Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Taigh Òsta Kingsmills, Inbhir Nis

Dihaoine 5 An Dùbhlachd 2008 @ 11m

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

Fòn 01478 613355
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Fèisean nan Gàidheal

Coinneamh den Bhòrd-Stiùiridh a tha gu bhith air a cumail ann an Tàigh-Òsta Kingsmills, Inbhir Nis bho 11m Dihaoine 5 Dùbhlachd 2008

Bidh taisbeanadh ann ron choinneimh aig 9.30m, airson buil ùr den Bhòrd mun obair anns a bheil sinn an-sàs, agus na dleastanasan a bhiodh orra mar stiùirichean Fèisean nan Gàidheal. Faodar ball sam bith seo a fhrithealadh airson am fiosrachadh as ùire fhaighinn ma thogras iad.

Clàr-Gnothaich

4.2008.01 CÙISEAN TÒISEACHAIDH

(a) An làthair

(b) Leisgeulan

(c) Fàilte air buill ùr a' Bhùird agus taghadh oifigearan a' Bhùird
O chionn 's gur i seo a' chiad choinneimh bhon a' chaidh taghadh a chumail airson buill ùra, tha aig a' Bhòrd ri Cathraiche, Rùnaire agus Ionmhasair a thaghadh.

(d) Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd
Tha geàrr-chunntas na coinneimh mu dheireadh den Bhòrd air a chuairteachadh. Thathar ag iarraidh air buill a' Bhùird gabhail ris a' gheàrr-chunntas mar chlàr ceart den choinneamh.

(e) Cùisean a' togail ceann
Faodaidh buill puing sam bith a thogail a tha ag èirigh bhon gheàrr-chunntas nach eil a' nochdadh ann an àite eile air a' chlàr gnothaich.

4.2008.02 CÙISEAN LEASACHAIDH

(a) Adhartas a-rèir Prògram-obrach Fèisean nan Gàidheal
Tha geàrr-iomradh a' mìneachadh adhartais a thaobh nan amasan anns a' Phrògram Obrach againn air a cuairteachadh. Faodar puing sam bith a thogail air na tha sgrìobhte anns a' gheàrr-iomradh.

(b) Plana Leasachaidh 2010-15
A' leantainn nan seiseanan a chaidh a chumail aig co-labhairt na buidhne bho chionn greis, tha pàipear goirid le geàrr iomradh de na còmhraidhean na lùib air a chuairteachadh. Bidh an Ceannard a' toirt seachad taisbeanadh le molaidhean air structar an ath Phlana Leasachaidh. Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus aonta a ruighinn mun structar airson leigeil le sgrìobhadh a' phlana a dhol air adhart gus am bidh dreach againn aig a' choinneimh anns a' Ghearran.

(c) Comhairle Ealain na h-Alba agus Alba Chruthachail
Tha pàipear air a chuairteachadh leis an fhiosrachadh as ùire mun atharrachadh gu Alba Chruthachail. Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus puingean a dhèanadh airson taic a thoirt don Cheannard pàipear a dheasachadh le beachdan do Chomhairle nan Ealan.

4.2008.03 CÙISEAN IONMHASAIL

(a) Aithisg Ionmhais
Tha aithisg air a cuairteachadh le teachd a-steach agus teachd a-mach Fèisean nan Gàidheal gu 31 Dàmhair 2008. Tha liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2008-09 na lùib mar fhiosrachaidh. Faodar ceist sam bith fhaighneachd mu gnothaichean ionmhais.

(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire
Bidh am fiosrachadh seo ri fhaotainn aig a' choinneimh.

(c) Cunntasan Ràitheil gu 30 Sultain 2008
Tha MacNeacail agus Co air cunntasan ullachadh airson na ràithe gu 30 Sultain 2008, a tha an lùib nam pàipearan. Thathar ag iarraidh gun gabhadh buill a' Bhùird ris na cunntasan.

(d) MacNeacail & Co

Tha ar luchd sgrùdaidh, MacNeacail agus Co, air leigeil fhaicinn nach bi iad a' dèanamh obair sgrùdaidh an dèidh 31 Dùbhlachd 2008. Tha paipear goirid bhon Cheannard air a sgaoileadh agus thathar ag iarraidh air buill a' Bhùird aonta a thoirt do na molaidhean a tha ann.

(e) Rannsachadh Iomairt na Gàidhealtachd agus nan Eilean air buaidh eaconomach nam Fèisean

Mar phàirt den chùmhnant trì bliadhnail a th' againn le InG dh'aontaich sinn co-obrachadh air rannsachadh, air iarraidh le InG, gus buaidh eaconomach ar n-obair a thomhas. Tha paipear goirid bhon Cheannard air a sgaoileadh le bun-fhiosrachadh mun rannsachadh a tha seo.

(f) Iarrtas airson Maoin Leasachaidh

Tha paipear bhon Mhanaidsear Leasachaidh air a sgaoileadh a' mìneachadh iarrtas dhan Stòras Leasachaidh bho Fhèis Rois airson suim a tha thairis air na tha ceadaichte do luchd-obrach aontachadh. Thathar ag iarraidh air buill aonta a thoirt dhan iarrtas.

4.2008.04 CÙISEAN POILEASAIDH

(a) Tomhas Chunnartan

An dèidh bùth-obrach air tomhas chunnartan a chaidh a chumail air 25mh Lùnastal agus an aithisg a thàinig bho Deloitte às a dèidh, tha Oifigear Trèanaidh & Poileasaidh agus Manaidsear Gnìomha na buidhne air na cunnartan uile a chur ann an roinnean eadar-dhealaichte, ainm neach cunntasail a chur mun coinneamh agus ceann-latha a chomharrachadh airson ath-breithneachadh a thoirt orra. Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus, mar a chaidh aontachadh, gum biodh dleastanas air a' Bhuidheann Ghnìomh sùil a chumail air a' chlàr às leth a' Bhùird.

(b) Measaidhean Sgrùdaidh

Tha pàipear bhon Cheannard air chuairteachadh le fiosrachadh do bhuill a' Bhùird air measaidhean sgrùdaidh Fèisean nan Gàidheal agus atharrachaidhean a tha a' dol a thighinn tro Disclosure Scotland. Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus na molaidhean aontachadh.

4.2008.05 LUCHD-OBRACH

(a) Pròram de thaisbeanaidhean bhon luchd-obrach

Bha e mar chleachdadh thairis air a' bhliadhna a dh'fhalbh, taisbeanaidhean iarraidh bhon luchd-obrach. Tha a' phròram a dh'aontaich sinn air tighinn gu crìch agus thathar ag iarraidh air buill a' Bhùird beachdachadh a bheil iad airson leantainn orra le pròram ùr mar mheadhan barrachd eòlais a chur air obair oifigearan fa-leth.

(b) Neach-taice Dràma

Bidh aithris bhon Mhanaidsear Gnìomha air adhartas leis an dreuchd seo a lìonadh, an dèidh dhuinn fiosrachadh a sgaoileadh air post-d do bhuill aig an àm a bha sinn a' sanasachd na h-obrach.

4.2008.06 CÙISEAN GNÌOMHAIL

(a) Aithisgean Luchd-Obrach

Tha aithisgean bhon luchd-obrach air an cuairteachadh. Faodaidh buill ceist sam bith fhaighneachd agus thathar ag iarraidh orra fa-near a thoirt don fhiosrachadh a tha nan lùib.

(b) Blas Festival Earranta

Tha geàrr-chunntas na coinneimh mu dheireadh aig Bòrd Blas Festival Ltd air chuairteachadh. Tha aithisg a chaidh a dheasachadh airson coinneamh Chomataidh na Gàidhlig aig Comhairle na Gaidhealtachd air sgaoileadh cuideachd le fiosrachadh mu àireamhan is eile, agus buidseat gu 18 Samhain 2008. Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus ceistean sam bith fhaighneachd.

4.2008.07 EILE

(a) Ceann-latha na h-ath choinneimh

Thathar ag iarraidh air buill clàr choinneamhan aontachadh airson a' Ghearran, an Cèitean, an t-Sultain, agus an Dùbhlachd 2009.

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Taigh-òsta Ceann an Iar, An Gearasdan bho 1.30f Dihaoine 19 An t-Sultain 2008

3.2008.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Ceitidh NicAdhaimh (Cathraiche); Seòras Stoddart (Rùnaire); Ealasaid Bain; Alasdair MacDhòmhnaill; Peigidh NicIllInnein; Alasdair MacLeòid; Seasaidh Newton; Sìne NicNèill; Agnes Rennie (Comhairle nan Eilean Siar); Art MacCarmaig (an làthair); Dàibhidh Boag (an làthair); Anna Willoughby (an làthair); Nicola Marshall (an làthair – taisbeanadh); Caomhainn Rodgers (an làthair); Dùghlas Beck (an làthair – ag eadar-theangachadh)

Chuir Art MacCarmaig fàilte chridheil air Alasdair MacLeòid a bha air tilleadh às dèidh dha a bhith far obair o chionn ghoirid agus e tinn.

(b) Leisgeulan

Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba); Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd)

(c) Geàrr-chunntas na coinneimh mu dheireadh de dh'Fhèisean nan Gàidheal

Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 26 An Cèitean 2008 a sgaoileadh. Mhol Ceitidh NicAdhaimh gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh, agus chaidh seo aontachadh le Ealasaid Bain a' cur a taic ris.

(d) Cùisean a thog ceann

Cha robh gin a chùisean a thog ceann.

(e) Geàrr-chunntas na coinneimh mu dheireadh den Bhuidheann Riaghlaidh

Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 2 An t-Sultain 2008 a sgaoileadh. Cha deach dad a thogail mu dheidhinn.

3.2008.02 CÙISEAN LEASACHAIDH

(a) Adhartas a thaobh cur an gnìomh Pròram Obrach Fèisean nan Gàidheal

Chaidh geàrr-chunntas air adhartas, gu ruige seo, air cur an gnìomh Pròram Bliadhnail Fèisean nan Gàidheal a sgaoileadh.

Chuir Art MacCarmaig meal-a-naidheachd air Bùth-obrach Fìdhle Ceann Loch Goill a thog duais iomraiteach aig Duaisean Carthannais Albannach Third Force ann an Glaschu am-bliadhna sa. Bhathar a' cur meal-a-naidheachd cuideachd air Pròiseact nan Ealan airson na duaise a fhuair iad airson Hiort.

(b) Plana Leasachaidh 2010-15

Chaidh geàrr-chunntas a sgaoileadh air còmhraidhean bhon choinneimh le buill a' Bhùird agus Luchd-obrach a chaidh a chumail air 25 An Lùnastal 2008.

Bhruidhneadh mun Phlana Leasachaidh aig Seisean den Choinneimh Bhliadhnail air Disathairne 20 An t-Sultain gus beachdan fhaighinn bho na Fèisean.

Mhol Dàibhidh Boag gum bu chòir do na h-Oifigearan Leasachaidh bruidhinn ris na Fèisean aca mun Phlana thoradh bha iad a' coinneachadh riutha san t-Samhain/Dùbhlachd.

Chaidh a mholadh gum biodh ceisteachan air-loidhne math gus cothrom a thoirt do na Fèisean na beachdan aca a chur a-steach. Dh'fhaodadh tu *Survey Monkey* a chleachdadh airson seo.

(c) Acadamaidh nam Fèisean

Chaidh lethbhreac de iarrtas-tòiseachail a sgaoileadh a chaidh a chur a-steach air-loidhne gu Pròg ram Compàirteachais na Gàidhealtachd agus nan Eilean airson maoineachadh fo Maoin Leasachaidh Roinnean na h-Eòrpa. Chaidh an t-iarrtas a chur a-steach airson Ìre a h-Aon, agus chaidh innse dhuinn nach robh cuid de na cosgaisean ceadaichte fo slatan-tomhais na maoine.

Thuirt Agnes Rennie gu robh cothroman, cunnartan agus mì-chinnt ann a thaobh maoineachadh san àm ri teachd.

Mhìnich Art MacCarmaig nach biodh e toilichte dol air adhart leis mura robh am Bòrd toilichte gun leanadh e air. Chaidh draghan a thogail mu mar a dh'fhaodadh e a bhith nach biodh Gàidhlig aig cridhe cuid de dh'obair no tachartasan na h-Acadamaidh.

Thog Peigidh NicIllInnein dragh mu mar a bhathar a' dol a dhèanamh cinnteach gum biodh tachartasan gu leòr ann do dheugairean, oir chan bhiodh Fèis nan Deugairean a' tighinn fo sgèith na Maoin Leasachaidh an ath-bhliadhna. Thuirt an Ceannard, leis gum biodh seo na leudachadh air an Fhèis àbhaisteach, gum bu chòirear airgead iarraidh tron sgeama tabhartasan.

3.2008.03 CÙISEAN IONMHASAIL

(a) Aithisg Ionmhasail

Chaidh aithisg a dheasaich an t-Àrd Mhanaidsear, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 An Lùnastal 2008 a bharrachd air liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2008-09. Thug buill a' Bhùird fa-near don aithisg.

(b) Cunntasan Banca agus am fiosrachadh às ùire

B' iad na suimeannan:

- Cunntas Làitheil: £12,965.35
- Cunntas Àrd-rèidh: £12,101.00
- Cunntas Bhlas: £4,834.00

(c) Cunntasan Ràitheil gu 30 An t-Ògmhios 2008

Chaidh Cunntasan Riaghlaidh gu 30 An t-Ògmhios 2008, a dheasaich MacNeacail & Co, a sgaoileadh. Mhol Ealasaid Bain gabhail riutha, agus thug Seòras Stoddart a thaic dhi.

(d) Aithisg Ionmhasail gu 31 Am Màrt 2008

Chaidh an aithisg ionmhasail airson na bhliadhna suas gu 31 Am Màrt a sgaoileadh don Bhòrd mus deach a foillseachadh aig a' Choinneimh Bhliadhnail. Mhol Peigidh NicNeacail gabhail rithe, agus thug Peigidh NicIllInnein a taic dhi.

Thuirt Dàibhidh Boag gun robh ùidh aige ann an trèanadh agus cùisean eile co-cheangailte ri OSCR. Chaidh aontachadh gum bu chòir trèanadh iomchaidh a lorg dha.

A rèir Art MhicCarmaig aon uair 's gu robh Bòrd ùr air a thaghadh, bhiodh cothroman ann airson trèanadh don luchd-obrach agus buill a' Bhùird.

(e) Iarrtas airson Maoineachadh Leasachaidh

Bha Fèis Òigridh na Mara air iarrtas a chur a-steach airson Maoin Leasachaidh Fèisean nan Gàidheal a bha a' sireadh barrachd na bha ceadaichte do na h-oifigearan a chosg fon Sgeama. Chaidh lethbhreac den iarrtas, le nòta le barrachd fiosrachaidh bho Dhàibhidh Boag na chois, a sgaoileadh.

Dh'aontaich am Bòrd taic a thoirt dhaibh, le Cùmhnant an cois an Tabhartais gum biodh Gàidhlig aig an neach-teagaisg, agus gun deigheadh daoine le Gàidhlig a bha a' gabhail pàirt ann an teagasg tro meadhan na Gàidhlig.

3.2008.04 CÙISEAN POILEASAIDH

(a) Ballrachd a' Bhùird

Bha còignear bhall bhon a' Bhòrd a' dol leigeil dhiubh an dreuchd am-bliadhna agus chaidh pàipear a sgaoileadh a thaobh mar a thèid feadhainn ùra a thaghadh.

Chaidh aontachadh coimhead ris na sgilean aig an fheadhainn a bha air fhàgail gus obrachadh a-mach dè na sgilean a bhiodh a dhìth nuair a dh'fhàgadh an fheadhainn eile. Mhìnich Art MacCarmaig nach robh cead againn iarraidh air daoine a dhol air a' Bhòrd, thoradh bha siostam ann far am feumadh na Fèisean riochdaire ainmeachadh, mar sin dh'fheumadh sinn feitheamh gus am faic sinn cò dh'ainmicheas iad.

Thuirt Seòras Stoddart gum faodadh daoine a thèid a thaghadh leis a' Bhòrd a dhol air uair sam bith, agus 's dòcha gur e seo aon dòigh dèiligeadh ris a' chùis.

Chaidh aontachadh am pàipear a leasachadh beagan agus na dleastanasan a chur an cèill ann an dòigh nas soilleire. Chaidh aontachadh gum bruidhneadh an t-Àrd-oifigear ris a' Chathraiche agus gun aontaicheadh iad pàipear a dheigheadh a sgaoileadh.

(b) Tomhas Chunnartan

Chaidh aithisg bho Deloitte a sgaoileadh a' togail air a' Bhùth-obrach air Tomhas Chunnartan a chaidh a chumail air 25 An Lùnastal. Thug Buill a' Bhuird fa-near do na molaidhean agus dh'aontaich iad gum bu chòir seo a bhith an urra ris a' Bhuidheann Riaghlaidh a bhiodh ag aithris don Bhòrd gach bliadhna.

3.2008.05 LUCHD-OBRACH

(a) Pròram Thaisbeanaidhean bho Luchd-obrach

Thug Nicola Marshall taisbeanadh seachad air cuid de na Fèisean dha bheil i na Prìomh Oifigear, agus i a' bruidhinn air mar a tha cuid dhiubh air leudachadh agus mar a dh'fhaodadh tu cuid de na leasachaidhean a thachair a chleachdadh mar eisimpleir ann an suidheachaidhean eile.

Thug am Bòrd fa-near don fhiosrachadh agus thug an Cathraiche taing do Nicola airson a taisbeanaidh.

3.2008.06 CÙISEAN GNÌOMHAIL

(a) Aithisgean Adhartais Luchd-obrach

Chaidh aithisgean adhartais bho luchd-obrach a sgaoileadh agus thug Buill a' Bhùird fa-near dhaibh.

Bha am Pròiseact Tasglainn a' coimhead gu sònraichte air Fèisean nan Eilean Siar – "Sàr" Tasglann. Bhathar a' cur crìoch air obair Fèis a' Bhealaich an-dràsta agus bha aca ri barrachd adhartais a dhèanamh a thaobh Fèis Air an Oir.

(b) Co-labhairt agus Coinneamh Bhliadhnail 2008

Chaidh pròram Co-labhairt agus Coinneamh Bhliadhnail 2008 a sgaoileadh. Thug Buill a' Bhùird fa-near don phròram.

3.2008.07 EILE

(a) Coinneamh a' Bhuidhinn Riaghlaidh

Chaidh na pàipearan bho choinneamh a' Bhuidhinn Riaghlaidh, a chaidh a chumail air 2 An t-Sultain 2008, a sgaoileadh air post-d. Thugadh fa-near nach biodh a' choinneamh ris an robhar dùil san Dùbhlachd ann a-nis, gus am biodh Bòrd ùr ann.

(b) Ceann-latha na h-ath choinneimh

Thèid an ath choinneamh a chumail ann an Inbhir Nis air Dihaoine 5 An Dùbhlachd le dìnnear air

an oidhche roimhe (Diardaoin 4 An Dùbhlachd) airson na seann bhuill a tha a' leigeil seachad an dreuchd agus airson Buill ùra a' Bhùird. Dh'fhaodadh gum bi cothrom ann seisean a chumail do bhuill ùra a' Bhùird air an aon latha a choinnicheas am Bòrd.

Dh'iarr Ceitidh NicAdhaimh air daoine a leisgeul a ghabhail seach nach do chuir i fàilte air Caomhainn Rodgers na bu tràithe agus e an làthair aig coinneamh a' Bhùird airson a' chiad uair. Thug i taing do Dhùghlas Beck cuideachd airson a bhith ag eadar-theangachadh.

Fèisean nan Gàidheal

Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal
Àireamh air a' Chlàr Gnothaich: 4.2008.02(a)

Tha an aithisg ràitheil seo a' gabhail a-steach an ùine gu h-àrd. Tha an aithisg a' dèanamh oidhirp air na taisbeanairean coileanaidh – no toraidhean – a ghabhail a-steach, suidhichte mu choinneamh ceumannan taobh a-staigh Plana Leasachaidh Fèisean nan Gàidheal (FnG) le Comhairle Ealain na h-Alba (CEA), Iomairt na Gàidhealtachd is nan Eilean (IGE) agus Bòrd na Gàidhlig (BnG) a thaobh rèiteachaidhean maoineachaidh fa leth leis na buidhnean sin.

Gus an aithisg a chumail sìmplidh tha sinn air siostam 'DOU' a chleachdadh – Dearg, Orains & Uaine – agus tha inbhe gach aon dhiubh mar a leanas:
D (Dearg) = Chan eil air-slighe an-dràsta, agus chan eil ceumannan gus adhartas a ghleidheadh ann an àite fhathast. Cunnart gum faodar targaidean a chall;
O (Orains) = Chan eil air targaid an-dràsta, ach le ceumannan ann an àite gus adhartas a ghleidheadh;
U (Uaine) = Air targaid.

Fios. Plana Leas.	Ceum ann am Plana Leasachaidh	Dleastanas	Taisbeanairean Coileanaidh	Adhartas	Inbhe
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr chleachdaidhean obrach, agus a' leasachadh an raoin ghnìomhan aca**				
1.1	Sgeama Thabhartasan airson Fèisean	Ceannard	Leantainn air adhart a' ruith Sgeama Thabhartasan airson Fèisean (Targaid CEA)	Sgeama thabhartasan ann an àite	**U**
				Tabhartasan gam pàigheadh a-mach a rèir aontachaidhean	
		Manaidsear Ghnìomha	Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)	Tabhartasan air an tabhann do 44 Fèisean airson 2008-09	**U**
				Tabhartasan air an tabhann do 36 Fèisean ann an sgìre Iomairt na Gàidhealtachd is nan Eilean	
		Manaidsear Leasachaidh	Le IGE agus càch, leudaich an t-ionmhas a tha ri fhaotainn do R & L tro Mhaoin Leasachaidh na Fèise (Targaid CEA)	Maoin £60k ri fhaotainn airson 2008-09	**U**
				Modh tagraidh fosgailte, leantainneach	
				Tha pròiseactan air a bhith air aontachadh sa bhliadhna ionmhais seo le iarrtasan fhathast a' tighinn.	
		Manaidsear Leasachaidh	Thoir taic do 3 pròiseact ùr agus innleachdach aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise (Targaid CEA)	Tha làn dhùil gun tèid seo a choileanadh. Tha grunn tagraidheran air tighinn air adhart am-bliadhna.	**O**
1.2	A' lùghdachadh an eallaich air saor-thoilich	Oifigearan Leasachaidh	Luchd-obrach taice suidhichte	Ghabh buill na sgioba leasachaidh grunn fhèisean os làimh mar Phrìomh Oifigear agus thèid coinneamhan mheasaidh fhoirmeil a chumail anns an t-Samhain	**U**

				agus an Dùbhlachd.	
		Oifigearan Leasachaidh	Raon de sheirbheisean taice suidhichte	Le fiosrachadh mionaideach gu h-ìseal fon cheann seirbheis iomchaidh.	**U**
		Oifigear Trèanaidh Oifigear Gàidhlig Oifigearan Leasachaidh	Tha poileasaidhean air an dèanamh cho furasta 's a ghabhas airson 's gun urrainn do shaor-thoilich an lìbhrigeadh	A' chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn agus air CD uair gach bliadhna.	**U**
				Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich	
				Taic phragtaigeach le buileachadh poileasaidh Gàidhlig agus cùrsaichean freagarrach air an tairgse do luchd-teagaisg, luchd-eagrachaidh agus soar-thoilich.	
				Ag obair an-dràsta air Cothromachd le bùth-obrach measadh chunnartan air a cumail anns an Lùnastal.	
		Manaidsear Ghnìomha Oifigearan Leasachaidh Oifigear Trèanaidh agus Poileasaidh	Leantainn air adhart le sgeama Uairean Bliadhnail, le àrdachadh ann an reata gach uair a thìde	Uaireannan stèidhichte air an tabhann airson 2008-09 mar phàirt de thairgse tabhartais	**U**
				Sgioba Leasachaidh ag obair na bu dlùithe ris an luchd-obrach a tha air am fastadh tron sgeama seo agus Oifigear Treànaidh agus Poileasaidh ri dhèanamh cinnteach gum bi iad uile a' nochdadh aig an Fhèis Thèanaidh.	
		Ceannard	Cuir an dreuchd 5 Oifigearean Leasachaidh Fèise ionadail (Targaid IGE)	4 oifigearan leasachaidh an dreuchd an-dràsta.	**O**
				Oidhirp eile gus dreuchd Oifigear Leasachaidh a stèidheachadh le comhairlean bailteil air gluasad air adhart le ùidh aig Comhairle Bhaile Glaschu a' cur ri dreuchd pàirt thìde.	
1.3	Co-labhairt Bhliadhnail	Manaidsear Ghnìomha Oifigear Gnìomhais Oifigear Trèanaidh agus Poileasaidh	Cùm Co-labhairt Bhliadhnail (Targaid CEA)	Bha co-labhairt 2008 anns a' Ghearasdan air 19mh agus 20mh Sultain.	**U**
1.4	Àrachas	Manaidsear Ghnìomha	Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile.	Poileasaidh air ath-bhreithneachadh agus air ùrachadh gach bliadhna.	**U**
				Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a tha iomchaidh.	
1.5	Banca ionnstramaidean ciùil	Oifigear Gnìomhais	Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean.	Leantainneach agus air a dheagh chleachdadh	**U**
				Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh a' mhòr-chuid den bhliadhna.	
			Air màl gu daoine fa leth gus teachd-a-steach a mheudachadh.	Cinnteach gun tèid ar targaid airson ìre de dh' ionnstramaidean air màl air ruighinn.	**U**
1.6	Sgrùdadh Sgaoilidh	Neach-tionail Manaidsear Ghnìomha	Luchd-teagaisg agus saor-thoilich uile an lùib nam Fèisean air sgrùdadh Sgaoilidh neartaichte fhaotainn.	Obair leantainneach.	**U**
				Sgrùdaidhean a-nis gan ùrachadh dhaibhsan a tha air a bhith air an stòr-dàta nas fhaide na trì bliadhnaichean.	
			Lean air adhart a' dèanamh cinnteach à deagh-	Poileasaidh air ùrachadh agus air a sgrùdadh air	**U**

			chleachdadh a thaobh Dìon Chloinne (Targaid CEA)	stèidh leantainneach, le mothachadh gu bheil atharrachaidhean gu bhith a' tighinn air an t-siostam gu nàiseanta. Tha pìos anns a' Chuairt Litir a tha air a cuairteachadh an-dràsta. Feumaidh na Fèisean uile liosta de luchd-teagaisg a chur a-steach agus tha tar-fhiosrachadh air a chumail orra gus dèanamh cinnteach gu bheil Sgaoileadh làithreach aca, mus tèid tabhartas a phàigheadh. Duilgheadasan ann le cuid de dh'fhèisean a tha gam fàgail gun tabhartas aig amannan.	**U**
1.7	Cumail suas stòr-dàta Luchd-teagaisg Fèise	Oifigear Gnìomachais	Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh.	Chaidh ath-nuadhachadh a dhèanamh air an stòr-dàta gus a dhèanamh nas fhasa a chleachdadh.	**U**
1.8	Leasachadh, sgaoileadh agus reic fhoillseachaidhean	Oifigear Gnìomachais	Foillsich leabhar a' comharrachadh 25 bliadhna de dh' Iomairt nam Fèisean ro no ann an 2006 (Targaid IGE)	Tha sinn an-dràsta ag obair air a bhith a' reic na 's urrainn dhuinn tro Fhèisean, bhùithtean msaa	**U**
1.9	Dèanamh agus sgaoileadh naidheachdan cunbhalach agus fiosrachadh eile	Oifigear Gnìomhachais Luchd-obrach air fad		*Faileas* a-nis ga dhèanamh gu proifeiseanta air stèidh chunbhalach le iris anns an t-Sultain agus iris eile ri thighinn ron Nollaig. Fiosrachadh de gach seòrsa a' buntainn ri Fèisean ga sgaoileadh air stèidh chunbhalach – cothroman maoineachaidh, fiosrachadh *VAN*, cothroman obrach, tachartasan msaa.	**U**
1.10	Taic airson Fèisean ùra	Manaidsear Leasachaidh	Cruthaich 2 Fhèis ùr gach bliadhna (Targaid IGE)	Fèis Dhùn Omhain, Fèis Dhrochaid a' Bhanna, Fèis Cholla agus Fèis Dhiùra ri gabhail àite airson a' chiad thuras ann an 2008-09.	**U**
1.11	A' toirt taic do leasachadh Fhèisean, no cruinneachaidhean de dh'Fhèisean, ag iarraidh barrachd neo-eisimeileachd	Ceannard Manaidsear Leasachaidh Oifigearan Leasachaidh	Lean air adhart a' toirt taic do phròiseactan Fèise fa leth leithid gnìomhan leudachaidh Fèis Bharraigh (Targaid CEA)	A' toirt taic do dh'Fhèisean Lochabair le Oifigear Leasachaidh ùr làn-ùine ann an dreuchd. Tha Fèis Spè a' faighinn taic bhon mhaoin stiùireadh pròiseict againn airson Oifigear Leasachaidh pàirt-ùine agus pròram obrach. Tha sinn a' leantainn le taic do dh'Fhèis Bharraigh le stiùireadh Neach-obrach Pròiseict pàirt-ùine bho latha gu latha Tha Fèisean ann an sgìre InG a' faighinn taic le airgead a bharrachd bhon Mhaoin Leasachaidh againn gus maoin a dh'fhaodadh iad a bhith a' dùileachadh fhaighinn bhon LEC aca a chothromachadh. Tha sinn air a bhith a' cumail stiùir ri Fèis Rois aig àm far a bheil atharrachaidhean air a bhith a' gabhail àite.	**U**
1.12	A' leudachadh taic airson nam Fèisean taobh a-muigh sgìrean 'traidiseanta' ùghdarrais ionadail	Ceannard	Le co-obrachadh le aon ùghdarras ionadail no barrachd, cuir Oifigear Leasachaidh an dreuchd gus Fèisean a chòmhdach nach eil air an còmhdach le oifigearan a tha ann mar-thà. (Targaid CEA)	Mar a thathar ag aithris gu h-àrd, tha sinn a' coimhead air cho ion-obrachail 's a bhiodh e oifigear fhastadh gus na raointean seo a sheirbheiseachadh.	**O**

2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**				
2.1	Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne	Oifigear Gàidhlig	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA)	Poileasaidh air a thoirt gu foirmeil do dh'Fhèisean le litrichean tairgse, cuide ri stiùireadh, agus tha fianais gu bheil nas motha de dh'Fhèisean an-sàs ann an obair mhath a chur an gnìomh.	**U**
				Planaichean Gàidhlig agus fiosan-ùra bliadhnail air an cur a-steach gu Fèisean nan Gàidheal agus bidh seo mar phàirt de na coinneamhean mheasaidh bhliadhnail.	
			Leasaich a' Ghàidhlig anns an Fèisean (Targaid BnG)	Taic as motha air a thoirt gus buileachadh gu h-èifeachdach tron Sgioba Gàidhlig againn.	
				Seach gu bheil uidheamachdan taice a-nis suidhichte, tha nas lugha de leisgeulan aig Fèisean gun a bhith a' buileachadh a' phoileasaidh nas iomlaine. Chaidh aonta a dhèanamh leis a h-uile fèis air dè bu chòir dhaibh a bhith a' dèanamh nuair a chaidh coinneamh a chumail riutha.	
2.2	Leasaich Sgioba Leasachaidh airson na Gàidhlig	Oifigear Gàidhlig	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail	Bidh Sgioba-G a' tadhal air Fèisean gu tric gus Fèisean a chuideachadh le buileachadh Poileasaidh Gàidhlig, agus le pròg ram obrach a dhèanamh gus freagairt air feumalachdan fa leth.	**U**
2.3	Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal	Oifigear Gàidhlig Oifigearan Leasachaidh Oifigear Trèanaidh agus Poileasaidh	Leasachaidhean agus stuthan gu bhith air an cruinneachadh (Targaid BnG)	Beag air bheag a' dèanamh cinnteach gu bheil gach Fèis a' dèanamh feum de foillseachaidhean dà-chànanach agus tha seo na chùnnradh tabhartais. Tha còmhraidhean mun seo aig coinneamhan sgrùdaidh bliadhnail.	**U**
			Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air a leasachadh (Targaid BnG)		
			Cùrsaichean Gàidhlig agus stuthan gu bhith air an lìbhrigeadh (Targaid BnG)	Obair leantainneach a tha seo. Tha taic ri fhaotainn le eadar-thangachaidhean; faodaidh luchd-teagaisg, luchd-eagrachaidh agus luchd-obrach pàirt a gahbhail ann an grunn chùrsaichean; agus tha air air am measadh ann an dòigh iomchaidh.	
			Measadh ri dhèanamh (Targaid BnG)		
2.4	Leasaich Fèisean a tha gu tur tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig aig Fèisean a tha ann mar-thà agus feadhainn ùra	Ceannard Oifigear Gàidhlig	Àireamh fhàsmhor de dh'Fhèisean tro mheadhan na Gàidhlig	6 Fèisean a-nis tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig ga leasachadh ann am Fèisean nach eil gu tur tro mheadhan na Gàidhlig.	**O**
				Thèid sùil a chumail air a seo le aithrisean-sgrùdaidh.	
		Manaidsear Leasachaidh Bòrd	Dèan cinnteach à dealas do Ghàidhlig am measg Fèisean ùra	Cha tèid Fèisean ùra a leigeil a-steach airson ballrachd gun taisbeanadh gu bheil dealas aca don Ghàidhlig.	**U**

				Feumaidh buill a' Bhùird aontachadh ri iarrtas ballrachd sam bith.	
2.5	Leasachadh Dràma na Gàidhlig	Oifigear Dràma	Leasaich 2 Fhèis airson dràma Gàidhlig (Targaid CEA)	Tha dùil againn co-dhiù 4 Fèisean Dhràma a chumail ann an 2008-09.	**U**
		Oifigear Dràma	Lìbhrig 2 sgoil shamhraidh Ghàidhlig aig a' char as lugha (Targaid IGE)	Chaidh a' chiad Sgoil Shamhraidh a cumail anns an Iuachar le 19 com-pàirtichean agus bha i fìor shoirbheachail le cuairt bhon Mhìnistear, Linda Fabiani, agus oidhche shònraichte de thaisbeanaidhean.	**U**
			Sgoil Shamhraidh Dràma ri gabhail àite (Targaid BnG)	Tha seo fo stiùir làitheil Dougie Beck agus Bhuideann-stiùiridh agus tha iad a' cur plana air dòigh airson na h-ath bhliadhna, 's dòcha ann am Port Rìgh a-rithist.	
			Measadh air buannachadan na Sgoil Shamhraidh (Targaid BnG)		
3	**Leasaich obair nam Fèisean taobh a-staigh na h-earrainn foghlaim foirmeil**				
3.1	Cùmhnant airson Iomairt Ciùil Òigridh sa Ghàidhealtachd	Ceannard/ Co-òrdanaiche ICO	Lean air adhart a' leasachadh obair nam Fèisean leis an earrainn fhoghlaim fhoirmeil, ann an com-pàirteachas le ICO sa Ghàidhealtachd agus ann an Lodain an Ear (Targaid CEA)	Leantainneach, agus a' ruith gu soirbheachail air Gàidhealtachd.	**U**
				Tha sinn air tarraing às a' chùmhnant le Comhairle Lodainn an Ear leis gu bheil neach ag obair dhaibh làn ùine air gnothaichean ICO.	
				Co-òrdanaiche Pàirt-ùine, Rae Nic Eachearna, a' leantainn oirre a' coimhead as dèidh cùisean eagrachaidh bho latha gu latha.	
				Latha trèanaidh glè shoirbheachail air a chumail ann an Srath Pheofhair air 9mh Cèitean le deagh àireamh luchd-teagaisg an làthair agus bha latha soirbheachail eile anns ant-Sultain.	
3.2	Comas airson obair chùmhnant Iomairt Ciùil na h-Òigridh (ICO)ann an sgìrean eile	Ceannard	Leudaich lìbhrigeadh chlasaichean ciùil traidiseanta thar sgìre Comhairle na Gàidhealtachd, ann an com-pàirteachas ri ICO, far a bheil iomchaidh (Targaid CEA)	Cha deach mòran adhartais a dhèanamh air seo ann an 2008-09 fhathast ged a tha dùil againn còmhraidhean a chumail le Comhairle nan Eilean Siar.	**O**
3.3	Obair air Cànan na Gàidhlig ann an sgoiltean	Oifigear Dràma	Meanbh-Chuileag ri tadhal air sgìrean 5 LEC gach bliadhna (Targaid IGE)	Leigeadh an tabhartas luach £25k a fhuair sinn bho Riaghaltas na h-Alba airson Meanbh-Chuileag leinn seo a choilionadh ann an 2008-09.	**U**
3.4	Obair foghlaim foirmeil eile	Ceannard Oifigear Trèanaidh agus Poileasaidh		Mar phàirt den Fhèis Bhlas am-bliadhna, bha pròg ram foghlaim gu math farsaing a ruith aig an aon àm ri na tachartasan eile, le barrachd is 3,200 sgoilear an-sàs.	**U**
				Tha planaichean airson Acadamaidh Fèise gun adhartais an-dràsta.	
				Trèanadh luchd-teagaisg air a lìbhrigeadh tro Cholaistean Stow agus Pheairt le dòchas gum bi àiteachain eile deònach an aon rud a dhèanamh.	

				Tha CnE deònach an obair seo a leudachadh.	
4	**Pròiseactan ro-innleachdach agus obair chùmhnant, le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**				
4.2	Leasachadh Blas – A' Comharrachadh Ceòl na Gàidhealtachd	Ceannard Manaidsear Leasachaidh	Leasaich agus leudaich pròg ram Bhlas gus am bi e comasach dhan fhèis a bhith na pàirt chudromach den Tilleadh Albannach ann an 2009. (Targaid CEA)	Tha Blas air maoin fhaighinn mu thràth bhon An Tilleadh Albannach airson na fèise ann an 2009. Bha pròg ram na bliadhnasa air leudachadh gu mòr le suas ri 80 tachartas agus pròg ram foghlaim.	**U**
			Fèis ri gabhail àite (Targaid BnG)		
		Ceannard Manaidsear Leasachaidh	Pròg ram a lìbhrigeadh a tha air a dhealbhadh gus freagairt air prìomh amasan Blas (Targaid CG)	'S ann mar seo a bha cuisean ann an 2008 le pròg ram a tha a' com-pàirteachadh dhaoine òga, cànan na Gàidhlig, luchd-ealain eadar-nàiseanta agus innleachdas, a bharrachd air 4 pròg raman telebhisean uair a thìde air BBC Alba.	**U**
			Àireamh thachartasan ri measadh (Targaid BnG)		
		Ceannard Manaidsear Leasachaidh	Ma tha maoineachadh a bharrachd ga cheadachadh, leantainn le taic a thoirt do chòig Chuairtean Cèilidh agus seachdain de Cheòl Gàidhlig ann an Sgoiltean gach bliadhna (Targaid CG)	Fhuair sia Cuairtean Cèilidh taic tron t-samhradh.	**U**
		Ceannard Manaidsear Leasachaidh	Fèis a lìbhrigeadh a tha in-ghabhaltach agus a bhios tarraingeach do thar-earrainn farsaing de bhuidhnean aoise agus cultair (Targaid CG)	Tha fèisean a chaidh a chumail roimhe air daoine bho aois 5 gu 80+ a tharraing. Bha an sluagh as motha riamh aig fèis na bliadhnasa ged a bha nas lugha de phrìomh thachartasan againn.	**U**
		Ceannard Manaidsear Leasachaidh	Gus ìrean sàr-mhath ealain a chumail suas agus ìrean àrda de chùram luchd-cleachdaidh agus luchd-ùidh (Targaid CG)	An crochadh air luchd-brosnachaidh ionadail airson cùram luchd-cleachdaidh ged a bha riochdaire Blas aig gach tachartas. Chaidh coinneamh a chumail leotha anns a' Ghiblean, aig Fòram PAN, airson dèanamh cinnteach gun robh fhios aca dè bha a dhith bhon taobh againne.	**U**
				Tha sinn a' creidsinn gun deach pròg ram fìor mhath a chur air adhart am bliadhna agus thug an luchd-amhairc seachad am beachdan. Bha 88% (4.4 a-mach à 5) gu math toilichte leis an ìre aig an robh tachartasan.	
				Rinn sinn cinnteach gun deach coimhead as dèidh feadhainn a bha nan urrasairean, agus luchd-maoineachaidh, le tiocaidean an-asgaidh agus eile, mar is àbhaist.	
			Beachdan luchd-amharc air an clàradh (Targaid BnG)	Bha ceisteachan aig a h-uile tachartas agus chaidh na freagairtean an cruinneachadh agus an cur ann an aithisg.	
4.3	A' leantainn le taic airson Cuairtean Cèilidh Fèise	Ceannard Manaidsear Leasachaidh	Ann an com-pàirteachas le Fèisean, thoir tuilleadh leasachaidh air lìonradh de Chuairtean Cèilidh (Targaid CEA)	Maoineachadh ri fhaotainn taobh a-staigh buidseat Blas, agus bha Cuairtean Cèílidh air an cumail, nam measg tè ùr sna h-Eileanan Siar ann an 2008-09.	**U**
		Oifigearan Leasachaidh	Cruthaich 5 Cuairtean Cèilidh Fèise aig a' char as lugha thar sgìre IGE ro 2009 (Targaid IGE)	Sia air an cumail am-bliadhna.	**U**

4.4	A' brosnachadh Fhèisean ionadail gus stuthan a thasgadh airson an cleachdadh ann an suidheachaidhean teagaisg san sgìre aca	Oifigear Tasglann & Pròiseactan Sonraichte	Pròiseact tasglannaidh ri stèidheachadh.	Tha obair a' leantainn aig àrd ìre. Chaidh an leabhar bhon phròiseact le Fèis a' Bhealaich fhoillseachadh.	**U**
4.5	Leasachadh Ro-innleachdach Ealan na Gàidhlig - GASD *(Gaelic Arts Strategic Development)*	Ceannard Oifigear Trèanaidh agus Poileasaidh	Cùm suas agus builich am pròg ram GASD mar àrd-chòm-pàirtiche (Targaid CEA)	Obair leantainneach agus FnG na lùib mar làn chom-pàirtiche ann am fòram GASD cho fad 'sa tha chumas e a' dol. Chaidh aontachadh ri Ro-innleachd nan Ealan Ghàidhlig le Bòrd na Gàidhlig.	**U**
4.6	Gnìomhan Eadar-Fèise	Manaidsear Leasachaidh Oifigearan Leasachaidh		Maoineachadh airson gnìomhan eadar-Fèise air amalachadh taobh a-staigh na Maoin Leasachaidh bho 2007 air adhart.	**U**
4.7	Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)*	Oifigear Trèanaidh	Leasaich solarachadh trèanaidh agus leasachadh proifeiseanta, fosgailte do gach neach an lùib a bhith a' brosnachadh, a' cur air dòigh agus a' gabhail com-pàirt ann am Fèisean, agus càch a tha an lùib leasachadh agus lìbhrigeadh ceòl traidiseanta (Targaid CEA)	Chaidh co-labhairt aig an TMTTN a chur dheth gus an tèid pàipear ullachadh leis an Oifigear Trèanaidh agus Poileasaidh airson Comhairle nan Ealan agus buidhnean eile a tha an-sàs ann an leasachaidhean ceòl traidiseanta, le molaidhean mun t-slighe air adhart leis an obair seo.	**O**
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh Iomairt nam Fèisean**				
5.1	Oifigear Leasachaidh airson Trèanadh a ghleidheadh	Ceannard		Dreuchd air a dhèanamh àbhaisteach ach an crochadh san ùine-fhada air maoin air a stiùireadh le CEA	**O**
5.2	Pròg ram Trèanaidh Bliadhnail	Oifigear Trèanaidh agus Poileasaidh	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)	Bidh seo air a choileanaidh leis Fhèis Thrèanaidh a thèid a chumail sa Mhàrt 2009.	**U**
		Oifigear Trèanaidh agus Poileasaidh	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE)	Bidh seo air a choileanaidh leis Fhèis Thrèanaidh a thèid a chumail sa Mhàrt 2009.	**U**
			Cùrsaichean agus stuthan air an lìbhrigeadh.(Targaid BnG)	Bidh cothrom air luchd-teagaisg pàirt a ghabhail am an cùrsaichean Ìre I agus II aig SMO sa Ghearran 2009 agus anns a' Chrombaidh.	
			Measadh air buaidh clàraichte (Targaid BnG)		
		Oifigear Trèanaidh agus Poileasaidh	Lean air adhart le Pròg ram Trèanaidh san-taigh (Targaid IGE)	Tha trèanadh luchd-obrach a' dol air adhart a rèir feumalachd.	**U**
				Tha inntrigeadh in-thaigh ri fhaotainn do luchd-obrach ùr .	
				Tha Anna Willoughby air crìoch a chur air MBA agus bidh i a' ceumnachadh anns an t-Samhain.	
				Iona NicDhòmhnaill – a' dèanamh adhartas le Ceum Maighsteir (Cultar).	
5.3	Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean	Manaidsear Leasachaidh Oifigearan Leasachaidh		Tha planaichean airson 5 fèisean deugairean taobh a-staigh plana Acadamaidh Fèise. Tha ùidh aig Fèis Lochabair, Fèis Spè agus Fèis Eilean an Fhraoich ann an iomairt seo. Tha luchd-leasachaidh ag ullachadh fèis dheugairean far am bidh com-pàirtichean a' fuireach a-staigh ann an Ceann Loch Goibhle.	**O**

				Bidh am pròiseact thasglann a' com-pàirteachadh dheugairean.	
				Cuairtean Cèilidh agus Blas a' com-pàirteachadh dheugairean.	
				A' cumail taic ri Fèis Rois nan Deaugairean.	
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartaichte agus cothroman taisbeanaidh**			Tha sinn a' leantainn air adhart a' frithealadh choinneamhan, agus a' cur ri leasachadh, an Fhòraim Chiùil Thraidiseanta. Ag obair le grunn phrìomh chom-pàirtichean a tha a' maoineachadh na h-obrach againn don bheil sinn a' lìbhrigeadh sheirbheisean	**U**
6.1	A' cumail suas lìonraidhean	Ceannard Manaidsear Leasachaidh	Leudaich, far an urrainnear, cothroman com-pàirteachaidh le buidhnean eile an dà chuid taobh a-staigh agus taobh a-muigh na coimhearsnachd Gàidhlig, agus lean air adhart ag obair le fòraman a tha ann mar-thà, nam measg Fòram Ceòl Traidiseanta na h-Alba. (Targaid CEA)	Bidh sinn a' cumail oirnn a' frithealadh choinneamhan den Fhòram Ceòl Traidiseanta.	**U**
				Tha dàimh obrach leantainneach againn leis an RSAMD agus leis an Ionad airson Sàr-mhaitheas ann an Ceòl Traidiseanta aig Àrd-sgoil a' Phluic.	
				Cumaidh sinn taic ri GASD fhad 'sa bhios an Fhòram a' coinneachadh agus biodh sinn a' frithealadh choinneamhan nam buidhnean Gàidhlig air an cur air dòigh le Bòrd na Gàidhlig.	
6.2	Tagradh	Luchd-obrach uile air an stiùireadh leis an Ceannard	Ann an com-pàirteachas ri Comhairle Ealain na Gàidhealtachd agus mar bhuill de dh'Fhòram a' Chiùil Thraidiseanta, bidh prìomh dhreuchd aig FnG ann am brosnachadh agus leasachadh leantainneach ceòl traidiseanta ann an Alba. (Targaid CEA)	Tha sinn a' cur ùine mhòr seachad air tagradh anns a h-uile dòigh agus thèid seo air adhart mar a bhios iomchaidh.	**U**
6.3	Ceangalan Eadar-nàiseanta	Ceannard Manaidsear Leasachaidh Oifigear Tasglann & Pròiseactan Sònraichte		Tha ceanglaichean leantainneach againn le *Celtic Colours* ann an Ceap Breatainn agus luchd-ciùil bho thall thairis aig Blas san t-Sultain am bliadhna.	**U**
				Tha luch-leasachaidh ag obair air Cuairt Cèilidh eadar-nàiseanta le Èirinn.	
6.4	Brosnachadh agus Margaidheachd	Ceannard Oifigear Gnìomhachais	Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le 10 pìosan de chòmhdach ionadail/roinneil agus 3 pìosan de chòmhdach nàiseanta gach bliadhna. (Targaid IGE)	Tha sinn misneachail gun tèid an targaid seo a choileanadh ro Mhàrt 2009 thairis air a' phrògram-obrach gu lèir againn.	**U**
		Ceannard Oifigear Gnìomhachais	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta. (Targaid CEA)	Tha feum air tuilleadh obrach san raon seo ach tha sinn a' bruidhinn ri feadhainn a dh'fhaodadh a bhith nan urrasairear gu math tric. Tha comataidh maoineachaidh saor-thoileach aig Blas a-nise.	**O**
6.5	Fiosrachadh	Ceannard	Obraich còmhla ri IGE gus rannsachadh a bharrantachadh airson tomhas a dhèanamh air buaidhean eaconamach nas farsainge Iomairt na Fèise a thaobh gnìomhachasan cultarail agus cruthachail sa Ghàidhealtachd agus sna h-Eileanan, ri fhoillseachadh ro no ann an 2008 (Targaid IGE)	Ri chur air dòigh le IGE aig àm a tha freagarrach dhaibh, ach co-obrachaidh sinne gu h-iomlan.	**U**
6.6	Làrach-lìn agus Teicneolas Fiosrachaidh agus	Oifigear	Ath-leasaich làthaireachd Fèisean nan Gàidheal air	A-nis beò aig www.feisean.org	

6.6	Conaltraidh (TFC)	Gnìomhachais agus luchd-obrach eile mar a bhios iomchaidh	an eadar lìon airson 's gu bheil e air siostam stiùireadh susbaint (Targaid CEA)	A-nis beò aig www.feisean.org Tha luchd-obrach air trèanadh fhaotainn air ciamar a chleachdas iad *Sitekit* agus tha barrachd ùrachadh air an làrach air an dèanadh leothasan.	**U**
6.7	Cothroman taisbeanaidh	Ceannard Manaidsear Leasachaidh Oifigear Tasglann & Pròiseactan Sònraichte	Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Liverpool 2008; Baile Cultarail an Roinn Eòrpa (Targaid CEA)	Bha *Deabh Dùthcha* air an àrd ùrlar ann an Taigh-tasgaidh Kelvingrove anns an t-Sultain airson Stòras Dualchais a' Chrannchur Nàiseanta, agus bidh e ann an Liverpool cuideachd anns an Dùbhlachd.	**U**

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Plana Leasachaidh 2010-15
Àireamh air a' Chlàr Gnothaich: 4.2008.02(b)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt go bhuill a' Bhùird air na beachdan a thaing bho na seiseanan a bh' againn aig a' Cho-labhairt Bhliadhnail mun ath Phlana Leasachaidh aig a' bhuidhinn.

Bun fhiosrachadh
Aig a' Cho-labhairt bhliadhnail anns a' Ghearasdan, bheachdaich 4 buidhnean sreath cheist airson ar cuideachadh leis an ath Phlana Leasachaidh againn. Tha geàrr iomradh de na còmhraidhean an seo agus bidh an Ceannard a' toirt seachad taisbeanadh aig coinneamh a' Bhùird le a mholaidhean mun structar a' Phlana.

Dè na rudan a tha sinn a' dèanamh gu math?
- Flexibility - Adjusting to the needs of different Fèisean.
- Listening – Treating each Fèis as individuals
- Support – Having Anne at the end of the phone who can answer all our questions!
- Not imposing too many regulations, appreciate not having to attend endless meetings.
- Gaelic support – Sgioba-G
- Making individual Fèisean feel comfortable/NOT feeling stupid
- Practical approach/Hands-on
- Good profile – comment from an "outsider"
- "FnG: there when we need them, sometimes when we don't!"
- Gaelic promotion
- Finding funding
- Providing advice for bigger projects
- Good at providing opportunities for network, i.e. Cèilidh Trails
- Good at delivery and delivering an efficient/effective product
- Deliver opportunities to communities
- Bringing traditional music, etc, to kids
- Awareness of culture (positive)
- Gaelic development
- Support to volunteers
- Encourage volunteers/fèisean
- Youth opportunities delivered
- Tailoring support to communities
- Disclosure/compliance

Dè na rudan nach eil sinn a' dèanamh cho math?
- Advertising what we are good at i.e. within our own committees, do they know benefits of FnG? Scots nature to play down success and not recognise our strengths
- Focusing on workshop activity, main focus on main Fèis and tutors. Workshop tutors spend more time with children and FnG should concentrate on upping their Gaelic skills. More support for workshop tutors to learn key phrases which they repeat every week.
- If its working well – leave well alone - If you have to think about it then there isn't really a problem – you are just trying to create one!
- Gaelic at core of all activities – tutors
- Updating/circulating material – Music/Gaelic/audio/written (story book)
- Regionalised training needed for committees/tutors
- Planning for each Fèis
- Could be better at integration of lesser-able musicians with more able musicians as well as the use of the language.
- Web-based work – i.e. blogs, etc, to attract the youngsters.
- Variation in expectancy of roles
- Sourcing Gaelic-speaking tutors.

- Communication – new organisers isolated
- Practical help – when /how to do
- May be difficult to take over if "old guard" there.
- Cliques
- Lack of enthusiasm to be a volunteer but this is a national problem
- Publication of fèisean dates/events – help maybe through YMI tutors.

Dè na prìomh 10 seirbheisean a dh'fhaodadh Fèisean nan Gàidheal a thoirt do luchd-eagrachaidh nam Fèisean?
There were many more than 10 responses, but the following are a composite of the 10 that came up most often:

1. **More help implementing Gaelic Policy**
2. **Support for Gaelic Skills Training**
   Gaelic key phrases/CD audio support/podcasts/activity based - cookery lessons etc/information on what is available/new Fèisean do not know, what is Ulpan etc)
3. **More youth involvement**
   Fèis Forum/website/ social networking/ideas and views from youngsters/Forming Feis Bands
4. **Publicity & Information**
   Explanation to grass-roots fèisean/Steering Fèis in right direction/More info direct to parents
5. **More inter-Fèis contact**
6. **Instruments**
7. **Training**
   Weekends – more of them – maybe in different areas/Input into teacher training
8. **Openness**
9. **Availability of support**
10. **Financial assistance**

A bheil an structar luchd-obrach ag obrachadh dha na Fèisean? A bheil na Fèisean a' faighinn taic gu leòr?

Ok – happy/Yes, it's working/Yes/Yes

An ath cheum
Tha seo a' cuideachadh a' phròiseas plana a chur ri chèile airson nam bliadhnaichean ri teachd agus bha an t-seisean feumail.

An-dràsta tha againn ri smaoineachadh mu gach nì co-cheangailte ri obair na buidhne leis gu bheil mi-chinnt ann mu ionmhas, gu sònraichte bho Iomairt na Gàidhealtachd agus nan Eilean agus bho Chomhairle Ealain na h-Alba. Tha prìomhachasan InG air atharrachadh agus le Alba Chruthachail gu bhith air a cur air dòigh, a bhios a' gabhail thairis bho Chomhairle nan Ealan, ma dh'fhaoidte gum biodh prìomhachasan eadar-dhealaichte aig a' bhuidhinn ùr.

Gnìomh a tha a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus aonta a ruighinn mun structar.

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Comhairle nan Ealan agus Alba Cruthachail
Aìreamh air a' Chlàr Gnothaich: 4.2008.02(c)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird air an suidheachadh as ùire mun atharrachadh bho Chomhairle Ealain na h-Alba gu Alba Chruthachail.

Bun fhiosrachadh
Chùm Comhairle Ealain na h-Alba cruinneachadh eile bho chionn greis airson nam buidhnean a tha a' faotainn airgead bliadhnail. Bha seo a' leantainn aithris bho Riaghaltas na h-Alba gun deach Eòghan MacIlleDhuinn ainmeachadh mar Chathraiche Alba Chruthachail Earranta, a' chompanaidh earranta a tha a' dol a thoirt air adhart cur air dòigh a' bhuidhinn ùr.

An lùib seo tha geàrr-iomradh air na còig prìomhachasan a tha Comhairle Ealain na h-Alba agus Scottish Screen air a bhith a deasbad tron phròiseas atharrachaidh a tha tachairt an-dràsta, agus tha iad a' coimhead na bu dòchasaiche na bha sinn an dùil an toiseach 's docha.

Fhad 'sa tha a' phròiseas seo a' dol air adhart, tha Comhairle Ealain na h-Alba air fios a' leigeil thugainn gum biodh an ionmhas againn aig an aon ìre airson 2009-10 'sa bha e air a' bhliadhna seo.

Chaidh iarraidh oirnn beachdan a thoirt seachad air dòighean obrach ùr, co-obrachadh agus obair ann an co-bhonn airson ar n-obair a chumail a' dol anns an suidheachadh eaconomach 'sa bheil sinn uile aig an àm seo, a bharrachd air beachd sam bith a bhios againn air na prìomhachasan a tha air am mìneachadh air na duilleagan a leanas.

Strategic Priority 1: Creative People

What?
To make Scotland a place where more creative people choose to work and live.

Why?
Artists, filmmakers and other creative talent (including technical, craft and business talent), underpin Scotland's creative economy. But whilst Scotland produces a wealth of creative talent, many choose to leave and many of those who are here struggle to make an effective living in Scotland. Therefore Scotland needs to be able to identify, develop, attract, retain and celebrate creative and talented individuals.

How?

Objective 1.1: to foster an environment where artists, filmmakers and other creative individuals have time and space to develop their talents and practice.

Objective 1.2: to increase opportunities for networking and research and development: locally, nationally and internationally.

Objective 1.3: to recognise, celebrate and promote Scotland's talent, nationally and internationally.

Objective 1.4: to support emerging talent to achieve creative and career success.

Strategic Priority 2: Creative Enterprises

What?
To increase the capacity, scale and productivity of Scotland's creative industries.

Why?
Scotland's creative industries sector is dominated by small and micro-businesses or sole traders and freelancers. To seize regulatory, public policy and market opportunities, Scotland's creative enterprises individually, collectively and collaboratively need a greater scale of economic activity. This will only be possible through significantly growing the capacity and size of indigenous business activity, creating and attracting new businesses, ensuring that the right levels of skills are available across the sector and in attracting increased levels of investment.

How?

Objective 2.1: to promote Scotland as a dynamic, competitive and successful creative hub.

Objective 2.2: to ensure that Scotland's creative enterprises are supported in their growth and development.

Objective 2.3: to ensure that Scotland's creative industries are suitably skilled and informed to exploit business opportunities.

Objective 2.4: to ensure that the provision of skills training and development for the creative industries helps drive business growth.

Objective 2.5: to explore opportunities for and advocate for increased levels of investment across Scotland's creative industries.

Strategic Priority 3: Creative Content

What?
To generate more high-quality creative content of national and international significance that makes an impact creatively, culturally and economically.

Why?
Scotland's creative content inspires, informs, enriches, challenges, educates and entertains individuals and communities, audiences and users, representing Scotland to itself and projecting Scotland to the world. And there is an ongoing global demand for distinctive, high-quality creative content. Scotland's arts and creative industries sector needs to respond to this demand by generating content which reaches and entertains, helps us better understand the world we live in, and reflects diverse tastes and interests.

How?

Objective 3.1: to support the development and production of diverse, distinctive and high-quality creative content.

Objective 3.2: to support the distribution of Scotland's creative content across national and international markets.

Objective 3.3: to promote and advocate for the research and development, production and distribution of creative content offered by emerging technologies.

Strategic Priority 4: Creative Places

What?
To improve the quality of life, attractiveness and success of Scotland and its communities.

Why?
Scotland's cultural life, its arts, creative talent and businesses are rooted in places and communities – geographic, social, educational, cultural, industrial, physical, of interest and, increasingly, virtual. Art, creativity and culture have a unique role to play in developing a sense of place and identity (national, regional, local, virtual) within a global context, and in building connectivity, capacity, strength and confidence within and across communities.

How?

Objective 4.1: to embed art, creativity and culture into the wider public policy agenda.

Objective 4.2: to increase engagement in art, creativity and culture.

Objective 4.3: to encourage connectivity and collaborations among creative individuals and enterprises.

Strategic Priority 5: Creative Learning

What?
To improve the lives of all Scotland's citizens through placing creativity, the arts and media literacy at the heart of learning.

Why?
The cultural life of a nation is the stuff of life itself. Art and creative activities inspire, inform, challenge, educate and entertain individuals, audiences and communities. And they have an unrivalled power to drive learning – across all areas of life and knowledge. Throughout the developed world, Governments are anxiously seeking to re-form their educational provision, to meet the challenges of a radically new, information-saturated and unpredictable global economy. With creativity and cultural and media literacy at the heart of all learning, Scotland can meet that challenge.

How?

Objective 5.1: to embed creativity, the arts and media literacy within the statutory curriculum reform process, *Curriculum for Excellence*.

Objective 5.2: to embed creativity, the arts and media literacy within non-statutory learning and education policy contexts.

Objective 5.3: to develop Scotland's capacity to deliver art, cultural, and media education within schools and other learning environments.

Objective 5.4: to develop and deliver wider public engagement in art, creative and cultural activity.

Gnìomh a tha a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus puingean sam bith a dhèanadh airson cuideachadh a thoirt don Cheannard pàipear a dheasachadh le beachdan do Chomhairle nan Ealan.

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Aithisg Ionmhais
Àireamh air a' Chlàr Gnothaich: 4.2008.03

Anns an aithisg seo tha:

1 Teachd a-steach agus teachd a-mach bho 1 Giblean 2008 – 31 Màirt 2009, leis mar a thionndaidh cùisean a-mach gu 31 Dàmhair 2008

2 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2008-09 leis na chaidh a phàigheadh a-mach gu ruige seo

Àireamh air a' Chlàr Gnothaich: 4.2008.03(b)

1 Bidh na suimean a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh

Àireamh air a' Chlàr Gnothaich: 4.2008.03(c)

1 Tha cunntasan gu 30 Sultain air an ullachadh le MacNeacail agus Co air an cuairteachadh airson fiosrachaidh.

Anne Willoughby
Manaidsear Gnìomha
Dùbhlachd 2008

Teachd a-steach agus a-mach gu 31 Màirt 2009 leis mar a thionndaidh cùisean a-mach gu 31 Dàmhair 2008
Àireamh air a' Chlàr Gnothaich: 4.2008.03(a)1

Fèisean nan Gàidheal Budget 2008-09

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 327,685.00	£ 191,149.58	£ 247,224.07
Grants Scheme	£ 189,000.00	£ 110,250.00	£ 109,500.00
Fèis Development Fund	£ 60,000.00	£ 35,000.00	£ 10,000.00
Annualised Hours	£ 25,000.00	£ 14,583.33	£ 2,500.00
Training	£ 38,100.00	£ 22,225.00	£ 1,640.00
Gaelic Development	£ 46,562.00	£ 27,161.17	£ 17,339.00
Youth Music Initiative	£ 244,511.00	£ 142,631.42	£ 237,096.75
Blas Festival	£ 259,500.00	£ 151,375.00	£ 226,918.54
Earned Income	£ 16,300.00	£ 9,508.33	£ 7,242.86
Meanbh Chuileag TIE Service	£ 55,000.00	£ 32,083.33	£ 3,711.67
City Fèisean Development Officer	£ 30,000.00	£ 17,500.00	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 43,166.67	£ 30,520.00
Gaelic Drama Summer School	£ 65,000.00	£ 37,916.67	£ 37,200.00
Archiving Project	£ 24,118.00	£ 14,068.83	£ 12,500.00
Press/PR/Website Updates/Newsletter	£ 5,000.00	£ 2,916.67	£ 0.00
Showcase Opportunities	£ 15,000.00	£ 8,750.00	£ 0.00
General Funds still to be raised	£ 85,000.00	£ 49,583.33	£ 9,440.62
TOTAL INCOME	**£1,559,776.00**	**£ 909,869.33**	**£ 952,833.51**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 342,916.00	£ 200,034.33	£ 175,446.09
NIC Contributions	£ 30,862.44	£ 18,003.09	£ 14,527.63
Pension Contributions	£ 9,000.00	£ 5,250.00	£ 5,290.88
Staff Travel	£ 27,000.00	£ 15,750.00	£ 21,677.21
Office Rent & Rates	£ 20,000.00	£ 11,666.67	£ 7,688.73
Stationery, Printing & Postage	£ 15,000.00	£ 8,750.00	£ 10,336.00
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00	£ 5,833.33	£ 6,127.38
Board Expenses	£ 8,000.00	£ 4,666.67	£ 3,061.77
Implementation of Child Protection policy	£ 10,000.00	£ 5,833.33	£ 5,733.40
Insurance	£ 7,500.00	£ 4,375.00	£ 0.00
Sundry Expenses	£ 5,000.00	£ 2,916.67	£ 0.00
Accountancy & Bank Charges	£ 3,000.00	£ 1,750.00	£ 373.92
Professional Fees	£ 5,000.00	£ 2,916.67	£ 2,239.85
Instrument Bank Maintenance	£ 3,000.00	£ 1,750.00	£ 2,424.52
Additional Support Needs	£ 3,000.00	£ 1,750.00	£ 200.00
Capital Expenses	£ 12,000.00	£ 7,000.00	£ 10,689.66
PROGRAMME COSTS			
Grants Paid Out	£ 195,000.00	£ 113,750.00	£ 131,665.50
Annualised Hours	£ 35,000.00	£ 20,416.67	£ 14,808.75
Feis Development Fund	£ 60,000.00	£ 35,000.00	£ 25,448.00
Training Programme	£ 33,000.00	£ 19,250.00	£ 5,139.26
Training Programme Management Fee	-£ 1,500.00	-£ 875.00	-£ 1,500.00
Gaelic Language Development	£ 5,713.00	£ 3,332.58	£ 1,112.57

Gaelic Language Development Management Fee	-£ 12,500.00	-£ 7,291.67	-£ 12,500.00
Youth Music Initiative	£ 244,511.00	£ 142,631.42	£ 80,385.53
Youth Music Initiative Management Fee	-£ 18,500.00	-£ 10,791.67	-£ 18,500.00
Annual Conference	£ 15,000.00	£ 8,750.00	£ 6,164.40
Blas Festival	£ 259,150.00	£ 151,170.83	£ 226,303.28
Blas Festival Management Fee	-£ 15,000.00	-£ 8,750.00	-£ 15,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 39,500.00	£ 23,041.67	£ 4,196.61
City Fèisean Development Officer	£ 35,000.00	£ 20,416.67	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 43,166.67	£ 75,955.57
Gaelic Drama Summer School	£ 55,000.00	£ 32,083.33	£ 35,643.96
Archiving Project	£ 10,328.00	£ 6,024.67	£ 6,251.83
Archiving Management Fee	-£ 4,585.00	£ 5,833.33	£ 1,919.95
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 11,666.67	£ 4,163.55
Fèis Showcase Concerts	£ 20,000.00	-£ 4,433.33	-£ 7,600.00
Fèis Showcase Concerts Management Fee	-£ 7,600.00	£ 8,750.00	£ 496.56
Contingency	£ 15,000.00		
SUB-TOTAL EXPENDITURE	**£1,557,795.44**	**£ 911,388.59**	**£ 830,372.36**
Management Fees	£ 59,685.00	£ 34,816.25	£ 59,685.00
TOTAL EXPENDITURE	**£1,617,480.44**	**£ 943,530.26**	**£ 885,472.36**
Transfer to Reserves	£ 10,444.88	£ 6,092.84	£ 10,444.88
SURPLUS/DEFICIT	**£ 1,980.56**	**£ 1,155.33**	**£ 127,046.15**

Tabhartasan nam Fèisean 2008-09

Àireamh air a' Chlàr: 4.2008.3(a)2

TABHARTASAN DO DH'FHÈISEAN 2008-09	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartasan Leantainneach	Uaireannan a rèir Bliadhna	Uaireannan gach Bliadhna	Maoin Leas.	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
The Highland Council									
Fèis an Earraich	£ 7,611.00	£ 3,806.00	£ 4,126.00	350	£ 2,625.00	£ 0.00	£ 18,168.00	£ 8,563.00	£ 9,605.00
Fèis Lochabair	£ 2,712.00	£ 1,356.00	£ 3,160.00	260	£ 1,950.00	£ 0.00	£ 9,178.00	£ 4,026.00	£ 5,152.00
Fèis nan Garbh Chrìochan	£ 5,291.00	£ 2,647.00	£ 4,500.00	240	£ 1,800.00	£ 3,330.00	£ 17,568.00	£ 7,718.00	£ 9,850.00
Fèis Chataibh	£ 2,764.00	£ 1,382.00	£ 2,272.00	250	£ 1,875.00	£ 0.00	£ 8,293.00	£ 5,184.00	£ 3,109.00
Fèis a' Bhealaich	£ 270.00	£ 135.00	£ 566.00	45	£ 337.50	£ 1,950.00	£ 3,258.50	£ 1,868.75	£ 1,389.75
Fèis Rois nan Deugairean	£ 10,150.00	£ 5,075.00	£ 0.00	0	£ 0.00	£ 0.00	£ 15,225.00	£ 11,419.00	£ 3,806.00
Fèis Eige	£ 620.00	£ 310.00	£ 0.00	40	£ 300.00	£ 330.00	£ 1,560.00	£ 962.00	£ 598.00
Fèis Rois Òigridh	£ 7,937.00	£ 3,969.00	£ 5,473.00	0	£ 0.00	£ 5,000.00	£ 22,379.00	£ 18,260.50	£ 4,118.50
Fèis Farr	£ 0.00	£ 0.00	£ 872.00	30	£ 225.00	£ 0.00	£ 1,097.00	£ 0.00	£ 1,097.00
Fèis na h-Òige	£ 2,212.00	£ 1,106.00	£ 3,727.00	180	£ 1,350.00	£ 0.00	£ 8,395.00	£ 2,489.00	£ 5,906.00
Fèis Air an Oir	£ 614.00	£ 302.00	£ 4,568.00	100	£ 750.00	£ 0.00	£ 6,234.00	£ 0.00	£ 6,234.00
Feis Ghlinn Albainn	£ 1,492.00	£ 746.00	£ 4,291.00	20	£ 150.00	£ 0.00	£ 6,679.00	£ 3,825.00	£ 2,854.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 0.00	£ 1,747.00
Fèis a' Bhaile	£ 2,176.00	£ 1,088.00	£ 1,480.00	40	£ 300.00	£ 0.00	£ 5,044.00	£ 2,448.00	£ 2,596.00
Fèis Òigridh na Mara	£ 1,216.00	£ 608.00	£ 8,820.00	200	£ 1,500.00	£ 6,298.00	£ 18,442.00	£ 5,160.00	£ 13,282.00
Fèis Inbhir Narann	£ 750.00	£ 375.00	£ 3,839.00	100	£ 750.00	£ 2,877.00	£ 8,591.00	£ 2,301.60	£ 6,289.40
Fèis Spè	£ 3,837.00	£ 1,691.00	£ 6,300.00	0	£ 0.00	£ 0.00	£ 11,828.00	£ 4,146.00	£ 7,682.00
Other Area/City Councils									
Fèis Dhùn Èideann	£ 2,725.00	£ 0.00	£ 6,752.00	600	£ 4,500.00	£ 0.00	£ 13,977.00	£ 5,626.00	£ 8,351.00
Fèis Chille Conbhal	£ 869.00	£ 0.00	£ 860.00	0	£ 0.00	£ 0.00	£ 1,729.00	£ 1,082.00	£ 647.00
Fèis Arainn	£ 2,745.00	£ 0.00	£ 1,642.00	0	£ 0.00	£ 0.00	£ 4,387.00	£ 2,880.00	£ 1,507.00
Fèis Obair Dheathain	£ 2,087.00	£ 0.00	£ 240.00	150	£ 1,125.00	£ 0.00	£ 3,452.00	£ 0.00	£ 3,452.00
Feis Dhùn Bhreatainn	£ 611.00	£ 0.00	£ 1,524.00	30	£ 225.00	£ 0.00	£ 2,360.00	£ 120.00	£ 2,240.00
Fèis Mhoireibh	£ 1,570.00	£ 0.00	£ 176.00	0	£ 0.00	£ 0.00	£ 1,746.00	£ 1,178.00	£ 568.00
Fèis Lannraig a Tuath	£ 745.00	£ 0.00	£ 0.00	0	£ 0.00	£ 985.00	£ 1,730.00	£ 1,347.00	£ 383.00
Fèis 'sa Mheadhan	£ 1,562.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,562.00	£ 0.00	£ 1,562.00

Feis Ghlaschu	£ 2,486.00	£ 0.00	£ 554.00	120	£ 900.00	£ 700.00	£ 2,325.00	£ 0.00	£ 2,325.00
Fèis Innis an Uillt	£ 262.00	£ 0.00	£ 2,141.00	60	£ 450.00	£ 2,906.00	£ 5,759.00	£ 3,395.80	£ 2,363.20
Fèis Lunnain	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 1,000.00	£ 1,000.00	£ 1,000.00	£ 0.00
Western Isles Council									
Fèis Tìr a' Mhurain	£ 2,995.00	£ 1,500.00	£ 1,792.00	160	£ 1,200.00	£ 2,000.00	£ 9,487.00	£ 5,746.00	£ 3,741.00
Fèis Eilean an Fhraoich	£ 2,925.00	£ 2,000.00	£ 2,406.00	120	£ 900.00	£ 6,735.00	£ 14,966.00	£ 7,882.00	£ 7,084.00
Fèis Tìr an Eòrna	£ 1,832.00	£ 1,500.00	£ 1,012.00	120	£ 900.00	£ 0.00	£ 5,244.00	£ 2,874.00	£ 2,370.00
Fèis Bharraigh	£ 3,852.00	£ 1,500.00	£ 2,068.00	0	£ 0.00	£ 0.00	£ 7,420.00	£ 4,389.00	£ 3,031.00
Fèis Eilean na Hearadh	£ 1,220.00	£ 1,500.00	£ 0.00	30	£ 225.00	£ 0.00	£ 2,945.00	£ 2,415.00	£ 530.00
Fèis an Rubha	£ 1,762.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,762.00	£ 0.00	£ 1,762.00
Fèis Taigh Dhonnchaidh	£ 536.00	£ 1,500.00	£ 1,631.00	30	£ 225.00	£ 0.00	£ 3,892.00	£ 0.00	£ 3,892.00
Argyll & Bute Council									
Fèis Cholla	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 2,784.00	£ 2,784.00	£ 2,227.20	£ 556.80
Fèis Latharna	£ 2,081.00	£ 1,500.00	£ 2,880.00	150	£ 1,125.00	£ 3,113.00	£ 10,699.00	£ 7,741.40	£ 2,957.60
Fèis Mhuile	£ 665.00	£ 1,500.00	£ 2,782.00	80	£ 600.00	£ 2,000.00	£ 7,547.00	£ 0.00	£ 7,547.00
Fèis Thiriodh	£ 2,575.00	£ 1,500.00	£ 802.00	300	£ 2,250.00	£ 974.00	£ 8,101.00	£ 6,526.00	£ 1,575.00
Fèis Ìle agus Dhùira	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,386.00	£ 554.00	£ 1,832.00
Fèis Cheann Loch Goibhle	£ 1,245.00	£ 1,500.00	£ 2,766.00	100	£ 750.00	£ 3,780.00	£ 10,041.00	£ 0.00	£ 10,041.00
	Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartasan Leantainneach**	**Uaireannan a rèir Bliadhna**	**Uaireannan gach Bliadhna**	**Maoin Leas.**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
IOMLAN	**£ 88,857.00**	**£ 42,074.00**	**£ 86,022.00**	**3945**	**£ 29,587.50**	**£ 46,762.00**	**£ 290,987.50**	**£ 135,354.25**	**£ 155,633.25**

Fèisean nan Gàidheal

Cunntasan gu 30 Sultain 2008
Àireamh air a' Chlàr Gnothaich: 4.2008.03(c)

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

MANAGEMENT ACCOUNTS
For The 6 Months Ended 30 September 2008
FOR
FÈISEAN NAN GÀIDHEAL
(INCLUDING BLAS FESTIVAL LIMITED)

FÈISEAN NAN GÀIDHEAL

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2009

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Detailed Statement of Financial Activities	5 to 7

FÈISEAN NAN GÀIDHEAL

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Period Ended 30 September 2008

	30.9.08 Unrestricted funds £	30.9.07 Total funds £
INCOMING RESOURCES		
Incoming resources from generated funds		
Voluntary income	**985**	444
Activities for generating funds	**6,948**	46,749
Investment income	**1,071**	1,268
Incoming resources from charitable activities		
Core activities	**293,487**	322,210
Training	**-**	29,315
Lochaber development fund	**-**	11,290
Blas Festival	**150,618**	220,329
Schools project	**109,756**	181,511
Gaelic Development	**71,391**	55,045
Heritage project	**7,000**	-
Total incoming resources	**641,256**	868,161
RESOURCES EXPENDED		
Costs of generating funds		
Fundraising trading: cost of goods sold and other costs	**2,360**	969
Charitable activities		
Core activities	**321,374**	391,425
Training	**-**	26,948
Lochaber development fund	**-**	12,412
Blas Festival	**260,517**	272,393
Schools project	**65,669**	132,766
Gaelic Development	**63,499**	31,533
Heritage project	**20,759**	-
Governance costs	**10,476**	19,521
Total resources expended	**744,654**	887,967
NET INCOMING/(OUTGOING) RESOURCES	**(103,398)**	(19,806)
RECONCILIATION OF FUNDS		
Total funds brought forward	**103,352**	112,869
TOTAL FUNDS CARRIED FORWARD	**(46)**	93,063

FÈISEAN NAN GÀIDHEAL

BALANCE SHEET
At 30 September 2008

	Notes	30.9.08 Unrestricted funds £	30.9.07 Total funds £
FIXED ASSETS			
Tangible assets	2	**6,902**	-
CURRENT ASSETS			
Debtors	3	**54,619**	131,097
Cash at bank		**236,648**	292,875
		291,267	423,972
CREDITORS			
Amounts falling due within one year	4	**(298,215)**	(330,909)
NET CURRENT ASSETS/(LIABILITIES)		**(6,948)**	93,063
TOTAL ASSETS LESS CURRENT LIABILITIES		**(46)**	93,063
NET ASSETS/(LIABILITIES)		**(46)**	93,063
FUNDS			
Unrestricted funds:			
General fund		**(46)**	93,063
TOTAL FUNDS		**(46)**	93,063

NOTES TO THE MANAGEMENT ACCOUNTS
for the Period Ended 30 September 2008

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 2007), the Companies Act 1985 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 estimated useful life.

Computer equipment – 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.

Pension costs and other post-retirement benefits
The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

NOTES TO THE MANAGEMENT ACCOUNTS - CONTINUED
for the Period Ended 30 September 2008

2. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2008 and 30 September 2008	11,042
DEPRECIATION	
At 1 April 2008	2,760
Charge for period	1,380
At 30 September 2008	4,140
NET BOOK VALUE	
At 30 September 2008	6,902
At 31 March 2008	8,282

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.9.08 £	30.9.07 £
Grants receivable	54,619	131,097

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.9.08 £	30.9.07 £
Bank loans and overdrafts	106,966	143,070
Trade creditors	-	5,273
Social security and other taxes	10,426	8,203
Grants awarded but unpaid	60,968	171,963
Accrued expenses	10,100	2,400
Grants received in advance	109,755	-
	298,215	330,909

FÈISEAN NAN GÀIDHEAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 30 September 2008

	30.9.08 £	30.9.07 £
INCOMING RESOURCES		
Voluntary income		
Memberships	985	444
Activities for generating funds		
Sales of publications	1,385	2,370
Instrument bank revenue	5,063	2,409
Fèis Alba	-	(6,030)
Administration fees	-	48,000
Other income	500	-
	6,948	46,749
Investment income		
Deposit account interest	1,071	1,268
Incoming resources from charitable activities		
Scottish Arts Council	177,000	227,000
Highland Council	245,765	372,198
Comhairle nan Eilean Siar	17,500	13,500
Argyll & Bute Council	2,100	-
Highland & Islands Enterprise	72,878	63,810
Iomairt Colmcille	1,250	-
VisitScotland	23,000	-
Local enterprise companies	-	5,867
European Social Fund	-	17,326
Bòrd na Gàidhlig	-	52,811
Registration fees	120	180
Performance fees	71,271	1,872
WHELK/LEADER+	-	4,356
Box office	21,368	14,180
Other income	-	46,600
	632,252	819,700
Total incoming resources	641,256	868,161
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Instrument bank costs	2,360	969
Charitable activities		
Wages	55,845	59,064
Telephone	393	124
Advertising & marketing	30,988	27,357
Carried forward	87,226	86,545

FÈISEAN NAN GÀIDHEAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 30 September 2008

	30.9.08	30.9.07
	£	£
Charitable activities		
Brought forward	**87,226**	86,545
Sundries	**6,726**	23,150
Development officers, tutors and support workers	**53,232**	66,661
Travel expenses etc	**55,561**	35,764
Child protection costs	**4,923**	4,130
Training	**3,104**	1,519
Workshops	**6,080**	13,566
Materials	**4,811**	7,815
25th anniversary book and celebrations	**-**	8,676
Portrait of a Nation	**3,676**	-
Archiving project	**17,083**	-
Venue costs	**198,262**	227,891
Promoters fees	**-**	21,291
Project management	**41,926**	42,889
Plant and machinery	**1,380**	-
Grants to institutions	**100,236**	214,808
	584,226	754,705
Governance costs		
Committee expenses	**2,214**	4,646
Accountancy	**300**	2,820
Legal fees	**2,045**	2,339
Auditors' remuneration for non-audit work	**380**	-
Annual Conference	**5,537**	9,716
	10,476	19,521
Support costs		
Management		
Wages	**77,741**	43,990
Social security	**10,410**	5,392
Pensions	**4,509**	2,006
Office rent	**10,483**	8,518
Insurance	**6,300**	6,428
Light and heat	**1,906**	737
Telephone	**3,575**	4,309
Postage and stationery	**11,193**	9,782
Sundries	**-**	4,674
Website	**-**	14,395
Staff travel and expenses	**21,181**	12,501
	147,298	112,732
Finance		
Bank charges	**294**	40
Total resources expended	**744,654**	887,967
Net income/(expenditure)	**(103,398)**	(19,806)

FÈISEAN NAN GÀIDHEAL

	Core activities	Blas Festival	Schools project	Gaelic Development	Heritage project
Income					
Memberships	985				
Sales of publications	1,385				
Instrument bank revenue	5,063				
Other income	500			120	
Deposit account interest	1,071				
Scottish Arts Council	177,000				
Highland Council	24,009	105,000	109,756		7,000
Comhairle nan Eilean Siar	17,500				
Argyll & Bute Council	2,100				
Highland & Islands Enterprise	72,878				
Iomairt Colmcille		1,250			
VisitScotland		23,000			
Box office		21,368		71,271	
Total Income	302,491	150,618	109,756	71,391	7,000
Expenditure					
Instrument bank costs	2,360				
Tutor Wages etc.	25,437			30,408	
Telephone				393	
Advertising & marketing		30,988			
Sundries	4,859	1,630			
Development officers tutors	28,147		25,085		
Travel expenses etc	1,621	8,204	13,236	32,501	
Child protection costs	4,923				
Training	3,104				
Workshops	5,457		623		
Materials			4,811		
Portrait of a Nation					3,676
Archiving project					17,083
Festival costs		198,303		197	
Project management		20,013	21,914		
Depreciation of plant & machinery		1,380			
Grants	100,236				
Committee expenses	2,214				
Accountancy	680				
Professional fees	2,045				
Annual Conference	5,537				
Administration Wages etc	92,660				
Office rent	10,483				
Insurance	6,300				
Light and heat	1,906				
Telephone	3,575				
Postage and stationery	11,193				
Staff travel and expenses	21,181				
Bank charges	294				
Total expenditure	334,210	260,517	65,669	63,499	20,759
SURPLUS/(DEFICIT) FOR PERIOD	(31,719)	(109,899)	44,087	7,892	(13,759)

Fèisean nan Gàidheal

MacNeacail & Co
Àireamh air a' Chlàr Gnothaich: 4.2008.03(d)

Adhbhar a' Phàipeir
To consider the process for appointing a new Auditor and if we would like to continue to avail ourselves of other services currently offered by our existing one.

Bun fhiosrachadh
Nicolson & Co were re-appointed as Fèisean nan Gàidheal's auditor at this year's AGM. However, recently they have indicated that they are no longer going to be doing audit work as from 31 December 2008. This means that we will need to appoint an auditor who will be able to carry out our audit post 31 March 2009.

Ar feumalachdan
Nicolson & Co have been our accountants for a number of years, following Angus Nicolson's departure from our former auditors, Mann, Judd & Gordon and his setting up in business under his own name. In addition to our annual audit, they currently provide us with quarterly management accounts; advice on VAT for Blas; certificates of expenditure to allow HIE to pay us quarterly as well as general advice on accounting systems, when required. Angus Nicolson has indicated that his company will still be able to take our accounts up to the final, unaudited stage but we would need to engage an auditor to have them scrutinised and signed off.

The only bit of this package that they will be unable to provide from now on is the annual audit, and we need to consider if there is an advantage in remaining with Nicolson & Co for the elements of the work they can continue to do, with an auditor scrutinising and signing off the accounts annually, or whether we should go with another company who could offer us all the services together.

One school of thought would say that it is good to have segregation of the two activities – operational accounting and audit – while other would say that having two companies will involve some overlap and consequent cost implications.

Fèisean nan Gàidheal is a limited company and a registered charity, therefore our accounts have to comply with both Companies House and OSCR. We require:

- Preparation of Fèisean nan Gàidheal accounts for the year to 31 March 2009
- Preparation of Blas Festival Ltd accounts for the year ended 31 March 2009
- Preparation of consolidated accounts, as required by OSCR
- Preparation of abbreviated accounts for filing at Companies House
- An audit of Fèisean nan Gàidheal and Blas Festival Ltd accounts for year end 31 March 2009
- Preparation of Corporation Tax computations for Blas Festival Ltd
- Preparation of quarterly management accounts (June, September, December and March) for the Board
- Certification of expenditure, if applicable in the future, for Highlands & Islands Enterprise

Gnìomh a tha a dhìth
Board members are invited to consider the following recommendations:

1. Whether the segregation of activities is important enough to warrant having two companies working on our accounting.
2. If segregation of activities is important, a quote will be obtained from Nicolson & Co for continuation of the operational accounting activities and a quote will be sought from 3 companies for the audit with a recommendation as to a suitable company brought back to the February Board meeting for approval.
3. If segregation of duties is not important, a tender document will be sent to 3 companies seeking quotes for the various elements of the work required, interviews may be held if necessary, with a recommendation as to a suitable company brought back to the February Board meeting for approval.

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Rannsachadh Iomairt na Gàidhealtachd agus nan Eilean air buaidh eaconomach nam Fèisean

Àireamh air a' Chlàr Gnothaich: 4.2008.03(e)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mu rannsachadh a tha Iomairt na Gàidhealtachd agus nan Eilean a' dol a chur air dòigh gus buaidh eaconomach ar n-obair a thomhas.

Bun fhiosrachadh

As part of our 3-year funding agreement with HIE, it was agreed that, sometime during year 3, research would be carried out to measure the impact HIE's funding over the past 3 years had made. This was to follow up on research carried out by Steve Westbrook prior to agreement of the current funding.

HIE has now produced a tender document and will be inviting consultants to put forward proposals as to how they would carry out this work with a view to having a completed report by 1 June 2009. Initial findings will be reported to HIE on 6 March.

This will presumably form the basis for discussions with HIE officers about future funding. They have indicated that they are willing to have such discussions but have stressed that their funding is reduced, their focus sharpened, and it would be unlikely that they could fund the same things at the same level in years to come. A date has still to be agreed for an initial meeting.

As reported previously, HIE will now be guided largely by the Scottish Government's Economic Strategy (GES). Its 2008-11 Corporate Plan says: "Investment in community-based arts and cultural activity is the basis of much of the growth in creative industries in the Highlands and Islands and HIE will assist communities to develop dynamic, creative places, utilising the area's unique environmental and cultural assets. This will involve focus on both the community and enterprise aspects of arts, heritage and Gaelic language."

The introduction of a GES guiding all HIE investment and activity compels the organisation to reconsider all current investment and produce justification for further investment which accords with GES and its delivery in the HIE area. The adoption of it has resulted in some significant changes for HIE, as the agency has developed in order to realign itself and deliver effectively against the new strategic objectives and challenges set out in the document.

HIE's focus is on:

- Supporting high growth business sectors
- Creating the infrastructure and conditions to improve regional competitiveness
- Strengthening communities, especially in the fragile parts of the region

An Rannsachadh

This study has the following objectives:

1. To define and measure the direct (and) employment and earnings impacts of the Fèisean
2. To define and measure indirect and induced employment and earnings impacts of the Fèisean
3. To set out and quantify measurable long-term impacts on the creative and cultural industries of Fèisean 'graduates'
4. To consider and quantify the extent to which Fèis activity encourages the people involved to acquire, or use, Gaelic language
5. To consider and quantify economic impacts on fragile areas in the HIE region of Fèisean activity
6. To set out recommendations for the potential role of Fèisean and Fèisean nan Gàidheal in the future delivery of the Government Economic Strategy in the Highlands and Islands

The study will measure the various elements and impacts of Fèisean activity across Scotland, with a focus on the HIE area. The study should capture data which might be presented in a concise and easily-digestible format with allowances for anecdotal evidence and small-scale case studies of Fèis 'graduates'.

A range of methods will be employed in the study, including:

- Desk-based research reviewing previous research on socio-cultural and economic impacts of the Fèisean
- Discussions with Fèisean nan Gàidheal officers in determining total current annual employment and earnings
- Engagement with key bodies in cultural sector, with particular regard to Arts and Gaelic development sector including the other main funders of Fèis activity
- Engagement with key bodies in creative industries sector, including production companies, broadcasters, and in music sector
- Direct discussion with relevant HIE officers in agreeing details of study, key stakeholders, and study's final format and content

Gnìomh a tha a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt gu bheil an rannsachadh seo gu bhith a' dol air adhart; gum biodh Fèisean nan Gàidheal co-obrachadh leis an eòlaiche a bhios ga dhèanadh; agus anns an eadar-ama, gum bidh sinn a' dol an-sàs ann an còmhraidhean le oifigearan InG mu dheidhinn ionmhas son an am ri teachd.

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Iarrtas airson Maoin Leasachaidh
Àireamh air a' Chlàr Gnothaich: 4.2008.3(f)

Adhbhar a' Phàipeir
Aonta a shireadh airson iarrtas dhan Stòras Maoin Leasachaidh againn.

Bun fhiosrachadh
Tha Fèis Rois air iarrtas a chur a-steach airson taic-airgid le ath-chruthachadh a thoirt air an fhèis. Tha an t-iarrtas seo airson suim a tha thairis air a na ceadaichte do dh'oifigearan aontachadh agus le sin, tha feum air co-dhùnadh bhon Bhòrd.

Fèis Rois
Bidh fios aig buill gu bheil Rita Nic an t-Sealgair air a dreuchd mar Stiùiriche fhàgail an dèidh iomadach bliadhna agus tha Fèis Rois a' dol tro atharrachaidhean an-dràsta.

Leis gun robh Rita far a h-obair fad mhìosan ma do dh'fhàg i, tha cosgaisean a bharrachd air tuiteam air a' bhuidhinn le bhith ag obair le luchd-obrach eadar-amail. Chan eil togail airgid air a bhith a' dol air adhart mar bu chòir leis nach eil duine aig ìre stiùiridh air a bhith ann.

Feumaidh an fhèis gluasad air adhart a-nise, agus bu mhath leotha ath-nuadhachadh na buidhne taobh a-staigh nam buidseatan a tha aca gu cinnteach. Tha iad cuideachd airson gluasad gu oifisean ùr leis nach eil na h-oifisean a th' aca an-dràsta freagarrach dhaibh a-nise

Gnìomh a tha a dhìth
Thathar ag iarraidh air buill aonta a thoirt dhan iarrtas air cunnradh gun tigeadh na buidhnean eile – Comhairle nan Ealan agus Comhairle na Gàidhealtachd – air adhart le na suimean a tha a dhith airson am maoin air fad a tha a dhith air Fèis Rois.

Daibhidh Boag
Manaidsear Leasachaidh
Dùbhlachd 2008

Sgeama-Leasachaidh nam Fèisean 2007-09
Bileag-Iarrtais
Application form

1 Ainm na Fèise - Fèis Name

Fèis Rois

2 Ainm an tagraiche - Contact name

Ainm – Name Marion Mackay

Seòladh – Address 5 Business Centre, 1 Castle Street, Dingwall, IV15 9HU

Fòn – Tel 01349 862600 **Post-dealain** – email marion.mackay@feisrois.org

3 Dè seòrsa pròiseact leid gu bheil sibh a' sireadh taic?
Which type of project are you applying for?

Pròiseact Ùr New Project	☒	**Pròiseact foillseachaidh** Publishing Project	☐
Obair eadar Fèisean Inter-Fèis activity	☐	**Fèisean Ùra** New Fèisean	☐

4 Geàrr-chunntas den Phròiseict. Outline Project Description.

Rita Hunter has left her post as Director after many years and Fèis Rois is now undergoing a period of transition.

Because Rita was off work for a number of months before relinquishing her post, the organisation has incurred the additional costs of interim staffing and has suffered from a lack of external fund-raising due to there being nobody of the seniority of a Director in place to oversee this.

The organisation now needs to move on, would like to restructure within the confines of its known budgets, and would also like to move office from premises that are no longer suitable for their purposes. The purpose of this application is to allow this transition to take place without adversely affecting their high-quality programme of work.

5 Innis dhuinn cò air a bheil am pròiseact ag amas. Tell us who the project is aimed at.

This project will help to secure the longer term future of Fèis Rois, as a key player in the Fèis movement.

6 Ma tha am pròiseact seo fosgailte do dhuine aig aois sam bith, innis dhuinn dè cho feumail 'sa bhios e do dh'òigridh aois 8 – 18. If it includes people of all ages, how will it benefit young people in the 8 – 18 age group?

Fèis Rois works with hundreds of young people in the 8 -18 age group, primarily through Fèis Rois Oigridh and Fèis Rois nan Deugairean, plus their extensive programmes of classes and workshops across Ross and Cromarty. In addition, they play a lead role across the Highland Council area in the delivery of the Youth Music Initiative and nationally through the Traditional Musicians in Schools scheme (TMIS).

7 Innis dhuinn ciamar a bhios am pròiseact a' toirt taic don Ghàidhlig; ga cleachdadh agus/neo a' neartachadh dòigh-chleachdaidh na cànain anns an sgìre. Tell us how your project will contribute positively to the use and/or quality of usage of Gaelic language within their local community?

Fèis Rois ensures that the Gaelic language is visible and is used right across the organisation. In 2009/10 it is hoped that all the staff will undergo extensive Gaelic language training via the Ulpan course, so aiding the quality and usage of Gaelic across the organisation.

8 Dè suim airgid a tha sibh a' sireadh bhon Sgeama Leasachaidh nam Fèisean? How much are you applying to the Fèis Development Fund for?

Suim airgid Amount	**£ 10,500**	**% den phròiseact air fad** % of the whole project?	**31.4%**

9 Ma tha sibh a' sireadh barrachd air £1,000 bho Sgeama Leasachaidh nam Fèisean, innis dhuinn cò bhon sgioba aig Fèisean nan Gàidheal leis an robh conaltradh. If you are looking for more than £1,000 from the Fèis Development Fund, can you give details of who from Fèisean nan Gàidheal you have consulted prior to making this application.

David Boag / Arthur Cormack

10 Ma tha sibh a' sireadh barrachd air £5,000 bho Sgeama Leasachaidh nam Fèisean, cuir strìochag (√) ri taobh nan rudan a leanas agus dèan cinnteach gu bheil iad an lùib na h-iarrtas agaibh. If you are looking for more than £5,000 from the Fèis Development Fund, can you please tick (√) the following items and ensure that they are all enclosed with your application.

Plana phròiseict Fully costed project plan	√	**Fianais gu bheil uidh ann** Evidence of demand for your project	
Litrichean taice Letters of support			

11 Ma 's i Fèis Ùr a th' annaibh, cuir strìochag (√) ri taobh nan rudan a leanas agus dèan cinnteach gu bheil iad an lùib na h-iarrtas agaibh. If you are a New Fèis, can you please tick the following items and ensure that they are all enclosed with your application.

Bonn-stèidh Constitution		**Fios mu structar a' chomataidh** Information on committee structure	
Dearbhadh air chunntas bhanca Evidence of a bank account		**Dearbhad mu taic-airgid eile** Evidence of other funding	

12 Ceann-latha airson toiseach agus crìoch a' phròiseict
Start and end dates for the project.

Monday 5th January 2009 – 31st March 2009

13 Innis dhuinn dè na cosgaisean a bhios agaibh.
Detail your proposed expenditure.

Cosgaisean Costs	**Suim airgid** Amount **£**
Exceptional Staffing Costs incurred in 2008	
Fèisean	**£8,956.00**
Finance	**£6,000.00**
Secretarial	**£6,462.00**
Anticipated re-structuring costs	
Recruitment	**£1,500.00**
Re-location costs	**£6,000.00**
Additional Rent	**£2,500.00**
Staff Training	**£2,000.00**
Iomlan Total	**£ 33,418.00**

13 Innis dhuinn mu dheidhinn airgead a tha a' tighinn a-steach dhan phròiseact (bu choir dhan t-suim iomlan seo a bhith an aon rud ris an t-suim iomlan ann an ceist 12). Bu choir an t-suim a tha sibh ag iarraidh bhon stòras leasachaidh a bhith ann cuideachd. Detail your proposed income (total should equal total in question 12). This should include your request from the development fund.

Airgead a-steach Income	**Suim airgid** Amount **£**
Sgeama Leasachaidh nam Fèisean	**£10,500.00**
Scottish Arts Council	**£10,000.00**
Highland Council	**£9,500.00**
Fèis Rois	**£3,418.00**
Total	**£33,418.00**

14 Dearbhadh Confirmation

Tha mise a' dearbhadh gu bheil am fiosrachadh san tagradh seo fìor cho fad is 's aithne dhomh. I confirm to the best of my knowledge that the information contained in this application is correct.

Ainm-sgrìobhte/Signature Marion MacKay

Ceann-latha/Date 27/11/2008

Ainm-sgrìobhte neach eile bho chomataidh na Fèise
Counter signed by another committee member Bryan Beattie (Chair)

Pròiseactan Eadar Fèisean a-mhàin (feumaidh ainm-sgrìobhte a bhith ann às leth gach Fèis a tha an-sàs anns a' phròiseict) Inter Fèis Applications only (Each Fèis involved in the project must sign the form)

Ainm/Name _____

Seòladh/Address _____

Ainm Sgrìobhte/Signature _____

As leth/On behalf of Fèis _____

Ainm/Name _____

Seòladh/Address _____

Ainm Sgrìobhte/Signature _____

As leth/On behalf of Fèis _____

Ainm/Name _____

Seòladh/Address _____

Ainm Sgrìobhte/Signature _____

As leth/On behalf of Fèis _____

Cuir gach iarrtas gu/All completed applications should be sent to:-
Daibhidh Boag | Manaidseir Leasachaidh
Fèisean nan Gàidheal | 111 Sràid na h-Acadamaidh| Inbhir Nis| IV1 1LX
Fòn (01463) 225559 | Post-d david@feisean.org

The Highland Council
Comhairle na Gaidhealtachd
SERVING The Highland Community

Scottish Arts Council

HIE
Highlands and Islands Enterprise
Iomairt na Gaidhealtachd 's nan Eilean

Fèisean nan Gàidheal

Tomhas Chunnartan
Àireamh air a' Chlàr Gnothaich: 4.2008.04(a)

Adhbhar a' Phàipeir
Airson am fiosrachadh as ùire a thoirt do bhuill a' Bhùird mu thomhas chunnartan agus Clàr Chunnartan a thoirt air am beulaibh.

Bun fhiosrachadh
An dèidh bùth-obrach air tomhas chunnartan a chaidh a chumail air 25mh Lùnastal agus an aithisg a thàinig bho Deloitte às a dèidh, tha Iona NicDhòmhnaill agus Anne Willoughby air na cunnartan uile a chur ann an roinnean eadar-dhealaichte, ainm neach cunntasail a chur mun coinneamh agus ceann-latha a chomharrachadh airson ath-breithneachadh a thoirt orra.

Rank	Risk #	Risk	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
1	19	A lack of funding for projects / future development	4.3	3.5	15.1	H	ALL	CEO	CEO/BOARD	Awareness of possible alternative sources. Forward planning. Early discussions with funders	25.08.08	20.11.08	Ongoing	Amber
2	1	Funding from public sources is withdrawn or restricted	4.6	3.2	14.7	H	ALL	CEO	CEO/BOARD	Awareness of possible alternative sources. Forward planning. Early discussions with funders	25.08.08	20.11.08	Ongoing	Amber
0	16	Insufficient Gaelic speaking tutors	3.9	3.7	14.4	H	Fèisean	Training/ Gaelic Officer	Training/Gaelic Officer	Provision of Gaelic training, encouragement of new tutors to achieve fluency in Gaelic. Support packages.	25.08.08	20.11.08	Ongoing	Green
4	57	The organisation continues to expand however funding and resources do not	4.1	3.5	14.4	H	ALL	CEO	CEO/Exec Group	Good management practices employed. Consultation with sector and staff	25.08.08	20.11.08	Ongoing	Green
5	17	Support funding is not confirmed	4.4	3.1	13.6	H	ALL	CEO	CEO/Exec Group	Awareness of possible alternative sources. Forward planning. Early discussions with funders	25.08.08	20.11.08	Ongoing	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
6	25	Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities	4.8	2.7	13	H	ALL	CEO	CEO/Exec Group	Awareness of possible alternative sources. Forward planning. Early discussions with funders	25.08.08	20.11.08	Ongoing	Green
7	31	Premises are not suitable for potential employee disability	3.4	3.8	12.9	H	Disabled employees	CEO	CEO/BOARD	Care in choice of premises, and adaptability. Compliance with current legislation and guidelines.	25.8.08	20.11.08	Prior to employment of disabled employee.	Amber
8	38	Creative Scotland fails to give priority to traditional music resulting in the withdrawal of our major funder	4.7	2.7	12.7	H	ALL	CEO	CEO/BOARD	Political lobbying for support for traditional music and Gaelic arts.	25.8.08	20.11.08	31.3.09	Green
9	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements	4.1	3	12.3	H	ALL	Dev. Team	Dev manager/ Board	Ensure compliance & good practice by example and training opportunities.	25.8.08	20.11.08	Ongoing	Green
10	51	A member of the management team leaves at short notice	4.1	3	12.3	H	Staff/ Fèisean	CEO	CEO/Exec Group	Regular consultations with staff and encouragement of openess. Shadowing encouraged within all posts. Succession planning at appraisal and throughout employment. Exit interviews.	25.8.08	20.11.08	Ongoing	Green
11	26	Due to over-reliance on a small staff we lose key personnel to other agencies	3.8	3.2	12.2	H	ALL	Executive Manager	EM/Exec Group	Pay scales in line with sector. Succession planning. Exit interviews. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible.	25.8.08	20.11.08	Ongoing	Green
12	46	Data is lost due to the lack of consistency in making back ups	3.8	3.2	12.2	H	Staff	Executive Manager	EM/Exec Group	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups.	25.8.08	20.11.08	Ongoing	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
13	14	Insufficient volunteers come forward	3.9	3.1	12.1	H	Dev Team/ Fèisean	Dev. Team	DM/Exec Group	Encouraging young people to take an interest and share responsibility. Encouraging parents to participate.	25.8.08	20.11.08	Ongoing	Green
14	29	Loss of reputation due to child protection issues through lack of controls, e.g. failure to disclosure-check tutors	4.6	2.6	12	H	ALL	Dev. Team	CEO/BOARD	Early checking of potential tutors encouraged. Financial penalties for non-compliance, and expulsion for repeated non-compliance.	25.8.08	20.11.08	Ongoing	Red
15	43	Numbers of Feisean continues to increase resulting in less support being available to each one	3.5	3.4	11.9	H	Fèisean	Dev. Team/ CEO	Exec/Board	Efforts made to secure new funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal.	25.8.08	20.11.08	Ongoing	Green
16	27	Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems	4.2	2.8	11.8	H	Staff	Executive Manager	EM/ Exec Group	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken.	25.8.08	20.11.08	Ongoing	Green
17	40	Bodies that have traditionally funded work place an over-reliance on new funders like BnG, resulting in the withdrawal from the partnership	3.9	3	11.7	H	ALL	CEO	CEO/BOARD	Traditional funders are made aware of new funders limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as a partner.	25.8.08	20.11.08	Ongoing	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
18	4	Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas	3.6	3.2	11.5	H	ALL	Executive Manager	EM/ Exec Group	Pay scales in line with sector. Succession planning. Exit interviews. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Job-shadowing.	25.8.08	20.11.08	Ongoing	Green
19	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas	3.6	3.2	11.5	H	ALL	Executive Group	Executive Group	Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood.	25.8.08	20.11.08	Ongoing	Green
20	11	Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG	4.4	2.5	11	H	ALL	Executive Group	ALL	Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team. Financial penalties for non-compliance, and expulsion for repeated non-compliance.	25.8.08	20.11.08	Ongoing	Green
21	54	Health and safety requirements may discourage volunteers from coming on board	3.6	3	10.8	H	Fèisean	Training & Policy Officer and Executive Group	Executive Group	Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies. Importance of adherence to all policies underlined to members.	25.8.08	20.11.08	Ongoing	Green
22	63	Insufficient implementation of health and safety requirements	4	2.7	10.8	H	ALL	Training & Policy Officer and Executive Manager	Executive Group	Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies. Importance of adherence to all policies underlined to members.	25.8.08	20.11.08	Ongoing	Green
23	39	BnG fails to implement a strong policy on the Gaelic Arts resulting in less funding being available for Gaelic-specific work	4.1	2.6	10.7	H	ALL	CEO	CEO/BOARD	Political lobbying for support for traditional music and Gaelic arts.	25.8.08	20.11.08	20.11.09	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
24	5	A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action	4.4	2.4	10.6	H	Fèisean/ ALL	CPO/ Dev Team	DM/BOARD	Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies, particularly Child Protection Policy and Guidelines. Importance of adherence to all policies underlined to members.	25.8.08	20.11.08	Quarterly/ Feb 09	Amber
25	15	Insufficient tutors available / come forward	3.8	2.8	10.6	H	Fèisean	Training/ Gaelic Officer	Training/ Gaelic Officer	Provision of Gaelic training and music tutor training. Encouragement of new tutors from within Fèisean. Support packages.	25.08.08	20.11.08	Ongoing	Green
26	41	Certain arts funding is now going to be prioritised on the basis of commercial viability and on the artform's contribution to the creative industries, resulting in it being difficult to argue that community participation and education is necessary	3.8	2.8	10.6	H	ALL	CEO	CEO/BOARD	Research updated and economic benefits (current and future) underlined in all funding applications. Awareness of funders bases for support.	25.8.08	20.11.08	31.12.08	Amber
27	59	Dispersed nature of staff leads to poor communication	3.2	3.3	10.6	H	Staff	DM/EM	Executive Group	Regular staff meetings. Use of communications technology (Skype, email, telephone). Regular contact between staff and managers in both directions. Lone working policy to be implemented. Staff handbook/contractual obligations to be adhered to.	25.8.08	20.11.08	Quarterly/ Feb 09	Amber
28	21	Economic downturn results in parents not being able to afford to send their children to Feisean, pay for lessons etc	3.5	3	10.5	H	Fèisean	Dev. Team	Executive Group	Regular appraisal of fees, etc. Provision of bursaries and discounted places. Sourcing of additional funding.	25.8.08	20.11.08	Annually – December 09	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
29	66	Lack of succession planning	3.5	3	10.5	H	ALL	Executive Group	Executive Group	Staff: Mentoring, Shadowing, CPD. Fèisean: Identification of possible committee members and volunteers by existing committees. Encouragement to participate. Support from Development Team to avoid volunteer burn-out.	25.8.08	20.11.08	Annually - February 09	Amber
30	42	FnG fails to recruit the right skills to the Board	3.7	2.8	10.4	H	ALL	Executive Group	BOARD	Early identification of gaps in provision and of suitable candidates. Involvement in FnG affairs. Provision of appropriate training, shadowing and mentoring. Skills audit of new committee members.	25.8.08	20.11.08	Annually - February 09	Amber
31	34	Insufficient funding for staff development particularly in Gaelic language skills area resulting in inadequate development programme and resources for staff	3.8	2.7	10.3	H	STAFF	Executive Group/ Training Officer	Executive Group	Ensure provision is made for staff development in core funding applications, particularly for Gaelic Language training.	25.8.08	20.11.08	Annually - Feb 09	Amber
32	3	Enthusiasm wanes amongst volunteers (boredom) leading to reduced ability to run Feisean	3.3	3.1	10.2	H	Fèisean	Dev. Team	ALL	Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events.	25.8.08	20.11.08	Annually - Feb 09	Green
33	56	May reach over capacity of demand / supply (Fèisean)	3.5	2.9	10.2	H	Fèisean	Dev. Team	Development Team	Additional funding available through Development fund for extra classes, new approaches, etc.	25.8.08	20.11.08	Annually - Feb 09	Green
34	45	Lack of knowledge does not allow absences to be adequately covered	3.3	3	9.9	M	ALL	Executive Group	Executive Group	Shadowing, mentoring and training available. Regular sharing of information. Nominated substitute. Maintenance of files to allow substitute to cover job more easily.	25.8.08	20.11.08	Annually - September 09	Amber

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
35	53	Compliance costs may become over burdensome	3.5	2.8	9.8	M	ALL	Executive Group	Executive Group	Keep costs to manageable level. Not all risks can be mitigated through financial input. Factor-in compliance costs in funding applications.	25.8.08	20.11.08	Annually - Feb 09	Green
36	18	FnG takes on too much in an effort to survive	3.6	2.7	9.7	M	ALL	CEO	CEO/BOARD	Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks	25.8.08	20.11.08	Ongoing	Green
37	47	FnG become too focused in contract delivery in order to generate income, resulting in less support for the Feisean	3.8	2.5	9.5	M	ALL	CEO/DM	CEO/BOARD	Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks	25.8.08	20.11.08	Ongoing	Green
38	58	Staff and the Board are not aware of what the other is doing	3.5	2.7	9.5	M	ALL	Executive Group	Executive Group	Regular meetings and exchange of information between board and staff. Regular and early communication of key points from board meetings to staff and from staff meetings to Board.	25.8.08	20.11.08	Ongoing	Green
39	32	Employees do not comply with policies and procedures resulting in financial loss to cover outcomes	3.6	2.6	9.4	M	ALL	Executive Group	CEO/Executive Group	Contractual obligations on staff to comply. Staff handbook. Disciplinary Action.	25.8.08	20.11.08	Ongoing	Green
40	52	Overhead costs may become too costly for the organisation	3.6	2.5	9	M	ALL	Executive Group	Executive Group	Budgetary controls and monitoring in place. Overheads factored into project cost applications	25.8.08	20.11.08	Ongoing	Green
41	37	New legislation being imposed on employers resulting in constraints and financial implications	3.1	2.8	8.7	M	ALL	Executive Group	CEO/BOARD	No control over new legislation. Appropriate action taken according to legislation.	25.8.08	20.11.08	Ongoing	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
42	44	Blas festival fails to reach its targets resulting in a shortfall in funding	3.2	2.7	8.6	M	Blas project staff/FnG/ Partners/ Funding Bodies	Blas Board/ Dev. Manager	CEO/BOARD	Marketing is widespread and appropriate. Budgetary controls and monitoring are implemented. Fees and expenses are subject to contract agreed in advance.	25.8.08	20.11.08	Annually - December 08	RED
43	49	A child gets lost due to inadequacies in the registration system	3.9	2.2	8.6	M	Fèisean	CPO for Fèis/ Dev. Team	Dev manager/ Board	Child Protection Policy in place. Risk Assessments for individual locations/activities carried out in advance of each fèis.	25.8.08	20.11.08	Annually - Feb 09	Green
44	30	Legal action by employees, participants, tutors, parents, volunteers - anyone - resulting in financial crisis or expensive tribunals	3.8	2.2	8.4	M	Individuals /Board	CEO	CEO/BOARD	Contractual obligations and good management practice should minimise, if not eliminate, this risk. Damage limitation techniques employed early in proceedings. Employer and Public Liability Insurance in place.	25.8.08	20.11.08	Annually - Feb 09	Green
45	9	Increasing numbers of staff will be recruited from non-Gaelic speaking candidates	3.3	2.5	8.3	M	Staff	Exec Manager/ Line Managers	Executive Group	Efforts made to recruit from Gaelic-speaking candidates. Training in Gaelic language available to all staff.	25.8.08	20.11.08	Ongoing	Green
46	48	Disabled children are accepted without due care and attention being paid to their disability resulting in potential danger to other children	3.3	2.5	8.3	M	Fèisean/ Dev. Team	Dev. Team	Executive Group	Inclusion policy implemented. Specialist tutors employed. Training available for volunteers and tutors in caring for special needs children. Funding available to assist with additional costs.	25.8.08	20.11.08	Annually - February 09	Green
47	28	No role for an umbrella organisation due to changes in the political environment i.e. one Gaelic body rather than 15 different organisations	3.9	2.1	8.2	M	ALL	CEO	BOARD	Political lobbying for an agency geared towards tutoring of children in Gaelic Arts. Curricular benefits and social benefits highlighted to funders.	25.8.08	20.11.08	Annually - February 09	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
49	62	The risk that if we are under insured it could affect the quality of our day to day running in the event of a theft / breakdown etc.	3.5	2.3	8.1	M	Staff	Executive Manager	Executive Group	Regular review of insurance policies and security measures.	25.8.08	20.11.08	Annually - February 09	Green
50	33	Insufficient financial management controls by Board members resulting in liquidation	4.2	1.9	8	M	ALL	CEO/ Treasurer	BOARD	Budgetary controls and financial management procedures in place. Executive Manager responsible for accounting systems CEO and EM responsible for bank account	25.8.08	20.11.08	Annually - February 09	Green
51	23	Increasing fuel costs will impact on people attending Feisean, instrument transportation, staff travelling costs etc	3.1	2.5	7.8	M	ALL	Executive Manager	Executive Group	Costs monitored and reduced where possible and appropriate. Regular reviews of appropriate mileage rates, charges by delivery companies. Car-sharing encouraged. Use of Public transport and bicycles encouraged. Environmental Policy in place.	25.8.08	20.11.08	Annually - February 09	Green
52	50	Children are not placed in classes suited to their skills and abilities	2.4	3.2	7.7	M	Fèisean/ Individuals	Chair of individual fèis	Fèis Committee (Local)	No action by FnG, other than recommendation to place children in appropriate classes where available.	25.8.08	20.11.08	No further action required	Green
53	64	Loss of reputation by association with a third party	3.5	2.2	7.7	M	ALL	Executive Group	Executive Group	Care is taken to ensure that FnG is associated with reputable organisations, with whose code of practice and business dealings FnG feels comfortable. Dealings with third parties are monitored regularly, and FnG would disassociate themselves if appropriate.	25.8.08	20.11.08	Ongoing	Green
54	13	Competing activities will reduce the "client" base of FnG	3	2.5	7.5	M	Fèisean	Fèisean/Dev. Team	Fèis Committee (Local) and development team	Ensure that fèis programme is attractive and regularly reviewed. Use marketing techniques to appeal to young people. Make sure that programme is available early.	25.8.08	20.11.08	Ongoing	Amber

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
55	2	Schools continue to promote classical rather than traditional music, reducing opportunities to expose children to our cultural heritage	2.5	2.9	7.3	M	Children	Education Depts	Scottish Govt	Political lobbying on behalf of traditional music and Gaelic arts. Maintenance of YMI project.	25.8.08	20.11.08	No further action required	Green
56	6	Use of premises is lost or restricted due to fire or other event leading to severe operational disruption	3.3	2.2	7.3	M	Staff	Senior ☐anagement team	Executive Group	Insurances maintained. Health and safety guidelines followed with regard to electrical equipment and fire extinguishers, etc are regularly maintained. Data is backed-up to portable drives and staff may be expected to work from home while premises were repaired or new premises sought.	25.8.08	20.11.08	Annually – February 09	Green
57	20	Staff redundancies	3.6	2	7.2	M	Staff	CEO	CEO/Board	Cash reserves maintained. In the event of necessary redundancies: Voluntary redundancies invited. Project staff – contracts not renewed. Possible reduction of hours where appropriate.	25.8.08	20.11.08	Annually – September 09	Green
58	10	Staff and board members are not fully committed to the aims and ethos of the organisation	3.5	2	7	M	ALL	Executive Group	Executive Group	Every effort is made to employ staff who are fully committed to the aims and ethos of the organisation. Board members are elected by the Fèisean on the strength of their contribution (past and expected) to the organisation.	25.8.08	20.11.08	Ongoing	Green
59	36	New technology changes resulting in substantial financial outlays and training implications	2.9	2.4	7	M	ALL	Executive Group	Executive Group	Cash reserves. Contingency planning. Current equipment maintained for its useful life. Advantages and benefits of new equipment, etc, weighed against cost. Possible additional funding requested.	25.8.08	20.11.08	Ongoing	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
60	24	Landlords decide not to renew the office leases resulting in FnG having to find alternative accommodation	2.9	2.3	6.7	M	Staff at individual locations	Executive Group	Executive Group	Sufficient notice would be expected, and new premises found.	25.8.08	20.11.08	As required	Green
61	60	The risk that we don't get more than one quote for outsourced work means that we may not get the best deal available	2.8	2.4	6.7	M	Project managers	Executive Group	Executive Group	Budgetary control/balancing costs. If the individual project manager is concerned about value for money in outsourced work, then tenders should be invited.	25.8.08	20.11.08	As required	Green
62	7	There would be a major mood swing away from traditional music amongst young people leading to a lack of demand for Feisean	3.2	2	6.4	M	Fèisean	Dev. Team	Fèisean/ Dev. team	Ensure that fèis programme is attractive and regularly reviewed. Use marketing techniques to appeal to young people. Make sure that programme is available early.	25.8.08	20.11.08	As required	Green
63	65	Loss of revenue through misuse of intellectual property	2.8	2.2	6.2	M	ALL	CEO	CEO/BOARD	Publications are copyrighted, but free use offered to Fèis members. Covered by copyright law.	25.8.08	20.11.08	As required	Green
64	22	An existing or new organisation may take on a similar role to FnG and duplicate activities	2.9	2.1	6.1	M	ALL	CEO	CEO/BOARD	A competing organisation would find it difficult to attract the funding base, support, membership and clients that FnG has built up over the years. However, the situation will be monitored regularly.	25.8.08	20.11.08	As required	Green
65	61	The risk that inaccurate balance sheets could result from inadequate management controls.	3.2	1.9	6.1	M	ALL	CEO/EM	BOARD	Adequate management controls in place. Ongoing monitoring by staff and board members. Monthly, quarterly and annual accounts produced for review. Appointment of Auditor reviewed annually.	25.8.08	20.11.08	Monthly	Green

Rank	Risk #	Risk	Consequence/ Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/Future Action (RAG)
66	55	A volunteer may try to discredit the organisation	2.9	1.7	4.9	M	ALL	CEO	BOARD	Look into allegations being made by the volunteer - they may not be malicious, but "whistle-blowing". If there appears to be no basis for the allegations, investigate. Laws against defamation and libel/slander.	25.8.08	20.11.08	As required	Green
67	8	We devote too much time to risk assessment and other compliance issues, taking the eye off the core purpose	2.3	1.8	4.1	M	ALL	CEO	BOARD	Common-sense approach taken in respect of risk assessment. Realisation that not all risks can be fully controlled, and some are outwith our control to any significant extent. Need to weigh up the risk of spending too little time on risk assessment and compliance issues. Monitoring of staff timesheets.	25.8.08	20.11.08	Annual - February 09	Green

Gnìomh a tha a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus, mar a chaidh aontachadh, gum biodh dleastanas air a' Bhuidheann Ghnìomh sùil a chumail air a' chlàr às leth a' Bhùird.

Iona NicDhòmhnaill agus Anne Willoughby
Oifigear Trèanaidh & Poileasaidh agus Manaidsear Gnìomha
Dùbhlachd 2008

Fèisean nan Gàidheal

Measaidhean Sgrùdaidh
Àireamh air a' Chlàr Gnothaich: 4.2008.04(b)

Adhbhar a' Phàipeir
To update Board members on Fèisean nan Gàidheal Disclosure checking and changes to procedures to be implemented by Disclosure Scotland.

Bun fhiosrachadh
Fèisean nan Gaidheal has been involved in Disclosure checking of tutors, supervisors and Fèis volunteers for a number of years. During that time we have carried out several thousand Disclosure checks and the process is an ongoing one, with individuals checked every three years.

This year, Disclosure Scotland advised that there would be changes to procedures following the Protection of Vulnerable Groups (Scotland) Act 2007.

Fèisean agus Measaidhean Sgrùdaidh
Fèisean nan Gàidheal has had a policy of vetting tutors, supervisors and Fèis volunteers since Disclosure checking became mandatory. Indeed, we were ahead of the game in many ways, and a number of arts organisations came to us for assistance at the time, when they were beginning to deal with procedures within their own organisations.

Our guidelines in the Grant Application Form are clear on this, and state that: "All Fèisean will be required to comply with Fèisean nan Gàidheal's Child Protection Policy, a copy of which has been circulated to each Fèis. All Fèisean must appoint a Child Protection Officer; i.e. a member of the committee who is responsible for ensuring the Child Protection Policy is implemented and records are kept up to date. Disclosure checks are now a requirement for all Fèis tutors, supervisors and all volunteers including committee members. Fèisean who fail to ensure that all such people are Disclosure checked may have any grant offer withdrawn."

There is a Standard Condition of Grant that adds to the above: "In advance of the first payment of grant being made, you must submit a list of the tutors you intend to use at your Fèis and also for workshops, so that we can ensure they have undergone a Disclosure check. Grants will be withheld from Fèisean who attempt to employ tutors or volunteers who have not undergone a check."

Despite this being as clear as it can be, we still have a number of Fèisean who seem to have a problem dealing with Disclosure checking in time to be able to have certificates returned by Disclosure Scotland. Our collator, Sandy Gray, was previously happy to accept late applications from Fèisean so long as they were 'in the system' by the start of the Fèis in the, not unreasonable, expectation that anyone who may be deemed unsuitable to work with children would not have let their application go that far.

Recently, however, for the first time since we started carrying out checks, two Disclosures were returned to the office, after the individuals had been employed at a Fèis, showing that they were not suitable to work with young people.

The risks attached to this are too high, and we therefore require to tighten up on this condition. We seek the Board's approval to take a harder line approach with Fèisean and withhold grant money from those who flout the rules and are found to have employed people who have not been Disclosure checked in time for the Fèis. This is in line with an earlier Board decision on this matter.

The Protection of Vulnerable Groups (Scotland) Act 2007
This Act delivers the recommendation of the Bichard Inquiry Report undertaken following the tragic murders in Soham in 2002, which was there should be a registration system for all those who work with children and protected adults. The scheme will:

- ensure that those who have regular contact with vulnerable groups through the workplace do not have a history of abusive behaviour
- deliver a fair and consistent system that will be quick and easy for people to use, ending the need for multiple, written disclosure applications.

The scheme will stop people who are unsuitable from working with children and protected adults - either paid or unpaid - and detect those who become unsuitable while in the workplace. It builds on what has been learned from the current disclosure system to deliver a robust, strengthened, streamlined service for people who work with vulnerable groups.

Protection for adults will be improved, as the PVG Act creates, for the first time in Scotland, a list of those who are barred from working with protected adults. The Act defines a protected adult as an individual, aged 16 or over who receives one or more type of care or welfare service. This definition recognises that some adults may always require protection due to the nature or frequency of services they receive, while others may do so only for short periods.

This list and the list of those who are barred from working with children will be managed by a single agency that incorporates current disclosure services and the new range of scheme membership and barring services. It will collect and assess vetting information to make expert, fair and consistent decisions about unsuitability on behalf of Scottish Ministers. In time, it is proposed to expand sources of vetting information to include regulatory organisations and local authorities.

The Act introduces a scheme membership system for people who work with children and protected adults. If a person is considered unsuitable to work with children, protected adults or both, they will be unable to become a scheme member in relation to either workforce or both. It will be an offence for an organisation to permit someone who has been barred to undertake such work.

Scheme membership will end the need for employees (paid and unpaid) to complete multiple written disclosure checks which is a cause of frustration with the current disclosure system. Scheme records will be updated automatically when members' circumstances change, for example if they move to a different job or if they are convicted of a crime. In our case this will enable Fèisean nan Gàidheal to do a simple check to verify that a person is a scheme member and therefore, not unsuitable. As well as providing an enhanced tool to help us to make safe and speedier decisions, scheme membership will save costs and reduce bureaucracy. Checks for volunteers working in the voluntary sector will continue to be paid by the Scottish Government.

This PVG Act delivers a registration system for all those who work with children and protected adults in the UK. The Scottish scheme dovetails with the system being developed in other parts of the UK, through the Safeguarding Vulnerable Groups (2006) Act, to ensure a consistent and UK wide approach to vetting and barring. This means that someone who is barred from working in the relevant workforce in Scotland would also be barred throughout the rest of the UK and vice versa.

A date for the scheme to go live is still to be determined but these changes, once introduced, should simplify the Disclosure procedures considerably.

Gnìomh a tha a dhìth

Board members are asked to note the paper and agree to the following recommendations:

- Staff may refuse to pay grant money to those Fèisean who are found to have employed people who have not been Disclosure checked.
- Fèisean nan Gàidheal's Policy & Training Officer should carry out a 'health-check' on our own Child Protection Policy to ensure that it takes into account the provisions of the Protection of Vulnerable Groups (Scotland) Act 2007
- Fèisean nan Gàidheal should keep member Fèisean appraised of changes, once introduced, and arrange awareness-raising and/or training, where appropriate.

Art MacCarmaig
Ceannard
Dùbhlachd 2008

Fèisean nan Gàidheal

Aithisgean Luchd-Obrach
Àireamh air a' Chlàr Gnothaich: 4.2008.06(a)

Neach-obrach	**Daibhidh Boag**
Dreuchd	**Manaidsear Leasachaidh**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1	**Adhartas mu choinneamh targaidean Fèisean nan Gàidheal**
Targaid	Targaid **Adhartas**
1.1	**Sgeama Thabhartasan airson Fèisean**
	Thoir taic do 3 pròiseactan ùra aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise
	Gu ruige seo ann an 08-09, tha sinn air taic a thoirt do 13 pròiseactan, le £29k airson pròiseactan luach £80.5k
1.10	**Taic airson Fèisean ùra**
	Cruthaich 2 Fhèis ùr gach bliadhna
	Bha Fèis a' Chaolais ann an Drochaid a' Bhanna, Fèis Dhùn Omhain agus Fèis Cholla a' ruith airson a' chiad turas ann an 2008-9. Tha Fèis Ìle a-nis a' ruith chlasaichean ann an Eilean Diùra agus bha mi aig coinneamh ann am Blàr Ghobharaidh far a bheil ùidh anns a' choimhearsnachd air Fèis a stèidheachadh.
1.11	**A' toirt taic do leasachadh Fhèisean, no cruinneachaidhean de dh'Fhèisean, ag iarraidh barrachd neo-eisimeileachd**
	Lean air adhart a' toirt taic do phròiseactan Fèise fa-leth leithid gnìomhan leudachaidh Fèis Bharraigh
	Tha mi a' toirt taic do dh'Fhèis Rois, airson latha san t-seachdain air sgàth 's nach eil stiùiriche aca an-dràsta. A bharrachd air sin, tha mi a' conaltradh leis an sgioba leasachaidh gus tòrr diofar phròiseactan a chur an gnìomh agus cuideachadh a thoirt dhaibh air bileagan iarrtais a lìonadh a-steach.
2.4	**Leasaich Fèisean a tha gu tur tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig aig Fèisean a tha ann mar-thà agus feadhainn ùra**
	Dèan cinnteach à dealas don Ghàidhlig am measg Fèisean ùra
	Tha na Fèisean ùra a th' againn am-bliadhna air a bhith gu math taiceil don Ghàidhlig mar phàirt de na prògraman aca.
4.2	**Leasachadh Blas – Moladh na Gàidhealtachd**
	Blas 2008 a chur air dòigh, le co-dhiù 50 tachartas agus le prògram a tha leantainn amasan na Fèise.
	Tha Blas 2008 a-nis seachad agus tha sinn ag obair gu cruaidh air prògram 2009 a chur air dòigh cho luath 's urrainn dhuinn. Bha Blas 2008 gu math soirbheachail, le 86 tachartasan, agus bha teachd a-steach bho luchd-èisteachd beagan na b' àirde na bha sinn an dùil.
	Fèis Blas a leasachadh agus a leudachadh, ag amas air Fèis a chruthachadh a bhios na pàirt soirbheachail de Homecoming Scotland 2009.
	Rinn sinn tagradh soirbheachail dha Homecoming Scotland 2009, agus mar phàirt de sin, bidh 10 consairtean againn a' comharrachadh uisge-beatha agus cinnidhean na Gàidhealtachd. A bharrachd air sin, bidh an sgioba aig Homecoming Scotland a' dèanamh tòrr obrach margaidheachd air feadh an t-saoghail agus 's e fìor dheagh chothrom a tha seo do Bhlas.
	Ma tha airgead ann, taic a chumail ri 5 Cèilidhean air Cuairt agus prògram bliadhnail de cheòl anns na sgoiltean.
	B' urrainn dhuinn taic a chumail ri 6 Cèilidhean air Chuairt am-bliadhna; Siorrachd Rois, Pairc Nàiseanta a' Mhonaidh Ruaidh, Loch Abar, An t-Eilean Sgitheanach is Loch Aillse, Cataibh agus Na h-Eileanan Siar. Tha sinn an dòchas gum bi Slighe Chaluim Chille a' ruith as t-samhradh sa tighinn ann an Earra-Ghàidheal.
	Prògram a chur air dòigh a tha fosgailte agus tarraingeach dha daoine de dhiofar aoisean agus le ùidhean diofraichte.
	Tha am prògram Blas fosgailte agus tarraingeach nam bheachdsa agus tha am fiosrachadh a fhuair sinn bho luchd-èisteachd ag aontachadh leis a' bheachd sin.
	Sàr mhathas a thaobh ealain agus cùram an luchd-èisteachd a ghlèidheadh, agus measadh a chur an gnìomh.
	Tha sinn a' cumail mheasaidhean aig gach tachartas airson beachdan luchd-èisteachd fhaighinn air ais, agus bha a' mhòr-chuid aca gu math taiceil. Tha na beachdan bho na measaidhean seo a' biadhadh a-steach dha na planaichean againn airson 2009.
4.6	**Gnìomhan Eadar-Fèise**

	Tha cothrom aig a h-uile Fèis pròiseactan eadar-fèise a chur air dòigh tron Sgeama Leasachaidh againn, ach gu ruige seo am-bliadhna, cha do ghabh buidheann sam bith an cothrom seo.
5.3	**Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean**
	Ann an 2008 bha Fèis Alba, an Sgoil Shamhraidh Dhràma, 6 pròiseactan Cèilidh air Chuairt, Fèis Rois nan Deugairean agus bùthan-obrach airson deugairean a-mhàin ann. Ann an 2009, bidh sinn ag amas air a h-uile pròiseact a ruith a-rithist, le Fèis ùr do dheugairean aig a bheil Gàidhlig, agus Slighe Chalum Chille ga stèidheachadh as-ùr.
6.1	**Leasaich, far a bheilear comasach, cothroman co-obrachaidh le buidhnean eile, an dà chuid taobh a-staigh agus taobh a-muigh coimhearsnachd na Gàidhlig, agus le buidhnean a tha ann mu thràth, leithid Foram Ceòl Traidiseanta na h-Alba.**
	Tha Fèisean nan Gàidheal ag obair ann an co-bhonn le diofar bhuidhnean airson na prògraman againn a chur an gnìomh. Tha sinn a' conaltradh le Bòrd na Gàidhlig, CLI, CnaG agus dha no trì comhairlean gu math tric, agus tha sinn ag obair gu dlùth le Eden Court airson na pròiseactan dràma againn a lìbhrigeadh.
6.3	**Ceangalan Eadar-nàiseanta**
	Cha d' rinn sinn ceangalan eadar-nàiseanta ùra anns an ràith seo.
6.7	**Cothroman taisbeanaidh**
	A' togail inbhe na Fèisean le taisbeanaidhean sònraichte, nam measg Liverpool 2008: Prìomh Bhaile Cultarach na Roinn Eòrpa
	Bidh "Dealbh Dùthcha" air an àrd-ùrlar ann an Liverpool 1 – 2 An Dùbhlachd.

Neach-obrach	**Anna Willoughby**
Dreuchd	**Manaidsear Gniomha**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1.1	**Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)**
	Tabhartasan air an tabhann do 41 Fèisean (34 ann an sgìre IGE), pàigheadh a-mach £290,987.50 an rèir aontachaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £135,354.25 do sgeama tabhartasan nam Fèisean do 31 Fèisean.
1.2	**Leantainn air adhart le sgeama Uairean Bliadhnail**
	3945 Uaireannan stèidhichte air an tabhann airson 2008-09 mar phàirt de thairgse tabhartais. Feumaidh luchd rianachd nam Fèisean à' dol gu an Fhèis Trèanaidh air deireadh sheachdain 14/15 Am Màrt 2009 mar cùmhnant de'n sgeama thabhartasan nam Fèisean 2008-09. Tha stòr-data air a cur ri chèile le ainmeannan luchd rianachd nam Fèisean.
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bha an Co-labhairt Bhliadhnail 2008 air à' cumail anns an Gearastan. Bha buill bho 23 Fèisean an làthair, an àireamh as motha fhathast.
1.4	**Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile**
	Poileasaidh air ath-bhreithneachadh agus air ùrachadh gach bliadhna. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.6	**Dèanamh cinnteach gu bheil teisteanas Disclosure Scotland aig luchd-teagaisg agus saor thagraichean nam Fèisean**
	Tha seo à' dol air adhart mar iarrtas agus ga ùrachadh airson luchd teagasg agus saor thagraichean air an stòr-data a h-uile tri bliadhna.
1.6	**Poileasaidh Cùram Chloinne (Targaid SAC)**
	Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh.

Neach-obrach	**Iona NicDhòmhnaill**
Dreuchd	**Oifigear Treànaidh agus Poileasaidh**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**

1.2	**A' lùghdachadh an eallaich air saor-thoilich**
	Tha poileasaidhean air an dèanamh cho furasta 's a ghabhas airson 's gun urrainn do shaor-thoilich an lìbhrigeadh. A' chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn Leantainneach. Poileasaidh ùr air a bhith measadh chunnairt fhathast a' dol air adhart. Cùrsa trèanaidh le RoSPA air a choilionadh. Air a bhith 'g obair air lughdachadh agus a' làimhseachadh chunnairt, agus poileasaidhean fa-leth. Chumas bùth-obrach le luchd-obrach agus buill a' bhùird air 25 Lùnastal, ag ainmeachadh agus a' toirt prìomhachas dha na cunnartan as àirde. Fhuaras aithisg bho Deloitte a' moladh "action plan" agus "risk ownership" a thèid a chur an gnìomh leis a' bhùird. Cuideachd, tha mi air aontachadh le Lisa NicDhòmhnaill bho Deloitte gun cuir i latha seachad còmhla ruinn a' coimhead air na poileasaidhean a th'againn mu-thràth, a' dearbhadh gu bheil iad reusanta agus laghail agus far a bheil na beàrnan.
•	Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich Chaidh FT08 glè mhath air 15/16 Am Màrt le 40 luchd trèanaidh air iomadh cuspair. Cùisean air a chur air dòigh airson FT09 mu thràth (14/15 Am Màrt 2009, Ben Wyvis Hotel, Strathpeffer). An dùil ris a' phròram a' sgaoileadh aig toiseach an Dùbhlachd.
•	Taic phragtaigeach le buileachadh poileasaidh Gàidhlig Leantainneach – seiseanan air òrain agus geamaichean do chlann sa Ghàidhlig gu bhith air a thoirt seachad aig FT09.
•	Sgeama Luchd-rianachd (Annualised Hours Workers) Ag iarraidh air a h-uile neach-rianachd anns na fèisean tighinn dhan Fhèis Trèanaidh. Gach taic agus pàigheadh ga thoirt dhaibh.
1.3	**Co-labhairt Bhliadhnail**
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	Bha seo soirbheachail agus tlachdmhor.
2.3	**Leasaich dòighean gus ar Poileasaidh Ghàidhlig a' libhrigeadh an taobh a-staigh Fèisean nan Gàidheal** (Trèanadh) Cùrsaichean Gàidhlig (18 mìosan, seachdain, dà latha, agus cùrsaichean freagarrach eile) air a thoirt seachad le Sabhal Mòr Ostaig, Fèisean nan Gàidheal agus buidhnean uidheamaichte eile air an cur gu feum.
3.4	**Foghlam fhoirmeil eile** Acadamaidh nam Fèisean agus TMTTN a' leantainn air adhart. Ged a bha iarrtas airson taic-airgid ESF soirbheachail gu ìre, cha deach iarrtas slàn a chur a-staigh aig deireadh an latha, oir chosgadh e cus ùine agus ùpraid, gun ghealltanas gun soirbheachadh an iarrtas aig a' cheann thall. Chaidh an iarrtas fhàgail gu aon taobh gus am biodh cothrom barrachd obrach a dhèanamh air, le taic bho na com-pàirtichean eile.
4.5	**GASD** Gun ghluasad.
4.7	**Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)***
	Leasaich solarachadh trèanaidh agus leasachadh proifeiseanta, fosgailte do gach neach an lùib a bhith a' brosnachadh, a' cur air dòigh agus a' gabhail com-pàirt ann am Fèisean, agus càch a tha an lùib leasachadh agus lìbhrigeadh ceòl traidiseanta (Targaid CEA)
	Oifigear Leasachadh Trèanaidh ri coinneamh den TMTTN a ghairm ro dheireadh an Lùnastail gus adhartas ath-thòiseachadh Chumas coinneamh air 5/10/07, far an robh daoine airson an TMTTN a cumail a' dol, gu sònraichte a bhith 'g obair air teisteanasan fhoirmeil do luchd-teagaisg agus a' cumail choinneamhan fiosrachaidh –bha agam ri co-labhairt ann an Inbhir Nis a chur dheth, gus am faighinn fios bhon SAC air mar a bha an TMTTN a' seasamh a-thaobh na buidhnean eile (mar TMF). 5 dhaoine ùire air aontachadh gun tig iad air bòrd. Bha coinneamh le Ian Smith, Art, David Francis agus daoine eile, agus bha an SAC gu math taiceil, ach ag iarraidh orm aithisg a chur thuca leis na feumalachdan againn agus mar a bha sinn a' faireachdainn a-thaobh na buidhnean eile – chaidh sin thuca an t-seachdain seo.
5.2	**Pròram Trèanaidh Bliadhnail**
	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)
	Thathar an dùil gun tèid an targaid seo a choileanadh leis an Fhèis Thrèanaidh a thèid a chumail sa Mhàirt 2009 Leantainneach.

	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE) Leantainneach. FTO9 air a sanasachadh, agus thathar an dùil gun ruigear na h-àireamhan.
	Lean air adhart le Pròg ram Trèanaidh san-taigh (Targaid IGE) . A' cumail 4 laithean gach bliadhna airson Gàidhlig. Inntrigeadh in-taigh (induction) a' dol air adhart le manaidsearan a rèir feum. 3 Luchd-obrach ag obair a dh'ionnsaidh teisteanasan foirmeil le taic bho Fèisean nan Gàidheal. Dealbhachadh Graifigeach – 10 clàraichte. Drama Toolbox – 3 clàraichte.

Neach-obrach	**Moreen Pringle**
Dreuchd	**Oifigear Ghnothaichean**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bha an Co-labhairt Bhliadhnail 2008 anns an Gearastan.
1.5	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**.
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh an' mhòr-chuid den bhliadhna. Tha an mòr cuid dh' ionnstramaidean a bha anns an oifis air à' dol a-mach gu Fèis a' Bhealaich, Fèis Spè and Fèis Rois.
1.6	**A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh**
	Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh. Bho cionn goirid tha sin air cùmhnantan ùr a cur a-mach airson 3 clàrsaich, 10 accordions, agus aon fhidheal.
1.7	**Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh**.
	Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.
1.8	**Leasachadh, Sgaoileadh agus reic foillseachaidhean**
	Tha Fèisean air a bhith reic leabhraichean fad na bliadhna.
1.9	**Dèanamh agus Sgaoileadh Naidheachdan Cunbhalach agus Fiosrachadh Eile**
	Chaidh Faileas a mach deireadh an t-Sultain agus tha sin a deisealachadh fear eile airson An Dùbhlachd.
6.4	**Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le 10 pìosan de chòmhdach ionadail/roinneil agus 3 Pìosan de Chòmhdach nàiseanta gach Bliadhna (Targaid IGE)**
	Tha pìosan de chòmhdach ionadail a' dol a mach. Tha mi ag obair còmhla ri oifigearan leasachaidh nam Fèisean agus tha sin à' dèanamh adhartas.
	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta (Targaid CEA)
	Tha mi gu bhith ag obair còmhla ri oifigearan leasachaidh nam Fèisean.
6.6	**Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)**
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach.

Neach-obrach	**Dougie Beck**
Dreuchd	**Oifigear Dràma**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1.9	**Thoir taic do leasachadh nam Fèisean fa-leth, a' brosnachadh sàr dhòighean-obrach agus ag àrdachadh na h-àireimh de thachartasan a nì iad.**
	Deasachadh agus sgaoileadh naidheachd agus fiosrachadh eile
	Bidh mi a' sgrìobhadh co-dhiù aon airtigeal airson gach iris de dh'Fhaileas, mar as trice a' toirt iomradh air na tachartasan dràma anns an robh mi an sàs.
2.1	**Leasaich mar a chleachdar a' Ghàidhlig taobh a-staigh iomairt nam Fèisean, a' leasachadh an fhacail labhairte mar dhòigh conaltraidh agus meadhan teagaisg, a rèir feumalachdan sgìre na Fèise.**
	Leasaich agus àrdaich cothroman an cànan agus an cultar a chleachdadh tro phoileasaidh Gàidhlig agus leasachadh Sgoil Shamhraidh Dhràma (targaid SAC).
	Bidh mi a' bruidhinn gu tric ris an oifigear Ghàidhlig air gnothaichean a tha a' buntainn ris a' phoileasaidh

	Ghàidhlig, an dà chuid a' tabhann agus a' tairgse comhairle. A thaobh a bhith a' cur a' phoileasaidh ann an gnìomh, bidh mi a' tabhann taic a thaobh eadar-theangachadh agus obair-deasachaidh don oifigear Ghàidhlig, don luchd-obrach air fad, agus do na Fèisean, mar a tha iomchaidh. A' leantainn air soirbheachas na Sgoile Samhraidh a chaidh a chumail ann am Port Rìgh, Iuchar 2008, tha sinn air Òstail Àrd-sgoil Phort Rìgh a chur air dòigh airson 2009, agus tha sinn air tòiseachadh air planaichean a chur ri chèile a thaobh luchd-teagaisg, sanasachd agus cruth nan clasaichean. Tha sinn airson gum bi Gàidhlig aig an luchd-teagaisg air fad an ath-bhliadhna, agus mura gabh sin a dhèanamh, bidh e anns na cùmhnanatan aca gum feum iad beagan Gàidhlig ionnsachadh ron Sgoil. Bidh fiosrachadh a' dol a-mach do na h-àrd-sgoiltean as t-Earrach 09. Tha sinn an dùil a dhol timcheall nan àrd-sgoiltean uile a tha a' teagasg chuspairean tron Ghàidhlig airson beagan piobrachaidh a dhèanamh mun Sgoil, seach a bhith a' fàgail sanasachd ann an làmhan an luchd-teagaisg a-mhàin.
2.5	**Leasachadh Dràma na Gàidhlig**
	Cuir sreath de dh'Fhèisean Dràma air dòigh (targaid SAC)
	Tha sinn air maoineachadh fhaighinn airson trì pròiseactan dràma: Ros, Cataibh agus Dùthaich MhicAoidh; An t-Eilean Sgitheanach agus Loch Aillse, agus Loch Abar/Earra Ghàidheal. Bidh sinn a' faighinn gu dol air na pròiseactan seo sa bhliadhn' ùir. 'S e an neach-taice dràma ùr as motha a bhios a' gabhail na h-obrach seo os làimh, ach bidh sinn a' faighinn taic bho Debbie NicAoidh agus Ruairidh MacNeacail, Eden Court. Tha sinn fhathast a' feitheamh air dearbhadh bho Chomhairle nan Eilean Siar air iarrtas a chuir sinn thuca mu choinneamh taic-airgid airson pròiseact a tha sinn an dòchas a ruith ann an Leòdhas/na Hearadh agus Uibhist/Barraigh. Choinnich oifigearan bhon Chomhairle aig toiseach na Samhain gus beachdachadh air seo, ach cha chualas air ais bhuapa fhathast.
	Lìbhrig co-dhìu dà Sgoil Shamhraidh Dhràma (Targaid HIE)
	Faic shuas
	Lìbhrig Sgoil Shamhraidh Dhràma (Targaid BnG)
	Faic shuas
	Meas buannachdan na Sgoile Samhraidh (Targaid BnG)
	Chaidh foirm-measaidh a thoirt seachad don a h-uile com-pàirtiche (18) agus chaidh 15 a thilleadh. A bharrachd air sin, chaidh seisean measaidh a chumail, a chaidh a fhrithealadh leis a' mhòr-chuid de chom-pàirtichean, air latha mu dheireadh na Sgoile, agus chaidh seisean measaidh fa-leth a chumail airson an luchd-teagaisg. Cha do chuir mi aithisg, stèidhichte air an fhiosrachadh seo, air dòigh fhathast. Bidh na beachdan a fhuair sinn bho na com-pàirtichean agus bhon luchd-teagaisg cuideachail dhuinn nuair a tha sinn a' planadh airson na h-ath Sgoil Shamhraidh.
3.3	**Leasaich obair nam Fèisean taobh a-staigh saoghal an fhoghlaim fhoirmeil**
	Meanbh-chuileag ri tadhal air 5 sgìrean LEC gach bliadhna (Targaid HIE)
	Tha Gilleasbuig Fearghastan an-dràsta a' sgrìobhadh dealbh-chluiche dhuinn airson a thoirt timcheall sgoiltean Gàidhlig ann an 2009. Bidh deasachadh airson na deilbh-chluiche seo a' toiseachadh seachdain 19 Faoilleach ann an Glaschu, fo stiùir Artair Donald, agus bidh an dithis chleasaiche, a chaidh a dhearbhadh an t-seachdain a chaidh, a' tòiseachadh air a' chuairt aca air 2 Gearran. Bidh iad air an rathad airson 6 seachdainean, 's iad a' tadhal air cha mhòr a h-uile bun-sgoil Ghàidhlig san dùthaich. A bharrachd air seo, tha sinn air cha mhòr trì seachdainean a dhèanamh ann an sgoiltean a tha a' teagasg Gàidhlig mar dhàrna cànain, an dàrna cuid gu foirmeil no gu neo-fhoirmeil, ann an Loch Abar, Àird nam Murchan, Taobh Sear Rois, Taobh Siar Rois, Asainte, Dùthaich Mhic Aoidh, Cataibh, agus Gallaibh, agus tha còrr is ceala-deug de dh'obair den t-seòrsa seo ri dhol fhathast. Thèid a' mhòr-chuid dhi a choileanadh ron Nollaig, le beagan làithean sa bhliadhn' ùir. Thathas a' dol timcheall an-dràsta le dealbh-chluich mu Choinneach Odhar. Bidh sinn a' dèanamh panto Gàidhlig ann an còig àiteannan air Ghàidhealtachd eadar 1 agus 5 Dùbhlachd. Chaidh an dealbh-chluich seo a sgrìobhadh le Meanbh-chuileag grunn bhliadhnaichean air ais, agus bidh mi fhìn, Calum Alex agus Debbie NicAoidh a' cleasachd ann. Tha e coltach gun tèid aig cha mhòr a h-uile sgoil air Ghàidhealtachd a thighinn ga fhaicinn.
5.3	**Leasaich trèanadh do dhaoine a tha an sàs ann an Iomairt nam Fèisean agus airson sàr-mhathas anns an Iomairt a bhrosnachadh.**
	Iomairtean do dheugairean
	Thathar den bheachd gum bi buaidh a ghabhas tomhais, thairis air grunn bhliadhnaichean, air comasan dràma, comasan cànain, sgilean eadar-dhaoine dhaoine òga, agus cuideachd air a' bheachd a th' aca air a' Ghàidhlig agus air na h-ealain Ghàidhlig. Tha na fhuaradh de mheasadh bho chom-pàirtichean na Sgoile Samhraidh a' nochdadh gu bheil iomairtean a leithid seo a' còrdadh ri daoine òga agus gum bi iad gam brosnachadh gu bhith a' meas na Gàidhlig mar nì chudromach. Tha e mar amas aig sgioba na Gàidhlig aig FnG barrachd a dhèanamh gus deugairean a thàladh don chànan, agus tha cuid de na h-iomairtean dràma air leth freagarrach airson seo a dhèanamh.
	Brosnaich ceanglaichean eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich

	ìomhaigh nam Fèisean tro thaisbeanaidhean mòra agus conaltradh le na meadhanan.
6.1	**A' cruthachadh cheanglaichean**
	Tha sinn an-dràsta ag obair gu dlùth le À Eden, agus bidh an dàimh seo a' leantainn thar nam mìosan a tha a' tighinn. Tha Debbie NicAoidh an-dràsta air chuairt anns an dealbh-chluich mu Choinneach Odhar, agus bidh i an sàs ann a bhith a' coileanadh nam pròiseactan dràma sna sgoiltean. Tha sinn ann an conaltradh an-dràsta le Thèatar Hebrides mu SSD2009, agus cuideachd leis an Stòrlann Nàiseanta mu chuairt timcheall àrd-sgoiltean airson leabhraichean a shanasachd.
6.6	**Làrach-lìn agus ICT**
	Bidh mi a' cùr ri làrach-lìn FnG mar a tha iomchaidh.
6.7	**Cothroman taisbeanaidh**
	'S e cothrom air leth a th' ann an dràma airson tàlantan dhaoine òga a thaisbeanadh, agus 's e deagh eisimplear de seo a bhios ann an oidhche thaisbeanaidh na Sgoile Samhraidh. Bidh oidhche thaisbeanaidh a' toirt gach pròiseact dràma gu crìch cuideachd. Bidh an obair aig Meanbh-chuileag a' toirt dealbh-chluiche gu co-dhiù 80 sgoil fa-leth am-bliadhna anns gach ceàrnaidh de dh'Alba.

Neach-obrach	**Calum Ailig MacMhaolain**
Dreuchd	**Oifigear Gàidhlig**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**
1.2	**Reducing the burden on volunteers**
	Poileasaidhean air a dhèanamh na fhasa airson luchd saor-thoileach a libhrigeadh Tha am Poileasaidh Ghàidhlig air a bhith an àite a-nis airson còrr is trì bliadhna agus tha sinn an còmhnaidh ag obair leis son dèanamh cinnteach gu bheil gach Fèis a' gabhail ris. Tha ri fhaighinn air an làrach-lìn agus ma tha duine sam bith ag iarraidh copaidh cruaidh gheibh iad sin ma dh'iarras iad. Tha sinn ag obair dlùth le Fèisean an-dràsta son Poileasaidh Ghàidhlig a' sgrìobhadh dhaibh a tha ag amas air ìre Ghàidhlig a thoirt a-staigh dhan Fhèis a tha freagarrach son na com-pàirtichean aca agus an ìre de thachartasan a tha iad a ruith.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
2.1	**Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne**
	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA) Tha am poileasaidh Gàidhlig air a bhith ann an àite a-nis trì bliadhna agus tha sinn ag obair gu dlùth a' dèanamh cinnteach gu bheil gach Fèis a' gabhail ris a' phoileasaidh. Tha sinn a' toirt cuideachadh gu cuid dhan na Fèisean le bhith eadar-theangachadh an fhiosrachadh a bhios iad a' sgaoileadh. Tha mi ag obair gu dlùth le na h-oifigearan leasachaidh son dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha iad a' feumachadh son a' Phoileasaidh a chuir an gnìomh. An-dràsta tha Dougie, Emily is mi-fhìn a' dèanamh ath-sgrìobhadh air am Poileasaidh Gàidhlig agus a' coimhead air dòighean son a leudachadh. Bidh sinn ag obair gu dlùth air seo anns na mìosan a tha ri teachd agus bidh sinn a' sireadh beachdan bho na luchd-obrach air fad fhads' sa tha sinn a dèanamh seo. Tha na Fèisean a-nis, le taic bho na h-oifigearan leasachaidh agus mi-fhìn, a' leasachadh poileasaidhean Ghàidhlig dhaibh pèin. Tha iad seo ag innse na cur-seachadan a tha iad a' ruith agus an ìre de Ghàidhlig tha iad a' cleachdadh. Thathar an dòchas gum bi na planaichean seo na bhrosnachadh do na Fèisean son Gàidhlig a leudachadh aig na tachartasan aca. Thèid na poileasaidhean a leudachadh tric agus cho luath sa bhios iad a' coileanadh nan amasan aca.

	O chionn greis, thoisich Emily, Jenna is mi fhìn air pròiseact thasglann airson na h-Eileanan Siar. 'S e amas am pròiseact pasgain Ghàidhlig a chruinneachadh son na Fèisean anns an sgìre seo. Bidh sinn a' coimhead air òrain, sgeulachdan, ainmean àite agus tòrr rudan eile a bhios feumail dhan na Fèisean. Tha tòrr stuthan ri chruinneachadh, agus bidh e math adhartas fhaicinn air a' Phròiseact agus anns na bliadhnaichean ri teachd bhithinn an dòchas a' Phròiseact seo a leudachadh do sgìrean eile. Chaidh taisbeanadh den a' Phoileasaidh Ghàidhlig agus dòighean son a chuir an gnìomh a dhèanamh aig a' Mhargaid Trèanaidh anns A' Mhàirt 08. Thèid bùth obrach a chumail aig a' Mhargaid Trèanaidh ann an 2009, air an ruith le Dougie is mi-fhìn agus bidh sinn a' coimhead air Gàidhlig agus deugairean.
2.2	**Leasaich Sgioba Leasachaidh airson na Gàidhlig**
	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail. Am-bliadhna tha an Sgioba-g air a bhith cho trang sa bha iad a-riamh. Anns a' chiad leth den bhliadhna thadhal sinn air 10 Fèisean agus thairis air an t-samhraidh bha sinn aig Fèis Chataibh agus Fèis Eilean an Fhraoich le stuthan-taic a' dol gu Fèisean a bha libhrigeadh na cur-seachadan iad fhèin. Anns an Dàmhair chaidh mi fhìn is Rona Wilkie gu Fèis a' Bhaile mar luchd-taice Sgioba-G. Sin a' chiad uair a bha mi an làthair aig seachdain na Fèise aca ann an Àrd-Sgoil Baile Theàrlaich. Chòrd an t-seachdain rium agus bha e math feuchainn cuid de na cur-seachadan ùra a tha mi air cruinneachadh am-bliadhna. Tha mi an còmhnaidh beachdachadh air dòighean ùra son Gàidhlig a thoirt gu na Fèisean le Sgioba-G. Tha mi an-dràsta a' dèanamh trèanadh ann dealbhadh graificeach, bhideo agus clàradh agus tha mi an dòchas seo a thoirt a-staigh gu obair an Sgioba-G anns na mìosan a tha ri teachd.
2.3	**Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal**
	Tha barrachd dhan na Fèisean a' tighinn thugam a-nis a' faighneachd airson cuideachadh le eadar-theangachadh agus tha seo a ciallachadh gu bheil tòrr a bharrachd dhan na Fèisean a' sgaoileadh stuthan a tha air fad anns an dà-chànan. **Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BNAG)** Tha an stòr-data de dh'fhaclan is abairtean feumail air an làrach-lìn againn. Bidh sinn a' cumail oirnn a' cur ris an Stòr-Dàta cho luath sa bhios sinn a lorg facail is abairtean a bhios feumail dhan na Fèisean. **Cùrsaichean Gaidhlig agus Stuthan Ghàidhlig son Fèisean (Targaid BnaG)** Ged nach bi a h-uile Fèis a faighneachd son Sgioba-G bidh iad a' tighinn thugam son beachdan fhaighinn agus cuideachd son stuthan mar soidhnichean airson na tachartasan aca. Tha na seòrsa stuthan seo agam deiseil son sgaoileadh sa bhad.
2.4	**Develop wholly Gaelic-medium Fèisean and Gaelic medium tuition at existing and new Fèisean**
	Barrachd Fèisean tro Mheadhan na Gàidhlig Bha na h-àireamhan de chom-pàirtichean aig an Fhèis Ghàidhlig is ùra, Fèis a' Chaolais, math dha rìribh agus tha na Fèisean eile a tha tro mheadhan na Gàidhlig air a bhith soirbheachail a-rithist am bliadhna. Bidh mi ag obair le na Fèisean son rannsachadh a dhèanamh a thaobh cothroman son Fèisean a bhith ruith clasaichean tro mheadhan na Gàidhlig aig na Fèisean aca son na com-pàirtichean a tha fileanta sa chànan.

Neach-obrach	**Emily Edwards**
Dreuchd	**Òigear Thasglann agus Pròiseactan Sònraichte**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earran 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
4.4	**Pròiseact nan tasglann ri steidheachadh**
	Tha Fèis a' Bhealaich a-nis air leabhran fhoillseachadh làn fhiosrachaidh a chaidh a chruinneachadh fhad sa bha iad a' gabhail pàirt ann am Pròiseact nan Tasglann agus rinn na com-pàirtichean bratach-balla a tha ag innse sgeulachd de dh'òran ionadail is tha e a-nis a' crochadh ann an talla a' bhaile. Tha Fèis Air An Oir air tòrr agallamhan a dhèanamh agus tha sinn a-nis ag obair air na tar-sgrìobhaidhean. Tòisichidh sinn air leabhran a chuir ri chèile anns an Dùbhlachd. Tha Fèis a' Bhaile agus Fèis na h-Òige ag obair air pròiseact a' sgrìobhadh

	sgeulachdan tionnsgalach, far a bheil iad a' sgrìobhadh sgeulachdan mu na rudan a chaidh an lorg air Blàr Chùil-lodair. Tòisichidh sinn air leabhran a chur ri chèile an ath-bhliadhna agus tha sinn ag amas air cuirm-ciùil a chur air dòigh as t-samhradh 2009 le òrain, puirt is sgeulachdan mun bhlàr. Tha Fèis Ceann Loch Goibhle cuideachd a' gabhail pàirt ann am Pròiseact nan Tasglann far am bi com-pàirtichean aig a bheil Gàidhlig ann an Àrdsgoil Dun Omhainn a' cumail agallamhan còmhla ri muinntir na Gàidhlig à Earraghaidheal. Tha na com-pàirtichean air pàirt a ghabhail ann an bùth-obrach trèanaidh gu ruige seo.
6.3	**Ceanglaichean Eadar-Nàiseanta**
	Chaidh iarrtas a chur dhan Highland 2007 Legacy Fund gus pròiseact a chur air dòigh a dhèanadh ceangal eadar Fèis Mhabu agus Fèisean air a' Ghaidhealtachd ach gu mi-fhortanach cha robh an iarrtas soirbheachail. A dh'aindeoin seo agus leis cho taiceil sa bha Fèis Mhabu ris a' phròiseact, tha sinn a' lorg taic-airgid eile.
6.7	**Cothroman taisbeanaidh**
	Chaidh coimisean ùr a sgrìobhadh le Blair Dùghlas a chluich a-rithist le sluagh mhòr de luchd-èisteachd aig Eden Court mar phàirt de Bhlas agus aig taigh-tasgaidh Kelvingrove ann an Glaschu anns an t-Sultain. Bha an dà rud air leth soirbheachail agus thèid an coimisean a chluich a-rithist le 26 com-pàirtichean air a' chiad agus an darna latha den Dùbhlachd ann an Liverpool mar phàirt den tachartas Dealbh Dùthcha. Bidh ar com-pàirtichean a' riochdachadh a' Ghaidhealtachd agus na h-Eileanan cuide ri daoine òga bho air feadh Breatainn a bhios a' riochdachadh 16 bailtean eile.

Neach-obrach	**Nicola Marshall**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earran 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	An-dràsta tha mi trang a' choinneachadh leis na Fèisean anns an sgìre agam airson planaichean a cuir air dòigh airson am bliadhna a' tha ri thighinn agus foirmichean–iarrtais a' criochnachadh. Tha mi an dòchas gum bi a h-uile rud deiseill ro àm na Nollaig. Tha Fèis a' Bhealaich, a' chiad Fhèis a bha an sàs anns a' phròiseact tasglann, air leabhar ùr fhoillseachadh mu dheidhinn an sgìre aca, agus am pròiseact. Bha ceilidh sònraichte aig am prìomh fhèis aca anns an Dàmhair airson an leabhar a' cur air bhog. Cuideachd, fhuair iad taic-airgead airson buthan-obrach dràma bho sgeama leasachaidh nam Fèisean agus bidh iad a' ruith eadar seo agus an Nollaig. Bha Fèis Spè, Fèis Rois nan Deugairean agus Fèis a' Bhaile anns an Dàmhair cuideachd, chaidh iad uile glè mhath agus bha mòran compairtichean aig a h-uile tachartas. Tha Fèis Spè trang an-dràsta a' cur crìoch air plana-leasachaidh ùr agus tha mi an dòchas gum bi e deiseil ron Nollaig. Tha Fèis a' Bhaile trang cuideachd a' cur air dòigh 'Banais Gàidhealach' airson airgead a' thogail airson an Fhèis. Thoisich Fèis Farr sreath ùr de bhùthan-obrach am mìos seo, le barrachd air ceud duine bho aois ochd gu ceithir fichead! Bidh mòran duine an sàs ann an Fèis Inbhir Narann cuideachd, tha iad a' dèanamh tòrr chlasaichean gach seachdain agus bidh iad a' ruith seiseanan gach mìos airson luchd-ciùil aig a h-uile ìre. Bidh Fèis Chataibh a' leasachadh an Cuairt Ceilidh aca anns na mìosan a tha ri thighinn. Bidh iad a' ruith buthan-obrach teicnigeach aig toiseach an Dùbhlachd agus bidh bùth-obrach obair-comhlain aca aig deireadh am mìos. Ma bhios an sìde ceart gu leòr, bidh compartichean bho Fèis Air an Oir an sàs anns a bhùth-obrach cuideachd.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha Calum Ailig is mi fhìn ag obair gu dluth ri cheile airson taic a' thoirt dha na fèisean le na planaichean Gàidhlig aca. Bidh Fèis ùr tro mheadhan na Gàidhlig, airson nan Deugairean, a' tachairt bho 6 – 9 An Giblean 2009 ann an Ceann Loch Goibhle.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Bidh Fèis Spè, Fèis an Earraich, Fèis Chataibh agus Fèis Rois a' leantainn le YMI anns na bun-sgoiltean. Bidh Feis Spe a' dèanamh bùthan-obrach ann an Bun-Sgoil Ballater anns a bhliadhna ùr.

4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Tha mi fhathast a' dol gu coinneamhan Blas agus bha mi aig iomadach consart rè an fheis. Bidh mi a' tòiseachadh ag obair air Fèis Alba 2009 agus na Ceilidhean air Cuairt as dèidh na Nollaig. Bha mi ag obair còmhla ri Christine o chionn goirid, air iarrtasan airson Cuairt Ceilidh ùr airson Earra-Ghàidheal.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	• 19 Sultain – FnG Coinneamh Bliadhnail • 23-25 Sultain – A' chuideachadh Christine le iarrtais airson Cèilidhean Air Cuairt • 26 Sultain – Gàidhlig le Ailig • 2 Dàmhair – Coinneamh Oifigearan Leasachaidh • 31 Dàmhair – Coinneamh le Fèis Spe mu dheidhinn am plana-leasachaidh ùr aca • 3 Samhain – Measadh • 18 -19 Samhain – Cùrsa dealbhachadh graificeach
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Bidh compartichean bho na fèisean a' cluich ann an Inbhir Nis mar phàirt de Fèis Gheamhraidh Inbhir Nis. Cha robh an iarrtais a chuir sinn gu Gàidhealtachd 2007 airson 'Dìleab ' soirbheachail ach bidh mi ag obair le Emily airson cothroman eile airson taic - airgead fhaighinn. Tha Fèis Mhabu agus Oifis Iomairtean na Gàidhlig ann an Alba Nuadh gu math dèonach a' bhith sàs anns am pròiseact seo. Bha còig Ceilidhean air Cuairt agus compairteachean òga bho Fhèis a' Bhaile agus Fèis na h-Òige an sàs ann am Fèis Blas anns an t-Sultain. Am mìos seo, bidh mi a' dol gu Liverpool còmhla ri 'Dealbh Duthcha'. Tha mi fhathast a' riochdachadh Fèisean nan Gàidheal agus na Fèisean ann an Inbhir nis aig coinneamhan TMC Partnership.

Neach-obrach	**Christine Nic an t-Saoir**
Dreuchd	**Òigear Taice**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Tha Fèis Dhùn Omhain a coimhead air adhart ri 2009 agus airson tòr rudan ùra a dhèanamh. Tha Fèis Latharna a dèanamh gleth mhath. Bha bùth obrach da latha aca agus bha e fior mhath. Tha iad a nis a coimhead air adhart club sgoil a chuir air bhon. Thuair Fèis Cheann Loch Goibhle taic bho Comhairle Erra Ghàidheal airson Homecoming 2009 Ceilidh Trail a dhèanamh. Tha iad cuideachd a gabhail pàirt anns proiseact ~Tascalan . Tha Fèis Cholla trang a dèanamh deiseal airson fèis 2009. Tha Fèis Arainn a beachd barrachd a dhèanamh le clasaichean agus s docha Ceilidh Trail beag a dhèanamh. Chaidil me 4 fèisean agus tha iad a nis aig Kevin Rogers ach bha mi aig an AGM aic Fèis Innis an Uilt agus thug iad dhomh flùraichean airson an obair a rinn mi dhaibh, nach robh sin math? Tha mi daonnan a cuir as mu dheidhinnn Health & Saftey agus Disclosures agus tha mi a dòchas gu bheil a teachdaireachd sinn air a dhol a staigh.

2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha mi ag obair còmhla leis na ofigearean eile airson fèis Ghàidhlig a chuir air bhonn a nis an a Ceann Loch Goibhle airson gu bheil e nas fhaisge. Bha mi fhìn, Calum Alex agus Dougie aig bùth obrach drama agus bha e sgoinneil. Tha Fèis Latharna fiachainn Gàidhlig a thoir a staigh gu bùth obrach a bhios iad a dèanamh comhla ri pìobairean an Obain.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Bith mi fhìn agus Kathryn Wilkie (QIO airson drama, ceòl agus PE) ag obair còmhla. Tha fèis Cheann Loch Goibhle a dèanamh pròram na sgoiltean fhast. Bi mi a dèanamh obair drama airson bun sgoil Ghàidhlig agus an Oban agus Apainn. Tha fèis dhùn Omhain a fiachainn ri pròiseact eadar lin a chuir air dòigh ach an toiseach feumaidh iad gealltanas airgead bho bòrd na Gàidhlig
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Tha Fèis LATHARNA A FIACHAIN RI Gàidhlig a brosnachadh còmhla ris na pìobairean aca agus tha iad air coisir Ghàidhlig a thòiseachaidh
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bha mi aig bùth obrach drama gus mar a thuirt me bha e sgoinneil Chail me a latha trainaidh airson Photoshop air sgail agus gu robh beul goirt agam. (chum e samhach mi)
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Tha fèis Cheann Loch Goibhle ag obair còmhla ri muinntir Eireann airson pròiseact Slighe Chaluim Chille Ceilidh Trail a chuir air bhon anns an Lùnasdal

Neach-obrach	**Caoimhin Iain Rodgers**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Anns an àm eadar an t-Sultain agus an t-Samhainn 09, thadhail mi air gach fèis san roinn agam (ach Fèis Eige agus Fèis Ghlaschu) co-dhiù aon turas. • Fèis Lannraig a Tuath - choinnich mi riutha air an 10mh an Damhair airson a cheud uair • Fèis Innis an Uillt - choinnich mi riutha air an 10mh an Damhair airson a cheud uair • Fèis Chille Chonbhail - choinnich mi riutha air an 10mh an Damhair airson a cheud uair • Fèis Oigridh na Mara – tha iad a' riuth clasaichean gach seachdain agus tha sinn a' coimhead air fèis fad seachdain airson 09 • Fèis Gleann Albainn – Bha Fèis fad seachdain aca san Damhair agus tha sinn a-nis a' coimhead air proiseact PA • Fèis Lochabair – Tha AGM air a bhith aca agus 's e na h-aon daoine a bhios air a chomaitaidh am bliadhna • Fèis nan Garbh Chrìochan – tha iad a' ruith clasaichean gach seachdain agus tha sinn ag obair gu dlùth air proiseact na Sgoile ùr. • Fèis Eige – Gu mi fhortanach, cha d' fhuair mi gu aig san àm seo ach bhiodh agam ri fuireach ann airson oidhche agus air sgath ' nach eil cus a' tachart ann an drasda, tha sinn cho math a fheitheamh gus an ath bhliadhna agus bruidhinn air am fòn 's m.s.a.a • Fèis Ghlaschu – bha iad airson coinneamh a chumail mus bruinnidh iad rium, tha coinneamh sios againn airson 10 an Dubhlachd.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**

	Bha e na thoileachash dhomh an oidhirp a tha na Fèisean agam a' dèanamh ach gu h-araidh Fèis nan Garbh Chrìochan far a bheil Gàidhlig ri chluinntinn aig a chlionne fiu 's aig am fois (ged nach e Fèis Gàidhlig a th'ann) agus Fèis Eige (Eilean far nach eil Gàidhlig idir ri chluinntinn) far an do rinn iad oidhirp uabhasach mòr. 'S socha gum bhithinn cho aig an àm seo iomradh a thoirt air an cùrsa Ulpan a rinn mi fhìn agus Calum Ailig. 'S e dòigh air leth math a tha seo Gàidhlig a theagasg agus a dh' ionnsachadh agus tha mise gu mòr dean bheachd gum b' urrainn do seo a bhith feumail dhuinn anns an àm ri teachd.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha YMI a' riuth gu sunnd ann an Lochabar fo Raonaid Walker agus gu ruige seo chan eil cus gnoimheach air a bhith agam ann ach tha Raonaid a' cumail fios thugam.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Cha robh mi gu mòr an sàs le Blas am bliadhna (air sgàth an suidheachadh àite fuirich a bh' agam aig an àm). Nochd Ceilidh Trail Lochabair ann tri tursan agus 's e Stephanie Bridge a riuth na Ceileadhan air cuiart am bliadhna dhuinn ach bha tòrr conatradh eadarainn agus chaidh a h-uile sain gu math.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bhon a thoisich mi aig FnG, tha mi air treanadh a dhènamh air Sitekit, Graphics agus Ulpan. • Sitekit – tha seo air a bhith gu math feumail agus chaidh a chur seachd air dòigh gu math soilleir. • Graphics – 'S e photshop a rinn sinn agus chord e rium glan. • Ulpan – Ubhasach fhèin math, doigh gu math eifeagach agus suibhleach Gàidhlig a dh' ionnsachadh. Bha mi cuideachail cuideachd ann a bhith a' lorg supervisor agus tìdsear Giotar dha Lesley aig Fèis Nan Garbh Chrìochan agus tìdsear Gàidhlig airson Fèis Eige
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Dh' obraich mi (san Damhair) le LTS gus taisbeanadh a dhèanamh aig an Fèis Ionnsachaidh ann an Glaschu. Bha sinn fo-loidhneachadh na tha sinn a' dèanamh airson a Ghàidhlig agus mar a tha sinn a' coinneachadh ris na taragaidean aca. Tha sinn air tòrr piosan sanasach a chur gu Nevis Radio bhon a thoisich mi agus tha mi air piosan beaga a dhènamh air na laraich-lìn aig na Fèisean agam cuideach ach tha tòrr ri dhèanamh fhathast.

Neach-obrach	**Jenna Chuimeanach**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**An t-Sultain – An t-Samhain 2008**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	Targaid **Adhartas**
1	Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.
	Anns na beagan mìosan a tha air a dhol seachad tha mi air a bith ag obair gu dlùth le Fèis Taigh Dhonnchaidh airson taic a thoirt dhaibh le bhith ag ullachadh airson Fèis na h-ath-bhliadhn'. Tha an comataidh air seachdain na Fèise atharrachadh gu àm na Càisge airson na tachartasan aca a sgaoileadh thairis air a' bhliadhna. Tha iad an dòchas gum bi an àm seo den bhliadhna nas tarraingiche airson com-pàirtichean cuideachd. Bidh com-pàirtichean a bhios a' frithealadh Fèis Bharraigh a h-uile bliadhna toilichte a chluinntinn gu bheil iad am beachd an Fhèis a chumail airson latha a bharrachd an ath-bhliadhn'. Gheibh com-pàirtichean còig làithean teagaisg eadar Diluain agus Dihaoine agus bidh Disathairne air a chosg ag ullachadh airson a' chonsairt air an oidhche. Tha mi air a bhith a' coinneachadh le Gillian Hamill airson Plana Leasachaidh a chur an gnìomh. Bha mi an làthair aig coinneamh choitcheann bhliadhnail Fèis Tìr a' Mhurain air Diardaoin 6 an Samhain. Ged nach do nochd buill ùra, chaidh atharrachaidhean beaga a dhèanamh air a' Chomataidh. Thèid coinneamh eile a chumail air Didòmhnaich 7 Dùbhlachd far am bi sinn a' lìonadh an iarrtais aca agus a' beachdachadh air pròiseict a stèidheachadh an ath-bhliadhn' airson an 20mh ceann-bliadhna aca a chomharrachadh. Fhad 's a tha mi ann an Uibhist tha mi an dòchas coinneachadh le Fèis Tìr an Eòrna airson an iarrtas aca a dhèanamh.

	Bidh mi a' coinneachadh le Fèis Eilean na Hearadh Dimàirt 25 Samhain airson cuideachadh a thoirt dhaibh leis an iarrtas aca agus air an oidhche bidh mi ann an Steòrnabhagh airson coinneamh choitcheann bhliadhnail Fèis Eilean an Fhraoich. Tha mi air dà Fhèis a bharrachd fhaighinn am-bliadhna; Fèis an Earraich agus Fèis Rathairsaidh. Bidh mi a' coinneachadh le Nicola agus riochdairean bho Fhèis an Earraich air Diciadain 26 Samhain agus tha mi a' coimhead air adhart ri coinneachadh riutha agus faighinn a-mach mu dheidhinn nan tachartasan a tha iad a' tabhann.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha mi air toiseach-tòiseachadh a dhèanamh air planaichean Gàidhlig a chruthachadh airson gach Fèis anns an sgìre. Tha mi air a bhith a sgrìobhadh sìos na chunnaic mi a' gabhail àite rè nam Fèisean as t-Samhradh a bha a neartachadh cleachdadh na Gàidhlig. Thèid beachdan ùra a chur an cèill a bhios air an coileanadh le na Fèisean an ath-bhliadhn' airson prìomhachas a thoirt dhan Ghàidhlig rè na cur-seachadan aca.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha Dougie an dòchas pròiseactan Dràma a stèidheachadh anns na h-Eileanan an Iar an ath-bhliadhn' agus bidh mi ga chuideachadh ach am faigh sinn air seo a choileanadh. Chaidh litir a chur gu CnES a' sireadh maoineachadh airson a' pròiseict fhosgladh a-mach dha na h-Eileanan air fad agus ma tha sinn soirbheachail gheibh sgoiltean air feadh an àite cothrom an cuid sgilean cànain agus cleasachd a leasachadh.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Thèid pròiseact ùr a lìbhrigeadh le Fèis Eilean an Fhraoich an ath-bhliadhn' ann an co-bhonn ri Fèis Cheilteach Innse Gall. Tha am pròiseict ag amas air cothrom a thoirt don òigridh a bhios a' frithealadh nam Fèisean anns na h-Eileanan an Iar an cuid sgilean a thaisbeanadh ann an cuirm-chiùil aig Fèis Cheilteach Innse Gall 2009. Thathar a sùileachadh gum bi 5 còmhlain-ciùil, le measgachadh de sheinneadairean agus luchd-ciùil, a' gabhail pàirt airson gach sgìre anns na h-Eileanan an Iar a riochdachadh. Bidh aca ri òran Gàidhlig a thaghadh agus ullachadh a tha co-cheangailte ri na sgìrean aca fhèin agus ri cuspair na cuirme, 'Ar dachaigh' - a' comharrachadh An Tilleadh Albannach 2009. Thèid Stiùiriche-ciùil, a tha fileanta sa Ghàidhlig, fhastadh airson am pròiseact a ruith. Bidh e cuideachd an urra ris an neach coinneachadh le gach buidheann anns na sgìrean aca fhèin airson cuideachadh a thoirt dhaibh le na h-òrain agus an cuid deisealachaidh. A thuilleadh air seo thig iad còmhla aig toiseach na Fèise airson crìoch na prògram ionnsachadh – òran ùr Gàidhlig a bhios air a chur ri chèile le neach-ciùil a bhuineas dha na h-Eileanan.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bha mi ann an Inbhir Nis air 18 agus 19 Samhain airson cùrsa Grafaigeach a dhèanamh a chaidh a chur air dòigh airson luchd-obrach Fèisean nan Gaidheal. Abair gun do chòrd e rium a bhith a' cleachdadh bathar bog Photoshop airson postairean and bileagan a chruthachadh. Bha na sanasan a' coimhead cho tarraingeach agus proifeiseanta nan dreach agus bha a' chùrsa air leth feumail. Tha mi an dòchas gum bi na Fèisean anns na h-Eileanan air an riochdachadh nas fheàrr an ath-bhliadhn' aig an Fhèis Trèanaidh a bhios air a cumail ann an Srath Pheofhair. Tha mi air a bhith ag innse dhaibh cho feumail agus a tha an Fhèis airson sgilean ùra a thogail. Aig an ìre seo tha mòran air gealltainn gu dèan iad oidhirp a bhith an làthair.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Aig toiseach na Dùbhlachd thèid coinneamh a chumail eadar Fèisean nan Gàidheal agus riochdairean bho Chomhairle nan Eilean Siar. 'S e amas na pròiseict aonta a ruighinn a thaobh còrdadh ìre-sheirbheis ùr a chur air bhonn agus beachdachadh air na dòighean far an urrainn dhuinn a bhith a cuideachadh càch a chèile le pròiseactan.

Fèisean nan Gàidheal

Blas Festival Earranta
Àireamh air a' Chlàr Gnothaich: 4.2008.06(b)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt do bhuill a' Bhùird air mar a chaidh le Blas 2008

Bun fhiosrachadh
Tha geàrr-chunntas na coinneimh mu dheireadh aig Bòrd Blas Festival Ltd, a bha air a cumail air 16 Sultain 2008 air chuairteachadh. Tha aithisg a chaidh a dheasachadh airson coinneamh Chomataidh na Gàidhlig aig Comhairle na Gaidhealtachd air 13 Samhain air sgaoileadh cuideachd le fiosrachadh mu àireamhan is eile, agus buidseat gu 18 Samhain 2008.

Minutes of the Meeting of the Board of Directors of Blas Festival Ltd Tuesday 16 September 2008 at Highland Council HQ, Inverness

1 Present — **Action**

George Stoddart (Chair) [GS]; Arthur Cormack [AC]; David Boag [DB]
Judi Menabney (observer) [JM]

2 Apologies

Councillor Hamish Fraser [HF]; Councillor John Finnie [JF]; Councillor Michael Foxley [MF]

3 Note of Previous Meeting agreed as accurate

Proposed as a true record by AC, seconded by DB.

The Board noted their thanks to Highland Council for the additional £1k for the food events which had worked extremely well and produced excellent results for a relatively small outlay.

Action Group will look at "super promoter" idea at the next Action Group meeting. — **Action Group**

4 Financial Report

Arthur Cormack presented a report on the current state of Blas finances (distributed with meeting papers) It was noted that there is still a lot of box office to come in and it looks like box office returns have been quite high this year. In addition there are Fèisean nan Gàidheal and Scottish Arts Council funds to be transferred.

It was noted that the budget was short on cash sponsorship, but a lot of sponsorship had been secured in-kind. In-kind sponsorship value is still to be worked out and factored into the budget. AC confirmed that he was confident the budget will come in on target.

It was explained that a fund raising committee had been set up. This is independent of Blas and operating simply as a "friend of Blas".

Blas is still hopeful of securing a significant financial sponsor, but no obvious source has yet been identified. — **AC/DB**

It was agreed that for 2009 Blas, which will feature the Homecoming Scotland funded *Uisge Beatha* elements, should approach Diageo group and Talisker Distillery for sponsorship.

Blas accounts were tabled. It should be noted that because Blas is a standalone company, its accounts are produced separately. However, as Blas is wholly-owned by Fèisean nan Gàidheal,

consolidated accounts are ultimately lodged with Companies House. Those accounts will be presented at Fèisean nan Gàidheal's AGM on Friday 19 September.

It was noted that Fèisean nan Gàidheal management fee does not, in cash terms, equate to what Fèisean nan Gàidheal actually puts into Blas. However Fèisean nan Gàidheal are happy to contribute additional resources because they are committed to Blas.
Fèisean nan Gàidheal flagged up that their formal agreement with the Highland Council was a three-year funding agreement, which runs to 2008 only. JM explained that the Council's commitment to Blas is in the PFA until 2011 and is built into the ECS budget until then too. However, Fèisean nan Gàidheal would welcome the reassurance of a letter confirming that. **JM**

5 Blas 2008

The Board noted congratulations and thanks to the Arts Links Officer and Cultural Co-ordinators, for the education programme developed this year, running in parallel to the main Blas programme. It was an excellent addition to the programme and enables us to deliver on the Blas commitment of involving young people. There was a tremendous amount of activity organised in a short space of time available. Cultural Co-ordinators did not take up their appointments until 21 April and the programme was in place by the middle of June. Schools feedback has been excellent and these additions to the programme allow Blas to state that the Blas festival consists of 80+ events. It was noted that the Cultural Co-ordinator team will be in place certainly until June 2009 and therefore will contribute to Blas 2009. However there is an uncertainty about the continuation of the Cultural Co-ordinator programme and posts thereafter.

Press coverage has been excellent this year – lots of it and very positive. Blas has also featured on television for the first time, on BBC Scotland lunch time and evening news programmes and on GMTV Scotland.

Four shows in the Blas programme were recorded for the new Gaelic Digital Channel, BBC Alba, which will be broadcast in October/November. It is likely that, in the course of time, at least clips of these programmes will also appear in English language television. Feedback to date from the BBC implies that they are very likely to cover Blas again in future years.

It was suggested that Blas asks the BBC to provide a DVD from the filmed material, for Blas promotional purposes. **AC**

6 Blas 2009

There is an urgency to get the detail of Blas Homecoming 2009 product to Event Scotland; a large part of Event Scotland's support is international marketing through VisitScotland, tourism fairs, Tartan Week etc, so it is important to get it together really soon. The plan for "special" Homecoming events was discussed (paper included in Board papers).

Mac and Clan and *Uisge Beatha* are both strong proposals for programmes of a series of concerts in various clan and whisky focused locations. There is a plan to perhaps commission a piece of music on whisky, which would tie each of the gigs together.

Congratulations were offered to the Action Group for securing Homecoming Scotland funding (£25k); many groups have found it extremely difficult to access such funding.

The main programme for 2009 is virtually in place and its planned to get key venues, dates and key acts available on the web site from approximately St Andrews day this year, as per Homecoming 2009's advice on overseas market targeting. Currently in the frame includes Blair Douglas's Gaelic Mass, Blazin' Fiddles, Four Men and a Dog and Phil and Ally.

It is planned to have the full programme on the web site by February and the brochure/ media launch on 1 June 2009. **Action Group**

The meeting papers circulated explained that production of Blas Development Plan for beyond 2009 has been delayed by Fèisean nan Gàidheal's reluctance to produce its own Development Plan pending clarification of the consequences of changes at HIE and SAC.

AC

It was agreed, though, as it may be some time before the ramifications of those changes become clear, that an outline development plan will be prepared for the next Board meeting, on the assumption that arrangements will not change dramatically. The general feeling is that the Development Plan will broadly be for Blas to go on as it has being doing, but concentrating on building audiences, including the education programme and the overseas market and further developing the 'fringe' activity.

The Board noted their thanks to Donna, Brian and Peter for all the hard work and acknowledged that it seemed to have paid off very successfully.

8 Date of next meeting

Possibly 4 December at 4pm – AGM and mini Board Meeting. TBC **AC/JM**

Blas 2008

Report by The Highland Council Director of Education, Culture and Sport Service

Summary

This report presents Members with details of the performance of Blas, the festival celebrating the Highlands, which took place between 5th and 13th September 2008. It includes information on-

- Statistical analysis of events, attendance and finances
- Qualitative feedback collated from audience questionnaires
- Information about new elements added to the Blas programme

The report invites Members' views and comments on Blas 2008.

1. The Programme of the Highland Council 2009- 2011

1.1 This proposal contributes to the delivery of programme outcomes:

2.14 we… will continue to support a range of initiatives such as Am Baile, the Fèis Movement, the Blas Festival and the Royal National Mod.

1.9 we will continue to provide opportunities to enjoy the arts, sport and cultural experiences

2. Background

2.1 Blas was established by the Highland Council, working in partnership with Fèisean nan Gàidheal (FnG) and Promoters Arts Network (PAN) and the first festival launched in September 2005. Blas's ethos is to celebrate the Highlands and its music, promote Gaelic and involve communities, especially young people.

Blas is governed by a Board, of which the Chairman and Cllrs Foxley & Finnie are members.

3. Developments in 2008

3.1 The following new elements were introduced for Blas 2008 –

- A programme of activities in schools, linked to Blas events, ran throughout the period of the festival. This included performances and talks by artistes appearing at Blas, step dance and Gaelic song workshops and Gaelic playground games sessions. Organised by the Council's Cultural Co-ordinator team, forty two different activities took place across Highland.
- Eight local promoters organised food related events, as additional activity linked to a Blas performance. These included a 'Tattie Tea' at Durness, offering a variety of potato based food, made with locally produced potatoes.
- In partnership with Celtic Connections, Blas commissioned a new piece of work from James Ross, the Caithness born pianist and composer. This received a five star review in the Scotsman and discussions with a recording company are underway about making a CD of 'Chasing the Sun'.
- BBC Scotland filmed four Blas performances, which were broadcast on primetime BBC Alba in October and November.
- Some free afternoon events were presented, aimed at the young families market
- Commercial sponsorship was secured from MacRae & Dick, Highlander Music, Highland Flying School, Jacobite Cruises, Co-operative Grocers, Reaaz Mohammad Photography and Faculty of Advocates.

3.2 In line with Blas' core aims, young Highland musicians and the Gaelic language were prominent at every event.

4. Statistical Information

4.1 There were forty five concerts within the festival. Interestingly, although this was 15% less concerts than in 2007, attendances and box office income increased this year. Analysis of box office information reveals-

- Box office income was 21% higher than 2007, exceeding projections.
- 5260 people attended performances, 7% more than in 2007 (when there were more performances). Average achievement of capacity at events was 67%, also a 7% increase on 2006
- 35% of events were sold out, 10% more than last year
- Actual income and expenditure is broadly as budgeted and FnG is confident that the festival will have met budget targets.

4.2 An audience survey undertaken showed that –

- 56% of audience was local
- 15% was from elsewhere in the Highlands
- 28% were from elsewhere in Scotland, UK and abroad

These ratios are almost exactly in line with 2007, suggesting that the Blas 'brand' has become established and a core audience has begun to develop.

5. Qualitative Feedback

5.1 Audiences were asked to complete a questionnaire, scoring their impressions on a scale of 1-5; with 5 representing excellent, 3 no strong opinion either way and 1 poor. Averaged responses were as follows

- Quality of event 4.7
- Value for money of event 4.6
- The use of Gaelic enhanced the experience 3.8

These ratings are also almost exactly the same as for 2007, with a slight reduction in the impression that the use of Gaelic enhanced the experience.

5.2 Local promoters report that they enjoyed being part of Blas and have expressed the wish to be involved again in future years.

5.3 Good media coverage was achieved, including items on BBC Scotland lunchtime and evening television news programmes and on GMTV Scotland. BBC Radio Scotland also broadcast a special, two hour 'Blas Live Launch', the first time they had broadcast a fully bilingual live show.
Audience surveys reveal that 72% of attendees heard about Blas through the brochure, website or advertisements, implying that the marketing is effective.

5.4 In summary, Blas has grown very successfully over the last four years. It has become established as a key traditional music and community event. It has met or exceeded all its targets, delivered on its key values, earned the enthusiastic support of musicians and local promoters, delighted audiences and established itself on the national and, increasingly, international traditional music scene. Its finances have also been consistently on target.

6. Blas 2009

6.1 It is aimed to have a core programme of forty events ready to go on line and on sale by Christmas. Publicity for the festival, particularly aimed at the overseas market, is already rolling through Event Scotland and VisitScotland.

6.2 A discrete Homecoming Scotland 2009 programme element has been devised and has secured Homecoming Scotland funding. This will comprise 'The Politician'; a multi media performance at five distilleries, based on the story of the famous ship and cargo and 'Clan' events; performances at iconic Highland castles, celebrating the five clans associated with those family seats.

7 Resource and equality implications

7.1 There are no budget or equality implications

8. Recommendations

8.1 Members are invited to:

a) Consider and comment on the performance of the fourth Blas festival
b) Make any suggestions that Blas' Board might consider for Blas 2009.

Author: Judi Menabney, Principal Arts Education and Cultural Officer

Blas Festival 2008-09 (updated to 18/11/08)	Budget	Actual
INCOME		
Highland Council	£105,000.00	£105,000.00
EventScotland	£25,000.00	£23,000.00
Box Office	£48,000.00	£52,625.27
Sponsorship	£25,000.00	£1,373.27
Bòrd na Gàidhlig/Other	£25,000.00	£21,220.00
PRS Foundation	£2,000.00	£1,500.00
Scottish Arts Council	£55,000.00	£27,200.00
Highlands & Islands Enterprise	£50,000.00	£20,000.00
Advertising in Blas Brochure	£4,000.00	£0.00
Commission on CD sales	£500.00	£0.00
Total Income	**£339,500.00**	**£251,918.54**
EXPENDITURE		
Blas Programme		
Artists' Fees including travel	£81,000.00	£89,497.93
Accommodation and Meals for Artists	£15,000.00	£21,053.57
Travel Expenses for Cèilidh Trailers	£1,250.00	£500.00
Stage/Concert Management/Fear or Bean-an-Taighe	£4,000.00	£1,332.41
International Artists' Travel and Expenses/Flights/Vehicle Hire	£8,000.00	£8,346.06
International Acts WP3 Costs inc delivery by DHL	£400.00	£760.00
Cèilidh Trails		
Support for 6 Cèilidh Trails	£80,000.00	£69,000.00
Marketing		
Branding/Logo/Website	£2,000.00	£2,294.00
Publicity Materials	£14,000.00	£4,347.72
Posters and overprinting	£2,400.00	£1,610.58
Distribution x 2 by Landmark	£3,600.00	£2,949.35
Brochure Design and Print x 70,000	£11,000.00	£10,672.50
A5 Flyer	£1,000.00	£888.00
Advertising	£12,000.00	£12,941.96
Production Costs		
PA & Lighting	£24,000.00	£22,760.00
Venue Hire and Commission to Promoters	£16,000.00	£16,580.57
Project Manager	£23,500.00	£13,650.00
Telephone/Fax/E-mail/Postage & Stationery	£1,000.00	£1,832.94
Artistic Director	£10,500.00	£6,125.00
Action Group/Blas Board Costs	£2,500.00	£1,503.54
Press & PR Manager	£5,000.00	£5,000.00
Photography	£1,500.00	£0.00
Insurance	£1,000.00	£451.50
Royalties	£500.00	£0.00
Management and Other Costs		
Attending Trade Shows/Other (eg Celtic Connections)	£2,000.00	£1,839.16
Fèisean nan Gàidheal Management Fee	£15,000.00	£15,000.00
Contingency	£1,000.00	£1,316.49
TOTALS	**£339,150.00**	**£312,253.28**
Surplus/Deficit	£350.00	-£60,334.74

Gnìomh a tha a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus ceistean sam bith fhaighneachd.

Arthur Cormack | Ceannard | Dùbhlachd 2008

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