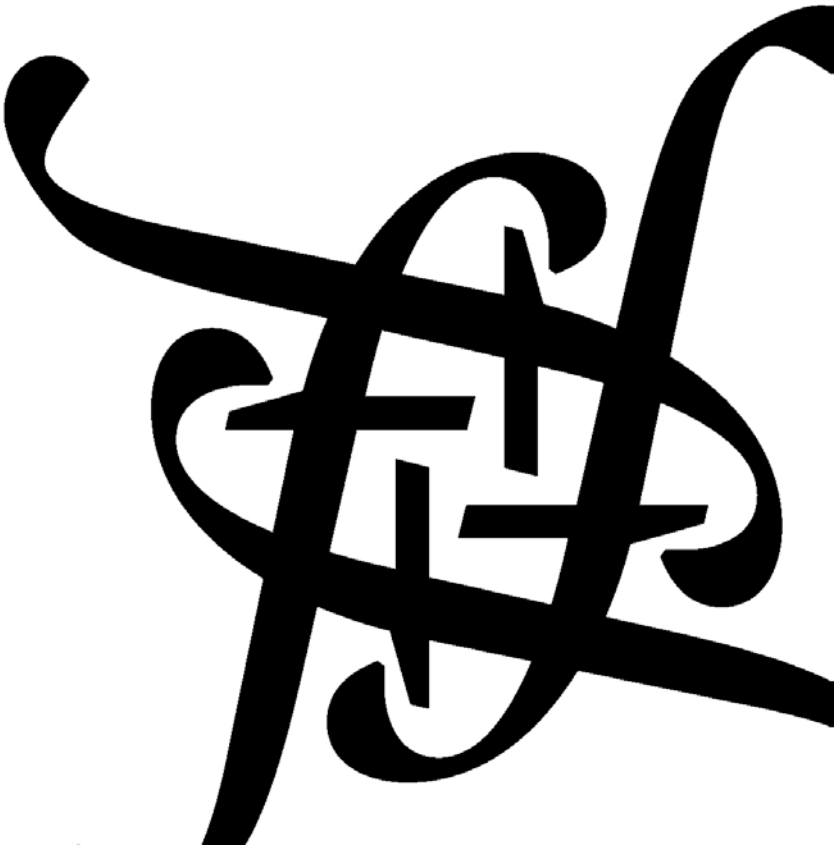
Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Meeting of the Board of Directors

Ramada Jarvis Hotel, Glasgow Airport

Monday 18 February 2008 @ 1.30pm



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Fèisean nan Gàidheal

Meeting of the Board of Directors to be held at the Ramada Jarvis Hotel, Glasgow Airport from 1.30pm on Monday 18 February 2008

Agenda

1.2008.01 PRELIMINARIES

(a) Present

(b) Apologies

(c) Minutes of the last meeting of the Fèisean nan Gàidheal Board
Minutes of the meeting held on 3 December 2007 are circulated. Board members are asked to approve same as a true record of the meeting.

(d) Matters arising
Board members are invited to raise any issues from the minutes not included elsewhere in the agenda.

(e) Minutes of the latest meeting of the Executive Group
Minutes of the meeting of the Executive Group, held on 4 February 2008 are circulated for information. Board members are invited to raise any points they wish from those minutes.

1.2008.02 FINANCIAL ISSUES

(a) Financial Report
A report prepared by the Executive Manager, Anne Willoughby, is circulated showing income and expenditure to and from Fèisean nan Gàidheal to 31 December 2007. Also included is a list of grants pledged to Fèisean for 2007-08. Board members are invited to discuss any points relating to the financial information provided.

(b) Bank balances and up-to-date information
This information will be tabled at the meeting.

(c) Management Accounts to 31 December 2007
Management Accounts to 31 December 2007, provided by Nicolson & Co are circulated. Board members are invited to note the information contained in the accounts.

(d) Scottish Arts Council Funding 2008-09
Confirmation of our foundation funding from the Scottish Arts Council for 2008-09 is circulated, along with a copy of the update and budget submitted to the Scottish Arts Council for the next financial year. Board members are asked to note the information.

1.2008.03 DEVELOPMENT ISSUES

(a) Progress Report on Fèisean nan Gàidheal's Programme
A summary of progress to date against the targets set in our programme of work is circulated. Board members are invited to note progress and discuss any issues arising from this summary.

(b) Presentation on Fèis Development Fund
David Boag will give a presentation on the projects that are being funded through Fèisean nan Gàidheal's Development Fund.

(c) Presentation on the Archiving Project

Emily Edwards will give a presentation on her work to date in relation to the Heritage Lottery-funded Archiving Project.

(d) Fèis Academy

A paper summarising what will be in the Fèis Academy Business Plan is circulated, following an all-day meeting held on 5 February at Sabhal Mòr Ostaig. Bryan Beattie will join our meeting by phone, Skype or in person to give some additional background information and hear the views of Board members. Board members are asked to note the progress made to date, make any comment on the ideas contained in the paper, and to note that they will have sight of the final Business Plan, and an opportunity to comment, before the project is progressed further.

1.2008.04 STAFFING ISSUES

(a) Staff Vacancies and Recruitment

The CEO will give a short verbal report on progress with filling the two vacancies discussed at the previous meeting, the closing date for applications having passed by the time of the Board meeting.

1.2008.05 OPERATIONAL ISSUES

(a) Staff Progress Reports

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

(b) Application for Membership of Fèisean nan Gaidheal

Board members are asked to approve applications from Fèis a' Chaolais and Fèis Cholla who wish to become corporate members of Fèisean nan Gaidheal. The two applications are enclosed for information.

1.2008.06 OTHER

(a) Meeting of the Executive Group

The papers from the Executive Group meeting held on 4 February 2008 have been circulated in their entirety by e-mail only. Board members are welcome to raise any points they wish from those papers.

(b) Date of next meeting

Board members are asked to note that the next meeting with be in Skye on 26 May 2008.

Fèisean nan Gàidheal

Minutes of the meeting of the Board of Directors held in the offices of Fèisean nan Gàidheal, 111 Academy Street, Inverness on Monday 3 December 2007 from 1.30pm
Agenda Item: 1.2008.01(c)

4.2007.01 PRELIMINARIES

(a) Present
Katie Adam (Chair); George Stoddart (Secretary); Peggy Nicolson (Vice Chair); Laura Green; Michael Sweeney; Elizabeth Bain; Alasdair MacDonald; Jessie Newton; Peggy MacLennan; Alasdair MacLeod (Highlands & Islands Enterprise); Arthur Cormack (Attending); David Boag (Attending); Anne Willoughby (Attending); Calum Alex MacMillan (Attending - translating); Douglas Beck (Attending – translating)

Katie Adam thanked everyone for attending the EGM that had been held immediately prior to the Board meeting.

(b) Apologies
Jane MacNeil; Agnes Rennie (Comhairle nan Eilean Siar); Ian Smith (SAC); Morag Anna MacLeod (The Highland Council)

(c) Election of Board Members
A Special Resolution proposed by the Board had been passed at the EGM held prior to the Board meeting. The Board had proposed making changes to the way in which Directors were elected and a paper, circulated at the last Board meeting, was reconsidered and adopted by the Board. The paper was agreed to and the procedures were to be put in place with effect from the date of the EGM.

(d) Election of Office Bearers
The paper referred to in 4.7001.01(c) having been adopted, office bearers were required to be elected in line with the election procedures set out therein. Arthur Cormack took the chair for this part of the meeting and nominations were invited as follows:

- Chair: Katie Adam was nominated by Peggy Nicolson and seconded by Alasdair MacDonald.
- Vice-Chair: Peggy Nicolson was nominated by Peggy MacLennan and seconded by George Stoddart.
- Secretary/Treasurer: George Stoddart was nominated by Peggy Nicolson and seconded by Jessie Newton.

There being no further nominations, the nominees were duly elected to the respective offices.

(e) Minutes of the last meeting of the Fèisean nan Gàidheal Board
Minutes of the meeting held on 14 September 2007 had been circulated and were approved, proposed by Katie Adam and seconded by Alasdair MacDonald, as a true record of the meeting.

(f) Matters arising
Laura Green queried progress with developing training for YMIS tutors and Iona MacDonald reported that she was currently working with Rae MacEachern to deliver this.

It was requested that if publication of Ceòl nam Fèis 3 was to be progressed, it should include sections for clàrsach and whistle. It was agreed that Laura Green and Jane MacNeil would support Arthur Cormack with this project.

Peggy MacLennan and David Boag were also to collaborate on the possible republication of a Gaelic song resource book originally published by An Comunn Gàidhealach.

4.2007.02 DEVELOPMENT ISSUES

(a) Progress in implementation of Fèisean nan Gàidheal's Development Programme

A summary of progress to date against the targets set in our programme of work had been circulated. Board members noted the report.

Elizabeth Bain raised concerns regarding the new Fèis proposed for Dunoon and the impact this may have on Fèis Cheann Loch Goibhle. David highlighted that Fèis na h-Òige and Fèis a' Bhaile took place in the same city, but they worked well in partnership. It was also pointed out by the CEO that care had been taken to talk to the new Fèis committee, to ask them specifically what relationship they had with Fèis Cheann Loch Goibhle and that he was satisfied that the events were sufficiently different to have warranted recommendation of the application for approval, which it was in an item further on in the agenda.

(b) Update on Outcomes and Action Plan from joint Board and Staff meeting

An Action Plan was circulated with progress to date on the outcomes of the joint Board and Staff training day and meeting held in August. Board members were invited to note progress and the following issues were discussed further:

- The skills database required updating, and Board members were reminded of this by Iona MacDonald.
- A quotation had been sought from our Insurance Company for Trustee Indemnity Insurance but it was decided not to proceed with it as the cost seems disproportionate to the perceived risks.
- Board members needed assistance to use Skype. Peggy Nicolson mentioned that she did not have Broadband available in her area, which would limit her ability to use it.

(c) Fèis Academy

Board members were aware from previous discussions of the Memorandum of Understanding signed by Fèisean nan Gàidheal, the RSAMD, UHI and Sabhal Mòr Ostaig to discuss the idea of a Fèis Academy. A short report, with information on the meetings of the group set up to discuss the establishment of a Fèis Academy, had been circulated.

Arthur Cormack outlined initial development meetings at which he, and the Training & Policy Officer had been representing the organisation. David Boag raised a number of concerns about the concept, not least what exactly the shape of the Fèis Academy might be, and Katie Adam asked that progress be closely monitored, and that the final Business Plan be considered by the Board of Fèisean nan Gàidheal before being made public.

(d) Portrait of a Nation: Fèis Showcase

A short report by the CEO had been circulated outlining a showcase opportunity that had arisen. Fèisean nan Gàidheal had been invited by Highland 2007 to put together a 15-20 minute showcase to finish off the 11 January showcase event on the main stage in Eden Court Theatre.

Emily Edwards was organising the event at very short notice and was commended for her excellent work. Blair Douglas had been commissioned to write new Gaelic songs and music and the written music and CD of the material was to be sent to participants in advance of rehearsals in December. The CEO reported that the showcase would go on to be performed as part of a larger scale British showcase - Portrait of a Nation - being put together for Liverpool 2008: European City of Culture, to be performed in Liverpool in December 2008.

(e) Presentation on Training Programme and Fèis Trèanaidh

Training & Policy Officer Iona MacDonald presented progress with our Training Programme and plans for the Fèis Trèanaidh to be held in February 2008. The following points were raised:

- Katie Adam wondered if there was demand for Level 3 of Tutor training and whether this should be developed further.
- George Stoddart and Elizabeth Bain apologised that they were unable to attend the training weekend. Fèis Rois were undertaking Ulpan courses with Clì Gàidhlig supported by Fèisean nan Gàidheal's Training programme.

- Alasdair Macleod mentioned that HIE were organising taster sessions using Ulpan and suggested that Iona contact David Grant to find out if training days had been organised that Fèisean could perhaps take part in.

4.2007.03 FINANCIAL ISSUES

(a) Financial Report

A report prepared by the Executive Manager, Anne Willoughby, had been circulated showing income and expenditure to and from Fèisean nan Gàidheal to 31 October 2007. Also included was a list of grants pledged to Fèisean for 2007-08. Board members noted the report and an update was given on funding outstanding at the date of the meeting.

(b) Bank Balances and up to date information

The current balances were:

- Current account: £15,751.00
- High Interest account: £51,909.00
- £200,000 was on deposit for 1 month

(c) Management Accounts to 30 September 2007

Management Accounts to 30 September 2007, provided by Nicolson & Co, had been circulated for information. Board members noted the information contained in the accounts.

4.2007.04 POLICY ISSUES

(a) Risk Assessment Policy and Risk Register

At the Board training held in August it was identified that Fèisean nan Gàidheal should have a formal Risk Assessment Policy, and a Risk Register for the organisation as a whole. Iona MacDonald, Training & Policy Officer, had developed an outline policy and a draft Risk Register, which had been circulated.

- It was agreed that this was a worthwhile start to what would be an ongoing process, and that time should be set aside at the next Board meeting to have a workshop on this subject with Board and staff present.
- It was agreed that while the Board must take ultimate responsibility for the policy, the Executive Group could deal with the ongoing monitoring of the management of risk.
- Jessie Newton mentioned that the calculation method could perhaps be simplified to High, Medium and Low with a rating of 1, 2 and 3.

The Chair thanked Iona for the work to date.

4.2007.05 STAFFING ISSUES

(a) Staff Vacancies, Recruitment and Staff Appraisals

The CEO had prepared a short report outlining staff and recruitment issues. He outlined that he was waiting to hear whether Ingrid Henderson, currently on maternity leave, was going to return to work. Meanwhile he and David Boag were supporting the Lochaber area Fèisean. The Board agreed to the proposed amalgamation of two posts in the Portree office and asked the CEO to proceed with advertising the post.

David Boag reported that new members of staff Jenna Cumming, Emily Edwards and Deirdre Graham were all getting on well and gave a short report on their progress to date.

4.2007.06 OPERATIONAL ISSUES

(a) Staff Progress Reports

Progress Reports from staff had been circulated and Board members noted the content of these. The Chair thanked the staff for their ongoing good work.

(b) Blas 2007 and Blas Festival Ltd

A reported prepared by the CEO had been circulated, outlining outcomes of Blas 2007 and Board members noted the content of the report.

David Boag reported that they were meeting the following day to start programming Blas 2008 and was happy to report that Blas 2007 had been much more successful than the previous year. The overall numbers attending events had increased and everyone seemed to enjoy the events with an overall 92% satisfaction rating reported by audience members through questionnaires. The formal evaluation by Snedden Economics backed this up with positive results.

The Board raised concerns regarding the level of input from staff, and the management fee covering these costs, but appreciated the opportunities for Fèisean nan Gàidheal and Fèis participants provided by the festival.

(c) Application for Membership of Fèisean nan Gaidheal

Board members were asked to approve an application from Fèis Dhùn Omhainn who wished to become corporate members of Fèisean nan Gàidheal. The Board, subject to confirmation of there being a committee in place, approved the application.

An application by Fèis a' Bhaile to the Development Fund, being for a sum in excess of delegated powers, was considered by the Board. Katie Adam declared an interest in the application and left the room while it was discussed.

It was decided that the application was not suitable for approval within the guidelines of the Fèis Development Fund but it was agreed that officers should find a way to assist under the Annualised Hours scheme if possible, particularly making use of any underspend, or unused grant, within this scheme's budget. David Boag was to inform the applicant of the outcome.

4.2007.07 OTHER

(a) Date of next meeting

Board members were asked to set dates for meetings up to December 2008. The following dates and venues were decided:

- 18 February 2008 in Glasgow
- 26 May 2008 in Skye
- 19 & 20 September 2008 in Fort William
- 8 December 2008 in Inverness

Katie Adam thanked everyone for attending, and also thanked Calum Alex MacMillan and Douglas Beck for simultaneous translation.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held in Cluanie Inn, Cluanie on Monday 4 February from 2.00pm
Agenda item: 1.2008.01(e)

EX1.2008.01 PRELIMINARIES

(a) Present
Katie Adam (Fèis a' Bhaile, Chair), George Stoddart (Fèis sa Mheadhan, Secretary/Treasurer), Peggy Nicolson (Fèis an Earraich, Vice-Chair), Arthur Cormack (Fèisean nan Gàidheal CEO), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Executive Manager)

(b) Apologies
Alasdair MacLeod (Highlands & Islands Enterprise), Morag Anna MacLeod (The Highland Council), Ian Smith (Scottish Arts Council).

(c) Minutes of previous Executive Group meeting for approval
Peggy Nicolson approved the minutes as a true record.

(d) Matters arising
There were no matters arising.

EX1.2008.02 PROJECT UPDATES

(a) Bòrd na Gàidhlig contract 2007-08 (verbal)
David Boag provided updates on Bòrd na Gàidhlig contract 2007-08. He reported that Calum Alex was on target with Gaelic Developments. Douglas was involved with the Drama Festivals and working closely with Meanbh-chuileag who were starting their tour round 50 Gaelic-medium schools. David was confident that all targets would be met by the end of the financial year. Bòrd na Gàidhlig were changing their funding structure and were considering 3 year funding plans. To allow time to assess all funding applications properly all bodies currently funded would receive their first quarter payment at the same level as 2007-08.

(b) Training Programme (verbal)
The CEO reported that the Fèis Trèanaidh weekend had to be cancelled due to severe weather conditions but was going to be re-scheduled for early March. The budget for next year was a lot less due to ESF funding being refused in the first round. The focus next year would be on the more successful elements of the programme such as the Fèis Trèanaidh, tutor training and Gaelic language training. Iona was going to be deployed in other areas.

(c) YMI contracts (verbal)
The YMI contracts for East Lothian and Highland were continuing. The CEO reported that there was good feedback from schools despite timetabling problems. Kaela Rowan was replacing Keith Graham in East Lothian.

(d) Blas Festival Progress Report (verbal)
The accounts for the previous year were more or less tied up and there was a reduction in the expenditure anticipated. Blas 2008 may be on a smaller scale due to H2007 £50k funding not being available this year. The aim was to ensure that artists fees could be covered through ticket sales in order to sustain individual events. Arthur was applying to EventScotland for funding. The Co-op and Royal Mail were interested in sponsoring the event and the Royal Bank of Scotland was also a possibility.

(e) Dealbh Dùthcha – Portrait of a Nation (verbal)
The showcase concert in Eden Court was successful and the CEO reported that the concert would go on to be performed as part of a larger scale British showcase – Portrait of a Nation – being put

together for Liverpool in December 2008. There was also an opportunity to perform at Kelvingrove Museum on 30 August 2008 and also possibly in Stavanger, the other European City of Culture in 2008.

EX1.2008.03 STAFFING ISSUES

(a) Job vacancies (verbal)
The Director reported that both vacancies had been advertised through the Highland News, Lochaber News, the West Highland Free Press and An Gàidheal Ùr. The deadline for applications was 11 February 2008.

(b) Lead Officers (verbal)
David Boag reported that Lead Officers had visited all their Fèisean although the weather conditions, due to the time of year, had been problematic. There was lots of feedback and meetings were generally positive.

EX1.2008.04 FINANCIAL ISSUES

(a) Financial Report (circulated)
A report from the Executive Manager had been circulated, followed by a brief verbal update on funding outstanding and queries were answered. Katie Adam suggested adding explanatory notes to the budget detail regarding management fees and any other items, which required clarification.

(b) Bank Balances and up to date information (verbal)
The current bank balances were given as follows:
- £9,049.97 in the Current account
- £52,009.70 in the High Interest account
- £5,135.11 in the Blas account
- £80,713.82 on Deposit account

(c) Quarterly Report on funding targets (circulated)
This had been circulated for information only and its contents were noted. Development staff were going to explore Homecoming Scotland project opportunities and David agreed to circulate information the next day.

(d) Scottish Arts Council Funding 2008-09
Correspondence and budget had been circulated. Arthur reported that Katie and himself had met up with Ian Smith for their Annual Review meeting in October. After this meeting he wrote to Ian Smith detailing pressures in our budget, as requested, and an update on our work. The £250k was still available to us but other sources of funding were unknown. However, the budget had been prepared on the basis that other funds would still be available to us.

(e) Projects funded through Sgeama Leasachaidh nam Fèisean (verbal)
David Boag gave a brief update on projects funded to date from the 2007-09 scheme.

(f) Quarterly management accounts (progress)
Anne Willoughby reported that all information had been passed on to Angus Nicolson, Nicolson CA and that Management Accounts would be available for the Board meeting on 18 February.

(e) Grant Applications 2008-09 (verbal)
Grant application forms had been received from the majority of Fèisean.

EX1.2008.05 DEVELOPMENT ISSUES

(a) Archiving Project (verbal)
The archiving project was progressing well and two Fèisean - Fèis Air an Oir and Fèis a' Bhealaich - were working with Emily Edwards on this. The aim was to cover two projects per year and for the first two to be ready for delivery in September 2008.

(b) Fèis Academy (verbal)

Arthur Cormack reported that the project partners were due to meet in SMO the following day. Bryan Beattie would present the outline of the Business Plan to the Board at the next meeting.

EX1.2008.06 BOARD MEETINGS

(a) Agenda items to be included in February Board meeting (to be agreed)

The presentation from Bryan Beattie was to be included in the Board meeting papers. It was also agreed to include the two staff presentations from David Boag and Emily Edwards as per the previously agreed programme of presentations.

(b) Application for membership of Fèisean nan Gàidheal (circulated)

The application from Fèis a' Chaolais was agreed in principle, due to its urgency, but would go before Board members at the February meeting for formal approval.

(c) Annual Conference venue (verbal - Katie)

Alasdair MacDonald had extended an invitation from Fèis Lochabair to host the 2008 Annual Conference. It was agreed, subject to acquiring suitable accommodation, that the Annual Conference would be held in Fort William.

EX1.2008.07 GENERAL

(a) AOCB

David Boag reported that Calum Alex Macmillan and Douglas Beck had attended a two-day translation course with Morag Stewart and highlighted the need for breaks at meetings to allow changeover. Katie said she would ensure this happened at the forthcoming Board meeting.

Katie raised an issue about protocols at meetings where Board members' Fèisean were involved in an application for funds that the full Board had to approve. It was agreed that if the applicant was someone other than the Board member, the relevant Board member should get a copy of any correspondence, outlining the outcome of the application, for information.

(b) Date and venue of next meeting

The date for the next meeting was 6 May 2008, the venue to be decided at a later date.

Fèisean nan Gàidheal

Financial Report
Agenda Item: 1.2008.02(a)

This report includes:

1 Income and Expenditure from 1 April - 31 March 2008 with actual income and expenditure to 31 December 2007

2 List of the grants pledged to Fèisean for 2007-08 with payments to date

Agenda item 1.2008.02(b)

1 Current bank balances will be tabled at the meeting

Agenda item 1.2008.02(c)

1 Management accounts to 31 December 2007 prepared by Nicolson & Co are circulated for information.

Anne Willoughby | Executive Manager | February 2008

Income and expenditure to 31 March 2008, with actual transactions to 31 December 2007

Agenda Item: 1.2008.02(a)1

INCOME	**Budget**	**Period**	**Actual 31.12.07**
Core Grants	£ 340,575.00	£ 255,431.25	£ 252,309.23
Grants Scheme	£ 191,500.00	£ 143,625.00	£ 150,850.47
Fèis Development Fund	£ 60,000.00	£ 45,000.00	£ 22,500.00
Annualised Hours	£ 25,000.00	£ 18,750.00	£ 10,000.00
Training	£ 81,250.00	£ 60,937.50	£ 28,980.91
Gaelic Development	£ 51,562.00	£ 38,671.50	£ 22,139.00
Youth Music Initiative	£ 244,511.00	£ 183,383.25	£ 219,511.00
Blas Festival	£ 273,500.00	£ 205,125.00	£ 235,101.92
Earned Income	£ 16,300.00	£ 12,225.00	£ 13,459.64
Meanbh Chuileag TIE Service	£ 80,000.00	£ 60,000.00	£ 0.00
City Fèisean Development Officer	£ 30,000.00	£ 22,500.00	£ 0.00
Support Cèilidh Trails	£ 89,000.00	£ 66,750.00	£ 76,200.00
Gaelic Drama Summer School	£ 65,000.00	£ 48,750.00	£ 0.00
Archiving Project	£ 20,000.00	£ 15,000.00	£ 27,500.00
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 7,500.00	£ 4,375.00
Fèis Showcase Concerts	£ 41,800.00	£ 31,350.00	£ 31,009.00
General Funds still to be raised	£ 46,952.00	£ 35,214.00	£ 0.00
TOTAL INCOME	**£ 1,666,950.00**	**£ 1,250,212.50**	**£ 1,093,936.17**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 271,278.00	£ 203,458.50	£ 172,972.31
NIC Contributions	£ 29,841.00	£ 22,380.75	£ 16,879.14
Pension Contributions	£ 7,000.00	£ 5,250.00	£ 2,876.61
Staff Travel	£ 27,000.00	£ 20,250.00	£ 18,393.65
Office Rent & Rates	£ 20,000.00	£ 15,000.00	£ 18,698.20
Stationery, Printing & Postage	£ 11,000.00	£ 8,250.00	£ 11,124.53
Telephone, Fax, E-mail, Heat & Light	£ 8,000.00	£ 6,000.00	£ 6,560.29
Board Expenses	£ 8,000.00	£ 6,000.00	£ 6,216.41
Implementation of Child Protection policy	£ 10,000.00	£ 7,500.00	£ 6,082.60
Insurance	£ 7,500.00	£ 5,625.00	£ 6,428.39
Sundry Expenses	£ 5,000.00	£ 3,750.00	£ 3,459.47
Accountancy & Bank Charges	£ 3,000.00	£ 2,250.00	£ 3,010.00
Professional Fees	£ 5,000.00	£ 3,750.00	£ 4,050.95
Instrument Bank Maintenance	£ 5,000.00	£ 3,750.00	£ 1,440.58
Additional Support Needs	£ 2,000.00	£ 1,500.00	£ 1,485.00
Capital Expenses	£ 17,000.00	£ 12,750.00	£ 13,931.66
PROGRAMME COSTS			
Grants Paid Out	£ 225,000.00	£ 168,750.00	£ 97,821.30
Annualised Hours	£ 35,000.00	£ 26,250.00	£ 6,937.00
Feis Development Fund	£ 60,000.00	£ 45,000.00	£ 11,285.80
Training Programme	£ 58,000.00	£ 43,500.00	£ 38,325.50
Training Programme Management Fee	-£ 17,900.00	-£ 13,425.00	-£ 11,900.00
Gaelic Language Development	£ 56,000.00	£ 42,000.00	£ 46,613.16
Gaelic Language Development Management Fee	-£ 12,500.00	-£ 9,375.00	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 183,383.25	£ 136,044.93
Youth Music Initiative Management Fee	-£ 18,500.00	-£ 13,875.00	-£ 18,500.00
Fèis Bharraigh Development	£ 15,000.00	£ 11,250.00	£ 5,066.22

Annual Conference	£ 15,000.00	£ 11,250.00	£ 10,125.49
Blas Festival	£ 271,020.00	£ 203,265.00	£ 259,112.15
Blas Festival Management Fee	-£ 15,000.00	-£ 11,250.00	-£ 10,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 48,500.00	£ 36,375.00	£ 0.00
City Fèisean Development Officer	£ 35,000.00	£ 26,250.00	£ 0.00
Support Cèilidh Trails	£ 89,000.00	£ 66,750.00	£ 54,784.33
Gaelic Drama Summer School	£ 65,000.00	£ 48,750.00	£ 5,279.84
Archiving Project	£ 20,000.00	£ 15,000.00	£ 5,255.42
Press/PR/Website Updates/Newsletter	£ 18,000.00	£ 13,500.00	£ 14,465.00
Fèis Showcase Concerts	£ 52,400.00	£ 39,300.00	£ 42,776.72
Fèis Showcase Concerts Management Fee	-£ 7,600.00	-£ 5,700.00	-£ 7,600.00
Contingency	£ 5,000.00	£ 3,750.00	£ 3,000.00
TOTAL EXPENDITURE	**£ 1,677,550.00**	**£ 1,258,162.50**	**£ 982,502.65**
Management Fees	-£ 71,500.00	-£ 53,625.00	-£ 53,000.00
TOTAL EXPENDITURE	**£ 1,606,050.00**	**£ 1,204,537.50**	**£ 929,502.65**
Transfer to Reserves	-£ 12,512.50	-£ 9,384.38	-£ 9,275.00
SURPLUS/DEFICIT	**-£ 10,600.00**	**-£ 7,950.00**	**£ 111,433.52**

The following sums were outstanding at 31 December 2007:

H2007	Portrait of a Nation	£ 15,000.00
H2007	Blas	£10,000.00
HIE	Funding for Quarter 3 (estimate)	£ 48,000.00
Bòrd na Gàidhlig	Blas	£ 2,750.00
SAC	NCS Funds 2007-08	£ 25,000.00
SAC Lottery	2006-07 balance	£7,500.00
SAC Lottery	2007-08 balance	£10,000.00
SAC	One-off 2006-07 balance	£27,200.00
SAC	Training Officer post balance	£1,500.00
PRS	Blas	£ 400.00
GASD	Management Fee for work carried out	£ 9,000.00
		£ 156,350.00

Fèisean nan Gàidheal

Financial Issues
Scottish Arts Council Funding 2008-09
Agenda Item 1.2008.02(d)

Background

Attached, for information, is a letter from Jim Tough outlining our foundation funding settlement for 2008-09, along with an update submitted by us to the SAC, and a budget for 2008-09.

Further details are available in the Executive Group meeting papers circulated by e-mail and subsequent to that meeting we have had confirmation, via Ian Smith, Head of Music and our Lead Officer, that the additional £100k for our Grants Scheme has been identified.

Arthur Cormack | CEO | February 2008

Scottish Arts Council

5 February 2008

Dear Colleague

I am writing to inform you of the Joint Board's decision regarding your funding for 2008/09.

The Scottish Government has advised the Scottish Arts Council that, in common with the overall public sector, we are expected to find efficiencies of 2% within our budget. With this in mind, the Joint Board of the Scottish Arts Council and Scottish Screen has agreed to a **1% increase** in our investment in foundation organisations for the period 2008/09.

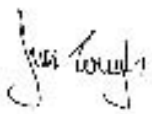
In December we asked you to plan on a standstill settlement, I hope this small increase will underline the Joint Board's commitment to you as a foundation organisation in a very tight spending round.

We will shortly issue your draft funding agreement which will indicate our commitment to funding you for two years 2008/09 and 2009/10, although we are unable at this stage to indicate a grant amount for 2009/10. This is because budgeting for 2009/10 is part of the transition to Creative Scotland and the decisions will rest with the new body. Our guidance to you would be to plan on the basis of a standstill budget in 2009/10.

Clearly the policy landscape is changing as the Scottish Government begins to make clear its expectations of the entire public sector. A focus on outcomes, an expectation of efficiency and effectiveness, and a determined drive for the overarching purpose of sustainable economic growth are the clearly and regularly expressed requirements that the Scottish Government has of the public sector.

As we discussed when we met in December we will need to explore, together I hope, how we can respond to these changing circumstances. The approaches that are being tested through our work with Mission, Models, Money are an example of where I hope we can work with you to help sustain your vital support for the arts in Scotland.

With best wishes



Jim Tough
Acting Chief Executive

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Chairman Richard Holloway, Acting Chief Executive Jim Tough. Scottish charity no. sc002835

Fèisean nan Gàidheal

Scottish Arts Council Funding 2007- 2009
Updated programme for 2008-09

1. Background

This is an updated programme of work as part of our foundation funding agreement with the Scottish Arts Council covering the years 2007-09.

As indicated in Jim Tough's letter of 4 January 2008, this programme has been put together on the basis of standstill funding. 'Standstill' for us means the following:

£250,000	Foundation Funding which underpins all the work we do
£100,000	Lottery Funding for our Fèisean Grants Scheme
£25,000	Funds that were formerly know as 'cultural strategy funds' not consolidated
£15,000	Part funding of our Training Officer's post

We understand that the Scottish Arts Council may experience a cut in its own grant which may have to be passed on to organisations and which may result in any funding additional to foundation funds being withdrawn. Until we know that for sure, we have prepared this update, and our budget, on the basis that monies previously available will continue to be available to us, and would urge the SAC not to adopt an 'equal misery for all' policy should reductions become a reality. A 2% cut in SAC budgets is not good news, but losing the sums we have been used to receiving in addition to our foundation funds would represent a 10% reduction in our budget and would seriously threaten our ability to carry out our planned programme.

2. The importance of current SAC funds to Fèisean nan Gàidheal's Programme

The funding we currently receive from the Scottish Arts Council is well utilised, produces work of a high standard and helps meet some of the strategic goals of the Scottish Arts Council.

Our £250k foundation funding is 15% of our overall budget which indicates that we are very good at using those funds to lever other funds. We have regular funding from Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council, as well as YMI contracts with East Lothian and Highland Councils and a contract for the Blas Festival with The Highland Council. This is only possible as a result of having the infrastructure to support this work, which the security of your foundation funds gives us.

The £100k lottery grant is the Scottish Arts Council's contribution towards our grants scheme which, this year, is expected to pay out around £320k to Fèisean. Therefore the leverage that results from this lottery grant makes it extremely good value for money and supports work throughout Scotland.

The £25k 'national cultural strategy' funding has been used to make a contribution towards our Fèis Development Fund, our full-time Development Officer in Lochaber and towards the employment of locally-based administrators within local Fèisean. We have not yet had a letter of offer for this sum for 2007-08 so we assume it is still available since we were told this had not been consolidated.

The £15k towards our Training Officer is in recognition of the work carried out on behalf of the Traditional Music Tutor Training Network. The post actually costs nearer to 30k but this contribution is vital.

Our organisation has grown, and our finances have become complicated. In particular, an excellent funding package secured from Highlands & Islands Enterprise, which is entering its final year in 2008-09, is totally dependent on our being able to spend the sums of money we had forecast to spend. Because HIE's funds are a percentage of our actual expenditure it is paramount that we are able to match the funds in order to achieve the level of expenditure required. We realise that SAC funds are not the only funds that can be used to do this, but SAC funds are not the only funds in the mix at the moment, and our options for significant additional fund-raising at this juncture, within a very tight timescale, may be somewhat limited.

3. Quality Framework and Annual Review

Our annual review meeting was held in Portree on 12 October 2007. A number of issues were discussed including the Quality Framework. We have welcomed this and feel it has given some focus to issues beyond our programme that organisation's like ours need to address.

As a result of the Quality Framework, we initiated a quarterly report for all our main funders to outline progress against the targets set by the individual funders, the payment of grants to Fèisean and to include our quarterly management accounts. These reports have been sent regularly to our lead officer and we hope they have been helpful.

We also looked at our own structure for supporting the Fèisean and, in particular, how we monitor their work and ensure quality of delivery at a local level. We have now given each Fèis a Lead officer within the organisation whose job it is to offer one point of access to all Fèisean nan Gàidheal services, in order to address some of those issues.

At our meeting, we discussed additional funding needs and I highlighted, in particular, a funding gap of £50,000 for Blas, about which we were talking to EventScotland and others. I also highlighted that it had been difficult to sustain Cèilidh Trails at the same level of funding as in previous years, and while end-of-year money from the Scottish Arts Council had helped greatly in 2007, this was not guaranteed for the next financial year.

We were asked to come back with a letter outlining any budgetary pressures that we had identified at our meeting. This was sent to Ian Smith on 5 November 2007. A further copy is appended to this update with full details of how we would utilise the funds. The following table summarises what we has asked the Scottish Arts Council to consider funding:

	SAC Funding Category	**Sum**	**Proposed use of Funds**
1	Foundation	£250,000	Maintain core services
2	Lottery	£100,000	Grants for up to 45 Fèisean
3	Managed Funds	£15,000	Training Officer post
4	Managed Funds	£25,000	Formerly Cultural Strategy Funds
5	Project Funds	£25,000	Blas
6	Project Funds	£30,000	Cèilidh Trails
7	Drama	£25,000	Meanbh-Chuileag

4. Fèisean nan Gàidheal Programme 2008-09

Our programme for 2008-09 is broadly similar to that of 2007-08, mainly because we had quite carefully defined in our own Development Plan what our programme would be from 2005-10. While there have been minor changes to this, as opportunities have arisen, we are still broadly on-track to deliver our Development Plan programme.

In 2008-09, subject to funding being available, we hope to:

1	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice.
2	Continue to run our Grants Scheme for Fèisean.
3	Continue to fund new developments through our Fèis Development Fund.
4	Develop and increase access to the Gaelic language and culture through the implementation of our Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School.
5	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and East Lothian.
6	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery.
7	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum.
8	Investigate greater partnerships with the commercial sector building on the success of

	sponsorship having been secured or Blas, but also looking at the potential for great sales of products of the Fèisean.
9	Raise the profile of the Fèis movement through dedicated showcase events, including participation in Liverpool 2008: European City of Culture.
10	In partnership with the Scottish Arts Council and as members of the Traditional Music Forum, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music in Scotland.
11	Develop and expand the Blas Festival and build towards a festival that can be a significant part of the 2009 Year of Homecoming.
12	Expand the delivery of traditional music classes beyond the Highland Council area, in partnership with YMI, wherever appropriate.
13	In partnership with Fèisean, continue to support a network of Cèilidh Trails and create a new one on the Western Isles.
14	Maintain and implement the successor to the GASD programme and contribute towards a National Gaelic Arts Strategy that will be incorporated into the National Plan for Gaelic.
15	Continue to run a series of Gaelic drama Fèisean.
16	Run an Annual Conference
17	Continue to support individual Fèis projects such as the Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities.
18	In cooperation with one or more local authorities, attempt again to employ a Development Officer to cover Fèisean not covered by existing officers.
19	Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation.
20	Continue with excellent support mechanisms for individual Fèisean through the development of our system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services.

Once we know the outcome of funding applications and can proceed to a formal funding agreement with the Scottish Arts Council, we will be happy to set targets, as before.

5. Budgetary Information

A budget for 2008-09, along with a cashflow forecast, has been submitted separately to Gordon Cosh, along with a copy of our audited accounts and latest management accounts. A copy has been sent by e-mail to our lead officer, Ian Smith, Head of Music.

Arthur Cormack
Chief Executive
Fèisean nan Gàidheal
January 2008

Fèisean nan Gàidheal Budget 2008-09 (as submitted to the Scottish Arts Council)

INCOME	
Core Grants	£ 327,685.00
Grants Scheme	£ 189,000.00
Fèis Development Fund	£ 60,000.00
Annualised Hours	£ 25,000.00
Training	£ 38,100.00
Gaelic Development	£ 46,562.00
Youth Music Initiative	£ 244,511.00
Blas Festival	£ 259,500.00
Earned Income	£ 16,300.00
Meanbh Chuileag TIE Service	£ 55,000.00
City Fèisean Development Officer	£ 30,000.00
Support Cèilidh Trails	£ 74,000.00
Gaelic Drama Summer School	£ 65,000.00
Archiving Project	£ 24,118.00
Press/PR/Website Updates/Newsletter	£ 5,000.00
Fèis Showcase Concerts	£ 15,000.00
General Funds still to be raised	£ 85,000.00
TOTAL INCOME	**£ 1,559,776.00**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 342,916.00
NIC Contributions	£ 30,862.44
Pension Contributions	£ 9,000.00
Staff Travel	£ 27,000.00
Office Rent & Rates	£ 20,000.00
Stationery, Printing & Postage	£ 15,000.00
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00
Board Expenses	£ 8,000.00
Implementation of Child Protection policy	£ 10,000.00
Insurance	£ 7,500.00
Sundry Expenses	£ 5,000.00
Accountancy & Bank Charges	£ 3,000.00
Professional Fees	£ 5,000.00
Instrument Bank Maintenance	£ 3,000.00
Additional Support Needs	£ 3,000.00
Capital Expenses	£ 12,000.00
PROGRAMME COSTS	
Grants Paid Out	£ 195,000.00
Annualised Hours	£ 35,000.00
Feis Development Fund	£ 60,000.00
Training Programme	£ 33,000.00
Training Management Fee	-£ 1,500.00
Gaelic Language Development	£ 5,713.00
Gaelic Language Management Fee	-£ 12,500.00
Youth Music Initiative	£ 244,511.00

Youth Music Initiative Management Fee	-£ 18,500.00
Annual Conference	£ 15,000.00
Blas Festival	£ 259,150.00
Blas Management Fee	-£ 15,000.00
NEW PROJECTS	
Support for Meanbh Chuileag	£ 39,500.00
City Fèisean Development Officer	£ 35,000.00
Support Cèilidh Trails	£ 74,000.00
Gaelic Drama Summer School	£ 55,000.00
Archiving Project	£ 10,328.00
Archiving Management Fee	-£ 4,585.00
Press/PR/Website Updates/Newsletter	£ 10,000.00
Fèis Showcase Opportunities	£ 20,000.00
Showcase Management Fee	-£ 7,600.00
Contingency	£ 15,000.00
TOTAL EXPENDITURE	**£ 1,557,795.44**
SURPLUS/DEFICIT	**£ 1,980.56**

Notes to SAC

The above budget is based on standstill at the same levels of funding as 2007-08 with the following amounts being additional to our £250k foundation funds

SAC Lottery Funds	£ 100,000.00
SAC Music Project Funds (Training Post)	£ 15,000.00
End-of-year funds (not guaranteed, but ever hopeful!)	£ 49,400.00
SAC YMI Funding (Training Progamme)	£ 5,000.00
NCS Funding (previously available and not consolidated)	£ 25,000.00
Total included in budget	**£ 194,400.00**

Management Accounts to 31 December 2007
Agenda Item: 1.2008.02(c)

REGISTERED COMPANY NUMBER: 130071 (SCOTLAND)
REGISTERED CHARITY NUMBER: SC002040

MANAGEMENT ACCOUNTS
FOR THE PERIOD ENDED 31 December 2007
FOR
FÈISEAN NAN GÀIDHEAL
(INCORPORATING BLAS FESTIVAL)

Nicolson
Registered Auditors &
Chartered Accountants
49/50 Bayhead
Stornoway
Isle of Lewis
Western Isles
HS1 2DZ

FÈISEAN NAN GÀIDHEAL

STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 31 December 2007

	31.12.07 Unrestricted funds £	31.3.07 Total funds £
INCOMING RESOURCES		
Incoming resources from generated funds		
Voluntary income	**4,507**	4,560
Activities for generating funds	**59,350**	79,740
Investment income	**1,551**	3,205
Incoming resources from charitable activities		
Core activities	**633,992**	433,269
Training	**45,481**	41,519
Lochaber development fund	**11,290**	32,995
Blas Festival	**324,702**	268,526
Schools project	**219,511**	219,511
Gaelic Development	**71,384**	95,584
Heritage project	**25,000**	-
Total incoming resources	**1,396,768**	1,178,909
RESOURCES EXPENDED		
Costs of generating funds		
Fundraising trading: cost of goods sold and other costs	**1,441**	2,697
Charitable activities		
Core activities	**489,509**	490,808
Training	**35,959**	60,571
ICT Project	**-**	2,319
Lochaber development fund	**22,653**	31,105
Blas Festival	**320,657**	250,880
Schools project	**212,019**	267,006
Gaelic Development	**46,613**	86,850
Heritage project	**5,255**	-
Governance costs	**23,004**	20,583
Total resources expended	**1,157,110**	1,212,819
NET INCOMING/(OUTGOING) RESOURCES	**239,658**	(33,910)
RECONCILIATION OF FUNDS		
Total funds brought forward	**112,869**	146,779
TOTAL FUNDS CARRIED FORWARD	**352,527**	112,869

FÈISEAN NAN GÀIDHEAL

BALANCE SHEET
At 31 December 2007

	31.12.07 Unrestricted funds £	31.3.07 Total funds £
CURRENT ASSETS		
Debtors	**267,102**	78,200
Cash at bank	**273,054**	114,003
	540,156	192,203
CREDITORS		
Amounts falling due within one year	**(187,629)**	(79,334)
NET CURRENT ASSETS	**352,527**	112,869
TOTAL ASSETS LESS CURRENT LIABILITIES	**352,527**	112,869
NET ASSETS	**352,527**	112,869
FUNDS		
Unrestricted funds:		
General fund	**352,527**	112,869
TOTAL FUNDS	**352,527**	112,869

NOTES TO THE FINANCIAL STATEMENTS
for the Period Ended 31 December 2007

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2005) and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources
All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended
Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Allocation and apportionment of costs
Costs are directly apportioned to the activity which incurred the expenditure. Where expenditure relates to more than one activity, the costs are allocated in the most appropriate manner for the type of expenditure incurred.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its useful economic life.

Plant and machinery etc	- 25% on cost

Taxation
The charity is exempt from corporation tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pensions
The charitable company operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activity.

Fèisean nan Gàidheal

Fèis Academy
Agenda Item: 1.2008.03(d)

[The following is extracted from a working draft of the Fèis Academy Business Plan – it is presented to the Fèisean nan Gàidheal Board for their consideration, comment and advice]

"Our vision is of a Scotland in which Scottish and Gaelic traditional arts and language have an inspiring and enduring presence in every school and in every community."

1. MISSION

- The Fèis Academy will provide high quality learning opportunities in Scottish and Gaelic traditional arts[1] and language, in partnership with others who share our values, and originating from the values of the Fèis movement.
- The Fèis Academy will embody the values of: increased participation, engagement and inclusion; the process of non-formal engagement; parity of esteem for the Gaelic language and Scotland's traditional arts.
- The Fèis Academy believes in the intrinsic value of Scotland's traditional[1] music and dance and its importance to the individual and communities; culturally, socially, educationally and economically.
- The Fèis Academy will support the interests of the individual in practical ways, namely through providing the opportunity for progressive lifelong learning, whether formal or non-formal, accredited or non-accredited.

3 THE FÈIS ACADEMY PROPOSITION

3.1 The Fèis Academy will work toward the creation of a national infrastructure of support that safeguards, educates, engages, promotes and increases the use of, and participation in, Gaelic and Scottish traditional arts and language for all people in Scotland. It is intended to:

- Improve access and inclusion for people to participate in and experience the traditional arts and Gaelic language
- Create new and unique opportunities for progression and development, both personal and professional
- Raise the standard of education, performers and tutors which continually feeds back into the community
- Approach government/SFC/GTC regarding the introduction of a traditional music teaching course and traditional music teaching positions in schools.

3.2 Under these four central tenets the Fèis Academy will provide high quality learning opportunities that support the interests of the individual in practical ways. The Fèis Academy will seek to develop an infrastructure which enables individual and unique progressive learning pathways for lifelong learning, whether formal or non-formal, accredited or non-accredited.

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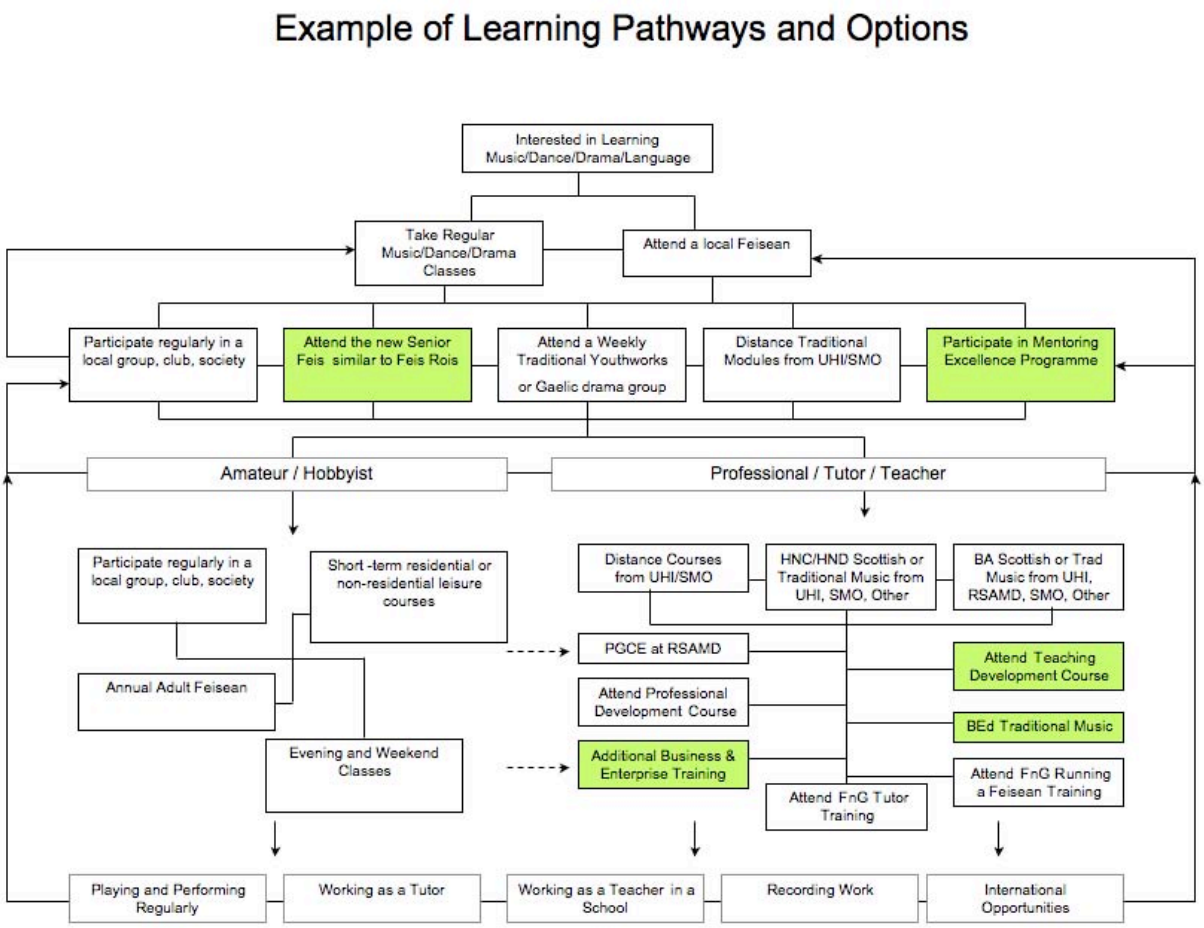
[1] Traditional arts inclusive of music, dance, drama, storytelling, poetry and oral traditions, with the intention to grow to encompass visual arts. As the Academy has been instigated by the Fèis movement its initial work will focus principally on Gaelic traditions, with the commitment to build upon this foundation and extend provision to all forms of Scottish traditions such as Scots and Shetland through the development of future working partnerships.

[2] The term 'traditional' does not infer a historical 'preservation' or limit the scope and potential for ensuring the music and dance remain alive and developing organically – informed, but not bound, by history

3.3 These opportunities will be developed across the full spectrum of participation from playing and learning, to teaching and professional training to ensure the greatest number of potential pathway options, the illustration below outlines some of the existing and proposed opportunities and pathways for development.



3.4 In order for the individual to be fully supported in progress from initial interest through to a leisure or career destination, some gaps in current provision will require to be addressed, including the following:

- New senior Fèisean
- Industry provision mapping and connecting
- Information and Coordination
- Mentoring – excellence programme
- Masterclass Network
- CPD training
- Creating exemplars/models to roll-out
- Champion neglected Instruments
- Identification of appropriate assessment pieces
- Dance and Drama

New Senior Fèisean

3.5 The creation of five new week-long Senior Fèis programmes specifically designed for 14 – 17 year olds and focused on building on the initial skills developed through experiences at junior Fèisean. These week-long programmes will be run during, spring/summer/October holidays and will focus principally on groupwork, playing for dance/drama, recording and production, technical proficiency and some contextual work through various medium such as storytelling.

3.6 The classes will be open to a range of intermediate levels and each will offer options in dance, drama, storytelling, accordion, chanter, drama, drumming/percussion, fiddle, Gaelic song, guitar, piano, harp,

pipes, tin whistle, furthermore all participants will be introduced to Gaelic language through integration in the daily class programme. The Fèis learning shall culminate in both performance and cèilidh events. These Senior Fèis would be for between estimated 80 and 100 participants each, to ensure sufficient numbers to fulfil the various groups.

3.7 Proposed locations for the new course will be in areas that demonstrate an appetite and capacity to develop the opportunities already available. The will be driven by enabling access to enhanced facilities, existing music courses or in-house expertise to develop structured and progressive teaching systems in both group and individual work.

Industry Provision Mapping and Connecting

3.8 The Fèis Academy will manage a network and database of formal and non-formal learning providers across Scotland. This database will include providers and individual courses - short term, Fèisean, distance, full or part-time - to ensure an accurate level and location map can be produced and used by the whole Scottish and Gaelic Traditional Arts Community.

3.9 This mapping and network will be used to make links between existing provision that are not currently acknowledged or apparent and identify gaps in provision not currently being met, in order to develop solutions to meet these gaps, e.g. drama and dance.

Information and Co-ordination

3.10 The Fèis Academy will use the mapping and network knowledge to provide bespoke advice and co-ordination on behalf of the individual. This will take the form of responding to enquiries and actively promoting the existence of the wide range of options available, the information for which may otherwise be difficult, time consuming or impossible for the learner to identify.

3.11 For example, the service could promote and advertise the full breadth of learning available to each individual community, group or association to indicate potential next steps or progression, and could respond to individual enquiries by identifying a path or series or steps for the individual to follow. The Fèis Academy could identify the potential for travel assistance to enable young people to attend learning opportunities outwith their immediate or reasonable travel distance.

Utilisation of RSAMD Youthworks Network or Model for Fèis Academy

3.12 Fèis Academy could identify areas of sufficient demand for further traditional Youthworks, where local provision does not sufficiently meet the requirement and work with RSAMD to deliver to these additional communities in conjunction with local authorities, groups and societies. This could ensure interim progression for students between annual senior Fèis and in preparation for further or higher education. At present Youthworks delivers traditional music at some of its centres, but this could lead to a partnered expansion of delivery.

Master and Apprentice - Mentoring Excellence Programme

3.13 A programme that will use the Fèisean to identify gifted/talented young Scottish Traditional/Gaelic musicians and performers (between ages 14 – 17) an then match them with leading figures in their fields for a year-long one-to-one personal relationship gaining experience of artistry at the highest level with the aim of sharing, learning and growing. The programme will span music, song, drama, dance and storytelling.

3.14 This programme will enable a small group of talented individuals annually to develop significantly, but more importantly will also ensure that skills and knowledge of Scotland's traditions are passed on personally, including the tacit knowledge, which often cannot be systematically incorporated into formal education for the wider benefit of the community.

3.15 Over the course of the year, the master and apprentice pairs will spend no less than two weeks together, although the frequency, duration, place, time and purpose of individual meetings will vary and be by mutual agreement and may be coordinated with the assistance of the Fèis Academy coordinator. The interaction will remain entirely individual and flexible coaching, access to the master at work, collaborations industry experience.

3.16 The Fèis Academy will be responsible for identifying appropriate 'masters', securing and managing their participation and contribution, and an appropriate method of selecting 'mentees' from the Fèisean will

be developed. The programme would not be formally assessed but could be used to promote self-evaluation through, for example, reflective diaries and personal monitoring.

Masterclass Network

3.17 In order to promote wider inclusion beyond the master and apprentice programme, the Fèis Academy would provide open Masterclass sessions. These might take the form of an organised visit to local Fèisean, Youthworks group, strathspey & reel societies or college courses.

3.18 The nature of these sessions could either be frequent with different, smaller groups (perhaps limited to allow for personal contact between attendee and master), or more occasional sessions for larger groups to act as an inspiration to increase participation and achievement. They would be a combined effort between the local organising group and the Fèis Academy.

CPD and Professional/Enterprise Training

3.19 At present all FA partners provide different levels of professional training, from stagecraft and performance skills to self-management and promotion, interview/audition preparation, starting and running your own company, business and entrepreneurial skills, PR and Marketing, ICT and industrial placements. Current provision could be expanded upon and offered more widely.

3.20 The Fèis Academy could support professional training with Industry Partnerships whereby coursework involves placements, internships and the running and organisation of commercial Cèilidhs, concerts and performances, participation in teaching younger students (evening/weekend), tours, recording and production – planning, organising and participation, festival performances such as Celtic Connections/Blas/Burns. There is also the potential to work with the Musicians Union or other to develop best practice industry guidelines for Folk and Traditional music.

Tutor and Teacher CPD building to Teacher Training

3.21 Fèisean nan Gàidheal supports a training plan for staff, tutors, organisers and volunteers. The Fèis Academy could perhaps work toward developing the additional requirements on behalf of Fèisean nan Gàidheal to move this existing training to a formal award.

3.22 In addition, Fèis Academy could develop a Certificate in Traditional Music Tuition with specialisms in Private Tuition/Teaching for Graded Exams, Primary, Secondary, College and University. This certificate could cover teaching skills including techniques and methods, creative approaches, instruction in group teaching and school experience and also practical projects to devise market, implement and evaluate a workshop or teaching event. The Fèis academy could also work with Musicians Union or ISM Register of Professional Private Music Teachers to develop further professional certifications relevant to Scottish Traditional Music education.

3.23 A **Bachelor of Education (Music)** course is currently offered by the RSAMD in collaboration with the Faculty of Education at University of Glasgow and is approved by the General Teaching Council for Scotland. The course, which leads to an award of the RSAMD, is designed primarily for students wishing to become classroom teachers of music in schools. Successful completion leads to the award of the degree together with a Teaching Qualification (Secondary Education). The following Traditional Music specialisms are currently available Accordion, Clàrsach, (Scottish) Flute, Fiddle, Gaelic Song, Highland Bagpipe and Percussion. The Fèis Academy could work to extend this from simple a bachelor or Education with music to a specialist **Bachelor of Traditional Music Education** between all partners with approval form the General Teaching Council of Scotland.

Creating Exemplars, Models and Teaching Materials to enable roll-out

3.24 At present some courses and tuitions are available only from certain providers of in certain locations. In order to improve access the Fèis Academy shall work to create transferable materials. For example, at present a student can undertake Fèis tuition in variety of locations, but would need to travel to Ullapool to participate in a senior or adult Fèis and could opt either to distance learn or relocate to Skye, Benbecula, Glasgow, Perth etc. to complete a formal qualification, while FnG Tutor training currently takes place in Inverness. These exemplars could enable all partners to fulfil requirements in a wider range of local areas.

3.25 The development of frameworks, standards, case studies, exemplars and teaching toolkits and resources will ensure that while personal delivery will vary from region to region and tutor to tutor the

'kite-mark' of the Fèis Academy assures a comparable and assured level of standard as approved by the partners.

Champion Neglected Instruments

3.26 The Fèis Academy as a representative of the Scottish traditional music sector will undertake to positively affect the reintroduction or revitalisation of certain aspects and instruments of traditional music that are less well developed or catered for than others, e.g. button box. This could involve consultation between current practitioners to put in place projects and systems to stimulate interest and develop skills, including the provision of masterclasses, seminars and marketing campaigns to drive popularity.

Identification of Appropriate Assessment Pieces

3.27 The Fèis Academy will undertake to work with the SQA to identify songs and tunes at various levels to build up an approved list traditional/Gaelic pieces, for all instruments, song, drama and dance for use in examination purposes at Higher level and beyond. This could be done with contribution from the RSAMD, which has recently developed approved lists for Scottish Traditional Music Graded Exams and those with similar experience in dance and drama.

Dance and Drama

3.28 Ensure dance and drama equivalents for the music provisions outlined above are in place, a greater level of infrastructure and development will be required to take place, including the development of dance qualifications and the development of Gaelic drama.

3.29 The coordination of existing traditional and Scottish dance opportunities would be a helpful service, as well as the identification of gaps in dance tuition, e.g. Hebridean Dance at FE and HE levels.

Bryan Beattie | Consultant to Fèis Academy Working Group | February 2008

Fèisean nan Gàidheal

Staff Reports
Agenda Item: 1.2008.05(a)

Staff member	David Boag
Job Title	Development Manager
Period of Report	November 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	
1.1	**Grants Scheme for Fèisean**
	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)
	Currently we are supporting 17 projects, through £38k of grants worth a total value of £117k in new projects.
1.2	**Reducing the burden on volunteers**
	Support Workers in place
	Range of Support services in place
	The development team have been busy visiting Fèisean in the run up to the submission of the grant forms on 25th January. This has generally been a very successful initiative, and I feel that the Fèisean are generally more aware of the range of support which is on offer to them.
1.10	**Support for new Fèisean**
	Create 2 new Fèisean per year
	A formal application for membership for Fèis a' Chaolais (Bonar Bridge) has now been received. This will be a Gaelic medium Fèis, drawing mainly on children attending Gaelic medium in Bonar Bridge and Tain. Plans are still active for the establishment of new Fèisean in Dunoon and the Isle of Coll.
1.11	**Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent**
	Continue to support individual Fèis projects such as the Fèis Bharraigh expansion activities (SAC Target)
	I have now concluded final submissions to Children in Need and the Scottish Arts Council YMI Informal sector.
2.4	**Developing wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean**
	Ensure commitment to Gaelic amongst new Fèisean
	See 1.10
4.2	**Development of Blas – Celebrating Highland Music**
	50 events across the Highlands (BnG Target)
	Gaelic-speaking Fear / Bean an taighe at each event (BnG Target)
	Gaelic signage at each Blas venue (BnG Target)
	Blas promotional materials to be bi-lingual (BnG Target)
	Gaelic Phrase cards to be issued to all audience members (BnG Target)
	Increase audience from 4,600 to 5,000 (BnG Target)
	Work on Blas 2007 has now been concluded and all of the above targets were achieved. Plans for Blas 2008 are now well in hand, with some work to be done with potential funders. We will ensure that all of the Gaelic related initiatives are maintained, and where appropriate, enhanced.
4.3	**Continuing support for Cèilidh Trails**
	Create a minimum of 5 Cèilidh Trails across HIE area by 2009 (HIE Target)
	This has been achieved, with Cèilidh Trails in Skye and Lochalsh, Ross-shire, Lochaber, Sutherland and within the Cairngorms National Park. Plans are now well in hand for establishment of a Western Isles Cèilidh Trail in Summer 2008.
4.6	**Inter-Fèis activities**
	Fèis Eilean an Fhraoich are organising a teenage groupwork weekend 15/16th February at the Gearannan

	Blackhouses in Lewis, with 17 young people from Barra, Uist, Harris and Lewis signed up.
5.3	**Teenage provision within the Fèis movement**
	See 4.6
6.1	**Maximise Fèis contribution to success of the Highland 2007 (HIE Target)**
	Fèisean have been active in supporting Highland2007. Fèisean nan Gàidheal, led by Emily Edwards delivered a fantastic performance of a new 25 minute Blair Douglas commission at the final night of Highland2007 at Eden Court, Inverness.
6.3	**International Links**
	We are actively looking at developing an international dimension to the archiving project as part of "Homecoming Scotland" in 2009.
6.5	**Information**
	Fèisean nan Gàidheal continues to provide a range of bi-lingual information, internally and externally, both in printed and electronic formats
6.7	**Showcasing Opportunities**
	Stage 4 high-profile showcase concerts as part of Highland 2007 (HIE Target)
	Raise the profile of the Fèis movement through dedicated showcase concerts as part of Highland 2007, and other workshop/training activities (SAC Target)
	4 Ceòl nam Fèis concerts were achieved in June 2007, and see 6.1.

Staff member	Anne Willoughby
Job Title	Executive Manager
Period of Report	December 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1.1	**Deliver Grant-Aid support to at least 35 Fèisean annually (HIE Target)**
	To date, grants have been offered to 41 Fèisean (34 in HIE areas), totalling £258,766.01 as detailed in the tables provided for Board meetings. Payments totalling £131,964.00 have been paid out to 30 Fèisean. Applications forms for 2008/09 have been received and letters of offer will be processed in due course.
1.2	**Continuation of Annualised Hours Scheme, with increase in hourly rate**
	Annualised hours offered for 2007-08 as part of the grant offer. Recommended hourly rate increased from £6.00 to £7.50. A total of 3933 hours have been offered. Uptake for annualised hours is very slow and this grant may be better utilised by Fèisean who actively participate in the scheme. 3 Fèisean have retained a part-time development worker through this scheme.
1.3	**Run an Annual Conference (SAC Target)**
	An invitation was received from Fèis Lochabair to host the 2008 Annual Conference. This will take place in Fort William on 19/20 September 2008 and the venue will be booked once approved by Board members.
1.4	**Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.**
	Insurance policy reviewed and renewed annually in February. Cover has been extended to cover the new offices in Inverness and Stornoway. The Board requested that The Director obtain a quote for trustee indemnity insurance but decided not to proceed further. Accident cover for staff has been extended to cover changing circumstances in staffing levels i.e more full-time posts. Staff are requested to have their own business use insurance policies if using their own cars for company travel.
1.5	**Regular lending of instruments to Fèísean**
	Instruments have been well used by Fèisean throughout the year. Demand still remains high despite a number of Fèisean having their own instrument banks. Instruments have recently been sent out to Fèis Ratharsaidh, Fèis Inbhir Narainn, Fèis Obar Dheathain, Fèis Ile and Fèis Dhun Bhreatainn.
1.6	**Renting to individuals to maximise income**
	Rental income achieved is already higher than that of the previous year and has exceeded the total yearly budgeted target. Demand for instruments is difficult to predict as certain instruments are more popular from year to year perhaps due to tutor availability. The demand for clàrsaich remains high due

	to cost factors, accordion is very popular at the moment with fiddle less so.
1.7	**Maintenance of a Fèis Tutors database**
	All databases have been amalgamated and the new database is being revised to make it user friendly. New data is being added as necessary and Donna Cunningham held a staff training session on this in December. Staff will be encouraged to maintain an individual database which will be amalgamated into the main database on a regular basis. Donna will set up templates to allow staff to send regular updates. The administration of the main database will be co-ordinated from the Portree office once the Business Officer is in post.

Staff member	Iona MacDonald
Job Title	Training Development Officer
Period of Report	December 2007 – February 2008

1.2	**Reducing the burden on volunteers** **Policies are made as easy as possible for volunteers to deliver**
	Most policies available as downloads on website Policy on Risk assessment under development and for approval. (1st draft ready). Attendance at RoSPA training course on Risk Assessment planned (9 April, Edinburgh). Work progressing on reducing and controlling risk in the policy document. **Training offered where action needed on the part of volunteers** FT08 postponed due to poor weather and road conditions. Rescheduled for 15/16 March 2008. Coursed offered reflected suggestions by the fèisean, and it looks likely that most of those originally registered for the February date will be able to attend the March date. **Hands-on support with implementation of Gaelic policy** Available through Gaelic Officer and information session and surgery to be made available as part of Fèis Trèanaidh (6 participants representing 5 fèisean registered for this option) **All Disclosure checks and Child Protection Training organised centrally** On-going. Regulations to change shortly and FnG has been represented at the consultancy meetings. Changes will not be implemented this year, but the Scottish Government intend that the changes will be implemented in 2009.
1.3	**Run an Annual Conference (SAC Target)**
	Conference took place in Aviemore on 14 & 15 September 2007
	AGM 07 successful and enjoyable. Awaiting board decision on location/date for AGM 2008
4.7	**Traditional Music Tutor Training Network – TMTTN**
	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)
	Training Development Officer to call a meeting of TMTTN before the end of August to re-start progress A meeting of the TMTTN was held in Edinburgh on 5 October 2008, where it was decided that the TMTTN should continue, particularly in regard to its work on accredited qualifications for music tutors and with networking opportunities in the form of regular conferences and seminars. A provisional date has been booked for a conference on 1 November 2008 in Inverness. The first graduates of the Certificate in Music Tuition graduated from Stow College, Glasgow on 15 November, and are keen to continue their progress with an advanced certificate. The new cohort of students began work in September. 14 Students registered at Perth College this year. Invitations have been issued to prospective members to widen and develop the steering group.
5.2	**Annual Training Programme**
	Deliver training to 20 Fèisean per year (HIE Target)

	It is expected that this target will be met with the Fèis Thrèanaidh to be held in February 2008 See 1.2 • 39 participants representing 19 Fèisean and 17 tutors and FnG staff were registered to attend the Fèis Trèanaidh in February 2008. It appears likely that most will be able to attend the rescheduled date in March. • Ongoing training being offered on request, with 4 Fèisean at an event in Uist in May • 6 participants in total, representing FTAE and FTAM, and Fiona MacInnes, WI Support Worker. • First Aid, Child Protection and IT training has been sourced externally for 2 Fèisean.
	Deliver training to 50 tutors and organisers per year (HIE Target)
	Fèis Thrèanaidh to be held in February 2008 will fulfil the target regarding organisers 30 tutors expected on Level I and II courses at SMO also in February 2008 In the first nine months of 2007, 114 tutors and organisers have taken part in Fèis training. It is expected that 40 more participants will take part in FT08, and 20 – 25 at the Tutor Training Level 1 & 2 Course on February 16/17.
	Investigate the integration of folklore/history into all tutor training (stories behind tunes and songs, awareness of tradition etc)
	Under development. (This subject was one of those offered as part of the Fèis Trèanaidh (both 07 and 08), and has been offered on a number of occasions as a two day course). Links with the School of Scottish Studies will continue to be strengthened, and emphasis is put on the importance of the stories behind tunes and songs at tutor training events. Archive officer appointed to assist in local collection of music and stories for use in fèisean. Part of Level 1 & 2 Training (Gaelic and the Fèisean, Integrating Gaelic Material)
	Continue in-house Training Programme (HIE Target)
	Staff training is ongoing as required Training session on Filemaker Pro software took place 19 December 2007. All attended. Gaelic training regularly taking place. In-house induction will be available for new staff On-going. Training session for new staff to be arranged on appointment of Business Officer. Induction process currently taking place naturally in workplace (J Cumming worked from Inverness Office for first two months). E Edwards based at Inverness. D Graham working closely with D Beck. Lochaber Development and Business Officer to be appointed). Post-Graduate Studies (Staff Development) • Anne Willoughby – progressing with MBA • Iona MacDonald – progressing with Masters (Culture)
	4 Gaelic grammar sessions for FnG staff (BnG Target)
	Gaelic Grammar offered 12/06 and 28/08. Next session taking place on 26 November. 4th session date to be arranged then.
	4 Gaelic language workshops for Fèis committees at different levels by March 2008 (BnG Target)
	4 workshops (at various levels) are offered as part of the Fèis Trèanaidh. Ulpan method training taking place for all staff at Fèis Rois. Support for 20 people to undertake a Gaelic course suitable to their needs in 2007-08 (BnG Target) 11 were registered on the Cùrsa Inntrigidh throughout the previous year, 4 of whom have now completed and are graduating. 4 have registered on the Cùrsa Adhartais, 2 of whom have started their studies, 2 have delayed. 16 participants attended the various levels of Gaelic course offered at the Fèis Trèanaidh (31 in total). 11 registered (to date) for FT08 Gaelic workshops.

Staff member	Emily Edwards
Job Title	Archiving and Special Projects Officer
Period of Report	November 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
4.4	**Archiving Project to be established**
	Since my appointment as part-time archiving officer on 29th October 2007, I have written an information leaflet explaining what the archiving project is about, which was sent out to all the Fèisean early November. Any Fèisean that were interested in taking part in the project were then sent an application form, which had to be returned by 14th January. I received applications from Fèis a' Bhealaich, Fèis air an Oir and a joint application from Fèis a' Bhaile and Fèis na h-Òige and I am awaiting an application from Fèis Ceann Loch Goibhle. Myself and David have decided that Fèis a' Bhealaich and Fèis air an Oir will take part in the first year of the project, aiming to have them completed by September 2008, with Fèis a' Bhaile/Fèis na h-Òige and Fèis Ceann Loch Goibhle taking part in the second year of the project, aiming to have these projects completed by August 2009. We aim to take on a further two projects in the third year of the project. I have also purchased four digital voice recorders for the project and I am currently organising the training sessions for the first year of the archiving project.
6.7	**Showcasing opportunities**
	It was a great opportunity for Fèisean nan Gaidheal to be given the finale spot at the Highland 2007 Showcase concert at Eden Court on 11 January 2008. Musician and composer Blair Douglas was commissioned to write a 25 minute piece of music including 3 new Gaelic songs, music and step-dancing. 29 Fèis participants between the ages of 16 and 21 from all over the Highlands took part in the event, all of whom attended the two weekend rehearsals and worked extremely hard to learn the new music. The concert was a great success, with a lot of positive feedback about the performance. We hope that there will be further opportunities for the participants to perform the music again later in the year, including a trip to Liverpool in December 2008 to take part in the 'Portrait of a Nation' showcase where the participants will represent the Highlands as part of Liverpool's Capital of Culture celebration.

Staff member	Nicola Marshall
Job Title	Development Officer
Period of Report	December 07 - February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**
	There are less Fèisean running activities during the period December to February but this allows time for catching up on administration and planning for the year ahead. However, Fèis Inbhir Narann, Fèis Ratharsaidh and Fèis Mhoireibh will be taking place in the next couple of weeks. Fèis an Earraich are busy preparing for their main Fèis which will take place in Plockton from the 24th to the 28th of March. I will be involved in their Ceilidh Trail auditions which will be held during that week. The Cairngorms Ceilidh Trail had four gigs over Christmas and New Year all of which were well received. Fèis Spè will be running a group-work weekend in Ballater on the 22nd and 23rd of February for potential ceilidh trail participants. The weekend will be led by John Somerville and Fraser Stone both former Fèis participants. After a bit of a break Fèis Chille Mhoraig are up and running again and are working with local primary schools and the Kilmorack hall to run the Fèis with a new format. I hope to work closely with them to develop their activities. Before Christmas I worked with Maree Nicolson to complete two funding applications for Fèis a' Bhaile. Their application to Awards for All for Gaelic Song and Step-dance workshops has been successful and

	they are waiting to hear the outcome of the application to the YMI Informal Sector for a series of group-work classes. I am pleased to report that Fèis a' Bhealaich and Fèis Air an Oir will be the first two fèisean to participate in the archiving project. I will provide support where necessary for this project. I have worked with Fèis Chataibh to submit a successful application to the development fund for funding to run a group-work weekend similar to the one being run by Fèis Spè as well as two PA/technical training days for participants and committee members. The group-work weekend will take place in Golspie on 29th February to First March. Fèis Gleann Albainn have also made a successful application to the development fund to run group-work sessions for older participants which will conclude with a performance at a fundraising ceilidh in Invergarry on the 22nd of February. Adult Fèis Gleann Albainn will also be happening in February and participant numbers have increased significantly on last year. Feis na h-Òige are going to try a new format for their follow on workshops and are working with Fèis a' Bhaile to look at the possibility or running joint events and making a joint bid to participate in the Archiving project. They are also planning to hold their AGM in March.
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.**
	Following grant meetings with all my Fèisean I have been working with Calum-Alex to up-date and develop Gaelic plans for most of them. We have created a simple format and tailored each plan so that it is relevant to each individual fèis. The plans will be up-dated and developed year on year. I have worked with Calum-Alex to prepare a workshop on bi-lingualisation for the Fèis Trèanaidh event.
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
	Fèis Spè, Fèis an Earraich, Fèis Chataibh and Fèis Rois continue to be involved in the Youth Music Initiative. Fèis Inbhir Narann's Gaelic Alphabet project proved to be very successful and they are continuing to run a lunch-time Gaelic-song group in the primary schools.
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.**
	I continue to attend Blas meetings as a Fèisean nan Gaidheal representative. I am in the process of organising Fèis Alba and I hope to secure the tutor and supervisor team over the next month. Funding for the established Ceilidh Trails should be confirmed by the end of February and I will be supporting the fèisean within my area to organise auditions and training events in the run up to Fèis Alba.
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	• Attended Cairngorm Ceilidh Trail training day on 15th December • Attended the staff training day in Strathpeffer on 20th December • I have spent a lot of time with fèisean assisting with main grant forms and helping them to plan ahead for the coming year and encouraging them to participate in the Training weekend. • As mentioned I have worked with Calum-Alex on a presentation and workshop which we will present at the training weekend when it is re-scheduled.

Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**
	Between December and January I was involved in the 'Portrait of a Nation' project which involved fèis participants from all areas. The group will perform in Liverpool at the end of this year. I have been in contact with fiddler Troy MacGillivray from Nova Scotia and hope to arrange a workshop and performance for Fèis Spè and possibly a couple of other Fèisean.

Staff member	Christine MacIntyre
Job Title	Development Officer
Period of Report	October 07 – Jan 08

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**
	October 2007 11 Fèis Cheann Loch Goibhle meeting to discuss their schools project 22 Met with Fiona Blakey Argyll schools Cultural Coordinator regarding establishing closer liaoning between fèisean and Argyll schools 25 Fèis Ile & Jura meeting on how best to progress with joint fèis 27 Attended and assisted with Fèis Latharna's mini fèis 29 Fèis Latharna AGM **November** 1 Meeting with D Beck re expansion and co-ordination of Gaelic drama both in Argyll & Glasgow 2 Meeting with Fiona Blakey to establish greater provision of traditional music access in Argyll Schools 6 Fèis Latharna meeting 9 Fèis Lannraig a Tuath meeting 13 Meeting with Nial Urquhart Argyll Comm. Ed Officer to discuss Council support & funding 14 Meeting with G MacLean An Tobar in Mull to discuss possibility of a joint island Musician in Residence project 22 Invited & attended Argyll Rhapsody production in Oba 24 Attended and assisted in a half day fèis Innis an Uillt 24 Held a meeting with Fèis Lannraig a Tuath to discuss New Development Plan 26 Attended a Fèis Training day Inverness 28 Meeting with Fèis Dhuin Bhreatainn an Iar **December** 3 Fèis Latharna meeting, assisted with funding application 19 Fèis staff meeting and training in File Maker Pro Strathpeffer 20 Meeting with West Dunbarton's Comm. Ed **January 2008** 8 Meeting with Argyll drama in Appin & Oban 10 Fèis Latharna meeting to assist with fèis grant application form Met with L Elliot Leader Officer Oban 12 Fèis Innis an Uillt meeting to assist with fèis grant application form Met with Fèis Lannraig a Tuath to assist with grant form 16 Fèis Ghlaschu meeting to assist with grant application form Meeting with Fèis Lannraig a Tuath to discuss New Project 17 Fèis Thiriodh meeting re grant application 21 Fèis Dhuin Bhreatainn meeting re grant from

	Fèis Naomh Chonbhal re grant form 24 Fèis Àrainn AGM and grant form meeting 28 Fèis Cheann Loch Goibhle grant meeting 29 Fèis Mhuile grant meeting Fèis Ile meeting to be re-scheduled
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.** At each fèis meeting I have emphasised the need to increase the use of Gaelic content within each fèis. This year at the grant meetings we have endeavoured to examine and re evaluate all Gaelic policies and plans
	Mallaig are sending two groups to the Fèis dhràma this year Lannraig a Tuath are exploring the avenues of Gaelic pop
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
	Fèis Cheann Loch Goibhle have increased their coverage of access to Argyll schools Fèis Ghlaschu is working in collaboration with the Glasgow Gaelic school Fèis Dhuin Bhreatainn have expanded their school networking Fèis Naomh Chonbhal are hoping to have a joint project with Highlanders Academy Gaelic Unit Fèis Innis an Uillt now have regular Fèis after school activities
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.** N/A
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	o Attended a Gaelic training day in Inverness o Attended a training day for File Maker Pro at Strathpeffer o Encouraged various tutors to go on training programmes o Have held various small training events at fèis meetings for Gaelic/games content
Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**
	o Attended the Argyll Rhapsody in Oban o Met with various Councils and officials o Attended the Small Islands Conference in Mull o Contributed to Faileas newsletter o Continue to expand photographic archive o Attended a Gaelic Awards Ceremony with North Lanarkshire Council

Staff member	Jenna Cumming
Job Title	Western Isles Development Officer
Period of Report	December 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**

	To date I have met with delegates from Fèis Taigh Dhonnchaidh, Fèis Eilean an Fhraoich, Fèis Eilean na Hearadh, Fèis Tìr an Eòrna and Fèis Tìr a' Mhurain. Due to severe weather conditions it has not been possible to meet with representatives of Fèis Bharraigh but we are hoping to hold a meeting through Skype if possible. A new annualised hours worker will be appointed by Fèis Eilean na Hearadh by the end of March. The post will be advertised next week A leaflet with the dates of this year's Fèisean has been printed and distributed throughout the Western Isles. Fèis Tìr an Eòrna will take place from 30th June – 4th of July Fèis Bharraigh's will run from 6th of July – 12th of July Fèis Eilean na Hearadh will begin on the 7th of July and finish on the 11th of July Fèis Tìr a' Mhurain will take place from the 14th of July - 18th of July Fèis Eilean an Fhraoich will begin on the 28th – 1st of August. Both Fèis Taigh Dhonnchaidh and Fèis an Rubha will run from the 4th – 8th of August.
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.**
	All Fèisean are keen to update their Gaelic Development plans this year and I hope to work closely with Calum Alex in the next month or so to visit each Fèis and discuss ways in which their current plan can be improved to further promote the Gaelic language.
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.**
	A total of 18 teenagers will take part in the Teenage Groupwork Weekend next week at the Gearrannan Black house Village in Carloway. The residential weekend, which is open to all S3-S6 pupils with existing skills in Gàidhlig song and music, is designed to give Fèis participants within the Western Isles, the opportunity to focus on groupwork, encouraging in particular, instrumentalists to work alongside singers. 3 participants will travel from Barra and 3 will represent Fèis Tìr an Eòrna. Eleven will participate from Fèis Eilean an Fhraoich and 1 will take part from Harris. In summer 2008 a Ceilidh Trail will be established in the Western Isles. Fèisean in the Western Isles have indicated that they are keen to establish a Cèilidh Trail, and Fèisean nan Gàidheal are extremely keen to ensure that this key development is brought to fruition. A proposal has been prepared and a provisional Cèilidh Trail timeline has been completed and I am keen to appoint a co-ordinator by the end of March.
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	○ I attended the staff training day on Wednesday 19th of December held in Strathpeffer ○ I will attend the 'Gàidhlig do Luchd-obrach' training day on Wednesday 12th of March at Aros in Portree. ○ I will attend the FnG 'Fèis Trèanaidh' on Saturday 15th & Sunday 16th of March where I will receive training in First Aid, Child Protection & Risk Assessment.

Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**

Staff Member	Calum Alex Macmillan
Job Title	Gaelic Officer
Period of Report	November-February

Section 1 Progress on Fèisean nan Gàidheal Targets	
Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves**
2.1	**Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation**
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target) The Gaelic Policy has been in place now for almost three years and we are continually working to ensure that each Fèis is complying with the policy. We give a lot of help to a number of Fèisean with translating any information they are distributing. I am working on the Gaelic pack at present and I am continually looking at materials to include in this. Over the past few months I have been spending a lot of time developing Gaelic policies for individual Fèisean. I have worked closely with Nicola and her Fèisean on this and I'm looking forward to working with Jenna and Christine on their Fèisean. For the training weekend Nicola and I were going to make a presentation on the Gaelic policy and bilingualism and ways we can help them in implanting our policy. We have this prepared and we look forward to the opportunity of presenting it at the rescheduled training event Dougie Beck is currently developing the plans for the Drama Summer School project.
2.2	**Develop a Gaelic Language Development Team**
	Gaelic-speaking teams to be available to local Fèisean The G-team are going to be very busy over the coming months. They kick-off this year at Fèis Inbhir Narainn. And over the next few weeks they will be at Fèis Ìle, Fèis Obar Dheathain agus Fèis Ceann Loch Goibhle. I expect them to be busy again over the Easter period with a booking from Fèis Lochabair already. I am working continually on material for the G-team. In particular I have been looking at computer/technology based lessons aimed at teenagers. The database is continually being maintained and I often hear from people who are interested in the work of the G-Team.
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**

	Database of phrases and vocabulary for Fèisean to be on website by end of 2007 (BNAG Target) I am continuing the work for the Database of useful phrases and vocabulary and hope that it will appear online shortly. I am constantly adding to it and have been working hard on gathering placenames and words and phrases which appear regularly in our day to day work. As soon as it appears online it will be maintained regularly with any new words/phrases being added regularly. **Gaelic to be visible on all local Fèis information leaflets with 30% to be fully bilingual (BNAG Target)** We are making good progress with the Fèisean distributing their publicity information bilingually. It is our aim, and a target of BNAG, that at least 30% of the information that each Fèis releases is bi-lingual. I have been very busy translating materials over the past few months for Fèisean. Mainly application forms but also other items such as newsletters, press releases and posters. It is evident that Fèisean are making great progress with bilingual distribution of information and I find this very encouraging. I am certain this will continue and develop and look forward to working with more Fèisean.

Staff member	Dougie Beck
Job Title	Drama Officer
Period of Report	November - September 2007

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
2.1	**Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation**
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target).
	The Summer School will take place for a fortnight either at the start or the middle of July, in Portree or Lewis. We are liaising with Theatre Hebrides to confirm a location for the school, and to engage tutors. Following on from advice received from Theatre Hebrides, we are considering engaging an artistic director from outside Scotland, possibly from Canada. Information about the School, which will be open to any Gaelic-speaker aged between 14 and 18, will be distributed to schools soon. We will be engaging an admin assistant to help with planning etc. In addition to FnG, Tosg, Eden Court, Comunn na Dràma and Eden Court, Promote YT and SYT have indicated that they want to be involved. FnG is of the opinion that it is very important that it is made clear that the Summer School is a partnership project and that input will be required from several organisations if it is to succeed.
2.5	**Development of Gaelic Drama**
	Develop 2 Gaelic drama Fèisean (SAC Target)
	As yet I haven't had a chance to visit Fèis Òigridh Ghlaschu, but Deirdre Graham will be speaking to them about their activities. I have been liaising with Fèis a' Bhaile to organise a program of drama classes aimed at learners in Inverness secondary schools (this is in addition to classes that have been running for some time already).
	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)
	As stated above, the plans for the first Sgoil Shamhraidh are well underway, and the first Sgoil will take place in July 2008. It was decided that summer 2007 was too soon to hold the first school, due to the development involved.
	Deliver 4 Gaelic drama projects in 2007-08 (BnG Target) ***and*** **Hold 5 Gaelic drama festivals across Scotland with at least 30 schools involved (BnG Target)**

	Projects are being run at the moment in Argyll, Ross-shire and Sutherland, Skye and Lewis and Harris. To date, each school has received at least one teaching session from Deirdre Graham, and she is at the moment going round some of them for a second time. The schools taking part from each area will come together on the following dates for performance nights: Skye – Aros: 11 March North Highland – Strathpeffer Pavilion: 13 March Lewis and Harris – An Lanntair: 20 March (NB: the Argyll date has still to be confirmed). The student drama project has been started, with groups in Sabhal Mòr Ostaig and Edinburgh University meeting already, and groups have been contacted in Glasgow and Aberdeen. It is expected that these colleges/universities will come together in May for an evening of performances in Inverness.
3.3	**Gaelic Language work in schools**
	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)
	Meanbh-chuileag is at present visiting Gaelic-medium primary schools with a play that explores important subjects such as the environment, global warming and recycling. The play was written by Seònaid Johansen, and Malcolm Munro was engaged to set up the tour and to help with rehearsals. A fortnight was spent on rehearsals, with Darren MacLean and Daibhidh Byrne being engaged as actors. Help during rehearsals was also received from Roddy Nicolson. The team will visit more than fifty schools between now and the third week of March – almost every single Gaelic-medium school. In addition to this, I spent three weeks working with Eden Court on their play *Ceann Mòr*, which was performed to a dozen schools within the Highland Council area in November 2007.
4.2	**4 one-day workshops for drama tutors across Scotland (BnG Target)**
	We held a training weekend in Inverness in September. This was supposed to have been held in Perth but several people pulled out and to cut costs, the event was moved to Inverness. We will be holding other similar events as part of the preparation for the Drama Summer School.
6.5	**Information**
	All information to be produced bilingually, or in Gaelic only, where appropriate (BnG Target)
	All FnG materials are produced according to these guidelines. All Fèisean are required to follow these guidelines, and full support is given to achieve this, if necessary.

Fèisean nan Gàidheal

Membership Applications
Agenda Item: 1.2008.05(b)

Iarrtas Ballrachd – Membership application

Airson ballrachd a thoirt a-mach le Fèisean nan Gàidheal, feumaidh sinn fiosrachadh fhaighinn bhuaibh a leigeas leinn cead a' Bhùird-Stiùiridh againn fhaotainn ballrachd a thoirt dhuibh. Ma bhios sibh soirbheachail bidh na cùnnraidhean a leanas an cois ur ballrachd.

To be considered for membership of Fèisean nan Gàidheal, we need to get some information from you which will allow us to get approval from our Board of Directors to offer you membership.

1. **Feumaidh gach fèis a bhith a' cur air dòigh cothroman-teagaisg airson òigridh eadar 8 agus 18, le Gàidhlig na pàirt gu math mòr nan lùib, a bharrachd air ceòl bhon dhualchas Gàidhlig agus òrain Gàidhlig a theagasg. Chan urrainnear taic a chumail ri fèisean a tha gu tur airson inbhich.**

   All Fèisean applying for membership must be tuition-based, for young people aged 8-18, with a significant Gaelic language element, as well as tuition of music and song from the Scottish Gaelic tradition. Please note that we cannot support activities specifically for adults.

2. **Feumaidh gach fèis Plana Gàidhlig a chur thugainn, a bhios a' mìneachadh an dòigh anns am bi iad a' fighe a' Ghàidhlig a-steach do gach nì a tha iad a' dèanamh. Tha Poileasaidh Gàidhlig aig Fèisean nan Gàidheal – a tha ri fhaighinn air an CD a tha an lùib seo - a dh'fheumas gach fèis a leantainn.**

   All Fèisean must submit a Gaelic Plan to us, detailing how they aim to incorporate Gaelic into all their activities. Fèisean nan Gàidheal has a Gaelic Policy – which is available on the accompanying CD - with which all Fèisean are expected to comply.

3. **Feumaidh gach fèis a bhith deònach gabhail ris Poileasaidh Cùram Chloinne Fèisean nan Gàidheal. Gheibhear leth-bhreac air a' CD an lùib seo. Feumaidh Oifigear Cùram Chloinne a bhith agaibh - cuideigin air a' chomataidh a bhios deònach dèiligeadh ri gnothaichean cùram chloinne. Feumaidh gach neach a tha air a' chomataidh a' dol tro sgrùdadh àrd ire le Disclosure Scotland.**

   All Fèisean will be required to comply with Fèisean nan Gàidheal's Child Protection Policy, a copy of which is on the accompanying CD. All Fèisean must appoint a Child Protection Officer - a member of the committee who is responsible for ensuring the Child Protection Policy is implemented and records are kept up to date. Enhanced disclosure checks are a requirement for all Fèis tutors and all volunteers.

4. **Feumaidh gach fèis a bhith ag obair taobh a-staigh amasan Fèisean nan Gàidheal a tha air am mìneachadh gu h-iseal.**

   Each fèis must also be willing to act within the aims and objectives of Fèisean nan Gàidheal, which are detailed below.

Ar dualchas ... ar n-òigridh

'S e caidreabh neo-eisimeileach nàiseanta de dh'Fhèisean teagaisg ionadail a th' ann am Fèisean nan Gàidheal

Tha Fèisean ann a dh'aona-ghnothaich gus dualchas is cànan nan Gàidheal a theagasg do dhaoine òga ann an suidheachadh spòrsail is sàbhailte.

Amas Fèisean nan Gàidheal

Tha e mar amas dhan bhuidhinn gum bi ealain, cànan is dualchas nan Gàidheal rim faotainn agus air am meas le barrachd is barrachd dhaoine le bhith cur taic ri agus a' leudachadh Fèisean teagaisg ionadail, a tha gu sònraichte do dh'òigridh.

Our culture ... our young people

Fèisean nan Gàidheal is an independent national association of tuition-based local festivals known as Fèisean (singular Fèis).

Fèisean are designed to teach young people in a fun, safe environment about Gaelic culture and language.

Aim of Fèisean nan Gàidheal

The aim of the organisation is to make Gaelic Arts, Language and Culture more accessible and more widely appreciated through the support and development of community-based tuition Fèisean, primarily for young people.

Prìomh-Oifis: Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Head Office: Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone **01478 613355** | **Facs**/Fax **01478 613399** | **Post-d**/E-mail **brath@feisean.org**
Companaidh earranta a tha na buidheann carthannais/Company limited by guarantee recognised as a charity | **Àireamh chlàraidh**/Registration number **SC 130171**

'S e na cinn-uidhe:

- Taic a chur ri bhith leudachadh Fhèisean fa leth, ri bhith brosnachadh dòighean-obrach math, agus ri bhith leudachadh na h-àireimh de thachartasan
- 'S e prìomh amas cleachdadh na Gàidhlig a leudachadh sna Fèisean, labhairt mar sheòl-conaltraidh is meadhan-teagaisg a leudachadh, a rèir feumalachdan gach coimhearsnachd a tha na Fèisean a' frithealadh
- Obair nam Fèisean ann an roinn an fhoghlaim a leudachadh
- Pròiseactan sònraichte 's obair fo chùmhnant a lìbhrigeadh, le com-pàirtichean, 's air an toirt gu buil le Fèisean nan Gàidheal is Fèisean fa leth
- Tréanadh a leudachadh gus cur ri sgilean muinntir nam Fèisean agus gus sàradh a chur air adhart sna Fèisean
- A' cumail oirnn a bhith brosnachadh dàimh nas dlùithe eadar Fèisean, buidhnean eile is dùthchannan eile, agus aithne air na Fèisean a leudachadh le bhith gabhail barrachd chothroman a thaobh sanasachd is follaiseach
- Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
- Develop the use of the Gaelic language within the Fèis movement, developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves, is a key objective.
- Develop the work of the Fèisean within the formal education sector
- Deliver strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean
- Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
- Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities

The objectives are to:

Ma tha *sibh riaraichte aontachadh ri na cùnnraidhean a tha seo, agus ma sibh airson a dhol air adhart le ballrachd a thoirt a-mach, cuir thugainn an fhiosrachadh a leanas, le bonn-stèidh agus dearbhadh gu bheil cunntas-banca agaibh ann an ainm na Fèise.*

If you are happy to agree to the conditions above, and you want to go ahead with an application for membership, please complete the details below and send it back to us, along with a copy of your Fèis constitution and confirmation of a bank account in the Fèis name.

Ainm Na Fèise – Fèis Name	FÈIS A'CHAOLAIS
Ainm an tagraiche – Applicant's Name	FIONA MACLEOD
Dreuchd - Position	CHAIRPERSON
Seòladh - Address	185 MIGDALE
	BONAR BRIDGE
	SUTHERLAND
Còd Puist – Post Code	IV24 3AR
Àireamh Fòn – Telephone Number	01863 766386
Àireamh Fòn-làimhe – Mobile Number	07974 434354
Seòladh puist-d – E-mail address	
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	19th Jan, 16th Feb, 15th March, 19th April 17th May, 21st June 2008.

Tha mi a' dearbhadh gu bheil mi air na cùnnraidhean a leughadh agus gu bheil mi a' gabhail riutha. Tha mi a' tagradh airson ballrachd *Fèisean nan Gàidheal às leth na feise tha shuas*

I confirm that I have read the conditions and agree to abide by them. I am applying for membership of Fèisean nan Gàidheal on behalf of the abovementioned Fèis

Fiona MacLeod ..... **Ainm-sgrìobhte**/Signature 3/1/08 ..... **Ceann-là**/Date

Ma bhios ur tagradh soirbheachail, cuiridh sinn cunntas thugaibh airson na cìs ballrachd.

If your application is successful, we will invoice you for the membership fee.

Cuir fiosrachadh air ais gu:
Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Please return information to:
Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ

'S e na cinn-uidhe:

- Taic a chur ri bhith leudachadh Fhèisean fa leth, ri bhith brosnachadh dòighean-obrach math, agus ri bhith leudachadh na h-àireimh de thachartasan
- 'S e prìomh amas cleachdadh na Gàidhlig a leudachadh sna Fèisean, labhairt mar sheòl-conaltraidh is meadhan-teagaisg a leudachadh, a rèir feumalachdan gach coimhearsnachd a tha na Fèisean a' frithealadh
- Obair nam Fèisean ann an roinn an fhoghlaim a leudachadh
- Pròiseactan sònraichte 's obair fo chùmhnant a lìbhrigeadh, le com-pàirtichean, 's air an toirt gu buil le Fèisean nan Gàidheal is Fèisean fa leth
- Trèanadh a leudachadh gus cur ri sgilean muinntir nam Fèisean agus gus sàradh a chur air adhart sna Fèisean
- A' cumail oirnn a bhith brosnachadh dàimh nas dlùithe eadar Fèisean, buidhnean eile is dùthchannan eile, agus aithne air na Fèisean a leudachadh le bhith gabhail barrachd chothroman a thaobh sanasachd is follaiseach

- Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
- Develop the use of the Gaelic language within the Fèis movement, developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves, is a key objective.
- Develop the work of the Fèisean within the formal education sector
- Deliver strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean
- Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
- Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities

The objectives are to:

Ma tha sibh riaraichte aontachadh ri na cùnnraidhean a tha seo, agus ma sibh airson a dhol air adhart le ballrachd a thoirt a-mach, cuir thugainn an fhiosrachadh a leanas, le bonn-stèidh agus dearbhadh gu bheil cunntas-banca agaibh ann an ainm na Fèise.

If you are happy to agree to the conditions above, and you want to go ahead with an application for membership, please complete the details below and send it back to us, along with a copy of your Fèis constitution and confirmation of a bank account in the Fèis name.

Ainm Na Fèise – Fèis Name	FEIS CHOLLA
Ainm an tagraiche – Applicant's Name	TAMARA HEDDERWICK
Dreuchd - Position	SECRETARY
Seòladh - Address	TOTRONALD BEAG ISLE OF COLL / EILEAN CHOLLA ARGYLL PA78 6TB
Còd Puist – Post Code	
Àireamh Fòn – Telephone Number	01879 230382
Àireamh Fòn-làimhe – Mobile Number	07788 956031
Seòladh puist-d – E-mail address	tamarahedderwick@coll-ceramics.fsnet.co.uk
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	EARLY MAY '08 / An Ceitean MID

Tha mi a' dearbhadh gu bheil mi air na cùnnraidhean a leughadh agus gu bheil mi a' gabhail riutha. Tha mi a' tagradh airson ballrachd Fèisean nan Gàidheal às leth na feise tha shuas

I confirm that I have read the conditions and agree to abide by them. I am applying for membership of Fèisean nan Gàidheal on behalf of the abovementioned Fèis

T. Hedderwick ..... **Ainm-sgrìobhte**/Signature 19/11/07 **Ceann-là**/Date

Ma bhios ur tagradh soirbheachail, cuiridh sinn cunntas thugaibh airson na cìs ballrachd.

If your application is successful, we will invoice you for the membership fee.

Cuir fiosrachadh air ais gu:
Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Please return information to:
Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ

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

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

Fèisean nan Gàidheal

Financial Issues
Scottish Arts Council Funding 2008-09
Agenda Item 1.2008.02(d)

Background

Attached, for information, is a letter from Jim Tough outlining our foundation funding settlement for 2008-09, along with an update submitted by us to the SAC, and a budget for 2008-09.

Further details are available in the Executive Group meeting papers circulated by e-mail and subsequent to that meeting we have had confirmation, via Ian Smith, Head of Music and our Lead Officer, that the additional £100k for our Grants Scheme has been identified.

Arthur Cormack | CEO | February 2008

Scottish Arts Council

5 February 2008

Dear Colleague

I am writing to inform you of the Joint Board's decision regarding your funding for 2008/09.

The Scottish Government has advised the Scottish Arts Council that, in common with the overall public sector, we are expected to find efficiencies of 2% within our budget. With this in mind, the Joint Board of the Scottish Arts Council and Scottish Screen has agreed to a **1% increase** in our investment in foundation organisations for the period 2008/09.

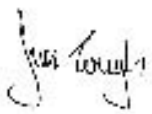
In December we asked you to plan on a standstill settlement, I hope this small increase will underline the Joint Board's commitment to you as a foundation organisation in a very tight spending round.

We will shortly issue your draft funding agreement which will indicate our commitment to funding you for two years 2008/09 and 2009/10, although we are unable at this stage to indicate a grant amount for 2009/10. This is because budgeting for 2009/10 is part of the transition to Creative Scotland and the decisions will rest with the new body. Our guidance to you would be to plan on the basis of a standstill budget in 2009/10.

Clearly the policy landscape is changing as the Scottish Government begins to make clear its expectations of the entire public sector. A focus on outcomes, an expectation of efficiency and effectiveness, and a determined drive for the overarching purpose of sustainable economic growth are the clearly and regularly expressed requirements that the Scottish Government has of the public sector.

As we discussed when we met in December we will need to explore, together I hope, how we can respond to these changing circumstances. The approaches that are being tested through our work with Mission, Models, Money are an example of where I hope we can work with you to help sustain your vital support for the arts in Scotland.

With best wishes



Jim Tough
Acting Chief Executive

12 Manor Place, Edinburgh EH3 7DD
T 0131 226 6051 F 0131 225 9833 www.scottisharts.org.uk
Chairman Richard Holloway, Acting Chief Executive Jim Tough. Scottish charity no. sc002835

Fèisean nan Gàidheal

Scottish Arts Council Funding 2007- 2009
Updated programme for 2008-09

1. Background

This is an updated programme of work as part of our foundation funding agreement with the Scottish Arts Council covering the years 2007-09.

As indicated in Jim Tough's letter of 4 January 2008, this programme has been put together on the basis of standstill funding. 'Standstill' for us means the following:

£250,000	Foundation Funding which underpins all the work we do
£100,000	Lottery Funding for our Fèisean Grants Scheme
£25,000	Funds that were formerly know as 'cultural strategy funds' not consolidated
£15,000	Part funding of our Training Officer's post

We understand that the Scottish Arts Council may experience a cut in its own grant which may have to be passed on to organisations and which may result in any funding additional to foundation funds being withdrawn. Until we know that for sure, we have prepared this update, and our budget, on the basis that monies previously available will continue to be available to us, and would urge the SAC not to adopt an 'equal misery for all' policy should reductions become a reality. A 2% cut in SAC budgets is not good news, but losing the sums we have been used to receiving in addition to our foundation funds would represent a 10% reduction in our budget and would seriously threaten our ability to carry out our planned programme.

2. The importance of current SAC funds to Fèisean nan Gàidheal's Programme

The funding we currently receive from the Scottish Arts Council is well utilised, produces work of a high standard and helps meet some of the strategic goals of the Scottish Arts Council.

Our £250k foundation funding is 15% of our overall budget which indicates that we are very good at using those funds to lever other funds. We have regular funding from Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council, as well as YMI contracts with East Lothian and Highland Councils and a contract for the Blas Festival with The Highland Council. This is only possible as a result of having the infrastructure to support this work, which the security of your foundation funds gives us.

The £100k lottery grant is the Scottish Arts Council's contribution towards our grants scheme which, this year, is expected to pay out around £320k to Fèisean. Therefore the leverage that results from this lottery grant makes it extremely good value for money and supports work throughout Scotland.

The £25k 'national cultural strategy' funding has been used to make a contribution towards our Fèis Development Fund, our full-time Development Officer in Lochaber and towards the employment of locally-based administrators within local Fèisean. We have not yet had a letter of offer for this sum for 2007-08 so we assume it is still available since we were told this had not been consolidated.

The £15k towards our Training Officer is in recognition of the work carried out on behalf of the Traditional Music Tutor Training Network. The post actually costs nearer to 30k but this contribution is vital.

Our organisation has grown, and our finances have become complicated. In particular, an excellent funding package secured from Highlands & Islands Enterprise, which is entering its final year in 2008-09, is totally dependent on our being able to spend the sums of money we had forecast to spend. Because HIE's funds are a percentage of our actual expenditure it is paramount that we are able to match the funds in order to achieve the level of expenditure required. We realise that SAC funds are not the only funds that can be used to do this, but SAC funds are not the only funds in the mix at the moment, and our options for significant additional fund-raising at this juncture, within a very tight timescale, may be somewhat limited.

3. Quality Framework and Annual Review

Our annual review meeting was held in Portree on 12 October 2007. A number of issues were discussed including the Quality Framework. We have welcomed this and feel it has given some focus to issues beyond our programme that organisation's like ours need to address.

As a result of the Quality Framework, we initiated a quarterly report for all our main funders to outline progress against the targets set by the individual funders, the payment of grants to Fèisean and to include our quarterly management accounts. These reports have been sent regularly to our lead officer and we hope they have been helpful.

We also looked at our own structure for supporting the Fèisean and, in particular, how we monitor their work and ensure quality of delivery at a local level. We have now given each Fèis a Lead officer within the organisation whose job it is to offer one point of access to all Fèisean nan Gàidheal services, in order to address some of those issues.

At our meeting, we discussed additional funding needs and I highlighted, in particular, a funding gap of £50,000 for Blas, about which we were talking to EventScotland and others. I also highlighted that it had been difficult to sustain Cèilidh Trails at the same level of funding as in previous years, and while end-of-year money from the Scottish Arts Council had helped greatly in 2007, this was not guaranteed for the next financial year.

We were asked to come back with a letter outlining any budgetary pressures that we had identified at our meeting. This was sent to Ian Smith on 5 November 2007. A further copy is appended to this update with full details of how we would utilise the funds. The following table summarises what we has asked the Scottish Arts Council to consider funding:

	SAC Funding Category	**Sum**	**Proposed use of Funds**
1	Foundation	£250,000	Maintain core services
2	Lottery	£100,000	Grants for up to 45 Fèisean
3	Managed Funds	£15,000	Training Officer post
4	Managed Funds	£25,000	Formerly Cultural Strategy Funds
5	Project Funds	£25,000	Blas
6	Project Funds	£30,000	Cèilidh Trails
7	Drama	£25,000	Meanbh-Chuileag

4. Fèisean nan Gàidheal Programme 2008-09

Our programme for 2008-09 is broadly similar to that of 2007-08, mainly because we had quite carefully defined in our own Development Plan what our programme would be from 2005-10. While there have been minor changes to this, as opportunities have arisen, we are still broadly on-track to deliver our Development Plan programme.

In 2008-09, subject to funding being available, we hope to:

1	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice.
2	Continue to run our Grants Scheme for Fèisean.
3	Continue to fund new developments through our Fèis Development Fund.
4	Develop and increase access to the Gaelic language and culture through the implementation of our Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School.
5	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and East Lothian.
6	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery.
7	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum.
8	Investigate greater partnerships with the commercial sector building on the success of

	sponsorship having been secured or Blas, but also looking at the potential for great sales of products of the Fèisean.
9	Raise the profile of the Fèis movement through dedicated showcase events, including participation in Liverpool 2008: European City of Culture.
10	In partnership with the Scottish Arts Council and as members of the Traditional Music Forum, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music in Scotland.
11	Develop and expand the Blas Festival and build towards a festival that can be a significant part of the 2009 Year of Homecoming.
12	Expand the delivery of traditional music classes beyond the Highland Council area, in partnership with YMI, wherever appropriate.
13	In partnership with Fèisean, continue to support a network of Cèilidh Trails and create a new one on the Western Isles.
14	Maintain and implement the successor to the GASD programme and contribute towards a National Gaelic Arts Strategy that will be incorporated into the National Plan for Gaelic.
15	Continue to run a series of Gaelic drama Fèisean.
16	Run an Annual Conference
17	Continue to support individual Fèis projects such as the Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities.
18	In cooperation with one or more local authorities, attempt again to employ a Development Officer to cover Fèisean not covered by existing officers.
19	Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation.
20	Continue with excellent support mechanisms for individual Fèisean through the development of our system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services.

Once we know the outcome of funding applications and can proceed to a formal funding agreement with the Scottish Arts Council, we will be happy to set targets, as before.

5. Budgetary Information

A budget for 2008-09, along with a cashflow forecast, has been submitted separately to Gordon Cosh, along with a copy of our audited accounts and latest management accounts. A copy has been sent by e-mail to our lead officer, Ian Smith, Head of Music.

Arthur Cormack
Chief Executive
Fèisean nan Gàidheal
January 2008

Fèisean nan Gàidheal Budget 2008-09 (as submitted to the Scottish Arts Council)

INCOME	
Core Grants	£ 327,685.00
Grants Scheme	£ 189,000.00
Fèis Development Fund	£ 60,000.00
Annualised Hours	£ 25,000.00
Training	£ 38,100.00
Gaelic Development	£ 46,562.00
Youth Music Initiative	£ 244,511.00
Blas Festival	£ 259,500.00
Earned Income	£ 16,300.00
Meanbh Chuileag TIE Service	£ 55,000.00
City Fèisean Development Officer	£ 30,000.00
Support Cèilidh Trails	£ 74,000.00
Gaelic Drama Summer School	£ 65,000.00
Archiving Project	£ 24,118.00
Press/PR/Website Updates/Newsletter	£ 5,000.00
Fèis Showcase Concerts	£ 15,000.00
General Funds still to be raised	£ 85,000.00
TOTAL INCOME	**£ 1,559,776.00**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 342,916.00
NIC Contributions	£ 30,862.44
Pension Contributions	£ 9,000.00
Staff Travel	£ 27,000.00
Office Rent & Rates	£ 20,000.00
Stationery, Printing & Postage	£ 15,000.00
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00
Board Expenses	£ 8,000.00
Implementation of Child Protection policy	£ 10,000.00
Insurance	£ 7,500.00
Sundry Expenses	£ 5,000.00
Accountancy & Bank Charges	£ 3,000.00
Professional Fees	£ 5,000.00
Instrument Bank Maintenance	£ 3,000.00
Additional Support Needs	£ 3,000.00
Capital Expenses	£ 12,000.00
PROGRAMME COSTS	
Grants Paid Out	£ 195,000.00
Annualised Hours	£ 35,000.00
Feis Development Fund	£ 60,000.00
Training Programme	£ 33,000.00
Training Management Fee	-£ 1,500.00
Gaelic Language Development	£ 5,713.00
Gaelic Language Management Fee	-£ 12,500.00
Youth Music Initiative	£ 244,511.00

Youth Music Initiative Management Fee	-£ 18,500.00
Annual Conference	£ 15,000.00
Blas Festival	£ 259,150.00
Blas Management Fee	-£ 15,000.00
NEW PROJECTS	
Support for Meanbh Chuileag	£ 39,500.00
City Fèisean Development Officer	£ 35,000.00
Support Cèilidh Trails	£ 74,000.00
Gaelic Drama Summer School	£ 55,000.00
Archiving Project	£ 10,328.00
Archiving Management Fee	-£ 4,585.00
Press/PR/Website Updates/Newsletter	£ 10,000.00
Fèis Showcase Opportunities	£ 20,000.00
Showcase Management Fee	-£ 7,600.00
Contingency	£ 15,000.00
TOTAL EXPENDITURE	**£ 1,557,795.44**
SURPLUS/DEFICIT	**£ 1,980.56**

Notes to SAC

The above budget is based on standstill at the same levels of funding as 2007-08 with the following amounts being additional to our £250k foundation funds

SAC Lottery Funds	£ 100,000.00
SAC Music Project Funds (Training Post)	£ 15,000.00
End-of-year funds (not guaranteed, but ever hopeful!)	£ 49,400.00
SAC YMI Funding (Training Progamme)	£ 5,000.00
NCS Funding (previously available and not consolidated)	£ 25,000.00
Total included in budget	**£ 194,400.00**

Fèisean nan Gàidheal

Progress in implementing Fèisean nan Gàidheal's Development Programme
Quarter 3: October to December 2007
Agenda Item 1.2008.03(a)

1 Background

This is the third quarterly report for our main funders, and is for the period from 1 October to 31 December 2007. The report attempts to incorporate the performance indicators - or outputs - set against measures within Fèisean nan Gàidheal's (FnG) Development Plan by the Scottish Arts Council (SAC), Highlands & Islands Enterprise (HIE) Bòrd na Gàidhlig (BnG) and, for this year only, Highland 2007 (H2007) in relation to individual funding agreements with those bodies.

We use a 'RAG' system - Red, Amber & Green - the status of each of which is as follows: R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed; A (Amber) = Not presently on target, but with measures in place to restore progress; G (Green) = On target.

We will update the grid each quarter to allow funding bodies to easily track progress in summary form. If any further details are required, please get in touch, but there will always be more detail in the progress reports prepared by individual members of staff for Board meetings.

Dev Plan Ref	Measure in Development Plan	Responsible	Performance Indicators	Progress	Status
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**				
1.1	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (SAC Target)	Grants scheme in place. Grants offered to 41 Fèisean. Grants being paid out as per agreements.	**G**
		Finance & Administration Officer	Deliver Grant-aid support to at least 35 Fèisean annually (HIE Target)	Grants offered to 41 Fèisean for 2007-08. Grants offered to 35 Fèisean in the HIE area.	**G**
		CEO	With HIE and others, expand the finance available for R & D through the Fèis Development Fund (SAC Target)	£60k fund available for 2007-08 (£15k in 2006-07). Open, on-going application procedure. The FnG Development Fund 07 – 09 has now promised grants totalling £38,094 to 19 projects, worth a combined £116,838.	**G**

		Development Manager	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)	A summary of projects to date includes:- • Fèis Ghleann Albainn – youth showcase at NessFest. • Fèis Inbhir Narainn – Gaelic language environmental project with local schools • Fèis Rois / Fèis Eilean an Fhraoich – *Ceòl thar Chuan* (Crossing the Minch) joint teenage groupwork sessions and concert at HebCeltFest. • Fèis Bharraigh – performance at the tattoo in Halifax, Nova Scotia • Fèis Taigh Dhonnchaidh – Establish a local instrument bank • Fèis Arainn – mini Fèis weekend. • Fèis Ìle & Dhiùra – 6 Fiddle workshops on Jura • Fèis Ceann Loch Goibhle – Tour of 10 schools promoting Gaelic language and song of Argyll. • Fèis Dhun Bhreatuinn – Purchase of Gaelic language support materials / resources • Fèis Eilean an Fhraoich – Western Isles wide teenage groupwork weekend • Fèis Rois Promotional DVD and group rehearsal and performance at Trad. Music Awards 2007. • Fèis Ghleann Albainn – to support rehearsal for and delivery of family concert in Feb. 08 • Fèis a' Chaolais – establish a new Gaelic medium Fèis in Bonar Bridge • Fèis Chataibh – to run a residential teenage weekend and support PA workshops • Fèis Lannraig a Tuath – Support the development of contemporary Gaelic music	
1.2	Reducing the burden on volunteers	Development Team	Support workers in place	Ongoing support with administration, grants and practical support. Each member of the Development Team was designated as Lead Officer for a number of Fèisean in November and a formal review meeting with every Fèis is taking place between December and January.	**G**
		Development Team	Range of support services in place	Detailed below under appropriate service heading.	**G**
		Training Officer	Policies are made as easy as possible for volunteers to deliver	Most policies now available as downloads on new website and also circulated to membership on CD.	**G**
				Training offered where action needed on the part of volunteers.	
				Hands-on support with implementation of Gaelic policy through the offering of appropriate courses for tutors, organisers and other volunteers.	
				All Disclosure checks and Child Protection Training organised centrally on an ongoing basis.	
		Finance & Administration	Continuation of Annualised Hours scheme, with increase in hourly rate	Annualised hours offered for 2007-08 as part of grant offer.	**G**

		Officer		Recommended hourly rate increased from £6 to £7.50 but currently reviewing overall budget for this scheme with a view to ensuring that those Fèisean making best use of the scheme get the hours they need.	
		CEO	Employ 5 local Fèis Development Officers (HIE Target)	Status of Support Workers has been changed and all are now full-time Development Officers.	**A**
				Four Development Officers currently employed.	
				Ingrid Henderson has relinquished her post, following maternity leave and this will be advertised early in 2008.	
				Attempting to establish a Development Officer post with city councils. Will not happen in this financial year.	
1.3	Annual Conference	Finance & Administration /Training Officers	Run an Annual Conference (SAC Target)	Successful conference took place in Aviemore on 14 & 15 September 2007.	**G**
				Good turnout from Fèis representatives and invited guests.	
				Linda Fabiani MSP, Minister for Europe, External Affairs and Culture (including Gaelic) attended as our Guest Speaker.	
1.4	Insurance	Finance & Administration Officer	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.	Policy reviewed and renewed annually.	**G**
				Cover has been extended and sums insured increased as appropriate. The Board considered a quote for trustee indemnity insurance but decided that the cost was prohibitive.	
1.5	Musical instrument Bank	Finance & Administration Officer	Regular lending of instruments to Fèisean.	Ongoing and well used.	**G**
				Demand continues to outstrip supply within Fèisean and instruments are out most of the year.	
			Renting to individuals to maximise income.	Rental income target achieved	**G**
1.6	Disclosure checking	Collator	All tutors and volunteers involved in Fèisean in receipt of an enhanced Disclosure check.	Ongoing work with over 2,000 Disclosure Checks carried out.	**G**
				Disclosures now being renewed for those on database as and when 3 years have expired.	
			Continue to ensure good practice in relation to Child Protection (SAC Target)	Policy updated and monitored on an ongoing basis and we are currently aware of proposals to change the system of checking, with our Collator having attended a seminar on the subject.	**G**
				All Fèisean have to submit a list of tutors and they are cross-referenced to ensure they have a current Disclosure, before grant is released.	
				Ongoing training offered to those who need it.	
1.7	Maintenance of a Fèis Tutors database	Finance & Administration Officer	Up to date data available at all times.	Fèisean nan Gaidheal database has been revised to make it more user-friendly in all respects including tutor information. A training day was held for all staff in December so that they could familiarise themselves with the new programme.	**G**
				The software we are using – Filemaker Pro - should allow the database to go online so that all staff and Fèisean can access it, as it is cross-platform.	

				Ongoing updating is being carried out but without an administrator at present, this is difficult.	
1.8	Developing, distributing and selling publications	CEO	Publish a book celebrating 25 years of the Fèis movement by 2006 (HIE Target)	Book celebrating 25 years of the Fèisean was published in December 2006.	**G**
				We are currently working on selling as many as possible through Fèisean, shops etc.	
				We have so far failed to get a decent distribution deal but will continue to try.	
1.9	Production and distribution of regular news and other information	Marketing & Communications Officer		*Faileas* now being professionally produced on a regular basis.	**G**
				There have been 3 issues since January but none since the time of the AGM because of the departure of our Marketing & Communications Officer to a new post.	
				Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, job opportunities, events etc.	
1.10	Support for new Fèisean	Development Manager	Create 2 new Fèisean per year (HIE Target)	Fèis Mhoreibh took place in May in Morayshire.	**G**
				Fèis Dhùn Omhain was accepted for membership at the December Board meeting.	
				A further two new Fèisean - Fèis a' Chaolais and Fèis Cholla – have applied for membership.	
				RSAMD held a new Fèis in October.	
1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	CEO/ Development Manager	Continue to support individual Fèis projects such as the Fèis Bharraigh expansion activities (SAC Target)	Supporting Lochaber Fèisean with a full-time Development Officer post. Although this is vacant at present, it will be advertised early in 2008 and at present the Chief Executive is covering two Fèisean in the area while the Development Manager covers the other two.	**G**
				Fèis Spè is being supported with the managing of funds for a part-time Development Officer and a programme of work. At present, we are looking to see how how the development post in the area can be continued.	
				We continue to support Fèis Bharraigh with the raising of funds, and the day-to-day management of a part-time Project Worker.	
				Fèisean in the HIE area are supported with additional monies from our Development Fund to offset funds they might have expected to get from their LEC prior to our latest agreement with HIE.	
1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	CEO	In cooperation with one or more local authorities, employ a Development Officer to cover Fèisean not covered by existing officers. (SAC Target)	As reported above, we are looking at viability of an officer to cover these areas but it is unlikely that it can happen before 2008-09.	**A**
2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves**				
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the	Gaelic Officer	Develop and increase access to the Gaelic language and culture through the implementation	Policy issued formally to Fèisean with letters of offer, along with guidance.	**G**

	organisation		of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target)	Gaelic plans and annual updates submitted to Fèisean nan Gàidheal and this will form part of the annual review meeting with all Fèisean.	
				Close monitoring and maximum support given to implement effectively through our Gaelic language team.	
				Now that support mechanisms are in place, we have adopted a harder-line approach as Fèisean have fewer excuses not to implement the policy more fully and we will discuss what we expect from each Fèís at our annual review meetings with them.	
2.2	Develop a Gaelic Language Development Team	Gaelic Officer	Gaelic-speaking teams to be available to local Fèisean	Sgioba-G visit Fèisean regularly to assist Fèisean with Gaelic Policy implementation, and with a programme of work tailored to individual needs.	**G**
				Sgioba-G worked with several Fèisean over the summer months and in October, with bespoke materials supplied for their use, and extra people where requested and required.	
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Gaelic Officer	Database of phrases and vocabulary for Fèisean to be on website by end of 2007 (BnG Target)	Ongoing work on this with a view to publishing before financial year-end.	**G**
				Database of terms is being added to all the time and the Gaelic Officer keeps this updated.	
		Gaelic Officer	Gaelic to be visible on all local Fèis information leaflets with 30% to be fully bilingual (BnG Target)	Gradually ensuring that all Fèisean use fully bilingual material, and have made this a specific condition of grant. This will be discussed specifically with each Fèis at review meetings.	**A**
				This is an ongoing task and translation help is provided for those Fèisean who need it.	
				Still confident of meeting target in full for 2007-08.	
2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	CEO	An increasing number of GM Fèisean	6 Fèisean now GM, up from 2 in 1996.	**G**
				GM tuition being developed within Fèisean that are not wholly GM.	
				This will be monitored by assessor reporting mechanisms still to be implemented.	
		Development Manager/Board	Ensure commitment to Gaelic among new Fèisean	No new Fèisean admitted for membership without demonstration of Gaelic commitment.	**G**
				New application form has been devised for prospective new Fèisean which covers this issue and ensures they sign up to a commitment in advance of membership being allowed. Board are now required to approve new members.	
2.5	Development of Gaelic Drama	Drama Officer	Develop 2 Gaelic drama Fèisean (SAC Target)	Deirdre Graham has been leading workshops in the Western Isles, Skye and Lochalsh, North Highland and Argyll. Work ongoing with students at Edinburgh and Glasgow Universities and Sabhal Mòr Ostaig. Drama festival dates set – Portree 11th March, Strathpeffer 13th March, Stornoway 20th March and Oban 1st April.	**G**

				CnaG Graduate Placement scheme has funded a Drama Officer – Deirdre Graham – who has been recruited to assist with these after a number of rounds of advertising.	
		Drama Officer	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)	Development work ongoing with partners.	**A**
				Steering Group established, and three meetings have taken place to discuss plans to date.	
				First Drama Summer School to take place for 2008.	
		Drama Officer	Deliver 4 Gaelic drama projects in 2007-08 (BnG Target)	As above, plans for 5 Dràma Fèisean in 2007-08.	**G**
		CEO	Retain Gaelic drama officer (BnG Target)	Dougie Beck's post has been mainstreamed in 2007-08 through SAC foundation funds, although its long-term viability is reliant on BnG funds.	**G**
		Drama Officer	Hold 5 Gaelic drama festivals across Scotland with at least 30 schools involved (BnG Target)	See above – on target to do this.	**G**
3	**Develop the work of the Fèisean within the formal education sector**				
3.1	Youth Music Initiative contract in Highland	CEO/ Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and East Lothian (SAC Target)	Ongoing and running successfully in Highland. Work began very soon after the start of the new school session in August.	**G**
				Tuition resources have been issued to all schools and tutors.	
				Lesson plans now in place and good system working to ensure progression.	
				Part-time Co-ordinator Rae MacEachern (ex-Head Teacher) looks after day-to-day organisational issues.	
				CPD is an ongoing requirement for tutors and many of our YMI tutors attended a very successful CPD day run by Fèis Rois in August.	
				We had expected to have a formal Service Level Agreement with HC from this coming session forward, but to date not received.	
3.2	Potential for Youth Music Initiative contract work in other areas	CEO	Expand the delivery of traditional music classes beyond the Highland Council area, in partnership with YMI, wherever appropriate (SAC Target)	Contract ongoing with East Lothian Council through Fèis Dhùn Eideann, with Keith Graham now replaced by Kaela Rowan.	**G**
				There would appear to be potential for work in Western Isles schools but this has to be discussed more fully with Peter Marnoch at CnES.	
3.3	Gaelic Language work in schools	Drama Officer	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)	Rehearsals are on-going for this, with tour commencing on Monday 4th February to all Scottish Gaelic-medium primary schools except Forfar and Stirling. Actors are Darren MacLean and Davy Byrne, with a new environment play written by Seonaid MacDonald. Educational input from Malcolm Munro and Directed by Douglas Beck and Ruairidh Nicolson (Eden Court Theatre).	**G**

3.4	Other formal educational work	CEO		As a partner in the Traditional Music Forum, we have undertaken research into educational needs nationally in relation to traditional music. The report, by Pamela Flanagan, was finalised in November, and will be circulated round Board members as soon as possible.	**G**
				We secured YMI Informal Sector Funds on behalf of Fèis an Earraich to allow them to work with Portree High School on an after school club project.	
				A number of other Fèisean have been successful with informal YMI applications to the SAC which will involve them with the formal sector. We had an excellent presentation from Jennifer McGlone of SAC at the conference in September.	
				Have entered into an agreement with UHI, the RSAMD and Sabhal Mòr Ostaig, to hold discussions on the potential, or otherwise, for a Fèis Academy, and four meeting have taken place to date. Creative Services have been funded by HIE to draw a plan together on behalf of the group and there is to be a whole-day seminar with the partners on 5 February.	
				Tutor Training PDA being delivered through Stow and Perth Colleges.	
4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean**				
4.2	Development of Blas – Celebrating Highland Music	CEO	Develop and expand the Blas festival as part of Highland 2007. (SAC Target)	Blas 2007 was a success with many sold out events and a 7% increase in attendances.	**G**
				Festival expanded with 53 concerts, a new commission (Kin by Duncan Chisholm), performances of 'Harvest', music in hospitals and homes for the elderly and an attempt to create an unofficial world record with the Crann Tàra Cèilidh Band!	
		Development Manager	50 events across the Highlands (BnG Target)	53 formal events took place.	**G**
		Development Manager	Gaelic-speaking Fear/Bean an taighe at each event (BnG Target)	Have been in place as per previous years.	**G**
		Development Manager	Gaelic signage at each Blas venue (BnG Target)	This was implemented as far as possible with the cooperation of local promoters but all venues had Gaelic language images projected.	**G**
		Development Manager	Blas promotional materials to be bilingual (BnG Target)	All Blas posters were bilingual.	**G**
				Blas advertising was bilingual.	
				Blas e-mail adverts were in Gaelic and English.	
				Blas banners and pop-up stands all include Gaelic.	
		Marketing & Communications Officer	Blas website to be bilingual (BnG Target)	Has been live at www.blas-festival.com since February 2007 and has been updated with a holding page until our 2008 programme goes live.	**G**
		Development Manager	Gaelic phrase cards to be issued to all audience members (BnG Target)	In place, and used, as in previous years.	**G**

		Development Manager	Increase audience from 4,600 to 5,000 (BnG Target)	5,061 attendances recorded in 2007, so target exceeded.	**G**
		CEO	To deliver a programme that is aligned to the core aims of Blas (HC Target)	This was the case with a programme that involves young people, Gaelic language, international artistes and innovation.	**G**
		CEO	If additional funding allows, to continue the support of five Cèilidh Trails and an annual Gaelic Music in Schools week (HC Target)	Five Cèilidh Trails have been supported this year. YMI providers got some schools sufficiently interested in a Gaelic Music in Schools Week and, through GASD, we ran an artwork programme in a number of primary schools in Highland to coincide with Blas.	**G**
		CEO	To deliver a festival that is inclusive and will appeal to a wide cross-section of age groups and cultural backgrounds (HC Target)	Previous festivals have drawn people aged 5 to 89, with or without Gaelic, and we built on that for last year. A formal evaluation has been compiled by Snedden Economics and has highlighted this.	**G**
		CEO	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC Target)	We believe that a very good programme was offered for 2007. Reliant on local promoters for customer care although there was a Blas representative at every event. New company should ensure good stakeholder care and we will ensure that funders, in particular, are looked after with complimentary tickets and invitations to launches, receptions etc. Potential sponsors were entertained at Runrig's Drumnadrochit event, with some very promising interest from potential sponsors.	**G**
		CEO	Confirmation that Blas 2006 has achieved the output targets outlined in the business plan. (H2007 Target)	Already reported on to Highland 2007, and targets exceeded..	**G**
		CEO	Confirmation that Blas 2006 achieved the target ticket sales projected within the business plan. (H2007 Target)	Box Office targets for Blas 2006 were exceeded. We did not quite meet our box office target for 2007 mainly because the 'Harvest' concerts didn't do as well as expected.	**A**
		CEO	Provision of the detailed programme for Blas 2007, highlighting the international focus of the events programme. (H2007 Target)	Programme was formally submitted to Highland 2007 and H2007 officers were party to the process.	**G**
		CEO	Confirmation that Blas 2007 has achieved the output targets outlined in the business plan. (H2007 Target)	Reported on formally to H2007 in December with final claim for payment of remaining £10k.	**G**
		CEO	Confirmation that Blas 2007 achieved the target tickets sales projected within the business plan. (H2007 Target)	See above. Detailed in report.	**A**
		CEO	Submission of the Highland 2007 post event evaluation questionnaire. (H2007 Target)	Submitted in December with final claim for payment of remaining £10k.	**G**
		CEO	Evidence of positive funding support to host Blas 2008. (H2007 Target)	Royal Mail and the Co-op on board for 2008, with small-scale sponsorship. A large number of leads have been pursued. However, Clydesdale Bank will not be continuing its sponsorship of the festival. SAC and HIE already having contributed through Cèilidh Trail funds.	**G**

				An approach has been made to SAC and they are aware that H2007 funds will not be available from 2008 onwards.	
				Hopeful that some of the other potential sponsors with whom we have been working will come onboard for 2008.	
4.3	Continuing support for Fèis Cèilidh Trails	CEO	In partnership with Fèisean, further develop a network of Cèilidh trails (SAC Target)	Funding available within Blas budget, with additional HIE and SAC funds secured for 2007.	**G**
		Development Manager	Create a minimum of 5 Fèis Cèilidh Trails across HIE area by 2009 (HIE Target)	Fèis an Earraich, Fèis Chataibh, Fèis Lochabair, Fèis Rois and Fèis Spè ran Cèilidh Trails in 2007, with Fèis Spè being a new one.	**G**
		Development Manager		Jenna Cumming, with David Boag's assistance, is currently working on a plan for a Western Isles CT in summer 2008.	**G**
4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Development Manager	Archiving project to be established.	Heritage Lottery Fund has approved £50k and we have match funding in place.	**G**
				Emily Edwards has begun work as the co-ordinator for this project.	
				Fèisean have been invited to express an interest and Emily expects to work with at least 2 over the first year of the project.	
4.5	Gaelic Arts Strategic Development – GASD	CEO	Maintain and implement the GASD programme as a senior partner (SAC Target)	Ongoing work and FnG involved as a full partner in the GASD forum.	**G**
				Fèisean nan Gàidheal is working on the Professional Development element of the GASD programme.	
				FnG also devised the guidelines for the residences and traineeships.	
				FnG had a full part in the Gaelic Arts Conference held in Stornoway on 8 and 9 May, organised by GASD with considerable organisational input from our Training Officer.	
				Future of GASD needs to be discussed with stakeholders soon.	
				GASD presented the Gaelic Arts Strategy to Bòrd na Gàidhlig in December.	
4.6	Inter-Fèis activities	Development Manager		Funding for inter-Fèis activities integrated within our Development Fund from 2007 onwards.	**G**
				Fèis Rois and Fèis Eilean an Fhraoich involved in a joint project - *Ceòl thar Chuan* - with very successful performance during the HebCelt Festival 2007.	
4.7	Traditional Music Tutor Training Network – TMTTN	Training Officer	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)	Training Development Officer called a meeting of TMTTN in September to re-start project and a conference is set to take place in 2008.	**G**
5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement**				
5.1	Retain a Training Development Officer	CEO		Post mainstreamed but reliant long-term on SAC	**G**

				managed funds.	
5.2	Annual Training Programme	Training Officer	Deliver training to 20 Fèisean per year (HIE Target)	It is expected that this target will be met with the Fèis Trèanaidh to be held in February 2008.	**G**
				Ongoing training being offered on request, with 4 Fèisean at an event in Uist in May.	
		Training Officer	Deliver training to 50 tutors and organisers per year (HIE Target)	Fèis Trèanaidh, to be held in February 2008, will fulfil the target regarding organisers.	**A**
				30 tutors expected on Level I and II courses at SMO also in February 2008.	
				Level I course offered in Inverness in August 2007 with 4 participants.	
				The integration of folklore/history into all tutor training (stories behind tunes and songs, awareness of tradition etc) has been ongoing and will be taken account of in future plans.	
		Training Officer	Continue in-house Training Programme (HIE Target)	Staff training is ongoing as required.	**G**
				In-house induction is available for new staff.	
				Anne Willoughby – progressing with MBA.	
				Iona MacDonald – progressing with Masters (Culture).	
				Chris DePlano – attended 1 week Marketing course in June.	
				Sandy Gray attended a seminar on proposed changes to Disclosure checking.	
		Training Officer	4 Gaelic grammar sessions for FnG staff (BnG Target)	One held in Fort William on 12 June, another in Portree on 28 August and a third one in November.	**G**
				A further day will be set for before 31 March 2008.	
		Training Officer	4 Gaelic language workshops for Fèis committees at different levels by March 2008 (BnG Target)	To be part of the February Fèis Trèanaidh weekend.	**G**
		Training Officer	Support for 20 people to undertake a Gaelic course suitable to their needs in 2007-08 (BnG Target)	Offered on an ongoing basis, with 13 people currently undertaking Gaelic language training of different kinds. With participants at the Fèis Trèanaidh this target should be exceeded.	**G**
		Drama Officer	4 one-day workshops for drama tutors across Scotland (BnG Target)	One was held in Inverness in September, with plans for at least 3 more as part of work in run up to Gaelic summer school, undertaken by Seonaid MacDonald.	**A**
				More will be progressed as part of dràma Fèisean	
5.3	Teenage provision within the Fèis movement	CEO/ Development Manager		Will continue to support Fèis Rois nan Deugairean	**G**
				Fèis Lochabair looking at making similar provision for teenagers and Fèis Spè have organised a teenage Fèis also.	
				Archiving project will involve teenagers.	
				Cèilidh Trails and Blas involve teenagers.	
6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities**				

6.1	Networking	CEO	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, among them, the Scottish Traditional Music Forum. (SAC Target)	We continue to attend meetings, and contribute to the development, of the Traditional Music Forum. Working with a number of key partners who fund our work for which we deliver services.	**G**
				VisitScotland have invited us to work with them on Traditional Music awareness-raising training workshops for their TIC staff but there has been no progress to date.	
				We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School.	
				As already reported, discussions with RSAMD, Sabhal Mòr Ostaig and UHI about a 'Fèis Academy' are progressing.	
				FnG organised a successful Open Stage at this year's National Mòd in Fort William.	
		CEO/ Development Manager	Maximise Fèis contribution to success of the Highland 2007 (HIE Target)	Blas Festival was a major project for H2007.	**G**
				Fèisean took part in Highland Promise activities where invited, with our YMI tutors also involved in a St Andrew's Night celebration at Plockton High School, with its feeder primaries.	
				Fèisean and Cèilidh Trails were all listed as events under the H2007 banner.	
				Fèisean took part in H2007 PR events at the Scottish Parliament in June, and in London in July.	
				Helped to fulfil the remit of the 'Year that Scotland celebrates Highland Culture' with Ceòl nam Fèis concerts outwith the Highlands.	
				H2007 asked us to provide the entertainment at the Arts & Business Awards dinner in Edinburgh in September, which was very successful and allowed us to make some useful corporate contacts.	
				H2007 invited us to develop a showcase for their final event on 11 January, which was organised by Emily Edwards and was hugely successful. This will be reprised in Liverpool as part of their European City of Culture celebrations.	
6.2	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council and as members of the Traditional Music Forum, FnG will play a key role in the promotion and continuing development of traditional music in Scotland. (SAC Target)	Our work is geared towards this and demonstrated through the large number of bodies on which Fèisean nan Gàidheal has a presence, and the central place the Fèis movement has in the development of traditional music in Scotland.	**G**
6.3	International Links	CEO		Cape Breton, English and Irish musicians took part in Blas 2007.	**G**
				We have ongoing links with Celtic Colours in Cape Breton and Brian Ó hEadhra attended in October 2007.	
				Fèis Lochabair Cèilidh Trailers hosted a cèilidh for visiting Cape Bretoners in May	

				Fèis Bharraigh sent a group to take part in a tattoo in Cape Breton funded through our Fèis Development Fund.	
				Fèis participants took part in 2 concerts at Scotland House in Brussels early in 2007-08.	
6.4	Promotion and Marketing	Marketing & Communications Officer	Increase and raise profile of Fèis movement and its success with 10 pieces of local/regional coverage and 3 instances of national coverage per year. (HIE Target)	4 x YMI press releases issued.	**G**
				Regular news items circulated.	
				News releases on Ceòl nam Fèis tour issued.	
				Coverage needs to be worked on, however, but confident that this target will be met by March 2008.	
				Faileas being created and distributed regularly.	
				Good coverage on Fèis Academy including an editorial in the West Highland Free Press.	
				An impressive portfolio of press cuttings has been collected during the course of the year.	
		CEO	Investigate greater partnerships with the commercial sector. (SAC Target)	Clydesdale Bank sponsored Blas 2007 and the Royal Mail and Co-op have, so far, come onboard for 2008.	**G**
				Further work needed in this area but potential sponsors were brought together at the Blas launch and there are some very positive leads.	
				Providing the entertainment at the A & B Awards Dinner helped us make initial contacts which have been followed up.	
6.5	Information	All staff with support of Gaelic Officer where necessary	All information to be produced bilingually, or in Gaelic only, where appropriate (BnG Target)	Majority of external FnG information is produced bilingually.	**G**
				Staff communications are in Gaelic only.	
				Staff appraisals are conducted in Gaelic and all paperwork connected to them is in Gaelic.	
				Most Fèisean are being assisted to allow them to produce information bilingually.	
				Gaelic content of *Faileas* has increased greatly.	
				Board meetings are now held in Gaelic with simultaneous translation/interpretation.	
		CEO	Work with HIE in commissioning research quantifying wider economic impacts of Fèis movement on cultural and creative industries in the Highlands & Islands to be published by 2008 (HIE Target)	To be arranged with HIE at a time appropriate to them, but we will cooperate fully.	**G**
6.6	Website and ICT	Marketing & Communications Officer	Redevelop Fèisean nan Gàidheal's web presence so that it is on a content management system (SAC Target)	New site designed by Pelican Design using Sitekit.	**G**
				Now live at www.feisean.org.	
				Content population is ongoing.	
				Sub-sites for individual Fèisean will be next stage of development and this has already begun with www.feisrois.org.	
		Marketing & Communications Officer	Bilingual website to be up and running by end of 2007 (BnG Target)	New, bilingual FnG website is now live.	**G**

6.7	Showcasing opportunities	Development Manager	Stage 4 high-profile showcase concerts as part of Highland 2007 (HIE Target)	4 Ceòl nam Fèis showcase concerts held at the end of June.	**G**
				Venues in Banchory, Perth, Glasgow and Edinburgh Over 30 'core' performers involved in all 4 performances.	
				Local Fèisean joined them in the various venues, including Fèis Obar Dheathain (Banchory); Fèis sa Mheadhan (Perth and Glasgow); Fèis Cheann Loch Goibhle (Glasgow); Fèis Dhùn Èideann (Edinburgh).	
				Audiences were not huge, but the tour was a very worthwhile experience for the young musicians involved.	
				There was the possibility of a reprise in Stornoway, at An Lanntair, towards the end of the year, and possibly at Eden Court Theatre at some point, but the invitation from H2007 to put together a new piece for their finale overtook this idea.	
		CEO/ Development Manager	Raise the profile of the Fèis movement through dedicated showcase concerts as part of Highland 2007, and other workshop/training activities (SAC Target)	4 Ceòl nam Fèis concerts reported on above and the Donald Shaw piece 'Harvest' was a major event as part of Blas.	**G**
				NessFest had a successful Fèis showcase event as part of the festival which has been developed with Fèis Ghleann Albainn.	
				Fèis youngsters had the opportunity to be showcased as part of the Runrig *Beat the Drum* event at Drumnadrochit, and this was hugely successful.	
				As reported under 6.1, H2007 asked us to develop a showcase for their final event on 11 January, which will be reprised in Liverpool as part of their 2008 European City of Culture celebrations.	

Arthur Cormack | CEO | February 2008

Fèisean nan Gàidheal

Fèis Academy
Agenda Item: 1.2008.03(d)

[The following is extracted from a working draft of the Fèis Academy Business Plan – it is presented to the Fèisean nan Gàidheal Board for their consideration, comment and advice]

"Our vision is of a Scotland in which Scottish and Gaelic traditional arts and language have an inspiring and enduring presence in every school and in every community."

1. MISSION

- The Fèis Academy will provide high quality learning opportunities in Scottish and Gaelic traditional arts[1] and language, in partnership with others who share our values, and originating from the values of the Fèis movement.
- The Fèis Academy will embody the values of: increased participation, engagement and inclusion; the process of non-formal engagement; parity of esteem for the Gaelic language and Scotland's traditional arts.
- The Fèis Academy believes in the intrinsic value of Scotland's traditional[1] music and dance and its importance to the individual and communities; culturally, socially, educationally and economically.
- The Fèis Academy will support the interests of the individual in practical ways, namely through providing the opportunity for progressive lifelong learning, whether formal or non-formal, accredited or non-accredited.

3 THE FÈIS ACADEMY PROPOSITION

3.1 The Fèis Academy will work toward the creation of a national infrastructure of support that safeguards, educates, engages, promotes and increases the use of, and participation in, Gaelic and Scottish traditional arts and language for all people in Scotland. It is intended to:

- Improve access and inclusion for people to participate in and experience the traditional arts and Gaelic language
- Create new and unique opportunities for progression and development, both personal and professional
- Raise the standard of education, performers and tutors which continually feeds back into the community
- Approach government/SFC/GTC regarding the introduction of a traditional music teaching course and traditional music teaching positions in schools.

3.2 Under these four central tenets the Fèis Academy will provide high quality learning opportunities that support the interests of the individual in practical ways. The Fèis Academy will seek to develop an infrastructure which enables individual and unique progressive learning pathways for lifelong learning, whether formal or non-formal, accredited or non-accredited.

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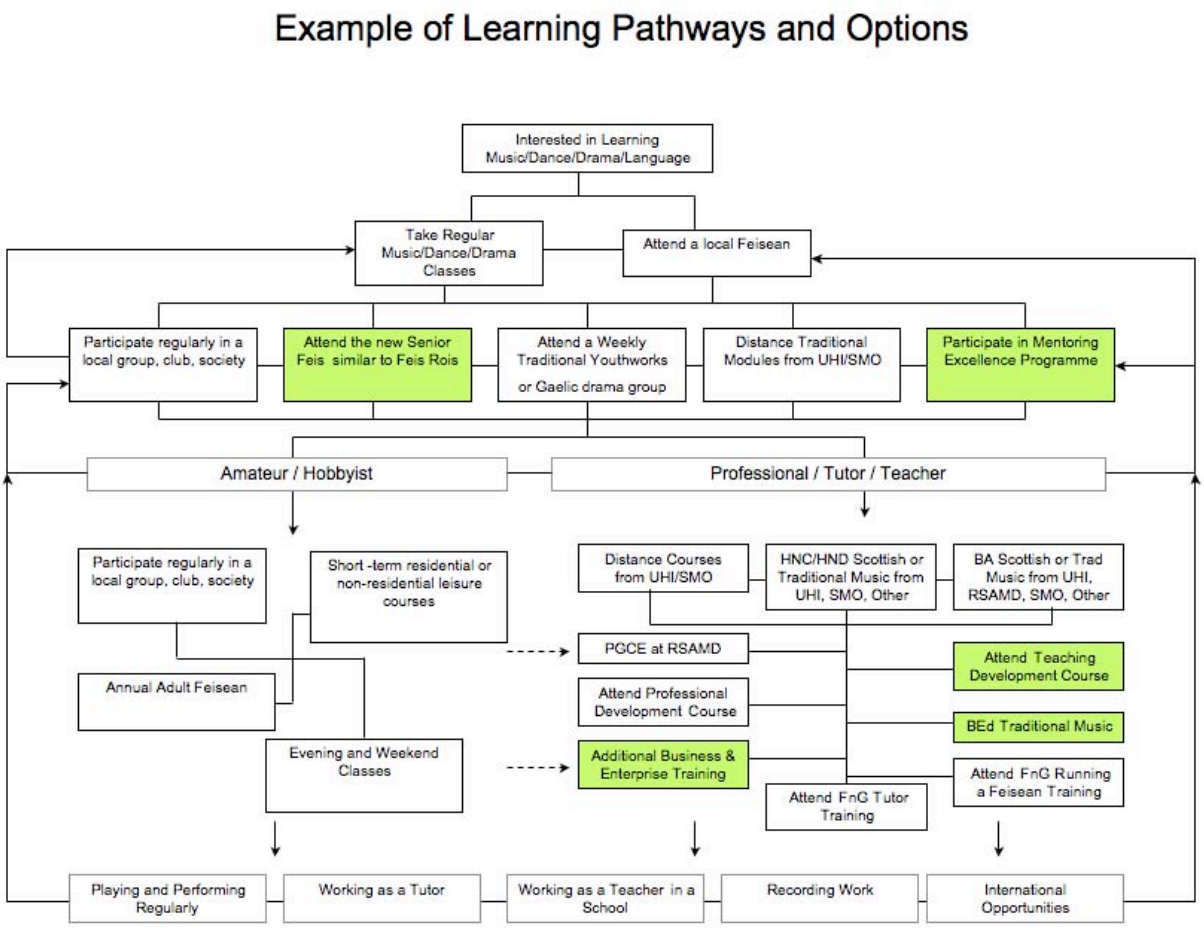
[1] Traditional arts inclusive of music, dance, drama, storytelling, poetry and oral traditions, with the intention to grow to encompass visual arts. As the Academy has been instigated by the Fèis movement its initial work will focus principally on Gaelic traditions, with the commitment to build upon this foundation and extend provision to all forms of Scottish traditions such as Scots and Shetland through the development of future working partnerships.

[2] The term 'traditional' does not infer a historical 'preservation' or limit the scope and potential for ensuring the music and dance remain alive and developing organically – informed, but not bound, by history

3.3 These opportunities will be developed across the full spectrum of participation from playing and learning, to teaching and professional training to ensure the greatest number of potential pathway options, the illustration below outlines some of the existing and proposed opportunities and pathways for development.



3.4 In order for the individual to be fully supported in progress from initial interest through to a leisure or career destination, some gaps in current provision will require to be addressed, including the following:

- New senior Fèisean
- Industry provision mapping and connecting
- Information and Coordination
- Mentoring – excellence programme
- Masterclass Network
- CPD training
- Creating exemplars/models to roll-out
- Champion neglected Instruments
- Identification of appropriate assessment pieces
- Dance and Drama

New Senior Fèisean

3.5 The creation of five new week-long Senior Fèis programmes specifically designed for 14 – 17 year olds and focused on building on the initial skills developed through experiences at junior Fèisean. These week-long programmes will be run during, spring/summer/October holidays and will focus principally on groupwork, playing for dance/drama, recording and production, technical proficiency and some contextual work through various medium such as storytelling.

3.6 The classes will be open to a range of intermediate levels and each will offer options in dance, drama, storytelling, accordion, chanter, drama, drumming/percussion, fiddle, Gaelic song, guitar, piano, harp,

pipes, tin whistle, furthermore all participants will be introduced to Gaelic language through integration in the daily class programme. The Fèis learning shall culminate in both performance and cèilidh events. These Senior Fèis would be for between estimated 80 and 100 participants each, to ensure sufficient numbers to fulfil the various groups.

3.7 Proposed locations for the new course will be in areas that demonstrate an appetite and capacity to develop the opportunities already available. The will be driven by enabling access to enhanced facilities, existing music courses or in-house expertise to develop structured and progressive teaching systems in both group and individual work.

Industry Provision Mapping and Connecting

3.8 The Fèis Academy will manage a network and database of formal and non-formal learning providers across Scotland. This database will include providers and individual courses - short term, Fèisean, distance, full or part-time - to ensure an accurate level and location map can be produced and used by the whole Scottish and Gaelic Traditional Arts Community.

3.9 This mapping and network will be used to make links between existing provision that are not currently acknowledged or apparent and identify gaps in provision not currently being met, in order to develop solutions to meet these gaps, e.g. drama and dance.

Information and Co-ordination

3.10 The Fèis Academy will use the mapping and network knowledge to provide bespoke advice and co-ordination on behalf of the individual. This will take the form of responding to enquiries and actively promoting the existence of the wide range of options available, the information for which may otherwise be difficult, time consuming or impossible for the learner to identify.

3.11 For example, the service could promote and advertise the full breadth of learning available to each individual community, group or association to indicate potential next steps or progression, and could respond to individual enquiries by identifying a path or series or steps for the individual to follow. The Fèis Academy could identify the potential for travel assistance to enable young people to attend learning opportunities outwith their immediate or reasonable travel distance.

Utilisation of RSAMD Youthworks Network or Model for Fèis Academy

3.12 Fèis Academy could identify areas of sufficient demand for further traditional Youthworks, where local provision does not sufficiently meet the requirement and work with RSAMD to deliver to these additional communities in conjunction with local authorities, groups and societies. This could ensure interim progression for students between annual senior Fèis and in preparation for further or higher education. At present Youthworks delivers traditional music at some of its centres, but this could lead to a partnered expansion of delivery.

Master and Apprentice - Mentoring Excellence Programme

3.13 A programme that will use the Fèisean to identify gifted/talented young Scottish Traditional/Gaelic musicians and performers (between ages 14 – 17) an then match them with leading figures in their fields for a year-long one-to-one personal relationship gaining experience of artistry at the highest level with the aim of sharing, learning and growing. The programme will span music, song, drama, dance and storytelling.

3.14 This programme will enable a small group of talented individuals annually to develop significantly, but more importantly will also ensure that skills and knowledge of Scotland's traditions are passed on personally, including the tacit knowledge, which often cannot be systematically incorporated into formal education for the wider benefit of the community.

3.15 Over the course of the year, the master and apprentice pairs will spend no less than two weeks together, although the frequency, duration, place, time and purpose of individual meetings will vary and be by mutual agreement and may be coordinated with the assistance of the Fèis Academy coordinator. The interaction will remain entirely individual and flexible coaching, access to the master at work, collaborations industry experience.

3.16 The Fèis Academy will be responsible for identifying appropriate 'masters', securing and managing their participation and contribution, and an appropriate method of selecting 'mentees' from the Fèisean will

be developed. The programme would not be formally assessed but could be used to promote self-evaluation through, for example, reflective diaries and personal monitoring.

Masterclass Network

3.17 In order to promote wider inclusion beyond the master and apprentice programme, the Fèis Academy would provide open Masterclass sessions. These might take the form of an organised visit to local Fèisean, Youthworks group, strathspey & reel societies or college courses.

3.18 The nature of these sessions could either be frequent with different, smaller groups (perhaps limited to allow for personal contact between attendee and master), or more occasional sessions for larger groups to act as an inspiration to increase participation and achievement. They would be a combined effort between the local organising group and the Fèis Academy.

CPD and Professional/Enterprise Training

3.19 At present all FA partners provide different levels of professional training, from stagecraft and performance skills to self-management and promotion, interview/audition preparation, starting and running your own company, business and entrepreneurial skills, PR and Marketing, ICT and industrial placements. Current provision could be expanded upon and offered more widely.

3.20 The Fèis Academy could support professional training with Industry Partnerships whereby coursework involves placements, internships and the running and organisation of commercial Cèilidhs, concerts and performances, participation in teaching younger students (evening/weekend), tours, recording and production – planning, organising and participation, festival performances such as Celtic Connections/Blas/Burns. There is also the potential to work with the Musicians Union or other to develop best practice industry guidelines for Folk and Traditional music.

Tutor and Teacher CPD building to Teacher Training

3.21 Fèisean nan Gàidheal supports a training plan for staff, tutors, organisers and volunteers. The Fèis Academy could perhaps work toward developing the additional requirements on behalf of Fèisean nan Gàidheal to move this existing training to a formal award.

3.22 In addition, Fèis Academy could develop a Certificate in Traditional Music Tuition with specialisms in Private Tuition/Teaching for Graded Exams, Primary, Secondary, College and University. This certificate could cover teaching skills including techniques and methods, creative approaches, instruction in group teaching and school experience and also practical projects to devise market, implement and evaluate a workshop or teaching event. The Fèis academy could also work with Musicians Union or ISM Register of Professional Private Music Teachers to develop further professional certifications relevant to Scottish Traditional Music education.

3.23 A **Bachelor of Education (Music)** course is currently offered by the RSAMD in collaboration with the Faculty of Education at University of Glasgow and is approved by the General Teaching Council for Scotland. The course, which leads to an award of the RSAMD, is designed primarily for students wishing to become classroom teachers of music in schools. Successful completion leads to the award of the degree together with a Teaching Qualification (Secondary Education). The following Traditional Music specialisms are currently available Accordion, Clàrsach, (Scottish) Flute, Fiddle, Gaelic Song, Highland Bagpipe and Percussion. The Fèis Academy could work to extend this from simple a bachelor or Education with music to a specialist **Bachelor of Traditional Music Education** between all partners with approval form the General Teaching Council of Scotland.

Creating Exemplars, Models and Teaching Materials to enable roll-out

3.24 At present some courses and tuitions are available only from certain providers of in certain locations. In order to improve access the Fèis Academy shall work to create transferable materials. For example, at present a student can undertake Fèis tuition in variety of locations, but would need to travel to Ullapool to participate in a senior or adult Fèis and could opt either to distance learn or relocate to Skye, Benbecula, Glasgow, Perth etc. to complete a formal qualification, while FnG Tutor training currently takes place in Inverness. These exemplars could enable all partners to fulfil requirements in a wider range of local areas.

3.25 The development of frameworks, standards, case studies, exemplars and teaching toolkits and resources will ensure that while personal delivery will vary from region to region and tutor to tutor the

'kite-mark' of the Fèis Academy assures a comparable and assured level of standard as approved by the partners.

Champion Neglected Instruments

3.26 The Fèis Academy as a representative of the Scottish traditional music sector will undertake to positively affect the reintroduction or revitalisation of certain aspects and instruments of traditional music that are less well developed or catered for than others, e.g. button box. This could involve consultation between current practitioners to put in place projects and systems to stimulate interest and develop skills, including the provision of masterclasses, seminars and marketing campaigns to drive popularity.

Identification of Appropriate Assessment Pieces

3.27 The Fèis Academy will undertake to work with the SQA to identify songs and tunes at various levels to build up an approved list traditional/Gaelic pieces, for all instruments, song, drama and dance for use in examination purposes at Higher level and beyond. This could be done with contribution from the RSAMD, which has recently developed approved lists for Scottish Traditional Music Graded Exams and those with similar experience in dance and drama.

Dance and Drama

3.28 Ensure dance and drama equivalents for the music provisions outlined above are in place, a greater level of infrastructure and development will be required to take place, including the development of dance qualifications and the development of Gaelic drama.

3.29 The coordination of existing traditional and Scottish dance opportunities would be a helpful service, as well as the identification of gaps in dance tuition, e.g. Hebridean Dance at FE and HE levels.

Bryan Beattie | Consultant to Fèis Academy Working Group | February 2008

Fèisean nan Gàidheal

Staff Reports
Agenda Item: 1.2008.05(a)

Staff member	David Boag
Job Title	Development Manager
Period of Report	November 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	
1.1	**Grants Scheme for Fèisean**
	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)
	Currently we are supporting 17 projects, through £38k of grants worth a total value of £117k in new projects.
1.2	**Reducing the burden on volunteers**
	Support Workers in place
	Range of Support services in place
	The development team have been busy visiting Fèisean in the run up to the submission of the grant forms on 25th January. This has generally been a very successful initiative, and I feel that the Fèisean are generally more aware of the range of support which is on offer to them.
1.10	**Support for new Fèisean**
	Create 2 new Fèisean per year
	A formal application for membership for Fèis a' Chaolais (Bonar Bridge) has now been received. This will be a Gaelic medium Fèis, drawing mainly on children attending Gaelic medium in Bonar Bridge and Tain. Plans are still active for the establishment of new Fèisean in Dunoon and the Isle of Coll.
1.11	**Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent**
	Continue to support individual Fèis projects such as the Fèis Bharraigh expansion activities (SAC Target)
	I have now concluded final submissions to Children in Need and the Scottish Arts Council YMI Informal sector.
2.4	**Developing wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean**
	Ensure commitment to Gaelic amongst new Fèisean
	See 1.10
4.2	**Development of Blas – Celebrating Highland Music**
	50 events across the Highlands (BnG Target)
	Gaelic-speaking Fear / Bean an taighe at each event (BnG Target)
	Gaelic signage at each Blas venue (BnG Target)
	Blas promotional materials to be bi-lingual (BnG Target)
	Gaelic Phrase cards to be issued to all audience members (BnG Target)
	Increase audience from 4,600 to 5,000 (BnG Target)
	Work on Blas 2007 has now been concluded and all of the above targets were achieved. Plans for Blas 2008 are now well in hand, with some work to be done with potential funders. We will ensure that all of the Gaelic related initiatives are maintained, and where appropriate, enhanced.
4.3	**Continuing support for Cèilidh Trails**
	Create a minimum of 5 Cèilidh Trails across HIE area by 2009 (HIE Target)
	This has been achieved, with Cèilidh Trails in Skye and Lochalsh, Ross-shire, Lochaber, Sutherland and within the Cairngorms National Park. Plans are now well in hand for establishment of a Western Isles Cèilidh Trail in Summer 2008.
4.6	**Inter-Fèis activities**
	Fèis Eilean an Fhraoich are organising a teenage groupwork weekend 15/16th February at the Gearannan

	Blackhouses in Lewis, with 17 young people from Barra, Uist, Harris and Lewis signed up.
5.3	**Teenage provision within the Fèis movement**
	See 4.6
6.1	**Maximise Fèis contribution to success of the Highland 2007 (HIE Target)**
	Fèisean have been active in supporting Highland2007. Fèisean nan Gàidheal, led by Emily Edwards delivered a fantastic performance of a new 25 minute Blair Douglas commission at the final night of Highland2007 at Eden Court, Inverness.
6.3	**International Links**
	We are actively looking at developing an international dimension to the archiving project as part of "Homecoming Scotland" in 2009.
6.5	**Information**
	Fèisean nan Gàidheal continues to provide a range of bi-lingual information, internally and externally, both in printed and electronic formats
6.7	**Showcasing Opportunities**
	Stage 4 high-profile showcase concerts as part of Highland 2007 (HIE Target)
	Raise the profile of the Fèis movement through dedicated showcase concerts as part of Highland 2007, and other workshop/training activities (SAC Target)
	4 Ceòl nam Fèis concerts were achieved in June 2007, and see 6.1.

Staff member	Anne Willoughby
Job Title	Executive Manager
Period of Report	December 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
1.1	**Deliver Grant-Aid support to at least 35 Fèisean annually (HIE Target)**
	To date, grants have been offered to 41 Fèisean (34 in HIE areas), totalling £258,766.01 as detailed in the tables provided for Board meetings. Payments totalling £131,964.00 have been paid out to 30 Fèisean. Applications forms for 2008/09 have been received and letters of offer will be processed in due course.
1.2	**Continuation of Annualised Hours Scheme, with increase in hourly rate**
	Annualised hours offered for 2007-08 as part of the grant offer. Recommended hourly rate increased from £6.00 to £7.50. A total of 3933 hours have been offered. Uptake for annualised hours is very slow and this grant may be better utilised by Fèisean who actively participate in the scheme. 3 Fèisean have retained a part-time development worker through this scheme.
1.3	**Run an Annual Conference (SAC Target)**
	An invitation was received from Fèis Lochabair to host the 2008 Annual Conference. This will take place in Fort William on 19/20 September 2008 and the venue will be booked once approved by Board members.
1.4	**Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.**
	Insurance policy reviewed and renewed annually in February. Cover has been extended to cover the new offices in Inverness and Stornoway. The Board requested that The Director obtain a quote for trustee indemnity insurance but decided not to proceed further. Accident cover for staff has been extended to cover changing circumstances in staffing levels i.e more full-time posts. Staff are requested to have their own business use insurance policies if using their own cars for company travel.
1.5	**Regular lending of instruments to Fèísean**
	Instruments have been well used by Fèisean throughout the year. Demand still remains high despite a number of Fèisean having their own instrument banks. Instruments have recently been sent out to Fèis Ratharsaidh, Fèis Inbhir Narainn, Fèis Obar Dheathain, Fèis Ile and Fèis Dhun Bhreatainn.
1.6	**Renting to individuals to maximise income**
	Rental income achieved is already higher than that of the previous year and has exceeded the total yearly budgeted target. Demand for instruments is difficult to predict as certain instruments are more popular from year to year perhaps due to tutor availability. The demand for clàrsaich remains high due

	to cost factors, accordion is very popular at the moment with fiddle less so.
1.7	**Maintenance of a Fèis Tutors database**
	All databases have been amalgamated and the new database is being revised to make it user friendly. New data is being added as necessary and Donna Cunningham held a staff training session on this in December. Staff will be encouraged to maintain an individual database which will be amalgamated into the main database on a regular basis. Donna will set up templates to allow staff to send regular updates. The administration of the main database will be co-ordinated from the Portree office once the Business Officer is in post.

Staff member	Iona MacDonald
Job Title	Training Development Officer
Period of Report	December 2007 – February 2008

1.2	**Reducing the burden on volunteers** **Policies are made as easy as possible for volunteers to deliver**
	Most policies available as downloads on website Policy on Risk assessment under development and for approval. (1st draft ready). Attendance at RoSPA training course on Risk Assessment planned (9 April, Edinburgh). Work progressing on reducing and controlling risk in the policy document. **Training offered where action needed on the part of volunteers** FT08 postponed due to poor weather and road conditions. Rescheduled for 15/16 March 2008. Coursed offered reflected suggestions by the fèisean, and it looks likely that most of those originally registered for the February date will be able to attend the March date. **Hands-on support with implementation of Gaelic policy** Available through Gaelic Officer and information session and surgery to be made available as part of Fèis Trèanaidh (6 participants representing 5 fèisean registered for this option) **All Disclosure checks and Child Protection Training organised centrally** On-going. Regulations to change shortly and FnG has been represented at the consultancy meetings. Changes will not be implemented this year, but the Scottish Government intend that the changes will be implemented in 2009.
1.3	**Run an Annual Conference (SAC Target)**
	Conference took place in Aviemore on 14 & 15 September 2007
	AGM 07 successful and enjoyable. Awaiting board decision on location/date for AGM 2008
4.7	**Traditional Music Tutor Training Network – TMTTN**
	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)
	Training Development Officer to call a meeting of TMTTN before the end of August to re-start progress A meeting of the TMTTN was held in Edinburgh on 5 October 2008, where it was decided that the TMTTN should continue, particularly in regard to its work on accredited qualifications for music tutors and with networking opportunities in the form of regular conferences and seminars. A provisional date has been booked for a conference on 1 November 2008 in Inverness. The first graduates of the Certificate in Music Tuition graduated from Stow College, Glasgow on 15 November, and are keen to continue their progress with an advanced certificate. The new cohort of students began work in September. 14 Students registered at Perth College this year. Invitations have been issued to prospective members to widen and develop the steering group.
5.2	**Annual Training Programme**
	Deliver training to 20 Fèisean per year (HIE Target)

	It is expected that this target will be met with the Fèis Thrèanaidh to be held in February 2008 See 1.2 • 39 participants representing 19 Fèisean and 17 tutors and FnG staff were registered to attend the Fèis Trèanaidh in February 2008. It appears likely that most will be able to attend the rescheduled date in March. • Ongoing training being offered on request, with 4 Fèisean at an event in Uist in May • 6 participants in total, representing FTAE and FTAM, and Fiona MacInnes, WI Support Worker. • First Aid, Child Protection and IT training has been sourced externally for 2 Fèisean.
	Deliver training to 50 tutors and organisers per year (HIE Target)
	Fèis Thrèanaidh to be held in February 2008 will fulfil the target regarding organisers 30 tutors expected on Level I and II courses at SMO also in February 2008 In the first nine months of 2007, 114 tutors and organisers have taken part in Fèis training. It is expected that 40 more participants will take part in FT08, and 20 – 25 at the Tutor Training Level 1 & 2 Course on February 16/17.
	Investigate the integration of folklore/history into all tutor training (stories behind tunes and songs, awareness of tradition etc)
	Under development. (This subject was one of those offered as part of the Fèis Trèanaidh (both 07 and 08), and has been offered on a number of occasions as a two day course). Links with the School of Scottish Studies will continue to be strengthened, and emphasis is put on the importance of the stories behind tunes and songs at tutor training events. Archive officer appointed to assist in local collection of music and stories for use in fèisean. Part of Level 1 & 2 Training (Gaelic and the Fèisean, Integrating Gaelic Material)
	Continue in-house Training Programme (HIE Target)
	Staff training is ongoing as required Training session on Filemaker Pro software took place 19 December 2007. All attended. Gaelic training regularly taking place. In-house induction will be available for new staff On-going. Training session for new staff to be arranged on appointment of Business Officer. Induction process currently taking place naturally in workplace (J Cumming worked from Inverness Office for first two months). E Edwards based at Inverness. D Graham working closely with D Beck. Lochaber Development and Business Officer to be appointed). Post-Graduate Studies (Staff Development) • Anne Willoughby – progressing with MBA • Iona MacDonald – progressing with Masters (Culture)
	4 Gaelic grammar sessions for FnG staff (BnG Target)
	Gaelic Grammar offered 12/06 and 28/08. Next session taking place on 26 November. 4th session date to be arranged then.
	4 Gaelic language workshops for Fèis committees at different levels by March 2008 (BnG Target)
	4 workshops (at various levels) are offered as part of the Fèis Trèanaidh. Ulpan method training taking place for all staff at Fèis Rois. Support for 20 people to undertake a Gaelic course suitable to their needs in 2007-08 (BnG Target) 11 were registered on the Cùrsa Inntrigidh throughout the previous year, 4 of whom have now completed and are graduating. 4 have registered on the Cùrsa Adhartais, 2 of whom have started their studies, 2 have delayed. 16 participants attended the various levels of Gaelic course offered at the Fèis Trèanaidh (31 in total). 11 registered (to date) for FT08 Gaelic workshops.

Staff member	Emily Edwards
Job Title	Archiving and Special Projects Officer
Period of Report	November 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
4.4	**Archiving Project to be established**
	Since my appointment as part-time archiving officer on 29th October 2007, I have written an information leaflet explaining what the archiving project is about, which was sent out to all the Fèisean early November. Any Fèisean that were interested in taking part in the project were then sent an application form, which had to be returned by 14th January. I received applications from Fèis a' Bhealaich, Fèis air an Oir and a joint application from Fèis a' Bhaile and Fèis na h-Òige and I am awaiting an application from Fèis Ceann Loch Goibhle. Myself and David have decided that Fèis a' Bhealaich and Fèis air an Oir will take part in the first year of the project, aiming to have them completed by September 2008, with Fèis a' Bhaile/Fèis na h-Òige and Fèis Ceann Loch Goibhle taking part in the second year of the project, aiming to have these projects completed by August 2009. We aim to take on a further two projects in the third year of the project. I have also purchased four digital voice recorders for the project and I am currently organising the training sessions for the first year of the archiving project.
6.7	**Showcasing opportunities**
	It was a great opportunity for Fèisean nan Gaidheal to be given the finale spot at the Highland 2007 Showcase concert at Eden Court on 11 January 2008. Musician and composer Blair Douglas was commissioned to write a 25 minute piece of music including 3 new Gaelic songs, music and step-dancing. 29 Fèis participants between the ages of 16 and 21 from all over the Highlands took part in the event, all of whom attended the two weekend rehearsals and worked extremely hard to learn the new music. The concert was a great success, with a lot of positive feedback about the performance. We hope that there will be further opportunities for the participants to perform the music again later in the year, including a trip to Liverpool in December 2008 to take part in the 'Portrait of a Nation' showcase where the participants will represent the Highlands as part of Liverpool's Capital of Culture celebration.

Staff member	Nicola Marshall
Job Title	Development Officer
Period of Report	December 07 - February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**
	There are less Fèisean running activities during the period December to February but this allows time for catching up on administration and planning for the year ahead. However, Fèis Inbhir Narann, Fèis Ratharsaidh and Fèis Mhoireibh will be taking place in the next couple of weeks. Fèis an Earraich are busy preparing for their main Fèis which will take place in Plockton from the 24th to the 28th of March. I will be involved in their Ceilidh Trail auditions which will be held during that week. The Cairngorms Ceilidh Trail had four gigs over Christmas and New Year all of which were well received. Fèis Spè will be running a group-work weekend in Ballater on the 22nd and 23rd of February for potential ceilidh trail participants. The weekend will be led by John Somerville and Fraser Stone both former Fèis participants. After a bit of a break Fèis Chille Mhoraig are up and running again and are working with local primary schools and the Kilmorack hall to run the Fèis with a new format. I hope to work closely with them to develop their activities. Before Christmas I worked with Maree Nicolson to complete two funding applications for Fèis a' Bhaile. Their application to Awards for All for Gaelic Song and Step-dance workshops has been successful and

	they are waiting to hear the outcome of the application to the YMI Informal Sector for a series of group-work classes. I am pleased to report that Fèis a' Bhealaich and Fèis Air an Oir will be the first two fèisean to participate in the archiving project. I will provide support where necessary for this project. I have worked with Fèis Chataibh to submit a successful application to the development fund for funding to run a group-work weekend similar to the one being run by Fèis Spè as well as two PA/technical training days for participants and committee members. The group-work weekend will take place in Golspie on 29th February to First March. Fèis Gleann Albainn have also made a successful application to the development fund to run group-work sessions for older participants which will conclude with a performance at a fundraising ceilidh in Invergarry on the 22nd of February. Adult Fèis Gleann Albainn will also be happening in February and participant numbers have increased significantly on last year. Feis na h-Òige are going to try a new format for their follow on workshops and are working with Fèis a' Bhaile to look at the possibility or running joint events and making a joint bid to participate in the Archiving project. They are also planning to hold their AGM in March.
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.**
	Following grant meetings with all my Fèisean I have been working with Calum-Alex to up-date and develop Gaelic plans for most of them. We have created a simple format and tailored each plan so that it is relevant to each individual fèis. The plans will be up-dated and developed year on year. I have worked with Calum-Alex to prepare a workshop on bi-lingualisation for the Fèis Trèanaidh event.
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
	Fèis Spè, Fèis an Earraich, Fèis Chataibh and Fèis Rois continue to be involved in the Youth Music Initiative. Fèis Inbhir Narann's Gaelic Alphabet project proved to be very successful and they are continuing to run a lunch-time Gaelic-song group in the primary schools.
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.**
	I continue to attend Blas meetings as a Fèisean nan Gaidheal representative. I am in the process of organising Fèis Alba and I hope to secure the tutor and supervisor team over the next month. Funding for the established Ceilidh Trails should be confirmed by the end of February and I will be supporting the fèisean within my area to organise auditions and training events in the run up to Fèis Alba.
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	• Attended Cairngorm Ceilidh Trail training day on 15th December • Attended the staff training day in Strathpeffer on 20th December • I have spent a lot of time with fèisean assisting with main grant forms and helping them to plan ahead for the coming year and encouraging them to participate in the Training weekend. • As mentioned I have worked with Calum-Alex on a presentation and workshop which we will present at the training weekend when it is re-scheduled.

Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**
	Between December and January I was involved in the 'Portrait of a Nation' project which involved fèis participants from all areas. The group will perform in Liverpool at the end of this year. I have been in contact with fiddler Troy MacGillivray from Nova Scotia and hope to arrange a workshop and performance for Fèis Spè and possibly a couple of other Fèisean.

Staff member	Christine MacIntyre
Job Title	Development Officer
Period of Report	October 07 – Jan 08

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**
	October 2007 11 Fèis Cheann Loch Goibhle meeting to discuss their schools project 22 Met with Fiona Blakey Argyll schools Cultural Coordinator regarding establishing closer liaoning between fèisean and Argyll schools 25 Fèis Ile & Jura meeting on how best to progress with joint fèis 27 Attended and assisted with Fèis Latharna's mini fèis 29 Fèis Latharna AGM **November** 1 Meeting with D Beck re expansion and co-ordination of Gaelic drama both in Argyll & Glasgow 2 Meeting with Fiona Blakey to establish greater provision of traditional music access in Argyll Schools 6 Fèis Latharna meeting 9 Fèis Lannraig a Tuath meeting 13 Meeting with Nial Urquhart Argyll Comm. Ed Officer to discuss Council support & funding 14 Meeting with G MacLean An Tobar in Mull to discuss possibility of a joint island Musician in Residence project 22 Invited & attended Argyll Rhapsody production in Oba 24 Attended and assisted in a half day fèis Innis an Uillt 24 Held a meeting with Fèis Lannraig a Tuath to discuss New Development Plan 26 Attended a Fèis Training day Inverness 28 Meeting with Fèis Dhuin Bhreatainn an Iar **December** 3 Fèis Latharna meeting, assisted with funding application 19 Fèis staff meeting and training in File Maker Pro Strathpeffer 20 Meeting with West Dunbarton's Comm. Ed **January 2008** 8 Meeting with Argyll drama in Appin & Oban 10 Fèis Latharna meeting to assist with fèis grant application form Met with L Elliot Leader Officer Oban 12 Fèis Innis an Uillt meeting to assist with fèis grant application form Met with Fèis Lannraig a Tuath to assist with grant form 16 Fèis Ghlaschu meeting to assist with grant application form Meeting with Fèis Lannraig a Tuath to discuss New Project 17 Fèis Thiriodh meeting re grant application 21 Fèis Dhuin Bhreatainn meeting re grant from

	Fèis Naomh Chonbhal re grant form 24 Fèis Àrainn AGM and grant form meeting 28 Fèis Cheann Loch Goibhle grant meeting 29 Fèis Mhuile grant meeting Fèis Ile meeting to be re-scheduled
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.** At each fèis meeting I have emphasised the need to increase the use of Gaelic content within each fèis. This year at the grant meetings we have endeavoured to examine and re evaluate all Gaelic policies and plans
	Mallaig are sending two groups to the Fèis dhràma this year Lannraig a Tuath are exploring the avenues of Gaelic pop
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
	Fèis Cheann Loch Goibhle have increased their coverage of access to Argyll schools Fèis Ghlaschu is working in collaboration with the Glasgow Gaelic school Fèis Dhuin Bhreatainn have expanded their school networking Fèis Naomh Chonbhal are hoping to have a joint project with Highlanders Academy Gaelic Unit Fèis Innis an Uillt now have regular Fèis after school activities
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.** N/A
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	o Attended a Gaelic training day in Inverness o Attended a training day for File Maker Pro at Strathpeffer o Encouraged various tutors to go on training programmes o Have held various small training events at fèis meetings for Gaelic/games content
Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**
	o Attended the Argyll Rhapsody in Oban o Met with various Councils and officials o Attended the Small Islands Conference in Mull o Contributed to Faileas newsletter o Continue to expand photographic archive o Attended a Gaelic Awards Ceremony with North Lanarkshire Council

Staff member	Jenna Cumming
Job Title	Western Isles Development Officer
Period of Report	December 2007 – February 2008

Section 1 Progress on Fèisean nan Gàidheal Targets	
Dev. Plan Target 1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities.**

	To date I have met with delegates from Fèis Taigh Dhonnchaidh, Fèis Eilean an Fhraoich, Fèis Eilean na Hearadh, Fèis Tìr an Eòrna and Fèis Tìr a' Mhurain. Due to severe weather conditions it has not been possible to meet with representatives of Fèis Bharraigh but we are hoping to hold a meeting through Skype if possible. A new annualised hours worker will be appointed by Fèis Eilean na Hearadh by the end of March. The post will be advertised next week A leaflet with the dates of this year's Fèisean has been printed and distributed throughout the Western Isles. Fèis Tìr an Eòrna will take place from 30th June – 4th of July Fèis Bharraigh's will run from 6th of July – 12th of July Fèis Eilean na Hearadh will begin on the 7th of July and finish on the 11th of July Fèis Tìr a' Mhurain will take place from the 14th of July - 18th of July Fèis Eilean an Fhraoich will begin on the 28th – 1st of August. Both Fèis Taigh Dhonnchaidh and Fèis an Rubha will run from the 4th – 8th of August.
Dev Plan Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves.**
	All Fèisean are keen to update their Gaelic Development plans this year and I hope to work closely with Calum Alex in the next month or so to visit each Fèis and discuss ways in which their current plan can be improved to further promote the Gaelic language.
Dev Plan Target 3	**Develop the work of the Fèisean within the formal education sector.**
Dev Plan Target 4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean.**
	A total of 18 teenagers will take part in the Teenage Groupwork Weekend next week at the Gearrannan Black house Village in Carloway. The residential weekend, which is open to all S3-S6 pupils with existing skills in Gàidhlig song and music, is designed to give Fèis participants within the Western Isles, the opportunity to focus on groupwork, encouraging in particular, instrumentalists to work alongside singers. 3 participants will travel from Barra and 3 will represent Fèis Tìr an Eòrna. Eleven will participate from Fèis Eilean an Fhraoich and 1 will take part from Harris. In summer 2008 a Ceilidh Trail will be established in the Western Isles. Fèisean in the Western Isles have indicated that they are keen to establish a Cèilidh Trail, and Fèisean nan Gàidheal are extremely keen to ensure that this key development is brought to fruition. A proposal has been prepared and a provisional Cèilidh Trail timeline has been completed and I am keen to appoint a co-ordinator by the end of March.
Dev Plan Target 5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement.**
	○ I attended the staff training day on Wednesday 19th of December held in Strathpeffer ○ I will attend the 'Gàidhlig do Luchd-obrach' training day on Wednesday 12th of March at Aros in Portree. ○ I will attend the FnG 'Fèis Trèanaidh' on Saturday 15th & Sunday 16th of March where I will receive training in First Aid, Child Protection & Risk Assessment.

Dev Plan Target 6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities.**

Staff Member	Calum Alex Macmillan
Job Title	Gaelic Officer
Period of Report	November-February

Section 1 Progress on Fèisean nan Gàidheal Targets	
Target 2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves**
2.1	**Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation**
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target) The Gaelic Policy has been in place now for almost three years and we are continually working to ensure that each Fèis is complying with the policy. We give a lot of help to a number of Fèisean with translating any information they are distributing. I am working on the Gaelic pack at present and I am continually looking at materials to include in this. Over the past few months I have been spending a lot of time developing Gaelic policies for individual Fèisean. I have worked closely with Nicola and her Fèisean on this and I'm looking forward to working with Jenna and Christine on their Fèisean. For the training weekend Nicola and I were going to make a presentation on the Gaelic policy and bilingualism and ways we can help them in implanting our policy. We have this prepared and we look forward to the opportunity of presenting it at the rescheduled training event Dougie Beck is currently developing the plans for the Drama Summer School project.
2.2	**Develop a Gaelic Language Development Team**
	Gaelic-speaking teams to be available to local Fèisean The G-team are going to be very busy over the coming months. They kick-off this year at Fèis Inbhir Narainn. And over the next few weeks they will be at Fèis Ìle, Fèis Obar Dheathain agus Fèis Ceann Loch Goibhle. I expect them to be busy again over the Easter period with a booking from Fèis Lochabair already. I am working continually on material for the G-team. In particular I have been looking at computer/technology based lessons aimed at teenagers. The database is continually being maintained and I often hear from people who are interested in the work of the G-Team.
2.3	**Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal**

	Database of phrases and vocabulary for Fèisean to be on website by end of 2007 (BNAG Target) I am continuing the work for the Database of useful phrases and vocabulary and hope that it will appear online shortly. I am constantly adding to it and have been working hard on gathering placenames and words and phrases which appear regularly in our day to day work. As soon as it appears online it will be maintained regularly with any new words/phrases being added regularly. **Gaelic to be visible on all local Fèis information leaflets with 30% to be fully bilingual (BNAG Target)** We are making good progress with the Fèisean distributing their publicity information bilingually. It is our aim, and a target of BNAG, that at least 30% of the information that each Fèis releases is bi-lingual. I have been very busy translating materials over the past few months for Fèisean. Mainly application forms but also other items such as newsletters, press releases and posters. It is evident that Fèisean are making great progress with bilingual distribution of information and I find this very encouraging. I am certain this will continue and develop and look forward to working with more Fèisean.

Staff member	Dougie Beck
Job Title	Drama Officer
Period of Report	November - September 2007

Section 1 Progress on Fèisean nan Gàidheal Targets for which responsible	
Target No.	**Target** Progress Narrative
2.1	**Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation**
	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School (SAC Target).
	The Summer School will take place for a fortnight either at the start or the middle of July, in Portree or Lewis. We are liaising with Theatre Hebrides to confirm a location for the school, and to engage tutors. Following on from advice received from Theatre Hebrides, we are considering engaging an artistic director from outside Scotland, possibly from Canada. Information about the School, which will be open to any Gaelic-speaker aged between 14 and 18, will be distributed to schools soon. We will be engaging an admin assistant to help with planning etc. In addition to FnG, Tosg, Eden Court, Comunn na Dràma and Eden Court, Promote YT and SYT have indicated that they want to be involved. FnG is of the opinion that it is very important that it is made clear that the Summer School is a partnership project and that input will be required from several organisations if it is to succeed.
2.5	**Development of Gaelic Drama**
	Develop 2 Gaelic drama Fèisean (SAC Target)
	As yet I haven't had a chance to visit Fèis Òigridh Ghlaschu, but Deirdre Graham will be speaking to them about their activities. I have been liaising with Fèis a' Bhaile to organise a program of drama classes aimed at learners in Inverness secondary schools (this is in addition to classes that have been running for some time already).
	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)
	As stated above, the plans for the first Sgoil Shamhraidh are well underway, and the first Sgoil will take place in July 2008. It was decided that summer 2007 was too soon to hold the first school, due to the development involved.
	Deliver 4 Gaelic drama projects in 2007-08 (BnG Target) ***and*** **Hold 5 Gaelic drama festivals across Scotland with at least 30 schools involved (BnG Target)**

	Projects are being run at the moment in Argyll, Ross-shire and Sutherland, Skye and Lewis and Harris. To date, each school has received at least one teaching session from Deirdre Graham, and she is at the moment going round some of them for a second time. The schools taking part from each area will come together on the following dates for performance nights: Skye – Aros: 11 March North Highland – Strathpeffer Pavilion: 13 March Lewis and Harris – An Lanntair: 20 March (NB: the Argyll date has still to be confirmed). The student drama project has been started, with groups in Sabhal Mòr Ostaig and Edinburgh University meeting already, and groups have been contacted in Glasgow and Aberdeen. It is expected that these colleges/universities will come together in May for an evening of performances in Inverness.
3.3	**Gaelic Language work in schools**
	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)
	Meanbh-chuileag is at present visiting Gaelic-medium primary schools with a play that explores important subjects such as the environment, global warming and recycling. The play was written by Seònaid Johansen, and Malcolm Munro was engaged to set up the tour and to help with rehearsals. A fortnight was spent on rehearsals, with Darren MacLean and Daibhidh Byrne being engaged as actors. Help during rehearsals was also received from Roddy Nicolson. The team will visit more than fifty schools between now and the third week of March – almost every single Gaelic-medium school. In addition to this, I spent three weeks working with Eden Court on their play *Ceann Mòr*, which was performed to a dozen schools within the Highland Council area in November 2007.
4.2	**4 one-day workshops for drama tutors across Scotland (BnG Target)**
	We held a training weekend in Inverness in September. This was supposed to have been held in Perth but several people pulled out and to cut costs, the event was moved to Inverness. We will be holding other similar events as part of the preparation for the Drama Summer School.
6.5	**Information**
	All information to be produced bilingually, or in Gaelic only, where appropriate (BnG Target)
	All FnG materials are produced according to these guidelines. All Fèisean are required to follow these guidelines, and full support is given to achieve this, if necessary.

Fèisean nan Gàidheal

Membership Applications
Agenda Item: 1.2008.05(b)

Iarrtas Ballrachd – Membership application

Airson ballrachd a thoirt a-mach le Fèisean nan Gàidheal, feumaidh sinn fiosrachadh fhaighinn bhuaibh a leigeas leinn cead a' Bhùird-Stiùiridh againn fhaotainn ballrachd a thoirt dhuibh. Ma bhios sibh soirbheachail bidh na cùnnraidhean a leanas an cois ur ballrachd.

To be considered for membership of Fèisean nan Gàidheal, we need to get some information from you which will allow us to get approval from our Board of Directors to offer you membership.

1. **Feumaidh gach fèis a bhith a' cur air dòigh cothroman-teagaisg airson òigridh eadar 8 agus 18, le Gàidhlig na pàirt gu math mòr nan lùib, a bharrachd air ceòl bhon dhualchas Gàidhlig agus òrain Gàidhlig a theagasg. Chan urrainnear taic a chumail ri fèisean a tha gu tur airson inbhich.**

   All Fèisean applying for membership must be tuition-based, for young people aged 8-18, with a significant Gaelic language element, as well as tuition of music and song from the Scottish Gaelic tradition. Please note that we cannot support activities specifically for adults.

2. **Feumaidh gach fèis Plana Gàidhlig a chur thugainn, a bhios a' mìneachadh an dòigh anns am bi iad a' fighe a' Ghàidhlig a-steach do gach nì a tha iad a' dèanamh. Tha Poileasaidh Gàidhlig aig Fèisean nan Gàidheal – a tha ri fhaighinn air an CD a tha an lùib seo - a dh'fheumas gach fèis a leantainn.**

   All Fèisean must submit a Gaelic Plan to us, detailing how they aim to incorporate Gaelic into all their activities. Fèisean nan Gàidheal has a Gaelic Policy – which is available on the accompanying CD - with which all Fèisean are expected to comply.

3. **Feumaidh gach fèis a bhith deònach gabhail ris Poileasaidh Cùram Chloinne Fèisean nan Gàidheal. Gheibhear leth-bhreac air a' CD an lùib seo. Feumaidh Oifigear Cùram Chloinne a bhith agaibh - cuideigin air a' chomataidh a bhios deònach dèiligeadh ri gnothaichean cùram chloinne. Feumaidh gach neach a tha air a' chomataidh a' dol tro sgrùdadh àrd ire le Disclosure Scotland.**

   All Fèisean will be required to comply with Fèisean nan Gàidheal's Child Protection Policy, a copy of which is on the accompanying CD. All Fèisean must appoint a Child Protection Officer - a member of the committee who is responsible for ensuring the Child Protection Policy is implemented and records are kept up to date. Enhanced disclosure checks are a requirement for all Fèis tutors and all volunteers.

4. **Feumaidh gach fèis a bhith ag obair taobh a-staigh amasan Fèisean nan Gàidheal a tha air am mìneachadh gu h-iseal.**

   Each fèis must also be willing to act within the aims and objectives of Fèisean nan Gàidheal, which are detailed below.

Ar dualchas ... ar n-òigridh

'S e caidreabh neo-eisimeileach nàiseanta de dh'Fhèisean teagaisg ionadail a th' ann am Fèisean nan Gàidheal

Tha Fèisean ann a dh'aona-ghnothaich gus dualchas is cànan nan Gàidheal a theagasg do dhaoine òga ann an suidheachadh spòrsail is sàbhailte.

Amas Fèisean nan Gàidheal

Tha e mar amas dhan bhuidhinn gum bi ealain, cànan is dualchas nan Gàidheal rim faotainn agus air am meas le barrachd is barrachd dhaoine le bhith cur taic ri agus a' leudachadh Fèisean teagaisg ionadail, a tha gu sònraichte do dh'òigridh.

Our culture ... our young people

Fèisean nan Gàidheal is an independent national association of tuition-based local festivals known as Fèisean (singular Fèis).

Fèisean are designed to teach young people in a fun, safe environment about Gaelic culture and language.

Aim of Fèisean nan Gàidheal

The aim of the organisation is to make Gaelic Arts, Language and Culture more accessible and more widely appreciated through the support and development of community-based tuition Fèisean, primarily for young people.

Prìomh-Oifis: Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Head Office: Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone **01478 613355** | **Facs**/Fax **01478 613399** | **Post-d**/E-mail **brath@feisean.org**
Companaidh earranta a tha na buidheann carthannais/Company limited by guarantee recognised as a charity | **Àireamh chlàraidh**/Registration number **SC 130171**

'S e na cinn-uidhe:

- Taic a chur ri bhith leudachadh Fhèisean fa leth, ri bhith brosnachadh dòighean-obrach math, agus ri bhith leudachadh na h-àireimh de thachartasan
- 'S e prìomh amas cleachdadh na Gàidhlig a leudachadh sna Fèisean, labhairt mar sheòl-conaltraidh is meadhan-teagaisg a leudachadh, a rèir feumalachdan gach coimhearsnachd a tha na Fèisean a' frithealadh
- Obair nam Fèisean ann an roinn an fhoghlaim a leudachadh
- Pròiseactan sònraichte 's obair fo chùmhnant a lìbhrigeadh, le com-pàirtichean, 's air an toirt gu buil le Fèisean nan Gàidheal is Fèisean fa leth
- Tréanadh a leudachadh gus cur ri sgilean muinntir nam Fèisean agus gus sàradh a chur air adhart sna Fèisean
- A' cumail oirnn a bhith brosnachadh dàimh nas dlùithe eadar Fèisean, buidhnean eile is dùthchannan eile, agus aithne air na Fèisean a leudachadh le bhith gabhail barrachd chothroman a thaobh sanasachd is follaiseach
- Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
- Develop the use of the Gaelic language within the Fèis movement, developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves, is a key objective.
- Develop the work of the Fèisean within the formal education sector
- Deliver strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean
- Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
- Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities

The objectives are to:

Ma tha *sibh riaraichte aontachadh ri na cùnnraidhean a tha seo, agus ma sibh airson a dhol air adhart le ballrachd a thoirt a-mach, cuir thugainn an fhiosrachadh a leanas, le bonn-stèidh agus dearbhadh gu bheil cunntas-banca agaibh ann an ainm na Fèise.*

If you are happy to agree to the conditions above, and you want to go ahead with an application for membership, please complete the details below and send it back to us, along with a copy of your Fèis constitution and confirmation of a bank account in the Fèis name.

Ainm Na Fèise – Fèis Name	FÈIS A'CHAOLAIS
Ainm an tagraiche – Applicant's Name	FIONA MACLEOD
Dreuchd - Position	CHAIRPERSON
Seòladh - Address	185 MIGDALE
	BONAR BRIDGE
	SUTHERLAND
Còd Puist – Post Code	IV24 3AR
Àireamh Fòn – Telephone Number	01863 766386
Àireamh Fòn-làimhe – Mobile Number	07974 434354
Seòladh puist-d – E-mail address	
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	19th Jan, 16th Feb, 15th March, 19th April 17th May, 21st June 2008.

Tha mi a' dearbhadh gu bheil mi air na cùnnraidhean a leughadh agus gu bheil mi a' gabhail riutha. Tha mi a' tagradh airson ballrachd *Fèisean nan Gàidheal às leth na feise tha shuas*

I confirm that I have read the conditions and agree to abide by them. I am applying for membership of Fèisean nan Gàidheal on behalf of the abovementioned Fèis

Fiona MacLeod ..... **Ainm-sgrìobhte**/Signature 3/1/08 ..... **Ceann-là**/Date

Ma bhios ur tagradh soirbheachail, cuiridh sinn cunntas thugaibh airson na cìs ballrachd.

If your application is successful, we will invoice you for the membership fee.

Cuir fiosrachadh air ais gu:
Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Please return information to:
Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ

'S e na cinn-uidhe:

- Taic a chur ri bhith leudachadh Fhèisean fa leth, ri bhith brosnachadh dòighean-obrach math, agus ri bhith leudachadh na h-àireimh de thachartasan
- 'S e prìomh amas cleachdadh na Gàidhlig a leudachadh sna Fèisean, labhairt mar sheòl-conaltraidh is meadhan-teagaisg a leudachadh, a rèir feumalachdan gach coimhearsnachd a tha na Fèisean a' frithealadh
- Obair nam Fèisean ann an roinn an fhoghlaim a leudachadh
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- Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
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Ma tha sibh riaraichte aontachadh ri na cùnnraidhean a tha seo, agus ma sibh airson a dhol air adhart le ballrachd a thoirt a-mach, cuir thugainn an fhiosrachadh a leanas, le bonn-stèidh agus dearbhadh gu bheil cunntas-banca agaibh ann an ainm na Fèise.

If you are happy to agree to the conditions above, and you want to go ahead with an application for membership, please complete the details below and send it back to us, along with a copy of your Fèis constitution and confirmation of a bank account in the Fèis name.

Ainm Na Fèise – Fèis Name	FEIS CHOLLA
Ainm an tagraiche – Applicant's Name	TAMARA HEDDERWICK
Dreuchd - Position	SECRETARY
Seòladh - Address	TOTRONALD BEAG ISLE OF COLL / EILEAN CHOLLA ARGYLL PA78 6TB
Còd Puist – Post Code	
Àireamh Fòn – Telephone Number	01879 230382
Àireamh Fòn-làimhe – Mobile Number	07788 956031
Seòladh puist-d – E-mail address	tamarahedderwick@coll-ceramics.fsnet.co.uk
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	EARLY MAY '08 / An Ceitean MID

Tha mi a' dearbhadh gu bheil mi air na cùnnraidhean a leughadh agus gu bheil mi a' gabhail riutha. Tha mi a' tagradh airson ballrachd Fèisean nan Gàidheal às leth na feise tha shuas

I confirm that I have read the conditions and agree to abide by them. I am applying for membership of Fèisean nan Gàidheal on behalf of the abovementioned Fèis

T. Hedderwick ..... **Ainm-sgrìobhte**/Signature 19/11/07 **Ceann-là**/Date

Ma bhios ur tagradh soirbheachail, cuiridh sinn cunntas thugaibh airson na cìs ballrachd.

If your application is successful, we will invoice you for the membership fee.

Cuir fiosrachadh air ais gu:
Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
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An t-Eilean Sgitheanach
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