many more impromptu events. In addition, the young musicians performed to over 1,000 people in England between Scotland House (during the Olympic Games), Cambridge Folk Festival and a performance at St Columba's Church in London.
- Fèis Rois organised a flashmob performance in Eden Court Theatre during the opening concert of Blas and their 17 Ceilidh Trail musicians opened the Blas Finale concert in Eden Court Theatre.
- Fèis Rois has been working with Fèis Spè on an exchange programme with their young musicians sharing tuition opportunities. They have worked with the National Centre for Excellence in Traditional Music, with pupils from Plockton attending their monthly teenage session and a group of Fèis Rois musicians participating in a music and media weekend in Plockton in September. They are also delivering YMI work in 45 primary schools in Dumfries & Galloway and are collaborating with Glasgow Life on a Gaelic song project at Sgoil Ghàidhlig Ghlaschu.
- Colmcille supported a summer exchange trip to the Aran Islands, organised by Fèis Rois.
- Fèis Rois nan Deugairean took place during the October holidays with 105 participants.
- Fiona Dalgetty was in Bucharest with 3 young musicians from 22-26 November at the invitation of Light into Europe charity. They played for The Caledonian Ball - the charity's biggest fundraiser and led some music workshops for groups of sensory impaired young.
- Five Fèis Rois Ceilidh Trail musicians, and musicians from the Argyll Cèilidh Trail, took part in the Fèisean nan Gàidheal/Camanachd Association international shinty/hurling collaboration. On 20th October they performed at the Inverness match and were filmed by BBC television. They then travelled to Ireland for the return game on 27th October.

YMI in Highland

- Fèis Rois will again be organising YMI classes in Caithness, Ross-shire, Inverness and Nairn as part of the delivery of Fèisean nan Gàidheal's contract with The Highland Council.

Diary Commitments since previous meeting

20.09.12	Meeting with SMO, Aros and others relating to drama as part of Bòrd na Gàidhlig's support of new drama initiatives
02.10.12	Update meeting with Bòrd na Gàidhlig regarding 2012-13 contract delivery and information about 2013-14 contract
10.10.12	Meeting with Comhairle nan Eilean Siar officers regarding Fèisgoil
25.10.12	Meeting with Gayle Martin from Falkirk Council regarding Fèisgoil opportunities
25.10.12	Meeting with Debra Salem from Northcross in Perth regarding their development of a Gaelic and Traditional Music Hub
01.11.12	Attendance at Gaelic media seminar in Inverness
05.11.12	Initial meeting with Peter Andrew, Marketing Consultant from LEL, provided by HIE
06.11.12	Meeting of Blas Action Group planning for Blas 2013
06.11.12	Presentation to, and session with, other Gaelic organisations regarding future involvement in Blas
13.11.12	Phone conference with Ariel Killick and colleagues regarding An Gille agus Maighstir Tìm
15.11.12	Meeting with Donald MacNeill, CEO of Comunn na Gàidhlig
19.11.12	Quarterly monitoring meeting with Ann Marie Reid at HIE
21.11.12	Phone conference with Scottish Development International to discuss any ways in which

	Fèisean nan Gàidheal activities can be promoted/used abroad
21.11.12	Further meeting with SMO, Aros and others relating to Bòrd na Gàidhlig's support of new drama initiatives
22.11.12	Media training day in Inverness
23.11.12	Executive Group meeting
29.11.12	Presentation to Comhairle nan Eilean Siar's Gaelic Implementation Group
03.12.12	Meeting with Glasgow City Council officers regarding Fèisgoil opportunities

Name	**Calum Alex Macmillan**
Position	**Development Manager**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

I support the development team closely, advising and directing them on different projects and helping with new developments. I am the lead officer for Fèis Ghallaibh, Fèis Dhuneideann and Fèis Fhoirt and keep in contact on a regular basis offering support with fundraising, funding, Gaelic translations and general advice. I am hopeful that Fèis Obar Dheathain will be re-established in the New Year. I have also been supporting some Fèisean in the Western Isles and Lochaber while we have an officer on maternity leave and a job vacant.

CS2 **Support the establishment of new Fèisean where communities request our assistance to do so**

We are to meet with groups in Paisley and East Kilbride who are interested in beginning a Fèis. We have also been approached by Caledonia primary school in Glasgow to set up a Fèis day at Easter.

CS4 **Invest in new developments through our Fèis Development Scheme**

Fèis an Rubha were awarded funding from the development fund to help re-establish their annual Fèis and we expect further applications before the end of the year.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

Four Gaelic training days have been organised so far this year with over 80 in attendance. Another session will be held in Glasgow where we expect to have up to 20 tutors.

CS7 **Develop Gaelic medium activities involving arts activities alongside wider cultural activities**

We are planning for the next 5 Latha event which is booked to take place at Gearrannan between 8-13 April.

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

The G-team have supported 7 Fèisean this year . Our drama officers are continually developing new ideas for our Fèisgoil service that can also be offered to Fèisean.

CS9 **Continue to support and develop new song writing in Gaelic**

We completed a joint project with Watercolour studios where 4 young people had the opportunity to write and record songs with professional songwrites in a professional studio. Recordings of these songs and a short documentary are avaiilable on our website.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

So far this year we have held four Gaelic training days for tutors and a training weekend for Fèis committees. Before the end of the year we will hold another Gaelic day for tutors. We will be delivering training opportunities locally for the Fèisean as an alternative to the annual training weekend.

CS14 **Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum**

I attended the first meeting of the Highland Youth Music Forum in June and I wll continue to represent Fèisean nan Gàidheal at future meetings of this group.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

This years Blas festvial was held between 7-15 September. I was heavily involved as a representative and MC. Planning for next years Blas is well underway and will be held between 6-14 September. We are hoping to develop the Festival programme and have held a meeting with organisations who could add to the fringe element of Blas. I work closely with the festival director and our Chief executive in planning and programming of Blas.

CS21 **Continue to have an active role in delivering the National Gaelic Arts Strategy and supporting the work of the Gaelic Arts Officer**

We have the opportunity to contribue to NGAS meetings and in particular discussions regarding Gaelic Drama. The last meeting was held on Monday 19th September where we discussed the provision of drama on BBCAlba

HIE Deliverables

HIE1 **Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.**

Our Fèisgoil service was launched in September the response has been very encouraging. We have met with some local authorities to discuss the potential for delivering services in 2013 and we have already been working with schools in Perth and Kinross area as part of a 12 week project.

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

We have been working closely with Eden Court to develop a project idea for youth theatre within 3 high schools and have recently submitted a funding application to Bòrd na Gàidhlig/Creative Scotland as part of their drama development network. We have also dicussed the potential for an informal adult drama group in the new year and we will look at developing this in the new year.

Bòrd na Gàidhlig Deliverables

BnG1 **Evidence of practical assistance with the Parental Advocacy Scheme and regular dialogue between FnG and Comann nam Pàrant staff as well as Bòrd na Gàidhlig's Head of Education to confirm opportunities for training in the promotion of Gaelic education**

We take every opportunity available to us to promote the Gaelic language and Gaelic medium education at Fèisean, Blas and other suitable events. We are strengthening our links with Comann nam Pàrant in different areas. Earlier this year we organised three family fèis days in a joint initiative between our Lochaber based development officer and the local Comann nam Pàrant group.

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

This joint working is continuing across all Iomairt areas. We support CnaG with their specific development plans and attend regular meetings to discuss the strategy for each area and the implementation of these strategies. Through the work of the organisation, Blas and the Fèisean we meet this target of 500 hours with ease.

BnG3 **Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations**

All Fèisean are implementing our Gaelic policy with support from our team of development officers. We have seen a very encouraging response from tutors and we have provided training days to provide tutors with basic words and phrases that they can go on to use in the Fèis setting. We will be organising further training days over the coming months.

Fèisean nan Gàidheal staff undertake four Gaelic workshops each year with the most recent having taken place in November where we studied writing for the different media platforms.

BnG4 **Evidence of collaboration with other Gaelic organisations**

This work continues and especially so in Iomairt areas. With Blas in particular we send an invite to all Gaelic organisations, offering them the opportunity to be a part of the festival and to attend events where they can promote the work of their organisation. This year we had CnaG, Clì and the Gaelic Books Council attending various events during the festival. It is hoped that this can be developed further during net years festival.

We have been holding discussions with An Comunn Gàidhealach with an aim of providing more tuition and support for participants of local mods right across the country.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

We have held a number of meetings with local authorities including Perth and Kinross, Argyll and Bute, Highland Council, Falkirk and Comhairle nan Eilean Siar and since then we have continued talks with the potential of delivering Fèisgoil services from 2013 onwards.

We will be arranging meetings with further local authorities over the coming weeks.

BnG6 **Meeting early in April with Bòrd na Gàidhlig's Communications Team to discuss events for 2012-13 and joint communications strategy for the year**

We met with the Bòrd na Gàidhlig Communications Team in April to discuss the projects we are involved with throughout the year and opportunities for increased advertising.

BnG7 **Regular communication between Fèisean nan Gàidheal and Bòrd na Gàidhlig on press releases with an option for the Bòrd to offer quotes, if appropriate**

Every press release we distribute is sent to Bòrd na Gàidhlig and we offer them an opportunity to comment on news items where it is appropriate.

BnG8 **20 high school pupils to take part in a residential week of cultural activities at Easter 2013**

Plans are currently being devised for our 5 Latha event which will be held in April 2013 on the Isle of Lewis between 8-13 April at the Gearrannan Blackhouses.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

We attended an open meeting with the Gaelic Arts and Culture officer on 28 June and we ensure that the officer has regular information about the projects in which we are involved.

Highland Council Deliverables

HC6 **Increase the use of Gaelic in Fèisean activities**

We worlk closely with Fèisean to ensure that this is being continually developed. We are offering tutors the opportunity to improve their Gaelic language skills and encourage them to use these skils at every opportunity. The net workshop for tutors is in Glasgow on 2nd December where we hope to have up to 20 Fèis tutors in attendance.

Name	**Anne Willoughby**
Position	**Executive Manager**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers.**

We will be supporting more than 44 Fèisean during 2012-13 and will ensure that high standards of delivery are maintained. All grant application forms for 2012-13 have been processed and letters of offer sent out to all Fèisean. We support the Fèisean by ensuring all grant payments are processed and paid out per conditions of grant.

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources.**

Funding has been offered to 44 Fèisean through Fèisean nan Gàidheal Grants Scheme 2012-13 which is invested

in by Creative Scotland, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. Despite cuts to core funding grants to Fèisean have been kept at the same level as 12-11. Grants are paid out as per agreements. From 01 April 2012, grants have been offered to 44 Fèisean (37 in HIE areas), 23 of which are in Fragile Areas, totalling £206,544.00 as detailed in the tables provided for Board meetings. Payments totalling £113,425.50 have been paid out to 34 Fèisean to date.

CS4 **Invest in new developments through our Fèis Development Scheme.**

To date we have received an application from Fèis an Rubha and £500 has been paid out in order to re-establish their main Fèis event which will be held at the beginning of August. We are expecting further applications during the year.

CS11 **Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise.**

YMI in Highland will continue in school year 2012-13 and we would hope, with the establishment of Fèisgoil, to be able to sell services for the delivery of musical classes through YMI to other local authorities. £219,511 has been received to date from Highland Council. I ensure all YMIS payments are processed quickly and admin fees to all Feisean paid.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise.**

Fèis Cèilidh Trails were be taking part in showcase performances at Fèis Alba/SSD, Balmoral, Blas, Shinty/Hurling & The Camanachd Cup this year.

CS18 **In partnership with Creative Scotland, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland.**

On-going. Work of the whole organisation is geared towards delivering and achieving this and my role is financial support.

I manage the Business Officer, Training Officer and Child Protection Officer on a daily basis and give support and guidance to other staff as and when required.

Core funding from Creative Scotland,Highlands & Islands Enterprise, Highland Council and Bòrd na Gàidhlig,Western Isles Council and Argyll & Bute Council 12/13

I have worked closely with Andy Cumming in the preparation of the second quarterly management accounts to 30 September 2012 and the year-end accounts to 31 March 2012.
The final core payment of £23,696.50 has been received from Highland Council.
Three core payments have been received from Creative Scotland as per cashflow, totalling £307,500.00
Three quarterly payments have been received from Bòrd na Gàidhlig, totalling £105,000.00
I submitted the second quarter claim for £56,743.00 to HIE and this has been paid out.
£11,858.00 came in from Comhairle nan Eilean Siar
£20,000.00 came in from Argyll & Bute Council
We have been keeping tight controls on financial matters and this is on-going and will continue for the financial year end 31 March 2013. Our annual budget was reviewed in October and is subject to approval by the Board.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink.**

Blas 2012 was a scaled-down affair due to lack of specific funding for the festival from Creative Scotland and the absence of Scotland's Islands funding from which Blas 2011 benefitted. There was, however, a wide range of events including concerts, school performances, Gaelic conversation groups, house ceilidhs, film and, through collaboration with Comhairle nan Leabhraichean, the inclusion of Gaelic writers. It featured poets and musicians from Ireland with their long-established Cuairt nam Bàird as part of the festival in collaboration with Colmcille. Colmcille awarded £5,000 and £4,000 (80%) off this has been paid out. £73,500 has been received from Highland Council.
I give financial support to Blas Festival Ltd, budget monitoring, preparation of Vat returns, HMRC quarterly returns. Most of the income and expenditure for Blas 2012 has been processed and starting to process some invoices for Blas 2013.

CS20 **Continue to support a network of Cèilidh Trails.**

7 Fèis Cèilidh Trails were supported in 2012 and they performed at over 200 cèilidhs and events across Scotland. Fèis Fhoirt had a Cèilidh Trail in the Stirling/Falkirk area for the first time. Fèis Rois had an ambitious

Trad Trails programme in collaboration with the TMSA, in addition to their Cèilidh Trail. £71,836.00 Cèilidh Trail funding has been pledged, £59,469 in Highland and £12,367 in Argyll & Bute areas but we are unable to claim this until LEADER process last year's final claims.
There is one o/s claim to Highland LEADER+ for £5,522.70 for Cèilidh Trail funding for 2011-12 and one claim remaining for Argyll LEADER+ for £3,417.34.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas.**

Fèisean nan Gàidheal continues to play an active role in supporting work in Iomairtean Gàidhlig areas, particularly where we have staff deployed and Fèisean exist. We have offered the use of office equipment and space as well as engaging in numerous activities.

CS23 **Hold an Annual Conference.**

The 2012 Annual Conference itook place in the West End Hotel, Fort William on 21 and 22 September. Cllr Allan Henderson was the guest speaker. The conference was very succesful with the largest number of Fèisean yet, in attendance.

CS24 **Continue to support individual Fèis expansion activities.**

Within the limits of our budgets we support local fèisean who wish to expand and or become more active and independent. We offer payroll facilities to Fèis Bharraigh, Fèis a' Bhaile and Fèis Spè and support the Fèis activities, and some new developments, of Fèis Rois. I maintained a payroll for Feis a'Bhaile and Fèis Spè this year and Fèis Bharraigh, came back on board in August. I assisted Fèis Spè with their recent Leader Claims.

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation.**

Fèisean nan Gàidheal has a central PVG (Protection of Vulnerable Groups) registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates.
All Fèisean must submit a list of tutors before grant is released, which is cross-referenced to ensure they have a current Disclosure. Disclosures are renewed by Sandy Gray on a rolling basis for those on the database as and when 3 years expire.
Renewal under the P.V.G Scheme costs £59.00 and updates cost £18.00, the budgeted amounts are changed annually to reflect this additional cost.

CS26 **Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices.**

We continually strive to improve our services and I put together an efficiency/effectiveness questionnaire using Survey Monkey this summer. This was sent out to all our Fèis main contacts and committee members to get their feedback as to how we perform and how we can better support them. We collated these replies and presented the results at the Annual Conference.

HIE Deliverables

HIE2 **Continue to explore commercial opportunities; and ensure that Fèisean nan Gàidheal's trading income constitutes 35% of its total income, by 31st March 2015.**

We believe that additional services we can offer in response to various opportunities that currently exist will increase our earned income which currently stands at around 40% of our turnover. We hope to increase this quite substantially. I have processed a claim and evaluation report for Scotlands Islands for £10,000. This was for Sounds of Raasay CD, a project we took over from Raasay Community Trust and we will retain a management fee of £1,700. We received a £1,500 management fee from Celtic Neighbours for their Branwen project. We take management fees out of all the projects we run and this is normally accounted for in August, to date £95,550 has been transferred as management fees. We envisage additional fees for Fèisgoil.

HIE4 **Target activities in the fragile areas, and create 3 new Fèisean and 5 Intergenerational projects in the fragile areas, by 31st March 2015.**

At present, out of 37 fèisean in the HIE area, 23 take place in fragile areas. In addition to supporting those Fèisean we are working with Iomairtean Gàidhlig which cover fragile areas in Lewis, Uist, Skye and Lochaber. Most Cèilidh Trail events took place in fragile areas this summer.

Bòrd na Gàidhlig Deliverables

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist.**

Joint working is continuing across all Iomairt areas. We support CnaG with their specific Iomairt development

plans and staff attend regular meetings to discuss progress and the potential for more collaboration on projects. Jenna Morrison has worked closely with the recently appointed Broadbay Iomairt officer to support parents in the Point area of Lewis and re-established Fèis an Rubha. We are making efforts to improve the level of Gaelic in the Portree area, by holding a regular coffee and conversation hour every Tuesday in the office in Portree.

BnG 4 **Evidence of collaboration with other Gaelic organisations.**

This work continues, especially in Iomairt areas. All Gaelic organisations were invited to take part in our Gàidhlig training sessions for our own staff this year. Seonag Anderson from Clì continues to deliver training for staff and tutors for us. We pass on information of activity in the Iomairtean area to Sine Gillespie, CnaG on a quarterly basis.

BnG10 **Support offered to at least 40 Fèisean across Scotland.**

We continue to offer support to Fèisean across the country with access to annual grant funding, insurance (policy reviewed and renewed in February 2012), access to an instrument bank and regular training opportunities for committee members from this office.

Highland Council Deliverables

HC2 **Support at least 19 Fèisean in Highland Council area.**

We are supporting 21 Fèisean in the Highland area during 2012-13 with access to annual grant funding, insurance, access to an instrument bank and regular training opportunities for committee members.

HC4 **Ensure that at least £24,000 is divided between at least 19 Fèisean on an agreed formula basis.**

£111,924 has been granted by Fèisean nan Gàidheal to Highland Fèisean for 2012-13, including £24k allocated from The Highland Council.

HC5 **Ensure that £23,393 is used to support Fèis Development Officers and the general running costs of Fèisean nan Gàidheal.**

The remainder of our grant, £23,393, is being applied to our running costs including the two Development Officers based in Highland.

Comhairle nan Eilean Siar Deliverables

Cnes 1 **Re-distribute £8,550 of Comhairle funding in 2012-13 to the Western Isles Fèisean as per schedule in agreement.**

Fèisean in the Western Isles have been offered funding totalling £36,519 including £8,550 from Comhairle nan Eilean Siar as per our Funding Agreement. First payment of grant has been received.

Cnes 2 **£5,400 of Comhairle funding to be utilised towards the continued employment of a full-time Western Isles Fèis Development Officer.**

The remaining £5,400 will to be utilised towards the continued employment of Jenna Morrison, Western Isles Fèis Development Officer. First payment of grant has been received.

Argyll & Bute Deliverables

AB1 **Redistribute £6,500 of Argyll & Bute Council funding in 2012-13 to the Argyll Fèisean as per schedule in agreement.**

Fèisean in the Argyll area have been offered funding totalling £26,618.00 including £9,000 from Argyll & Bute Council as per our Funding Agreement. £6,000 has been distributed to Fèisean so far.

AB2 **Development Officer to be retained in Argyll & Bute Council area.**

Christine MacIntyre is employed full-time as Argyll & Bute Development Officer with part funding of £11,000 from Argyll & Bute Council.

Name	**Iona MacDonald**
Position	**Training and Policy Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS5 **Increase use of the Gaelic language through the implementation of our revised and**

strengthened Gaelic Language Policy

Classes for Staff were held during this period (22 November), with classes at two levels – Intermediate and Fluent. The workshop for fluent members of staff took the form of a media workshop with Hugh Dan MacLennan. 9 members of staff attended the two levels. Classes have commenced for distance learning through Sabhal Mòr Ostaig, and Ulpan classes are ongoing. A further Ulpan tutor has been recruited, and she will undertake training early in the new year. Staff training sessions in Gaelic are publicised.

CS10 **Continue to engage local Fèis participants in collecting, archiving and using local materials**

An application is in hand to the Heritage Lottery Fund, to support traditional song collection by young people in local fèis areas. A pre-application has been made, and a full application will be made within the next few weeks. No activity.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

Our Tutor Training workshop (held annually in February) is open to Fèis tutors, prospective Fèis tutors and to other organisations, and now offers certificates for 3 levels of achievement, the third level being for experienced tutors and involving an observed class.

Our main training session for Fèis personnel formerly took place in March – this will nowbe delivered in more than one location according to the needs of our members in the early months of the new year (please see separate briefing note).

CS14 **Engage, wherever possible, in partnership opportunities and work with existing forums, including the Scottish Traditional Music Forum and the Gaelic Arts Strategy Forum**

Fèisean nan Gàidheal is a partner in the Celtic Neighbours partnership, which has members in Wales, Ireland and Gaelic Scotland. A member of Fèisean nan Gàidheal is a director of the Celtic Neighbours Partnership CIC. This partnership also includes collaboration from Creative Scotland/Bòrd na Gàidhlig and Pròiseact nan Ealan. The partnership is currently organising a major conference at Sabhal Mòr Ostaig in June 2013, the programme of which is currently being developed.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

We welcomed poets and musicians from Ireland under the banner of Cuairt nam Bàrd as part of the Blas festival in collaboration with Colmcille. 2 Irish poets, 2 Irish musicians, a facilitator from Comhdháil Náisiúnta na Gaeilge, and 11 local Gaelic poets and musicians took part in the week-long tour.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**

Cuairt nam Bàrd visited Inverness, Skye, Lewis, Ullapool and Roy Bridge in September 2012. As well as evening performances, they visited Bunsgoil Shlèite and spoke to staff and children there. They also attended an art installation launch at Sabhal Mòr Ostaig, with poet Angus Reid.

CS23 **Hold an Annual Conference**

Completed for 2012. The Conference covered fundraising for the fèisean, shared the results of the recent research into Fèis needs conducted by the management team, and presented information on the new Fèisgoil project.

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

Fèisean nan Gàidheal has a central PVG registration and checking scheme and procedures in place to ensure that all tutors, supervisors and volunteers have Disclosure certificates/PVG membership. Policy is kept under review, and fèisean are provided with assistance to implement procedures and to attend Child Protection training. Currently, Fèisean nan Gàidheal is limited in the number of retrospective checks it can carry out, and therefore fèisean should ensure that they are carrying out all other background checks and self-certifications as stipulated in the Child Protection Policy.

HIE Deliverables

HIE6 **Continue to support tutors and organisers gain new skills in the fields of fund-raising, child protection, Gaelic language, first aid, governance, computer skills and teacher techniques. Engage 87 volunteers and 23 trainees/tutors, within the Highlands and Islands area of operation of HIE, in Fèisean nan Gàidheal's skills development programmes, by 31st March 2015**

Tutor training is an ongoing activity of Fèisean nan Gàidheal. Gaelic training has taken place in Q1, as detailed in CS5 above, and is taking place through Ulpan, Sabhal Mòr Ostaig and FnG-run workshops currently. Most of the tutor and organiser training has been concentrated in February and March each year but we are changing this in 2013 to locally concentrated groups, with the agenda being informed by the fèisean themselves.

Bòrd na Gàidhlig Deliverables

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

Cofaidh is Còmhradh sessions continuing each week in the Portree office

BnG3 **Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations**

Workshops have taken place in June, August and November this year, with a further date arranged in March 2013. The dates have been published on the Fèisean nan Gàidheal website as being open to other organisations, though no external applications have been received to date.

BnG4 **Evidence of collaboration with other Gaelic organisations**

Clì provide Gaelic teaching for the staff and tutor workshops. FnG co-operate with CnaG in working towards the Iomairt targets.

BnG13 **20 events for up to 3,000 school pupils across the Highlands as part of the Blas Community Programme**

Cuairt nam Bàrd visited Sleat Primary Gaelic unit, and Sabhal Mòr Ostaig as part of Blas festival.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

Frequent collaboration with Gaelic Art & Culture Officer, particularly on Celtic Neighbours initiative.

Name	**Moreen Pringle**
Position	**Business Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources**

Further to the issue and acceptance of the Grant Offers to Fèisean, and upon submission of their completed claim forms, I process the grants in relation to Main Fèis, Classes & Workshops and Annualised Hours Workers. During the current quarter I have issued grants to 8 Fèisean.

CS16 **Exploit the potential for increased sales of products of the Fèisean including books, CDs, DVDs etc**

We have the shop on our Fèisean nan Gàidheal Website (www.feisean.org/shop.html) and I process any book orders which are received via that, as well as any received in person or over the phone. Any new items will be added to the shop.

I regularly remind Fèisean that the books are available from us for them to purchase at a reduced rate for resale to their participants etc. We also have regular book orders, especially from Highlander Music and Skye Music Shop.

CS23 **Hold an Annual Conference**

This year's Annual Conference took place in Fort William on 21/22 September.

CS24 **Continue to support individual Fèis expansion activities**

Whenever possible I assist with the supply of instruments from our Instrument bank to help Fèisean offering additional classes e.g. currently demand from hirers for accordions

CS25 **Continue to ensure good practice in relation to Child Protection in line with changes in legislation**

All Fèisean must supply me with a list of tutors before grant is released, which is cross-referenced by our Child Protection Officer to ensure they have a current Disclosure.

A database of Fèis Tutors is also maintained which Fèisean can access to find suitable tutors.

Bòrd na Gàidhlig Deliverables

BnG10 **Support offered to at least 40 Fèisean across Scotland**

As well as issuing Fèisean grants I also help support our Fèisean with the supply of instruments for use at their Fèis, books, regular Newsletters etc

Highland Council Deliverables

HC2 **Support at least 19 Fèisean in Highland Council area**

As above

Name	**Dougie Beck**
Position	**Drama Officer**

Action/outcome

Progress

Creative Scotland Deliverables

CS6 **Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Chuileag theatre-in-education group and drama Fèisean**

I have put together a comprehensive plan for a new play which tells the story of the life of John Muir, and it is likely that this will be used for the main Meanbh-chuileag GM tour which will be completed by the spring.

The Pantomime is set to go on the road 3 to 10 December with "Gloidhcean agus na Dèideagan Briste". I wrote the script, with a huge amount of input from Calum and Angus in terms of subject material etc. We will be doing a mixture of in-school and public performances – 12 in total – in various locations between Stornoway and Edinburgh.

I presented two days of workshops on drama production at An t-Alltan – Stòrlann's annual conference.

See below for information on SSD2013 and Fèisean Dràma Earra Ghàidheal is Loch Abar/an Eilein Sgitheanaich.

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

Although I have not been involved in any Sgioba G activities since Easter, I have been involved in the production of a large amount of new material for Fèisgoil use, much of which will also find its way into Sgioba G circulation.

CS12 **Develop further opportunities where our work can strengthen Gaelic education**

The panto has been written so as to mildly challenge most children in terms of language, but at the same time the Gaelic is well within the bounds of what they can be expected to manage.

Training for the Fèisgoil project will commence on Saturday 1 December, and I will be delivering this training with Catriona MacIntyre. I have been working with Catriona to produce ten weeks of classes, plus accompanying materials.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

As stated above I will be involved in the Fèisgoil training 1 December, and have been working to put together the programme for the language element of Fèisgoil.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

The Argyll and Lochaber Dràma Fèis will get going again in January, although we may have to streamline the number of plays that schools can put forward. Following on from requests from teachers, we will be holding the final night before the Easter holidays this year. Angus will be working on a similar project for Skye.

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**

The panto will be performed in Inverness, Lewis, Uist, Edinburgh and Lochaber.

I have been involved in script development for FilmG in Lochaber High School, and will be helping out with filming their plays before Christmas (NB: I also spent two days in Mull doing film work).

I delivered a Gaelic-medium tour as part of the Ri Chèile exchange in September for Gaelic- and Irish-speaking teenagers in the Museum of Scotland.

HIE Deliverables

HIE1 **Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.**

We were present at the Scottish Learning Festival in September, and we took the opportunity to speak to several local authorities, as well as several teachers, about Fèisgoil.

I have been working closely with Catriona MacIntyre on the production of resources, and will be delivering training for around 15 individuals in Glasgow on 1 December. We have developed ten weeks of Gaelic classes aimed at p1 to 7.

I carried out three days of work in Perthshire schools as part of our contract with Perth and Kinross Council to deliver Gaelic classes in the area. I have also put together teaching packs for other tutors.

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

We have been liaising with Eden Court regarding the Gaelic Drama Network, and are at present about to submit an application for a joint project. See below for information liaison with Artair Donald.

Bòrd na Gàidhlig Deliverables

BnG4 **Evidence of collaboration with other Gaelic organisations**

As stated above, we will be collaborating with Eden Court regarding the Gaelic Drama Network, and is likely that An Comunn and the Highland Council will be approached as partners once we get the ball rolling. Both myself and Artair Donald have tried to schedule a proper meeting, but this has not proven easy due to other commitments. I did, however meet with his briefly in Fort William recently where we both outlined what out present commitments were, and we identified several areas where we can work together, including a drama Fèis in the spring.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

We are just about to complete a 14-week block of Gaelic-language teaching in Perthshire. Angus has carried out the majority of these workshops; I have done three days, and Cailean Collier and Debbie MacKay have each done two days. We are currently trying toi schedule a meeting with Highland Council to discuss Fèisgoil, but this has been hampered by my work with FilmG.

BnG9 **20 high school-age participants to take part in the Gaelic Drama Summer School**

Although the SSD numbers fell from 24 in 2011 to 10 in 2012, we are confident that we will increase the numbers for 2013. We will be taking a different tack in terms of advertising, and are considering both a different time of year and venue. We are hoping to have a decision made on the date and venue by the end of the year, and to have advertising out as soon as the schools go back.

BnG11 **6-week drama tour of Gaelic schools by Meanbh-Chuileag**

The tour will be completed by the end of the Easter term, and will almost certainly focus on the life of John Muir

to tie in with the Year of Natural Scotland. Calum Alex has been talking to SNH regarding support.

BnG12 **80 Gaelic drama workshops to be delivered in communities across Scotland**

We will meet this target easily, through the already scheduled work in Argyll and Lochaber, Skye plus other projects such as Eden Court collaboration, Fèisgoil, Blas workshops and work we are doing for FilmG.

BnG13 **20 events for up to 3,000 school pupils across the Highlands as part of the Blas Community Programme**

During Blas week I visited 6 Lochaber primaries carrying out Gaelic-orientated drama sessions. I saw 133 children.

BnG14 **Regular communication with Bòrd na Gàidhlig and Creative Scotland's Gaelic Art & Culture Officer**

We are in regular contact with Brian, through informal and formal meetings, and we keep him abreast of all our activities.

Name	**Angus Macleod**
Position	**Drama Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS6 **Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean**

An Sgoil Shamhraidh Dhràma

Changes to the date during the summer holidays, duration, location, format and target age group are being considered to maximise the accessibility and appeal to participants and increase the numbers for the Gaelic Drama Summer School in 2013.

This years Gaelic Drama Summer School was held between 2-13 July.
Following the format of the previous year, classes were held in Portree and the performance night was held on Thursday 12th July at Studio Fàs in Sleat.
There were 10 participants in total, a much lower number compared to previous years.

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

Provision of G Team suitable games and teaching materials for Gaelic learners and fluent speakers and support for organisers and tutors is ongoing.

- I provided support for Fèis a' Bhaile in Inverness between 15th and 19th October.

CS12 **Develop further opportunities where our work can strengthen Gaelic education**

Fèisgoil

Following on from Perth and Kinross Council's investment in the Feisgoil service in August i continued teaching Gaelic language classes for learners two days a week, with a full day at the Royal School of Dunkeld, a morning session at Kinloch Rannoch Primary and afternoon at Glen Lyon Primary.

My final lessons were held with pupils from the Royal School of Dunkeld on 12th November. Following an initial contract of 10 weeks it was agreed that Fèisgoil would provide an additional 4 weeks. These lessons will be delivered by Fèisgoil approved tutors. To date it is expected that the final lessons in the contract will be held on the 10th and 11th of December. Fèisgoil feedback forms will be sent to participating schools.

Storlann

- The dramatisation of a several stories from Storlann's 'Mar a chuala mis' e' childrens story book.
- I provided support for Dougie Beck in the delivery of the 'Story to stage' workshops at the Gaelic Teachers conference An t-Alltan held on the 3rd and 4th of October in Aviemore.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved**

in traditional music development and delivery

Professional Development

A Gaelic Training Day was delivered by Hugh Dan Maclennan at Fèisean nan Gàidheal's Invernes office on 22/10/12. I only had the opportunity to attend a small part of the training session at the end of the day as i'd agreed to deliver an editing workshop for FilmG at Dingwall Academy.

I attended the Fèisean nan Gàidheal A.G.M. and conference that was held in Fort William on the 21st and 22nd of September.

CS16 **Exploit the potential for increased sales of products of the Fèisean including books, CDs, DVDs etc**

- Promotional materials for Fèisgoil were distributed and contacts made with other organisations and councils present at the Scottish Learning Festival at the SECC, Glasgow on the 19th and 20th of September.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

- I attended the Scottish Learning Festival at the SECC, Glasgow, on the 19th and 20th of September.
- I attended Stòrlann's Gaelic Teacher conference 'An t-Alltan' on the 3rd of October.

CS26 **Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices**

Publicity

- www.feisean.org
- Provision of content highlighting FnG news and drama projects is ongoing.
- www.facebook.com/feisean
  Producing news stories for Fèisean nan Gàidheal's Facebook page.
- Publishing and retweeting news and events with Fèisean nan Gàidheal's new twitter account: @FNGaidheal
- www.youtube.com/feiseannangaidheal
  Sourcing and producing content for Fèisean nan Gàidheal's You Tube account.
- Filming of the Gaelic Summer School and Fèis Alba performance evening at Stiùidio Fàs.
  Footage is to be edited before the New Year and will be made available on dvd and online.

HIE Deliverables

HIE1 **Establish the Gaelic Arts in Education Service, which aims to promote and develop the Gaelic language through Service Level Agreements with Local Authorities and other public sector bodies, by 31st March 2015.**

Support and input provided at a meeting about Fèisgoil and for preparations for the Fèisgoil's first training day which will be held on Saturday 3rd December 2012 in Glasgow.

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

- Ongoing conversation and meetings with Eden Court's Creative Manager Kati Kozikowska and Gaelic Creative Worker Roddy Nicolson with a view to the delivery of partnership service and projects to develop Gaelic drama at youth and community level.
- Meeting with performance and visual artist Ariel Killick, now based in Glasgow at the CCA on the 19th of September. Ariel is fluent in Scottish and Irish Gaelic and is seeking Fèisean nan Gàidheals support to produce and tour a bilingual play in Scottish and Irish Gaelic.

Having secured funding from Iomairt Cholm Chille for research purposes Ariel Killick intends to provide a bilingual workshop for a Gaelic school before the end of November. I advised her on the best way to approach this.

Bòrd na Gàidhlig Deliverables

BnG4 **Evidence of collaboration with other Gaelic organisations**

FilmG

To date i've spent a total of 7 school days working for FilmG through a Fèisgoil contract.
0.5 days at Alness Academy (Story workshop) - 31 October
0.5 days at Tain Royal Academy (Story workshop) - 31 October
2 days at Alness Academy (filming & editing) - 13 & 14 November
2 days at Gairloch High School (filmign & editing) - 15 & 16 November

2 days at Dingwall Academy (filming & editing) - 21 & 22 November

I've also agreed to deliver workshops in Aberdeen on the 13th and 14th of December.
The youth category of the competition for 12-17 year olds will close on the 20th of December.

Storlann

- The dramatisation of several stories from Storlann's 'Mar a chuala mis' e' childrens story book is in progress.
- 'Story to stage' workshops will be provided at the Gaelic Teachers conference An t-Alltan to be held on the 3rd and 4th of October in Aviemore.

BnG9 **20 high school-age participants to take part in the Gaelic Drama Summer School**
An Sgoil Shamhraidh Dhràma

Changes to the date during the summer holidays, duration, location, format and target age group are being considered to maximise the accessibility and appeal to participants and increase the numbers for the Gaelic Drama Summer School in 2013.

This years Gaelic Drama Summer School was held between 2-13 July.
Following the format of the previous year, classes were held in Portree and the performance night was held on Thursday 12th July at Studio Fàs in Sleat.
There were 10 participants in total, a much lower number compared to previous years.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

- Administritave support was given to Fèis a' Bhaile and Fèis Cholla

BnG11 **6-week drama tour of Gaelic schools by Meanbh-Chuileag**

- **Dealbh-cluich na Nollaig**
  I provided admistrative support with regard to the format of 'Gloidhcean agus na Dèideagan Briste' and booking of the times and venues on the tour which will run from the 3rd to the 10th of December. I will also be perfoming in the play. A rehearsal week for the play will be held in Inverness between the 26th and 30th of December.
- **6 week tour of Gaelic Primary schools**
- Intitial plans for a 6-week drama tour of Gaelic schools by Meanbh-chuileag, Feisean nan Gàidheal's Theatre in Education company, to take place between January and March are underway. Various themes for the play have been discussed with a focus on 2013's Year of Nature. Relevant partnership organisations will be approached e.g. Scottish Natural Heritage.

BnG12 **80 Gaelic drama workshops to be delivered in communities across Scotland**

- Meetings were held with Edn Court to establish a working partnership to increase opportunities for teenagers.
- Secondary school Gaelic departments in the region will be contacted to look into establishing after school Gaelic Drama clubs in the 2012/13 school year.

Highland Council Deliverables

HC3 **Increase the number of young people who receive Gaelic tuition (from 2011-12 baseline of 2,556)**

- In the 2011 – 2012 school year i delivered over 70 Gaelic medium drama skills workshops for 9 groups delivered to Gaelic medium departments in seven primary schools in Skye and Lochalsh. The 'Sgilean Dràma' project consists of a series of workshops to be delivered regularly throughout the year and see participating pupils receive tuition in a wide variety of drama skills through the medium of Gaelic .

The delivery of drama projects in Skye and Lochalsh are planned for the 2012/13 school year.

HC6 **Increase the use of Gaelic in Fèisean activities**

- Provision of G Team games and teaching materials for Gaelic learners and fluent speakers and support for organisers and tutors is ongoing

Name	**Nicola Simpson**
Position	**Senior Development Officer**

Action/Outcome

Progress

Creative Scotland Deliverables

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

In my role as Senior Development Officer I work directly with eleven Fèisean providing them with help and advice on a range of projects and I provide additional support for the four Fèisean out with my areas which run Ceilidh Trails. I also work closely with the Development Officers offering them general day to day guidance and support.

CS3 **Operate a Grants Scheme for Fèisean pooling funding from various sources**

I regularly assist the Fèisean in my area to claim the grants offered to them and to maximise the resources they have available to them. I will be meeting with my Fèisean in the coming month to complete their 2013/14 grant forms and plan for the year ahead.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

Fèis an Iar Thuath held a very successful adult Gaelic immersion weekend on the 22nd and 23rd September with ten participants taking part each day.
I will be meeting with Fèis a' Bhealaich next week to look at possible developments for their after-school Gaelic club and adult Gaelic classes.
Fèis a' Chaolais will be taking their music and language skills out in to the community by visiting local old people's homes over the festive period and by having a community art day where non-Gaelic speakers will be encouraged to attend and learn some Gaelic while participating in festive art activities.
I have participated in two Gaelic training sessions for FnG staff.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

I regularly circulate information on training opportunities and share information with other organisation by email and through social media.
I will be working with Training Officer Iona MacDonald to organise regional training days for my Fèisean in the new year.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

In September, Fèis participants from Lochaber, Ross-shire, Caithness and Fèis Spè were involved in performances the Blas festival.
In October I accompanied eleven Ceilidh Trail participants on an exchange visit to Ennis, Co. Clare as part of the cultural fringe events surround the annual Shinty/Hurling International Series.

CS19 **Develop Blas as a festival that involves traditional music, Gaelic language and young people with expansion to include film, writers, food and drink**

I continue to represent the Fèisean on the Blas action group.

CS20 **Continue to support a network of Cèilidh Trails**

Anne and I continue to spend a substantial amount of time preparing and submitting additional information and evidence to Leader to ensure all funding can be claimed.
Between now and Christmas I will be working with Calum Alex to submit funding applications to Creative Scotland and SNH for the Ceilidh Trails for next year.
I will also meet with Leader to discuss the possibilities of future funding.

CS24 **Continue to support individual Fèis expansion activities**

In addition to the funding secured from the Gannochy Trust, I have supported Fèis Spè to make successful applications to the Robertson Trust who have granted £30k over three years and also to Cairngorm Leader who have granted 10k towards the costs of a part-time Officer covering the East-side of the National Park. This post will be advertised in the coming months with an appointment made in the new year.

I will continue to support the Fèis Spè Development Officer to run new Fèis activities in Highland Perthshire, the first of which will take place in March 2013.

HIE Deliverables

HIE5 **Explore the feasibility of establishing Gaelic drama and other community-related Gaelic language initiatives for adults, in collaboration with strategic partners such as Sabhal Mòr Ostaig, by 31st March 2015**

See target CS5.

HIE9 **Stage 3 national showcase events; showcasing the region's Gaelic culture to wider audiences at home and abroad through participation in appropriate events and festivals**

See target CS17. Performances in association with the Camanachd Association at the Shinty/Hurling International matches provided an audience of approximately 2000 people who watched the game live in Inverness plus a substantial TV audience. Performances in Ennis extended our audience and provided us with new contacts who are keen to participate in future projects.

Bòrd na Gàidhlig Deliverables

BnaG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

Next week I will be working with Officers from Cli and CnaG on the project ' Na Mo Chuid Aodaich' which will be taking place in Inverness on the 8th of December.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

I will continue to support the Fèis Spè Development Officer to run new Fèis activities in Highland Perthshire, the first of which will take place in March 2013. This activity will be funded by Perth and Kinross Council.

BnG10 **Support offered to at least 40 Fèisean across Scotland**

See target CS1.

Highland Council Deliverables

HC1 **Maintain the number of young people who participate in Fèisean and classes in the Highlands (from 2011-12 baseline of 3,408)**

I work closely with the Fèisean in my area to sustain participant numbers at Fèisean and Fèis events. A number of Fèisean are developing new activities to meet the needs of their participants as their skills develop.

Fèis a' Bhaile took place in Millburn Academy from the 15th to the 19th of October with sixty participants aged between eight and fourteen.

Fèis Spè also took place in the October school holiday with 66 participants aged between five and sixteen. The Fèis made use of the fantastic new facilities at Aviemore Primary School.

As planned, Fèis Spè, Fèis Rois and Fèis Inbhir Narainn recently came together for a series of very successful group-work weekends. These weekends, mainly attended by teenagers provide a good opportunity for participants to come together and socialise as well as learn together and have proved to be a key element in keeping this age-group involved in Fèis activities.

HC2 **Support at least 19 Fèisean in Highland Council area**

Out of the Fèisean that I support, ten take place within the Highland Council area.

HC6 **Increase the use of Gaelic in Fèisean activities**

All Fèisean are encouraged to use as much Gaelic as possible within their activities. I work closely with the Development team to assist Fèisean who require assistance with translations, Gaelic activities and Gaelic-speaking tutors. When I meet with my Fèisean to complete their 2013/14 grant applications I will also assist them to review their current Gaelic plans.

Name	**Christine MacIntyre**
Position	**Development Officer Argyll**

Action/Outcome

Progress

Creative Scotland Outcomes

CS1 **Support and develop individual Fèisean, widening their range of activities and establishing best working practice through a system of lead officers**

I Have met with Lochgoilhead, Dunoon & Mull Fèisean. Lochgoilhead Fèis looking to extend to include Helensburgh & Lomond. Dunoon hoping to have Gaelic outdoor activities.

CS5 **Increase use of the Gaelic language through the implementation of our revised and strengthened Gaelic Language Policy**

I Have recruited 5 new tutors to go on the FNG Gàidhlig training day in Glasgow in December

CS6 **Develop Gaelic drama activities including a Gaelic Drama Summer School, tours by our Meanbh-Chuileag theatre-in-education group and drama Fèisean**

Dates for next year's Argyll Drama Feis are being finalised with the schools

CS8 **Provide Gaelic language support for Fèisean with activities provided by our G-Team tutors**

More Fèisean are using the G-team during their Fèis week

CS11 **Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise**

It is hoped that Feisgoil will cause Fèisean to extend further into more schools

CS12 **Develop further opportunities where our work can strengthen Gaelic education**

I am hoping to organise some Fèis activities on the island of Gigha as there is a desire to have some Gaelic included there.

CS13 **Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery**

Fèisean na Gàidheal provides access to training for its music tutors on a regular basis and also access for Gaelic language training days such as the one about to happen in Glasgow in December.

CS17 **Raise the profile of the Fèis movement through dedicated showcase events, increased press opportunities and participation in showcase opportunities as they arise**

In the ten years I have worked as the Argyll Officer, the singularly most important thing I have witnessed is the strengthening of group work in Argyll as a result of the Argyll Céilidh Trail. As a result of this some of the past Céilidh Trailers have since gone on to follow professional careers in music. They have performed both at home & abroad, even in the Albert Halls and this year one of the youngest participants has been accepted into the Conservatoire all of which makes me very proud and makes my work worth while.

CS20 **Continue to support individual Fèis expansion activities**

I have 9 Fèisean in my area which covers both Argyll, North Ayrshire and West Dumbarton and I strive to ensure there are Fèis activities in all those areas

CS22 **Continue to have involvement in the provision of Gaelic medium arts activities in Iomairtean Gàidhlig areas**

The Islay & Jura Iomairt has had a very busy year and is expanding even more in 2013

CS24 **Continue to support individual Fèis expansion activities**

Some Fèisean are more active than others merely due to their size and location. Those smaller more isolated Fèisean receive encouragement to diversify within their own area and I suggest new ideas of activities which I think would be suitable to their location and strengths.

Bòrd na Gàidhlig Deliverables

BnG2 **Confirmation of at least 500 hours of practical assistance with Iomairtean Gàidhlig across Scotland with a special focus on work with Fòram Gàidhlig Shiaboist**

The partnership within the Islay & Jura Iomairt is working well and will continue to extend its co operation between the Fèis, the Islay Gaelic choir and work on the John Muir Trust.

BnG3 **Information as to how the organisation's Gaelic Policy is being implemented with at least 4 training sessions for Fèisean nan Gàidheal staff, open to other Gaelic organisations**

I attended a Gaelic Media day in November which was excellent & gave me much valuable information and I hope there will be more such days.

BnG5 **Evidence of communication with local authorities to extend collaboration with them in delivering elements of their Gaelic Language Plans through Fèisean nan Gàidheal's Gaelic Arts Service**

I am waiting for feedback from one of the departments within the council who have done an audit on Gaelic activities in Argyll with the view to helping them fill in some gaps in some of the Council's area

BnG12 **80 Gaelic drama workshops to be delivered in communities across Scotland**

Presently the Argyll Drama Fèis sends Gaelic tutors to schools that request assistance. A series of small grants has also allowed for the likes of Gaelic singing classes on the island of Arran and of Gaelic drama activities in Dunoon. It is hoped that the new Fèisgoil programme will deliver even more Gaelic activities to schools

Argyll & Bute Council Deliverables

I work closely with Donald MacLeod whose remit is Gaelic Education.