Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Oifisean Fèisean nan Gàidheal
111 Sràid na h-Acadamaidh, Inbhir Nis

Diardaoin 17 Gearran 2011 @ 2.30f

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

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

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith air a cumail ann an oifisean Fèisean nan Gàidheal, 111 Sràid na h-Acadamaidh, Inbhir Nis aig 2.30f, Diardaoin 17 Gearran 2011

Clàr Chùisean

1.2011.01 CÙISEAN TÒISEACHAIDH

(a)	An làthair	
(b)	Leisgeulan	
(c)	Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd	Airson Aontachaidh
(d)	Cùisean a' togail ceann	
(e)	Geàrr-chunntas na coinneimh mu dheireadh den Bhuidhinn Riaghlaidh	Airson Fiosrachaidh

1.2011.02 CÙISEAN LEASACHAIDH

(a)	Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal	Airson Fiosrachaidh agus Deasbaid
(b)	Blas 2011	Airson Fiosrachaidh
(c)	Cuairt Mheanbh-chuileag 2011	Airson Fiosrachaidh
(d)	Taisbeanadh bho Rae NicEachearna mu obair ICO air Ghàidhealtachd	Airson Fiosrachaidh agus Deasbaid

1.2011.03 CÙISEAN IONMHASAIL

(a)	Aithisg Ionmhais	Airson Fiosrachaidh agus Deasbaid
(b)	Suimean airgid anns a' bhanca agus fiosrachadh as ùire	Airson Fiosrachaidh
(c)	Cunntasan Ràitheil gu 31 Dùbhlachd 2010	Airson Fiosrachaidh agus Deasbaid
(d)	Tagradh gu Alba Chruthachail 2012-15	Airson Fiosrachaidh agus Deasbaid

1.2011.04 CÙISEAN POILEASAIDH

(a)	A' cur an gnìomh ar Poileasaidh Gàidhlig: Ath cheumannan	Airson Fiosrachaidh agus Deasbaid
(b)	Aithisg Bhliadhnail air Làimhseachadh Cunnartan	Airson Aontachaidh

1.2011.05 CÙISEAN GNÌOMHAIL

(a)	Aithisgean Luchd-Obrach	Airson Fiosrachaidh agus Deasbaid
(b)	Coinneamh Bhliadhnail 2011: Fiosrachadh mu àiteachan freagarrach	Airson Aontachaidh

1.2011.06 EILE

(a)	Ceann-latha na h-ath choinneamh	Airson Fiosrachaidh
(b)	Coinneamh den Bhuidhinn Riaghlaidh	Pàipearan tro phost-d a-mhàin

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Oifisean Fèisean nan Gàidheal, Inbhir Nis, bho 2f, Diardaoin 2 Dùbhlachd 2010

Àireamh air a' Chlàr Chùisean: 1.2011.01(e)

4.2010.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Catrìona Nic an t-Saoir (Cathraiche), Mairead Chamshron, Katag NicNèill, Màiri Oakley, Art MacCarmaig (an làthair), Calum Ailig Mac a' Mhaoilein (an làthair), Anne Willoughby (an làthair), Moreen Pringle (an làthair)

Tro Cho-labhairt Fòn

Fiona NicIain, Seònaid NicDhòmhnaill, Derek MacIllInnein

(b) Leisgeulan

Claire Bee, Bernard Bell, An Comhairliche Agnes Rennie (CnES), Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd), Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba), Ann Marie Reid (HIE),

(c) Geàrr-chunntas na coinneimh mu dheireadh de Bhòrd Stiùiridh Fèisean nan Gàidheal

Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 24 An t-Sultain 2010 a sgaoileadh. Mhol Katag NicNèil gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh. Chaidh seo aontachadh leis a' Bhòrd agus Fiona NicIain a' cur a taic ris.

(d) Cùisean a thog ceann

Thuirt Art MacCarmaig gun robh muinntir Fèis an Iar Thuath (an fhèis as ùire) air leth toilichte gun do ghabhadh riutha mar bhall ùr de dh'Fhèisean nan Gàidheal, agus bha iad an dùil a' chiad Fhèis aca a chumail sa Ghearran 2011.

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

Chaidh geàrr-chunntas na coinneimh a chaidh a chumail air a' fòn air 19 An t-Samhain 2010 a sgaoileadh agus thugadh fa-near dha.

(f) Geàrr-chunntasan nan coinneamhan mu dheireadh de dh'Fhèis Bhlais Earr.

Chaidh Geàrr-chunntasan nan coinneamhan mu dheireadh de dh'Fhèis Bhlais Earr. a chaidh a chumail air 13 An t-Sultain agus 2 An t-Samhain 2010 a sgaoileadh agus thugadh fa-near dhaibh.

4.2010.02 CÙISEAN LEASACHAIDH

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

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

Thuirt Art MacCarmaig gun robh a' mhòr-chuid de dh'amasan gan cur an gnìomh mar bu chòir. B' iad na h-amasan a bha aig ìre "òmair":

Maoin Leasachaidh nam Fèisean – air sgàth buidseat nas lugha, b' fheudar dhuinn pàirt den mhaoineachadh a chur mu choinneimh amasan eile, agus tha e coltach a-nis nach tèid ach trì pròiseactan a mhaoineachadh sa bhliadhna ionmhais seo.

An t-iarratas airson airgead bho Mhaoin Dualchais a' Chrannchuir mu choinneimh a' Phròiseict Thasglainn – cha do shoirbhich leinn leis an iarrtas airson a' mhaoineachaidh a bha sinn ag iarraidh. Thathar an dùil cur a-steach a-rithist airson sùim nas lugha. Dh'aontaich Bòrd na

Gàidhlig am pròiseact seo a mhaoineachadh.

Iomairt Ciùil na h-Òigridh – gu ruige seo cha b' urrainnear Iomairt Ciùil na h-Òigridh a sgaoileadh gu sgìrean eile. Bhathar a' dol a choimhead ris a' chùis seo ann an co-bhuinn ri Alba Chruthachail. Dh'fhaighnich Seònaid NicDhòmhnaill dè bha an Iomairt a' dèanamh ann an Earra-Ghàidheal is Bòid. Dh'aontaich Art MacCarmaig gum faigheadh e a-mach agus gun tilleadh e leis an fhiosrachadh.

Bha am Bòrd air leth toilichte leis an obair a bha a' bhuidheann a' dèanamh.

(b) Fèis Bhlais 2011

Chaidh aithisg agus fiosrachadh iomchaidh eile a sgaoileadh le Art MacCarmaig a' toirt dealbh do bhuill air mar a bha a' dol do na planaichean airson Blas 2011.

Bha fhios aig buill a' Bhùird gun do gheàrr Comhairle na Gàidhealtachd 30% (£31,500) den mhaoineachadh airson Blas a' tòiseachadh ann an 2011-12. Bheireadh sin buaidh air aontaidhean maoineachaidh eile agus mar thoradh air seo bhiodh am buidseat mu £60,000 nas lugha na bha e roimhe.

B' fheudar do bhuill a' Bhùird tighinn gu co-dhùnadh, a thaobh Blas 2011, an robh no nach robh iad ag iarraidh Blas 2011 a chumail; air sgàth 's gum biodh buidseat nas lugha ann, agus cunnart ionmhasail ann do dh'Fhèisean nan Gàidheal, mura dèanadh an fhèis prothaid.

B' e an dà roghainn a bh' aca, fèis nas lugha a chumail no gun a bhith a' cumail Fèis Bhlais ann an 2011 idir.

Bathar a' rannsachadh chothroman maoineachaidh eile, nam measg iarrtas airson LEADER na Gàidhealtachd is nan Eilean ann an 2011. Cuideachd, bhruidhinn sinn ri RBS is Caledonian Mac a' Bhruthainn feuch am biodh iad deònach urrasachd a thoirt don Fhèis.

Nan deigheadh an Fhèis a chumail, cha bhiodh ann ach 20 tachartas an àite 35 – ach bhiodh na tachartasan seo a cheart cho math ri bliadhnaichean eile agus sàr luchd-ciùil a' tadhail air diofar cheàrnaidhean den Ghàidhealtachd.

Bhruidhinn am Bòrd mu dhiofar dhòighean anns am b' urrainnear cosgaisean a lùghdachadh: nas lugha stuthan sanasachd air am foillseachadh, a' dèanamh barrachd sanasachd tron làrach-lìn agus air rèidio, a' pàigheadh nas lugha do dhaoine, m.s.a.a.

Às dèidh nan còmhraidhean, chaidh aontachadh gun deigheadh Blas 2011 a chumail le buidseat a bhiodh air a stèidheachadh air an uiread de mhaoineachadh a bhiodh ri fhaotainn aig àm. Thathar a' dol a dheasachadh dreach den Phròram, agus faodar cur ris ma gheibhear tuilleadh maoineachaidh a-rithist.

(c) Cèilidhean Naomh Anndra

Thuirt Art MacCarmaig gun deach ceithir de na còig cèilidhean Naomh Anndra, a bhathar an dùil a chur air dòigh, a chumail (chaidh am fear ann am Poll Iù a chur dheth air sgàth droch shìde).

Cuideachd, air sgàth na droch shìde, cha robh an uiread de dhaoine 's a bha dùil againn aig na Cèilidhean – ach chòrd iad gu mòr ris an fheadhainn a b' urrainn a bhith an làthair.

Chaidh na tachartasan a mhaoineachadh le Comhairle na Gàidhealtachd agus EventScotland.

Cha robh fios againn fhathast dè chosg na cèilidhean, ach cluinnear dè chosg iad aig an ath choinneimh den Bhòrd.

4.2010.03 CÙISEAN IONMHASAIL

(a) Aithisgean Ionmhasail

Chaidh aithisg a dheasaich am Manaidsear Gnìomha, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 am Màrt 2011, a thuilleadh air aithisg leis na suimeannan a fhuaras agus a chaidh a chosg suas gu 11 An t-Samhain 2010 agus liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2010-11, a bha cuideachd a' sealltainn nan suimeannan a chaidh a phàigheadh do dh'Fhèisean aig 11 An t-Samhain 2010.

Thug Buill a' Bhùird fa-near do na h-aithisgean.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil: £4,724.07
- Cunntas Àrd-rèidh: £116,578.65
- Cunntas Bhlais: £83.18

Bha airgead fhathast ri thighinn bho Chomhairle na Gàidhealtachd, LEADER, agus Maoin Dualchais a' Chrannchuir

(c) Cunntasan Riaghlaidh airson na ràithe gu 30 An t-Sultain 2010

Chaidh Cunntasan Riaghlaidh airson na ràithe gu 30 An t-Sultain 2010, a dheasaich Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh.

(d) Dreach de Bhuidseat Riaghaltas na h-Alba

Chaidh aithisg a sgaoileadh le Art MacCarmaig ag innse mun bhuaidh a bhiodh aig an dreach de Bhuidseat Riaghaltas na h-Alba air na buidhnean a tha a' toirt maoineachadh do dh'Fhèisean nan Gàidheal.

Thugadh buill a' Bhùird fa-near don t-suidheachadh agus dh'iarr iad air oifigearan dèiligeadh ri cùis sam bith a thogas ceann thairis air na mìosan ri thighinn.

4.2010.04 CÙISEAN POILEASAIDH

(a) Sgrùdadh Alba Chruthachail air Buidhnean Stèidhichte

Chaidh aithisg a sgaoileadh le Art MacCarmaig ag innse mu sgrùdadh air Buidhnean Stèidhichte (buidhnean a tha a' faighinn maoineachadh rè ùine-fhada) a tha Alba Chruthachail an dùil a chumail thairis air na mìosan ri thighinn.

Tòisichidh an sgrùdadh san Dùbhlachd 2010, agus thèid crìoch a chur air ann an ùine gu leòr gus an urrainnear aontaidhean ùra a chur an sàs leis a' Ghiblean 2012.

3.2010.05 CÙISEAN GNÌOMHAIL

(a) Aithisgean Adhartais Luchd-obrach

Chaidh Aithisgean Adhartais bho luchd-obrach a sgaoileadh agus thug Buill a' Bhùird fa-near dhaibh. Thug an Cathraiche taing don luchd-obrach airson na h-obrach a tha iad a' dèanamh.

(b) Coinneamh Bhliadhnail & Co-labhairt 2011

Thèid a' Choinneamh Bhliadhnail & a' Cho-labhairt airson 2011 a chumail air an deireadh-sheachdain Dihaoine 23/Disathairne 24 Sultain. Chaidh iarraidh air buill àiteachan a mholadh airson a' Cho-labhairt a chumail.

Às dèidh nan còmhraidhean, chaidh aontachadh gur e Sruighlea a b' fheàrr le daoine, agus mura robh Sruighlea freagarrach, Glaschu.

Chaidh aontachadh gum faigheadh Anne Willoughby fiosrachadh mu na h-àiteachan ann an Sruighlea anns am b' urrainnear an tachartas a chumail.

4.2010.06 EILE

(a) Cinn-latha nan coinneamhan ann an 2011

Chaidh na cinn-latha a leanas aontachadh airson coinneamhan ann an 2011:
Diardaoin 17 An Gearran - Inbhir Nis
Diardaoin 26 An Cèitean - Inbhir Nis
Dihaoine 23 An t-Sultain - Aig a' Choinneimh Bhliadhnail/Co-labhairt (Sruighlea 's dòcha)
Diardaoin 8 An Dùbhlachd - Àite ri aontachadh

(b) Coinneamh de Bhuidheann Riaghlaidh Fèisean nan Gàidheal

Chaidh pàipearan a sgaoileadh am measg nam Ball air a' phost-dealain.

Chaidh ceist a thogail co-cheangailte ris na pàipearan bho choinneamh a' Bhuidhinn Riaghlaidh agus an ath cheum le a bhith a' cur am Poileasaidh Gàidhlig againn an gnìomh.

Bha ceisteachan air loidhne air 160 freagairtean fhaighinn agus bha Calum Ailig Mac a' Mhaoilean a' coimhead orra an-dràsta. Bhathar an dùil gum biodh Plana Gàidhlig Pearsanta aig gach neach-teagaisg agus gum biodh cothrom aca air cùrsaichean a bha iomchaidh a rèir nan comasan aca.

Bhathar cuideachd a' coimhead feuch an gabhadh cùrsa a dh'aona-ghnothach a chruthachadh agus chaidh buidheann-gnìomha bheag a chur air chois gus seo a dhèanamh.

Bhathar an dùil gun robh iad a' dol a choinneachadh às dèidh na coinneimh seo, ach b' fheudar dhaibh a cur dheth.

Tha Art MacCarmaig, Catrìona Nic an t-Saoir agus Calum Ailig Mac a' Mhaoilein a' dol a choinneachadh gus bruidhinn air na dòighean anns am faodar seo a thoirt air adhart, agus gheibhear tuilleadh fiosrachaidh mun obair seo aig an ath choinneimh den Bhòrd Stiùiridh.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held on Thursday 3 February 2011 from 10.15 am via telephone conference

Agenda Item: 1.2011.01 (e)

EX1.2011.11 PRELIMINARIES

(a) Present

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

(b) Apologies

Ann Marie Reid (Highlands & Islands Enterprise) and Ian Smith (Scottish Arts Council).

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 19 November 2010 had been circulated and approved.

(d) Matters arising

Re Gaelic Policy : Next Steps it was noted that the proposed meeting of a Focus Group on 2 December had not taken place. Instead Catriona, Arthur and Calum Alex had met to discuss the issues. It was agreed that Calum Alex would prepare a note of this Meeting for issue to the Board.

EX1.2011.02 PROJECT UPDATES

(a) YMI (verbal - Arthur)

All YMI projects were scheduled to be completed by the end of March (except Fèis Rois who would finish mid-April). The budgets were all on target.

It was intended to hold a trial run of YMI music lessons with Eigg and Canna by way of video conferencing via Sabhal Mòr Ostaig. This would cut down on the costs of sending tutors to the small isles. If it works the regular classes would be held by video conference and then tutors would go to the islands occasionally but stay for longer and offer different musical tuition etc.

A YMI CD was going to be produced via the Highland Council. We will record some traditional music groups who are taught via YMI and these will then form part of the CD.

A special YMI Newsletter is being prepared to let everyone know all that is happening through YMI. It is intended have the Newsletter ready by the end of March.

(b) Blas Festival (circulated – Arthur)

A list of the events planned to date had been circulated. These were based on the known funding and would be added to if further funding were identified.

A grant application had been made to the Year of Islands and Arthur was also preparing another application under the Flagship stream.

A new ticketing system via the SECC in Glasgow is also being investigated.

(c) Funding for Cèilidh Trails (verbal – Anne)

Anne advised that a claim to Highland Leader for £26,587 had been submitted and the funding received. Another claim for £15,000 was due to be made before the end of the financial year.

A claim for £8,106 to Argyll Leader was currently being put together.

Fiona Johnston advised that she was in talks with Loch Lomond National Park and they were quite positive about the Cèilidh Trail. Arthur suggested that there might be a possibility of Leader funding being available. It was agreed that Calum Alex would ask Nicola to look into this on their behalf.

(d) Meanbh-chuileag Tour (verbal – Calum Alex)
Calum Alex reported that plans for the Meanbh-chuileag Tour were progressing well. The play was about Wildlife Crime and the script was almost complete. The six-week tour would commence on 21 February and visit 50 School over the course of 6 weeks.

An application for grant had been made to Scottish Natural Heritage and their decision was awaited.

A Teaching Resources Pack would be sent to each School.

Calum Alex agreed to circulate, to the Board, a list of the Schools and the Dates they were being visited.

EX1.2011.03 FINANCIAL ISSUES
(a) Financial Report (circulated - Anne)
A report from the Executive Manager had been circulated.

There were no concerns over the overall financial position with the budgets being on track for the end of the financial year.

(b) Management Accounts to 31 December (circulated - Anne)
The consolidated management accounts to 31 December prepared by Mann Judd Gordon had been circulated. The next instalment of £48,787 from HIE was due shortly with a further £43,904 still to be claimed before the end of the financial year.

There is still a lot of money to be paid out including Grants to Fèisean, YMI payments and funding for the Meanbh-chuileag tour.

(c) Bank Balances and up to date information (verbal - Anne)
The current bank balances were given as follows:

- £6,291.32 in the Current account
- £51,876.57 in the High Interest account
- £1,249.00 in the Blas account

(d) Grants to Fèisean 2010-11 (verbal - Anne)
First payments had been sent out to all Fèisean entitled to them and development officers were aware of the general need to raise additional funding for Fèisean where there were shortfalls. The deadline for claims for Classes and Main Fèis is now 31 March 2011 for both.

Arthur advised that the Development Fund had been limited this year but support had been given to Fèis Lochabair for their Teenage Fèis and grants were due to go, depending on year-end funds, to Fèis Ìle towards a programme of School visits on the island. A start-up grant to Fèis an Iar Thuath had been agreed.

(e) Financial Overview 2011-12 (verbal - Arthur)
At the moment it was known that we would have a reduction in funding from HIE of £10,000 for the year. We are currently not aware of any proposed cuts in the funding from Comhairle nan Eilean Siar and Argyll & Bute Council.

Even if they do advise that they are reducing their funding to Fèisean nan Gàidheal it should be manageable and it was anticipated that Fèisean grants would remain at their current level with any savings being made elsewhere.

EX1.2011.04 POLICY ISSUES
(a) Risk Management Annual Report (circulated – Anne)

Anne and Iona had updated the Risk Register and a report detailing the top 9 risks as agreed by the Board had been circulated. Each risk was summarised and each one had a Management Action Plan attached which details what steps are to be taken, by staff on a day-to-day basis, to manage and mitigate the risk.

The Executive Group noted the Management Actions Plans and agreed to recommend to the full Board that the Risk Management Monitoring Report be approved.

EX1.2011.05 DEVELOPMENT ISSUES

(a) Creative Scotland Bid 2011-12 and Budget (circulated - Arthur)

The funding from Creative Scotland for 2011-12 had been agreed in principle based on SAC obligations. A copy of the Outline Plan and Budget for 2011-12 which Arthur had submitted to Creative Scotland had been circulated. The outcome of our bid should be known in the near future.

(b) Creative Scotland Bid 2012-15 (letter circulated – Arthur)

Arthur advised that a bid to Creative Scotland for funding for the period 2012-15 had been lodged on 31 January. A full copy of the bid will be sent out as part of the Board papers later in the month. Creative Scotland representatives will be arranging to meet with Arthur to discuss our bid towards the end of February. It was hoped that Catriona would be able to attend that meeting.

It is anticipated that a decision on funding will be known by the end of March 2011.

EX1.2011.06 BOARD MEETINGS

(a) Agenda items for forthcoming Board meeting

- Risk Management Report
- Creative Scotland
- Rae MacEachern attending to talk about YMI
- AGM

EX1.2011.07 GENERAL

(a) AOCB (verbal)

Re the AGM Anne advised that the Stirling Management Centre was unavailable in September so we had approached the Dunblane Hydro. They had quoted £6,586 for the weekend event. We have a budget of £10,000 set aside for the AGM.

It was agreed that it would be best to approach the Fèisean first advising that we are proposing to hold the event in Dunblane Hydro and asking them to confirm whether they would be attending. If sufficient numbers confirm that they are able to attend, then we will go ahead with the booking. If not, we will look at an alternative venue.

(b) Submission to BBC Trust: BBC Radio nan Gàidheal (circulated – Arthur)

A copy of the submission, which Arthur had made to the BBC Trust on behalf of Fèisean nan Gàidheal, had been circulated for information.

(c) Date and venue of next meeting

The next meeting is to be held by phone conference on Thursday, 12 May 2011 at 10.15am.

Fèisean nan Gàidheal

Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 1.2011.02(a)

Adhbhar a' Phàipeir

Airson geàrr-iomradh a thoirt do bhuill a' Bhùird air na gnìomhan ann am pròram obrach na buidhne.

Bun Fhiosrachadh

Tha an aithisg seo 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 Alba Chruthachail (AC), Iomairt na Gàidhealtachd agus nan Eilean (InG), Comhairle na Gàidhealtachd (CnG), Comhairle nan Eilean Siar (CnES), Comhairle Earra Ghàidheal agus Bòid (CEB) agus Bòrd na Gàidhlig (BnG) a thaobh cùmhnantan maoineachaidh fa leth leis na buidhnean sin.

Gus an aithisg a chumail sìmplidh tha sinn air siostam 'DOU' a chleachdadh – Dearg, Òmar & Uaine – agus tha inbhe gach aon dhiubh mar a leanas:
R (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; **Ò** (Òmar) = Chan eil air targaid an-dràsta, ach le ceumannan ann an àite gus adhartas a ghleidheadh; **G** (Uaine) = Air targaid.

Àir.	Dleastanas sa Phlana Leasachaidh	An Urra ri	Comharran Coileanaidh/Toraidhean	Adhartas	Ìre
1	**LÌBHRIGEADH SHEIRBHEISEAN**				
1.1		A h-uile duine	A' cumail oirnn a' toirt taic do agus a' leasachadh Fèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)	Tha obair na buidhne gu lèir ag amas air an seo.	**U**
1.2		Stiùiriche/Bòrd	A' cumail co-dhiù 15 obraichean Ionann is Làn-thìde ann an sgìre HIE (InG)	Tha 13 neach-obrach againn an-dràsta le 11.4 Ionann is Làn-thìde, ach le luchd-teagaisg is cunnradairean, bi tòrr a bharrachd na 15 obraichean Ionann is Làn-thìde.	**U**
		Manaidsear Leasachaidh	Co-dhiù aon neach gu bhith air fastadh tro sgeama nan oileanach no greis gnìomhachais aig Cnag (BnG)	Tha ùidh aig ceathrar ann an greis gnìomhachais.	**U**
1.3	Sgeama Thabhartasan do dh'Fhèisean	Ceannard	A' cumail oirnn le Sgeama Thabhartasan do dh'Fhèisean (AC)	Sgeama thabhartasan ann.	**U**
				Tabhartasan gam buileachadh mar a chaidh aontachadh.	
		Manaidsear Gnìomha	Taic do co-dhiù deich thar fhichead Fèis air a' Ghàidhealtachd 's sna h-Eileanan gach bliadhna (InG)	Tabhartasan air an tabhann do 45 Fèisean airson 2010-11.	**U**
				Tabhartasan air an tabhann do 35 Fèisean ann an sgìre InG, le 21 ann an sgìrean dùbhlanach.	
		Manaidsear Leasachaidh	A' cumail oirnn a' maoineachadh leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean (AC)	Bidh trì pròiseactan a' faotainn taic am-bliadhna bhon sgeama seo.	**U**

			Taic do thrì pròiseactan ùra, innleachdach gach bliadhna tro mhaoin leasachaidh airson Fèisean (InG)	Tha dùil gun tèid seo a choileanadh ann an 2010-11.	
		Manaidsear Leasachaidh	Tabhartasan taice do dh'Fhèisean ann an Roinn na Gàidhealtachd (CnG)	Tabhartasan air an tabhann do 19 Fèisean ann an sgìre Chomhairle na Gàidhealtachd.	**U**
			Tabhartasan taice do dh'Fhèisean ann an sgìre Comhairle nan Eilean Siar (CnES)	Tabhartasan air an tabhann do 6 Fèisean ann an sgìre Chomhairle nan Eilean Siar.	
			Tabhartasan taice do dh'Fhèisean ann an sgìre Comhairle Earra-Ghàidheal is Bhòid (CEB)	Tabhartasan air an tabhann do 7 Fèisean ann an sgìre Comhairle Earra-Ghàidheal is Bhòid.	
1.4	A' toirt taic do luchd-obrach saor-thoileach	Oifigearan Leasachaidh	A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)	Chaidh gach ball den Sgioba Leasachaidh a chomharrachadh mar Prìomh Oifigear airson buidheann de dh'Fhèisean Chaidh coinneamhan measaidh foirmeil a chumail le gach Fèis san t-Samhain, san Dùbhlachd agus san Fhaoilleach ri linn droch shìde.	**U**
		Oifigear Trèanaidh & Poileasaidh/ Oifigear Gàidhlig/ Oifigearan Leasachaidh	A' cruthachadh phoileasaidhean a tha cho furasta 's as urrainn do luchd-obrach saor-thoileach a lìbhrigeadh.	Gach poileasaidh air ùrachadh ann an 2009-10 agus rim faotainn bhon làrach lìn sa Ghàidhlig agus sa Bheurla.	**U**
				Trèanadh ri fhaotainn mu coileanadh phoileasaidhean nuair a dh'fheumas luchd saor-thoileach a dhol an sàs ann.	
				Tha Clàr Cunnartan ann agus cumaidh a' Bhuidheann Riaghlaidh sùil air sin le aithisg bhliadhnail a' dol mu choinneimh a' Bhùird.	
		Manaidsear Gnìomha/ Oifigearan Leasachaidh/ Oifigear Trèanaidh & Poileasaidh	A' leantainn oirnn leis an sgeama airson Uairean Bliadhnail.	Uairean bliadhnail gan tairgse ann an 2010-11 mar phàirt den tairgse tabhartais, le prìomhachas aig Fèisean as fheàrr a tha a' dèanamh feum de na h-uairean.	**U**
				Cumaidh an Sgioba Leasachaidh orra ag obair gu dlùth ri luchd-obrach air am fastadh fon sgeama agus tha cùnnradh gun fheumadh dhaibh a dhol dhan Fhèis Thrèanaidh.	
			Oifigear Leasachaidh air a chumail sna h-Eileanan Siar (CnES)	Jenna Chuimeineach obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle nan Eilean Siar.	**U**
			Oifigear Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid (CEB)	Cairistìona Nic an t-Saoir obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle Earra-Ghàidheal is Bhòid.	**U**
1.5	A' Cho-labhairt Bhliadhnail	Manaidsear Gnìomha/ Oifigear Ghnothaichean/ Oifigear Trèanaidh	A' cumail Co-labhairt Bhliadhnail (AC)	Chaidh co-labhairt 2010 a cumail san t-Sultain ann an Ulapul far an deach cùisean gu math. Bha Anndra Dixon againn air aoigheachd agus teachdaireachd bhideo bho Fiona Hyslop BPA, Ministear airson Cultair.	**U**
1.6	Àrachas	Manaidsear Gnìomha	Àrachas iomchaidh ann airson Fèisean nan Gàidheal, an luchd-obrach agus obair nam Fèisean.	Àth-sgrùdadh air poileasaidhean agus air an ùrachadh sa Ghearran 2010 le àrachas ùr iomchaidh.	**U**
1.7	Stòras Ionnstramaidean Ciùil	Oifigear Ghnothaichean	A' toirt ionnstramaidean do dh'Fhèisean air iasad	A' leantainn air agus tha an t-seirbheis air a cleachdadh gu tric le Fèisean, tha ionnstramaidean air iasad a' mhòr-chuid den bhliadhna.	**U**
1.8	Fiosrachadh Pearsanta	Neach-tionail Manaidsear Gnìomha	Feumar measadh Disclosure leasaichte a dhèanamh air	Obair leantainneach air a dhèanamh le Sandy Gray agus grunn luchd-obrach a' cur an làmh ris.	**U**

1.8	Fiosrachadh Pearsanta		gach neach-teagaisg is neach-obrach saor-thoileach aig na Fèisean.	Obair leantainneach air a dhèanamh le Sandy Gray agus grunn luchd-obrach a' cur an làmh ris. Thathar a' cumail ag ùrachadh an fhiosrachaidh phearsanta ann ceann gach trì bliadhna.	**U**
			A' cumail oirnn a' dèanamh cinnteach à sàr-mhathas a thaobh Dìon Chloinne agus a' cumail sùil air atharraichean san lagh (AC)	Am poileasaidh air ùrachadh agus fo sgrùdadh fad an t-siubhail agus tha sinn mothachail gu bheil atharrachaidhean gu bhith anns an t-siostam measaidh. Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile.	**U**
1.9	A' cumail Stòr-dàta Luchd-teagaisg nam Fèisean	Oifigear Ghnothaichean	Am fiosrachadh as ùire ri fhaotainn daonnan.	Chaidh stòr-dàta Fèisean nan Gàidheal ùrachadh gu tur, agus bidh cothrom ann am fiosrachadh mu luchd-teagaisg ùrachadh a-rithist ri linn rannsachadh co-cheangailte ris a' Phoileasaidh Ghàidhlig ùir.	**U**
1.10	A' leasachadh, a' sgaoileadh agus a' reic stuthan-foillsichte	Oifigear Ghnothaichean	A' leantainn oirnn a' dèanamh as motha airgead as urrainnear bho reic stuthan-foillsichte	Tha sinn a' reic nas urrainn dhuinn tro Fèisean, bhùithtean, m.s.a.a. Tha bùth a-nis air an làrach-lìn aig http://www.feisean.org/Shop/buth.html.	**U**
1.11	A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach	Oifigear Ghnothaichean/ Luchd-obrach uile		Tha *Faileas* air a chur ri chèile a-nis gu cunbhalach agus air a sgaoileadh gu dealanach a-mhàin gus airgead a chùmhnadh. Fiosrachadh mu gach cùis co-cheangailte ris na Fèisean air a sgaoileadh gu cunbhalach – cothroman maoineachaidh, naidheachdan VAN, naidheachdan SCVO, cothroman obrach, tachartasan m.s.a.a.	**U**
1.12	Taic do dh'Fhèisean ùra	Manaidsear Leasachaidh	A' cruthachadh 2 Fhèis ùr sna Sgìrean Dùbhlanach aig InG (InG)	Feumar an amas seo a choileanadh ro 2012. Ghabh sinn ri iarrtas ballrachd bho Fèis an Iar Thuath.	**U**
1.13	Taiceil do leasachadh nam Fèisean, no buidhnean de dh'Fhèisean a tha ag iarraidh a bhith nas neo-eisimeiliche	Ceannard/ Manaidsear Leasachaidh/ Oifigearan Leasachaidh	A' cumail oirnn a' toirt taic do phròiseactan Fèis fa leth mar obair leudachaidh an lùib Fèis Bharraigh, Fèis Spè agus Fèis a' Bhaile (AC)	A' cumail oirnn a' toirt taic do dh'Fhèisean Loch Abar, Fèis Spè agus Fèis Bharraigh.	**U**
1.14	Na Fèisean ag obair còmhla	Manaidsear Leasachaidh/ Oifigearan Leasachaidh		Tha maoineachadh airson Fèisean a bhith ag obair còmhla a' tighinn bhon Mhaoin Leasachaidh againn.	**U**
1.15	Pròg ram Trèanaidh Bliadhnail	Oifigear Trèanaidh & Poileasaidh	A' toirt trèanadh do dheich thar fhichead fèis sa bhliadhna agus do co-dhiù trì fichead 's a còig deug luchd-teagaisg agus luchd-eagrachaidh nam Fèisean coimhearsnachd (InG)	Tha dùil ri 60 com-pàirtiche ann am Fèis Trèanaidh sa Mhàrt 2011. Tha dùil ri mu 30 com-pàirtiche airson Ìre I is Ìre II aig SMO sa Ghearan 2011. Bidh Ìre III air a leasachadh agus air a lìbhrigeadh bhon Ghearran 2011 a-mach.	**U**
			Luchd-obrach gu bhith an-sàs ann an co-dhiù ceithir làithean trèanaidh Gàidhlig (BnG)	Tha trèanadh luchd-obrach a' leantainn air mar a dh'fheumar, agus gheibh an sgioba air fad oideachadh mu Ghàidhlig co-dhiù 4 tursan sa bhliadhna. Bheir luchd-obrach nam Fèisean oideachadh do neach-	**U**

				obrach ùr, no ball ùr, sam bith mu obair na buidhne. Tha Moreen Pringle air a bhith gabhail a' chùrsa Ùlpan.	
1.16	A' cruthachadh Lìonra	Ceannard/ Manaidsear Leasachaidh	A' leudachadh, nuair a ghabhas a dhèanamh, cothroman compàirteachais le buidhnean eile ann agus taobh a-muigh saoghal na Gàidhlig, agus a' leantainn oirnn ag obair sna raointean a th' ann a-cheana, Fòram Ciùil Traidiseanta na h-Alba nam measg. (AC)	Cumaidh sinn ar ballrachd air, agus a' cur ri obair an Fhòram Chiùil Thraidiseanta, a tha a-nise na bhuidheann corporraichte le barrachd dhleastanasan. Tha còmhraidhean air a bhith againn le Alba Chruthachail a thaobh cur an-gnìomh na h-aithisg air Ealain Thraidiseanta.	**U**
				Tha an càirdeas obrach againn a' leantainn leis an RSAMD, Sgoil-chiùil a' Phluic agus le buidhnean iomchaidh eile.	
			Ag obair ann an co-bhonn ri buidheann-stiùiridh Ro-innleachd nan Ealan Ghàidhlig agus oifigear Ealain na Gàidhlig gus Ro-innleachd nan Ealan Ghàidhlig ùrachadh agus adhartachadh (BnG).	Bidh sinn fhathast nar ball de buidheann stiùiridh nan Ealan Ghàidhlig, agus bidh sinn a' dol gu na coinneamhan aig Bòrd na Gàidhlig airson nam buidhnean Gàidhlig.	
				Bidh Ceannard Fèisean nan Gàidheal an sàs anns a' Chùrsa airson Ceòl Traidiseanta is Gàidhlig aig SMO bho àm gu àm, agus e a' toirt comhairle do dh'oileanaich mun ghnìomhachas chiùil agus cothroman teagaisg a gheibhear aig na Fèisean is cothroman teagaisg eile.	
1.17	A' tagradh	An luchd-obrach/ An Ceannard ga stiùireadh	Ann an co-bhuinn ri Alba Chruthachail, Iomairt na Gàidhealtachd 's nan Eilean agus Bòrd na Gàidhlig, bidh FnG a' leantainn orra a' cur gu mòr ri leasachadh ceòl traidiseanta agus nan ealain Gàidhlig ann an Alba (AC).	Bidh sinn a' cur seachad tòrr ùine air obair tagraidh agus leanaidh seo agus thèid a leudachadh ri linn suidheachadh an ionmhais sa fharsaingeachd. Bidh sinn gu tric a' cur freagairtean gu co-chomhairlean a bheir buaidh air ar n-obair; agus ann an dòighean a bheir buaidh air poileasaidhean.	**U**
1.18	Ceanglaichean Eadar-nàiseanta	Ceannard/ Manaidsear Leasachaidh		Tha ceanglaichean leantainneach againn ri Celtic Colours tron fhèis Bhlas.	**U**
1.19	Sanasachd is Margaideachd	Ceannard/ Oifigear Ghnotaichean	A' togail air ìomhaigh nam Fèisean sna meadhanan, le co-dhiù dusan sgeulachd naidheachd ionadail / roinneil, agus trì sgeulachdan naidheachd nàiseanta, agus aon sgeulachd mhòr a bhios air a sgaoileadh feadh Bhreatainn gach bliadhna (InG)	Nochd tòrr sgeulachdan naidheachd mur deidhinn, agus bithear a' cruinneachadh agus a' tasgadh nan sgeulachdan sin gu cunbhalach. Bha naidheachd ann mu na compàirtichean bho na fèisean a nochd air BBC 1 anns a' phròg ram Duaisean a' Chrannchuir Nàiseanta. Bha luchd-ciùil bho na fèisean air pròg raman Bhlas agus iTrad air BBC Alba.	**U**
			Coinneamh fhoirmeil a chur air dòigh le sgioba conaltraidh Bhòrd na Gàidhlig, le sùil ri inbhe na Gàidhlig a thogail am measg na tachartasan / seirbheisean uile gu lèir anns a bheil sibh an sàs (BnG).	Ri chur air dòigh fhathast. Chan eil duine le dleastanas DP aig a' Bhòrd an-dràsta.	
		Ceannard/ Oifigear Ghnothaichean	A' lorg barrachd obair chompàirt leis an roinn choimeirsealta agus seo a' togail air an urrasachd a fhuair Blas, agus cuideachd ag amas air barrachd bathar nam Fèisean a reic (AC).	Feumar tuilleadh a dhèanamh san raon seo, ach tha a' mhòr chuid co-cheangailte ri Blas aig a bheil Comataidh Maoineachaidh saor thoileach. Chaidh cuireadh a thoirt do chompanaidhean a dh'fhaodadh taic a thoirt seachad an ath bhliadhna.	**U**

				Tha stuthan ri fhaighinn tron bhùth air loidhne againn aig www.feisean.org.	U
1.20	Fiosrachadh	Ceannard	Thèid Measadh Buaidh InG a chumail le Steve Westbrook Associates.	Chaidh an aithisg dheireannach fhoillseachadh aig àm na coinneimh bhliadhnail againn.	U
1.21	An Làrach-lìn agus TFC	Oifigear Ghnothaichean/ Gach neach-obrach mar as iomchaidh		Bèo aig www.feisean.org, www.blas-festival.com le làrach ùr www.feisceilidhtrails.org air a chruthachadh airson Cuairtean Cèilidh. Tha susbaint an làraich a' dol am meud, agus luchd-obrach a-nis air an trèanadh as ùir ann an Sitekit agus iad comasach air susbaint a chur ris an làrach.	U
2	**LEASACHAIDHEAN ÙRA**				
2.1	Ag ullachadh Poileasaidh Gàidhlig do dh'Fhèisean nan Gàidheal, a thèid a ghabhail os làimh le ballrachd na buidhne	Oifigear Gàidhlig	A' leasachadh agus leudachadh chothroman air cànan agus cultar na Gàidhlig tro lìbhrigeadh Poileasaidh Gàidhlig agus cur air adhart tachartasan dràma Gàidhlig mar Sgoil Shamhraidh Dràma Ghàidhlig agus cuairtean le Meanbh-Chuileag a' bhuidheann–dràma-oideachaidh. (AC)	Thathar a' cumail air a' cur planaichean Gàidhlig a-steach gu Fèisean nan Gàidheal le ùrachaidhean gach bliadhna, agus mar phàirt den choinneimh mheasaidh bhliadhnail le gach Fèis, bruidhinnear mu chùisean Gàidhlig. Chaidh aontachadh ri Poileasaidh Gàidhlig ùr a chaidh a sgaoileadh gu gach Fèis, le stiùireadh na chois.	U
			Fèisean nan Gàidheal a' cumail taic ri co-dhiù 20 duine gus Gàidhlig ionnsachadh. (BnG)	Bidh taic air a thairgse dhan fheadhainn a tha airidh tron rannsachadh a tha sinn a' dèanamh le molaidhean a' thàinig air adhart san t-Sultain agus bho mholaidhean den buidheann obrach a sheall ri dè ghabhas dèanadh san Dùbhlachd. Bheir an Sgioba Gàidhlig againn an taic as motha as urrainn dhaibh gus barrachd chleachdaidh a bhrosnachadh.	U
			Lethbhreac de shanasan naidheachd agus sanasan tachartasan air fad a chur air adhart gu mygaelic.com agus Bòrd na Gàidhlig. (BnG)	Tha sinn air buidheann a chur air dòigh air mygaelic agus bidh sinn a' cur sanasan naidheachd dhan sgioba gu cunbhalach.	U
2.2	A' cruthachadh Sgioba Leasachaidh Gàidhlig	Oifigear Gàidhlig	Leantainn le bhith a' cur Poileasaidh Gàidhlig Fèisean nan Gàidheal an gnìomh agus seirbheis taic Gàidhlig a thoirt seachad do na fèisean air fad tro luchd-obrach agus pròiseactan sònraichte a-rèir an iarrtais. (BnG)	Tha an Sgioba-G againn a' cumail orra a' cuideachadh Fhèisean le bhith cur an gnìomh a' Phoileasaidh Ghàidhlig, tro phròg raman obrach mu choinneimh feumalachdan dhaoine, nuair a dh'iarrar, ag amas air ionnsachadh agus cleachdadh na Gàidhlig. A' dèanamh cinnteach gu bheil gach Fèis a' cleachdadh stuthan gu tur dà-chànanach, agus seo na chùmhnant den tabhartas. Thèid bruidhinn air an seo còmhla ri gach Fèis aig na coinneamhan measaidh.	U
2.3	A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal.	Oifigear Gàidhlig/ Oifigearan Leasachaidh/ Oifigear Trèanaidh & Poileasaidh	Obair rannsachaidh ri dhèanamh am measg luchd-teagaisg nam Fèisean, luchd-frithealaidh nam Fèisean agus pàrantan, gus dealbh nas soilleire air an comasan labhairt sa Ghàidhlig. Cuideachd, agus faighinn a-mach cia mheud a tha ag iarraidh Gàidhlig ionnsachadh. (BnG)	Chaidh ceisteachan timcheall air luchd-teagaisg nam fèisean airson toiseach tòiseachaidh air an fhiosrachadh seo a thional agus slat-tomhais a thoirt dhuinn air soirbheas na h-iomairt. Tha na freagairtean air an cruinneachadh.	U
			Ag obair ann an co-bhonn ri buidhnean eile gus	Tha tòrr fiosrachaidh air làrach-lìn ùr Blas mu	U

			fiosrachadh a sgaoileadh air cothroman a' Ghàidhlig ionnsachadh agus a chleachdadh, aig tachartasan agus air làrach-lìn na buidhne. (BnG)	chothroman ionnsachaidh. Bidh a h-uile duine a bhios a' frithealadh Blas a' faighinn cairt abairtean le fiosrachadh mu ionnsachadh. Tha tuilleadh ri dhèanamh.	
2.4	A' cruthachadh Fhèisean a tha tro mheadhan na Gàidhlig a-mhàin agus teagasg airson teaghlaichean tro mheadhan na Gàidhlig aig Fèisean a stèidheachadh.	Ceannard/ Oifigear Gàidhlig	Barrachd Fhèisean tro mheadhan na Gàidhlig agus cothroman do phàrantan a bhith ag obrachadh còmhla ris an cuid chloinne ann an Gàidhlig.	Tha 6 Fèisean tro mheadhan na Gàidhlig ann a-nis le barrachd teagaisg tro mheadhan na Gàidhlig aig Fèisean nach eil gu tur tro mheadhan na Gàidhlig. Tha Fèisean nan Gàidheal ag amas air Fèisean a bhiodh freagarrach do theaghlaichean a chruthachadh, no cothroman a thoirt dhaibh aig Fèisean stèidhichte. Bha cothroman ionnsachadh airson teaghlaichean aig Fèis Eilean an Fhraoich.	**U**
		Manaidsear Leasachaidh/ Bòrd	A' dèanamh cinnteach à dealas don Ghàidhlig am measg Fhèisean ùra	Chan fhaighear ballrachd mar Fhèis ùr mural h-eilear air dealas a shealltainn don Ghàidhlig. Tha an Fhèis ùr ann an Taobh an Iar Chataibh gu math adhartach a thaobh cleachdadh na Gàidhlig. Feumaidh am Bòrd a-nis aontachadh ri buill ùra gus dèanamh cinnteach gu bheil dealas aca don Ghàidhlig.	**U**
2.5	A' leasachadh Dràma Gàidhlig	Oifigear Dràma	A' cumail oirnn a' lìbhrigeadh sreath de Fhèisean dràma Gàidhlig (AC) A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba. (BnG)	Chaidh obair a dhèanamh ann an còig sgìrean Iomairtean Gàidhlig le dealbh-cluiche ùra air an craobh-sgaoileadh air a' phròg ram *Aileag* air BBC Radio nan Gàidheal	**U**
			A' cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh'ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG) Sgoil Shamhraidh Dràma 2010 air a chumail, le co-dhiù 17 oileanach le Gàidhlig a' gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)	Bha Sgoil Shamhraidh na bliadhna-sa gu math soirbheachail, le 18 clàraichte mar thà. Tha còmhraidhean le MG Alba gun toradh fhathast ach tha iad a-nise a' nochdadh aig coinneamh den NGAS.	**U**
			Ag obair ann an co-bhonn ri sgìrean Iomairt Cànain, ag amas a bhith an sàs le co-dhiù 1 phròiseact ùr anns gach sgìre. (BnG)	Thèid pròiseactan dràma eile a chur air dòigh ann an sgìrean Iomairtean Gàidhlig ann an 2011.	**U**
			Bidh cuairt sgoiltean le Meanbh-Chuileag ann ma bhios maoin ann a cheadaicheas dhuinn a dhol air adhart.	Dh'aontaich Bòrd na Gàidhlig ri iarrtas airson cuairt sa gheamhradh/tràth san fhoghar.	**U**
2.6	Taic a' leantainn do Chuairtean Cèilidh nam Fèisean	Prìomh agus Oifigearan Leasachaidh eile	Ann am compàirt ri Fèisean, a' leantainn oirnn le taic do Chuairtean Cèilidh (AC)	Fhuair còig Cuairtean Cèilidh taic tro mhìosan an t-samhraidh 2010.	**U**
		Prìomh Oifigear Leasachaidh	A' leudachadh agus a' neartachadh Chuairtean Cèilidh nam Fèisean, an lùib seo bithear a' co-òrdanachadh agus a' dèanamh sanasachd air an iomairt gu nàiseanta agus gu h-eadar-nàiseanta agus mar a tha i a' cur ri turasachd chultarach (InG)	Chaidh sanasachd is prògraman nan cuairtean a leasachadh tro phròiseact a tha a' faighinn taic nach beag bho LEADER fad trì bliadhna.	**U**
2.7	A' brosnachadh Fhèisean ionadail a bhith a' tasgadh stuthan a ghabhadh a chleachdadh airson teagasg san sgìre aca	Oifigear Trèanaidh	A' co-òrdanachadh co-dhiù sia pròiseactan dualchais ionadail le muinntir Fèis na sgìre air an ceann, agus seo a' toirt dhuinn stòrais air-loidhne a bhios an-asgaidh	Tha an obair gu ruige seo air a bhith aig àrd ìre. Chaidh leabhraichean fhoillseachadh le obair phròiseict bho Fèis a' Bhealaich, Fèis air an Oir, Fèis Cheann Loch	**U**

2.7		Oifigear Trèanaidh	(InG).	Goibhle, Fèis a' Bhaile, Fèis na h-Òige, Fèis Loch Abar agus Fèis nan Garbh Chrìochan.	**U**
				Cha do shoirbhich leinn le tagradh airson maoineachaidh eile bho Maoin Dualchais a' Chrannchuir aig an ìre a bha sinn a' sireadh ach bidh cothrom eile ann tagradh a chur ri chèile airson suim nas lugha. Tha Bòrd na Gàidhlig air taic a ghealltainn cuideachd.	**Ò**
2.8	Buidheann Leasachaidh Ro-innleachdail nan Ealain Gàidhlig	Ceannard Oifigear Trèanaidh & Poileasaidh	An sàs ann a bhith a' lìbhrigeadh Ro-innleachd Nàiseanta nan Ealain Gàidhlig mar phàirt de Phlana Nàiseanta na Gàidhlig agus a' toirt taic do dhreuchd an Oifigeir Ealain a tha SAC/BnG a' moladh (AC)	Bidh sinne a' chumail taic cho mòr 's as urrainn dhuinn le cur an gnìomh an ro-innleachd.	**U**
2.9	Fòram Ciùil Traidiseanta	Ceannard	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery (AC)	Tha Fèisean nan Gàidheal aon den bheagan bhuidhnean a tha a' tabhann cothroman trèanaidh is leasachaidh proifeiseanta do luchd-teagaisg. Ged a tha iad ag amas air na Fèisean, faodaidh neach sam bith a dhol an sàs annta agus bidh luchd-teagaisg nach eil an sàs sna Fèisean a' dèanamh sin. Tro Fhèis Alba bidh sinn a' leasachadh nan sgilean cluiche/seinn agus eagrachaidh aig luchd-ciùil òga. Tro ar Sgoil Shamhraidh Dràma, bidh daoine òga ag ionnsachadh sgilean ealain is teicnigeach. Agus tro ar Fèis Trèanaidh, bidh luchd saor-thoileach ag ionnsachadh sgilean ann an diofar raointean.	**U**
2.10	Cruthachadh òrain ùr Gàidhlig	Manaidsear Leasachaidh	A' clàradh, a' dèanamh margaideachd air agus a' reic CD le ceòl traidiseanta is seinn Ghàidhlig tro iomairt nam Fèisean airson sgrìobhadh òrain (InG)	Tha còmhraidhean air tòiseachadh airson dèanamh cinnteach gun tèid am pròiseact seo a lìbhrigeadh ro 2012 a-rèir ar cùmhnant le InG. Bha sgrìobhadh òrain na phàirt de dh'Fhèis Alba am-bliadhna agus de na Cèilidhean air Chuairt. Chaidh òrain ùr a sgrìobhadh le Eilidh NicChoinnich mar phàirt den phròiseact ùr aig Blas 2010, *Saoghal Sona* agus thug sinn taic do Raonaid Walker pàirt a ghabhail ann an Liet 2010.	**U**
2.11	Leasachadh Bùird	Ceannard/Bòrd le taic-airgid bho InG	A' toirt sùil air dleastanasan, obair is èifeachd Bòrd Stiùiridh Fèisean nan Gàidheal, ro 31 an Dùbhlachd 2010 (InG)	Thèid seo a chur air dòigh le InG anns a' bhliadhna ionmhais 2010-11.	**U**
2.12	Research	Ceannard/Manaidsear Leasachaidh	A' dèanamh rannsachadh air mar a chruthaichear 'goireas cultarach' nam Fèisean anns am biodh raointean sòisealta, cleasachd agus teagaisg, a' cur teicneòlas airson teagasg air astar agus ceanglaichean ris na gnìomhachasan cruthachail gu feum, ann an coimhearsnachd chugallach Ghàidhlig (InG).	Ga thoirt air adhart ann an 2011 agus air a lìbhrigeadh ro 2012 a rèir mar a chaidh aontachadh le InG. A' coimhead ri co-obrachadh le Ceòlas ann an Uibhist a Deas le buannachd dha na fèisean cuideachd.	**U**
2.13	A' frithealadh air deugairean sna Fèisean	Manaidsear Leasachaidh/ Oifigearan Leasachaidh		Chuir Caoimhin Rodgers, ann an co-bhonn le comataidh Fèis Lochabair, Fèis dheugairean air dòigh san sgìre anns an Dàmhair. Bhana h-àireamhan beag ach tha i a' toirt bunait airson fàs san àm ri teachd.	**U**

				Tha am pròiseact tasglainn le deugairean a' leantainn air.	
				Tha deugairean an sàs sna Cuairtean Cèilidh is Blas.	
				Taic leantainneach do Fhèis Rois nan Deugairean, Fèis an Earraich, Fèis Spè, Fèis Eilean an Fhraoich is Fèisean eile a' frithealadh air deugairean.	
3	**CÙMHNANTAN COM-PÀIRTICHIDH**				
3.1	Cùmhnant Iomairt Ciùil na h-Òigridh ann an Roinn na Gàidhealtachd	Ceannard/ Co-òrdanaiche YMI Ceannard	A' leantainn oirnn a' leasachadh obair nam Fèisean ann an roinn fhoirmeil an fhoghlaim, ann an co-bhuinn ri YMI air a' Ghàidhealtachd agus còmhla ri ùghdarrasan ionadail mar as iomchaidh (AC)	Tha YMI a' leantainn air a' Ghàidhealtachd gu soirbheachail agus na Fèisean ionadail a' lìbhrigeadh na h-iomairt san sgìre aca fhèin.	**U**
				Tha Rae NicEacharna fhathast a' cumail stiùir air cùisean do dh'Fhèisean nan Gàidheal bho latha gu latha.	
				Chaidh latha Leasachaidh Proifeiseanta a chumail san Lùnastal agus bithear a' brosnachadh luchd-teagaisg, nach do rinn e fhathast, a dhol air a' chùrsa thrèanaidh againn. Bidh feadhainn air cùrsa SMO sa Ghearran 2011.	
				Chaidh goireas ùr dà-chànanach airson na fideige a chruthachadh le dithis luchd-teagaisg agus chaidh a sgaoileadh nuair a bha luchd-teagaisg cruinn còmhla san Lùnastal.	
				Chaidh an leabhar-teagaisg Gàidhlig airson fideige air a dheasachadh le Taigh na Teud ann a co-bhuinn ri Fèisean nan Gàidheal agus Stòrlann air chuairteachadh.	
3.2	Cothroman airson cùmhnantan Iomairt Ciùil na h-Òigridh ann an sgìrean eile	Ceannard		Thèid coimhead ri seo le taic bho Alba Chruthachail aon uair 's gu bheil fiosrachadh mu ICO san àm ri teachd.	**Ò**
3.3	Obair Ghàidhlig sna sgoiltean	Oifigear Dràma		Rinn Meanbh-Chuileag obair sna sgoiltean le dealbh chluich na Nollaige san Dùbhlachd agus bi dealbh chluich ùr air chuairt anns a' Ghearran/Màrt 2011. Tha maoin air ghealltainn cuideachd airson obair Ghàidhlig ann an sgoiltean Beurla.	**U**
				Tha sinn air plana le cosgaisean a chruthachadh airson Gàidhlig a theagasg anns na sgoiltean air an aon stèidh ri YMI.	
3.4	Obair eile ann an roinn fhoirmeil an fhoghlaim	Ceannard/ Oifigear Trèanaidh & Poileasaidh		Bha pròg ram farsaing oideachaidh a chumail mar phàirt de Bhlas 2010 le còrr is 50 tachartas agus cha mhòr 5,000 duine a' dol thuca.	**U**
				Chan eil planaichean airson Acadamaidh nam Fèisean a' dol air adhart an-dràsta, ach dh'fhaodadh gun gluais cùisean air adhart a-rithist ann an 2011-12.	**U**
3.5	Cosnadh tro chùmhnantan	Ceannard	A' dèanamh cinnteach gu bheil co-dhiù 25% de theachd-a-steach FnG a' tighinn bho teachd-a-steach malairteach ro	Tha seo fìor an-dràsta le 24% den teachd-a-steach a' tighinn bho chùmhnantan Bhlais is YMI, a thuilleadh air	**U**

			31 Iuchar 2012 (InG)	cùmhnantan beaga mar Sgeama nam Bursaraidhean is obair leasachaidh Gàidhlig.	
3.6	Cothroman Taisbeanaidh	Ceannard/ Manaidsear Leasachaidh	A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair (AC).	Ag obair còmhla ri Comhairle na Gàidhealtachd chuir sinn air dòigh cuirmean leis na Cèilidhean air Chuairt timcheall oidhche Naomh Anndra san t-Samhain.	**U**
			A' cur co-dhiù trì tachartasan taisbeanaidh air dòigh a nì sanasachd air na Fèisean gu nàiseanta – 2 ann an Alba, 1 feadh Bhreatainn (InG)	Ga thoirt air adhart nuair a dh'èireas cothroman. Còmhraidhean air tòiseachadh le Alba Chruthachail a thaobh Youth Voices co-cheangailte ris na geamaichean Olympic.	**U**
				Ghabh ceathrar pàirt ann am pròg ram air BBC1 a' comharrachadh Duaisean a' Chrannchuir Nàiseanta.	
3.7	Sgeama Bursaraidhean Ciùil	Ceannard/ Oifigear Trèanaidh	Pròg ram de bhursaraidhean a lìbhrigeadh taobh a-staigh sgìre Chomhairle na Gàidhealtachd mar phàirt de Phròg ram Ealan na Gàidhealtachd (CnG)	An dàrna ceann-latha airson tagraidhean seachad agus an t-airgead air a chosg son na bliadhna.	**U**
3.8	Leasachadh Blas – A' togail bratach na Gàidhealtachd	Ceannard/ Manaidsear Leasachaidh	Plana Gàidhlig Blas a chur air dòigh, ag amas air inbhe na Gàidhlig a thogail aig na tachartasan air fad, àireamh thachartasan tro mheadhan na Gàidhlig àrdachadh agus taisbeanadh seirbheisean Gàidhlig a chur air dòigh air beulaibh co-dhiù 2,500 luchd-amhairc. (BnG)	Bha muinntir na fèise a' cleachdadh na b' urrainn dhaibh de Ghàidhlig: barrachd na fèis sam bith eile. Bha na stuthan follaiseachd uile – postairean, bileagan, am pròg ram, an làrach-lìn, brathan-naidheachd agus sanasan – dà-chànanach. Bha fear, no bean, an taighe aig gach tachartas le Gàidhlig. Chaidh iarraidh air luchd-ciùil le Gàidhlig an cànan a chleachdadh nuair a bha iad ag ainmeachadh nam port/òran. Thèid 4 pròg raman uair a-thìde a shealltainn air BBC ALBA ann an Gàidhlig. Bha plana air a chruthachadh timcheall air na gnìomhan seo. Cha robh e comasach taisbeanadh air thoiseach air gach tachartas mu ionnsachadh Gàidhlig a chur air dòigh, ach bha cuid de na buidhnean Gàidhlig an làthair aig feadhainn de na cuirmean agus chaidh cuireadh thuca uile.	**U**
		Ceannard/ Manaidsear Leasachaidh	A' lìbhrigeadh pròg ram stèidhichte air prìomh amasan Bhlais (CnG)	Bha pròg ram 2010 a' coileanadh seo seach gun robh òigridh is luchd-ciùil eadar-nàiseanta an sàs ann, agus tachartasan ùra, sònraichte le Gàidhlig a' faighinn inbhe àrd.	**U**
				Bha an àireamh de thiocaidean a chaidh a reic airson Blas 2010 nas ìsle na fèis an-uiridh leis gun robh an àireamh de thachartasan air tuiteam bho 45 gu 36. B' fheudar dhuinn aon chuirm a chur dheth air sgàth bàs ann an tubaist rathaid, a' lùghdachadh an àireamh chuirm gu 35.	**U**
		Ceannard/ Manaidsear Leasachaidh	A' lìbhrigeadh fèis a tha in-ghabhaltach agus a bhios tarraingeach do chaochladh aoisean agus do dhaoine bho dhiofar chultaran (CnG)	Ged nach eilear a' cruinneachadh fiosrachadh mionaideach mun taobh sin den fhèis, tha sinn cinnteach gu bheil Blas a' còrdadh ri farsaingeachd de dhaoine.	**U**
		Ceannard/	A' cumail ri sàr inbhean a thaobh ealantais, agus a thaobh cùram do luchd-ceannaich is luchd-seilbh (CnG)	Tha beachdan an luchd-èisteachd air ìre riarachaidh gu math àrd aig 94%.	**U**

		Manaidsear Leasachaidh		Tha beachdan an luchd-èisteachd air ìre riarachaidh gu math àrd aig 94%.	U
				Rinn sinn cinnteach gun robhar a' sealltainn às dèidh luchd-maoineachaidh is aoighean le tiocaidean an-asgaidh agus m.s.a.a.	

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don adhartas leis a' phròg ram obrach agus còmhradh a chumail mu chuspair sam bith a bhios ag èirigh.

Art MacCarmaig
Ceannard
Gearran 2011

Fèisean nan Gàidheal

Blas 2011

Àireamh air a' Chlàr Chùisean: 1.2011.02(b)

Adhbhar a' Phàipeir

Airson am fiosrachadh as ùire a thoirt do bhuill a' Bhùird mu dheidhinn Blas 2011.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun deach aontachadh aig a' coinneamh san Dùbhlachd a dhol air adhart le fèis ann an 2011 le bhith a' cur tachartasan air dòigh taobh a-staigh a' bhuidseit a bha ann le cinnt. Bhiodh barrachd thachartasan air an cur riutha nan tigeadh barrachd mhaoin a-steach.

Blas 2011

A' leantainn coinneamh de Bhòrd Fèisean nan Gàidheal san Dùbhlachd, sgrìobh mi gu Comhairle na Gàidhealtachd, agus do bhuill a' bhùird stiùiridh aig Fèis Bhlais Earranta, a' daingneachadh na stèidh air am biodh Fèisean nan Gàidheal deònach a dhol air adhart le Blas ann an 2011, le sùil ris na cunnartan mòr air an robh sinn a' còmhradh aig a' choinneimh mu dheireadh:

1. Feumar aithneachadh gur i fèis gu tur eadar-dhealaichte a bhiodh againn ach gum bu chòir dhuinn a bhith a' dèanamh a h-uile oidhirp toirt air daoine a' smaoineachadh nach eil an fhèis air a lùghdachadh.
2. Feumar coimhead ri cothroman ùr maoineachaidh le spionnadh.
3. Chan urrainnear ach tachartasan a chur air dòigh leis a' bhuidseat a th' againn aig an ìre seo. Bhiodh seo a' ciallachadh timcheall air 20 tachartas a thèid ainmeachadh san Fhaoilleach. Ma thig maoin a bharrachd (tro Eileanan Alba no goistidheachd) cuiridh sinn ris an àireamh de thachartasan chun na h-ìre far am biodh am pròg ram slàn air a chur air bhog sa Chèitean.
4. Bu chòirear iarraidh air luchd-ciùil tuarastal nas ìsle a ghabhail airson deagh rùn a shealltainn dhan fhèis sna h-amannan duilich a tha romhainn. Tha tuarastal nas lugha nas fheàrr na suidheachadh far nach biodh tuarastal idir aig luchd-ciùil.
5. Bha buill a' Bhùird den bheachd gun robh cosgaisean a' phròg ram ro àrd agus gun robh feum air dòighean cruthachail a chleachdadh airson tachartasan a reic, nam measg dòighean dealanach.
6. Bu chòir tachartasan a bhith air an ruith air stèidh far a bheil cosgaisean air an roinn, a' cosnadh deagh rùn agus com-pàirt bho bhuidhnean a tha gan cur air adhart.
7. Bu chòir dhuinn obrachadh a-mhàin le buidhnean a tha air dearbhadh gu bheil e comasach dhaibh àireamh mhòra de tiocaidean a' reic airson an teachd a-steach as motha a ghabhas fhaighinn a ruighinn.
8. Feuchaidh sinn ri sàbhalaidhean a dhèanamh thairis air a h-uile càil a tha sinn a' dèanamh a' gabhail a-steach rianachd, adhartachadh, dàimh poblach, sanasachd, àiteachan fuirich agus siubhail.
9. Feumar brath a ghabhail air taic sam bith gun chosgais bho Chomhairle na Gàidhealtachd.
10. Cumaidh sinn a' co-obrachadh le Comhairle na Gàidhealtachd airson fuasgladh fhaighinn air ionmhas san fhad ùine, ma dh'fhaoidte tro cho-obrachadh le Bòrd Cultur Ro-innleachdail na Gàidhealtachd

Tha planaichean airson Blas 2011 air tighinn air adhart agus tha iomradh air na prìomh thachartasan a' leantainn. Gabhaidh na tachartasan a tha seo a chur air dòigh taobh a-staigh a' bhuidseat a th' againn airson 2011-12 aig an ìre seo.

A bharrachd air seo, tha iarrtas air a dhol gu Eileanan Alba airson taic bhon sgeama aca airson prìomh thachartasan. Tha geàrr iomradh an cois seo. Aon uair 's gum faigh sinn fios mun iarrtas, nam biomaid soirbheachail, cuiridh sinn na tachartasan seo ris a' phròg ram agus an uair sin thèid sinn an dèidh buidhnean goistidheachd. Sheall RBS agus Cal Mac ùidh ann am Blas ach feumar tagradh foirmeil a chur thuca aon uair 's gu bheil am pròg ram deiseil.

Chaidh tagradh cuideachd gu EventScotland agus gheibh sinn fios air ais ro mheadhan a' Mhàirt mun seo. Chaidh innse dhomh, ge-tà, ma dh'fhaoidte nach soirbhich leinn le seo leis gu bheil maoin air a bhith againn bhuapa fad trì bliadhnaichean mar thà.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus don adhartas leis a' phròg ram gu ruige seo.

Art MacCarmaig
Ceannard
Gearran 2011

UPDATED 10/02/2011

DATE	LOCHABER	SKYE & LOCHALSH	ROSS-SHIRE	CAITH/SUTHERLAND	INVERNESS	BAD/S'SPEY/NAIRN
FRI9	**ROYBRIDGE** GLENFINNAN CÈILIDH BAND ROBERT ROBERTSON FÈIS LOCHABAIR		**ULLAPOOL** THE OUTSIDE TRACK FEIS ROIS		**LOCH NESS CRUISE** **OPENING NIGHT CRUISE** HIGHLAND VOYAGE **ALLAN MACDONALD** ALLAN HENDERSON	
SAT10	**STRONTIAN** ARAINN SHIUANERT MAGGIE MACINNES/COLUM SANDS FEIS LOCHABAIR	**PORTREE** AROS THE OUTSIDE TRACK CHRISTINE PRIMROSE FÈIS AN EARRAICH		**LOCHINVER** LOCHINVER HALL IAIN MORRISON AND DAIBHAID MARTIN MONACH ISLE CÈILIDH BAND CHRISTINE STONE BONAR BRIDGE KIDS	**INVERNESS** **ECT EMPIRE** PIPE BAND OF THE SULTAN OF OMAN THE MACDONALD BROTHERS ANNA MURRAY ANNIE GRACE MAIREAREAD GREEN NORMAN MACARTHUR AS FEAR AN TAIGHE	
SUN11	**RELY ON CHURCH EVENTS PROMOED BY EPISCOPAL CHURCH**					
MON12					**SCHOOLS & INVERNESS AIRPORT** OUTSIDE TRACK MAGGIE MACDONALD BRIAN O HEADHRA **GAELIC SCHOOL** IAIN MORRISON AND DAIBHIDH MARTIN	
TUES13			**OUTSIDE TRACK SCHOOLS /RESIDENTIAL CARE HOMES** **AND CONCERT WHEN WE GET FURTHER FUNDING**			**KINGUSSIE** BADENOCH CENTRE KAREN MATHESON BAND IAIN MORRISON AND DAIBHIDH MARTIN
WEDS14	**INVERGARRY** THE OUTSIDE TRACK INVITE ANGUS GRANT SNR		**LOCHCARRON** KAREN MATHESON BAND PLOCKTON PUPILS IAIN MORRISON AND DAIBHIDH MARTIN			
THU15	**BALLUCHULISH** THE OUTSIDE TRACK MARGARET MACLELLAN ROSS MARTIN AND GABE MACVARISH WITH LUKE DANIELS				**INVERNESS** ECT EMPIRE KAREN MATHESON BAND KATHLEEN MACINNES POLWART GRACE AND HEWATT CANNTAIREACHD	
FRID16	**FORT WILLIAM** **LOCHABER GOLD** SEPARATE LIST	**RAASAY/SLEAT** HALLAIG	**PORTMAHOMACK** THE OUTSIDE TRACK FÈIS ROIS FIONA J MAKENZIE	**WICK** CHERISH THE LADIES FÈIS GALLAIBH FOLK GROUP CHRISTINE STONE ADDIE HARPER		
SAT17		**DUNVEGAN** THE CAMPBELLS FÈIS AN EARRAICH DARREN MACLEAN	**POOLEWE** OUTSIDE TRACK EOGHAN MACLEOD FÈIS ROIS		**INVERNESS** **ECT EMPIRE- THE GRAND FINALE** MANRAN DAIMH CHERISH THE LADIES FÈIS A BHAILE AND NA OIGE	

Fèisean nan Gàidheal

Cuairt Meanbh-chuileag 2011

Àireamh air a' Chlàr Chùisean: 1.2011.02(c)

Adhbhar a' Phàipeir

Airson fiosrachadh mu Chuairt Meanbh-chuileag 2011 a thoirt do bhuill a' Bhùird.

Bun Fhiosrachadh

Bidh Meanbh-chuileag air an rathad 21 Gearran gu 1 Giblean le dealbh-cluiche ùr. Fhuair sinn taic bho Bhòrd na Gàidhlig airson an turas seo a chur air dòigh. Tha sinn cuideachd air taic-airgid iarraidh bho Dhualchas Nàdair na h-Alba air sgàth cuspair an deilbh-cluiche.

An Dealbh-cluiche

Bidh Aonghas MacLeòid agus Sean MacLeòid a' tadhal air sgoiltean Gàidhlig air feadh Alba leis an dealbh-cluiche ùr *Gur le Gùg* eadar 21 Gearran agus 1 Giblean.

Bidh iad a' tadhal air 50 bun-sgoil, 's iad ag amas anns a' chiad àite air P6 agus 7.

'S ann mu dheidhinn eucoir fiadh-bheathaichean a tha an dealbh-cluiche, a chaidh a sgrìobhadh le Aonghas, agus fhuaradh comhairle bho Dhualchas Nàdair na h-Alba mu choinneamh na h-obrach-deasachaidh.

Bidh a' chuairt a' leantainn a' chlàir-ama gu h-ìseal:

Seachdain 21 Gearran	Ceann a Deas/an Ear na h-Alba
Seachdain 28 Gearran	Gàidhealtachd/An t-Eilean Sgitheanach
Seachdain 14 Màrt	Eileanan Earra Ghàidheal/Barraigh is Uibhist
Seachdain 21 Màrt	Leòdhas is na Hearadh
Seachdain 28 Màrt	Gàidhealtachd/Earra Ghàidheal

Gheibhear clàr-ama nas mionaidiche bho Dougie Beck (01463 225559 no dougie@feisean.org).

Ma tha ball sam bith den Bhòrd airson a dhol a dh'fhaicinn an deilbh-chluiche, feumar fios a chur gu Dougie anns a' chiad dol-a-mach. Cuiridh e fios gu ceannardan sgoiltean airson cead fhaighinn daoine a thoirt a-steach.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh seo.

Calum A Mac a' Mhaoilein
Manaidsear Leasachaidh
Gearran 2011

Fèisean nan Gàidheal

Aithisg Ionmhais

Àireamh air a' Chlàr Chùisean: 1.2011.03

Anns an aithisg seo tha:	Gnìomh a dhìth
Àireamh air a' Chlàr Chùisean: 1.2011.03(a)	
1 Teachd a-steach agus teachd a-mach gu 31 Màirt 2011 leis mar a thionndaidh cùisean a-mach gu 31 Faoilleach 2011.	Airson Fiosrachaidh
2 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2010-11 le figearan pàighte gu 31 Faoilleach 2011.	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2011.03(b)	
1 Bidh na suimean a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh.	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 1.2011.03(c)	
1 Cunntasan Ràitheil gu 31 Dùbhlachd 2010, air an ullachadh le Mann Judd Gordon air an cuairteachadh son fiosrachaidh.	Airson Fiosrachaidh

Anne Willoughby
Manaidsear Gnìomha
Gearran 2011

Teachd a-steach agus teachd a-mach gu 31 Màrt 2011 leis mar a thionndaidh cùisean a-mach gu 31 Faoilleach 2011

Àireamh air a' Chlàr Chùisean: 1.2011.03(a)1

TEACHD A-STEACH	**2010-11**	**ÙINE**	**MAR A THACHAIR**
Core Grants	£ 342,823.00	£ 285,685.83	£ 303,450.00
Management Fees	£ 102,733.00	£ 85,610.83	£ 94,791.50
Grants Scheme	£ 160,000.00	£ 133,333.33	£ 106,808.08
Fèis Development Fund	£ 32,000.00	£ 26,666.67	£ 22,000.00
Annualised Hours	£ 20,000.00	£ 16,666.67	£ 20,000.00
Highland Arts Programme Bursaries	£ 75,000.00	£ 62,500.00	£ 72,447.70
Training	£ 21,950.00	£ 18,291.67	£ 14,804.89
Gaelic Development	£ 15,000.00	£ 12,500.00	£ 2,850.00
Youth Music Initiative	£ 219,511.00	£ 182,925.83	£ 219,511.00
Blas Festival	£ 209,400.00	£ 174,500.00	£ 200,733.70
Other Earned Income	£ 16,400.00	£ 13,666.67	£ 12,881.68
Meanbh Chuileag TIE Service	£ 41,500.00	£ 34,583.33	£ 10,000.00
Support Cèilidh Trails	£ 116,077.00	£ 96,730.83	£ 66,325.62
Gaelic Drama Summer School	£ 36,000.00	£ 30,000.00	£ 31,000.00
Archiving Project	£ 16,000.00	£ 13,333.33	£ 14,781.48
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 2,500.00	£ 3,000.00
Showcase Opportunities	£ 23,800.00	£ 19,833.33	£ 17,941.00
Fèisean Services	£ 37,228.00	£ 31,023.33	£ 24,385.13
General Funds still to be raised	£ 2,129.00	£ 1,774.17	£ 39,210.29
IOMLAN	**£ 1,490,551.00**	**£ 1,242,125.83**	**£1,276,922.07**
TEACHD A-MACH			
COSGAISEAN RUITH			
Staff Salaries	£ 312,962.00	£ 260,801.67	£256,473.68
NIC Contributions	£ 31,000.00	£ 25,833.33	£25,924.82
Pension Contributions	£ 7,900.00	£ 6,583.33	£7,753.44
Fèisean Services Staff Wages and NI	£ 37,228.00	£ 31,023.33	£26,875.05
Staff Travel	£ 26,000.00	£ 21,666.67	£21,582.12
Office Rent & Rates	£ 23,000.00	£ 19,166.67	£19,384.70
Stationery, Printing & Postage	£ 12,000.00	£ 10,000.00	£8,755.05
Telephone, Fax, E-mail, Heat & Light	£ 11,500.00	£ 9,583.33	£9,150.28
Board Expenses	£ 2,000.00	£ 1,666.67	£1,889.26
Implementation of Child Protection policy	£ 8,000.00	£ 6,666.67	£6,909.40
Insurance	£ 7,000.00	£ 5,833.33	£610.40
Sundry Expenses	£ 1,500.00	£ 1,250.00	£1,520.06
Accountancy & Bank Charges	£ 6,000.00	£ 5,000.00	£5,875.00
Professional Fees	£ 2,000.00	£ 1,666.67	£1,610.00
Instrument Bank Maintenance	£ 2,100.00	£ 1,750.00	£1,606.86
Additional Support Needs	£ 500.00	£ 416.67	£400.00
Capital Expenses	£ 3,000.00	£ 2,500.00	£2,951.76
COSGAISEAN PRÒGRAIM			
Grants Paid Out	£ 235,000.00	£ 195,833.33	£ 115,171.00
Annualised Hours	£ 15,000.00	£ 12,500.00	£ 5,812.50
Feis Development Fund	£ 20,000.00	£ 16,666.67	£ 20,339.42
Highland Arts Programme Bursaries	£ 75,000.00	£ 62,500.00	£ 73,198.50

Highland Arts Programme Bursaries Management Fee	-£ 12,500.00	-£ 10,416.67	-£ 12,500.00
Training Programme	£ 15,000.00	£ 12,500.00	£ 8,401.15
Training Programme Management Fee	-£ 1,500.00	-£ 1,250.00	-£ 1,125.00
Gaelic Language Development	£ 15,000.00	£ 12,500.00	£ 12,858.86
Gaelic Language Development Management Fee	-£ 1,500.00	-£ 1,250.00	-£ 750.00
Youth Music Initiative	£ 219,511.00	£ 182,925.83	£ 193,944.84
Youth Music Initiative Management Fee	-£ 50,000.00	-£ 41,666.67	-£ 50,000.00
Annual Conference	£ 7,500.00	£ 6,250.00	£ 6,852.45
Blas Festival	£ 221,750.00	£ 184,791.67	£ 209,483.75
Blas Festival Management Fee	-£ 15,000.00	-£ 12,500.00	-£ 15,000.00
Support for Meanbh Chuileag	£ 8,000.00	£ 6,666.67	£ 9,124.36
Support Cèilidh Trails	£ 105,000.00	£ 87,500.00	£ 88,827.78
Cèilidh Trails Management Fee	-£ 12,033.00	-£ 10,027.50	-£ 6,016.50
Gaelic Drama Summer School	£ 29,600.00	£ 24,666.67	£ 28,696.19
Drama Summer School Management Fee	-£ 3,600.00	-£ 3,000.00	-£ 3,600.00
Archiving Project	£ 10,000.00	£ 8,333.33	£ 7,574.73
Archiving Management Fee	-£ 1,600.00	-£ 1,333.33	-£ 800.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 2,500.00	£ 2,692.06
Showcase Opportunities	£ 15,500.00	£ 12,916.67	£ 7,857.01
Showcase Opportunities Management Fee	-£ 5,000.00	-£ 4,166.67	-£ 5,000.00
Contingency	£ 2,000.00	£ 1,666.67	£ 1,833.38
FO-IOMLAN	**£ 1,387,818.00**	**£ 1,156,515.00**	**£ 1,097,148.36**
Management Fees	£ 102,733.00	£ 85,610.83	£94,791.50
IOMLAN	**£ 1,490,551.00**	**£ 1,242,125.83**	**£ 1,191,939.86**
Transfer to Reserves	£ 17,978.28	£ 14,981.90	£16,588.51
CÒRR/CALL	**£ 0.00**	**£ 0.00**	**£ 84,982.21**

Tabhartasan nam Fèisean 2010-11

Àireamh air a' Chlàr Chùisean: 1.2011.03(a)2

Tha an clàr a leanas a' sealltainn tabhartasan a tha air an aontachadh airson nam Fèisean, agus na th' air a bhith pàighte gu ruige seo.

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£8,257.33	£4,128.67	£2,425.00	150	£1,125.00	£0.00	£15,936.00	£11,064.50	£4,871.50
Fèis Lochabair	√		£2,654.00	£1,327.00	£3,025.00	150	£1,125.00	£0.00	£8,131.00	£7,006.00	£1,125.00
Fèis nan Garbh Chrìochan	√	√	£4,512.00	£2,256.00	£2,968.00	0	£0.00	£10,339.42	£20,075.42	£16,899.42	£3,176.00
Fèis Chataibh	√		£3,056.67	£1,528.33	£1,536.00	80	£600.00	£0.00	£6,721.00	£5,653.00	£1,068.00
Fèis a' Bhealaich	√	√	£406.00	£203.00	£360.00	15	£112.50	£0.00	£1,081.50	£0.00	£1,081.50
Fèis Rois Òigridh	√	√	£8,000.00	£4,000.00	£7,500.00	0	£0.00	£0.00	£19,500.00	£15,750.00	£3,750.00
Fèis Rois nan Deugairean	√	√	£8,252.00	£4,126.00	£0.00	0	£0.00	£0.00	£12,378.00	£9,284.00	£3,094.00
Fèis Eige	√	√	£705.33	£352.67	£0.00	20	£150.00	£0.00	£1,208.00	£793.50	£414.50
Feis Ghallaibh	√	√	£0.00	£0.00	£2,556.00	0	£0.00	£0.00	£2,556.00	£1,278.00	£1,278.00
Fèis Farr	√		£0.00	£0.00	£940.00	20	£150.00	£0.00	£1,090.00	£0.00	£1,090.00
Fèis na h-Òige	√		£1,620.00	£810.00	£1,756.00	0	£0.00	£0.00	£4,186.00	£1,823.00	£2,363.00
Fèis Air an Oir	√	√	£912.67	£456.33	£2,464.00	50	£375.00	£0.00	£4,208.00	£0.00	£4,208.00
Feis Ghleann Albainn	√		£1,467.33	£733.67	£2,656.00	0	£0.00	£0.00	£4,857.00	£1,651.00	£3,206.00
Fèis Ratharsaidh	√	√	£1,579.33	£789.67	£0.00	30	£225.00	£0.00	£2,594.00	£0.00	£2,594.00
Fèis a' Bhaile	√		£1,952.00	£976.00	£909.00	200	£1,500.00	£0.00	£5,337.00	£3,400.50	£1,936.50
Fèis Òigridh na Mara	√	√	£550.00	£275.00	£6,231.00	200	£1,500.00	£0.00	£8,556.00	£3,866.00	£4,690.00
Fèis Inbhir Narann	√		£977.33	£488.67	£3,730.00	100	£750.00	£0.00	£5,946.00	£2,240.00	£3,706.00
Fèis Spè	√		£3,748.00	£1,874.00	£5,126.00	0	£0.00	£0.00	£10,748.00	£6,780.00	£3,968.00
Feis a' Chaolais	√		£0.00	£0.00	£1,487.00	0	£0.00	£0.00	£1,487.00	£0.00	£1,487.00
Iomlan Comhairle na Gàidhealtachd			**£48,649.99**	**£24,325.01**	**£45,669.00**	**1,015**	**£7,612.50**	**£10,339.42**	**£136,595.92**	**£87,488.92**	**£49,107.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,600.00	£1,500.00	£1,464.00	100	£750.00	£0.00	£7,314.00	£5,940.00	£1,374.00
Fèis Eilean an Fhraoich	√		£3,375.00	£2,000.00	£1,649.00	100	£750.00	£0.00	£7,774.00	£5,731.50	£2,042.50
Fèis Tìr an Eòrna	√	√	£2,025.00	£1,500.00	£620.00	40	£300.00	£0.00	£4,445.00	£3,329.00	£1,116.00
Fèis Bharraigh	√	√	£4,679.00	£1,500.00	£2,280.00	80	£600.00	£0.00	£9,059.00	£7,319.00	£1,740.00
Fèis Eilean na Hearadh	√	√	£1,613.00	£1,500.00	£150.00	20	£150.00	£0.00	£3,413.00	£0.00	£3,413.00

Fèis an Rubha	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Taigh Dhonnchaidh	√	√	£650.00	£1,500.00	£633.00	20	£150.00	£0.00	£2,933.00	£2,304.00	£629.00
Iomlan Comhairle nan Eilean Siar			**£15,942.00**	**£9,500.00**	**£6,796.00**	**360**	**£2,700.00**	**£0.00**	**£34,938.00**	**£24,623.50**	**£10,314.50**
Earra-Ghàidheal agus Bhòid											
Fèis Cholla	√	√	£1,418.00	£0.00	£1,240.00	20	£150.00	£0.00	£2,808.00	£695.00	£2,113.00
Fèis Latharna	√		£2,450.00	£1,500.00	£2,840.00	60	£450.00	£0.00	£7,240.00	£5,647.50	£1,592.50
Fèis Mhuile	√	√	£0.00	£1,500.00	£90.00	0	£0.00	£0.00	£1,590.00	£0.00	£1,590.00
Fèis Thiriodh	√	√	£1,166.00	£1,500.00	£516.00	60	£450.00	£0.00	£3,632.00	£2,666.00	£966.00
Fèis Ìle agus Dhùira	√	√	£940.00	£1,000.00	£380.00	20	£150.00	£0.00	£2,470.00	£190.00	£2,280.00
Fèis Dhùn Domhain	√	√	£0.00	£0.00	£750.00	20	£150.00	£0.00	£900.00	£450.00	£450.00
Fèis Cheann Loch Goibhle	√		£2,868.00	£1,500.00	£1,138.00	60	£450.00	£0.00	£5,956.00	£0.00	£5,956.00
Iomlan Earra-Ghàidheal agus Bhòid			**£8,842.00**	**£7,000.00**	**£6,954.00**	**240**	**£1,800.00**	**£0.00**	**£24,596.00**	**£9,648.50**	**£14,947.50**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£2,450.00	£0.00	£1,800.00	0	£0.00	£0.00	£4,250.00	£2,737.00	£1,513.00
Fèis Mhoireibh	√	√	£2,199.00	£0.00	£2,012.00	20	£150.00	£0.00	£4,361.00	£3,205.00	£1,156.00
IOMLAN InG			**£78,082.99**	**£40,825.01**	**£63,231.00**	**1,635**	**£12,262.50**	**£10,339.42**	**£204,740.92**	**£127,702.92**	**£77,038.00**
Fèis Dhùn Èideann			£2,838.00	£0.00	£6,000.00	400	£3,000.00	£0.00	£11,838.00	£3,000.00	£8,838.00
Fèis Chille Conbhal			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Obair Dheathain			£1,678.00	£0.00	£0.00	20	£150.00	£0.00	£1,828.00	£0.00	£1,828.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£1,629.00	0	£0.00	£0.00	£1,629.00	£814.50	£814.50
Fèis Lannraig a Tuath			£770.00	£0.00	£835.00	20	£150.00	£0.00	£1,755.00	£995.00	£760.00
Fèis Fhoirt			£3,542.00	£0.00	£2,132.00	0	£0.00	£0.00	£5,674.00	£3,722.50	£1,951.50
Feis Ghlaschu			£2,587.00	£0.00	£299.00	0	£0.00	£0.00	£2,886.00	£1,940.00	£946.00
Fèis Innis an Uillt			£640.00	£0.00	£1,952.00	40	£300.00	£0.00	£2,892.00	£0.00	£2,892.00
Fèis Lunnainn			£1,000.00	£0.00	£0.00	0	£0.00	£0.00	£1,000.00	£0.00	£1,000.00
Feis an t-Stratha			£0.00	£0.00	£912.00	0	£0.00	£0.00	£912.00	£0.00	£912.00
Iomlan Sgìrean Eile/Bailtean Mòra			**£17,704.00**	**£0.00**	**£17,571.00**	**500**	**£3,750.00**	**£0.00**	**£39,025.00**	**£16,414.00**	**£22,611.00**
			Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartas Leantainneach**	**Uairean a rèir Bliadhna**	**Tabhartas Uairean Bliadhnail**	**Sgeama Leasachaidh**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
GU H-IOMLAN			**£ 91,137.99**	**£ 40,825.01**	**£ 76,990.00**	**2,115**	**£ 15,862.50**	**£ 10,339.42**	**£ 235,154.92**	**£ 138,174.92**	**£ 96,980.00**

Fèisean nan Gàidheal

Cunntasan Ràitheil gu 31 Dùbhlachd 2010

Àireamh air a' Chlàr Chùisean: 1.2011.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Nine months ended 31 December 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
STATEMENT OF FINANCIAL ACTIVITIES FOR THE NINE MONTHS ENDED 31 DECEMBER 2010							
INCOMING RESOURCES							
Scottish Arts Council	294,505	279,500	10,000	5,005			
Highland Council	460,100	131,189	109,400		219,511		
Comhairle nan Eilean Siar	24,500	20,500				4,000	
Argyll & Bute Council	9,450	9,450					
Highland & Islands Enterprise	136,096	126,096				10,000	
Bord na Gaidhlig	78,750	28,750	25,000			25,000	
Events Scotland	30,500	17,500	13,000				
Leader+	34,493	34,493					
Membership fees	3,610	3,610					
Sponsorship income	6,675		6,675				
Sale of publications	879	879					
Instrument bank revenue	7,112	7,112					
Training registration fees	683			683			
Ceilidh Trails - other income	2,104	2,104					
Drama Festivals	2,500	2,500					
Proiseact Oirigh Uibhist	2,097	2,097					
Management fees	81,100	81,100					
Box office / concerts	35,704		35,704				
Performance fees	175	175					
Other income	1,753	710	1,043				
Bank interest received	76	76					
Total incoming respources	**1,212,860**	**747,840**	**200,822**	**5,688**	**219,511**	**39,000**	**0**
RESOURCES EXPENDED							
Fundraising trading							
Instrument bank costs	4,527	4,527					
Artistes costs	61,702		61,702				
Travel and support	25,686		25,686				
PA& Lighting	23,568		23,568				
Venue hire	8,732		8,732				
PA and lighting	39,965		39,965				
Project manager	21,753		21,753				
Artistic director	5,850		5,850				
	191,784	4,527	187,256	0	0	0	0
Charitable activities							
Wages	226,768	226,213				555	
Development officers & tutors	90,020	4,658			85,362		
Grants to Feisean	236,146	236,146					
Travelling	27,621			176	27,199	245	

Fèisean nan Gàidheal
Consolidated management accounts
Nine months ended 31 December 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
Child protection costs	6,095	6,095					
Training	2,815			2,815			
Workshops	1,191			1,191			
Materials	10,717				10,717		
Archiving project	7,575						7,575
Sgoil Shamhraidh	25,096					25,096	
Ceilidh trail	74,787	74,787					
Music Bursary Fund	46,370	46,370				0	
25th anniversary celebrations	2,207	2,207					
Festival costs	7,761					7,761	
Project management	18,410				18,410		
Management charge	81,100	12,500	15,000		50,000	3,600	
Sundry expenses	3,418	535	2,883				
	868,097	609,511	17,883	4,182	191,689	37,257	7,575
Governance costs							
Audit & accountancy	5,282	4,532	750				
Committee expenses	1,628	1,628					
Annual conference	6,852	6,852					
Legal & professional fees	9,242	9,242					
	23,004	22,254	750	0	0	0	0
Support costs							
Social security	23,322	23,322					
Pensions	6,122	6,122					
Staff travel & expenses	20,633	20,633					
Office rent	17,637	17,637					
Light and heat	2,897	2,897					
Insurance	483		483				
Capital costs	3,207	3,207					
Telephone	5,586	5,586					
Postage and stationery	9,037	9,037					
Website costs	2,357	2,357					
Bank charges and interest	799	544	255				
Depreciation	1,397	523	874				
	93,476	91,864	1,611	0	0	0	0
Total resources expended	**1,176,361**	**728,157**	**207,501**	**4,182**	**191,689**	**37,257**	**7,575**
Net incoming / (outgoing) resources - for quarter ended 31 December 2010	**36,500**	**19,683**	**(6,679)**	**1,505**	**27,822**	**1,743**	**(7,575)**
Total funds at 1 April 2010	15,671						
Total funds at 31 December 2010	**52,171**						

Fèisean nan Gàidheal
Consolidated management accounts
Nine months ended 31 December 2010

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project

BALANCE SHEET AS AT 31 DECEMBER 2010

Fixed assets	
Photocopier - cost	11,042
Computer equipment - cost	2,791
Photocopier - depreciation	(7,257)
Computer equipment - depreciation	(523)
	6,053
Current assets	
Grants receivable	99,616
Other debtors	0
VAT	1,356
	100,972
Bank accounts	
FnG current account	(40,193)
FnG high interest account	113,489
Blas Festival current account	596
	73,892
Current liabilities	
Social security and other tax	(9,560)
Trade creditors	0
Unpaid grants to Feisean	(113,905)
Accrued expenses	(5,282)
	(128,747)
Net assets as at 31 December 2010	**52,171**

Fèisean nan Gàidheal

Tagradh gu Alba Chruthachail 2012-15

Àireamh air a' Chlàr Chùisean: 1.2011.03(d)

Adhbhar a' Phàipeir

Fiosrachadh as ùire a thoirt do bhuill a' Bhùird mun lèirmheas a tha Alba Chruthachail a' dèanamh air na prìomh bhuidhnean maoinichte aca.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun robh bun fhiosrachadh aig coinneamh a' Bhùird san Dùbhlachd mu na bha fa-near do dh'Alba Chruthachail agus iad gu bhith a' sgrùdadh gach buidheann a tha an-dràsta a' faighinn maoin bhliadhnail bhuapa. Bha barrachd fiosrachaidh ann an litir a thàinig bho Anndra Dixon, a tha an lùib pàipearan airson a' bhuidhinn riaghlaidh a chaidh a-mach don na buill air fad air post-d, cuide ris an tagradh againn airson 2011-12.

Tagradh 2012-15 agus Ath Cheumannan

Tha an tagradh a chuir sinn a-steach dhan dàrna pàirt den pròiseas a' leantainn.

Tha agallamh gu bhith againn le sgioba bho Alba Chruthachail air 25 Gearran anns na h-oifisean ùr aca ann an Dùn Èideann. Bidh againn ri taisbeanadh 10 mionaidean a thoirt seachad a' toirt barrachd fiosrachaidh seachd mun tagradh againn. Bidh còmhradh ann an dèidh làimh mu neartan agus dùbhlain agus gnothaichean co-cheangailte ri ar buidseatan, cho math ri prìomh amasan Alba Chruthachail.

Tha dùil gur e mi fhìn agus Catriona a bhios aig an agallamh sin.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don tagradh agus na tha ann, agus còmhradh a chumail mu dheidhinn agus gu sònraichte mun agallamh.

Art MacCarmaig
Ceannard
Gearran 2011

Creative Scotland Review of Foundation Organisations: Fèisean nan Gàidheal Plans 2012-15

1 Background to Fèisean nan Gàidheal

The Fèis movement, led by Fèisean nan Gàidheal, has become an important part of the fabric of Scottish cultural life. It is an example of what can be achieved by sustained investment in grassroots activity run largely by volunteers, with appropriate professional assistance from a supportive development body. As evidenced in several independent research projects, Fèisean nan Gàidheal is highly regarded as an example of good practice in the development of traditional music, Gaelic song, Gaelic drama, traditional dance and Gaelic language.

Fèisean nan Gàidheal was established in 1991, and support of local Fèisean remains at the core of the organisation's activities. Investment in Fèisean nan Gàidheal should be regarded as investment in the cultural activities of at least 45 communities across Scotland.

In recent years Fèisean nan Gàidheal's range of functions has expanded to enable it to offer key services that are at the heart of traditional music and Gaelic language development in Scotland. This growth has been made possible through the invaluable support of Fèis volunteers in communities the length and breadth of the country, a committed team of staff and the building up of successful partnerships with key agencies including the Scottish Arts Council, Highlands & Islands Enterprise, Bòrd na Gàidhlig, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.

The social, educational, linguistic and economic impact of the work of Fèisean nan Gàidheal and the network of Fèisean has been more widely recognised in the last decade, with research demonstrating positive impacts in terms of individual and community confidence, skills development, job creation and equality of access. These have been well articulated in various studies, including their role in strengthening communities.

Fèisean now employ hundreds of musicians and singers on a regular basis to teach in the community and in schools. Fèisean have played a key part in producing a large number of excellent performers and players, some of whom are now in the top flight of Scottish musicians, making their living from performing and teaching Scottish traditional music and Gaelic song across the globe and producing content that helps to fill the schedules of radio and television programmes. Fèisean also play a key part in supporting the Gaelic language skills of young people, and engendering positive attitudes towards the language among participants, with many having gone on to fluency in Gaelic. The current sense of vibrancy in both the traditional music scene and Gaelic language development in Scotland is, in no small measure, due to the success of the Fèis movement.

Fèisean nan Gàidheal directly employs 16 people (14.6 FTEs) and according to the 2010 Steve Westbrook *Economic and Social Impacts of the Fèisean*, commissioned by HIE, the total employment generated directly and indirectly by the Fèisean, equated to around 60 FTEs, contributing over £2m to the economy.

That report pointed to Fèisean nan Gàidheal as being at the forefront of Gaelic arts development, with research having shown that participation not only increases skills in young people but also self-esteem and a sense of identity. At a time of economic uncertainty we believe that it is important for people to continue their involvement in recreation and things that will raise their spirits. Volunteers have often reported gaining transferable skills from having been involved in organising and running Fèisean.

The Scottish Government Economic Strategy identifies five challenges facing Scotland. The principal ways in which the Fèis movement contributes to the Government's Economic Strategy are through:

- Generating output of well over £2 million per year. The individual Fèisean spent £1.1 million in 2008 and Fèisean nan Gàidheal's turnover in 2008-09 was £1.4 million.
- Equipping young people with the skills and practical experience to take up careers in the creative industries, one of Scotland's target sectors for growth in output, productivity, and exports.
- Increasing participation in the labour force through providing full and part time work opportunities, often in areas with limited employment options.
- Improving equity across Scotland through the quality of work and tuition in remote and rural communities, with a relatively high impact in fragile areas within the Highlands and Islands.

- Encouraging population retention and growth in small and remote communities through providing social activities (especially for young people), social and cultural interaction, and a greater understanding of the Gaelic and cultural heritage of people's home areas. Return visits by tutors, performers, and family members during Fèisean weeks and for related special events encourage the retention of links and future return migration, as evidenced in various studies.

Our work contributes considerably to the creative industries. We create new musicians, and employ established musicians as teachers, mentors and performers. Musicians play music for fulfillment and the enjoyment of locals and tourists alike, and for the purposes of teaching young people and passing on our traditions. Some produce CDs, hire studios, employ recording engineers and session musicians, use artists' and photographers' works, the work of graphic designers, and CD pressing plants. Music shops gain product to sell, and wealth is created for all those different sectors, and the musicians themselves. Many teach, as at the Fèisean, and this forms part of their income contributing to the ability, for some, to make a full-time living in the cultural sector. Venues benefit from our work where artists are booked, promoters paid, graphic designers engaged, adverts placed in newspapers, sound engineers employed and is income generated from ticket sales.

We currently offer tuition, participation and entertainment in Gaelic arts to around 32,000 people each year. The map at Annex 2 shows the areas where activities are organised by Fèisean nan Gàidheal and our Fèisean but does not take into account the actual number of activities. For example, each Fèis generates multiple tuition opportunities. YMI in Highland equates to 16 sessions in each school, and so on.

The aim of Fèisean nan Gàidheal is to support opportunities for new generations to access Gaelic language and cultural skills development in communities across Scotland, as an important part of our nation's vibrant and inclusive cultural identity. Our objectives are to:

1. Provide support to strengthen the work of community led Fèisean across Scotland, promoting equality of access, safe working practices and community cohesion.
2. Provide support across the Fèis movement to support the learning and usage of the Gaelic language, and to work with partners in the delivery of the National Plan for Gaelic.
3. To work in partnership with the statutory education sector to provide Scotland's young people with greater access to Gaelic language and culture as an important part of personal skills development, cultural identity and citizenship.
4. To work within the context of local and national policies to assist partners in the delivery of high quality public services, through contracts and service level agreements.
5. To develop and support training opportunities within the Fèis movement in support of personal skills development and the strengthening of Scotland's cultural infrastructure.
6. To act as an advocate for the Fèis movement, Gaelic language and culture and Scottish cultural identity by creating and maintaining links between Fèisean, other organisations and international partners.

2 Creative Scotland Objectives

Fèisean nan Gàidheal believes it delivers substantially on Creative Scotland's draft objectives, and can do more in the future.

2.1 Invest in Talent

- Fèisean are about encouraging participation, but also about nurturing talent, although the greatest value is to the thousands of children who have taken part in Fèis activities over 30 years, and who have gained additional skills as a result. Several hundred have gone on to be outstanding musicians, singers or actors and now make their living through performance and/or teaching.
- Fèisean nan Gàidheal has a track record of investing in the more talented youngsters and giving them very high quality performance opportunities which enhance their love for, and interest in, their culture and language. Examples of this in the past year include participation in the iTrad television series for BBC Alba, and the participation by four young Fèis musicians in a live BBC 1 broadcast as part of an ensemble in the National Lottery Awards programme.
- Previous examples include the commissioning of new music – Dealbh Dùthcha - and the creation of an ensemble of around 30 young musicians who were Scotland's only contribution to the 2008 Liverpool European Capital of Culture celebrations.
- The success of the Fèisean has resulted in career pathways in traditional music having been established including the BA Scottish Music Course at the RSAMD and the National Centre of Excellence in Traditional Music at Plockton High School. Neither of those institutions would have been sustained without the involvement of Fèis participants, either as students or tutors.
- Former Fèis participants play in many bands that sustain the programmes of many festivals across

the country and abroad.
- Through the Blas Festival new work is commissioned annually and showcased outwith the festival on BBC Alba and at festivals like Celtic Connections.

2.2 Invest in Quality Production
- In the showcase opportunities that we provide for Fèis participants we strive for the best quality production values.
- Our training programme equips tutors with the skills required to ensure their teaching is to a high standard
- Blas events bring high quality productions to small venues across the Highlands as well as utilising larger venues that form part of Scotland's arts infrastructure.
- Several elements of our work have been broadcast by the BBC and others, on both television and radio, so our work has to be at a high standard allowing them to maintain production quality.
- In our drama work, we strive for good quality production within the confines of the relatively limited resources available to us for this area of our programme.
- Our Gaelic Drama Summer School offers technical skills to participants which will, hopefully, lead to improved quality of productions in the future.

2.3 Invest in Audiences, Access and Participation (including Education)
- Fèisean provide access and participation for young people aged 8-18 in traditional music, Gaelic song, traditional dance and Gaelic drama. Although tuition is the focus of the Fèisean, they also provide performance opportunities through the concerts they organise.
- Our work in school through the Youth Music Initiative provides good quality, regular, progressive educational experiences in traditional music to a large number of pupils.
- Summer Cèilidh Trails provide valuable performance experiences for participants as well entertainment for tourist audiences and a good proportion of locals.
- Blas provides high quality music with production values not normally accessible to, or affordable for, promoters in small communities. Around 35% of the audience comes from outside Scotland, showcasing our culture, language, heritage and environment to the world.
- The Blas education programme brings quality artists into schools, either for performances that build up future audiences, or for workshops that give them a participative experience.
- Our Meanbh-chuileag theatre-in-education work provides young school pupils with a valuable Gaelic drama experience in a relaxed and flexible learning environment. They work closely with schools on the subject matter of the plays they produce.
- Our Gaelic Drama Summer School provides young adults with the opportunity for creativity, expression and communication leading to increased self-belief and confidence, culminating in a final performance in front of a large audience.
- Training Events provide access and participation in appropriate, often bespoke, courses for our tutors and Fèis committee members.
- The many elements of our work contribute to the development of new audiences for the future.

2.4 Invest in the Cultural Economy
- Depends on the definition of the "Cultural Economy", but according to the 2010 Steve Westbrook *Economic and Social Impacts of the Fèisean*, commissioned by HIE, the total employment generated by the Fèisean, equates to around 60 FTEs contributing over £2m to the economy.
- The value of the Fèisean can really be measured by the fact that there has never been a time when more young people have been skilled in playing musical instruments and singing songs. The Fèis Movement has been a major success story bringing hard economic benefits to Scotland, which is important in tough economic conditions. However, the social and linguistic benefits are just as important for the good of the nation. Interest and ability in traditional music in Scotland has grown exponentially over the 30-year lifespan of the Fèisean, and they are a major driver in raising awareness of traditional music and the Gaelic language.
- The creative industries benefit from our work generally through the employment of musicians, arts administrators, print design companies, printers, web designers, photographers, PA hire companies and our spend on advertising. Television and radio benefit from the additional programme content our work provides. Other beneficiaries include accommodation providers, eating establishments, car and bus hire companies, insurance brokers, travel agencies and Gaelic translators.

2.5 Invest in Place
- Fèisean take place in 45 communities across Scotland and our education work and the Blas Festival reach most communities in the Highlands & Islands, including those termed by HIE as 'fragile'.

- Our training programme for volunteers invests in people in many places who use the skills gained for the benefit of their communities outwith the local fèis activities
- Out YMI work with Highland Council reaches every community where there is a primary school.
- Outside the Highlands, the Fèisean are investing in the talent of young people in many communities where Gaelic education, for example, has a presence.
- The work of Fèisean nan Gàidheal has done much to promote a sense of place, linking young people with their culture, language, heritage and environment. This has been evident in the work we carried out in our Archiving Project, which we would like to continue.
- Many of the places in which Fèis activities take place are considered to be of importance for a variety of reasons – the environment, the strength of the arts in the community, or the state of Gaelic. For young people to understand who they are and where they are going, they need to know who and where they have come from. They need a sense of belonging, values, beliefs, identity and expression, which is a key part of what the Fèisean have successfully given them over the years.

3 SWOT Analysis

The following is a SWOT analysis. As requested, we have highlighted three under each category in bold.

Strengths

- **Clear development plans underpinning the work of the organisation, with the ability to offer good leverage to organisations who invest in us, making a contribution to Scotland's economy**
- Ability to earn income through selling services and a strong record of delivering projects successfully
- **Low staff turnover results is a core team offering quality services and good value for money**
- Sound governance and financial management in place with a Board of Directors representative of Fèisean
- Innovative ways in which we support the Fèis infrastructure, creating opportunities for Fèis participants
- Our work supports employment in the creative industries, often in small, rural communities
- Strong volunteer involvement in local Fèisean and membership consulted on all major issues
- **An open approach to working cooperatively with other organisations**
- Advocacy work has resulted in good relationships with government and local authorities

Weaknesses

- **Fèisean are geographically very widespread, making delivery of our services difficult at times**
- Some signs of volunteer fatigue in local Fèis committees
- Disparate nature of Fèisean leads to communication difficulties in some cases
- Travel to and from our base is relatively expensive and time consuming
- Lack of private sector investment in the Fèis movement
- **Tension between striving to deliver services to Fèisean and delivering strategic projects to earn income**
- Decreased level of awareness of the Fèis movement outwith the 'traditional' areas
- **Slightly depleted workforce due to the need to make savings in order to protect services**

Opportunities

- **Positive profile of the Fèis movement and its contribution to the artistic and cultural life in Scotland**
- Ability to make further contributions to Scotland's economy
- **Possible changes in the support for foundation organisations through Creative Scotland**
- Potential to earn income by providing services to other organisations
- Use of technology to cut down on staff travel time and expense
- **Ability to help in delivering on Traditional Arts Report, Gaelic Arts Strategy & National Youth Arts Strategy and help others with commitments under the Gaelic Language Act**
- Cross-party support from MSPs and local politicians for the work of the Fèisean
- Expansion and inclusion of Fèisean in 'non-traditional' Fèis areas with enhanced support

Threats

- **Current financial climate and cuts in funding affecting ability to deliver our programme, leading to possible job losses and diminution of economic impact**
- **Possible changes in the support for foundation organisations through Creative Scotland**
- Failure to fully support the Fèisean leading to fatigue and decrease in activities
- **Risk of taking on too many projects to earn income in order to sustain us in the current financial climate**
- Some of our activities under-funded, leading to staff time being expended on additional fund-raising

4 Planned Programme of Activities 2012-15

Support for the network of Fèisean across Scotland remains our top priority, particularly in trying economic times. But we will also strive to work with a range of organisations to deliver our aims and objectives, and those of partner organisations, to more communities. The following is our planned programme of activities:

4.1 SERVICE DELIVERY

Fèisean nan Gàidheal exists primarily to provide support for local Fèisean the length and breadth of Scotland. Over the years, we have built up an impressive array of support services which are our fundamental delivery mechanisms, forming the backbone of our daily work. These include:

4.1.1 Funding through a grants scheme: Fèisean nan Gàidheal will aim to continue to operate a Grants Scheme for Fèisean, focusing primarily on support for main Fèis and year-round classes activities.

4.1.2 Fèis Development Fund: Fèisean have proved over many years to be innovative and forward-looking, and our Fèis Development Fund has been an extremely useful and valuable mechanism for supporting innovation, with modest sums of support from Fèisean nan Gàidheal often levering in substantial additional investment to local communities.

4.1.3 Help with the establishment of new Fèisean: Community groups from across Scotland approach Fèisean nan Gàidheal regularly with the aim of establishing a Fèis in their area. Applications for membership are considered by the Board of Fèisean nan Gàidheal to ensure that these community groups fulfil the required criteria. Fèisean nan Gàidheal staff will continue to provide support to communities keen to establish a Fèis in their area, if they fulfil our membership requirements.

4.1.4 Training for Tutors and Organisers: Fèisean nan Gàidheal will continue to offer training to Fèis organisers, tutors and staff through our well-established programme. Our annual programme covers the provision of a wide range of skills for volunteers including fund-raising, child protection, Gaelic language, first aid, governance and computer skills training. For tutors we have well-established training courses covering teaching techniques, lesson planning, the use of Gaelic and identifying teaching resources.

4.1.5 Development Officers: At the core of our organisation is a dedicated team of people who support Fèisean. Fèisean will continue to benefit from one-to-one attention from a Lead Officer - a member of our development team designated to look after each Fèis.

4.1.6 Musical Instrument Bank: Fèisean nan Gàidheal's Musical Instrument bank is well used and demand regularly outstrips the supply of available instruments. Fèisean nan Gàidheal will continue to make instruments available to Fèisean rent-free and allow access to individuals via low rental charges.

4.1.7 Child and vulnerable adult protection: Fèisean nan Gàidheal treats the safety and well being of all people with which it works as paramount and has, for a number of years, offered a central disclosure checking service at no cost to the Fèisean.

4.1.8 Newsletters: We will continue to produce regular newsletters, distributed electronically. We will also provide a news service for Fèisean wishing to publicise events and release Fèisean nan Gàidheal news to the media. We will make greater use of Facebook, Twitter and YouTube to distribute news and outcomes of our programme.

4.1.9 Insurance: Fèisean nan Gàidheal will continue to provide insurance to all Fèisean covering their essential needs, as part of their membership fee. This represents a considerable saving to local Fèisean as well as their having the reassurance that they are covered at all times.

4.1.10 Advocacy, Lobbying and Publicity: A feature of Fèisean nan Gàidheal's work over the years has been advocating for better support for traditional music and the Gaelic language. Our team will continue to take an active role in these areas of interest in the coming years.

4.2 NEW DEVELOPMENTS

Fèisean nan Gàidheal and local Fèisean have, for many years, been at the forefront of a great many of the developments now accepted within traditional arts and Gaelic developments. Fèisean nan Gàidheal has proposals for several new initiatives.

4.2.1 Gaelic Drama Development: Fèisean nan Gàidheal is involved in a range of Gaelic drama developments, which are essential in the support of new generations of Gaelic speakers. This programme covers an annual Sgoil Shamhraidh Dhràma which imparts skills in acting and technical skills; touring by Meanbh-Chuileag, our in-house theatre-in-education company; and locally-based drama Fèisean where young people are encouraged to write and perform their own material in Gaelic.

We would like to explore a drama school for adult learners in partnership with Sabhal Mòr Ostaig. We would also like to support the growth of Community Gaelic Drama because of the opportunities it presents for the use of the language and intergenerational transmission. The network of *Iomairtean Gàidhlig* established by Comunn na Gàidhlig provides a vehicle for this development and we will aim to work in partnership with them on this, and other, initiatives.

4.2.2 Volunteer and Tutor Skills Development: Although we will continue to offer the training outlined in 4.1.4, we will also explore new ways of providing suitable training, and development existing courses as appropriate. Fèisean nan Gàidheal is best placed to provide some of this training, particularly for the Fèis organisers, but we engage external trainers as and when required in response to training needs identified.

4.2.3 Revised Gaelic Language Policy and implementation: Fèisean nan Gàidheal has a clear role in supporting the next generation of Gaelic speakers. In response to the National Plan for Gaelic, and more recent national initiatives, we have a strengthened Gaelic Language Policy to ensure better progress, encourage more tutors and volunteers to use Gaelic and generally encourage more community based Gaelic-speaking environments.

We will assist all Fèisean in the implementation of our revised Gaelic Language Policy, which will see the introduction of a system where every tutor teaching at a Fèis, as a minimum, pledges to use some Gaelic and increases their knowledge of Gaelic. We will strive to increase the number of events held through the medium of Gaelic, through the continued development of Gaelic medium Fèisean for teenagers and family activities in Gaelic. In relation to young people, we are looking to incentivise their use of Gaelic and encourage more use through the continuing work of the Sgioba-G.

4.2.4 National and International Showcasing: The Fèisean have proved to be more than capable of producing excellent showcases over the years. We would like to work in partnership with Creative Scotland, the Scottish Government, the British Council, and others, to explore possibilities for participation in Scotland Week and other international festivals, showcasing our unique Gaelic culture to wider audiences and at home and abroad.

4.2.5 New Gaelic song-writing and performance opportunities: One of the weaknesses, in an otherwise vibrant Gaelic culture, is the lack of new song-writing and there is a need to foster this area of work. This is particularly the case in contemporary genres, where "normalisation" amongst younger people is required. We intend to engage those who are renowned writers of Gaelic songs and pair them with young people, and adults, to encourage more people to learn the craft of song writing in a range of genres. These new songs will be made available via new media, alongside the traditional formats such as books and CDs.

4.2.6 New Gaelic scriptwriting and performance opportunities: The last few years have seen a dramatic decline in the fortunes of Gaelic drama, at both the community and professional level. In order for new generations of Gaelic speakers to be engaged in this essential part of the language community, the material available to them has to reflect changes in society and tastes. We will work with partners to create opportunities for scriptwriters to develop their skills, to offer more performance opportunities and to make scripts available online for the benefit of community groups and schools.

4.2.7 Family Fèisean: There are many barriers to adults using Gaelic with their children and many parents feel self conscious about their own perceived lack of language skills. Given the importance of intergenerational transmission there is an opportunity, through Fèis activities, to engage parents with their children in activities where the language is used. This may help break down the barriers that exist and foster situations where Gaelic is used naturally between parent and child, at the same time as engaging them in musical activities.

We aim to establish family Fèisean, where both young people and other family members can undertake a range of Gaelic cultural activities through the medium of Gaelic. We would envisage the existing Fèis

being the catalyst, with the wider community being engaged to run a range of additional activities (e.g. Ùlpan classes, nature walks etc) and events for adults to participate in. Evening events would be designed to allow both adults and young people to take part together.

4.2.8 Archiving Project: Our Archiving Project has had proven successes in encouraging intergenerational transmission of Gaelic at the same time as collecting, and making available, valuable aspects of local cultures which Fèisean can use into the future. The project involves young people in collecting folklore materials from people in their own communities, utilising technical skills such as recording and the subsequent digitising and publishing of materials hitherto unrecorded.

They also make use of their Gaelic skills, interviewing people, and then transcribing the materials collected. This type of activity is appealing to teenagers particularly, and offers the opportunity to have local materials collected for use by both the local and wider Fèis movement. The material could also be made more widely available via media such as local radio and online.

4.2.9 Inter-Fèis Activities: We continue to encourage and assist Fèisean to work together, to ensure that young people from across the country have the opportunity to interact with their peers. This may take the form of joint performances, joint masterclasses or joint training initiatives. There will also be the opportunity for Fèis organisers to interact, and learn from one another, through a programme of Fèis visits to shadow other organisers and share experiences.

4.2.10 Gaelic Hubs: Fèisean nan Gàidheal is very supportive of the idea of establishing a network of Gaelic Hubs – or Mòr-Ionadan - across the country, whereby Gaelic language organisations would be work in the same building, sharing resources as far as possible. Our vision for the hub would include social spaces such as a performance and workshop area, plus a café which would be available for the wider community to frequent and use Gaelic on a daily basis. We have been keen to be involved in the development of cultural centres based on the Irish *Cultarlann* model and the hub approach could be an excellent way forward. The creation of such significant capital assets can only be done in partnership with other organisations, but Fèisean nan Gàidheal is committed to playing its part in this development and carrying out some of the feasibility work where appropriate.

4.3 PARTNERSHIP CONTRACTS

Fèisean nan Gàidheal has proved itself effective at working in partnership with other bodies and agencies and, as a social enterprise, we need to demonstrate the potential to earn money from delivering contracts for others. We will aim to foster further links with public bodies and other agencies to assist in the delivery of high quality public services that are in line with our own aims and objectives.

4.3.1 Blas Festival: The Blas Festival has been a very successful partnership between the Highland Council, the Promoters Arts Network and Fèisean nan Gàidheal. The festival aims to give an authentic taste of the Highlands to locals and visitors alike and has seen significant growth in recent years, to the point where it is now a significant date in the Scottish cultural calendar. As with all Fèisean nan Gàidheal projects, Gaelic language and youth are to the fore, making this a truly unique festival both within Scotland and internationally.

We aim to grow the festival in terms increasing the audience, box office income and reputation internationally. With support from national agencies such as EventScotland we want to raise the number of visitors coming to the festival from outwith Scotland.

4.3.2 Youth Music Initiative: Fèisean nan Gàidheal has an ongoing contract with the Highland Council to deliver traditional music classes in all its primary schools. We have worked in a smaller way with other local authorities and there is scope for Fèisean nan Gàidheal to be an even bigger provider of traditional music classes through YMI, particularly in areas where Gaelic medium work would be welcomed.

It is to be hoped that the Youth Music Initiative will continue into the future, and Fèisean nan Gàidheal would welcome more work of this kind within other local authorities. This is an area where perhaps Creative Scotland could play some kind of brokerage role.

4.3.3 Gaelic Performing Arts Service for Public Bodies and Local Authorities: Within the National Gaelic Arts Strategy a need is identified for a Performing Arts Service that would be utilised by local

authorities and public bodies. Given the experience Fèisean nan Gàidheal has through work on projects such as An Gealladh Mòr in 2007, Meanbh-Chuileag and our Youth Music Initiative contracts, we are well positioned to develop this further in partnership with other agencies and potential providers. There is also scope to work with local authorities and public bodies such as Stòrlann Nàiseanta na Gàidhlig and Learning Teaching Scotland (LTS), to enhance educational experiences for Gaelic medium pupils and those learning the language in Scottish schools. It is clear that our work is already capable of delivering the learning outcomes required of the new Curriculum for Excellence.

4.3.4 Fèis Academy: Fèisean nan Gàidheal signed a Memorandum of Understanding with the University of the Highlands & Islands, Sabhal Mòr Ostaig and the RSAMD in early 2008 to work up proposals for a Fèis Academy. Some initial work has been done on this and it is an idea with a lot of potential. This would require a new partnership approach to further developing the work of the Fèisean and those other institutions. Initial plans have been drawn up and will require further discussion with partners, but this is an area for development which deserves to be fully explored.

The following table indicates which of Creative Scotland's objectives the above areas of work will help deliver.

Fèisean nan Gàidheal Plans	**Contribution to Creative Scotland Investment Objectives**				
SERVICE DELIVERY	**Talent**	**Quality Production**	**Audiences, Access & Participation**	**Cultural Economy**	**Place**
Funding through a grants scheme	√	√	√	√	√
Fèis Development Fund	√	√	√	√	√
Help with the establishment of new Fèisean	√		√	√	√
Training for Tutors and Organisers	√	√	√	√	
Lead Officers offering services to individual Fèisean		√	√	√	√
Musical Instrument Bank	√		√	√	
Child and vulnerable adult protection		√	√		
Gaelic Language Policy and implementation	√	√	√	√	√
Newsletters			√	√	
Insurance		√	√		
Advocacy, Lobbying and Publicity	√	√	√	√	√
NEW DEVELOPMENTS					
Gaelic Drama Development	√	√	√	√	√
Volunteer and Tutor Skills Development	√	√	√	√	
Gaelic Language Support	√	√	√	√	√
National and International Showcasing	√	√	√	√	√
New Gaelic song writing and performance opportunities	√	√	√	√	√
New Gaelic script writing and performance opportunities	√	√	√	√	√
Family Fèisean	√	√	√	√	√
Archiving Project	√	√	√	√	√
Inter-Fèis Activities	√	√	√	√	√
Gaelic Hubs			√	√	√
PARTNERSHIP CONTRACTS & PROJECTS					
Blas Festival	√	√	√	√	√
Youth Music Initiative	√		√	√	√
Gaelic Arts Service for Public Bodies and Authorities	√		√	√	
Fèis Academy	√	√	√	√	√

5 Budget for 2012-13

The importance of the leverage our Creative Scotland funding gives us in attracting funds from other bodies should not be underestimated, and it is this sustained investment from the Scottish Arts Council and now, we hope, Creative Scotland, that has enabled our success. In most cases, as a consequence of being able to commit some of our foundation funds to a project, we have been able to make projects happen and attract additional funds for them. In the past few years, the Scottish Arts Council's foundation funding has accounted for an average of between 18% and 20% of our budget. This means that, for every £1 invested by Creative Scotland, at least another £4 is invested in our work. In terms of wider economic benefits the returns are even greater, with each £1 of Creative Scotland funding generating at least £8 in the Scottish economy.

5.1 Standstill Budget

The budget in Annex 1 is based on a presumption that the funding from Creative Scotland will remain at standstill. Although our core foundation grant is around £252.5k, the budget assumes that other regular funds received over the past few years from the Scottish Arts Council may be consolidated in the forthcoming Foundation Organisation Review. This includes £100k currently received from lottery funds as Creative Scotland's contribution towards our Fèis Grants Scheme, and £25k receivable on an annual basis for new developments, which is a legacy of a previous National Cultural Strategy Fund for Traditional Arts. Therefore, the budget is based on a Foundation investment of £377k from Creative Scotland.

The budget has taken into account all known local authority cuts in funding and we have endeavoured to be as thorough and realistic as possible in our expectations. An unknown at this time is funding from Highlands & Islands Enterprise (HIE). 2011-12 marks the end of a 3-year contract with HIE and, while we will enter into negotiations with them during the forthcoming financial year, the likelihood of continued funding beyond 2011-12 is not known at this time. For budgeting we have assumed a reduced amount of £150k.

A good outcome from the review of Foundation Organisations would be the consolidation of funding, some additional funding for our drama work (see 6 below) cutting down on the number of funding applications we have to prepare, and Creative Scotland needs to process.

5.2 Effect of a 10% reduction in funding from Creative Scotland

A 10% reduction in funding from Creative Scotland would be a significant blow to Fèisean nan Gàidheal. Given our imperative to ensure continued financial support for the Fèisean, we would have to lose two development officers. This would have a knock-on effect in terms of the funding these officers can raise for additional projects on behalf of the Fèisean.

Another option, to preserve the support to Fèisean, would be to reduce the number of external contracts we deliver. This would affect our ability to earn money, and management fees, which in turn would make us less desirable to HIE, for instance, as a social enterprise and perhaps affect future funding from them. We rely on management fees to retain our team of staff and the loss of external contracts would still lead to job losses.

Given the cuts already being implemented by local authorities, a reduction in funding from Creative Scotland would have an impact on our ability to keep our programme of work going at current levels. Most of our projects have an element of Creative Scotland funds within them, which we use to lever funds from others. Cutting funding would lead to less activity, less leverage and less value for Creative Scotland's investment, both in the number of cultural activities but also in terms of economic impact.

5.3 Additional investment from Creative Scotland

An increased investment from Creative Scotland would allow our staff the freedom to carry out our work without the need to constantly raise funds. We would still fundraise, but we would be doing so for additional projects, leading to even better value for Creative Scotland's investment.

Funding from HIE is generally based on matching other funding and is offered as a percentage of our actual expenditure. Therefore, once we agree budgets with HIE, we need to spend what we said we would spend in order to draw down all available funds from HIE. This requires all matching funding to be in place. Increased investment from Creative Scotland would make the prospect of further investment from HIE much more likely.

Fèisean nan Gàidheal is ambitious and would be very happy to take on additional work, such as helping to deliver the Traditional Arts Report, the proposed National Youth Arts Strategy, and assisting Creative Scotland with the implementation of its Gaelic Language Plan, once developed and approved. Our drama work needs to be developed further. Any additional investment would lead directly to new activities being delivered and the freeing up of staff time to deliver them effectively.

6 Potential Additional Development Opportunities

To complement our planned activities in Section 4, Fèisean nan Gàidheal would be willing to discuss additional work that we could undertake in helping to deliver the recommendations of the Traditional Arts Working Group Report, as outlined in more detail within our 2011-12 submission.

We also believe that we could develop our drama work more substantially, with additional investment. This area of work was never taken into account when the Scottish Arts Council established the principle of Foundation Organisations. It has existed ever since on a piecemeal basis, and its delivery could be greatly enhanced by having some security of funding.

At one time there was a professional theatre company in Gaelic, and some theatre-in-education work going on regularly. Now, Fèisean nan Gàidheal provides the following with additional funding from Bòrd na Gàidhlig:

- An annual tour of Gaelic and non-Gaelic schools with a new production based around subject matter chosen by the schools, to tie in with school projects
- Work in Gaelic Initiative areas involving young people creating, writing and performing their own drama pieces for public performance and/or radio broadcasts
- Working to re-establish adult community drama groups of which there are precariously few left
- School-based drama Fèisean, involving young people writing their own drama pieces and performing them alongside their peers from other schools
- An annual Gaelic pantomime, touring Gaelic medium schools each December in the run up to Christmas

We would be happy to these areas and would be prepared to provide further detail as to how we could help deliver them. We would be well placed to assist, and would welcome an active involvement in these important areas of work. We would also be happy to be involved in the delivery of a National Youth Arts Strategy and any activities celebrating the 2011 Year of Scotland's Islands, 2012 Year of Creative Scotland, the 2012 Olympic Games and the 2014 Commonwealth Games.

7 Governance Issues

Fèisean nan Gàidheal has a record of good governance that ensures excellent management of resources to the maximum benefit of the Fèis movement and those who invest in it. We have agreed a range of policies, procedures and guidance documents that promote good governance within the organisation and which ensure that the people we work with, and who work for us, are protected. These are as follows and are available on the Fèisean nan Gàidheal web-site www.feisean.org.

Access Policy
Child Protection Policy
Data Protection Policy
Gaelic Language Policy
Taking Photographs in Schools
Environmental Policy
Financial Procedures
Health & Safety Policy
Use of Mobile Phones Policy
Travel Policy
Staff Handbook
Risk Assessment for an office environment
Working Alone in Safety
Business Continuity Plan and IT
Manual Handling Policy
Stress Management Policy
Training Needs Assessment
Cash Handling Policy
Risk Register and Management Plan

There is a turnover of members on Fèisean nan Gàidheal's Board on an annual basis, with the Board reflecting the community it serves. Members are selected through an open process of nomination and election that ensures a Board with 10 Fèis representatives continues to have overall responsibility for the organisation.

The Board of Trustees meets 4 times annually. An Executive Group - Chair, Vice Chair, Secretary, CEO, Development Manager and Executive Manager - meets around a fortnight prior to each full Board meeting. Observers from key funding organisations, namely Creative Scotland, Highlands & Islands Enterprise, Comhairle nan Eilean Siar and Highland Council are entitled to attend Board and Executive Group meetings.

At the first meeting of the newly elected Board annually, Board members go through an induction workshop outlining the principles of corporate responsibility and their role as directors of Fèisean nan Gàidheal and trustees of a charity.

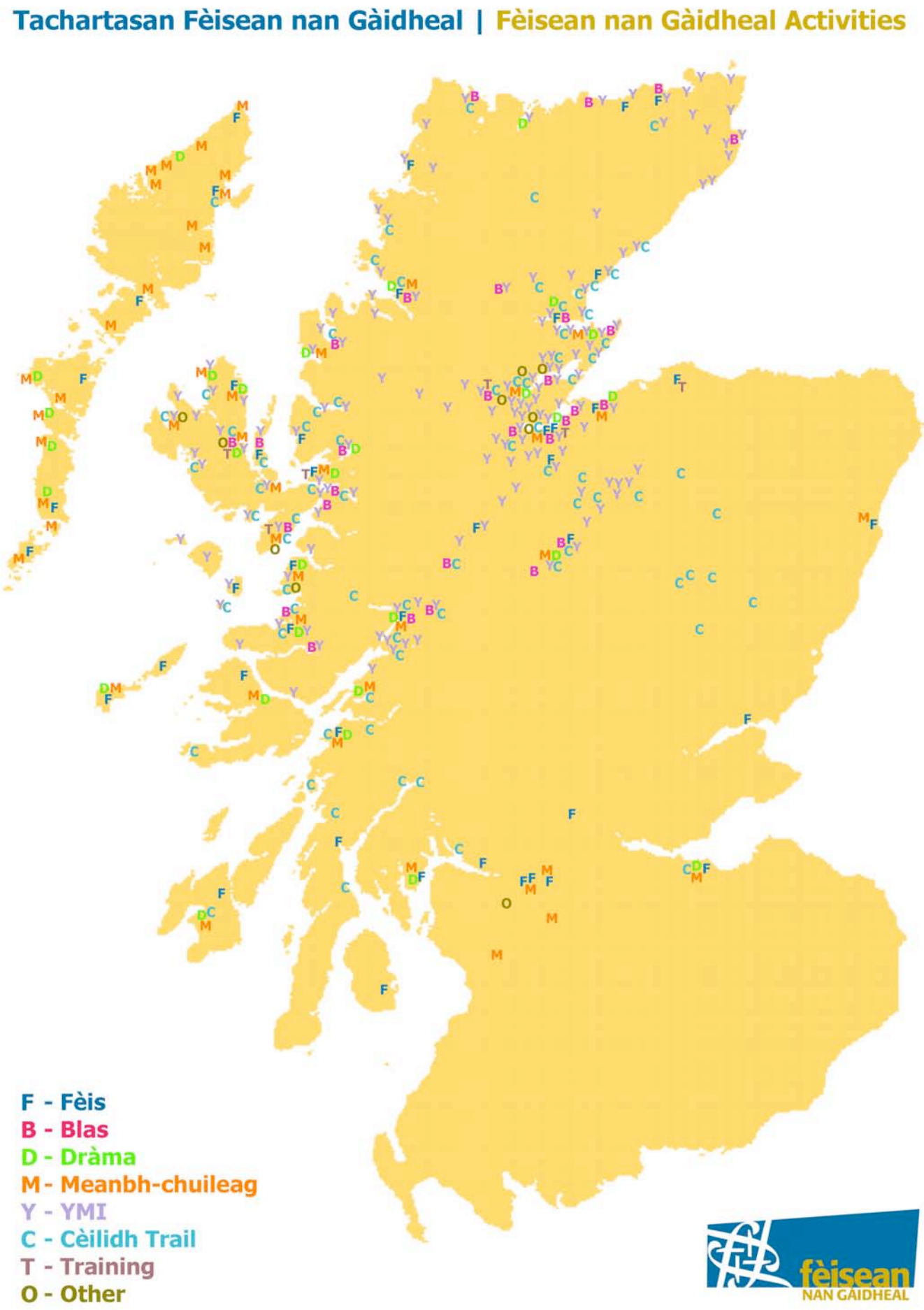
All Board papers are published on Fèisean nan Gàidheal's website, and we have devised a reporting system which incorporates the deliverables of all the organisations that invest in our work. This is sent to all those bodies quarterly, outlining progress with our programme, along with management accounts produced by our auditors.

We have always remained fully up to date with returns to both Companies House and OSCR, and have never had arrears in PAYE or VAT payments due to HMRC. We publish a full Annual Report which is made available to the public, along with our Audited Accounts, on our website.

Annex 1 - Budget 2012-13

INCOME	**2012-13**
Core Grants	£ 342,998.00
Management Fees	£ 121,846.00
Grants Scheme	£ 192,500.00
Fèis Development Fund	£ 9,152.00
Annualised Hours	£ 15,000.00
Highland Arts Programme Bursaries	£ 50,000.00
Training	£ 22,500.00
Gaelic Development	£ 38,500.00
Youth Music Initiative	£ 249,511.00
Blas Festival	£ 173,500.00
Other Earned Income	£ 16,400.00
Meanbh Chuileag TIE Service	£ 60,000.00
Support Cèilidh Trails	£ 113,376.00
Gaelic Drama Summer School	£ 30,000.00
Archiving Project	£ 7,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00
Showcase Opportunities	£ 13,000.00
Fèisean Services	£ 23,877.00
General Funds still to be raised	£ 0.00
TOTAL INCOME	**£ 1,482,160.00**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 305,437.00
NIC Contributions	£ 30,536.00
Pension Contributions	£ 15,282.00
Fèisean Services Staff Wages and NI	£ 23,887.00
Staff Travel	£ 26,000.00
Office Rent & Rates	£ 23,000.00
Stationery, Printing & Postage	£ 12,000.00
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00
Board Expenses	£ 8,000.00
Implementation of Child Protection policy	£ 12,000.00
Insurance	£ 6,000.00
Sundry Expenses	£ 2,500.00
Accountancy & Bank Charges	£ 5,000.00
Professional Fees	£ 3,000.00
Instrument Bank Maintenance	£ 2,000.00
Additional Support Needs	£ 2,000.00
Capital Expenses	£ 5,000.00
PROGRAMME COSTS	£ 0.00
Grants Paid Out	£ 230,000.00
Annualised Hours	£ 15,000.00
Feis Development Fund	£ 9,000.00
Highland Arts Programme Bursaries	£ 50,000.00
Highland Arts Programme Bursaries Management Fee	-£ 10,000.00
Training Programme	£ 22,500.00
Training Programme Management Fee	-£ 3,350.00
Gaelic Language Development	£ 38,500.00
Gaelic Language Development Management Fee	-£ 4,500.00
Youth Music Initiative	£ 249,511.00
Youth Music Initiative Management Fee	-£ 65,000.00
Annual Conference	£ 10,000.00
Blas Festival	£ 173,500.00
Blas Festival Management Fee	-£ 18,000.00
Support for Meanbh Chuileag	£ 15,000.00
Support Cèilidh Trails	£ 113,497.00
Cèilidh Trails Management Fee	-£ 14,796.00
Gaelic Drama Summer School	£ 30,000.00
Drama Summer School Management Fee	-£ 3,000.00
Archiving Project	£ 12,000.00
Archiving Management Fee	-£ 1,200.00
Press/PR/Website Updates/Newsletter	£ 2,879.00
Showcase Opportunities	£ 12,000.00
Showcase Opportunities Management Fee	-£ 2,000.00
Contingency	£ 3,131.00
SUB-TOTAL EXPENDITURE	**£ 1,360,314.00**
Management Fees	£ 121,846.00
TOTAL EXPENDITURE	**£ 1,482,160.00**
Transfer to Reserves	£ 21,323.05
SURPLUS/DEFICIT	**£ 0.00**

Annex 2 – Map showing areas where Fèisean nan Gàidheal activities take place



Fèisean nan Gàidheal

Rannsachadh air feumalachdan Gàidhlig an luchd-teagaisg

Àireamh air a' Chlàr Chùisean: 1.2011.04(a)

Adhbhar a' Phàipeir

Fiosrachadh as ùire a thoirt do bhuill a' bhùird mun rannsachadh agus na planaichean gus trèanadh a thoirt do luchd-teagaisg san àm ri teachd.

Bun Fhiosrachadh

Mar phàirt de Phoileasaidh Gàidhlig na buidhne chaidh rannsachadh a dhèanamh an-uiridh air sgilean Gàidhlig luchd-teagaisg nam Fèisean. Chaidh sgrùdadh mionaideach a dhèanamh air na freagairtean a fhuair sinn agus choinnich an Cathraiche, an Ceannard 's mi fhìn anns an Dùbhlachd gus beachdachadh air an t-slighe air adhart.

An Rannsachadh agus Ceumannan san àm ri teachd

Aig a' choinneimh a chaidh a chumail san Dùbhlachd chaidh beachdachadh air toraidhean an rannsachaidh 's gu h-àraidh air an trèanadh a tha a dhìth air daoine, far a bheil iad a' fuireach agus am miann a th' aca an cuid sgilean Gàidhlig a thoirt air adhart.

Chaidh aontachadh gur iad na h-ath-cheumannan:

- Planaichean pearsanta a dhealbhadh dha na luchd-teagaisg a tha feumachadh trèanadh
- Liosta de chùrsaichean a tha rim faotainn anns gach sgìre a chruinneachadh agus a chuir air ar làrach-lìn a thèid a sgaoileadh air luchd-teagaisg cuideachd
- Maoineachadh a bharrachd fhaighinn bho Bhòrd na Gàidhlig no sruthan eile a bhiodh freagarrach airson a chur mu seach airson taic-airgid a thairgse dha daoine a bhios ag ionnsachadh na Gàidhlig
- Gun tèid coinneamh a chumail le tidsearan Gàidhlig agus eòlaichean gus beachdachadh air an seòrsa cànan a tha dhith ann a bhith libhrigeadh clas aig Fèis
- Co-obrachadh le Clì Gàidhlig air chùrsa sònraichte a thabhann do luchd-teagaisg
- Cùrsa sònraichte air briathrachas ciùil a dhealbhadh airson an toirt seachad do dhaoine a tha mar-tha fileanta

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don adhartas leis an rannsachadh agus còmhradh a chumail mu na planaichean airson slighe air adhart.

Calum A Mac a' Mhaoilein
Manaidsear Leasachaidh
Gearran 2011

Fèisean nan Gàidheal

Aithisg Bhliadhnail air Làimhseachadh Chunnartan
Àireamh air a' Chlàr Chùisean: 1.2010.04(b)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird mun dòigh anns a bheil cunnartan air an làimhseachadh taobh a-staigh Fèisean nan Gàidheal.

Bun Fhiosrachadh
Bha clàr cunnartan air a chur ri chèile ann an 2009 an dèidh tòrr rannsachaidh mun t-seòrsa cunnartan a dh'fhaodadh a bhith ro Fèisean nan Gàidheal.

Tha an clàr cunnartan air a chuairteachadh a tha a' mìneachadh nan 9 prìomh cunnartan mar a chaidh an aontachadh leis a' Bhòrd. Tha geàrr-iomradh air gach cunnart agus plana airson an stiùireadh, a tha a' dearbhadh nan ceumannan a bhios luchd-obrach a ghabhail airson buaidh nan cunnartan a lùghdachadh.

Choinnich am Buidheann Riaghlaidh air 3 Gearran agus bha buill a' Bhùird air a' bhuidhinn riaraichte gu bheil na cunnartan air an stiùireadh gu h-èifeachdach às an leth leis an luchd-obrach.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt gu bheil buill den Bhuidheann Riaghlaidh a' moladh aonta a thoirt don Aithisg Bhliadhnail air Làimhseachadh Cunnartan agus gu bheilear riaraichte leis an dòigh anns a bheil na cunnartan air an làimhseachadh taobh a-staigh Fèisean nan Gàidheal.

Art MacCarmaig
Ceannard
Gearran 2011

Rank	Risk #	Risk	Consequence / Impact	Likelihood	Total Risk (Impact x Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/ Future Action (RAG)
1	19	A lack of funding for projects / future development. Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities.	4.3	3.5	15.1	**HIGH**	ALL	CEO	BOARD	Regular funders are made aware of new funders' limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as a partner. Awareness of possible alternative sources. Forward planning is in place allowing early discussions with funders. Political lobbying for support for traditional music and Gaelic arts is an ongoing function.	25.08.08	28.01.11	Ongoing	**Amber**
2	16	Insufficient Gaelic speaking tutors. Insufficient tutors available /come forward	3.9	3.7	14.4	**HIGH**	Fèisean	Gaelic Officer	BOARD	Provision of Gaelic training, encouragement of new tutors to achieve fluency in Gaelic. Support packages. Provision of Gaelic training and music tutor training. Encouragement of new tutors from within Fèisean. Support packages.	25.08.08	28.01.11	Ongoing	**Green**
3=	12	Volunteer effort within the Fèisean is unable / unwilling to adhere to policies / guidelines / legal requirements. Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG. Loss of reputation due to child protection issues through lack of controls, e.g. failure to disclosure-check tutors A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action. A child gets lost due to inadequacies in the registration system.	4.1	3	12.3	**HIGH**	ALL	Training & Policy Officer	BOARD	Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team. Ensure compliance & good practice by example and training opportunities. Early checking of potential tutors encouraged. Financial penalties for non-compliance, and expulsion for repeated non-compliance. Child Protection Policy in place. Risk Assessments for individual locations/activities carried out in advance of each fèis. Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies, particularly Child Protection Policy and Guidelines. Importance of adherence to all policies underlined to members.	25.08.08	28.01.11	Ongoing	**Amber**
3=	51	A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	4.1	3	12.3	**HIGH**	Staff/ Fèisean	CEO	BOARD	Pay scales in line with sector. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Regular consultations with staff and encouragement of openness. Shadowing encouraged within all posts. Succession planning at appraisal and throughout employment. Exit interviews.	25.08.08	28.01.11	Ongoing	**Amber**

5	46	Data is lost due to the lack of consistency in making back ups. Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems.	3.8	3.2	12.2	**HIGH**	Staff	Executive Manager / CEO	BOARD	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken.	25.08.08	28.01.11	Ongoing	**Green**
6	14	Insufficient volunteers come forward.	3.9	3.1	12.1	**HIGH**	DevTeam/ Fèisean	Development Manager	BOARD	Identification of possible committee members and volunteers by existing committees. Encouragement to participate. Support from Development Team to avoid volunteer burn-out. Encouraging young people to take an interest and share responsibility. Encouraging parents to participate. Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events.	25.08.08	28.01.11	Ongoing	**Green**
7	43	Numbers of Fèisean continues to increase resulting in less support being available to each one. May reach over capacity of demand / supply (Fèisean)	3.5	3.4	11.9	**HIGH**	Fèisean	Development Manager	BOARD	Additional funding available through Development fund for extra classes, new approaches, etc. Efforts made to secure new funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal.	25.08.08	28.01.11	Ongoing	**Green**
8	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG takes on too much in an effort to survive. FnG becomes too focused in contract delivery in order to generate income, resulting in less support for the Fèisean.	3.6	3.2	11.5	**HIGH**	ALL	Executive Manager	BOARD	Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood. Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks.	25.08.08	28.01.11	Ongoing	**Green**
9	34	Insufficient funding for staff development resulting in inadequate development programme and resources for staff.	3.8	2.7	10.3	**HIGH**	Staff	Training & Policy Officer	BOARD	Ensure provision is made for staff development in core funding applications.	25.08.08	28.01.11	Annually - Feb	**Amber**

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner**	CEO	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk A lack of funding for projects / future development. Core funding by Creative Scotland, HIE and Highland Council is withdrawn resulting in a scale-down of activities.	**Ref:** Risk No: 19 Rank: 1

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3.5	**4.3**	**15.1**	**A**

SUMMARY - Recommended response and impact:
Regular funders are made aware of new funders' limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as a partner. Awareness of possible alternative sources. Forward planning is in place allowing early discussions with funders. Political lobbying for support for traditional music and Gaelic arts is an ongoing function.

ACTION PLAN

1. Proposed Action(s):
   Continue to develop close relationships with regular funders, and to source and develop new and alternative possible funders.

2. Resource Requirements:
   Staff time, travel expenses.
   Financial information. Cash reserves to meet shortfalls and funding gaps. Tailoring of provision to meet available funding.

3. Responsibilities:
   Fèisean nan Gàidheal is responsible for the distribution of funding to member Fèisean, and for the monitoring of expenditure. Fèisean are encouraged to explore individual avenues of funding appropriate to their location or programme.

4. Timescale:
   Applications for a particular year's funding, or multi-annual applications are in preparation for approximately 6 months prior to submission. The decision-making process can be a lengthy affair, and payment following approval may be delayed, or staggered throughout the payment period, or paid on submission of financial information and claim. It may be necessary to utilise reserves, or borrowing, to fund the period between project commencement and receipt of payment.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. Monthy monitoring of progress will be carried out by the CEO.

RECORDED BY: Arthur Cormack **DATE:** 28.01.11 **DATE IMPLEMENTED:** 27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Development (Gaelic)	**Risk Owner**	Gaelic Officer	**Date**	28/01/11
		Risk Manager	Board		

Identified Risk Insufficient Gaelic speaking tutors	**Ref:** Risk no: 16 Rank 2

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3.7	**3.9**	**14.4**	**G**

SUMMARY - Recommended response and impact:
Provision of Gaelic Training, encouragement of new tutors to achieve fluency in Gaelic. Gaelic Policy and guidelines to be published on the website and implemented by Fèisean nan Gàidheal staff, member Fèisean and Fèis tutors.

ACTION PLAN

1. Proposed Action(s):
   New Gaelic policy implemented to reinforce the importance in Gaelic in all Fèis activities. Research of tutors database and Gaelic abilities and actions to be taken following examination of research results. Provision of further training opportunities.

2. Resource Requirements:
   Gaelic Policy in place and implemented. Presentation made to member fèisean at AGM upon implementation of the new policy. Further guidance and support from Gaelic officer and lead officers to ensure successful implementation across all Fèisean

3. Responsibilities:
   Gaelic Policy and Policy Development – Gaelic Development Officer
   Identification of requirements and ensure implementation of policy – Development Officers
   Compliance – Fèisean nan Gàidheal staff, Member Fèisean and hired tutors

4. Timescale:
   This has been reviewed with an updated policy (implemented September 09, updated January 2011).
   Steps will be taken between 2009-2012 to ensure that all tutors have at least a little Gaelic before they are able to teach at a Fèis. During this period the number of fluent Gaelic speaking tutors will also be increased.

5. Reporting and Monitoring Requirements:
   The policy implementation will be closely monitored by the Gaelic officer with support from the lead officers. The Fèisean will be required to adhere to all aspects of the policy and must demonstrate this when selecting their tutors. There will be a review of the policy progress each year after the October Fèisean.

RECORDED BY: Calum A Macmillan **DATE:** 28/01/11 **DATE IMPLEMENTED:** 03/12/09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Training	**Risk Owner**	Training & Policy Officer	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk Volunteer effort within the Fèisean is unable/unwilling to adhere to policies, guidelines or legal requirements.	**Ref:** Risk No: 12 Rank: 3=

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3	**4.1**	**12.3**	**A**

SUMMARY - Recommended response and impact:
Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on FnG website and implemented by Fèisean and by Development team. Professionalization of voluntary effort.

ACTION PLAN

1. Proposed Action(s):
   Ensure compliance and good practice by example and training opportunities. Early checking of tutors. Financial penalties for non-compliance. Expulsion for repeated non-compliance.

2. Resource Requirements:
   Child Protection Policy in place and implemented. Risk assessments for individual locations/activities carried out in advance of each event. Training and awareness-raising sessions held regularly for committees and volunteers. Staff members to assist with policy implementation. Importance of compliance underlined to fèisean.

3. Responsibilities:
   Training Plan and Policy Development – Training & Policy Officer.
   Identification of requirements and ensure implementation of policy – Development Officers
   Compliance – Fèis committees and hired tutors.

4. Timescale:
   Fèis committee training sessions take place each spring, and additional training is available on application. The plan will be reviewed annually in August/September. Last review – 28/01/11

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. Monitoring of progress will be carried out by the Training & Policy Officer, based on feedback from the Development Officers and individual fèisean. Action plans to be updated and returned to Meall House by 30 September each year for retention on file.

RECORDED BY: Iona MacDonald **DATE:** 28.01.11 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner** / **Risk Manager**	CEO / BOARD	**Date**	28.01.11

Identified Risk A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	**Ref:** Risk No: 51 Rank: 3=

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3	**4.1**	**12.3**	**A**

SUMMARY - Recommended response and impact:
Pay scales in line with sector. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Regular consultations with staff and encouragement of openness. Shadowing encouraged within all posts. Succession planning at appraisal and throughout employment. Exit interviews.

ACTION PLAN

1. Proposed Action(s):
   Shadowing and succession planning. Avoidance of over-reliance on single members of staff.

2. Resource Requirements:
   Training for staff and CPD. Staff time for shadowing.

3. Responsibilities:
   Responsibility on staff to maintain project records and to share project information. Facilitate job shadowing where indicated. Staff intending to leave employment to give adequate notice.

4. Timescale:
   Ongoing.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting.

RECORDED BY: Arthur Cormack **DATE:** 28.01.11 **DATE IMPLEMENTED:** 27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	Portree	**Risk Owner** / **Risk Manager**	Executive Mgr/CEO / BOARD	**Date**	28.01.11

Identified Risk Data is lost due to the lack of consistency in making backups. Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems.	**Ref:** Risk No: 46 Rank: 5

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	Severity (S)		
3.2	**3.8**	**12.2**	**G**

SUMMARY - Recommended response and impact:
Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken.

ACTION PLAN

1. Proposed Action(s):
   Provision of portable hard drives for all staff.

2. Resource Requirements:
   Portable hard drives.
   Surge protection on IT equipment.

3. Responsibilities:
   Regular visual checks by staff on electrical equipment and necessary action taken. Contractual obligation on staff to ensure back-ups – All Staff

4. Timescale:
   This plan is currently in place. Portable hard drives issued to all staff.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. Ensuring compliance by all staff – regular check made at staff meetings. Last check Sept 2010.

RECORDED BY: Anne Willoughby **DATE:** 28.01.11 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner**	Development Mgr	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk Insufficient volunteers come forward	**Ref:** Risk No: 14 Rank: 6

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3.1	**3.9**	**12.1**	**G**

SUMMARY - Recommended response and impact:
Identification of possible committee members and volunteers by existing committees. Encouragement to participate. Support from Development Team to avoid volunteer burn-out. Encouraging young people to take an interest and share responsibility. Encouraging parents to participate. Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events.

ACTION PLAN

1. Proposed Action(s):
   Identification of and encouragement of possible volunteers and committee members.

2. Resource Requirements:
   Staff time, travel expenses for Fèis development officers to support volunteer effort
   Training, guidelines and policies in place.

3. Responsibilities:
   Fèis development officers to assist Fèisean. Training planned and implemented by Fèisean nan Gàidheal. Local recruitment by existing committees.

4. Timescale:
   Regular turnover of committee members and volunteers. Identification of possible new recruits from parents and local residents in advance of each change of committee.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting.

RECORDED BY:	Calum A MacMillan	**DATE:**	28.01.11	**DATE IMPLEMENTED:**	27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Development	**Risk Owner**	Development Manager	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk Numbers of Fèisean continues to increase resulting in less support being available to each one. May reach over-capacity of demand/supply (fèisean)	**Ref:** Risk No: 43 Rank: 7

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3.4	**43.5**	**11.9**	**G**

SUMMARY - Recommended response and impact:
Additional funding available through Development fund for extra classes, new approaches, etc. Efforts made to secure new funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal.

ACTION PLAN

1. Proposed Action(s):
   HIE target of two new fèisean to be developed over 3 year period to 2012 in fragile areas. Further new developments to be limited according to available funding.

2. Resource Requirements:
   Establishment of new fèisean should not significantly reduce or restrict availability of finance and support to established fèisean.

3. Responsibilities:
   New fèis applications – Development Manager
   Maintenance and support – Fèis Development Officers
   Training and Policies – Training and Policy Officer

4. Timescale:
   Establishment of new fèisean to take place by April 2012.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. New fèis applications are approved by the Board.

RECORDED BY: Calum Alex MacMillan **DATE:** 28.01.11 **DATE IMPLEMENTED:** 27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	Portree	**Risk Owner**	Executive Mgr	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG takes on too much in an effort to survive. FnG become too focused in contract delivery in order to generate income, resulting in less support for the Fèisean.	**Ref:** Risk No: 35 Rank: 8

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
3.2	**3.6**	**11.5**	**G**

SUMMARY - Recommended response and impact:
Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood. Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risk.

ACTION PLAN

1. Proposed Action(s):
   Time, financial and project management controls implemented.

2. Resource Requirements:
   Opportunities/Threat Analysis carried out for new projects. Likely benefits from new projects may outweigh risks.

3. Responsibilities:
   Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood - Executive Group
   Regular review of financial controls, good management practice- Executive Manager/CEO.

4. Timescale:
   Reviewed on an annual basis.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. Regular executive meetings held and quarterly management accounts provided. On-going budget monitoring.

RECORDED BY: Anne Willoughby **DATE:** 28.01.11 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Training	**Risk Owner**	Training & Policy Officer	**Date**	28.01.11
		Risk Manager	BOARD		

Identified Risk Insufficient funding for staff development resulting in inadequate development programme and resources for staff.	**Ref:** Risk No: 34 Rank: 9

RISK EXPOSURE		RISK EXPOSURE RATING (L x S)	PRIORITY
Likelihood (L)	**Severity (S)**		
2.7	**3.8**	**10.3**	**A**

SUMMARY - Recommended response and impact:
Ensure provision is made for staff development in core funding applications.

ACTION PLAN

1. Proposed Action(s):
   Applications to be made to private trusts and other likely sources where relevant, as well as including an appropriate amount within core funding applications.

2. Resource Requirements:
   Funding, staff time, travel expenses.
   Gaelic, IT, Health and Safety priorities.

3. Responsibilities:
   Fèisean nan Gàidheal is responsible for the updating and currency of staff skills once employed.

4. Timescale:
   Staff training needs are assessed at annual appraisals, and additional requests are submitted throughout the year.

5. Reporting and Monitoring Requirements:
   Reports on progress and review results will be made annually to the Board at the February meeting. 6-monthy monitoring of progress will be carried out by the Training & Policy Officer, reporting to Executive Manager. Updated action plans to be returned to Meall House by 15 January each year for retention on file.

RECORDED BY: Iona MacDonald **DATE:** 28.01.11 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal

Aithisgean Luchd-obrach

Àireamh air a' Chlàr Chùisean: 1.2011.05(a)

Luchd-obrach	**Calum Ailig Mac a' Mhaolein**
Dleastanas	**Manaidsear Leasachaidh**
Ùine	**An Dùbhlachd 2010 – An Gearran 2011**

Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (CEA)**
	Nam dhreuchd sa tha mi ag obair mar prìomh oifigear do 4 Fèisean; Fèis Ghallaibh, Fèis Fhoirt, Fèis Dhùn Èideann and Fèis Obar Dheathain. Bidh mi a' cumail còmhraidhean cunbhalach le na Fèisean agam, 's bi mi a' cumail taic riutha a thaobh eadar-theangachaidhean, feumalachdan a thaobh ionnsramaidean, iarrtasan maoineachaidh, taic-eadar-lìon agus gnothaichean sam bith eile a tha iomchaidh. Tha mi air a bhith a' conaltradh le na Fèisean agam nas trice thar na mìosan a dh'fhalbh gus Foirmichean Tabhartais a lìonadh agus le planaichean airson na làithean a tha iad a' cumail san àm ri teachd. Tha mi a' toirt stiùireadh do na h-oifigearan leasachaidh agus an sgioba-dràma bho latha gu latha agus bi a' toirt cuideachadh is taic dhaibh leis na dleastanasan aca agus le cuid de phròiseactan sònraichte. A-measg na pròiseactan seo tha; Sgoil Shamhraidh Dhràma, Fèis Alba, Na Cèilidhean air Cuairt, Iarrtasan maoineachaidh, Turas Meanbh-Chuileag, Turas do sgoiltean beurla, agus tha mi air a bhith an sàs leis an ullachadh airson consartan Oidhche Naoimh Anndra. A-measg na dleastanasan eil' agam tha; Sgeama leasachaidh nam fèisean, Bidh mi a' riochdachadh Fèisean nan Gàidheal aig diofar choinneamhan is cho-labhairtean. Bidh mi a' cumail còmhraidhean cunbhalach agus a" frithealadh coinneamhan le Bòrd na Gàidhlig. Bidh mi cuideachd a' frithealadh coinneamhan son mhòr-ionad Inbhir Nis agus coinneamhan le Buidhnean Gàidhlig eile. Còmhla ri luchd-obrach eile na buidhne le bhith a' cur Fèis Blas air dòigh agus bidh mi a' frithealadh coinneamhan de bhòrd-stiùiridh na Fèise. Bha mi nam fhear-an-taighe aig còig consartan am bliadhna. A bharrachd air seo tha mi air cuid dha na dleastanasan a bh' agam mar oifigear Gàidhlig nam measg; eadar-theangachadh, a' cur am poileasaidh an gnìomh agus a' stiùireadh rannsachadh nan luchd-teagaisg.
1.2	**Co-dhiù aon neach gu bhith air fastadh tro sgeama nan oileanach no greis gnìomhachais aig CnaG (BnG)**
	Bha dithis oileanach againn am bliadhna mar phàirt de sgeama greis-gnìomhachais CnaG ann an 2010. Bidh sinn an dòchas taic a chumail ri dithis eile rè samhradh 2011.
1.3	**Sgeama Thabhartasan do dh'Fhèisean**
	Fhuair dà Fèis taic bhon sgeama leasachaidh am bliadhna. Fhuair Fèis Lochabair taic le Fèis nan Deugairean a' ruith iad san Dàmhair agus tha Fèis an Iar Thuath air taic fhaighinn gus a' chiad fhèis ca a' ruith anns a' Ghearran. Tha sinn a' cumail oirnn a' toirt taic do dh'Fhèisean anns na h-Eileanan Siar, Sgìre na Gàidhealtachd agus Sgìre Earra-Ghàidheal is Bhòid. Fhuair sinn lughdachadh air an luach de thaic a bhiodh sinn a' faighinn bho Chomhairle Earra-Ghàidheal is Bhòid 's thèid oidhirp a dhèanamh gus seo a leasachadh air a bhliadhna a tha romhainn.
1.4	**A' toirt taic do luchd-obrach saor-thoileach** Tha mi air a bhith a' toirt taic do na Fèisean agam le na formaichean tabhartais, eadar-

	theangachadh agus taic sam bith a tha dhith orra san fharsaingeachd.
1.12	**Taic do dh'Fhèisean ùra**
	Bidh Fèis an Iar Thuath a' gabhail àite air an 18 & 19 Gearran airson a' chiad uair. Tha iad air a bhith a' faighinn taic bho Nicola Simpson agus taic cuideachd le eadar-theangachadh. Fhuair iad duais bhon Sgeama Leasachaidh gus an fhèis a steidheachadh.
1.13	**Taiceil do leasachadh nam Fèisean, no buidhnean de dh'Fhèisean a tha ag iarraidh a bhith nas neo-eisimeiliche**
	Tha sinn a' cumail oirnn a' toirt taic do dh'Fhèisean Loch Abar, Fèis Spè agus Fèis Bharraigh.
1.14	**Na Fèisean ag obair còmhla**
	Tha àireamh math de dh'Fhèisean air a bhith ag obair còmhla air diofar phròiseactan mar; pròiseactan tasglainn, cèilidhean air cuairt agus taisbeanaidhean eile. Rinn Fèis Spè is Fèis Mhoireibh co-obrachadh air bùthan-obrach còmhla aig Speyfest agus rinn Fèis a' Bhaile agus Fèis na h-Òige taisbeanadh aig Fèis Blas.
1.15	**Pròg**ram Trèanaidh Bliadhnail
	Tha am program trèanaidh a' leantainn. Tha luchd-obrach air trèanadh fhaighinn le Sitekit, Gàidhlig, Togail Ultaichean 's tha cuid air trèanadh fa-leth a dhèanamh le podcasts, clàradh agus gràmair na Gàidhlig. Bidh sinn a' cruinneachadh sa Mhàrt airson an deireadh-seachdain-bhliadhnail againn agus bidh luchd-obrach na buidhne a' faighinn trèanadh Gàidhlig agus cuideachd seisean fiosrachaidh mu foghlam tro mheadhan na Gàidhlig.
1.16	**A' cruthachadh Lìonra**
	Tha mi air ceangalan a chumail 's a neartachadh le buidhnean Gàidhlig eile le taic bho BnaG agus tha sinn a' coimhead an-dràsta ri tuilleadh cothroman co-obrachaidh a-measg nam buidhnean. Rè na bliadhna tha mi air a bhith frithealadh choinneamhan gus beachdachadh air mòr ionad airson na buidhnean Gàidhlig ann an Inbhir Nis. Bhithinn a' frithealadh coinneamh de NGAS an uiridh ach leis an atharrachadh a thànaig air structar a' chomataidh sin cha bhith agam a-nis a bhith frithealadh choinneamhan. Bidh mi fhathast a' toirt taic dhaibh ged-thà mar a bhios iomchaidh.
1.18	**Ceanglaichean Eadar-nàiseanta**
	Tha sinn a' leantainn na ceanglaichean eadar-nàiseanta le Èirinn is Canada tron Fhèis Blas. Am bliadhna bha Cèilidh air Chuairt Fhèis Rois a' cluiche consartan anns A' Chuimrigh, Sasainn agus Èirinn. Tha mi cuideachd air a bhith bruidhinn ri Brenda Ni Ghairbhi a tha 'g obair do Chonradh na Gaeilge gus beachdachadh air co-obrachadh. Tha i 'g obair ann an Èirinn gus aithne na Gàidhlig a bhrosnachadh a-measg sgoilearan san àrd-sgoil agus sna Oil-thaighean.
2	**Leasachaidhean Ùra**
2.1	**Ag ullachadh Poileasaidh Gàidhlig do dh'Fhèisean nan Gàidheal, a thèid a ghabhail os làimh le ballrachd na buidhne**
	Tha am poileasaidh ùr a-nis dha cur an gnìomh le na Fèisean air fad 's bidh sinn a' tabhann taic dhaibh a thaobh; eadar-theangachadh, pasgan cur-seachadan Gàidhlig, Sgioba-G is eile. An-dràsta tha na h-oifigearan dràma ag obair ann a Taobh tuath na Gàidhealtachd, Lochabair agus Earra-Ghàidheal. Bidh turas Meanbh-Chuileag a' gabhail àite anns a' Ghearran agus a' Mhàrt a' tadhal air 50 sgoil air feadh Alba.
2.2	**A' cruthachadh Sgioba Leasachaidh Gàidhlig** Tha Sgioba-G air a bhith cleachdadh cur-seachadan ùra a chaidh ullachadh son Fèis Spè agus Fèis a' Bhaile a ghabh àite anns an Dàmhair. Bidh iad a' tadhail air Fèis Dhùn Èideann, Fèis an Iar Thuath agus Fèis Lochabair air an àm ri teachd.

	Faodaidh gach Fèis ar seirbheis eadar-theangachaidh a cleachdadh agus tha iad uile a' dèanamh oidhirp gus am poileasaidh ùr a chuir an gnìomh.
2.3	**A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal**
	Tha rannsachadh nan luchd-teagaisg a-nis deiseil. Fhuair sinn còrr is 150 freagairt agus tha mi a' dèanamh measadh air na freagairtean an-dràsta. Tha sinn air sgrùdadh mionaideach a dhèanamh air na freagairtean a fhuair sinn, 's bidh sinn a-nis a' coimhead ri cothroman trèanaidh a chruthachadh dhaibhsan a tha ga fheumachadh.
2.4	**A' cruthachadh Fhèisean a tha tro mheadhan na Gàidhlig a-mhàin agus teagasg airson teaghlaichean tro mheadhan na Gàidhlig aig Fèisean a stèidheachadh**
	Tha na Fèisean tro mheadhain na Gàidhlig air a bhith trang le na clasaichean àbhaisteach aca. Chum Fèis na h-Òige deireadh-seachdain de phìobaireachd ann am Bad a' Ghiuthais anns an Lùnastal 2010 sa tha iad a-nis a' cur plana ri chèile son Lùnastal 2011. Tha Fèis a' Chaolais air an sreath de bhùiththean-obrach aca a thòiseachadh son 2011. Tha an Fhèis ùr 'Fèis an Iar-Thuath' air dreach poileasaidh Gàidhlig a' sgrìobhadh a bhios iad a-nis a' cur an gnìomh.
2.10	**Cruthachadh òrain ùr Gàidhlig**
	Tha sinn aig ìre-thràth ann a bhith a leasachadh an iomairt seo. Tha sinn am beachd fòram a chumail de dhaoine a tha sgrìobhadh òrain anns an latha an-diugh son beachdachadh air an t-slighe air adhart agus ro-innleachd a chuir an cèill. Thug Fèis Blas coimisean don seinneadair Eilidh NicCoinnich gus 3 thaisbeanadh chuir air dòigh làn de dh'Òrain air an ù-sgrìobhadh agus stèidhichte air naidheachdan toilichte a thachair tro 2010. Chaidh an consart seo a thaisbeanadh a-rithist aig Celtic Connections ann an Glaschu san Fhaoilleach 2011
2.13	**A' frithealadh air deugairean sna Fèisean**
	Shoirbhich le na Cèilidhean air Chuairt ann an 2010 agus tha na h-oifigearan leasachaidh a-nis a' coimhead ri planaichean airson na bliadhna sa. Le cuid de na Fèisean a' cumail làithean trèanaidh anns a' Ghearran agus aig àm na Càisge. Tha àireamh math de na Fèisean a' tabhann cothroman fa-leth do dheugairean agus tha cuid mhath aca feuchainn ri pròiseactan ùra tharraingeach a chuir air dòigh dha dheugairean.
3	**Cùmhnantan Com-Pàirtichidh**
3.6	**Cothroman Taisbeanaidh**
	Chaidh 3 consartan a chumail mar phàirt de Oidhche Naoimh André san t-Samhain. Bha droch thìde nar aghaidh agus chaidh 2 chonsart a chuir dheth gu mi-fhortanach. Leis an droch-thìde cha robh na h-àireamhan cho àrd sa bhithinn an dùil ach chòrd na consartan ris na bha an làthair agus bu chaomh leam consartan dhan t-seòrsa fhaicinn gach bliadhna.
3.8	**Leasachadh Blas – A' togail bratach na Gàidhealtachd**
	Bha còrr is 80 tachartais am bliadhna rè Fhèis Blas eadar consartan agus taisbeanaidhean sgoile. Bha fear/bean an taighe le Gàidhlig aig gach consart agus bha gach bileag/sanas/brath naidheachd foillseachaidh air a dhèanamh sa Ghàidhlig – Gàidhlig le prìomhachas mar a tha Plana Gàidhlig Blas ag amas. Cuideachd, bha BBC Alba an làthair aig ceithir consartan agus chaidh 4 programan uair-a-thìde a-mach air BBC Alba. Tha mi ag obair gu dlùth le Donna NicRath agus an Ceannard gus gnothaichean Blas 2011 a chuir air dòigh. Bidh sinn a' coinneachadh gus am program a chuir ri chèile agus a' coimhead ri dòighean mhaoineachaidh a' lorg airson Fèis na bliadhna sa.

Luchd-obrach	**Anna Willoughby**
Dleastanas	**Manaidsear Gnìomha**
Ùine	**An Dùbhlachd 2010 – An Gearran 2011**

Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (CEA)**
	Tha obair na buidhne gu lèir ag amas air an seo, tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Fèisean nan Gàidheal agus Blas. Tha mi toirt stiùir a thoirt don Oifigear Trèanaidh, Oifigear Dìon Cloinne agus Oifigear Ghnothaichean bho latha gu latha agus luchd obrach eile mar a tha iomchaidh. Air na mìosan a chaidh seachad: Bha mi aig coinneamh Bòrd na Gàidhlig airson ionmhas 11/12 còmhla ri Catriona agus CA. Cuideachd mi Art le buidseatan airson ionmhais 11/12 Alba Cruthachail Tharraing mi airgead £29,620.50 a-steach bho Comhairle na Gàidhealtachd Bha mi ag obair gu dlùth còmhla ri Andy Cumming airson cunntasan ràitheil a cuir air dòigh agus £48,787.39 airgead bliadhnail a tharraing a steach bho Iomairt na Gaidhealtachd, Chuidich mi Nicola Simpson ri £26,387.10 airgead LEADER+ fhaighinn a-staigh Chuir sin iarrtais gu Leader+ Earra Ghàidheal airson £8,106.00 Fhuair sin £4,981.14 a staigh bho HLF Fhuair mi £9,000 a-staigh bho Comhairle an Eilean Siar Bho latha gu latha: Toirt taic-airgid le bhith pàigheadh a-mach tabhartasan gu cunbhalach do na Fèisean Airgead air a pàigheadh a-mach airson Cèilidhean air Cuairt, Consairtean Naomh Anndra, Blas, YMIS, msaa Toirt taic do Fèisean a thaobh sgeama tuarastail Taic le coinneamhan a' Bhùird a chur air dòigh agus aithisgean ionmhais ullachadh Coinneamhan den Bhuidhinn Ghnìomh a chur air dòigh agus taic le pàipearan ullachadh. Dèanamh cinnteach gu bheil tabhartasan 11/12 bho na Fèisean uile air tighinn a-staigh.
1.3	**Taic do thrì pròiseactan ùra, innleachdach gach bliadhna tro mhaoin leasachaidh airson Fèisean (InG)**
	Tabhartasan air an tabhann do 45 Fèisean (35 ann an sgìre IGE) le 21 ann an sgìrean dùbhlanach, pàigheadh a-mach £245,154.92 an rèir aon achaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £148,174.92 do sgeama tabhartasan nam Fèisean do 31 Fèisean.
1.4	**A' leantainn oirnn leis an sgeama airson Uairean Bliadhnail**
	2115 Uaireannan stèidhichte air an tabhann airson 2010-11 mar phàirt de thairgse tabhartais, le prìomhachas aig Fèisean as fheàrr a tha a' dèanamh feum de na h-uairean. Tha an Sgioba Leasachaidh cumail orra ag obair gu dlùth ri luchd-obrachd air am fastadh fon sgeama oir feumaidh iad a dhol dhan Fhèis Trèanaidh air deireadh sheachdain 12/13 Am Màrt 2011 anns An Gearasdan mar cùmhnant den sgeama thabhartasan nam Fèisean 2010-11. Tha stòr-data air a cur ri chèile le ainmeannan luchd rianachd nam Fèisean.
1.5	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Tha planaichean a ghnìomh airson Co-labhairt Bhliadhnail agus tha sin air Taigh-òsa Dunblane Hydro a' ghlèidheadh an-dràsta. Tha sin airson a bhith cinnteach gu bheil Fèisean gu bhi taiceil airson tha cosgaisean nas àirde oirnn am bliadhna. Thèid sin air adhart leis an seo a dh'aithghearr.
1.6	**Àrachas iomchaidh ann airson Fèisean nan Gàidheal, an luchd-obrach agus obair nam Fèisean**
	Poileasaidh air ath-bhreithneachadh agus air ùrachadh an-dràsta. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh an-uiridh. Cha robh

	atharraichean mòr ann am bliadhna. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.6	**Feumar measadh Disclosure leasaichte a dhèanamh air gach neach-teagaisg is neach-obrach saor-thoileach aig na Fèisean**
	Tha seo à' dol air adhart mar iarrtas agus ga ùrachadh airson luchd teagasg agus saor thagraichean air an stòr-data a h-uile tri bliadhna. Tha measadh Disclosure ag atharrachadh gu Sgeama Dìon Buidhnean So-leònte (Sgeama PVG) air 28 An Gearran. Cha gabh iad foirmean measaidh Disclosure a-staigh an dèidh 10 An Gearran agus tha seo a dol a cur ma air gnothaichean. Tha cosgaisean air à' dhol suas airson teisteanas ùr bho £23.00 gu £59.00 agus airson teisteanas ùrachadh gu £18.00. Feumaidh sin suimean anns am buidseat 2011/12 àrdachadh.
1.6	**A' cumail oirnn a' dèanamh cinnteach à sàr-mhathas a thaobh Dìon Chloinne agus a' cumail sùil air atharraichean san lagh (CEA)**
	Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh. Tha Sandy Gray a cumail sùil air seo còmhla rinn agus tha fiosrachadh air an sgaoileadh gu bheil sin gu bith gu math cruaidh mu dheidhinn seo cho-èigneachadh.
2	**Leasachaidhean Ùra**
2.6	**A' dèanamh rannsachadh air mar a chruthaichear 'goireas cultarach' nam Fèisean anns am biodh raointean sòisealta, cleasachd agus teagaisg, a' cur teicneòlas airson teagasg air astar agus ceanglaichean ris na gnìomhachasan cruthachail gu feum, ann an coimhearsnachd chugallach Ghàidhlig (InG)**
	Ga thoirt air adhart ann an 2010-11 agus air a lìbhrigeadh ro 2012 a rèir mar a chaidh aontachadh le ING. A' coimhead ri co-obrachadh le Ceòlas ann an Uibhist a Deas le buannachd dha na fèisean ann an Uibhist cuideachd.

Neach-obrach	Nicola Simpson
Dreuchd	Ard Oifigear Leasachaidh
Ràithe na h-aithisg	An Dùbhlachd 2010 – An Gearran 2011

Earrann	
Targaid 1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach.** Tha na Fèisean a' cumail a' dol leis na planaichean aca ged a tha droch thìde ann aig an àm seo. Cha bhith prìomh fhèis aig Fèis a' Bhealaich ro deireadh am Màirt am bliadhn ach tha iad ag obair le Fèis Rois airson clasaichean-leantainneach fìdhle a chuir air dòigh ann an bun-sgoil Loch Carrann . Bidh coinneamh agam, anns a' Ghiblean leis and dà Fhèis airson sùil a chuir air cothroman eile airson co-obracadh. Bidh Fèis a' Bhaile a' faighinn mòran cuideachadh an-dràsta oir tha trioblaid aca a' lorg buill-comataidh ùra ged a bha seasgad compàirtaichean aig am prìomh fhèis aca an uiridh. Thoiseach Fèis a' Chaolais sreath ùr de bhùthan-obrach agus tha iad a toirt cothrom do chom-pàirtichean pàirt a' gabhail ann an clasaichean camanachd agus ealain a' bharrachd air na cuspairean àbhaisteach aca. Bidh Fèis Inbhir Narainn fhathast a' ruith na clasaichean aca agus tha iad a' coimhead air adhart ris am prìomh fheis aca. Bidh sin a tachairt anns a Gearran 's am-measg nan luchd-teagaisg a bhios aca tha Sandy Brechin, Bruce MacGregor agus Brian o' Headhra. Bidh Fèis Mhoireibh a' tachairt anns a Chèitean agus tha mi air a bhith bruidhinn ris a' chomataidh ùr bhon a tachair a' choinneamh bhliahdnail aca air ais anns an t-Sultain.

	Fhuair am buidheann ùr 'Am Parbh' ann an Scourie taic-airgid bho Bhòrd na Gàidhlig airson Fèis ùr a ruith anns an sgìre aca. Tha mi toilichte gum bi seo a tachairt air 18 agus 19 An Gearran. Aig an àm seo bidh 23 com-pàirtichean a' gabhail pàirt anns am prìomh fhèis agus 6 anns an fhèis-bheag. Bidh Fèis na h-Oige trang mar as abhaist agus bidh clasaichean leantainneach ùr aca fhèin cuideachd, meur-chlar agus feadan. Tha iad a' cuir air dòigh planaichean airson am prìomh fheis agus deireadh-seachdain Pìobaireachd agus Drummaireachd cuideachd. Bidh Fèis Spè a' leantainn leis am pròg ram aca, bha deireadh-seachdain obair-chòmhlain aca ann an t-Samhain agus bha an Cuairt Ceilidh a' cluich eadar an Nollaig agus a bhliadhn ùr. Bidh mi ag obair leis am bòrd-stiuridh aca air consairt a' comharrachadh 21 bliadhnaichean aig àm am prìomh fhèis agus bidh mi ag obair còmhla ri na h-oifigearan leasachaidh air pasgan taic-airgid airson na bliadhnaichean a tha ri thighinn. Bidh Fèis Chataibh a' ruith an deireadh-seachdain bhliadhnail aca airson deugairean ann an Taigh Drummuie aig deireadh am mios seo agus bidh iad a' leasachadh am pròg ram leantainneach aca le clas fìdhle airson inbhich agus seisean-ciùil, mìosail airson teaghlachan.
1.2	**Co-dhìu aon neach gu bhith air fastadh tro sgeama nan oileanach no greis gnìomhachais aig CnaG.**
	Bidh mi ag obair còmhla ri Calum Alex anns na mìosan a tha ri thighinn airson co-dhìu aon oileanach fhastadh am bliadhna seo. Bha na h-oileanaich an-uiridh gu math cuideachail airson na Cèilidhean air Chuairt.
1.4	**A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal.**
	Eadar toiseachd an Dùbhlachd agus deireadh am Faoilleach, bhruidhinn mi leis a h-uile Fèis anns an sgìre agam airson formaichean-iarrtas 2010/11 a chrìochnachadh agus planaichean a chur air dòigh airson am bliadhna seo. Ged nach robh coinneamhan agam leis a h-uile Fèis, leis gu robh droch aimsir ann, bha e math bruidhinn ruitha.
1.4	**Oifigearan Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid agus sna h-Eileanan Siar**
	Bidh mi fhathast a' toirt stiùireadh làitheil don Sgioba Leasachaidh.
1.6	**Àrachas**
	Ged nach robh mi aig tachartas sònraichte airson àrachas anns na mìosan a chaidh seachad, gu tric tha mi a cuir timcheall fiosrachadh gu na h-oifigearan eile agus na Fèisean agus buidheannan anns na sgìrean eile. An-dràsta tha mi ag obair le Forum Gàidhlig Inbhir Nis airson buidheann Danns a cuir air bhonn ann an Inbhir Nis agus tha mi toilichte gu bheil uidh aig mòran compàirtichean agus pàrantan bho na Fèisean. Anns an Fhaoilleach bha mi aig an consairt Fèis Rois aig Fèis Celtic Connections.
1.12	**A' cruthachadh 2 Fhèis ùr sna Sgìrean Dùbhlanach aig InG**
	Bidh Fèis ùr a' tachairt ann an Scourie air a mhìos seo, fosgailte do chloinn de gach aois, bidh 23 com-pàirtichean ag am prìomh fheis agus 6 aig am Fèis Bheag. Tha an àireamh de chompairtichean nas àirde na bha an comataidh an dùil agus tha mi cinnteach gum bi a chiad thachartas aca gu math soirbheachail.
1.13	**A' cumail oirnn a' toirt taic do phròiseactan Fèis fa leth mar obair leudachaidh an lùib Fèis Bharraigh, Fèis Spè agus Fèis a' Bhaile**

	Tha mi air a' bhith ag obair le Fèis a' Bhaile air na mìosan a' chaidh seachad oir bidh feum aca air comataidh ùr a chuir air dòigh. Chaidh mi gu an coinneamh bhliadhnail aca air an t-seachdain seo chaidh agus 's e briseadh-dùil mòr a' bh 'ann oir cha d' thàinig duine sam bith ùr gu an coinneamh. Bidh mi a' leantainn leis an obair còmhla riutha airson taic a' thoirt don t-oifigear leasachaidh aca. Bha coinneamh agam an seachdain seo chaidh leis na h-oifigearan leasachaidh bho Fèis Spè airson cunntais as ùr fhaighinn air am pròiseact leasachaidh aca. Tha iad a' dèanamh mòran obair soirbheachail anns an sgìre 's bidh mi ag obair còmhla riutha anns na mìosan a tha tighinn airson taic-airgid a' thogail airson na bliadhnaichean ri teachd. Anns na sia mìosan a chaidh seachad dh' obraich mi le iomadach Fèis agus na h-oifigearan leasachaidh eile airson iarrtasan, beaga a bha soirbheachail a chuir a-staigh airson pròiseactan diofraichte. Tha mi a' faireachdainn gu bheil deagh mheasgachadh de leasachaidhean ùra eadar na Fèisean air fad.
1.15	**Pròg ram Trèanaidh Bliadhnail**
	Bidh mi aig an deireadh-seachdain Fèis Trèanaidh anns a' Ghearasdan agus tha mi dòchasach gum bi a mhòr cuid de na Fèisean agam air an làr.
1.19	**A' togail air ìomhaigh nam Fèisean sna meadhanan, le co-dhiù dusan sgeulachd naidheachd ionadail / roinneil, agus trì sgeulachdan naidheachd nàiseanta, agus aon sgeulachd mhòr a bhios air a sgaoileadh feadh Bhreatainn gach bliadhna**
	Sgrìobh mi iomadach brath-naidheachd anns na mìosan a' chaidh seachad agus bha iad uile anns na naidheachdan ionadail agus roinneil. Bha iad ag aithris iomadh rud mar Fèis a' Bhaile a' lorg comataidh ur agus am fèis ùr – Fèis an Iar Thuath.
2.4	**A' dèanamh cinnteach à dealas don Ghàidhlig am measg Fhèisean ùra**
	Bidh Fèis na h-Òige a' ruith Fèis Pìobaireachd a-rithist am bliadhna seo às dèidh tachartas sònraichte ann an 2010. Bidh Fèis a' Chaolais a' leasachadh am pròg ram aca le bùthan-obrach ann an ealain, seiseanan obair-bhuidhne agus clasaichean Gàidhlig airson inbhich. Bidh Fèis an Iar Thuath a' cur air dòigh clas Gàidhlig airson inbhich cuideachd mar pàirt de na chiad deireadh-seachdain aca. Mar pàirt den prìomh fhèis aca, bidh Fèis Inbhir Narainn a' cur air adhart seiseanan Gàidhlig airson a h-uile duine ag an fheis. Bidh Fèis na h-Oige a' ruith dà chlas ùr, feadan agus meur-clar, airson clann aig a bhun-sgoil, le taic bho luchd-teagaisg òg le Gàidhlig.
2.6	**Ann am compàirt ri Fèisean, a' leantainn oirnn le taic do Chuairtean Cèilidh**
	Tha mi air a' bhith ag obair còmhla ri Anne airson airgead fhaighinn bho LEADER na Gaidhealtach airson an pròiseact Slighean Ura agus rinn mi mòran obair le LEADER Earra-gaidheal airson adhartas a' dhèanamh air a pròiseact. Bidh mi ag obair leis an sgioba leasachaidh anns na mìosan a tha tighinn airson planaichean a cur dòigh airson am bliadhna seo.
2.6	**A' leudachadh agus a' neartachadh Chuairtean Cèilidh nam Fèisean, an lùib seo bithear a' co-òrdanachadh agus a' dèanamh sanasachd air an iomairt gu nàiseanta agus gu h-eadar-nàiseanta agus mar a tha i a' cur ri turasachd chultarach**
	Bha na Cèilidhean air Chuairt a sàs ann an Cèilidhean Naomh Anndra agus chòrd na compàirtichean an cothrom a' bhith còmhla a-rithist.

2.10	**A' clàradh, a' dèanamh margaideachd air agus a' reic CD le ceòl traidiseanta is seinn Ghàidhlig tro iomairt nam Fèisean airson sgrìobhadh òrain**
	Cha d'fhuair mi cothrom airson am pròiseact seo a' leasachadh, ach tha uidh agam fhathast anns a phròiseact agus bidh mi ag obair le Calum Alex airson cothroman fhaighinn.
2.13	**A' frithealadh air deugairean sna Fèisean**
	Ged is e na Cèilidhean air Chuairt am prìomh seirbhis aig Fèisean an Gàidheal, airson Deugairean, bidh mòran de na Fèisean a' leasachadh cur-seachadan airson na deugairean aca. Bidh Fèis Chataibh, Fèis a' Bhaile agus Fèis Spè uile a cur air dòigh deireadh-seachdain, obair-buidhne airson deugairean am mìos seo. Bidh clas obair-buidhne airson deugairean aig Fèis Inbhir Narainn a-nis agus bidh Fèis na h-Òige a' leantainn leis an còmhlan-seinn Canntaireachd.
3.6	**A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair**
	Bha na Cèilidhean air Chuairt an sàs ann an sreath de cèilidhean ùr airson Oidhche Naomh Anndra anns an t-Samhain. Chomharraich Fèis Rois an co-là breith aca le consairt sònraichte aig Celtic Connections le com-pàirtichean bho an Chuairt Ceilidh am bliadhna seo agus com-pàirtichean bho na bliadhnaichean a' chiad seachad. Mar a thuairt mi nas tràithe, bidh Fèis Spè a' chomharrachadh 21 bliadhnaichean cuideachd, le consairt mor mar phairt den fheis aca anns an Damhair.
3.8	**Leasachadh Blas – A' togail bratach na Gàidhealtachd**
	Tha mi fhathast a' riochdachadh nam Fèisean aig coinneamhan Blas.

Luchd-obrach	**Iona NicDhòmhnaill**
Dleastanas	**Oifigear Treànaidh agus Poileasaidh**
Ùine	**An Dùbhlachd 2010 – An Gearran 2011**

Section	**1 Progress on Fèisean nan Gàidheal Targets for which responsible**
Target No.	**Target** Progress Narrative
1.4	**A' toirt taic do luchd-obrach saor-thoileach: A' cruthachadh phoileasaidhean a tha cho furasta 's as urrainn do luchd obrach saor-thoileach a lìbhrigeadh.** Chaidh ùrachadh air na poileasaidhean agus an clàr-chunnairt anns an Fhaoilleach 2011.
1.5	**A' Cho-labhairt Bhliadhnail** Chaidh cùisean gu math leis an seo.
1.15	**Pròram Trèanaidh Bliadhnail: A toirt trèanadh do 30 fèis sa bhliadhna agus co-dhiù 75 luchd-teagaisg agus luchd eagrachaidh nam fèisean.** Fèis Trèanaidh gu bhith anns a' Ghearasdan (12/13 Am Màrt 2011). Trèanadh Luchd-Teagaisg – 26/27 An Gearran 2011, Sabhal Mòr Ostaig le Ire 3. Tha Trèanadh Luchd-teagaisg làn (30) agus a riochdachadh 9 fèisean, agus tha ainmean a' tighinn a-staigh airson FT11. Tha a h-uile coltas ann gun tèid na targaidean a ruigsinn.
1.15	**Luchd obrach gu bhith an-sàs ann an co-dhiù ceithir làithean trèanaidh Gàidhlig (BnG)** A' leantainn air adhart. Duilich làithean a chomharrachadh a tha freagarrach dhan a h-uile duine (a' coimhead air làithean do dhiofar ìrean an-dràsta).
2	**Leasachaidhean Ùra**
2.3	**A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal** A' cuideachadh na h-oifigearan eile gus seo a thoirt gu buil.

2.7	**A' brosnachadh Fhèisean ionadail a bhith a' tasgadh stuthan a ghabhadh a chleachdadh airson teagasg san sgìre aca. 6 pròiseactan dualchais ionadail le muinntir Fèis na sgìre air an ceann, agus seo a' toirt dhuinn stòrais air-loidhne a bhios an asgaidh. (InG)** Beachdan ri chur gu feum a rèir airgid – eg leabhar còcaireachd, a tha a' gabhail a-staigh eachdraidh ionadail, eachdraidh shòisealta, bho dhiofar sgìrean.
2.8	**Buidheann Leasachaidh Ro-innleachdail nan Ealain Gàidhlig: An sàs ann a bhith a' lìbhrigeadh Ro-innleachd Nàiseanta nan Ealain Gàidhlig mar phàirt de Phlana Nàiseanta na Gàidhlig agus a' toirt taic do dhreuchd an Oifigeir Ealain a tha SAC/BnG a' moladh (CEA)** A' cur taic ris a rèir feum
3	**Cùmhnantan Com-Pàirtichidh**
3.4	**Obair eile ann an roinn fhoirmeil an fhoghlaim** An-sàs gu foirmeil ann a bhith teagasg air mòdalan aig Sabhal Mòr Ostaig (A' teagaisg chiùil 1), agus a bhith a' toirt seachad cùrsa trèanadh fa-leth do sgoilearan ciùil Àrd Sgoil a' Phluic. Chaidh iarrtas a-staigh gu iDiscover, sgeama a tha a' brosnachadh ionnsachadh neo-àbhaisteach anns na sgoiltean, airson programan bho Fèisean nan Gàidheal. Cha do shoirbhich leis.
3.7	**Sgeama Bursaraidhean Ciùil: Pròram de bhursaraidhean a lìbhrigeadh taobh a-staigh sgìre Chomhairle na Gàidhealtachd mar phàirt de Phròram Ealan na Gàidhealtachd (CnG)** Foirm iarrtais agus notaichean stiùiridh shuas air làrach-lìn Fèisean nan Gàidheal http://www.feisean.org/Projects/Music-Bursaries-GD.htm Bha 47 iarrtasan eadar a dhà roinn, agus tha feadhainn deiseil mar-thà, agus cuid aca fhathast ri crìochnachadh. Fhuaras iarrtasan bho dhiofar raointean ciùil, a bharrachd air ceòl traidiseanta, leithid indie agus thrash metal. B'e obair gu math tlachdmhor a bh' ann, a bhith dèiligeadh riutha.
Eile	**Leudachadh/leasachadh Ìre 3 airson luchd-teagaisg** Ire 3 gu bhith air a thoirt seachad aig SMO am bliadhna (26/27 An Gearran), a bharrachd air Ire 1 agus 2. Cha ghabhar ach 5near air a' chùrsa gach bliadhna.
	Airgead ùr a thogail – 2 iarratas a chur a-staigh gu buidhnean maoineachaidh sa bhliadhna airson cothroman trèanaidh a thoirt air adhart Ciad iarratas gu SAC/YMI airson trèanadh luchd-teagaisg – soirbheachail (£4450) Iarratas gu Soillse – soirbheachail (£3000) Pàighidh SMO £300 airson pàirt a ghabhail sa mhòdal oilthigh aca Pàighidh Àrd-sgoil a' Pluic £300 a bharrachd air na cosgaisean airson an cùrsa aca (ma thig e gu bith)
	Lean air adhart le Pròram Trèanaidh san-taigh, a' cumail sùil air buidseat Leantainneach. "Ag obair air an Làrach-lìn" le Heckie Cormack, Port Rìgh, 24/08/10.
	Cuir crìoch air gach ullachadh co-cheangailte ri Fèis Trèanaidh 2011 agus fiosrachadh a sgaoileadh (dreach ri bhi deiseil 31.10.10) Tha seo shuas air an làrach-lìn, aig http://www.feisean.org/Projects/treanadh.html
	Dleastanasan a bharrachd: Celtic Neighbours – Tha an iomairt seo air a ruith bhon A' Chuimrigh, agus tha planaichean eadar-nàiseanta aca airson nàbaidhean Ceilteach a thoirt còmhla air phròiseactan a tha iomchaidh eadar na Ceiltich. Tha mi air a' bhòrd-stiùiridh. Dh'fhaodadh seo a bhith freagarrach fo **1.18 Ceangalaichean Eadar-nàiseanta**. Ghabh buidheann-chiùil "Tìr" pàirt aig Celtic Connections (agus chaidh an clàradh airson "Hero Gheallaidh" le MacTV), agus bha an taisbeanadh lèirsinneach a' crochadh an sin. Tha CN air a bhith bruidhinn riumsa agus ri Dougie Beck mu dheidhinn pròiseact iomadh-fhìllte le ceòl, dràma agus cànan, stèidhichte air Am Mabinogion (uirsgeul Chuimris, le eileamaidean Albannach.

Luchd-obrach	**Moreen Pringle**
Dleastanas	**Oifigear Ghnothaichean**
Ùine	**An Dùbhlachd 2010 – an Gearran 2011**

Adhartas a thaobh buileachadh pròg̀ram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.5	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bidh an Co-labhairt Bhliadhnail 2011 air ann An t-Sultain.
1.7	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh a' mhòr-chuid den bhliadhna. Tha an mòr cuid dh' ionnstramaidean a bha anns an oifis air à' dol a-mach gu Fèis Rois, Fèis Ghallaibh, Fèis Farr, Fèis Gleann Albainn, Fèis an Iar-Thuath agus Fèis Inbhir Narainn.
	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. Bho cionn goirid tha sin air cùmhnantan ùr a cur a-mach airson 6 Fhidheall agus 3 Bogsa-ciùil. Gu h-iomlan, tha cùmhnantan a-mach airson: 26 Clàrsaich, 14 Fhidheall, 2 Phìob Beag agus 16 Bogsa-ciùil
1.9	**Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh**
	Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.
1.10	**Leasachadh, Sgaoileadh agus reic foillseachaidhean**
	Tha am bùth air an Làrach-Lìn fosgailte airson leabhraichean a' cheannach.
1.11	**Dèanamh agus Sgaoileadh Naidheachdan Cunbhalach agus Fiosrachadh Eile**
	Chaidh Faileas air an Làrach-Lìn deireadh An Dùbhlachd agus tha sin a deisealachadh fear eile airson Am Màrt.
1.19	**Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le dusan pìosan de chòmhdach ionadail/roinneil, trì Pìosan de Chòmhdach nàiseanta agus aon sgeulachd mhòr a bhios air a sgaoileadh feadh Bhreatainn gach bliadhna (Targaid IGE)**
	Tha pìosan de chòmhdach ionadail a' dol a mach. Tha mi ag obair còmhla ri oifigearan leasachaidh nam Fèisean agus tha sin à' dèanamh adhartas.
	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta agus cuideachd ag amas air barrachd bather nam Fèisean a reic (Targaid CEA)
	Tha mi gu bhith ag obair còmhla ri oifigearan leasachaidh nam Fèisean.
1.21	**Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)**
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach.

Luchd-obrach	**Dougie Beck**
Dleastanas	**Oifigear Dràma**
Ùine	**An Dùbhlachd 2010 – an Gearran 2011**

Adhartas a thaobh buileachadh pròg̀ram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (CEA)**
	Bidh mi gu tric a' toirt taic do na Fèisean a thaobh eadar-theangachadh, deasachadh agus dealbhachadh.

	Tha mi cuideachd an sàs gu mòr ann an deasachadh mu choinneamh obair Sgioba-G aig na Fèisean. Tha mi air a bhith an sàs ann a bhith a' deasachadh leabhar-taice Gàidhlig ùr do dh'Fhèis Rois. Tha an obair againn mu choinneamh seo a-nise deiseil.
1.16	**A' leudachadh, nuair a ghabhas a dhèanamh, cothroman compàirteachais le buidhnean eile ann agus taobh a-muigh saoghal na Gàidhlig, agus a' leantainn oirnn ag obair sna raointean a th' ann a-cheana, Fòram Ciùil Traidiseanta na h-Alba nam measg (CEA)**
	Chaidh latha a chur seachad ag obair aig Ionad Bhlàr Chùil Lodair às leth Urras Nàiseanta na h-Alba sa Chèitean, a' toirt clann timcheall an Ionaid tro mheadhan na Gàidhlig. Tha sinn an dùil ceangal maireannach a chur air dòigh agus tuilleadh làithean mar seo a dhèanamh. Bidh sinn a' dèanamh latha eile den t-seòrsa seo do Bhun-sgoil Rockfield (an t-Òban) sa Ghiblean. Tha an ceangal leis a' BhBC a' leantainn, agus tha tha sinn air ceangal ath-bheothachadh le Eden Court. Eadar Samhain agus Faoilleach bha mi an sàs ann an obair ann am bun-sgoiltean air feadh Earra Ghàidheal is Loch Abar 's mi a' dèanamh bhùthan-obrach mu choinneamh chlàraidhean rèidio, fhad 's a bha Aonghas agus Ruairidh MacNeacail (Eden Court) ag obair air an aon seòrsa pròiseact ann an Ros, Cataibh, Inbhir Nis, Bàideanach agus Inbhir Narann. Thadhail mi air BBC Radio nan Gàidheal ann an Steòrnabhagh is fhuair mi treànadh ann an clàradh fuaim, is fhuair mi iasad de dh'innealan clàradh. Às dèidh seo chlàraich mi na dealbhan-cluiche air an robh mi ag obair. Chaidh am BBC mun cuairt cuid de sgoiltean Aonghais is Ruairidh, agus 's e Aonghas fhèin a rinn an clàradh ann an cuid de na sgoiltean san robh esan ag obair. Fhuair sinn comhairle bho Dhualchas Nàdair na h-Alba a thaobh cuspair dealbh-cluiche Mheanbh-chuileag 2011. 'S ann air eucoir an aghaidh fhiadh-bheathaichean a bhios cuspair na bliadhna sa stèidhichte.
1.21	**An Làrach-lìn agus TFC**
	Bidh mi a' cur ris an làrach-lìn mar a tha iomchaidh
2	**Leasachaidhean Ùra**
2.5	**A' cumail oirnn a' lìbhrigeadh sreath de Fhèisean dràma Gàidhlig (CEA)**
	Mar a chaidh a mhìneachadh gu h-àrd, Bha sinn ag obair ann an sgoiltean air pròiseact dràma airson rèidio, an co-bhonn le BBC Radio nan Gàidheal agus Eden Court. Bha mi fhìn ag obair ann an bun-sgoiltean Thiriodh, Bhogha Mòr, Thaigh a' Chladaich, Rockfield, an t-Sàlein agus Bun-sgoil Ghàidhlig a' Ghearasdain. Bha am pròiseact cha mhòr deiseil ron Nollaig, agus 's e toradh a' phròiseict seachd dealbhan-cluiche ùra Gàidhlig a thèid a chraoladh leis a' BhBC a dh'aithghearr. Bha Aonghas agus Ruairidh MacNeacail ag obair ann an sgoiltean Gàidhlig air feadh ceann a tuath na Gàidhealtachd air an aon seòrsa pròiseact, agus bidh an obair seo deiseil a dh'aithghearr. Thàinig pròiseact Earra Ghàidheal is Loch Abar 2010 gu crìch san Ògmhios ann an Àth Tharracaill le feasgar de dhealbhan-cluiche Gàidhlig bho sgoiltean bho air feadh na sgìre. Thòisich mi air pròiseact na bliadhna sa san Fhaoilleach, agus bidh e a' tighinn gu crìch san Òban 29 Màrt. Tha BnaG air aontachadh airgead a thoirt dhuinn airson pròiseact ann am bun-sgoiltean Beurla a bheir cothrom do chloinn beagan Gàidhlig ionnsachadh thairis air grunn seachdainean. Tha sinn air cead fhaighinn am pròg ram seo a shìneadh a-mach gu deireadh an Ògmhios, agus bidh sinn a' tòiseachadh air às dèidh saor-làithean na Càisge.
	A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba (BnG)
	Faic gu h-àrd. Bidh sinn a' ruighinn na targaid seo tron obair dhràma againn.

	A’ cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh’ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG)
	Tha sinn air cuid den luchd-teagaisg, an ostail agus a' bhun-sgoil a chur air dòigh mar-thà. Bidh SSD2011 a' ruith fad 13 làithean, seach 12 latha mar a bha i air bliadhnaichean eile. Tha a h-uile coltas ann gun tèid an oidhche thaisbeanaidh a chumail ann an Tròdairnis am-bliadhna, agus gum bi seo a' tachairt ann an co-bhonn ri Fèis Alba. Tha na foirmean-iarrtais a' dol a-mach an-dràsta fhèin. Cha do bhruidhinn mi ri MG Alba fhathast. Tha Brian Ó hEadhra air a ràdh gum bi esan deònach coinneamh a chur air dòigh le MG Alba. Tha mi an dùil gun tachair seo ron Mhàrt.
	Sgoil Shamhraidh Dràma 2010 air a chumail, le co-dhiù 17 oileanach le Gàidhlig a’ gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)
	Bha SSD2010 a cheart cho soirbheachail ri bliadhnaichean eile, le 17, aois 14 gu 16, a' gabhail pàirt. A dh'aindeoin na sanasachd a rinneadh ro-làimh, cha tàinig ach mu 40 a choimhead na h-oidhche thaisbeanaidh. Airson SSD2011 bidh sinn a' coimhead air na leanas: • chan eil sinn a' faighinn iarrtasan bho Leòdhas no na Hearadh • tha an luchd-teagaisg ag iarraidh gum bi an Sgoil nas fhaide • 's dòcha gum feum sinn taisbeanadh na h-oidhche mu dheireadh a ghluasad gu àiteigin eile gus barrachd a thàladh ann
	Ag obair ann an co-bhonn ri sgìrean Iomairt Cànain, ag amas a bhith an sàs le co-dhiù 1 phròiseact ùr anns gach sgìre (BnG)
	Leantainneach. Tha sinn a' beachdachadh air diofar rudan airson seo a choileanadh, nam measg obair ann an àrd-sgoiltean a thaobh dràma. Tha sinn a' faicinn nam pròiseactan rèidio mar deagh dhòigh gus ùidh dheugairean a thogail sa chànan. Bidh mi an sàs ann an latha Gàidhlig ann am Bun-sgoil Chaitligeach a' Ghearasdain nas fhaide air adhart air a' mhios seo.
	Bidh cuairt sgoiltean le Meanbh-Chuileag ann ma bhios maoin ann a cheadaicheas dhuinn a dhol air adhart
	Bidh Meanbh-chuileag, le Aonghas agus Sean MacLeòid mar chleasaichean, air an rathad airson còig seachdainean a dh'aithghearr le dealbh-cluiche a sgrìobh Aonghas fhèin *Gur le Gùg*. 'S ann mu dheidhinn eucoir an aghaidh fhiadh-bheathaichean a tha an dealbh-cluiche. Bidh an dithis a' cumail rehearsals ann an Glaschu le taic bho Artair Donald, agus às dèidh sin bidh iad a' tadhal air 50 bun-sgoil Ghàidhlig air feadh Alba (p6 agus 7). Fhuair sinn £4,000 bho CnES airson am pantomime *Marsaili agus a' Bhleideag Airgid* a thoirt timcheall thallaichean coimhearsnachd san Dùbhlachd. A bharrachd air Jenna, Aonghas is mi fhìn, bha Sean MacLeòid, à Col Uarach, còmhla rinn air a' chuairt. Bha am feedback a fhuair sinn bhon chuairt air leth math, agus a' leantainn air seo chaidh iarraidh oirnn beachdachadh air cuairt dràma eile a chur air dòigh sna h-Eileanan ron t-samhradh. Tha sinn an-dràsta a' bruidhinn ri CnES mu dheidhinn seo. Rinn sinn taisbeanadh poblach de *Mharsaili* ann an Inbhir Nis 16 Dùbhlachd agus a dh'aindeoin na droch shìde thàinig còrr is 90 ga fhaicinn.
2.13	**A’ frithealadh air deugairean sna Fèisean**
	'S e an Sgoil Shamhraidh Dhràma an iomairt as motha anns a bheil sinn an sàs a thaobh dheugairean, agus thathas air 50 duine òg a thàladh ann thar trì bliadhna. Bha deugairean ann an Dùn Èideann agus Leòdhas an sàs anns a' phròiseact dràma rèidio a chaidh a ruith ann an 2009/10. Tha an obair anns a bheil sinn an sàs airson Urras Nàiseanta na h-Alba ag amas air deugairean cho math ri clann na bun-sgoile.
3	**Cùmhnantan Com-Pàirtichidh**
3.3	**Obair Ghàidhlig sna sgoiltean**
	Mar a chaidh a mhìneachadh gu h-àrd tha sinn an sàs ann an grunn phròiseactan ann an sgoiltean air feadh Alba, agus tha sinn a' feitheamh airson dearbhadh air taic-airgid airson

	feadhainn eile: Dearbhte: • Pròiseact Dràma Rèidio Earra Ghàidheal (deiseil ach a' feitheamh air cothrom obair-deasachaidh a dhèanamh) • Pròiseact Dràma Rèidio Rois, Chataibh, Inbhir Nis agus Bhàideanach (gus a bhith deiseil) • Pròiseact Dràma Earra Ghàidheal agus Loch Abar (air tòiseachadh) • Panto sna h-Eileanan an Iar (deiseil) • Cuairt Nàiseanta Mheanbh-chuileag (gus tòiseachadh) • Obair ann am bun-sgoiltean a rèir planaichean BnaG airson Seirbhis Ealain Foghlaim (a' tòiseachadh às dèidh na Càisge) An crochadh air maoineachadh: • Obair ann an sgoiltean gus taic a thoirt don sgeama GLPS (cha chuala sinn dad mu dheidhinn seo fhathast)

Luchd-obrach	**Aonghas MacLeòid**
Dleastanas	**Oifigear Dràma**
Ùine	**An Dùbhlachd 2010 – an Gearran 2011**

Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' toirt taic do agus a' leasachadh Fèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (CEA)**
	Tha obair na buidhne gu lèir ag amas air an seo. Tha mi an sàs ann an Sgioba G a thaobh a bhith a' toirt taic aig Fèisean leithid Fèis Spè agus Fèis a' Bhaile agus a thaobh a bhith ag ullachadh cur-seachadan agus geamannan. Tha mi air a bhith an sàs anns na clàraidhean airson leabhar-taice Gàidhlig ùr do dh'Fhèis Rois.
1.16	**A' cruthachadh Lìonra**
	A' leudachadh, nuair a ghabhas a dhèanamh, cothroman cò pàirteachais le buidhnean eile ann agus taobh a-muigh saoghal na Gàidhlig, agus a' leantainn oirnn ag obair sna raointean a th' ann a-cheana. (CEA) **BBC Alba** Tha deagh chàirdeas-obrach againn leis an sgioba riochdachaidh aig Aileag, BBC Rèidio nan Gàidheal as dèidh an obair a rinn sinn sa bhliadhna sgoile a dh'fhalbh air a' phròiseact dràma airson rèidio. Tha sinn ag obair còmhla ri sgioba riochdachaidh Aileag sa bhliadhna sgoile seo agus a' beachdachadh air cothroman co-obrachaidh eile aig BBC Rèidio nan Gàidheal. **Promote YT (Alba)** Tha mi air an liosta sgaoilidh aig Promote YT. **NAYD** – Buidheann Nàiseanta Dràma na h-Òigridh, buidheann leasachaidh airson theatar òigridh/ dràma ann an Èirinn.
1.21	**An Làrach-lìn agus TFC**
	Obair leantainneach air duilleagan-lìn ùr a thaisbeanas pròiseactan drama FnG.
2	**Leasachaidhean Ùra**
2.5	**A' leasachadh Dràma Gàidhlig**
	A' cumail oirnn a' lìbhrigeadh sreath de Fhèisean dràma Gàidhlig (CEA)

	• rinn mi bùthan-obrach dràma airson rèidio agus seiseanan clàraidh le na sgoiltean a leanas: Sgoil a' Phluic Sgoil Loch Carrainn Sgoil Gheàrrloch • thug mi taic rianachd do Ruairidh MacNeacail a tha na obraiche dràma aig Eden Court, a libhrig a' phròiseict dràma airson rèidio ann an taobh Tuath na Gàidhealtachd.
	A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba (BnG)
	Obair leantainneach còmhla ri Dougie Beck. Thèid an amas seo a choileanadh le bhith toirt seachad na pròiseactan dràma gu h-àrd.
	A' cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh'ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG)
	Rinn sinn toiseach tòiseachaidh air planaichean airson SSD2011 aig deireadh 2010.
	Sgoil Shamraidh Dràma 2011 air a chumail, le co-dhiù 17 oileanach le Gàidhlig a' gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)
	Feumar na puingean a leanas a thoirt air adhart airson SSD 2011: • Cha robh iarrtasan ann bho Leòdhas no na Hearadh ann an 2010 • Tha an luchd-teagaisg ag iarraidh gum bi an sgoil nas fhaide • 'S docha gum feum sinn an oidhche mu dheireadh a ghluasad gu àiteigin eile gus barrachd a thàladh ann
	Thèid cuairt sgoiltean Meanbh-Chuileag air adhart eadar 21 Gearran agus 1 Giblean 2011.
	Chaidh obair sgriobhaidh a dhèanamh air an sgriobt a bhios stèidhte air eucoir fiadh bheatha ann an Alba. Thèid seachdain deasachaidh a chumail ann an Glaschu san t-seachdain a tòiseachadh 14/02/11. Shoirbhich leis a' phantomime Marsaili agus a' Bhleideag Airgid anns na h-Eileanan an Iar.
2.13	**A' frithealadh air deugairean sna Fèisean**
	'S e an Sgoil Shamhraidh Dhràma an iomairt as motha anns a bheil sinn an sàs as thaobh deugairean, agus thathas air 50 duine òg a thàladh ann thar trì bliadhna. Bha mi an sàs le bùthan-obrach dràma agus geamannan Sgioba G aig Fèis a' Bhaile agus Fèis Spè.
3	**Cùmhnantan Com-Pàirtichidh**
3.3	**Obair Ghàidhlig sna sgoiltean**
	Mar a chaidh a mhìneachadh gu h-àrd tha mi an sàs ann an grunn phròiseactan ann an sgoiltean air feadh Alba: Dearbhte: • Pròiseact Dràma Rèidio Rois, Chataibh, Inbhir Nis agus Bhàideanach • Cuairt Nàiseanta Mheanbh-chuileag (seachdain deasachaidh – 14/02/11) • Obair ann an sgoiltean a-rèir planaichean BnaG airson Seirbhis Ealain Foghlaim • Panto sna h-Eileanan an Iar (Dèante – 10/12/10)

Luchd-obrach	**Caoimhin Rodgers**
Dleastanas	**Oifigear Leasachaidh Lochabair**
Ùine	**An Dùbhlachd 2010 – an Gearran 2011**

Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
	• Tha mi air a bhith a' cumail conaltradh gu math trìc ris na Fèisean agam • Chaidh mi gu coinneamhan còmhla ri gach Fèis agam taobh a-staigh na trì mìosan a dh'fhalbh • Tha mi air choinneamhan a chumail leis na Fèisean agam a-thaobh an Sgeama Tabhartas • Tha mi air a bhith a' bruidhinn ri Comhairle Peairt is Ceann Rois a thaobh taic-airgead airson Fèis an t-Srathan an ath bhiadhn' • Tha mi fhathast a' bruidhinn ri Fèis Innis an Uillt, Fèis Lannraig a Tuath agus Fèis Ghlaschu mu dheidhinn buidhinn stiùiridh mar a th' againn ann an Lochabar. • Tha mi air a bhith ag obair còmhla ri Anndra Mac Phearson air pròiseact ùr co-cheangailte ri Fèis Innis an Uillt, Fèis Lannraig a Tuath agus Bunsgoiltean Condorrat agus Innis an Uilit • Fhuair mi airgead airson Fèis Òigridh na Mara airson pròiseact far am bi iad a' cur oidean gu Eilean Cannaidh airson deireadh sheachdain • Fhuair mi airgead airson Fèis Lochabair a thèid a cleachdadh ann an co-obrach le Bunsgoil Naoimh Màiri gus làithean fosgailte a chumail aig an Sgoil a bhios ag amas air an teaghlach.
1.3	**Sgeama Thabhartasan do dh'Fhèisean**
	• Chuir mi air dòigh agus chum mi coinneamhan còmhla rig ach Fèis agam a thaobh iarrtasan an Sgeama Tabhartas • Thug mi seachad comhairle agus taic pragtaigeach leis an seo.
1.4	**A' toirt taic do dhuine Saor thoileach**
	• Bidh mise a' frithealadh co-dhiù coinneamh aig gach fèis gach bliadhna cho math ris na coinneamhan bliadhnail aca. • Tha mi air a dhèanamh soilleir gu gach tè de na Fèisean agam gu bheil mi 'n còmhnaidh ann ri fhaighinn agus thug mi àireamhan pearsanta agam do co-dhiù aonan a-mach à gach comataidh. • Tha e na phàirt den phlana agam leasanan Ùlpan a thoirt seachad do buill aig nach eil Gàidhlig. • Tha mi cuideachd a' coimhead air dòigh ùr a làimhseachadh na h-uairean bliadhnail (gu h-àiridh airson Fèis Lochabair). Ma tha sinn soirbheachail, bidh cuideigin ùr san sgìre aig a bhios an uallach a bhith a' coimhead as dèidh na clasaichean leantainneach agus am plana Gàidhlig againn a' chur an gnìomh.
1.11	**A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach**
	• Bidh mi a' sgrìobhadh naidheachdan dhan làrach co-dhiù gach co-là dheug agus a' cuir riutha an uair a tha feum ann. • Bidh mi a' cuir air adhart gach pìos fiosrachaidh a bhios a' tighinn thugam gus dèanamh cinnteach gu bheil fios aig na Fèisean dè tha tachairt.
2	**Leasachaidhean ùra**
2.3	**A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal.**
	• Bidh mi a' dèanamh cùrsa Ùlpan airson buill chomataidh sa Bhliadhn' ùr
2.6	**Taic a' leantainn do Chuairtean Cèilidh nam Fèisean**
	• Bhruidhinn mi ri comataidh Fèis Lochabair air fad agus ri buil fà-leth mu dheidhinn seo agus planaichean bunaiteach a chur an gnìomh.

2.13	**A' frithealadh air deugairean sna Fèisean** Ghabh Fèis nan Deugairean Lochabair àite san Dàmhair. Bha sgioba air leth math againn air a shon – Raonaid Walker, Ingrid Nic Eanraig, Allan Mac Eanraig, Iain Mac Phàrlain, Sìleas Nic an Ceàrdaich agus Finlay Wells. Cho math ris na cuspairean "àbhaisteach" mar Fìdheall, Pìob, Meur Chlàr, Òran, Giotar agus Bocsa bha bùithtean obrach ri dhèanamh feasgar ann am PA, Clàradh, Sgrìobhadh agus Obair còmhlain. Fhuair sinn feedback uabhasach fhèin math bho na h-oidean agus nam com-pàirtichean mu dheidhinn an Fhèis agus gu h-àraidh mu dheidhinn na bùithtean obrach. Tha sinn gu mòr airson a dhèanamh a-rithist ann am 2011.
3	**Cùmhnantan Com-Pàirtichidh**
3.1	**Cùmhnant Iomairt Ciùil na h-Òigridh ann an Roinn na Gàidhealtachd**
	• Bidh mi a' bruidhinn ris an oifigear YMI gu math tric agus bithidh mi a' frithealadh clasaichean san t-Samhain gus fios a bhith agam mar a tha iad air an lìbhrigeadh.

Luchd-obrach	**Jenna Mhoireasdan**
Dleastanas	**Oifigear Leasachaidh nan Eilean Siar**
Ùine	**An Dùbhlachd 2010 – An Gearran 2011**

Adhartas a thaobh buileachadh prògram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach**
	Leis gun robh mi air chuairt leis an dealbh-chluich 'Marsaili agus a' Bhleideag Airgid' chuir mi romham coinneamhan a chumail le na Fèisean anns na h-Eileanan an Iar eadar 6 - 10 Dùbhlachd. Fhuair sinn cothrom beachdachadh air tachartasan na h-ath bhliadhna agus sùil a thoirt air na foirmean-iarrtais aca cuideachd. Dh'fhàg mi leth-bhreac aca airson ullachadh agus a thilleadh thugam san Fhaoilleach. Cha d' fhuair mi air coinneachadh aghaidh-ri-aghaidh le Fèis an Earraich, Fèis Thròdairnis agus Fèis Ratharsaidh le cho èadhradair sa bha an aimsir san Dùbhlachd agus aig toiseach an Fhaoillich. Ach fhuair sinn cothrom coinneamh fòn a chumail agus bha e furasta gu leòr dhomh stiùireadh a thoirt dhaibh le na foirmichean aca agus ceist sam bith a fhreagairt tro phuist-d. Bidh mi a' coinneachadh le Fèis Thròdairnis air Dihaoine 11 Gearran agus le Fèis an Earraich air Diciadain 16 Gearran airson planaichean Gàidhlig ullachadh còmhla riutha agus stiùireadh a thoirt dhan dithis chathraiche a tha air ùr-thòiseachadh.
	Chaidh foirmean-iarrtais 2011 – 2012 a thilleadh ann an àm gu oifis Phort Rìgh aig deireadh an Fhaoillich le planaichean Gàidhlig nan lùib cuideachd. Bidh mi a' cumail coinneamh le Fèis Eilean na Hearadh air 22 Gearran airson leasachaidhean ùra a thoirt air adhart airson ceann-bliadhna na Fèise a chomharrachadh anns an Iuchar. Tha 20 bliadhna air a dhol seachad on a chaidh a' chiad Fhèis a chumail anns na Hearadh.
1.4	**A' cumail oirnn le sùil taice ionmholta do dh' Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh' Fhèisean ionadail bruidhinn ri aon neach a dh' innseas mu sheirbheisean Fèisean nan Gàidheal** Chuir mi seachad ùine anns an Fhaoilleach a' sgaoileadh fiosrachaidh bho Sandy gu na Fèisean mu dheidhinn nan riaghailtean ùra a bhios CRBS a' cur air bhog aig deireadh a' Ghearrain. Bha liostaichean de dh'ainmean buill nan comataidhean agus luchd-teagaisg nan clasaichean leantainneach air an cur air adhart gu Sandy airson dearbhadh cò aig an robh feum air teisteanas ùr iarraidh ron cheann-là. Thèid Fèis trèanaidh na buidhne a chumail anns a' Mhàrt agus tha mi a' feuchainn ri toirt air na Fèisean neach ainmeachadh bhon chomataidh a bhios deònach a dhol ann mur a h-eil e comasach dhan neach-rianachd a bhith an làthair. Aig an ìre seo, tha ceathrar air an ainm a chur

	air adhart bho na sgìrean a tha fom chùram.
1.13	**A' toirt seachad taic do leasachadh nam Fèisean, no buidhnean de dh' Fheisean a tha ag iarraidh a bhith nas neo-eisimeiliche**
	On a thòisich Anne-Marie NicLeòid san dreuchd mar neach-rianachd aig Fèis Bharraigh tha mi air a bhith a' bruidhinn rithe air a' fòn gu math tric agus a' cur leth-bhreacan thuice de phoileasaidhean na buidhne air post-d. Beag air bheag, tha mi a' toirt comhairle dhi air na ceumannan a bu chòir dhan Fhèis a bhith a' gabhail airson poileasaidhean na buidhne a leantainn gu soirbheachail. Tha Anne-Marie a dèanamh deagh obair na dreuchd.
1.16	**A' leudachadh, nuair a ghabhas a dhèanamh, cothroman cò pàirteachais le buidhnean eile ann agus taobh a-muigh saoghail na Gàidhlig, agus a' leantainn oirnn ag obair sna raointean a th' ann a-cheana, Fòram Ciùil Traidiseanta na h-Alba nam measg**
	Air 15 Dùbhlachd, chur mi seachad madainn a' cumail taic ri pròiseact a chaidh a chur air bhonn le Marina Choireach, Oifigear Iomairt Cànain Taobh Siar Leòdhais. Thàinig dòrlach de bhuidhnean Chròileagan còmhla bhon sgìre ann an Spòrs Nis airson seinn, ealain agus dràma a dhèanamh. Rinn mi fhèin seinn còmhla ris a' chloinn.
2	**Leasachaidhean Ùra**
2.2	**Leantainn le bhith a' cur Poileasaidh Gàidhlig Fèisean nan Gaidheal an gnìomh agus seirbheis taic Gàidhlig a thoirt seachad do na Fèisean air fad tro luchd-obrach agus pròiseactan sònraichte a-rèir an iarrtais**
	Tha Fèis Tìr a' Mhurain a' cur air dòigh clas ùr anns na h-ealain airson deugairean aig a bheil Gàidhlig anns an Uibhist a Deas. Tha seo a' leantainn bho na beachdan a thàinig air ais bhon òigridh a ghabh pàirt anns na bùthan-obrach a chaidh a chumail le Oifigear Leasachaidh Fèisean nan Gaidheal, Oifigear Leasachadh Òigridh agus Oifigear Iomairt Cànain na sgìre anns an Dàmhair an-uiridh. Bha mòran dhiubh ag iarraidh clas Ealain anns an sgìre tro mheadhan na Gàidhlig agus tha Fèis Tìr a' Mhurain airson an cothrom seo a thabhann dhaibh. Tha mi air toiseach-tòiseachaidh a dhèanamh air poileasaidhean nas doimhne a chruthachadh airson gach Fèis, a bheir fiosrachadh nas mionaidiche air an obair a tha iad a' dèanamh airson poileasaidh FnG a choileanadh.
3	**Cùmhnantan Com-Pàirtichidh**
3.6	**A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair**
	Tha Fèis Tìr a' Mhurain trang a' togail airgead airson turas a bhios iad a' gabhail anns an Iuchar. Tha còmhlan ùr na Fèise air cuireadh fhaighinn bho Fhèis Cheilteach Innse Gall prìomh Fhèis na bliadhna fhosgladh gu h-oifigeil air feasgar Diciadain. Thachair mi ris a' bhuidheann air 7 Gearran agus abair gu bheil e air togail a thoirt dhaibh. Bidh mi ag obair gu dlùth leis a' bhuidheann agus a' chomataidh anns na mìosan a tha air thoiseach oirnn airson cuideachadh a thoirt dhaibh le bhith a' cur ghnothaichean air dòigh airson an turais. Tha iad a' leantainn orra le bhith a' tabhann clasaichean obair-bhuidhne. Tha Oidhche Chiadain, còmhlan Fèis Eilean an Fhraoich, ag obair air clàr ùr an-dràsta agus iad an dòchas a' chiad chlàr aca a chur air bhog nas fhaide air adhart anns a' bhliadhna.

Luchd-obrach	**Christine MacIntyre**
Dleastanas	**Oifigear Leasachaidh**
Ùine	**An Dùbhlachd 2010 – An Gearran 2011**

Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Lìbhrigeadh Sheirbheisean**
1.1	**A' cumail oirnn a' toirt taic do agus a' leasachadh Fhèisean fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach** • 14 Am Faoilleach – Choinnich mi ri Fèis Latharna san Òban • 18 Am Faoilleach – Choinnich mi ri Fèis Cholla (ann an Glaschu)

	• 19 Am Faoilleach – Choinnich mi ri Oifigear CNAG airson Earra Gàidheal (ann an Glaschu)
	• 21 Am Faoilleach – choinnich mi ri Bernard Bell (Fèis Dhùn Bhreatainn) • 22 Am Faoilleach – choinnich mi ri Tamara Hedderwick a thaobh Fèis Cholla (an Glaschu) • 26 Am Faoilleach – Choinnich mi ri Seònaid Dhòmhnallach a thaobh Fèis Mhuile (san Òban) • 30 Am Faoilleach – a' cur m' ainm ri foirmichean Disclosure ann an Glaschu • 1 An Gearran – Choinnich mi ri STRAMASH, Ionad Spòrs taobh a-muigh, anns an Òban gus dàimh-obrach a stèidheachadh eadar Fèis Latharna agus Fèis Dhùn Omhain.
1.3	**Sgeama Thabhartasan do dh'Fhèisean**
	• Chuir gach tè de na (9) Fèisean agam crìoch air na foirmichean iarrtais aca airson an Sgeama Tabhartais 2011 Tha mi, aig an àm seo, ag obair air na leanas: • Iarrtas SIA airson Fèis Latharna (Cèilidhean air Chuairt) • Iarrtas SIA airson Fèis Cholla (Pròiseact an Òbain) • Iarrtas Taic Freumhan airson Fèis Latharna • Iarrtas Taic Freumhan airson Fèis Ìle (pròiseact nan sgoil)
1.4	**A' toirt taic do luchd-obrach saor-thoileach**
	• A' toirt cuideachadh do Fhèis Cholla leis na Bùiththean-obrach (deireadh Seachdain) aca • A' cuideachadh Fèis Ille aig am Fèis sa Ghearran • Ag obair mar cho-òrdanaiche air obair eadar Fèis Dhùn Domhainn agus CnP. • A' toirt cuideachadh do Fhèis Mhuile aig an Fhèis fad deireadh-seachdain sa Mhàrt.
1.11	**A' cur ri chèile agus a' sgaoileadh agus a' reic stuthan-foillsichte**
	• Bidh mi a' sgrìobhadh agus a' togail dealbhan airson Faileas • A' cur fiosrachadh ùr air an làrach-lìn airson Fèisean ann an Earra Ghàidheal • Chuir mi cuairt-litir dealanach airson nam Fèisean ann an Earra Ghàidheal air dòigh.
1.13	**Taiceil do leasachadh nam Fèisean, no buidhnean de dh'Fheisean a tha ag iarraidh a bhith nas neo-eisimeiliche**
	• A' cumail conaltradh le Fèis Latharna mu dheidhinn Club a chur air dòigh taobh a-muigh uairean na sgoile airson an aonaid Ghàidhlig anns an Òban. • A' cur taic ri Fèis Dhùn Omhainn gus Club Dràma a thòiseachadh gach feasgar Disathairne a' tòiseachadh sa Ghiblean 2011 • A' bruidhinn ri muinntir Ghiogha mu dheidhinn Fèis a thòiseachadh ann.
2	**Leasachaidhean Ùra**
2.3	**A' cruthachadh shùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal**
	• Thug mi seachad fiosrachadh do Fhèisean mu dhèidhinn clasaichean (traidiseanta agus Ùlpan) Gàidhlig • A' cur air dòigh coinneamh eadar an t-Oifigear Leasachaidh airson Gàidhlig (A&BC), Bòrd na Gàidhlig agus Fèisean nan Gàidheal (17mh An Gearran) • Sgrìobh mi plana Gàidhlig fa-leth airson gach tè de na Fèisean agam gus an cur ris na h-iarrtasan aca airson an Sgeama Tabhartais.
2.6	**Taic a' leantainn do Chuairtean Cèilidh nam Fèisean**
	• A' cur iarrtas a-steach do SIA gus taic-airgid fhaighinn airson nan Cèilidhean air Chuairt (Earra Ghàidheal) • Ag obair còmhla ri Cèilidh Trailers Earra Ghàidheal gus airgead a thogail airson Sri Lanka
2.13	**A' frithealadh air deugairean sna Fèisean**
	• Tha am pròiseact aig Octal Ghleann Chruitean a' leantainn • A' brosnachadh an fheadhainn a tha an sàs leis na Cèilidhean air Chuairt a chumail orra mar chòmhlan • A' bruidhinn ri Stramash mu dheidhinn tachartasan taobh a-muigh a dhèanamh do dheugairean tro làithean-saora an t-samhraidh. Tha mi airson 's gun cuir iad iarrtas a-steach do Bhòrd na Gàidhlig air a shon
3	**Cùmhnantan Com-Pàirtichidh**
	• A' bruidhinn ri Stramash mu dhèidhinn co-obrachadh a cur an gnìomh ann an Dùn Omhainn agus anns an Òban.

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail 2011

Àireamh air a' Chlàr Chùisean: 1.2011.05(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mi àiteachan freagarrach airson a' Coinneamh Bhliadhnail 2011.

Bun Fhiosrachadh

Dh'iarr buill a' Bhùird oirnn coimhead ri Sruighlea mar àite freagarrach airson na co-labhairt am bliadhna.

Cha robh e comasach dhuinn an Ionad Stiùiridh aig Oilthigh Shruighlea fhaighinn ach fhuair sin Taigh-òsta Dunblane Hydro. Bidh cosgaisean nas àirde na 'n àbhaist an lùib na h-àite seo agus feumaidh sinn a bhith cinnteach à taic bho na Fèisean mas tèid sinn air adhart leis an àite a dhearbhadh.

Tha na h-oifigearan leasachaidh a bruidhinn ris na Fèisean aca agus bheir sinn seachad am fiosrachadh as ùire aig a' coinneimh.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh agus co-dhùnadh a' dhèanamh an tèid so air adhart ann an Sruighlea, le cosgaisean nas àirde na an àbhaist, ma tha taic bhon na Fèisean.

Anne Willoughby
Manaidsear Gnìomha
Gearran 2011

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