Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Taigh-Òsta nan Ceithir Ràithean
An Aghaidh Mhòr

Dihaoine 14 Sultain 2007 @ 2.30f

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 nan Ceithir Ràithean, An Aghaidh Mhòr bho 2.30f, Dihaoine 14 Sultain 2007

Clàr-Ghnothaich

3.2007.01 GNOTHAICHEAN TÒISEACHAIDH

(a) An làthair

(b) Leisgeulan

(c) Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd
Tha geàrr-chunntas den choinneimh a chaidh a chumail air 29 Cèitean 2007 air a chuairteachadh. Thathar ag iarraidh air buill a' Bhùird gabhail ris a' gheàrr-chunntas mar chlàr ceart den choinneimh.

(d) Gnothaichean ag èirigh
Faodaidh buill puing sam bith a thogail a tha ag èirigh bhon gheàrr-chunntas.

(e) Geàrr-chunntas na coinneimh mu dheireadh den Bhuidheann Ghnìomh
Tha geàrr-chunntas den choinneimh na buidhne-ghnìomh a bha air a cumail air 14 Cèitean air a chuairteachadh mar fhiosrachaidh. Faodaidh buill puing sam bith a thogail a tha ag èirigh bhon gheàrr-chunntas.

3.2007.02 GNOTHAICHEAN LEASACHAIDH

(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10
Tha geàrr-iomradh an cois seo a' mìneachadh adhartais a thaobh nan amasan anns a' Phlana Leasachaidh air a cuairteachadh. Faodar puing sam bith a thogail air na tha sgrìobhte anns a' gheàrr-iomradh.

(b) Molaidhean bhon choinneimh a chaidh a chumail eadar am Bòrd agus an Luchd-obrach
Tha Plana Gnìomh air chuairteachadh le adhartas gu ruige seo, air na molaidhean a chaidh a chur air adhart aig a' choinneimh eadar am Bòrd agus an Luchd-obrach. Thathar ag iarraidh air buill a' Bhùird an t-adhartas a chomharrachadh agus faodar puing sam bith a thogail air na tha sgrìobhte anns an aithisg.

(c) Acadamaidh nam Fèisean
Bidh buill a' Bhùird eòlach air na còmhraidhean a chaidh a chumail roimhe mun chuspair seo, agus gun deach Meòrachan Còrdaidh aontachadh le Fèisean nan Gàidheal, an RSAMD, OGE agus Sabhal Mòr Ostaig airson plana Acadamaidh nam Fèisean a thoirt air adhart. Tha am pàipear deasbaid air chuairteachadh a-rithist anns an pàipearan airson coinneimh den Bhuidheann Ghnìomh ma chùl fhiosrachaidh, agus thig riochdaire bho Creative Services dhan choinneimh airson barrachd mhìneachaidh a thoirt do bhuill a' Bhùird air a' bheachd agus an dòigh anns am bi gnothaichean a' dol air adhart.

3.2007.03 GNOTHAICHEAN IONMHAIS

(a) Aithisg Ionmhais
Tha aithisg air a cuairteachadh le teachd a-steach agus teachd a-mach Fèisean nan Gàidheal gu 3i Iuchar 2007. Tha liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2007-00 na lùib airson fhiosrachaidh. Faodar ceist sam bith fhaighneachd.

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

(c) Cunntasan Ràitheil gu 30 Ògmhios 2007
Tha MacNeacail agus Co air cunntasan ullachadh airson gu 30 Ògmhios 2007, a tha an lùib nam pàipearan. Thathar ag iarraidh gun gabhadh buill a' Bhùird ris na cunntasan.

(d) Cunntasan gu 31 Màrt 2007

Tha na cunntasan suas gu deireadh a' Mhàirt 2007 air an cuairteachadh airson gun gabhadh buill a' Bhùird riutha mas tèid am moladh dhan Choinneimh Bhliadhnail.

(e) Modhan Ionmhais airson Fèisean nan Gàidheal

Tha pàipear le dreach modhan ionmhais air a chuairteachadh. Thathar ag iarraidh air buill a' Bhùird beachdachadh air a' phàipear agus gabhail ri le atharraichean sam bith a thèid a mholadh le na buill.

3.2007.04 GNOTHAICHEAN POILEASAIDH

(a) Taghadh Buill a' Bhùird

Chaidh aontachadh a' coimhead as ùr ris an dòigh anns a bheil buill a' Bhuird air an taghadh agus an ùine anns a bhitheas iad air a' Bhòrd. Tha aithisg ghoirid bhon Cheannard air cuairteachadh, air aontachadh leis a' Bhuidheann Ghnìomh, agus thathar ag iarraidh iar buill aontachadh ris a' phàipear seo.

(b) Duaisean Chiùil Traidiseanta na h-Alba – Maoineachadh

Chaidh iarraidh oirnn leis an fheadhainn a tha a' cur air dòigh na Duaisean Chiùil Traidiseanta, a' beachdachadh air am maoineachadh airson na duais 'Talla na Cliùteach' aig na duaisean bhliadhnail. Chosgadh seo £400 agus cha bhiodh again ach gealltanas aon bhliadhna a thoirt daibh aig an ìre seo. Tha an duais seo aig àrd ìre a-measg nan duaisean agus thathar ag iarraidh air buill a' Bhùird aontachadh ri seo ma fìor deagh chothrom ìomhaigh na buidhne àrdachadh.

3.2007.05 GNOTHAICHEAN LUCHD-OBRACH

(a) A' fastadh luchd-obrach agus measaidhean

Tha an Ceannard air aithisg ghoirid ullachadh a' mìneachadh adhartas anns na dreuchdan a tha air a bhith bàn againn a lìonadh, agus pròg ram de mheasaidhean airson luchd-obrach airson fiosrachaidh.

(b) Pròg ram de thaisbeanaidhean bhon luchd-obrach

Chaidh aontachadh gum bu chòir pròg ram de thaisbeanaidhean bhon luchd-obrach a bhith air a chur air dòigh. An lùib nam pàipearan tha molaidhean le clàr-ama co-cheangailte riutha. Thathar ag iarraidh air buill a' Bhùird gabhail ris na molaidhean neo molaidhean eile a chur air adhart.

3.2007.06 GNOTHAICHEAN GNÌOMHAIL

(a) Aithisgean Luchd-Obrach

Tha aithisgean bhon luchd-obrach air an cuairteachadh ann an dreach ùr a thathar an dòchas a bhios a' toirt seachad dealbh nas fheàrr air na targaidean a tha aig a' bhuidheann ri choileanadh. Faodar ceist sam bith fhaighneachd.

(b) Co-labhairt agus Coinneamh Bhliadhnail 2007

Tha pròg ram airson na coinneimh bhliadhnail agus co-labhairt air chuairteachadh airson fiosrachaidh do bhuill a' Bhùird.

(c) Iarrtas Ballrachd Fèisean nan Gaidheal

Thathar ag iarraidh gun gabhadh ri iarrtas airson ballrachd de dh'Fhèisean nan Gàidheal bhon RSAMD. Tha an t-iarrtas aca air cuairteachadh airson fiosrachaidh.

3.2007.07 EILE

(a) Coinneamh a' Bhuidhinn Ghnìomh

Chaidh na pàipearan air fad bhon choinneamh den Bhuidheann Ghnìomh a chaidh a chumail air 20 Lùnastal an cuairteachadh air post-d a-mhàin. Faodar ceist neo beachd sam bith a thogail mun deidhinn.

(b) Ceann-latha na h-ath choinneimh

Thèid an ath choinneimh a cumail ann an Inbhir Nis air 3 Dùbhlachd.

Fèisean nan Gàidheal

Geàrr-Chunntas na coinneimh a chaidh a chumail ann an Talla Bhàgh a' Chaisteil, Eilean Bharraigh, bho 6f, Dimàirt 29 Cèitean 2007
Àireamh air a' Chlàr Gnothaich: 3.2007.01(c)

2.2007.01 GNOTHAICHEAN TÒISEACHAIL

(a) An Làthair
Ceitidh Àdhamh (Cathraiche), Seòras Stoddart (Rùnaire), Laura Green, Mìcheal Sweeney, Ealasaid Nic Ille Bhàin, Alasdair Dòmhnallach, Seasaidh Newton, Peigi NicIllInnein, Alasdair MacLeòid (Iomairt na Gàidhealtachd agus nan Eilean), Art MacCarmaig (Frithealadh), Daibhidh Boag (Frithealadh), Anna Willoughby, (Frithealadh), Calum Ailig MacMhaolain (Frithealadh – eadar-theangachadh)

(b) Leisgeulan
Peigi NicNeacail (Iar-cathraiche), Sìne NicNèill, Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba), Morag Anna NicLeòid (Comhairle na Gàidhealtachd), Dòmhnall Iain MacSuain (Comhairle an Eilean Siar)

Chaidh fàilte a chur air Peigi NicIllInnein mar bhall ùr den Bhòrd.

(c) Geàrr-chunntas na coinneimh mu dheireadh
Bha geàrr-chunntas na coinneimh a chaidh a chumail air 26 Gearran 2007 air a chuairteachadh, agus mhol Ealasaid Nic Ille Bhàin gabhail ris mar chunntas ceart den choinneimh agus chaidh seo aontachadh gu h-aona ghuthach.

(d) Gnothaichean ag èirigh
Bha Daibhidh Boag air a mholadh airson na h-obrach a rinn e a' cur consartan Ceòl nam Fèis air adhart airson deireadh na h-Ògmhios.

(e) Geàrr-chunntas na coinneimh mu dheireadh den Bhuidheann-Ghnìomh
Bha geàrr-chunntas na coinneimh mu dheireadh den bhuidhinn-ghnìomh a chaidh a chumail air 14 Cèitean 2007 air a chuairteachadh mar fhiosrachaidh. Chaidh gabhail ris a' gheàrr-chunntas.

2.2007.02 GNOTHAICHEAN LEASACHAIDH

(a) Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10
Bha geàrr-iomradh an cois nan pàipearan a chaidh a sgaoileadh a' mìneachadh adhartais a thaobh nan amasan anns a' Phlana Leasachaidh againn ann an dreach ùr, anns a' Bheurla a-mhàin. Bha an dreach air atharrachadh leis gun robh sinn air targaidean nam prìomh bhuidhnean mhaoineachaidh - Comhairle Ealain na h-Alba (CEA) Iomairt na Gàidhealtachd (InG), Bòrd na Gàidhlig (BnG), A' Ghàidhealtachd 2007 (H2007) agus Comhairle na Gàidhealtachd (CnG) - a bharrachd orra-san a chaidh a chur air adhart le Fèisean nan Gàidheal fhèin a chur innte.

Chaidh fàilte a chur air an geàrr-iomradh leis buill a' Bhùird.

Bha na h-aithrisean a leanas ann:

- Thug Art MacCarmaig iomradh air a' phròiseict le Fèis an Earraich ag obair còmhla ri Àrd Sgoil Phort-Rìgh le taic bhon Iomairt Chiùil na h-Òigridh.
- Bha an tagradh a chaidh a-steach gu Stòras Chrannchur Dualchais soirbheachail agus chaidh £50k a' tairgse dhuinn. Tha an còrr den airgead airson a' phròiseict air gealltainn dhuinn mu thràth.
- Thuirt Peigi NicIllInnein gun robh Pròiseact Dràma Leòdhais agus na Hearadh air a bhith soirbheachail. Bha Fèis Eilean an Fhraoich a ruith trì clasaichean ann an dràma. Bha Daibhidh agus Art gu bhith a coinneachadh ri Bòrd na Gàidhlig an ath Dhiardaoin airson bruidhinn mu deidhinn dreuchd le neach-ceumnachaidh dràma a stèideachadh.

2.2007.03 GNOTHAICHEAN IONMHAIS

(a) Aithisg Ionmhais

Bha aithisg air a cuairteachadh le teachd a-steach agus teachd a-mach Fèisean nan Gàidheal gu 30 Giblean 2007. Cuideachd bha liosta de na tabhartasan a bha air gealltainn dha na Fèisean airson 2007-08 na lùib mar fhiosrachaidh. Chaidh gabhail ris an aithisg.

(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire

Bha na suimean a leanas againn anns a' bhanca:

- Cunntas làitheil: £18,472.27
- Cunntas le riadh: £58,419.93
- £70,000 air a cuir air riadh airson dà mhìos
- £30,000 air a cuir air riadh airson aon mhìos

(c) Cunntasan Ràitheil gu 31 Dùbhlachd 2006

Bha MacNeacail agus Co air cunntasan ullachadh airson nam mìosan gu 31 Màrt 2007, agus bha iad air an cuairteachadh mar fhiosrachaidh. Gabh buill a' Bhùird ri na cunntasan.

2.2007.04 GNOTHAICHEAN POILEASAIDH

(a) Blas Festival Ltd

Aig a' choinneimh mu dheireadh, chaidh iarraidh air buill a' Bhùird ainmean a chur air adhart mar stiùirichean a' chompanaidh ùr – Blas Festival Ltd – agus bha aithisg ghoirid bhon Stiùiriche air a cuairteachadh a' sireadh co-dhùnadh air cò air am bu choir dhuinn a bhith ag amas mar riochdairean Fhèisean nan Gàidheal.

Chaidh ainmean Art MhicCarmaig agus Daibhidh Boag air an cur air adhart leis a' Bhòrd mar riochdairean còmhla ri Seòras Stoddart, a bha air a chur air adhart mar Chathraiche. Chaidh seo a mholadh le Seasaidh Newton le taic bho Ealasaid Nic Ille Bhàin.

Bha timcheall air dà choinneamh 'sa bliadhna gu bhith ann agus bhiodh dithis riochdaire bho Chomhairle na Gàidhealtachd agus riochdaire bho PAN air a' Bhòrd ùr cuideachd.

Cha robh sgeul air teisteanas clàraidh airson VAT airson Blas Festival Ltd bho MacNeacail agus Co fhathast, ach bha seo uairean a' toirt suas ri dà sheachdain dheug.

2.2007.05 GNOTHAICHEAN POILEASAIDH

(a) Atharrachaidhean anns an t-siostam taghaidh airson luchd-stiùiridh

Bha an Stiùiriche air pàipear ghoirid ullachadh mar chùl-fhiosrachaidh anns a' Bheurla a-mhàin, le dealbhan, a' mìneachadh dòighean anns an gabhadh structar luchd-obrach Fhèisean nan Gàidheal atharrachadh. Bha taisbeanadh ann bhuaithe agus bha làn chothrom aig na buill na molaidhean a dheasbad, le sùil gun gabhadh latha eile a chur air dòigh leis an luchd-obrach agus buill a' Bhùird còmhla.

Bha an Cathraiche airson atharraichean a' dèanamh air cuid de tiotalan aig luchd-obrach, gu sònraichte gum bu chòir do dh'Art MacCarmaig a bhith air ainmeachadh mar Cheannard an àite Stiùiriche airson gum biodh eadar-dhealachadh eadar stiùirichean a' Bhùird agus daoine ann an dreuchd. Chaidh a mholadh le Seòras Stoddart gum bu chòir dhan oifigear a tha a' dèiligeadh ri cùram chloinne a bhith fo stiùir na h-àrd-oifigear ach le ceangal ri trèanadh.

Chaidh aontachadh gum bu chòir latha eile a chur air dòigh far am b'urrainn don Bhòrd coinneachadh ris an luchd-obrach, agus gum bu chòir an cothrom a ghabhail trèanadh a cheannach a-steach do bhuill a' Bhùird. Bha na buill airson gum biodh an coinneamh seo ann an Inbhir Nis.

A bharrachd air seo, thog an Cathraiche còmhradh mun dòigh as fhèarr buill a' Bhùird agus Cathraiche a thaghadh neo an cur an dreuchd, agus an ùine a bhios iad a' toirt seachad air a' Bhòrd. Bha seo airson a' dèanamh cinnteach gun d'rachadh comasan dhaoine an glèidheadh taobh a-staigh na buidhne. Chaidh

aontachadh gum bu chòir barrachd chòmhraidh a bhith ann aig a' choinneimh a bhitheas ann an Inbhir Nis.

2.2007.06 GNOTHAICHEAN OBRACHAIDH

(a) Aithisgean Luchd-Obrach

Bha aithisgean bhon luchd-obrach air an cuairteachadh. Thug buill à' Bhùird taing don luchd-obrach airson na h-ithisgean aca. Bha Peigi NicIllInnein airson taing mhòr a thoirt do Fiona NicAonghais a bha gu bhith a' fàgail a dreuchd airson a dhol a theagasg ann an Obar-Dheathain.

Chaidh fàilte a chur air molaidhean do dh'Iomairt nam Fèisean bho Phatricia NicFhearghais BPA ann an deasbad anns a' phàrlamaid air cèol traidiseanta.

(b) Co-labhairt agus Coinneamh-Bhliadhnail 2007

Thèid Co-labhairt agus Coinneamh-Bhliadhnail 2007 a chumail anns an Aghaidh Mhòir air 14 agus 15 Sultain. Bhathar ag iarraidh air buill a' Bhùird beachd sam bith mun phròg ram airson na dà latha a chur air adhart.

Bha Fèis Spè a' moladh gu bu chòir dhuinn a' dol gu taigh-tasgaidh Ceann a' Ghiùthsaich. Bha Linda Fabiani, Alex Salmond, Jean Urquhart, Willie Rowe agus Richard Holloway air an chur air adhart mar gheàrr-liosta de dh'ainmean airson neach-labhairt aoigheachd le moladh gum bu chòir dhuinn iarraidh air Linda Fabiani air thoiseach air chàich.

(c) Taghadh Luchd-Stiùiridh

Chaidh gabhail ri dearbhadh gur i Peigi NicIllInnein a bhiodh a' riochdachadh nan Eilean Siar air a' Bhòrd an dèidh do Thomaidh Dòmhnallach tarraing às an taghadh.

2.2007.07 EILE

(a) Coinneamh nam buidhne-ghnìomh

Chaidh na pàipearan air fad bho choinneamh den Bhuidheann Ghnìomh an cuairteachadh air post-d a-mhàin. Cha do thog duine ceist sam bith.

(b) Ceann-latha na h-ath choinneimh

Bidh an ath choinneimh anns an Aghaidh Mhòir air 14 Sultain.

Thug Ceitidh Àdhamh taing dhan a h-uile duine airson a bhith an làthair agus cuideachd do Chalum Ailig MacMhaolain airson eadar-theangachaidh a dhèanamh. Thuirt i gun robh i a' coimhead air adhart ri dìnneir còmhla ri muinntir Fèis Bharraigh na b' fhaide air adhart air an fheasgair.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held in Cluanie Inn, Cluanie on Monday 20 May from 4.00pm
Agenda item: 3.2007.01(e)

EX2.2007.01 PRELIMINARIES

(a) Present
Katie Adam (Fèis a' Bhaile, Chair), George Stoddart (Fèis sa Mheadhan, Secretary/Treasurer), Peggy Nicolson (Fèis an Earraich, Vice-Chair), Arthur Cormack (Fèisean nan Gàidheal Director), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Finance & Administration Officer), Alasdair MacLeod (Highlands & Islands Enterprise).

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

(c) Minutes of previous Executive Group meeting for approval
The minutes were approved as a true record.

(d) Matters arising
There were no matters arising.

EX2.2007.02 PROJECT UPDATES

(a) Bòrd na Gàidhlig contract 2007-08 (verbal)
David Boag provided updates on Bòrd na Gàidhlig contract 2007-08. He reported that Calum Alex was progressing well with Gaelic Developments. Douglas was involved with the Drama Festivals and working closely with Eden Court and others on the summer school proposals. There had been no applicants for the post of Drama Officer.

(b) Training Programme (verbal)
The Director reported that uptake for *Cùrsa Inntrigidh* was ongoing and Gaelic grammar lessons for staff were continuing with another day planned for 28 August. Four participants had attended the tutor-training weekend in Inverness in August. Iona was attending a GASD meeting in Edinburgh to outline progress with professional development courses for Gaelic Arts administrators. The programme for the Fèis Trèanaidh was going to be ready in September, while subject-specific courses had still to be arranged.

(c) YMI contracts (verbal)
The YMI contracts for East Lothian and Highland were continuing. The Director reported that there was an overspend on the YMI budget in Highland due to increased spending on resources last year. It was anticipated that this could be recovered this year as only all P6 are to be covered whereas last year it included P5 as well. This should mean fewer tutors and fewer instruments being needed.

(d) Blas Festival Progress Report (verbal)
Tickets sold through The Booth were ahead of last year at the same time and 45,000 brochures had been distributed. Additional funding may be required due to the increased costs of Harvest. Cèilidh Trail musicians had represented Blas at Runrig's *Beat the Drum* event the previous weekend.

There were potential sponsors from the cruise down Loch Ness that had been organised to coincide with *Beat the Drum* and the Director was to follow these up.

It was reported in reply to a question that local Blas promoters are responsible for postering in their own areas. Peter Kane was responsible for press & PR for all events, including the Harvest concerts.

(e) Website Developments (verbal)
The new website was up and running and all content was bilingual. Fèisean nan Gàidheal were also looking after the Blas and Fèis Rois websites. Pages required to be populated and Chris DePlano will be doing this initially. Board members requested notification of new information being posted onto the website.

There would be a presentation at the Annual Conference in September on the new website from Chris so that its full potential could be outlined for members.

(f) Cèol nam Fèis concerts 2007 (verbal)
David Boag reported that the four concerts planned in Perth, Banchory, Glasgow and Edinburgh, had been a great success with regard to quality. Audiences could have been better and David mentioned that the timescale had been a problem from a marketing point of view. Larger venues such as Perth Theatre could include events in their brochures but more time had to be allowed to plan these events.

EX2.2007.03 STAFFING ISSUES

(a) Relocation of Inverness offices (verbal – Arthur/David)
The Director reported that the lease had been signed for the new offices in Inverness. David was going to organise removals and decorators once the entry date had been confirmed.

(b) Job Vacancies (verbal - Arthur)
The Director reported that interviews for the advertised vacancies were to take place the following week. It was agreed to e-mail Executive Group members the details of all the applicants to allow them to be short-listed.

(c) Outcomes of Board/Staff meeting to discuss staffing structure (verbal – Arthur)
A joint meeting of the Board and Staff of Fèisean nan Gàidheal had been held in Inverness on Tuesday 14th August 2007 and the Director gave a brief report outlining what had been discussed, actions to date and a suggested timeline for further actions.

David was to e-mail new job descriptions for Lead Officer roles. It was suggested that a quote for trustee liability cover should be provided at the next Board meeting, and that an internal 'brainstorming' workshop be organised to kick off the risk assessment register.

The recommendations for Board meetings were (a) to establish a base and investigate the use of remote technology (b) agree a programme of presentations/to allow staff the opportunity or request to attend (c) the AGM was a good opportunity for Board/Staff time. Board skills database to be updated.

The Feisean nan Gàidheal Fèis Dates leaflet was to be re-designed.

EX2.2007.04 FINANCIAL ISSUES

(a) Financial Report (circulated)
A report from the Finance Officer had been circulated. A brief funding update was given for all projects not covered elsewhere on the agenda. The majority of funding outstanding for 06/07 had now been paid out and £41,046 had been received in total.

(b) Bank Balances and up to date information (verbal)
The current bank balances were given as follows: £22,195.80 in the Current account and £52,472.91 in the High Interest account. Amounts on deposit had been paid back into the high interest account.

(c) Quarterly Report on funding targets (circulated)
This had been circulated for information only and its contents were noted.

(d) Sgeama-leasachaidh nam Fèisean (verbal – David)
This had been circulated for information only. David Boag gave a brief update on projects funded to date from the 2006-07 scheme.

(e) Quarterly management accounts (circulated)
It was agreed that Anne Willoughby and George Stoddart would contact Angus Nicolson regarding presentation and timescale of accounts.

EX2.2007.05 DEVELOPMENT ISSUES

(a) Archiving Project (verbal - David)
David Boag reported that £50,000 had been secured from the Heritage Lottery Fund and that the part-time officer had been advertised. He anticipated that 2 Fèisean would be involved each year, a total of 6 Fèisean over 3 years.

(b) City Fèisean Development Officer (verbal - Arthur)
Arthur Cormack reported that he had approached the councils in the relevant areas to secure funding for a full-time development Officer. Glasgow City Council looked like the most likely council to fund the post at present although they had indicated they would prefer to do so in partnership with other local authorities.

(c) Fèis Academy (circulated)
This report was circulated for information, and noted by members.

EX2.2007.06 BOARD MEETINGS

(a) Agenda items to be included in May Board meeting (verbal)
The new updated board/staffing structure was to be included in the Board meeting papers. It was also agreed to include an update on Blas, AGM arrangements, and audited accounts to be approved by the Board.

(b) Annual Conference and AGM Draft Programme (circulated)
The draft AGM programme was approved by the Executive Group.

(c) Board Elections – Proposals to change election procedure (verbal - Katie)
Katie Adam gave a verbal update on proposals to change election procedure. In light of discussion it was agreed to redraft the paper and forward it to Board members by e-mail before the next meeting.

(d) Limits of Authority (to be discussed)
Limits of authority were discussed and also the associated problems. It was agreed that a paper be produced for the full Board meeting.

(e) Board Skills Audit (to be tabled)
This had been already covered and it was agreed that this should be updated and any gaps identified.

EX2.2007.07 GENERAL

(a) AOCB (verbal)
The Director mentioned that the SAC Review Meeting was going to be held in Portree on 12 October 2007.

The Arts & Business Dinner was to be held on 19 September and there were two tickets available for Board members. It was agreed to offer them at the Board meeting.

Katie Adam mentioned that Arthur Cormack's job title should be changed to Chief Executive and this was agreed.

(b) Date and venue of next meeting
The date for the next meeting was to be agreed at a later date.

Fèisean nan Gàidheal

Aithisg Ràitheil mu adhartas a thaobh buileachadh pròg ram obrach Fèisean nan Gàidheal airson 2007-08
Àireamh air a' Chlàr Ghnothaich: 3.2007.02(a)

An cois seo tha aithisg ràitheil airson a' phrìomh luchd-maoineachaidh againn. 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), Bòrd na Gàidhlig (BnG) agus, airson na bliadhna seo a-mhàin, Gàidhealtachd 2007 (G2007) a thaobh rèiteachaidhean maoineachaidh fa leth leis na buidhnean sin.

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	Stiùiriche	Leantainn air adhart a' ruith Sgeama Thabhartasan airson Fèisean (Targaid CEA)	Sgeama thabhartasan ann an àite	**U**
				Tabhartasan air an tabhann do 41 Fèisean	
				Tabhartasan gam pàigheadh a-mach a rèir aontachaidhean	
		Oifigear Ionmhais & Rianachd	Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)	Tabhartasan air an tabhann do 41 Fèisean airson 2007-08	**U**
				Tabhartasan air an tabhann do 35 Fèisean ann an sgìre na Gàidhealtachd is nan Eilean	
		Stiùiriche	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 2007-08 (£15k ann an 2006-07)	**U**
				Modh tagraidh fosgailte, leantainneach	
				£13,8k air aontachadh gu ruige seo airson 2007-08	
		Manaidsear Leasachaidh	Thoir taic do 3 pròiseact ùr agus innleachdach aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise (Targaid CEA)	5 pròiseactan ùr-ghnàthach, nam measg: • Turas le Fèis Bharraigh a Cheap Bhreatainn • Pròiseact ùr-ghnàthach Gàidhlig le Fèis Inbhir Narann • *Ceòl thar Chuan* eadar Fèis Rois agus Fèis Eilean an Fhraoich • *NessFest* air a ruith Fèis Ghleann Albainn	**U**
1.2	A' lùghdachadh an eallaich air saor-thoilich	Sgioba Leasachaidh	Luchd-obrach taice suidhichte	Taic leantainneach le taic airson rianachd, tabhartasan agus taic phragtaigeach.	**U**
		Sgioba Leasachaidh	Raon de sheirbheisean taice suidhichte	Le fiosrachadh mionaideach gu h-ìseal fon cheann seirbheis iomchaidh.	**U**
		Oifigear Trèanaidh	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 an sgaoileadh do gach Fèis air CD cuideachd.	**U**
				Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich	

				Taic phragtaigeach le buileachadh poileasaidh Gàidhlig tro chùrsaichean airson luchd-eagrachaidh agus luchd-teagaisg nam fèisean.	
				Sgrùdaidhean 'Disclosure' agus Trèanadh Dìon Chloinne uile air an eagrachadh bhon mheadhan	
		Oifigear Ionmhais & Rianachd	Leantainn air adhart le sgeama Uairean Bliadhnail, le àrdachadh ann an reata gach uair a thìde	Uairean air an tabhann airson 2007-08 mar phàirt de thairgse tabhartais	**U**
				Reata a thathar a' moladh airson gach uair a thìde àrdachadh bho £6 gu £7.50 ach a' coimhead ris an sgeama anns an fharsaingeachd an-dràsta	
		Stiùiriche	Cuir an dreuchd 5 Oifigear Leasachaidh Fèise ionadail (Targaid IGE)	Molaidhean gus inbhe Luchd-obrach Taice atharrachadh gu Oifigearan Leasachaidh ri dheasbaid aig coinneamh a bharrachd den Bhòrd san Lùnastal	**U**
				4 luchd-obrach an dreuchd an-dràsta, ach dh'fhaoidte gun atharraich inbhe	
				Jenna Chuimeanach air fastadh mar Oifigear Leasachaidh làn-ùine sna h-Eileanan Siar agus bidh ann an dreuchd ann am meadhan an t-Sultain	
				A' dèanamh oidhirp gus dreuchd Oifigear Leasachaidh a stèidheachadh le comhairlean bailteil. Chaidh litrichean tùsail a chur a-mach gu Glaschu, Dùn Èideann agus Sruighlea agus aig an ìre seo tha Glaschu a' coimhead na bu dòchasaiche na càch.	
1.3	Co-labhairt Bhliadhnail	Oifigearan Ionmhais & Rianachd/Trèanaidh	Cùm Co-labhairt Bhliadhnail(Targaid CEA)	Co-labhairt gu bhith san Aghaidh Mhòr air 14 & 15 Sultain 2007	**U**
				Chaidh fiosrachadh tùsail a-mach gu Fèisean agus tha cuiridhean air a dhol a-mach gu aoighean	
				Chaidh iarraidh air Linda Fabiani bruidhinn agus chaidh seo a dhearbhadh	
1.4	Àrachas	Oifigear Ionmhais & Trèanaidh	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 agus tha sinn a' coimhead air cosgaisean air buill a' Bhùird a dhìon a thoirt a-steach	
1.5	Banca ionnstramaidean ciùil	Oifigear Ionmhais & Trèanaidh	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	
			A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh.	Ìre reusanta de dh' fhastaidhean air an coileanadh ged a dh'fhaodadh seo a bhith na b'àirde. Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh	**O**
1.6	Sgrùdadh Sgaoilidh	Neach-tionail		Obair leantainneach le còrr is 1,500 Sgrùdadh dèante	**U**

			Luchd-teagaisg agus saor-thoilich uile an lùib nam Fèisean air sgrùdadh Sgaoilidh neartaichte fhaotainn.	Sgaoilidhean a-nis gan ùrachadh dhaibhsan a tha air an stòr-dàta	
			Lean air adhart a' dèanamh cinnteach à deagh-chleachdadh a thaobh Dìon Chloinne (Targaid CEA)	Poileasaidh air ùrachadh agus air a sgrùdadh air stèidh leantainneach	**U**
				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 fhuasgladh	
				Trèanadh leantainneach air a thabhann dhaibhsan a tha a' cur feum air	
1.7	Cumail suas stòr-dàta Luchd-teagaisg Fèise	Oifigear Ionmhais & Rianachd	Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh.	Thathar a' dèanamh ath-sgrùdadh air an stòr-dàta gus a dhèanamh nas fhasa a chleachdadh	**O**
				Bu chòir don bhathar-bog a tha sinn a' cleachdadh – Filemaker Pro - leigeil leis an stòr-dàta a dhol air-loidhne airson 's gun urrainn do luchd-obrach agus Fèisean uile a ruigsinn	
				Ùrachadh leantainneach ga dhèanamh le dàta ùr ga chur ris mar a dh'fheumar, m.e. Comhairlichean agus BPAan as dèidh taghaidhean bho chionn ghoirid	
1.8	Leasachadh, sgaoileadh agus reic fhoillseachaidhean	Stiùiriche	Foillsich leabhar a' comharrachadh 25 bliadhna de dh' Iomairt nam Fèisean ro no ann an 2006 (Targaid IGE)	Chaidh leabhar a' comharrachadh 25 bliadhna de na Fèisean fhoillseachadh san Dùbhlachd 2006	**O**
				Tha sinn an-dràsta ag obair air a bhith a' reic na 's urrainn dhuinn tro Fhèisean, bhùithtean msaa	
				Tha againn fhathast ri aonta sgaoilidh ceart a bharganachadh ach tha seo air a bhith nas duilghe na bha sinn a' dùileachadh	
1.9	Dèanamh agus sgaoileadh naidheachdan cunbhalach agus fiosrachadh eile	Oifigear Margaidheachd & Conaltraidh		*Faileas* a-nis ga dhealbhadh gu proifeasanta air stèidh chunbhalach	**U**
				Tha 3 irisean air a bhith ann bhon Fhaoilleach, 1 san ùine Giblean –Òg-mhìos agus 1 eile aig àm na coinneimh bhliadhnail	
				Fiosrachadh de gach seòrsa a' buntainn ri Fèisean ga sgaoileadh air stèidh chunbhalach – cothroman maoineachaidh, fiosrachadh *VAN*, cothroman obrach, tachartasan msaa	
1.10	Taic airson Fèisean ùra	Manaidsear Leasachaidh	Cruthaich 2 Fhèis ùr gach bliadhna (Targaid IGE)	Ghabh Fèis Mhoireibh àite sa Chèitean ann an Siorrachd Mhoireibh	**U**
				Tha Fèis ùr ann an Dùnomhain – Fèis Dhùnomhain – a' coimhead coltach nas fhaide ann an 2007 ach tha còmhraidhean aig aire tràth agus tha feum air dearbhadh nach dèan fèis eile cron air Fèis Cheann Loch Goibhle a tha faisg air làimh.	
				Tha an RSAMD ag iarraidh Fèis a stèidheachadh anns an Dàmhair agus bidh iad a' cur a-staigh iarrtas ballrachd do dh' Fhèisean nan Gàidheal.	

1.11	A' toirt taic do leasachadh Fhèisean, no cruinneachaidhean de dh'Fhèisean, ag iarraidh barrachd neo-eisimeileachd	Stiùiriche/ Manaidsear 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 làn-ùine agus pròram-obrach fad-bliadhna	**U**
				Tha Fèis Spè a' faighinn taic bhon mhaoin stiùireadh pròiseict againn airson Oifigear Leasachaidh pàirt-ùine agus pròram obrach	
				Tha sinn air taic a thoirt do dh'Fhèis Bharraigh thairis air dà bhliadhna le bhith a' togail maoin, agus le stiùireadh Neach-obrach Pròiseict pàirt-ùine bho latha gu latha	
				Tha Fèis Rois 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	
1.12	A' leudachadh taic airson nam Fèisean taobh a-muigh sgìrean 'traidiseanta' ùghdarrais ionadail	Stiùiriche	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 chòmhdach agus chaidh litrichean tùsail a chur a-mach gus beachd fhaighinn mu thaic bho ùghdarrasan ionadail.	**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	**U**
				Planaichean Gàidhlig agus fiosan-ùra bliadhnail air an cur a-steach gu Fèisean nan Gàidheal	
				Sgrùdadh dlùth agus an taic nas motha air a thoirt gus buileachadh gu h-èifeachdach	
				Seach gu bheil uidheamachdan taice a-nis suidhichte, tha sinn air dòigh-làimhseachaidh nas cruaidhe a ghabhail seach gu bheil nas lugha de leisgeulan aig Fèisean gun a bhith a' buileachadh a' phoileasaidh nas iomlaine	
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 pròram obrach a dhèanamh gus freagairt air feumalachdan fa leth	**U**
				Tha Sgioba-G air obrachadh le grunn Fhèisean fad an t-samhraidh le stuthan-teagaisg air an cruthachadh an aona ghnothach do gach fèis, agus daoine a bharrachd air an toirt dhaibh mar a bha iomchaidh	
2.3	Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean	Oifigear Gàidhlig	Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007	Obair leantainneach air a seo leis an dùil fhoillseachadh ro dheireadh na bliadhna	**U**

	Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal		Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BnG)	Thathar an còmhnaidh a' cur ri stòr-dàta bhriathran	
		Oifigear Gàidhlig	Gàidhlig ri bhith faicsinneach air bileagan fiosrachaidh uile airson Fèisean ionadail le 30% ri bhith gu tur dà-chànanach (Targaid BnG)	Mean air mhean a' feuchainn ri dèanamh cinnteach gu bheil Fèisean uile a' cleachdadh stuth dà-chànanach agus th seo mar chunnradh an cois tabhartasan	**O**
				Is e obair leantainneach a tha seo agus tha cuideachadh eadar-theangachaidh ann do na Fèisean a tha a' cur feum air	
				Dòchasach a thaobh targaid a choinneachadh ann an 2007-08	
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	Stiùiriche	Àireamh fhàsmhor de dh'Fhèisean tro mheadhan na Gàidhlig	6 Fèisean a-nis tro mheadhan na Gàidhlig, suas bho 2 ann an 1996	**U**
				Teagasg tro mheadhan na Gàidhlig ga leasachadh ann am Fèisean nach eil gu tur tro mheadhan na Gàidhlig	
				Thèid sùil a chumail air a seo le aithris air dòighean aithris a thaobh chùisean-sgrùdaidh	
		Manaidsear Leasachaidh	Dèan cinnteach à dealas do Ghàidhlig am measg Fèisean ùra	Cha tèid Fèisean ùra a leigeil a-steach airson ballrachd gun dearbhadh gu bheil dealas aca don Ghàidhlig	**U**
				Chaidh foirm-tagraidh ùr a dhèanamh airson Fèisean ùra a tha ag iarraidh ballrachd. Tha iad seo a' còmhdach na cùise seo agus a' dèanamh cinnteach gu bheil iad a' cur an ainm ri dealas mus tèid ballrachd a cheadachadh	
2.5	Leasachadh Dràma na Gàidhlig	Oifigear Dràma	Leasaich 2 Fhèis airson dràma Gàidhlig (Targaid CEA)	Planaichean airson 5 Fèisean Dràma ann an 2007-08, ri bhith a' gabhail a-steach tachartasan a tha stèidhichte mar-thà sna h-Eileanan Siar agus Earra-Ghàidheal	**O**
				Oifigear Dràma air Dreuchd Cheumnaiche ga chur an dreuchd an-dràsta gus cuideachadh leotha seo ach gu ruige seo cha do shoirbhich leinn le tagraiche fhaighinn	
		Oifigear Dràma	Lìbhrig 2 sgoil shamhraidh Ghàidhlig aig a' char as lugha (Targaid IGE)	Obair leasachaidh ri dhèanamh ann an 2007	**O**
				Buidheann-stiùiridh stèidhichte, agus chaidh dà choinneamh a chumail gus bruidhinn mu phlanaichean chun a seo	
				Ciad sgoil shàmhraidh Dràma ri bhith suidhichte airson 2008	
		Oifigear Dràma	Lìbhrig 4 pròiseactan dràma Gàidhlig ann an 2007-08 (Targaid BnG)	Mar gu h-àrd, planaichean airson 5 Fèisean Dràma ann an 2007-08	**O**
		Stiùiriche	Glèidh oifigear dràma Gàidhlig (Targaid BnG)	Chaidh dreuchd Dhùbhghlas Beck a dhèanamh mar dhreuchd àbhaisteach ann an 2007-08 tro mhaoin bhunaiteach CEA, ged a bhios an dreuchd a' crochadh air maoin BnG san ùine-fhada	**U**

		Oifigear Dràma	Cùm 5 fèisean dràma Gàidhlig air feadh na h-Alba le co-dhiù 30 sgoil a' gabhail com-pàirt (Targaid BnG)	Faic gu h-àrd	**O**
3	**Leasaich obair nam Fèisean taobh a-staigh na h-earrainn foghlaim foirmeil**				
3.1	Cùmhnant airson Iomairt Ciùil Òigridh sa Ghàidhealtachd	Stiùiriche/ Co-òrdanaiche	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 don 5mh bliadhna aige	**U**
				Chaidh goireasan teagaisg a chur a-mach gu sgoiltean agus luchd-teagaisg uile	
				Planaichean leasain a-nis suidhichte agus siostam ag obrachadh airson adhartais fhaicinn	
				Co-òrdanaiche Pàirt-ùine (seann Cheannard Sgoile) a-nis a' coimhead as dèidh cùisean eagrachail bho latha gu latha	
				Leasachadh Proifeasanta Leantainneach na riatanas leantainneach airson luchd-teagaisg agus chaidh latha air leth feumail a chumail le Fèis Rois bho chionn greis	
				Tha sinn an dùil Aonta Ìre Seirbheis foirmeil a bhith againn le CG bhon t-seisean seo agus air adhart	
3.2	Comas airson obair chùmhnant Iomairt Ciùil na h-Òigridh (ICO)ann an sgìrean eile	Stiùiriche	Leudaich lìbhrigeadh chlasaichean ciùil traidiseanta thar sgìre Comhairle na Gàidhealtachd, ann an com-pàirteachas ri ICO, far a bheil iomchaidh (Targaid CEA)	Cùmhnant leantainneach le Comhairle Lodain an Ear tro Fhèis Dhùn Èideann	**U**
				Cothrom gus obair a dhèanamh ann an sgoiltean nan Eilean Siar ach feum air còmhraidhean le Peter Marnoch aig CnES	
3.3	Obair air Cànan na Gàidhlig ann an sgoiltean	Oifigear Dràma	Meanbh-Chuileag ri tadhal air sgìrean 5 LEC gach bliadhna (Targaid IGE)	Meanbh-Chuileag ri dhol air chuairt ann an seisean ùr na sgoile, a' tòiseachadh Lùnastal 2007 ach 's dòcha aig deireadh 2007/toiseach 2008. Tha sinn fhathast a' sireadh airgead airson a' cur ris am maoin bho InG.	**O**
3.4	Obair foghlaim foirmeil eile	Stiùiriche		Mar chom-pàirtiche ann am Fòram a' Chiùil Thraidiseanta, tha sinn a' dèanamh rannsachadh a thaobh feumalachdan foghlaim	**O**
				Ghlèidh sinn maoin às leth Fèis an Earraich gus leigeil leotha obrachadh còmhla ri Àrd-sgoil Phort Righ air pròiseact club as dèidh sgoile	
				Tha grunn de dh'Fhèisean eile air a bhith soirbheachail le tagraidhean ICO neo-fhoirmeil a chom-pàirticheas iad leis an earrainn fhoirmeil. Bidh Jennifer McGlone bho CEA a' toirt seachad òraidg aig a' choinneimh bhliadhnail gus na fèisean a bhrosnachadh a thaobh am maoin seo.	
				Tha sinn air a dhol a-steach gu aonta le OGE, an RSAMD agus Sabhal Mòr Ostaig gus bruidhinn mun chothrom, no a chaochladh, airson Acadamaidh Fèise	
				Trèanadh Luchd-teagaisg air a lìbhrigeadh tro Cholaistean Stow agus Pheairt	

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	Stiùiriche	Leasaich agus leudaich am pròram Blas mar phàirt de Ghàidhealtachd 2007. (Targaid CEA)	Tha Blas 2007air a bhith glè shoirbheachail le grunn thachartas fan an deach a h-uile ticead a reic agus àireamh de luchd-amhairc suas pìos math. Fèis air a leudachadh le 53 consartan, coimisean ùr (Kin), taisbeanaidhean de *Harvest*, ceòl ann an ospadalan agus taighean airson seann daoine agus thèid feuchainn ris an oidhirp as fheàrr a chaidh a chlàradh san t-saoghal, gu neo-oigigeil, a bhriseadh le Còmhlan Cèilidh Crann Tàra!	**U**
		Manaidsear Leasachaidh	50 tachartas air feadh na Gàidhealtachd (Targaid BnG)	53 tachartas foirmeil air a dhealbhadh, mar gu h-àrd	**U**
		Manaidsear Leasachaidh	Fear/Bean an taighe a bhruidhneas Gàidhlig aig gach tachartas (Targaid BnG)	Bidh seo suidhichte coltach ri bliadhnachan roimhe	**O**
		Manaidsear Leasachaidh	Soidhnichean Gàidhlig ri bhith aig gach tachartas Blas (Targaid BnG)	Builichear	**O**
		Manaidsear Leasachaidh	Stuthan brosnachaidh Blas ri bhith dà-chànanach (Targaid BnG)	Tha postairean Blas uile dà-chànanach Tha sanasachd Blas dà-chànanach Tha sanasan post-d Blas ann an Gàidhlig agus Beurla Tha Gàidhlig ann am brataichean agus bùird-thaisbeanaidhean Blas uile	**U**
		Oifigear Margaidheachd & Conaltraidh	Làrach-lìn Blas ri bhith dà-chànanach (Targaid BnG)	Air a bhith beò aig www.blas-festival.com bhon Ghearran	**U**
		Manaidsear Leasachaidh	Cairtean briathrachais Gàidhlig ri bhith air an toirt do gach ball de luchdan-èisteachd (Targaid BnG)	Bidh seo suidhichte coltach ri bliadhnachan roimhe	**O**
		Manaidsear Leasachaidh	Luchdan-èisteachd a mheudachadh bho 4,600 to 5,000 (Targaid BnG)	Le tachartasan a bharrachd tha sinn misneachail gun gabh seo coileanadh.	**O**
		Stiùiriche	Pròram a lìbhrigeadh a tha air a dhealbhadh gus freagairt air prìomh amasan Blas (Targaid CG)	'S ann mar seo a tha le pròram a tha a' com-pàirteachadh dhaoine òga, cànan na Gàidhlig, luchd-ealain eadar-nàiseanta agus innleachdas	**U**
		Stiùiriche	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)	Còig Cuairtean Cèilidh a' faighinn taic am-bliadhna Chaidh cuid de sgoiltean an-sàs agus tro GASD, bha pròram de ealain anns na sgoiltean air a ruith aig àm na fèise Bhlas.	**O**
		Stiùiriche	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 89 a tharraing, le no as aonais Gàidhlig, agus bhitheamaid an dòchas togail air a sin airson na bliadhna-sa.	**O**
		Stiùiriche	Gus ìrean sàr-mhath ealain a chumail suas agus ìrean àrda de chùram luchd-cleachdaidh agus luchd-ùidh (Targaid CG)	Pròram fìor mhath ann an àite am bliadhna. An crochadh air luchd-brosnachaidh ionadail airson cùram luchd-cleachdaidh ged a bha riochdaire Blas aig gach tachartas	**O**

				Bu chòir do chompanaidh ùr dèanamh cinnteach à deagh chùram do luchd-ùidh agus nì sinn cinnteach gu bheil luchd-maoineachaidh gu h-àraid air an coimhead as an dèidh le tiocaidean an asgaidh agus cuiridhean gu tachartasan cur-air-bhog, cuirmean msaa.	
				Chaidh coimhead as dèidh feadhainn a dh'fhaodadh a bhith nan urrasairean aig tachartas Runrig ann an Druim na Drochaid agus tha ùidh aig feadhainn ann a bhith a' toirt taic do Bhlas.	
		Stiùiriche	Dearbhadh gu bheil Blas 2006 air na targaidean buileachaidh a tha air am mìneachadh sa phlana gnothachais a choileanadh. (Targaid G2007)	Chaidh aithris air a seo mar-thà gu Gàidhealtachd 2007, agus chaidh bàrr a thoirt air targaidean	**U**
		Stiùiriche	Dearbhadh gu bheil Blas 2006 air na targaidean a bhathar a' dùileachadh airson reic thiocaidean taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)	Chaidh bàrr a thoirt air targaidean Oifis Bogsa airson Blas 2006	**U**
				Tha sinn an dùil gun deach bàrr a thoirt air an targaid Oifis Bogsa againn airson 2007 cuideachd.	
		Stiùiriche	Solarachadh de phròg ram mionaideach Blas 2007, a' soilleireachadh amas eadar-nàiseanta a' phròg raim thachartasan. (Targaid G2007)	Thèid pròg ram a chur a-steach gu foirmeil gu Gàidhealtachd 2007 ach tha oifigearan G2007 air a bhith an lùib a' phròiseas.	**O**
		Stiùiriche	Dearbhadh gu bheil Blas 2007 air na targaidean a tha air am mìneachadh taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)	Thèid aithris air as dèidh Blas 2007	**O**
		Stiùiriche	Dearbhadh gu bheil Blas 2007 air na targaidean a bhathar a' dùileachadh airson reic thiocaidean taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)	Thèid aithris air as dèidh Blas 2007	**O**
		Stiùiriche	Cur a-steach a' cheisteachain mheasaidh a thathar a' lìonadh as dèidh Gàidhealtachd 2007 (Targaid G2007)	Ri chrìochnachadh as dèidh Blas 2007	**O**
		Stiùiriche	Fianais de dheagh thaic mhaoineachaidh gus Blas 2008 a chumail suas. (Targaid G2007)	Thèid aithris air as dèidh Blas 2007 ach tha sinn mar-thà gu gnìomhach a' sireadh taic bho bhuidhnean agus urrasairean	**O**
				Tha CEA agus IGE mar-thà air tabhartas a thoirt seachad tro mhaoin Cuairt Cèilidh	
				Tha cuid de dh'airgead CEA ri chleachdadh airson na fèise agus tha fios aca nach bi maoin G2007 rim faotainn bho 2008 air adhart	
4.3	A' leantainn le taic airson Cuairtean Cèilidh Fèise	Stiùiriche	Ann an com-pàirteachas le Fèisean, thoir tuilleadh leasachaidh air lìonradh de Chuairtean Cèilidh (Targaid CEA)	Maoineachadh ri fhaotainn taobh a-staigh buidseat Blas, le maoin IGE agus CEA a bharrachd glèidhte airson 2007	**U**
		Manaidsear Leasachaidh	Cruthaich 5 Cuairtean Cèilidh Fèise aig a' char as lugha thar sgìre IGE ro no ann an 2009 (Targaid IGE)	Bha Fèis an Earraich, Fèis Chataibh, Fèis Lochabair, Fèis Rois agus Fèis Spè a' ruith Cuairtean Cèilidh ann an 2007, le Fèis Spè ùr nam measg.	**U**
		Manaidsear Leasachaidh		A' coimhead air ion-dhèantachd Cuairt Cèilidh airson nan Eilean Siar bho Chàisg 2008	**O**

4.4	A' brosnachadh Fhèisean ionadail gus stuthan a thasgadh airson an cleachdadh ann an suidheachaidhean teagaisg san sgìre aca	Manaidsear Leasachaidh	Pròiseact tasglannaidh ri stèidheachadh.	Tha Maoin Dualchais a' Chrannchuir air £50k aontachadh agus tha maoin den aon shuim gus seo a mhaidseadh suidhichte againn	**O**
				Chaidh Emily Edwards a' fastadh mar cho-òrdanaiche pàirt-ùine airson a' phròiseict seo agus bidh i a' tòiseachadh tràth anns an Dàmhair.	
				Bidh Fèisean ionadail a' faighinn fiosrachadh cho luath 'sa thòisicheas Emily agus thèid faighneachd dhaibh co dhiubh a tha ùidh aca com-pàirt a ghabhail	
4.5	Leasachadh Ro-innleachdach Ealan na Gàidhlig - GASD *(Gaelic Arts Strategic Development)*	Stiùiriche	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	**U**
				Tha Fèisean nan Gàidheal ag obair air pàirt an Leasachaidh Phroifeasanta den phròg ram GASD	
				Chuir FnG cuideachd air dòigh an stiùireadh airson nan greisean-còmhnaidh agus nan greisean-trèanaidh	
				Bha pàirt aig FnG ann an Co-labhairt Ealain Ghàidhlig a chaidh a chumail ann an Steòrnabhagh air 8 agus 9 Cèitean, le taic-eagrachaidh bhon Oifigear Trèanaidh againn.	
				Feumar bruidhinn ri luchd-ùidh mu àm ri teachd GASD a dh'aithghearr	
				Feumaidh GASD dreach dheireannach a chur air an Ro-innleachd Ealain Ghàidhlig a bhios na phàirt den Phlana Nàiseanta airson na Gàidhlig	
4.6	Gnìomhan Eadar-Fèise	Manaidsear Leasachaidh		Maoineachadh airson gnìomhan eadar-Fèise air amalachadh taobh a-staigh na Maoin Leasachaidh bho 2007 air adhart	**U**
				Fèis Rois agus Fèis Eilean an Fhraoich an lùib pròiseact còmhla – *Ceòl thar Chuan* - le consart gu math soirbheachail air a chur air dòigh airson Fèis HebCelt 2007	
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)	Oifigear Leasachadh Trèanaidh ri coinneamh den TMTTN a ghairm ro dheireadh an Lùnastail gus adhartas ath-thòiseachadh	**D**
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	Stiùiriche		Dreuchd air a dhèanamh àbhaisteach ach an crochadh san ùine-fhada air maoin air a stiùireadh le CEA	**U**
5.2	Pròg ram Trèanaidh Bliadhnail	Oifigear Trèanaidh	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 Ghearran 2008	**O**

				Trèanadh leantainneach air a thabhann a rèir iarrtas, le 4 Fèisean aig tachartas ann an Uibhist sa Chèitean	
		Oifigear Trèanaidh	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE)	Coileanaidh an Fhèis Thrèanaidh a thèid a chumail sa Ghearran 2008 an targaid a rèir luchd-eagrachaidh	**O**
				Thathar an dùil ri 30 neach-teagaisg air cùrsaichean Ìre I agus II aig SMO sa Ghearran 2008	
				Cùrsa Ìre I air a thabhann ann an Inbhir Nis san Lùnastal le ceathrar a' gabhail pàirt.	
				Dèan sgrùdadh air amalachadh beul-aithris/eachdraidh do thrèanadh luchd-teagaisg uile (sgeulachdan air cùl fuinn agus òrain, mothachadh mu thraidisean msaa)	
		Oifigear Trèanaidh	Lean air adhart le Pròram Trèanaidh san-taigh (Targaid IGE)	Tha trèanadh luchd-obrach a' dol air adhart a rèir feumalachd	**U**
				Bidh inntrigeadh in-thaigh ri fhaotainn do luchd-obrach ùr	
				Anna Willoughby – a' dèanamh adhartas le MBA	
				Iona NicDhòmhnaill – a' dèanamh adhartas le Ceum Maighsteir (Cultar)	
				Chris DePlano – an làthair aig cùrsa Margaidheachd 1 sheachdain san Òg-mhìos	
		Oifigear Trèanaidh	4 seiseanan gràmar Gàidhlig airson luchd-obrach FnG (Targaid BnG)	Chaidh aon a chumail sa Ghearasdain air 12 Òg-mhìos agus fear eile ann am Port-Rìgh air 28 Lùnastal.	**U**
				Thèid dà cheann-là eile a chur air pròram ro 31 Màrt 2008	
		Oifigear Trèanaidh	4 bùithtean-obrach cànain airson comataidhean Fèise aig diofar ìrean ro no ann am Màrt 2008 (Targaid BnG)	Ri chur air dòigh	**O**
		Oifigear Trèanaidh	Taic airson 20 neach gus cùrsa Gàidhlig, a tha a' freagairt air na feumalachdan aca, a dhèanamh ann an 2007-08 (Targaid BnG)	Air a thabhann air stèidh leantainneach, le 13 neach an-dràsta a' gabhail trèanadh de dhiofar sheòrsachan ann an cànan na Gàidhlig	**O**
		Oifigear Dràma	4 bùithtean-obrach aon-latha airson luchd-teagaisg dràma air feadh na h-Alba (Targaid BnG)	Ri chur air dòigh ach planaichean mar-thà air an deasbaireachd	**O**
				Thèid cur air adhart mar phàirt de dh'Fhèisean dràma	
5.3	Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean	Stiùiriche/ Manaidsear Leasachaidh		Thèid taic leantainneach a thoirt do dh' Fhèis Rois nan Deugairean	**O**
				Tha Fèis Lochabair a' coimhead ri solarachadh ris a seo a dhèanamh do dheugairean	
				Bidh am pròiseact tasgaidh a' com-pàirteachadh dheugairean	
				Cuairtean Cèilidh a' com-pàirteachadh dheugairean	
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				
6.1	A' cumail suas lìonraidhean	Stiùiriche	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)	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**
				Tha VisitScotland air cuireadh a thoirt dhuinn gus obair a dhèanamh còmhla riutha air bùithtean-obrach trèanaidh gus aire a thogail mu Cheòl Thraidiseanta leis an luchd-obrach TIC aca	
				Tha dàimh obrach leantainneach againn leis an RSAMD agus leis an Ionad airson Sàr-mhaitheas ann an Ceòl Traidiseanta aig Àrd-sgoil a' Phluic	
				Mar a chaidh aithris mar-thà, thathar a' cumail dheasbaireachdan leis an RSAMD, Sabhal Mòr Ostaig agus OGE mu 'Acadamaidh Fèise'	
		Stiùiriche/ Manaidsear Leasachaidh	Dèan am feum as fheàrr de thabhartas nam Fèisean a thaobh soirbheachas Gàidhealtachd 2007 (Targaid IGE)	Tha Fèis Blas na pròiseact mòr airson G2007	**U**
				Fèisean a' gabhail com-pàirt ann an gnìomhan Gealladh Gàidhealach *(Highland Promise)* far an d'fhuaireadh cuireadh	
				Fèisean agus Cuairtean Cèilidh uile air an clàradh mar thachartasan fo bhratach G2007	
				Ghabh Fèisean com-pàirt ann an tachartasan dàimh poblach G2007 aig Pàrlamaid na h-Alba san Òg-mhìos, agus ann an Lunnainn san Iuchair	
				A' cuideachadh gus raon-ùghdarrais ' A' bhliadhna a chomharraicheas Alba cultar na Gàidhealtachd' a choileanadh le consartan Ceòl nam Fèis taobh a-muigh na Gàidhealtachd	
				Tha G2007 air iarraidh oirnn an ceòl a dhèanamh aig dìnnear Dhuaisean Ealain & Gnothachais ann an Dùn Èideann san t-Sultain	
				Tha G2007 air iarraidh oirnn ceòl a chur ri chèile airson tachartasan co-cheangailte ri Liverpool 2008.	
6.2	Tagradh	Luchd-obrach uile air an stiùireadh leis an Stiùiriche	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 an obair againn air a stiùireadh gu ruige seo agus air a taisbeanadh tron àireimh mhòir de bhuidhnean air a bheil làthaireachd aig Fèisean nan Gàidheal, agus an t-àite a tha aig Iomairt na Fèise aig teis meadhain leasachadh ceòl traidiseanta ann an Alba	**U**
6.3	Ceangalan Eadar-nàiseanta	Stiùiriche		Gabhaidh luchd-ciùil bho Cheap Breatainn, Sasainn agus Èirinn com-pàirt ann am Blas am-bliadhna	**U**
				Tha ceanglaichean leantainneach againn le *Celtic Colours* ann an Ceap Breatainn	

				Bha Cuairtean Cèilidh Fèis Lochabair nan aoighean aig cèilidh airson muinntir Cheap Breatainn a bha a' tadhal sa Chèitean	
				Bha buidheann a Fèis Bharraidh thall aig cruinneachadh ann an Ceap Breatainn le taic bho Stòras Leasachaidh againne.	
				Ghabh com-pàirtichean bho fhèisean pàirt ann an dà chuim chiùil anns a' Bhruiseal aig Oifis na h-Alba	
6.4	Brosnachadh agus Margaidheachd	Oifigear Margaidheachd & Conaltraidh	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)	4 x fiosan-naidheachd ICO air an cur a-mach	**O**
				Fiosan-naidheachd air an cuartachadh gu cunbhalach	
				Fiosan-naidheachd mu chuairt Ceòl nam Fèis air an cur a-mach	
				Feumar barrachd obrach a dhèanamh air foillseachadh, ach, tha sinn misneachail gun tèid an targaid seo a choileanadh ro Mhàrt 2008	
				Faileas air a chruthachadh agus air a sgaoileadh gu cunbhalach	
				Deagh fhoillseachadh a thaobh Acadamaidh Fèise, a' gabhail a-steach pìos-deasaichte ann am Pàipear Beag an Eilein Sgìtheanaich	
		Stiùiriche	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta. (Targaid CEA)	Banca Dail Chluaidh a air bòrd mar urrasair Blas	**O**
				Tha feum air tuilleadh obrach san raon seo ach thèid feadhainn a dh'fhaodadh a bhith nan urrasairear a thoirt còmhla aig cur-air-bhog Blas	
				Bu chòir a bhith a' dèanamh a' chur-seachad aig Dìnnear Duaisean A & B ar cuideachadh gus ceanglaichean a thogail	
6.5	Fiosrachadh	Luchd-obrach uile le taic Oifigear Gàidhlig far a bheil riatanach	Fiosrachadh uile ri dhèanamh dà-chànanach, no sa Ghàidhlig a-mhàin, far a bheil iomchaidh (Targaid BnG)	Tha a' mhòr-chuid de dh'fhiosrachadh FnG air an taobh a-muigh air a dhèanamh dà-chànanach	**O**
				Conaltraidhean luchd-obrach sa Ghàidhlig a-mhàin	
				Tha measaidhean luchd-obrach air an dèanamh sa Ghàidhlig agus tha obair-phàipeir uile sa Ghàidhlig	
				Tha a' chuid as motha de dh'Fhèisean a' faighinn cuideachadh gus fiosrachadh dà-chànanach a chur a-mach	
				Susbaint Gàidhlig ann am *Faileas* air a dhol am meud gu mòr	
				Thathar a'-nis a' cumail choinneamhan bùird sa Gàidhlig le eadar-theangachadh/eadar-mhìneachadh ga dhèanamh air làrach nam bonn	
		Stiùiriche	Obraich còmhla ri IGE gus rannsachadh a bharrantachadh airson tomhas a dhèanamh air buaidhean eaconamach nas farsainge Iomairt nam Fèisean 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-obraichidh sinn gu h-iomlan	**O**

6.6	Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)	Oifigear Margaidheachd & Conaltraidh	Ath-leasaich làthaireachd Fèisean nan Gàidheal air an eadar lìon airson 's gu bheil e air siostam stiùireadh susbaint (Targaid CEA)	Làrach ùr air a dhealbhachadh le *Pelican Design* a' cleachdadh *Sitekit*	**O**
				A-nis beò aig www.feisean.org	
				Tha an ìre de shusbaint leantainneach	
				Fo-làraich airson Fèisean fa leth nan ath cheum den leasachadh	
		Oifigear Margaidheachd & Conaltraidh	Làrach-lìn dà-chànanach ri bhith air chois agus ag obrachadh ann an no ro dheireadh 2007 (Targaid BnG)	Làrach-lìn ùr dà-chànanach FnG a-nis beò	**U**
6.7	Cothroman taisbeanaidh	Manaidsear Leasachaidh	Cùm 4 consartan taisbeanaidh àrd-ìomhaigh mar phàirt de Ghàidhealtachd 2007 (Targaid IGE)	4 consartan taisbeanaidh Ceòl nam Fèis air an cumail aig deireadh an Òg-mhìos	**U**
				Aitreabhan ann am Beannchar, Peairt, Glaschu agus Dùn Èideann. Còrr is 30 'prìomh' luchd-taisbeanaidh a' gabhail com-pàirt anns gach aon de na 4 taisbeanaidhean.	
				Thàinig Fèisean ionadail còmhla riutha aig caochladh aitreabhan, nam measg Fèis Obar Dheathain (Beannchar); Fèis sa Mheadhan (Peairt agus Glaschu); Fèis Dhùn Èideann (Dùn Èideann)	
				Cha robh luchd-èisteachd mòr aig consartan, ach fhuair an luchd-ciùil òg eòlas fìor mhath bhon chuairt	
				Cothrom dh'fhaoidte de ath-dhèanamh ann an Steòrnabhagh mu dheireadh na bliadhna, agus dh'fhaoidte aig Taigh-cluich *Eden Court* nuair a dh'fhosglas e a-rithist	
		Stiùiriche/ Manaidsear Leasachaidh	Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Ghàidhealtachd 2007, agus gnìomhan bùth-obrach/trèanaidh eile (Targaid CEA)	4 consartan Ceòl nam Fèis air an aithris gu h-àrd Bidh *Harvest* aig Dòmhnall Seathach mar phàirt de Bhlas	**U**
				Bha feasgar aig *NessFest* le tachartas taisbeanaidh nam fèisean.	
				Bha òigridh Fèise a thaisbeanadh mar phàirt de thachartas *Runrig* ann an Druim na Drochaid	

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

Arthur Cormack
CEO
Sultain 2007

Fèisean nan Gàidheal

Outcomes and Action Plan from joint Board and Staff meeting
Agenda Item: 3.2007.02(b)

Background
A joint meeting of the Board and Staff of Fèisean nan Gàidheal was held in Inverness on Tuesday 14th August 2007 and this paper has been prepared as a follow-up to that, outlining what was discussed, actions to date and a suggested timeline for further actions.

There were two separate sessions in the morning. One was a training session for Board members with Lesley Quirk from Arts & Business, and another involved staff in discussions about proposals to change the staffing structure, facilitated by Anne Barke. A joint Board and Staff workshop then took place in the afternoon to discuss the staffing structure and agree a way forward. Finally the Board had a discussion about proposed changes to the term of office of Board members.

Staff Discussion Summary
The team identified that whilst communication was not bad it could be improved. The volume of written communication being sent out to volunteers sometimes means that it is not read fully and so information is being missed.

Communication between the team could be improved to encourage inclusion particularly with those operating outwith the offices. It would also allow team members to be more aware of what colleagues are working on and whether there were any areas of expertise that could be tapped into.

There is a lack of understanding on the part of some Fèisean in the front line about exactly what role Fèisean nan Gàidheal plays and how the organisation can be of more help to them.

The team felt that they would like a greater involvement with the Board Members and a suggestion was made that, by rotation, staff could go along to the meetings and present their current activities or issues.

It was suggested and agreed that it would be helpful for all the Fèisean nan Gàidheal team to have their photo published along with a brief summary of their job role, skills and experience. This would help the volunteers more easily identify who could be of most help and seeing a photo can make it easier to relate to someone they do not know. This idea was extended to include the Board members so that everybody could more easily identify the members and experiences could be shared.

Proposed New Structure
The general feeling was that the organisational diagram presentation of how the organisation fits together was not user friendly and could be intimidating to the volunteers. The general principal of sending out an organisation chart was agreed as it was felt that it is important for all involved in the Fèisean to understand how Fèisean nan Gàidheal can help and support and who in particular may be of help to them in specific circumstances.

The team are not unhappy with the current structure but recognise that the appointment of an Executive Manager will free up some of the Director's time and in particular provide direct line management for the Training Development Officer and the Marketing & Communications Officer.

The other proposed change is to have Lead Officers looking after a number of Fèisean and this would involve a change in working practices for Development Officers and Support Workers. This change would give each Fèis a designated point of contact for any queries or issues. The Lead Officer would be able to handle many queries but would also be able to direct the query to the person most able to deal with it.

It is recognised that a degree of flexibility will be required to offer the best service to the Fèisean. A rough geographical split would still apply although the allocation to each Lead Officer would be based on the level of activity of the various Fèisean.

The application for grant funding from each Fèis allows for a number of hours to be paid when the Fèis can employ someone to help with the general organisation. This person is employed by the Fèis but to ensure adequate training and value for money the requirement for the 'annualised hours' employee to attend at least one training session organised by Fèisean nan Gàidheal will be incorporated as a basic.

Each Fèis Chair and the annualised hours worker should meet with the Lead Officer to discuss the completion of the grant form and only after this meeting can the form be submitted to Portree. This will increase the communication, face-to-face and emphasise the role of the Lead Officer. The meeting would also review the role and effectiveness of the Annualised Hours worker and discuss progress with the previous Fèis, plans for the coming year and monitor implementation of Fèisean nan Gàidheal's Child Protection and Gaelic policies, in particular.

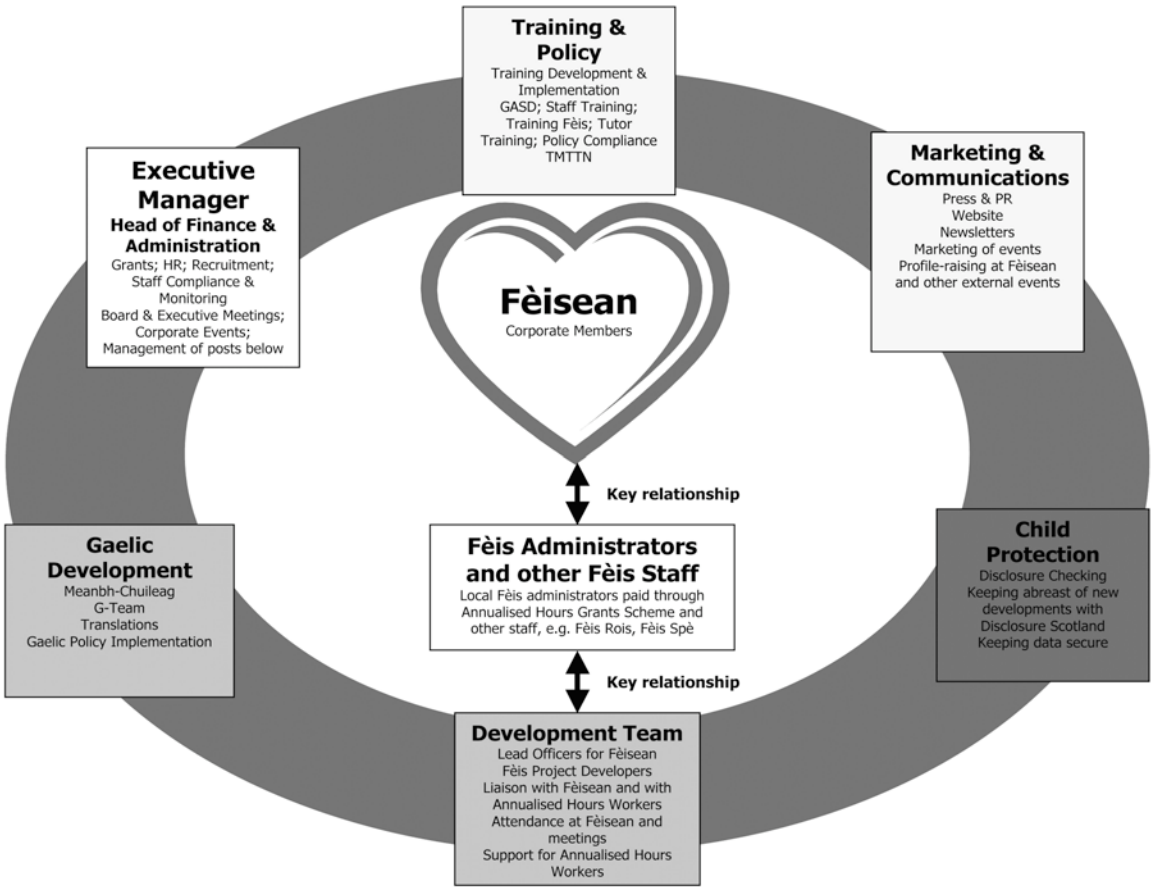
There will be a training requirement for all concerned in the change of roles, with new job descriptions being drawn up.

There was a brief discussion about the current appraisals and how going forward they will become more of a living document and objectives will become more closely tied in to the overall objectives and strategic aims of Fèisean nan Gàidheal.

Amended Staff Diagram

Having taken on board the comments of colleagues at the meeting on 14 August, I have re-drafted the staff organisational diagram, and have limited it to the areas where the Fèisean interface with Fèisean nan Gàidheal. I hope this is less 'intimidating' and is a better representation of how the relationship between staff and Fèisean should be. It misses out items such as the administrative structure of the Board, Executive Group and outside contractors that we have.

I had always intended that there would be a different diagram for the Fèisean to that produced for the Board and Staff and I would suggest that both diagrams, or versions thereof, are used along with explanatory notes when we communicate to the Fèisean the services available and who their lead officer is going to be.



The idea of this diagram is that it shows the Fèisean still as the centre of our attention, and the main points of contact they should have around the red outer ring. The relationship between Fèis, Fèis Administrators/Other Fèis Staff and our Development Team is described as a key relationship.

Obviously this will need to be articulated using explanatory notes but I would welcome any feedback on whether this kind of diagram adequately represents the key services and how the Fèisean plug into them. If not, some suggestions as to how this can be represented would be welcome.

Action Plan

Clearly an action plan is needed to progress the discussions, and there are other actions identified by the Board following their session which need to be taken account of also. The following is an action plan agreed by the Executive Group.

ACTION AREA: COMMUNICATION	WHO	WHEN BY	DONE
All staff to give outline of their week's activities when they send round their timesheets every Monday	All staff	20.08.07 onwards	√
Skype to be used more often by all staff, and Board members to investigate subscribing so that more use can be made of this medium	All Staff and Board	14.09.07	
Make use of telephone conferencing to increase participation of staff in Board meetings (meetings would have to be in venues that can facilitate this)	AC	Ongoing	
Introduce a programme of attendance by certain staff at Board meetings on a rotational basis	AC/DB/Board	Ongoing	Draft programme included for discussion
Photographs and pen portraits of staff and Board members to be sent in for inclusion in the annual report and on the web	CD	By 31.08.07	
ACTION AREA: LEAD OFFICER ROLE			
Prepare Job Descriptions for Lead Officer	DB	20.08.07	See below
Categorise Fèisean based on level of activity	DB with Devt Team	31.08.07	√
Identify a Lead Officer for each area	AC & DB	07.09.07	√
Organise a Training Day for Lead Officers to ensure their knowledge of FnG and how it operates is at an acceptable level to carry out the new role	IM	07.09.07	14.09.07 am
Write to all Fèisean explaining new structure and include name of new Lead Officer and revised, simplified diagram	AC	30.09.07	See draft diagram above
Carry our staff appraisals and have one-to-one discussions about new role and set targets for all staff	AC & DB with all staff	30.09.07	√
Training needs are to be acted upon following appraisals	IM/all staff	15.10.07	
ACTION AREA: GRANTS APPLICATIONS			
Review the current grant application forms to see how they can be improved to obtain maximum required information	AC, DB & AW	20.08.07	√
Review the budget available for annualised hours staff	AC, DB & AW	20.08.07	√
Minimum requirements for annualised hours staff to be agreed particularly identifying core skills required	AW	30.09.07	
New online grant form to be produced for 2008-09	AC & AW	15.10.07	
Programme or review meetings between Lead Officers, Chairs and annualised hours workers for each Fèis, to include the completion of grant applications and outstanding claims	Devt Team	15.10.07 – 14.12.07	
Training needs for annualised hours workers to be assessed	IM/Devt Team	31.12.07	
ACTION AREA: BOARD			
Investigate need for, and cost of, trustee indemnity	AC	20.08.07	Quote will be

insurance			available for Board meeting
Board members' skills database to be drawn up	IM	20.08.07	See draft below
Paper on Board elections to be circulated to Board members not at the meeting on 14 August	Chair	20.08.07	√
Refined paper to be presented to the Board meeting and advice sought on whether any new scheme for election of Directors would have to be ratified at the AGM.	Chair/AC	14.09.07	√
Financial procedures, including limits on authority, to be defined and agreed	AC	14.09.07	Draft included for discussion
Identify skill gaps in Board members	Board	30.11.07	
Risk assessment workshop to be organised	AC	30.11.07	
Register of Interests of Board members to be introduced	AC/Board	30.11.07	
Risk register to be developed along with management plan	AC	15.12.07	
Risk management	All	Ongoing	
Plan for filling skill gaps on Board	AC/Board	31.12.07	

Board Skills Database
It was suggested by Board members that there should be a skills database for Board members, so that it could easily be seen what skills people have at their disposal, identify gaps in skills and have a strategy for filling those gaps.

	Gaelic Arts	Education	Language	Policy & Planning	Business Skills	Media Skills	IT Experience	Special Needs	Child Protection	Community Affairs	Fund Raising	Local Government
Peigi MacLennan	√		√	√			√			√	√	
Peggy Nicolson	√		√		√	√	√	√	√	√	√	
Laura Green	√	√	√									
Michael Sweeney		√	√	√				√	√	√	√	√
Elizabeth Bain					√					√	√	
Jessie Newton		√					√	√	√			
George Stoddart	√	√		√	√		√			√	√	
Jane MacNeil	√			√	√		√		√	√	√	
Alasdair MacDonald	√								√		√	
Katie Adam		√	√	√			√		√	√	√	√

Our Training Development Officer had previously tried, a few years ago, to initiate such a database but the response from Board members at that time was poor.

As a starting point, Iona has gleaned the above information from the application forms that Board members were required to fill in at the time they put themselves forward for Board membership. This is a self-assessment of skills and consequently very sketchy, but nevertheless a starting point for something more thorough which Iona will be working on.

Job Description for Development Officers acting as Lead Officers
David Boag has looked at the current Development Officer job description and amended it to incorporate the range of tasks that will have to carried out by lead officers.

Job Title	Lead Officer
Accountability	Fèisean nan Gàidheal Development Manager
Location	1 post in each of the Western Isles, North Highland, Lochaber and Argyll.
Hours per week	35
Annual Salary	£
Brief Description	The primary role of the lead officer will be to act first point of contact between their designated Fèisean and Fèisean nan Gàidheal. In particular, they would assist Fèisean with their annual grant application form and assist these Fèisean with the development of projects identified. The post holder would be expected to provide regular monitoring reports on their Fèisean for Fèisean nan Gàidheal and other bodies as required.
Tasks	• Have regular liaison with, and provide developmental support to designated Fèisean. Where annualised hours workers are in post, regular (fortnightly) contact should be made with them. • Act as first and regular point of contact for designated Fèisean, answering queries locally on the full range of FnG services including the booking of instruments, ordering of publications, arrangement of insurance, identifying training needs and organising Gaelic language support. • Visit designated Fèisean on a regular basis, but with a minimum requirement of two visits per year as noted below. • In preparation for the annual round of FnG grants, organise and lead a formal annual grants 'surgery' with each designated Fèis, to be attended by the annualised worker where they are in post and members of the committee. Officers would be expected to assist Fèisean with the completion of the FnG grant form. • In conjunction with other members of staff, or with help from external officers, devise, develop and write funding applications for projects identified by designated Fèisean. • Attend at least one Fèis event per year, with a view to providing a monitoring report for FnG and other funders as appropriate. • In conjunction with all designated Fèisean, develop clear plans for the development of each Fèis locally, both in general terms and also for the promotion of the Gaelic language. • Contribute regularly to the FnG website and newsletter. • Provide regular progress reports to the FnG Board and other agencies as and when required. • Provide assistance to communities looking for help to establish a Fèis in their area and help them provide information to FnG to assess them for membership. • Contribute to the general running of FnG and all aspects of its activities, to include regular communication, completion of timesheets, expenses forms, attendance at staff meetings and the Annual Conference. • Assist with the implementation of FnG's Development Plan, and contribute to the development planning process. • Liaise with other bodies involved in the development of the Gaelic arts and traditional music, working in partnership with these bodies where appropriate. • Develop and support Inter-Fèis activities where appropriate. • Carry out all other reasonable duties as may be determined from time to time in conjunction with the Development Manager and other staff as appropriate.

Conclusion

Considerable progress has been made on this action plan since the joint Staff and Board meeting, and this will continue over the next few months in order to get the new systems in place and the new relationships between Fèisean and Lead Officers established.

Arthur Cormack, **David Boag and Anne Willoughby**
Sultain 2007

Fèisean nan Gàidheal

Acadamaidh nam Fèisean
Àireamh air a' Chlàr Ghnothaich: 3.2007.02(c)

Background
Mar a bhios fhios agaibh, chaidh Meòrachan Còrdaidh aontachadh le Fèisean nan Gàidheal, an RSAMD, OGE agus Sabhal Mòr Ostaig airson plana Acadamaidh nam Fèisean a thoirt air adhart. Tha am pàipear deasbaid air chuairteachadh a-rithist anns an pàipearan airson coinneimh den Bhuidheann Ghnìomh ma chùl fhiosrachaidh, agus bidh leth-bhreac ann do gach ball aig a' choinneimh a' ciallachadh nach leig sibh a leas a chlò-bhualadh dhuibh fhèin.

Thèid a' chiad choinneimh a chumail air 20 Sultain agus tha InG air maoin aontachadh airson Creative Services fhastadh airson na h-obrach agus plan a thoirt air adhart.

Tha m fìdhlear Lauren NicColla, a bha na com-pàirtiche aig iomadh fèis, air a bhith air fastadh le Creative Services airson taic a thoirt leis a' phròiseict seo agus bidh ise, neo Bryan Beattie, an làthair aig coinneimh a' Bhùird airson taisbeanadh ghoirid a thoirt do bhuill a' Bhùird air an t-slighe air adhart.

Art MacCarmaig
Ceannard
September 2007

Fèisean nan Gàidheal

Aithisg Ionmhais
Àireamh air a' Chlàr Ghnothaich 3.2007.03(a)

Anns an aithisg seo tha:

1 Teachd a-steach agus teachd a-mach bho 1 – 31 Iuchar 2007
2 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2007-08

Àireamh air a' Chlàr Ghnothaich: 3.2007.03 (b)

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

Àireamh air a' Chlàr Ghnothaich: 2.2007.03 (c)

1 Tha cunntasan gu 31 Ògmhios 2007 air an sgrùdadh le MacNeacail agus Co air an cuairteachadh airson fiosrachaidh. Leis gu bheil dreach ùr air na cunntasan a-rèis riaghailtean OSCR, tha dùil gun tigeadh Aonghas MacNeacail chun a' choinneimh airson am mìneachadh do bhuill agus ceist sam bith a fhreagairt.

Anne Willoughby
Oifigear Ionmhais agus Rianachd
Sultain 2007

Teachd a-steach agus a-mach gu 31 Màrt 2008, leis mar a thionndaidh cùisean a-mach gu 31 Iuchar 2007

Àireamh air a' Chlàr Ghnothaich: 3.2007.03(a)1

Fèisean nan Gàidheal Budget 2007-08

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 344,575.00	£ 114,858.33	£ 131,813.31
Grants Scheme	£ 191,500.00	£ 63,833.33	£ 39,500.00
Fèis Development Fund	£ 60,000.00	£ 20,000.00	£ 0.00
Annualised Hours	£ 25,000.00	£ 8,333.33	£ 0.00
Training	£ 81,250.00	£ 27,083.33	£ 10,780.00
Gaelic Development	£ 51,562.00	£ 17,187.33	£ 18,036.00
Youth Music Initiative	£ 244,511.00	£ 81,503.67	£ 0.00
Blas Festival	£ 269,500.00	£ 89,833.33	£ 125,000.00
Earned Income	£ 16,300.00	£ 5,433.33	£ 5,012.31
Meanbh Chuileag TIE Service	£ 80,000.00	£ 26,666.67	£ 0.00
City Fèisean Development Officer	£ 30,000.00	£ 10,000.00	£ 0.00
Support Cèilidh Trails	£ 89,000.00	£ 29,666.67	£ 22,200.00
Gaelic Drama Summer School	£ 65,000.00	£ 21,666.67	£ 0.00
Archiving Project	£ 20,000.00	£ 6,666.67	£ 25,000.00
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 3,333.33	£ 0.00
Fèis Showcase Concerts	£ 52,400.00	£ 17,466.67	£ 0.00
General Funds still to be raised	£ 46,952.00	£ 15,650.67	£ 0.00
TOTAL INCOME	**£ 1,677,550.00**	**£ 139,795.83**	**£ 377,341.62**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 271,278.00	£ 90,426.00	£ 78,114.10
NIC Contributions	£ 29,841.00	£ 9,947.00	£ 9,651.74
Pension Contributions	£ 7,000.00	£ 2,333.33	£ 1,032.03
Staff Travel	£ 27,000.00	£ 9,000.00	£ 5,035.06
Office Rent & Rates	£ 20,000.00	£ 6,666.67	£ 4,951.72
Stationery, Printing & Postage	£ 11,000.00	£ 3,666.67	£ 2,491.62
Telephone, Fax, E-mail, Heat & Light	£ 8,000.00	£ 2,666.67	£ 4,812.36
Board Expenses	£ 4,500.00	£ 1,500.00	£ 3,608.78
Implementation of Child Protection policy	£ 10,000.00	£ 3,333.33	£ 2,450.00
Insurance	£ 9,000.00	£ 3,000.00	£ 6,428.39
Sundry Expenses	£ 2,500.00	£ 833.33	£ 491.64
Accountancy & Bank Charges	£ 3,000.00	£ 1,000.00	£ 0.00
Professional Fees	£ 2,000.00	£ 666.67	£ 585.00
Instrument Bank Maintenance	£ 3,000.00	£ 1,000.00	£ 310.21
Additional Support Needs	£ 2,000.00	£ 666.67	£ 411.50
Capital Expenses	£ 7,000.00	£ 2,333.33	£ 2,408.84
PROGRAMME COSTS			
Grants Paid Out	£ 225,000.00	£ 75,000.00	£ 70,230.00
Annualised Hours	£ 35,000.00	£ 11,666.67	£ 1,275.00
Feis Development Fund	£ 60,000.00	£ 20,000.00	£ 707.20
Training Programme	£ 54,000.00	£ 18,000.00	£ 5,628.05
Training Programme Management Fee	-£ 17,900.00	-£ 5,966.67	£ 0.00

Gaelic Language Development	£ 56,000.00	£ 18,666.67	£ 25,322.10
Gaelic Language Development Management Fee	-£ 12,500.00	-£ 4,166.67	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 81,503.67	£ 46,244.08
Youth Music Initiative Management Fee	-£ 18,500.00	-£ 6,166.67	£ 0.00
Fèis Bharraigh Development	£ 15,000.00	£ 5,000.00	£ 0.00
Annual Conference	£ 15,000.00	£ 5,000.00	£ 691.00
Blas Festival	£ 271,020.00	£ 90,340.00	£ 47,759.01
Blas Festival Management Fee	-£ 15,000.00	-£ 5,000.00	£ 0.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 80,000.00	£ 26,666.67	£ 0.00
City Fèisean Development Officer	£ 35,000.00	£ 11,666.67	£ 0.00
Support Cèilidh Trails	£ 89,000.00	£ 29,666.67	£ 0.00
Gaelic Drama Summer School	£ 65,000.00	£ 21,666.67	£ 4,283.67
Archiving Project	£ 20,000.00	£ 6,666.67	£ 0.00
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 3,333.33	£ 1,446.00
Fèis Showcase Concerts	£ 52,400.00	£ 17,466.67	£ 29,961.60
Fèis Showcase Concerts Management Fee	-£ 7,600.00	-£ 2,533.33	£ 0.00
Contingency	£ 5,000.00	£ 1,666.67	£ 0.00
TOTAL EXPENDITURE	**£ 1,677,550.00**	**£ 559,183.33**	**£ 356,330.70**
Management Fees	-£ 71,500.00	-£ 23,833.33	£ 0.00
TOTAL EXPENDITURE	**£ 1,606,050.00**	**£ 535,350.00**	**£ 356,330.70**
Transfer to Reserves	-£ 12,512.50	-£ 4,170.83	-£ 1,390.28
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 21,010.92**

Tabhartasan nam Fèisean 2007-08

Àireamh air a' Chlàr Ghnothaich: 3.2007.03(a)2

Name	Main Fèis Grant	Local Authority	Follow-on Grants	Annualised Hours	Ann Hours Grant	Dev. Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£ 8,109.00	£ 3,994.00	£ 3,658.00	350	£ 2,625.00	£ 0.00	£ 18,386.00	£ 9,077.00	£ 9,309.00
Fèis Lochabair	£ 2,387.00	£ 1,175.00	£ 4,416.00	260	£ 1,950.00	£ 0.00	£ 9,928.00	£ 2,672.00	£ 7,256.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 732.00	40	£ 300.00	£ 0.00	£ 1,032.00	£ 0.00	£ 1,032.00
Fèis nan Garbh Chrìochan	£ 4,362.00	£ 2,149.00	£ 4,500.00	200	£ 1,500.00	£ 0.00	£ 12,511.00	£ 4,883.00	£ 7,628.00
Fèis Chataibh	£ 2,774.00	£ 1,366.00	£ 1,800.00	200	£ 1,500.00	£ 0.00	£ 7,440.00	£ 3,105.00	£ 4,335.00
Fèis a' Bhealaich	£ 285.00	£ 141.00	£ 50.00	40	£ 300.00	£ 0.00	£ 776.00	£ 0.00	£ 776.00
Fèis Thròdairnis	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Rois nan Deugairean	£ 9,681.00	£ 4,768.00	£ 0.00	0	£ 0.00	£ 3,925.00	£ 18,374.00	£ 0.00	£ 18,374.00
Fèis Chille Mhòraig	£ 590.00	£ 291.00	£ 50.00	50	£ 375.00	£ 0.00	£ 1,306.00	£ 0.00	£ 1,306.00
Fèis Eige	£ 598.00	£ 295.00	£ 480.00	20	£ 150.00	£ 0.00	£ 1,523.00	£ 670.00	£ 853.00
Fèis Rois Òigridh	£ 7,638.00	£ 3,762.00	£ 5,468.00	0	£ 0.00	£ 0.00	£ 16,868.00	£ 8,550.00	£ 8,318.00
Fèis Farr	£ 0.00	£ 0.00	£ 728.00	30	£ 225.00	£ 0.00	£ 953.00	£ 0.00	£ 953.00
Fèis na h-Òige	£ 2,186.00	£ 1,076.00	£ 2,744.00	180	£ 1,350.00	£ 0.00	£ 7,356.00	£ 2,447.00	£ 4,909.00
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	£ 1,327.00	£ 653.00	£ 3,351.00	20	£ 150.00	£ 1,200.00	£ 6,681.00	£ 1,485.00	£ 5,196.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 0.00	£ 1,747.00
Fèis a' Bhaile	£ 2,155.00	£ 1,061.00	£ 486.00	200	£ 1,500.00	£ 0.00	£ 5,202.00	£ 0.00	£ 5,202.00
Fèis Òigridh na Mara	£ 1,122.00	£ 553.00	£ 6,336.00	160	£ 1,200.00	£ 0.00	£ 9,211.00	£ 2,168.00	£ 7,043.00
Fèis Inbhir Narann	£ 766.00	£ 378.00	£ 3,900.00	100	£ 750.00	£ 5,000.00	£ 10,794.00	£ 0.00	£ 10,794.00
Fèis Spè	£ 3,266.00	£ 1,609.00	£ 3,540.00	0	£ 0.00	£ 0.00	£ 8,415.00	£ 0.00	£ 8,415.00
Other Area/City Councils									
Fèis Dhùn Èideann	£ 2,880.00	£ 0.00	£ 3,714.00	600	£ 4,500.00	£ 0.00	£ 11,094.00	£ 0.00	£ 11,094.00
Fèis Chille Conbhal	£ 979.00	£ 0.00	£ 1,396.00	0	£ 0.00	£ 0.00	£ 2,375.00	£ 0.00	£ 2,375.00
Fèis Arainn	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Obair Dheathain	£ 1,960.00	£ 0.00	£ 288.00	100	£ 750.00	£ 0.00	£ 2,998.00	£ 0.00	£ 2,998.00
Feis Dhùn Bhreatainn	£ 1,459.00	£ 0.00	£ 2,176.00	0	£ 0.00	£ 0.00	£ 3,635.00	£ 0.00	£ 3,635.00
Fèis Òigridh Ghlaschu	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00

Fèis Lannraig a Tuath	£ 835.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 835.00	£ 0.00	£ 835.00
Fèis 'sa Mheadhan	£ 2,750.00	£ 0.00	£ 0.00	50	£ 375.00	£ 0.00	£ 3,125.00	£ 0.00	£ 3,125.00
Feis Ghlaschu	£ 2,325.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,325.00	£ 0.00	£ 2,325.00
Western Isles Council									
Fèis Tìr a' Mhurain	£ 3,338.00	£ 1,500.00	£ 1,792.00	150	£ 1,125.00	£ 0.00	£ 7,755.00	£ 4,004.00	£ 3,751.00
Fèis Eilean an Fhraoich	£ 2,350.00	£ 2,000.00	£ 3,406.00	80	£ 600.00	£ 0.00	£ 8,356.00	£ 3,263.00	£ 5,093.00
Fèis Tìr an Eòrna	£ 2,391.00	£ 1,500.00	£ 1,012.00	100	£ 750.00	£ 0.00	£ 5,653.00	£ 3,293.00	£ 2,360.00
Fèis Bharraigh	£ 3,493.00	£ 1,500.00	£ 1,089.00	200	£ 1,500.00	£ 3,000.00	£ 10,582.00	£ 4,120.00	£ 6,462.00
Fèis Eilean na Hearadh	£ 995.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,495.00	£ 2,246.00	£ 249.00
Fèis an Rubha	£ 1,033.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,033.00	£ 775.00	£ 258.00
Fèis Taigh Dhonnchaidh	£ 475.00	£ 0.00	£ 1,447.00	80	£ 600.00	£ 715.00	£ 3,237.00	£ 356.00	£ 2,881.00
Argyll & Bute Council									
Fèis Latharna	£ 1,932.00	£ 1,500.00	£ 1,060.00	150	£ 1,125.00	£ 0.00	£ 5,617.00	£ 2,949.00	£ 2,668.00
Fèis Mhuile	£ 968.00	£ 1,500.00	£ 1,840.00	80	£ 600.00	£ 0.00	£ 4,908.00	£ 0.00	£ 4,908.00
Fèis Thiriodh	£ 2,590.00	£ 1,500.00	£ 676.00	333	£ 2,500.01	£ 0.00	£ 7,266.01	£ 3,443.00	£ 3,823.01
Fèis Ìle	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,386.00	£ 0.00	£ 2,386.00
Fèis Cheann Loch Goibhle	£ 425.00	£ 1,500.00	£ 916.00	20	£ 150.00	£ 0.00	£ 2,991.00	£ 0.00	£ 2,991.00
	Total Main Fèis	**Total LA Grants**	**Total Follow-on**	**Total Ann. Hours**	**Total Other Grants**	**Total Dev.**	**Total pledged**	**Total paid out**	**Total still to pay out**
Totals	**£ 82,893.00**	**£ 39,551.00**	**£ 67,619.00**	**3933**	**£ 29,500.01**	**£ 13,840.00**	**£ 233,403.01**	**£ 59,506.00**	**£ 173,897.01**

REGISTERED COMPANY NUMBER: 130071 (SCOTLAND)
REGISTERED CHARITY NUMBER: SC002040
Àireamh air a' Chlàr Ghnothaich: 3.2007.03(c)

REPORT OF THE TRUSTEES AND MANAGEMENT ACCOUNTS FOR THE PERIOD ENDED 30 JUNE 2007 FOR FÈISEAN NAN GÀIDHEAL

FÈISEAN NAN GÀIDHEAL

STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 30 June 2007

	Notes	**30.6.07 Unrestricted funds £**	31.3.07 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income	2	**121**	4,560
Activities for generating funds	3	**3,564**	69,839
Investment income	4	**800**	2,997
Incoming resources from charitable activities	5		
Core activities		**123,813**	444,969
Training		**10,780**	42,170
Lochaber development fund		**4,356**	32,995
Blas Festival		**52,500**	246,326
Schools project		**-**	219,511
Gaelic Development		**37,618**	99,704
Drama Festivals and Concerts		**462**	-
Heritage project		**25,000**	-
Total incoming resources		**259,014**	1,163,071
RESOURCES EXPENDED			
Costs of generating funds			
Fundraising trading: cost of goods sold and other costs	6	**2,868**	2,697
Charitable activities	7		
Core activities		**106,025**	473,111
Training		**11,701**	60,549
ICT Project		**-**	2,319
Lochaber development fund		**-**	31,105
Blas Festival		**-**	250,789
Schools project		**60,616**	265,467
Gaelic Development		**15,678**	93,139
Drama Festivals and Concerts		**18,816**	-
Governance costs	10	**5,529**	20,583
Total resources expended		**221,233**	1,199,759
NET INCOMING/(OUTGOING) RESOURCES		**37,781**	(36,688)
RECONCILIATION OF FUNDS			
Total funds brought forward		**110,091**	146,779
TOTAL FUNDS CARRIED FORWARD		**147,872**	110,091

The notes form part of these management accounts

FÈISEAN NAN GÀIDHEAL

BALANCE SHEET
At 30 June 2007

	Notes	**30.6.07 Unrestricted funds £**	31.3.07 Total funds £
CURRENT ASSETS			
Stocks		**3,478**	3,478
Debtors	13	**78,200**	78,200
Cash at bank		**129,954**	93,348
		211,632	175,026
CREDITORS			
Amounts falling due within one Period	14	**(63,760)**	(64,935)
NET CURRENT ASSETS		**147,872**	110,091
TOTAL ASSETS LESS CURRENT LIABILITIES		**147,872**	110,091
NET ASSETS		**147,872**	110,091
FUNDS	15		
Unrestricted funds:			
General fund		**147,872**	110,091
TOTAL FUNDS		**147,872**	110,091

The notes form part of these management accounts

NOTES TO THE MANAGEMENT ACCOUNTS
for the Period Ended 30 June 2007

1. ACCOUNTING POLICIES (Selected)

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

Incoming resources
For the purposes of the management accounts, all incoming resources are included on the Statement of Financial Activities when the charity receives the income.

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 Period 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.

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 management accounts.

2. VOLUNTARY INCOME

	30.6.07	31.3.07
	£	£
Memberships	**121**	4,560

3. ACTIVITIES FOR GENERATING FUNDS

	30.6.07	31.3.07
	£	£
Sales of publications	**2,134**	2,829
Instrument bank revenue	**1,430**	4,070
Feis Alba	**-**	2,480
Administration fees	**-**	60,411
Other income	**-**	49
	3,564	69,839

4. INVESTMENT INCOME

	30.6.07	31.3.07
	£	£
Deposit account interest	**800**	2,997

NOTES TO THE MANAGEMENT ACCOUNTS - CONTINUED
for the Period Ended 30 June 2007

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

		30.6.07	31.3.07
	Activity	**£**	£
Scottish Arts Council	Core activities	**66,000**	215,478
Highland Regional Council	Core activities	**29,620**	49,579
Comhairle nan Eilean Siar	Core activities	**-**	1,750
Other local authorities	Core activities	**-**	18,000
Highland & Islands Enterprise	Core activities	**28,193**	139,698
Local enterprise companies	Core activities	**-**	20,464
Scottish Arts Council	Training	**-**	12,000
European Social Fund	Training	**10,780**	28,005
Registration fees	Training	**-**	2,165
Highland Regional Council	Lochaber development fund	**-**	10,000
Highland & Islands Enterprise	Lochaber development fund	**-**	16,458
WHELK/LEADER+	Lochaber development fund	**4,356**	6,537
Highland Regional Council	Blas Festival	**52,500**	188,636
CnaG/Bord na Gaidhlig	Blas Festival	**-**	10,000
Box office	Blas Festival	**-**	32,690
Clydesdale Bank plc	Blas Festival	**-**	5,000
Other income	Blas Festival	**-**	10,000
Highland Regional Council	Schools project	**-**	219,511
Highland Regional Council	Gaelic Development	**-**	16,250
CnaG/Bord na Gaidhlig	Gaelic Development	**36,383**	69,120
Performance fees	Gaelic Development	**1,235**	6,084
National Lottery	Gaelic Development	**-**	7,000
National Trust for Scotland	Gaelic Development	**-**	1,250
Performance fees	Drama Festivals and Concerts	**462**	-
Other income	Heritage project	**25,000**	-
		254,529	1,085,675

6. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS

	30.6.07	31.3.07
	£	£
Instrument bank costs	**2,868**	2,697

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	**Grant funding of activities (See note 8)**	**Support costs (See note 9)**	**Totals**
	£	**£**	**£**	**£**
Core activities	**28,752**	**23,248**	**54,025**	**106,025**
Training	**11,701**	**-**	**-**	**11,701**
Schools project	**60,616**	**-**	**-**	**60,616**
Gaelic Development	**15,678**	**-**	**-**	**15,678**
Drama Festivals and Concerts	**18,816**	**-**	**-**	**18,816**
	135,563	**23,248**	**54,025**	**212,836**

NOTES TO THE MANAGEMENT ACCOUNTS - CONTINUED
for the Period Ended 30 June 2007

8. GRANTS PAYABLE

	30.6.07	31.3.07
	£	£
Core activities	**23,248**	174,115

The total grants paid to institutions during the Period was as follows:

	30.6.07	31.3.07
	£	£
Grants to Feisean	**23,248**	174,115

9. SUPPORT COSTS

	Management
	£
Core activities	**54,025**

10. GOVERNANCE COSTS

	30.6.07	31.3.07
	£	£
Committee expenses	**3,401**	3,146
Accountancy	**400**	2,072
Legal fees	**390**	4,662
Auditors' remuneration	**400**	1,500
Annual Conference	**938**	9,203
	5,529	20,583

11. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	30.6.07	31.3.07
	£	£
Auditors' remuneration	**400**	1,500
Depreciation - owned assets	**-**	275

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the Period Ended 30 June 2007 nor for the Period ended 31 March 2007.

Trustees' Expenses
There were no trustees' expenses paid for the Period Ended 30 June 2007 nor for the Period ended 31 March 2007.

NOTES TO THE MANAGEMENT ACCOUNTS - CONTINUED
for the Period Ended 30 June 2007

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	30.6.07	31.3.07
	£	£
Amounts falling due within one Period:		
Other debtors	**78,200**	78,200

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE PERIOD

	30.6.07	31.3.07
	£	£
Bank loans and overdrafts	**7,749**	-
Trade creditors	**9,855**	9,854
Social security and other taxes	**8,025**	5,883
Grants awarded but unpaid	**34,931**	46,798
Accrued expenses	**3,200**	2,400
	63,760	64,935

15. MOVEMENT IN FUNDS

	At 1.4.07	**Net movement in funds**	**At 30.6.07**
	£	**£**	**£**
Unrestricted funds			
General fund	**110,091**	**37,781**	**147,872**
TOTAL FUNDS	**110,091**	**37,781**	**147,872**

Net movement in funds, included in the above are as follows:

	Incoming resources	**Resources expended**	**Movement in funds**
	£	**£**	**£**
Unrestricted funds			
General fund	**259,014**	**(221,233)**	**37,781**
TOTAL FUNDS	**259,014**	**(221,233)**	**37,781**

FÈISEAN NAN GÀIDHEAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 30 June 2007

	30.6.07	31.3.07
	£	£
INCOMING RESOURCES		
Voluntary income		
Memberships	**121**	4,560
Activities for generating funds		
Sales of publications	**2,134**	2,829
Instrument bank revenue	**1,430**	4,070
Feis Alba	**-**	2,480
Administration fees	**-**	60,411
Other income	**-**	49
	3,564	69,839
Investment income		
Deposit account interest	**800**	2,997
Incoming resources from charitable activities		
Scottish Arts Council	**66,000**	227,478
Highland Regional Council	**82,120**	483,976
Comhairle nan Eilean Siar	**-**	1,750
Other local authorities	**-**	18,000
Highland & Islands Enterprise	**28,193**	156,156
Local enterprise companies	**-**	20,464
European Social Fund	**10,780**	28,005
CnaG/Bord na Gaidhlig	**36,383**	79,120
Registration fees	**-**	2,165
Performance fees	**1,697**	6,084
National Lottery	**-**	7,000
National Trust for Scotland	**-**	1,250
WHELK/LEADER+	**4,356**	6,537
Box office	**-**	32,690
Clydesdale Bank plc	**-**	5,000
Other income	**25,000**	10,000
	254,529	1,085,675
Total incoming resources	**259,014**	1,163,071
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Instrument bank costs	**2,868**	2,697
Charitable activities		
Wages	**29,721**	113,999
Rent, rates and water	**600**	4,565
Telephone	**124**	2,323
Postage and stationery	**-**	6,111
Carried forward	**30,445**	126,998

FÈISEAN NAN GÀIDHEAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Period Ended 30 June 2007

	30.6.07	31.3.07
	£	£
Charitable activities		
Brought forward	**30,445**	126,998
Advertising & marketing	**5,839**	36,609
Sundries	**6,146**	12,336
Development officers, tutors and support workers	**31,649**	185,165
Travel expenses etc	**14,167**	118,064
Child protection costs	**2,150**	9,469
Training	**874**	3,556
Workshops	**4,854**	26,480
Materials	**806**	25,834
25th anniversary book and celebrations	**4,338**	60,567
Venue costs	**18,465**	171,871
Promoters fees	**9,019**	8,222
Project management	**6,811**	37,189
Management charge	**-**	10,143
Depreciation of tangible fixed assets	**-**	275
Grants to institutions	**23,248**	174,115
	158,811	1,006,893
Governance costs		
Committee expenses	**3,401**	3,146
Accountancy	**400**	2,072
Legal fees	**390**	4,662
Auditors' remuneration	**400**	1,500
Annual Conference	**938**	9,203
	5,529	20,583
Support costs		
Wages	**21,853**	82,598
Social security	**4,125**	16,308
Pensions	**870**	2,808
Office rent	**4,420**	12,875
Insurance	**6,428**	7,621
Light and heat	**646**	1,133
Telephone	**1,555**	4,254
Postage and stationery	**5,698**	16,862
Sundries	**412**	5,616
Website	**4,544**	1,093
Staff travel and expenses	**3,474**	18,210
Bank charges	**-**	208
	54,025	169,586
Total resources expended	**221,233**	1,199,759
Net income/(expenditure)	**37,781**	(36,688)

Fèisean nan Gàidheal

Cunntasan gu 31 Màrt 2007
Àireamh air a' Chlàr Ghnothaich: 3.2007.03(d)

Tha aig buill a' Bhùird ri aontachadh ri cunntasan deireadh na bliadhna mar tèid iad air adhart chun a' choinneimh bhliadhnail.

Leis gu bheil dreach ùr air na cunntasan a-rèis riaghailtean OSCR, tha dùil gun tig Aonghas MacNeacail, ar fear cunntais chun a' choinneimh airson am mìneachadh agus airson ceist sam bith a fhreagairt.

Art MacCarmaig
Ceannard
Sultain 2007

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

REPORT OF THE TRUSTEES AND AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2007 FOR FÈISEAN NAN GÀIDHEAL

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2007

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CHAIR'S REPORT
for the Year Ended 31 March 2007

I am delighted to commend to you this year's Fèisean nan Gàidheal Annual Report. It has been a pleasure to have chaired the Board during a year which has seen a great deal of activity. New Fèisean have been established, numbers at Fèisean and year-round classes across the country were on the up, there was fantastic news from Highlands & Islands Enterprise that they are investing £632,000 in Fèisean over the next 3 years and the publication of the book celebrating the first quarter century of the movement was a highlight.

One of the highlights of last year was Fèisean nan Gàidheal picking up the *Best Community Project* award at the annual Scots Traditional Music Awards in Fort William. The award was recognition of the achievements of the whole Fèis movement, and in particular of the volunteer effort. The time, effort and resources contributed so willingly by hundreds of people across Scotland is the lifeblood of the Fèisean. Many of the volunteers are parents and grandparents of participants past and present and we are very mindful, and proud, of their continued support and immense contribution to the success of the Fèisean. This, alongside the financial support given by our key funders the Scottish Arts Council, Highland Council, Highlands & Islands Enterprise and Bòrd na Gàidhlig, plus a wide array of local and project funders, has been the critical combination in the success of the Fèis movement since its origins in 1981.

The Gaelic language is at the heart of all Fèisean activities, and over the last 12 months, the Fèisean and Fèisean nan Gàidheal have been working hard to develop the use, and quality of use, of Gaelic. I would like to congratulate all Fèisean on their efforts in implementing the organisation's Gaelic Policy and I have seen real progress in this regard over the last year.

The Board and staff have been working hard too, with our AGM and all Board and staff meetings now held in Gaelic, with simultaneous English translation provided if necessary, and all Board papers and staff reports produced in Gaelic and English.

Over and above this Fèisean nan Gàidheal, with support from Bòrd na Gàidhlig, have been working hard on a range of other Gaelic language projects, including a new play and tour called *Le Meas* through our Meanbh-Chuileag Theatre-in-Education company, and a series of Gaelic youth drama festivals across Scotland.

Fèisean nan Gàidheal has also successfully delivered a number of contracted strategic projects in 2006-07 that have been of great help to Fèisean including the Blas Festival, Highland Council and East Lothian Council Youth Music Initiative projects, the professional development element of the Gaelic Arts Strategic Development (GASD) group's programme, and administration of the Traditional Music Tutor Training Network (TMTTN).

The official launch of Highland 2007 took place in Inverness on 12 January, and many Fèisean have taken on new projects as part of this year-long celebration of Highland culture. The Fèisean are one the greatest success stories of Highland culture and I would like to say a heartfelt thank you to my colleagues on the Board of Fèisean nan Gàidheal, plus the staff, for their hard work and dedication in 2006-07.

The last word, as ever, has to be for the tremendous effort and unstinting support that so many volunteers have committed to their local Fèis over the last 12 months, and I hope that the coming year will be as rewarding and successful as this one has been.

Katie Adam
Chair of the Board of Trustees of Fèisean nan Gàidheal

OPERATING AND FINANCIAL REVIEW
for the Year Ended 31 March 2007

The results for the period and financial position of the company are as shown in the annexed financial statements. Fèisean nan Gàidheal has continued to fulfil its remit of supporting local Gaelic arts tuition Fèisean through the provision of a range of support services for the volunteers which include funding, training, insurance, Disclosure checking, the provision of musical instruments, tuition resources, dissemination of news and information, the running of an annual conference and hands-on assistance from our development staff.

Staffing remained stable throughout the year, and the complement was augmented by the employment of a full-time Gaelic Officer to help implement the organisation's Gaelic Policy. A review of staff salaries was carried out during the year by an external HR consultant, to ensure that job descriptions in employees' contracts matched the reality of their day-to-day jobs and also made recommendations with regard to salary levels, which was acted upon.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

The trustees who are also directors of the charity for the purposes of the Companies Act 1985, present their report with the financial statements of the charity for the year ended 31 March 2007. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
130071 (Scotland)

Registered Charity number
SC002040

Registered office
Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees

Ken Houston	- resigned 7.12.06
Ken Mackenzie	- resigned 7.12.06
Kate Kerr	- resigned 7.12.06
Joan Robertson	- resigned 7.12.06
Katie Adam	
Peggy Nicolson	
Jane MacNeil	
George Stoddart	
Jessie Newton	
Alasdair MacDonald	
Laura Green	- appointed 7.12.06
Elizabeth Bain	- appointed 7.12.06
Michael Sweeney	- appointed 7.12.06
Peigi MacLennan	- appointed 7.12.06

Company Secretary
George Stoddart

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 1985.

Recruitment and appointment of new trustees
New trustees are recruited through an open election process approved by the membership whereby there a number of new trustees, representative of local Fèisean are elected annually by the membership after an open advertising process. Trustees are nominated by their local Fèis, and then elected by the membership so that the Board of Trustees has a range of trustees from around the country, reflecting the geographical spread of the organisation's members.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

All new trustees took part in an induction process in December 2006 that involved the outlining of the aims and objectives of the organisation, the work in which it was involved and the sources of funding. The induction also outlined the responsibilities of trustees, and their responsibilities as directors of a company limited by guarantee.

All trustees, new and existing, were given a CD with copies of key documents such as the company's Memorandum & Articles of Association, Child Protection Policy, Equal Opportunities Policy, Gaelic Policy, Staff Handbook, current Development Plan and all past Annual Reports. The CD also contained a wide range of briefing documents from the Voluntary Arts Network which cover a wide range of subjects relevant to the work of the organisation and the role of the trustees.

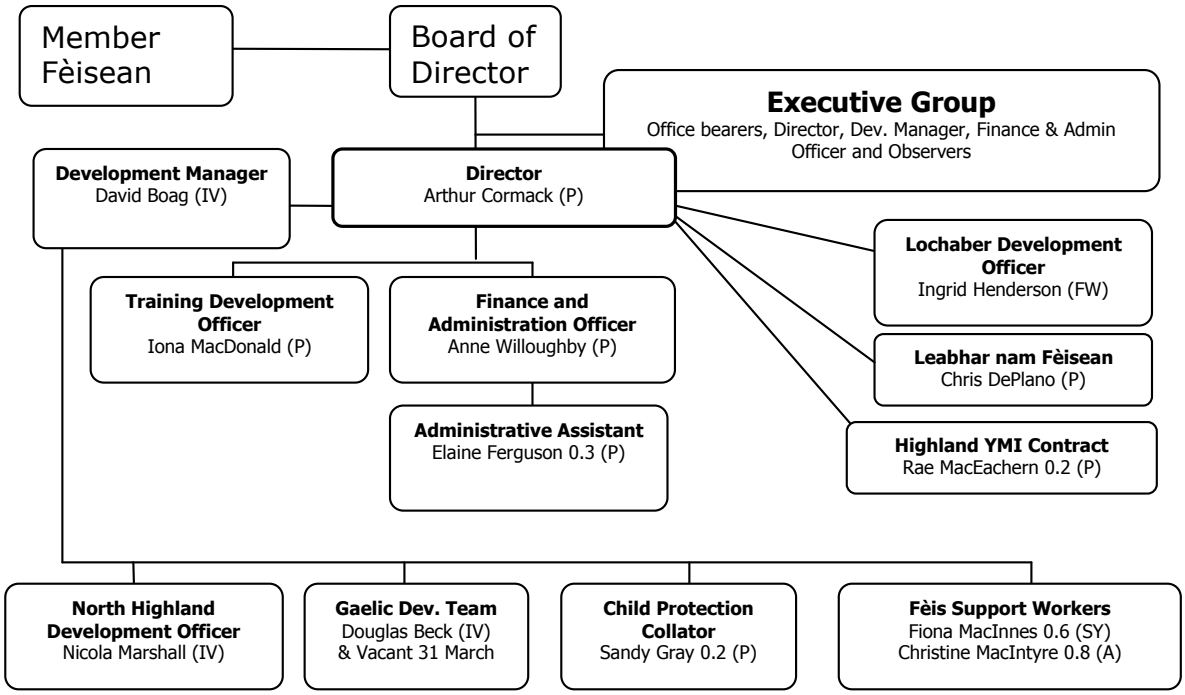
REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

Fèisean nan Gaidheal is governed by a Board of Trustees made up of 10 Fèis representatives elected by the membership, along with 5 observers from the main funding bodies that support the organisation. The Board met 4 times during the year.

The office bearers, along with senior staff and three of the observers also constitute an Executive Group that meets at least a fortnight before each full Board meeting to go over financial and other matters in detail, The minutes and all the papers from these meetings are then included in the papers for the next Board meeting for all trustees.



The organisation is managed by a team of staff headed by a Chief Executive Officer known as the Director.

A Development Manager heads up a team of three Development Officers and a Fèis Support Worker, plus two Gaelic Officers, one of whom specialises in Drama development.

The organisation has a full-time Training Development Officer who deals with training for staff, Fèis organisers and tutors, as well as managing a Scotland-wide traditional music tutor training network.

Finance & Administration is looked after by a full-time officer with a part-time assistant. A trainee Communications & Marketing Officer was employed in 2006.

Child Protection is organised by a part-time contractor who ensures that all Disclosure checks are carried out and renewed, as appropriate. He also handles all related data securely so that it is kept confidential and released only on a need-to-know basis.

Other contractors are engaged to oversee YMI work in Highland schools and to run the day-to-day operation of the annual Blas Festival.

The above diagram illustrates the staffing structure in 2006-07.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

STRUCTURE, GOVERNANCE AND MANAGEMENT

Wider network

Fèisean nan Gàidheal staff are involved in several networks nationally, most notably the Traditional Music Tutor Training Network, the Traditional Music Forum and the Gaelic Arts Strategic Development Group. In addition, staff attend meetings of officers and chairs of Gaelic organisations facilitated by Bòrd na Gàidhlig twice yearly, and are involved in a working group looking at the development of Gaelic Drama.

In a personal capacity, during 2006-07 staff of Fèisean nan Gàidheal were involved as members of Bòrd na Gàidhlig, the Scottish Arts Council, the North Highland LEADER+ Programme, the Whelk LEADER+ Programme and the Lochaber Northern Periphery Programme.

Related parties

The trustees are members of local Fèisean which receive grants from the charity from time to time. In 2006-07, the sums were as follows:

Name of Trustee	Fèis	Grant aid	Capacity of trustee
Ken Mackenzie	Fèis Latharna	£5,961	committee member
Kate Kerr	Fèis Dhùn Breatuinn an Iar	£4,159	committee member
Joan Robertson	Fèis Tìr a' Mhurain	£8,204	committee member
Katie Adam	Fèis a' Bhaile	£5,168	committee member
Peggy Nicolson	Fèis an Earraich	£16,053	committee member
Jane MacNeil	Fèis Bharraigh	£9,694	committee member
George Stoddart	Fèis sa Mheadhan	£4,552	committee member
Jessie Newton	Fèis Dhùn Èideann	£13,486	committee member
Alasdair MacDonald	Fèis Lochabair	£9,855	committee member
Laura Green	Fèis Rois Ltd	£28,058	employee
Elizabeth Bain	Fèis Cheann Loch Goibhle	£2,615	committee member
Michael Sweeney	Fèis Dhùn Breatuinn an Iar	£4,159	committee member
Peigi MacLennan	Fèis Eilean an Fhraoich	£9,106	committee member

It should be noted that the grants scheme operated allocates funding on the basis of a formula and Board members, therefore, do not make decisions on the level of grant aid, although they approve the sums involved.

Risk management

The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. This is managed by the Executive Group which takes a very close interest in the financial aspects of the running of Fèisean nan Gàidheal. In addition risk assessments are carried out for each of the organisation's offices, as well as for events run by Fèisean nan Gàidheal

OBJECTIVES AND ACTIVITIES

Objectives and aims

The aim of Fèisean nan Gàidheal is to make the Gaelic Arts, Language and Culture more accessible and more widely appreciated through the promotion, support and development of local, community-based tuition Fèisean.

The objectives are to:
1.1 Provide support for the development of individual Fèisean and the Fèis movement as a whole
1.2 Develop the tuition at individual Fèisean
1.3 Develop Fèisean nan Gàidheal as a service-providing organisation
1.4 Promote excellence within the Fèis movement
1.5 Create closer links between Fèisean, other organisations and other countries

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

OBJECTIVES AND ACTIVITIES
Significant activities
The year 2006-07 saw a great deal of activity, with new Fèisean being established, numbers at Fèisean and year-round classes across the country on the up, welcome news from Highlands & Islands Enterprise that they were to invest £632,000 in Fèisean over a 3-year period and the publication of the book celebrating the first quarter century of the Fèis movement.

One of the highlights of the year was Fèisean nan Gàidheal being given the award for Best Community Project at the annual Scots Traditional Music Awards. This was recognition of the achievements of the whole Fèis movement, and in particular of the volunteer effort. The time, effort and resources contributed so willingly by hundreds of people across Scotland is the lifeblood of the Fèisean alongside the financial support given by our key funders of many years, the Scottish Arts Council, The Highland Council and Highlands & Islands Enterprise.

The Gaelic language is at the heart of all Fèisean activities, and over the last 12 months, Fèisean and Fèisean nan Gàidheal have been working hard to develop the use, and quality of use, of Gaelic. The Board took the decision that all board meetings should be held in Gaelic with simultaneous English translation provided, and all board papers and staff reports are now produced in Gaelic and English. With support from Bòrd na Gàidhlig, we have been working on a range of other Gaelic language projects, including a new play and tour Le Meas through our Meanbh-Chuileag Theatre-in-Education company, and a series of youth Gaelic drama festivals across Scotland.

The organisation was involved in several other projects including the publication of a book commemorating 25 years of the Fèis movement and the redesigning of its website to make it fully bilingual in keeping with the Gaelic Policy of Fèisean nan Gàidheal.

Fèisean nan Gàidheal was also responsible for running the second Blas Festival in September 2006 and continued to deliver traditional music tuition in Highland Council and East Lothian primary schools through the Youth Music Initiative.

Grantmaking
During the year to 31 March 2007, Fèisean nan Gàidheal continued to operate and expand schemes to fund Fèis activities and pledged a total of £219,971 in grant aid.

Volunteers
The Fèis movement is heavily reliant on volunteers and it is estimated that upwards of 500 volunteers are involved in running the 43 Fèisean throughout Scotland. An additional 200+ are involved in the Blas Festival.

Fèisean nan Gàidheal supports those volunteers through a variety of services and also offers training to them.

ACHIEVEMENT AND PERFORMANCE
Charitable activities
2006-07 was a very successful year with 43 Fèisean accounting for 5,200 participants. In addition, the Blas Festival attracted 4,800 audience members and around 1,200 young people saw a performance by our Theatre-in-Education Group, Meanbh-Chuileag. Over 5,600 school pupils in the area covered by the Highland Council received a regular programme of tradition music tuition through the Youth Music Initiative, with around 800 in East Lothian involved in a similar scheme.

Fundraising activities
Fund-raising activities involved staff in raising money for a wide range of projects both towards the core work of Fèisean nan Gàidheal, and also on behalf of local Fèisean. The organisation also ran a National Raffle which raised money for local Fèisean. Earned income came from a variety of sources including membership fees, sales of books and revenue raised as the result of hiring musical instruments.

Internal and external factors
Internal factors affecting the achievement and performance of the organisation included the recruitment of new members to the Board of Trustees and in particular a new Chair.

External factors included delays in achieving a positive outcome to major applications for funding, particularly from the Scottish Arts Council and Highlands & Islands Enterprise. Although both were agreed late in the financial year, both will be extremely helpful in coming years.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2007

FINANCIAL REVIEW

Reserves policy

We aim to retain 25% of management fees received for major contracts such as Blas, the Youth Music Initiative and Training, and we build a 5% 'transfer to reserves' into all budgets when costing projects. Our aim is to have 3 months operating costs in reserve at all times.

Principal funding sources

During the year, Fèisean nan Gàidheal received grant-aid from a wide variety of bodies in support of our work notably the Scottish Arts Council, The Highland Council, Highlands & Islands Enterprise, Bòrd na Gàidhlig, Comhairle nan Eilean Siar, Argyll & Bute Council and the Scottish Arts Council Lottery Fund.

FUTURE DEVELOPMENTS

2007-08 will see Fèisean nan Gàidheal moving into a new phase of development having secured Foundation Funding from the Scottish Arts Council, and a generous 3-year funding package from Highlands & Islands Enterprise. The organisation will continue to deliver its core services to its member Fèisean, but will be able to better support volunteers through a greatly enhanced Development Fund and additional support for Cèilidh Trails and the Blas Festival, as well as the consolidation and reorganisation of staff.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 234ZA of the Companies Act 1985) of which the charitable company`s auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company`s auditors are aware of that information.

AUDITORS

The auditors, Nicolson, will be proposed for re-appointment in accordance with Section 385 of the Companies Act 1985.

ON BEHALF OF THE BOARD:

.....
George Stoddart-Secretary

Date: 14 September 2007

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FÈISEAN NAN GÀIDHEAL

We have audited the financial statements of Fèisean nan Gàidheal for the year ended 31 March 2007 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared in accordance with the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2005).

This report is made solely to the charitable company's trustees, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors
The trustee's responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out on in the Statement of director's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Report of the Trustees is consistent with the financial statements.

In addition, we report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Report of the Trustees, the Chair's Report and the Operating and Financial Review. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion
We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF FÈISEAN NAN GÀIDHEAL

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs as at 31 March 2007 and of its deficit for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Report of the Trustees is consistent with the financial statements.

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

Date: 14 September 2007

Note:

The maintenance and integrity of the Fèisean nan Gàidheal web site is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the web site.

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2007

	Notes	**31.3.07 Unrestricted funds £**	31.3.06 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income	2	**4,560**	4,115
Activities for generating funds	3	**79,740**	95,820
Investment income	4	**3,205**	7,434
Incoming resources from charitable activities	5		
Core activities		**433,269**	370,402
Training		**41,519**	54,207
Lochaber development fund		**32,995**	32,274
Blas Festival		**268,526**	146,500
Schools project		**219,511**	181,511
Gaelic Development		**95,584**	80,717
Total incoming resources		**1,178,909**	972,980
RESOURCES EXPENDED			
Costs of generating funds			
Fundraising trading: cost of goods sold and other costs	6	**2,697**	2,530
Charitable activities	7		
Core activities		**490,808**	413,044
Training		**60,571**	65,786
ICT Project		**2,319**	5,767
Lochaber development fund		**31,105**	33,080
Blas Festival		**250,880**	147,028
Schools project		**267,006**	283,199
Gaelic Development		**86,850**	72,391
Governance costs	10	**20,583**	11,784
Total resources expended		**1,212,819**	1,034,609
NET INCOMING/(OUTGOING) RESOURCES		**(33,910)**	(61,629)
RECONCILIATION OF FUNDS			
Total funds brought forward		**146,779**	208,408
TOTAL FUNDS CARRIED FORWARD		**112,869**	146,779

The notes form part of these financial statements

BALANCE SHEET
At 31 March 2007

	Notes	**31.3.07 Unrestricted funds £**	31.3.06 Total funds £
FIXED ASSETS			
Tangible assets	13	**-**	275
CURRENT ASSETS			
Stocks		**-**	3,478
Debtors	14	**78,200**	87,728
Cash at bank		**114,003**	137,669
		192,203	228,875
CREDITORS			
Amounts falling due within one year	15	**(79,334)**	(82,371)
NET CURRENT ASSETS		**112,869**	146,504
TOTAL ASSETS LESS CURRENT LIABILITIES		**112,869**	146,779
NET ASSETS		**112,869**	146,779
FUNDS	16		
Unrestricted funds:			
General fund		**112,869**	146,779
TOTAL FUNDS		**112,869**	146,779

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2005).

The financial statements were approved by the Board of Trustees on 14 September 2007 and were signed on its behalf by:

.....
Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2007

1. ACCOUNTING POLICIES

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

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

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

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

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

Plant and machinery etc	- 25% on cost

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

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

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

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

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

2. VOLUNTARY INCOME

	31.3.07	31.3.06
	£	£
Memberships	**4,560**	4,115

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2007

3. ACTIVITIES FOR GENERATING FUNDS

	31.3.07	31.3.06
	£	£
Sales of publications	**2,829**	3,808
Instrument bank revenue	**4,070**	6,882
Feis Alba	**2,480**	3,201
Administration fees	**70,312**	81,929
Other income	**49**	-
	79,740	95,820

4. INVESTMENT INCOME

	31.3.07	31.3.06
	£	£
Deposit account interest	**3,205**	7,434

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2007

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

		31.3.07	31.3.06
	Activity	**£**	£
Scottish Arts Council	Core activities	**179,969**	217,198
Highland Council	Core activities	**49,579**	50,499
Comhairle nan Eilean Siar	Core activities	**15,250**	16,250
Argyll & Bute Council	Core activities	**18,000**	8,000
Highland & Islands Enterprise	Core activities	**139,698**	49,768
Local enterprise companies	Core activities	**20,464**	-
European Social Fund	Core activities	**10,309**	-
Box office	Core activities	**-**	18,505
Other income	Core activities	**-**	10,182
Scottish Arts Council	Training	**15,000**	41,040
Comhairle nan Eilean Siar	Training	**2,130**	-
European Social Fund	Training	**22,224**	13,167
Registration fees	Training	**2,165**	-
Highland Council	Lochaber development fund	**10,000**	13,000
Highland & Islands Enterprise	Lochaber development fund	**16,458**	-
Local enterprise companies	Lochaber development fund	**-**	6,139
WHELK/LEADER+	Lochaber development fund	**6,537**	13,135
Scottish Arts Council	Blas Festival	**22,200**	-
Highland Council	Blas Festival	**188,636**	146,500
Bòrd na Gàidhlig	Blas Festival	**10,000**	-
Box office	Blas Festival	**32,690**	-
Clydesdale Bank plc	Blas Festival	**5,000**	-
Other income	Blas Festival	**10,000**	-
Highland Council	Schools project	**219,511**	181,511
Highland Council	Meanbh Cuileag	**16,250**	-
Bòrd na Gàidhlig	Meanbh Cuileag	**65,000**	47,500
Performance fees	Meanbh Cuileag	**6,084**	7,967
National Lottery	Meanbh Cuileag	**7,000**	20,000
Comhairle nan Leabhaireachan	Meanbh Cuileag	**1,250**	-
Historic Scotland	Meanbh Cuileag	**-**	2,500
Lloyds TSB	Meanbh Cuileag	**-**	2,750
		1,091,404	865,611

6. FUNDRAISING TRADING: COST OF GOODS SOLD AND OTHER COSTS

	31.3.07	31.3.06
	£	£
Instrument bank costs	**2,697**	2,530

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2007

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	Grant funding of activities (See note 8)	Support costs (See note 9)	Totals
	£	£	£	£
Core activities	**135,677**	**184,481**	**170,650**	**490,808**
Training	**60,571**	**-**	**-**	**60,571**
ICT Project	**2,319**	**-**	**-**	**2,319**
Lochaber development fund	**31,105**	**-**	**-**	**31,105**
Blas Festival	**250,880**	**-**	**-**	**250,880**
Schools project	**267,006**	**-**	**-**	**267,006**
Meanbh Cuileag	**86,850**	**-**	**-**	**86,850**
	834,408	**184,481**	**170,650**	**1,189,539**

8. GRANTS PAYABLE

	31.3.07	31.3.06
	£	£
Core activities	**184,481**	135,341

The total grants paid to institutions during the year was as follows:

	31.3.07	31.3.06
	£	£
Grants to Feisean	**184,481**	135,341

9. SUPPORT COSTS

	Management	Finance	Totals
	£	£	£
Core activities	**170,442**	**208**	**170,650**

10. GOVERNANCE COSTS

	31.3.07	31.3.06
	£	£
Committee expenses	**3,146**	3,862
Accountancy	**2,072**	-
Legal fees	**4,662**	-
Auditors' remuneration	**1,500**	1,081
Annual Conference	**9,203**	6,841
	20,583	11,784

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2007

11. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.07	31.3.06
	£	£
Auditors' remuneration	**1,500**	1,081
Depreciation - owned assets	**275**	799

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2007 nor for the year ended 31 March 2006.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2007 nor for the year ended 31 March 2006.

13. TANGIBLE FIXED ASSETS

	Plant and machinery etc
	£
COST	
At 1 April 2006 and 31 March 2007	**103,408**
DEPRECIATION	
At 1 April 2006	**103,133**
Charge for year	**275**
At 31 March 2007	**103,408**
NET BOOK VALUE	
At 31 March 2007	**-**
At 31 March 2006	**275**

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.07	31.3.06
	£	£
Amounts falling due within one year:		
Other debtors	**78,200**	87,728

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.07	31.3.06
	£	£
Bank loans and overdrafts	**8,614**	18,936
Trade creditors	**5,274**	9,854
Social security and other taxes	**5,883**	5,883
Grants awarded but unpaid	**57,163**	46,798
Accrued expenses	**2,400**	900
	79,334	82,371

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2007

16. MOVEMENT IN FUNDS

	At 1.4.06 £	Net movement in funds £	At 31.3.07 £
Unrestricted funds			
Unattributed activities		64,225	64,225
Core activities	51,323	(57,539)	(6,216)
Training	25,848	(19,052)	6,796
ICT project	2,319	(2,319)	-
Lochaber development fund	(6,099)	1,890	(4,209)
Blas Festival	(15,638)	17,646	2,008
Schools project	89,026	(47,495)	41,531
Gaelic Development		8,734	8,734
TOTAL FUNDS	146,779	(33,910)	112,869

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
Unattributed activities	87,505	23,280	64,225
Core activities	433,269	490,808	(57,539)
Training	41,519	60,571	(19,052)
ICT project		2,319	(2,319)
Lochaber development fund	32,995	31,105	1,890
Blas Festival	268,526	250,880	17,646
Schools project	219,511	267,006	(47,495)
Gaelic Development	95,584	86,850	8,734
TOTAL FUNDS	1,178,909	(1,212,819)	(33,910)

17. RELATED PARTY DISCLOSURES

The trustees may also be members of organisations which receive grants from the charity. Details of these grants can be found in the Trustee's Report.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2007

	31.3.07	31.3.06
	£	£
INCOMING RESOURCES		
Voluntary income		
Memberships	**4,560**	4,115
Activities for generating funds		
Sales of publications	**2,829**	3,808
Instrument bank revenue	**4,070**	6,882
Feis Alba	**2,480**	3,201
Administration fees	**70,312**	81,929
Other income	**49**	-
	79,740	95,820
Investment income		
Deposit account interest	**2,997**	7,434
Incoming resources from charitable activities		
Scottish Arts Council	**215,169**	265,547
Highland Council	**483,976**	391,510
Comhairle nan Eilean Siar	**17,380**	16,250
Argyll & Bute Council	**18,000**	8,000
Highland & Islands Enterprise	**156,156**	49,768
Local enterprise companies	**20,464**	6,139
European Social Fund	**32,533**	2,858
Bòrd na Gàidhlig	**75,000**	47,500
Registration fees	**2,165**	-
Performance fees	**6,084**	7,967
National Lottery	**9,000**	23,000
Comhairle nan Leabhaireachan	**1,250**	-
WHELK/LEADER+	**6,537**	13,135
Box office	**32,690**	18,505
Historic Scotland		2,500
Clydesdale Bank plc	**5,000**	-
Lloyds TSB	**-**	2,750
Other income	**10,000**	10,182
	1,091,404	865,611
Total incoming resources	**1,178,909**	972,979
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Instrument bank costs	**2,697**	2,530
Charitable activities		
Wages	**117,849**	254,396
Rent, rates and water	**4,565**	12,774
Carried forward	**122,414**	267,170

FÈISEAN NAN GÀIDHEAL

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2007

	31.3.07	31.3.06
	£	£
Charitable activities		
Brought forward	**122,414**	267,170
Telephone	**2,358**	6,240
Postage and stationery	**8,681**	5,899
Advertising & marketing	**36,609**	35,522
Sundries	**12,336**	881
Development officers, tutors and support workers	**185,165**	83,118
Travel expenses etc	**112,679**	17,357
Child protection costs	**9,969**	7,487
Training	**3,556**	3,845
Workshops	**26,502**	30,431
Materials	**25,834**	13,832
Steering group	**-**	7,102
Radio Project	**-**	2,275
25th anniversary book and celebrations	**60,567**	30,571
Venue costs	**171,871**	106,681
Promoters fees	**8,222**	4,727
Project management	**37,280**	33,615
Project planning	**-**	97
Management charge	**10,090**	48,000
Depreciation of tangible fixed assets	**275**	799
Grants to institutions	**184,481**	135,341
	1,018,889	840,990
Governance costs		
Committee expenses	**3,146**	3,862
Accountancy	**2,072**	-
Legal fees	**4,662**	-
Auditors' remuneration	**1,500**	1,081
Annual Conference	**9,203**	6,841
	20,583	11,784
Support costs		
Wages	**82,598**	112,540
Social security	**16,308**	9,786
Pensions	**2,808**	1,324
Office rent	**12,875**	6,000
Insurance	**5,671**	6,736
Light and heat	**1,133**	1,340
Telephone	**5,221**	820
Postage and stationery	**18,909**	19,025
Sundries	**5,616**	5,146
Website	**1,093**	-
Staff travel and expenses	**18,210**	16,288
Bank charges	**208**	299
	170,650	179,304
Total resources expended	**1,212,819**	1,034,608
Net income/(expenditure)	**(33,910)**	(61,629)

Fèisean nan Gàidheal

Modhan Ionmhais airson Fèisean nan Gàidheal
Àireamh air a' Chlàr Ghnothaich: 3.2007.03(e)

Background
This paper seeks to define the financial systems used by Fèisean nan Gàidheal and how they relate to all areas of the organisation. Board members are invited to consider the proposals and agree them, with any amendments incorporated.

Responsibility
The ultimate responsibility, and accountability, for any and all expenditure incurred by Fèisean nan Gaidheal must lie with the Chief Executive (CEO) at staff level, and with the Treasurer at Board level.

Proposed Limits of Authority
Because of the geographical spread of potential signatories, and the problems this can cause, and also taking into account the exemplary record of staff in managing the financial affairs of the organisation, it is proposed that the signatories be the CEO, Executive Manager and Development Manager and that the following limits be agreed:

Type of Expenditure	Responsibility for authorisation	Limit
Grants to Fèisean	CEO and Executive Manager	£10,000 to any one Fèis
Grants to Fèisean	Board approval needed	£10,001 or above to any one Fèis
Development Grants	Development Manager	Up to £5,000 to any one Fèis
Development Grants	Board approval needed	£5,001 or above to any one Fèis
Management Fees to Fèisean	CEO	Up to £15,000 to any one Fèis
Wages	Executive Manager	£5,000 in any one month to any staff member
Staff Expenses	Executive Manager	£1,000 in any one month to any staff member
Payment to Tutors	Executive Manager	£1,500 in any one payment to an individual tutor
Payment to Tutors	CEO	£1,501 - £5,000 in any one payment to an individual tutor
Capital Expenses	CEO	Up to £5,000 in any one transaction but only if already budgeted for
General Expenses	Executive Manager	Up to £1,000 in any one transaction
General Expenses	CEO	£1,001 - £5,000 in any one transaction
Contracts	CEO	Up to £5,000 for any single contract
Contracts	Board approval needed following competitive tendering	£5,001 or over for any single contract
Extraordinary Expenditure	CEO	Up to £1,000
Extraordinary Expenditure	Board approval needed	Any amount over £1,001

At present, the CEO and Executive Manager are signatories for all banking transactions and they are both authorised to operate the internet banking facility that Fèisean nan Gaidheal has with the Clydesdale Bank Plc. Two signatures are required on all cheques. The Development Manager should be agreed as signatory.

Because the grant funding to Fèisean is formulaic, apart from the Development Grants, and because a number of Board members represent Fèisean that may be in receipt of grant, it is probably best if Board members are not involved in decisions on grant funding. The Board should, however, be responsible for approving grants annually on a collective basis, probably at the February Board meeting.

Ordering supplies and services
All staff need to be aware that expenditure is committed when an order is placed, not when the cheque is requested. Therefore, it is important that all orders are placed properly, and are within agreed budgets and delegated powers.

Payment authorisation and Purchase Ledger
In practice within Fèisean nan Gàidheal only the CEO and Executive Manager can authorise payments, except in the case of Development Grants which are dealt with by the Development Manager up to a limit of £5k per Fèis. The Development Manager is also the designated deputy for the CEO and in his absence, should be able to authorise payments up to the same limits as the CEO in the table above.

Cheque writing and signing
Cheque may be written by the CEO, Executive Manager or Administrator but must be signed by the CEO and Executive Manager, or in the CEO's absence, the Development Manager.

Signatories will only be drawn from senior staff and Trustees, and any new signatory must be approved by the Trustees before the bank is notified.

Salary payments are made by internet banking by the Executive Manager, but will be approved monthly by the CEO.

Signatories will not sign cheques which are payable to themselves, or blank cheques. Cheques should be filled in completely (with payee, amount in words and figures, and date) before cheques are signed. The only acceptable exception is that the amount can be blank as long as the cheque is endorsed 'Not more than £ ....'. Receipts for this type of expenditure must be returned immediately.

Salaries, payroll and freelancers
Fèisean nan Gàidheal is required to operate the PAYE system, and make annual returns to the Inland Revenue. All people working directly for Fèisean nan Gàidheal, whether permanent or temporary, must provide a P45, or sign a P46 or student exemption certificate, or give reasons why they cannot. All payments will be made by cheque or direct bank credit.

It is the nature of Fèisean nan Gàidheal's activities that a number of freelance contractors will be used. Freelance contractors will only be taken on when authorised in accordance with section 1 above. With a few exceptions, they will be treated as self-employed, and contracts with such people must clearly indicate this. However, work in other areas of activity must be assumed to be employed by Fèisean nan Gàidheal and so subject to PAYE & NIC.

Payments for additional work over and above standard hours must be approved by the CEO.

Payment will usually be made via Clydesdale Bank internet banking, direct to employees' bank account. The salary payment listings will be checked by the CEO. Salaries will be paid on the 20th of the month.

Pay Scales
Pay scales are approved by the CEO, and are revised at the time of appraisal review.

The Board of Trustees will set the Director's remuneration.

Staff loans are not issued, but advances may be made against salary due, by arrangement with the Executive Manager.

The Executive Manager is responsible for:
- paying each employee in accordance with the approved terms and conditions, and issuing payslips.
- operating the PAYE system, keeping the required records, issuing P45s and P60s, and communicating with the tax office as appropriate.
- making the correct deductions for Income Tax, NI, court orders and any other appropriate deduction authorised by staff; ensuring that deductions are paid to the correct body, and necessary returns made.
- administering the Statutory Sick Pay and Statutory Maternity Pay schemes, alongside any additional related benefits provided by Fèisean nan Gàidheal.

Income
The majority of income received by Fèisean nan Gàidheal is from government grant aid, sales of services and goods produced.

Invoices will be issued for every sale as soon as practical. For completeness of customer and sales information, this includes where payment is received with order.

All invoices should be raised on Fèisean nan Gàidheal letterhead, and be drawn up in accordance with Fèisean nan Gàidheal's standard invoice requirements.

It is the responsibility of the person gaining the grant to ensure all grant income is claimed as it becomes due or available, and that all appropriate staff and the Executive Manager are aware of relevant grant conditions and exactly how the grant is to be expended.

Bank accounts
Fèisean nan Gàidheal's bankers are The Clydesdale Bank Plc, Somerled Square, Portree, Isle of Skye, IV51 9EH. The organisation has two accounts: a current account (Cashflow Account) and an interest paying current account (Cash Management Account)

It is the responsibility of the CEO and Executive Manager to make best use of the organisation's funds by transferring these to high interest deposit accounts as and when there is surplus available, and for a long a term as is possible so as to maximise interest income.

Charge Cards
For the convenience of purchasing goods, the CEO and Executive Manager each have a charge card, drawn on the organisation's current account with a spending limit of £10,000 each. These are only used when payment by cheque or internet banking is not appropriate to a transaction, or where a payment has to be made before goods can be sent. They are only used in trading with bona fide companies and organisations and receipts must always be produced for all expenditure.

Books of account and records
Proper accounting records will be kept. The accounts systems is based around computer facilities, using MYOB and Excel, but manual/paper records will also be used if appropriate.
At a minimum, the following records will be kept:

- appropriate control accounts
- salary control account
- quarterly trial balances

Budget setting
12 monthly income and expenditure budgets will be prepared in time for final approval by the Board of Trustees in February each year, before the start of the financial year under consideration. Cashflow forecasts will be prepared as appropriate.

Financial monitoring and audit
Fèisean nan Gàidheal's financial year is from 1 April to 31 March. Annual accounts will be submitted for audit, as required under the Companies Act, OSCR regulations and grant conditions, prepared per regulations for charities and any other relevant accounting conventions. Final draft should be ready for and passed by Board of Trustees in September, with audited accounts signed at the September meeting.

Role of Treasurer
The Treasurer should works in close co-operation with, and provide support and advice to, the Executive Manager. Specific responsibilities are to:

- Guide and advise the Board in the approval of budgets, accounts and financial statements, within a relevant policy framework.
- Keep the Board informed about its financial duties and responsibilities.
- Advise the Board on the financial implications of Fèisean nan Gàidheal's strategic plans and key assumptions included in management's operational plan and annual budget.
- Confirm that the financial resources of Fèisean nan Gàidheal meet present and future needs.
- Understand the accounting procedures and key internal controls, so as to be able assure the Board of Fèisean nan Gàidheal's financial integrity.
- Ensure that the accounts are properly audited, that accepted recommendations of the auditors are implemented, and meet the auditor at least once a year.
- Formally present the accounts at the AGM, drawing attention to important points.
- Monitor Fèisean nan Gàidheal's investment activity and ensure its consistency with policies, aims, objectives and legal responsibilities

Role of Management
The Management team consists of the CEO, Development Manager and Executive Manager who will review finances thoroughly at regular meetings.

Role of Board of Trustees
The Board is responsible for:

- approving the budget for the year
- approving signatories to the bank accounts
- appointments of staff where not delegated to the CEO
- receiving reports from the Management Team on areas of concern
- approving exceptional items of expenditure outwith the limits set above
- monitoring the financial position based on quarterly reports, with advice from the CEO and/or Treasurer
- approving the annual accounts, auditors report and appointment

Role of Executive Manager
The Executive Manager is the lead person for processing all changes and exceptional items, and will assist the Treasurer in any financial matter connected with the organisation.

The Executive Manager will ensure that adequate security precautions are taken to safeguard financial and other assets.

Art MacCarmaig
Ceannard
Sultain 2007

Fèisean nan Gàidheal

Taghadh Buill a' Bhùird
Àireamh air a' Chlàr Ghnothaich: 3.2007.04(a)

Background
Fèisean nan Gàidheal's Board has agreed to make changes to the way in which Directors are elected to the Board and this paper outlines the procedures that will be put in place with effect from 14 September 2007, subject to clarification on whether or not this has to be ratified at the AGM by the membership.

Number of Directors
Fèisean nan Gàidheal's Board will consist of:

- 10 Directors, each of whom will be a representative of a Fèis, elected by the membership

In addition, each of the following bodies will be invited to send an observer to Board meetings:

- Scottish Arts Council
- The Highland Council
- Highlands & Islands Enterprise
- Comhairle nan Eilean Siar
- Bòrd na Gàidhlig

Representation
Area representation will be maintained, on a proportional basis, with the following being the breakdown:

- 2 from the Western Isles
- 4 from The Highland Council area
- 1 from the Argyll & Bute Council area
- 3 from the other areas in which Fèisean take place

Where the normal election procedure, detailed below, fails to fill a place in any given area, the Board may co-opt a member from the Fèisean in that area to fill the vacant place. Where that is not possible, however, a member from a Fèis in another area may take up the vacant place on the Board, or the Board may elect to leave the place vacant until the following round of elections.

The remit

- A full role description is available at Appendix 1.
- Those Fèis representatives offering themselves for election must be active in the running of Fèis activities in their area, and must have the endorsement of their local Fèis.
- There will be approximately 4 meetings per annum, including one at the time of the AGM. Normal Board members will be required to commit time to attending those meetings.
- The Chair, Vice Chair (if deemed necessary), Secretary and Treasurer will be required to commit at least another 4 days to attend meetings of the Executive Group, which is explained hereafter.
- Soon after election, Board members will go through a thorough induction process, and will be made fully aware of their responsibilities as Board members.
- All elected Board members will have a vote. Observers from funding bodies, while they may take part fully in Board discussion, will not have a vote.

Term of Office

- Ordinary Board members will be appointed for a 3-year term.
- Where a member goes on to take up the office of Chair, Vice Chair (if deemed necessary), Secretary or Treasurer during their tenure, they may serve for a maximum 3-year term in that post irrespective of when, within their normal 3-year tenure, they take up office and subject to the maximum time a member may serve on the Board being 6 years.
- After serving for a 3-year term, members will not be eligible for re-nomination for election for 12 months.
- After serving for a 6-year term, members will not be eligible for re-nomination for election for 3 years.

- Members will, at the Board meeting each year immediately prior to the organisation's AGM, elect from their number a Chair, Vice Chair (if deemed necessary), Secretary and Treasurer for a period of 3 years, subject to the 6 year maximum period a member may serve.

The election procedure

The election procedures will be as follows:

- Those required to stand down from the Board at the end of their term will be identified.
- The number of vacancies on the Board will be 'advertised' throughout the Fèis movement, through communication with all Fèis committee members and if timing allows, an article in our newsletter.
- Interested parties will receive the job description.
- Each nominee will submit an application, which may, if desired, include 100 words of background information – a personal statement – outlining their interest and what they think they could bring to the Board - which will be included in the election ballot papers.
- After the closing date for nominations, ballot papers will be drawn up outlining each candidate, which Fèisean they are being nominated by, and their 'personal statement'.
- All Fèisean will be sent the ballot papers, and the election will be carried out by post, with each Fèis having a number of votes equivalent to the number of vacancies in any one year.
- The members elected to serve on the Board will be those who gain the highest number of votes to fill the available places.
- In the event of a tie after the election, there should be a further vote by the Board members, to decide which candidate would serve on the Board.
- The election, and vote counting, will be overseen by an independent scrutineer.

Executive Group

- In addition to the Board, there will be a small Executive Group which will meet quarterly to go over, in detail, company business and financial arrangements and monitoring.
- The group will meet at least a fortnight before each full Board meeting, and the business of the meeting will be minuted and included with the papers for the following Board meeting.
- The full papers for Executive Group meetings will be sent to all Board members prior to the following Board meeting.
- The membership of the Executive Group will consist of the Chair, Vice Chair (if elected), Secretary and Treasurer, or other members as appointed by the Board, who would have a vote. The Director, Development Manager and Executive Manager, will attend in a non-voting, advisory capacity.
- Those people appointed to the Executive Group will be required to commit approximately 4 more days than ordinary Board members, to the work of the organisation.

Other points

- Board members may occasionally hold meetings without observers being present.
- Arts & Business Board member training, or a suitable equivalent, will take place on a rolling basis, to ensure that all Board members benefit from this.
- Suitable financial management training will also be available for Board members.
- A skills bank, detailing Board members' 'unknown' skills, will be set up and maintained.

Art MacCarmaig
Ceannard
Sultain 2007

Appendix 1

Role Description for Board Members

1 AIMS & OBJECTIVES OF FÈISEAN NAN GÀIDHEAL

The aim of Fèisean nan Gàidheal is to make the Gaelic Arts, Language and Culture more accessible and more widely appreciated through the promotion, support and development of local, community-based tuition Fèisean.

The objectives are to:

1.1 Provide support for the development of individual Fèisean and the Fèis movement as a whole
1.2 Develop the tuition at individual Fèisean
1.3 Develop Fèisean nan Gàidheal as a service-providing organisation
1.4 Promote excellence within the Fèis movement
1.5 Create closer links between Fèisean, other organisations and other countries

2 MAIN DUTIES OF BOARD MEMBERS

Fèisean nan Gàidheal is a company limited by guarantee, with charitable status. It is a membership organisation with a geographic spread which covers most of the Scottish islands and mainland. Board members are drawn from the committees of member Fèisean, but a proportion may be elected from outwith the Fèis movement by open advertisement. The following points should be considered when seeking election to the Board.

2.1 Competence in spoken Gaelic is desirable.
2.2 Support for the aims of Fèisean nan Gàidheal is essential.
2.3 Board Members are expected to contribute a degree of expertise, experience and commitment to the workings of the organisation. They should be constructive, and competent to decide policy and monitor implementation and to monitor the finances of the organisation.
2.4 The ability to devote time to the organisation is essential. Board members will be expected to attend around 4 board meetings per year, and to be fully prepared to take an active part in these meetings. All members are expected to take an interest in the work of the organisation as a whole.
2.5 The Chair, Vice Chair, Secretary and Treasurer will be elected from within the Board for a maximum of 3 years and they will be expected to attend additional meetings as part of an Executive Group.
2.6 Term of Appointment: Appointments are for a 3-year term unless a member takes up the office of Chair, Vice Chair, Secretary or Treasurer during their tenure for a maximum 3-year term which they may do irrespective of when, within their normal 3-year tenure, they take up such office. However, the maximum time any member may serve continuously on the Board is 6 years.
2.7 Remuneration: The appointment is unpaid, but reasonable travel, subsistence and other agreed expenses will be reimbursed.
2.8 Standards of Conduct: Members are required to observe Best Practice conventions for Board Members, notably impartiality, discretion, value for money, accountability and openness.
2.9 Public Relations: Members are expected to act as ambassadors on behalf of Fèisean nan Gàidheal and their individual member Fèisean.

Fèisean nan Gàidheal
2007

Fèisean nan Gàidheal

A' fastadh luchd-obrach agus measaidhean

Àireamh air a' Chlàr Ghnothaich: 3.2007.05(a)

Bun-fhiosrachaidh

Bidh buill a' Bhùird gu bheil grunn dhreuchdan againn a bha sinn a' feuchainn a lìonadh, leis gun do dh'fhalbh dithis a bhith nan luchd-teagaisg agus gun robh dà dhreuchd a chaidh a stèidheachadh as ùr.

Tha sinn cuideachd air a bhith ag aontachadh ri structar ùr airson luchd-obrach agus tha Daibhidh Boag agus mi fhìn air a bhith a' cumail choinneamhan mheasaidh far an robh an cothrom aig luchd-obrach còmhraidhean a chumail air mar a tha atharrachaidhean a' dol a thoirt buaidh orra.

Tha an aithisg ghoirid a tha seo airson fiosrachadh a thoirt do bhuill a' Bhùird air mar a tha a' dol dhuinn le fastadh dhaoine, agus le na measaidhean.

Fastadh

Bha ceithir dreuchdan ban againn:

- **Oifigear Leasachaidh, Na h-Eileanan Siar** (leis gun do dh'fhàg Fiona NicAonghais a bhith na neach-teagaisg, agus le airgead a bharrachd bho Chomhairle nan Eilean Siar, bha an cothrom againn an dreuchd ath-nuadhachadh mar Oifigear Leasachaidh làn thìde an àite Oifigear Taice pàirt thìde)
- **Rianaire, Port-Rìgh** (leis gun do dh'fhàg Elaine NicFhearghais a bhith na neach-teagaisg)
- **Oifigear Dràma** (neach ceumnachaidh), **Inbhir Nis** (le taic bhon Sgeama Luchd Ceumnachaidh aig Comunn na Gàidhlig)
- **Oifigear Thasglann, àite sam bith** (le taic-airgid bhon Chrannchur Nàiseanta agus eile)

Chaidh sanasan a thoirt a-mach dà thuras mas robh e comasach dhuinn geàrr-liosta a chur ri chèile. Gu h-inntinneach, bha na sanasan anns a' Ghàidhlig a-mhàin a' chiad thuras agus dà-chànanach an darna turas. An dèidh na dàrna sanas, bha e comasach dhuinn Jenna Chuimeanach fhastadh mar Oifigear Leasachaidh airson nan Eilean Siar, agus Emily Edwards mar Oifigear Thasglann. Tha ise air a ràdh gum bu thoigh leatha a bhith stèidhichte ann an oifis Inbhir Nis.

Gu mi-fhortanach cha d' fhuair sinn tagraiche sam bith airson dreuchd na h-Oifigear Dràma, agus cha d' fhuair sinn duine sam bith a bha nar beachd-sa freagarrach airson na dreuchd pàirt thìde mar Rianaire a lìonadh. Tha sinn air sanasan a thoirt a-mach aon turas eile, ach le obair an Rianaire aig ìre làn ùine airson feuchainn ri tagraichean nas fheàrr a lorg. Tha ceann latha 10 Sultain anns an t-sanas agus bidh e comasach dhomh am fiosrachadh as ùire a thoirt do bhuill a' Bhùird aig a' choinneimh air 14mh.

Measaidhean

Tha sinn air coinneamhan mheasaidh a chumail dhan a h-uile duine ach mi fhìn agus Daibhidh Boag. Bha e na chleachdadh anns na bliadhnaichean a chaidh seachad buill a' Bhùird a bhith an-sàs nar measaidhean, ach leis an structar ùr tha mi den bheachd gum biodh e iomchaidh mi fhìn a' choinneamh a chumail le Daibhidh, agus an uair sin gun cuireamaid latha air dòigh far am b'urrainn don chathraiche/cuideigin bhon Bhòrd am measadh agam fhìn a chumail.

Tha na measaidhean air a bhith glè mhath agus tha targaidean nan luchd-obrach gu bhith air an aontachadh a-rèir targaidean a tha mu choinneimh na buidhne anns an fharsaingeachd. Bidh gnìomhan deatamach ann do gach duine, agus bidh àrdachadh pàighidh sam bith a-rèir ciamar a thèid do dhaoine iadsan an coileanadh. Bidh gnìomhan eile annta cuideachd, agus ged a bhitheamaid ag iarraidh adhartas fhaicinn leothasan, cha bhi buaidh orrasan air àrdachadh pàighidh an luchd-obrach. Mar is àbhaist bidh leasachaidhean pearsanta anns na planaichean cuideachd, a' gabhail a-steach feumalachdan trèanaidh sam bith, agus bidh sinn a' dèanamh cinnteach gun gabhadh trèanadh iomchaidh a chur air dòigh.

Eile

Tha Fiona Ironside, a tha ag obair còmhla ruinn fhad 'sa tha Ingrid NicEanruig air fòrladh màthaireil air leigeil fhaicinn gu bheil i a' gluasad a Ghlaschu a dh'aithghearr agus gu bheil i airson a dreuchd fhàgail. Feumaidh sinn dòigh a lorg an obair seo a dhèanamh gus am bidh fios againn a bheil Ingrid a' dol a thilleadh neo nach eil.

Art MacCarmaig
Ceannard
Sultain 2007

Fèisean nan Gàidheal

Pròram de Thaisbeanaidhean bhon luchd-obrach
Àireamh air a' Chlàr Ghnothaich: 3.2007.05(b)

Bun fhiosrachadh
Chaidh aontachadh aig a' choinneimh a bha againn eadar am Bòrd agus an luchd-obrach gum bu chòir don luchd-obrach a bhith an-sàs nas motha ann an coinneamhan a' Bhùird le cead a bhith gam frithealadh aig àm sam bith. Bha beachd ann gum gabhadh seo a leasachadh le pròram de thaisbeanaidhean bhon luchd-obrach ag innse dhuinn mun obair aca aig amannan iomchaidh.

Clàr-ama
Tha clàr-ama an seo airson deasbad a thogail, le beagan fiosrachaidh air na bhios anns gach taisbeanadh:

Coinneamh	Neach-obrach	Tiotal	Taisbeanadh
Dùbhlachd 2007	Art MacCarmaig	Ceannard	Trèanadh do bhuill ùr den Bhòrd air na dleastanasan a bhios orra agus bun fhiosrachadh air obair na buidhne
Dùbhlachd 2007	Iona NicDhòmhnaill	Oifigear Trèanaidh	Fèis Thrèanaidh agus trèanadh luchd-teagaisg
Gearran 2008	Daibhidh Boag	Manaidsear Leasachaidh	Aithris air na pròiseactan a chaidh a mhaoineachadh trom Sgeama Leasachaidh againn agus planaichean airson 2008-09.
Gearran 2008	Emily Edwards	Oifigear Thasglann	Adhartas leis a' phròiseict agus dealbh a thoirt dhuinn air dè chaidh a chruinneachadh
Cèitean 2008	Calum Ailig MacMhaoilean	Oifigear Gàidhlig	Aithris air na dòighean anns a bheil ar Poileasaidh Gàidhlig air a bhith air a chur an gnìomh le na Fèisean ann an 2007-08 agus planaichean airson 2008-09
Cèitean 2008	Dougie Beck	Oifigear Gàidhlig (Dràma)	Aithris air na fèisean dhràma agus cuairt Mheanbh-Chuileag agus planaichean airson 2008-09
Sultain 2008	Nicola Marshall	Oifigear	Aithris air pròiseactan mhòra leithid taic le Fèis Spè agus NessFest

Co-dhùnadh
Chan eil an seo ach beachd neo dhà airson tòiseach tòiseachaidh agus airson deasbad neo còmhradh a thogail. Bu chòir do bhuill a' Bhùird am beachdan fhèin a chur air adhart le sùil gun gabhadh pròram aontachadh agus gun tèid fiosrachadh an uair sin don luchd-obrach.

Art MacCarmaig
Ceannard
Sultain 2007

Fèisean nan Gàidheal

Aithisgean Luchd-obrach

Àireamh air a' Chlàr Ghnothaich: 3.2007.06(a)

Staff member	**Arthur Cormack**
Job Title	**Chief Executive**
Period of Report	**May - September 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Àir. Targaid	**Targaid** Adhartas
1.1	**Leantainn air adhart a' ruith Sgeama Thabhartasan airson Fèisean (Targaid CEA)**
	Le IGE agus càch, leudaich an t-ionmhas a tha ri fhaotainn do R & L tro Mhaoin Leasachaidh na Fèise (Targaid CEA)
	Tha an sgeama a' ruith mar bu chòir fo smachd na h-Oifigear Ionmhais agus Rianachd bho latha gu latha. Gu ruige seo, tha tabhartasan luach £233k air a bhith air an tairgse do 41 Fèis mar a tha air a mhìneachadh anns na clàran airson coinneimhean a' Bhùird.
1.2	**Cuir an dreuchd 5 Oifigear Leasachaidh Fèise ionadail (Targaid IGE)**
	Tha trì Oifigearan Leasachaidh air a bhith againn gu bho chionn greis (2 x LT air Ghàidhealtachd agus 1 x 0.6 LT anns na h-Eileanan Siar) agus aonan mar Neach Taice nam Fèisean (1 x 0.8 LT ann an Earra-Ghàidheal agus Taobh a Deas). Tha na h-atharrachaidhean a tha a' dol a thighinn air structar na buidhne a' ciallachadh gum biodh neach làn thìde againn anns na h-Eileanan Siar, agus gum biodh an neach a tha an-dràsta na Neach Taice a' dol a ghabhail dleastanasan Oifigear Leasachaidh. Tha e na amas dhuinn neach eile fhastadh airson na Fèisean anns na bailtean mòra, agus chaidh aontachadh gum bu chòir dhuinn feuchainn ri dreuchd ùr a stèidheachadh ann an co-bhonn ri comhairle ionadail. Chaidh litrichean a-mach bhuamsa gu Comhairle Baile Ghlashcu (Charles Bell), Comhairle Dhùn Èideann (Mary McGookin) agus Comhairle Shruighlea (Daryl Fraser) ach gu ruige seo, ged a tha freagairtean air a bhith agam, chan eil duine aca air càil a ghealltainn ged a tha Glaschu an tè as dòchasaiche
1.8	**Foillsich leabhar a' comharrachadh 25 bliadhna de dh' Iomairt nam Fèisean ro no ann an 2006 (Targaid IGE)**
	Chaidh leabhar a' comharrachadh 25 bliadhna de na Fèisean fhoillseachadh san Dùbhlachd 2006 agus tha sinn air a bhith a' reic na 's urrainn dhuinn tro Fhèisean, bhùthan msaa. Feumaidh sinn cùmhnant sgaoilidh fhaighinn fhathast ach tha seo air bhith nas doirbhe na bhith mi am dùil, ged a tha cuid den na luchd-sgaoilidh ciùil gan reic. Ged a bha sinn ag amas gum biodh na fèisean gan reic, chan eil a h-uile tè air gabhail ri seo. Tha an obair seo a' leantainn air adhart.
1.11	**Lean air adhart a' toirt taic do phròiseactan Fèise fa leth leithid gnìomhan leudachaidh Fèis Bharraigh (Targaid CEA)**
	Tha mi fhìn a' cumail taic do dh'Fhèisean Lochabair le Oifigear Leasachaidh làn-ùine agus bidh mi a' frithealadh choinneimhean den bhuidheann-stiùiridh. 'S dòcha gum biodh seo ag atharrachadh leis a' structar ùr a thathar a' moladh.
1.12	**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)**
	Faic 1.2 gu h-àrd.
2.4	**Àireamh fhàsmhor de dh'Fhèisean tro mheadhan na Gàidhlig**
	Chan urrainnear seo a choileanadh ach le taic bhon sgioba Gàidhlig agus na Fèisean fhèin. Ged nach tèid an àireamh de dh'fhèisean a tha gu tur tro mheadhan na Gàidhlig suas nas fhaide na 6 anns a' gheàrr ùine, tha leudachadh gu math mòr air tighinn air an ìre de Ghàidhlig a tha na fèisean a cleachdadh tro ghnìomhan agus thachartasan, gu h-àraidh le obair na Sgioba-G.
3.1	**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)**
	Tha a' chùmhnant le Comhairle na Gàidhealtachd a' leantainn tro 2007-08, le na Fèisean ag obair cuide ri sgoilearan ann an clas 6, a gheibh Òrain Gàidhlig, Òrain Cloinne, Fìdeag agus Obair Chòmhlain. Bidh a h-uile sgoil a' faighinn 12 seachdain agus bha latha trèanaidh air a chur air bonn le Fèis Rois air 16 Lùnastal a bha fosgailte don luchd-teagaisg air fad. Tha cùmhnant Lodainn an ear a' leantainn cuideachd, ged a tha Cè Greumach a' fàgail a dhreuchd le Feis Dhùn Èideann a dh'aithghearr. Bidh seo an urra ri cò thigeadh na àite.
3.2	**Leudaich lìbhrigeadh chlasaichean ciùil traidiseanta thar sgìre Comhairle na Gàidhealtachd, ann an com-pàirteachas ri ICO, far a bheil iomchaidh (Targaid CEA)**
	Tha aon chùmhnant againn mu thràth le Comhairle Lodainn an Ear. Faic 3.1.

	A bharrachd air an ICO ann an suidheachadh foirmeil, thug mi fhìn taic do dh'Fhèis an Earraich airgead a thogail airson pròiseact a leigeadh leotha a bhith ag obair ann an Àrdsgoil Phort-Rìgh le cruinneachaidhean an dèidh na sgoile. Tha grunn fhèisean eile air a bhith soirbheachail le tagraidhean dhan sgeama seo cuideachd.
3.4	**Obair foghlaim foirmeil eile**
	• Mar chom-pàirtiche ann am Fòram a' Chiùil Thraidiseanta, tha sinn a' dèanamh rannsachadh a thaobh feumalachdan foghlaim. • Tha sinn air a dhol a-steach gu aonta le OGE, an RSAMD agus Sabhal Mòr Ostaig gus bruidhinn mun chothrom, no a chaochladh, airson Acadamaidh Fèise
4.2	**Leasaich agus leudaich am pròram Blas mar phàirt de Ghàidhealtachd 2007. (Targaid CEA)** **Pròram a lìbhrigeadh a tha air a dhealbhadh gus freagairt air prìomh amasan Blas (Targaid CG**
	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)
	Fèis a lìbhrigeadh a tha in-ghabhaltach agus a bhios tarraingeach do thar-earrainn farsaing de bhuidhnean aoise agus cultair (Targaid CG)
	Gus ìrean sàr-mhath ealain a chumail suas agus ìrean àrda de chùram luchd-cleachdaidh agus luchd-ùidh (Targaid CG)
	Dearbhadh gu bheil Blas 2006 air na targaidean buileachaidh a tha air am mìneachadh sa phlana gnothachais a choileanadh. **(Targaid G2007)**
	Dearbhadh gu bheil Blas 2006 air na targaidean a bhathar a' dùileachadh airson reic thiocaidean taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)
	Solarachadh de phròram mionaideach Blas 2007, a' soilleireachadh amas eadar-nàiseanta a' phròraim thachartasan. **(Targaid G2007)**
	Dearbhadh gu bheil Blas 2007 air na targaidean a tha air am mìneachadh taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)
	Dearbhadh gu bheil Blas 2007 air na targaidean a bhathar a' dùileachadh airson reic thiocaidean taobh a-staigh a' phlana ghnothachais a choileanadh. (Targaid G2007)
	Cur a-steach a' cheisteachain mheasaidh a thathar a' lìonadh as dèidh Gàidhealtachd 2007 (Targaid G2007) **Fianais de dheagh thaic mhaoineachaidh gus Blas 2008 a chumail suas. (Targaid G2007)**
	Bha Blas na bliadhna-sa air leth soirbheachail, le 53 consartan, coimisean ùr, taisbeanaidhean de *Harvest*, ceòl ann an ospadalan agus taighean airson seann daoine agus thèid feuchainn ris an oidhirp as fheàrr a chaidh a chlàradh san t-saoghal a bhriseadh le Còmhlan Cèilidh Crann Tàra! Bidh an fhèis a' gabhail a-steach òigridh, a' Ghàidhlig, luchd-ciùil eadar-nàiseanta, agus tha pròiseactan ùra innte gach bliadhna. A bharrachd air gu bheil òigridh anns a' phròram airson na feise fhèin, tha sinn air taic a chumail ri 5 Cèilidhean air Chuairt am bliadhna. Ged a tha e cùram luchd-cleachdaidh a' crochadh air luchd-brosnachaidh ionadail, bidh riochdaire Blas aig gach tachartas Tha CEA agus IGE mar-thà air tabhartas a thoirt seachad tro mhaoin Cèilidhean air Chuairt agus tha fios aca nach bi maoin G2007 rim faotainn bho 2008 air adhart. Bidh aithisg neo-eisimeileach air Blas 2007 a' tighinn bho Snedden Economics, agus thèid seo a dhèanamh gu math sgiobalta oir tha agam ro fiosrachadh a thoirt seachad do Chomataidh an Fhoghlaim, Cur Seachadan agus Spòrs aig Comhairle na Gàidhealtachd nas fhaide air adhart anns an t-Sultain.
4.3	**Ann an com-pàirteachas le Fèisean, thoir tuilleadh leasachaidh air lìonradh de Chuairtean Cèilidh (Targaid CEA)**
	Mar a mhìnich mi shuas tha taic air a bhith ann do 5 Cèilidhean aid Chuairt am bliadhna agus tha sinn a' feuchainn ri cuairt a chur air dòigh le Fèisean nan Eilean Siar an ath bhliadhna.
4.5	**Cùm suas agus builich am pròram GASD mar àrd-chòm-pàirtiche (Targaid CEA)**
	Obair leantainneach agus FnG na lùib mar làn chom-pàirtiche ann am fòram GASD. Feumar bruidhinn ri luchd-ùidh mu àm ri teachd GASD a dh'aithghearr agus feumaidh GSD dreach dheireannach a chur air an Ro-innleachd Ealain Ghàidhlig a bhios na phàirt den Phlana Nàiseanta airson na Gàidhlig.
5.1	**Oifigear Leasachaidh airson Trèanadh a ghleidheadh**
	Air a glèaidheadh.
5.3	**Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean**
	Tha sinn a' cumail taic ri Fèis Rois nan Deugairean agus tha Fèis Lochabair air ùidh a thogail ann am fèis den t-seòrsa seo a chur air dòigh.

6.1	**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)**
	Dèan am feum as fheàrr de thabhartas nam Fèisean a thaobh soirbheachas Gàidhealtachd 2007 (Targaid IGE)
	Tha sinn a' leantainn air adhart a' frithealadh choinneamhan, agus a' cur ri leasachadh, an Fhòraim Chiùil Thraidiseanta. Tha VisitScotland air cuireadh a thoirt dhuinn gus obair a dhèanamh còmhla riutha air bùiththean-obrach trèanaidh gus aire a thogail mu Cheòl Thraidiseanta leis an luchd-obrach TIC aca. Tha Fèis Blas na pròiseact mòr airson G2007 agus tha an òigridh a bha an-sàs le na Cèilidhean air Chuairt gu mòr an-sàs ann a bhith a' cluich aig tachartasan fo bhratach G2007. Tha G2007 air iarraidh oirnn an cur-seachad a dhèanamh aig dìnnear Dhuaisean Ealain & Gnothachais ann an Dùn Èideann san t-Sultain agus aig tachartasan an ath bhliadhna co-cheangailte ri Liverpool 2008, A' cuideachadh gus raon-ùghdarrais ' A' bhliadhna a chomharraicheas Alba cultar na Gàidhealtachd' a choileanadh le consartan Ceòl nam Fèis taobh a-muigh na Gàidhealtachd
6.2	**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 an obair againn air a stiùireadh gu ruige seo agus air a taisbeanadh tron àireimh mhòir de bhuidhnean air a bheil làthaireachd aig Fèisean nan Gàidheal, agus an t-àite a tha aig Iomairt nam Fèisean aig teis meadhain leasachadh cèol traidiseanta ann an Alba.
6.3	**Ceangalan Eadar-nàiseanta**
	Gabhaidh luchd-ciùil bho Cheap Breatainn, Sasainn agus Èirinn com-pàirt ann am Blas am-bliadhna. Tha ceanglaichean leantainneach againn le *Celtic Colours* ann an Ceap Breatainn agus bidh Donna Choineagan agus Brian Ó hEadhra a' frithealadh na feise am bliadhna.
6.4	**Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta. (Targaid CEA)**
	Tha Banca Dail Chluaidh againn mar urrasair Blas, agus chaidh obair eile a dhèanamh le companaidhean eile an latha a chur dinn Blas air bog aig Beat the Drum ann an Druim na Drochaid. Bu chòir a bhith a' dèanamh a' chur-seachad aig Dìnnear Duaisean A & B ar cuideachadh gus ceanglaichean a thogail
6.5	**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-obraichidh sinn gu h-iomlan.
6.7	**Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Ghàidhealtachd 2007, agus gnìomhan bùth-obrach/trèanaidh eile (Targaid CEA)**
	Chaidh seo a dhèanamh le 4 consartan Ceòl nam Fèis air an aithris gu h-àrd, Harvest aig Blas, Beat the Drum agus NessFest.

Neach-obrach	**Daibhidh Boag**
Dreuchd	**Manaidsear Leasachaidh**
Ràithe na h-aithisg	**An Cèitean – An t-Sultain 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Fios. Plana Leas	
1.1	**Sgeama Thabhartasan airson Fèisean**
	Thoir taic do 3 pròiseact ùr agus innleachdach aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise (Targaid IGE)
	Gu ruige seo, tha 7 tagraidhean agam airson na bliadhna ionmhais 2006 – 7.
1.2	**A' lùghdachadh an eallaich air saor-thoilich**
	Luchd-obrach taice suidhichte
	Raon de sheirbheisean taice suidhichte
	'S e aon de na prìomh obraich agam taic a thoirt dhan sgioba leasachaidh air fad, a' gabhail a steach na leasachaidhean Gàidhlig. Tha aithisgean ann bhon a h-uile daoine a' sealltainn na h-adhartais a th' aca airson na targaidean aca fhèin.
1.10	**Taic airson Fèisean ùra**

	Cruthaich 2 Fhèis ùr gach bliadhna (Targaid IGE)
	Bha a' chiad Fhèis Mhoireibh ann aig deireadh a' Chèitein. Tha sinn air a bhith bruidhinn ri coimhearsnachdan ann an Eilean Cholla, Dùn Omhainn agus Loch Caran mu na Fèisean aca fhèin a steidheachadh.
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 (Targaid CEA)
	Tha mi air a bhith ag obair le luchd-obrach air tòrr phròiseactan ùra a chur air bhog, Cèilidh air Chuairt sa Mhonaidh Ruaidh, NessFest agus BarraFest. Tha mi fhathast ag obair ann an co-bhonn le muinntir Fèis Bharraigh air tòrr phròiseactan diofraichte, leithid na clasaichean leantainnich aca.
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 do Ghàidhlig am measg Fèisean ùra
	Tha mise gu math cinnteach aig toisich tòisichidh gu feum Gàidhlig a bhith aig na Fèisean ùra aig teas mheadhan na h-obrach air fad aca.
4.2	**Leasachadh Blas – A' Comharrachadh Ceòl na Gàidhealtachd**
	50 tachartas air feadh na Gàidhealtachd (Targaid BnG)
	Bidh Fèis Bhlas a' tòiseachadh 31 An Lùnastal – 8 An t – Sultain le 53 tachartasan anns a' phròram oifigeil agus tòrr a bharrachd thachartasan mi oifigeil tron t-seachdain.
	Fear/Bean an taighe a bhruidhneas Gàidhlig aig gach tachartas (Targaid BnG)
	Tha fios againn a nis cò bhitheas a dèanamh na h-obrach seo, agus tha mi cinnteach gu ruig sinn an targaid seo.
	Soidhnichean Gàidhlig ri bhith aig gach tachartas Blas (Targaid BnG)
	Tha pasgan soidhnichean da chànanach CnaG gu leòr againn airson na h-àiteachan Blas air fad.
	Stuthan brosnachaidh Blas ri bhith dà-chànanach (Targaid BnG)
	Rinn sinn seo. Tha na programan agus postairean air fad da chànanach, agus tha an làrach-lìn an aon rud.
	Cairtean briathrachais Gàidhlig ri bhith air an toirt do gach ball de luchdan-èisteachd (Targaid BnG)
	Bidh na cairtean seo deiseil ron Fhèis, agus sgaoilidh sinn iad dha na h-àiteachan air fad.
	Luchdan-èisteachd a mheudachadh bho 4,600 to 5,000 (Targaid BnG)
	Tha barrachd seathraichean aig Blas am bliadhna na bh' ann riamh, agus tha mi glè chinnteach gun reic sinn 5,000 tiocaidean am bliadhna. Tha barrachd thiocaidean air a bhith reic aig an am seo na bh' aig an aon am an uiridh.
4.3	**A' leantainn le taic airson Cuairtean Cèilidh Fèise**
	Cruthaich 5 Cuairtean Cèilidh Fèise aig a' char as lugha thar sgìre IGE ro no ann an 2009 (Targaid IGE)
	Tha Cuairtean Cèilidh a nise ann an Lochabair, Siorrachd Rois, Cataibh, An t-Eilean Sgitheanach 's Loch Aillse agus buidheann ur ann a Pàirc Nàiseanta a' Mhonaidh Ruaidh. Tha beachd againn pròiseact a chuir air dòigh anns na h-Eileanan Siar ro 2009.
4.6	**Gnìomhan Eadar-Fèise**
	Tha cothrom aig gach Fèis pròiseactan Eadar-Fèise a chuir air dòigh. Mar eisimpleir, dh' obraich Fèis Rois agus Fèis Eilean an Fhraoich ann an co-bhonn a cuir bùthan obrach nan deugairean air dòigh, a' crìochnachadh le cuirm-ciùil air leth soirbheachail aig Fèis Innse Gall ann an Steòrnabhagh anns an t-Iuchar.
5.3	**Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean**
	Tha sgeama leasachaidh nam Fèisean gu math freagarrach airson pròiseactan nan deugairean a' steidheachadh, gu h-àraidh mar phròiseactan Eadar-Fèise.
6.1	**Dèan am feum as fheàrr de thabhartas nam Fèisean a thaobh soirbheachas Gàidhealtachd 2007 (Targaid IGE)**
	Tha Fèisean nan Gàidheal agus Fèisean ionadail air a bhith gu math trang le pròiseactan co-cheangailte le Gàidhealtachd 2007. Tha Blas, na Cuairtean Cèilidh, bùthan obrach Fèis a' Bhaile aig InvernessFest agus Fèis Rois a' cluich aig fosgladh Pàrlamaid na h-Alba agus bogadh de Fhèis Lunnainn anns a' Phàrlamaid sin, deagh eisimpleirean.
6.3	**Ceangalan Eadar-nàiseanta**
	Tha tòrr cheangalan eadar Alba, Alba Nuadh agus Eireann mar phàirt de Bhlas agus bha Fèis Bharraigh soirbheachail air taic airgid fhaighinn bho stòras leasachaidh nam Fèisean airson turas gu Tatoo Halifax, Alba Nuadh a dhèanamh.
6.5	**Fiosrachadh**
	Tha Fèisean nan Gàidheal air a bhith sgaoileadh tòrr fiosrachaidh da chananch taobh a-staigh na buidhne agus a-mach bhon a bhuidheann, ann an clò agus ann an dòigh dealanaich.
6.7	**Cothroman taisbeanaidh**
	Cùm 4 consartan taisbeanaidh àrd-ìomhaigh mar phàirt de Ghàidhealtachd 2007 (Targaid IGE)
	Chùm sinn 4 consairtean Ceòl nam Fèis air feadh na-h Alba aig deireadh an t – Òg Mhìos. Bha ìre chiùil gu math

	àrd agus bu mhath leam taing a thoirt dhan luchd ciùil agus an luchd taic airson na h-obrach a rinn iad. Ged a bha na consairtean soirbheachail, cha robh àireamhan luchd-èisteachd mar bu choir, agus tha mise den bheachd nach robh ùine gu leòr againn ro làimhe airson obair mhargaidh ceart a dhèanamh.
	Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Ghàidhealtachd 2007, agus gnìomhan bùth-obrach/trèanaidh eile (Targaid CEA)
	Chì thu ann an 6.2 agus 6.7 gun d' rinn sinn tòrr am bliadhna airson inbhe na Fèisean a thogail mar phàirt de Ghàidhealtachd 2007.

Luchd-obrach	**Anna Willoughby**
Dleastanas	**Oifigear Ionmhais agus Rianachd**
Ùine	**An Cèitean – An t-Sultain 2007**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach 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 40 Fèisean (34 ann an sgìre IGE), pàigheadh a-mach £233,403.00 an rèir aontachaidhean. A chuir a-mach a ciad cuid air a thabhann £59,506.00, do sgeama tabhartasan nam Fèisean do 18 Fèisean.
1.2	**Leantainn air adhart le sgeama Uairean Bliadhnail, le àrdachadh ann an reata gach uair a thìde**
	3933 Uaireannan stèidhichte air an tabhann airson 2007-08 mar phàirt de thairgse tabhartais. Tha an reata a thathar a' moladh airson gach uair a thìde àrdachadh bho £6 gu £7.50
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Co-labhairt gu bhith san Aghaidh Mhòr air 14 & 15 Sultain 2007. Chaidh fiosrachadh tùsail a-mach gu Fèisean agus aoighean eile. Tha Linda Fabiani gu bhi bruidhinn aig a Coinneamh Bliadhnail agus tha Fèis Spè a cuir air dòigh ceòl.
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 tha iomchaidh. Tha am Bòrd Stiùiridh ag iarraidh suim airson àrachais trustee indemnity. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.5	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**.
	Leantainneach agus air a dheagh chleachdadh fad an t-samhraidh 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 mor cuid air ais ans an oifis agus bithidh iad a dol a mach air mal a dh'aithghearr. Bithidh ionnstramaidean ri càradh cuideachd.
1.5	**A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh**
	Ìre reusanta de dh' fhastaidhean air an coileanadh ged a dh'fhaodadh agus tha seo nas àirde nan uiridh mo thràth. Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh. Tha iarrtais air ionnstramaidean ciùil doirbh ro-innse airson gu bheil ionnstramaidean eadar dhealaichte a dhith bho bhliadhna gu bliadhna.
1.7	**Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh**.
	Thathar a' dèanamh ath-sgrùdadh air an stòr-dàta gus a dhèanamh nas fhasa a chleachdadh Bu chòir don bhathar-bog a tha sinn a' cleachdadh leigeil leis an stòr-dàta a dhol air-loidhne airson 's gun urrainn do luchd-obrach agus Fèisean uile a ruigsinn. Ùrachadh leantainneach ga dhèanamh le dàta ùr ga chur ris mar a dh'fheumar, m.e. Comhairlichean agus BPA an as dèidh taghaidhean bho chionn ghoirid.

Staff member	**Iona NicDhòmhnaill**
Job Title	**Oifigear Thrèanaidh**
Period of Report	**An Cèitean – An t-Sultain 2007**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach 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

	• Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich • Cùrsa Chiad Chobhair air a ruith ann an Uibhist air iarrtas bho na Fèisean sa Chèitean.
	• Taic phragtaigeach le buileachadh poileasaidh Gàidhlig • Leantainneach
	• Sgrùdaidhean sgaoilidh agus Trèanadh Dìon Chloinne uile air an eagrachadh bhon mheadhan • Leantainneach
1.3	**Co-labhairt Bhliadhnail**
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	Co-labhairt gu bhith san Aghaidh Mhòr air 14 & 15 Sultain 2007
	Chaidh fiosrachadh tùsail a-mach gu Fèisean
	• Chaidh iarraidh air Linda Fabiani bruidhinn • Turas gu Bail' Ùr an t-Slèibhe (Taigh Tasgaidh Dualchas nan Gàidheal) air a chur air dòigh, le òraid bho Elspeth NicGilleBhrath air luchd-ciùil a bhuineas dhan àite. Cuideachd , òraid bho Jennifer McGlone air phròiseict YMI.
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 • Air fiosrachadh a chur air falbh dha na buill, a' feuchainn ri latha a ghlèidheadh airson coinneimh. An dùil ri seo a chur air dòigh ro dheireadh na seachdaine (31/8)
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 Ghearran 2008 • Bha 18 fèisean air an riochdachadh aig an Fhèis sa Ghearrain 2007, le 60 duine.
	• Trèanadh leantainneach air a thabhann a rèir iarrtas, le 4 Fèisean aig tachartas ann an Uibhist sa Chèitean • Bha sianar ann gu lèir, a' riochdachadh FTAE agus FTAM, agus le Fiona, Oifigear Taice.
	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE)
	• Coileanaidh an Fhèis Thrèanaidh a thèid a chumail sa Ghearran 2008 an targaid a rèir luchd-eagrachaidh • Thathar an dùil ri 30 neach-teagaisg air cùrsaichean Ìre I agus II aig SMO sa Ghearran 2008 • Cùrsa Ìre I cuideachd air a thabhann ann an Inbhir Nis san Lùnastal 2007 • Tha 34 neach-ciùil agus 46 neach-eagrachaidh air a dhol tron trèanadh anns na sia mìosan a chaidh seachad. • Dèan sgrùdadh air amalachadh beul-aithris/eachdraidh do thrèanadh luchd-teagaisg uile (sgeulachdan air cùl fuinn agus òrain, mothachadh mu thraidisean msaa) • Fo sgrùdadh. (Bha an cuspair ann mar phàirt dhen Fhèis Trèanaidh) • Lean air adhart le Pròram Trèanaidh san-taigh (Targaid IGE)
	• Bidh inntrigeadh in-thaigh ri fhaotainn do luchd-obrach ùr • Anna Willoughby – a' dèanamh adhartas le MBA • Iona NicDhòmhnaill – a' dèanamh adhartas le Ceum Maighsteir (Cultar) • Chris DePlano – an làthair aig cùrsa Margaidheachd 1 sheachdain san Òg-mhìos
	4 Seiseanan gràmar Gàidhlig airson luchd-obrach FnG (Targaid BnG) • Chaidh aon a chumail sa Ghearasdain air 12 Òg-mhìos agus tha fear eile stèidhichte airson Phort righ air 28 Lùnastal • Thèid dà cheann-là eile a chur air pròram ro 31 Màrt 2008 • Thèid seo a choileanadh air 28 Lùnastal.
	4 bùithtean-obrach cànain airson comataidhean Fèise aig diofar ìrean ro no ann am Màrt 2008 (Targaid BnG)
	Taic airson 20 neach gus cùrsa Gàidhlig, a tha a' freagairt air na feumalachdan aca, a dhèanamh ann an 2007-08 (Targaid BnG) Air a thabhann air stèidh leantainneach, le 13 neach an-dràsta a' gabhail trèanadh de dhiofar sheòrsachan ann an cànan na Gàidhlig

Staff member	**Christopher DePlano**
Job Title	**Marketing & Communications**
Period of Report	**May - September 2007**

Roinn	1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal
Targaid	**Targaid** Adhartas
1.9	**Dèanamh agus sgaoileadh naidheachdan cunbhalach agus fiosrachadh eile**
	Chaidh Faileas fhoillseachadh airson toiseach cuairt Ceòl nam Fèis. Thèid an ath iris fhoillseachadh airson a choinneamh bhliadhnail am meadhain an t-Sultain. Bidh seo a chiad turas a bhios sinn ga dhealbhadh 'in-house'. Chaidh brathan-naidheachd a sgaoileadh air cuairt Ceòl nam Fèis agus air fèisean-chiùil a th'air a ruith le Fèisean anns a Gàidhealtachd. Tha a mhòr chuid den fhiosrachadh mu dheidhinn Fèisean nan Gàidheal ri fhaighinn air an làrach-lìn ur againn. Bhon a chaidh i beò anns a' Ghiblein, thadhail còrr is 69,000 dhan làrach.
4.2	**Leasachadh Blas – A' Comharrachadh Ceòl na Gàidhealtachd**
	Làrach-lìn Blas ri bhith dà-chànanach (Targaid BnG)
	Chaidh an làrach-lìn beò (as dèidh an ath-leasachadh) 'sa Ghearran, a' faighinn 132,241 'visits' (agus 84,500 bhon Chèitean). Tha an làrach-lìn a nise gu tur dà-chànanach.
6.4	**Brosnachadh agus Margaidheachd**
	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-naidheachd mu na fèisean agus naidheachdan ceangailte ris a bhuidheann air a bhi anns na pàipearan ionadail agus roinneil gu tric. Tha mi air a bhith ag obair còmhla ri fèisean agus na meadhanan gus tuilleadh 'coverage' fhaighinn. Tha mi cuideachd air a bhi a sgrìobhadh brathan-naidheachd air obair nam fèisean. Aig an ire-sa, chan eil dòigh-sgrùdaidh fhoirmeil againn, ach bith seo air a leasachadh tron ro-innleachd margaideachd, a thèid a dheasbad nuair a tha e deiseil.
6.5	**Fiosrachadh**
	Fiosrachadh uile ri dhèanamh dà-chànanach, no sa Ghàidhlig a-mhàin, far a bheil iomchaidh (Targaid BnG)
	Tha gach pìos conaltraidh (taobh a-muigh) a thaobh margaideachd agus conaltradh air a sgaoileadh ann an Gàidhlig agus Beurla. Tha mu 50% de dh'Fhaileas air fhoillseachadh ann an dà chànan, neo ann an Gàidhlig a mhàin. Tha làraich-lìn Fèis Bhlas agus Fèisean nan Gàidheal da-chànanach, agus tha mi air co-obrachadh le sgioba Feis Rois gus taobh Gàidhlig a chuir air an làrach-lìn aca fhèin anns an t-Sultain.
6.6	**Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)**
	Ath-leasaich làthaireachd Fèisean nan Gàidheal air an eadar lìon airson 's gu bheil e air siostam stiùireadh susbaint (Targaid CEA)
	Tha làrach lìn air a bhith beò bhon Ghiblin 2007, agus tha a mhòr-chuid den stuth air an làrach ann an dà chànan. Bhon a chaidh I beò, a cleachdadh an t-siostam CMS, tha an làrach air fhaighinn còrr is 69,000 'visits'. Tha mi a leasachadh an làrach-lìn agus ga dhèanamh nas fheàrr airson feumalachdan na buidhne agus na buill a ruigsinn.
	Làrach-lìn dà-chànanach ri bhith air chois agus ag obrachadh ann an no ro dheireadh 2007 (Targaid BnG)
	Chaidh Làrach-lìn ùr aig Fèisean nan Gàidheal beo ann an dà chànan aig deireadh a Ghiblein 2007.

Neach-obrach	**Dougie Beck**
Dreuchd	**Oifigear Dràma**
Ràithe na h-aithisg	**Cèitean - Sultain 2007**

Earrann	1 Adhartas air Targaidean Fèisean nan Gàidheal a tha a' buntainn riumsa
Àir. Targaid	**Targaid** Iomradh air adhartais
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 Buidheann stiùiridh na Sgoile Samhraidh air coinneachadh trì tursan gu ruige seo. Mar thoradh air na coinneamhan sin tha dèit airson na sgoile air aontachadh (Iuchar 2008 airson 3 seachdainean). Thèid a cumail ann an Steòrnabhagh agus bidh i ag amas air daoine aois 14 gu 18. A thuilleadh air FnG, Tosg, Eden Court agus Theatre Hebrides, tha Promote YT agus SYT air nochdadh gu bheil iad airson a bhith an sàs. Tha FnG a' smaoineachadh gu bheil e air leth cudromach gum bi e soilleir do chàch gur e pròiseact com-pàirteachaidh a tha seo, agus gum feum e taic bhon a h-uile buidheann a tha an sàs.
2.5	**Leasachadh Dràma na Gàidhlig**
	Leasaich 2 Fhèis airson dràma Gàidhlig (Targaid CEA)

	Tha dùil agam tadhal air Fèis Òigridh Ghlaschu as t-fhoghar a bhruidhinn riutha mu na tha fà-near dhaibh an-dràsta. Bidh mi cuideachd a' sgrùdadh na ghabhas dèanamh a thaobh a bhith a' leasachadh dràma ann an Inbhir Nis.
	Lìbhrig 2 sgoil shamhraidh Ghàidhlig aig a' char as lugha (Targaid IGE)
	Mar a chaidh a mhìneachadh gu h-àrd, tha planaichean mu choinneamh na Sgoile Samhraidh air chois, agus gabhaidh a' chiad Sgoil àite san Iuchar/Lùnastal 2008. Chaidh aontachadh gun robh cus deasachaidh ri dhèanamh airson an Sgoil a ruith ann an 2007.
	Lìbhrig 4 pròiseactan dràma Gàidhlig ann an 2007-08 (Targaid BnG) ***agus*** **Cum 5 Fèisean Dràma air feadh na h-Alba le co-dhiù 30 sgoil a' gabhail com-pàirt**
	Tha planaichean air chois airson pròiseact dràma anns an Eilean Sgitheanach agus Loch Aillse. Cha robh sinn soirbheachail ann a bhith a' fastadh neach-obrach dràma, agus tha buaidh air a bhith aig sin air a' phròiseact seo. Mar thoradh air seo, bidh sinn a' cur a' phròiseict seo air ais, agus bithear a' cleachdadh luchd-teagaisg às an sgìre fhèin. Tha sinn ann an conaltradh an-dràsta le Eden Court mu bhith a' cur air dòigh pròiseact dràma eile ann an ceann a tuath na Gàidhealtachd. A thuilleadh air pròiseact an Eilein Sgitheanaich, bidh sinn a' cur air dòigh pròiseact coltach ris ann an colaistean agus oilthighean Alba, gus ùidh a bhrosnachadh am measg oileanaich ann an dràma. Thathar an dòchas cuideachd gun cruthaich seo "pool" de dhaoine a dh'fhaodadh a bhith an sàs anns an Sgoil Shamhraidh. Theid na pròiseactan soirbheachail a chaidh a chumail ann an Earra Ghàidheal agus Leòdhas an-uiridh a ruith a-rithist am-bliadhna. Tha sinn cuideachd am beachd pròiseact dràma a stèidheachadh ann an Uibhist agus Barraigh. Bhruidhinn sinn ri Comhairle nan Eilean mu dheidhinn seo an-uiridh, agus tha iad fèin airson taic a chur ris a leithid de dh'iomairt.
3.3	**Obair air Cànan na Gàidhlig ann an sgoiltean**
	Meanbh-Chuileag ri tadhal air sgìrean 5 LEC gach bliadhna (Targaid IGE)
	Thuige seo cha d' fhuaradh dearbhadh air taic-airgid airson Meanbh-chuileag bho BhnG airson na bliadhna sa. Mar sin, chan urrainn dhuinn planaichean a dhèanamh airson cuairt-sgoiltean.
4.2	**4 bùithtean-obrach aon-latha airson luchd-teagaisg dràma air feadh na h-Alba (Targaid BnG)**
	Bidh sinn a' cumail deireadh-seachdain trèanaidh do luchd-teagaisg dràma san t-Sultain ann am Peairt. Bidh seo ag amas air daoine aig a bheil beagan eòlas air dràma a tha ag iarraidh na sgilean teagaisg aca a leasachadh. 'S e luchd-teagaisg le eòlas air teagasg aig Fèisean agus ann an suidheachaidhean eile a bhios a' teagasg air a' chùrsa seo. A thuilleadh air seo bidh sinn a' cumail co-dhiù dà thachartas trèanaidh eile eadar seo agus samhradh 08 mu choinneamh na Sgoile Samhraidh Dràma. Bidh iad seo ag amas air luchd-amhairc agus luchd-teagaisg a dh'fhaodadh a bhith an sàs anns an Sgoil, ach bidh iad cuideachd feumail do dhaoine eile, e.g. tidsearan agus buill de bhuidhnean dràma ionadail. 'S e am buannachadh a thig às a seo gun tèid an àireamh de luchd-teagaisg dràma a leudachadh. Bidh sinn cuideachd a' coimhead air a bhith a' tabhann cothrom do luchd-teagaisg dràma na sgilean dràma aca a leasachadh le bhith gan cur do bhuidhnean eile airson sgilean ùra ionnsachadh.
6.5	**Fiosrachadh**
	Fiosrachadh uile ri dhèanamh dà-chànanach, no sa Ghàidhlig a-mhàin, far a bheil iomchaidh (Targaid BnG)
	Tha na stuthan uile aig FnG gan deasachadh a rèir nan slatan-tomhais seo. Feumaidh gach Fèis an leantainn, agus gheibhear taic sam bith mu choinneamh seo ma tha sin a dhìth.

Neach-obrach	**Calum Ailig MacMhaolain**
Dreuchd	**Oifigeir Gàidhlig**
Ràithe na h-aithisg	**Ceitean – An t-Sultain 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid 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 nis airson cha mhòr 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 agus tha mi an dràsta a' cur planaichean ri chèile airson Pasgan Gàidhlig ùr dhan na Fèisean agus tha mi cuideachd a' dol a dhèanamh nas soilleir gu gach Fèis an cuideachadh a dh'fhaodadh iad a' faighinn leis am poileasaidh Gàidhlig a chuir an gnìomh. Tha Dougie Beck an sàs leis am pròiseact airson an sgoil shamhraidh Dhràma agus tha na planaichean a' tighinn ri chèile glè mhath.
2.2	**Leasaich Sgioba Leasachaidh airson na Gàidhlig**
	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail. Tha an Sgioba-G air a bhith ag obair agus a' toirt taic gu ceithir Fèisean thairis air an t-samhraidh agus bidh iad a' toirt cuideachadh gu dà Fèisean anns an Dàmhair. Tha mi ag obair air cur-seachadan ùra a chuir ri chèile airson na rudan a bhios Sgioba-G a' dèanamh agus gu h-airidh leis na compiutairean is cameraichean a fhuair sinn bho Bòrd na Gàidhlig. Tha stòr-data de dh'ainmean agam le daoine a bhiodh comasach air obair an Sgioba-G a dhèanamh. Tha seo air a dhèanamh an àrda bho cuid de na daoine a bha an làthair aig na làithean trèanaidh a chum sinn an-uiridh agus a bharrachad air an seo tha mi air cluinntinn bho daoine na dhithis eile aig a bheil ùidh ann a bhith sàs leis an obair seo.
2.3	**Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal**
	Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BNAG) Thathar ag obair air an stòr-data an-dràsta. Uair sam bith a bhios sinn a' lorg no a' cruthachadh abairt no facal ùr, bidh e a' dol a-steach don a' stòr-dàta. Tha mi air a bhith cruinneachadh rudan mar ainmean àite, abairtean is faclan feumail tha nochdadh tric ann an obair na Fèisean agus briathrachas ceart son buidhnean oifigeil. Thathar an sùileachadh gum bi an stòr-data air loidhne ro deireadh na bliadhna agus an-dràsta tha mi a' feuchainn ri cruth freagarrach a dhealbhadh airson an làrach-lìn a bhios furasta agus feumail don na luchd-cleachdaidh. **Gàidhlig ri bhith faicsinneach air bileagan fiosrachaidh uile airson Fèisean ionadail le 30% ri bhith gu tur dà-chànanach (Targaid BNAG)** Tha sinn a' dèanamh oidhirp mhath le na Fèisean a bhith sgaoileadh fiosrachadh gu dà-chànanach. Tha e na amas dhuinn, agus aon dhan na targaidean a tha BNAG air iarraidh oirnn, gum bi co-dhiù 30% dhan an fhiosrachadh tha gach Fèis a' sgaoileadh anns an dà-chànan. Tha mi fhìn agus Dougie air a bhith eadar-theangachadh cuid dhan an stuth seo agus leis na pasgain ùra a bhios mi a' cur ri chèile thèid iarraidh air gach Fèis a chumail ri seo agus gum bheil taic ann airson seo a thoirt gu buil.

Neach-obrach	**Nicola Marshall**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**Ceitean – An t-Sultain 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid 1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.** Bha Fèis Alba anns a' phloc air a' chiad seachdain den Iuchar. Bha mi ann airson an t-seachdain a' dèanamh cinnteach gu robh a h-uile rud a' ruith ceart. Chaidh tri buidhnean 'Ceilidh Trail' don fhèis agus buidheann eile bhon 'Youth Gaitherin' ann an Dun Èideann, bha 31 com-pàirtichean ann air fad. Am bliadhna seo bha an consart ann an ostail na sgoile. Dh'obraich seo uabhasach math, bha an àite làn agus thug sinn bronntanas gu maoin an ostail. Tha nis càirdeas math eadar Fèisean nan Gàidheal, an Sgoil Chiùil agus Ostail na Sgoile.

	Bha dà eile dhan na Fèisean agam air a' chiad seachdain den Iuchar, Fèis na h-Òige agus Fèis Chataibh. Bha mi a' bruidhinn riutha gu math tric ro na tachartasan seo. Air 23 Iuchar chaidh mi a thadhail air Fèis Gleann Albainn a tha dol bho neart gu neart. Bha mu 50 chom-pàirtichean ann le 20 eile anns an Fhèis Bheag. Tha an comataidh ag obrachadh gu dlùth air an Fhèis aca a' leudachadh. Tha na Fèisean fhathast a' cleachdadh a' mhaoin leasachaidh agus tha Fèis a' Bhaile dol a dhèanamh bùiththean-obrach air Òrain Luadh airson clann is Inbhich. Tha buidheann à Drochaid a Bhannath air ùidh a thogail ann am Fèis tro mheadhain na Gàidhlig a thòiseachadh anns an sgìre, obraichaidh mi le Calum Ailig airson seo a leudachadh ma tha e iomchaidh. Tha grunn math dha na Fèisean agam air a bhith an sàs le pròiseactan airson Gàidhealtachd 2007 agus tha Fèis Spè air Ceilidh air Cuairt ùr a thòiseachadh.
Targaid 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 dreuchd ùr air comataidh Fèis Gleann Albainn a-nis airson oifigear Gàidhlig. Bidh Jill Skeoch a' dèanamh an obair seo agus tha I an-dràsta a' dèanamh an cùrsa inntrigeadh. Bha coinneamh aice còmhla ri Calum Alex mu dheidhinn Gàidhlig a' leasachadh anns an obair air fad aca. Bha trioblaid aig Fèis Chataibh a' sgrìobhadh an stuthan aca ann an Gàidhlig agus Beurla agus bidh feum againn air beagan obair a' dhèanamh còmhla riutha anns an àm ri teachd. Thug Fèis na h-Òige taic do buidhnean Gàidhlig ionadail eile airson latha-fiosrachaidh a chuir air dòigh air an t-samhraidh. Bha clas ann an 'Sgilean taisbeanaidh Gàidhlig' airson a h-uile com-pàirtiche aig Fèis Alba. Obraich seo glè mhath agus bha duine fileanta agus luch-ionnsachaidh a cleachdadh tòrr Ghàidhlig air an àrd ùrlar aig deireadh na seachdain.
Targaid 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 Fèis Spè a' cur luchd-ciùil anns na h-àrd-sgoiltean an teirm seo airson an fhèis aca fhèin a cuir air adhart. Bha mi fhèin agus Daibhidh Boag a bruidhinn ri Jennifer McGlone mu dheidhinn pròiseact airson sgrìobhadh òran ùra Ghàidhlig.
Targaid 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 bidh mi aig iomadach consart mar phàirt den fhèis. Cuideachd bidh mi a' cur air dòigh àrd-ùrlaran fosgailte air a' chiad deireadh-seachdain agus an, deireadh-seachdain mu-dheireadh den fhèis. Bidh a' chiad fhear air Disathairne 1 Sultain ann an Inbhir Nis agus and darna fear anns a' Ghearasdain air Disathairne 8 Sultain. Tha Ceilidh Trail ùr aig Fèis Spè a-nis air feadh Pàirc Nàiseanta a' Mhonaidh Ruaidh. Bha mi aig a' chiad deireadh-seachdain trèanaidh aca air 8&9 Òg Mhios agus chaidh mi gu Bràigh Mhàrr airson a' chiad chonsart den turas. Bha an turas air fad glè mhath agus bha ùidh aig tòrr dhaoine anns a' phròiseact. Bidh an turas a' leantainn anns an Dùbhlachd airson seachdain. Bha Cèilidhean air Cuairt ann an Chataibh, Siorrachd-Rois agus an t-Eilean Sgitheanach cuideachd. Chluich iad uile ann an teant Blas aig an Fhèis 'Beat the Drum' agus tha iad uile a' cluiche aig ire gu math àrd.
Targaid 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** • 12 Òg Mhios - Latha Gràmar anns a' Ghearasdain. • 19 Òg Mhios – Coinneamh le Christine & Sileas mu dheidhinn taic-airgead YMI • 14 Lùnastal – Coinneamh luchd-obrach, Inbhir Nis • 31 Lùnastal – Measadh • A sàs ann an trèanadh airson Ceilidh Trail
Targaid 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.**

	Bha mi an sàs ann an iomadach phròiseact thairis air an t-samhraidh. Bha mi aig Geamannan Ghàidhealach Inbhir Nis agus Fèis Inbhir Nis airson Blas, Ness Fest agus Fèis a' Bhaile a cuir air adhart. Pròiseactan airson Gaidhealtachd 2007 Fèis Spè 'An dè 's an diugh'. Consart le com-pàirtichean Fèis Spè agus luchd-ciùil proifeiseanta a bha aig an Fhèis nuair a bha iad òg. Cuidichidh mi le obair-deasachadh air latha an consart. Rinn Fèis a' Bhaile sreath de bhùiththean-obrach dannsa ceum agus aig deireadh an t-sreath bha consart beag ann an 'Tullochs Traditional Music Tent' aig Geamannan Gàidhealach Inbhir Nis. Rinn mi tòrr obair còmhla ri Fèis Gleann Albainn airson naoi mìosan airson Fèis ciùil a chuir air dòigh. Thachair e air 3&4 Lùnastal agus bha luchd-ciùil ann bho na Fèisean ionadail a bharrachd air luchd-ciùil proifeiseanta mar Shooglenifty. Fhuair tachartasan 2007 agus an cuid as motha de na Fèisean, nam measg Fèis Alba, air tòrr shanasachd fhaighinn anns na Pàipearan ionadail. Tha na meadhanan air tòrr shanasachd a thoirt dha na Fèisean air fad fiu 's gu bheil tòrr eile air a bhith tachairt air am bliadhna. Tha mi air iomadach brath-naidheachd a sgrìobhadh airson Fèisean Alba, Cèilidhean air chuairt sa Mhonaidh Ruaidh, agus NessFest. Fhuair Fèis Gleann Albainn pìosan naidheachd air rèidio agus an Telebhisean airson NessFest. Anns an t-Òg Mhios bha mi an sàs le turas Ceòl nam Fèis mar stiùiriche. Bha mi a' stiùireadh nan fheadhainn a bha fuireach ann an Ostail Òigridh Inbhir Nis fhads sa bha iad ag ullachadh airson an turas agus shiubhail mi an uairsin a' Ghlaschu agus Dun Èideann airson na consartan. Rinn na com-pàirtichean uabhasach math agus chòrd e rium a bhith an sàs sa phròiseact. Mar a th'air ainmeachadh gu h-àrda bha na buidhnean cèilidhean air chuairt a' gabhail pàirt ann am Fèis Runrig 'Beat the Drum' agus choimhead mi as dèidh am buidheann bho Fhèis Spè. Bha an latha fhèin air a mhilleadh le droch-thìde ach bha an teanta Blas uabhasach soirbheachail agus chuir na buidhnean consart air leth air.

Neach-obrach	**Christine Nic an t-Saoir**
Dreuchd	**Oifigear Taice**
Ràithe na h-aithisg	**Ceitean – An t-Sultain 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid 1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.** **Cèitean** **1** Choinnich mi le Oifigear YMI a-rithist, Sileas Sinclair - Fèis Latharna. **9** Coinneamh ann an Dun Omhain mu dheidhinn Fèis ùr ann an Còmhall. Tha Comataidh a' Chomunn Ghàidhealaich airson cuideachadh le tachartas beag ionadail a bhiodh a' ruith aig deireadh a' Chèitean. Tha iad gu mòr airson rudeigin a dhèanamh agus tha iarrtas airson ballrachd a-nis aig FNG. **17** Coinneamh le Comhairle Earra-Ghàidheal is Bhòid agus Coisir Òigridh Nàiseanta airson Alba ann an Inbhir Aora airson bruidhinn mun a' chothrom airson trèanadh fhaighinn airson Coisir Òigridh ann an Earra-Ghàidheal. A-leantainn **Òg-Mhios** An làthair agus a' cuideachadh aig Fèis Innis an Uillt. Bha àireamhan aig 40+. An triup mu dheireadh bha mi aig an Fhèis mhothaich mi gu robh tòrr chloinne òga aig cuid dhan a' chomataidh agus thuirt mi ruith gum biodh e math còileagain a bhith aca 's gum faigheadh iad ùine son an Fhèis a' ruith ceart. Bha seo uabhasach soirbheachail. Tha sinn a bruidhinn air an Fhèis a' leudachadh gu deireadh-seachdain fada co-dhiù. A-leantainn **6** An làthair aig coinneamh le Fèis Lannraig a Tuath airson bruidhinn mu mhaoineachadh, a taghadh luchd-teagaisg agus a' sealltainn air seirbheis dìon chloinne. Tha iad a beachdachadh air Fèis tro mheadhain a' Ghàidhlig a chumail an ath-bhliadhn'

	11 Coinneamh le riochdaire YMI san Obainn mu phròiseact Fhèis Latharna **12** An làthair aig latha gràmair anns a' Ghearasdan. **19** Coinneamh le N Marshall mu iarrtas YMI. A-leantainn **26** Coinneamh le Aileen Douthwaite, Co-òrdanaiche Ionnstramaidean Sgoile Dun Bhreatainn an Iar . Tha i airson pròiseact a' ruith a bhiodh a' teagaisg seinn agus ionnstramaidean traidiseanta a h-uile madainn Disathairne. Cuideachd, coinneamh le comhairle Dumbarton (Foghlam sa Choimhearnachd) mu dheidhinn maoineachaidh Fhèis Dhun Bhreatainn. Fhathast ann an Dun Bhreatainn, Coinneamh le Fèis Dhùn Bhreatainn agus Kate Adams mu dheidhinn structair an Fhèis. **Iuchar 9-13** An làthair aig Fèis Thiriodh. Bha mi coimhead as dèidh Fèis Bheag air a' mhadainn agus a cuideachadh aig na h-amannan eile. Ghabh mi pàirt aig a' chèilidh mar as àbhaist! Bha 67 chom-pàirtichean. **Lùnastal 1 -3** A' cuideachadh aig Fèis Lannraig a Tuath, A' ruith seirbheis còmhdhail airson na luchd-teagaisg, rinn mi an àrda liosta de thachartasan, thog mi dealbhan agus rinn mi an àrd program airson na h-oidhcheannan. Rinn mi an àrd taisbeanadh power-point airson an ath-choinneamh leis a' Chomhairle. Bha 47 chom-pàirtichean ann. Bha clas ùr ann am bliadhna 'Tai Kwan Do', 'S e chòrd riutha!
Targaid 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.**
	Thairis air na ceithir bhliadhna tha mi air a bhith anns an obair seo, tha mi air mothachadh gu bheil an ìre de Ghàidhlig air àrdachadh aig na Fèisean. Tha gach Fèis a' cleachdadh soidhnichean dorais agus postairean agus tha an fhiosrachadh tha iad a' sgaoileadh dà-chànanach. • Tha Fèis Dhùn Bhreatainn a' ruith clasaichean Gàidhlig airson a' chomataidh aca. • Tha Fèis Àrainn a' ruith clasaichean goirid airson na com-pàirtichean agus bidh iad cuideachd ag eadar-theangachadh ainmean-àite, Bidh Fèis Latharna a' dèanamh seo cuideachd. • Tha Fèis Lannraig a' ruith cha mhòr na clasaichean gu lèir tro mheadhan na Ghàidhlig. An aon chlas nach robh tron a' Ghàidhlig bha cuideigin a-staigh ag eadar-theangachadh. Bu choir gum bi an Fhèis seo gu lèir tron a' Ghàidhlig anns an àm ri teachd. • "S e an rud as soirbheachail, airson Gàidhlig a' leudachadh, an Fhèis Dhràma. Bha e cho soirbheachail 's gun d' thànaig "Dè a Nis?" airson fiolmadh a dhèanamh agus bha iad gu math toilichte le cho math sa bha Gàidhlig na Cloinne. Ach, bu chaol leam barrachd dealasachd fhaighinn bhon na comataidhean airson a' chànain. Tha na comataidhean aig am bheil ùidh anns a' Ghàidhlig an còmhnaidh a' cur barrachd Gàidhlig dhan na Fèisean aca.
Targaid 3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	• Tha Fèis Cheann Loch Goibhle a' ruith pròram Sgoile a tha gu math soirbheachail. • Tha Fèis Dhùn Bhreatainn air a bhith cur neach-teagaisg seinn timcheall na sgoiltean agus tha seo air a bhith dol glè mhath. • Tha Fèis Ghlaschu cuideachd a' cur luchd-teagaisg timcheall na sgoiltean. • Tha còmhraidhean air a bhith aig Fèis Latharna agus Comhairle Earra-Ghàidheal is Bhòid mu clasaichean cheòl thraidiseanta anns na sgoiltean agus tha iad a' cur air thoiseach ceangal eadar an Fhèis a' cleachdadh luchd-teagaisg airson a leudachadh leis an Coisir Òigridh Ghàidhlig.
Targaid 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**
	Lùnastal 13 Bha mi an làthair aig coinneamh an luchd-obrach airson bruidhinn mu aithrisean, conaltradh agus structar am buidheann. Tha mi, mar bu trice, ri fhaighinn airson bruidhinn agus a' cur pròiseactan ùra air dòigh airson na Fèisean tha nas trainge, airson nan fheadhainn nach eil cho trang m.e. Fèis Mhuile tha mi dhan chuideachadh le bhith brosnachadh barrachd tachartasan is pròiseactan ùra a thòiseachadh. A-leantainn • Tha mi air a bhith aig a h-uile bùth-obrach gràmair • Tha mi air a bhith brosnachadh na Fèisean agam airson a bhith dol airson bùithtean obrach trèanaidh a tha freagarrach dhaibh. • Bha mi an làthair air bùth obrach Adobe • Tha mi air a bhith brosnachadh luchd-teagaisg air am bheil mi eòlach son a bhith dol gu bùithtean obrach luchd-teagaisg a tha FNG a cuir air dòigh. • Tha mi air a bhith coimhead a-mach airson daoine òga a dh'fhaodadh a bhith uabhasach math air teagaisg aig Fèisean. • Tha mi an còmhnaidh ag innse dhan na Fèisean agam ma tha cothroman trèanaidh ann.
Targaid 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.**

	Òg Mhios 7 & 8 Chuidich mi le ceangal Alba/Èireannach de dh' Iomairt Chaluim Chille as an Obainn agus Eilean Ì. Fhuair mi luchd-teagaisg agus chuidich mi le stiùireadh agus bhruidhinn mi ri Malcolm Scott mu chothroman co-obrachadh a dhèanamh anns an àm ri teachd. • Tha mi air a bhith aig choinneamhan le comhairlean ionadail airson bruidhinn mu adhartas tachartasan man FèiseanHave been to several local council meetings to discuss progression of Fèis activities • Tha càirdeas math eadar mi fhìn agus na sgiobannan foghlaim choimhearsnachdan. • Tha mi a' faighinn cuireadh gu tòrr thachartasan bho diofar bhuidhnean, m.e. NVA- Taisbeanadh aca ann an Earra-Ghàidheal an ath-mhios • Tha mi air pìosan sgrìobhadh agus ullachadh airson pàipearan naidheachd leithid "Oban Times" agus "Argyllshire Advertiser" • Tha mi air a bhith brosnachadh stèiseanan rèidio agus TBH ùidh a thogail as na tachartasan tha na Fèisean a' ruith ann an Earra-Ghàidheal. • Tha mi air pìosan a' sgrìobhadh airson Faileas. • Tha mi smaoineachadh gu bheil an stòras as motha de dhealbhan Fèise agam!

Neach-obrach	**Fiona Ironside**
Dreuchd	**Oifigear leasachaidh**
Ràithe na h-aithisg	**Ceitean – An t-Sultain 2007**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid 1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Coinneamhan le Fèisean • 2 Cèitean – Ag obair le Niki Robertson, Feis Òigridh na Mara – Coinneamh airson bruidhinn mu na duilgheadasan a bh' aca leis an sgeama fàirdealan son na clasaichean Fèise – bha an suidheachadh a' ciallachadh gu robh cuid de dhaoine faighinn pàigheadh ro anmoch agus bha seo cuideachd a' ciallachadh gu robh trioblaidean le airgead. • 8 Cèitean – An làthair aig coinneamh Fhèis Lochabair. • 9 Cèitean – An làthair aig coinneamh Fhèis Òigridh na Mara • 24 Cèitean – Fèis nan Garbh Chrìochan – ag obair air formaichean dìon chloinne agus coinneamh buidheann stiùiridh Fhèisean Lochabair ann an Atharrachail • 1 Òg mhios – An làthair aig coinneamh Fhèis Eige. • 14 Òg mhios – An làthair aig coinneamh Fhèis nan Garbh Chrìochan. • 26 Òg mhios Ag obair le Lesley MacMaster, Feis nan Garbh Chrìochan – Chuidich mi le trioblaidean eadar-lìon a chuir ceart agus trioblaidean le stòr-data na clasaichean leantainneach. A' cur m'ainm sgrìobhte air formaichean dìon chloinne. • 16 – 20 Iuchar – Fèis nan Garbh Chrìochan. Faic gu h-ìosal • 20 – 22 Iuchar – Fèis Eige. Faic gu h-ìosal • 22 Lùnastal – An làthair aig coinneamh Fhèis Òigridh na Mara • 27 Lùnastal – Coinneamh Fhèis Lochabair Bha Feis nan Garbh Chrìochan uabhasach soirbheachail anns an t-Iuchar le 87 chom-pàirtichean aig am prìomh fhèis (bha 25 a' fuireach fad na h-ùine). Bha 17 aig an Fhèis bheag. Bha mi an làthair air dhà dha na làithean, a' cuideachadh aig àm lòn agus a' dèanamh obair rianachd is eile, ach bha an comataidh cho làidir is èifeachdachd 's nach robh mòran ann a dhèanainn! Tha an fhiosrachadh a tha air a thighinn air ais bho na luchd-teagaisg agus na com-pàirtichean air a bhith uabhasach fàbharach. Tha Feis nan Garbh Chrìochan air clasaichean Chlàrsaich a chuir ri na cuspairean a tha ri fhaotainn aig na clasaichean leantainneach aca, aig an ìre seo tha 7 air na h-ainmean aca a chuir ri na clasaichean, a tha tòiseachadh an ath-sheachdain. Bha Fèis Eige a' gabhail àite air an deireadh sheachdain 20 – 22 Iuchar le àireamhan math a' gabhail pàirt. Gu mì fhortanach bha mi air làithean saora 's cha d'fhuair mi ann. Tha an comataidh ag ràdh gu robh e uabhasach soirbheachail agus tha iad a-nis ag ullachadh airson deireadh seachdain airson a' melodeon anns an t-Sultain. Bha latha 'Trobhad is Feuch' aig Fèis Òigridh na Mara le Gary Innes a' teagaisg bocsa, bha tòir an làthair agus tha latha eile air a chuir air dòigh. Ma tha gu leòr ùidh ann tha iad am beachd clasaichean bocsa a thòiseachadh aig na clasaichean leantainneach. Tha iad a-nis ag ullachadh airson am prìomh fhèis aca a bhios air san t-Samhain.
Targaid 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 na soidhnichean aig Fèis nan Garbh Chrìochan agus Feis Eige ann an Gàidhlig. • Tha bileagan fiosrachaidh nam fèisean ann an Gàidhlig • Bha Gàidhlig aig tòrr dhan na luchd-teagaisg a bh'aig Feis nan garbh Chrìochan agus bha consart nan luchd-teagaisg agus consart nan com-pàirtichean air an dèanamh gu dà chànanach • Rinn dithis bho Fhèis nan Garbh Chrìochan seachdain aig SMO anns an t-Iuchar
Targaid 3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	• Tha na clàr-amannan a-nis deiseil airson ICO airson 28 bun-sgoiltean ann an sgìre Lochabair, bidh iad seo a' ruith ann an trì pàirtean de cheithir sheachdainean ann an 2007/08. Bidh gach sgoil a' faighinn teagaisg ann an trì chuspairean a thaghadh iad bho; Fideag, Obair-Bhuidhne, Seinn Gàidhlig agus Seinn Gàidhlig do chloinne. • Le pàirt dhan an t-airgead a fhuair iad bhon a' bhuidseat cultural aig Gàidhealtachd 2007, Dh'iarr àrd-sgoil Ceann Loch Lìobhainn agus na bun-sgoiltean aig a bheil ceangal leis oirnne tachartasan cheòl thraidiseanta a chuir air. • Chuidich mi an àrd-sgoil le 'fèis-goirid' a chuir air dòigh sa Chèitean, le teagaisg ann an Seinn, Fìdeag agus Dannsa-ceum. Bha an Ceann-sgoile uabhasach toilichte le mar a rinn na cloinne 's gun do dh'iarr e air na luchd-teagaisg a thighinn air ais son latha-ullachaidh eile airson consart na sgoile aig deireadh an teirm. • Dh'iarr na ceithir sgoiltean aig a bheil ceangal ris an àrd-sgoil orm program de theagasg ann an seinn, coltach ris an teagaisg ICO a bhios iad a faighinn. Fhuair gach sgoile dà uair a thìde gach seachdain airson ceithir sheachdainean.
Targaid 4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	• Bha Cèilidhean air Chuairt ann an Lochabair a' gabhail àite air 6 – 29 Iuchar agus ha e uabhasach soirbheachail. Chluich iad ann an 20 àite air feadh Lochabair bho turasan mara gu sèasanan anns an taigh-òsda. Tha an fhiosrachadh a tha air a thighinn air ais thugainn uabhasach fàbharach agus chòrd an turas ri na com-pàirtichean agus bha follaiseach gun do rinn iad oidhirp math ro dheireadh an turas. Chaidh iad a chluich aig Ness Fest agus an uairsin Beat the Drum agus tha iad a-nis ag ullachadh airson consartan Blas. • Bha mi ag obair le co-òrdanaiche a' 'Chèilidh air Cuairt', Sileas Sinclair, aon latha gach seachdain a' tighinn an àrda chun an turas, a' toirt taic dhith le na planaichean a chuir air dòigh. Bha mi fhìn no Sileas an làthair aig a h-uile consart le taic-stiùiridh a bharrachd aig amannan bho Megan NicEanraig. Tha sinn a-nis a' ceangal an àrda gnothaichean ionmhais den turas. • Tha sinn air a bhith a cuir air adhart Fèis Blas aig na consartan a rinn a' Chèilidh air cuairt, a' toirt seachad bileagan fiosrachaidh. • Bidh mi a' riochdachadh Blas aig 6 consartan ann an Lochabair
Targaid 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 an làthair aig latha gràmair FNG air 12 Òg-Mhios agus rinn mi seachdain aig SMO 30 Iuchar- 5 Lùnastal. Tha mi an-dràsta a' dèanamh Earrann 3 den An Cùrsa Inntrigidh • Dh'innis mi do Lesley MacMaster & Lyndsay Bradley, Feis nan Garbh Chrìochan gun cuidicheadh FnG le cosgaisean airson cùrsa Gàidhlig, rinn iad seachdain aig SMO anns an t-Iuchar. • Chaidh innse gu na luchd-teagaisg a bha an sàs le ICO Lochabair gu robh làithean trèanaidh ri fhaotainn – chaidh Anne Mhàrtainn air an deireadh seachdain trèanaidh aig Doug Goodwin • Tha an fhiosrachadh mu na cùrsaichean trèanaidh air an toirt seachad gu Fèisean Lochabair airson na luchd-teagaisg aca.
Targaid 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.** Coinneamhan/Tachartasan san robh mi an làthair: • 1 Cèitean – An làthair aig coinneamh 'Iomall a' Mhòid' • 15 Cèitean – An làthair aig coinneamh Leasaichaidh Ghàidhlig Lochabair. • 16 Cèitean – Còmhla ri Catriona Nic an t-Saoir. Chuir sinn air dòigh cèilidh do dhaoine a bha air turas a-null a' Cheap Breatainn. Thànaig cuid de na buill de chomataidhean Fhèis Lochabair is Fhèis nan Garbh Chrìochan, chluiche a' Chèilidh air Cuairt agus abair gu robh oidhche mhath againn. • 27 Òg-Mhios – An làthair aig coinneamh 'Iomall a' Mhòid' • 29&30 Òg-Mhios – A' stiùireadh aig Ceòl nam Fèis • 29 Lùnastal - An làthair aig coinneamh 'Iomall a' Mhòid'

	• Tha mi an làthair tric aig na coinneamh Iomall a' Mhòid 's chaidh iarraidh orm ùrlar-fosgailte a dhèanamh gach latha den Mhòid airson com-pàirtichean/cloinne Fèis agus luchd-ciùil sam bith eile a bhios an làthair. • Bidh mi a riochdachadh an Fhèis aig coinneamhan den Bhuidheann Leasachaidh Gàidhlig Lochabair. • Bidh mi ag obair gu dlùth le Sgoiltean Lochabair tro obair an ICO agus cuideachd na sgoiltean a bha an sàs leis am pròiseact Gealladh Mòr 2007 (faic gu h-àrda) Bha tòrr dhan na h-àrd-sgoiltean ann an Lochabair cuideachail le rannsachadh a rinn mi mu bhith tòiseachadh fèis do dheugairean anns an sgìre. • Fhuair a' Chèilidh air Cuairt tòrr shanasachd ann am pàipearan ionadail agus Rèidio Nibhis. Phàigh sinn airson sanasan anns an Oban Times, Lochaber News agus Westword. Chuir sinn fios dhan Oban Times a chuir fear-naidheachd don a' chiad chonsart a rinn sinn – bhon a seo fhuair sinn dealbh agus pìos-sgrìobhte math sa phàipear. • Bha pìos ann am Faileas mu ICO ann an Lochabair agus gu h-airidh air na h-eileanan beaga agus Cnòideart. • Fhuair Fèis Lochabair agus Fèis nan Garbh Chrìochan tòrr shanasachd san Oban Times. • Chluich a' Chèilidh air Cuairt aig Nessfest ann an Gleann Albainn agus cuideachd ann an Teanta Blas aig Beat the Drum • Thug an turas 'Ceòl nam Feis' cothrom mhath do òigridh na Fèise na sgilean aca thaisbeanadh ann am Beannchar, Peairt, Glaschu agus Dùn Èideann. Bha an Ceilidh air Chuairt bhon uiridh a gabhail pàirt agus bha mi fhìn nam stiùiriche ann an Glaschu agus Dun Èideann • Tha mi an-dràsta a' conaltradh ri na h-eagraichean UCI Cupa na Cruinne a tha gabhail àite anns a' Ghearasdain tràth san t-Sultain. Tha mi air an Cèilidh air Chuairt a chuir air adhart son seo fhosgladh agus tha mi feitheamh airson fios air ais mu seo.

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail 2007
Àireamh air a' Chlàr Ghnothaich: 3.2007.06(b)

Dihaoine 14 Sultain

14.30 Coinneamh den Bhòrd-Stiùiridh

18.00 A' Coinneamh Bhliadhnail

19.00 Deoch ro-dhìnneir agus ceòl bho Fèis Spè

19.30 Linda Fabiani MSP, Ministear airson na h-Eòrpa, Cultair agus Cùisean Taobh a-muigh

20.00 Dìnneir agus Cèilidh

Disathairne 15 Sultain

09.30 Jennifer McGlone, Oifigear Ciùil na h-Òigridh, Comhairle Ealain na h-Alba
Ionmhas na h-Iomairt Chìuil Òigridh (taobh a-muigh foghlam foirmeil)

10.30 Chris DePlano, Oifigear Margaideachd agus Conaltraidh, Fèisean nan Gàidheal
Làrach-lìn ùr Fhèisean nan Gàidheal Website agus na gabhadh a dhèanamh leatha le na Fèisean

11.00 Tì/Cofaidh

11.15 Turas gu Taigh-tasgaidh Dualchas nan Gàidheal ann am Baile Ùr an t-Slèibhe
Air n t-slighe bidh Elspeth NicIlleBhrath a' toirt dhuinn òraid air luchd-ciùil ainmeil sgìre Bhàideanach

13.15 Lòn anns an Aghaidh Mhòir agus sgaoileadh

Art MacCarmaig
Ceannard
Sultain 2007

Fèisean nan Gàidheal

Iarrtas Ballrachd
Àireamh air a' Chlàr Ghnothaich: 3.2007.06(b)

Iarrtas Ballrachd – Membership application

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

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

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

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

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

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

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

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

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

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

Ar dualchas ... ar n-òigridh

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

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

Amas Fèisean nan Gàidheal

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

Our culture ... our young people

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

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

Aim of Fèisean nan Gàidheal

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

Prìomh-Oifis: Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Head Office: Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone 01478 613355 | Facs/Fax 01478 613399 | Post-d/E-mail brath@feisean.org
Companaidh earranta a tha na buidheann carthannais/Company limited by guarantee recognised as a charity | Àireamh chlàraidh/Registration number SC 130071

'S e na cinn-uidhe:

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

The objectives are to:

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

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

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

Ainm Na Fèise – Fèis Name	FÈIS RSAMD
Ainm an tagraiche – Applicant's Name	PROFESSOR JOHN WALLACE
Dreuchd - Position	PRINCIPAL
Seòladh - Address	RSAMD
	100 RENFREW STREET
	GLASGOW
Còd Puist – Post Code	G2 3DB
Àireamh Fòn – Telephone Number	0141-270-8227
Àireamh Fòn-làimhe – Mobile Number	07984 241722
Seòladh puist-d – E-mail address	principal@rsamd.ac.uk
Ceann-làithean na Fèise agaibh – Your proposed Fèis Dates	SUNDAY 21/10 TO SATURDAY 27/10/07.

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

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

..... **Ainm-sgrìobhte**/Signature 3/9/07 **Ceann-là**/Date

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

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

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

Fèisean nan Gàidheal
Taigh a' Mhill
Port-Rìgh
An t-Eilean Sgitheanach
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www.feisean.org