Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Taigh-òsta Hydro Dhùn Bhlathain

Dihaoine 23 Sultain 2011 @ 2f

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

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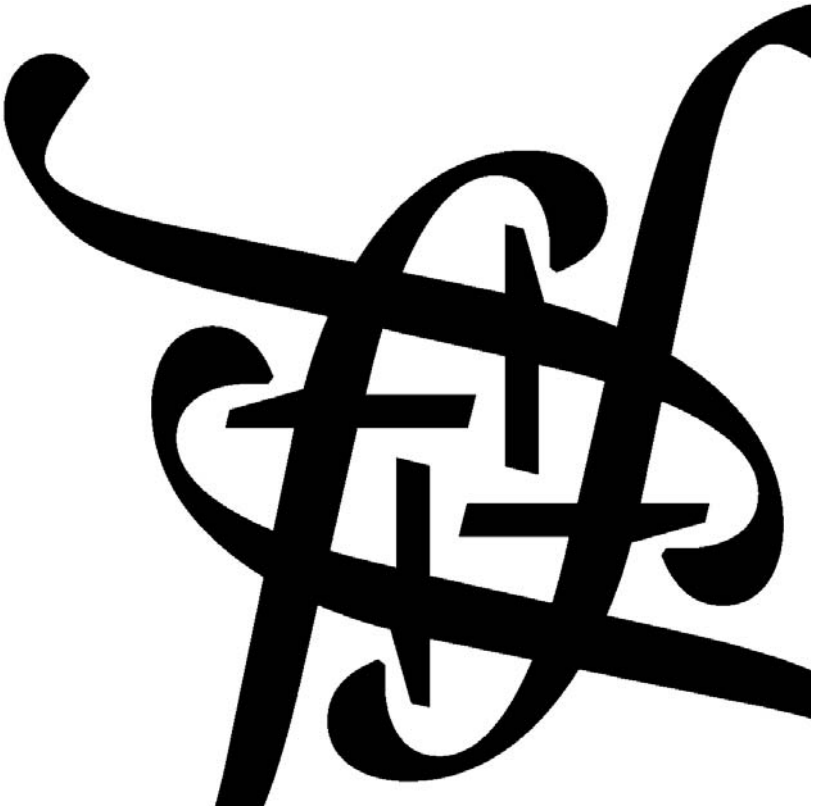


Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith air a cumail ann Taigh-òsta Hydro Dhùn Bhlathain aig 2f, Dihaoine 23 Sultain 2011

Clàr Chùisean

3.2011.01 CÙISEAN TÒISEACHAIDH

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

3.2011.02 CÙISEAN LEASACHAIDH

(a)	Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal	Airson Fiosrachaidh agus Deasbaid
(b)	Blas 2011	Aithris airson Fiosrachaidh
(c)	Pròiseactan Dràma 2011-12: Fiosrachadh às ùire	Airson Deasbaid agus Aontachaidh
(d)	Dearbhadh air maoin Alba Chruthachail 2012-15	Airson Fiosrachaidh
(e)	Maoin Iomairt na Gàidhealtachd agus nan Eilean 2012-15	Airson Fiosrachaidh

3.2011.03 CÙISEAN IONMHASAIL

(a)	Teachd a-steach agus teachd a-mach 2011-12	Airson Fiosrachaidh agus Deasbaid
(b)	Suimean airgid anns a' bhanca agus fiosrachadh as ùire	Airson Fiosrachaidh
(c)	Tabhartasan nam Fèisean 2011-12	Airson Fiosrachaidh
(d)	Cunntasan Ràitheil gu 30 Ògmhios 2011	Airson Fiosrachaidh agus Deasbaid
(e)	Cunntasan Bliadhnail gu 31 Màrt 2011	Airson Aontachaidh
(f)	Ath-stèidheachadh Mann Judd Gordon mar luchd-sgrùdaidh 2011-12	Airson Aontachaidh

3.2011.04 CÙISEAN POILEASAIDH

(a)	A' cur an gnìomh ar Poileasaidh Gàidhlig: Plana Gnìomh agus Clàr-ama	Aithris airson Fiosrachaidh
(b)	Taghadh a' Bhùird Stiùiridh	Airson Deasbaid agus Aontachaidh

3.2011.05 CÙISEAN GNÌOMHAIL

(a)	Aithisgean Luchd-Obrach	Airson Fiosrachaidh agus Deasbaid
(b)	Aithisg Bhliadhnail 2011	Airson Fiosrachaidh
(c)	Clàr-ama na Coinneamh Bhliadhnail agus Co-labhairt	Airson Fiosrachaidh

3.2011.06 EILE

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

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Oifisean Fèisean nan Gàidheal, Inbhir Nis, bho 2.30f air Diardaoin 26 An Cèitean 2011

2.2011.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Catrìona Nic an t-Saoir (Cathraiche), Mairead Chamshron, Màiri Oakley, Fiona NicIain, Bernard Bell, Derek MacIllInnein, An Comhairliche Agnes Rennie (CnES), Arthur MacCarmaig (an làthair), Calum Ailig Mac a' Mhaoilein (an làthair), Anne Willoughby (an làthair), Moreen Pringle (an làthair), Cairistìona Nic an t-Saoir (an làthair - taisbeanadh), Dougie Beck (an làthair – taisbeanadh agus eadar-theangachadh); Aonghas MacLeòid (an làthair – eadar-theangachadh).

(b) Leisgeulan

Claire Bee, Katag NicNèill, Seònaid NicDhòmhnaill, Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd), Ann Marie Reid (HIE)

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

Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 17 An Gearran 2011 a sgaoileadh. Mhol Màiri Oakley gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh, agus Fiona NicIain a' cur a taic rithe.

(d) Cùisean a thog ceann

Cha robh gin a chùisean a thog ceann bhon Gheàrr-chunntas.

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

Chaidh geàrr-chunntas na coinneimh a chaidh a chumail air a' fòn air 12 An Cèitean 2011 a sgaoileadh agus thugadh fa-near dha.

Dh'fhaighnich Agnes Rennie an robh an còrr fiosrachaidh ann mun Iomairt Ghàidhlig?

Thuirt Art MacCarmaig nach robh i air clàr-ghnothaich na coinneimh seach gun robhar fhathast a' cur crìoch air planaichean, ach mhìnich e gun d'fhuaras £15,000 bho Riaghaltas na h-Alba gus an iomairt a thòiseachadh.

Bha sinn cuideachd ag ùrachadh ar làrach-lìn gus am bi e nas fhasa a chleachdadh agus nas goireasaiche. Bidh fiosrachadh ann mu thachartasan nam Fèisean, cothroman ann Gàidhlig ionnsachadh, agus bidh abairtean is faclan Gàidhlig air an làrach agus cothrom aig luchd-tadhail an leughadh, èisteachd riutha agus ionnsachadh. Bhathar cuideachd a' cruthachadh App Fòn a bhiodh air fhighe a-steach don làrach-lìn a bheireadh cothrom do dhaoine air a h-uile meur den fhiosrachadh seo.

Bhathar cuideachd a' dealbh bùird a ghabhadh a chur nan seasamh air am biodh fiosrachadh mun Ghàidhlig. Thathar an dùil gun tèid na bùird seo a chur suas aig tachartasan Fèisean nan Gàidheal (Fèisean, Blas, Cèilidhean air Chuairt, msaa) air feadh na bliadhna. Thathar a' dol a dhèanamh bileag anns am bi fiosrachadh coitcheann mun Ghàidhlig agus thathar an dùil gum bi seo deiseil san Iuchar.

Bha a' Chomataidh air am misneachadh leis na planaichean seo agus bha iad den bheachd 's dòcha gum faodadh buidhnean Gàidhlig eile an cleachdadh. Thuirt Art gum faodadh buidhnean Gàidhlig na stuthan seo a chleachdadh aig na tachartasan acasan, agus cuideachd gum faodadh iad na stuthan aca fhèin a shealltainn aig na tachartasan againne.

2.2011.02 CÙISEAN LEASACHAIDH

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

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

Bha pròram ùr ann stèidhichte air cùmhnantan le HIE, Alba Chruthachail, Bòrd na Gàidhlig agus ùghdarrasan ionadail airson 2011-12.

Bha amas no dhà fhathast orains no dearg, seach gu bheil e fhathast cho tràth sa bhliadhna, ach bha Art MacCarmaig cinnteach gun deigheadh an coileanadh air feadh na bliadhna.

(b) Pròram airson Fèis Bhlais 2011

Chaidh aithisg a sgaoileadh le Art MacCarmaig a' toirt dealbh do bhuill air mar a bha a' dol do na planaichean airson Blas 2011. Chaidh Blas 2011 a chur air bhog gu h-oifigeil na bu thràithe air an latha. Ri linn taic a bharrachd bho Alba Chruthachail agus Eileanan na h-Alba, còmhla ris an taic bho Chomhairle na Gàidhealtachd, chaidh pròram tarraingeach de thachartasan a chur air dòigh.

Chaidh leabhranan Bhlais a chlò-bhualadh agus bhite gan sgaoileadh. Bha an làrach-lìn www.blas-festival.com beò agus bhathar a' reic pailteas thiogaidean aig an àm. Bhiodh tiogaidean rim faotainn aig prìs nas ìsle do dhaoine a cheannaicheadh iad tràth gu deireadh an Iuchair.

Tha Buill a' Bhùird a' faighinn £50.00 an duine airson tiogaidean Bhlais a cheannach.

Thug Buill a' Bhùird fa-near don phròram agus bha iad a' coimhead air adhart ri fèis shoirbheachail.

(c) Pròiseactan Dràma 2011-12: Taisbeanadh air Plana Gnìomh is Clàr-ama

Chaidh aithisg-mhìneachaidh ghoirid a sgaoileadh le Art MacCarmaig.

Am measg nam planaichean airson 2011-12 bha:

- Sgoil Shamhraidh Dràma
- Meanbh-chuileag, a' bhuidheann dràma-oideachaidh, air chuairt
- Taic do co-dhiù 80 bùth-obrach dràma Ghàidhlig
- A' cumail oirnn a' ruith sreath de dh'Fhèisean Dràma Ghàidhlig
- Pantomime mu àm na Nollaige

Thug Dougie Beck taisbeanadh seachad don Bhòrd le barrachd fiosrachaidh mu na pròiseactan, cò bhiodh ag obair orra agus cuin a bhiodh iad air an lìbhrigeadh.

Dh'aontaich am Bòrd ris a' Phlana Ghnìomh agus bha iad gu math toilichte leis an uiread de dhràma a bhathar an dùil a chur air dòigh air feadh na bliadhna.

Thugadh fa-near do mar a bhiodh an dealbh-chluiche mu dheireadh den Sgoil Shamhraidh air a shealltainn aig Sabhal Mòr Ostaig air 14 Iuchar. Dheigheadh e a chur air dòigh mar phàirt de chuirm còmhla ri òigridh bho Fhèis Alba.

Chaidh lethbhreac den taisbeanadh aig Dougie a sgaoileadh am measg buill a' Bhùird.

(d) Taic bho Alba Chruthachail 2012-15: An Ath Cheum

Chaidh aithisg le Art MacCarmaig a sgaoileadh am measg Buill a' Bhùird leis an fhiosrachadh as ùire mun ath-sgrùdadh a bha Alba Chruthachail a' dèanamh air na Buidhnean Stèidhichte aca. Chaidh Art, Calum Ailig agus Catrìona gu agallamh le riochdairean bho Alba Chruthachail air 25 An Gearran agus shoirbhich leotha le bhith a' dol air adhart chun an ath ìre. Chaidh coinneamh eile a chumail le Alba Chruthachail bhon uair sin, air 23 An Cèitean.

Thuirt Art gun robh Alba Chruthachail gu math taiceil do dh'Fhèisean nan Gàidheal agus bu

chòir gum bi sinn fhathast air aon de na Buidhnean Stèidhichte aca. Tha aca fhathast ri aontachadh dè an ìre de thaic a gheibh sinn, ach bu chòir fios a bhith againn air sin aig deireadh an Ògmhios/toiseach an Iuchair.

Chuir Buill a' Bhùird fàilte air an fhiosrachadh sin agus bha iad a' coimhead air adhart ri fios fhaighinn air a' cho-dhùnadh dheireannach.

(e) Taisbeanadh le Cairistìona Nic an t-Saoir, Oifigear Leasachaidh

Tha Cairistìona Nic an t-Saoir air a bhith na h-Oifigear Leasachaidh airson Earra-Ghàidheal agus sgìrean eile fad 9 bliadhna agus tha i an-dràsta a' toirt taic do naoi Fèisean - Fèis Arainn, Fèis Ceann Loch Goibhle, Fèis Cholla, Fèis Dhùn Bhreatain, Fèis Dhùn Omhainn, Fèis Ìle agus Dhùira, Fèis Latharna, Fèis Mhuile agus Fèis Thiriodh.

Thug Cairistìona taisbeanadh eirmseach seachad air a h-obair leis na Fèisean, an lùib a h-obrach tha taic do dhaoine le bhith a' togail airgid, a' cur iarrtasan maoineachaidh a-steach, a' lorg luchd-teagaisg, dearbhaidhean pearsanta msaa. Tha i cuideachd gu mòr an sàs ann an Fèis Dhràma Earra-Ghàidheal, a tha air a bhith a' dol fad còig bliadhna, agus tha i an sàs sna Cèilidhean air Chuairt san sgìre.

2.2011.03 CÙISEAN IONMHASAIL

(a) Aithisgean Ionmhasail

Chaidh aithisg a dheasaich am Manaidsear Gnìomha, Anna Willoughby, a sgaoileadh a bha a' sealltainn a' Bhuidseit a chaidh a mholadh airson teachd-a-steach agus cosgaisean bho agus gu Fèisean nan Gàidheal suas gu 31 am Màrt 2012, agus a' sealltainn nan suimeannan a fhuaras agus a chaidh a chosg suas gu 30 An Giblean 2011.

Bho chaidh an aithisg a dheasachadh, fhuaras tabhartasan bho Alba Chruthachail, HIE agus Bòrd na Gàidhlig.

Thug Buill a' Bhùird fa-near do na h-aithisgean agus ghabh iad ri buidseat 2011-12.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil: £4,709.55
- Cunntas Àrd-rèidh: £145,142.75
- Cunntas Bhlais: £508.95

(c) Tabhartasan a chaidh a ghealltainn do dh'Fhèisean ann an 2011/12

Chaidh liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean ann an 2011-12, a dheasaich Anna Willoughby, a sgaoileadh, le suimeannan a chaidh a phàigheadh gu 30 An Giblean 2011.

Bha suimeannan nan tabhartasan do dh'Fhèisean air an cumail aig an aon ìre agus a bha iad an-uiridh.

Thug Buill a' Bhùird fa-near don aithisg.

(d) Cunntasan Riaghlaidh airson na ràithe gu 31 Màrt 2011

Chaidh Cunntasan Riaghlaidh airson na ràithe gu 31 Am Màrt 2011, a dheasaich Mann Judd Gordon, a sgaoileadh agus thugadh fa-near dhaibh. B' e an aon shùim a bha a dhìth fhathast, maoineachadh bho LEADER airson Blas, ach bha dùil gun tigeadh sin a-steach ann an ùine nach biodh fada.

Bhiodh Anndra Cuimeineach a' tadhal air Oifis Phort Rìgh aig deireadh an Ògmhios gus Sgrùdadh a dhèanamh air na cunntasan.

(e) Banca Dhail Chluaidh – Cothrom For-tharraing

Chaidh aithisg le Art MacCarmaig a sgaoileadh agus i a' sireadh aonta a' Bhùird gun gabhadh iad ri tairgse bho Bhanca Dhail Chluaidh Plc airson Cothrom For-tharraing.

Às dèidh beachdachadh gu faiceallach agus gu cùramach air riaghailtean na Litreach agus gach cùis eile a bha iomchaidh, **CHAIDH AONTACHADH**:

1. Gun cuireadh an Companaidh feum air na Cothroman uile a rèir nan riaghailtean is cùmhnantan a tha ainmichte san Litir Chothroman, agus seo gu buannachd a' Chompanaidh, agus chun na buannachd choimeirsealta as motha, agus e a' leantainn air le obair, agus gun gabhar ri agus gun aontaichear ri riaghailtean agus cùmhnantan na Litreach;
   agus

2. gun deigheadh an Litir Chothroman a làimhseachadh às leth a' Chompanaidh leis an Stiùiriche agus Rùnaire a' Chompanaidh ainmichte gu h-ìosal, agus tha cead aca cuideachd an làmh a chur ri na leanas às leth a' Chompanaidh: sgrìobhainnean eile, aontaidhean, teisteanasan, fiosan, brathan-conaltraidh no dearbhaidhean, nam measg atharraichean, eadar-dhealachaidhean, ùrachaidhean is leudachaidhean, a dh'fheumar a dhèanamh 's dòcha an lùib nan Cothroman, no na Litreach Chothroman.

Dhèilig Fiona NicIain (Rùnaire a' Chompanaidh) agus Catrìona Nic an t-Saoir (Cathraiche) ris an sgrìobhainn às leth a' Bhùird.

2.2011.04 CÙISEAN POILEASAIDH

(a) Cur an Gnìomh a' Phoileasaidh Ghàidhlig: Taisbeanadh mun Phlana Ghnìomh is Clàr-ama

Chaidh aithisg-mhìneachaidh ghoirid a sgaoileadh le Art MacCarmaig a' cur an cèill a' Phlana Ghnìomh gus Poileasaidh Gàidhlig Fèisean nan Gàidheal a chur an gnìomh.

'S iad na h-amasan sònraichte:

- A' leasachadh agus a' leudachadh nan cothroman air cànan is cultar na Gàidhlig tro bhith a' cur an gnìomh Poileasaidh Gàidhlig a chaidh a dheasachadh às ùr agus a neartachadh
- A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt bunaiteach de gach Fèis, a rèir Poileasaidh Gàidhlig Fèisean nan Gàidheal
- A' leudachadh na h-àireimhe de dh'òigridh air a' Ghàidhealtachd a tha a' faighinn teagasg sa Ghàidhlig, gus am bi an àireamh nas motha na bha i aig an toiseach – 2,384
- A' cumail oirnn a' cur an gnìomh Poileasaidh Gàidhlig Fèisean nan Gàidheal tro sheirbheisean, a tha ar luchd-obrach a' tabhann, air am bi cothrom aig gach Fèis agus tro phròiseactan sònraichte mar as iomchaidh
- A' toirt taic do dh'Fhèisean leis an Sgioba-G againn gus tachartasan Gàidhlig a chur air dòigh
- A' toirt sùil às ùr gu cunbhalach air cur an gnìomh a' Phoileasaidh Ghàidhlig.

Thug Calum Ailig Mac a' Mhaoilein taisbeanadh seachad don Bhòrd le fiosrachadh air dè na ceumannan a dh'fheumas sinn a ghabhail gus ar n-amasan a choileanadh, cò bhios gan cur an sàs agus cuin a bhios iad air an coileanadh. Thèid lethbhreac den taisbeanadh a sgaoileadh am measg Buill a' Bhùird gus am bi clàr maireannach dheth aca.

Thug Buill a' Bhùird an làn-thaic dha agus ghabh iad ris a' Phlana Ghnìomh.

(b) Poileasaidh Obair Shaor-thoileach

Chaidh a mholadh aig Fèis Trèanaidh na bliadhna-sa gum bu chòir Poileasaidh Obair Shaor-thoileach a bhith aig Fèisean nan Gàidheal, agus dh'aontaich a' Bhuidheann Riaghlaidh gum bu chòir fear a stèidheachadh.

Chaidh aithisg le Art MacCarmaig a sgaoileadh còmhla ri dreach de Phoileasaidh Obair Shaor-thoileach, a dhealbh Iona NicDhòmhnaill.

Dh'aontaich Buill a' Bhùird gum biodh an leithid a phoileasaidh feumail, ach bha dragh orra 's dòcha gun robh a' chainnt caran 'foirmeil' agus 's math dh'fhaodte gun cailleamaid daoine, a bha 's dòcha am beachd obair dhuinn gu saor-thoileach, air sgàth sin. Chaidh aontachadh gun coinnicheadh Oifigearan Leasachaidh ris na Comataidhean ùra agus gum bruidhneadh iad riutha tro na dleastanasan aca ann an dòigh nach robh cho foirmeil, agus e na amas gun tuigeadh luchd saor-thoileach an t-sùim a bh' aig daoine dhaibh agus gun toireamaid taic is cuideachadh dhaibh ma bha duilgheadas no dragh sam bith aca. Chaidh aontachadh cuideachd gum biodh e feumail nam biodh na prìomh phuingean bhon a' Phoileasaidh rim faighinn air cairt, coltach ris a' Chairt Bhuidhe airson Dìon Chloinne, a dh'fhaodar a sgaoileadh am measg buill nan Comataidhean/luchd saor-thoileach.

2.2011.05 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.

Thugadh fa-near dha mar a bha Calum MacConnail air fhastadh le Fèisean nan Gàidheal airson 10 seachdainean fo Sgeama Greis Gnìomhachais nan Oileanach aig CnaG.

(b) Oifigear Leasachaidh ann an Loch Abar

Dh'innis Art MacCarmaig gun robh Caomhain Rogers a' fàgail Fèisean nan Gàidheal. Chaidh sanasan a sgaoileadh mu obair agus chaidh agallamhan a chumail. B' i Maria NicAonghais a fhuair an obair agus bha còir aice tòiseachadh san dreuchd tràth san Ògmhios. Tha i a' fuireach ann an Glaschu an-dràsta ach bha i a' dol a ghluasad don Ghearasdan.

Seach gur e neach-ceuma a th' ann am Maria, bhathar a' coimhead feuch an gabhadh pàirt de a h-obair a mhaoineachadh fo Sgeama Ceumnachaidh Comann na Gàidhlig. Bhathar cuideachd a' coimhead air Sgeama Luchd-ceuma HIE cuideachd.

2.2011.06 EILE

(a) Ceann-latha an ath choinneimh

Chaidh aontachadh gun deigheadh an ath Choinneamh den Bhòrd Stiùiridh a chumail ann an Dùn Bhlàthain air 23 An t-Sultain (mar phàirt den Choinneimh Bhliadhnail/Co-labhairt Bhliadhnail).

(b) Coinneamh de Bhuidheann Riaghlaidh Fèisean nan Gàidheal

Chaidh pàipearan a sgaoileadh am measg Buill a' Bhùird air a' phost-d.

Fèisean nan Gàidheal

Minutes of the meeting of the Executive Group held on Wednesday 31 August 2011 from 10.00 am via telephone conference

EX3.2011.11 PRELIMINARIES

(a) Present

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

(b) Apologies

Ann Marie Reid (Highlands & Islands Enterprise) and Morag Anna MacLeod (Highland Council), Ian Smith (Creative Scotland).

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 12 May 2011 had been circulated and were approved.

(d) Matters arising

There were no matters arising from the Minutes.

EX3.2011.02 PROJECT UPDATES

(a) Blas Festival (verbal - Arthur)

Plans for the forthcoming Blas Festival were all going well. There was due to be a lot of advertising in the press commencing the upcoming weekend. On top of that there has been widespread postering, email advertising, and Facebook advertising.

At present ticket sales through the box office are 30% up on last year (this is only online sales and does not take into account tickets sold locally via venues etc).

Press and Management Passes have now been issued.

Board Members are reminded that they have up to £50 each towards the purchase of tickets to attend Blas events and should claim this as expenses in the normal way

Arthur advised that Eddie Stiven was now unable to oversee the Glenelg Blas event and Maggie Cameron agreed to do this instead. Arthur would contact Maggie after the meeting to discuss what was required.

(b) Gaelic Training (verbal – Calum Alex)

Calum Alex advised that he had issued letters to tutors advising them on what courses were available, where, when etc. These letters had been sent to those tutors who are regularly tutoring at Fèisean. Responses from these tutors were due in by mid-September.

Iona MacDonald is also contacting some of our fluent tutors to see if they would be interested in undertaking training to become Ùlpan Tutors who could then use these skills to tutor others in Gaelic.

(c) Cèilidh Trails (verbal – Calum Alex)

Calum Alex advised that the Cèilidh Trails had been a great success with some good gigs and good audience feedback.

Representatives from the Argyll, Fèis Spe and Fèis Rois Cèilidh Trails would be coming together to perform at the Camanachd Cup Final on 17th September in Inverness.

The Cèilidh Trail groups would also be performing at various events throughout the Blas Festival.

In response to a concern about the lack of Gaelic content and its lack of use in introductions especially in the Lochaber Cèilidh Trail, Calum Alex agreed to ensure that there was more Gaelic language used at the Blas and Camanachd Cup events and also to take this on board for next year's Fèis Alba to ensure that it was impressed on the participants and co-ordinators that use of Gaelic was essential.

Anne advised that she was still waiting for the first payment of the LEADER funding (from Highland and Argyll) to come in. It was hoped to have this tied up by the end of September.

The funding for the Fèis Spe Cèilidh Trail is due to end next June (with funding for the other Cèilidh Trails ending in summer 2012). Efforts would need to be put into securing ongoing funding to ensure the Cèilidh Trails continue.

(d) Gaelic Awareness Campaign (verbal – Arthur)
Arthur had previously advised that we had been given £15,000 from the Scottish Government to get involved in a Gaelic Awareness Campaign.

He had been working on updating our website to make it easier to use etc.

Some of the other resources had now been finalised and copies of the leaflets had been circulated. These were generic leaflets so will be appropriate for use over the next few years. It is intended to have a leaflet stand at all Fèis events containing these and leaflets from other Gaelic organisations.

Pop-up Banners and phrase cards were also being produced.

The members agreed that the resources were good and should help raise the profile of the Gaelic language.

(e) Sgoil Shamhraidh and Gaelic Drama (verbal – Calum Alex)
Calum Alex reported on the Sgoil Shamhraidh and Gaelic Drama plans:

- Sgoil Shamhraidh had been a great success with 24 participants. All taking part had thoroughly enjoyed it and the final event in Sabhal Mor Ostaig had been well received. The level of Gaelic was also praised.
- Dougie was currently working with eight English Medium Schools carrying out six drama workshops with each.
- Angus is currently working with Skye and Lochalsh Gaelic medium schools providing eight workshops over the next few months to increase their drama skills etc.
- The possibility of employing Debbie MacKay to offer similar workshops in Gaelic medium schools in the Western Isles between now and Easter was being investigated.
- A two week tour by Meanbh-chuileag of English medium schools in Perthshire and Argyll was due to take place in November.
- Another MC tour in conjunction with Culloden Centre was planned for the Spring.
- Angus was currently working on a script for a Gaelic Medium tour in February.
- The Gaelic Panto would again be touring in December.

The Members were delighted to see so much drama activity taking place. It was agreed that all Fèisean should be encouraged to use Sgioba-G to increase the Gaelic content of their Fèisean. Fèisean nan Gàidheal would be looking for this in connection with expansion of the individual Fèisean's Gaelic Plans.

EX3.2011.03 FINANCIAL ISSUES
(a) Audited Accounts to 31 March 2011 (circulated - Anne)
Andy Cumming the Accountant had been over spending time with Anne at the end of June to tie up the Accounts.

The Audited Accounts has now been completed and would be available for signing off at the AGM.

(b) Management Accounts to 30 June (circulated - Anne)
The Consolidated management accounts to 30 June prepared by Mann Judd had been circulated. The total funds at 30 June were healthy.

(c) Income and Expenditure 2011-12 (circulated – Anne)
Details of Income and Expenditure to 12 August had been circulated.

(d) Bank Balances and up to date information (verbal - Anne)
The current bank balances were given as follows:
- £276.81 in the Current account
- £327,877.96 in the High Interest account
- £1.82 in the Blas account (money only transferred into this account as needed)

(3) Grants to Fèisean 2011-12 (circulated - Anne)
A report showing the grants awarded to Fèisean (and those paid out to date) had been circulated.
The first instalment of the grants due for the Summer Fèisean had been issued.
There was a slow uptake of the grants awarded for Annualised Hours and this would be investigated.

EX3.2011.04 STAFFING ISSUES
(a) Lochaber Development Officer (verbal – Arthur)
Arthur advised that Maria MacInnes had been appointed to this post and was settling in well.

She had met with all the Fèisean to introduce herself and get to know more about their activities etc. She was also introducing herself to all the schools in her area.

Maria was currently organising the teenage Fèis which was to take place in Lochaber in October.

EX3.2011.05 DEVELOPMENT ISSUES
(a) Bid to HIE 2012-15 (verbal - Arthur)
Arthur advised that he and Calum Alex had recently had a very positive meeting with Anne Marie Reid of HIE to discuss continued financial support for Fèisean nan Gàidheal from 2012-15.

Arthur was currently finalising a paper for submission to HIE outlining Fèisean nan Gàidheal's future plans based in HIE's priorities etc. This would be sent to HIE and eventually a proposal would go before HIE's Management Group.

It was hoped to know the outcome of our bid by the end of the year or early in the New Year.

Arthur would circulate a copy of the bid with the Board Meeting Papers.

EX3.2011.06 BOARD MEETINGS
(a) Agenda items for forthcoming Board meeting
As well as the usual Agenda items there would be:
- Audited Accounts
- 2010/11 Annual Report. Arthur advised that it had been decided to reduce the size of the Annual Report this year and put it into a newsletter format with other general information on our website instead of contained within the Report.
- Information on a proposed residential event planned for next year
- Blas Update
- Gaelic Awareness Campaign Update

(b) AGM Arrangements (verbal - Anne)
Anne advised that invitations to this year's AGM, which was taking place in Dunblane Hydro on 23/24 September, had been issued. Responses were slow in coming in - especially from the Fèisean in the central belt - and these would be chased up over the next few days.

Iona MacDonald was organising training in the Alexander Technique for the afternoon of 23rd September (while the Board Meeting is taking place) and would be offering a few places on this course to Fèisean.

The guest speaker at the AGM is Alasdair Allan MSP, Minister for Learning and Skills with responsibility for Gaelic who will address everyone on the Saturday around midday.

There were a few people in the Fèis Fhoirt area who Fiona Johnstone felt could be invited. It was agreed that she would give Anne their details and an invitation would be issued to them.

Anne also needed confirmation of who, from Fèis Fhoirt, would be performing on the Friday evening and if they were staying for the meal etc. Fiona would get back to Anne on this.

Fiona advised that Fèis Fhoirt were due to hold their Fèis on 24/25 September. There would be a ceilidh in Falkirk on the night of Saturday 24th September and anyone staying over that night were warmly invited to attend. Arthur requested Fiona forward details and this could be circulated to all attending.

(c) Board Elections (verbal – Arthur)
Arthur advised that, under current procedures, the following Board Members were due to leave the Board in September: Catriona MacIntyre, Maggie Cameron, Derek MacLennan, Katag MacNeil, Mairi Oakley and Claire Bee.

It was felt that losing six members of the Board at once would result in a loss of valuable skills and perhaps the term for the office bearers could be extended by up to two years to ensure continuity.

Arthur would prepare a paper for the Board outlining proposals on this matter.

EX3.2011.07 GENERAL
(a) AOCB (verbal)
No other items of business were raised.

(b) Date and venue of next meeting
The next meeting is to be held by phone conference on Tuesday 22 November 2011 at 10.00am

Fèisean nan Gàidheal

Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal

Àireamh air a' Chlàr Chùisean: 3.2011.02(a)

Adhbhar a' Phàipeir

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

Bun Fhiosrachadh

Tha an aithisg seo a' dèanamh oidhirp air na taisbeanairean coileanaidh – no toraidhean – a ghabhail a-steach, suidhichte mu choinneamh ceumannan taobh a-staigh Plana Leasachaidh Fèisean nan Gàidheal (FnG) le Alba Chruthachail (AC), Iomairt na Gàidhealtachd agus nan Eilean (InG), Comhairle na Gàidhealtachd (CnG), Comhairle nan Eilean Siar (CnES), Comhairle Earra Ghàidheal agus Bòid (CEB) agus Bòrd na Gàidhlig (BnG) a thaobh cùmhnantan maoineachaidh fa leth leis na buidhnean sin.

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

Àir.	Dleastanas sa Phlana Leasachaidh	An Urra ri	Comharran Coileanaidh/Toraidhean	Adhartas	Ìre
1	**LÌBHRIGEADH SHEIRBHEISEAN**				
1.1	Seirbheisean	A h-uile duine	A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)	Tha obair na buidhne gu lèir ag amas air an seo. Bidh sinn a' toirt taic ri 45 Fèisean ann an 2011-12 agus, ged a tha sgioba nas lugha againn, bidh sinn a' feuchainn ar dìcheall a h-uile càil lìbhrigeadh aig àrd ìre. An-uiridh dh'ùraich sinn poileasaidhean na buidhne airson deagh stiùireadh agus modhan-obrach a bhrosnachadh, agus bidh gan sgrùdadh gu cunbhalach.	**U**
			A' cumail a' dol le seirbheisean agus pròiseactan a lìbhrigeadh aig àrd ìre, le deagh stiùireadh agus deagh chleachdadh ann am modhan-obrach na buidhne (AC)		
			Plana a chur an gnìomh airson èifeachdas luach 3% de thaic-airgid Bhòrd na Gàidhlig (£3,750) a dhèanamh taobh a-staigh cosgaisean ruith na buidhne agus a thoirt gu leasachaidhean ùra mu choinneamh àrdachadh àireamh luchd-labhairt na Gàidhlig. (BnG)	Chaidh plana gu Bòrd na Gàidhlig air mar a ghabhadh seo a choileanadh.	**U**
1.2	Luchd-obrach	Ceannard/ Bòrd	A' cumail co-dhiù 15 obraichean Ionann is Làn-thìde ann an sgìre HIE (InG)	Tha 13 neach-obrach againn an-dràsta le 11.2 Ionann is Làn-thìde, ach le luchd-teagaisg is cunnradairean, bidh tòrr a bharrachd na 15 obraichean Ionann is Làn-thìde.	**U**
			£23,393 air a chleachdadh airson taic a chumail ri Oifigearan Leasachaidh agus cosgaisean ruith Fèisean	An dèidh airgead a thoirt do na Fèisean, tha an còrr a tha air fhàgail bho Chomhairle na Gàidhealtachd air a	

			nan Gàidheal (CnG)	chosg air a' bhuidhinn a ruith.	
		Manaidsear Leasachaidh	Taic air a thoirt ri co-dhiù dithis tro Sgeama Greis Gnìomhachais/Sgeama Luchd Ceasnachaidh CnaG (BnG)	Cha robh e comasach ach aon neach a thairgse dhuinn tron sgeama Greis Gnìomhachais agus chan eil sinn a' sùileachadh gun gabhadh taic a thoirt do chuideigin tron sgeama Luchd Ceumnachaidh.	U
		Ceannard/ Manaidsear Gnìomha	Poileasaidh pàighidh a dheasachadh airson airson 2011-12 agus air adhart, a tha a' toirt fa-near Poileasaidh Pàighidh Riaghaltas na h-Alba (BnG)	Tha Fèisean nan Gàidheal ag obair taobh a-staigh riaghailtean na roinne phoblaich a tha gu math coltach ri Poileasaidh Pàighidh an riaghaltais.	U
1.3	Sgeama Thabhartasan do dh'Fhèisean	Ceannard/ Manaidsear Gnìomha/ Oifigear Gnìomhachais	A' cumail oirnn le Sgeama Thabhartasan do dh'Fhèisean (AC)	Sgeama thabhartasan ann agus tabhartasan air an gealltainn airson 2011-12 agus gam buileachadh mar a chaidh aontachadh.	U
			Taic a chumail ri co-dhiù 40 Fèis tro sgeama maoineachaidh agus comhairle phractaigeach (BnG)	Tabhartasan air an tabhann do 45 Fèisean airson 2011-12.	
		Manaidsear Gnìomha	Taic do co-dhiù 30 Fèis air a' Ghàidhealtachd 's sna h-Eileanan gach bliadhna (InG)	Tabhartasan air an tabhann do 37 Fèisean ann an sgìre InG, le 23 ann an sgìrean dùbhlanach.	U
		Manaidsear Leasachaidh	A' cumail oirnn a' maoineachadh leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean (AC)	Tha sinn air tagraidhean fhaighinn son na sgeama seo.	U
			Taic do thrì pròiseactan ùra, innleachdach gach bliadhna tro mhaoin leasachaidh airson Fèisean (InG)	Tha sinn mar thà air taic a thoirt do thrì pròiseactan.	
		Manaidsear Leasachaidh/ Oifigearan Leasachaidh	Tabhartasan taice do 19 Fèisean ann an sgìre Chomhairle na Gàidhealtachd (CnG)	Tabhartasan air an tabhann do 21 Fèisean ann an sgìre Chomhairle na Gàidhealtachd airson £119,191, le £25,634 bho mhaoin na comhairle.	U
			£24k air a roinn eadar 19 Fèisean (CnG)		
			Prògram ionnsachaidh loinneil ann an cèol traidiseanta a thabhann dhaibhsan a bhios ag iarraidh pàirt a ghabhail anns na Fèisean (CnG)	Tha sinn an dùil gur ann mar seo a bhios cùisean ach iarraidh sinn fiosrachadh bho chom-pàirteachan airson a dhaingneachadh.	U
			A' cumail an àireamh de dh'òigridh an-sàs anns na Fèisean agus ann an clasaichean aig co-dhiù 3,179 (CnG)	Tha sinn an dùil seo a choileanadh.	Ò
			Tabhartasan taice do dh'Fhèisean ann an sgìre Comhairle nan Eilean Siar (CnES)	Tabhartasan air an tabhann do 6 Fèisean ann an sgìre Chomhairle nan Eilean Siar.	U
			Tabhartasan taice do dh'Fhèisean ann an sgìre Comhairle Earra-Ghàidheal is Bhòid (CEB)	Tabhartasan air an tabhann do 7 Fèisean ann an sgìre Comhairle Earra-Ghàidheal is Bhòid.	U
1.4	A' toirt taic do luchd-obrach saor-thoileach	Oifigearan Leasachaidh	A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)	Chaidh gach ball den Sgioba Leasachaidh a chomharrachadh mar Phrìomh Oifigear airson grunn Fhèisean. Feumaidh iad obrachadh gu math cruaidh airson dèanamh cinnteach gum biodh an dàimh seo soirbheachail.	U
		Oifigear Trèanaidh & Poileasaidh/ Oifigearan Leasachaidh	A' cruthachadh phoileasaidhean a tha cho furasta 's as urrainn do luchd-obrach saor-thoileach a lìbhrigeadh.	Gach poileasaidh air ùrachadh ann an 2009-10 agus rim faotainn bhon làrach lìn sa Ghàidhlig agus sa Bheurla. Bidh iad fo sgrùdadh gu cunbhalach agus chaidh Poileasaidh ùr son saor-thoilich aontachadh leis a' Bhòrd-Stiùiridh.	U
				Tha Clàr Cunnartan ann agus cumaidh a' Bhuidheann Riaghlaidh sùil air le aithisg bhliadhnail a' dol mu	

				choinneimh a' Bhùird.	
		Manaidsear Gnìomha/ Oifigearan Leasachaidh/ Oifigear Trèanaidh & Poileasaidh	A' leantainn oirnn leis an sgeama airson Uairean Bliadhnail.	Uairean bliadhnail gan tairgse ann an 2011-12 mar phàirt den tairgse tabhartais, le prìomhachas aig Fèisean as fheàrr a rinn feum dhiubh roimhe.	**U**
				Cumaidh an Sgioba Leasachaidh orra ag obair gu dlùth ri luchd-obrach air am fastadh fon sgeama agus tha cùnnradh gun fheumadh dhaibh a dhol dhan Fhèis Trèanaidh.	
			Oifigear Leasachaidh air a chumail sna h-Eileanan Siar (CnES)	Jenna Chuimeineach ag obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle nan Eilean Siar.	**U**
			Oifigear Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid (CEB)	Cairistìona Nic an t-Saoir ag obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle Earra-Ghàidheal is Bhòid.	**U**
1.5	A' Cho-labhairt Bhliadhnail	Manaidsear Gnìomha/ Oifigear Gnothaichean/ Oifigear Trèanaidh	A' cumail Co-labhairt Bhliadhnail (AC)	Bidh co-labhairt 2011 air a cumail ann an Sruighlea air 23 agus 24 Sultain le Alasdair Allan BPA, Ministear airson Ionnsachadh agus Sgilean, air aoigheachd.	**U**
1.6	Àrachas	Manaidsear Gnìomha	Àrachas iomchaidh ann airson Fèisean nan Gàidheal, an luchd-obrach agus obair nam Fèisean.	Àth-sgrùdadh air poileasaidhean agus air an ùrachadh sa Ghearran 2011 le àrachas ùr iomchaidh.	**U**
1.7	Stòras Ionnstramaidean Ciùil	Oifigear Gnothaichean	A' toirt ionnstramaidean do dh'Fhèisean air iasad	A' leantainn air agus tha an t-seirbheis air a cleachdadh gu tric le Fèisean, tha ionnstramaidean air iasad a' mhòr-chuid den bhliadhna.	**U**
1.8	Teisteanasan Sgrùdaidh	Neach-tionail/ Manaidsear Gnìomha	Feumar teisteanas sgrùdaidh leasaichte a bhith aig gach neach-teagaisg is neach-obrach saor-thoileach aig na Fèisean.	Obair leantainneach aig Sandy Gray le sgrùdaidhean ùraichte gach 3 bliadhna fon sgeama ùr PVG.	**U**
				Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile.	
			A' cumail oirnn a' dèanamh cinnteach à sàr-mhathas a thaobh Dìon Chloinne taobh a-staigh an t-siostam ùr aig a' bhuidheann Teisteanas Sgrùdaidh Alba (AC)	Am poileasaidh air ùrachadh agus fo sgrùdadh fad an t-siubhail airson dèanamh cinnteach gu bheil a-rèir an t-siostam measaidh ùr PVG.	**U**
1.9	A' cumail Stòr-dàta Luchd-teagaisg nam Fèisean	Oifigear Gnothaichean	Am fiosrachadh as ùire ri fhaotainn daonnan.	Tha am fiosrachadh as ùire ri fhaotainn air stòr-dàta Fèisean nan Gàidheal.	**U**
1.10	A' leasachadh, a' sgaoileadh agus a' reic stuthan-foillsichte	Oifigear Gnothaichean	A' leantainn oirnn a' dèanamh as motha airgead as urrainnear bho reic stuthan-foillsichte	Tha sinn a' reic nas urrainn dhuinn tro Fhèisean, bhùithtean, m.s.a.a. Tha bùth air an làrach-lìn ùr aig http://www.feisean.org/	**U**
1.11	A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach	Oifigear Gnothaichean/ Luchd-obrach uile		Tha *Faileas* air a chur ri chèile a-nis gu cunbhalach agus air a sgaoileadh gu dealanach a-mhàin gus airgead a chùmhnadh.	**U**
				Fiosrachadh mu gach cùis co-cheangailte ris na Fèisean air a sgaoileadh gu cunbhalach – cothroman maoineachaidh, naidheachdan VAN, naidheachdan SCVO, cothroman obrach, tachartasan m.s.a.a.	
1.12	Taic do dh'Fhèisean ùra	Manaidsear Leasachaidh	A' cruthachadh 2 Fhèis ùr sna Sgìrean Dùbhlanach aig InG (InG)	Ghabh sinn ri iarrtas ballrachd bho Fèis an Iar Thuath agus tha Fèis Thròdairnis air ath-stèidheachadh, a dhà dhiubh sin ann an Sgìrean Dùbhlanach.	**U**
			Taic a thoirt airson Fèisean ùr a stèidheachadh far a bheil coimhearsnachdan gan iarraidh agus ma bhios maoin ann dhaibh (AC)		

1.13	Taiceil do leasachadh nam Fèisean, no buidhnean de dh'Fhèisean a tha ag iarraidh a bhith nas neo-eisimeilich	Manaidsear Gnìomha/ Manaidsear Leasachaidh/ Oifigearan Leasachaidh	A' cumail oirnn a' toirt taic do phròiseactan Fèis fa leth mar obair leudachaidh an lùib Fèis Bharraigh agus Fèis Spè. (AC)	A' cumail oirnn a' toirt taic do dh'Fhèisean Loch Abar, Fèis Spè agus Fèis Bharraigh le seirbheisean iomchaidh.	**U**
1.14	Na Fèisean ag obair còmhla	Manaidsear Leasachaidh/ Oifigearan Leasachaidh		Tha maoin airson a' leigeil le Fèisean obrachadh còmhla a' tighinn bhon Mhaoin Leasachaidh. Bha Fèis Rois agus Fèis Eilean an Fhraoich ag obair còmhla air bùithtean-obrach. Bha grùn Fhèisean ag obair còmhla aig Fèis Alba agus air na Cèilidhean air Chuairt.	**U**
1.15	Pròg ram Trèanaidh Bliadhnail	Oifigear Trèanaidh & Poileasaidh/ Manaidsear Leasachaidh	A' toirt trèanadh do 30 fèis sa bhliadhna agus do co-dhiù 75 luchd-teagaisg agus luchd-eagrachaidh nam Fèisean coimhearsnachd (InG)	Tha sinn an dùil gun gabhadh na h-àireamhan sin an coileanadh tro thrèanadh ann an Gàidhlig, Ìrean 1, 2 agus 3 airson luchd-teagaisg sa Ghearran 2012 agus Fèis Trèanaidh sa Mhàrt 2012.	**U**
				Tha trèanadh luchd-obrach a' leantainn air mar a dh'fheumar, agus bidh co-dhìu 3 seiseanan againn rè na bhliadhna. Bha dà latha trèanaidh ann còmhla ri luchd-obrach Fhèis Rois san Lùnastal.	**U**
				Tha seiseanan inntrigidh do neach-obrach ùr, no ball ùr, sam bith mu obair na buidhne.	
				Tha Moreen Pringle air a bhith air a' chùrsa Ùlpan nuair bhios e a' ruith.	
1.16	A' cruthachadh Lìonra	Ceannard/ Manaidsear Leasachaidh	A' leudachadh, nuair a ghabhas a dhèanamh, Leudachadh cothroman com-pàirteachaidh le buidhnean ealain agus buidhnean Gàidhlig eile, cho math ri buidhnean poblach, agus cumail a' dol co-obrachadh le buidhnean stèidhichte, a' gabhail a-steach Fòram Chiùil Traidiseanta na h-Alba. (AC).	Cumaidh sinn ar ballrachd air, agus a' cur ri obair an Fhòram Chiùil Traidiseanta. Tha còmhraidhean air a bhith againn le Alba Chruthachail a thaobh cur an-gnìomh na h-aithisg air Ealain Thraidiseanta.	**U**
				Tha sinn air taic a chumail ris a' bhuidhinn ealain ATLAS san Eilean Sgitheanach le goireasan oifis. Tha sinn a' toirt taic do dh'Iomairt Ghàidhlig an Eilean Sgitheanaich agus Comann nam Pàrant gu h-ionadail. Tha luchd-obrach eile a' toirt taic do na h-Iomairtean Gàidhlig far a bheil iad stèidhichte. Bidh Tobar an Dualchais le goireasan oifis ann an Inbhir Nis.	
			Ag obair ann an co-bhonn ri buidheann-stiùiridh Ro-innleachd nan Ealan Ghàidhlig agus oifigear Ealain na Gàidhlig gus Ro-innleachd nan Ealan Ghàidhlig ùrachadh agus adhartachadh (BnG).	Bidh sinn a' gabhail pàirt ann am buidheann stiùiridh nan Ealan Ghàidhlig, nuair a thèid iarraidh oirnn, agus a' frithealadh choinneamhan nam buidhnean Gàidhlig air an cur air dòigh le Bòrd na Gàidhlig.	
				Bidh Ceannard Fèisean nan Gàidheal an sàs anns a' chùrsa air Ceòl Traidiseanta is Gàidhlig aig SMO bho àm gu àm, mar a bhios an t-Oifigear Trèanaidh.	
		An luchd-obrach	Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh. (BnG)	Tha sinn a' cumail taic ris na h-Iomairtean ann an sgìrean far a bheil luchd-obrach againn no far a bheil Fèisean a' tachairt. Faodaidh iad feum a dhèanamh de ghoireas sam bith a th' againn agus tha sinn an dùil gun gabhadh 500 uair de thaic bhon luchd-obrach a choileanadh. Tha sinn air a bhith an-sàs ann am	**U**

				planaichean airson Iomairtean anns an Eilean Sgitheanach, ann an Loch Abar agus Inbhis Nis. Tha sinn a' cumail seisean Cofaidh is Còmhradh san oifis againn ann am Port Rìgh gach Dimàirt. Tha sinn air obrachadh còmhla ri Àrd-sgoil Phort Righ ann a bhith a' cruthachadh irisean dhaibh cho math ri meanbh-fhèis a chumail do na sgoileran uile ann an S1 a tha a' dèanamh Gàidhlig aig deireadh Iuchar 2011.	
1.17	A' tagradh	An luchd-obrach/ An Ceannard ga stiùireadh	Ann an co-bhuinn ri Alba Chruthachail, Iomairt na Gàidhealtachd 's nan Eilean agus Bòrd na Gàidhlig, bidh FnG a' leantainn orra a' cur gu mòr ri leasachadh ceòl traidiseanta agus nan ealain Gàidhlig ann an Alba (AC).	Bidh sinn a' cur seachad tòrr ùine air obair tagraidh agus thèid seo a leudachadh ri linn suidheachadh an ionmhais san fharsaingeachd. Bidh sinn gu tric a' cur freagairtean gu co-chomhairlean a bheireadh buaidh air ar n-obair, no far am faodadh buaidh a bhith againn air poileasaidh.	U
1.18	Ceanglaichean Eadar-nàiseanta	Ceannard/ Manaidsear Leasachaidh/Oifigear Trèanaidh agus Poileasaidh	A' togail air ìomhaigh nam Fèisean ann an obair eadar-nàiseanta mar Celtic Neighbours far a bheil com-pàirteachas againn le Èirinn agus a' Chuimrigh. (AC)	Tha ceanglaichean leantainneach againn ri Celtic Colours tron fhèis Bhlas. Tha ceanglaichean le Èireann tro thursan aig Fèisean agus Cuairtean Cèilidh. Bidh sinn an-sàs sa phròiseact Celtic Neighbours agus ann am pròiseact sam bith eile a thig nar rathad tron bhliadhna.	U
1.19	Sanasachd is Margaideachd	Ceannard/ Oifigear Gnothaichean	A' togail air ìomhaigh nam Fèisean sna meadhanan, le co-dhiù dusan sgeulachd naidheachd ionadail / roinneil, agus trì sgeulachdan naidheachd nàiseanta, agus aon sgeulachd mhòr a bhios air a sgaoileadh feadh Bhreatainn gach bliadhna (InG)	Bidh tòrr sgeulachdan naidheachd a' nochdadh mu ar deidhinn, agus bithear a' cruinneachadh agus a' tasgadh nan sgeulachdan sin gu cunbhalach. Bidh sinn a' dèanamh oidhirp barrachd sgeulachdan a chruthachadh mu phròiseactan sònraichte, m.e. Blas, Cèilidhean air Chuairt agus an Sgoil Shamhraidh Dhràma.	U
			A' lorg barrachd obair chom-pàirt leis an roinn choimeirsealta agus seo a' togail air an urrasachd a fhuair Blas, agus cuideachd ag amas air barrachd bathar nam Fèisean a reic (AC).	Bidh cuireadh air a thoirt do chompanaidhean a dh'fhaodadh taic a thoirt seachad uair sam bith a bhios tachartas freagarrach againn.	U
				Tha stuthan ri fhaighinn tron bhùth air loidhne againn aig www.feisean.org ach tha cothroman ann barrachd a dhèanamh le seo.	Ò
			A' dèanamh cinnteach gm faigh Comhairle na Gàidhealtachd aithne ann an stuthan foillsichte sam bith agus gun tèid suaicheantas na Comhairle a chleachdadh air bileagan, postairean, brataichean, ann an sanasan naidheachd, làraich-lìn agus ann an teachdaireachdan aig bonn phost-d. (CnG)	Bidh suaicheantas na Comhairle, agus na suaicheantais aig Alba Chruthachail, Iomairt na Gàidhealtachd agus nan Eilean agus Bòrd na Gàidhlig a' nochdadh air gach nì a bhios sinn a' foillseachadh. Cumaidh seo a' dol.	U
			Lethbhreac de shanasan naidheachd agus sanasan tachartasan air fad a chur air adhart gu mygaelic.com agus Bòrd na Gàidhlig. (BnG)	Bidh sinn a' cur sanasan naidheachd dhan sgioba aig mygaelic.com agus do Bhòrd na Gàidhlig gu cunbhalach.	U
1.20	An Làrach-lìn agus TFC	Oifigear Gnothaichean/ Gach neach-obrach mar as iomchaidh		Làrach ùr beò aig www.feisean.org, www.blas-festival.com agus www.feisceilidhtrails.org.	U
				Chaidh prìomh làraich Fèisean nan Gàidheal ath chruthachadh agus a thoirt air falbh bho Sitekit airson	

				airgead a shàbhaladh agus airson ùrachaidhean a dhèanamh na b' fhasa. Tha earrannan ùr air a' brosnachadh ionnsachadh na Gàidhlig.	
2	**LEASACHAIDHEAN ÙRA**				
2.1	Ag ullachadh Poileasaidh Gàidhlig do dh'Fhèisean nan Gàidheal, a thèid a ghabhail os làimh le ballrachd na buidhne	Manaidsear Leasachaidh/ Oifigearan Leasachaidh	A' leasachadh agus leudachadh chothroman air cànan agus cultar na Gàidhlig tro lìbhrigeadh Poileasaidh Gàidhlig. (AC)	Thathar a' cumail air a' cur planaichean Gàidhlig a-steach gu Fèisean nan Gàidheal le ùrachaidhean gach bliadhna, agus mar phàirt den choinneimh mheasaidh gach bliadhna, bruidhinnear mu chùisean Gàidhlig le gach Fèis. Bidh seisean aig a' cho-labhairt bhliadhnail mu leudachadh cleachdadh na Gàidhlig aig na Fèisean.	**U**
			A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt cudromach do gach Fèis, a-rèir poileasaidh Gàidhlig Fhèisean nan Gàidheal (CnG)	Chaidh aontachadh ri Poileasaidh Gàidhlig ùr a chaidh a sgaoileadh gu gach Fèis, le stiùireadh na chois. Feumaidh Oifigearan Leasachaidh a-nise dèanamh cinnteach gun tèid a chur an gnìomh. Bheir an sgioba Gàidhlig againn an taic as motha as urrainn dhaibh gus barrachd chleachdaidh a bhrosnachadh.	**U**
			An àireamh chloinne a tha a' faighinn oideachadh ann an Gàidhlig àrdachadh bho 2,384. (CnG)	Tha sinn an dùil gan gabhadh na h-àireamhan seo a ruighinn mar a thèid am poileasaidh a chur an gnìomh.	**Ò**
2.2	A' cruthachadh Sgioba Leasachaidh Gàidhlig	Manaidsear Leasachaidh/ Oifigearan Leasachaidh	Leantainn le bhith a' cur Poileasaidh Gàidhlig Fèisean nan Gàidheal an gnìomh agus seirbheis taic Gàidhlig a thoirt seachad do na fèisean air fad tro luchd-obrach agus pròiseactan sònraichte a-rèir an iarrtais. (BnG)	A' dèanamh cinnteach gu bheil gach Fèis a' cleachdadh stuthan gu tur dà-chànanach, agus seo na chùmhnant den tabhartas. Thèid bruidhinn air an seo còmhla ri gach Fèis aig na coinneamhan measaidh ach feumar prìomhachas a thoirt dhan Ghàidhlig.	**U**
			A' cumail taic ri Fèisean le obair Ghàidhlig a' dèanamh feum den Sgioba-G.	Tha an Sgioba-G againn a' cumail orra a' cuideachadh Fèisean le bhith cur an gnìomh a' Phoileasaidh Ghàidhlig, tro phrògraman obrach mu choinneimh feumalachdan dhaoine, nuair a dh'iarrar, ag amas air togail air ìre bhuntaiteach, agus cleachdadh na Gàidhlig.	
2.3	A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal.	Manaidsear Leasachaidh/ Oifigearan Leasachaidh/ Oifigear Trèanaidh & Poileasaidh	Measadh cunbhalach ga dhèanamh air adhartas mu choinneamh poileasaidh Gàidhlig na buidhne a chur an gnìomh. (BnG)	Chaidh rannsachadh a dhèanamh a-measg luchd-teagaisg nam fèisean airson toiseach tòiseachaidh air an fhiosrachadh seo a thional agus slat-tomhais a thoirt dhuinn air soirbheas na h-iomairt. Chaidh aontachadh ri Plana Gnìomh fa leth leis a' bhòrd-stiùiridh sa Chèitean agus tha sinn ga chur an gnìomh a-rèir a' chlàr-ama.	**U**
2.4	A' cruthachadh Fhèisean a tha tro mheadhan na Gàidhlig a-mhàin agus teagasg airson teaghlaichean tro mheadhan na Gàidhlig aig Fèisean a stèidheachadh.	Ceannard/ Manaidsear Leasachaidh/ Oifigearan Leasachaidh	Barrachd Fhèisean tro mheadhan na Gàidhlig agus cothroman do phàrantan a bhith ag obrachadh còmhla ris an cuid chloinne ann an Gàidhlig.	Tha 6 Fèisean tro mheadhan na Gàidhlig ann a-nis le barrachd teagaisg tro mheadhan na Gàidhlig aig Fèisean nach eil gu tur tro mheadhan na Gàidhlig. Le àrdachadh anns an àireamh de luchd-teagaisg le Gàidhlig, thig leudachadh ann an cleachdadh na Gàidhlig.	**U**
			Tachartasan teaghlaich aig Fèisean a chur air dòigh airson neartachadh cleachdadh na Gàidhlig. (AC)	Thèid barrachd chothroman a chruthachadh do phàrantan agus clann a bhith ag obair còmhla tro Fhèisean stèidhichte ann an 2011-12.	**Ò**

		Manaidsear Leasachaidh/ Bòrd	A' dèanamh cinnteach à dealas don Ghàidhlig am measg Fhèisean ùra	Chan fhaighear ballrachd mar Fhèis ùr mura h-eilear air dealas a shealltainn don Ghàidhlig.	U
				Feumaidh am Bòrd a-nis aontachadh ri buill ùra gus dèanamh cinnteach gu bheil dealas aca don Ghàidhlig.	
2.5	A' leasachadh Dràma Gàidhlig	Oifigearan Dràma/ Manaidsear Leasachaidh/ Ceannard	A' cur air adhart tachartasan dràma Gàidhlig mar Sgoil Samhraidh Dràma Ghàidhlig agus, ma bhios maoin ann, cuairtean le Meanbh-Chuileag a' bhuidheann-dràma-oideachaidh. (AC)	Chaidh beachdachadh air Plana Gnìomh fa leth airson dràma ann an 2011-12 leis a' bhòrd-stiùiridh sa Chèitean, agus tha sinn ga chur an gnìomh a-rèir a' chlàr-ama aontaichte.	U
			Turas sgoiltean fad 6 seachdainean leis a' bhuidheann dràma Meanbh-Chuileag. (BnG)		
			A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba. (BnG)		
			A' cumail a' dol le sreath Fhèisean dràma (AC)		
			A' cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh'ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG)	Chaidh Sgoil Shamhraidh 2011 air adhart ann am Port Rìgh, leis a' chuirm mu dheireadh ann an Sabhal mòr Ostaig cuide ri luchd-ciùil bho na Cèilidhean air Chuairt.	U
			Sgoil Shamhraidh Dràma 2011 air a chumail, le co-dhiù 20 oileanach le Gàidhlig a' gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)	Bidh 24 oileanach a' gabhail pàirt agus bha 115 san èisteachd aig a' chuirm dheireannach.	
2.6	Taic a' leantainn do Chuairtean Cèilidh nam Fèisean	Prìomh agus Oifigearan Leasachaidh eile	Ann am compàirt ri Fèisean, agus le maoin bho LEADER, a' leantainn le taic do Chuairtean Cèilidh (AC)	Fhuiar còig Cuairtean Cèilidh taic tro mhìosan an t-samhraidh 2011 le 100 cuirm uile gu lèir.	U
		Prìomh Oifigear Leasachaidh	A' leudachadh agus a' neartachadh Chuairtean Cèilidh nam Fèisean, an lùib seo bithear a' co-òrdanachadh agus a' dèanamh sanasachd air an iomairt gu nàiseanta agus gu h-eadar-nàiseanta agus mar a tha i a' cur ri turasachd chultarach (InG)	Bha sanasachd is prògraman nan Cuairtean air an leasachadh gu mòr an taice ris na bliadhnaichean a dh'fhalbh. Bha bileag-fiosrachaidh ann a chaidh a sgaoileadh fad is farsaing agus sanasachd anns na pàiprean naidheachd ionadail. Bha na postairean air an cur ri chèile gu proifeiseanta cuideachd.	U
			A' co-obrachadh le càch, DVD a chur ri chèile a' sealltainn mar a nìthear dannsaichean cèilidh, a bhios feumail do na Fèisean, Cuairtean Cèilidh is suidheachaidhean eile. (AC)	Tha plana ri chur ri chèile airson seo fhathast ach thaan t-Àrd Oifigear Leasachaidh air a bhith a' cumail sùil air cothroman maoineachaidh.	Ò
2.7	A' brosnachadh Fhèisean ionadail a bhith a' tasgadh stuthan a ghabhadh a chleachdadh airson teagasg san sgìre aca	Oifigear Trèanaidh	A' co-òrdanachadh co-dhiù sia pròiseactan dualchais ionadail le muinntir Fèis na sgìre air an ceann, agus seo a' toirt dhuinn stòrais air-loidhne a bhios an-asgaidh (InG).	Chaidh coinneamh a chumail eadar Fèis Bharraigh, Fèisean nan Gàidheal and Cobhar Bharraigh airson toiseach tòiseachaidh a dhèanamh air pròiseact dualchais. Ma dh'fhaoidte nach bu cus cothroman a bharrachd ann an 2011-12.	Ò
			A' leantainn le taic a thoirt do dh'Fhèisean ionadail stuthan bhon dhualchas a chruinneachadh agus am foillseachadh air an eadar-lìon. (AC)		
2.8	Buidheann Leasachaidh Ro-innleachdail nan Ealain Gàidhlig	Ceannard/ Oifigear Trèanaidh & Poileasaidh	A' cumail a' dol le lìbhrigeadh Ro-innleachd Nàiseanta nan Ealain Gàidhlig agus a' toirt taic don obair anns a bheil Oifigear Ealain CS/BnG an-sàs (AC)	Bidh sinne a' chumail taic cho mòr 's as urrainn dhuinn le cur an gnìomh na ro-innleachd agus a' dealbhadh ro-innleachd ùr. Bidh grunn nithean anns a bheil sinn an-sàs a' cur ris na gnìomhan a th' anns an ro-innleachd.	U
		Ceannard/ Manaidsear	Ag obair ann an co-bhonn ri oifigearan Bòrd na Gàidhlig agus Alba Chruthachail gus Ro-innleachd nan Ealain		

		Leasachaidh	Gàidhlig a chur an gnìomh tro obair làitheil Fèisean nan Gàidheal. (BnG)		
2.9	Fòram Ciùil Traidiseanta	Ceannard/ Oifigear Trèanaidh agus Poileasaidh/ Manaidsear Leasachaidh	Trèanadh agus leasachadh pearsanta a leasachadh, fosgailte do neach sam bith a tha an-sàs ann am brosnachadh agus eagrachadh nam Fèisean, agus do bhuidhnean eile an-sàs ann an lìbhrigeadh leasachaidhean ann an ceòl traidiseanta (AC)	Tha sinn an dùil gun gabhadh seo a lìbhrigeadh ann an 2011-12 tro Fhèis Alba, Blas, an Sgoil Samhraidh Dràma, Fèis Trèanaidh agus trèanadh luchd-teagaisg.	**U**
2.10	Cruthachadh òrain ùr Gàidhlig	Ceannard/ Manaidsear Leasachaidh	A' clàradh, a' dèanamh margaideachd air agus a' reic CD le ceòl traidiseanta is seinn Ghàidhlig tro iomairt nam Fèisean airson sgrìobhadh òrain (InG)	Chaidh taic a thoirt do ghrunn iomairt ann an 2010-11 agus tha feum air barrachd iomairtean tro 2011-12 airson dèanamh cinnteach gun tèid stuth fhoillseachadh ann an cruth didsiotach. Bha sgrìobhadh òrain mar phàirt den trèanadh aig Fèis Alba airson nan Cèilidhean air Chuairt.	**Ò**
			A' togail air soirbheas ann an 2010, a' cumail a dol le barrachd taic do sgrìobhadh òrain ùra ann an Gàidhlig. (AC)		
2.11	Leasachadh Bùird	Ceannard/ Bòrd le taic-airgid InG	A' toirt sùil air dleastanasan, obair is èifeachd Bòrd Stiùiridh Fèisean nan Gàidheal, ro 31 an Dùbhlachd 2010 (InG)	Cha deach seo air adhart mar a bhathar an dùil.	**D**
2.12	Rannsachadh	Ceannard/ Manaidsear Leasachaidh	A' dèanamh rannsachadh air mar a chruthaichear 'goireas cultarach' nam Fèisean anns am biodh raointean sòisealta, cleasachd agus teagaisg, a' cur teicneòlas airson teagasg air astar agus ceanglaichean ris na gnìomhachasan cruthachail gu feum, ann an coimhearsnachd chugallach Ghàidhlig (InG).	Chaidh taic a thairgse do Cheòlas ann an Uibhist a Deas airson rannsachadh mu ionad cultural a stèidheachadh, le gealltanas gum bi buannachd na chois do na Fèisean ann an Uibhist cuideachd.	**U**
2.13	A' frithealadh air Deugairean sna Fèisean	Manaidsear Leasachaidh/ Oifigearan Leasachaidh	A' cumail taic ri tachartasan airson deugairean	Bidh Fèis dheugairean air a cur air dòigh ann an co-bhonn ri Fèis Lochabair san Dàmhair 2011. Chaidh fiosrachadh a sgaoileadh mu deidhinn agus tha Oifigear Loch Abar gu bhith a' dol timcheall nan sgoiltean airson òigridh a thrusadh dhan Fhèis.	**U**
				Bha deugairean an sàs anns na Cèilidhean air Chuairt agus Blas. Bha deugeairean an-sàs ann an dràma aig an Sgoil Shamhraidh agus san mheanbh-fhèis a chuir sinn air dòigh ann an Àrd-sgoil Phort Rìgh.	**U**
				Taic leantainneach do Fhèis Rois nan Deugairean, Fèis an Earraich, Fèis Spè, Fèis Eilean an Fhraoich is Fèisean eile a' frithealadh air deugairean.	**U**
			Fèis dheugairean tro mheadhan na Gàidhlig a chur air dòigh aig àm tron bhliadhna (AC)	Bidh tachartas còmhnaidh do dheugairean, a' gabhail a-steach cuid de chur-seachadan fèise, gu bhith air a chur air dòigh aig a' Chaisg 2012. Thèid planadh air adhart ann an 2011.	**Ò**
3	**COM-PÀIRTEACHAS AGUS CÙMHNANTAN**				
3.1	Cùmhnant Iomairt Chiùil na h-Òigridh ann an sgìre Chomhairle na Gàidhealtachd	Ceannard/ Co-òrdanaiche YMI/ Oifigear Gnìomha	A' leantainn oirnn a' leasachadh obair nam Fèisean ann an roinn fhoirmeil an fhoghlaim, ann an co-bhuinn ri YMI air a' Ghàidhealtachd agus còmhla ri ùghdarrasan ionadail eile mar a bhios cothroman a' nochdadh (AC)	Bidh ICO a' leantainn air a' Ghàidhealtachd sa bhliadhna sgoile 2011-12.	**U**
				Bidh Rae NicEacharna fhathast a' cumail stiùir air cùisean do dh'Fhèisean nan Gàidheal bho latha gu latha.	

				Bidh an leabhar-teagaisg Gàidhlig airson fìdeige air a dheasachadh le Taigh na Teud ann a co-bhuinn ri Fèisean nan Gàidheal agus Stòrlann air chuairteachadh nas fharsainge.	
3.2	Cothroman airson cùmhnantan Iomairt Ciùil na h-Òigridh ann an sgìrean eile	Ceannard		Thèid coimhead ri seo le taic bho Alba Chruthachail ann an co-theacsa aonta 2011-12.	**D**
3.3	Obair Ghàidhlig sna sgoiltean	Oifigear Dràma/ Ceannard	Taic a thoirt do co-dhiù 50 taisbeanadh sgoile (sa Ghàidhlig ann an sgoiltean Gàidhlig agus gu dà-chànanach ann an sgoiltean eile) mar phàirt de Bhlas 2011, le co-dhiù 5,000 sgoilear a' gabhail pàirt (BnG)	Bidh Meanbh-Chuileag ag obair sna sgoiltean.	**U**
				Bha pròg̀ram farsaing oideachaidh a chumail mar phàirt de Bhlas 2011 ann an grunn sgoiltean a' toirt taic do phròg̀ram na fèise.	
3.4	Obair eile ann an roinn fhoirmeil an fhoghlaim	Ceannard/ Oifigear Trèanaidh & Poileasaidh		Tha sinn air plana le cosgaisean a chruthachadh airson Gàidhlig a theagasg anns na sgoiltean air an aon stèidh ri ICO. Tha na h-Oìfigearan Dràma againn an-sàs ann an obair ann an grunn sgoiltean far nach eil Gàidhlig air a teagasg airson sgilean cainnt a thoirt air adhart agus òigridh a bhrosnachadh ann an Gàidhlig.	**U**
				Bu chòir dhuinn coimhead as ùr air planaichean airson Acadamaidh nam Fèisean uaireigin ann an 2011-12.	**D**
3.5	Cosnadh tro chùmhnantan	Ceannard	A' dèanamh cinnteach gu bheil co-dhiù 25% de theachd-a-steach FnG a' tighinn bho teachd-a-steach malairteach ro 31 Iuchar 2012 (InG)	Tha sinn a' ruighinn na h-ìre seo an-dràsta ach thèid seo a chumail fo sgrùd.	**U**
3.6	Cothroman Taisbeanaidh	Ceannard/ Manaidsear Leasachaidh	A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair agus tro chothroman eile mar a nochdas iad. (AC)	Bidh cuirmean sònraichte aig Blas am-bliadhna a' comharrachadh 25 bliadhnaichean de dh'Fhèis Rois agus 21 Bliadhna de dh'Fhèis Spè cho math ri tachartas far am bi na còmhlain bho na Cuairt Cèilidhean cruinn còmhla aig a' Chupa Camanachd. Bidh cuirm eile aig Fèis ann an Eden Court san t-Samhain.	**U**
			A' cur co-dhiù trì tachartasan taisbeanaidh air dòigh a nì sanasachd air na Fèisean gu nàiseanta – 2 ann an Alba, 1 feadh Bhreatainn (InG)	Còmhraidhean air a bhith ann le Alba Chruthachail a thaobh Youth Voices co-cheangailte ris na geamaichean Olympic ach cha do thachair dad bho chionn greis.	
3.7	Leasachaidhean Ro-innleachdail	Ceannard/ Manaidsear Leasachaidh	Pàirt iomlan a ghabhail ann an còmhraidhean le Alba Chruthachail mu chruthachadh Ro-innleachd Nàiseanta Ealain airson Òigridh agus com-pàirt ann a bhith a' cur an gnìomh molaidhean anns an aithisg leis a' Bhuidheann-obrach air Ealain Thraidiseanta (AC)	Tha an Ceannard air a bhith aig aon choinneamh mar thà airson còmhradh mu Ro-innleachd Nàiseanta Ealain airson Òigridh. Chùm sinn còmhradh ri Alba Chruthachail mu Aithisg nan Ealan Thraidiseanta anns a' Chèitean agus tha sinn air taic a thairgse a' cur earrannan dhi an gnìomh.	**U**
3.8	Leasachadh Blas – A' moladh na Gàidhealtachd	Ceannard/ Manaidsear Leasachaidh	Ma bhios maoin ann, taic a chumail ri Blas a chumail a' dol (AC)	Chaidh an fhèis Bhlas air adhart ann an 2011 an dèidh dhuinn maoin ùr fhaotainn bho Alba Chruthachail agus airgead bho Eileanan na h-Alba. Le airgead nas lugha bho Chomhairle na Gàidhealtachd chuidich sin gu mòr leis an fhèis a chur air bhonn.	**U**

			Taic air a chumail ris an fhèis Bhlas gus am bi am fiosrachadh air fad air a sgaoileadh gu dà-chànanach, an làrach-lìn ann an cruth dà-chànanach agus gach consart air a lìbhrigeadh san dà chànan le fear/bean an taighe le Gàidhlig aig gach tachartas. (BnG)	Mar is àbhaist, bha a' Ghàidhlig ri faicinn agus ri cluinntinn aig gach tachartas. Chuir sinn air bhog an Iomairt Shanasachd Ghàidhlig aig Blas agus bha sgrìobhadairean Gàidhlig a' gabhail pàirt cuideachd.	**U**
			A' lìbhrigeadh pròg ram stèidhichte air prìomh amasan Bhlais (CnG)	Choilion pròg ram 2011 seo seach gun robh òigridh is luchd-ciùil eadar-nàiseanta an sàs ann cho math ri tachartasan neo-chumanta leithid Fèis Spè aig mullach a' Chàrn Ghuirm agus tachartas aig Port Adhar Inbhir Nis agus 'Heisgeir' - taisbeanadh ùr bho Julie Fowlis.	**U**
			A' lìbhrigeadh fèis a tha in-ghabhaltach agus a bhios tarraingeach do chaochladh aoisean agus do dhaoine bho dhiofar chultaran (CnG)	Ged nach eilear a' cruinneachadh fiosrachadh mionaideach mun taobh sin den fhèis, tha sinn cinnteach gu bheil Blas a' còrdadh ri farsaingeachd de dhaoine. Tha sinn an dùil gur ann mar seo a bha cùisean ann an 2011 cuideachd.	**U**
			A' cumail ri sàr inbhean a thaobh ealantais, agus a thaobh cùram do luchd-ceannaich is luchd-seilbh (CnG)	Bha sinn a' sireadh bheachdan an luchd-èisteachd air seo agus rinn sinn cinnteach gun deach sealltainn às dèidh luchd-maoineachaidh is aoighean le tiocaidean an-asgaidh agus m.s.a.a.	**U**

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Sultain 2011

Fèisean nan Gàidheal

Blas 2011

Àireamh air a' Chlàr Chùisean: 3.2011.02(b)

Adhbhar a' Phàipeir

Fiosrachadh a thoirt do bhuill a' Bhùird mar a chaidh le Blas 2011.

Bun Fhiosrachadh

Bidh fios aig buill a' Bhùird gu bheil Blas a' tachairt eadar 9 agus 17 Sultain. Thèid aithris a thoirt aig coinneamh a' Bhùird mu shoirbheas na fèise agus thèid aithisg shlàn a dheasachadh airson coinneamh a' Bhùird san Dùbhlachd aon uair 's gu bheil co-àireamhan agus buidseatan air an cothromachadh.

Gnìomh a dhìth

Bithear ag iarraidh air buill a' bhùird fa-near a thoirt don aithris.

Art MacCarmaig
Ceannard
Sultain 2011

Fèisean nan Gàidheal

Pròiseactan Dràma 2011-12: Fiosrachadh às ùire

Àireamh air a' Chlàr Chùisean: 3.2011.02(c)

Adhbhar a' Phàipeir

Fiosrachadh as ùire a thoirt do bhuill a' Bhùird às dèidh an taisbeanadh a chaidh a dhèanamh roimhe mu obair dràma Ghàidhlig san àm ri teachd

Bun Fhiosrachadh

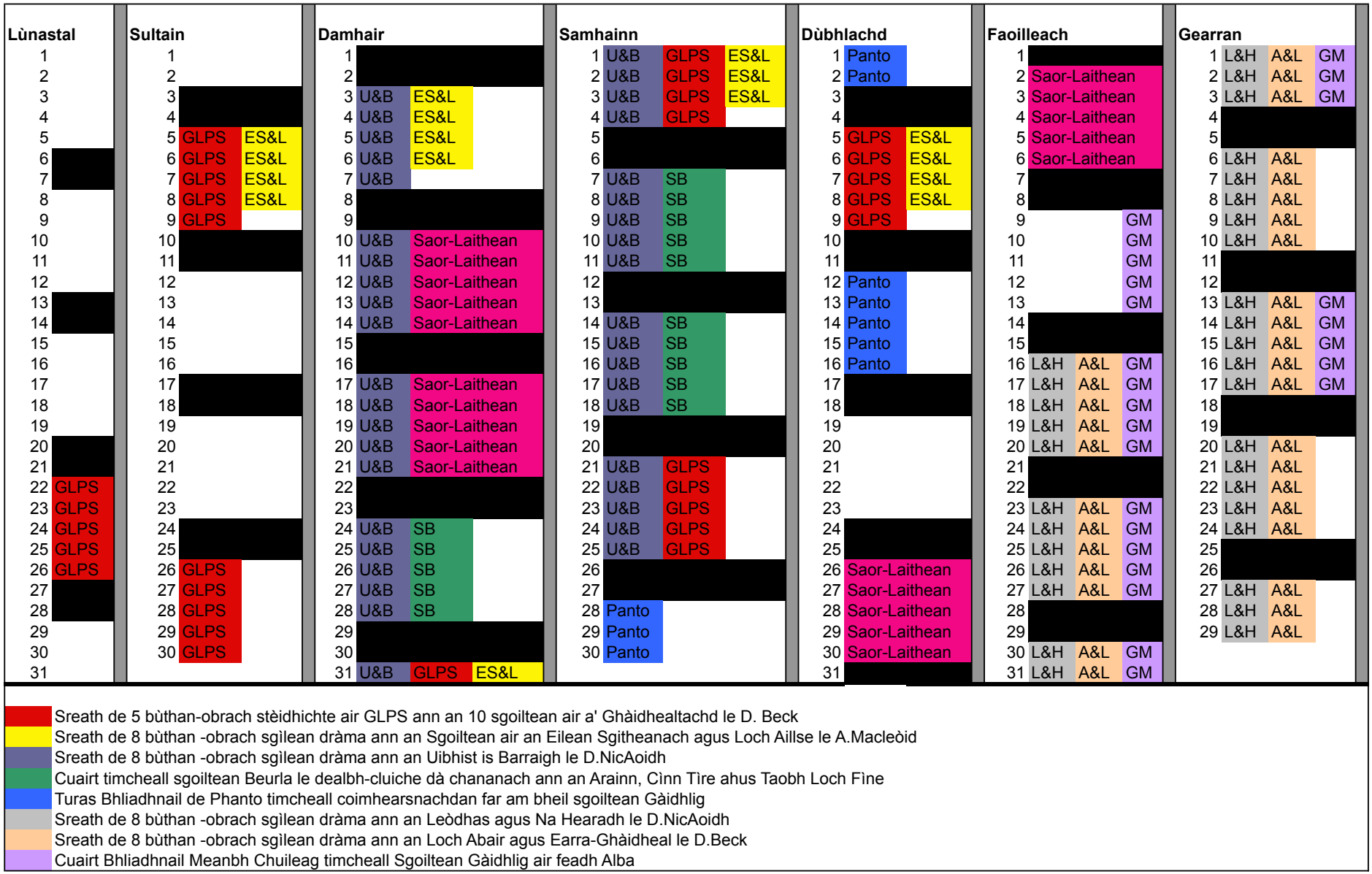
Chaidh taisbeanadh a thoirt seachad leis an Oifigear Dràma, Dougie Beck, sa Chèitean 2011.

Tha clàr-ama a' leantainn a' phàipear seo a' sealltainn nam pròiseactan a bhios a' tachairt anns na mìosan ri teachd.

Gnìomh a dhìth

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

Calum A Mac a' Mhaoilein
Manaidsear Leasachaidh
Sultain 2011


Lùnastal
Sultain
Damhair
Samhainn
Dùbhlachd
Faoilleach
Gearran
GLPS ES&L
U&B ES&L SB Saor-Laithean GLPS
Panto
Saor-Laithean
L&H A&L GM
Sreath de 5 bùthan-obrach stèidhichte air GLPS ann an 10 sgoiltean air a' Ghàidhealtachd le D. Beck
Sreath de 8 bùthan -obrach sgìlean dràma ann an Sgoiltean air an Eilean Sgitheanach agus Loch Aillse le A.Macleòid
Sreath de 8 bùthan -obrach sgìlean dràma ann an Uibhist is Barraigh le D.NicAoidh
Cuairt timcheall sgoiltean Beurla le dealbh-cluiche dà chananach ann an Arainn, Cìnn Tìre ahus Taobh Loch Fìne
Turas Bhliadhnail de Phanto timcheall coimhearsnachdan far am bheil sgoiltean Gàidhlig
Sreath de 8 bùthan -obrach sgìlean dràma ann an Leòdhas agus Na Hearadh le D.NicAoidh
Sreath de 8 bùthan -obrach sgìlean dràma ann an Loch Abair agus Earra-Ghàidheal le D.Beck
Cuairt Bhliadhnail Meanbh Chuileag timcheall Sgoiltean Gàidhlig air feadh Alba

Fèisean nan Gàidheal

Dearbhadh air Maoin Alba Chruthachail 2012-15

Àireamh air a' Chlàr Chùisean: 3.2011.02(d)

Adhbhar a' Phàipeir

Airson fiosrachadh as ùire a thoirt do bhuill a' Bhùird mu thoradh sgrùdadh a rinn Alba Chruthachail air na buidhnean a tha a' faighinn maoin chunbhalach bhuapa.

Bun Fhiosrachadh

Bidh cuimhne aig buill a' Bhùird gun deach dà thagradh gu Alba Chuthachail fhad 's a bhathas a' sgrùdadh nam buidhnean bunachas aca. Tha toradh an sgrùdaidh sin a-nise dearbhte.

Maoin 2012-15

An dèidh coinneamh eile le oifigearan ann an Inbhir Nis air Diluain 23 Cèitean, chaidh pàipear eile a chur gu Alba Chruthachail.

Thàinig an litir air an ath dhuilleag air 28 Ògmhios, bho Venu Dhupa, Ceannard Leasachaidhean Cruthachail aig Alba Chruthachail, ag innse dhuinn toradh an sgrùdaidh.

Chì sibh gun robh an toradh fàbharach do dh'Fhèisean nan Gàidheal agus tha sinn taingeil gu bheil maoin airson Sgeama Tabhartasan nam Fèisean gu bhith mar phàirt den airgead bliadhnail againn bho seo a-mach.

Tha mi air sgrìobhadh gu Venu Dhupa a' cur fàilte air an naidheachd mu mhaoin leantainneach bho Alba Chruthachail an dèidh 2012.

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Sultain 2011

Arthur Cormack
Chief Executive
Feisean nan Gaidheal
Meall House
Portree
ISLE OF SKYE
IV51 9BZ

28 June 2011

Dear Arthur

Review of Foundation Organisations

On behalf of the Board of Creative Scotland, I would like to thank you for your input to our review of Foundation Organisations. The review has been carried out to provide a basis for the future investment of the £18.2 Million which sits at the heart of our investment programmes and represents over 50% of our core funding from the Scottish Government.

The review has been carried out within the context of a challenging financial environment and, whilst we have been fortunate to benefit from a good settlement from the Scottish Government in 2011/12, we are aware that future years may present challenges. It is for this reason that we have been keen to emphasise the strength of our Foundation programme and to understand the contribution that organisations are making to the aspirations and objectives of Creative Scotland.

The review has been thorough, with over 150 hours of face-to-face conversations, and we are grateful for the time and thought that you have contributed to the process. Our evaluation shows that the process has been welcomed by the vast majority of organisations and we have learnt a great deal more about your ambitions and challenges and about where your work fits within the broader cultural ecology of Scotland.

The outcome of the review will see us maintaining existing investment levels for the majority of organisations that are performing well. We will provide modest uplifts or consolidation of project funding for a small number of organisations and, in some cases, we will return to look at our future investment levels following the completion of sectoral reviews in theatre and youth arts. In some cases we have decided to transfer organisations out of the Foundation programme, either with protected levels of investment, or transition funds to allow for restructuring.

Continues overleaf

We will want our Foundation Programme to work hard in delivering our objectives and we have decided that some previous Foundation organisations will be better suited to a different investment approach. We are trying to remove the sense of any hierarchy in funding. In the long term, as we replace the flexible funding programme with strategic commissioning, we aim to deliver a coherent and balanced portfolio of cultural organisations whilst allowing space for new talent and organisations to emerge.

The Board of Creative Scotland met on 24 June to take decisions regarding the financial allocations to those Foundation Organisations that have completed Phase 3 of the review. In the case of Feisean nan Gaidheal I am pleased to let you know that instead of applying each year for the sum of £100,000 this review has allowed us to consolidate this into your agreement for the period April 2012 to March 2015. This is the largest single uplift in our Foundation portfolio and rewards good practice in the organisation and is an uplift of circa 40% to your current allocation. This will be linked to key activity and progress and may also involve milestones in your future agreement. Your Lead Officer will be in touch in the near future to begin discussions towards an agreement.

May we take this opportunity to congratulate you on your performance within the review.

Best wishes.

Yours sincerely

Venu Dhupa
Director of Creative Development

The financial offer contained in this letter is subject to Creative Scotland's own annual settlements from the Scottish Government. For the purposes of this offer Creative Scotland has assumed a standstill in its own settlement. Should corrective action need to be taken as a result of a less favourable settlement to Creative Scotland we will inform you within 1 month of notification to us.

Fèisean nan Gàidheal

Maoin Iomairt na Gàidhealtachd agus nan Eilean 2012-15

Àireamh air a' Chlàr Chùisean: 3.2011.02(e)

Adhbhar a' Phàipeir

Fiosrachadh as thoirt do bhuill a' Bhùird mu chòmhraidhean le InG a thaobh maoin bho 2012 air adhart.

Bun Fhiosrachadh

Bidh fios aig buill a' Bhùird gun tigeadh a' chùmhnant a th' againn le Iomairt na Gàidhealtachd agus nan Eilean gu crìch air deireadh na Màirt 2012.

Maoin 2012-15

Choinnich am Manaidsear leasachaidh agus mi fhìn ri Ann Marie Reid aig InG air 28 Iuchar airson còmhraidhean a chumail mu chothroman maoineachaidh bhon bhuidhinn aon uair 's gun tigeadh a' chùmhnant a th' againn an-dràsta gu ceann.

Tha rùn aig Ann Marie agus a co-obraiche Niall Ros, moladh a chur air adhart dhan Bhuidhinn Stiùiridh aig InG taic a chumail ri Fèisean nan Gàidheal. Ged nach eil gealltanas sam bith ann aig an ìre seo, dh'aontaich sinn gum biodh pàipear air ullachadh airson Ann Marie anns a' chiad dol a-mach, a' mìneachadh phlanaichean airson 2012-15 le buidseatan stèidhichte air suim airgid nas lugha bho InG.

Chaidh am pàipear a leanas thuca agus tha sinn a' feitheamh fios mu chothrom barrachd chòmhraidhean a chumail le dòchas, mas e is gum bi InG airson taic a chumail rinn, gum biodh fios againn mu ìre de thaic tràth ann an 2012.

Gnìomh a dhìth

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

Art MacCarmaig
Ceanard
Sultain 2011

Fèisean nan Gàidheal

Background information on 2012-15 plans for further discussion with Highlands & Islands Enterprise

1 Background to Fèisean nan Gàidheal

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

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

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

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

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

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

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

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

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

- Improving equity across Scotland through the quality of work and tuition in remote and rural communities, with a relatively high impact in fragile areas within the Highlands and Islands.
- Encouraging population retention and growth in small and remote communities through providing social activities (especially for young people), social and cultural interaction, and a greater understanding of the Gaelic and cultural heritage of people's home areas. Return visits by tutors, performers, and family members during Fèisean weeks and for related special events encourage the retention of links and future return migration, as evidenced in various studies.

Recent research by the Scottish Government, in the Household Survey, shows that participation in events like Fèisean is at a similar or higher level in Scotland to Opera or Ballet. Given the disparity in the investment in the traditional arts as opposed to the National Companies, this is an impressive finding and reconfirms a survey carried out by NFO/System 3 for The Herald which showed that people in Scotland would rather that traditional music was supported from the public purse by a far bigger percentage than the other forms of music put together. It showed that, nationally, 31% of people in Scotland felt that traditional music should be publicly funded, compared to only 4% for classical music and 2% for opera. In the Highlands & Islands, support for traditional music rose to 57%, with 4% for classical, and 3% for opera.

Our work contributes considerably to the creative industries and we currently offer tuition, participation and entertainment in Gaelic arts to around 32,000 people each year. The map at Annex 1 shows the areas where activities are organised by Fèisean nan Gàidheal and our Fèisean but does not take into account the actual number of activities. For example, each Fèis generates multiple tuition opportunities as well as performances. YMI in Highland equates to 16 sessions in each school, and so on.

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

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

2 Highlands & Islands Enterprise Objectives

Fèisean nan Gàidheal believes it delivers substantially on HIE's objectives, and can do so into the future. Our current contract comes to an end in March 2012 and we are providing this document to provide the basis for further discussion with a view to securing continued investment from April 2012.

In preparing a previous bid to HIE, we articulated how Fèisean nan Gàidheal's work contributes to the Scottish Government's National Outcomes and its Economic Strategy and we would be happy to revisit this if useful in making the case to HIE for further investment from 2012 onwards.

2.1 Supporting businesses and social enterprises to shape and realise their growth aspirations

Investing in Fèisean nan Gàidheal is an investment in 45 separate organisations, 37 of which are established in the HIE area of which we are in Fragile Areas.

Many former Fèis participants are involved now as teachers within the Fèisean, and outwith. Many of them are self-employed in small businesses, making all or part of their living from a combination of playing and teaching. There is evidence that young people have returned to the Highlands & Islands to work in traditional music and Gaelic language because of the supportive environment and the opportunities afforded by Fèisean nan Gàidheal and its work – including Blas and YMI.

The success of the Fèisean has resulted in career pathways in traditional music having been established

including the BA Scottish Music Course at the Royal Conservatoire of Scotland (formerly RSAMD) and the National Centre of Excellence in Traditional Music at Plockton High School. Neither of those institutions would have been sustained without the involvement of Fèis participants, either as students or tutors.

Fèisean nan Gàidheal itself, generating around £2m for the economy, is a social enterprise. Around 1/3 of our income is raised as a result of delivering third party contracts and this could grow once the economic climate becomes more favourable.

2.2 Strengthening communities and fragile areas

23 of the Fèisean are in Fragile Areas. The current Fèisean in the HIE area are shown below:

Fèis Name	HIE Fragile
Fèis an Earraich	√
Fèis Lochabair	
Fèis nan Garbh Chrìochan	√
Fèis Chataibh	
Fèis a' Bhealaich	√
Fèis Rois Òigridh	√
Fèis Rois nan Deugairean	√
Fèis Eige	√
Feis Ghallaibh	√
Fèis Farr	
Fèis na h-Òige	
Fèis Air an Oir	√
Feis Ghleann Albainn	
Fèis Ratharsaidh	√
Fèis a' Bhaile	
Fèis Òigridh na Mara	√
Fèis Inbhir Narann	
Fèis Spè	
Fèis an Iar Thuath	√
Fèis Thròdairnis	√
Fèis a' Chaolais	
Fèis Tìr a' Mhurain	√
Fèis Eilean an Fhraoich	
Fèis Tìr an Eòrna	√
Fèis Bharraigh	√
Fèis Eilean na Hearadh	√
Fèis an Rubha	
Fèis Taigh Dhonnchaidh	√
Fèis Cholla	√
Fèis Latharna	
Fèis Mhuile	√
Fèis Thiriodh	√
Fèis Ìle agus Dhùira	√
Fèis Dhùn Omhain	√
Fèis Cheann Loch Goibhle	
Fèis Arainn	
Fèis Mhoireibh	√
TOTAL HIE	**23**

Our work is geared towards supporting the Fèisean, including those in the fragile areas, with a range of services that would otherwise have to be delivered entirely by volunteers. These are detailed in section 4.

Our training programme equips tutors with the skills required to ensure their teaching is to a high standard and that they can find work, often in small communities. Our training programme for volunteers invests in people in many places who also use the skills gained for the benefit of their community outwith the local Fèis activities.

Blas events bring high quality productions to small venues across the Highlands as well as utilising larger venues that form part of the arts infrastructure.

2.3 Developing key sectors, particularly distinctive regional opportunities

The Gaelic language and culture is one of the most distinctive assets the Highlands & Islands has. The Fèis movement places Gaelic at the heart of all that it does. Our new Gaelic policy will make it an essential skill to gain employment at the Fèisean and this will be supported by training in Gaelic for those tutors, including the utilisation of Ùlpan, where appropriate, supporting another business in which HIE invests.

In the showcase opportunities that we provide for Fèis participants we strive for the best quality production values. Our drama work strives for good quality production within the confines of the relatively limited resources available to us for this area of our programme. Our Gaelic Drama Summer School offers technical skills to participants which will, hopefully, lead to improved quality of productions in the future.

Several elements of our work have been broadcast by the BBC and others, on both television and radio, so our work has to be at a high standard allowing them to maintain production quality.

The Blas Festival draws 45% of its audience from outwith the Highlands and around 8% from overseas. Our Cèilidh Trails provide entertainment for tourists at the same time as providing employment to some of our best young musicians. This work provides income to the tourism sector, as well as to the Creative Industries.

The Scottish Government's Economic Strategy identified the Creative Industries as a sector where Scotland has a comparative advantage that can be built upon to increase productivity and growth. HIE has an aim to ensure that the sector will be worth 7% of the economy of the region. Given that the majority of Fèisean nan Gàidheal's work is, one way or another, contributing to the Creative Industries, the £2m+ that we generate annually has the potential to help HIE reach its target.

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

While the bulk of Fèisean nan Gàidheal's work is geared towards initial access to, and participation, in Gaelic cultural activities we have a track record of investing further in the more talented youngsters and giving them very high quality performance opportunities which enhance their interest in their culture and language. Examples of this in the past year include participation in the iTrad television series for BBC ALBA, and the participation by four young Fèis musicians in a live BBC1 broadcast as part of an ensemble in the National Lottery Awards programme.

Previous examples include the commissioning of new music – *Dealbh Dùthcha* - and the creation of an ensemble of around 30 young musicians who were Scotland's only contribution to the 2008 Liverpool European Capital of Culture celebrations.

Former Fèis participants play in many bands that sustain the programmes of many festivals across the HIE area, the rest of the country and abroad.

Through the Blas Festival new work is commissioned annually and showcased outwith the festival on BBC ALBA and at festivals like Celtic Connections. Blas also makes good use of two important Highland networks – the Fèisean and the Promoters Arts Network.

Our work helps deliver many of the areas in the HIE Creative Industries Strategy since we achieve public/private sector partnerships, are involved in Showcasing, Development and Skills maintenance.

Local food and drink, another of the assets of the Highlands & Islands, has found an increasing presence at the annual Blas Festival run by Fèisean nan Gàidheal. This enhances the audience experience and gives food and drink specialists an extra outlet through which to promote their produce.

The Blas education programme brings quality artists into schools, either for performances that build up future audiences, or for workshops that give them a participative experience. Our Meanbh-chuileag theatre-in-education work provides young school pupils with a valuable Gaelic drama experience in a relaxed and flexible learning environment. They work closely with schools on the subject matter of the plays they produce. Our Gaelic Drama Summer School provides young adults with the opportunity for creativity, expression and communication leading to increased self-belief and confidence, culminating in a final performance in front of a large audience.

3 Fèisean nan Gàidheal SWOT Analysis

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

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

Opportunities
- Positive profile of the Fèis movement and its contribution to artistic and cultural life in Scotland
- Ability to make further contributions to the Highlands and Island's economy through job retention
- Enhanced support from Creative Scotland confirmed for 2012-15
- Potential to earn income by providing services to other organisations
- Use of technology to cut down on staff travel time and expense
- Ability to help in delivering commitments in HIE's Gaelic Language Plan and, more generally, the National Plan for Gaelic
- Widespread cross-party support from MSPs and local politicians for the work of the Fèisean
- Expansion and inclusion of Fèisean in 'non-traditional' Fèis areas with enhanced support

Threats
- Current financial climate and cuts in funding affecting ability to deliver our programme, leading to possible job losses and diminution of economic impact
- Possible reduction in sums available from some regular investors
- Failure to fully support the Fèisean leading to fatigue and decrease in activities
- Risk of taking on too many projects to earn income in order to sustain our programme in the current financial climate
- Some of our activities under-funded, leading to staff time being expended on additional fund-raising

4 Planned Programme of Activities 2012-15

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

4.1 SERVICE DELIVERY

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

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

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

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

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

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

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

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

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

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

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

4.2 NEW DEVELOPMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

4.3 PARTNERSHIP CONTRACTS

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

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

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

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

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

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

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

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

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

Fèisean nan Gàidheal Plans	**Contribution to HIE Objectives**		
SERVICE DELIVERY	Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities
Funding through a grants scheme	√	√	√
Fèis Development Fund	√	√	√
Help with the establishment of new Fèisean	√	√	√
Training for Tutors and Organisers	√	√	√
Lead Officers offering services to individual Fèisean		√	
Musical Instrument Bank	√		√
Child and vulnerable adult protection		√	
Gaelic Language Policy and implementation	√	√	√
Newsletters	√		√
Insurance	√	√	
Advocacy, Lobbying and Publicity	√	√	√
NEW DEVELOPMENTS			
Gaelic Drama Development	√	√	√
Volunteer and Tutor Skills Development	√	√	√
Gaelic Language Support	√	√	√
National and International Showcasing	√		√
New Gaelic song writing and performance opportunities	√	√	√
New Gaelic script writing and performance opportunities	√	√	√
Family Fèisean	√	√	√
Archiving Projects	√	√	√
Inter-Fèis Activities	√	√	√
Gaelic Hubs	√	√	√
PARTNERSHIP CONTRACTS & PROJECTS			
Blas Festival	√	√	√
Youth Music Initiative	√	√	√
Gaelic Arts Service for Public Bodies and Authorities	√	√	√
Fèis Academy	√	√	√

5 Budget considerations for 2012-15

The importance of the leverage our HIE funding has given us in attracting funds from other bodies should not be underestimated, and it is this sustained investment from HIE, Creative Scotland and The Highland Council

that has enabled our success. In most cases, as a consequence of being able to commit some funds to a project, we have been able to make projects happen and attract additional funds for them with all the economic benefits those projects have brought. In the past few years, HIE's funding has accounted for an average of 11% of our budget. This means that, for every £1 invested by HIE, at least another £8 is invested in our work by others and through earned income. In terms of wider economic benefits the returns are even greater, with each £1 of HIE funding generating at least £12 in the Scottish economy, most of which is generated within the HIE area.

5.1 Proposed Budget

The budget in Annex 1 is based on a presumption that funding from HIE would remain at standstill in 2012-13 at the £170k available to us in 2011-12. Thereafter, we have budgeted for a reduction to £155k and £135k, giving an overall funding package of £460k being sought for the years 2012-15 - a reduction of 15% on the funding available to us during 2009-12.

Our foundation investment from Creative Scotland will be around £352k, and our ability to deliver our full programme of work will be determined by the way in which we use those funds, and HIE's, to lever further investment into the Fèisean and to Fèisean nan Gàidheal itself.

The budget has taken into account all known local authority funding reductions and the likelihood of funding from other sources. We have endeavoured to be as thorough and realistic as possible in our expectations.

5.2 Effect of a 15% reduction in funding from Highlands & Islands Enterprise

While it is demonstrated by our submitted budget that working with a 15% reduction in funding from HIE is possible, even with additional fund-raising Fèisean nan Gàidheal believes that this would probably lead to a reduction in our programme or the loss of at least one FTE post.

Given our imperative to ensure continued financial support for the individual Fèisean, we would probably have to lose a Development Officer in order to maintain the funding we give to Fèisean. This would have a knock-on effect in terms of the funding this officer could raise for additional projects. Our officers regularly raise between £100k and £150k of additional funding for the individual Fèisean they look after which is not shown in our budgets since the Fèisean themselves are the beneficiaries. We have already not replaced a member of staff who left in 2010 in order to cope with impending local authority funding cuts.

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

One target might be the Blas Festival, which would free up at least 1.2 FTE. However, there are numerous benefits to Fèisean nan Gàidheal being involved in running Blas, and it is probably the element of our programme that is the biggest single contributor to the economy at up to £700k per annum.

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

5.3 Additional investment from Highlands & Islands Enterprise

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

As with Blas, mentioned above, another key part of our programme in terms of tourism is the annual Cèilidh Trails. These will be funded, for the last time, in 2012 by the Highland and Argyll LEADER programmes. The LEADER-funded New Routes programme has allowed us to organise joint training, joint marketing and much better promotion of Cèilidh Trail events under a single brand. Post 2012, it is difficult to see how the LEADER funds could be replaced although we have been investigating private sponsorship and trust funds and will continue to do so.

Fèisean nan Gàidheal is ambitious and while we would like to ensure the core of our programme is protected

as much as possible, we would be very happy to take on additional work, creating further employment in the process. We believe we could help Creative Scotland to deliver the recommendations of the Traditional Arts Report and elements of its proposed National Youth Arts Strategy, from a base in the Highlands & Islands. We believe we could assist HIE, Creative Scotland and the local authorities with which we work in the implementation of their Gaelic Language Plans.

Our drama work needs to be developed further and there is potential to develop a Gaelic Arts in Education Service. While education is not a prime concern for HIE, the economic spin-off from a national service being based in the HIE area should be of interest. Additional investment would lead directly to new activities being delivered, more people being employed and the freeing up of current staff time to deliver activities effectively.

To complement the planned activities outlined in Section 4, Fèisean nan Gàidheal would like to advance the following areas in which we could carry out further work. We believe that, in most cases, we would be able to lever funds from other organisations to enable us to carry out the proposed work, offering enhanced value for any HIE investment.

Gaelic Drama
Having lost the only professional Gaelic drama group in Scotland - Tosg - there were elements of work, particularly drama in education, that required to be carried out by another agency and Fèisean nan Gàidheal has done its best to provide a level of service, with piecemeal investment, and would like to put this important aspect of its work on a much firmer footing.

Based on the work we have been doing in previous years and our assessment of demand, we would like to be able to offer the following as a minimum:

(a) **Regular Gaelic Drama Work**: In three areas - Argyll & Lochaber, Skye & Lochalsh and Uist & Barra. This would allow us to build up skills among young people in drama work with weekly sessions over three school terms each year.

(b) **Drama Clubs for Teenagers**: After school drama clubs consisting of 4 workshops over each of 4 terms – 16 in total to expand the skills available among the key teenage age group where there are reasonable numbers to work with. Oban, Skye and Lochaber are suggested.

(c) **Gaelic Pantomime**: Two weeks of touring with a Christmas play, taking in as many Gaelic medium schools as possible on the mainland, through cluster arrangements, and in the Western Isles and Argyll Islands, dependent on funding available.

(d) **Schools Tours with a New Gaelic Play**: 5 weeks of touring taking in all Gaelic schools and units across Scotland with a new play annually that helps deliver learning outcomes in the Curriculum for Excellence.

(e) **Gaelic Drama Summer School**: An annual event, over a fortnight, expanding acting and technical skills, as well as creative writing skills among young people, in partnership with Sabhal Mòr Ostaig and MG Alba.

(f) **Re-establishing Gaelic Drama at Mòds**: Preparatory work in schools in areas that host local mòds, working in partnership with An Comunn Gàidhealach, which could lead to further drama competitors at the annual National Mòd.

(g) **Establishing a National Gaelic Youth Theatre**: In partnership with other providers such as the Royal Conservatoire of Scotland and Sabhal Mòr Ostaig, providing a high quality annual event culminating in new productions.

(h) **Dràma Trail**: Two week training at Sgoil Shamhraidh Dhràma followed by a week-long tour showcasing the writing and performances from the summer school.

In all of the above, we would seek to record performances for viewing on YouTube and on our own website. We would also make scripts available to download from our website, and articulate how this work helps deliver the learning outcomes of the Curriculum for Excellence. We also see links with MG Alba and the Film-G project from work created at the Gaelic Drama Summer School and the proposed National Gaelic Youth Theatre.

Total Investment required	£170,000
Additional Investment required from HIE	**£70,000**

Investment available from other sources:	
Bòrd na Gàidhlig	£45,000
Creative Scotland	£45,000
Fee Income	£10,000

Delivering HIE's Objectives

Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities
√	√	√

Gaelic Arts in Education Service

In addition to drama work, Fèisean nan Gàidheal already offers high quality traditional music tuition to schools across the Highlands through the Youth Music Initiative, delivering a contract for The Highland Council. We would be able to provide similar opportunities to other local authorities and believe that the best vehicle for doing so would be the establishment of a Gaelic Arts in Education Service encompassing music, drama, creative writing and traditional dance, in partnership with our member Fèisean including Fèis Rois.

While we would aim to offer a much-needed service to Gaelic schools and units first and foremost, we would also be able to offer work in English, raising awareness of Gaelic in line with Scottish Government plans for a Scottish Studies strand in all Scottish schools. In this we would aim to work with LTS, offering elements of Scottish studies that deal with arts and creativity encompassing Gaelic, and Scots where appropriate.

We have also been developing creative writing - in drama and songs - and would work in cooperation with Comhairle nan Leabhraichean and local authorities on additional creative writing projects.

To assist public bodies to deliver Gaelic Language Plans, we would also offer a service whereby our staff could take groups round public buildings, using Gaelic, by prior arrangement. This kind of service would be especially important in supporting Gaelic education, offering young people the opportunity to have guided tours of places like Edinburgh Castle, Dynamic Earth, the National Museums and Galleries, Culloden Visitor Centre, Fort George etc. We would ensure that there are associated heritage and arts activities through the medium of their language of education. We have done this in a limited way in the past, but we anticipate a growing market for this kind of activity.

While we would anticipate, through time, that local authorities should buy in services offered from a menu created through the work of Fèisean nan Gàidheal and Fèis Rois that will encompass various arts forms and Gaelic language, we believe that in the short-term there would be a need to offer this service to schools at reasonable cost to build it up and prove its value to schools. With regard to the work with public bodies on Gaelic Language Plan delivery, we would see that as commercial insofar as this element of the service would not be subsidised, and 100% of costs would be recoverable.

While Fèisean nan Gàidheal's focus will be very much on delivering arts activities through the medium of Gaelic, in partnership with Fèis Rois the service would also be available in English to non-Gaelic schools where there is demand. In addition, we are aware of the work already established by Fèis Rois in this area, utilising GLOW and YouTube for instance, and would look to build on that with Gaelic language elements to complement it.

Total Investment required	£80,000
Additional Investment required from HIE	**£40,000**
Investment available from other sources:	
Local authorities and public bodies	£15,000
LTS	£15,000
Fee income from schools and public bodies	£10,000

Delivering HIE's Objectives

Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities
√	√	√

Blas Festival

The annual Blas Festival has been successfully built up to be the major showcase of Gaelic culture in the Highlands.

Our 2009-12 contract with HIE did not include Blas because, at the time it was agreed, HIE was considering a festivals strategy. This never came to fruition, so Blas could be an area where HIE might offer additional support to what would be, for it, a new initiative. This would be consistent with the promotion of culture within tourism, one of HIE's key sectors. While The Highland Council is likely to continue funding Blas at current levels (£73.5k per annum) it is unlikely that we will be able to get their investment back to previous levels (£105k per annum) in the current climate.

Investment from HIE would ensure that the Blas Festival continues to flourish and expand in partnership with other agencies.

While there are a number of very good partnerships in place already and we have, for instance, begun introducing Gaelic writers to Blas events, and food & drink events much more needs to be done to ensure this work is built upon, and we would be very happy to continue collaborating with PAN, Gaelic organisations, local promoters and individual Fèisean.

Total Investment required	£225,000
Additional Investment required from HIE	**£50,000**
Investment available from other sources:	
Highland Council	£73,500
Sponsorship	£15,000
Earned Income	£41,500
Themed Years/Creative Scotland	£20,000
Bòrd na Gàidhlig	£25,000

Delivering HIE's Objectives

Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities
√	√	√

IP Exploitation

Fèisean nan Gàidheal would work in partnership with Fèis Rois on their proposal to deliver an Online Learning Programme. As part of this we would ensure that the officer employed would put in place methods of exploiting all Fèis IP to generate income for the two organisations, and the Fèis movement more generally.

Total Investment required	£30,000
Additional Investment required from HIE	**£15,000**
Investment available from other sources:	
Fèisean nan Gàidheal (in-kind)	£15,000

Links to HIE's Objectives

Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities
√	√	√

Fèis Development

Fèis Spè currently has a full-time Development Officer post covered by two people at present on a job share basis. The post is funded by the Cairngorm National Park but funding will come to an end in June 2012. In order to retain this post, which goes some way to ensuring that Fèis Spè is developed along the lines of the successful models of Fèis Rois and Fèis Bharraigh, it is proposed that Fèisean nan Gàidheal subsumes this post within our staffing establishment from 2012. This would increase our FTE posts by 1 for the officer but the wider economic benefits from the work currently done by the officer would add considerably more than that.

Total Investment required	£40,000
Additional Investment required from HIE	**£20,000**
Investment available from other sources:	
Creative Scotland	£20,000

Links to HIE's Objectives

Supporting businesses and social enterprises to shape and realise their growth aspirations	Strengthening communities and fragile areas	Developing key sectors, particularly distinctive regional opportunities

√	√	√

Through discussion with HIE, if any of the foregoing is of likely to attract additional investment, we would be happy to incorporate the appropriate elements in more detailed budgets, augmenting the information given in Annex 1.

6 Governance Issues

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

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

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

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

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

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

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

Annex 1 - Budgets 2012-13, 2013-14 and 2014-15

INCOME	**2012-13**	**2013-14**	**2014-15**
Core Grants	£ 337,998.00	£ 322,998.00	£ 317,998.00
Management Fees	£ 108,050.00	£ 108,050.00	£ 108,050.00
Grants Scheme	£ 177,500.00	£ 177,500.00	£ 177,500.00
Fèis Development Fund	£ 9,152.00	£ 9,152.00	£ 9,152.00
Annualised Hours	£ 5,000.00	£ 5,000.00	£ 5,000.00
Highland Arts Programme Bursaries	£ 0.00	£ 0.00	£ 0.00
Training	£ 22,500.00	£ 22,500.00	£ 22,500.00
Gaelic Development	£ 38,500.00	£ 38,500.00	£ 38,500.00
Youth Music Initiative	£ 249,511.00	£ 249,511.00	£ 249,511.00
Blas Festival	£ 143,500.00	£ 143,500.00	£ 143,500.00
Other Earned Income	£ 16,400.00	£ 16,400.00	£ 16,400.00
Meanbh Chuileag TIE Service	£ 60,000.00	£ 60,000.00	£ 60,000.00
Support Cèilidh Trails	£ 108,376.00	£ 52,593.00	£ 52,593.00
Gaelic Drama Summer School	£ 30,000.00	£ 30,000.00	£ 30,000.00
Archiving Project	£ 7,000.00	£ 7,000.00	£ 7,000.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 3,000.00	£ 3,000.00
Showcase Opportunities	£ 13,000.00	£ 13,000.00	£ 13,000.00
Fèisean Services	£ 23,877.00	£ 23,877.00	£ 23,877.00
General Funds still to be raised	£ 35,917.00	£ 106,700.00	£ 111,700.00
TOTAL INCOME	**£ 1,389,281.00**	**£ 1,389,281.00**	**£ 1,389,281.00**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 305,437.00	£ 282,355.00	£ 282,355.00
NIC Contributions	£ 30,536.00	£ 28,327.00	£ 28,327.00
Pension Contributions	£ 15,282.00	£ 15,282.00	£ 15,282.00
Fèisean Services Staff Wages and NI	£ 23,887.00	£ 23,887.00	£ 23,887.00
Staff Travel	£ 26,000.00	£ 26,000.00	£ 26,000.00
Office Rent & Rates	£ 23,000.00	£ 23,000.00	£ 23,000.00
Stationery, Printing & Postage	£ 12,000.00	£ 12,000.00	£ 12,000.00
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 14,000.00	£ 14,000.00
Board Expenses	£ 8,000.00	£ 8,000.00	£ 8,000.00
Implementation of Child Protection policy	£ 12,000.00	£ 12,000.00	£ 12,000.00
Insurance	£ 6,500.00	£ 6,500.00	£ 6,500.00
Sundry Expenses	£ 1,500.00	£ 1,500.00	£ 1,500.00
Accountancy & Bank Charges	£ 7,000.00	£ 7,000.00	£ 7,000.00
Professional Fees	£ 2,000.00	£ 2,000.00	£ 2,000.00
Instrument Bank Maintenance	£ 500.00	£ 500.00	£ 500.00
Additional Support Needs	£ 2,000.00	£ 2,000.00	£ 2,000.00
Capital Expenses	£ 3,000.00	£ 3,000.00	£ 3,000.00
PROGRAMME COSTS	£ 0.00	£ 0.00	£ 0.00
Grants Paid Out	£ 192,500.00	£ 192,500.00	£ 192,500.00
Annualised Hours	£ 15,000.00	£ 15,000.00	£ 15,000.00
Feis Development Fund	£ 9,000.00	£ 9,000.00	£ 9,000.00
Highland Arts Programme Bursaries	£ 0.00	£ 0.00	£ 0.00
Highland Arts Programme Bursaries Management Fee	£ 0.00	£ 0.00	£ 0.00
Training Programme	£ 22,500.00	£ 22,500.00	£ 22,500.00
Training Programme Management Fee	-£ 3,350.00	-£ 3,350.00	-£ 3,350.00
Gaelic Language Development	£ 45,000.00	£ 45,000.00	£ 45,000.00

Gaelic Language Development Management Fee	-£ 4,500.00	-£ 4,500.00	-£ 4,500.00
Youth Music Initiative	£ 249,511.00	£ 249,511.00	£ 249,511.00
Youth Music Initiative Management Fee	-£ 65,000.00	-£ 65,000.00	-£ 65,000.00
Annual Conference	£ 10,000.00	£ 10,000.00	£ 10,000.00
Blas Festival	£ 173,500.00	£ 173,500.00	£ 173,500.00
Blas Festival Management Fee	-£ 18,000.00	-£ 18,000.00	-£ 18,000.00
Support for Meanbh Chuileag	£ 15,000.00	£ 15,000.00	£ 15,000.00
Support Cèilidh Trails	£ 108,497.00	£ 95,593.00	£ 95,593.00
Cèilidh Trails Management Fee	-£ 10,000.00	-£ 10,000.00	-£ 10,000.00
Gaelic Drama Summer School	£ 30,000.00	£ 30,000.00	£ 30,000.00
Drama Summer School Management Fee	-£ 3,000.00	-£ 3,000.00	-£ 3,000.00
Archiving Project	£ 7,000.00	£ 7,000.00	£ 7,000.00
Archiving Management Fee	-£ 1,200.00	-£ 1,200.00	-£ 1,200.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 3,000.00	£ 3,000.00
Showcase Opportunities	£ 13,000.00	£ 13,000.00	£ 13,000.00
Showcase Opportunities Management Fee	-£ 3,000.00	-£ 3,000.00	-£ 3,000.00
Contingency	£ 3,131.00	£ 3,131.00	£ 3,131.00
SUB-TOTAL EXPENDITURE	**£ 1,281,231.00**	**£ 1,281,231.00**	**£ 1,281,231.00**
Management Fees	£ 108,050.00	£ 108,050.00	£ 108,050.00
TOTAL EXPENDITURE	**£ 1,389,281.00**	**£ 1,389,281.00**	**£ 1,389,281.00**

Notes

1. For the purposes of this initial paper the budget presented is essentially the same each year for 2012-15. This is because we have an agreed Development Plan for those years on which we have based the activities proposed. In addition, with pay freezes and local authority cuts, we do not envisage our running costs fluctuating too much over the next three years.

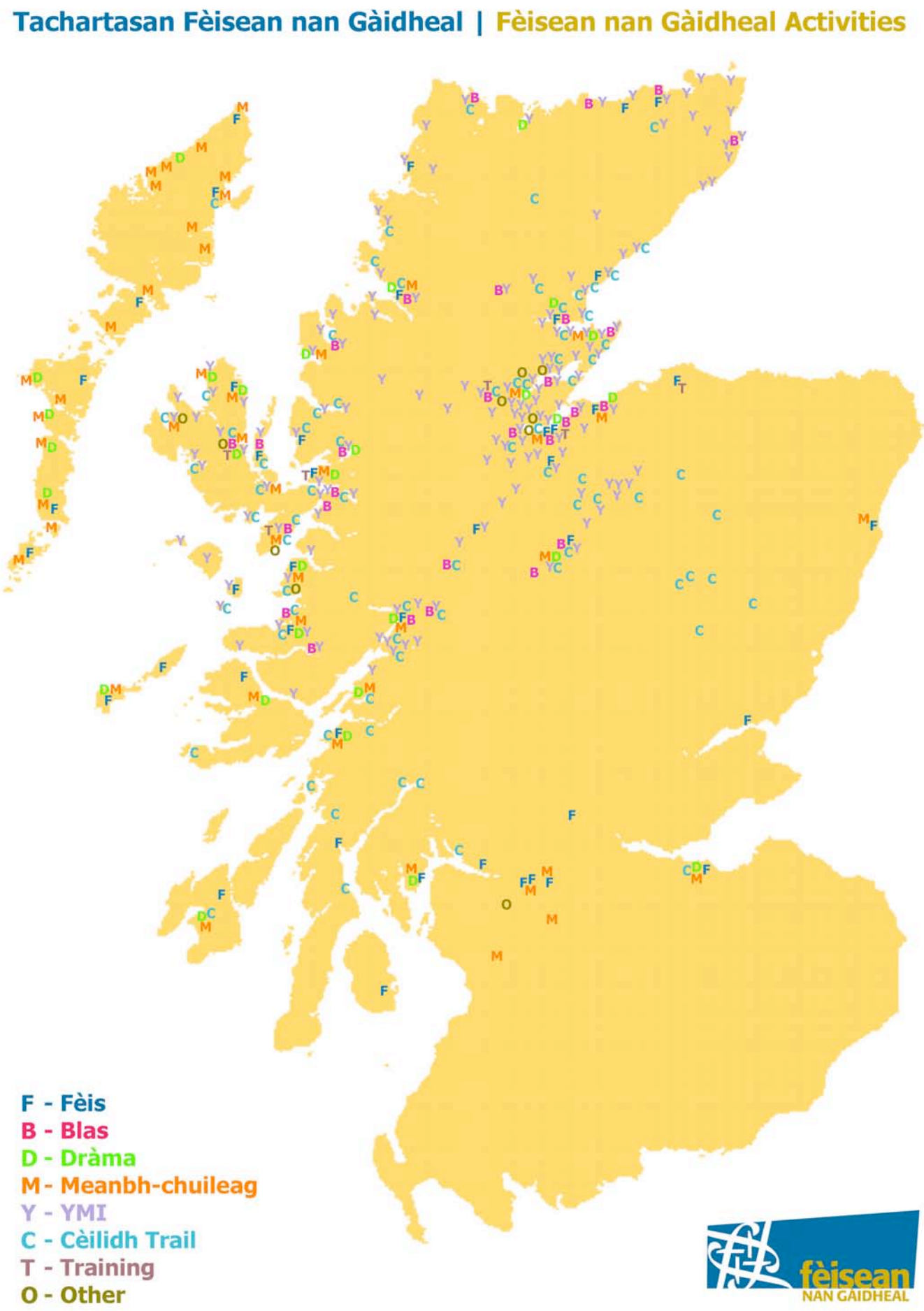
2. The budgets are based on an investment from HIE of £170k in 2012-13, £155k in 2013-14 and £135k in 2014-15. This is an overall reduction of 15% on the £540k available to us during the years 2009-12.

3. While we would be willing to take on additional work, as detailed in section 5, this could only be achieved with additional investment and if this were likely, we would be very happy to offer further detailed budgets incorporating those elements in which HIE expresses an interest.

4. The budgets assume a reduction of 1.0 FTE Development Officer from our staff complement from 2013-14.

5. The budgets shows that, even with a reduced staff complement, we will have significant sums of money to raise annually from 2013-14 onwards in order to ensure our programme can be delivered in full. In the past three years a figure of £40-£50k per annum has been achieved in additional fund-raising, and we would be optimistic about achieving the £36k required for 2012-13. But the larger sums from 2013-14 onwards may not be achievable and in the event that funds could not be raised, our ability to deliver our programme would be affected.

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



Fèisean nan Gàidheal

Cùisean Ionmhasail

Àireamh air a' Chlàr Chùisean: 3.2011.03

Anns an aithisg seo:	Gnìomh a dhìth
Àireamh air a' Chlàr Chùisean: 3.2011.03(a)	
Buidseat gu 31 Màrt 2012 leis mar a thionndaidh cùisean a-mach gu 31 Lùnastal 2011	Buidseat airson Aontachaidh agus teachd a-mach airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2011.03(b)	
Bidh na suimean a th' againn anns a' bhanca air an dearbhadh aig a' choinneimh	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2011.03(c)	
Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2011-12 leis an fheadhainn pàighte gu 31 Lùnastal 2011.	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2011.03(d)	
Cunntasan Ràitheil gu 30 Ògmhios 2011, air an ullachadh le Mann Judd Gordon	Airson Fiosrachaidh
Àireamh air a' Chlàr Chùisean: 3.2011.03(e)	
Cunntasan Bliadhnail Sgrùdaichte gu 31 Màrt 2011 airson aontachadh air thoiseach air a' Choinneamh Bhliadhnail.	Airson Aontachaidh
Àireamh air a' Chlàr Chùisean: 3.2011.03(f)	Airson Aontachaidh
Moladh Mann Judd Gordon ath-stèidheachadh mar luchd-sgrùdaidh 2011-12.	

Anne Willoughby
Manaidsear Gnìomha
Sultain 2011

Teachd a-steach agus teachd a-mach gu 31 Màrt 2012 leis mar a thionndaidh cùisean a-mach gu 31 Lùnastal 2011

Àireamh air a' Chlàr Chùisean: 3.2011.03(a)

TEACHD A-STEACH	2011-12	ÙINE	MAR A THACHAIR
Core Grants	£ 348,260.00	£ 174,130.00	£ 151,000.00
Management Fees	£ 121,758.00	£ 60,879.00	£ 118,758.00
Grants Scheme	£ 183,500.00	£ 91,750.00	£ 87,469.17
Fèis Development Fund	£ 10,000.00	£ 5,000.00	£ 2,000.00
Annualised Hours	£ 15,000.00	£ 7,500.00	£ 3,000.00
Training	£ 52,500.00	£ 26,250.00	£ 15,070.00
Gaelic Development	£ 67,874.00	£ 33,937.00	£ 15,000.00
Youth Music Initiative	£ 219,511.00	£ 109,755.50	£ 219,511.00
Blas Festival	£ 220,717.00	£ 110,358.50	£ 74,448.70
Other Earned Income	£ 15,450.00	£ 7,725.00	£ 4,778.67
Meanbh Chuileag TIE Service	£ 50,000.00	£ 25,000.00	£ 27,200.00
Support Cèilidh Trails	£ 97,613.00	£ 48,806.50	£ 42,717.55
Gaelic Drama Summer School	£ 30,000.00	£ 15,000.00	£ 20,000.00
Archiving Project	£ 10,000.00	£ 5,000.00	£ 0.00
Press/PR/Website Updates/Newsletter	£ 2,879.00	£ 1,439.50	£ 0.00
Showcase Opportunities	£ 13,000.00	£ 6,500.00	£ 0.00
Fèisean Services	£ 23,877.00	£ 11,938.50	£ 8,197.74
General Funds still to be raised	£ 17,779.00	£ 8,889.50	£ 703.86
IOMLAN	**£ 1,499,718.00**	**£ 749,859.00**	**£789,854.69**
TEACHD A-MACH			
RUNNING COSTS			
Staff Salaries	£ 305,437.00	£ 152,718.50	£127,971.93
NIC Contributions	£ 30,536.00	£ 15,268.00	£13,248.74
Pension Contributions	£ 15,282.00	£ 7,641.00	£3,297.85
Fèisean Services Staff Wages and NI	£ 23,887.00	£ 11,943.50	£10,355.19
Staff Travel	£ 26,000.00	£ 13,000.00	£11,659.88
Office Rent & Rates	£ 23,000.00	£ 11,500.00	£10,223.69
Stationery, Printing & Postage	£ 12,000.00	£ 6,000.00	£1,106.34
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 7,000.00	£6,237.21
Board Expenses	£ 5,000.00	£ 2,500.00	£744.12
Implementation of Child Protection policy	£ 12,000.00	£ 6,000.00	£5,522.00
Insurance	£ 6,500.00	£ 3,250.00	£0.00
Sundry Expenses	£ 1,500.00	£ 750.00	£617.01
Accountancy & Bank Charges	£ 7,000.00	£ 3,500.00	£448.18
Professional Fees	£ 2,000.00	£ 1,000.00	£15.00
Instrument Bank Maintenance	£ 5,000.00	£ 2,500.00	£842.95
Additional Support Needs	£ 2,000.00	£ 1,000.00	£483.04
Capital Expenses	£ 3,000.00	£ 1,500.00	£822.03
PROGRAMME COSTS			
Grants Paid Out	£ 200,000.00	£ 100,000.00	£ 77,161.00
Annualised Hours	£ 15,000.00	£ 7,500.00	£ 562.50
Feis Development Fund	£ 10,000.00	£ 5,000.00	£ 1,322.00
Training Programme	£ 52,500.00	£ 26,250.00	£ 11,145.35

Training Programme Management Fee	-£ 10,500.00	-£ 5,250.00	-£ 10,500.00
Gaelic Language Development	£ 67,874.00	£ 33,937.00	£ 15,280.50
Gaelic Language Development Management Fee	-£ 13,574.00	-£ 6,787.00	-£ 13,574.00
Youth Music Initiative	£ 219,511.00	£ 109,755.50	£ 79,332.27
Youth Music Initiative Management Fee	-£ 50,000.00	-£ 25,000.00	-£ 50,000.00
Annual Conference	£ 12,000.00	£ 6,000.00	£ 0.00
Blas Festival	£ 220,717.00	£ 110,358.50	£ 49,214.57
Blas Festival Management Fee	-£ 15,000.00	-£ 7,500.00	-£ 15,000.00
Support for Meanbh Chuileag	£ 50,000.00	£ 25,000.00	£ 19,947.24
Support Cèilidh Trails	£ 100,995.00	£ 50,497.50	£ 74,597.90
Cèilidh Trails Management Fee	-£ 11,684.00	-£ 5,842.00	-£ 11,684.00
Gaelic Drama Summer School	£ 30,000.00	£ 15,000.00	£ 26,088.47
Drama Summer School Management Fee	-£ 3,000.00	-£ 1,500.00	-£ 3,000.00
Archiving Project	£ 10,000.00	£ 5,000.00	£ 0.00
Archiving Management Fee	-£ 1,000.00	-£ 500.00	£ 0.00
Press/PR/Website Updates/Newsletter	£ 2,879.00	£ 1,439.50	£ 4,897.66
Showcase Opportunities	£ 12,000.00	£ 6,000.00	£ 0.00
Showcase Opportunities Management Fee	-£ 2,000.00	-£ 1,000.00	£ 0.00
Contingency	£ 2,100.00	£ 1,050.00	£ 0.00
SUB-TOTAL EXPENDITURE	**£ 1,377,960.00**	**£ 688,980.00**	**£ 436,036.62**
Management Fees	£ 121,758.00	£ 60,879.00	£118,758.00
TOTAL EXPENDITURE	**£ 1,499,718.00**	**£ 749,859.00**	**£ 554,794.62**
Transfer to Reserves	£ 21,307.65	£ 10,653.83	£20,782.65
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 235,060.07**

Total still to be received for 2nd Quarter	**£ 93,309.48**
Argyll LEADER	£ 3,861.00
Highland LEADER	£ 25,698.48
Portree High School	£ 2,000.00
Creative Scotland (2nd payment of £100)	£ 25,000.00
The Highland Council (Blas)	£ 36,750.00

Tabhartasan nam Fèisean 2011-12 leis na bha pàighte gu 31 Lùnastal 2011

Àireamh air a' Chlàr Chùisean: 3.2011.03(c)

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

Ainm Fèise	InG	InG Dùbhlanach	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartas Leantainneach	Uairean a rèir Bliadhna	Tabhartas Uairean Bliadhnail	Sgeama Leasachaidh	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd											
Fèis an Earraich	√	√	£5,572.92	£3,483.08	£2,291.00	150	£1,125.00	£0.00	£12,472.00	£7,354.50	£5,117.50
Fèis Lochabair	√		£2,584.62	£1,615.38	£3,000.00	150	£1,125.00	£0.00	£8,325.00	£3,150.00	£5,175.00
Fèis nan Garbh Chrìochan	√	√	£3,600.00	£2,250.00	£3,050.00	20	£150.00	£0.00	£9,050.00	£4,462.50	£4,587.50
Fèis Chataibh	√		£2,387.69	£1,492.31	£1,792.00	80	£600.00	£0.00	£6,272.00	£3,210.00	£3,062.00
Fèis a' Bhealaich	√	√	£369.23	£230.77	£1,419.00	15	£112.50	£0.00	£2,131.50	£0.00	£2,131.50
Fèis Rois Òigridh	√	√	£6,646.15	£4,153.85	£6,725.00	0	£0.00	£0.00	£17,525.00	£8,100.00	£9,425.00
Fèis Rois nan Deugairean	√	√	£6,855.38	£4,284.62	£0.00	0	£0.00	£0.00	£11,140.00	£0.00	£11,140.00
Fèis Eige	√	√	£775.38	£484.62	£0.00	20	£150.00	£0.00	£1,410.00	£945.00	£465.00
Feis Ghallaibh	√	√	£0.00	£0.00	£2,532.00	20	£150.00	£0.00	£2,682.00	£1,266.00	£1,416.00
Fèis Farr	√		£0.00	£0.00	£828.00	20	£150.00	£0.00	£978.00	£0.00	£978.00
Fèis na h-Òige	√		£764.92	£478.08	£2,252.00	0	£0.00	£0.00	£3,495.00	£2,059.00	£1,436.00
Fèis Air an Oir	√	√	£699.08	£436.92	£2,414.00	50	£375.00	£0.00	£3,925.00	£1,207.00	£2,718.00
Feis Ghleann Albainn	√		£1,483.08	£926.92	£2,318.00	0	£0.00	£0.00	£4,728.00	£1,807.00	£2,921.00
Fèis Ratharsaidh	√	√	£1,396.31	£872.69	£0.00	30	£225.00	£0.00	£2,494.00	£0.00	£2,494.00
Fèis a' Bhaile	√		£1,443.08	£901.92	£909.00	100	£750.00	£0.00	£4,004.00	£0.00	£4,004.00
Fèis Òigridh na Mara	√	√	£507.69	£317.31	£5,847.00	200	£1,500.00	£0.00	£8,172.00	£3,674.00	£4,498.00
Fèis Inbhir Narann	√		£920.62	£575.38	£2,920.00	150	£1,125.00	£0.00	£5,541.00	£0.00	£5,541.00
Fèis Spè	√		£3,131.08	£1,956.92	£4,635.00	0	£0.00	£0.00	£9,723.00	£2,318.00	£7,405.00
Fèis an Iar Thuath	√	√	£396.92	£248.08	£752.00	0	£0.00	£0.00	£1,397.00	£0.00	£1,397.00
Fèis Thròdairnis	√	√	£1,480.62	£925.38	£0.00	0	£0.00	£0.00	£2,406.00	£1,804.50	£601.50
Feis a' Chaolais	√		£0.00	£0.00	£1,320.00	0	£0.00	£0.00	£1,320.00	£660.00	£660.00
Iomlan Comhairle na Gàidhealtachd			**£41,014.77**	**£25,634.23**	**£45,004.00**	**1,005**	**£7,537.50**	**£0.00**	**£119,190.50**	**£42,017.50**	**£77,173.00**
Comhairle nan Eilean Siar											
Fèis Tìr a' Mhurain	√	√	£3,862.00	£1,500.00	£1,444.00	100	£750.00	£0.00	£7,556.00	£4,396.00	£3,160.00
Fèis Eilean an Fhraoich	√		£3,926.00	£2,000.00	£1,844.00	100	£750.00	£0.00	£8,520.00	£4,945.00	£3,575.00
Fèis Tìr an Eòrna	√	√	£2,252.00	£1,500.00	£816.00	40	£300.00	£0.00	£4,868.00	£3,189.00	£1,679.00
Fèis Bharraigh	√	√	£4,435.00	£1,500.00	£2,798.00	80	£600.00	£0.00	£9,333.00	£4,826.00	£4,507.00

Fèis Eilean na Hearadh	√	√	£1,558.00	£1,500.00	£0.00	20	£150.00	£0.00	£3,208.00	£2,668.00	£540.00
Fèis an Rubha	√		£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Taigh Dhonnchaidh	√	√	£887.00	£1,500.00	£1,160.00	0	£0.00	£0.00	£3,547.00	£2,165.00	£1,382.00
Iomlan Comhairle nan Eilean Siar			**£16,920.00**	**£9,500.00**	**£8,062.00**	**340**	**£2,550.00**	**£0.00**	**£37,032.00**	**£22,189.00**	**£14,843.00**
Earra-Ghàidheal agus Bhòid											
Fèis Cholla	√	√	£1,425.00	£0.00	£1,400.00	20	£150.00	£0.00	£2,975.00	£0.00	£2,975.00
Fèis Latharna	√		£3,005.00	£1,500.00	£2,600.00	50	£375.00	£0.00	£7,480.00	£5,418.00	£2,062.00
Fèis Mhuile	√	√	£602.00	£0.00	£0.00	20	£150.00	£0.00	£752.00	£0.00	£752.00
Fèis Thiriodh	√	√	£270.00	£1,500.00	£472.00	60	£450.00	£0.00	£2,692.00	£1,927.50	£764.50
Fèis Ìle agus Dhùira	√	√	£1,291.00	£1,500.00	£1,475.00	20	£150.00	£0.00	£4,416.00	£0.00	£4,416.00
Fèis Dhùn Omhain	√	√	£0.00	£0.00	£784.00	20	£150.00	£0.00	£934.00	£0.00	£934.00
Fèis Cheann Loch Goibhle	√		£3,013.00	£1,500.00	£1,678.00	60	£450.00	£0.00	£6,641.00	£0.00	£6,641.00
Iomlan Earra-Ghàidheal agus Bhòid			**£9,606.00**	**£6,000.00**	**£8,409.00**	**250**	**£1,875.00**	**£0.00**	**£25,890.00**	**£7,345.50**	**£18,544.50**
Sgìrean Eile/Bailtean Mòra											
Fèis Arainn	√		£2,532.00	£0.00	£2,075.00	0	£0.00	£0.00	£4,607.00	£1,899.00	£2,708.00
Fèis Mhoireibh	√	√	£1,678.00	£0.00	£340.00	20	£150.00	£0.00	£2,168.00	£1,258.50	£909.50
IOMLAN InG	**37**	**23**	**£71,750.77**	**£41,134.23**	**£63,890.00**	**1,615**	**£12,112.50**	**£0.00**	**£188,887.50**	**£74,709.50**	**£114,178.00**
Fèis Dhùn Èideann			£2,400.00	£0.00	£5,308.00	400	£3,000.00	£0.00	£10,708.00	£0.00	£10,708.00
Fèis Chille Conbhal			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Fèis Obair Dheathain			£1,678.00	£0.00	£0.00	0	£0.00	£0.00	£1,678.00	£0.00	£1,678.00
Feis Dhùn Bhreatainn			£0.00	£0.00	£1,932.00	0	£0.00	£0.00	£1,932.00	£0.00	£1,932.00
Fèis Lannraig a Tuath			£827.00	£0.00	£728.00	20	£150.00	£0.00	£1,705.00	£620.00	£1,085.00
Fèis Fhoirt			£3,600.00	£0.00	£2,508.00	60	£450.00	£1,200.00	£7,758.00	£2,679.00	£5,079.00
Feis Ghlaschu			£2,162.00	£0.00	£0.00	20	£150.00	£0.00	£2,312.00	£1,696.50	£615.50
Fèis Innis an Uillt			£687.00	£0.00	£160.00	20	£150.00	£0.00	£997.00	£0.00	£997.00
Fèis Lunnainn			£0.00	£0.00	£0.00	0	£0.00	£0.00	£0.00	£0.00	£0.00
Feis an t-Stratha			£0.00	£0.00	£784.00	0	£0.00	£0.00	£784.00	£0.00	£784.00
Iomlan Sgìrean Eile/Bailtean Mòra			**£15,564.00**	**£0.00**	**£13,835.00**	**540**	**£4,050.00**	**£1,200.00**	**£34,649.00**	**£8,153.00**	**£26,496.00**
			Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartas Leantainneach**	**Uairean a rèir Bliadhna**	**Tabhartas Uairean Bliadhnail**	**Sgeama Leasachaidh**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
GU H-IOMLAN			**£ 83,104.77**	**£ 41,134.23**	**£ 75,310.00**	**2,135**	**£ 16,012.50**	**£ 1,200.00**	**£ 216,761.50**	**£ 79,705.00**	**£ 137,056.50**

Fèisean nan Gàidheal

Cunntasan Ràitheil gu 30 Ògmhios 2011

Àireamh air a' Chlàr Chùisean: 3.2011.03(d)

Fèisean nan Gàidheal
Consolidated management accounts
Three months ended 30 June 2011

Description	Total	Core activities	Blas Festival	Training	Schools project	Gaelic development	Heritage project
		THREE MONTHS ENDED 30 JUNE 2011					
INCOMING RESOURCES							
Creative Scotland	154,000	153,000		1,000			
Highland Council	60,447	23,697	36,750				
Comhairle nan Eilean Siar	6,000	6,000					
Highland & Islands Enterprise	30,698	30,698					
Bord na Gaidhlig	31,250	21,250				10,000	
Membership fees	520	520					
Sale of publications	343	343					
Instrument bank revenue	1,996	1,996					
Training registration fees	50			50			
Ceilidh Trails - other income	2,500	2,500					
Box office / concerts	199		199				
Performance fees	1,650	1,650					
Other income	25	25					
Wages reimbursed by Feisean	5,899	5,899					
Bank interest received	43	43					
Total incoming respources	**295,618**	**247,620**	**36,949**	**1,050**	**0**	**10,000**	**0**
RESOURCES EXPENDED							
Fundraising trading							
Instrument bank costs	226	226					
Artistes costs	2,073		2,073				
PA and lighting	9,451		9,451				
Project manager	9,990		9,990				
	21,739	226	21,514	0	0	0	0
Charitable activities							
Wages	83,199	83,199					
Development officers & tutors	12,734				12,734		
Grants to Feisean	41,959	41,959					
Travelling	6,711				6,711		
Child protection costs	2,843	2,843					
Training	645			645			
Workshops	875				210	665	
Materials	558				558		
Sgoil Shamhraidh	7,130					7,130	
Ceilidh trail	48,376	48,376					
Festival costs	1,449					1,449	
Sundry expenses	737	617	120				
	207,215	176,993	120	645	20,212	9,244	0
Governance costs							
Audit & accountancy	1,850	800	1,050				
Committee expenses	460	460					
	2,310	1,260	1,050	0	0	0	0
Support costs							
Social security	7,905	7,905					
Pensions	1,979	1,979					
Staff travel & expenses	6,685	6,685					
Office rent	5,866	5,866					
Light and heat	3,259	3,259					
Capital costs	170	170					
Telephone	1,608	1,608					
Postage and stationery	2,547	2,547					
Website costs	3,990	3,990					
Bank charges and interest	389	389					
Depreciation	349	131	218				
	34,747	34,529	218	0	0	0	0
Total resources expended	**266,011**	**213,008**	**22,902**	**645**	**20,212**	**9,244**	**0**
Net incoming / (outgoing) resources - for quarter ended 30 June 2011	**29,607**	**34,612**	**14,047**	**405**	**(20,212)**	**756**	**0**
Total funds at 1 April 2011	87,837						
Total funds at 30 June 2011	**117,445**						

Fèisean nan Gàidheal
Consolidated management accounts
Three months ended 30 June 2011

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

BALANCE SHEET AS AT 30 JUNE 2011

Fixed assets	
Photocopier - cost	11,042
Computer equipment - cost	2,791
Photocopier - depreciation	(7,766)
Computer equipment - depreciation	(829)
	5,239
Current assets	
Grants receivable	48,257
Prepayments	250
VAT	965
	49,472
Bank accounts	
FnG current account	(6,199)
FnG high interest account	85,686
Blas Festival current account	3,362
	82,849
Current liabilities	
Social security and other tax	(9,640)
Trade creditors	(1,551)
Accrued expenses	(8,924)
	(20,115)
Net assets as at 30 June 2011	**117,445**

Fèisean nan Gàidheal

Cunntasan Bliadhnail Sgrùdaichte gu 31 Màrt 2011

Àireamh air a' Chlàr Chùisean: 3.2011.03(e)

REGISTERED COMPANY NUMBER: SC130071 (Scotland)
REGISTERED CHARITY NUMBER: SC002040

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2011 FOR FÈISEAN NAN GÀIDHEAL

Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

CONTENTS OF THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2011

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REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2011. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
SC130071 (Scotland)

Registered Charity number
SC002040

Registered office
Meall House
Portree
Isle of Skye
IV51 9BZ

Trustees

Catriona MacIntyre	Chair
Catherine MacNeil	
Derek MacLennan	
Mairi Oakley	
Margaret Cameron	Vice Chair
Janet MacIver MacDonald	
Fiona Mairi Johnston	
Bernard Bell	
Claire Bee	

Company Secretary
Fiona Mairi Johnston

Auditor
Mann Judd Gordon Ltd
Registered Auditors &
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

Chief Executive
Arthur Cormack

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

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

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

New trustees took part in an induction session at their first board meeting in December 2010 and a refresher was offered to current trustees. This involved a presentation the outlining of the aims and objectives of the organisation, the work in which it is involved and sources of funding. It also outlined the responsibilities of trustees, and their responsibilities as directors of a company limited by guarantee.

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

Organisational structure

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

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

Wider network

Fèisean nan Gàidheal staff are involved in several networks nationally, most notably the Traditional Music Forum, the National Gaelic Arts Strategic Forum and meetings of the Gaelic Organisations held by Bòrd na Gàidhlig. Staff are also involved in an international project called Celtic Neighbours.

Related parties

The trustees are members of local Fèisean which receive grants from the charity from time to time. The sums which were paid out in each year were as follows:

Name	Status	Fèis	2011	2010
Catriona MacIntyre	Trustee	Fèis Lochabair	£19,903	£12,381
Catherine MacNeil	Trustee	Fèis Bharraigh	£8,195	£4,235
Derek MacLennan	Trustee	Fèis a' Bhealaich	£450	£780
Mairi Oakley	Trustee	Fèis na h-Òige	£2,247	£2,821
Margaret Cameron	Trustee	Fèis an Earraich	£25,022	£18,683
Janet MacIver MacDonald	Trustee	Fèis Mhuile	£0	£2,800
Fiona Mairi Johnston	Trustee	Fèis Fhoirt	£5,674	£0
Bernard Bell	Trustee	Fèis Dhùn Breatainn an Iar	£815	£402
Claire Bee	Trustee	Fèis an t-Sràtha	£0	£250

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

Risk management

The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. This is managed by the Executive Group which meets quarterly and takes a very close interest in the financial aspects of the running of Fèisean nan Gàidheal. Papers from the Executive Group meetings and the minutes of meetings are issued to all trustees.

A risk register is maintained by Fèisean nan Gàidheal, managed by the staff on a day-to-day basis and monitored by the Executive Group with an annual report to the full Board. In addition risk assessments are carried out for each of the organisation's offices, as well as for individual events run by Fèisean nan Gàidheal.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

OBJECTIVES AND ACTIVITIES

Objectives and aims

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

The objectives are to:

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

ACHIEVEMENT AND PERFORMANCE

Performance against objectives

Our performance against objectives, agreed with those who fund our activities as well as organisations for which we deliver services, is reported on in detail every quarter to the Board of Trustees and all the information is available on our website. A summary is given here under each objective.

Provide support for the development of individual Fèisean and the Fèis movement as a whole

Fèisean nan Gàidheal's programme of work, based on its 2010-15 Development Plan, was successfully delivered in 2010-11. Despite public spending cuts beginning to be felt, Fèisean nan Gàidheal managed to deliver its programme effectively and granted over £202k to local Fèis activities as well as supporting them with a range of services detailed below.

Develop the tuition at individual Fèisean

Fèisean nan Gàidheal holds an annual Tutor Training weekend and has developed courses at three levels over the years. Fèis tutors are encouraged to participate in this event and around 30 do so annually with many having progress from Level I through to Level III. Additionally, an annual training session is held for tutors involved in delivering YMI activities in Highland Council schools.

Fèisean nan Gàidheal continued to develop its use of Gaelic language with ongoing Gaelic training provision for volunteers and tutors at our annual Fèis Trèanaidh in March and the aforementioned Tutor Training weekend. We also provided support to Fèisean to ensure that they produced printed and web materials bilingually, and assisted Fèisean to ensure a greater Gaelic content in their activities through Sgioba G and other measures.

Develop Fèisean nan Gàidheal as a service-providing organisation

As an organisation we offer a wide range of support services including; a grant scheme to support main Fèisean and ongoing classes, a musical instrument bank, a central enhanced Disclosure service, comprehensive insurance and the annual training conference for Fèis committee members.

A team of three development officers and a senior development officer are employed to maintain regular communication and offer ongoing support to Fèisean with regard to grant applications, external fundraising, organisation of events and policy implementation.

Promote excellence within the Fèis movement

The Fèis movement is heavily reliant on volunteers and it is estimated that upwards of 500 volunteers are involved in running the 45 Fèisean throughout Scotland. An additional 200+ are involved in the Blas Festival. Fèisean nan Gàidheal supports those volunteers through a variety of services and also offers training to them at an annual Fèis Trèanaidh as well as at other times on request.

A successful Blas Festival was held in 2010. Although scaled down from 2009, when we had the extra support financially and in terms of publicity of Homecoming Scotland, ticket sales were on a par with the 2008 festival and we again recorded very high levels of customer satisfaction with an overall 88% rating. 4 hour-long programmes from Blas 2010 were broadcast on BBC ALBA.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

ACHIEVEMENT AND PERFORMANCE
Performance against objectives

Highlands & Islands Enterprise, who have been sterling supporters of the Fèis movement, published an Economic and Social Impact Assessment in September 2010 that showed the Fèisean to be worth more than £2m to the economy. This report also highlighted that our work supported the equivalent of 60 FTE posts and has acted as a tool to make the argument for further investment from various bodies.

Further Gaelic drama developments took place with Meanbh-Chuileag's performance tour of Gaelic schools, another successful Gaelic Drama Summer School, drama Fèisean in schools and drama work in the Iomairtean Gàidhlig areas which produced a number of plays for radio that were broadcast each week on BBC Radio nan Gàidheal's "Aileag" programme.

Create closer links between Fèisean, other organisations and other countries
The summer Cèilidh Trails programme received a welcome boost with significant 3-year funding from the Highland and Argyll LEADER programmes. This allowed joint training, joint marketing and an end of season performances for all six Cèilidh Trail groups to take place.

We supported one of our members, Fèis Rois, to develop an international aspect to their Cèilidh Trail and we supported Fèis an Earraich to take part in an exchange with the Armagh Pipers from Northern Ireland.

During the year, we saw further output from our exciting Archiving Project with two more publications from Fèis Lochabair and Fèis a' Chaolais as the first stage of the project, funded by the Heritage Lottery Fund, came to an end.

We organised cèilidhs in partnership with The Highland Council to celebrate St Andrew's Weekend. Unfortunately the early severe winter weather meant depleted audiences, but four out of five cèilidhs went ahead nevertheless.

ACHIEVEMENT AND PERFORMANCE
Fundraising activities
Fèisean nan Gàidheal had service level agreements with the Scottish Arts Council, The Highland Council, Bòrd na Gàidhlig, Highlands & Islands Enterprise, Comhairle nan Eilean Siar and Argyll & Bute Council. We are also grateful for the support of a wide range of other funders for specific projects.

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

We were grateful for the continued support of our main Blas partner, The Highland Council, as well as support from Bòrd na Gàidhlig, EventScotland and a number of private sponsors including Innes & MacKay, Business Gateway and MacRae & Dick.

During the year, we began the process of bidding to Creative Scotland for one-year funding for 2011-12 and to continue as a foundation organisation from 2012 onwards.

Internal and external factors
Internal factors affecting the achievement and performance of the organisation included the loss of a member of staff moving to a new post in May 2011. She was not replaced, given the threat of cuts to some of our funding from public sources, which means that existing staff had to cope with an extended workload.

External factors included the process we had to go through with Creative Scotland in bidding to continue their investment for the years 2012-15, which we now know was successful. Creative Scotland is to consolidate into our foundation settlement the money that was previously granted on a year-to-year basis, with no guarantees, for the Grants Scheme for Fèisean. In tough economic times this is a good result for Fèisean nan Gàidheal.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

FINANCIAL REVIEW

Reserves policy

We aim to retain around 10% of management fees received for major contracts such as Blas, the Youth Music Initiative and Training, and we build a 5% 'transfer to reserves' into all budgets when costing projects. Our aim is to have 3 months operating costs in reserve at all times. The reserves are all unrestricted, and shown at the foot of the Statement of Financial Activities.

Reserves are at a reasonable level given the size of the organisation and the number of staff we employ. We have changed our grants scheme so that all grants must now be claimed by 31 March each year, which will ensure an accurate end-of-year figure for grants awarded but not paid.

During 2010-11, we incurred a deficit in Youth Music Initiative provision which requires to be clawed back in 2011-12. We also had to forego a large portion of our Blas management fee because of less than expected ticket revenue. Despite those setbacks, Fèisean nan Gàidheal made strenuous efforts to ensure it generated additional income and added to its reserves with a healthy sum carried forward from 31 March 2011.

Principal funding sources

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

FUTURE DEVELOPMENTS

Confirmation that Creative Scotland is to continue to invest in Fèisean nan Gàidheal as a foundation organisation from 2012-15 gives us the confidence that we can deliver our well-defined annual programme of work in 2011-12. Our programme is based on our 2010-15 Development Plan agreed with our membership and through annual service level agreements with several local authorities.

While we expect the next few years to be challenging, Fèisean nan Gàidheal's reputation has been built on ensuring delivery of a wide range of projects, always benefitting the Fèisean. Our annual programme of work is comprehensive and delivered to a high standard. According to an independent assessment, our work is worth millions to the Scottish economy and underpins a relatively large number of jobs for the sector in which we work. It is important culturally and linguistically and we will continue to ensure support and, where possible, growth in the work of the Fèisean.

Our strengthened Gaelic Policy will require that, from 2012, tutors working at Fèisean will require to be engaged in Gaelic learning unless they are already Gaelic speakers. This will be challenging but grants will be conditional on implementing this policy and Fèisean will need to ensure that tutors are aware of this and comply, in the same way as they currently have to comply with Disclosure checking.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2011

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Feisean nan Gaidheal for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the charitable company`s auditor is unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the charitable company`s auditor is aware of that information.

AUDITOR

The auditor, Mann Judd Gordon Ltd, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:

.....
Catriona MacIntyre - Trustee

23 September 2011

REPORT OF THE INDEPENDENT AUDITOR TO THE TRUSTEES AND MEMBERS OF FÈISEAN NAN GÀIDHEAL

I have audited the financial statements of Fèisean nan Gàidheal for the year ended 31 March 2011 on pages nine to seventeen. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. My audit work has been undertaken so that I might state to the members and the charitable company's members and trustees those matters I am required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body, for my audit work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and auditor
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

I have been appointed as auditor under Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

My responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

Opinion on financial statements
In my opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006
In my opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

REPORT OF THE INDEPENDENT AUDITOR TO THE TRUSTEES AND MEMBERS OF FÈISEAN NAN GÀIDHEAL

Matters on which I am required to report by exception

I have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) requires me to report to you if, in my opinion:

- the charitable company has not kept proper and adequate accounting records or returns adequate for my audit have not been received from branches not visited by me; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- I have not received all the information and explanations I require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Report of the Trustees.

A Cumming (Senior Statutory Auditor)
for and on behalf of Mann Judd Gordon Ltd
Registered Auditors &
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

23 September 2011

Note:

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

STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2011

	Notes	31.3.11 Unrestricted funds £	31.3.10 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income	2	**5,241**	4,572
Activities for generating funds	3	**92,524**	65,162
Investment income	4	**95**	82
Incoming resources from charitable activities	5		
Core activities		**871,178**	649,350
Training		**23,273**	13,781
Blas Festival		**201,263**	332,822
Schools project		**219,511**	219,511
Gaelic development		**64,000**	86,800
Heritage project		**17,781**	10,000
Total incoming resources		**1,494,866**	1,382,080
RESOURCES EXPENDED			
Costs of generating funds			
Fundraising trading: cost of goods sold and other costs	6	**201,429**	312,387
Charitable activities	7		
Core activities		**858,616**	696,181
Training		**25,571**	20,682
Blas Festival		**9,512**	21,996
Schools project		**232,256**	218,435
Gaelic development		**59,807**	84,076
Heritage project		**9,175**	14,436
Governance costs	10	**26,334**	29,742
Total resources expended		**1,422,700**	1,397,935
NET INCOMING/(OUTGOING) RESOURCES		**72,166**	(15,855)
RECONCILIATION OF FUNDS			
Total funds brought forward		**15,671**	31,526
TOTAL FUNDS CARRIED FORWARD		**87,837**	15,671

The notes form part of these financial statements

BALANCE SHEET
At 31 March 2011

	Notes	31.3.11 Unrestricted funds £	31.3.10 Total funds £
FIXED ASSETS			
Tangible assets	15	**5,587**	7,450
CURRENT ASSETS			
Debtors: amounts falling due within one year	16	**52,820**	157,974
Cash at bank		**119,080**	73
		171,900	158,047
CREDITORS			
Amounts falling due within one year	17	**(89,650)**	(149,826)
NET CURRENT ASSETS		**82,250**	8,221
TOTAL ASSETS LESS CURRENT LIABILITIES		**87,837**	15,671
NET ASSETS		**87,837**	15,671
FUNDS	18		
Unrestricted funds		**87,837**	15,671
TOTAL FUNDS		**87,837**	15,671

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 23 September 2011 and were signed on its behalf by:

Fiona Mairi Johnston
Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2011

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

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

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

Tangible fixed assets
It is the policy of the charity not to capitalise expenditure unless the cost incurred is over £1,000.

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

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

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

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

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

2. VOLUNTARY INCOME

	31.3.11	31.3.10
	£	£
Donations	**72**	-
Membership fees	**5,169**	4,572
	5,241	4,572

3. ACTIVITIES FOR GENERATING FUNDS

	31.3.11	31.3.10
	£	£
Sponsorships	**6,675**	-
Sale of publications	**1,293**	2,307
Instrument bank revenue	**8,653**	8,019
Administration fees	**75,903**	54,836
	92,524	65,162

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

4. INVESTMENT INCOME

	31.3.11	31.3.10
	£	£
Deposit account interest	**95**	82

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Core activities	Training	Blas Festival	Schools project
	£	£	£	£
Grants	**810,008**	**20,450**	**164,392**	**219,511**
Performance fees	**175**	**-**	**-**	**-**
Other income	**6,395**	**-**	**2,118**	**-**
Ceilidh Trails - other income	**13,581**	**-**	**-**	**-**
Drama festivals	**2,500**	**-**	**-**	**-**
Pròiseact Òigridh Uibhist	**2,097**	**-**	**-**	**-**
Wages reimbursed by FÈISEAN	**36,422**	**-**	**-**	**-**
Training registration fees	**-**	**2,823**	**-**	**-**
Box office / concerts	**-**	**-**	**34,753**	**-**
	871,178	**23,273**	**201,263**	**219,511**

	Gaelic development	Heritage project	31.3.11 Total activities	31.3.10 Total activities
	£	£	£	£
Grants	**64,000**	**17,781**	**1,296,142**	1,230,984
Performance fees	**-**	**-**	**175**	1,265
Other income	**-**	**-**	**8,513**	10,988
Ceilidh Trails - other income	**-**	**-**	**13,581**	-
Drama festivals	**-**	**-**	**2,500**	-
Pròiseact Òigridh Uibhist	**-**	**-**	**2,097**	-
Wages reimbursed by FÈISEAN	**-**	**-**	**36,422**	-
Training registration fees	**-**	**-**	**2,823**	1,950
Box office / concerts	**-**	**-**	**34,753**	67,077
	64,000	**17,781**	**1,397,006**	1,312,264

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.3.11	31.3.10
	£	£
Scottish Arts Council	**332,450**	419,831
Highland Council	**461,652**	420,752
Comhairle nan Eilean Siar	**24,500**	16,500
Argyll & Bute Council	**9,450**	9,410
Highland & Islands Enterprise	**180,001**	214,191
Bòrd na Gàidhlig	**140,500**	105,000
National Lottery	**(219)**	5,000
East Lothian Council	**-**	5,000
Scottish Executive	**55,000**	-
Comunn na Gàidhlig	**-**	1,000
Events Scotland	**35,500**	34,300
LEADER	**50,708**	-
Scottish Natural Heritage	**5,000**	-
SOILLSE	**900**	-
National Trust for Scotland	**700**	-
	1,296,142	1,230,984

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

	31.3.11	31.3.10
	£	£
Instrument bank costs	**5,130**	2,568
Blas - Artistes costs	**61,702**	100,578
Blas - Travel and support	**25,508**	70,052
Blas - PA and lighting	**23,488**	22,250
Blas - Venue hire	**8,352**	35,131
Blas - Promotion	**40,445**	42,499
Blas - Project manager	**29,004**	28,365
Blas - Artistic director	**7,800**	10,944
	201,429	312,387

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	**Grant funding of activities (See note 8)**	**Support costs (See note 9)**	**Totals**
	£	**£**	**£**	**£**
Core activities	**526,057**	**202,243**	**130,316**	**858,616**
Training	**25,571**	**-**	**-**	**25,571**
Blas Festival	**4,700**	**-**	**4,812**	**9,512**
Schools project	**232,256**	**-**	**-**	**232,256**
Gaelic development	**59,807**	**-**	**-**	**59,807**
Heritage project	**9,175**	**-**	**-**	**9,175**
	857,566	**202,243**	**135,128**	**1,194,937**

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

8. GRANTS PAYABLE

	31.3.11	31.3.10
	£	£
Core activities	**202,243**	195,306

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

	31.3.11	31.3.10
	£	£
Grants to Fèisean	**202,243**	195,306

9. SUPPORT COSTS

	Management	Finance	Totals
	£	£	£
Core activities	**256,534**	**554**	**257,088**
Blas Festival	**4,556**	**256**	**4,812**
	261,090	**810**	**261,900**

10. GOVERNANCE COSTS

	31.3.11	31.3.10
	£	£
Committee expenses	**3,097**	5,997
Accountancy	**-**	2,185
Legal fees	**9,242**	4,720
Auditors' remuneration	**4,712**	5,775
Auditors' remuneration for non-audit work	**2,363**	2,521
Annual conference	**6,920**	8,544
	26,334	29,742

11. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.11	31.3.10
	£	£
Auditors' remuneration	**4,712**	5,775
Depreciation - owned assets	**1,863**	1,553

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2011 nor for the year ended 31 March 2010.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2011 nor for the year ended 31 March 2010.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

13. STAFF COSTS

	31.3.11	31.3.10
	£	£
Wages and salaries	**339,274**	296,039
Social security costs	**30,569**	34,027
Other pension costs	**9,073**	10,435
	378,916	340,501

The average monthly number of employees during the year was as follows:

	31.3.11	31.3.10
Charitable activities	**13**	13
Support costs	**4**	6
	17	19

During the year no employees received emoluments in excess of £60,000 (2009 - none).

14. SUBSIDIARY COMPANY

Fèisean nan Gàidheal owns 100% of the issued share capital of Blas Festival Ltd, a company registered in Scotland. This company was incorporated to operate an annual arts festival of the same name.

Audited accounts have been filed with the Registrar of Companies and have been consolidated with those of Fèisean nan Gàidheal in the group accounts presented here.

A summary of the trading results, as extracted from the audited accounts, for the years to 31 March 2011 and 2010 are shown below.

	2011	**2010**
	£	**£**
Turnover	**207,938**	332,822
Cost of sales	**196,299**	309,819
Gross profit	**11,639**	23,003
Administrative expenses	**10,309**	27,969
Profit / (loss) for year	**1,330**	(4,966)
Interest receivable / (payable) for year	**(256)**	(113)
	1,074	(5,079)
Taxation	**-**	-
Profit / (loss) after taxation	**1,074**	(5,079)
Net (liabilities) at 31 March	**(2,198)**	(3,272)

During the year Blas Festival Ltd paid management and administration charges to Fèisean nan Gàidheal of £4,700 (2010 - £14,000). During the year Blas Festival Ltd also paid a donation to Fèisean nan Gàidheal of £Nil (2010 - £4,428). At the year end date Blas Festival Ltd owed Fèisean nan Gàidheal £9,140 (2010 - £7,868). There are no repayment terms in place and interest is not charged on the balance.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

15. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2010 and 31 March 2011	**13,833**
DEPRECIATION	
At 1 April 2010	**6,383**
Charge for year	**1,863**
At 31 March 2011	**8,246**
NET BOOK VALUE	
At 31 March 2011	**5,587**
At 31 March 2010	7,450

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.11 £	31.3.10 £
Other debtors	**3,000**	34,780
VAT	**322**	-
Prepayments	**250**	26,552
Grants receivable	**49,248**	96,642
	52,820	157,974

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.11 £	31.3.10 £
Bank loans and overdrafts	**62,739**	103,560
Trade creditors	**10,501**	-
Social security and other taxes	**9,337**	10,252
VAT	**-**	30
Other creditors	**-**	10,000
Grants awarded but unpaid	**-**	19,110
Accrued expenses	**7,073**	6,874
	89,650	149,826

18. MOVEMENT IN FUNDS

	At 1.4.10 £	Net movement in funds £	At 31.3.11 £
Unrestricted funds			
General fund	**15,671**	**72,166**	**87,837**
TOTAL FUNDS	**15,671**	**72,166**	**87,837**

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2011

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	**1,492,666**	**(1,420,500)**	**72,166**
TOTAL FUNDS	**1,492,666**	**(1,420,500)**	**72,166**

19. APB ETHICAL STANDARD - PROVISIONS AVAILABLE FOR SMALL ENTITIES

In common with many other businesses of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2011

	31.3.11 £	31.3.10 £
INCOMING RESOURCES		
Voluntary income		
Donations	**72**	-
Membership fees	**5,169**	4,572
	5,241	4,572
Activities for generating funds		
Sponsorships	**6,675**	-
Sale of publications	**1,293**	2,307
Instrument bank revenue	**8,653**	8,019
Administration fees	**75,903**	54,836
	92,524	65,162
Investment income		
Deposit account interest	**95**	82
Incoming resources from charitable activities		
Grants	**1,296,142**	1,230,984
Training registration fees	**2,823**	1,950
Performance fees	**175**	1,265
Box office / concerts	**34,753**	67,077
Other income	**8,513**	10,988
Ceilidh Trails - other income	**13,581**	-
Drama festivals	**2,500**	-
Pròiseact Òigridh Uibhist	**2,097**	-
Wages reimbursed by Fèisean	**36,422**	-
	1,397,006	1,312,264
Total incoming resources	**1,492,666**	1,382,080
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Instrument bank costs	**5,130**	2,568
Blas - Artistes costs	**61,702**	100,578
Blas - Travel and support	**25,508**	70,052
Blas - PA and lighting	**23,488**	22,250
Blas - Venue hire	**8,352**	35,131
Blas - Promotion	**40,445**	42,499
Blas - Project manager	**29,004**	28,365
Blas - Artistic director	**7,800**	10,944
	201,429	312,387

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2011

	31.3.11 £	31.3.10 £
Charitable activities		
Wages	**212,502**	151,868
Development officers / tutors	**129,070**	172,323
Travel expenses etc	**61,763**	65,047
Child protection costs	**8,788**	10,212
Training	**14,887**	4,264
Workshops	**6,185**	15,200
Materials	**15,925**	14,189
Archiving project	**7,575**	13,436
Sgoil Shamhraidh	**25,096**	29,635
Ceilidh trail	**96,267**	-
Music Bursary Fund	**42,585**	-
25 anniversary celebrations	**1,507**	-
Festival costs	**12,211**	3,694
Project management	**20,530**	28,512
Management charge	**75,903**	54,836
Grants to institutions	**202,243**	195,306
	933,037	758,522
Governance costs		
Committee expenses	**3,097**	5,997
Accountancy	**-**	2,185
Legal fees	**9,242**	4,720
Auditors' remuneration	**4,712**	5,775
Auditors' remuneration for non-audit work	**2,363**	2,521
Annual conference	**6,920**	8,544
	26,334	29,742
Support costs		
Management		
Wages	**126,772**	144,171
Social security	**30,569**	34,027
Pensions	**9,073**	10,435
Office rent	**23,478**	23,207
Insurance	**6,529**	6,078
Light and heat	**4,599**	3,309
Telephone	**8,120**	8,260
Postage and stationery	**11,927**	19,379
Sundries	**3,952**	11,580
Website	**2,382**	3,419
Staff travel and expenses	**28,300**	24,827
Capital costs	**3,526**	6,431
Depreciation of tangible and heritage assets	**1,863**	1,553
	261,090	296,676
Finance		
Bank charges	**810**	549
Bank interest	**-**	59
	810	608
Total resources expended	**1,420,500**	1,397,935
Net income/(expenditure)	**72,166**	(15,855)

Fèisean nan Gàidheal

Taghadh a' Bhùird Stiùiridh

Àireamh air a' Chlàr Chùisean: 3.2011.04(b)

Adhbhar a' Phàipeir

Airson fiosrachadh a thoirt do bhuill a' Bhùird mu thaghadh airson buill de Bhòrd-stiùiridh Fèisean nan Gàidheal.

Bun Fhiosrachadh

Fo na riaghailtean a th' againn an-dràsta bidh na buill a leanas gar fàgail am-bliadhna an dèidh taghadh a thèid a chumail san Dàmhair; Catriona Nic an t-Saoir, Magaidh Chamshron, Derek MacIllfhinnein, Katag NicNèill, Mairi Oakley agus Claire Bee.

Moladh atharrachaidhean a thoirt air Modhan Taghaidh

Fo na riaghailtean a th' againn bhiodh 30% den Bhòrd a' seasamh sìos gach bliadhna sa chumantas. Ach leis gu bheil daoine air tighinn 's air falbh aig amannan taobh a-staigh nan trì bliahnaichean àbhaisteach airson teirm air a' Bhòrd, tha suidheachadh ann am-bliadhna far am biodh sianar a' seasamh sìos agus aon àite a bharrachd fhathast bàn.

Le sianar a' fàgail aig an aon àm bhiodh am Bòrd a' call sgilean riatanach nach biodh furasta a thoirt do dhaoine ùra ann an ùine ghoirid. Tha cunnart gum fàgadh sin am Bòrd ann an suidheachadh caran lag aig àm far a bheil tòrr fhathast a' dol air adhart a thaobh aontachaidhean maoineachaidh is eile. Tha e fìor cuideachd nach do shoirbhich leinn gach àite air a' Bhòrd a lìonadh tro thaghaidhean anns na bliadhnaichean a dh'fhalbh.

Le sin, thathar a' moladh atharrachaidhean a thoirt air na modhan taghaidh a' toirt a-steach cead teirm ceannardan a' Bhùird a leudachadh ann an suidheachadh far am biodh againn ri dèanamh cinnteach gum biodh leantainnaichd ann.

Tha pàipear a' leantainn seo le molaidhean airson dèiligeadh ri suidheachadh èiginneach den t-seòrsa seo agus, nam biodh aonta ann, dh'fhaodadh Catriona Nic an t-Saoir agus Magaidh Chamshron a' cumail a dol nan dreuchdan mar bhuill a' Bhùird bliadhna eile. Tha bliadhna ri dhol fhathast aig a' cheannard eile, Fiona NicIain, co-dhiù.

Bhiodh seo a' ciallachadh gun seasadh Derek MacIllfhinnein, Katag NicNèill, Mairi Oakley agus Claire Bee sìos agus thèid taghadh a chumail airson còignear ùr air a' Bhòrd – dithis bhon Ghàidhealtachd, aonan bho na 'sgìrean eile' agus dithis bho na h-Eileanan Siar a' lìonadh an àite aig Katag NicNèill agus àite eile nach deach a lìonadh bho chionn dà bhliadhna.

Gnìomh a dhìth

Thathar ag iarraidh air buill a' Bhùird aonta a thoirt do na molaidhean anns a' phàipear a leanas.

Art MacCarmaig
Ceannard
Sultain 2011

Fèisean nan Gàidheal

Procedure for the Election of Board Members

Background
Fèisean nan Gàidheal's Board has agreed to make changes to the way in which Directors are elected to the Board and this paper outlines the procedures that will be put in place with effect from 23 September 2011.

Number of Directors
Fèisean nan Gàidheal's Board will consist of:
- 10 Directors, each of whom will be a representative of a Fèis, elected by the membership

In addition, each of the following bodies will be entitled to send an observer to Board meetings:
- Creative Scotland
- The Highland Council
- Highlands & Islands Enterprise
- Comhairle nan Eilean Siar
- Argyll & Bute Council
- Bòrd na Gàidhlig

Representation
Area representation will be maintained, on a proportional basis, with the following being the breakdown:
- 2 from the Western Isles
- 4 from The Highland Council area
- 1 from the Argyll & Bute Council area
- 3 from other areas in which Fèisean take place

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

The remit
- A full role description is available at Appendix 1.
- Those Fèis representatives offering themselves for election should be a committee member active in the running of Fèis activities in their area, and must have their application endorsed by their local Fèis. Employees of Fèisean and those employed through the Annualised Hours scheme should not offer themselves for election to avoid potential conflicts of interest.
- There will be approximately 4 Board meetings per annum, including one at the time of the AGM. Board members will be required to commit time to attending those meetings.
- The Chair, Vice Chair, Secretary and Treasurer will be required to commit at least another 4 days to attend meetings of the Executive Group, which is explained hereafter.
- Soon after election, Board members will be offered an introductory session and will be made fully aware of their responsibilities as Directors of a company limited by guarantee and Trustees of a charity, as well as the work of the organisation.
- All elected Board members will have a vote. Observers from funding bodies, while they may take part fully in Board discussion, will not be entitled to vote.

Term of Office
- Ordinary Board members will be appointed for a 3-year term.
- Where a member takes up the office of Chair, Vice Chair (if deemed necessary), Secretary or Treasurer during their term, they may normally serve for a maximum 3-year term in that post irrespective of when, within their normal 3-year term, they take up office.
- Members will, at the Board meeting each year immediately prior to the organisation's AGM, elect from their number a Chair, Vice Chair (if deemed necessary), Secretary and Treasurer for a period of 3 years, subject to the 6 year normal maximum period a member may serve.
- After serving a 3-year term, ordinary Board members will not be eligible for re-nomination as a Director for election for 12 months.

- After serving a 6-year term, Office Bearers will not normally be eligible for re-nomination for election as a Director for 12 months.
- In exceptional circumstances, for instance where the normal rotation of Board members requires to be restored, an extension of one year may be afforded to Office Bearers only, where this avoids more than one third standing down from the Board at the one time.

The election procedure

The election procedures will be as follows:

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

Executive Group

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

Other points

- Board members may occasionally hold meetings without an invitation being extended to observers.
- Arts & Business Board member training, or a suitable equivalent, will take place on a rolling basis to ensure that all Board members benefit from this.
- Suitable financial management and other relevant training will be available to Board members with the costs being borne by Fèisean nan Gàidheal.

Arthur Cormack | CEO | September 2011

Appendix 1: Role Description for Board Members

1 AIMS & OBJECTIVES OF FÈISEAN NAN GÀIDHEAL

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

Objectives

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

2 MAIN DUTIES OF BOARD MEMBERS

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

2.1 Competence in spoken Gaelic is desirable as all Board meetings are held in Gaelic, although simultaneous translation is provided.

2.2 Support for the aims of Fèisean nan Gàidheal is essential.

2.3 Board Members are expected to contribute a degree of expertise, experience and commitment to the workings of the organisation. They should be constructive, and competent to decide policy, monitor implementation and to monitor the finances of the organisation.

2.4 The ability to devote time to the organisation is essential. Board members will be expected to attend 4 board meetings per year, and to be fully prepared to take an active part in these meetings. All members are expected to take an interest in the work of the organisation as a whole.

2.5 Members who miss three consecutive meetings will automatically be removed as a Director.

2.6 The Chair, Vice Chair, Secretary and Treasurer will be elected from within the Board normally for a maximum of 3 years and they will be expected to attend additional meetings as part of an Executive Group.

2.6 The term of appointment is for 3 years unless a member takes up the office of Chair, Vice Chair, Secretary or Treasurer during their term. In that case, a normal maximum 3-year term would apply to that office irrespective of when, within their normal 3-year term, such office is taken up. However, the maximum time any member may serve continuously on the Board is 6 years, unless under exceptional circumstances detailed in the agreed Procedure for the Election of Board Members.

2.7 Remuneration: The appointment is unpaid, but reasonable travel, subsistence and other agreed expenses will be reimbursed.

2.8 Standards of Conduct: Members are required to observe Best Practice conventions for Board Members, notably impartiality, discretion, value for money, accountability and openness.

2.9 Public Relations: Members are expected to act as ambassadors on behalf of Fèisean nan Gàidheal and their individual member Fèisean.

Fèisean nan Gàidheal 2011

Fèisean nan Gàidheal

Aithisgean Luchd-obrach

Agenda Item: 3.2011.05(a)

Ainm	**Calum Ailig MacMhaoilain**
Dreuchd	**Manaidsear Leasachaidh**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)

Tha an taic seo a' leantainn le taic bho tri oifigearan leasachaidh agus aon àrd-oifigear leasachaidh. Bidh mi a' cumail taic cunbhalach don sgioba leasachaidh air fad agus dhan stiùireadh mar a bhios iomchaidh.

Bidh mi cuideachd a' cumail taic ri ceithir Fèisean.

- Tha Fèis Dhuneideann air a bhith trang le clasaichean leantainneach tro teirm na sgoile.
- Tha Fèis Fhoirt a' cumail clasaichean leantainneach tron bhliadhna agus bidh iad a' cumail fèis fad deireadh sheachdain air an 24/25 Sultain. Bho chionn goirid chuir Fèis Fhoirt pròiseact pìleat ri chèile mar toiseach tòiseachaidh air Ceilidh air Chuairt a steidheachadh. Bidh na 'Seiseanan Samhraidh a' ruith gu deireadh an t-Sultain.
- Tha Fèis Ghallaibh a cruinneachadh gu tric airson bùthan-obrach seinn is obair bhuidhne. Bidh iad a' cumail 4 làithean Fèise tron bhliadhna, an ath dhiubh seo air 17 Sultain
- Cha deach Fèis Obar Dheathain a chumail na bu thràithe air a bhliadhna ach tha comataidh ùr aca 's iad an dòchas Fèis a' chuir air dòigh sa Ghearran 2012.

1.2 Taic air a thoirt ri co-dhiù dithis tro Sgeama Greis Gnìomhachais/Sgeama Luchd Ceasnachaidh CnaG (BnG)

Thug sinn taic son sgeama greis gnìomhachais a-rithist am bliadhna le bhith fastadh Calum MacConnail airson 10 seachdainean. Cha robh e comasach do CnaG na Gàidhlig barrachd air aon oileanach a thabhann dhuinn am bliadhna.

1.3 A' cumail oirnn a' maoineachadh leasachaidhean ùra tro Mhaoin Leasachaidh nam Fèisean (AC)

Bho chionn goirid chum sinn taic ri dà phroiseact ùra. Thug sinn seachad taic-airigd do Fhèis Fhoirt gus cuideachadh leis am pròiseact Pileat aca 'Seiseanan Samhraidh'. Fhauir Fèis Arainn taic gus clasaichean a' ruith agus clàradh a dhèanamh.

1.4 A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)

Tha na h-oifigearan leasachaidh ag obair gu dlùth le na Fèisean aca, a' cumail dlùth cheangal riutha le conaltradh cunbhalach a' tabhann taic dhaibh air gach ni anns a bheil iad an sàs.

1.4 Oifigear Leasachaidh air a chumail sna h-Eileanan Siar (CnES)

Le taic bho Comhairle nan Eilean Siar tha sinn a' cumail oifiegar ann an dreuchd san sgire seo.

1.4 Oifigear Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid (CEB)

Le taic bho Comhaile Earra-Ghaidheal is Bhoid tha sinn a' cumail oifigear an dreuchd an seo.

1.11 A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach

Thathas a' dèanamh oidhirp gus brathan-naidheachd agus fiosrachadh mu thachartasan Fèisean agus Fèisean nan Gàidheal a' sgaoileadh gu tric, air post-d a' cleachdadh an stòr-data farsaing a th'againn, cuairt-litir gach ràithe, a' cleachdadh na meadhanan ionadail agus Gàidhlig agus lìonraidhean sòisealta

1.12 A' cruthachadh 2 Fhèis ùr sna Sgìrean Dùbhlanach aig InG (InG)

Chaidh Fèis an Iar Thuath a' steidheachadh an uiridh ann an Sgobhairidh agus tha iad air tachartasan soirbheachail a chumail bhon uairsin. Tha ùidh a' nochdadh bho Chanaigh Fèis a' steidheachadh ann an 2012.

1.12 Taic a thoirt airson Fèisean ùr a stèidheachadh far a bheil coimhearsnachdan gan iarraidh agus ma bhios maoin ann dhaibh (AC)

Tha ùidh cuideachd air nochdadh bho Comhairle Siorrachd Inbhir Air a' Tuath Fèis a' steidheachadh. Thathas a' bruidhinn riutha an-dràsta air na beachdan a th'aca.

1.14 Na Fèisean ag obair còmhla

Tha cuid mhath dha na Fèisean ag obair còmhla air diofar phròiseactan agus tha barrachd conaltradh a' dol air adhart eadar Fèisean. Tha na Ceilidhean air Chuairt a' toirt Fèisean còmhla tron Shamhraidh aig tachartasan agus aig cothroman trèanaidh. Tha na Fèisean ann an Loch Abar a' tighinn còmhla anns an Damhair gus Fèis Deugairean a ruith.

1.15 Pròg ram Trèanaidh Bliadhnail

Tha sinn an-dràsta an sàs ann iomairt gus trèanadh Gàidhlig a thoirt seachad do luchd-0teagaisg nam Fèisean gus am bi sinn cinnteach gu bheil co-dhiù beagan Gàidhlig aig a h-uile neach a bhios teagaisg aig Fèis. Tha sinn a' toirt orra an cùrsa a tha freagarrach dhaibh pèin a thaghadh agus tha sinn a' tabhann sgeama Bursaraidhean cuibhrichte

1.16 A' cruthachadh Lìonra

Tha mi a' coinneachadh tric le na buidhnean Gàidhlig agus gu h-airidh na buidhnean a tha an sàs anns na h Iomairtean Gàidhlig. Aig toiseach an t-Sultain bha mi a' riochdachadh Fèisean nan Gàidheal aig co-labhairt SAME, Fòram a tha dèiligeadh ri Cèol ann am foghlam. Còmhla ris a' cheannard bidh sinn a' riochdachadh Fèisean nan Gàidheal aig coinneamhan a tha buntainn ris na h-ealain mar a bhios iomchaidh.

2.1 A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt cudromach do gach Fèis, a-rèir poileasaidh Gàidhlig Fhèisean nan Gàidheal (CnG)

Tha na Fèisean a' faighinn taic agus brosnachadh bho Fèisean nan Gàidheal agus gu h-airidh na h-oifigearan leasachaidh aca planaichean Gàidhlig fa-leth a dhealbhadh aig ìre a tha freagarrach agus a' tha ag amas air leasachadh leantainneach. Bidh mi a' toirt seachad òraid ghoirid aig a' cho-labhairt bhliadhna air am poileasaidh Gàidhlig, leasachadh sgilean Gàidhlig nan luchd-teagaisg agus dealbhadh planaichean Gàidhlig.

2.2 Leantainn le bhith a' cur Poileasaidh Gàidhlig Fèisean nan Gàidheal an gnìomh agus seirbheis taic Gàidhlig a thoirt seachad do na fèisean air fad tro luchd-obrach agus pròiseactan sònraichte a-rèir an iarrtais. (BnG)

Tha sinn a' toirt taic do na Fèisean ann an diofar dhòighean gus Poileasaidh Gàidhlig na buidhne a chuir an gnìomh. Gheibh iad taic le eadar-theangachadh, cur-seachadan Gàidhlig, taghadh luchd-teagaisg agus tha Sgioba-G ann gus cuideachadh a thoirt fhad sa tha tachartasan a' gabhail àite. Tha a sgioba-obrach a' toirt taic le iarrtasan maoineachaidh son pròiseactan tro mheadhan na Gàidhlig a chuir air dòigh m.e. Fèis Phìobaireachd le Fèis na h-Òige.

2.2 A' cumail taic ri Fèisean le obair Ghàidhlig a' dèanamh feum den Sgioba-G.

Tha an Sgioba-G air a bhith meadhanach trang thar an t-samhraidh a' toirt taic do chuid de na Fèisean a bha a' gabhail àite tron shamhraidh. Bidh iad a' tadhail air Fèis Fhoirt, Fèis a' Bhaile agus Fèis Spè anns na seachdainean a tha romhainn ag obair air measgachadh de chuir seachadan mar filmaichean goirid, dràma, ealain ceisteachain agus tòrr rudan spòrsail eile.

2.3 Measadh cunbhalach ga dhèanamh air adhartas mu choinneamh poileasaidh Gàidhlig na buidhne a chur an gnìomh. (BnG).

Bidh sinn ag iarraidh air Fèisean leigeil fhaicinn dhuinn an adhartas a tha iad a dèanamh a thaobh seo nuair a tha iad a' lìonadh na tabhartasan aca. Am bliadhna tha sinn ag iarraidh gun cuir iad plana Gàidhlig slàn a-staigh thugainn a' sealltainn an ìre de dh'obair a tha iad a dèanamh mu choinneamh am Poileasaidh Gàidhlig agus mar a tha iad a' dol a leasachadh agus leudachadh seo.

2.4 Tachartasan teaghlaich aig Fèisean a chur air dòigh airson neartachadh cleachdadh na Gàidhlig. (AC)

Bha clasaichean Ulpan a' ruith fhad sa bha Fèis Eilean an Fhraoich a' ruith san Iuchar, agus tha sin am beachd gun gabhadh seo a dhèanamh aig tuilleadh Fèisean. Fhuair Fèis Lochabair taic airgid gus tachartas teaghlaich a' ruith 's bi Maria ag obair còmhla ri buidhnean a tha an sàs ann an Iomairt Lochabair gus seo a chuir air dòigh.

2.4 Tachartasan teaghlaich aig Fèisean a chur air dòigh airson neartachadh cleachdadh na Gàidhlig. (AC)

Bha clasaichean Ulpan a' ruith fhad sa bha Fèis Eilean an Fhraoich a' ruith san Iuchar, agus tha sin am beachd gun gabhadh seo a dhèanamh aig tuilleadh Fèisean. Fhuair Fèis Lochabair taic airgid gus tachartas teaghlaich a' ruith 's bi Maria ag obair còmhla ri buidhnean a tha an sàs ann an Iomairt Lochabair gus seo a chuir air dòigh.

2.8 Ag obair ann an co-bhonn ri oifigearan Bòrd na Gàidhlig agus Alba Chruthachail gus Ro-innleachd nan Ealain Gàidhlig a chur an gnìomh tro obair làitheil Fèisean nan Gàidheal. (BnG)

Tha sinn a' cumail taic ri ro-innleachd nàiseanta nan Ealain Gàidhlig. Tha conaltradh tric ga chumail eadar an oifigear agus leam fhìn 's gu h-airidh le Fèisean nan Gàidheal. Tha mi an dùil coinneachadh ris an oifigear anns na beagan seachdainean a tha romhainn.

2.10 A' togail air soirbheas ann an 2010, a' cumail a dol le barrachd taic do sgrìobhadh òrain ùra ann an Gàidhlig. (AC)

Tha sinn a brosnachadh daoine òga aig gach cothrom òrain ùra a sgrìobhadh. Rinn Blàr Dubhghlas bùthan-obrach a-rithist aig Fèis Alba agus chòrd seo ri na com-pàirtichean.

2.13 Fèis dheugairean tro mheadhan na Gàidhlig a chur air dòigh aig àm tron bhliadhna (AC)

Bidh sinn a' ruith tachartas tro mheadhan na Gàidhlig do dheugairean san Earrach 2012. Bidh sinn a' toirt ceòl, cultair agus cleachdaidhean a-staigh air an seachdain còmhnaidh seo, agus obraichean mar croitearachd, iasgach, agus an Clò Hearach.

3.6 Ma bhios maoin ann, taic a chumail ri Blas a chumail a' dol (AC)

Tha Fèis Blas 2011 a' ruith eadar 9 agus 17 Sultain. Thèid 35 consartan a chumail ann an tallaichean coimhearsnachd agus àitean-ciùil air feadh na Gàidhealtachd. Bidh program sgoile ann le còrr is 40 bùth-obrach.

Bidh cuid de na luchd-ciùil Gàidhlig is ainmeil a' nochdadh rè na Fèise, agus cuid de na còmhlain is luchd ciùil traidiseanta as fheàrr air an t-saoghail nam measg; Julie Fowlis le coimisean ùra 'Heisgeir', Kathleen NicAonghais, Còmhlain Karen Nic Mhathain, Cherish the Ladies, Mànran,. Outside Track a bharrachd air na Cèilidhean air Chuairt agus com-pàirtichean òga bho Fèis a' Bhaile agus Fèis na h-Òige.

Bidh an Fhèis ag obair ann an com-pàirteachas le Comann na Camanachd am bliadhna le Cuairt Deireannach Cupa na Camanachd a;' gabhail àite air an latha mu dheireadh den fhèis. Bidh com-pàirtichean bho na Ceilidh air Chuairt a' toirt seachad taisbeanaidhean tron latha ann an teanta ri taobh Pàirc a' Bhucht ann an Inbhir Nis far am bi an geama a' gabhail àite.

Bha sinn cuideachd fortanach maoineachaidh fhaighinn air a bhliadhna seo bho stòras a' tha comharrachadh Bliadhna nan Eileanan Albannach. Mar phàirt dhan a seo bidh sreath de chèilidhean Gàidhealach le seinneadairean Gàidhlig a' gabhail àite rè na Fèise, coimisean ùra 'Heisgeir' bho Julia Fowlis agus bidh 'Hallaig' cuirm stèidhichte air obraichean Somhairle MhicIlleathain mar phàirt den phròg ram.

Ainm	**Anna Willoughby**
Dreuchd	**Manaidsear Gnìomha**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)

Aithisg air adhartas an seo

Tha obair na buidhne gu lèir ag amas air an seo. Bidh sinn a' toirt taic ri tuilleadh is 40 Fèis ann an 2011-12 agus, ged a tha sgioba nas lugha againn, bidh sinn a' feuchainn ar dìcheall a h-uile càil lìbhrigeadh aig àrd ìre. Tha obair na buidhne gu lèir ag amas air an seo, tha uallach orm airson smachd a chumail air an airgid agus siostaman ionmhais air fad aig Fèisean nan Gàidheal agus Blas. Tha mi toirt stiùir a thoirt don Oifigear Trèanaidh, Oifigear Dìon Cloinne agus Oifigear Ghnothaichean bho latha gu latha agus luchd obrach eile mar a tha iomchaidh.

Air na mìosan a chaidh seachad:

Bha sin a cumail sùil gheur air gnothaichean ceangailte ri ionmhais gu deireadh nam bliadhna, 31 Am Màrt 2011. Bha mi ag obair gu dlùth còmhla ri Andy Cumming airson cunntasan bliadhnail agus ràitheil a cuir air dòigh. Aig deireadh nam bliadhna bha £47,498.04 ri tighinn a-staigh agus tha mhòr chuid a-staigh a-nis.
Tharraing mi a-steach £30,697.67 airgead bliadhnail bho Iomairt na Gaidhealtachd gu deireadh an t-Og-mhìos 2011, agus tha £3,686.20 an suim mo deireadh airson na bliadhna ionmhais 10/11 a-staigh cuideachd.
Chuidich mi Nicola Simpson ri £25,698.48 airgead LEADER+ fhaighinn a-staigh.

Chur sin foirm-tagraidh a-staigh airson £3,861.00 airgead Leader+ Earra Ghàidheal cuideachd.

Airgead na bliadhna sa:
Tharraing mi airgead £23,696.50 a-steach bho Comhairle na Gàidhealtachd.
Fhuair sin £152,500.00, airgead a chiad tri mìosan, £30,000.oo airgead an darna trì miosan, stèidhichte air teach a-steach agus teachd a-mach, bho Alba Cruthachail.
£31,250 x 2 airgead ràitheil bho Bòrd na Gàidhlig.

Bho latha gu latha tha mi:
Toirt taic-airgid le bhith pàigheadh a-mach tabhartasan gu cunbhalach do na Fèisean.
Airgead air a pàigheadh a-mach airson pròiseactan eadar-dhealaichte mar, Blas, YMIS, msaa gu cunbhalach.
Toirt taic do Fèisean a thaobh sgeama tuarastail.
Aithisgean ionmhais ullachadh airson coinneimh a' Bhùird.
Pàipearan ionmhais ullachadh airson coinneimh den Bhuidhinn Ghnìomh.

1.1 A' cumail a' dol le seirbheisean agus pròiseactan a lìbhrigeadh aig àrd ìre, le deagh stiùireadh agus deagh chleachdadh ann am modhan-obrach na buidhne (AC)
An-uiridh dh'ùraich sinn poileasaidhean na buidhne airson deagh stiùireadh agus modhan-obrach a bhrosnachadh, agus bidh gan sgrùdadh gu cunbhalach.

1.1 Plana a chur an gnìomh airson èifeachdas luach 3% de thaic-airgid Bhòrd na Gàidhlig (£3,750) a dhèanamh taobh a-staigh cosgaisean ruith na buidhne agus a thoirt gu leasachaidhean ùra mu choinneamh àrdachadh àireamh luchd-labhairt na Gàidhlig. (BnG)
Tha sinn dòchasach gun gabhadh a choileanadh, tha sinn air sablaidhean mòra a dhèanamh air cosgaisean fon agus postachd.

1.2 Poileasaidh pàighidh a dheasachadh airson airson 2011-12 agus air adhart, a tha a' toirt fa-near Poileasaidh Pàighidh Riaghaltas na h-Alba (BnG)
Tha Fèisean nan Gàidheal ag obair taobh a-staigh riaghailtean na roinne phoblaich a tha gu math faisg air Poileasaidh Pàighidh an riaghaltais

1.3 A' cumail oirnn le Sgeama Thabhartasan do dh'Fhèisean (AC)
Sgeama thabhartasan ann agus tabhartasan air an gealltainn airson 2011-12 agus gam buileachadh mar a chaidh aontachadh.

1.3 Taic a chumail ri co-dhiù 40 Fèis tro sgeama maoineachaidh agus comhairle phractaigeach (BnG)
Tabhartasan air an tabhann do 44 Fèisean airson 2011-12. Tabhartasan air an tabhann do 44 Fèisean (36 ann an sgìre IGE) le 21 ann an sgìrean dubhlanach, pàigheadh a-mach £216,761.50 an rèir aontachaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £79,705.00 do sgeama tabhartasan nam Fèisean do 27 Fèisean.

1.3 Taic do co-dhiù 30 Fèis air a' Ghàidhealtachd 's sna h-Eileanan gach bliadhna (InG)
Tabhartasan air an tabhann do 37 Fèisean ann an sgìre InG, le 23 ann an sgìrean dùbhlanach.

1.4 A' leantainn oirnn leis an sgeama airson Uairean Bliadhnail.
2135 Uaireannan stèidhichte air an tabhann airson 2011-12 mar phàirt de thairgse tabhartais, le prìomhachas aig Fèisean as fheàrr a tha a'dèananh feum de na h-uairean. Tha an Sgioba Leasachaidh cumail orra ag obair gu dlùth ri luchd-obrachd air am fastadh 2011-12.Uairean bliadhnail gan tairgse ann an 2011-12 mar phàirt den tairgse tabhartais, le prìomhachas aig Fèisean as fheàrr a rinn feum dhubh roimhe. Cumaidh an Sgioba Leasachaidh orra ag obair gu dlùth ri luchd-obrach air am fastadh fon sgeama agus tha cùnnradh gun fheumadh dhaibh a dhol dhan Fhèis Trèanaidh.

1.4 Oifigear Leasachaidh air a chumail sna h-Eileanan Siar (CnES)
Jenna Chuimeineach ag obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle nan Eilean, £6000 a-staigh am bliadhna.

1.4 Oifigear Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid (CEB)
Cairistìona Nic an t-Saoir ag obair làn-thìde le pàirt-mhaoineachadh bho Chomhairle Earra-Ghàidheal is Bhòid.

1.5 A' cumail Co-labhairt Bhliadhnail (AC)

Bidh co-labhairt 2011 air a cumail ann an Sruighlea air 23 agus 24 Sultain. Tha pròg ram ga chur air dòigh agus cuireadhean air a dol a-mach. Tha planaichean an ghnìomh airson Co-labhairt Bhliadhnail agus tha sin air Taigh-òsta Dunblane Hydro a' ghlèidheadh. Tha Alasdair Allan BPA na òraideach aig an Cho-labhairt.

1.6 Àrachas iomchaidh ann airson Fèisean nan Gàidheal, an luchd-obrach agus obair nam Fèisean.

Àth-sgrùdadh air poileasaidhean agus air an ùrachadh sa Ghearran 2011 le àrachas ùr iomchaidh. Poileasaidh air ath-bhreithneachadh agus air ùrachadh an dràsta. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh an uiridh. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.

1.8 Feumar teisteanas sgrùdaidh leasaichte a bhith aig gach neach-teagaisg is neach-obrach saor-thoileach aig na Fèisean.

Obair leantainneach aig Sandy Gray le sgrùdaidhean ùraichte gach 3 bliadhna fon sgeama ùr PVG. Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh feuch a bheil aithisg sgrùdaichte aca uile. Tha seo à' dol air adhart mar iarrtas tha measadh Disclosure air atharrachadh gu Sgeama Dìon Buidhnean So-leònte (Sgeama PVG) bho 28 An Gearran.
Tha cosgaisean air à' dhol suas airson teisteanas ùr bho £23.00 gu £59.00 agus airson teisteanas ùrachadh gu £18.00. Tha sin air suimean anns am buidseat 2011/12 àrdachadh.

1.8 A' cumail oirnn a' dèanamh cinnteach à sàr-mhathas a thaobh Dìon Chloinne taobh a-staigh an t-siostam ùr aig a' bhuidheann Teisteanas Sgrùdaidh Alba (AC)

Am poileasaidh air ùrachadh agus fo sgrùdadh fad an t-siubhail airson dèanamh cinnteach gu bheil a-rèir an t-siostam measaidh ùr PVG. Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh. Tha Sandy Gray a cumail sùil air seo còmhla rinn agus tha fiosrachadh air a sgaoileadh gu bheil sin gu bith gu math cruaidh mu dheidhinn seo cho-èigneachadh.

1.13 A' cumail oirnn a' toirt taic do phròiseactan Fèis fa leth mar obair leudachaidh an lùib Fèis Bharraigh agus Fèis Spè. (AC)

A' cumail oirnn a' toirt taic do dh'Fhèisean Loch Abar, Fèis Spè agus Fèis Bharraigh le seirbheisean iomchaidh.

1.16 Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh.(BnG)

Tha sinn air leth deònach seo a dhèanamh agus cumaidh sinn taic ris na h-Iomairtean ann an sgìrean far a bheil luchd-obrach againn no far a bheil Fèisean a' tachairt. Faodaidh iad feum a dhèanamh de ghoireas sam bith a th' againn agus tha sinn an dùil gun gabhadh 500 uair de thaic bhon luchd-obrach a choileanadh. Tha FnG a' dèanamh oidhirp gus inbhe na Gàidhlig àrdachadh sgìre Phort-rìgh, tha sinn a' ruith 'cofaidh agus còmhradh' uair san t-seachdain far am faigh daoine cothrom Gàidhlig a bhruidhinn gu nàdarra, agus na sgilean aca a thoirt air adhart.

2.12 A' dèanamh rannsachadh air mar a chruthaichear 'goireas cultarach' nam Fèisean anns am biodh raointean sòisealta, cleasachd agus teagaisg, a' cur teicneòlas airson teagasg air astar agus ceanglaichean ris na gnìomhachasan cruthachail gu feum, ann an coimhearsnachd chugallach Ghàidhlig (InG).

Tha sinn co-obrachadh le Cèolas ann an Uibhist a Deas air rannsachadh mu ionad cultural a stèidheachadh a bheireadh buannachd dona Fèisean Uibhisteach cuideachd. Ga thoirt air adhart ann an 2011-12 agus air a lìbhrigeadh ro 2012 a rèir mar a chaidh aontachadh le ING. Tha sin a' coimhead ri co-obrachadh le Ceòlas ann an Uibhist a Deas le buannachd dha na fèisean ann an Uibhist cuideachd

Leasachadh Pearsanta

Tha mi ag obair air cùrsa CIMA - teisteanas adhartach ann an cunntasachd, an dràsta.

Ainm **Iona NicDhòmhnaill**
Dreuchd **Oifigear Trèanaidh agus Poileasaidh**

Gnìomh/Toradh

Adhartas

1.4 A' toirt taic do luchd-obrach saor-thoileach: A' cruthachadh phoileasaidhean a tha cho furasta 's as urrainn do luchd obrach saor-thoileach a lìbhrigeadh.

Chaidh ùrachadh air na poileasaidhean agus an clàr-chunnairt anns an Fhaoilleach 2011. Fèis Trèanaidh air a chumail anns a' Ghearasdain sa Mhàirt. Poileasaidh ùr do/mu dhaoine saor-thoileach air aontachadh. Fèis Trèanaidh 2012 gu bhith ann an Inbhir Nis (Ramada/Caley).

1.5 A' Cho-labhairt Bhliadhnail

Dunblane Hydro
Seisean air Alexander Technique air a chur air dòigh le Sandra Riddell, tràth feasgar Dihaoine 23 Sultain. Còmhlan cèilidh airson oidhche h-Aoine (23 Sultain) (Lex Keith agus Jean Ann Callender), pròram deiseil airson Disathairne (24 Sultain).

1.15 Pròram Trèanaidh Bliadhnail: A toirt trèanadh do 30 fèis sa bhliadhna agus co-dhiù 75 luchd-teagaisg agus luchd eagrachaidh nam fèisean.

Tha a h-uile coltas ann gun tig seo a choileanadh eadar Trèanadh luchd-teagaisg (25/26 An Gearran), Fèis Trèanaidh (10/11 Màirt) agus trèanadh Ùlpan aig diofar amannan ro dheireadh na bliadhna ionmhais.

1.15 Luchd obrach gu bhith an-sàs ann an co-dhiù ceithir làithean trèanaidh Gàidhlig (BnG)

A' leantainn air adhart. Latha trèanaidh ann an Inbhir Nis air 26mh an Dàmhair. 2 latha eile ri chur air dòigh ro dheireadh a' Mhàirt.

2.3 A' cruthachadh shiùil gus am Poileasaidh Gàidhlig a chur an gnìomh taobh a-staigh Fèisean nan Gàidheal

A' cuideachadh na h-oifigearan eile gus seo a thoirt gu buil. Pròiseict rannsachaidh choileanta, a fhuair taic-airgid bho Shoillse aig SMO.

2.7 A' brosnachadh Fhèisean ionadail a bhith a' tasgadh stuthan a ghabhadh a chleachdadh airson teagasg san sgìre aca. 6 pròiseactan dualchais ionadail le muinntir Fèis na sgìre air an ceann, agus seo a' toirt dhuinn stòrais air-loidhne a bhios an asgaidh. (InG)

Beachdan ri chur gu feum a rèir airgid – eg leabhar còcaireachd, a tha a' gabhail a-staigh eachdraidh ionadail, eachdraidh shòisealta, bho dhiofar sgìrean.

2.8 Buidheann Leasachaidh Ro-innleachdail nan Ealain Gàidhlig: An sàs ann a bhith a' lìbhrigeadh Ro-innleachd Nàiseanta nan Ealain Gàidhlig mar phàirt de Phlana Nàiseanta na Gàidhlig agus a' toirt taic do dhreuchd an Oifigeir Ealain a tha SAC/BnG a' moladh (CEA)

A' cur taic ris a rèir feum

3.4 Obair eile ann an roinn fhoirmeil an fhoghlaim

Prìomh òraidiche air "A' teagasg chiùil 1" – modal chùrsa cheum aig SMO (deiseil an dràsta)
(Trèanadh luchd teagaisg Ire 2/3 mar phàirt riatanach dheth)
Òraid do "Ainmeil thar Cheudan" aig SMO, air eachdraidh shòisealta/labhartach a chaidh a thogail le clann MhicGhill-Eain.
Dh' fhoillsich (mar dàrna ùghdar, le Mark Sheridan agus Charles Byrne) pàipear air Òrain Ghàidhlig agus Beul-aithris ann an International Journal of Music Education, Vol 29, Issue 2, Cèitean 2011 (pdf ri fhaotainn bhuam)

3.7 Sgeama Bursaraidhean Ciùil: Pròram de bhursaraidhean a lìbhrigeadh taobh a-staigh sgìre Chomhairle na Gàidhealtachd mar phàirt de Phròram Ealan na Gàidhealtachd (CnG)

Bha 47 iarrtasan eadar an dà roinn, agus tha iad uile deiseil agus pàighte. Fhuaras iarrtasan bho dhiofar raointean ciùil, a bharrachd air ceòl traidiseanta, leithid indie agus thrash metal. B'e obair gu math tlachdmhor a bh' ann, a bhith dèiligeadh riutha.

Leudachadh/leasachadh Ìre 3 airson luchd-teagaisg

Bha Ire 3 air a thoirt seachad aig SMO am bliadhna (26/27 An Gearran), a bharrachd air Ire 1 agus 2. Bha 6nar ann aig an ìre sin. Shoirbhich leinn, agus thathar a cleachdadh an luchd-teagaisg gu feum agus gu sgiobalta.

Airgead ùr a thogail – 2 iarratas a chur a-staigh gu buidhnean maoineachaidh sa bhliadhna airson cothroman trèanaidh a thoirt air adhart

Iarratas gu Soillse – soirbheachail (£3000) – pàirt mu dheireadh ri thighinn.
Pàighidh SMO £300 agus cosgaisean airson pàirt a ghabhail sa mhòdal oilthigh aca
Chaidh iarrtasan gu ESF agus LEADER airson cùrsaichean Gàidhlig do luchd-teagaisg a ruith ach chaidh an diùltadh.
Iarratas gu CS/YMI air a dhol a-mach. Coimhead airson tùsan eile.

Lean air adhart le Pròram Trèanaidh san-taigh, a' cumail sùil air buidseat

Leantainneach. Chan eil càil air a' phròram an-dràsta ach Gàidhlig, agus "Resilience" le Fèis Rois. Tha an luchd-obrach gu bhith an-sàs ann an diofar rudan a-rèir na measaidhean luchd-obrach aca.

Cuir crìoch air gach ullachadh co-cheangailte ri Fèis Trèanaidh 2011 agus fiosrachadh a sgaoileadh (dreach ri bhi deiseil 31.10.10)

Dèiseil. A' deasachadh airson 2012 – Clàrachadh agus Podcasting, agus Manual Handling air a' chlàr-ama mar thà.

Dleastanasan a bharrachd:

Celtic Neighbours – Tha an iomairt seo air a ruith bhon A' Chuimrigh, agus tha planaichean eadar-nàiseanta aca airson nàbaidhean Ceilteach a thoirt còmhla air phròiseactan a tha iomchaidh eadar na Ceiltich. Tha mi air a' bhòrd-stiùiridh. Dh'fhaodadh seo a bhith freagarrach fo **1.18 Ceangalaichean Eadar-nàiseanta**.

Ghabh buidhean-chiùil "Tìr" pàirt aig Celtic Connections (agus chaidh an clàradh airson "Horo Gheallaidh" le MacTV), agus bha an taisbeanadh lèirsinneach a' crochadh an sin. Tha CN air a bhith bruidhinn riumsa agus ri Dougie Beck mu dheidhinn pròiseact iomadh-fhillte le ceòl, dràma agus cànan, stèidhichte air Am Mabinogion (uirsgeul Chuimris, le eileamaidean Albannach/Èireannach) leis an ainm "Branwen". Thathar an dùil gum bi seo deiseil airson an àrd-ùrlar aig àm a' Chàisg, 2012.

Cuideachd tha turas Èirinn gu bhith aig Tair/Triùir sa Chèitean 2012 – còmhlan de bhana-sheinneadairean às na dùthchannan Cèilteach.

Ainm	**Moreen Pringle**
Dreuchd	**Oifigear Ghnothaichean**

Gnìomh/Toradh

Adhartas

1.5 A' cumail Co-labhairt Bhliadhnail (AC)

Bidh an Co-labhairt Bhliadhnail 2011 anns an Taigh-òsta Hilton Hydro Dhùn Bhlàthain air 23/24 An t-Sultain.

1.7 A' toirt ionnstramaidean do dh'Fhèisean air iasad

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 Ghallaibh, Fèis Mhoireibh, Fèis an t-Sratha, Fèis Obar Pheallaidh, Fèis Cataibh, Fèis Tir an Eorna, Fèis na h-Oige, Fèis Eilean na Hearadh, Fèis Tir a' Mhurain, Fèis nan Garbh Chriochan, Fèis Eilean an Fhraoich, Fèis Arainn, Fèis Thròndarnais, agus Fèis Lannraig a' Tuath.

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.

Gu h-iomalan, tha cùmhnantan a-mach airson:

19 Clàrsaich, 13 Fhidheall, 2 Phìob Beag agus 15 Bogsa-ciùil

1.8 Feumar teisteanas sgrùdaidh leasaichte a bhith aig gach neach-teagaisg is neach-obrach saor-thoileach aig na Fèisean.

Feumaidh gach Fèis liosta luchd-teagaisg a chur a-steach mus fhaigh iad tabhartas. Thèid iad sin a sgrùdadh

feuch a bheil aithisg sgrùdaichte aca uile.

1.9 A' cumail Stòr-dàta Luchd-teagaisg nam Fèisean
Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.

1.10 A' leasachadh, a' sgaoileadh agus a' reic stuthan-foillsichte
Tha sinn a' reic nas urrainn dhuinn tro Fhèisean, bhùithtean, m.s.a.a. Tha bùth a-nis air an làrach-lìn aig http://www.feisean.org/Shop/buth.html.

1.11 A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach
Chaidh Faileas air an Làrach-Lìn deireadh An t-Òg Mhios agus tha sin a deisealachadh fear eile airson An t-Sultain.

1.19 Sanasachd is Margaideachd
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.
Tha stuthan ri fhaighinn tron bhùth air loidhne againn aig www.feisean.org ach tha cothroman ann barrachd a dhèanamh le seo.

1.20 An Làrach-lìn agus TFC
Tha an Làrach-lìn ur againn beò a-nis.
Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach.

3.1 Cùmhnant Iomairt Chiùil na h-Òigridh ann an sgìre Chomhairle na Gàidhealtachd
Bidh an leabhar-teagaisg Gàidhlig airson fìdeige air a dheasachadh le Taigh na Teud ann a co-bhuinn ri Fèisean nan Gàidheal agus Stòrlann air chuairteachadh nas fharsainge.
Tha feadagan agus innealan-ciùil againn do luchd teagasg ICO a rèir feum.

Ainm	**Dougie Beck**
Dreuchd	**Oifigear Drama**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)
Mar phàirt den sgioba a bhios a' coimhead ris a' phoileasaidh Ghàidhlig bidh mi a' tairgse taic agus comhairle do na Fèisean, agus do bhuidheann sam bith eile a thig thugainn.

1.1 Plana a chur an gnìomh airson èifeachdas luach 3% de thaic-airgid Bhòrd na Gàidhlig (£3,750) a dhèanamh taobh a-staigh cosgaisean ruith na buidhne agus a thoirt gu leasachaidhean ùra mu choinneamh àrdachadh àireamh luchd-labhairt na Gàidhlig. (BnG)
Tha mi a' feuchainn ris an t-siubhal agam ìsleachadh le bhith a' cumail choinneamhan fòn is Skype. Tha mi air an àireamh de dh'oidhcheannan a bhios FnG a' pàigheadh ìsleachadh cuideachd, agus tha mi air na cosgaisean bìdh agam a lùghdachadh. An àite bhith a' ceannachd props ùra airson gach dealbh-cluiche, tha sinn a' feuchainn ri na th' againn ath-chuairteachadh.

1.10 A' leantainn oirnn a' dèanamh as motha airgead as urrainnear bho reic stuthan-foillsichte
Tha grunn lethbhracan de Bhiorachan Beag agus Biorachan Mòr air fhàgail, agus bidh mi a' dèanamh mo dhìcheall gus faighinn cuidhteas dhiubh mar as fheàrr as urrainn dhomh.

1.11 A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach
Bidh mi a' cur ri Faileas gach raithe, agus an-dràsta 's a-rithist bidh mi a' sgrìobhadh phìosan do na h-irisean aig buidhnean eile.

1.16 Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh. (BnG)
Tha sinn a' sìor leudachadh a' cho-obrachaidh a bhios a' dol air adhart le buidhnean eile. Tha sinn a' glèidheadh com-pàirteachas eadar FnG agus NTS, stèidhichte air Cùil Lodair. Bidh sinn ag obair le CnaG ann an Loch Abar air na pròiseactan às-dèidh-sgoile (pàipear naidheachd sgoile). Mar a chìthear gu h-ìseal tha sinn gu bhith ag obair leis an Stòrlann air cuairt dràma, agus bidh sinn ag obair còmhla ri Comhairle na Gàidhealtachd ann an Inbhir

Nis/Inbhir Pheofharain gus na clubaichean dràma a chur air dòigh. Tha sinn an dòchas gun lean an com-pàirteachas le MG ALBA a thaobh na Sgoile Samhraidh.

2.2 Leantainn le bhith a' cur Poileasaidh Gàidhlig Fèisean nan Gàidheal an gnìomh agus seirbheis taic Gàidhlig a thoirt seachad do na fèisean air fad tro luchd-obrach agus pròiseactan sònraichte a-rèir an iarrtais. (BnG)

Bidh mi a' cumail gu dlùth ris a' phoileasaidh, agus tha mi an sàs ann an grunn iomairtean gus a chur an gnìomh, leithid Sgioba G. Bha mi cuideachd an sàs ann a bhith a' deasachadh leabhran Gàidhlig ùr do Fhèis Rois.

2.2 A' cumail taic ri Fèisean le obair Ghàidhlig a' dèanamh feum den Sgioba-G.

Mar a mhìnich mi gu h-àrd, tha mi an sàs ann a bhith a' lìbhrigeadh Sgioba-G, agus a' deasachadh stuthan air a shon. O chionn ghoirid bha mi an sàs ann a bhith a' lìbhrigeadh Sgioba-G aig Fèis Lochabair, agus tha mi air stuthan ullachadh do Fhèis Mhoireibh, Fèis Inbhir Narann, Fèis Bharraigh agus Fèis a' Bhaile. Bidh mi a' sìor chumail sùil a-mach airson geamannan is rudan eile a dh'fhaodadh a bhith math airson a' phròiseict. Tha cuid de na geamaichean etc gan cleachdadh an-dràsta ann am bun-sgoiltean gus Gàidhlig a theagasg do sgoilearan. Tha seo cuideachd a' toirt cothrom dhuinn na stuthan seo a leasachadh.

2.4 A' dèanamh cinnteach à dealas don Ghàidhlig am measg Fhèisean ùra.

Gu tric bidh mi an sàs ann a bhith a' deasachadh no a' lìbhrigeadh stuthan-taice Gàidhlig do Fhèisean ùra.

2.5 A' cur air adhart tachartasan dràma Gàidhlig mar Sgoil Samhraidh Dràma Ghàidhlig agus, ma bhios maoin ann, cuairtean le Meanbh-Chuileag a' bhuidheann-dràma-oideachaidh. (AC)

Tha ceithir Sgoiltean Samhraidh air a bhith ann bho ghabh FnG an iomairt thairis, agus bhon uair sin tha còrr is 70 òganach air feum a dhèanamh den t-seirbhis. Ann an 2011 chaidh an àireamh de chom-pàirtichean àrdachadh le 50%, agus a' mhòr-chuid dhiubh sin a' nochdadh gun tilleadh iad an ath-bhliadhna. Tha sinn cha mhòr cinnteach gur ann eadar 2 agus 14 Iuchar a bhios SSD2012 a' tachairt – tha a h-uile coltas ann gur ann ann am Port Rìgh a bhitheas i a-rithist, ach bidh atharrachaidhean mòra gan cur an gnìomh a thaobh cruth chlasaichean etc. Tha Meanbh-chuileag gu bhith air rathad 4 tursan ro Chaisg 2012; 2 cuairt Bheurla le dealbhan-cluiche a bhios ag amas air beagan Gàidhlig a theagasg do chloinn (fear ann an Cinn Tìre/Arainn agus fear eile air Ghàidhealtachd), panto Gàidhlig (a tha ga sgrìobhadh an-dràsta) air Ghàidhealtachd agus cuairt mhòr Gàidhlig feadh Alba sa bhliadhna ùr.

2.5 Turas sgoiltean fad 6 seachdainean leis a' bhuidheann dràma Meanbh-Chuileag. (BnG)

Tha Meanbh-chuileag gu bhith ag obair gu dlùth leis an Stòrlann gus dealbh-cluiche 2012 a thoirt gu buill. Tha sinn gu bhith a' cleachdadh na sgeulachd traidiseanta *MacCodruim nan Ròn* bhon leabhar ùr *Mar a Chuala Mise e*, a chaidh fhoillseachadh o chionn beagan mhìosan. Rinn sinn dealbh-cluiche den sgeulachd seo o chionn faisg air deich bliadhna, agus bha e seo air fear den dealbhan-cluiche a bu shoirbheachail a rinn sinn a-riamh. Bidh a' chuairt a' tòiseachadh san fhaoilleach (tha sinn air 2 a-mach à trì de na cleasaichean a dhearbhadh mar-thà). A-bharrachd air an dealbh-cluiche, bidh stuthan do thidsearan is sgoilearan gan deasachadh.

2.5 A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba. (BnG)

Tha tòrr òbair dhràma fa-near dhuinn am-bliadhna, cuid mhath dheth a tha air tòiseachadh mar-thà. Bidh sinn a' lìbhrigeadh bhùthan-obrach dràma ann am bun-sgoiltean Gàidhlig an Eilein Sgitheanaich is Loch Aillse, Uibhist is Bharraigh, Leòdhais is na Hearadh agus Loch Abar is Earra Ghàidheal. Tha an obair seo air tòiseachadh anns an Eilean Sgitheanach, is bidh an ath shreath a' tòiseachadh ann an teirm na Nollaig, leis a' chòrr a' gabhail àite sa bhliadhna ùr. Tha sinn air faighneachd do sgoilearan ann an caochladh de dh'Àrd-sgoiltean am biodh ùidh aca ann an dràma, is tha sinn an dòchas gum bi bùthan-obrach às dèidh sgoile a' tòiseachadh ann an cuid de sgìrean an ath theirm.

2.5 A' cumail a' dol le sreath Fhèisean dràma (AC)

Bidh cuid de na h-iomairtean dràma a bhios a' dol air adhart ann am bun-sgoiltean a' gabhail a-staigh cothroman taisbeanaidh. Bidh seo a' tachairt le cinnt ann an Loch Abar/Earra Ghàidheal, agus tha sinn a' coimhead air a leithid a dhèanamh ann an sgìrean eile cuideachd.

2.5 A' cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh'ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG)

Chaidh oidhche chrìochnachaidh SSD2011 a chumail ann an co-bhonn le MG ALBA anns an stiùidio aca ann an Slèite. Bha an oidhhe seo air leth soirbheachail, le deagh èisteachd, agus bha na goireasan air leth freagarrach airson a leithid de thachartas. Ged nach eil planaichean ach dìreach air tòiseachadh a thaobh SSD2012, tha sinn an dòchas an com-pàirteachas seo a leasachadh agus a thoirt air adhart, 's dòcha le cothroman do dh'òigridh a

bhith ann às dèidh na ceala-deug cuideachd.

2.5 Sgoil Shamhraidh Dràma 2011 air a chumail, le co-dhiù 20 oileanach le Gàidhlig a' gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)

Bha 24 cleasaiche òg an làthair aig SSD2011 – àrdachadh de 50% air a' bhliadhna roimhe. Bha timcheall air 100 san èisteachd – àrdachadh de 185% air bliadhnaichean eile – a' dearbhadh gun d' rinn e diofar mhòr a' chuirm a' gluasad a-mach à Port Rìgh.

2.13 A' cumail taic ri tachartasan airson deugairean

A bharrachd air SSD, tha grunn phròiseactan fa-near dhuinn am-bliadhna, mar a chaidh a mhìneacahdh gu h-àrd. Tha sinn an dòchas gum bi bùthan-obrach às dèidh sgoile ann an dràma a' tòiseachadh ann an cuid de sgìrean an ath theirm.

3.4 Obair eile ann an roinn fhoirmeil an fhoghlaim

Mar a chaidh a chur an cèill gu h-àrd tha sinn gu bhith an lùib phròiseactan ann am bun-sgoiltean agus Àrd-sgoiltean air feadh Alba, a' mhòr-chuid dhiubh ceangailte ri teagasg dràma. Tha an com-pàirteachas a tha fa-near dhuinn leis an Stòrlann gu bhith glè fheumail a thaobh ceanglaichean a thogail le sgoiltean agus buidhnean eile. Tha mi an-dràsta ag obair ann am bun-sgoiltean ann an Loch Abar, Taobh Siar Rois agus Siorrachd Inbhir Nis nach eil idir a' teagasg na Gàidhlig. Tha gach sgoil a' faighinn sia bùthan-obrach cànain, agus tha tidsearan mar-thà air nochdadh gum bu mhath leotha tuilleadh fhaighinn. Tha iarrtas ann cuideachd airson a leithid ann an Earra Ghàidheal.

Ainm	**Aonghas MacLeòid**
Dreuchd	**Oifigear Dràma**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)

Tha obair na buidhne gu lèir ag amas air an seo.

Thug mi taic do Chalum MacConnaill, a bha againn air greis-gniomhachais bho Sabhal Mòr Ostaig, ann a bhith a' cur an òrdugh pasgain luchd-teagaisg agus goireasan Sgioba G a bha rim faotainn.

Thèid pasgan-teagaisg agus geamannan agus cur-seachadan a bharrachd ullachadh san t-Sultain agus san Dàmhair a thèid a chur gu feum le Sgioba G aig Fèis a' Bhaile agus Fèis Spè ann an làithean-saora na sgoile san Dàmhair.

1.16 Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh. (BnG)

Eden Court

As dèidh a bhith ag obrachadh còmhla air a' phròiseact dràma airson rèidio agus aig An Sgoil Shamhraidh Dhràma ann an 2010/2011, thathar an dùil gum bi tuilleadh chothroman chompàirteachais rin gabhail anns a' bhliadhna sgoile 2011/2012 ma ghabhas Buidheann Dràma as deidh sgoile a thòiseachadh ann an sgìre Inbhir Nis agus Inbhir Pheofharain.

BBC Alba

Dh'obraich sinn còmhla ri sgioba riochdachaidh Aileag fhad 's a bha am pròiseact dràma airson rèidio a' dol air adhart ann an 2009/ 2010 agus a-rithist ann an 2010/2011 agus thathar a' cumail sùil air cothroman chompàirteachais eile le BBC Radio nan Gàidheal air a' bhliadhna a tha romhainn.

Comhairle na Gàidhealtachd

Chaidh bùthan-obrach dràma a thoirt seachad aig Fèill a ghabh àite aig Bun-sgoil Ghàidhlig Inbhir Nis air 11 Ògmhios.

Air 2 Sultain chaidh coinneamh a chumail le Dolina Ghrannd, Oifgear choimhearsnachdan Chomhairle na Gàidhealtachd do sgìre Inbhir Nis. Tha cothrom aice taic a thoirt do Fèisean nan Gàidheal agus Eden Court leis na planaichean a th'againn ann a bhith a' stèidheachadh Club Dràma as deidh na sgoile airson sgoilearan Àrd-sgoile ann an sgìre Inbhir Nis agus Inbhir Pheofharain.

Storlann
Chaidh compàirteachais le Storlann a chur air bhonn bho chionn ghoirid as dèidh coinneamh air 1 Sultain gus riochd an àrd-ùrlar a chur air cuid de na sgeulachdan bhon leabhar chloinne 'Mar a chuala mis' e' agus goireas no 'dileab' ullachadh a bhiodh feumail do luchd-teagaisg agus sgoilearan.
Mar thoradh air a' chompàirteachais gheibhear taic bhuapa le cuairt nàiseanta Meanbh-chuileag a thathar an dùil a chumail sa bhliadhn' ùr agus goireasan luchd-teagaisg a thèid a dheasachadh fo stiùir Fèisean nan Gàidheal.

Trèanadh Luchd-obrach
Chaidh 'Resilience Training Seminar' a chumail air an 18 agus 19 Lùnastal le luchd-obrach bho Fèisean nan Gàidheal, Fèis Rois, Eden Court agus An Lochrann. Mar phàirt den seminar bha na seiseanan a leanas na chois 'Fundraising Skills' agus 'Managing Multiple Priorities'. Chaidh an lìbhreagadh leis 'The Management Centre'. Thathar an dùil cùrsa eile a chur air dòigh air an 27 agus 28 Dàmhair.

Fèill Ionnsachaidh na h-Alba - 21 & 22 Sultain
Cheannaich Bòrd na Gàidhlig làrach aig Fèill Ionnsachaidh na h-Alba a thèid a chumail aig an SECC ann an Glaschu air 21 agus 22 Sultain. Ghabh Fèisean nan Gàidheal ri cuireadh a fhuaireadh bhuapa a dhol ann gus ar n-obair sna sgoiltean a shanasachadh le Meanbh-chuileag, An Sgoil Shamhraidh Dhràma agus pròiseactean eile. Bidh na buidhnean a leanas an làthair cuideachd:

- CnaG
- BnaG – Sgioba Tràth Bhliadhnaichean
- Stòrlann
- Comhairle nan Leabhraichean

2.2 A' cumail taic ri Fèisean le obair Ghàidhlig a' dèanamh feum den Sgioba-G.
Faic gu h-àrd

2.5 A' cur air adhart tachartasan dràma Gàidhlig mar Sgoil Samhraidh Dràma Ghàidhlig agus, ma bhios maoin ann, cuairtean le Meanbh-Chuileag a' bhuidheann-dràma-oideachaidh. (AC)
Faic gu h-ìseal

2.5 Turas sgoiltean fad 6 seachdainean leis a' bhuidheann dràma Meanbh-Chuileag. (BnG)
Tha Meanbh-chuileag an dùil a dhol air cuairt le dealbh-cluich airson bun-sgoiltean Bheurla ann an Eilean Arainn agus sgìre Loch Finn san t-Samhain. Thèid a' chuairt a chumail eadar 7 agus 18 den mhios le dùil seachdain deasachaidh a chumail air 24 Dàmhair. Thèid an dealbh-cluich a riochdachadh le Fèisean nan Gàidheal.

Bidh dealbh-cluiche Nollaig aig Meanbh-chuileag cuideachd a thèid air chuairt eadar 12 agus 16 Dùbhlachd le seachdain deasachaidh a' gabhail àite air seachdain 28 Samhain.

Gheibh an turas nàisteanta Meanbh-chuileag den dealbh-cluich MacCodruim nan Ròn taic-airgid bho Storlann agus thèid deasachadh a dhèanamh air a shon san Fhaoilleach agus an cuairt fhèin a chumail tron Ghearran agus a' Mhàirt. Thèid cleasaichean fhastadh air a shon.

2.5 A' cumail taic ri co-dhiù 80 bùth-obrach dràma ann an coimhearsnachdan air feadh Alba. (BnG)
Am bliadhna bi sgioba dràma Fèisean nan Gàidheal a' tabhann seirbheis dràma ùr do bhun-sgoiltean le roinnean Gàidhlig.
Thèid a'phròiseact a' lìbhrigeadh gu cunbhalach tron bhliadhna agus gheibh na sgoilearan a ghabhas pàirt eòlas air roghainn fharsaing de sgilean dràma tro shreath de bhùthan-obrach.
Thòisich mi a' lìbhreagadh bùthan-obrach anns an Eilean Sgitheanach 's Loch Aillse aig toiseach na Sultaine far a bheil seachd sgoiltean le roinnean Gàidhlig a'gabhail pàirt agus 9 buidhnean an sàs.

2.5 A' cumail Sgoil Shamhraidh Dràma Gàidhlig agus ag obair a dh'ionnsaigh aonta le MG ALBA airson tuilleadh leasachaidh proifeiseanta do dhaoine a nì an cùrsa (InG)
Dh'obraich mi fhèin agus Dougie còmhla gus na planaichean airson SSD2011 a chur an gnìomh agus ann a bhith dèanamh obair rianachd agus obair mar neach-aire fhad 's a bha an Sgoil Shamhraidh Dhràma a' dol air adhart.

Thug MG Alba taic don Sgoil Shamhraidh Dhràma le bhith toirt Stiùidio Fàs aig Sabhal Mòr Ostaig seachad mar àite thaisbeanaidh agus feum a dhèanamh à goireasan agus luchd-obrach na h-àite. Chaidh deoch agus biadh a thoirt seachadh mar phàirt den chuirm fàilteachaidh cuideachd.

2.5 Sgoil Shamhraidh Dràma 2011 air a chumail, le co-dhiù 20 oileanach le Gàidhlig a' gabhail pàirt agus 100 san luchd-èisteachd aig an taisbeanadh mu dheireadh (BnG)

- Ged nach do shoirbhich leinn gus iarrtasan bho Leòdhas no na Hearadh fhaighinn bha an àireamh as àirde de dh'oileanaich riamh aig an Sgoil Shamhraidh Dhràma am bliadhna le 24 deugaire a' faighinn àite.

- Chaidh a chumail aig Stiùidio Fàs, Sabhal Mòr Ostaig, Slèite ann an co-bhonn le Fèis Alba.
- Bha co-dhiù 100 an làthair aig an taisbeanadh mu dheireadh agus chòrd an oidhche riutha gu mòr.
- Chaidh an oidhche fhiolmadh agus aon uair 's gun tèid a ghearradh, thèid leth-bhreacan dhith a thoirt seachad do luchd-compàirt agus feum a dhèanamh às mar shanas don Sgoil Shamhraidh Dhràma agus do Fèis Alba.

2.13 A' cumail taic ri tachartasan airson deugairean

Clubaichean Dràma as deidh sgoile
Tha Fèisean nan Gàidheal a' dèanamh rannsachadh an dràsta gus faighinn a-mach nam biodh e comasach clubaichean dràma as dèidh sgoile thòiseachadh do dheugairean le Gàidhlig ann an sgìre na Gàidhealtachd. Chaidh ceisteachainn a sgaoileadh air na roinnean Gàidhlig aig Àrd-sgoil Loch Abar, Àrd-sgoil Phort Rìgh, Acadamaidh Inbhir Pheofharain, Àrd-sgoil Ulapuil, Acadamaidh Rìoghail Inbhir Nis, Acadamaidh Allt an Muilne, Acadamaidh Chuil Lodair agus Acadamaidh Bhaile Theàrlaich. Ma tha iarrtas gu leòr ann, tha Fèisean nan Gàidheal an dùil taic a thoirt seachad gus club a chur air bhonn a thèid a chumail gu cunbhallach tron bhliadhna.

Àrd-sgoil Ulapuil – Maoin airson bùthan-obrach dràma
Mar phàirt de chomharra air 25 bliadhna de dh'fhoghlam tro mheadhan na Gàidhlig, gheibh sgoilearan às a' chiad, treas agus ceathramh bliadhna de Àrd-sgoil Ulapuil sreath de bhùthan-obrach dràma le sùil gun tèid dealbh-cluich a riochdachadh a thèid a thaisbeanadh aig Bun-sgoil Ulapuil as deidh làithean-saora na sgoile san Dàmhair.

An Sgoil Shamhraidh Dhràma
As dèidh ceithear bliadhna, 's e an Sgoil Shamhraidh Dhràma an iomairt as motha anns a bheil sinn an sàs as thaobh deugairean. Ghabh 24 deugaire pàirt anns an Sgoil Shamhraidh Dhràma ann an 2011.

3.4 Obair eile ann an roinn fhoirmeil an fhoghlaim

Mar a chaidh a mhìneachadh gu h-àrd tha mi an sàs ann an grunn phròiseactan ann an sgoiltean air feadh Alba.

Ainm	**Nicola Simpson**
Dreuchd	**Ard Oifigear Leasachaidh**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)

Thachair Fèis Chataibh agus Fèis na h-Òige air a' chiad seachdain de saor-làithean na sgoile. Chuir Fèis Chataibh fàilte air barrachd air naochad com-pàirtichean agus bha deagh seachdain aig a h-uile duine. Bha fichead sa naoi com-pàirtichean aig Fèis na h-Òige agus dusan aig am Fèis-bheag.

Thoisich Cèilidh air Chuairt Fèis Chataibh anns an t-Iuchar cuideachd le Cèilidh còmhla ri Fèis a' Chaolais. Air an fheasgar, ron a' Chèilidh, dh' obraich na Ceilidh Trailers còmhla ri com-pàirtichean nas òige bho Fèis a' Chaolais airson sets a chuir air dòigh airson an cuirm-ciùil. Bha mòran luchd-èisteachd ann agus chòrd an oidhche riutha gu mòr.

Anns an t-Ògmhios rinn mi da bhùth-obrach dannsa-ceum agus seinn, còmhla ri Maggie MacDonald mar phàirt den Sgoil Bàrdachd ùra anns a' Chomraich. 'S e com-pàirteachas eadar Fèis Rois agus Fèis a' Bhealaich a bha seo agus chaidh an dà bhùth-obrach, aon ann an Bun-sgoil Loch Carrann agus aon airson teaghlaichean ann an Talla a' Chomraich glè mhath. Tha dùil aig Fèis a' Bhealaich latha eile mar seo a cuir air dòigh aig deireadh an t-Sultain.

Aig toiseach an Lùnastal, bha Fèis an Iar Thuath an sàs ann an latha Gaidhlig ann an Sgobharaidh. Ged nach robh bùthan-obrach ann mar a bha an comataidh an dùil, bha deagh latha aca a' crìochnachadh le cèilidh còmhla ris an Cèilidh air Chuairt Fèis Chataibh.

Aig deireadh an Lùnastal, thachair an darna Fèis Phìobaireachd aig Fèis na h-Òige ann an Badaguish faisg air An Aghaidh Mhòr. Bha an deireadh-seachdain gu math soirbheachail le seachd-deug com-pàirtichean an sàs anns an tachartas, le ceithir airson drumaireachd, rud ùr airson 2011. Ron an Fhèis rinn mi mòran obair air iarrtasan gu

Bòrd na Gàidhlig agus People Making Waves airson taic-airgid fhaighinn.

Anns na seachdainean a tha ri thighinn, bidh mi ag obair le Fèis a' Bhaile ag ullachadh airson am prìomh fhèis aca. Bidh sin a' tachairt eadar 17 agus 21 Dàmhair ann an Acadamaidh Allt a' Mhullain. Bidh com-pàirtichean bhon fhèis an sàs ann am Blas cuideachd. Bidh iad air an àrd-ùrlar còmhla ri com-pàirtichean bho Fèis na h-Òige airson an cuirm crìochnachaidh.

Bidh Fèis Spè a' gabhail àite anns an Dàmhair cuideachd agus bidh iad a comharraich 21 bliadhnaichean le cuirm-ciùil sònraichte ann an taigh-bìdh Tàrmachan mar phàirt den fhèis Blas. Anns na mìosan a tha ri thighinn bidh mi a' leantainn le obair còmhla ris a bhòrd aca agus na h-oifigearan leasachaidh airson pasgan taic-airgid airson na bliadhnaichean a tha ri thighinn fhaighinn.

1.4 A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)

Gu tric, bidh mi a' toirt taic dha na Fèisean anns an sgìre agam agus dha na feadhainn a tha an sàs anns na Cèilidhean air Chuairt. Bidh mi ag obair gu dlùth leis an sgioba leasachaidh agus na luchd-obrach eile airson fiosrachaidh agus goireasan a' sgaoileadh.

Air Diluain 5 Sultain, bha mi aig an choinneamh bhliadhnail Fèis Mhoireibh. Bha am bliadhna a chaidh seachad gu math soirbheachail agus tha planaichean aca airson leasachadh am pròram leantainneach aca. Tha iad cuideachd am beachd air clasaicehan Gàidhlig a ruith airson an comataidh. Bidh mi a' dol don choinneamh bhliadhnail Fèis Chataibh aig deireadh am mìos seo cuideachd.

Anns na mìosan ri teachd bidh mi a cuir air dòigh choinneamhan leis na Fèisean air fad anns an sgìre agam airson formaichean-iarrtas a thòiseachadh agus planaichean a chur air dòigh airson an ath bhliadhna.

1.4 Oifigear Leasachaidh air a chumail sna h-Eileanan Siar (CnES)

Bidh mi fhathast a' toirt stiùireadh làitheil don Oifigear Leasachaidh nan Eilean Siar.

1.4 Oifigear Leasachaidh air a chumail ann an sgìre Earra-Ghàidheal is Bhòid (CEB)

Bidh mi fhathast a' toirt stiùireadh làitheil don Oifigear Leasachaidh Earra-Ghàidheal is Bhòid.

1.12 Taic a thoirt airson Fèisean ùr a stèidheachadh far a bheil coimhearsnachdan gan iarraidh agus ma bhios maoin ann dhaibh (AC)

'S e Fèis an Iar Thuath an Fhèis as ùra anns an sgìre agam. Thoisich iad le deireadh-seachdain anns an Gearran 2011 agus bhon uairsin, fhuair iad taic-airgid airson latha Gàidhlig a chuir air dòigh, thachair sin anns an Lùnastal, agus tha mi an dòchas gum bi iad a ruith clas obair-bhuidhne eadar an Dàmhair agus an ath Fhèis ann an Gearran 2012.

1.13 A' cumail oirnn a' toirt taic do phròiseactan Fèis fa leth mar obair leudachaidh an lùib Fèis Bharraigh agus Fèis Spè. (AC)

Tha mi a' leantainn le obair còmhla ri Fèis Spè airson pasgan taic-airgid airson na bliadhnaichean a tha ri thighinn fhaighinn. An-dràsta, tha sinn ag obair air iarrtas airson an sgeama ùr aig Alba Cruthachail – Creative Places.

1.14 Na Fèisean ag obair còmhla

Fhuair na Fèisean deagh chothrom tro an t-samhraidh airson obair còmhla leis na Cèilidhean air Chuairt. Thàinig Ceilidh air Chuairt Fèis Latharna agus Ceilidh air Chuairt Fèis Lochabair le chèile airson consairt agus rinn Fèis Rois agus Fèis an Earraich an aon rud. Cuideachd, bha an Cèilidh air Chuairt Fèis Chataibh ag obair còmhla ri Fèis a' Chaolais.

1.19 A' togail air ìomhaigh nam Fèisean sna meadhanan, le co-dhiù dusan sgeulachd naidheachd ionadail / roinneil, agus trì sgeulachdan naidheachd nàiseanta, agus aon sgeulachd mhòr a bhios air a sgaoileadh feadh Bhreatainn gach bliadhna (InG)

Thairis air an t-samhraidh, tha mi air a bhith sgrìobhadh iomadh brath-naidheachd airson na Cèilidhean air Chuairt agus fhuair sin sgeulachdan anns na meadhanan ionadail mar an Northern Times, Oban Times agus air an eadar-lìon air duilleagan mar Highland Perthshire News.

2.1 A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt cudromach do gach Fèis, a-rèir poileasaidh Gàidhlig Fhèisean nan Gàidheal (CnG)

Bidh mi a' sgrùdadh na planaichean Gàidhlig air fad, aig na Fèisean agam nuair a bhios sinn a choinneachadh

anns na mìosan a tha tighinn.

2.6 Ann am compàirt ri Fèisean, agus le maoin bho LEADER, a' leantainn le taic do Chuairtean Cèilidh (AC)

Le taic airgead bho LEADER, bha sia Cèilidhean air Chuairt a-muigh air an rathad am bliadhna seo agus rinn iad barrachd air ceud tachartasan air feadh diofar àiteachan. Tha mi fhathast ag obair còmhla ri Anne gu dlùth gus an fhiosrachadh ceart a chruinneachadh do Leader.

Aig toiseach an Iuchar bha mi aig Fèis Alba airson da seachdain a' cuideachadh na com-pàirtichean agus co-ordanichean a' deasachadh airson na Cèilidhean air Chuairt agus chòrd e ruim gu mòr. A bharrachd air seo bha mi còmhla ri Fèis Rois airson trì làithean agus chunnaic mi na Cèilidhean air Chuairt bho Chataibh, Earra-Ghàidheal agus Lochabair nuair a bha iad air a' chuairt.

2.6 A' leudachadh agus a' neartachadh Chuairtean Cèilidh nam Fèisean, an lùib seo bithear a' co-òrdanachadh agus a' dèanamh sanasachd air an iomairt gu nàiseanta agus gu h-eadar-nàiseanta agus mar a tha i a' cur ri turasachd chultarach (InG)

Rinn mi mòran obair còmhla ri Ronan Martin air iomairt shanasachd ur airson na cèilidhean air cuairt am bliadhna seo agus tha mi a' smaoineachadh gun robh sin glè soirbheachail. The e math airson na Cèilidhean air Chuairt a' bhith tighinn còmhla mar pàirt den aon phròiseact.

Bidh comhlan bho Fèis Fhoirt air turas anns an sgìre Sruighlea am mìos seo mar pàirt den phròiseact pìleat aca – Summer Sessions. Bidh mi ag obair leis a' chomataidh airson pasgan taic-airgid fhaighinn airson Ceilidh air Cuairt an ath bhliadhna fhaighinn.

2.6 A' co-obrachadh le càch, DVD a chur ri chèile a' sealltainn mar a nìthear dannsaichean cèilidh, a bhios feumail do na Fèisean, Cuairtean Cèilidh is suidheachaidhean eile. (AC)

An-dràsta, tha mi ag obair air iarrtas gu an ' Trad Art Small Grant Fund' airson am pròiseact seo agus cuiridh mi sin a-staigh ro dheireadh am mìos seo. Anns na mìosan a tha ri thighinn bidh mi a lorg barrachd taic-airgid airson a' phròiseact cuideachd.

2.10 A' togail air soirbheas ann an 2010, a' cumail a dol le barrachd taic do sgrìobhadh òrain ùra ann an Gàidhlig. (AC)

Aig Fèis Alba am-bliadhna bha seiseanan ann an sgrìobhadh òrain, air an stiùireadh le Blair Douglas. Bha seo brosnachail airson na luchd-ciùil agus glè spòrsail aig an aon àm.

2.13 A' cumail taic ri tachartasan airson deugairean

Anns na seachdain a chaidh seachad, tha mi air a' bhith ag obair le Maria ag ullachadh airson Feis nan Deugairean ann an Lochabair. Bidh seo an aon tachartas airson deugairean gu sònraichte a tha mi an sàs ann ach bha 43 com-pàirtichean aois eadar 16 agus 20 air na Cèilidhean air Chuairt am bliadhna seo.

3.6 A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair agus tro chothroman eile mar a nochdas iad. (AC)

Bidh trì de na Cèilidhean air Chuairt a' cluich aig Cuairt Deireannach Cupa na Camanachd air 17 Sultain mar pàirt den fhèis Blas agus bidh mòran com-pàirtichean bho na Fèisean san sgìre agam a' gabhail pàirt anns an Fhèis cuideachd.

Tha na Cèilidhean air Chuairt air a bhith an sàs ann an iomadach tachartas a bharrachd air na cuairtean àbhaisteach aca cuideachd, mar eisimpleir an Celtic Congress, am Fringe, agus Aberdeen International Youth Festival.

3.8 Leasachadh Blas – A' moladh na Gàidhealtachd

Tha mi fhathast a' dol gu coinneamhan Blas mar riochdaire na Fèisean agus bidh mi aig tòrr chonsairtean mar 'Blas Rep' air feadh an Fhèis am bliadhna seo.

Ainm	**Maria NicAonghais**
Dreuchd	**Oifigear Leasachaidh Loch Abar**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan

raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)
Tha mi tric a' cumail conaltradh ris na naoi Fèisean a tha mi a' cuideachadh. Thadhail mi air mòran dè na Fèisean agam tro mìosan an t-samhraidh agus tha mi a' toirt taic dhaibh mar a bhios iomchaidh

- Bha seachdain soirbheachail aig Fèis nan Garbh Chrìochan, a' crìochnachadh le fìor dheagh chèilidh air feasgar Dihaoine, le faireachdainn uamhasach nàbachd mu cuairt air.
- Bha còrr air 50 ag gabhail àite ann a Fèis Gleann Albainn, a chrìochnaich le frèam-streap agus sabaid-uisge air an latha mu dheireadh – tachartas chòrd ris a chlann agus na luchd-teagasg!
- Bha seachdain trang aig Fèis Lannraig a' Tuath, le oidhirp mhòr air Gàidhlig air a bhith a chleachdadh tron Fhèis aca. B e tachartas mòr a bha às an Cèilidh mu dheireadh aig an Fhèis, le cas anns an nòs ùr air a chuir ann, a chòrd gu mòr leis a chloinn.

Bha mi aig coinneamh den Bhuidheann Stiùiridh Fèisean Lochabair airson Fèis nan Deugairean a chuir air dòigh, a tha gabhail àite san Dàmhair 2011, 's tha mi an dòchas gum bi coinneamh agam a-rithist meadhan An t-Sultain airson cuisean a thoirt ri chèile ron Fhèis.

1.4 A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)
Tha mi tric a bruidhinn ri na Fèisean agam tro puist-d agus am fòn, a' dol gu coinneamhan a bhios aca agus a' cuideachadh na Fèisean gu pearsanta, mar a chiad ceangal aca ri Fèisean nan Gàidheal.

1.11 A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach

Tha mi tric a cuir post-dealain chun na comataidhean agam, buidhnean ionadail a tha a sàs ann an obair na h-Ealain Gàidhlig agus na meadhanan le naidheachdan agus a' brosnachadh tachartasan. Bidh mi cuideachd a' cuir stuth air an làrach-linn aig Fèisean nan Gàidheal.

1.14 Na Fèisean ag obair còmhla
Tha Fèisean Lochabair (Fèis Lochabair, Fèis nan Garbh Chrìochan, Fèis Òigridh na Mara, Fèis Eige) air tighinn còmhla airson Fèis nan Deugairean a chuir air dòigh, a bhios a' gabhail àite ann an Àrd-Sgoil Loch Abar eadar 8 – 10 Dàmhair 2011. Tha an Fhèis dìreach airson deugairean ann a sgìre Loch Abar. Cuideachd, thàinig Fèisean Lochabair còmhla airson Cèilidh air Chuairt, le muinntir Loch Abar agus Earra-Ghàidheal a trèanadh còmhla aig Fèis Alba 's a Phloc.

1.16 Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh. (BnG)
Tha mi air a bhith aig coinneamhan Iomairt agus Comunn na Pàrant agus tha mi a' cur air dòigh gum bi bòrd aig an dà bhuidheann aig tachartasan Blas, far am bi iad ag àrdachadh an cànan. Tha mi an dòchas coinneamh a bhith agam ri Iomairt Lochabair agus Bòrd na Gàidhlig 's na seachdainean a tha romham, airson bruidhinn mu dheidhinn tachartas a bhith againn ann a Loch Abar airson pàrantan agus clan a tha ag iarraidh Gàidhlig a thogail, tro Fèis Lochabair. Tha mi cuideachd ag iarraidh bruidhinn mu dheidhinn litir-naidheachd/paipear, far am bi na sgoilearan 's a sgìre ga sgrìobhadh ann an Gàidhlig, 's ag obair còmhla ri Iomairt Lochabair.

2.1 A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt cudromach do gach Fèis, a-rèir poileasaidh Gàidhlig Fhèisean nan Gàidheal (CnG)
Bidh mi a' coinneachadh ri Fèisean a dh'aithghearr gus planaichean Gàidhlig fa-leth a dhealbhadh do gach Fèis, a neartaicheas cleachdadh na Gàidhlig taobh a-staigh na tachartasan aca.

Tha mi air a bhith a bruidhinn ri Sabhal Mòr Ostaig mu dheidhinn an cùrsa Sgilean Sgriobhaidh aca, a tha air a dhèanamh air astar, air loidhne. Leasaichaidh seo a Ghàidhlig agam fhìn agus bheir e dhomh misneachd cuideachadh a thoirt dha na Fèisean le na Poileasaidhean Gàidhlig aca.

2.5 A' leasachadh Dràma Gàidhlig
Còmhla ri Dougie Beck, tha mi an dòchas buidheann Drama ann a Loch Abar a chuir ri chèile, a bhios a' coinneachadh gach cola-deug sa bhios fosgailte do dheugairean a tha fileanta 's a Ghàidhlig bho Àrd-Sgoil Loch Abar. Tha sinn an dòchas seo a thòiseachadh as dèidh saor-làithean na sgoile anns An Dàmhair.

2.13 A' frithealadh air Deugairean sna Fèisean
Tha Fèis nan Deugairean a gabhail àite anns An Dàmhair 2011 ann an Àrd-Sgoil Loch Abar agus sann dha

deugairean a-mhàin às sgìre Loch Abar a bhios e. Bidh an tachartas a ruith tharais air trì làithean agus tha goireasan siubhail air a chuir air dòigh airson sgoilearan Ath Atharrachail agus Malaig. Còmhla ri clasaichean ciùil traidiseanta, bidh clasaichean 's na meadhanan ri fhaighinn cuideachd. Bidh clasaichean air a ruith le sàr luchd-ciùil na Gàidhealtachd; Aonghas Binnie, Colla Dòmhnallach, Fionnlagh Wells, Ingrid NicEanraig, Raonaid Walker & Sìleas Nic-na-Ceardaich.

Ainm	**Jenna Mhoireasdan**
Dreuchd	**Oifigear Leasachaidh**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)

On a' choinneamh mu dheireadh, tha sia Fèisean air gabhail àite anns na h-Eileanan an Iar agus ann an Stafainn. Am-bliadhna bha an àireamh de chom-pàirtichean nas àirde aig gach Fèis bhon uiridh agus shoirbhich le comataidh Fèis Thròndairnis agus iad a' cur air bhonn Fèis ùr an dèidh seachd bliadhna on Fhèis mu dheireadh.

Fèis Eilean na Hearadh, 4 – 8 Iuchar. Chomharraich iad 20 bliadhna den Fhèis le bufaid agus cèilidh dannsa ann an Talla choimhearsnachd a' bhaile le còrr is 150 ga fhrithealadh. Ghabh 65 neach pàirt anns an Fhèis a chaidh a chumail ann am Bun-sgoil Sir. E Scott san Tairbeirt. Thèid coinneamh bhliadhnail na buidhne a chumail air 22 Sultain.

Fèis Tìr an Eòrna, 4 – 8 Iuchar. Thàinig 80 air a' chiad latha den Fhèis a bha a' ruith mar as àbhaist ann an Sgoil Phaibil, Uibhist a Tuath. Mar phàirt de na tachartasan aca am-bliadhna chaidh madainn cofaidh a chumail airson pàrantan a bha a' sireadh barrachd fiosrachaidh mun Fhèis agus foghlaim troimh mheadhan na Gàidhlig. Chaidh suaidhcheantas ùr a chur air bhog leis an Fheis cuideachd le Hebridean Graphics.

Fèis Tir a' Mhurain, 10 – 15 Iuchar. Chaidh Fèis na bliadhnasa a chumail ann an Sgoil an Iochdar agus bha 93 òigear an làthair fad na seachdain. Chaidh a chur air bhog le Reis na Fèis far an robh aig daoine, sean is og, ruith timcheall baile Staoinibrig. Ghabh 56 pàirt air an latha agus le sùgh is briosgaidean air an tairgse an dèidh làimh. Bha ceòl air a' chluiche le Còmhlan Tìr a' Mhurain. Thèid a' choinneamh bhliadhna a chumail air 8 Dàmhair.

Fèis Bharraigh, 10 – 16 Iuchar. Chaidh measgachadh de thachartasan a thairgse ann am Barraigh mar phàirt den Fhèis, na measg, oidhche Buntàta 's Sgadan, cèilidh nan luchd-teagaisg anns a' chaisteal agus co-fharpais dannsa air Disathairne. Aig toiseachd na seachdain chaidh a' chiad chuirm den chuairt 'Pipes & Strings' a chumail cuideachd le cuid den luchd-ciùil agus dlùth cheangal aca ris an eilean. Ghabh 130 pàirt san Fhèis am-bliadhna.

Fèis Eilean an Fhraoich, 25 – 29 Iuchar. Fhuair compàirtichean raon farsaing de chlasaichean mar as àbhaist le deugairean a' faighinn cothrom Fèis eile a fhrithealadh gu sònraichte airson cloinn nas sine na 13 bliadhna a dh'aois. Thàinig 188 neach chun an Fhèis a bha air a chumail ann an Sgoil MhicNeacail. Chaidh Fèis na bliadhnasa a thoirt gu crìch leis a h-uile duine a' seinn Eilean Fraoich aig consairt na cloinne air oidhche Haoine.

Fèis Thròndairnis, 1 – 5 Lùnastal. Chaidh an Fhèis a chumail ann an Sgoil Stafainn agus talla choimhearsnachd a' bhaile le 40 a' gabhail pàirt fad na seachdain. Am measg nan clasaichean-ciùil a bha air an tabhann, fhuair compàirtichean air iomain, dràma agus dannsa a thaghadh cuideachd. Chaidh dannsaichean sabhal a chumail ann am Flòdaigearraidh, consairt na cloinne agus sealg-ionmhais air feasgar Dihaoine.

1.4 A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)

Anns na seachdainean a' ruith suas chun na Fèisean bha mi a' conaltradh le gach comataidh a' toirt seachad comhairle agus a' cur an gnìomh cuid de na seirbheisean a tha rim faotainn bho Fèisean nan Gàidheal. Thug mi cuideachadh dhaibh le bhith a' cur air dòigh innealan-ciùil agus còmhdhail, ag ùrachadh foirmean-iarrtais, cùmhnantan agus stuthan sanasachd, ag eadar-theangachadh agus a' cur fios gu luchd-teagaisg. Fhuair mi cothrom latha, aig a' char as lugha, a chur seachad aig na Fèisean ach Fèis Bharraigh leis gu robh pròiseact eile a ruith aig an aon àm.

Tha mi an-dràsta a' feuchainn ri coinneamhan a chur air bhonn le gach comataidh ron Nollaig airson bruidhinn air Fèisean na bliadhnasa. Mar phàirt dhen a' choinneamh seo bidh sinn cuideachd a' coimhead air Fèis na h-ath-bhliadhna agus a' beachdachadh air leasachaidhean ùra.

2.1 A' dèanamh cinnteach gu bheil a' Ghàidhlig na pàirt cudromach do gach Fèis, a-rèir poileasaidh Gàidhlig Fhèisean nan Gàidheal (CnG)

Nuair a bha mi a' tadhal air na Fèisean bha cleachdadh na Gaidhlig follaiseach taobh a-staigh nan sgoiltean le cuid de na Fèisean nas adhartaiche na Fèisean eile. Bha Gàidhlig air a' bhruidhinn leis a' mhòr-chuid ,ach saoilidh mi gun urrainn dhuinn barrachd obair a' dhèanamh airson buill nan comataidhean aig nach eil Gàidhlig a chuideachadh neo dhan fheadhainn aig a bheil Gàidhlig ach chan eil iad ga bhruidhinn. Bha cuid de na Fèisean a' cur air Radio nan Gàidheal agus CDs aig àm lòn cuideachd.

2.4 Barrachd Fhèisean tro mheadhan na Gàidhlig agus cothroman do phàrantan a bhith ag obrachadh còmhla ris an cuid chloinne ann an Gàidhlig.

Tha Fèis Thròndairnis air aontachadh an Fhèis a ruith tro mheadhan na Gaidhlig a-mhàin, a' fastadh luchd-teagaisg Gàidhlig agus a' bruidhinn Gàidhlig aig amanan plèidh, anns na clasaichean agus aig cuirmean-ciùil. Fhuair comataidh na Fèise brosnachadh aig deireadh an t-seachdain le tè a ghabh pàirt ann am Fèis airson a' chiad uair a-riamh. Chaidh innse dhaibh cho math sa chòrd an t-seachdain rithe agus ged nach robh facal Gàidhlig aice chòrd e rithe a bhith ag ionnsachadh òrain Gàidhlig.

2.6 Ann am compàirt ri Fèisean, agus le maoin bho LEADER, a' leantainn le taic do Chuairtean Cèilidh (AC)

Chaidh Ceilear a tha fo rianachd Fèis an Earraich air adhart am-bliadhna fo stiùir Murchadh Camshron, com-pàirtiche caithte à Gleann Eilg. Ghabh a' bhuidheann pàirt ann am Fèis Alba eadar 4 – 8 Iuchar mar cothrom trèanaidh ron a' chuairt. Chuir ochdnar seachad 15 làithean a' siubhal air feadh na eilean a' cluiche 26 cuirmean uile gu lèir le seòlaidhean eadar Ùige – Tairbeart agus Armadal agus Malaig nam measg. Bidh Ceilear rin cluinntinn aig Blas air 10 & 17 Sultain.

2.7 A' co-òrdanachadh co-dhiù sia pròiseactan dualchais ionadail le muinntir Fèis na sgìre air an ceann, agus seo a' toirt dhuinn stòrais air-loidhne a bhios an-asgaidh (InG).

Tha Fèis Bharraigh air maoineachadh a shireadh bho Bòrd na Gàidhlig airson pròiseact Thasglann a chur air bhonn air an eilean ann an co-bhonn ri Cobhair Bharraigh. Tha eòlas aig Cobhair Bharraigh ann a' bhith a' cur gnìomh pròiseactan rannsachaidh air bhonn ann an Cobhair Bharraigh fhèin. Ach, thèid a' phròiseact ùr a leudachadh a-mach agus iad an dòchas gum faigh daoine bhon a' choimhearsnachd an-sàs ann cuideachd. Chaidh bileag-fiosrachaidh ullachadh le Calum McConnell, oileanach a bha ag obair còmhla ruinn mar phàirt den sgeama greis gniomhachais. Chaidh a' bhileag a sgaoileadh seachdain na Fèise.

2.13 A' cumail taic ri tachartasan airson deugairean

Chaidh Fèis nan Deugairean a chumail le Fèis Eilean an Fhraoich airson a' ceithreamh bliadhna anns an t-Iuchar le 13 a' gabhail pàirt. Bha clàr-ama ùr air a thairgse a toirt dhaibh an cothrom barrachd obair-bhuidhne a choileanadh tron t-seachdain. Fhuair compàirtichean air obair stèidse, òrain Gàidhlig agus sgilean teagaisg a chur an gnìomh cuideachd rè na Fèise. Tha Fèis Tir an Eorna a' beachdachadh air tachartas ùr a chur air bhonn aig àm na Fèise airson deugairean a ghlèidheadh neo a tharraing air ais chun an Fhèis.

Tha Fèis Eilean an Fhraoich an dòchas clàr ùr Oidhche Chiadain a chur air bhog an ath-mhìos rè seachdain a' Mhòd. 'S e 'Ciaradh' ainm a' chlàr agus tha sia orain agus sia seataichean a-nochdadh air.

3.6 A' togail air ìomhaigh nam Fèisean le tachartasan a nì sanasachd air ar n-obair agus tro chothroman eile mar a nochdas iad. (AC)

Tha Fèis Cheilteach Innse Gall dèidheil air cothroman taisbeanaidh a thabhann do mhuinntir nam Fèisean anns na h-Eileanan an Iar agus am bliadhna fhuair Còmhlan Tir a' Mhurain fiathachadh cluiche mar phàirt dhen a' chiad chuirm den Fhèis am-bliadhna. Chaidh a chumail air feasgar Diciadain anns an Lanntair. Mar phàirt den turas aca fhuair ochdnar air fuireach ann an Steòrnabhagh airson 4 oidhcheanan a toirt dhaibh an cothrom na cuirmean mòra fhaicinn air oidhche Dhiardaoin agus Dihaoine anns an teant ghorm, coinneachadh ris a' chomhlan ùr Mànran agus cluiche beò air Radio nan Gaidheal agus ro-chlàraidhean airson Aileag agus Isles FM. Chaidh maoineachadh a shireadh bho Eileanan na h-Alba, Bòrd na Gàidhlig agus Comhairle nan Eilean Siar.

Ainm	**Christine Nic an t-Saoir**
Dreuchd	**Oifigear Leasachaidh**

Gnìomh/Toradh

Adhartas

1.1 A' cumail oirnn a' toirt taic do agus a' leasachadh co-dhiù 40 Fèis fa leth, a' leudachadh nan

raointean anns a bheil iad an sàs agus a' stèidheachadh sàr dhòighean obrach (AC)
An t-Òg mhìos: Deireadh seachdain trèanaidh dhan a' Chèilidh air Chuairt ann am Baile Chaolais
An t-Iuchar: 7mh coinneamh ann an Glaschu còmhla ri Oifigear Leasachaidh Lochabair
11mh - 15mh Feis Thiriodh
25mh – 29mh Feis Àrainn
An Lùnastal: 1d – 13mh Cuairt chèilidh Earra-Ghàidheal
Cuideachadh Feis Òigridh Ìle le Pròiseact nam Bàrd
Cuideachadh ann an co-bhanntachd de gnìomhachas Stramash airson Feis Latharna & Dùn Omhain
Cuideachadh a' cur air dòigh pròiseact Gàidhlig ann an sgoiltean Mhuile

1.1 A' cumail a' dol le seirbheisean agus pròiseactan a lìbhrigeadh aig àrd ìre, le deagh stiùireadh agus deagh chleachdadh ann am modhan-obrach na buidhne
Cuideachadh na fèisean gus na poileasaidhean Gàidhlig ùrachadh nas tràithe sa Bhliadhna. Tha mi air a bhith cumail fiosrachadh chun na Fèisean a thaobh atharraichidhean dìon chloinne agus poileasaidh a thaobh seo agus leasachaidhean Gàidhlig.

1.3 Tabhartasan taice do dh'Fhèisean ann an sgìre Comhairle Earra-Ghàidheal is Bhòid
A' dèanamh cinnteach gu bheil gu leòr cuideachadh aig fèisean Earra-Ghàidheal bhon chomhairle Sgìre Earra-Ghàidheal is Bhòid agus dùil barrachd taic fhaighinn bhon Chomhairle.

1.4 A' cumail oirnn le siùil taice ionmholta do dh'Fhèisean fa leth tro bhith a' togail air ar siostam le Oifigearan Leasachaidh, a bheir cothrom do dh'Fhèisean ionadail bruidhinn ri aon neach a dh'innseas mu sheirbheisean Fèisean nan Gàidheal (AC)
Tha mi an còmhnaidh a cuir fios gu fèisean Earra-Ghàidheal tro post-dealain, fòn mu leasachaidhean agus tha mi gu tric a' tadhal air na coinneamhan bhliadhnail na Fèisean cuideachd.

1.4 A' cruthachadh phoileasaidhean a tha cho furasta 's as urrainn do luchd-obrach saor-thoileach a lìbhrigeadh.
Tha mi an còmhnaidh a' cumail còmhraidhean le na Fèisean gus mìneachadh na poileasaidhean ùra agus a' cumail inntinn na saor-thagraiche a' dol, tha seo cudromach o chionns uaireannan tha cuid de dhaoine a' tarraing air ais nuair a chluinneas iad na naidheachdan agus iad cuir dheth bho bhith ag obair le clann. Tha mi daonnan a brosnachadh na fèisean airson a dhol dhan Fèis trèanaidh.

1.4 A' leantainn oirnn leis an sgeama airson Uairean Bliadhnail.
Tha mi ag obair gu dlùth ris na fèisean gu lèir agam aig am bheil uairean bhliadhnail agus feuchainn ri brosnachadh na fèisean eile seo a leantainn.

1.11 A' cur ri chèile agus a' sgaoileadh naidheachdan is fiosrachadh eile gu cunbhalach
Bidh mi cuir a-mach fiosrachadh as ùra chun a h-uile fèis ann an Earra-Ghàidheal tro post-dealain is litrichean-naidheachd. Bidh mi a sgrìobhadh artaigealan airson Faileas agus ag ùrachadh fiosrachadh air làrach-lìn na buidhne. Bidh mi a' sgaoileadh fiosrachaidh do na fèisean a thaobh cothroman maoineachaidh mar a bhios iomchaidh.

1.13 A' cumail oirnn a' toirt taic do phròiseactan Fèis
Far a 's urrainn dhomh bi mi toirt taic do pròiseactan fèise agus a cuir nan inntinn pròiseactan ùra agus a cuideachadh aig gach ìre. Tha mi an teis-mheadhain a bhith ag obair le Fèis Àrainn, Dhùn Omhain, Dhùn Bhreatainn, Ìle agus Muile.

1.16 Ag obair ann an co-bhonn ri buidhnean Gàidhlig eile, comhairlean ionadail, riochdairean coimhearsnachd agus Bòrd na Gàidhlig gus Iomairtean Gàidhlig a leudachadh agus prìomh amasan *Ginealach Ùr na Gàidhlig* a chur an gnìomh. (BnG)
Ann an Earra-Ghàidheal tha Fèis Òigridh Ìle, CNAG agus ICCI a tighinn còmhla gus leasachaidhean ùra inntinneach a chuir an gnìomh ann an Ìle agus Diùra agus tha mi a' cumail coinneamhan cunbhalach le Fèis Òigridh Ìle gus air drama agus òrain Ghàidhlig a thoirt a-steach air Pròiseact Nam Bàird Ìleach.

1.17 Ann an co-bhuinn ri Alba Chruthachail, Iomairt na Gàidhealtachd 's nan Eilean agus Bòrd na Gàidhlig, bidh FnG a' leantainn orra a' cur gu mòr ri leasachadh ceòl traidiseanta agus nan ealain Gàidhlig ann an Alba
Chaidh Ceilidh air Chuairt Earra-Ghàidheal a chumail airson an darna bliadhna 's bha e air leth soirbheachail agus tha e math gu bheil a-nis stèidhichte. Lorg mi barrachd airgead bhon maoin nan Eileanan Albannach, 's air sgath seo bha e comasach dhaibh tadhal air Tiriodh, Colla agus Eilean Ì. Tha sùil agam a-nis air cuairt na h-ath-

bhliadhna

1.20 An Làrach-lìn agus TFC

Bidh mi a' cumail fiosrachadh às ùra air duilleag-lìon Fèisean nan Gàidheal agus gu tric a sgrìobhadh aithrisean airson Faileas.

2.1 Dèanamh Cinnteach gu bheil Gàidhlig na slàn pàirt de na Fèisean gu lèir, a leantainn poileasaidh Fèisean nan Gàidheal.

Tha na Fèisean air a h-uile plana Gàidhlig ùrachadh am bliadhna seo agus tha mi a' dèanamh oidhirp a bhith cinnteach gu bheil a h-uile fèis a' cleachdadh nas urrainn dhaibh anns gach nì anns a bheil iad an sàs. Bidh mi cuideachd a brosnachadh luchd-teagaisg gus clasaichean Gàidhlig a ghabhail, tha mi an-dràsta a' feuchainn ri cùrsa Ulpan ri fhaighinn an ath bhliadhna dhaibh.

2.2 A cumail a dol le poileasaidh Fèisean nan Ghàidheal tro seirbhis ri fhaighinn tro luchd obrach agus pròiseactan sònraichte

Am bliadhna tha Fèisean Earra-Ghàidheal a dèanamh oidhirp mhòr an ìre de Ghàidhlig a tha ri chleachdadh taobh a-staigh na Fèisean a leasachadh m.e. Tha Fèis Latharna agus Fèis Dhùn Omhain air cur-seachadan air an taobh a-muigh a chuir air dòigh tro mheadhan a' Ghàidhlig G 's tha Fèis Thiriodh, Fèis Àrainn agus Fèis Cholla air cur-seachadan Gàidhlig a chuir air dòigh.

2.3 Measadh cunbhalach ga dhèanamh air adhartas mu choinneamh poileasaidh Gàidhlig na buidhne a chur an gnìomh. (BnG)

Tha Fèisean Earra-Ghàidheal air a bhith brosnachadh cleachdadh na Gàidhlig le na luchd-teagaisg aca, co-dhiù abairtean is faclan sìmplidh. Bidh mi cuideachd a brosnachadh luchd-teagaisg rud beag Gàidhlig fheuchainn nuair a bhios mi an làthair aig tachartasan.

2.4 Cuir air dòigh fèisean Gàidhlig airson teaghlaichean gus Gàidhlig a dhèanamh nas làidir.

Am bliadhna sa tha dùil aig Fèis Dhùn Omhain cur-seachadan a thoirt a-steach airson pàrantan. Tha mi coimhead airson bùthan-obrach a chuir air dòigh a bhiodh tarraing pàrantan fhad 's a tha a chlann aca a gabhail pàirt ann an clasaichean fèisean eile.

2.6 Ann an compàirt ri Feisean, agus le maoin bh LEADER, a' leantainn le taic do Chuairtean Ceilidh

A-nis anns an darna bhliadhna, tha Ceilidh air Chuairt Earra-Gàidheal air fàs gu ochd com-pàirtichean agus thadhal iad air trì eileanan ùra am bliadhna. Chaidh mi gu tòrr dha na cèilidhean a' rinn iad am bliadhna agus tha mi an-dràsta ag obair air clàr beag a dhèanamh dhaibh.

2.13 A' cumail taic ri tachartasan airson deugairean

Tha mi air a bhith ag obair gu dlùth leis a bhuidheann Stramash gus feuchainn air barrachd gnìomhan spòrsail a chuir air dòigh tro mheadhan a' Ghàidhlig m.e. Am bliadhna chuir Fèis Latharna air dòigh orienteering, curachanachd agus gnìomhachasan eile san uisge. Tha Fèis Ceann Loch Goibhle a' coimhead air deireadh seachdain Outward bound/ cèol a tha iad a dèanamh dha bun-sgoilearan a dhèanamh dha deugairean cho luath 's gun tig piseach air suidheachadh na h-eaconamaidh.

Fèisean nan Gàidheal

Aithisg Bhliadhnail 2011

Àireamh air a' Chlàr Chùisean: 3.2011.05(b)

Bun Fhiosrachadh

Thèid Aithisg Bhliadhnail Fèisean nan Gàidheal a sgaoileadh tro phost-d air thoiseach air coinneamh a' Bhùird agus bidh lethbhreacan rim faotainn aig a' choinneimh.

Gnìomh a dhìth

Bithear ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh san Aithisg Bhliadhnail agus aonta a thoirt rithe air thoiseach air a' Choinneamh Bhliadhnail.

Art MacCarmaig
Ceannard
Sultain 2011

Fèisean nan Gàidheal

Clàr-ama na Coinneamh Bhliadhnail agus Co-labhairt

Àireamh air a' Chlàr Chùisean: 3.2011.05(c)

Bun Fhiosrachadh
Seo pròg ram airson na Coinneamh Bhliadhnail agus a' Cho-labhairt.

Dihaoine 23 Sultain
Friday 23 September

13.00 Lòn
13.00 Lunch

14.00 Coinneamh den Bhòrd-Stiùiridh
14.00 Meeting of Board of Directors

15.00 Tì/Cofaidh
13.00 Tea/Coffee

18.30 A' Choinneamh Bhliadhnail
18.30 Annual General Meeting

19.15 Deoch ro-dhìnneir agus ceòl bho Cuairt Chèilidh Fèis Fhoirt
19.15 Pre-dinner drinks and entertainment by Fèis Fhoirt Cèilidh Trailers

20.00 Dìnneir agus Cèilidh
20.00 Dinner and Cèilidh

Disathairne 24 Sultain
Saturday 24 September

10.00 Poileasaidh Gàidhlig Fèisean nan Gàidheal
10.00 Fèisean nan Gàidheal's Gaelic Policy

10.45 Tobar an Dualchais: Mairead Dhòmhnallach
Tobar an Dualchais: Mairead MacDonald

11.30 Tì/Cofaidh
11.30 Tea/Coffee

12.00 Alasdair Allan, BPA
12.00 Alasdair Allan, MSP

13.00 Lòn
13.00 Lunch

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

Anne Willoughby
Manaidsear Gnìomha
Sultain 2011

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