Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Bòrd na Gàidhlig, Darach, Fèith nan Clach, Inbhir Nis

Diardaoin 18 Gearran 2010 @ 2f

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

Coinneamh den Bhòrd Stiùiridh gu bhith air cumail anns an oifis aig Bòrd na Gàidhlig, Darach, Fèith nan Clach, Inbhir Nis bho 2f air Diardaoin 18mh Gearran 2010

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Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Taigh-òsta Kingsmills, Inbhir Nis, bho 2f air Dihaoine 4 an Dùbhlachd 2009

3.2009.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Caitrìona Nic an t-Saoir (Cathraiche), Mairead Chamshron, Màiri Oakley, Derek MacIllInnein, Seònaid NicDhòmhnaill, Bernard Bell, Fiona NicIain, Claire Bee, Katag NicNèill, Art MacCarmaig (an làthair), Dàibhidh Boag (an làthair), Anna Willoughby (an làthair), Moreen Pringle (an làthair), Iona NicDhòmhnaill (an làthair), Calum Ailig Mac a' Mhaoilein (an làthair – ag eadar-theangachadh), Seòras Stoddart (an làthair)

(b) Leisgeulan

An Comhairliche Agnes Rennie, Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba), Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd), Alasdair MacLeòid (HIE)

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

Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 25 an t-Sultain 2009 a sgaoileadh. Mhol Màiri Oakley gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh. Chaidh seo aontachadh leis a' Bhòrd agus Mairead Chamshron a' cur a taic ris.

(d) Cùisean a thog ceann

Cha robh gin a chùisean a thog ceann.

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

Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 19 an t-Samhain 2009 a sgaoileadh agus thugadh fa-near dha.

Bhruidhinn Art MacCarmaig mu Chuirm Ceòl nam Fèis a chaidh a chumail ann an Theatar Eden Court air 27 an t-Samhain. Nochd sluagh math aig a' Chuirm agus bha an luchd-ciùil sònraichte math. Ge-tà, bha duilgheadasan nach beag le fuaim a mhill pàirt den chuirm don luchd-èisteachd. Às dèidh choinneamhan le Limelight agus Eden Court, chaidh aontachadh nach fheumamaid an cunntas a phàigheadh airson innleadairean-fuaime agus bhathar an dùil ri cunntas le ìsleachadh sa phrìs bho Eden Court.

(f) Geàrr-chunntas na coinneimh mu dheireadh de Fhèis Bhlais Earranta

Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 7 An Dàmhair 2009 a sgaoileadh agus thugadh fa-near dha.

Ged nach robh Seòras Stoddart na bhall de Bhòrd Stiùiridh Fèisean nan Gàidheal tuilleadh, dh'aontaich Buill a' Bhùird gum bu chòir dha cumail air a' riochdachadh Fèisean nan Gàidheal air Comataidh Bhlais agus e na chathraiche.

Thuirt Dàibhidh Boag gu robh àrdachadh 25% bho 2008 san àireamh de dhaoine a bha a' dol dhan Fhèis.

(g) Luchd-dreuchd

'S iad an ceathrar bhuill ùra air a' Bhòrd, a chaidh a thaghadh o chionn ghoirid, Fiona NicIain, Claire Bee, Bernard Bell agus Seònaid NicDhòmhnaill – agus iad a' dol an àite Sheòrais Stoddart, Ealasaid Bain, Mhìcheal Sweeney, Seasaidh Newton agus Peigi NicIllInnein.
Thugadh fa-near dha gu robh riochdaire airson nan Eilean Siar fhathast a dhìth. Thugadh taing do na Buill a dh'fhàg am Bòrd, airson an taic agus dealas a nochd iad do Fhèisean nan Gàidheal, agus chuireadh fàilte air na Buill ùra.
Na bu thràithe air an latha, ro Choinneamh a' Bhùird, bhruidhinn Art MacCarmaig ris a' Bhòrd agus e a' toirt fiosrachadh dhaibh (gu sònraichte na Buill ùra) mu eachdraidh is obair Fèisean

nan Gàidheal, dleastanasan Buill a' Bhùird agus mar sin air adhart.

Seach gur e seo a' chiad choinneamh den Bhòrd ùr, b' fheudar Luchd-dreuchd ùra a thaghadh. Chaidh ainmean iarraidh, agus am moladh, mar a leanas:

Cathraiche:
Mhol Katag NicNèill Catrìona Nic an t-Saoir mar Chathraiche
Chuir Seònaid NicDhòmhnaill a taic ris a' mholadh

Cha robh gin a mholaidhean eile agus bha Caitrìona Nic an t-Saoir deònach cumail oirre na cathraiche.

Iar-Chathraiche:
Mhol Màiri Oakley Mairead Chamshron mar Iar-chathraiche
Chuir Katag NicNèill a taic ris a' mholadh

Cha robh gin a mholaidhean eile agus bha Mairead Chamshron deònach a bhith na h-Iar-chathraiche.

Rùnaire
Mhol Seònaid NicDhòmhnaill Fiona NicIain mar Rùnaire
Chuir Derek MacIllInnein a thaic ris a' mholadh

Cha robh gin a mholaidhean eile agus bha Fiona NicIain deònach a bhith na Rùnaire.

3.2009.02 CÙISEAN LEASACHAIDH

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

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

(b) Plana Leasachaidh 2010-15

Às dèidh na coinneimh mu dheireadh den Bhòrd, dh'atharraich Art MacCarmaig pìosan de dhreachd a' Phlana Leasachaidh agus chaidh lethbhreac den dreachd seo a chur air ar làrach-lìn agus chaidh iarraidh air Fèisean beachdan a thoirt air a' Phlana. Thug trì Fèisean molaidhean dhuinn mun Phlana agus, nuair a bha e iomchaidh, chaidh na molaidhean aca a chur an sàs san dreachd dheireannach den Plana, a chaidh a chur mu choinneamh a' Bhùird an-diugh.

A rèir Art MhicCarmaig bha na h-Amasan is Cinn-uidhe a' freagairt air amasan buidhnean-maoineachaidh Fèisean nan Gàidheal agus bha na Clàran-ama & Targaidean a rèir Aonta HIE.

Ghabh Buill a' Bhùird ris a' Phlana.

(c) Fèis Treanaidh agus Trèanadh

Bha Iona NicDhòmhnaill, an t-Oifigear Trèanaidh is Poileasaidh aig Fèisean nan Gàidheal, an làthair aig a' choinneimh agus rinn i taisbeanadh air Trèanadh ann an 2009/10.

Thèid Fèis Trèanaidh na bliadhna-sa, airson luchd-obrach is riochdairean nam Fèisean, a chumail ann an Taigh-òsta Beinn Uais ann an Srath Pheofhair air 13 & 14 am Màrt 2010. Chaidh Pròg ram airson trèanadh a sgaoileadh.

Thig na Cuspairean/cùrsaichean fo trì prìomh chinn:

Gnothachas: na lùib, Dìon Cloinne, Tomhas Cunnart, sgilean coimpiutaireachd

Ro-innleachdan: na lùib, a' cleachdadh PA, a' leasachadh Fèis; Ciad Chobhair

Cultar is Gàidhlig: na lùib, còmhradh Gàidhlig, sgrìobhadh, Ceòl

Bha taghadh math de chuspairean ann, ach ma tha duine ag iarraidh cuspair sònraichte nach robh ri fhaotainn bu chòir dhaibh fios a chur gu Iona agus nì i oidhirp an cuideachadh.

Thathar a' dol a chumail Deireadh-sheachdain Trèanaidh do Luchd-teagaisg aig Sabhal Mòr Ostaig air 20 & 21 an Gearran 2010. Bidh trì ìrean trèanaidh ann do luchd-teagaisg. Bha deich thar fhichead àite ri fhaotainn san deireadh-sheachdain seo sa chiad dol-a-mach, ach thuirt Iona nach robh ann ach còig àiteachan air fhàgail a-nis air sgàth 's mar a tha ùidh mhòr aig daoine daonnan san Trèanadh.

Tha Iona cuideachd an sàs ann a bhith a' cur trèanadh air dòigh do luchd-obrach Fèisean nan Gàidheal ann an diofar chuspairean mar Gàidhlig, Ciad Chobhair, Cànan nam Bodhar agus m.s.a.a.

Chuir i an cuimhne dhaoine cuideachd gu bheil iomadh, iomadh cothrom trèanaidh ri fhaotainn ann an coimhearsnachdan aig buidhnean eile agus mhol i do na Fèisean brath a ghabhail orra. Tha Lochaber Opportunity, SCVO agus Clann an Alba gu sònraichte math agus iad a' tabhann trèanadh barraichte ann an grunn chuspairean.

Ma chì ball de Chomataidh Fèise cùrsa anns am biodh ùidh aca, agus a bhiodh feumail dhaibh, bu chòir dhaibh fios a chur gu Iona agus nì i nas urrainn dhi gus an cuideachadh.

(d) Fèis Bhlais 2010

Chaidh aithisg a sgaoileadh le Art MacCarmaig ag innse do Bhuill mar a dh'fhaodadh gearradh a bhith ann am maoineachadh Fèis Bhlais, a tha Fèisean nan Gàidheal a' stiùireadh an co-bhuinn ri Comhairle na Gàidhealtachd agus Lìonra Luchd-follaiseachd nan Ealain.

Tha Comhairle na Gàidhealtachd an-dràsta a' lùghdachadh a' mhaoineachaidh a bhios i a' toirt do bhuidhnean eile agus 's dòcha gun tèid maoineachadh Bhlais ìsleachadh no a stad uile gu lèir. Mura faighear sgath mhaoineachaidh cha tèid an Fhèis air adhart. Ach feumar tighinn gu co-dhùnadh a thaobh dè nithear, ma thèid pasgan maoineachaidh nas lugha a thairgse, an gabhadh fèis a chumail?

Bhiodh Buidseat na Fèise airson 2010 gu math nas ìsle na bha e an-uiridh co-dhiù, thoradh cha bhi taic-airgid aca bhon Tilleadh Albannach.

'S dòcha gun gabhadh Blas a chumail mar thachartas nas lugha, ach dh'fhaodadh gun toireadh seo buaidh air tobraichean maoineachaidh eile mar Event Scotland a tha a' sùileachadh fàs leantainneach bho na pròiseactan dha bheil iad a' toirt taic.

Thuirt Seòras Stoddart gu robh uallach airsan mun obair agus oidhirpean a bha Fèisean nan Gàidheal a' dèanamh airson Blas. Cha bu chòir agus cha b' urrainn do Fhèisean nan Gàidheal iad fhèin a chur ann an cunnart sam bith.

Dh'innis Dàibhidh Boag mu mar a bhathar mar as tric ag ullachadh pròram Bhlais ùine mhòr ron Fhèis, ach cha do thachair sin am-bliadhna oir cha b' urrainnear, gun dearbhadh gum biodh maoineachadh ann. Mar as àbhaist, dheigheadh am pròram fhoillseachadh san Fhaoilteach/Gearran ach cha robh mòran coltais sam bith ann gun tachradh seo a-nis.

Tha am facal mu dheireadh mu na tha an dàn don Fhèis aig Bòrd Bhlais, a tha a' dol a choinneachadh air 15 An Dùbhlachd, agus bhathar a' smaoineachadh gum feumar tighinn gu co-dhùnadh deireannach mun Fhèis an uair sin.

Dh'aontaich Bòrd Stiùiridh Fèisean nan Gàidheal gun toireadh iad taic do cho-dhùnadh sam bith gun tigeadh Bòrd Bhlais, fhad 's nach dèanadh e cron sam bith do Fhèisean nan Gàidheal agus an obair aca.

3.2009.03 CÙISEAN IONMHASAIL

(a) Aithisgean Ionmhasail

Chaidh aithisg a dheasaich an t-Àrd Mhanaidsear, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 an Dàmhair 2009 agus liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2009-10, a bha cuideachd a' sealltainn nan suimeannan a chaidh a phàigheadh do dh'Fhèisean aig 31 an Dàmhair 2009.

Bhiodh Fèisean nan Gàidheal a' cumail sùil gheur air na Fèisean feuch an cosgar na tabhartasan gu ceart.

Thug Buill a' Bhùird fa-near don aithisg.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil: £43,588.26
- Cunntas Àrd-rèidh: £87,345.62
- Cunntas Bhlais: £652.83

(c) Cunntasan Riaghlaidh airson na ràithe gu 30 an t-Sultain 2009

Chaidh Cunntasan Riaghlaidh airson na ràithe gu 30 an t-Sultain 2009, a dheasaich Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh.

(d) Cunntasan Riaghlaidh airson na bliadhna gu 30 an t-Sultain 2009

Chaidh Cunntasan Riaghlaidh airson na bliadhna gu 30 an t-Sultain 2009, a dheasaich Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh.

(e) Aonta Maoineachaidh Iomairt na Gàidhealtachd is nan Eilean

Aig a' choinneimh mu dheireadh bha beagan dragh ann mu na Toraidhean is Geallaidhean ainmichte anns an dreachd den Aonta Chùmhnantan a bha HIE ag iarraidh a ghabhadh Fèisean nan Gàidheal ris, agus chaidh iarraidh air Stiùiriche Fèisean nan Gàidheal dol air ais gu HIE feuch am faigheadh e aonta a bhiodh nas fhasa a choileanadh.

Chaidh aithisg le Art MacCarmaig a sgaoileadh le lethbhreac den Aonta dheireannach, a chaidh atharrachadh, agus ris an do chuir sinne agus HIE ar n-ainm.

Thug Buill a' Bhùird fa-near do chùmhnantan an Aonta aig HIE.

(f) Dreachd de Aonta Maoineachaidh Comhairle Ealain na h-Alba 2010-11

Chaidh aithisg le Art MacCarmaig a sgaoileadh agus i ag innse do Bhuill a' Bhùird mun dreachd den phròg ram obrach a chaidh a chur gu Comhairle Ealain na h-Alba airson 2010-11.

Thug Buill a' Bhùird fa-near do dreachd a' phròg raim, agus dh'iarr iad air an Stiùiriche leantainn air agus e a' lorg aonta le Comhairle Ealain na h-Alba.

3.2009.04 CÙISEAN POILEASAIDH

(a) Ùrachadh air Poileasaidhean

Chaidh aithisg a dheasaich Iona NicDhòmhnaill, an t-Oifigear Trèanaidh is Poileasaidh, a sgaoileadh còmhla ri dreachd de na poileasaidhean is stiùiridhean ùra agus an fheadhainn a chaidh ùrachadh aig Fèisean nan Gàidheal.

Rinn Iona NicDhòmhnaill taisbeanadh don Bhòrd agus i a' mìneachadh mar a rinneadh ùrachadh, agus thug i geàrr-iomradh dhaibh air gach Poileasaidh, fàth a' phoileasaidh agus Poileasaidhean eile co-cheangailte ris.

Nuair a bha dreachd dheireannach nam Poileasaidhean deiseil, ghabhadh Fèisean nan Gàidheal riutha agus bhiodh iad an uair sin rim faotainn airson Fèisean m.s.a.a. (ann an Gàidhlig is Beurla) air làrach-lìn Fèisean nan Gàidheal. Bhiodh Iona a' cumail bùth-obrach mu

bhrìgh agus cur an gnìomh nam poileasaidhean aig an Fhèis Thrèanaidh sa Mhàrt.

Thug am Bòrd taing do Iona airson na rinn i le bhith deisealachadh nam poileasaidhean. Bhathar a' tuigsinn cho cudromach agus a bha e gu robh Poileasaidhean làidir, soilleir aig a' bhuidhinn.

Dh'aontaich am Bòrd gun deasaicheadh an luchd-obrach dreachdan deireannach nam Poileasaidhean cho luath 's as urrainn, agus gum bu chòir fios a chur gu Buill a' Bhùird ann am post-d le atharraichean sam bith do na Poileasaidhean mus bi iad rim faotainn air an làrach-lìn.

3.2009.05 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.

Dh'fhaighnich Fiona NicIain mu phlanaichean gus Fèis Teaghlaich a stèidheachadh. Mhìnich Art MacCarmaig gu robh e na amas teaghlaichean Gàidhlig a thoirt còmhla ann an suidheachadh far am biodh iad a' dèanamh rudan còmhla tro mheadhan na Gàidhlig gus am biodh air am piobrachadh a bhith bruidhinn Gàidhlig mar theaghlach. Bhathar an dùil gun tachradh seo an-toiseach aig na Fèisean a thathar a' cumail tro mheadhan na Gàidhlig an-dràsta – ach bhathar an dòchas gun tigeadh cothroman eile ri ùine far am faodadh seo tachairt aig Fèisean eile.

Chuir am Bòrd fàilte air a' phlana seo.

(b) Manaidsear Leasachaidh

Gu mì-fhortanach tha Dàibhidh Boag, Manaidsear Leasachaidh Fèisean nan Gàidheal, a' fàgail na buidhne aig deireadh na bliadhna gus dreuchd ùr le Bòrd na Gàidhlig a ghabhail os làimh. Chaidh aithisg a sgaoileadh le Art MacCarmaig le fiosrachadh mu mar a bha a' dol do oidhirpean Manaidsear Leasachaidh ùr fhastadh.

Nochd sanasan ann an diofar irisean airson na dreuchda, agus bha ceann-latha 7 an Dùbhlachd ann airson tairgsean.

Bhathar an dùil gun cumadh agallamhan agus gun deigheadh cuideigin fhastadh ron Nollaig, agus am Manaidsear ùr a' tòiseachadh tràth sa bhliadhn' ùir.

Thug am Bòrd fa-near don t-suidheachadh agus thug iad taing do Dhàibhidh Boag airson an obair mhòr a rinn e thar nam bliadhnaichean, agus bha iad a' guidhe gach soirbheachadh dha na obair ùr aig Bòrd na Gàidhlig.

3.2009.06 EILE

(a) Coinneamh Buidheann Riaghlaidh Fèisean nan Gàidheal

Chaidh pàipear a sgaoileadh am measg Buill a' Bhùird air a' phost-d mar fhiosrachadh.

(b) Cinn-latha nan coinneamhan ann an 2010

Chaidh na cinn-latha a leanas aontachadh airson coinneamhan ann an 2010:

Diardaoin 18 an Gearran	Inbhir Nis
Diardaoin 20 an Cèitean	Àite ri aontachadh
24/25 an t-Sultain	Àite ri aontachadh (Coinneamh Bhliadhnail, Co-labhairt)
Diardaoin 2 an Dùbhlachd	Inbhir Nis

(c) Vodafone

Thuirt Seòras Stoddart gu robh Vodaphone a' ruith sgeama le tabhartasan fo £5000 gus buidhnean-carthannais a chuideachadh le bhith fastadh neach saor-thoileach. Bhathar den

bheachd gum faodadh Fèisean cur a-steach airson seo ’s dòcha.

Dh’aontaich Art MacCarmaig gun sgaoileadh e tuilleadh fiosrachaidh do Bhuill a’ Bhùird feuch an dèanadh iad breithneachadh air a’ chùis.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held on Thursday 1 February 2010 from 2.00pm (by telephone conference)
Àireamh air a' Chlàr Chùisean: 1.2010.01(e)

EX1.2010.01 PRELIMINARIES

(a) Present
Catriona MacIntyre (Fèis Lochabair, 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)

(b) Apologies
Maggie Cameron (Fèis an Earraich, Vice-Chair), Alasdair MacLeòid (Highlands & Islands Enterprise), Morag Anna MacLeod (The Highland Council), 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
There were no matters arising.

EX1.2010.02 PROJECT UPDATES

(a) YMI in Highland (verbal - Arthur)
The YMI contract for Highland was progressing well. This is ring-fenced funding and no cuts were anticipated for the next school year. This funding is fairly safe until the next spending review by the Scottish Government.

When visiting Fèisean nan Gàidheal, Mike Russell had spoken of looking at new ways of distributing the funding and had asked for any views of this to be sent to him. However Fiona Hyslop now has responsibility for that portfoiio.

(b) Blas Festival 2010 (verbal – Arthur)
Arthur reported that funding for 2010 was still to be confirmed and he was awaiting confirmation from Hugh Fraser. Michael Foxley had mentioned that Highland Council were not cutting money to voluntary groups this year but examining the service level agreements for next year. Catriona suggested pushing for a response due to the impending Event Scotland funding application due to be submitted on Friday 5 February.

Calum Alex MacMillan would be chairing the Blas Action Group meetings from now on if the festival was to go ahead. If not, a meeting of the Blas board would have to be set up to formally wind up the festival.

(c) Drama Developments and Meanbh-Chuileag (verbal – Calum Alex)
Calum Alex reported that Angus MacLeod was involved in a radio project with schools in the Gaelic language initiative areas, Skye, Edinburgh and Lewis. Douglas Beck was starting a similar project in Uist and involved in a drama festival in Argyll, working with Christine Macintyre. The final performance for this was likely to be in Ardnamurchan School in May 2010.

(d) Sgoil Shamhraidh Dhràma 2010 (verbal – Calum Alex)
This was progressing well and the tutor team is already in place. The teaching team this year are all Gaelic speakers with Ruaraidh Nicolson replacing Tim Licata. It was proposed that Ruaraidh would work with Tim in Edinburgh for a week prior to the event. Application forms had been sent out to schools

for distribution but not sure how effective this was so some school visits were proposed. Anne Willoughby suggested sending forms out to the Easter Fèisean.

(e) Fèis nan Garbh Chrìochan Project (verbal – Arthur)

Arthur reported that this project had been on-going for at least 3 years and newer Board members would be unaware of it. The new school hall in Acharacle was kitted out with seating, PA and lighting. Fèis nan Garbh Chrìochan had applied for LEADER funding, Highland Legacy Funding, Awards for All and Fèisean nan Gàidheal development funding for this. Fèisean nan Gàidheal had recently loaned them £50,000, which was due to be paid back once all the claims were done.

Catriona MacIntyre reported that the school was excellent and a tremendous asset in the area and would enable Fèis nan Garbh Chrìochan to hold their Fèis in Acharacle again.

EX1.2010.03 STAFFING ISSUES

(b) General update (verbal – Arthur)

Calum Alex was now in post as Development Manager and Nicola Marshall was taking up the role of Senior Development from 1 February. It had been decided not to advertise for a Gaelic Officer at this present time, but to ensure that a Gaelic service would still be available to the Fèisean, buying in translation help if needed. Emily Edwards was very keen and able to assist and all the Inverness office staff were going to be involved in Sgioba-G.

EX1.2010.04 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 since we were expecting £57,927 from HIE, £15,000 from SAC and part payment of the loan off £50,000 to Fèis nan Garbh Chrìochan. Anne reported that Andy Cumming, had prepared quarterly management accounts for the third quarter to 31 December 2009 and these would be included in the Board papers.

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

The current bank balances were given as follows:

- The Current Account had a £21,027.37 overdraft
- £168.23 in the High Interest account
- £97.93 in the Blas account

(c) Grants to Fèisean 2009-10 (verbal - Anne)

The annual £100k, which had been pledged for grants from SAC was now guaranteed next year but not thereafter. Withdrawing that sum would have consequences for our programme of work and our ability to draw down HIE funds. It is important that it is retained until such a time as we can get into discussion with Creative Scotland.

(d) Grants to Fèisean 2010-11 (verbal - Anne)

Arthur reported that letters of offer would be going out shortly as most of the application forms had come in. We would have to wait, however, until local authority funding is confirmed, to ensure that we have the budget for grants that we expected.

(e) Risk Register – Annual Monitoring (circulated - Anne)

Anne reported that a Risk Register was established last year and it was agreed that the Executive Group would review the risks and the management of them on an annual basis, each February. Risks 1 and 9 were highlighted as being a concern but were both connected with funding uncertainties. Board members were satisfied that the risks faced by Fèisean nan Gàidheal were being properly managed.

EX1.2010.05 DEVELOPMENT ISSUES

(a) New Gaelic Policy Progress (verbal – Calum Alex)

Dougie, Calum Alex and Emily were currently going over changes to the policy. A survey was to be sent out to tutors to assess what level of Gaelic skills they had. Each tutor would have something like a Personal Gaelic Plan and access to suitable courses dependent on ability.

(b) Other Policy Updates (verbal - Anne)

All policies were being updated and corrected. It was envisaged that they would be sent out to all Board members the well in advance of the next Board meeting. It was agreed that Board members would come back to the next Board Meeting with any final comments. The policies would then go up onto the website and Alasdair Campbell had agreed to do translations.

(c) Fèisean nan Gàidheal Conference and AGM 2010 (verbal - Anne)

It was agreed that Board Members would discuss a suitable venue at the next Board Meeting.

(d) Submission to BBC ALBA Consultation (circulated - Arthur)

Board members noted this. Arthur reported that the response rate had been good and in favour of Freeview although some complaints had been received regarding lack of money and number of repeats shown.

(e) Parliamentary Questions (circulated - Arthur)

Board members noted this.

EX1.2010.06 BOARD MEETINGS

(a) Agenda items for forthcoming Board meeting

- Risk Register for noting
- Policy Updates
- AGM 2010
- Change of Date for next Board Meeting – 27 May 2010

EX1.2010.07 GENERAL

(a) AOCB (verbal)

There was no other business.

(b) Date and venue of next meeting

The next meeting is to be held by phone conference on Friday 10 May 2010 at 2pm.

Fèisean nan Gàidheal

Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal
Àireamh air a' Chlàr Chùisean: 1.2010.02(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 ràitheil 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 Comhairle Ealain na h-Alba (CEA), 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, Orains & 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; **A** (Orains) = Chan eil air targaid an-dràsta, ach le ceumannan ann an àite gus adhartas a ghleidheadh; **G** (Uaine) = Air targaid.

Dev Plan Ref	Measure in Development Plan	Responsible	Performance Indicators/Outputs	Progress	Status
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**	All	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC)	Work of whole organisation is geared towards achieving this.	
1.1	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (SAC)	Grants scheme in place.	**G**
				Grants being paid out as per agreements.	
		Executive Manager	Support at least thirty Highlands and Islands Fèisean each year (HIE)	Grants offered to 44 Fèisean for 2009-10.	**G**
				Grants offered to 36 Fèisean in the HIE area.	
		Development Manager	Continue to fund new developments through our Fèis Development Fund (SAC)	£30k fund available for 2009-10, being used on strategic projects first with any surplus for open application.	**G**
			Support three new and innovative project per year through a Fèis development fund (HIE)	This will be achieved in 2009-10 with Fèis nan Garbh Chrìochan, Fèis Eilean an Fhraoich and Fèis Mhuile projects.	
		Development Manager	Grant aid Fèisean in Highland Council area (HC)	Grants offered to 19 Fèisean in the Highland Council area.	**G**
			Grant aid Fèisean in Comhairle nan Eilean Siar area (CNES)	Grants offered to 7 Fèisean in the Comhairle nan Eilean Siar area.	
			Grant aid Fèisean in Argyll & Bute Council area (A&BC)	Grants offered to 7 Fèisean in the Argyll & Bute Council area.	

1.2	Reducing the burden on volunteers	Development Officers	Continue with excellent support mechanisms for individual Fèisean through the development of our system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services (SAC)	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and offer ongoing support on a daily basis. Formal review meetings will take place with each Fèis during November and December 2009.	G
		Development Officers	Range of support services in place	Detailed below under appropriate service heading.	G
		Training & Policy Officer Gaelic Officer Development Officers	Policies are made as easy as possible for volunteers to deliver	Policies have been reviewed and passed by the Board. They will be translated and available as downloads on website and circulated to membership annually on CD.	G
				Training offered on policy implementation where action is needed on the part of volunteers.	
				Gaelic policy has been reviewed, strengthened and a new version approved. Hands-on support will be offered to all Fèisean, and to tutors, with its implementation through appropriate courses for tutors, organisers and other volunteers.	
				Risk Register now in place and will be monitored by the Executive Group with an annual report to the full Board.	
		Executive Manager Development Officers Training & Policy Officer	Continuation of Annualised Hours scheme	Annualised hours offered for 2009-10 as part of overall grant offer, within the context of a reduced budget. Need to ensure that Fèisean making best use of hours get priority in future.	G
				Development Team will continue to work closely with workers employed under this scheme and encourage participation in the annual Fèis Trèanaidh.	
			Development Officer to be retaining in Western Isles (CnES)	Jenna Cumming employed full-time with part-funding from Comhairle nan Eilean Siar.	G
			Development Officer to be retaining in Argyll & Bute Council area (A&BC)	Christine MacIntyre employed full-time with part-funding from Argyll & Bute Council.	G
1.3	Annual Conference	Executive Manager Business Officer Training Officer	Hold an Annual Conference (SAC)	2009 Conference took place in Stornoway on 25 & 26 September with Alasdair Allan MSP as Guest Speaker and Calum Ferguson gave a presentation on Lewis Traditions and Stories.	G
1.4	Insurance	Executive Manager	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.	Policy review and renewal due in February 2010 with cover adjusted as appropriate.	G
1.5	Musical instrument Bank	Business Officer	Regular lending of instruments to Fèisean.	Ongoing and well used by Fèisean and instruments are out most of the year.	G
			Renting to individuals to maximise income.	Rental income is just about on target in Q3.	G
1.6	Disclosure checking	Collator Executive Manager	All tutors and volunteers involved in Fèisean must go through an enhanced Disclosure check.	Ongoing work undertaken by Sandy Gray with a number of staff as signatories.	G
				Disclosures continue to be renewed on an ongoing basis as 3 years expire.	
			Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation (SAC)	Policy updated and monitored on an ongoing basis and we are currently aware of proposals to change the system of checking.	G

				All Fèisean have to submit a list of tutors before grant is released, and they are cross-referenced to ensure they have a current Disclosure.	
1.7	Maintenance of a Fèis Tutors database	Business Officer	Up to date data available at all times.	Fèisean nan Gaidheal database has been completely updated and tutor information may require to be updated again with adoption of a new Gaelic Policy, which will necessitate contacting all tutors.	G
1.8	Developing, distributing and selling publications	Business Officer	Continue to maximise income from sales of publications	We are currently working on selling as many as possible through Fèisean, shops etc. Website shop has now been set up on www.feisean.org/shop.html.	G
1.9	Production and distribution of regular news and other information	Business Officer All Staff		*Faileas* now being professionally produced on a regular basis with the latest issue in December.	G
				Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, SCVO news, job opportunities, events etc.	
1.10	Support for new Fèisean	Development Manager	Create 2 new Fèisean in HIE Fragile Areas (HIE)	This is an objective to be delivered by 2012. No new Fèisean in HIE area established this year to date.	A
1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	CEO Development Manager Development Officers	Continue to support individual Fèis projects such as Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities (SAC)	Continuing to support Lochaber Fèisean, Fèis Spè and Fèis Bharraigh.	G
1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	CEO		We looked at the viability of an officer to cover these areas but it has not proved easy. As with other Fèisean, they continue to be supported by Lead Officer not based within those areas.	A
n/a		CEO/Board	Retain at least 15 FTEs based within the HIE area (HIE)	We currently have 14 people on staff with an FTE of 12.4. However, with tutors and contractors, that figure will be much higher and exceed 15 FTEs.	G
2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves**				
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Gaelic Officer	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School and tours by the Meanbh-Chuileag theatre-in-education group (SAC)	Gaelic plans and annual updates continue to be submitted to Fèisean nan Gàidheal and discussion on Gaelic content forms part of the annual review meeting with all Fèisean.	G
				A new Gaelic Policy has been approved and will be issued to all Fèisean, along with guidance. A survey of tutors will be carried out to gain baseline information on current Gaelic ability against which to measure success in its implementation.	
			Increase in the use of Gaelic in at least 20 Fèisean. (BnG)	Maximum support will be given to Fèisean by our Gaelic language team to help increase Gaelic usage.	G

			Increase visibility and image of Gaelic and the Fèisean through mygaelic.com, to increase numbers of users. (At least one message each month). (BnG)	We have set up a Fèisean group on mygaelic and send all news releases to the team. There have been several news items on the site generated by Fèisean nan Gàidheal, but more use needs to be made of the group.	A
2.2	Develop a Gaelic Language Development Team	Gaelic Officer	Gaelic-speaking teams to be available to local Fèisean	Our Sgioba-G continues to assist Fèisean with Gaelic Policy implementation, and with programmes of work tailored to individual needs, where requested, all geared towards Gaelic acquisition and use.	G
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Gaelic Officer Development Officers Training & Policy Officer		Gradually ensuring that all Fèisean use fully bilingual material, and have made this a specific condition of grant. This will be discussed specifically with each Fèis at review meetings.	G
				These are ongoing tasks and translation help is provided for those Fèisean who need it, tutors, organisers and staff can participate in many Gaelic language courses and these are evaluated on a case-by-case basis.	
			Increase the number of Fèisean nan Gaidheal staff reaching fluency. (BnG)	Three grammar courses has been held this financial year for FnG staff with a further one planned. 1 further day has been spent on Gaelic conversation and 'gnàthsan cainnt'. The least fluent member of our team has undertaken an Ùlpan course and now uses Gaelic regularly in the office.	G
2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	CEO Gaelic Officer	An increasing number of GM Fèisean	6 Fèisean now GM and GM tuition being further developed within Fèisean that are not wholly GM.	G
				Fèisean nan Gàidheal held a Gaelic medium teenage Fèis – *Freumhan* – at Easter 2009 and plan to hold another in 2010.	
		Development Manager Board	Ensure commitment to Gaelic among new Fèisean	No new Fèisean are admitted for membership without demonstration of Gaelic commitment.	G
				Board is now required to approve new members to ensure Gaelic commitment is in place.	
2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (SAC)	Gaelic drama Fèisean planned during 2009-10 encompassing tuition in schools and public performances.	G
			Stage an annual Fèis Drama Summer School and work towards an agreement with MG Alba for the further professional development of 'graduates' (HIE)	Successful Sgoil Shamhraidh held in 2009, with plans well underway for the 2010 event, and expansion into some media-based workshops.	G
			Evidence of an increase in the skills of the particiapnts. (BnG)	Acting, technical, writing and presentational skills are imparted to the participants in the Sgoil Shamhraidh Dràma. 19 participants in 2009 event and the final performances were evidence of the skills gained.	G
			A programme of work and evidence of an increase of 25% in drama opportunities in communities, with priority given to *Iomairtean Cànain* areas. (BnG)	We plan 6 instead of 5 drama Fèisean in 2009-10 which is a 20% increase. Meanbh-Chuileag toured schools with a pantomime, some of which were in *Iomairtean Cànain* areas. They are working with groups in *Iomairtean* areas on Gaelic drama for local radio.	G

3	**Develop the work of the Fèisean within the formal education sector**				
3.1	Youth Music Initiative contract in Highland	CEO YMI Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI, in Highland and other local authorities as appropriate (SAC)	YMI in Highland is ongoing and running successfully with local Fèisean organising the delivery in their own areas. Rae MacEachern continues to look after day-to-day organisational issues for FnG. CPD days are planned and tutors who have not already undergone our training course will be encouraged to do so. Some attending SMO course in February. New bilingual whistle resource has been developed by two tutors and will be distributed when finalised.	**G**
3.2	Potential for Youth Music Initiative contract work in other areas	CEO		No progress to date in 2009-10.	**R**
3.3	Gaelic Language work in schools	Drama Officer		Meanbh-Chuileag have been doing work in schools – pantomime at Christmas; drama in connection with Shinty Festival and Gaelic drama Fèisean. Fèis Lochabair is involved in Gaelic teaching at Lochaber High School on a regular basis.	**G**
3.4	Other formal educational work	CEO Training & Policy Officer		As part of Blas 2009 there was a comprehensive education programme running in a number of schools alongside the main festival events. Over 40 events took place with an audience of almost 5,000 pupils. Fèis Academy plans currently on hold for various reasons but could be revived in 2009-10.	**G**
4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean**	CEO	Ensure that trading income constitutes at least 25% of FnG total income before 31 July 2012 (HIE)	This is the case at present with Blas and YMI contracts alone constituting around 24% of income, plus smaller contract such as Ceòl nam Fèis and Gaelic development activities.	**G**
4.2	Development of Blas – Celebrating Highland Music	CEO Development Manager	Develop the Blas Festival and ensure a festival that will be a significant part of the 2009 Year of Homecoming. (SAC)	Funding was received from Homecoming Scotland for 2009 festival and the festival was included in the majority of Homecoming publications.	**G**
			An increase in the amount of Gaelic used in the festival. (BnG)	The festival used Gaelic as much as possible, and more than any other festival. All publicity – posters, leaflets, programme, website, news release and advertising – is bilingual. Gaelic phrase cards are given out at events. All events have a Gaelic speaking fear or bean an taighe. Artists who have Gaelic are asked to use it in introducing their music. 4 x 1-hour long television programmes have been shown on BBC Alba, presented in Gaelic.	**G**
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC)	The 2009 programme achieved this with the involvement of young people, Gaelic language, international artistes and innovative events.	**G**
			An increase of 10% in numbers attending the festival events. (BnG)	Blas 2009 was the most successful to date with a 25% increase in ticket sales and an audience of 7,142 at the main concerts. When the Educational Programme was	**G**

				taken into account, the numbers rose to around 12,000.	
			Work in conjunction with Comhairle nan Leabhraichean and Pròiseact nan Sgeulachdan. (BnG)	It was not possible to engage for Blas 2009 since the programme had to be ready in January to take advantage of Homecoming Scotland's PR. However, we will engage with both during 2009-10 with a view to their inclusion in Blas 2010.	A
		CEO Development Manager	If additional funding allows, to continue the support of five Cèilidh Trails and an annual Gaelic Music in Schools week (HC)	Five Cèilidh Trails were supported during the summer months but at a reduced level due to uncertainty of funding. All were successful, albeit with a smaller number of participants and, in some cases, a shorter programme.	G
				As reported above, there were over 40 events in the Blas Educational Programme.	
		CEO Development Manager	To deliver a festival that is inclusive and will appeal to a wide cross-section of age groups and cultural backgrounds (HC)	Although we do not collect specific data on this particular aspect of the festival, we are certain that Blas appeals to a wide audience.	G
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC)	Feedback was sought from audience members as normal and we achieved an overall satisfaction rating of 4.4 out of 5, or 88%.	G
				Reliant on local promoters for customer care but in terms of stakeholder care, a seminar was held at the PAN Forum in April 2009 with Blas promoters to ensure that they are fully aware of the ethos of the festival.	
				We ensured that funders and guests were looked after with complimentary tickets etc, as usual.	
4.3	Continuing support for Fèis Cèilidh Trails	Senior and other Development Officers	In partnership with Fèisean, continue to support a network of Cèilidh Trails (SAC)	Five Cèilidh Trails were supported during the summer months.	G
		Senior Development Officer	Expand and strengthen the Fèis Cèilidh Trails initiative, including coordinating and promoting the initiative nationally and internationally as a cultural tourism product (HIE)	Plans are well underway to improve the programming and publicity for them, from 2010, through a project for which we have secured significant LEADER support for 3 years.	G
4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving & Special Projects Officer	Coordinate at least six local cultural heritage projects led by Fèisean participants in local areas, creating freely available localised online resources (HIE)	Ongoing and work do far has been of a high standard. Books published with the work from projects with Fèis a' Bhealaich, Fèis Air an Oir and the two Inverness Fèisean – Fèis a' Bhaile and Fèis na h-Òige.	G
				Investigating future funding options for the Archiving Project with the Heritage Lottery Fund and others.	G
4.5	Gaelic Arts Strategic Development – GASD	CEO Training & Policy Officer	Have an active role in delivering a National Gaelic Arts Strategy as part of the National Plan for Gaelic and support the work of the proposed joint SAC/BnG Gaelic Arts Officer (SAC)	Gaelic Arts Strategy was finalised last May and adopted by Bòrd na Gàidhlig. The post of the Gaelic Arts Officer to be employed jointly by the Bòrd and SAC has been advertised and we will assist where we can in implementing the strategy.	A
				Fèisean nan Gaidheal expects to be part of a new forum being set up in place of GASD to oversee the implementation of the Gaelic Arts Strategy.	

4.6	Inter-Fèis activities	Development Manager/ Development Officers		Funding for inter-Fèis activities is integrated within our Development Fund.	**G**
4.7	Traditional Music Tutor Training Network – TMTTN	Training & Policy Officer and all staff	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 (SAC)	TMTTN functions are being taken over by the Traditional Music Forum although Fèisean nan Gàidheal remains one of very few organisations offering tutor training and CPD opportunities. Although geared towards Fèisean, they are open to all and we do attract tutors from outwith the Fèisean. Through Fèis Alba we improve performance and organisational skills for young musicians. Through Blas we improve the way promoters work. Through our Drama Summer School, young people gain many artistic and technical skills. Through our Fèis Trèanaidh, volunteers gain skills in many subjects.	**G**
n/a		Development Manager	Produce, market and sell a CD of traditional music and Gaelic song produced through a Fèis song-writing initiative (HIE)	This is a project to be delivered by 2012 and has not been progressed yet but it is on track insofar as we did not expect it to begin until 2010-11	**G**
5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement**				
5.1	Retain a Training Development Officer	CEO		Post mainstreamed from 2009-10 and takes in work on policy development.	**G**
5.2	Annual Training Programme	Training & Policy Officer	Deliver training to thirty Fèisean per year and at least seventy five tutors and community Fèis organisers (HIE)	Fèis Trèanaidh in March 2010 should attract around 50 Fèis organisers. Level I and II courses at SMO in February 2010 is already booked up with 30 tutors and a waiting list of others. Staff training is ongoing as required, with Gaelic language training for the whole team happening 4 times annually. In-house induction is available for new staff. Moreen Pringle has been undertaking Ùlpan training. Iona MacDonald is progressing with her Masters (Culture)	**G**
5.3	Teenage provision within the Fèis movement	Development Manager Development Officers		Development Staff will organise, in conjunction with an established Fèis, a Gaelic-medium residential Fèis for teenagers in April 2010, and plans are underway. Archiving project continues to involve teenagers. Cèilidh Trails and Blas involve teenagers. Continue support for Fèis Rois nan Deugairean, Fèis Rois. Fèis Spè and others Fèisean who make teenage provision.	**G**
n/a		CEO/Board with HIE financial	Undertake a review on function, appositeness and efficacy of Fèisean nan Gàidheal board, by 31 December 2010 (HIE)	Not expected to be initiated by HIE until 2010-11 financial year.	**G**

		support			
6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities**				
6.1	Networking	CEO Development Manager	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum. (SAC)	We continue to attend meetings and contribute to the development of the Traditional Music Forum, which is to become an incorporated body with an enhanced role.	**G**
				We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School.	
				We will continue to be members of the GASD forum, or its successor, and attend meetings of the Gaelic Organisations held by Bòrd na Gàidhlig.	
				Fèisean nan Gàidheal's CEO is involved in occasional input to SMO's Gaelic & Traditional Music Course offering advice to students on the music business and teaching opportunities through Fèisean and other means.	
6.2	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council, Highlands and Islands Enterprise and Bòrd na Gàidhlig, FnG will continue to play a key role in the continuing development of traditional music and Gaelic arts in Scotland. (SAC)	A lot of our time is spent on advocacy and this will continue. We regularly input to strategic work going on such as the Traditional Arts Group, and parliamentary bill consultations, which have an effect on our work, or where we can influence policy. Most recently we have been involved in discussions with local authorities about proposed reductions in funding.	**G**
6.3	International Links	CEO Development Manager Archiving & Special Projects Officer		We have ongoing links with Celtic Colours in Cape Breton and the Barra MacNeils performed at the 2009 festival.	**G**
				Development Staff were involved in an international Cèilidh Trail with Ireland, with performances in both countries during the summer months.	
6.4	Promotion and Marketing	CEO Business Officer	Increase media coverage of the Fèis movement through at least twelve instances of coverage in local/regional media, three instances of national coverage, and one instance of United Kingdom-wide coverage per year (HIE)	We have achieved a high level of coverage in the press, and cuttings are collected regularly and archived.	**G**
		CEO Business Officer	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for increased sales of products of the Fèisean. (SAC)	Further work needed in this area but potential sponsors are being followed up on an ongoing basis.	**A**
				There is now a Blas Fundraising Committee which has attracted a number of private donations and sponsorship from Alba Travel, Air Canada and others.	**G**
6.5	Information	CEO	HIE Impact Assessment to be carried out by Steve Westbrook Associates.	Draft results were published in early December and Fèisean nan Gàidheal has cooperated fully with the consultants involved.	**G**
		CEO/Executive Manager	Produce research on the creation of a Fèis 'cultural hub' providing social, performance and teaching spaces,	To be progressed in 2010-11 for delivery by 2012 as per agreement with HIE.	**G**

			exploiting distance learning technology and links to creative industries, within a fragile Gaelic community (HIE)		
6.6	Website and ICT	Business Officer All Staff as appropriate		Now live at www.feisean.org. Content population is ongoing with staff having had Sitekit training to enable them to populate our sites.	G
6.7	Showcasing opportunities	CEO Development Manager Archiving & Special Projects Officer	Raise the profile of the Fèis movement through dedicated showcase events, with a specific event this year for Homecoming Scotland 2009 (SAC)	Ceòl nam Fèis 2009 was held at Eden Court on 27 November as part of the Homecoming Scotland Finale celebrations.	G
			Deliver at least three high-profile national showcase events - 2 Scottish, 1 United Kingdom-wide (HIE)	To be progressed as opportunities arise	A

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt dhan fhiosrachadh seo agus ceist sam bith a thogail mun phròg ram obrach.

Art MacCarmaig
Ceannard
Gearran 2010

Fèisean nan Gàidheal

Blas 2010
Àireamh air a' Chlàr Chùisean: 1.2010.02(b)

Adhbhar a' Phàipeir
Aire nam ball a thoirt gu planaichean airson Blas 2010.

Bun Fhiosrachadh
Bidh cuimhne aig buill a' Bhùird gun robh mi-chinnt, aig coinneamh an Dùbhlachd, mu mhaoineachadh airson Blas 2010. Ràinig am Bòrd co-dhùnadh, nam b' e is nach robh airgead gu lèor air a ghealltainn le Comhairle na Gàidhealtachd, nach bu chòir dhan fhèis a dhol ar adhart. 'S ann aig stiùirichean Blas Earranta, companaidh aig Fèisean nan Gàidheal le riochdairean bho Chomhairle na Gàidhealtachd, a bhiodh an co-dhùnadh mu dheireadh.

An suidheachadh an-dràsta
Bhon choinneimh mu dheireadh tha mi air a bhith a' bruidhinn gu cunbhalach gu oifigearan agus buill Chomhairle na Gàidhealtachd ann an oidhirp freagairt fhaighinn mu shuidheachadh a' mhaoin son 2010.

Air 12mh Faoilleach sgrìobh mi gu Ùisdean Friseal, Stiùiriche an Fhoghlaim aig Comhairle na Gàidhealtachd airson faighneachd am biodh a' chomhairle deònach barantas airgid a thoirt dhuinn airson Blas 2010 le fios nach robh clàr-ama na comhairle a-rèir clàr-ama planaidh Bhlas agus nach robh an dàil an urra ruinne.

Chuir mi air adhart a' bheachd gum bitheamaid deònach a' gabhail ris gum biodh gearradh de sheòrs' air choireigin ann, agus gum bitheamaid deònach feuchainn ri airgead ùr a lorg agus sàbhalaidhean a dhèanamh nan gabhadh a leithid a dhèanamh. Nam b' e 's nach robh sin comasach air a' cheann thall, bhitheamaid a' sùileachadh gun tigeadh a' chomhairle air adhart leis an airgead àbhaisteach airson na bliadhna-sa a-mhàin, airson leigeil leinn a dhol air adhart agus an fhèis a chur air dòigh.

Bha seo mar oidhirp dèanamh cinnteach gun tachradh Blas am-bliadhna agus airson cunnart sam bith a lughdachadh do dh'Fhèisean nan Gàidheal ann a bhith a' feuchainn ri fèis a chur air dòigh le nas lugha de dh'airgead. Nam bheachdsa 's e co-rèiteachadh tarraingeach a bha seo anns an t-suidheachadh anns an robh sinn.

An dèidh putadh, fhuair mi freagairt bho Ùisdean Friseal air 4 Gearran leis an fhiosrachadh nach robh e a-nise coltach gum biodh gearradh sam bith ann an ìre de dh'airgead ann an 2010-11, ged nach fhaighinn freagairt fhoirmeil gus am biodh coinneamh na comhairle seachad.

Tha pàipear eile ann le molaidhean a thaobh lùghdachadh maoin bho Chomhairle na Gàidhealtachd, a bhios a' gabhail a-steach Blas bho 2011. Ach le fios gum biodh £105k ann bho Chomhairle na Gàidhealtachd am-bliadhna, tha mi air iarraidh air Donna NicRath a dhol air adhart leis an fhèis agus tha mi air iarrtas a chur gu EventScotland airson maoin a bharrachd. Tha Calum Ailig MacMhaoilein air a bhith ag obair air iarrtas gu PRS Foundation airson coimisean ùr air Blas na bliadhna-sa.

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

Art MacCarmaig
Ceannard
Gearran 2010

Fèisean nan Gàidheal

Taisbeanaidhean bhon luchd-obrach
Àireamh air a' Chlàr Chùisean: 1.2010.02(c)

Adhbhar a' Phàipeir
Airson molaidhean a thaobh taisbeanaidhean bhon luchd-obrach a chur air adhart dhan Bhòrd.

Bun Fhiosrachadh
Chaidh aontachadh aig a' choinneimh mu dheireadh gum bu chòir don luchd-obrach a bhith an-sàs ann an coinneamhan a' Bhùird le bhith gam frithealadh aig àm sam bith le an toil fhèin, agus tro phròg ram de thaisbeanaidhean air raointean eadar-dhealaichte den chuid obrach aig amannan iomchaidh.

Clàr-ama
Seo molaidhean mar thoiseach tòiseachaidh airson deasbad, le geàrr iomradh air dè dh'fhaodadh a bhith anns na taisbeanaidhean:

Coinneamh	Neach-obrach	Dreuchd	Taisbeanadh
Cèitean 2010	Calum Alex Macmillan	Manaidsear Leasachaidh	A' cur an gnìomh ar poileasaidh Gàidhlig – fiosrachadh bho measadh luchd-teagaisg
Sultain 2010	Aonghas MacLeòid Emily Edwards	Oifigear Dràma Oifigear Pròiseactan	Obair dhràma ann an sgoiltean agus coimhearsnachdan agus Sgioba G
Dùbhlachd 2010	Art MacCarmaig	Ceannard	Fiosrachadh do bhuill ùra agus ùr fhiosrachadh do na buill a th' ann an-dràsta
Gearran 2011	Dougie Beck	Oifigear Gàidhlig (Drama)	Fiosrachadh bhon Sgoil Shamhraidh Dràma agus planaichean airson 2011

Gnìomh a dhìth
Thathar ag iarraidh air buill gabhail ris a' phròg ram.

Art MacCarmaig
Ceannard
Gearran 2010

Fèisean nan Gàidheal

Aithisg Ionmhais
Àireamh air a' Chlàr Chùisean: 1.2010.03

Anns an aithisg seo tha:

Àireamh air a' Chlàr Chùisean 1.2010.03(a)

1 Teachd a-steach agus teachd a-mach gu 31 Màirt 2010 leis mar a thionndaidh cùisean a-mach gu 31 Dùbhlachd 2009

2 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2009-10 gu 31 Dùbhlachd 2009

Àireamh air a' Chlàr Chùisean 1.2010.3(b)

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

Àireamh air a' Chlàr Chùisean 1.2010.3(c)

1 Cunntasan Bliadhnail gu 31 Dùbhlachd 2009, air an ullachadh le Mann Judd Gordon air an cuairteachadh son fiosrachaidh.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird ceistean sam bith a thogail mu (a); agus fa-near a thoirt do (b) agus (c).

Anne Willoughby
Manaidsear Gnìomha
Gearran 2010

Teachd a-steach agus teachd a-mach gu 31 Màirt 2010 leis mar a thionndaidh cuisean a-mach gu 31 Dùbhlachd 2009

Àireamh air a' Chlàr Chùisean: 1.2010.03(a)1

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 378,400.00	£ 283,800.00	£ 292,569.62
Grants Scheme	£ 195,000.00	£ 146,250.00	£ 162,600.00
Fèis Development Fund	£ 30,000.00	£ 22,500.00	£ 30,000.00
Annualised Hours	£ 15,000.00	£ 11,250.00	£ 12,500.00
Training	£ 17,500.00	£ 13,125.00	£ 12,270.76
Gaelic Development	£ 11,500.00	£ 8,625.00	£ 7,365.00
Youth Music Initiative	£ 219,511.00	£ 164,633.25	£ 219,511.00
Blas Festival	£ 255,700.00	£ 191,775.00	£ 258,352.28
Earned Income	£ 17,400.00	£ 13,050.00	£ 10,529.88
Meanbh Chuileag TIE Service/Drama Fèisean	£ 40,000.00	£ 30,000.00	£ 37,250.00
Support Cèilidh Trails	£ 70,000.00	£ 52,500.00	£ 51,000.00
Gaelic Drama Summer School	£ 45,000.00	£ 33,750.00	£ 45,000.00
Archiving Project	£ 23,667.00	£ 17,750.25	£ 5,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 2,250.00	£ 3,000.00
Showcase Opportunities	£ 25,700.00	£ 19,275.00	£ 23,655.69
General Funds still to be raised	£ 43,251.25	£ 32,438.44	£ 2,369.93
TOTAL INCOME	**£ 1,390,629.25**	**£ 1,042,971.94**	**£ 1,172,974.16**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 341,755.00	£ 256,316.25	£ 260,294.58
NIC Contributions	£ 34,175.50	£ 25,631.63	£ 26,091.59
Pension Contributions	£ 17,087.75	£ 12,815.81	£ 7,036.56
Staff Travel	£ 26,000.00	£ 19,500.00	£ 19,727.93
Office Rent & Rates	£ 23,000.00	£ 17,250.00	£ 13,327.27
Stationery, Printing & Postage	£ 12,000.00	£ 9,000.00	£ 9,860.71
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 10,500.00	£ 7,602.65
Board Expenses	£ 8,000.00	£ 6,000.00	£ 4,964.51
Implementation of Child Protection policy	£ 8,500.00	£ 6,375.00	£ 7,180.00
Insurance	£ 6,000.00	£ 4,500.00	£ 5,864.00
Sundry Expenses	£ 2,500.00	£ 1,875.00	£ 1,939.87
Accountancy & Bank Charges	£ 5,000.00	£ 3,750.00	£ 5,738.33
Professional Fees	£ 3,000.00	£ 2,250.00	£ 3,082.00
Instrument Bank Maintenance	£ 2,000.00	£ 1,500.00	£ 2,035.35
Additional Support Needs	£ 2,000.00	£ 1,500.00	£ 50.00
Capital Expenses	£ 5,000.00	£ 3,750.00	£ 5,873.21
PROGRAMME COSTS			
Grants Paid Out	£ 195,000.00	£ 146,250.00	£ 171,462.31
Annualised Hours	£ 15,000.00	£ 11,250.00	£ 6,000.00
Feis Development Fund	£ 30,000.00	£ 22,500.00	£ 23,738.56
Training Programme	£ 17,500.00	£ 13,125.00	£ 4,221.35
Training Programme Management Fee	-£ 3,250.00	-£ 2,437.50	-£ 3,250.00
Gaelic Language Development	£ 11,500.00	£ 8,625.00	£ 10,106.00
Gaelic Language Development Management Fee	-£ 1,150.00	-£ 862.50	-£ 1,150.00
Youth Music Initiative	£ 219,511.00	£ 164,633.25	£ 113,297.00

Youth Music Initiative Management Fee	-£ 50,000.00	-£ 37,500.00	-£ 50,000.00
Annual Conference	£ 10,000.00	£ 7,500.00	£ 8,544.40
Blas Festival	£ 263,000.00	£ 197,250.00	£ 268,737.50
Blas Festival Management Fee	-£ 12,000.00	-£ 9,000.00	-£ 12,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 25,000.00	£ 18,750.00	£ 20,491.00
Support Cèilidh Trails	£ 70,000.00	£ 52,500.00	£ 38,988.23
Gaelic Drama Summer School	£ 45,000.00	£ 33,750.00	£ 33,089.49
Drama Summer School Management Fee	-£ 4,500.00	-£ 3,375.00	-£ 4,500.00
Archiving Project	£ 10,000.00	£ 7,500.00	£ 10,464.12
Archiving Management Fee	-£ 1,000.00	-£ 750.00	-£ 1,000.00
Press/PR/Website Updates/Newsletter	£ 6,000.00	£ 4,500.00	£ 7,100.86
Fèis Showcase Concerts	£ 20,000.00	£ 15,000.00	£ 14,904.85
Fèis Showcase Concerts Management Fee	-£ 2,000.00	-£ 1,500.00	-£ 2,000.00
Contingency	£ 17,000.00	£ 12,750.00	£ 15,261.57
SUB-TOTAL EXPENDITURE	**£ 1,390,629.25**	**£ 1,030,221.94**	**£ 1,053,175.80**
Management Fees	£ 73,900.00	£ 55,425.00	£ 73,900.00
TOTAL EXPENDITURE	**£ 1,464,529.25**	**£ 1,098,396.94**	**£ 1,127,075.80**
Transfer to Reserves	£ 12,932.50	£ 9,699.38	£ 12,932.50
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 119,798.36**

Tabhartasan nam Fèisean 2009-10

Àireamh air a' Chlàr Chùisean: 1.2010.3(a)2

Grants to Fèisean to 31.12.09	Main Fèis Grant	Local Authority	Follow-on Grants	Annual Hours	Ann Hours Grant	Dev Fund	Total Grant Offered	Balance Paid	Outstanding Balance
The Highland Council									
Fèis an Earraich	£8,947.34	£4,473.66	£2,884.00	180	£ 1,350.00	£ 0.00	£ 17,655.00	£ 10,066.00	£ 7,589.00
Fèis Lochabair	£2,787.34	£1,393.66	£2,500.00	120	£ 900.00	£ 0.00	£ 7,581.00	£ 4,181.00	£ 3,400.00
Fèis nan Garbh Chrìochan	£4,543.34	£2,271.66	£4,968.00	150	£ 1,125.00	£ 50,000.00	£ 62,908.00	£ 57,361.25	£ 5,546.75
Fèis Chataibh	£2,776.67	£1,388.33	£2,012.00	120	£ 900.00	£ 0.00	£ 7,077.00	£ 3,124.00	£ 3,953.00
Fèis a' Bhealaich	£266.67	£133.33	£760.00	20	£ 150.00	£ 0.00	£ 1,310.00	£ 680.00	£ 630.00
Fèis Rois nan Deugairean	£10,196.00	£5,098.00	£0.00	0	£ 0.00	£ 0.00	£ 15,294.00	£ 11,470.50	£ 3,823.50
Fèis Eige	£592.00	£296.00	£0.00	20	£ 150.00	£ 0.00	£ 1,038.00	£ 666.00	£ 372.00
Feis Ghallaibh	£666.67	£333.33	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Fèis Rois Òigridh	£7,930.00	£3,965.00	£8,700.00	0	£ 0.00	£ 0.00	£ 20,595.00	£ 19,393.50	£ 1,201.50
Fèis Farr	£0.00	£0.00	£996.00	20	£ 150.00	£ 0.00	£ 1,146.00	£ 498.00	£ 648.00
Fèis na h-Òige	£1,700.00	£850.00	£1,497.00	50	£ 375.00	£ 160.00	£ 4,582.00	£ 2,072.50	£ 2,509.50
Fèis Air an Oir	£671.33	£335.67	£2,464.00	50	£ 375.00	£ 0.00	£ 3,846.00	£ 1,864.00	£ 1,982.00
Feis Ghleann Albainn	£1,056.00	£528.00	£2,656.00	0	£ 0.00	£ 0.00	£ 4,240.00	£ 1,584.00	£ 2,656.00
Fèis Ratharsaidh	£938.00	£469.00	£0.00	40	£ 300.00	£ 0.00	£ 1,707.00	£ 0.00	£ 1,707.00
Fèis a' Bhaile	£2,685.00	£895.00	£862.00	240	£ 1,800.00	£ 0.00	£ 6,242.00	£ 2,685.00	£ 3,557.00
Fèis Òigridh na Mara	£550.00	£275.00	£6,240.00	200	£ 1,500.00	£ 1,259.60	£ 9,824.60	£ 5,129.60	£ 4,695.00
Fèis Inbhir Narann	£654.00	£327.00	£3,772.00	100	£ 750.00	£ 0.00	£ 5,503.00	£ 2,261.00	£ 3,242.00
Fèis Spè	£3,741.33	£1,870.67	£5,126.00	0	£ 0.00	£ 0.00	£ 10,738.00	£ 8,175.00	£ 2,563.00
Feis a' Chaolais	£0.00	£0.00	£1,204.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Other Area/City Councils									
Fèis Dhùn Èideann	£2,787.00	£0.00	£5,632.00	600	£ 4,500.00	£ 0.00	£ 12,919.00	£ 3,618.00	£ 9,301.00
Fèis Chille Conbhal	£935.00	£0.00	£808.00	0	£ 0.00	£ 0.00	£ 1,743.00	£ 0.00	£ 1,743.00
Fèis Arainn	£2,547.00	£0.00	£1,800.00	0	£ 0.00	£ 0.00	£ 4,347.00	£ 2,810.00	£ 1,537.00
Fèis Obair Dheathain	£1,737.00	£0.00	£0.00	50	£ 375.00	£ 0.00	£ 2,112.00	£ 0.00	£ 2,112.00
Feis Dhùn Bhreatainn	£537.00	£0.00	£542.00	20	£ 150.00	£ 0.00	£ 1,229.00	£ 0.00	£ 1,229.00
Fèis Mhoireibh	£1,610.00	£0.00	£1,496.00	0	£ 0.00	£ 0.00	£ 3,106.00	£ 1,610.00	£ 1,496.00
Fèis Lannraig a Tuath	£705.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 855.00	£ 528.75	£ 326.25
Fèis Fhoirt	£1,600.00	£0.00	£1,450.00	0	£ 0.00	£ 0.00	£ 3,050.00	£ 2,325.00	£ 725.00

Feis Ghlaschu	£3,055.00	£0.00	£1,000.00	0	£ 0.00	£ 0.00	£ 4,055.00	£ 2,421.00	£ 1,634.00
Fèis Innis an Uillt	£403.00	£0.00	£2,100.00	60	£ 450.00	£ 0.00	£ 2,953.00	£ 0.00	£ 2,953.00
Fèis Lunnain	£1,000.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 1,000.00	£ 0.00
Feis an t-Stratha	£1,000.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Western Isles Council									
Fèis Tìr a' Mhurain	£2,750.00	£1,500.00	£1,176.00	120	£ 900.00	£ 0.00	£ 6,326.00	£ 3,563.00	£ 2,763.00
Fèis Eilean an Fhraoich	£2,800.00	£2,000.00	£1,250.00	100	£ 750.00	£ 968.84	£ 7,768.84	£ 6,068.84	£ 1,700.00
Fèis Tìr an Eòrna	£2,052.00	£1,500.00	£0.00	40	£ 300.00	£ 0.00	£ 3,852.00	£ 3,039.00	£ 813.00
Fèis Bharraigh	£3,647.00	£1,500.00	£800.00	100	£ 750.00	£ 0.00	£ 6,697.00	£ 4,235.00	£ 2,462.00
Fèis Eilean na Hearadh	£600.00	£1,500.00	£0.00	20	£ 150.00	£ 0.00	£ 2,250.00	£ 1,950.00	£ 300.00
Fèis an Rubha	£1,457.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,457.00	£ 0.00	£ 1,457.00
Fèis Taigh Dhonnchaidh	£723.00	£1,500.00	£1,000.00	20	£ 150.00	£ 0.00	£ 3,373.00	£ 1,668.00	£ 1,705.00
Argyll & Bute Council									
Fèis Cholla	£1,525.00	£0.00	£864.00	20	£ 150.00	£ 0.00	£ 2,539.00	£ 1,143.75	£ 1,395.25
Fèis Latharna	£2,471.00	£1,500.00	£2,830.00	0	£ 0.00	£ 711.80	£ 7,512.80	£ 5,104.80	£ 2,408.00
Fèis Mhuile	£0.00	£1,500.00	£1,220.00	20	£ 150.00	£ 0.00	£ 2,870.00	£ 0.00	£ 2,870.00
Fèis Thiriodh	£1,850.00	£1,500.00	£931.00	60	£ 450.00	£ 0.00	£ 4,731.00	£ 3,350.00	£ 1,381.00
Fèis Ìle agus Dhùira	£0.00	£1,014.00	£0.00	0	£ 0.00	£ 0.00	£ 1,014.00	£ 0.00	£ 1,014.00
Fèis Dhùn Domhain	£400.00	£486.00	£1,511.00	30	£ 225.00	£ 0.00	£ 2,622.00	£ 1,541.50	£ 1,080.50
Fèis Cheann Loch Goibhle	£1,000.00	£1,500.00	£1,694.00	50	£ 375.00	£ 756.00	£ 5,325.00	£ 756.00	£ 4,569.00
Feis Freumhan	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
	Total Main Fèis	**Total LA Grants**	**Total Follow-on**	**Total Ann Hours**	**Total Other Grants**	**Total Dev.**	**Total pledged.**	**Total paid out**	**Total still to pay out**
Totals	**£ 89,892.69**	**£ 41,903.31**	**£ 74,745.00**	**2640**	**£ 19,800.00**	**£ 53,856.24**	**£ 280,993.24**	**£ 177,943.99**	**£ 103,049.25**

Fèisean nan Gàidheal

Cunntasan Bliadhnail gu 31 Dùbhlachd 2009

Àireamh air a' Chlàr Chùisean: 1.2010.03(c)

Fèisean nan Gàidheal
Consolidated management accounts
Nine months to 31 December 2009

Account	Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
	STATEMENT OF FINANCIAL ACTIVITIES FOR NINE MONTHS ENDED 31 DECEMBER 2009							
	INCOMING RESOURCES							
3	Scottish Arts Council	333,500	298,169	30,000	331			5,000
4	Highland Council	409,582	80,071	105,000		219,511	5,000	
5	Highlands & Islands Enterprise	160,008	140,008	20,000				
6	Bord na Gaidhlig	76,250	27,750	25,000			23,500	
7	Comhairle nan Ealan Siar	10,500	10,500					
8	Events Scotland	30,800		30,800				
9	Argyle & Bute Council	9,410	9,410					
/2	Storlann Naiseanta Na Gaidhlig	5,000					5,000	
/4	Comunn na Gaidhlig	1,000	1,000					
/8	Donation from Blas Festival Ltd	4,428	4,428					
/9	Box office income	69,624		69,624				
/10	Membership fees	3,370	3,370					
/11	Sale of publications	1,563	1,563					
/12	Instrument bank revenue	5,189	5,189					
/14	Training registration fees	440	40		400			
/15	Performance fees	565	365				200	
/16	Other income	10,602	2,357	6,445			1,800	
/50	Bank interest received	77	77					
	Total incoming respources	**1,131,909**	**584,298**	**286,869**	**731**	**219,511**	**35,500**	**5,000**
	RESOURCES EXPENDED							
	Fundraising trading							
27	Instrument bank costs	2,036	2,036					
29	Artistes costs	102,093		102,093				
30	Travel and support	70,452		70,452				
31	PA& Lighting	22,250		22,250				
32	Venue hire	19,476		19,476				
33	Promotion	42,622		42,622				
34	Project manager	19,798		19,798				
35	Artistic director	7,298		7,298				
		286,024	2,036	283,989	0	0	0	0
	Charitable activities							
255	Wages	226,375	215,919				10,456	
262	Development officers & tutors	156,099	53,059			95,614	7,427	
263	Grants to Feisean	177,526	177,526					
266	Travelling	31,393	629			15,191	15,573	
268	Child protection costs	9,556	7,180		2,376			
270	Workshops	2,760			1,216		1,544	
271	Materials	6,780	296			6,484		
272	Festival costs	18,827	14,905				3,922	
273	Archiving project	10,464						10,464
279	Sgoil Shamraid	29,167	29,167					
280	Sundry expenses	17,154	7,504	5,078			4,572	
		686,102	506,186	5,078	3,592	117,289	43,493	10,464
	Governance costs							
285	Audit & accountancy	8,763	7,353	1,410				
286	Committee expenses	6,543	4,965	1,579				
287	Annual conference	8,544	8,544					
290	Legal & professional fees	3,082	3,082					
		26,932	23,944	2,989	0	0	0	0
	Support costs							
312	Social security	26,092	26,092					
313	Pensions	7,037	7,037					
318	Office rent	17,242	17,242					
319	Light and heat	2,233	2,233					
320	Insurance	436		436				
321	Telephone	5,370	5,370					
322	Postage and stationery	15,094	15,094					
323	Staff travel & expenses	14,030	14,030					
324	Website costs	3,304	2,354	950				
325	Donations to Feisean nan Gaidheal	4,428		4,428				
327	Bank charges	451	392	59				
328/1	Capital costs	7,057	7,057					
328/12	Depreciation	1,165		1,165				
		103,937	96,899	7,038	0	0	0	0
	Total resources expended	**1,102,996**	**629,065**	**299,093**	**3,592**	**117,289**	**43,493**	**10,464**
	Net incoming / (outgoing) resources - for nine months ended 31 December 2009	**28,913**	**(44,766)**	**(12,224)**	**(2,861)**	**102,223**	**(7,993)**	**(5,464)**
	Total funds at 1 April 2009	31,526						
	Total funds at 30 September 2009	**60,439**						

Fèisean nan Gàidheal
Consolidated management accounts
Nine months to 31 December 2009

BALANCE SHEET AS AT 31 DECEMBER 2009

523	**Fixed assets**	
/1	Photocopier - cost	11,042
/21	Photocopier - depreciation b/fwd	(4,830)
/22	Photocopier - depreciation charge for year	(1,165)
		5,047
	Current assets	
595	Grants receivable	56,971
735	VAT	1,582
		58,553
	Bank accounts	
692	FnG current account	(32,896)
693	FnG high interest account	54,468
695	Blas Festival current account	(9,033)
		12,540
	Current liabilities	
755	Social security and other tax	(10,545)
786	Accrued expenses	(5,156)
		(15,701)
	Net assets as at 31 December 2009	**60,439**

Fèisean nan Gàidheal

Aithisg air Làimhseachadh Chunnartan
Àireamh air a' Chlàr Chùisean: 1.2010.03(d)

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 an-uiridh 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 na 9 prìomh cunnartan mar a chaidh 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 Gnìomh air 1 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 gnìomh riaraichte leis an dòigh anns a bheil na cunnartan air an làimhseachadh taobh a-staigh Fèisean nan Gàidheal.

Art MacCarmaig
Ceannard
Gearran 2010

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	27.01.10	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	3.12.09	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	21.08.09	Ongoing	**Green**
4	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	27.01.10	Ongoing	**Green**

5	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	27.01.10	Ongoing	**Green**
6	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	26.10.09	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	27.01.10	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	20.11.08	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	21.08.09	Annually - Feb 2010	**Amber**

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner**	CEO	**Date**	27.01.10
		Risk Manager	BOARD		

Identified Risk 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.	**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. 6-monthy monitoring of progress will be carried out by the CEO.

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

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Development (Gaelic)	**Risk Owner**	Gaelic Officer	**Date**	03.12.09
		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 just recently been reviewed with an updated policy implemented (September 09) 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. Their will be a review of the policy progress each year after the October Fèisean.

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

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Training	**Risk Owner**	Training & Policy Officer	**Date**	21.08.09
		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**	**G**

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:
   This plan is currently in place. 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 – 21 August 2009.

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. Initial action plans to be returned to Meall House by 30 September 2009 for retention on file.

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

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner**	CEO	**Date**	27.01.10
		Risk Manager	BOARD		

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: 4

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

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:** 27.01.10 **DATE IMPLEMENTED:** 27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/Whole organisation	**Risk Owner**	Development Mgr	**Date**	27.10.10
		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:**	27.01.10	**DATE IMPLEMENTED:**	27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	Portree	**Risk Owner** / **Risk Manager**	Executive Mgr/CEO / BOARD	**Date**	26.10.09

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: 6

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 25/09/09.

RECORDED BY: Anne Willoughby **DATE:** 26.10.09 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Development	**Risk Owner**	Development Manager	**Date**	27.01.10
		Risk Manager	BOARD		

Identified Risk Volunteer effort within the Fèisean is unable/unwilling to adhere to policies, guidelines or legal requirements.	**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:** 27.01.10 **DATE IMPLEMENTED:** 27.01.10

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	Portree	**Risk Owner**	Executive Mgr	**Date**	26.10.09
		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:** 26.10.09 **DATE IMPLEMENTED:** 21.08.09

Fèisean nan Gàidheal
RISK MANAGEMENT ACTION PLAN

Location/ Department	National/ Training	**Risk Owner**	Training & Policy Officer	**Date**	21.08.09
		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. Initial action plans to be returned to Meall House by 30 September 2009 for retention on file.

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

Fèisean nan Gàidheal

Cùmhnant Ionmhais Chomhairle Ealain na h-Alba
Àireamh air a' Chlàr Chùisean: 1.2010.03(e)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt do bhuill a' Bhùird mun aonta le Comhairle Ealain na h-Alba airson 2010-11.

Bun fhiosrachadh
Bidh fios aig buill a' Bhùird gu bheil againn ri pròram-obrach aontachadh le Comhairle Ealain na h-Alba (CEA) gach bliadhna. Aig a' choinneimh mu dheireadh bha cothrom aig na buill beachdachadh air an dreach phròram a bha mi fhìn air a chur dhan phrìomh oifigear againn, Iain Mac a' Ghobhainn.

Cùmhnant 2010-11
Tha a' chùmhnant a' toirt feairt dhan Phlana Leasachaidh ùr airson 2010-15 agus ar cùmhnant le Iomairt na Gàidhealtachd agus nan Eilean.

Chaidh gabhail ri an dreach phròram a chuir mise air adhart agus tha e a-nise anns a' chùmhnant mar phàipear taice 1. Tha trì raointean leasachaidh air an comharrachadh le Comhairle nan Ealain:

1. Feuchaidh Fèisean nan Gàidheal ri ballrachd na buidhne a chumail aig an aon ìre ach le sùil ri leudachadh nam biodh maoin a bharrachd ann tro Alba Chruthachail no InG.
2. Bidh Fèisean nan Gàidheal a' toirt taic agus a bhith an-sàs ann a bhith a' leasachadh dreuchd Oifigear Ealain na Gàidhlig.
3. Cumaidh Fèisean nan Gàidheal stèidh mar bhuidheann cudromach a' brosnachadh nan Ealain Gàidhlig, a' Ghàdhlig agus a cultar ann an co-bhanntachd ri buidhnean iomchaidh, ach Bòrd na Gàidhlig gu sònraichte.

Chaidh beagan atharrachaidhean a thoirt air an fhianais a bhios a-dhìth tron Frèam Iùdhaidh, ach cha bu chòir dhaibh duilgheadasan adhbharachadh dhuinn.

A bharrachd air seo uile, tha Iain Mac a' Ghobhainn air dearbhadh gum bi £100 mìle a tha a-dhìth airson Sgeama Thabhartasan nam Fèisean ri fhaotainn ann an 2010-11. 'S e deagh naidheachd a tha seo. Ach tha Daibhidh Mac an Tàilleir, a tha na Cho-stiùiriche nan Ealan, air innse do dh'Iain gur i seo a' bhliadhna mu dheireadh a bhiodh e comasach dhuinn an t-airgead seo fhaotainn san dòigh seo agus gum feumadh airgead a bharrachd mar seo a thighinn tro na pròiseasan maoineachaidh àbhaisteach bho 2011-12 a-mach. Bha e ag iarraidh dearbhadh ann an sgrìobhadh gun robh sinn a' tuigsinn seo.

Dh'aontaich mise ri sin le tuigse gum biodh cothrom againn tron bhliadhna bruidhinn mun seo agus dòigh a lorg far am biodh e comasach an t-airgead fhaighinn anns an dòigh àbhaisteach. Bhiodh e gu math na b' fhasa do dh'Fhèisean nan Gàidheal nam biodh an t-airgead seo a' tighinn tron sruth àbhaisteach againn bho CEA. Tha a' chùis seo a dhol air ais gu tràth ann an 2007 nuair a chaidh innse dhomhsa gun robh suimean a b' àbhaist Fèisean nan Gàidheal a bhith a' faotainn nach deach an cur ris an airgead bliadhnail de £250 mìle a chaidh aontachadh mar 'foundation funding'.

Gnìomhan a-dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don chùmhnant agus don fhianais a bhios a-dhìth mar dhearbhadh gu bheil sinn ga chur an gnìomh.

Art MacCarmaig
Ceannard
Gearran 2010

Funding Agreement 2010 - 2011
Foundation organisations

This agreement is effective from 1 April 2010, at which time, subject to Parliament, all Scottish Arts Council business becomes Creative Scotland business.

Please read **all** sections before completing the last, signature page.

Grant number:

Organisation name: **Fèisean nan Gàidheal**

Lead officer: Ian Smith

Part 1 - Planned programme of activities 2010/11

Organisation completes as separate sheet and attaches as **Appendix 1**

(Performing arts organisations also complete as separate sheet **Appendix 2**, details of activities outwith Scotland. See Guidance for more detail).

On the assumption that reasonable budget expectations will be achieved, Fèisean nan Gàidheal will undertake the agreed programme of work as set out in Appendix 1, during the year ending 31 March 2011.

The programme may be amended during the course of the year should circumstances warrant it. However, any significant alterations must be agreed formally in writing, with your lead officer.

Part 2 - Development areas

For discussion between organisation and lead officer, these may be issues of concern or opportunity and may be a condition of funding.

1. Fèisean nan Gàidheal will consolidate and maintain current membership and seek opportunities to further expand that base should funding allow through both Creative Scotland and HIE.

2. Fèisean nan Gàidheal will support and be involved in the development of the post of Gaelic Arts Officer.

3. Fèisean nan Gàidheal will maintain its role as a key organisation promoting the Gaelic arts, language and culture working in partnership with the relevant agencies and in particular with Bòrd na Gàidhlig.

Part 3 – Agreed targets for 2010/11

Please complete the **Annual Returns & Targets** spreadsheet in **Appendix 3** which reflects the format and content of the Annual Return form and will provide a longitudinal report on key statistics for each organisation. This spreadsheet is in excel, please complete and return. Discussions about all targets for 2010/11 will form part of the negotiations with your lead officer.

Part 4 – Review and self-evaluation

Quality Framework

This funding agreement has been developed in the context of the Scottish Arts Council's Quality Framework **Appendix 4** for the development, evaluation and self-evaluation of arts organisations. The framework is designed as a model of continuous improvement where the Scottish Arts Council works in partnership with organisations to develop open and accountable standards in relation to artistic work, engagement with the public, operational matters and governance.

The core requirements, and the corresponding evidence base, were developed in consultation with arts organisations during 2007/08. One of the strong recommendations was that arts organisations should set their own measures of success which means that the measures will be meaningful and appropriate for their work. We intend that this way of working will promote a culture of self-evaluation and continuous improvement which is transparent and accountable**.**

Please see Appendix 4 below for the agreed evidence which your organisation put forward in 2009/10 and update this section if appropriate.

Artistic self-assessment is a requirement for the majority of organisations and will be taken into account as a key piece of evidence in the Scottish Arts Council's assessment of organisations. However, we also need to make reference to measures of quality that are independent of the organisations themselves in order to allow us to make comparative judgements between organisations. Officers and independent specialist advisers will carry out a total of four artistic evaluations. All artistic evaluations will be sent to you and they will include the name of the assessor.

The Quality Framework will form the agenda for discussion at the formal meeting which will be held during this financial year between representatives from your board, your chief executive and your lead officer from the Scottish Arts Council.

Quality Framework

Agreed Evidence column to be updated by the organisation if appropriate.

1. Artistic Leadership

Flex	Foun	Area of activity	Core requirement	Evidence required	Agreed Evidence to be provided
•	•	Artistic vision and leadership	*1.1* The organisation has a clear artistic vision which is communicated clearly to all stakeholders (funders, audiences/ participants, artists and staff).	Current business plan, including clear aims in relation to a high quality programme of work.	*A new Development Plan agreeing joint vision of Board and members has been approved for 2010-15.* *Quarterly updates on progress against measures within plan along with Management Accounts.*
•	•	Programme	*1.2* Create and/or present a programme of work of high artistic quality.	Written Artistic Director's report for every board meeting. Evaluation of programme's success or otherwise, reflecting issues of artistic quality, views of stakeholders, and critical review, including Scottish Arts Council officers' and specialist advisors' evaluations.	*No artistic director, but CEO reports to each Board meeting and we have regular presentations form other officers on projects in which they are involved.* *We carry out evaluations on individual projects and there are external evaluations carried out by HIE and others.*
			1.3 The views of the stakeholders are formally evaluated and inform programme planning.	Discussion at the meeting with Scottish Arts Council lead officer.	*Regular feedback from local Fèisean.* *Regular feedback from education activities.* *Stakeholders were consulted in relation to our new plan and their feedback taken account of.*
	•	National and/or international leadership	*1.4* Partnership within and/or beyond Scotland is present within the programme.	Partner(s) role is acknowledged within publicity and other communications activity.	*Evidence of partnership working is clear through our 4 main funding agreements and various other agreements. Partners are always acknowledged.*
			1.5 The organisation participates in recognised national and/or international forums.	Reputation and success of the organisation is reflected through critical review, and/or recognised by national or international peers.	*Fèis movement and Fèisean nan Gàidheal highly regarded in traditional music and Gaelic language development.* *Organisation takes part in the Traditional Music Forum, the Gaelic Arts Strategic Development forum and has clear ties with the RSAMD and the National Centre of Excellence in Traditional Music.*
•	•	Equalities (see also	*1.6* The organisation aims to develop and	Increased involvement and participation of under-	*We have an Equal Opportunities policy, and*

		4. Compliance)	promote equality of opportunities and to ensure inclusion and accessibility to all services, employment, and the artistic programme.	represented groups. Business plan, including equalities scheme and policy.	*although our events are open to all, the Gaelic language aspect of them many be limiting to some, although we do not think it should be. Happy to work towards a plan to increase involvement of under-represented groups.*

2. Public Engagement

Audience

Flex	Foun	Area of activity	Core requirement	Evidence required	Agreed Evidence to be provided
	•	Understanding the audiences and/or participants (See also programme)	*2.1* Audience information is used to inform overall planning and decision-making (eg in marketing, education, programming and general business planning).	Audience information is regularly collected and analysed on the number and composition of audiences in terms of geo-demographics (organisations to work towards by 2009) as set out in the Funding Agreement.	*Audience/participant feedback is collected regularly, particularly for Blas, and is available to SAC through our Board papers.* *Views are regularly sought on our grants scheme, the individual Fèis programmes, Blas and the YMI work that we do.*
	•	Marketing and communications	*2.2* A long-term approach to marketing planning and implementation.	A written marketing plan outlining the organisation's marketing objectives, measurable targets and communications activity is included in the overall business plan. The plan is sufficiently resourced to achieve the organisation's stated marketing objectives and targets.	*We do not currently have a fully-developed marketing plan for all activities, but do have for Blas. We have fairly well developed marketing mechanisms though, which is evidenced by the large audiences we are able to attract.*
•	•	Engaging and develop audiences/ participants	*2.3* The artistic programme (see 1.2 above) is designed to engage and develop audiences and/or participants successfully.	Quantitative data on audiences/participants is collected. Qualitative evaluation is undertaken with audiences/participants.	*Quantitative data on audiences/participants is reported on annually.* *Qualitative evaluation is undertaken with audiences/participants through the Fèisean, Fèis participants, Blas audience and YMI pupils and is available.*
			2.4 Interpretative material/activity is provided to support the artistic programme.	Education programmes and communications activity.	*Regular newsletter and special newsletters focussing on certain aspects of programme are produced regularly.* *The Blas brochure is available bilingually and details all events.*

Education/Learning

Flex	Foun	Area of activity	Core requirement	Evidence required	Agreed Evidence to be provided
	•	Integration of learning and education into the core business	*2.5* A long-term, planned approach to education and learning is taken	A written education and learning plan outlining the organisation's education and learning objectives, measurable targets, and education and learning activity as well as associated budgets, are included in the organisation's overall business plan. Evaluation of the programme of work examines the extent to which objectives for learning and education are achieved, and is used to inform future planning.	*No specific plan in place, but could work towards this, although most of what we support through our programme is education and learning and details, including financial details, are in our Development Plan.* *Evaluation carried out in relation to Fèis participants and YMI pupils regularly. YMI tutors are assessed on a regular basis also.*
	•	Support for learning and education (external)			*Happy to have discussion on this but have had little involvement so far.*

3. Governance, Management and Finance

Flex	Foun	Area of activity	Core requirement	Evidence required	Agreed Evidence to be provided
	•	Board/ Management	*3.1* All members of the board and the senior management team are responsible for Artistic, Audience, Marketing and Education development, and are actively engaged in strategic planning and organisational review.	Schedule of meetings, agendas, plans, and minutes.	*Meetings are set in advance for a calendar year.* *Board papers for each meeting are sent out one week in advance, are detailed, and contain minutes, financial details and plans.* *Board papers are available on our website.*
	•	Board	*3.2* The board composition comprises an appropriate mix of skills and abilities to support the business of the organisation.	Open recruitment and renewal policy. Board development plan. Board membership. Annual report.	*We operate an open recruitment policy insofar as Board members are elected, normally for a 3 year period, by the Fèisean.* *There is training provided to Board members on joining and a wide variety of background information is provided to Board members electronically on a CD.* *We produce an Annual Report which is available in Gaelic and English in hard copy format and also on our website.* *As part of our new HOE agreement, there is to be an external review of the efficacy of our Board.*
	•	Board	*3.3* The board plans and reviews financial performance regularly.	Annual budget, quarterly management accounts (foundation organisations only), audited annual accounts.	*Annual Budget is agreed by the Board and submitted to SAC as are quarterly management accounts.* *Full financial details are made available to the Board Executive Group, and subsequently the full Board.* *Audited accounts will be submitted annually.*
	•	Board	*3.4* The organisation is committed to increasing income from non-public sources, including trading.	Development/fundraising strategy and/or marketing strategy including trading, if appropriate, within Business Plan.	*This exists within our Development Plan and associated documents, but scope for significant increases are quite limited.* *We do get involved in trading and money gained through service level agreements and contract delivery is*

					classed an earned.
	•	Management and staffing	*3.5* Staff competence levels are maintained.	HR plan and staff appraisal system.	*Staff appraisal system has been in place for many years and was updated last year.* *We have a low turnover of staff and hold regular staff training as a group, and for individuals when required.* *We have a staff handbook which is updated regularly.* *We engage an HR consultant on a small retainer, as the rules are ever-changing.*
			3.6 Support to individual artists.	Artists within the organisation and other artists linked with the organisation are provided with opportunities for professional development, evidenced through interview/observation.	*We have a well-established tutor training course and run a comprehensive programme of training for musicians and actors.* *We offer real progression for artists, both young artists involved in Fèisean, but also those engaged as tutors.*
			3.7 Support to staff/ board/volunteers etc.	Staff and volunteers have opportunities for continuous professional development and there is a plan that corresponds with the organisation's vision and strategy.	*We offer staff training and a well-established programme of tutor training.* *Comprehensive programme of training for volunteers in place.*
			3.8 Staffing budgets are specified within overall budget, and reviewed regularly.	Annual budget, board papers.	*Individual staff do not currently have control of project budgets, except for the Fèis Development Fund which is administered by the Development Manager. Other than that, the CEO has control of budgets.*
			3.9 Remuneration packages and pension provisions are regularly reviewed within the context of staff experience and industry standards agreements.	Pay structures and pension strategy.	*A pay review was carried out in 2006 and a new strategy put in place for ensuring salary increases based on performance.* *Pensions are available to all staff.*

4. Compliance

Compliance with all relevant legislation and charities regulations (where appropriate) is expected. In particular, the obligations placed on directors by the various Companies Acts and Insolvency Acts must be adhered to. Summary guidance is outlined in our booklet Care, Diligence and Skill, **www.scottisharts.org.uk/1/information/publications/1000877.aspx** but where directors are in any doubt about how to proceed in any situation we recommend that you seek more specialist guidance from your professional advisors. You should also ensure that you do not commit or aid any act of discrimination rendered unlawful by equalities legislation (see guidance notes to Quality Framework for further information). Neither the Scottish Arts Council, nor any of its members, advisors or officers can in any way be held responsible for the affairs of your organisation. Failure to comply with the legislative framework or to remain solvent will result in a reconsideration of any planned future funding.

Part 5 – General conditions

The section below sets out all the general conditions which relate to your grant. Please read carefully before completing the signature page at the end.

When to contact us immediately

You should make contact with us immediately under any of the following circumstances:

- If your organisation gets into financial difficulty
- If there is a material change to your proposed artistic programme
- If you need to change your cash flow to reflect changes to your programme/activity and need money
- If you change your bank details
- If you propose to distribute assets and/or surplus available on winding up the organisation
- If any fraud is suspected of found in your organisation during the time grant is being used
- If Senior Management, Chief Executives and Directors or equivalent resign or are dismissed.

1. General conditions of grant

1.1 When awarding a grant we will issue an offer letter to the administrative authority of your organisation. That offer letter states that the award is subject to the specific conditions in Parts 1 - 4 and Appendices 1, 2, 3 and 4) and the general conditions in this section.

1.2 Your organisation is responsible for managing its own affairs in accordance with company, charitable and all other relevant legislation. Our purpose, as stated in our Royal Charter, is to develop and improve the knowledge, understanding and practice of the arts. It is our responsibility to monitor the use of the public funds which we offer, to achieve this aim. The conditions which apply are designed to ensure that we have sufficient information and contact with you, to ensure that public funds are being used for the purpose for which they are intended and are not put at risk.

1.3 In return for the investment of public money you should:

- aim for high artistic standards consistent with maintaining long term financial viability
- adopt policies which aim for equality of opportunity, social inclusion and development of the arts and public engagement
- contribute as appropriate to the national outcomes set out in the Scottish Government's National Performance Framework (see next paragraph).

1.4 Scottish Government's National Performance Framework
We ask you to note that the Scottish Government's National Performance Framework which guides the Scottish Arts Council's work. In particular, we have aligned our outcomes to the five outcomes highlighted below

Purpose

To focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing economic sustainable growth.

Strategic Objectives

- Wealthier and Fairer
- Smarter
- Healthier
- Safer and Stronger
- Greener

National Outcomes

- **We live in a Scotland that is the most attractive place for doing business in Europe**
- We realise our full economic potential with more and better employment opportunities for our people
- **We are better educated, more skilled and more successful, renowned for our research and innovation**
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens
- Our children have the best start in life and are ready to succeed
- We live longer, healthier lives
- We have tackled the significant inequalities in Scottish society
- We have improved life chances for children, young people and families at risk
- We live our lives safe from crime, disorder and danger
- We live in well-designed, sustainable places where we are able to access the amenities and services we need
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others
- We value and enjoy our built and natural environment and protect it and enhance it for future generations
- **We take pride in a strong, fair and inclusive national identity**
- **We reduce the local and global environmental impact of our consumption and production**
- **Our public services are high quality, continually improving, efficient and responsive to people's needs.**

2. Purpose of grant

2.1 The grant offered to you must be used only for the work to be set out in this agreement. If you wish to make any material change, you must seek prior approval from us with any changes agreed in writing.

2.2 Our grant must not be applied to any activities which fall outwith the scope of this funding agreement or to the marginal cost of activities outside Scotland unless otherwise agreed in writing.

2.3 No aspect of the activity being funded by the Scottish Arts Council should be party political in intention, use or presentation by the funded organisation.

3. Payment of grant

3.1 When we have received a formal acceptance of your funding agreement and it is clear that all conditions will be met, we will pay the grant in instalments in accordance with the payment schedule detailed in your cash flow forecast. Please note that payments cannot be made ahead of need.

3.2 The grant will be paid directly to your organisation, and you must tell us, in writing, about any change in the name or constitutional status of your organisation. Your grant cannot be transferred to another person or organisation.

3.3 The timing and amounts of grant instalment may be changed if revisions to your cash flow forecast indicate that this is required and it is discussed and agreed by us.

3.4 Grant payments will be made via the BACS system. You must provide details of an appropriate bank account on the form provided and must tell us, in writing, about any changes in banking details.

4. Acknowledgement of Scottish Arts Council funding

New credit requirements in relation to Creative Scotland are likely to come in during 2010/11. Downloadable credit logos and guidelines for their use will be available online.

4.1 The Scottish Arts Council receives and distributes funding from the Scottish Government and from the National Lottery. The grant you have received is funded by the public, so they need to know how and where this money is used. Our logo is a sign that the people of Scotland, through the Scottish Arts Council, are supporting your work and nurturing Scotland's creativity. Research shows that the public believe the Scottish Arts Council logo is a mark of quality, indicating well-run and high quality events and activities.

4.2 Requirements for acknowledging funding are set out in full in the Credit Kit enclosed with the Offer letter. The credit kit contains logo samples, which must be applied strictly in accordance with the requirements. Gaelic logos are also available on request to the Help Desk. Further copies of the Credit Kit for distribution to your staff or design team are available from the Help Desk and logos can also be downloaded directly from: http://www.scottisharts.org.uk/1/professional/prandmarketing/creditkit.aspx

4.3 We will monitor compliance with the requirements in the Credit Kit and will withhold funds if these requirements are not met. This ongoing monitoring role will be undertaken by your lead officer.

4.4 In summary, within the lifetime of the Scottish Arts Council, you should acknowledge our core and other funding in the following manner:

- in news releases, either in the main text or in a Note to Editors, or both
- at launches and events
- prominently on all published materials, including leaflets, brochures and programmes, preferably on the front cover, inside front cover or facing inside front cover. If there are genuine difficulties in achieving this, please contact your lead officer before proceeding to design and print stage
- prominently on posters, notices, display and exhibition materials
- on the homepage of your website

- when advertising events and jobs, especially when recruiting for a post which has been specifically funded by us
- if your events or activities are appearing in other organisations' programmes, then your Scottish Arts Council funding should still be acknowledged

4.5 We recognise that balancing acknowledgement of funders and sponsors is a challenge. If you would like to discuss this, please contact your lead officer who can arrange a meeting with our Marketing department.

4.6 Acknowledgement of our grant must also be made in any secondary or indirect products arising from the revenue funding such as recordings, publications, video, broadcasts, computer programmes etc.

4.7 Acknowledgement and any other reference to the Council should not be used to imply that the Council undertakes or accepts responsibility for your debts, obligations or activities.

4.8 If your annual accounts follow the requirements of the SORP for Charities, we intend our grant to be treated as unrestricted income and dealt with in your accounts accordingly. The grant must also be separately identifiable in any related note to the accounts.

5. Repayment of grant

5.1 **We will stop paying your grant, reduce the grant and/or ask for grant money already paid to be refunded to us if your organisation:**

- fails to comply with any of the terms and conditions contained in the offer letter and this funding agreement, except where prior written agreement has been obtained from us to the waiving of the term or condition in question
- ceases to function, is wound up or ceases to operate for the purposes described in the offer letter
- does not carry out the programme of work for which the grant was given
- does not maintain an acceptable quality standard
- makes any significant change to the budget without prior agreement
- does not supply information requested by us within the timescales indicated

5.2 The revenue grants that we award come from funds approved each year by the Scottish Government. If the government decides at any time to reduce its funding then we may have to reduce grants already offered

5.3 We will also withdraw or reduce funding or ask for grant to be returned if you or your organisation does not meet the ethical standards expected in managing public funds.

6. Responsibility

6.1 Your attention is drawn to the duties imposed by the Insolvency Acts and related legislation as set out in our booklet; Care Diligence and Skill. Neither the Scottish Arts Council nor any of its members, advisers, or officers can in any way be held responsible for the affairs of your organisation. We expect your organisation to remain solvent during the period covered by our grant and to pay all debts as they become due.

7. Reserves

7.1 Accumulation of provisions and reserves is encouraged as long as these aim to support activities which come within the scope of our subsidy and are reasonably required to aid financial management of the organisation.

7.2 You must consult with us about any proposals to distribute assets and/or surplus available on winding up.

8. Information and inspection

8.1 Please send all board papers by email to your lead officer at least seven working days prior to the board meeting. We reserve the right to attend meetings of your board and committees of the board, in the capacity of observers to monitor activity and the use of funds.

8.2 You should ensure your lead officer receives regular management accounts by email, copied to Gordon Cosh, Financial Compliance Officer. These management accounts should cover the funding year and be for the quarters ending 30 June, 30 September, 31 December and 31 March. Normally we would expect to receive management accounts within 1 month of the relevant quarter end. The management accounts should include sufficient detailed analysis, commentary and explanation for us to align the various activities and variances against budget. Also explanations of material variances against budget will be required.

If the management accounts show a result that is significantly adverse in relation to the budget then there must be an accompanying action plan to recover the position. The action plan should outline what is to be done, who is responsible, when it will be carried out and an estimate of impact.

If you anticipate a deficit by year end, you must notify your lead officer as soon as you realise this.

8.3 You should log the following documentation via email, with our Financial Compliance Officer using the email address Gordon.cosh@scottisharts.org.uk and copied to your Lead Officer.

This should be done annually **by the date requested**, to ensure the release of your first payment in April.

a. A paper copy of your annual audited accounts within six months of your year-end. A copy of the auditor's 'Management Letter' or a statement from your auditor that there was nothing to report should also be included.
b. An annual budget and any revisions of these during the year.
c. An annual cash forecast and any revisions of these during the year.
d. An annual update of any long term plans which you propose
e. Any other financial, statistical data or additional information which is requested.

8.4 We, Audit Scotland and/or our internal auditors have the right to inspect your books of accounts and other financial records. Reasonable advance notice will be given of any proposed inspection.

8.5 We reserve the right to conduct a formal review of your organisation.

9. Exploitation of products

9.1 You may exploit your productions, products or activities in any medium including film, broadcast, video, recording, computer or other electronic media, provided you acknowledge the primary element of Scottish Arts Council funding which has made it possible (see Section 6). If you generate a net profit from the event for which the grant is given, directly or

indirectly, a proportion of this should be paid back to us unless it is clearly demonstrated that the surplus is being applied to your main objectives.

9.2 You should ensure that the financial benefit which you expect to receive from the exploitation of your project is not exceeded by those negotiated for or by any employees participating. You should make sure that you negotiate such arrangements jointly with the employees who are likely to benefit.

10. Data Protection and Freedom of Information

10.1 Information supplied by you in support of your application has been entered on data files in our grants management system. This information is used for accounting and statistical purposes. Retention details of your data can be accessed through the retention and destruction schedule which is available through our Help Desk.

10.2 Your name, address and contact details are also held on a database. We use this information to correspond with you, send details of funding schemes, publications etc. We will not share your details with any third party.

10.3 For the purposes of the Freedom of Information (Scotland) Act 2002 we are a Scottish Public Authority and any information held by us (which includes this funding agreement) is therefore potentially accessible by anyone making a Freedom of Information request. Any information which we receive from you, which is personal, (i.e. related to staff matters,) or is commercially sensitive will be treated in confidence. However, ongoing operational matters could be raised, discussed in public or be part of information supplied under the Freedom of Information Act.

10.4 Further details about the Freedom of Information Act can be found at the Scottish Information Commissioner www.itspublicknowledge.info. In addition, we have a Guide to Freedom of Information on our website www.scottisharts.org.uk or you can contact the Compliance Officer at the Scottish Arts Council, 0131 226 6051, qualityservice@scottisharts.org.uk.

11. Fraud and deception

11.1 If we discover that you have provided deliberately misleading or incorrect information in your grant application we will immediately stop paying the grant to you and take legal action to recover any moneys already paid to you.

11.2 You must let us know immediately if any fraud is suspected or found in your organisation during the time grant is being used.

11.3 If any fraud is revealed in your organisation during the period the grant is being applied to or after it is completed, we will stop paying the grant to you and take legal action to recover the grant or any part which has not been used for the purposes it was given for.

12. Grants for future years

12.1 A grant awarded by us to you, is in relation to that specific financial year and is no guarantee of funding in subsequent years.

12.2 We will give reasonable notice of any intention to withdraw or substantially reduce our grant.

13. Staff recruitment

13.1 Vacancies for all appointments of six months' duration or longer must be publicly advertised, and include an acknowledgement that the organisation is in receipt of funding from us. Posts which are primarily funded by special Scottish Arts Council funding must be acknowledged as such.

13.2 You should give us six months' notice of the expiry of fixed term contracts of Senior Management, Chief Executives and Directors or equivalent and notify us immediately of the resignation or dismissal of any senior manager.

13.3 We should receive a full list of applicants in advance of short-listing for senior posts and we reserve the right to attend during the selection procedure for these posts, but the selection and appointment itself remains the responsibility of your organisation.

14. Staff remuneration and fees

14.1 We are subject to strict financial constraints and wish to support the arts in Scotland as widely as possible. It is, therefore, a condition of this grant that you make every reasonable endeavour to keep your costs under control by being as efficient as possible, and by eliminating all unnecessary costs. You should exercise due prudence in any decisions relating to any increase in prices or charges relating to any increases in salary, wages, or any other payments and benefits forming part of any remuneration package or any settlement made with any member of staff in relation to such matters.

14.2 Employment terms and conditions are a matter for each organisation and its employees, however excessively generous arrangements are inconsistent with proper use of grant monies. Where it comes to the notice of the Scottish Arts Council that any settlement has been excessive, withdrawal of future funding will be considered.

Jim Tough
Chief Executive

Please ensure that you have read and agreed all of the specific and general conditions set out in Part 5 above, before completing the last section below.

I confirm that all members of the Board, or equivalent, of Feisean nan Gaidheal have been sent a copy of our completed funding agreement and have been given the opportunity to comment on the terms and conditions.

I agree on behalf of the Board, or equivalent, of Feisean nan Gaidheal to meet the conditions set out in this document including the material in appendices 1, 2, 3 and 5.

I also agree to the principles of the Quality Framework and will work with the lead officer at the Scottish Arts Council to agree the evidence to be provided in order to meet the core requirements of the Quality Framework. I will supply the Scottish Arts Council with the financial and documentary evidence indicated.

Signature of organisation's chair	C. MacIntyre		
Print name	Catriona MacIntyre	Date	10.11.2009
Signature of Lead Officer			
Print name		Date	
Counter signature of Head of Department/ Co-Director of Arts			
Print name		Date	

Appendix 1 – Planned programme of activities 2010/11

Our programme for 2010-11 is based on our new Development Plan running from 2010-15. In 2010-11, subject to funding being available, we hope to:

1 Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice.
2 Support the establishment of new Fèisean where communities request our assistance to do so.
3 Explore the need for family-based Fèis activities to strengthen the use of Gaelic and run a Gaelic medium teenage Fèis during the year.
4 Continue to run our Grants Scheme for Fèisean.
5 Continue to fund new developments through our Fèis Development Fund.
6 Develop and increase access to the Gaelic language and culture through the implementation of our revised and strengthened Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School and tours by our Meanbh-Chuileag theatre-in-education group.
7 Provide support for Fèisean with Gaelic language activities utilising our G-Team.
8 Begin to explore how the Fèisean can support and develop new song writing in Gaelic.
9 Continue to engage with local Fèisean in collecting and archiving local materials and make same available on the internet.
10 Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and other local authorities as opportunities arise.
11 Further explore the need for a Fèis Academy, in partnership with the RSAMD, UHI and Sabhal Mòr Ostaig.
12 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.
13 Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum on which Fèisean nan Gàidheal currently has a representative.
14 Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for increased sales of products of the Fèisean.
15 Raise the profile of the Fèis movement through dedicated showcase events, and participation in other showcase opportunities as they arise.
16 In partnership with the Scottish Arts Council, Highlands & Islands Enterprise and Bòrd na Gàidhlig, Fèisean nan Gàidheal will continue to play a key role in the promotion and continuing development of traditional music and Gaelic arts in Scotland.
17 Subject to funding, continue to develop the Blas Festival.
18 In partnership with Fèisean, and with new funding from LEADER, continue to support and develop a network of Cèilidh Trails.
Have an active role in delivering the National Gaelic Arts Strategy and supporting the work of the Gaelic Arts Officer.
19 Continue to run a series of Gaelic drama Fèisean.
20 Hold an Annual Conference.
21 Participate in a review of the function, appositeness and efficacy of Fèisean nan Gàidheal's board, at HIE's request and with funding from HIE.
22 Continue to support individual Fèis projects such as the Fèis Bharraigh and Feis Spè expansion activities.
23 Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation.
24 Continue with excellent support mechanisms for individual Fèisean through the development of our system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services.
25 Continue to operate as an organisation striving for excellence in delivery of services and projects, and in our general working practices.

Appendix 2 – Performing arts organisations: activities outwith Scotland

At this stage we have no activities planned outwith Scotland.

Annual returns and targets 2010-11

Name of Organisation	Fèisean nan Gàidheal		
Lead Officer	Ian Smith		
Performing Arts Organisation? Y or N	Y		
Information requested:	**2007/08 actual**	**2008/09 actual**	**2010/11 Estimates**
Section 1 - Income and expenditure			
Income			
Box Office / Programme	£44,358.00	£52,625.27	69000
Ancillary Earned Income	£219,511.00	£237,096.75	219511
Other Earned Income	£27,278.00	£84,026.15	105300
Business Sponsorship	£25,000.00	£25,000.00	7000
Trusts, Friends, Donations	£39,024.00	£26,500.00	68451.5
Local Authority - Revenue	£85,250.00	£89,800.00	73000
Local Authority - Project	£185,500.00	£134,000.00	134000
Other Public Funds	£378,584.00	£372,299.00	349727
Other Lottery Income	£25,000.00	£20,000.00	10000
Total Income	£1,029,505.00	£1,041,347.17	£1,035,989.50
Expenditure			
All staff costs	£316,490.00	£389,529.59	426878.5
Programme	£767,611.00	£609,602.00	716850
Marketing	£8,000.00	£13,738.00	6000
Education	£262,022.00	£253,354.00	210761
Overheads	£111,838.00	£103,902.00	91000
Other Expenses	£4,944.00	£8,605.00	5000
Total Expenditure	£1,470,905.00	£1,378,730.59	£1,456,489.50
Section 2 - Audience and participation			
Attendance at performances (own venue)			
Number of performances	281	307	290
Total attendances	26303	32949	29626
Attendance at visual arts/crafts exhibitions (own venue)			
Number of exhibitions		0	0
Total attendances		0	0
Participation in education and outreach events (own venue)			
Number of events	1430	1221	1326
Total number of participants	163244	157168	160206
Attendance at performances (other venues)			
Number of performances	0	0	0
Total attendances	0	0	0
Attendance at visual arts/crafts exhibitions (other venues)			
Number of exhibitons	0	0	0
Total attendances	0	0	0
Participation in education & outreach events (other venues)			
Number of events	0	0	0
Total number of participants	0	0	0
Support for Artists / Artistic Development / Professional Training			
Number of events	30	21	51
Total number of participants	1071	699	1770
Distribution and Sales - Book and Book Sales			
Total Number of New Titles	0	0	0
Book Sales - New Titles	0	0	0
Book Sales - Backlist Titles	796	581	690
Distribution and Sales - Newsletters, magazines, Journals and CDs			
Total number of publications	3	3	3
Total number of issues (magazines, journals, newsletters)	5	4	4
Total number of CDs	366	250	308
Support Organisations			
Individual Members		0	0
Joint Members		0	0
Corporate Members	45	44	44
Other Group Members		0	0
Website activity			
Number of website hits	0	592577	650000
Section 3 - For Performing Arts Organisations			
Dance			
Total Performances		0	0
Total Attendances		0	0
Drama			
Total Performances	76	68	70
Total Attendances	2826	2720	2773
Music			
Total Performances	205	239	220
Total Attendances	23477	30229	26853
Literature			
Total Performances		0	0
Total Attendances		0	0
Other			
Total Performances		0	0
Total Attendances		0	0
Total			
Performances	281	307	290
Attendances	26303	32949	29626

Fèisean nan Gàidheal Budget 2010-11

INCOME	
Core Grants	£ 299,500.00
Management Fees	£ 87,900.00
Grants Scheme	£ 195,000.00
Fèis Development Fund	£ 40,000.00
Annualised Hours	£ 15,000.00
Training	£ 32,500.00
Gaelic Development	£ 33,500.00
Youth Music Initiative	£ 219,511.00
Blas Festival	£ 253,000.00
Earned Income	£ 17,400.00
Meanbh Chuileag TIE Service	£ 25,000.00
Support Cèilidh Trails	£ 94,727.00
Gaelic Drama Summer School	£ 45,000.00
Archiving Project	£ 17,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00
Fèis Showcase Concerts	£ 15,000.00
General Funds still to be raised	£ 63,451.50
TOTAL INCOME	**£ 1,456,489.50**
EXPENDITURE	
RUNNING COSTS	
Staff Salaries	£ 348,590.00
NIC Contributions	£ 34,859.00
Pension Contributions	£ 17,429.50
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	£ 8,500.00
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	
Grants Paid Out	£ 200,000.00
Annualised Hours	£ 17,500.00
Feis Development Fund	£ 30,000.00
Training Programme	£ 32,500.00
Training Management Fee	-£ 3,250.00
Gaelic Language Development	£ 43,500.00
Gaelic Language Management Fee	-£ 4,350.00
Youth Music Initiative	£ 219,511.00
Youth Music Initiative Management Fee	-£ 38,000.00
Annual Conference	£ 10,000.00
Blas Festival	£ 253,000.00
Blas Management Fee	-£ 25,300.00
NEW PROJECTS	
Support for Meanbh Chuileag	£ 25,000.00
Support Cèilidh Trails	£ 109,500.00
Cèilidh Trails Management Fee	-£ 9,500.00
Gaelic Drama Summer School	£ 45,000.00
Drama Summer School Management Fee	-£ 4,500.00
Archiving Project	£ 15,000.00
Archiving Management Fee	-£ 1,500.00
Press/PR/Website Updates/Newsletter	£ 6,000.00
Fèis Showcase Opportunities	£ 15,000.00
Showcase Management Fee	-£ 1,500.00
Contingency	£ 5,000.00
TOTAL EXPENDITURE	**£ 1,456,489.50**
SURPLUS/DEFICIT	**£ 0.00**

Fèisean nan Gàidheal

Molaidhean Chomhairle na Gàidhealtachd son lùghdachadh airgid
Àireamh air a' Chlàr Chùisean: 1.2010.03(f)

Adhbhar a' Phàipeir
Fiosrachadh a thoirt do bhuill a' Bhùird mu na molaidhean aig Comhairle na Gàidhealtachd maoin Fhèisean nan Gàidheal agus Blas a' lughdachadh bho 2011-12 air adhart.

Bun fhiosrachadh
Bidh fios aig buill a' Bhùird gu bheil sinn air a bhith a' faighinn rabhaidhean fad greis mhath a-nise mu dheidhinn gearraidhean anns an airgead a tha sinn a' faighinn bho Chomhairle na Gàidhealtachd. Tha an ìre de ghearraidhean follaiseach a-nise agus tha e cudromach gu bheil làn fhios aig buill a' Bhùird dè bhiodh iad a' ciallachadh dhan bhuidhinn.

Maoin 2011-12 agus air adhart
Tha Comhairle na Gàidhealtachd riamh air a bhith uabhasach taiceil dha na Fèisean agus tha taic na comhairle riamh air a bhith air aithneachadh, anns a h-uile suidheachadh, le Fèisean nan Gàidheal.

Coltach ri cha mhòr gach ùghdarras ionadail, tha aig Comhairle na Gàidhealtachd ri sàbhalaidhean a dhèanamh agus tha coltas gu math brùideil air an fheadhainn a tha co-cheangailte ris a' Ghàidhlig agus cultar.

A' leantainn seo tha litir a chuir mi dha na comhairlaichean Gàidhealaich gu lèir, agus prìomh oifigearan, air 8mh Gearran air thoiseach air coinneamh a tha gu bhith aca air 11mh airson beachdachadh air na gearraidhean. Tha an litir a' cur air adhart cùisean bhon taobh againne, ach an rud as miosa uile gu lèir mun chùis 's e nach do shuidh duine sam bith bhon chomhairle sìos còmhla ruinn airson còmhradh a bhith againn. A dh'aindeoin sin tha Fèisean nan Gàidheal air a bhith air a chomharrachadh mar bhuidheann a tha stèidhichte chun na h-ìre far an gabhadh gearradh de 20% a ghiùlain. Tha Blas air a bhith air a chomharrachadh mar bhuidheann a tha stèidhichte chun na h-ìre far an gabhadh gearradh de 30% a ghiùlain.

Seo na molaidhean a chaidh ar beulaibh na comhairle:

	2010-11	**2011-12 air adhart**
Fèisean nan Gàidheal	Mar 2009-10 @ £59,241	Lùghdachadh 20% (£11,848) = £47,393
Blas Festival	Mar 2009-10 @ £105,000	Lùghdachadh (£31,500) = £73,500

Gnìomhan a-dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don aithisg agus na tha anns an litir. Bheir mi dhuibh am fiosrachadh as ùire aig coinneamh a' Bhùird leis gum bi coinneamh na comhairle air 11mh Gearran seachad.

Art MacCarmaig
Ceannard
Gearran 2010

8 February 2010

The Highland Council
Glenurquhart Road
Inverness
IV3 5NX

Dear Members and Officials

Proposed reductions in funding to Fèisean nan Gàidheal and the Blas Festival

You will, I am certain, be inundated with letters, calls and e-mails over the next few days from organisations making representations about proposed reductions to funding from 2011 onwards. I have attempted to keep this as short as possible so as not to take up too much of your time.

We have tried to make councillors, and any officials who have spoken to us informally, aware of the real difficulties the proposed reductions in funding will cause us, as well as the detrimental effect they will have on the economy of the Highlands. We accept these are difficult times, and that cuts of some kind are inevitable. However, three things concern us:

1. The £12m to be saved by the council this year is only 2% of the council's overall budget. Over the next 5 years, we understand, the council will have to save around £60m, which is 10% of its current budget, so roughly 2% per annum. This does not square with up to 20% being cut from Fèisean and 30% being cut from the likes of Blas.
2. These cuts are being proposed without any meaningful dialogue with the organisations involved. Fèisean nan Gàidheal and Blas have been categorised as being able to stand a cut without any explanation, or discussion, in any formal way about how we have been categorised as such.
3. Because of the lack of discussion, we do not feel it is understood that Fèisean nan Gàidheal actually stands to lose at least £117k from its budget - not just the £41k that the Highland Council proposes to cut - and the Highland economy could suffer a loss of between £700 and £800k as a result.

You will be aware that the Fèisean are one of the real successes in community arts. One eminent writer on these matters described the Fèis movement as one of the most significant community arts initiatives in Europe. The Highland Council has supported us extremely well over a long number of years and currently grants us £59,241, of which roughly 60% goes directly to Fèisean and 40% to fund two Development Officers based within the area - one in Inverness and one in Lochaber. Fèisean nan Gaidheal supports 19 local Fèisean in the council area, offering them a total of £183k this financial year, as well as hand-on support from the two Development Officers who work with Highland Fèisean. Therefore, for every £1 the Highland Council spends directly on local Fèisean at present, we add another £4, offering good leverage for the council's investment and offering extremely good value for money.

That is without going into any detail about the economic impact of having an organisation like Fèisean nan Gàidheal based within the Highland Council area employing 13 people full-time and literally hundreds of musicians part-time, as well as the impacts educationally, socially, culturally and linguistically of the Fèisean themselves. Currently the Fèisean are worth well over £1m per annum to the economy of the HIE area, and the bulk of this benefit will be within the area served by the Highland Council.

The proposed reduction in Highland Council funding for Fèisean nan Gàidheal from 2011-12 onwards is £11,800. This may not seem a lot, but our budgets are all very interdependent. By that I mean a reduction of £11,800 from the Highland Council is not the end of the story. If we cannot reach our spending targets –

Prìomh-Oifis: Fèisean nan Gàidheal | Taigh a' Mhill | Port-Rìgh | An t-Eilean Sgitheanach | IV51 9BZ
Head Office: Fèisean nan Gàidheal | Meall House | Portree | Isle of Skye | IV51 9BZ
Fòn/Telephone **01478 613355** | **Facs**/Fax **01478 613399** | **Post-d**/E-mail **brath@feisean.org**
Companaidh earranta àireamh SC130071 a tha na buidheann carthannais SC002040 | Company limited by guarantee number SC130071 and a registered charity SC002040

which will be difficult with a reduced budget overall - we may well not meet the deliverables in our agreement with HIE, for instance, and that will mean less money from that agency. In this case, if the funding to Fèisean were to be reduced, we could potentially lose another £20k from HIE, making the cut in council funding around £32k in real terms.

Reducing funding to local Fèisean, which are highly dependent on a skilled and dedicated collection of volunteers across the region, may have the effect of those volunteers deciding that the additional fund-raising effort makes their event non-viable, and they may just walk away from being involved in Fèis activities. It is difficult enough in this era of Disclosure checking, health & safety, risk assessments and so forth to keep volunteers involved. While our job is to minimise the impact on volunteers, we still depend on them, almost entirely, to run the Fèisean and this is a huge strength of the movement as a whole.

The Blas Festival, too, is under threat of a larger cut - 30% - having been categorised by someone within the council as "a stronger organisation potentially able to survive a larger than 20% reduction in funding". Fèisean nan Gàidheal has a service level agreement with the Highland Council to run Blas every year, but this does not include raising money to retain the festival. Already, for every £1 the council puts in, Fèisean nan Gàidheal generates a further £2.

A 30% reduction by the council would almost certainly mean the end of the Blas Festival which, in 2009, despite economic factors being against it had its most successful year yet with a 25% increase in ticket sales over the previous year and around 12,000 attendances. Blas has been a great success and Fèisean nan Gàidheal has grown the festival in line with a Development Plan agreed with the Highland Council and within agreed budgets year-on-year. It has never run at a deficit and has consistently delivered a high quality event with an 88% audience satisfaction rating.

Again, because of interdependencies within budgets, any reduction will lead to other organisations like EventScotland withdrawing their funding, which could mean the loss of up to £25k, and HIE's contribution would be reduced by a further £30k. Having £85k less to run Blas will mean the end of it for sure, and the removal of £700k from the economy of the Highland Council area.

As I said at the outset, we accept these are difficult times, and that cuts of some kind are inevitable. However, it would be much better for the council to go into some detail with each of the organisations for which reductions in funding are proposed, and to examine in a systematic, and fair, way the actual impact any cut will have on that organisation, its activities and the Highland economy. I am not going to push for an explanation as to why we have been categorised as we have, as I know this has been a painful process. In simplistic terms, and I know this not achievable, the council could simply reduce every single item of expenditure by 2% year-on-year, make the required savings, and everyone would suffer the pain. Or, it could examine organisations properly and leave alone those that are consistently delivering high quality work, services and economic benefits, while reducing the funding of those that are not.

I would be happy to discuss these matters with anyone from the Highland Council – member or official – and look forward to hearing from you should you wish to get in touch. My contact details are below. Otherwise, we will no doubt hear the outcome of your deliberations this Thursday. There is a huge responsibility on council members to get this right and I urge a rethink on the processes gone through to date.

Leis gach deagh dhùrachd

Arthur Cormack
Chief Executive

E-mail: arthur@feisean.org
Direct Phone: 01478 614002
Mobile: 07702 674143

Fèisean nan Gàidheal

Ùrachadh air Poileasaidhean
Àireamh air a' Chlàr Chùisean: 1.2010.04(a)

Adhbhar a' Phàipeir
Airson aonta a' Bhùird a shireadh do phasgan de phoileasaidhean ùraichte aig am bi buaidh air obair na buidhne.

Bun fhiosrachadh
Chaidh pasgan de phoileasaidhean ùraichte a-mach gu buill a' Bhùird air thoiseach air coinneamh an Dùbhlachd, ann an dreachd. Bhon uair sin, tha Iona NicDhòmhnaill, Anne Willoughby agus Moreen Pringle air a bhith gan ùrachadh a-rèir beachdan a fhuair iad agus a' cur an aon seòrsa cruth orra uile.

Chaidh na poileasaidhean ùra a-mach tro phost-d Diardaoin 4mh Gearran airson cothrom a thoirt do na buill an leughadh. Cha bhi iad a' tighinn a-mach le pàipearan a' Bhùird ach bidh lethbhreac againn air am b' urrainn dhuinn molaidhean no atharrachaidhean a chomharrachadh, ged a bhiodh e cuideachail a leithid a bhith againn ron àm.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird aonta a thoirt ris na poileasaidhean ùra, le cothrom mu dheireadh atharrachaidhean a mholadh, agus ma bhios iad riaraichte, thèid iad air an làrach-lìn anns a' Ghàidhlig agus anns a' Bheurla.

Art MacCarmaig
Ceannard
Gearran 2010

Fèisean nan Gàidheal

Aithisgean Luchd-Obrach
Àireamh air a' Chlàr Chùisean: 1.2010.05(a)

Luchd-obrach	**Anna Willoughby**
Dleastanas	**Manaidsear Gnìomha**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.1	**Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)**
	Tabhartasan air an tabhann do 46 Fèisean (35 ann an sgìre IGE), pàigheadh a-mach £280,993.24 an rèir aontachaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £177,943.99 do sgeama tabhartasan nam Fèisean do 34 Fèisean.
1.2	**Leantainn air adhart le sgeama Uairean Bliadhnail**
	2640 Uaireannan stèidhichte air an tabhann airson 2009-10 mar phàirt de thairgse tabhartais. Tha luchd rianachd nam Fèisean ri bhi aig an Fhèis Trèanaidh air deireadh sheachdain 13/14 Am Màrt 2010 mar cùmhnant de'n sgeama thabhartasan nam Fèisean 2009-10. Tha stòr-data air a cur ri chèile le ainmeannan luchd rianachd nam Fèisean.
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bha an Co-labhairt Bhliadhnail 2009 air 25/26 An t-Sultain ann an Taigh-òsta a' Chaladh, Steòrnabhagh agus bha a h-uile càil soirbheachail. Bidh sin a tòiseachadh air Co-labhairt Bhliadhnail 2010 a dh'aithghearr.
1.4	**Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile**
	Poileasaidh air ath-bhreithneachadh agus air ùrachadh an dràsta. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh an uiridh. Cha robh atharraichean 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	**Dèanamh cinnteach gu bheil teisteanas Disclosure Scotland aig luchd-teagaisg agus saor thagraichean nam Fèisean**
	Tha seo à' dol air adhart mar iarrtas agus ga ùrachadh airson luchd teagasg agus saor thagraichean air an stòr-data a h-uile tri bliadhna. Tha cosgaisean air à' dhol suas airson teisteanas bho £20.00 gu £23.00 agus feumaidh sin suimean anns am buidseat àrdachadh.
1.6	**Poileasaidh Cùram Chloinne (Targaid SAC)**
	Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh.

Staff member	**Iona NicDhòmhnaill**
Job Title	**Oifigear Treànaidh agus Poileasaidh**
Period of Report	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.2	**A' lùghdachadh an eallaich air saor-thoilich**

	Tha poileasaidhean air an dèanamh cho furasta 's a ghabhas airson 's gun urrainn do shaor-thoilich an lìbhrigeadh. A' chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn Air ath-shealladh agus ath-sgrìobhadh a dhèanamh air na poileasaidhean aig Fèisean nan Gàidheal agus poileasaidhean ùra a sgrìobhadh far an robh e iomchaidh. A' feitheamh ri aontachadh/atharrachadh mus tèid iad air ais air an làrach-lìn. Tha na poileasaidhean ùra gu lèir deiseal agus aig buill a' bhùird an-dràsta. Feumar eadar-theangachadh orra, ach thèid iad air an làrach-lìn sa Bheurla an tòiseach, agus tionndadh Gàidhlig nuair a thig iad.
•	**Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich** Thathar a' deasachadh airson FT10 an-dràsta. Àireamhan a' tighinn a-staigh gu snog. . Bidh na leanas ann : Ciad Chobhair, IT, Dìon Chloinne, Measadh Chunnairt, Gàidhlig (aig iomadh ìre). Cuideachd, bidh taghadh gu math farsaing de chuspairean teicnigeach agus cultarail ann. Bidh cèilidh ann oidhche Shathairn'.
•	**Taic phragtaigeach le buileachadh poileasaidh Gàidhlig** Leantainneach. Tha clasaichean Ulpan air tòiseachadh aig Fèis Rois agus gu bhith tòiseachadh aig Fèisean Loch Abair. Tha luchd-obrach air a dhol tron trèanadh Ùlpan (mar luchd teagaisg). . Tha seiseanan ann aig FT10 a bheireadh taic do na fèisean leis a bhith ga chur an gnìomh.
•	**Sgeama Luchd-rianachd (Annualised Hours Workers)** Chaidh iarraidh air luchd-rianachd a bhith ann aig FT10, agus thèid a h-uile cuideachadh a thoirt dhaibh. Thèid pàigheadh a thoirt seachad do luchd-rianachd airson a bhith ann. Tha e cudromach gum faigh iad agus gun gabh iad ris a h-uile cothrom-trèanaidh fhad's a tha iad an sàs leis na fèisean.
1.3	**Co-labhairt Bhliadhnail**
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	Dèante.
2.3	**Leasaich dòighean gus ar Poileasaidh Ghàidhlig a' libhrigeadh an taobh a-staigh Fèisean nan Gàidheal** (Trèanadh) Tha Fèisean nan Gàidheal a' toirt taic do dhaoine agus do bhuidhnean co-cheangailte riutha clasaichean Gàidhlig a fhrithealadh gu h-ionadal, no air astar gus piseach a thoirt air an cuid Ghàidhlig. Tha clasaichean chunbhalach a ruith do luchd-obrach.
3.4	**Foghlam fhoirmeil eile** Chan eil adhartas sam bith a' dol an-dràsta.
4.5	**GASD** Dèante.
4.7	**Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)***
	Chan eil gnothach agamsa ris a-nis. Tha cùisean gu lèir air an gabhail thairis le TMF.
5.2	**Pròg**ram **Trèanaidh Bliadhnail**
	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)
	Thathar an dùil gun tèid an targaid seo a choileanadh leis an Fhèis Thrèanaidh a thèid a chumail sa Mhàirt 2010 Tha a h-uile coltas ann gun tèid seo a choileanadh.
	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE) Tha a h-uile coltas ann gun tèid seo a choileanadh eadar Trèanadh Luchd Teagaisg sa Ghearran agus FT10 sa Mhàirt.
	Lean air adhart le Prògram Trèanaidh san-taigh (Targaid IGE) A' cumail 4 làithean gach bliadhna airson Gàidhlig. Inntrigeadh in-taigh (induction) a' dol air adhart le manaidsearan a rèir feum. A' cumail choinneamhan luchd-obrach far am bi cothrom naidheachd a chluinntinn agus a thoirt seachad air phròiseactan a tha a' dol air adhart, agus gum faighear cothrom trèanaidh mar bhuidheann bho àm gu àm. Tha luchd-obrach a' gabhail cothroman-trèanaidh fa-leth air Ciad Chobhair agus A' Làimhseachadh Ultaichean Mòra nuair a bhios e freagarrach dhaibh. Cùrsaichean a-muigh do luchd obrach:

	Project Management (Gearran) – 2 Ciad Chobhair (Gearran) – 2 Manual Handling – (Cèitean) 1

Luchd-obrach	**Moreen Pringle**
Dleastanas	**Oifigear Ghnothaichean**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn 1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bidh an Co-labhairt Bhliadhnail 2010 air ann An t-Sultain.
1.5	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**.
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh an' mhòr-chuid den bhliadhna. Tha an mòr cuid dh' ionnstramaidean a bha anns an oifis air à' dol a-mach gu Fèis Obar Dheathain, Fèis Ile, Fèis Inbhir Narainn, Fèis Dhun Bhreatainn agus Fèis Cheann Loch Goibhle.
1.6	**A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh**
	Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh. 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 1 clàrsaich, 1 bogsa-ciùil agus 3 fhidheal.
1.7	**Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh**.
	Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.
1.8	**Leasachadh, Sgaoileadh agus reic foillseachaidhean**
	Tha Fèisean air a bhith reic leabhraichean fad na bliadhna. Tha am bùth air an Làrach-Lìn fosgailte airson leabhraichean a' cheannach.
1.9	**Dèanamh agus Sgaoileadh Naidheachdan Cunbhalach agus Fiosrachadh Eile**
	Chaidh Faileas a mach deireadh An Dùbhlachd agus tha sin a deisealachadh fear eile airson Am Màrt.
6.4	**Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le 10 pìosan de chòmhdach ionadail/roinneil agus 3 Pìosan de Chòmhdach nàiseanta gach Bliadhna (Targaid IGE)**
	Tha pìosan de chòmhdach ionadail a' dol a mach. Tha mi ag obair còmhla ri oifigearan leasachaidh nam Fèisean agus tha sin à' dèanamh adhartas.
	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta (Targaid CEA)
	Tha mi gu bhith ag obair còmhla ri oifigearan leasachaidh nam Fèisean.
6.6	**Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)**
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach.

Luchd-obrach	**Calum Ailig MacMhaolain**
Dleastanas	**Oifigeir Gàidhlig**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn 1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**
1.2	**Reducing the burden on volunteers**

	Poileasaidhean air a dhèanamh na b' fhasa airson luchd saor-thoileach a libhrigeadh Chaidh am poileasaidh Gàidhlig ùr a chuir an gnìomh aig a' Choinneamh Bhliadhnail anns an t-Sultain. Tha mi fhìn Dougie is Emily dol a chuir rannsachadh air dòigh air sgilean nan luchd-teagaisg. Bhon an fhiosrachadh a gheibh sinn chi sinn cò aig a bheil Gàidhlig, na diofar ìrean aca agus na feumalachdan a th'aca gus na sgilean cànain aca leasachadh Tha mi uamhasach toilichte gu bheil tòrr dha na Fèisean air Poileasaidh Gàidhlig a toirt a-steach planaichean Gàidhlig aca fhèin le taic bho na h-oifigearan leasachaidh aca, agus rinn mi obair air cuid de feadhainn ùra airson na foirmichean tabhartais aig deireadh an Fhaoilleach. Bidh mi a' cumail coinneamhan le na h-oifigearan leasachaidh anns an ùine ri teachd son fiosrachadh fhaighinn air na feumalachdan a th'aig na Fèisean a thaobh a' Phoileasaidh ùr.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
2.1	**Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne**
	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA) Bidh Dougie is Emily ag obair còmhla rium air cuid dha na gnìomhan anns a bheil mi an-sàs. Tha sinn an-dràsta ag obair air an rannsachadh a bhios sinn a dèanamh le na luchd-teagaisg agus bidh sinn cuideachd a coinneachadh son beagan obair a dhèanamh gus na sgilean gràmair againn fhìn a neartachadh. Tha sinn a' toirt tòrr taic do Fhèisean le bhith 'g eadar-theangachadh an fhiosrachadh a tha iad a sgaoileadh. Tha mi ag obair le na h-oifigearan leasachaidh bho latha gu latha gus dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha iad a feumachadh. A bharrachd air an eadar-theangachadh a tha mi dèanamh bidh mi cuideachd a' toirt taic dha na h-oifigearan leasachaidh 's na Fèisean aca le planaichean Gàidhlig agus iomairtean sam bith a tha feumachadh taic a thaobh na Gàidhlig.
2.2	**Leasaich Sgioba Leasachaidh airson na Gàidhlig**
	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail. Tha an Sgioba- G gu bhith gu math trang am bliadhna a' tòiseachadh aig Fèis Dhùn Èideann an ath-sheachdain, Fèis Ceann Loch Goibhle sa Mhàrt agus Fèis Lochabair aig a' Chàisg. Bidh sinn a' feuchainn ri cur-seachadan ùra a dhèanamh le na com-pàirtichean aig na Fèisean seo. Tha sinn am beachd daoine ùra sireadh airson a bhith mar phàirt den Sgioba-G gus na cur-seachadan Gàidhlig a libhrigeadh.
2.3	**2.3 Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal**

	Tha àireamh mhath dha na Fèisean a tighinn thugam son taic le eadar-theangachadh agus airson stuthan Gàidhlig a thoirt dhaibh. A bharrachd air seo tha mi a' feuchainn a dèanamh follaiseach dha na Fèisean eile gu bheil an seòrsa taic seo rim faotainn dhaibh uile. Bidh mi ag obair gu dlùth le na h-oifigearan leasachaidh son dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha dhith oirre gus fiosrachadh a thoirt seachad anns an dà chànan agus gu bheil iad a cuir am poileasaidh Gàidhlig ùr an gnìomh. **Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BNAG)** Tha an stòr-data de dh'fhaclan is abairtean feumail air an làrach-lìn againn. Thèid barrachd liostaichean a chuir an àrda anns an àm ri teachd agus thèid leasachadh a dhèanamh air na th'againn air an làrach chun a seo. **Cùrsaichean Gaidhlig agus Stuthan Ghàidhlig son Fèisean (Targaid BnaG)** Tha mi air cuideachadh a thoirt do Fhèisean le stuthan Gàidhlig agus pasgain cur-seachadan air na mìosan a dh'fhalbh. Tha na seòrsa stuthan seo agam deiseil son sgaoileadh sa bhad.
2.4	**Develop wholly Gaelic-medium Fèisean and Gaelic medium tuition at existing and new Fèisean**
	Barrachd Fèisean tro Mheadhan na Gàidhlig Tha na Fèisean tro mheadhan na Gàidhlig a ruith mar bu choir le na h-àireamhan a tha gan frithealadh uamhasach fhèin math. Tha Fèis a' Chaolais air a bhith trang le pròiseact Thasglann agus bidh iad a tòiseachadh air an ath-shreath de bhùthan obrach a dh'aithghearr. Tha Fèis na h-òige a' leantainn orra le diofar clasaichean leantainneach agus tha iad air a bhith soirbheachail air airgead fhaighinn son deireadh seachdain de phìobaireachd a dhèanamh san Lùnastal. Bidh mi ag obair le na Fèisean son rannsachadh a dhèanamh a thaobh cothroman son Fèisean a bhith ruith clasaichean tro mheadhan na Gàidhlig aig na Fèisean aca son na com-pàirtichean a tha fileanta sa chànan. Bidh mi a' coimhead air Fèisean ùra a steidheachadh son teaghlaichean anns an àm ri teachd.

Luchd-obrach	**Dougie Beck**
Dleastanas	**Oifigear Dràma**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròg ram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.9	**Thoir taic do leasachadh nam Fèisean fa-leth, a' brosnachadh sàr dhòighean-obrach agus ag àrdachadh na h-àireimh de thachartasan a nì iad.**
	Deasachadh agus sgaoileadh naidheachd agus fiosrachadh eile
	Mar as trice bidh mi a' sgrìobhadh co-dhiù aon airtigeal airson gach iris de dh'Fhaileas, a' toirt iomradh air na tachartasan dràma anns an robh mi an sàs.
2.1	**Leasaich mar a chleachdar a' Ghàidhlig taobh a-staigh iomairt nam Fèisean, a' leasachadh an fhacail labhairte mar dhòigh conaltraidh agus meadhan teagaisg, a rèir feumalachdan sgìre na Fèise.**
	Leasaich agus àrdaich cothroman an cànan agus an cultar a chleachdadh tro phoileasaidh Gàidhlig agus leasachadh Sgoil Shamhraidh Dhràma (targaid SAC).
	Poileasaidh Gàidhlig: leantainneach. Sgoil Shamhraidh, 5-16 Iuchar 2010: tha planaichean aig ìre gu math adhartach. Tha am prìomh luchd-teagaisg, Òstail na h-Àrd-sgoile, a' bhun-sgoil, àite-fuirich an luchd-teagaisg, Àros, cur-seachadan an deireadh-seachdain, an sgioba teicnigeach airson Àros agus an dàrna leth den luchd-aire air an cur air dòigh; tha postairean agus foirmean-iarrtais air a dhol a-mach air feadh

	nan àrd-sgoiltean, agus tha brath naidheachd air nochdadh ann an cuid de na pàipearan. Tha sinn air grunn iarrtasan fhaighinn mar-thà, agus 's e deireadh a' Ghiblein an ceann-latha air an son. Aig an ìre seo tha e coltach gum bi Gàidhlig aig a h-uile neach teagaisg am-bliadhna. Tha sinn a' strì gus neach-teagaisg danns a lorg aig a bheil Gàidhlig ge-tà.
2.5	**Leasachadh Dràma na Gàidhlig**
	Cuir sreath de dh'Fhèisean Dràma air dòigh (targaid SAC)
	Am-bliadhna bidh Aonghas agus mi fhìn ag obair air pròiseactan dràma rèidio do chloinn ann am bun-sgoiltean agus anns na tràth-bhliadhnaichean san àrd-sgoil. Tha Aonghas air a bhith ag obair ann an ceann a tuath an Eilein Sgitheanaich, iar-thuath Leòdhais agus ann an Dùn Èideann, agus tha mise gus tòiseachadh air sreath de bhuthan-obrach ann an Uibhist. Tha mi cuideachd ag obair air pròiseact Earra Ghàidheal is Loch Abar le Christine.
	Lìbhrig co-dhìu dà Sgoil Shamhraidh Dhràma (Targaid HIE)
	Faic shuas
	Lìbhrig Sgoil Shamhraidh Dhràma (Targaid BnG)
	Faic shuas
	Meas buannachdan na Sgoile Samhraidh (Targaid BnG)
	Chaidh foirm-measaidh a thoirt seachad don a h-uile com-pàirtiche agus fhuair sinn a h-uile fear air ais. A bharrachd air sin, chaidh seisean measaidh a chumail, a chaidh a fhrithealadh leis a' mhòr-chuid de chom-pàirtichean, air latha mu dheireadh na Sgoile, agus chaidh seisean measaidh fa-leth a chumail airson an luchd-teagaisg. Bha na seiseanan measaidh seo gu math feumail. Bha cuid de na com-pàirtichean a thill bhon bhliadhna an-uiridh den bheachd gum biodh e na b' fheàrr nan robh dà shreath de chlasaichean ann – clasaichean airson daoine a tha dìreach air tòiseachadh air dràma a dhèanamh, agus clasaichean nas adhartaiche, agus bidh seo a' tachairt gu ìre ann an 2010. Fhuair sinn deagh chomhairle cuideachd bhon luchd-teagaisg a thaobh a bhith a' taghadh nan com-pàirtichean, am measg rudan eile. Bha an luchd-teagaisg a bha ann an-uiridh den bheachd gun robh Sgoil na bliadhna sa na b' fheàrr a thaobh rianachd na Sgoil na blaidhna an-uiridh. Tha mi cuideachd air còmhradh mì-fhoirmeil a chumail le cuid de chom-pàirtichean SSD2009.
3.3	**Leasaich obair nam Fèisean taobh a-staigh saoghal an fhoghlaim fhoirmeil**
	Meanbh-chuileag ri tadhal air 5 sgìrean LEC gach bliadhna (Targaid HIE)
	Mar a chaidh a mhìneachadh ann an aithisgean eile, rinn Meanbh-chuileag tòrr obrach ann an 2008/09, le cuairt mhòr Ghàidhlig, obair ann an sgoiltean nach eil a' teagasg tron Ghàidhlig, pantomime Gàidhlig agus obair ann an àrd-sgoiltean às leth an Stòrlainn. Rinn mi fhìn, Aonghas, Calum Alex agus Jenna pantomime ann an 9 sgoiltean air Ghàidhealtachd seachdain 14 Dùbhlachd. Fhuair sinn cuid den feedback as fheàrr a fhuair Meanbh-chuileag a-riamh. 'S e mi agus Calum Alex a sgrìobh e, le taic bho Shannon Cowie air na h-òrain. Aig an ìre seo chan eil airgead ann airson an còrr dràma-oideachaidh a dhèanamh am-bliadhna, ach tha mi a' cumail sùil a-mach airson cothroman maoineachaidh.
5.3	**Leasaich trèanadh do dhaoine a tha an sàs ann an Iomairt nam Fèisean agus airson sàr-mhathas anns an Iomairt a bhrosnachadh.**
	Iomairtean do dheugairean
	Thathar den bheachd gum bi buaidh a ghabhas tomhais, thairis air grunn bhliadhnaichean, aig an Sgoil Shamhraidh Dhràma air comasan dràma, comasan cànain, sgilean eadar-dhaoine dhaoine òga, agus cuideachd air a' bheachd a th' aca air a' Ghàidhlig agus air na h-ealain Ghàidhlig. Tha na fhuaradh de mheasadh bho chom-pàirtichean na Sgoile Samhraidh a' nochdadh gu bheil iomairtean a leithid seo a' còrdadh ri daoine òga agus gum bi iad gam brosnachadh gu bhith a' meas na Gàidhlig mar nì chudromach. Thill ceathrar bhon bhliadhna an-uiridh, agus tha seo a' dearbhadh gun do chòrd an Sgoil riutha. Tha e mar amas aig sgioba Ghàidhlig FnG barrachd a dhèanamh gus deugairean a thàladh don chànan, agus tha cuid de na h-iomairtean dràma air leth freagarrach airson seo a dhèanamh. Aig toiseach an Ògmhios thadhail Meanbh-chuileag air àrd-sgoiltean air feadh Alba leis an dealbh-chluiche *Am Pàrtaidh Purpaidh*. Rinn sinn an obair seo às leth an Stòrlainn Nàiseanta. 'S e glè bheag de dh'obair a rinn Meanbh-chuileag roimhe seo le deugairean, agus bha a' chuairt seo gu

	math soirbheachail. Tha Aonghas air a bhith ag obair le deugairean ann an Sgoil Shiaboist, Sgoil Lìonail agus Sgoil Sheumais Gillespie's mar phàirt de na pròiseactan rèidio.
	Brosnaich ceanglaichean eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh nam Fèisean tro thaisbeanaidhean mòra agus conaltradh le na meadhanan.
6.1	**A' cruthachadh cheanglaichean**
	'S e an ceangal a thathar ga chruthachadh leis a' BhBC as cudromaiche am-bliadhna (faic gu h-àrd). Choinnich mi ri Susanne NicDhòmhnaill mu bhith a' teagasg dràma air cùrsaichean goirid SMO, agus dh'aontaich sinn gan gabhadh seo a dhèanamh ann am prionnsabal. Tha i a' dol a dh'fhaighinn air ais thugam mu dheidhinn. Bhruidhinn mi cuideachd ri muinntir an RSAMD/SMO mu na planaichean a th' aca airson neach-ealain (dràma) a stèidheachadh.
6.6	**Làrach-lìn agus ICT**
	Bidh mi a' cùr ri làrach-lìn FnG mar a tha iomchaidh.
6.7	**Cothroman taisbeanaidh**
	'S e cothrom air leth a th' ann an dràma airson tàlantan dhaoine òga a thaisbeanadh, agus 's e deagh eisimplear de seo a bhios ann an oidhche thaisbeanaidh na Sgoile Samhraidh. Bidh oidhche thaisbeanaidh a' toirt pròiseact dràma Earra Ghàidheal is Loch Abar gu crìch cuideachd. Mar a thuirt mi gu h-àrd tha sinn a' ruith pròiseactan rèidio ann an diofar sgìrean agus thèid toradh nam pròiseactan seo a chraoladh leis a' BhBC. Bha dràma mar phàirt de dh'oidhche mhòr nam Fèisean ann an Eden Court san t-Samhain agus 's iad oileanaich bhon Sgoil Shamhraidh a bha an sàs ann an sin.

Neach-obrach	**Aonghas MacLeòid**
Dleastanas	**Neach-taice Dràma**
Ùine	**Dùbhlachd 2009 – Gearran 2010**

Proiseact Dràma Storlann
Anns an Òg Mhìos bha mi an sàs sa phròiseact drama aig Storlann – 'Am Partaidh Purpaidh' airson sgoilearan san Àrd-sgoil.

Sgoil Shamhraidh Dhràma 2009
Bha mi nam neach taic aig an Sgoil Shamhraidh Dhràma.

Fèisean Dràma airson Rèidio
Obair-ullachaidh

Feis Ròis 2009
Anns an Dàmhair thug mi taic do Dhaibhidh Walker leis na bùthan-obrach dràma aige agus bha mi an làthair aig na bùthan obrach rèidio aig Pòl Moireach gus eòlas a chur air an uidheamachd a chleachd e le sùil gun tèid feadhainn den dòighean obrach sin a chleachdadh anns na Fèisean Dràma airson Rèidio.

Fèisean Dràma airson Rèidio 2009/10
Thòisich 3 Fèisean Dràma airson Rèidio san Dàmhair 2009 anns na sgìrean Iomairt Chànain a leanas:

Iochdar Thròdairnis,
- Sgoil Stafainn
- Sgoil Chille Mhoire

Iar Thuath Leòdhais
- Sgoil Lionail
  (Bun-sgoil & Àrd-sgoil còmhla)
- Sgoil Shiaboist – Bun-sgoil
- Sgoil Shiaboist Àrd-sgoil

Dùn Èideann
- Bun-sgoil Chrois na Cìse
- Àrd-sgoil Sheumais Ghilleasbuig

Gu ruige seo chaidh 4 bùthan obrach a chumail le gach buidheann a tha gabhail pàirt.

Thathar an dùil 2 bùth-obrach eile a chumail mus tèid sèisean clàraidh a chur air dòigh le Rèidio nan Gàidheal anns a' Ghiblean/ Chèitean. Craolaidh 'Aileag' na dealbhan-cluiche nuair a bhios iad deiseil agus anns an eadar-ama tha an sgioba aig Aileag a' dèanamh aithris air na sgilean a than a sgoilearan ag ionnsachadh fhad 's a tha a' phròiseact a' dol air adhart.

Thèid podcast a dhèanamh de gach dealbh-chluich agus bidh cruinneachadh de na dealbhan-cluiche ri fhaotainn air cd cuideachd.

Mar phairt den phroiseact chaidh fios a chur gu buidhnean dràma coimhearsnachd anns gach sgìre gus cothrom a thoirt dhaibh pàirt a ghabhail sa phròiseact. Thèid cothroman co-obrachaidh a bhrosnachadh eadar na sgoiltean agus na buidhnean dràma coimhearsnachd.
Thathar an dùil bùth-obrach no dhà a chumail agus dealbhan-cluiche rèidio a chlàradh 's a chraoladh leis na buidhnean sin cuideachd.

Tòisichidh Dougie Beck Fèis Dràma airson Rèidio le cuid de na sgoiltean ann an Uibhist agus Beinn na Faoghla. Bheir mi trèanadh dha mun doighean teagaisg agus uidheamachd a chleachd mi.

Marsaili agus a' Bhleideag Airgid
Pantomime Meanbh-chuileag air a' Ghàidhealtachd. Seachdain deasachaidh agus seachdain air cuairt.

Trèanadh – Gràmar na Gàidhlig
Bha mi an làthair aig latha treanaidh luchd-obrach le Gilleasbuig Fearghasdan air 02/02/10

Fèis Dhùn Èideann 15 – 18 Gearran
Bidh mi a' toirt seachad bùthan-obrach dràma agus a' toirt taic do Sgioba G.

Fèis an Earraich 29 Màrt – 2 Giblean
Bidh mi a' toirt seachad bùthan-obrach dràma.

Treanadh Luchd-Teagaisg CnanES - Dràma
Anns an Òg Mhìos bi mi an sàs ann a bhith a' cur air dòigh agus a' lìbhrigeadh latha in-seirbhis do thidsearan ann an CnanES (agus ann an sgìrean eile ma tha seo iomchaidh)

Sgoil Shamhraidh Dhràma 2010
Cuir ri obair-deasachaidh le bhith an sàs ann a bhith ga planadh agus le bhith an sàs ann an agallamhan oileanach. Bidh an sàs ann an stiùireadh làitheil na Sgoile.

Neach-obrach	**Emily Edwards**
Dleastanas	**Òigear Thasglann agus Pròiseactan Sònraichte**
Ùine	**Dùbhlachd 2009 – Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
4.4	**Pròiseact nan tasglann ri steidheachadh**
	Tha Fèis Cheann Loch Goibhle a-nis air crìch a chur air Pròiseact nan Tasglann agus tha an leabhran gu bhith deiseil aig ro deireadh a' Mhàirt. Tha Fèis a' Chaolais air sreath de dh'agallamhan a chumail le muinntir an àite ann an Beurla agus Gàidhlig agus tha obair air tòiseachadh air leabhran a chur ri chèile. Thèid an leabhran a chur air bhog anns an t-Òmhios aig an Fhèis fhèin. Tha Fèis Lochabair air planaichean a chur air dòigh gus tòiseachadh air

	Pròiseact nan Tasglann. Nì com-pàirtichean agallamhan le seanchaidhean na sgìre aig an Fhèis fhèin agus tro mhìosan an t-samhraidh. Tha planaichean ann iarrtais a chur gu HLF gus pròiseact ùr a thòiseachadh nuair a thig tasglann gu crìch anns an Dàmhair 2010.
6.3	**Ceanglaichean Eadar-Nàiseanta**
6.7	**Cothroman taisbeanaidh**
	Chaidh cuirm-ciùil Ceòl nam Fèis a chumail aig Eden Court 27 Samhain 2009 mar thaisbeanadh obair nam Fèisean thar nam bliadhnaichean. Bha barrachd air 100 com-pàirtichean a' taisbeanadh cèol, òrain, dannsa-ceum agus dràma le 600 luchd-èisteachd. Chaidh a' chuirm-chiùil a craoladh air BBC Radio nan Gàidheal air latha na bliadhna ùra.

Neach-obrach	**Nicola Marshall**
Dleastanas	**Oifigear Leasachaidh**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Bhruidhinn mi ris a h-uile Fèis anns an sgìre agam anns na mìosan a chaidh seachad airson planaichean a chuir air dòigh airson am bliadhna ùra agus foirmichean–iarrtais a' criochnachadh. Cha robh cothrom agam airson choinneachadh leis a h-uile daoine oir bha an t-sìde cho dona. Bidh na bùthan-obrach aig Fèis a' Chaolais a' tòiseachadh a-rithist am mìos seo agus bidh cothrom aig na compairtichean na h-ionnstramaidean ur aca a' cleachdadh. Cuideachd, bidh an leabhar ùr a rinn iad mar phàirt den pròiseact Tasglann deiseal airson am bùth-obrach mu dheireadh aca. Bidh Fèis na h-Òige gu math trang eadar seo agus am prìomh Fhèis aca anns an Iuchar. Bidh iad a' ruith clasaichean ann an seinn, clàrsach agus piobaireachd. Bidh Fèis Chataibh a' tachairt anns an Iuchar cuideachd. Bidh agallamhan ann an t-seachdain-sa tighinn airson neach-taic ùr fhaighinn airson an Fhèis agus bidh deireadh-seachdain obair-comhlain airson deugairean aca eadar 19 agus 21 Gearran.
	Bidh Fèisean a' Mhonaidh Ruaidh (Fèis Spè) a cur air dòigh deireadh-seachdain obair-comhlain airson deugairean cuideachd. Bidh sin a' tachairt ann an Glen Isla anns a' Mhàrt mar phàirt den phròram leasachaidh aca air an taobh an Ear den Phàirca. Bidh Latha Ciùill anns An Aghaidh Mhòr airson compairtichean a tha nas òige air 20 Gearran. Tha Fèis Inbhir Narainn trang mar as àbhaist agus bidh am prìomh fheis aca a' tachairt am mìos seo – 26/27 An Gearran.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a-rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha Calum Ailig is mi fhèin ag obair gu dlùth ri chèile gus taic a thoirt dha na Fèisean leis na planaichean Gàidhlig aca. Bha an iarrtais a chur Fèis na h-Òige gu Comhairle Ealain na h-Alba soirbheachail agus mar sin bidh mi ag obair còmhla riutha airson deireadh-seachdain pìobaireachd a cur air dòigh. Bidh seo a tachairt aig Badaguish eadar 27 agus 29 Lùnastal. Tha mi ag obair leis an Sgioba Leasachaidh, air Freumhan 2010 an-dràsta. Bidh an Fhèis a' tachairt ann an Chille Chuimein bho 5 gu 9 Giblean.

3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Bidh Fèis Spè, Fèis Chataibh agus Fèis Rois a' leantainn le YMI anns na bun-sgoiltean.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth.**
	Tha mi fhathast a' dol gu coinneamhan Blas. Anns na mìosan a tha tighinn bidh mi ag obair air a phròiseact Slighean Ùra agus tha mi dòchasach gum bi na Ceilidhean air Chuairt air fad a' ruith a-rithist ro àm a' Chaisg. Bidh Fèis Alba 2010 a' tachairt anns a' Phloc , tòiseachadh air 5 Iuchar airson dà sheachdain mar part den phròiseact Slighean Ùra.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	• Chuir mi crìoch air an cùrsa balbhanahd agam anns an Dùbhlachd. • Bidh mi ag obair còmhla ri Rae McEachern agus Angus Nicolson airson DVD ùr a chuir i cheile airson teagasg ' Cluich airson Dannsa'. Tha mi an dòchas gum bi seo deiseil airson cur air bhog aig Fèis Alba anns an Iuchar • 20 Faoilleach – Coinneamh le Kevin agus Christine • 26 Faoilleach – Coinneamh le Kevin, Cille Chuimein • 28 Faoilleach – Coinneamh le Fèis na h-Oige agus Fèis a' Bhaile mu dheidhinn Blas 2010 • 02 Gearran – Latha Gràmar airson luchd-obrach • 10/11 Gearran – Cursa Stiùireadh Pròiseactan, Dun Eideann
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Chuidich mi Emily agus Rita aig an consairt Ceòl nam Fèis anns an t-Samhain agus bidh mi ag obair leis na Cèilidhean air Chuairt air fad airson consairt a' cuir air dòigh airson Blas 2010. Bidh mi ag obair le Fèis a' Chaolais am mìos seo airson an consairt 'Urachadh' a chuir air dòigh anns an talla Ard-Gaoithe. Bidh compairtichean bho an fhèis ag obair leis an luchd-ciùil bho 'Urachadh' aig am bùthan-obrach aca agus bidh iad a sàs anns a' chuirm-ciùil. Bidh Fèis Inbhir Narainn a' cur fàilte air Charlie McKerron agus caraidean airson consairt ann an Talla Choimhearsnachd Inbhir Narainn mar phàirt den Fhèis aca. Bidh an cuirm-ciùil a' tòiseachadh le òigridh bhon comhlan-ceilidh aca.

Neach-obrach	**Caoimhin Rodgers**
Dleastanas	**Oifigear Leasachaidh Lochabair**
Ùine	**Dùbhlachd 2009 – Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròg ram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**

	• Tha mi air tachairt ri gach Fèis agam airsona dhol thairis air na foirmaichean tabhartas mus deach an cuir a-steach. Tha mi gu math tric a' bruidhinn riutha air proiseactan/ leasachaidhean ùra. • Tha am proiseact airson seataichean, solais agus fuam a chuir a-steach gu talla na sgoile anns an Ath Tharchail deiseal agus tha a h-uile rud ann. Tha mi a-noise ag obair air tagairtean airson taic a-airgead fhaighinn. • Tha mi a-nise an-sàs leim am buidean Ealain Gàidhlig ann an Glaschu. Le bhith an sàs sa bhuidheann seo mi mi a' dèanamh cìnnteach gu bheil fios aig na Fèisean ann Glaschu (agus timcheal oirre) dè na leasachaidhean ùra a th' ann faisg orra. • Tha 'm planna leasachadih airson Fèisean ann an Lochabar deiseal. Thainig seo gu bi as deidh conaltradh leis na comitaidhean fa-leth agus am buidheann stiùiridh. • Tha deagh ìre de chonaltradh air a bhith eadaram fhèin agus Fèis an t-Sratha anns na beagam seachdain a th' air a dhol seachad gus bruidhinn mi dheidhinn an sgeama tabhartas agus cuideach na bhios iad a' dèanamh am bliadhna. Tha mi air coinneamh a chur air doigh le Comhairle Pheairt is Ceann Rois gus bruidhinn mu dheidhinn taic airgead am bliadhna.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	• Tha na clasaichean aig Àrd Lochabair air a bhith a' ruith gu math. Chan eil sgeul ann air tìdsear ùr fhathast 's mar sin cumaidh sinn oirnn agus coimheadaidh mi air leasachdaidhean a dh'fhaodadh a bhith ann. • Tha triur bho comataidh Fèis Gleann Albainn air tighinn thugam a' nochdadh uidh ann a bhith ag ionnsachadh Gàidhlig tro Ulpan. As deidh dhomh bruidhinn ri Iona tha FnG a' paigheadh 50% den clàradh aca airson Ulpan. Thoisich iad am mios seo chaidh ann an Inbhir Garraidh.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	• Tha YMI a' riuth gu sunnd ann an Lochabar fo Raonaid Walker agus gu ruige seo chan eil cus gnoimheach air a bhith agam ann ach tha Raonaid a' cumail fios thugam.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	• Tha mi air a bhith an sàs gu mòr leis am proiseact a chuir siostam solais, fuaim agus seataichean ùr a- steach dhan talla sgoile ùr anns an Ath Tharchail. Tha sinn air a bhith ag obair gu dluth le Còmhairle a Ghàidhealtachd agus an sgoile fhèin. Tha seo a' toirt comas dhan Fhèis agus an sgoile, tachartan cultural Gàidhlig a chumail san sgìre. Tha mi a-nise air tagairtean a chuir ri cheile airson an taic airgead a chaidh a dh'aontaicheadh fhaighinn bhon leithid Highland LEADER.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	• Dh'fheuch mi cùrsa Ulpan a' ruith an urraidh airson Fèisean ann an Lochabair (agus cuideach Fèis Gleann Albainn) ach gu mi-fhortanach, cha tainig e gu bì. Tha mi fhathast a' fearachdain gum biodh seo feumail dha na Fèisean ann a bhith a' tachart ris na tha a dhìth orra a-thaobh am planna Leasachaidh Gàidhlig ùr. 's mar sin, feuchaidh mi ruideigin mar seo a dhèanamh a-rithist am bliadhna.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	• Tha mi ag obair air an Turas Ceilidh 2010 an drasda agus a' coimhead air dòighean a dhèanamh nsa eifeagach a-thaobh airgead. An urraidh,as deidh bruidhinn ri oifeagairean a chomhairle agus daoine bhom Farpais Mountain Bike, nochd sinn aig cuirm mòr ann am meadhan a bhaile. Thug seo a-steach airgead agus cuideachd dh'fhàg e iomhaigh am proiseact aig ìre nas airde sa choimhearsnachd.Tha mi ag obair air an aon rud am bliadhna. • A barrachd air seo, tha mi an dòchas (comhla Fèis Lochabair) a bhruidhinn ri buidhnean ionadail mun dheidhinn sponsorship.

Neach-obrach	**Jenna Chuimeanach**
Dleastanas	**Oifigear Leasachaidh nan Eilean Siar**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	On a chaidh tabhartasan a chur a-staigh aig toiseach an Fhaoilleach tha na Fèisean air a bhith trang a' lorg luchd-teagaisg, a' cur sgoiltean air dòigh airson seachdain na Fèise agus a' sireadh cuideachadh bhon choimhearsnachd le bhith a' cur cèilidhean is eile air dòigh airson beagan a bharrachd airgid a chruinneachadh ron Fhèis. Anns an Dùbhlachd chùm Fèis Tìr a' Mhurain cèilidh ann an Uibhist a Deas 's iad am beachd cèilidh eile a chumail aig am na Càisge. Chuir Fèis Eilean an Fhraoich stàile air dòigh aig os-bhùth a chaidh a chumail aig toiseach an Dùbhlachd ann an talla-baile Steòrnabhagh 's thog iad £190. Bidh Fèis Tìr an Eòrna a' cumail cèilidh air 26 Gearran ann an Càirinis le Kathleen NicAonghais agus tha Fèis Taigh Dhonnchaidh a' cur gnothaichean air dòigh airson cèilidh a chumail ron Fhèis anns a' Ghiblean. Thèid na Fèisean air adhart am-bliadhna mar a leanas; Fèis an Earraich 29 Màrt – 2 Giblean Fèis Taigh Dhonnchaidh 5 – 9 Giblean Fèis Tìr an Eòrna, Fèis Bharraigh & Fèis Eilean na Hearadh 5 – 9 Iuchar Fèis Tìr a' Mhurain 12 – 16 Iuchar Fèis Eilean an Fhraoich – 26 – 30 Iuchar
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha mi ag obair le na Fèisean a' cur poileasaidhean ùra air bhonn agus a' beachdachadh air na diofar dhòighean anns an urrainn dhaibh a bhith a' cur a' phlana gu feum rè seachdain na Fèise.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha Fèis an Earraich a' leantainn orra le bhith a' cur clasaichean YMI air dòigh anns na sgoiltean san sgìre.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Gu mì-fhortanach cha robh mi an làthair aig an latha Gàidhlig mu dheireadh a chaidh a chumail air 2 Gearran ann am Port Rìgh. Tha mi air a bhith a' frithealadh coinneamhan nam Fèisean anns na mìosan a chaidh seachad agus tha mi air a bhith a' toirt air na Fèisean aon neach a thaghadh mar riochdaire na Fèise aig deireadh seachdain trèanaidh Fèisean nan Gàidheal a bhios a' gabhail àite anns a' Mhàirt.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Chaidh iarraidh air buidheann de luchd-ciùil à Fèis Eilean an Fhraoich pàirt a ghabhail ann am pròram telebhisean a bhios air a chraoladh air BBC Alba. 'S e MacTv a tha os cionn gnothaichean agus thèid a chlàradh ann an Ulapul aig deireadh a' Ghearrain. Tha Ceilear, a' bhuidheann Cèilidh air Chuairt aig Fèis an Earraich cuideachd gu bhith a' gabhail pàirt.

Neach-obrach	**Christine Nic an t-Saoir**
Dleastanas	**Oifigear Leasachaidh**
Ùine	**An Dùbhlachd 2009 – An Gearran 2010**

1 Thoir taic airson leasachaidhean Fèisean fa leth, a brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gniomh aca

An Dùbhlachd: 9 Fèis Ile
" 14 Fèis Dhun Omhain
" 16 Fèis Chean Loch Goibhle
" 17 Fèis Mhuile
" 19 Fèis Latharna
" 23 Fèis Latharna

Am Faoilleach 11 Fèis Dhùn Omhain
" 12 Coinneamh ri Ingrid Henderson agus Ann Martin
20 Coinneamh Inbhir Nis ri Nicola agus Kevin my Fhreumhan agus formaichean Sgeama Tabhartasan nan Fèisean
21 Fèis Dhùn Bhreatuinn
22 Coinneamh ri Tamara mu Fhèis Cholla
26 Fèis Dhùn Bhreatuinn mun na formaichean agus Disclosures
29 Coinneamh ri Fèis Ile

An Dùbhlachd 2 Aig Latha Gramar Gàdhlig anns An t-Eilean Sgitheanach
4 An an Arainn aig an AGM aca

Aig na coinneamhan sin bha mi gan cuideachadh le tabhartasan agus cur air dòigh na fèisean a tha ri thighinn

2 Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.

- Thug mi seachad cuideachad do Fèis Dhùn Bhreatuinn airson ionmhas a lorg airson sgeama Gàidhlig anns na bun sgoiltean aca
- Choinneach mi ri pàrantan clann as a aonaid Gàidhlig an a Dùn Omhain airson barrachd cuideachadh a thoirt seachad airson an Fhèis
- A toirt taic seachad airson an pròiseact òr an a Hostal an Òbain
- A toirt taic do Dhùn Bhreatuinn an Iar barrachd Drama Gàidhlig a chuir a mach anns an sgìre aca

3 Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil

- Tha Fèis Dhùn Bhreatuinn a feuchainn ri barrachd Gàidhlig a chuir a mach dhan na bun sgoiltean aca
- Tha Fèis Cheann Loch Goibhle fhathast a' cur a mach sreath do bhuidhnean obrach air feadh Earra Ghàidheal
- Thathar an dùil barrachd co-obrachach a dhèanamh eadar Fèis Arainn agus Siorrachd Inbhir Air
- Tha an dràma Gàidhlig a dol fhathast air feadh Earra Ghàidheal agus am bliadhna bi Bun Sgoil Acharachle a gabhail pàirt

4 Pròiseactan ro-innleachdach agus obair chùmhnant le com-pairtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth

- Ag obair còmhla leis na oifigearean leasachaidh eile aig Fèisean nan Gàidheal air a' phròiseact Freumhan
- Ag obair còmhla leis a' bhuidheann SPARC and an Dùn Bhreatuinn an Iar

5 Leasaiach Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean

- Aig latha trèanaidh gràmar Gàidhlig
- A' cumail bùiththean obrach bheag aig na fèisean agam am bliadhna airson dòighean a lorg airson airgead

- a thogail air taobh a staigh nan sgìrean aca
- A’ toirt brosnachadh dhan na fèisean a dhol gu an latha trèanaidh aig Fèisean nan Gàidheal

6 Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich iomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.

- Fhuair an Cuairt Chèilidh Cholum Cille duais.
- An dòchas ceangal nas làidire a dhèanamh eadar fèisean Earra Ghàidheal agus Erinn
- A brosnachadh fèisean barrachd obair a dhèanamh còmhla

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