Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

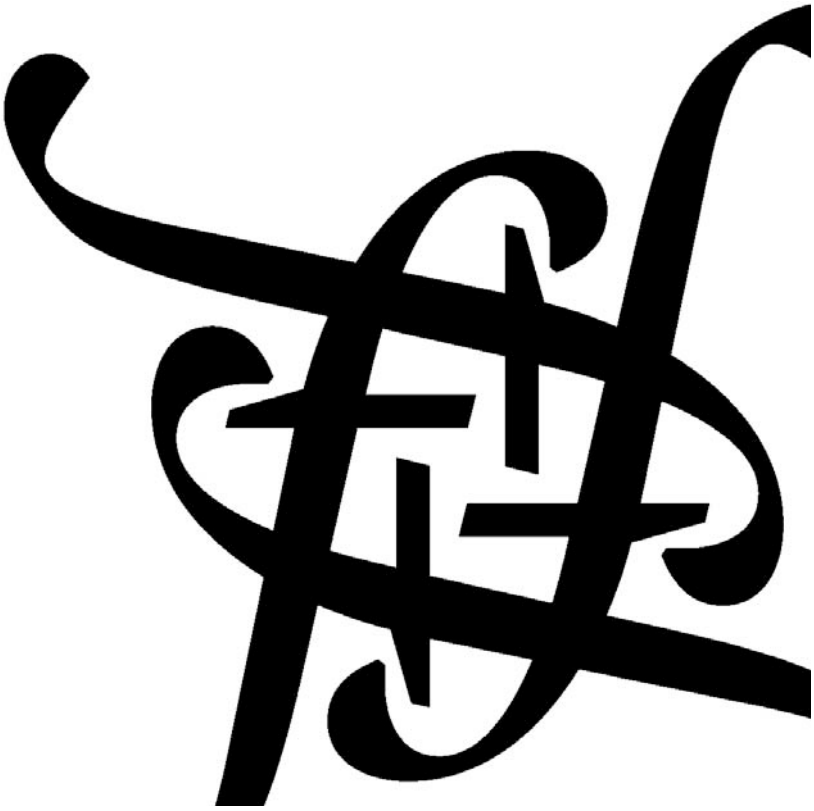
Coinneamh den Bhòrd-Stiùiridh

Taigh-òsta Chaladh, Steòrnabhagh

Dihaoine 25 Sultain 2009 @ 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
www.feisean.org



Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith air cumail ann an Taigh-òtsa Chaladh, Steòrnabhagh bho 2f air Dihaoine 25 Sultain 2009

Clàr Chùisean

3.2009.01 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 Bhuidheann Ghnìomh	Airson Fiosrachaidh
(f) Geàrr-chunntas na coinneimh mu dheireadh de Blas Earranta	Airson Fiosrachaidh

3.2009.02 CÙISEAN LEASACHAIDH

(a) Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal	Airson Fiosrachaidh agus Deasbaid
(b) Plana Leasachaidh 2010-15: Dreach airson nam Fèisean	Airson Deasbaid
(c) Pròiseact Thasglann Fhèisean nan Gàidheal	Tasibeanadh bho Emily Edwards
(d) Cuirm Ceòl nam Fèis: 27 Samhain 2009	Airson Fiosrachaidh

3.2009.03 CÙISEAN IONMHASAIL

(a) Aithisg Ionmhais	Airson Fiosrachaidh agus Deasbaid
(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire	Airson Fiosrachaidh
(c) Cunntasan Ràitheil gu to 30 Ògmhios 2009	Airson Fiosrachaidh
(d) Cunntasan Bliadhnail gu 31 Màrt 2009 air an sgrùdadh	Airson Aontachaidh
(e) Cùmhnant Ionmhais Iomairt na Gàidhealtachd agus nan Eilean	Airson Deasbaid

3.2009.04 CÙISEAN POILEASAIDH

(a) Ùracahdh don Phoileasaidh Gàidhlig	Airson Deasbaid agus Aontachaidh
(b) Ùracahdh air Poileasaidhean Eile	Airson Fiosrachaidh

3.2009.05 CÙISEAN GNÌOMHAIL

(a) Aithisgean Luchd-Obrach	Airson Fiosrachaidh
(b) Coinneamh Bhliadhnail agus Co-labhairt 2009	Airson Fiosrachaidh

3.2009.06 EILE

(a) Coinneamh den Bhuidheann Ghnìomh	Pàipearan tro phost-d a-mhàin
(b) Coinneamh de Blas Earranta	Pàipearan tro phost-d a-mhàin
(c) Ceann-latha na h-ath choinneimh	Airson Fiosrachaidh

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail san Lime Tree, Rathad Achadh an Todhair, An Gearasdan bho 1.15f Dihaoine 29 An Cèitean 2009

2.2009.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair
Caitrìona Nic an t-Saoir (Cathraiche), Mairead Chamshron, Màiri Oakley, Seòras Stoddart, Derek MacIllInnein, Ealasaid Bain, Katag NicNèill, Mìcheal MacSuain, Art MacCarmaig (an làthair), Dàibhidh Boag (an làthair), Anna Willoughby (an làthair), Moreen Pringle (an làthair), Calum Ailig Mac a' Mhaoilein (an làthair ~ taisbeanadh & ag eadar-theangachadh)

(b) Leisgeulan
Peigi NicIllInnein, Seasaidh Newton, Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba), Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd), An Comhairliche Agnes Rennie (Comhairle nan Eilean Siar)

(c) Geàrr-chunntas na coinneimh mu dheireadh de Bhòrd Stiùiridh Fèisean nan Gàidheal
Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 20 An Gearran 2009 a sgaoileadh agus ghabhadh ris mar chunntas fìrinneach den choinneimh.

(d) Cùisean a thog ceann
Cha robh gin a chùisean a thog ceann.

(e) Geàrr-chunntas na coinneimh mu dheireadh den Bhuidheann Riaghlaidh
Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 14 An Cèitean 2009 a sgaoileadh.

Thugadh fa-near dha mar bu chòir Caitrìona Nic an t-Saoir a bhith ainmichte mar Chathraiche sa Gheàrr-chunntas agus chan i Ceitidh NicAdhaimh.

Chaidh aontachadh ris a' Gheàrr-chunntas, fhad 's a dheigheadh seo a cheartachadh.

2.2009.02 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 thug buill fa-near dha.

Thuirt Art MacCarmaig gu robh an aithisg seo a' dèiligeadh ris an ràith mu dheireadh ann an 2008/09. Bidh e a' deasachadh a' Phlana airson na bliadhna seo an ceartuair, ach bha e a' feitheamh ri dearbhadh a thaobh targaidean Bhòrd na Gàidhlig agus an ìre maoineachaidh bho HIE.

(b) Plana Leasachaidh 2010-15
Às dèidh na coinneimh mu dheireadh den Bhòrd, dh'atharraich Art MacCarmaig pìosan de dhreachd a' Phlana Leasachaidh agus chaidh lethbhreac de dhreachd a' Phlana a sgaoileadh. Thuirt e gum biodh e doirbh dreachd dheireannach a bhith ann gus an tigeadh soillearachadh air an ìre maoineachaidh bho Iomairt na Gàidhealtachd agus nan Eilean, agus gus am biodh fhios aca ciamar a dh'fhaodadh Alba Cruthachail coimhead air obair Fèisean nan Gàidheal.

Thog beachd-smuain no dhà ceann air am feumadh am Bòrd beachdachadh: am bu chòir dhaibh a bhith sa Phlana Leasachaidh no nach bu chòir.

- **Stèidhich Fèis tro mheadhan na Gàidhlig airson Inbhich**
  Chuir Fèisean nan Gàidheal Fèis tro mheadhan na Gàidhlig airson deugairean air chois a shoirbhich gu mòr. Thathar a' moladh gum bu chòir an aon seòrsa fèise a chur air dòigh do dh'inbhich.

  An-dràsta chan eil ann ach aon Fhèis airson inbhich – air a chumail le Fèis Rois – ach chan e Fèis tro mheadhan na Gàidhlig a th' innte. Bhathar a' faireachdainn gum biodh cothrom math aig daoine Gàidhlig ionnsachadh no a' Ghàidhlig aca a leasachadh aig Fèis Inbheach.

  Tha Fèisean nan Gàidheal an-dràsta ag obair còmhla ri clann aois 8-18, mar sin dh'fheumadh iad am poileasaidh aca atharrachadh ma bha iad a' dol a thòiseachadh obair còmhla ri inbhich.

  Ged a bhathar ag aontachadh gum b' fhiach e inbhich a phiobrachadh a dhol an sàs ann am fèisean, bhathar den bheachd gum bu chòir Fèisean nan Gàidheal Fèis Teaghlaich a chumail an àite tachartas do dh'inbhich a-mhàin. An lùib sin, bhiodh pàrantan agus clann a' dol gu clasaichean agus ag ionnsachadh còmhla, agus bhiodh sin a' lùghdachadh an uiread de dhuilgheadasan a dh'fhaodadh a bhith ann a thaobh *disclosure* agus tomhas chunnartan. 'S dòcha gun tàladh Fèis Teaghlaich maoineachadh bho bhuidhnean eile cuideachd.

  Dh'aontaich Art MacCarmaig gun cuireadh e seo ri dreachd a' Phlana Leasachaidh.

- **Stèidhich co-dhiù aon Ionad Cultarach na Gàidhlig**
  Chaidh iarraidh air Fèisean nan Gàidheal barrachd is aon turas coimhead air dè cho comasach agus a bhiodh e dhaibh Ionadan Cultarach na Gàidhlig a chur air chois stèidhichte air àite coltach ris a' Chultarlann a gheibhear ann an Èirinn. 'S e àrainnean sòisealta/cultarach a bhiodh annta an àite dìreach oifisean. Bheireadh ionadan den t-seòrsa seo togail mòr don Ghàidhlig – gu sònraichte ma bha iad stèidhichte ann an àiteachan far nach robh a' Ghàidhlig cho làidir.

  Dh'aontaich Buill a' Bhùird gur e beachd math a bh' anns na h-Ionadan Cultarach, ach cha robh iad cinnteach am bu chòir Fèisean nan Gàidheal a bhith air cheann na h-iomairt airson an leithid a dh'ionadan.

  Chaidh aontachadh gun cumamaid oirnn a' coimhead air na cothroman gus Ionadan Cultarach na Gàidhlig a stèidheachadh, ach cha bhiodh Fèisean nan Gàidheal air ceann na h-iomairt sin, ged a dh'fhaodadh iad a dhol an sàs ann am compàirteachas còmhla ri buidhnean eile.

Ma bha beachdan eile aig a' Bhòrd air dreachd a' Phlana, bu chòir dhaibh an cur ann am post-d gu Art MacCarmaig.

Dheigheadh Plana leasaichte eile a shealltainn aig an ath choinneimh den Bhòrd.

(c) Iomairt na Gàidhealtachd agus nan Eilean

Chaidh aithisg a sgaoileadh a bha ag innse do na Buill mun adhartas leis an iarrtas againn airson taic-airgid bho HIE.

Chaidh ar n-iarrtas a-steach airson maoineachadh eadar 2009-12 gu HIE sa Ghearran. An uair sin, bharantaich HIE Measadh air a' Bhuaidh Eaconamach. Air sgàth 's mar nach eil cinnt ann a thaobh maoineachaidh, cha b' urrainn do dh'Fhèisean nan Gàidheal dearbhadh fhathast dè cho mòr agus a bhios na tabhartasan a gheibh na Fèisean agus na Cuairtean-Cèilidh.

Thuirt HIE gum faigh sinn fios air dè an ìre de mhaoineachadh a gheibh sinn air no ron 8 An t-Ògmhios, agus thug buill a' Bhùird fa-near do seo.

2.2009.03 CÙISEAN IONMHASAIL

(a) Aithisgean Ionmhasail

Chaidh aithisg a dheasaich an t-Àrd Mhanaidsear, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 Am Màrt 2009; an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal gu 30 An Giblean 2009 a bharrachd air liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2009-10. An-dràsta thathar a' pàigheadh thabhartasan do dh'Fhèisean fhad 's a tha iad gun cumail, thoradh chan urrainnear a bhith cinnteach à maoineachadh gus a bheil na buidseatan againn air an rèiteach. Thug Buill a' Bhùird fa-near don aithisg.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Mar a bha na cunntasan aig an àm:

- Cunntas Làitheil: £2054.09
- Cunntas Àrd-rèidh: £60,630.77
- Cunntas Bhlais: £885.11
- Bha £50,016.44 air a thasgadh fad mìos

(c) Cothrom For-tharraing le Banca Dhail Chluaidh Plc

Chaidh (1) litir chothroman a shealltainn bho Bhanca Dhail Chluaidh PLC (am "Banca") leis a' cheann-latha 25/02/2008 ris an do ghabh an Neach-iasaid a tha a' cur an cèill na riaghailtean is cùmhnantan ceangailte ris mar a tha am Banca an-dràsta a' toirt comas for-tharraing agus cothroman bancaidh (na "Cothroman") don Chompanaidh agus (2) litir atharrachaidh (an "Litir") bhon Bhanca leis a' cheann-latha 7 An Giblean 2009 a tha a' cur an cèill nan atharraichean san Litir Chothroman agus anns na riaghailtean is cùmhnantan ris a bheil am Banca deònach leantainn a' toirt Chothroman Bancaidh don Chompanaidh.

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

1. gun cumadh an Companaidh air a' cur feum air na Cothroman uile a rèir nan riaghailtean is cùmhnantan a tha ainmichte san Litir Chothroman, a chaidh atharrachadh san Litir, 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 a làimhseachadh às leth a' Chompanaidh leis an dithis Stiùirichean no an Stiùiriche agus Rùnaire a' Chompanaidh ainmichte gu h-ìosal, agus tha cead aig duine sam bith aca (agus iad nan Stiùirichean) 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, na Litreach Chothroman no na Litreach.

2.2009.04 CÙISEAN POILEASAIDH

(a) Ùrachadh air a' Phoileasaidh Ghàidhlig

Chaidh pàipear, a dheasaich Art MacCarmaig, a sgaoileadh còmhla ri lethbhreac de dhreachd a' Phoileasaidh Ghàidhlig. Bha Calum Ailig an làthair aig a' choinneimh agus thug e seachad taisbeanadh do Bhuill a' Bhùird ag innse dhaibh mu na h-atharraichean a bhathar a' moladh agus ciamar a dh'fhaodar an cur an sàs.

Am measg nam puingean a thog e bha:

- Bha cànan agus dualchas nan Gàidheal aig cridhe obair Fèisean nan Gàidheal agus bha am Poileasaidh ag amas air innse don a h-uile duine dè cho cudromach agus a tha Gàidhlig anns gach raon de dh'obair na buidhne, agus comhairle a thoirt do dhaoine ciamar a b' fheàrr a b' urrainnear am poileasaidh a chur an gnìomh.
- Tha stuthan sgrìobhte gu bhith ann an Gàidhlig no san dà chànan – dh'fhaodadh Calum Ailig daoine a chuideachadh le eadar-theangachadh ma bha feum aca air.

- Atharraichear an làrach-lìn gus an nochd e an Gàidhlig an-toiseach le roghainn tadhal air an làrach ann am Beurla. Bidh a h-uile pìos fiosrachaidh air an làrach-lìn ri fhaotainn san dà chànan.
- Bidh Brathan-naidheachd agus Sanasan-reice ann an Gàidhlig no san dà chànan (Gàidhlig an-toiseach).
- Aontaichidh na buill iad fhèin dè an cànan a chleachdas iad nan obair, ach bithear a' sùileachadh gur i Gàidhlig a chleachdar aig gach tachartas ma tha sin comasach do na buill a tha an làthair.
- Bidh taic is trèanadh cànain rim faotainn do luchd-obrach agus buill a' chompanaidh gus piseach a thoirt air a' Ghàidhlig aca.

A thaobh fastadh luchd-teagaisg eadar 2009 agus 2012 thèid na molaidhean a leanas a chur an sàs:
- Rannsichear agus gheibhear a-mach mu chomasan Gàidhlig an luchd-teagaisg;
- Nìthear oidhirp gus dèanamh cinnteach gu bheil beagan comas conaltraidh aig gach tidsear aig na Fèisean ro Shamhradh 2012;
- Nìthear rannsachadh air an àireamh de luchd-teagaisg aig na Fèisean a tha fileanta sa Ghàidhlig gus an tèid an àireamh seo a leudachadh ro Shamhradh 2012.

Thèid na leasachaidhean seo a chur an cèill airson aontachadh aig a' Choinneimh Bhliadhnail san t-Sultain 2009.

Thèid na molaidhean a leanas a chur an sàs gun dàil às dèidh sin:

- Feumaidh oifigear Gàidhlig ainmichte a bhith aig gach Fèis ris am bi e an urra am poileasaidh Gàidhlig a thoirt gu buil agus gach cùis eile co-cheangailte ris a' Ghàidhlig an lùib na Fèise;
- Feumaidh gach Fèis cùmhnant a chur air dòigh leis gach neach-teagaisg a thaobh mar a bhios iad a' cleachdadh Gàidhlig aig an Fhèis. Faodaidh seo a bhith na phàirt de chùmhnant coitcheann.
- Feumaidh gach Fèis bùth-obrach a chur air dòigh airson an luchd-teagaisg uile, mu dheidhinn mar bu chòir Gàidhlig a bhith am follais aig na Fèisean agus na prionnsabalan a tha nam bun-stèidh do na Fèisean, agus gus faclan is abairtean feumail ionnsachadh do luchd-teagaisg nach eil fileanta ann an Gàidhlig.

Anns a' Phoileasaidh chìthear iomradh air Leabhran – mhìnich Calum Ailig gum bi eisimpleirean ann de shàr dhòigh-obrach, dreachdan de bhrathan-naidheachd agus mar sin air adhart, a thuilleadh air Leabhar Abairtean agus fiosrachadh mu Stòr-dàta. Thathar ag obair air an Leabhran seo an-dràsta.

Chaidh aontachadh gum b' fheàirrde coimhead air dè bh' aig buidhnean eile mu thràth, a thaobh fiosrachaidh mar seo agus gum faodar ceanglaichean a chur ann ri làraichean-lìn m.s.a.a.

Chuireadh suirbhidh an-toiseach, gus tomhas a dhèanamh air na comasan Gàidhlig aca, gu gach neach-teagaisg a tha ag obair aig na Fèisean an-dràsta agus sinn ag iarraidh orra fiosrachadh a thoirt dhuinn air na comasan Gàidhlig aca, cùrsaichean sam bith don deach iad m.s.a.a. Nuair nach eil e soilleir dè an ìre aig a bheil Gàidhlig an neach-teagaisg, chuireadh fòn thuca gus feuchainn ri tomhas dè cho fileanta agus tha iad an Gàidhlig agus m.s.a.a. Bhite cuideachd a' toirt chothroman dhaibh na comasan aca a leasachadh, ge-tà, bhiodh stòras a dhìth airson seo.

Dh'aontaich Buill a' Bhùird gur e Poileasaidh math agus soilleir a bh' ann, agus gu robh e a' daingneachadh amasan Fèisean nan Gàidheal agus chaidh aontachadh ri rùn a' Phoileasaidh.

(b) Plana Gnìomha airson Ùrachaidhean air Poileasaidhean Eile

Nuair a rinn Deloitte obair air Poileasaidh Tomhas Chunnartan Fèisean nan Gàidheal ann an 2008, mhol iad cuideachd gum bu chòir grunn phoileasaidhean eile aig Fèisean nan Gàidheal ùrachadh, agus gum bu chòir feadhainn ùra a stèidheachadh.

Thathar a' toirt sùil air seo an-dràsta agus chaidh clàr le fios mu mar a tha gach poileasaidh an-dràsta a sgaoileadh am measg nam Ball.

Thèid crìoch a chur air an sgrùdadh seo air na poileasaidhean agus thèid a chur air beulaibh a' Bhùird aig an ath choinneimh san t-Sultain.

(c) Clàr Chunnartan agus Plana Làimhseachaidh

Chaidh aithisg le Art MacCarmaig a sgaoileadh a' toirt an fhiosrachaidh as ùire do Bhuill a' Bhùird air an adhartas a rinneadh le bhith stèidheachadh Clàr Chunnartan agus plana gus cunnart a làimhseachadh.

Thuirt Anna Willoughby gun deach deich cunnartan a chomharrachadh, às dèidh coinneamh le Deloitte, airson làimhseachadh air an tugadh luaidh sa Chlàr Chunnartan. Chaidh a dhèanamh soilleir a-rithist ged as ann an urra ri Buill a' Bhùird a tha làimhseachadh chunnartan aig deireadh an latha, chaidh an t-uallach airson cumail sùil orra a thoirt don Bhuidheann Riaghlaidh agus bho latha gu latha tha oifigearan a' dèiligeadh riutha.

Bhathar an dùil gun deigheadh ùrachadh a dhèanamh air a' Chlàr Chunnartan gach bliadhna agus gun toireadh am Bòrd sùil air gach Gearran.

Ghabh na Buill ris a' Chlàr Chunnartan.

2.2009.05 CÙISEAN GNÌOMHAIL

(a) Aithisgean Adhartais Luchd-obrach

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

(b) COINNEAMH BHLIADHNAIL & CO-LABHAIRT 2009

Dhearbh Anna Willoughby, a rèir na chaidh aontachadh aig a' choinneimh mu dheireadh, gun cumar a' Choinneamh Bhliadhnail agus a' Cho-labhairt air Dihaoine 25/Disatharine 26 den t-Sultain 2009.

Às dèidh sin aontachadh, chaidh fios a chur gu taighean-òsta san Òban agus ann an Steòrnabhagh feuch am biodh àite aca agus am biodh iad freagarrach a thaobh na bha dhìth oirnn. Gu mì-fhortanach cha robh gin de na taighean-òsta san Òban ri fhaotainn air an deireadh-sheachdain sin. Chaidh aontachadh ma-tha gun cleachdamaid an Caladh Inn ann an Steòrnabhagh.

Bha luchd-obrach Fèisean nan Gàidheal cuideachd a' dol a chur cuirm-chiùil air dòigh airson oidhche Dhiardaoin gus airgead a thogail.

Bha Anna a' coimhead air aiseagan agus cùisean eile agus sgaoileadh i nòta don luchd-obrach agus Buill a' Bhùird ag innse dhaibh mar a bha siubhal is eile a' dol a dh'obrachadh, agus bhiodh i fada an comain a h-uile duine, nam b' urrainn dhaibh innse dhi an robh iad an dùil a bhith an làthair, agus ma thà, a bheil feum aca air àiteachan-fuirich.

2.2009.06 EILE

(a) Coinneamh Buidheann Riaghlaidh Fèisean nan Gàidheal

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

(b) Blas

Thuirt Art MacCarmaig nach robh an nòta mun choinneimh mu dheireadh de Bhòrd Bhlais ri fhaotainn fhathast, agus gun deigheadh a sgaoileadh nuair a gheibhear e.

Fhuair Buill a' Bhùird na leabhrain aig Blas (agus chìthear fiosrachadh mu gach tachartas aig

Blas air an làrach-lìn aig www.blas-festival.com). Chaidh aontachadh gum faodadh buill suas ri £50 fhaighinn air ais airson tiogaidean, agus cosgaisean reusanta iarraidh gus dol gu tachartasan aig Blas. Bu chòir buill na cosgaisean a phàigheadh agus an uair sin iarraidh air ais air Fèisean nan Gàidheal (dh'fheumadh iad bileagan-reic a thoirt seachad). Bha tiogaidean "early-bird" nas saoire rim faotainn nan deigheadh an ceannach ro 31 den Iuchar, agus cheannaicheadh an £50 barrachd nan gabhadh daoine brath air na tiogaidean sin.

(c) Ceann-latha na h-Ath Choinneimh

Thèid an ath choinneamh a chumail nuair a thathar a' cumail na Coinneimh Bliadhnail san t-Sultain ann an Steòrnabhagh.

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh den Bhuidheann Ghnìomh a chaidh a chumail ann an Oifisean an Fhoghlaim, Osdail Camaghael, An Gearsadan air Diluain 24 Lùnastal 2009, fbho 2.30f

Àireamh air a' Chlàr Chùisean: 3.2009.01(e)

EX2.2009.01 PRELIMINARIES

(a) Present

Catriona MacIntyre (Fèis Lochabair, Chair), Alasdair MacLeòid (Highlands & Islands Enterprise), Arthur Cormack (Fèisean nan Gàidheal Chief Executive), Anne Willoughby (Fèisean nan Gàidheal Executive Manager)

(b) Apologies

George Stoddart (Fèis Fhoirt, Secretary/Treasurer), David Boag (Fèisean nan Gàidheal Development Manager), Morag Anna MacLeod (The Highland Council), Ian Smith (Scottish Arts Council)

(c) Minutes of previous Executive Group meeting for approval

Minutes of the meeting held on 14 May 2009 had been circulated. It was noted the minute should list Catriona MacIntyre as representing Fèis Lochabair not Fèis a' Bhaile. Subject to this amendment the Minutes were approved.

(d) Matters Arising

There were no matters arising.

EX2.2009.02 PROJECT UPDATES

(a) YMI in Highland (verbal - Arthur)

The YMI contract with Highland Council was continuing and the Council had paid out the £219,511 funding for the school year 2009-10. The CEO reported that the budget was on target and the management fee available to Fèisean nan Gàidheal increased. The fee to Fèisean had also been increased from £100 to £110 per school. Rae MacEachern met all the Fèisean involved in the delivery and feedback from the Head Teachers in schools was very positive. The Minister for Culture, External Affairs and the Constitution, Michael Russell MSP, had recently visited the Portree office and was interested in how councils were spending their YMI allocations.

(b) Blas Festival Progress Report 2009 and 2010 (verbal – Arthur)

David had been due to report on this project but, in his absence, Arthur reported that ticket sales were up 40% on the same period last year. There were still some gaps in funding and the budget was slightly under what was required. They were now looking at the programme for 2010 and a meeting had been arranged with the Blas Board and local councillors. Highland Council budgets were being cut and this could affect the programme next year. However, Event Scotland was looking for growth from year to year. Cultural co-ordinators were no longer in post from next year and this might affect delivery of events in schools during the festival week, which they previously helped to organise.

(c) Ceòl nam Fèis Concert 2009 (verbal – Arthur)

Arthur reported that we had been invited by Highland Council to put together a showcase concert as part of the Homecoming St Andrew's celebrations. The council had granted £5,000 and Homecoming Scotland had granted £13,500.

The concert will take place on Friday, 27 November and would feature around 100 Fèis participants as well as former Fèis participants who have gone on to make a career in music.

Rita Hunter was to be the Musical Director for the event and would work closely with Emily Edwards, Fèisean nan Gàidheal's Special Projects Officer.

(d) Meanbh-Chuileag (verbal – David/Arthur)

Arthur reported that the Meanbh-Chuileag tour had been successful, covering a lot of the schools.

Funding for the future was uncertain, as there was no funding from Bòrd na Gàidhlig for Meanbh-Chuileag although funding had been secured from Bòrd na Gàidhlig for drama development. However, there may be an opportunity for local authorities to fund the work through funding they receive from GLAIF.

(e) Sgoil Shamhraidh 2009 (verbal – Arthur)

17 participants had taken part in Sgoil Shamhraidh Dràma 2009 in Portree from 6-16 July 2009. Catriona MacIntyre had enjoyed the final night performance where they showcased the plays that they had all written during the fortnight. They had gained a lot of additional skills and hopefully some of the technical skills they learned with Ali Ross may encourage them to send their own films to FilmG, BBC Alba.

EX2.2009.03 STAFFING ISSUES

(a) General update (verbal – Arthur)

Arthur reported that long-term contracts had been issued to all staff.

Lisa Moyes had been in the Inverness office on a ten-week placement through the Comunn na Gàidhlig summer placement scheme.

(b) Staff Meeting and Gaelic Training (verbal – Anne)

Anne reported that the last staff meetings took place on 23 April 2009. Staff meetings were an opportunity for staff to get together, discuss issues and progress points raised. The discussion points from the last meeting included risk assessment, grants, data storage, communication, Gaelic policy and staff handbook update. The next staff meeting was to be held on 25 September 2009.

Gaelic training meetings were continuing on a quarterly basis and the following dates were set:

- 01 September 2009
- 09 November 2009
- 02 February 2009

Moreen Pringle had attended a 1-week Ùlpan course in June 2009 in Portree.

EX2.2009.04 FINANCIAL ISSUES

(a) Financial Report (circulated - Anne)

A report from the Executive Manager had been circulated. There were no concerns over the overall financial position. The budgets from 1 April had been updated having received confirmation of funding from HIE.

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

The current bank balances were given as follows:

- £3,656.00 in the Current account
- £150,511.12 in the High Interest account
- £362.50 in the Blas account

The balance in the High interest account had not been transferred to Deposit because there

would be a significant amount of expenditure incurred over the next few weeks due to Blas.

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

Arthur reported that letters of offer for classes and annualised hours grants had now been processed. Anne reported that when processing applications we had taken into account their actual expenditure in previous years so the amounts offered although less than previous years should be realistic.

Alasdair MacLeod was interested to know how Fèisean used the annualised hours allocated to them. The flexibility of the scheme was explained, some Fèisean used them for administration of classes, others for their Main Fèis.

(d) Risk Register update (verbal - Anne)

Anne reported that the Board had approved the draft Risk Register at the last meeting. Action logs had to be completed now by the risk owners and risks monitored. A deadline of 30 September had been set for this. There was no real concern regarding the risks identified since they were all now either amber or green. As reported previously the Board would be responsible for reviewing the Risk Register on an annual basis, every February.

(e) HIE Funding 2009-10 (circulated - Arthur)

HIE had agreed a package of funding and Arthur expressed his thanks to Alasdair MacLeòid for his assistance in securing this. Although the funding was not at the level we had enjoyed over the past three years it was significant and very much appreciated. Funding had been agreed at the following levels: 2009-10: £190K; 2010-11: £180K; 2011-12: £170K.

(f) Quarterly management accounts (verbal - Anne)

All the year-end paperwork had been submitted to Mann Judd, Gordon and we were awaiting accounts from them.

(g) Audit 2009 and end-of-year outturn (verbal - Anne)

Angus Nicolson had prepared the accounts to 31 March 2009. Andy Cumming, Mann Judd, Gordon was to audit the accounts and prepare quarterly management accounts for the new financial year. He had recently spent a day in the Portree office and was going to return in September 2009. Anne reported that progress was slower than anticipated.

EX2.2009.05 DEVELOPMENT ISSUES

(a) Development Plan (verbal - Arthur)

The CEO reported that he was now able to progress with work on the Development Plan since confirmation of HIE funding had come through. He proposed to have a draft plan in time for the Board Meeting to allow Fèisean to come back with comments by the December meeting.

(b) Gaelic Policy Update (circulated - Arthur)

Calum Alex and Dougie were working on the Gaelic Policy, which was to be launched at the AGM. It was proposed that all tutors would go through some Gaelic training further increasing the use of Gaelic at Fèisean.

(c) Other Policy Updates (verbal - Anne)

Anne reported that Iona MacDonald had been updating policies and they were to be presented to the Board for approval in September 2009. The Management team had still to make amendments, so it may not be possible to present them all for this coming Board meeting.

(d) Fèisean nan Gàidheal Conference and AGM 2009 (Anne - circulated)

Plans were underway for the conference and invitations had been issued. The draft programme was circulated. Arthur reported that CnES might host the wine reception.

Anne reported that Alasdair Allan MSP had agreed to be our guest speaker and Calum

Ferguson had been approached for the conference the following day.
Alasdair MacLeòid suggested Dr Finlay MacLeod as a possible alternative speaker if Calum Ferguson proved unavailable.

(e) Visits by Ministers (verbal - Arthur)

As reported earlier the Minister for Culture, External Affairs and the Constitution, Michael Russell MSP had recently visited the Portree office and was very supportive of Gaelic developments, drama especially.

Fiona Hyslop MSP, Cabinet Secretary for Education and Lifelong Learning also visited the office a week later. Catriona attended the meetings with her and Fèisean nan Gàidheal staff.

(f) Submissions to Consultations (circulated - Arthur)

Arthur circulated submissions to parliamentary consultations made over the past few months for information.

EX2.2009.06 BOARD MEETINGS

(a) Agenda items to be included in the September Board meeting (to be agreed)

Gaelic Policy – a discussion on how this would be implemented.

George Stoddart had requested at a previous that an Executive Summary be included in the Board papers with a range of bullet points detailing items for discussion. This had been implemented for the previous Board meeting and Catriona and Arthur were to decide later on other items to be included in the agenda.

EX2.2009.07 GENERAL

(a) AOCB (verbal)

Alasdair questioned the development/progression of Gaelic at Fèisean.

He was informed that Fèisean had to submit plans Gaelic plans on an annual basis, and that offers of grant were made subject to some conditions stipulating what was expected of each Fèis in terms of Gaelic development. Calum Alex was happy to help any Fèis to ensure that as much of their publicity and other materials as possible re made available in Gaelic.

(b) Date and venue of next meeting

The next meeting is to be held on Thursday 19 November 2009 in Fort William.

Fèisean nan Gàidheal

Geàrr-cunntas air coinneamh de Blas Earranta
Àireamh air a' Chlàr Chùisean: 3.2009.01(f)

Minutes of the Meeting of the Board of Directors of Blas Festival Ltd Wednesday 6 May 2009 at Highland Council HQ, Inverness

B1-2009.01: Present — **Action**

George Stoddart (Chair) [GS]; Arthur Cormack [AC]; David Boag [DB]; Councillor Michael Foxley [MF]; Councillor Hamish Fraser [HF]; Councillor John Finnie [JF]; Judi Menabney (observer) [JM]

B1-2009.02: Apologies

None

B1-2009.03: Note of Previous Meeting and Matters Arising

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

MF suggested a Board meeting should be timed to consider information available on the performance of Blas 2009 and it was agreed that this should be set at the short meeting to be held in August.

Members also expressed a desire to have an input into the planning of the Blas programme 2010. DB explained that the first stage in developing the 2010 programme would be an away day on 21 July 2009 in Glenfinnan. It was agreed that Board members are welcome to input into that meeting, either by attending or submitting ideas to AC for inclusion on the day. — **Board Members and AC**

AC explained that, as a result of that meeting, a "first cut" of potential events would be drawn up in July and circulated to Board members. It was agreed to tag a brief Board meeting onto the 16 August Gaelic Committee meeting, enabling Board members to contribute their thoughts on the "first cut". — **DB**

In terms of enabling Board members to get a good sense of qualitative feedback on individual Blas events, it was agreed that Board members would be included in the distribution list of the informal "performance bulletins", circulated by Action Group members after attending individual Blas events. Members would also be very welcome to report on their experiences of events via that mechanism. — **DB/ Donna MacRae**

AC reported on actions arising from Gaelic Committee's comments at November 2008 committee meeting, which considered 2008 festival.

- ***Build on schools programme:*** Extensive programme of events for schools, in parallel to the main festival, in progress for 2009.
- ***Build associated "fringe" events:*** The Director is working with local promoters and the Blas Fundraising Group to develop these.
- ***Local Radio*** Councillor Millar had requested that community radio stations have the opportunity to broadcast Blas events, after the festival. A tender has been issued, inviting all community radio stations to bid to make programmes from the 2009 festival, including the recording of four performances, with funding made available through the Gaelic Radio Fund, through Blas.

B1-2009.04: Financial Report
Slight overspend last year was offset by reduced management fee to Fèisean nan Gàidheal.

AC explained that FnG still had not received confirmation of HIE's funding for the current year. If this is not forthcoming, FnG could not afford to run Cèilidh Trails this year, which may impact on Blas by having less young people trained up to perform at Blas. It would also impact on the funding available for Blas. **AC**

MF felt the Board should push for increased funding from EventScotland and Bòrd na Gàidhlig.

The Board acknowledged that realistically, given HIE's own funding situation, we may need to recognise that at some point in the future Cèilidh Trail funding may cease.

DB explained that Event Scotland funding was very strictly formulaic, linked to the number of additional bed nights that would be sold in an area.

JF queried if additional shares in Blas could be sold, to raise funding as a one off. **AC**
GS felt that, if Blas were to have other shareholders, it would need to be hived off as a standalone company, rather than being wholly owned by FnG.

It was agreed that the social and cultural impact of Blas should be emphasised, demonstrating how Blas contributes to the SOA.

B1-2009.05: Future Highland Council Funding for Blas
AC queried how secure Blas funding was for the future.

MF explained that, in the current climate, as recently announced by John Swinney, nothing can be considered secure at the moment. The need to plan in that context was discussed. AC explained, following on from a point made by DB under the previous section that, if HC was to reduce Blas funding, EventScotland funding could probably be ruled out altogether given its focus on growth and the ability to grow a festival on less money. **AC/DB**

The issue of raising commercial sponsorship was discussed. AC explained that, whilst a major cash sponsor had not been secured, significant, valuable support has been secured from a number of in-kind sponsors.

JF and MF suggested considering approaching the Police for funding. **DB**

Agreed that PAN should be approached to take forward the development of fringe event programmes, perhaps supported by a LEADER application. **Action Group**

B1-2009.06: Blas 2009 Programme
DB explained that it is proving beneficial to be part of Homecoming Scotland and included on their website. Blas's management has noted significant increase in Blas website visits from North America in particular. To date, the website has had hits from 82 different countries, with an average of 7 or 8 pages being viewed by visits. It was agreed that, where the Blas website has links to venues etc e.g. Eilean Donan, that should be reciprocal.

DB talked the Board through the 2009 programme by demonstrating the website. **DB**

DB reported that 375 tickets had been sold online by the end of April.

Publicity for Blas 2009 was discussed and MF expressed a need for more targeted, local coverage in the local press. DB explained how the PR strategy intended addressing this. Any Highland Council Member requirements in terms of PR would be welcome, channelled, in the first instance, through JM. **JM**

B1-2009.07: Blas Development Plan 2009 – 2012
AC explained that this had been delayed, given the inability of FnG to complete its own

Development Plan. This was largely to do with the uncertainty arising about HIE funding. MF suggested the Development Plan should be 2010-2013 and this fitted in with part of the period to be covered by FnG's own plan, 2010-15.

DB asked Board members to note that other areas in the Highlands & Islands, outwith the Highland Council area, have expressed an interest in being part of Blas. AC explained that FnG has no desire to extend the boundaries of the Blas festival.

MF re-stressed the desire to develop even stronger links with the Celtic Colours festival and AC talked the Board through current plans to achieve this. **Donna MacRae**

B1-2009.08: AOCB
None

B1-2009.09: Date of next meeting
16:00 on 13 August 2009 (after Gaelic Committee) CR1, Highland Council HQ **AC/JM**

Fèisean nan Gàidheal

Adhartas a-rèir Pròg ram-obrach Fèisean nan Gàidheal
Àireamh air a' Chlàr Chùisean: 3.2009.02(a)

Bun Fhiosrachadh
Tha an aithisg ràitheil seo a' dèanamh oidhirp air na taisbeanairean coileanaidh – no toraidhean – a ghabhail a-steach, suidhichte mu choinneamh ceumannan taobh a-staigh Plana Leasachaidh Fèisean nan Gàidheal (FnG) le Comhairle Ealain na h-Alba (CEA), 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. Chan eil gin de thargaidean Iomairt na Gàidhealtachd agus nan Eilean (InG) an lùib seo fhathast leis nach do dh'aontaich sinn cùmhnant leotha fhathast. 'S e sin an adhbhar, cuideachd, nach eil tionndadh Gàidhlig den aithisg againn fhathast.

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

Dev Plan Ref	Measure in Development Plan	Responsible	Performance Indicators/Outputs	Progress	Status
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**	All	Continue to support and develop individual Fèisean, widening their range of activities and establishing best working practice (SAC Target)	Work of whole organisation is geared towards achieving this.	
1.1	Grants Scheme for Fèisean	CEO	Continue to run a Grants Scheme for Fèisean (SAC Target)	Grants scheme in place. Grants being paid out as per agreements.	**U**
		Executive Manager		Grants offered to 44 Fèisean for 2009-10. Grants offered to 36 Fèisean in the HIE area.	**U**
		Development Manager	Continue to fund new developments through our Fèis Development Fund (SAC Target)	£30k fund available for 2009-10. Open application procedure to be advised to Fèisean now funding confirmed.	**U**
		Development Manager	Grant aid Fèisean in Highland Council area (HC Target)	Grants offered to 19 Fèisean in the Highland Council area.	**U**
			Grant aid Fèisean in Comhairle nan Eilean Siar area (CNES Target)	Grants offered to 7 Fèisean in the Comhairle nan Eilean Siar area.	
			Grant aid Fèisean in Argyll & Bute Council area (A&BC Target)	Grants offered to 7 Fèisean in the Argyll & Bute Council area.	
1.2	Reducing the burden on volunteers	Development Officers	Continue with excellent support mechanisms for individual Fèisean through the development of our	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and	**U**

			system of Lead Officers, offering one point of access to local Fèisean in accessing Fèisean nan Gàidheal services (SAC Target)	offer ongoing support on a daily basis. Formal review meetings will take place with each Fèis during November and December 2009.	
		Development Officers	Range of support services in place	Detailed below under appropriate service heading.	U
		Training & Policy Officer Gaelic Officer Development Officers	Policies are made as easy as possible for volunteers to deliver	Most policies are under review and will be available as downloads on website once approved, and also circulated to membership annually on CD.	U
				Training offered on policy implementation where action is needed on the part of volunteers.	
				Gaelic policy has been reviewed and strengthened. Once approved, hands-on support will be offered to all Fèisean, and to tutors, with its implementation through appropriate courses for tutors, organisers and other volunteers.	
				Risk Register now in place and will be monitored by the Executive Group with an annual report to the full Board.	
		Executive Manager Development Officers Training & Policy Officer	Continuation of Annualised Hours scheme	Annualised hours offered for 2009-10 as part of overall grant offer, within the context of a reduced budget.	U
				Development Team will continue to work closely with workers employed under this scheme and encourage participation in the annual Fèis Trèanaidh.	
			Development Officer to be retaining in Western Isles (CNES Target)	Jenna Cumming employed full-time with part-funding from Comhairle nan Eilean Siar.	U
			Development Officer to be retaining in Argyll & Bute Council area (A&BC Target)	Christine MacIntyre employed full-time with part-funding from Argyll & Bute Council.	U
1.3	Annual Conference	Executive Manager Business Officer Training Officer	Hold an Annual Conference (SAC Target)	2009 Conference to take place in Stornoway on 25 & 26 September with Alasdair Allan MSP as Guest Speaker and Calum Ferguson giving a presentation on Lewis Traditions and Stories.	U
1.4	Insurance	Executive Manager	Adequate insurance cover in place for Fèisean nan Gàidheal, its staff and all Fèis activities.	Policy reviewed and renewed annually and cover adjusted as appropriate.	U
1.5	Musical instrument Bank	Business Officer	Regular lending of instruments to Fèisean.	Ongoing and well used by Fèisean and instruments are out most of the year.	U
			Renting to individuals to maximise income.	Rental income is slightly below target in Quarter 1.	O
1.6	Disclosure checking	Collator Executive Manager	All tutors and volunteers involved in Fèisean must go through an enhanced Disclosure check.	Ongoing work undertaken by Sandy Gray with a number of staff as signatories.	U
				Disclosures continue to be renewed on an ongoing basis as 3 years expire.	
			Continue to ensure good practice in relation to Child Protection and keep abreast of changes in legislation (SAC Target)	Policy updated and monitored on an ongoing basis and we are currently aware of proposals to change the system of checking.	U

				All Fèisean have to submit a list of tutors before grant is released, and they are cross-referenced to ensure they have a current Disclosure.	
1.7	Maintenance of a Fèis Tutors database	Business Officer	Up to date data available at all times.	Fèisean nan Gaidheal database has been completely updated and tutor information may be updated again with adoption of a new Gaelic Policy which will necessitate contacting all tutors.	U
1.8	Developing, distributing and selling publications	Business Officer	Continue to maximise income from sales of publications	We are currently working on selling as many as possible through Fèisean, shops etc. Website shop has now been set up on www.feisean.org/shop.html.	U
1.9	Production and distribution of regular news and other information	Business Officer All Staff		*Faileas* now being professionally produced on a regular basis with the latest issue due in September to coincide with the AGM. Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, SCVO news, job opportunities, events etc.	U
1.10	Support for new Fèisean	Development Manager		New Fèisean in Caithness and Blargowrie admitted to membership and others continue to receive support.	U
1.11	Supporting the development of Fèisean, or collectives of Fèisean, wishing to become more independent	CEO Development Manager Development Officers	Continue to support individual Fèis projects such as Fèis Bharraigh, Feis Spè and Fèis a' Bhaile expansion activities (SAC Target)	Continuing to support Lochaber Fèisean, Fèis Spè, Fèis Bharraigh and Inverness Fèisean. There has been ongoing work in supporting Fèis Rois through a period of change. A new Director took up post in May and is working on developing and improving operational practices.	U
1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	CEO		We looked at the viability of an officer to cover these areas but it has not proved easy. As with other Fèisean, they continue to be supported by Lead Officer not based within those areas.	O
2	**Develop the use of the Gaelic language within the Fèis movement. Developing the spoken word as a means of communication and medium for tuition, according to the needs of the community each Fèis serves**				
2.1	Prepare a Gaelic Language Policy for Fèisean nan Gàidheal, which will be adopted by members of the organisation	Gaelic Officer	Develop and increase access to the Gaelic language and culture through the implementation of a Gaelic Language Policy and the development of Gaelic drama activities including a Gaelic Drama Summer School and tours by the Meanbh-Chuileag theatre-in-education group (SAC Target)	Gaelic plans and annual updates continue to be submitted to Fèisean nan Gàidheal and discussion on Gaelic content forms part of the annual review meeting with all Fèisean. A new Gaelic Policy is being work on for approval at the AGM that, along with guidance, will be issued to all Fèisean. A survey of tutors will be carried out to gain baseline information on Gaelic ability.	U
			Increase in the use of Gaelic in at least 20 Fèisean. (BnG Target)	Maximum support will be given to Fèisean by our Gaelic language team to help increase Gaelic usage.	U

			Increase visibility and image of Gaelic and the Fèisean through mygaelic.com, to increase numbers of users. (At least one message each month). (BnG Target)	We have set up a Fèisean group on mygaelic and send all news releases to the team. There have been several news items on the site generated by Fèisean nan Gàidheal, but more use needs to be made of the group.	O
2.2	Develop a Gaelic Language Development Team	Gaelic Officer	Gaelic-speaking teams to be available to local Fèisean	Our Sgioba-G continues to assist Fèisean with Gaelic Policy implementation, and with programmes of work tailored to individual needs, where requested, all geared towards Gaelic learning and use.	U
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Gaelic Officer Development Officers Training & Policy Officer		Gradually ensuring that all Fèisean use fully bilingual material, and have made this a specific condition of grant. This was discussed specifically with each Fèis at review meetings and will be reviewed.	U
				These are ongoing tasks and translation help is provided for those Fèisean who need it, tutors, organisers and staff can participate in many Gaelic language courses and these are evaluated on a case-by-case basis.	
			Increase the number of Fèisean nan Gaidheal staff reaching fluency. (BnG Target)	1 grammar course has been held this financial year for FnG staff with a further 2 planned. 1 further day has been spent on Gaelic conversation and 'gnàthsan cainnt' with another to happen. The least fluent member of our team has undertaken an Ùlpan course and is now using Gaelic regularly in the office.	U
2.4	Develop wholly Gaelic-medium Fèisean and Gaelic-medium tuition at existing and new Fèisean	CEO Gaelic Officer	An increasing number of GM Fèisean	6 Fèisean now GM and GM tuition being further developed within Fèisean that are not wholly GM.	U
				Fèisean nan Gàidheal held a Gaelic medium teenage Fèis – *Freumhan* – at Easter 2009 and plan to hold another in 2010.	
		Development Manager Board	Ensure commitment to Gaelic among new Fèisean	No new Fèisean are admitted for membership without demonstration of Gaelic commitment.	U
				Board is now required to approve new members to ensure Gaelic commitment is in place.	
2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (SAC Target)	Gaelic drama Fèisean planned during 2009-10 encompassing tuition in schools and public performances.	U
			Evidence of an increase in the skills of the particiapnts. (BnG Target)	Skills are increased dramatically among the participants in the Sgoil Shamhraidh Dràma – acting, technical, writing and presentational. 19 participants in 2009 event, and the final performances were evidence of the skills gained. A report is being compiled to take account of feedback.	O
			A programme of work and evidence of an increase of 25% in drama opportunities in communities, with priority given to *Iomairtean Cànain* areas. (BnG Target)	We plan 6 instead of 5 drama Fèisean in 2009-10 which is a 20% increase but we are confident that with Meanbh-Chuileag touring schools we will reach the 25% target. We will ensure that we take cognisance of	O

				the *Iomairtean Cànain* areas in planning the tour and other events.	
3	**Develop the work of the Fèisean within the formal education sector**				
3.1	Youth Music Initiative contract in Highland	CEO YMI Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI, in Highland and other local authorities as appropriate (SAC Target)	YMI in Highland is ongoing and running successfully with local Fèisean organising the delivery in their own area. Rae MacEachern continues to look after day-to-day organisational issues for FnG. CPD days are planned and tutors who have not already undergone our training course will be encouraged to do so.	**U**
3.2	Potential for Youth Music Initiative contract work in other areas	CEO		No progress to date in 2009-10.	**O**
3.3	Gaelic Language work in schools	Drama Officer		We had an additional £25k from Scottish Government allowed in 2008-09 which allowed us to fulfil this commitment more fully, but need to identify funds for 2009-10.	**O**
3.4	Other formal educational work	CEO Training & Policy Officer		As part of Blas 2009 there will be a wide education programme running in a number of schools alongside the main festival events. Around 50 events are planned. Fèis Academy plans currently on hold for various reasons but could be revived in 2009-10.	**U**
4	**Strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean**				
4.2	Development of Blas – Celebrating Highland Music	CEO Development Manager	Develop the Blas Festival and ensure a festival that will be a significant part of the 2009 Year of Homecoming. (SAC Target)	Funding already achieved from Homecoming Scotland for 2009 festival. Advance ticket sales are healthy and the festival has been included in the majority of Homecoming publications.	**U**
			An increase in the amount of Gaelic used in the festival. (BnG Target)	The festival uses Gaelic as much as possible, and more than any other festival. All publicity – posters, leaflets, programme, website, news release and advertising – is bilingual. Gaelic phrase cards are given out at all events. All events have a Gaelic speaking fear or bean an taighe. Artists who have Gaelic are asked to use it in introducing their music. 4 x 1-hour long television programmes will be shown on BBC Alba.	**U**
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC Target)	We believe the programme for 2009 will do so with the involvement of young people, Gaelic language, international artistes and innovation.	**U**
			An increase of 10% in numbers attending the festival events. (BnG Target)	Advance ticket sales are good but it remains to be seen if we can attract around 500 more of an audience that last year.	**O**

			Work in conjunction with Comhairle nan Leabhraichean and Pròiseact nan Sgeulachdan. (BnG Target)	It was not possible to engage for Blas 2009 since the programme had to be ready in January to take advantage of Homecoming Scotland's PR. However, we will engage with both during 2009-10 with a view to their inclusion in Blas 2010.	O
		CEO Development Manager	If additional funding allows, to continue the support of five Cèilidh Trails and an annual Gaelic Music in Schools week (HC Target)	Five Cèilidh Trails were supported during the summer months but at a reduced level due to uncertainty of funding. All were successful, albeit with a smaller number of participants and, in some cases, a shorter programme.	U
				As reported above, there will be around 50 events in the Blas Educational Programme.	
		CEO Development Manager	To deliver a festival that is inclusive and will appeal to a wide cross-section of age groups and cultural backgrounds (HC Target)	Previous festivals have drawn people aged 5 to 80+ and we don't anticipate anything different this year. We do hope to attract younger people by offering a special ticket price for school children.	U
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC Target)	Feedback will be sought from audience members as normal.	U
				Reliant on local promoters for customer care but in terms of stakeholder care, a seminar was held at the PAN Forum in April 2009 with Blas promoters to ensure that they are fully aware of the ethos of the festival.	
				We will ensure that funders and guests are looked after with complimentary tickets etc, as usual.	
4.3	Continuing support for Fèis Cèilidh Trails	Development Officers	In partnership with Fèisean, continue to support a network of Cèilidh Trails (SAC Target)	Six Cèilidh Trails were supported during the summer months and we have plans to improve the programming and publicity for them through a project for which we are hoping to attract significant LEADER support.	U
4.4	Encourage local Fèisean to archive material which could be utilised in teaching situations in their area	Archiving & Special Projects Officer	Archiving project to be established.	Ongoing and work do far has been of a high standard. Book from Fèis a' Bhealaich and Fèis Air an Oir's collecting activities have now been published and one with Fèis a' Bhaile and Fèis na h-Òige is well on its way.	U
				Need to investigate future funding options for the Archiving Project.	O
4.5	Gaelic Arts Strategic Development – GASD	CEO Training & Policy Officer	Have an active role in delivering a National Gaelic Arts Strategy as part of the National Plan for Gaelic and support the work of the proposed joint SAC/BnG Gaelic Arts Officer (SAC Target)	Gaelic Arts Strategy was finalised last May and adopted by Bòrd na Gàidhlig. A Gaelic Arts Officer is to be employed jointly by the Bòrd and SAC to implement that strategy.	O
				Fèisean nan Gaidheal will be part of any forum that emerges to help implement the Gaelic Arts Strategy.	
4.6	Inter-Fèis activities	Development Manager Development Officers		Funding for inter-Fèis activities is integrated within our Development Fund.	U

4.7	Traditional Music Tutor Training Network – TMTTN	Training & Policy Officer and all staff	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other organisations involved in traditional music development and delivery (SAC Target)	TMTTN functions are being taken over by the Traditional Music Forum but Fèisean nan Gàidheal remains one of very few organisations offering tutor training and CPD opportunities. Although geared towards Fèisean, they are open to all and we do attract tutors from outwith the Fèisean. Through Fèis Alba we improve performance and organisational skills for young musicians. Through Blas we improve the way promoters work. Through our Drama Summer School, young people gain many artistic and technical skills. Through our Fèis Trèanaidh, volunteers gain skills in many subjects.	O
5	**Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement**				
5.1	Retain a Training Development Officer	CEO		Post mainstreamed from 2009-10 and takes in work on policy development.	U
5.2	Annual Training Programme	Training & Policy Officer		Fèis Trèanaidh in March 2010 should attract around 50 Fèis organisers. Level I and II courses at SMO in February 2010 should attract around 30 tutors. Staff training is ongoing as required with Gaelic language training for the whole team happening at least 4 times annually. In-house induction is available for new staff. Moreen Pringle has been undertaking Ùlpan training. Iona MacDonald – progressing with Masters (Culture)	U
5.3	Teenage provision within the Fèis movement	Development Manager Development Officers		Development Staff will organise, in conjunction with an established Fèis, a Gaelic-medium residential Fèis for teenagers. Archiving project continues to involve teenagers. Cèilidh Trails and Blas involve teenagers. Continue support for Fèis Rois nan Deugairean.	U
6	**Continue to foster closer links between Fèisean, other organisations and other countries, and raise the profile of the Fèis movement through enhanced PR and showcase opportunities**				
6.1	Networking	CEO Development Manager	Expand, wherever possible, partnership opportunities with other organisations both within and outwith the Gaelic community, and continue to work with existing forums, including the Scottish Traditional Music Forum. (SAC Target)	We continue to attend meetings and contribute to the development of the Traditional Music Forum, which is to become an incorporated body with an enhanced role. We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School.	U

				We will continue to be members of the GASD forum, or its successor, and attend meetings of the Gaelic Organisations held by Bòrd na Gàidhlig.	
6.2	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council, Highlands and Islands Enterprise and Bòrd na Gàidhlig, FnG will continue to play a key role in the continuing development of traditional music and Gaelic arts in Scotland. (SAC Target)	A lot of our time is spent on advocacy and this will continue as appropriate. We regularly input to strategic work going on such as the Traditional Arts Group, and parliamentary bill consultations, which have an effect on our work, or where we can influence policy.	**U**
6.3	International Links	CEO Development Manager Archiving & Special Projects Officer		We have ongoing links with Celtic Colours in Cape Breton and have Canadian performers booked for the 2009 festival.	**U**
				Development Staff were involved in an 'international' Cèilidh Trail with Ireland, with performances in both countries during the summer months.	
6.4	Promotion and Marketing	CEO Business Officer		We have achieved a high level of coverage in the press, and cuttings are collected regularly and archved.	**U**
		CEO Business Officer	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for increased sales of products of the Fèisean. (SAC Target)	Further work needed in this area but potential sponsors are being followed up on an ongoing basis.	**O**
				There is now a Blas Fundraising Committee which has attracted a number of private donations and sponsorship from Alba Travel, Air Canada and others.	**U**
6.5	Information	CEO	HIE Impact Assessment to be carried out by Steve Westbrook Associates.	Fèisean nan Gàidheal will cooperate fully with the consultants appointed.	**U**
6.6	Website and ICT	Business Officer All Staff as appropriate		Now live at www.feisean.org.	**U**
				Content population is ongoing and staff have had Sitekit training making it possible for them to populate our sites.	
6.7	Showcasing opportunities	CEO Development Manager Archiving & Special Projects Officer	Raise the profile of the Fèis movement through dedicated showcase events, with a specific event this year for Homecoming Scotland 2009 (SAC Target)	Potential for a Homecoming Showcase towards the end of 2009 in conjunction with The Highland Council and Inverness Winter Festival.	**U**

Gnìomh a dhìth

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

Art MacCarmaig
Ceannard
Sultain 2009

Fèisean nan Gàidheal

Plana Leasachaidh 2010-15
Àireamh air a' Chlàr Chùisean: 3.2009.02(b)

Adhbhar a' Phàipeir
Fiosrachadh às ùire a thoirt do bhuill a' Bhùird air adhartas ann a bhith a' sgrìobhadh Plana Leasachaidh Fèisean nan Gàidheal 2010-15.

Background
Chaidh aontachadh le Fèisean nan Gàidheal ri clàr-ama airson Plana Leasachaidh ùr Fèisean nan Gàidheal a chur ri chèile. Bhiodh seo a' leantainn air a' Phlana a th' againn an-dràsta nuair a thigeadh e gu crìch anns a' Mhàirt 2010. Chaidh dreach phlana a thoirt do bhuill a' Bhùird aig a' choinneimh aca sa Ghearran agus bha dreach eile air a chuairteachadh anns a' Chèitean.

Adhartas
Mar a bhios fhios aig buill a' Bhùird, bha maill air a chur air a' phròiseas air sgàth mi-chinnt mu mhaoin InG. Chan eil sin ann tuilleadh agus faodaidh sinn planaichean a chur air dòigh leis eòlas air suidheachadh an ionmhais.

An dèidh sin a ràdh, tha coltas ann gum bidh gearraidhean ann an cosg airgid a-measg buidhnean poblach de gach seòrsa, agus tha sin ag adhbharachadh tuilleadh mhi-chinnt. Bhithinn an dòchas ge-tà, nach biodh buaidh uabhasach mòr oirnne agus mholainn a chumail a' dol le planaichean air bunait, ma thig gearraidhean, gum feumamaid ar buidseatan atharrachadh bho bhliadhna gu bliadhna, an àite a bhith a' feuchainn ri tomhais dè seòrsa gearraidhean a dh'fhaodadh a bhith ann aig an ìre seo.

Tha an dreach as ùire den Phlana an lùib nam pàipearan seo agus, ma bhios am Bòrd riaraichte leis, thèid seo a chuairteachadh air na Fèisean airson am beachdan fhaighinn ro dheireadh an t-Samhain. Bheireadh seo cothrom don Bhòrd ag aontachadh ris a' Phlana, a' toirt a-staigh atharrachaidhean iomchaidh sam bith, aig coinneimh an Dùbhlachd.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird còmhradh a chumail mun dreach as ùire den Phlana agus, ma bhios buill riaraichte, cead a thoirt dha na h-oifigearan a chuairteachadh air na Fèisean airson am beachdan a shireadh.

Art MacCarmaig
Ceannard
Sultain 2009

Fèisean nan Gàidheal

Cuirm Ceòl nam Fèis: 27 Samhain 2009
Àireamh air a' Chlàr Chùisean: 3.2009.02(e)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird gun deach cuireadh a thoirt dhuinn bho Chomhairle na Gàidhealtchd, ris a tha sinn air aontachadh, cuirm Ceòl nam Fèis a chur air dòigh mar phàirt de sreath thachartasan a' comharrachadh Oidhche Naoimh Anndrais, agus crìoch An Tilleadh Albannach, anns an t-Samhain.

Bun Fhiosrachadh
Thug Comhairle na Gàidhealtachd dhuinn cuireadh cuirm thaisbeanaidh a chur ri chèile mar phàirt de na tachartasan a bhios a' comharrachadh Oidhche Naoimh Anndrais agus crìoch An Tilleadh Albannach 2009.

Tha a' Chomhairle air £5k a ghealltainn, agus tha £13.5k air a thairgse bhon Tilleadh Albannach. Bhiodh sin, le teachd a-steach bho bhith a' reic thiocaidean, a' toirt dhuinn buidseat glè mhath (an lùib seo) airson cuirm a chur air dòigh ann an Talla Chluiche Eden Court air Dihaoine 27 Samhain 2009. Bidh Ceòl nam Fèis 2009 air a chur air dòigh gu sònraichte airson crìoch An Tilleadh Albannach a chomharrachadh, agus a bhith mar phàirt de dh'Fhèis a' Gheamhraidh, tachartas bliadhnail a chaidh a stèidheachadh ann an 2008.

A' Chuirm
Bidh Ceòl nam Fèis 2009 a' toirt cothroim do dhaoine a bha nam compàirtichean aig Fèisean agus a tha air a dhol air adhart gus bi-beò a dhèanamh ann an ceòl a thilleadh dhachaigh airson obrachadh còmhla ris an òigridh a tha a-nise a' gabhail pàirt anns na Fèisean. Bidh mu 100 compàirtiche a' seinn òrain Ghàidhlig; ceòl ùr agus tradiseanta; dannsa ceum agus dràma Gàidhlig. Bidh a' chuirm air a toirt seachad gu dà-chànanach agus bidh an òigridh a' cleachdadh na Gàidhlig cuideachd agus bidh a' Ghàidhlig follaiseach anns na stuthan foillseachaidh air fad. Bidh a' chuirm na pàirt gu math cudromach de dh'Fhèis a' Gheamhraidh 2009.

Bidh Ceòl nam Fèis 2009 na samhla air soirbheas nam Fèisean le daoine a ghabh pàirt sna bliadhnaichean a dh'fhalbh an-sàs còmhla ris an fheadhainn a tha a-nise a' gabhail pàirt, ann an cuirm mhòr le deagh riochdachadh aig àrd ìre.

Bidh mu 100 neach bho fhèisean air feadh Alba, aig am biodh an cothrom obrachadh còmhla ri aoighean sònraichte a tha an-sàs ann an ceòl aig ìre phroifeiseanta, a-rèir cò bhios saor. Tha an sgioba a bhios a' cur seo air dòigh dhuinn an-sàs ann an còmhraidhean le luchd-ciùil aig an àm seo.

An Sgioba Stiùiridh
Tha Fiona Hampton ag obair do Chomhairle na Gàidhealtachd agus is ise a tha os cionn Dìleab Bliadhna Chultarail na Gàidhealtachd 2007. Dhèanadh ise cinnteach gu bheil an dòigh anns am bi sinn a' cur na h-oidhche air dòigh a-rèir riaghailtean maoineachaidh Chomhairle na Gàidhealtachd.

Bidh uallach air Art MacCarmaig agus Daibhidh Boag dèanamh cinnteach gun tèid a' phròiseact air adhart mar bu chòir bho shelladh Fèisean nan Gàidheal.

Bidh Emily Edwards, mar Oifigear Pròiseactan Sònraichte, agus tè a tha fìor mhath air cùisean a chur air dòigh, ag obair gu dlùth le Rita Hunter, a chaidh fhastadh mar Stiùiriche Ciùil airson na cuirme. Bha Rita na Stiùiriche air Fèis Rois fad 20 bliadhna agus bha i gu mòr an sàs ann an cuirmean soirbheachail eile leithid *Ceòlraidh* agus *Harvest* roimhe.

Ionmhas

Teachd a-steach

Homecoming Scotland	£ 13,500.00

Highland Council		£ 5,000.00
Box Office	800 @ £10 average 10% commission	£ 8,000.00
Total		**£ 26,500.00**

Teachd a-mach

Musical Director		£ 2,000.00
Concert Management		£ 2,000.00
Fear/Bean an Taighe		£ 250.00
Tutors Fees for Rehearsals	4 x £200	£ 800.00
Expenses	4 x £50	£ 200.00
Accommodation for Tutors	4 x £40	£ 160.00
Subsistence for Tutors	4 x £20	£ 80.00
Venue Hire for Rehearsals		£ 250.00
Catering during the day	100 x £10	£ 1,000.00
Supervisors	8 x £150	£ 1,200.00
Guest Artistes	6 x £500	£ 3,000.00
Accommodation for Guests	6 x £45 x 2 nights	£ 540.00
Subsistence	6 x £20	£ 120.00
Travel	6 x £50	£ 300.00
Accommodation for Participants	100 x £30 (2 nights for 50%)	£ 4,500.00
Travel for Particpants	Allowance @ average £30	£ 3,000.00
Evening Meals for Participants	100 x £12	£ 1,200.00
PA Hire		£ 1,200.00
Theatre Hire		£ 2,300.00
Press & Publicity		£ 800.00
Visuals		£ 500.00
Advertising	Press, Posters	£ 1,100.00
Sub-total		**£ 26,500.00**
Contingency (5%)		£ 0.00
Iomlain		**£ 26,500.00**
Surplus/Deficit		£ 0.00

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

Art MacCarmaig
Ceannard
Sultain 2009

Fèisean nan Gàidheal

Aithisg Ionmhais
Àireamh air a' Chlàr Chùisean: 3.2009.03

Anns an aithisg seo tha:

Àireamh air a' Chlàr Chùisean 3.2009.3(a)

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

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

Àireamh air a' Chlàr Chùisean 3.2009.3(b)

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

Àireamh air a' Chlàr Chùisean 3.2009.3(c)

1 Cunntasan Ràitheil gu 30 Ògmhios 2009, air an ullachadh le Mann Judd Gordon air an cuairteachadh son fiosrachaidh.

Àireamh air a' Chlàr Chùisean 3.2009.03(d)

1 Cunntasan Bliadhnail gu 31 March 2009 air an sgrùdadh le Mann Judd Gordon air an cuairteachadh son aontachaidh air thoiseach air a' choinneimh bhliadhnail.

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

Anne Willoughby
Manaidsear Gnìomha
Sultain 2009

Teachd a-steach agus teachd a-mach gu 31 Màirt 2010 leis mar a thionndaidh cuisean a-mach gu 30 Lùnastal 2009
Àireamh air a' Chlàr Chùisean: 3.2009.03(a)1

Fèisean nan Gàidheal Budget 2008-09

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 378,400.00	£ 157,666.67	£ 227,620.31
Grants Scheme	£ 195,000.00	£ 81,250.00	£ 100,000.00
Fèis Development Fund	£ 30,000.00	£ 12,500.00	£ 6,000.00
Annualised Hours	£ 15,000.00	£ 6,250.00	£ 0.00
Training	£ 17,500.00	£ 7,291.67	£ 730.76
Gaelic Development	£ 11,500.00	£ 4,791.67	£ 835.00
Youth Music Initiative	£ 219,511.00	£ 91,462.92	£ 219,511.00
Blas Festival	£ 255,700.00	£ 106,541.67	£ 155,504.01
Earned Income	£ 17,400.00	£ 7,250.00	£ 4,099.11
Meanbh Chuileag TIE Service/Drama Feìsean	£ 40,000.00	£ 16,666.67	£ 12,500.00
Support Cèilidh Trails	£ 70,000.00	£ 29,166.67	£ 5,117.00
Gaelic Drama Summer School	£ 45,000.00	£ 18,750.00	£ 0.00
Archiving Project	£ 23,667.00	£ 9,861.25	£ 0.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 1,250.00	£ 0.00
Showcase Opportunites	£ 25,700.00	£ 10,708.33	£ 0.00
General Funds still to be raised	£ 43,251.25	£ 18,021.35	£ 0.00
TOTAL INCOME	**£ 1,390,629.25**	**£ 579,428.85**	**£ 733,117.19**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 341,755.00	£ 142,397.92	£ 159,177.76
NIC Contributions	£ 34,175.50	£ 14,239.79	£ 15,025.07
Pension Contributions	£ 17,087.75	£ 7,119.90	£ 3,707.20
Staff Travel	£ 26,000.00	£ 10,833.33	£ 7,653.02
Office Rent & Rates	£ 23,000.00	£ 9,583.33	£ 9,867.10
Stationery, Printing & Postage	£ 12,000.00	£ 5,000.00	£ 5,200.62
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 5,833.33	£ 2,693.23
Board Expenses	£ 8,000.00	£ 3,333.33	£ 862.55
Implementation of Child Protection policy	£ 8,500.00	£ 3,541.67	£ 5,001.60
Insurance	£ 6,000.00	£ 2,500.00	£ 0.00
Sundry Expenses	£ 2,500.00	£ 1,041.67	£ 1,042.00
Accountancy & Bank Charges	£ 5,000.00	£ 2,083.33	£ 2,162.65
Professional Fees	£ 3,000.00	£ 1,250.00	£ 1,005.00
Instrument Bank Maintenance	£ 2,000.00	£ 833.33	£ 807.14
Additional Support Needs	£ 2,000.00	£ 833.33	£ 50.00
Capital Expenses	£ 5,000.00	£ 2,083.33	£ 2,667.32
PROGRAMME COSTS			
Grants Paid Out	£ 195,000.00	£ 81,250.00	£ 72,886.31
Annualised Hours	£ 15,000.00	£ 6,250.00	£ 4,625.00
Feis Development Fund	£ 30,000.00	£ 12,500.00	£ 19,882.32
Training Programme	£ 17,500.00	£ 7,291.67	£ 1,989.43
Training Programme Management Fee	-£ 3,250.00	-£ 1,354.17	-£ 3,250.00
Gaelic Language Development	£ 11,500.00	£ 4,791.67	£ 8,430.48

Gaelic Language Development Management Fee	-£ 1,150.00	-£ 479.17	-£ 1,150.00
Youth Music Initiative	£ 219,511.00	£ 91,462.92	£ 38,798.79
Youth Music Initiative Management Fee	-£ 50,000.00	-£ 20,833.33	-£ 50,000.00
Annual Conference	£ 10,000.00	£ 4,166.67	£ 0.00
Blas Festival	£ 263,000.00	£ 109,583.33	£ 74,353.95
Blas Festival Management Fee	-£ 12,000.00	-£ 5,000.00	-£ 12,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 25,000.00	£ 10,416.67	£ 20,956.68
Support Cèilidh Trails	£ 70,000.00	£ 29,166.67	£ 13,000.00
Gaelic Drama Summer School	£ 45,000.00	£ 18,750.00	£ 23,484.39
Drama Summer School Management Fee	-£ 4,500.00	-£ 1,875.00	£ 0.00
Archiving Project	£ 10,000.00	£ 4,166.67	£ 5,976.66
Archiving Management Fee	-£ 1,000.00	-£ 416.67	£ 5,002.43
Press/PR/Website Updates/Newsletter	£ 6,000.00	£ 2,500.00	£ 0.00
Fèis Showcase Concerts	£ 20,000.00	£ 8,333.33	£ 0.00
Fèis Showcase Concerts Management Fee	-£ 2,000.00	-£ 833.33	£ 15,160.51
Contingency	£ 17,000.00	£ 7,083.33	£ 0.00
SUB-TOTAL EXPENDITURE	**£ 1,390,629.25**	**£ 572,345.52**	**£ 455,069.21**
Management Fees	£ 73,900.00	£ 30,791.67	£ 71,900.00
TOTAL EXPENDITURE	**£ 1,464,529.25**	**£ 610,220.52**	**£ 521,469.21**
Transfer to Reserves	£ 12,932.50	£ 5,388.54	£ 12,582.50
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 283,547.98**

Tabhartasan nam Fèisean 2009-10

Àireamh air a' Chlàr Chùisean: 3.2009.3(a)2

Ainm	Prìomh Thabhartas Fèise	Maoin Ùghdarras Ionadail	Tabhartasan Leantainneach	Uaireannan a rèir Bliadhna	Uaireannan gach Bliadhna	Maoin Leas.	Tabhartas Iomlan air a Thabhann	Còrr Pàighte	Còrr gun rèiteach
Comhairle na Gàidhealtachd									
Fèis an Earraich	£8,947.34	£4,473.66	£2,884.00	180	£ 1,350.00	£ 0.00	£ 17,655.00	£ 10,066.00	£ 7,589.00
Fèis Lochabair	£2,787.34	£1,393.66	£2,500.00	120	£ 900.00	£ 0.00	£ 7,581.00	£ 3,136.00	£ 4,445.00
Fèis nan Garbh Chrìochan	£4,543.34	£2,271.66	£4,968.00	150	£ 1,125.00	£ 0.00	£ 12,908.00	£ 5,111.25	£ 7,796.75
Fèis Chataibh	£2,776.67	£1,388.33	£2,012.00	120	£ 900.00	£ 0.00	£ 7,077.00	£ 3,124.00	£ 3,953.00
Fèis a' Bhealaich	£266.67	£133.33	£760.00	20	£ 150.00	£ 0.00	£ 1,310.00	£ 0.00	£ 1,310.00
Fèis Rois nan Deugairean	£10,196.00	£5,098.00	£0.00	0	£ 0.00	£ 0.00	£ 15,294.00	£ 0.00	£ 15,294.00
Fèis Eige	£592.00	£296.00	£0.00	20	£ 150.00	£ 0.00	£ 1,038.00	£ 666.00	£ 372.00
Feis Ghallaibh	£666.67	£333.33	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Fèis Rois Òigridh	£7,930.00	£3,965.00	£8,700.00	0	£ 0.00	£ 0.00	£ 20,595.00	£ 8,921.00	£ 11,674.00
Fèis Farr	£0.00	£0.00	£996.00	20	£ 150.00	£ 0.00	£ 1,146.00	£ 0.00	£ 1,146.00
Fèis na h-Òige	£1,700.00	£850.00	£1,497.00	50	£ 375.00	£ 0.00	£ 4,422.00	£ 1,912.50	£ 2,509.50
Fèis Air an Oir	£671.33	£335.67	£2,464.00	50	£ 375.00	£ 0.00	£ 3,846.00	£ 0.00	£ 3,846.00
Feis Ghlinn Albainn	£1,056.00	£528.00	£2,656.00	0	£ 0.00	£ 0.00	£ 4,240.00	£ 1,188.00	£ 3,052.00
Fèis Ratharsaidh	£938.00	£469.00	£0.00	40	£ 300.00	£ 0.00	£ 1,707.00	£ 0.00	£ 1,707.00
Fèis a' Bhaile	£2,685.00	£895.00	£862.00	240	£ 1,800.00	£ 0.00	£ 6,242.00	£ 0.00	£ 6,242.00
Fèis Òigridh na Mara	£550.00	£275.00	£6,240.00	200	£ 1,500.00	£ 0.00	£ 8,565.00	£ 750.00	£ 7,815.00
Fèis Inbhir Narann	£654.00	£327.00	£3,772.00	100	£ 750.00	£ 0.00	£ 5,503.00	£ 2,261.00	£ 3,242.00
Fèis Spè	£3,741.33	£1,870.67	£5,126.00	0	£ 0.00	£ 0.00	£ 10,738.00	£ 0.00	£ 10,738.00
Feis a'Chaolais	£0.00	£0.00	£1,204.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Sgìrean Eile									
Fèis Dhùn Èideann	£2,787.00	£0.00	£5,632.00	600	£ 4,500.00	£ 0.00	£ 12,919.00	£ 800.00	£ 12,119.00
Fèis Chille Conbhal	£935.00	£0.00	£808.00	0	£ 0.00	£ 0.00	£ 1,743.00	£ 0.00	£ 1,743.00
Fèis Arainn	£2,547.00	£0.00	£1,800.00	0	£ 0.00	£ 0.00	£ 4,347.00	£ 1,910.00	£ 2,437.00
Fèis Obair Dheathain	£1,737.00	£0.00	£0.00	50	£ 375.00	£ 0.00	£ 2,112.00	£ 0.00	£ 2,112.00
Feis Dhùn Bhreatainn	£537.00	£0.00	£542.00	20	£ 150.00	£ 0.00	£ 1,229.00	£ 0.00	£ 1,229.00
Fèis Mhoireibh	£1,610.00	£0.00	£1,496.00	0	£ 0.00	£ 0.00	£ 3,106.00	£ 1,208.00	£ 1,898.00
Fèis Lannraig a Tuath	£705.00	£0.00	£0.00	20	£ 150.00	£ 0.00	£ 855.00	£ 528.75	£ 326.25

Fèis Fhoirt	£1,600.00	£0.00	£1,450.00	0	£ 0.00	£ 0.00	£ 3,050.00	£ 0.00	£ 3,050.00
Feis Ghlaschu	£3,055.00	£0.00	£1,000.00	0	£ 0.00	£ 0.00	£ 4,055.00	£ 2,421.00	£ 1,634.00
Fèis Innis an Uillt	£403.00	£0.00	£2,100.00	60	£ 450.00	£ 0.00	£ 2,953.00	£ 0.00	£ 2,953.00
Fèis Lunnain	£1,000.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 1,000.00	£ 0.00
Feis ant-Stratha	£1,000.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
Comhairle nan Eilean Siar									
Fèis Tìr a' Mhurain	£2,750.00	£1,500.00	£1,176.00	120	£ 900.00	£ 0.00	£ 6,326.00	£ 3,563.00	£ 2,763.00
Fèis Eilean an Fhraoich	£2,800.00	£2,000.00	£1,250.00	100	£ 750.00	£ 0.00	£ 6,800.00	£ 4,100.00	£ 2,700.00
Fèis Tìr an Eòrna	£2,052.00	£1,500.00	£0.00	40	£ 300.00	£ 0.00	£ 3,852.00	£ 3,039.00	£ 813.00
Fèis Bharraigh	£3,647.00	£1,500.00	£800.00	100	£ 750.00	£ 0.00	£ 6,697.00	£ 4,235.00	£ 2,462.00
Fèis Eilean na Hearadh	£600.00	£1,500.00	£0.00	20	£ 150.00	£ 0.00	£ 2,250.00	£ 1,950.00	£ 300.00
Fèis an Rubha	£1,457.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,457.00	£ 0.00	£ 1,457.00
Fèis Taigh Dhonnchaidh	£723.00	£1,500.00	£1,000.00	20	£ 150.00	£ 0.00	£ 3,373.00	£ 1,668.00	£ 1,705.00
Comhairle Earra Ghàidheal agus Bhòid									
Fèis Cholla	£1,525.00	£0.00	£864.00	20	£ 150.00	£ 0.00	£ 2,539.00	£ 1,143.75	£ 1,395.25
Fèis Latharna	£2,471.00	£1,500.00	£2,830.00	0	£ 0.00	£ 0.00	£ 6,801.00	£ 2,978.00	£ 3,823.00
Fèis Mhuile	£0.00	£1,500.00	£1,220.00	20	£ 150.00	£ 0.00	£ 2,870.00	£ 0.00	£ 2,870.00
Fèis Thiriodh	£1,850.00	£1,500.00	£931.00	60	£ 450.00	£ 0.00	£ 4,731.00	£ 2,887.00	£ 1,844.00
Fèis Ìle agus Dhùira	£0.00	£1,014.00	£0.00	0	£ 0.00	£ 0.00	£ 1,014.00	£ 0.00	£ 1,014.00
Fèis Dhun Omhain	£400.00	£486.00	£1,511.00	30	£ 225.00	£ 0.00	£ 2,622.00	£ 0.00	£ 2,622.00
Fèis Cheann Loch Goibhle	£1,000.00	£1,500.00	£1,694.00	50	£ 375.00	£ 0.00	£ 4,569.00	£ 0.00	£ 4,569.00
Feis Freumhan	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00
	Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartasan Leantainneach**	**Uaireannan a rèir Bliadhna**	**Uaireannan gach Bliadhna**	**Maoin Leas.**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
Totals	**£ 89,892.69**	**£ 41,903.31**	**£ 74,745.00**	**2,640**	**£ 19,800.00**	**£ 0.00**	**£ 227,137.00**	**£ 70,567.25**	**£ 156,569.75**

Fèisean nan Gàidheal

Cunntasan Ràitheil gu 30 Ògmhios 2009

Àireamh air a' Chlàr Chùisean: 3.2009.03(c)

Feisean nan Gaidheal (consolidated)
Quarter ended 30 June 2009
Management accounts

STATEMENT OF FINANCIAL ACTIVITIES

	Quarter ended 30 June 2009								Quarter ended 30 June 2008							
	Total	Core Activities	Blas Festival	Training	Schools Project	Gaelic Develop-ment	Drama, Festivals and Concerts	Heritage Project	Total	Core Activities	Training	Blas Festival	Schools Project	Gaelic Develop-ment	Drama, Festivals and Concerts	Heritage Project
Incoming resources																
Grants																
Scottish Arts Council	127,500	122,500						5,000	108,750	108,750						
Highland Council	82,120	24,620	52,500			5,000			84,620	32,120		52,500				
Comhairle nan Eilean Siar	0	0							0							
Argyll & Bute Council	0	0							2,100	2,100						
Highland & Islands Enterprise	37,549	37,549							90,816	35,939			54,877			
Bord na Gaidhlig	29,750					29,750			21,339					21,339		
National Lottery	0	0							4,167							4,167
Storlann	5,000					5,000			0							
Events Scotland	16,300		16,300						0							
Other Local Councils	300	300							0							
Other income									0							
Membership fees	130	130							600	600						
Sale of publications	479	479							11	11						
Instrument bank revenue	1,467	1,467							3,051	3,051						
Administration fees	0	0							0							
Training registration fees	400			400					0							
Performance fees	200					200			2,530					2,530		
Other income	0	0							500	500						
Bank account interest	3	3							369	369						
Total incoming resources	**301,199**	**187,049**	**68,800**	**400**	**0**	**39,950**	**0**	**5,000**	**318,853**	**183,440**	**0**	**52,500**	**54,877**	**23,869**	**0**	**4,167**
Resources expended																
Fundraising trading																
Instrument bank costs	522	522							831	831						
Commissions	3,778		3,778						0							
Artistes costs	0								0							
Travel & support	0								6,385			6,385				
PA & lighting	0								0							
Venue hire	0								4,989			4,989				
Promotion	15,477		15,477						3,936			3,936				
Project manager	4,825		4,825						9,691			9,691				
Artistic director	1,784		1,784						0							
Charitable activities																
Wages	37,182					37,182			26,141	12,157				13,984		
Telephone	0	0							393					393		
Sundries	2,039	1,397	642						5,288	4,750		538				
Development officers / tutors	41,666	18,513			23,153				33,618	15,137			18,481			
Travel expenses etc	21,915	12,838			9,076				20,269	267	470		13,145	6,387		
Child protection costs	3,170	3,170							2,123	2,123						
Training	0	0							930		930					
Workshops	2,837					2,837			808		808					
Materials	6,132					6,132			2,002				2,002			
Portrait of a Nation	0	0							110						110	
Archiving project	10,801							10,801	7,949							7,949
Festival costs	7,582						7,582		4,156					3,971	185	
Project management	1,397	1,397							5,437				5,437			
Management charge	0	0							0							
Grants to Feisean	28,837	28,837							39,616	39,616						
Governance costs																
Committee expenses	863	863							1,107	1,107						
Legal fees	775	775							1,224	1,224						
Auditors' remuneration	671	671							365	365						
Annual conference	0	0							500	500						
Support costs																
Wages	36,746	36,746							33,587	33,587						
Social security	8,979	8,979							5,170	5,170						
Pensions	2,144	2,144							2,164	2,164						
Office rent	5,895	5,895							5,999	5,999						
Insurance	0	0							6,300	6,300						
Light and heat	634	634							1,487	1,487						
Telephone	1,868	1,868							1,677	1,677						
Postage and stationery	4,969	4,969							3,120	3,120						
Sundries	948	948							0							
Website	0	0							0							
Staff travel and expenses	2,112	2,112							7,847	7,847						
Depreciation	388		388						690			690				
Bank charges	250	250							250	250						
Total resources expended	**257,183**	**133,527**	**26,894**	**0**	**32,230**	**46,150**	**7,582**	**10,801**	**246,159**	**145,678**	**2,208**	**26,229**	**39,065**	**24,735**	**295**	**7,949**
Surplus / (deficit)	**44,016**	**53,522**	**41,906**	**400**	**(32,230)**	**(6,200)**	**(7,582)**	**(5,801)**	**72,694**	**37,762**	**(2,208)**	**26,271**	**15,812**	**(866)**	**(295)**	**(3,782)**
Opening reserves	31,525								25,142							
Closing reserves	**75,541**								**97,836**							

Feisean nan Gaidheal (consolidated)
Quarter ended 30 June 2009
Management accounts

BALANCE SHEET

	30 June 2009		31 March 2009	
Fixed assets				
Photocopier		5,824		6,212
Current assets				
Grants receivable	89,699		110,270	
Prepayments	4,876		31,645	
VAT	3,051		4,771	
		97,626		146,686
Bank balances				
Current account	(46,439)		(84,466)	
High interest account	9,648		29,830	
Blas account	(3,000)		790	
Deposit account	50,000		0	
		10,209		(53,846)
Current liabilities				
Social security and other tax	10,625		10,538	
Wages arrestment	410		410	
Grants awarded but unpaid	14,044		53,378	
Grants received in advance	0		0	
Accrued expenses	13,038		3,200	
		(38,118)		(67,526)
Net assets / (liabilities)		**75,541**		**31,526**
Closing reserves, per SOFA		**75,541**		**31,526**

Fèisean nan Gàidheal

Cunntasan Bliadhnail gu 31 Màirt 2009

Àireamh air a' Chlàr Chùisean: 3.2009.03(c)

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

REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS
For The Year Ended 31 March 2009
FOR
FÈISEAN NAN GÀIDHEAL

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

FÈISEAN NAN GÀIDHEAL

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

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REPORT OF THE TRUSTEES
for the Year Ended 31 March 2009

The trustees who are also directors of the charity for the purposes of the Companies Act 1985, present their report with the financial statements of the charity for the year ended 31 March 2009. 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	- appointed 5.12.08
George Keiller Stoddart		
Jessie Alice Newton		
Michael Sweeney		
Elizabeth Blyth Bain		
Catherine Macneil		- appointed 5.12.08
Derek Maclennan		- appointed 5.12.08
Mairi Oakley		- appointed 5.12.08
Margaret Maclennan		
Margaret Cameron		- appointed 5.12.08
Margaret Nicolson		- resigned 5.12.08
Laura Green		- resigned 5.12.08
Alasdair Macdonald		- resigned 5.12.08
Catherine Adam		- resigned 5.12.08
Jane Macneil		- resigned 5.12.08

Company Secretary
George Keiller Stoddart

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

Recruitment and appointment of new trustees
New trustees are recruited through an open election process approved by the membership whereby there are 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 2009

STRUCTURE, GOVERNANCE AND MANAGEMENT

Induction and training of new trustees

All new trustees took part in an induction process in December 2008 that involved the outlining of the aims and objectives of the organisation, the work in which it was involved and the sources of funding. The induction also outlined the responsibilities of trustees, and their responsibilities as directors of a company limited by guarantee.

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

Organisational structure

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

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

Wider network

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

Related parties

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

Name	Status	Fèis	2009	2008
Katie Adam	Trustee	Fèis a' Bhaile	£5,539	£5,202
Peggy Nicolson	Trustee	Fèis an Earraich	£21,688	£18,386
Jane MacNeil	Trustee	Fèis Bharraigh	£8,920	£10,582
George Stoddart	Trustee	Fèis sa Mheadhan	£1,562	£4,110
Jessie Newton	Trustee	Fèis Dhùn Èideann	£14,712	£11,094
Alasdair MacDonald	Trustee	Fèis Lochabair	£11,803	£9,928
Laura Green	Trustee	Fèis Rois Ltd	£22,379	£23,668
Elizabeth Bain	Trustee	Fèis Cheann Loch Goibhle	£15,041	£8,926
Michael Sweeney	Trustee	Fèis Dhùn Breatuinn an Iar	£2,960	£4,235
Peigi MacLennan	Trustee	Fèis Eilean an Fhraoich	£21,136	£10,481

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

The amounts shown are the maximum award and the Fèis might not actually draw the full amount awarded.

Risk management

The trustees acknowledge their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. This is managed by the Executive Group which takes a very close interest in the financial aspects of the running of Fèisean nan Gàidheal. In addition risk assessments are carried out for each of the organisation's offices, as well as for events run by Fèisean nan Gàidheal. During 2008-09 a Risk Assessment and Management workshop was held for Trustees and Staff.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2009

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

Volunteers

The Fèis movement is heavily reliant on volunteers and it is estimated that upwards of 500 volunteers are involved in running 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.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

There have been many highlights during the year, notably the success of the Fèisean themselves, which remain the focus of this organisation's efforts and where our support is placed, and our efforts focused, first and foremost.

Another highlight was *Dealbh Dùthcha*, a new, specially commissioned piece of music composed by Blair Douglas which was Scotland's only representation at the Liverpool 2008; European Capital of Culture celebrations. Prior to that is was performed at the final night of the Highland 2007 celebrations, and at an event to celebrate the Heritage Lottery Fund's contribution to the refurbishment of the Kelvingrove Museum and Arts Gallery in Glasgow.

Blas 2008 was a success, too, with a large number of events across the Highlands and a much extended education programme which brought some first class singers and musicians into schools across the area. The audience increased dramatically and we attracted new support from EventScotland, as well as the continued support of other funders and our main Blas partner, The Highland Council.

Cèilidh Trails took place including a new one in the Western Isles, which featured performers from a number of Fèisean in the islands. They make a valuable contribution to the tourism experience in the Highlands & Islands and offer a good training ground for young people to may want to make performing their career.

Fèisean nan Gàidheal's Gaelic language development work continued which offers Gaelic training to staff, volunteers and tutors. Our service also offers support to Fèisean to ensure that they produce printed and web materials bilingually, and seeks to help Fèisean ensure a greater Gaelic content in their activities.

Gaelic drama development continued with drama Fèisean in schools, Meanbh-Chuileag's performance tour of Gaelic schools and the reintroduction of a Gaelic Drama Summer School making a valuable contribution to increasing the use of Gaelic amongst young people.

During the year, we trained volunteers and tutors and we began to see the output from our exciting Archiving Project with the first two publications from Applecross and North Sutherland. New Fèisean were admitted to the membership of Fèisean nan Gàidheal during the year, which have extended the reach of our work into areas not previously covered, like Caithness and Perthshire.

Fundraising activities

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

Internal and external factors

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

External factors included delays in achieving a positive outcome to some applications for funding which had been expected in 2008-09.

REPORT OF THE TRUSTEES
for the Year Ended 31 March 2009

FINANCIAL REVIEW

Reserves policy

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

Reserves are at a lower level than we would like given the size of the organisation and the number of staff we employ. This is due to a combination of factors but, chiefly, there was a sum of £45k pre-paid, on the last day of March 2008, by the Scottish Arts Council that had been included in 2007-08 figures but which was actually for 2008-09 projects. This had the effect of over-stating our reserves in 2007-08 figures. Highlands & Islands Enterprise (HIE) pays its funding based on a proportion of our expenditure. In the case of 2008-09, our expenditure was slightly less than anticipated and, therefore, we were not able to draw down the full amount available from HIE. It is clear that, during 2009-10, Fèisean nan Gàidheal is required to ensure it generates enough income for the expenditure it incurs and does not continue to utilise a large portion of its reserves.

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, Heritage Lottery Fund and the Scottish Arts Council Lottery Fund.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of Fèisean nan Gàidheal 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 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 1985. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 234ZA of the Companies Act 1985) of which the charitable company`s 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, 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 VII of the Companies Act 1985 relating to small companies.

ON BEHALF OF THE BOARD:

.....
Trustee

25 September 2009

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 2009 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

This report is made solely to the charitable company's members, as a body, in accordance with Section 235 of the Companies Act 1985, 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 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 trustees as a body, for my audit work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and auditor
The trustees' (who are also the directors of the charitable company for the purposes of company law) responsibilities 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) are set out in the Statement of Trustees' Responsibilities.

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 1985 and report to you in accordance with those Acts.

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

I report to you my opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 and whether the information given in the Report of the Trustees is consistent with the financial statements.

I also report to you if, in my opinion, the charitable company has not kept proper accounting records, if the charitable company's financial statements are not in agreement with these accounting records, or if I have not received all the information and explanations I require for my audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

I read the Report of the Trustees and consider the implications for my report if I become aware of any apparent misstatements within it.

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

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements.

I have undertaken the audit in accordance with the requirements of APB Ethical Standards including APB Ethical Standard - Provisions Available to Small Entities, in the circumstances set out in note 18 to the financial statements.

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

Opinion
In my opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs as at 31 March 2009 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006; and
- the information given in the Report of the Trustees is consistent with the financial statements.

R Cunningham
Member – Institute of Chartered Accountants of Scotland

Mann Judd Gordon
Registered Auditors &
Eligible to act as an auditor in terms of Section 25 of the Companies Act 1989
Chartered Accountants
26 Lewis Street
Stornoway
Isle of Lewis
HS1 2JF

25 September 2009

Note:
The maintenance and integrity of the Fèisean nan Gàidheal 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 2009

	Notes	**31.3.09 Unrestricted funds £**	31.3.08 Total funds £
INCOMING RESOURCES			
Incoming resources from generated funds			
Voluntary income	2	**6,815**	6,103
Activities for generating funds	3	**74,808**	59,496
Investment income	4	**3,841**	4,904
Incoming resources from charitable activities	5		
Core activities		**527,764**	648,851
Training		**23,413**	38,628
Lochaber development fund		**-**	11,290
Blas Festival		**337,558**	331,449
Schools project		**223,580**	233,027
Gaelic development		**99,907**	107,464
Heritage project		**36,693**	25,000
Total incoming resources		**1,334,379**	1,466,212
RESOURCES EXPENDED			
Costs of generating funds			
Fundraising trading: cost of goods sold and other costs	6	**311,749**	317,187
Charitable activities	7		
Core activities		**605,048**	651,921
Training		**63,064**	57,964
Lochaber development fund		**-**	31,541
Blas Festival		**21,462**	21,843
Schools project		**197,396**	262,022
Gaelic development		**154,127**	91,916
Heritage project		**32,131**	12,789
Governance costs	10	**21,228**	28,546
Total resources expended		**1,406,205**	1,475,729
NET INCOMING/(OUTGOING) RESOURCES		**(71,826)**	(9,517)
RECONCILIATION OF FUNDS			
Total funds brought forward		**103,352**	112,869
TOTAL FUNDS CARRIED FORWARD		**31,526**	103,352

The notes form part of these financial statements

BALANCE SHEET
At 31 March 2009

	Notes	31.3.09 Unrestricted funds £	31.3.08 Total funds £
FIXED ASSETS			
Tangible assets	15	**6,212**	8,282
CURRENT ASSETS			
Debtors: amounts falling due within one year	16	**146,686**	98,742
Cash at bank		**30,620**	160,502
		177,306	259,244
CREDITORS			
Amounts falling due within one year	17	**(151,992)**	(164,174)
NET CURRENT ASSETS		**25,314**	95,070
TOTAL ASSETS LESS CURRENT LIABILITIES		**31,526**	103,352
NET ASSETS		**31,526**	103,352
FUNDS	18		
Unrestricted funds		**31,526**	103,352
TOTAL FUNDS		**31,526**	103,352

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2007).

The financial statements were approved by the Board of Trustees on 25 September 2009 and were signed on its behalf by:

.....
Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2009

1. ACCOUNTING POLICIES

Accounting convention
The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standards for Smaller Entities (effective January 2007), the Companies Act 1985 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

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

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

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

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

Plant and machinery - 25% on reducing balance

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.

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

	31.3.09	31.3.08
	£	£
Donations	**-**	2,100
Membership fees	**6,815**	4,003
	6,815	6,103

3. ACTIVITIES FOR GENERATING FUNDS

	31.3.09	31.3.08
	£	£
Sale of publications	**2,506**	1,785
Instrument bank revenue	**8,205**	4,711
Administration fees	**64,097**	53,000
	74,808	59,496

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2009

4. INVESTMENT INCOME

	31.3.09	31.3.08
	£	£
Deposit account interest	**3,841**	4,904

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Activity	**31.3.09** **£**	31.3.08 £
Grants	Core activities	**524,089**	638,069
Performance fees	Core activities	**146**	-
Other income	Core activities	**3,529**	10,782
Grants	Training	**21,533**	37,429
Training registration fees	Training	**1,880**	1,199
Grants	Lochaber development fund	**-**	11,290
Grants	Blas Festival	**279,780**	291,022
Box office / concerts	Blas Festival	**52,777**	40,427
Other income	Blas Festival	**5,001**	-
Grants	Schools project	**223,580**	233,027
Grants	Gaelic development	**96,000**	104,149
Performance fees	Gaelic development	**3,907**	2,864
Box office / concerts	Gaelic development	**-**	451
Grants	Heritage project	**36,693**	25,000
		1,248,915	1,395,709

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

	31.3.09 **£**	31.3.08 £
Scottish Arts Council	**345,532**	410,700
Highland Council	**398,087**	423,620
Highland Council (GLAIF)	**10,000**	-
Comhairle nan Eilean Siar	**22,500**	32,764
Argyll & Bute Council	**14,900**	11,500
Highland & Islands Enterprise	**215,394**	228,126
Bòrd na Gàidhlig	**80,000**	81,649
Local enterprise companies	**-**	5,867
National Lottery	**24,693**	25,000
European Social Fund	**-**	30,887
WHELK / LEADER+	**-**	4,356
East Lothian Council	**4,069**	13,517
Scottish Executive	**25,000**	-
Comunn na Gàidhlig	**6,000**	-
Events Scotland	**25,000**	-
Iomairt Colm Cille	**2,500**	-
Clydesdale Bank - sponsorship	**5,000**	20,000
PRS Foundation - sponsorship	**3,000**	2,000
Highland 2007	**-**	50,000
	1,181,675	1,339,986

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2009

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

	31.3.09	31.3.08
	£	£
Instrument bank costs	2,603	3,035
Blas - Commissions	6,172	46,022
Blas - Artises costs	172,361	151,261
Blas - Travel and support	10,438	8,767
Blas - PA and lighting	22,760	24,300
Blas - Venue hire	13,523	4,346
Blas - Promotion	45,589	42,271
Blas - Project manager	27,807	26,376
Blas - Artistic director	10,496	10,809
	311,749	317,187

7. CHARITABLE ACTIVITIES COSTS

	Direct costs	Grant funding of activities (See note 8)	Support costs (See note 9)	Totals
	£	£	£	£
Core activities	112,132	213,715	279,201	605,048
Training	63,064	-	-	63,064
Blas Festival	15,000	-	6,462	21,462
Schools project	197,396	-	-	197,396
Gaelic development	154,127	-	-	154,127
Heritage project	32,131	-	-	32,131
	573,850	213,715	285,663	1,073,228

8. GRANTS PAYABLE

	31.3.09	31.3.08
	£	£
Core activities	213,715	231,362

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

	31.3.09	31.3.08
	£	£
Grants to Fèisean	213,715	231,362

9. SUPPORT COSTS

	Management	Finance	Totals
	£	£	£
Core activities	278,906	295	279,201
Blas Festival	6,417	45	6,462
	285,323	340	285,663

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2009

10. GOVERNANCE COSTS

	31.3.09	31.3.08
	£	£
Committee expenses	7,494	9,128
Legal fees	3,730	5,201
Auditors' remuneration	2,400	1,800
Auditors' remuneration for non-audit work	1,440	1,820
Annual conference	6,164	10,597
	21,228	28,546

11. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

	31.3.09	31.3.08
	£	£
Auditors' remuneration	2,400	1,800
Depreciation - owned assets	2,070	2,760

12. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2009 nor for the year ended 31 March 2008.

Trustees' Expenses
There were no trustees' expenses paid for the year ended 31 March 2009 nor for the year ended 31 March 2008.

13. STAFF COSTS

	31.3.09	31.3.08
	£	£
Wages and salaries	279,948	263,159
Social security costs	22,487	22,866
Other pension costs	9,912	6,789
	312,347	292,814

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2009

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 2009 and 2008 are shown below.

	2009	**2008**
	£	**£**
Turnover	**337,558**	331,449
Cost of sales	**309,146**	314,151
Gross profit	**28,412**	17,298
Administrative expenses	**21,416**	22,644
Profit / (loss) for year	**6,996**	(5,346)
Interest receivable / (payable) for year	**(45)**	201
	6,951	(5,145)
Taxation	**-**	-
Profit / (loss) after taxation	**6,951**	(5,145)
Net assets / (liabilities) at 31 March	**1,807**	(5,144)

15. TANGIBLE FIXED ASSETS

	Plant and machinery etc
	£
COST	
At 1 April 2008 and 31 March 2009	**11,042**
DEPRECIATION	
At 1 April 2008	**2,760**
Charge for year	**2,070**
At 31 March 2009	**4,830**
NET BOOK VALUE	
At 31 March 2009	**6,212**
At 31 March 2008	8,282

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2009

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.09	31.3.08
	£	£
Trade debtors	**-**	2,641
VAT	**4,771**	2,489
Prepayments	**31,645**	-
Grants receivable	**110,270**	93,612
	146,686	98,742

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.09	31.3.08
	£	£
Bank loans and overdrafts	**84,466**	53,606
Trade creditors	**-**	4,240
Other creditors	**410**	-
Social security and other taxes	**10,538**	10,746
Grants awarded but unpaid	**53,378**	92,382
Accrued expenses	**3,200**	3,200
	151,992	164,174

18. MOVEMENT IN FUNDS

	At 1.4.08	**Net movement in funds**	**At 31.3.09**
	£	**£**	**£**
Unrestricted funds			
General fund	**103,352**	**(71,826)**	**31,526**
TOTAL FUNDS	**103,352**	**(71,826)**	**31,526**

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

	Incoming resources	**Resources expended**	**Movement in funds**
	£	**£**	**£**
Unrestricted funds			
General fund	**1,334,379**	**(1,406,205)**	**(71,826)**
TOTAL FUNDS	**1,334,379**	**(1,406,205)**	**(71,826)**

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 2009

	31.3.09 £	31.3.08 £
INCOMING RESOURCES		
Voluntary income		
Donations	**-**	2,100
Membership fees	**6,815**	4,003
	6,815	6,103
Activities for generating funds		
Sale of publications	**2,506**	1,785
Instrument bank revenue	**8,205**	4,711
Administration fees	**64,097**	53,000
	74,808	59,496
Investment income		
Deposit account interest	**3,841**	4,904
Incoming resources from charitable activities		
Grants	**1,181,675**	1,339,986
Training registration fees	**1,880**	1,199
Performance fees	**4,053**	2,864
Box office / concerts	**52,777**	40,878
Other income	**8,530**	10,782
	1,248,915	1,395,709
Total incoming resources	**1,334,379**	1,466,212
RESOURCES EXPENDED		
Fundraising trading: cost of goods sold and other costs		
Instrument bank costs	**2,603**	3,035
Blas - Commissions	**6,172**	46,022
Blas - Artises costs	**172,361**	151,261
Blas - Travel and support	**10,438**	8,767
Blas - PA and lighting	**22,760**	24,300
Blas - Venue hire	**13,523**	4,346
Blas - Promotion	**45,589**	42,271
Blas - Project manager	**27,807**	26,376
Blas - Artistic director	**10,496**	10,809
	311,749	317,187
Charitable activities		
Wages	**136,135**	132,104
Telephone	**20**	4,118
Advertising	**-**	4,166
Sundries	**11,080**	37,186
Development officers / tutors	**134,389**	153,119
Travel expenses etc	**91,470**	75,904
Child protection costs	**10,822**	8,032
Training	**9,107**	4,631
Carried forward	**393,023**	419,260

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2009

	31.3.09	31.3.08
	£	£
Charitable activities		
Brought forward	**393,023**	419,260
Workshops	**23,622**	25,475
Materials	**16,594**	11,834
25th anniversary book and celebrations	**-**	12,526
Portrait of a Nation	**16,138**	17,962
Archiving project	**32,131**	12,789
Festival costs	**1,157**	26,197
Project management	**27,088**	35,982
Management charge	**64,097**	48,000
Grants to institutions	**213,715**	231,362
	787,565	841,387
Governance costs		
Committee expenses	**7,494**	9,128
Legal fees	**3,730**	5,201
Auditors' remuneration	**2,400**	1,800
Auditors' remuneration for non-audit work	**1,440**	1,820
Annual conference	**6,164**	10,597
	21,228	28,546
Support costs		
Management		
Wages	**143,813**	131,055
Social security	**22,487**	22,866
Pensions	**9,912**	6,789
Office rent	**22,219**	27,036
Insurance	**5,751**	12,411
Light and heat	**3,567**	1,739
Telephone	**8,298**	7,569
Postage and stationery	**19,061**	20,797
Sundries	**8,947**	7,294
Website	**2,970**	16,009
Staff travel and expenses	**35,776**	26,619
Licenses and insurance	**452**	-
Economic impact study	**-**	5,400
Depreciation of tangible and heritage assets	**2,070**	2,760
	285,323	288,344
Finance		
Bank charges	**295**	265
Bank interest	**45**	-
	340	265
Total resources expended	**1,406,205**	1,475,729
Net expenditure	**(71,826)**	(9,517)

Fèisean nan Gàidheal

Tairgse ionmhais bho Iomairt na Gàidhealtachd agus nan Eilean
Àireamh air a' Chlàr Chùisean: 3.2009.03(e)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird mu tairgse ionmhais bho Iomairt na Gàidhealtachd agus nan Eilean (InG) agus beachd nam ball fhaighinn air slighe air adhart gus cùmhnant aontachadh le InG.

Bun Fhiosrachadh
Bidh buill a' Bhùird mothachail gun do chuir sinn tagradh gu InG airson maoin thairis air na bliadhnaichean 2009-12 airson leantainn air maoin a bh' againn eadar 2006-09. Ged a bha dàil ann co-dhùnadh fhaighinn, tha InG air taic-airgid glè mhath a thairgse dhuinn aig na h-ìrean a leanas: £190k (13.66% airson 2009-10); £180k (12.36% airson 2010-11); £170k (11.54% airson 2011-12).

Cùmhnant
Tha dreach chùmhnant air tighinn thugainn airson ar n-aonta.

Tha roinnean 1 to 11 reusanta gu leòr agus an ìre mhath àbhaisteach.

Ach tha feum air barrachd chòmhraidhean a chumail le Alasdair MacLeòid mu chuid de na toraidhean oir cha bhitheamaid airson aontachadh ri dad sam bith nach eil an ìre mhath cinnteach a ghabhadh coilionadh.

Mar eisimpleir ann an (1) tha ceist agam an gabhadh taic cheart a thoirt do 2 fhèis ùr gach bliadhna aig àm far a bheil air n-airgead bliadhnail air a lùghdachadh.

Ann an (3), bha sinn air beachdachadh air sgrùdadh a dhèanamh air am biodh ionadan cultarail comasach air stèidheachadh ach gun ionad a stèidheachadh sinn fhìn, no nar n-aonar.

Ann an (5), cha robh sinn air bruidhinn mu dheidhinn an t-Ionad Fàs aig Sabhal Mòr Ostaig a chleachdadh airson na Sgoil Shamhraidh Dhràma le fios gu bheil adhbharan ann carson nach biodh sin comasach. Mar eisimpleir, cha bhiodh àitichean fuirich gu leòr aig an t-Sabhail aig an àm sin den bhliadhna.

Ann an (9) bhithinn a' sùileachadh co-ionnan ri 15 dreuchdan an àite 15 duine fa leth ag obair làn ùine. Ma dh'fhaoidte gum biodh seo doirbh ann an suidheachadh far a bheil airgead a lùghdachadh.

Ann an (10) ged a tha sinn air còmhaidhean a chumail mu dheidhinn a bhith an sàs leis na Geamaichean Olympic, bhithinn mi-chomhfhurtail mu dheidhinn a bhith a' toirt seachad gealltanas gun tachradh sin le cinnt.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird (1) fa-near a thoirt do cunnraidhean bho InG ann an roinnean 1 gu 11 agus ceist sam bith a thogail mun deidhinn; (2) cead a thoirt don Cheannard còmhraidhean a chumail le InG airson na toraidhean aontachadh; agus (3) cead a thoirt don Cheannard ainm a chur ris a' chùmnant deireannach às leth Fèisean nan Gàidheal.

Art MacCarmaig
Ceannard
Sultain 2009

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

Directline: (01349) 868903
Contact: Mrs C Leonard
Date: 1st September 2009

Your Ref:
Our Ref: CL

Arthur Cormack
Fèisean nan Gaidheal
Taigh a Mhill
PORTRIGH
IV51 9BZ

Dear Arthur

FÈISEAN NAN GAIDHEAL

I have pleasure in informing you that your application for financial assistance to Highlands and Islands Enterprise "(HIE") has been approved by HIE subject to the conditions contained in the enclosed Undertaking.

The Undertaking has important legal consequences and you may wish to discuss its contents with your solicitor. If its terms are acceptable, please execute the deed and return it to me within 28 days otherwise the financial assistance may be withdrawn. A photocopy of the completed document will be sent to you for retention in due course. Please contact Alasdair MacLeòid to find out which conditions have still to be fulfilled and how to claim the assistance.

Yours sincerely

C Leonard
Legal Services

Earl Thorfinn House, 6 Druimchat View, Dingwall Business Park, Dingwall, Ross-shire IV15 9XL Scotland
Taigh Iarla Thorfinn, Sealladh Druim Chat, Pàirc-Ghnìomhachais Inbhir Pheofharain, Inbhir Pheofharan,
Siorrachd Rois IV15 9XL Alba

+44 (0)1349 868900 +44 (0)1349 868901 info@hient.co.uk www.hie.co.uk

UNDERTAKING

by

FÈISEAN NAN GAIDHEAL a charity registered in Scotland (charity number: SC002040) and a company limited by guarantee incorporated in Scotland under the Companies Acts (registered number: SC 130071) and having its Registered Office at Meall House, Portree, Isle of Skye IV51 9BZ (hereinafter called "the Obligant")

in favour of

HIGHLANDS AND ISLANDS ENTERPRISE established by the Enterprise and New Towns (Scotland) Act 1990 and having its Prinicipal Office at Cowan House, Inverness Retail & Business Park, Inverness, Highland IV2 7GF (hereinafter called "HIE")

CONSIDERING THAT HIE has agreed to make available to the Obligant the aftermentioned Financial Assistance subject to the terms and conditions below, the Obligant hereby UNDERTAKES throughout the Period of Obligation to implement the Purpose for which the Financial Assistance is given and to fulfil and observe all of the terms and conditions of this Undertaking.

FIRST DEFINITIONS

In this Undertaking the following definitions will apply unless the context requires otherwise:-

(a) "Financial Assistance" means the aftermentioned Development Grant.

(b) "Development Grant" means a grant of up to £540,000 comprising the following:

(i) £190,000 or 13.66% of the eligible costs of the Purpose in year ending 31 March 2010;
(ii) £180,000 or 12.36% of the eligible costs of the Purpose in year ending 31 March 2011; and
(iii) £170,000 or 11.54% of the eligible costs of the Purpose in year ending 31 March 2012

all as approved by HIE, whichever is the lesser.

(c) "the Purpose" means implementation of a three year development programme with the objectives of increasing the impact of "Fèisean" traditional arts tuition festivals activity on communities, particularly in fragile areas and enhancing their impact on key economic sectors, and the further application of the social enterprise model to ensure the sustainable future of the Fèisean movement and procuring the Deliverables and Outputs, in connection with the Obligant's Business.

(d) "Deliverables and Outputs" means the deliverables and outputs to be achieved by the Obligant as set out in the Appendix annexed and signed as relative hereto.

(e) "Business" means the operation and national coordination of Fèisean in Scotland, particularly but not only in the Highlands and Islands.

(f) "the Expected Project Completion Date" means 31 March 2012.

(g) "Period of Obligation" means the period from the date of this Undertaking until the date 3 years from the date of last payment of this grant;

(h) "eligible" means deemed eligible for grant funding by HIE or in the case of ERDF, by HIE, the Scottish Government and the European Commission.

(i) "Intellectual Property Rights" means patents, rights to inventions, copyright and related rights, trademarks, service marks, trade names and domain names, rights in get-up, rights to goodwill or to sue for passing off, rights in designs, rights in computer software, database rights, rights in confidential information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications (or rights to apply) for, and renewals or extensions of, such rights and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world.

(j) "MG Alba means the operating name of Seirbheis nam Meadhanan Gàidhlig (the Gaelic Media Service) a body established under section 183 of the Broadcasting Act 1990.

SECOND INTERPRETATION

In construing this Undertaking, unless the context otherwise requires:-

(a) "month" means a calendar month;

(b) the "Obligant" includes executors, successors and representatives of the Obligant;

(c) the date on which any grant or any instalment thereof is made over shall be the date on which HIE's remittance is issued in payment as the same may be certified by any duly authorised officer of HIE;

(d) obligations undertaken by two or more persons hereunder shall bind such persons jointly and severally;

(e) words importing the singular number shall include the plural number and vice versa;

(f) words importing the masculine gender shall include the feminine and neuter gender;

(g) a reference to a statute, statutory provision or any subordinate legislation made under a statute is to such statute, provisions or subordinate legislation as amended or re-enacted from time to time whether before or after the date of this Undertaking and, in the case of statute, includes any subordinate legislation made under that statute whether before or after the date of this Undertaking.

THIRD PRECONDITIONS/SPECIAL CONDITIONS

1. (1) The Obligant shall fulfil such of the conditions set out in paragraph **2.** of this Clause as HIE may require prior to Financial Assistance being released.

(2) In the event that HIE agrees to release some or all of the Financial Assistance before all the conditions set out in paragraph **2.** of this Clause have been fulfilled then such conditions as are not so fulfilled shall be fulfilled by the Obligant within whatever period HIE may require.

(3) In so far as some of the conditions set out in paragraph **2.** of this Clause are also of a continuing nature the Obligant shall comply with such conditions throughout the Period of Obligation.

2. The conditions referred to in paragraph **1.** of this Clause are:-

(1) AUDITED ACCOUNTS

The Obligant shall submit audited accounts satisfactory to HIE for the year ended 31 March 2008/2009.

(2) UNDERTAKING

The Obligant shall execute this Undertaking and deliver it to HIE.

(3) OTHER BORROWING AND SECURITIES

The Obligant shall not without the prior written consent of HIE (which consent shall not be unreasonably withheld) make or repay any loan or grant any security to any person or body other than HIE.

(4) PROJECT REPORTS

The Obligant shall submit to HIE quarterly progress reports within seven days of the end of the period to which they relate, which reports shall be in a format agreed in advance by HIE, shall include details of (a) progress achieved against the Deliverables and Outputs, (b) expenditure incurred and (c) such information as may be required by HIE, all of which shall be satisfactory to HIE.

(5) EVALUATION REPORTS

The Obligant shall undertake at six-monthly intervals an evaluation of success of the Project with a final evaluation immediately after the completion of the Project, which evaluations shall include details of expenditure and progress on Deliverables and Outputs. The Obligant shall submit to HIE a report for each evaluation within seven days of the end of the period to which they relate, which report shall be satisfactory to HIE.

(6) PROJECT BUDGETS AND PROGRAMMES

The Obligant shall submit to HIE on a six-monthly basis its continued agreement of project budgets, deliverables and outputs.

(7) REVIEW MEETNGS

The chief executive officer of the Obligant shall attend twice-yearly review meetings with HIE, on such dates as may be agreed, to discuss and review progress towards implementation of the Purpose and the Obligant shall update its development plan annually to the satisfaction of HIE.

(8) INTELLECTUAL PROPERTY RIGHTS

The Obligant shall own or obtain a licence (on terms satisfactory to HIE) of all Intellectual Property Rights required for or used in implementation of the Purpose and its Business and the Obligant shall own and shall retain and take steps to protect (where appropriate by registration) all Intellectual Property Rights which it acquires or which are devised, created, developed or improved in implementation of the Purpose or otherwise in the course of its Business.

(9) SERVICE LEVEL AGREEMENTS

The Obligant shall submit evidence satisfactory to HIE of its service level agreements with The Highland Council, East Lothian Council, Comhairle nan Eilean Siar and Argyll and Bute Council and any other local authorities.

(10) OTHER FUNDING

The Obligant shall submit evidence satisfactory to HIE of the total other funding in each of the three years of the development programme referred to in the definition of "Purpose" as follows:-

	2009/2010	**2010/2011**	**2011/2012**
Total Other Funding	£965,678	£919,536	£917,561

(11) **FUTURE FUNDING**

The Obligant shall provide evidence to the satisfaction of HIE of confirmation of any other funding received by the Obligant for any purpose whatsoever, with 14 days of receipt of such funding.

(12) **OBSERVER**

HIE shall be entitled at any time during the Period of Obligation by sending written notice to the Obligant to nominate an observer who shall be entitled to attend and speak but not to vote at all meetings of the Board of Directors or the Executive Group of the Obligant.

FOURTH GENERAL CONDITIONS

The Obligant shall comply with the following conditions throughout the Period of Obligation:-

1. CONDUCT OF BUSINESS, ACCOUNTS, ETC

(1) The Obligant shall carry on the Business in a proper and efficient manner and keep and retain proper financial records and books of account (including original invoices and receipts and evidence of payments such as bank statements or equivalent as agreed with HIE in respect of the Purpose) all to the reasonable satisfaction of HIE and such records and books shall at all reasonable times be open to the inspection of HIE.

(2) The Obligant shall provide HIE with such information as it may reasonably require in regard to all matters relating to the Business and in particular shall provide HIE in each year, with an annual audited statement of accounts of the Business within six months of the date to which each such statement is made up.

(3) The Obligant shall not without the prior written consent of HIE discontinue or dispose of the Business or any substantial part of it or make any alteration that is in the reasonable opinion of HIE a material alteration to the character of the Business.

(4) The Obligant shall not without the prior written consent of HIE use any of the property, buildings, plant, equipment and other assets of the Obligant which are acquired or improved with the benefit of the Financial Assistance other than for the Purpose.

(5) The Obligant shall not without the prior written consent of HIE sell, lease, grant security over or otherwise dispose of their property or buildings or sell, lease, grant security over or otherwise dispose of or remove any of the plant, equipment or other assets used in connection with the Business and which have been acquired or improved with the benefit of the Financial Assistance.

(6) The Obligant shall keep all the property, buildings, plant, equipment and other assets of the Business in a good state of repair and in good condition all to the reasonable satisfaction of HIE and shall permit HIE to inspect the same upon being given reasonable notice.

(7) The Obligant shall insure and keep insured against loss or damage by fire, storm, impact, and such other risks as may reasonably be required by HIE all property, buildings, plant, equipment, stock and other assets of the Business for such sums as may be necessary to cover the full replacement or reinstatement thereof or for such sum as HIE may reasonably approve and the relevant policies shall be exhibited to HIE and HIE's interest shall be endorsed thereon if so required.

(8) The Obligant shall not without the prior written consent of HIE move the Business or any of their plant, equipment or other assets acquired in connection with the Purpose out of the Highlands and Islands area of operation of HIE.

(9) The Obligant shall observe all statutory regulations relative to the Business throughout the Period of Obligation.

(10) The Financial Assistance shall be applied by the Obligant wholly and exclusively in implementation of the Purpose.

(11) The Obligant shall provide to HIE details of any additional funding for the Purpose (whether from public or private sources) in excess of the amounts specified in the Obligant's application for Financial Assistance which the Obligant may receive or to which it may become entitled immediately upon such receipt or entitlement.

2. DEFAULT

The occurrence of any of the following events shall constitute default on the part of the Obligant and the Financial Assistance to the extent that it has been paid out, together with any expenses shall become due and repayable immediately by the Obligant:-

(1) the insolvency of the Obligant or their sequestration or divesting themselves of their property by trust deed for behoof of their creditors or if an order is made or a resolution is passed for the dissolution or winding up of the Obligant or a liquidator, a provisional liquidator, a receiver, an administrative receiver or an administrator is appointed to the Obligant;

(2) breach by the Obligant of any of the conditions or obligations incumbent on them by virtue of this Undertaking (or any other deed granted relative to this Undertaking) or any other undertaking granted or to be granted by the Obligant in favour of HIE or any lease or other agreement between the Obligant and HIE;

(3) if the Obligant is a company, by the transfer of ownership of the controlling interest in the Obligant without the prior written consent of HIE;

(4) if, in the reasonable opinion of HIE, it appears that any document or other information submitted in connection with the Obligant's application for Financial Assistance is fraudulent, false or materially misleading or if, in the reasonable opinion of HIE, the Obligant has withheld information which would have had a material bearing on HIE's decision to approve the Financial Assistance;

(5) if the Obligant receives or becomes entitled to other funding for the Purpose (whether from public or private sources) in excess of the amounts specified in the Obligant's application for Financial Assistance.

and any part of the Financial Assistance remaining unpaid, which might be claimed by the Obligant, shall on the date on which default is first constituted be withdrawn.

3 CLAIMS FOR PAYMENT OF FINANCIAL ASSISTANCE

Subject to Clause **THIRD** hereof no payment shall be made by HIE otherwise than on receipt of a claim or claims in writing submitted within such period as HIE may determine but which period will be not later than six months after the Expected Project Completion Date and accompanied by evidence of expenditure incurred and paid and such supporting other evidence as HIE may require. HIE may withdraw any balance of the Financial Assistance not so claimed on giving notice to that effect

HIE may withdraw at any time the whole or any part of the Financial Assistance if the Obligant fails to achieve the Deliverables and Outputs as agreed with HIE and/or if the outcome of any of the progress reviews and/or the evaluations of the Project are unsatisfactory, in the opinion of HIE.

4 PUBLICITY/FREEDOM OF INFORMATION ACKNOWLEDGEMENT

(1) HIE reserves the right to publicise the assistance to the Obligant and to include it in a public record of cases, both to demonstrate how its resources are used and to give examples of the types of development it is able to assist.

(2) The Obligant shall ensure that any publicity given in respect of the Purpose contains an acknowledgement of HIE's funding support and shall display in a prominent place, such plaque, sticker or logo as HIE may require.

(3) The Obligant acknowledges that HIE is subject to the terms of the Freedom of Information (Scotland) Act 2002 and may be obliged to disclose information relating to the Obligant's application for Financial Assistance.

5 CERTIFICATE OF ALL SUMS DUE

The Obligant agrees and declares that a certificate signed by any duly authorised officer of HIE shall be sufficient to ascertain conclusively and fix all sums of principal and interest and expenses and any other sums due resting and owing by the Obligant to HIE including any amount of grant made over to the Obligant and repayable to HIE by virtue of the provisions contained in this Undertaking.

6 **ASSIGNATION/NOVATION**

The Obligant shall not assign or novate its obligations in terms of this Undertaking without the prior written consent of HIE.

7 **NOTICES**

Any notice given under this Undertaking shall be in writing and sent in the case of HIE to its principal office address and in the case of the Obligant to its registered office and shall be deemed to have been received, if delivered personally, at the time of delivery, or if sent by pre-paid first class post or recorded delivery 2 business days after posting.

8 **AMENDMENTS**

No amendment of this Undertaking shall be effective unless in writing and signed by or on behalf of the Obligant and HIE.

9 **WAIVER**

No failure to exercise or delay by HIE in exercising any right or remedy under this Undertaking or by law shall constitute a waiver of such right or remedy or shall prevent any future exercise thereof in whole or in part and no waiver by HIE shall be effective unless in writing.

10 **LAW OF SCOTLAND**

The parties agree that this Undertaking shall be construed and determined in all respects according to the Law of Scotland.

11 **REGISTRATION**

The Obligant hereby consents to the registration of this Undertaking together with any certificate relative hereto for the purpose of preservation and execution.

IN WITNESS WHEREOF these presents on this and the preceding 7 pages are executed as follows:-

Signed on behalf of the Obligant (company) at ..... on the ..... day of ..... 2009 in the presence of the witness subscribing hereto:-

..... Witness	..... Director
..... Full Name	..... Full Name
..... Address	
.....	

This is the Appendix referred to in the foregoing Undertaking by Fèisean nan Gaidheal in favour of Highlands and Islands Enterprise

DELIVERABLES AND OUTPUTS

1. Create 2 new Fèisean per year, at least one of which will be based in a fragile area of the Highlands and Islands area of operation of HIE, all to the satisfactoion of HIE, by 31st July 2012.

2. Expand and strengthen the Fèis Cèilidh Trails initiative, including professionally coordinating and promoting the initiative nationally and internationally as a cultural tourism product, all to the satisfaction of HIE, by 31st July 2012.

3. Pilot the creation of a Fèis 'cultural hub' providing social, performance and teaching spaces, exploiting distance learning technology and links to creative industries, within a fragile and Gaelic speaking community by 31 July 2012.

4. Ensure that its trading income constitutes at least 25% of its total income before 31 July 2012.

5. Stage three annual Fèis Drama Summer Schools utilising the Fàs Centre for the Creative and Cultural Industries and negotiate an agreement with MG Alba for the further professional development of 'graduates', all to the satisfaction of HIE, by 31 July 2012.

6. Coordinate at least six local cultural heritage projects led by Fèisiean participants in local areas, creating freely available localised online resources, all to the satisfaction of HIE, by 31 July 2012.

7. Produce, market and sell a CD of traditional music and Gaelic song produced through a Fèis song-writing initiative, all to the satisfaction of HIE, by 31 July 2010.

8. Deliver training to thirty Fèisean per year and at least seventy five tutors and community fèis organisers, all to the satisfaction of HIE, by 31 July 2012.

9. Retain at least fifteen full-time employees based within the Highlands and Islands area of operation of HIE, by 31 July 2012.

10. Deliver at least three national showcase events (2 Scottish, 1 United Kingdom-wide) including a presence as part of the 2012 London Olympic celebrations, all to the satisfaction of HIE, by 31 July 2012.

11. Increase media coverage of the Fèis movement through at least twelve instances of coverage in local/regional media, three instances of national coverage, and one instance of United Kingdom-wide coverage per year, all to the satisfaction of HIE, by 31 July 2012.

12. Support at least thirty Highlands and Islands Fèisean each year and support three new and innovative project per year through a Fèis development fund, all to the satisfaction of HIE, by 31 July 2012.

..... Director

Fèisean nan Gàidheal

Ùrachadh den Phoileasaidh Gàidhlig
Àireamh air a' chlàr chùisean: 3.2009.04(a)

Adhbhar a' Phàipear
Airson dreach deireannach den Phoileasaidh ùr Gàidhlig aig Fèisean nan Gàidheal a thoirt fa chomhair buill a' Bhùird.

Bun fhiosrachadh
Tha a' Ghàidhlig agus a cultar aig cridhe Fèisean nan Gàidheal agus na Fèisean. Tha FnG a-nis aithnichte mar aon de na phrìomh buidhnean Gàidhlig ann an Alba.

Chaidh a' chiad Phoileasaidh Gàidhlig a chuir an gnìomh ann an 2005. Bhon uairsin tha Fèisean nan Gàidheal mar bhuidheann agus na Fèisean mar buill air leasachaidhean mòra a dhèanamh a thaobh cleachdadh na Gàidhlig anns na cur-seachadan aca.

Tha e mar phàirt den phoileasaidh gun tèid ath-sgrùdadh a dhèanamh air air bho àm gu àm. 'S e seo a' chiad ath-sgrìobhadh agus thèid a chur an gnìomh bho Sultain 2009 le ath-sgrùdadh ga dhèanamh taobh a-staigh dà bhliadhna bho seo a-mach.

Atharrachaidhean susbainteach dhan phoileasaidh
1. Chaidh sùil geur a thoirt air a' phoileasaidh air fad le ceartachadh agus sgioblachadh ga dhèanamh far an robh sin iomchaidh.

2. Tha am poileasaidh ùr a' dèanamh soilleir do gach neach a tha an sàs le FnG agus na Fèisean an àite a th' aig a Ghàidhlig san obair a tha sinn a' dèanamh. Chaidh na h-atharraichean as motha a dhèanamh anns na h-earrannan a leanas 4, 5 agus 6. Tha cuideam mòr ga chur air dà chànanas, cleachdadh, brosnachadh agus adhartachadh na Gàidhlig an seo.

3. Chithear na leasachaidhean as motha anns na h-earrannan 6.4 agus 6.5. Tha seo a' buntainn ri cleachdadh cànan aig na Fèisean. Tha sinn a' cur iomairt an gnìomh eadar 2009-2012 gus dèanamh cinnteach gum bi co-dhiù beagan Gàidhlig aig gach neach a bhios a' teagaisg aig Fèis bho 2012 a-mach. Tha earrann 6.5 a' toirt aithris air na dh'fheumas FnG, na Fèisean agus luchd-teagaisg a dhèanamh gus am bi an iomairt seo soirbheachail.

Feumaidh Fèisean nan Gàidheal:
- Goireasan taic a thoirt dha na h-uile Fèis gus dèanamh cinnteach gun tèid a' phoileasaidh a chur an gnìomh
- Conaltradh le na h-oifigearan leasachaidh gus feumalachdan nam Fèisean a choileanadh
- A' dèanamh soilleir do gach neach-teagaisg an taic a tha rim faotainn gus na sgilean Gàidhlig aca leasachadh

Cunnartan
- Nach gabh a h-uile Fèis no luchd-teagaisg ris a' phoileasaidh
- Nach eil goireasan gu leòr aig FnG airson a' phoileasaidh a chur an gnìomh
- Nach eil e soilleir gu leòr dha na Fèisean an taic a tha rim faotainn

Gnìomhan a-dhìth
Thathar ag iarraidh air buill a' Bhùird còmhradh a chumail mun phoileasaidh agus aontachadh ris.

Calum A Mac a' Mhaoilein, Dùghlas Beck agus **Emily Edwards**
Oifigearan Gàidhlig
Sultain 2009

Fèisean nan Gàidheal

Poileasaidh Gàidhlig

Ro-ràdh

Tha a' Ghàidhlig agus a cultur aig cridhe gach rud a nì Fèisean nan Gàidheal agus na Fèisean fhèin. Tha a' bhuidheann aithnichte mar aon de na prìomh bhuidhnean a tha ag obair ann an saoghal na Gàidhlig, agus anns na h-ealain san fharsaingeachd ann an Alba. Mar sin, feumaidh gach neach agus buidheann a bhios a' dèiligeadh le FnG seo aithneachadh, an dà chuid airson an obair luachmhor seo a thoirt air adhart, agus cuideachd airson ìomhaigh na buidhne a chumail suas.

Feumaidh gach buidheann a gheibh taic-maoineachaidh bho FnG gabhail ris a' phoileasaidh seo; gheibhear taic, stiùireadh agus brosnachadh bho FnG airson a' phoileasaidh a chur an gnìomh.

Tha a' phoileasaidh a' dèiligeadh leis mar a làimhsichear gnothaichean a' buntainn ris a' Ghàidhlig le FnG mar bhuidhinn agus leis na Fèisean fhèin. Bidh an aon inbhe aig a' phoileasaidh 's a th' aig poileasaidhean eile na buidhne, agus bu chòir an aon aithne a thoirt dhi.

Sultain 2009

1.0 AMAS A' PHOILEASAIDH

Gus innse do gach neach agus buidheann a tha an sàs ann an obair FnG mun àite a th' aig a' Ghàidhlig ann an gnìomhan na buidhne. Thèid stiùireadh is comhairle a thoirt seachad do na Fèisean air mar a chuirear a' phoileasaidh an gnìomh.

2.0 RO-INNLEACHD

2.1 Cur an cèill

Thèid a' phoileasaidh fhoillseachadh air pàipear agus air làrach-lìn na buidhne airson sgaoileadh air luchd-obrach a' chompanaidh, buill na buidhne agus air a' phoball.

Thèid a' phoileasaidh a thoirt do luchd-obrach a' chompanaidh agus do bhuill Bòrd na buidhne nuair a thòisicheas iad san dreuchd aca, agus gach turas a thèid a' phoileasaidh ùrachadh. Thèid a toirt do na buill nuair a dh'fhoillsichear i agus gach turas a bhios i air ath-nuadhachadh. Thèid luchd-obrach, buill Bòrd na buidhne agus na buill a stiùireadh chun na poileasaidh gach turas a dh'èireas ceist mu chleachdadh chànanan leis a' bhuidhinn.

2.2 Cur an gnìomh

Gabhar ris a' phoileasaidh leis na buill mar chumha-ballrachd na buidhne agus le luchd-obrach a' chompanaidh mar chumha-chùmhnaint. Bidh dleastanas aig a h-uile ìre den bhuidhinn a' phoileasaidh a chur an gnìomh ann an gnìomhan uile na buidhne.

Bithidh dleasdanas sònraichte aig luchd-obrach a' chompanaidh feumalachdan-taice nam ball ann a bhith a' cur na poileasaidh an cèill a fhrithealadh.

Cha bhuin a' phoileasaidh don àm a chaidh seachad.

2.3 Measadh

Thèid a' phoileasaidh ath-sgrùdadh gach darna bliadhna aig a' char as fhaide.

2.4 Briseadh

Bidh aig na buill ri gabhail ris a' phoileasaidh mar phàirt den chùmhnant-ballrachd aca agus faodar a' bhallrachd a chur an neo-bhrìgh air sgàth briseadh den phoileasaidh leotha.

Thèid briseadh sam bith den phoileasaidh a dh'èireas air sgàth gnìomhan luchd-obrach a' chompanaidh a cheannsachadh a rèir modh smachdachaidh a' chompanaidh.

3.0 RAOINTEAN-OBRACH

3.1 Gàidhlig

Thèid stuth sgrìobhte a tha ri nochdadh anns a' Ghàidhlig a sgrìobhadh anns a' Ghàidhlig an toiseach no eadar-theangachadh gu Gàidhlig mas e 's nach eil Gàidhlig aig an sgrìobhadair.

3.2 Cànanan eile

Aithnichear gu bheil prìomhachas aig a' Ghàidhlig ann an obair na buidhne ach measar cànanan eile ann an co-ionannachd agus nithear gach oidhirp gus feumalachdan dhaoine aig nach eil Gàidhlig a fhrithealadh.

4.0 CONALTRADH

4.1 Fàilteachas is fòn

Cuirear fàilte air daoine a' tadhal air oifisean a' chompanaidh no a' fònadh thuca le fàilte ghoirid anns a' Ghàidhlig. Leanaidh cànan a' chòmhraidh a rèir freagairt is cainnt an neach-conaltraidh.

4.2 Sgrìobhadh

Sgrìobhar às leth a' chompanaidh 's na buidhne (ann an riochd dealanach no eile) anns a' Ghàidhlig a-mhàin far a bheil e mar phoileasaidh aig buidhnean brathan sa Ghàidhlig a fhreagairt, gu buidhnean air am meas mar bhuidhnean Gàidhlig agus gu daoine fa leth a tha air sgrìobhadh chun na buidhne an turas mu dheireadh ann an Gàidhlig; ann an suidheachaidhean eile sgrìobhar mar a chìthear iomchaidh.

4.3 Làrach-lìn

'S i a' Ghàidhlig a nochdas an toiseach nuair a rachar chun an làraich-lìn.

Bidh uallach air an luchd-obrach dèanamh cinnteach gun nochd gach pìos fiosrachaidh an dà chuid ann an Gàidhlig agus Beurla.

4.4 Foirmean

4.4.1 Dealbhachadh cheisteachan is fhoirmean às leth na buidhne

Sireadh bhrathan

- far a bheil fileantas anns a' Ghàidhlig, cleachdar Gàidhlig a-mhàin;
- far nach eil fileantas anns a' Ghàidhlig, far nach eil fhios mu fhileantas no far a bheil diofar ìrean-fileantais, cleachdar riochd dà-chànanach (Gàidhlig le prìomhachas).

4.4.2 Lìonadh às leth na buidhne

Thèid foirmean is ceisteachain a lìonadh ann an cànan nan ceistean. Ma tha taghadh de chànanan ann, cleachdar Gàidhlig ma tha i nam measg.

4.5 Seòlaidhean

- Seòlaidhean Albannach far a bheil sgeul air a' chòd-phuist: (1) cleachdar ainm teaghlaich, taighe no togalaich anns an riochd anns an d' fhuaradh e; (2) thèid ainm sràide a thaisbeanadh anns a' Ghàidhlig ma tha aithne oifigeil ga thoirt dha (m.e. tro shoidhne-sràide); (3) thèid ainm baile-puist, siorrachd, sgìre no eilean a thaisbeanadh a rèir a' mhapa de dh'Alba a dh'fhoillsich an Stòrlann Nàiseanta; (4) cleachdar an còd-puist.
- Seòlaidhean Albannach far nach eil sgeul air a' chòd-phuist: leanar ceumannan (1) agus (2) gu h-àrd ach thèid an còrr a thaisbeanadh anns a' Bheurla a-mhàin.
- Seòlaidhean ann an dùthchannan eile: cha chleachdar seòladh anns a' Ghàidhlig.

4.6 Ainmean dhaoine

Ann an conaltradh no suidheachadh oifigeil ann an cànan sam bith, thèid an t-ainm pearsanta agus cinnidh aig gach neach a chleachdadh anns an riochd as dual leis an neach fhèin. Ma chleachdar leis an neach riochdan ann an diofar chànanan, thèid iad sin a chleachdadh a rèir cànan a' chonaltraidh.

4.7 Litreachadh

Ann an sgrìobhadh às leth na buidhne, thèid Gàidhlig a sgrìobhadh a rèir molaidhean GOC2 (Gaelic Orthographic Conventions, 2005), ach a-mhàin ann an suidheachaidhean sònraichte. Eisimpleir:

- Cha chleachdar an stràc gheur ann an sgrìobhadh às leth na buidhne ACH A-MHÀIN nuair a dh'fheumar i gus fuaimneachadh òran no beul-aithris eile a shamhlachadh, agus gu sònraichte gus eadar-dhealaichean-dualchainnt ann am fuaimneachadh òran no beul-aithris eile a shamhlachadh.

4.8 Soidhnichean
Thèid soidhnichean ann an oifisean a' chompanaidh agus ann an toglaichean a chleachdar leis na buill a sgrìobhadh ann an Gàidhlig a-mhàin, le feum ga chur air dealbhan agus suaicheantasan gus stiùireadh a thoirt do dhaoine gun Ghàidhlig.

4.9 Riochd ainmean sa bhuidhinn
Cleachdar riochd Gàidhlig ainmean nam ball agus a' chompanaidh, le eadar-theangachadh ann am bracaidean ceàrnach ma dh'fheumar. Nuair a thig gach ball ùr a-steach don bhuidhinn, feumar comhairle a' chompanaidh a ghabhail air riochd ainm a' bhuill; feumaidh an companaidh comhairle acadaimigeach a ghabhail air an ainm.

5.0 FOILLSEACHADH
5.1 Ath leughadh
Faodar ath-leughadh iarraidh air a' chompanaidh leis na buill mus tèid teacs poblach Gàidhlig sam bith a chur am follais.

5.2 Brathan-naidheachd
Thèid fios a leigeil chun nam meadhanan Gàidhlig anns a' Ghàidhlig, gu h-aon-chànanach no gu dà-chànanach (Gàidhlig le prìomhachas). Thèid fios a leigeil gu meadhanan eile gu dà-chànanach.

5.3 Sanasachd
Thèid sanasan fhoillseachadh ann an Gàidhlig a-mhàin ma tha dùil gu bheil Gàidhlig aig a' luchd-leughaidh, no gu dà-chànanach (Gàidhlig le prìomhachas) ann an suidheachaidhean eile.

6.0 MODHANNAN-OBRACH
6.1 Cànan na buidhne
'S i prìomh chànan-obrach na buidhne a' Ghàidhlig ach nithear gach oidhirp feumalachdan luchd-labhairt na Beurla a fhrithealadh. Tha e mar phrìomh amas aig a' bhuidhinn cultur na Gàidhlig a bhrosnachadh agus mar sin feumar gach neach a tha an sàs innte aithneachadh gu bheil a' Ghàidhlig agus cleachdadh na Gàidhlig aig cridhe obair na buidhne agus bu chòir gach oidhirp a dhèanamh gus a' Ghàidhlig a bhrosnachadh air feadh na buidhne.

6.2 Cànan luchd-obrach a' chompanaidh
'S i prìomh chànan obrach a' chompanaidh a' Ghàidhlig agus tha dùil gun tèid a cleachdadh air gach cothrom air àrainn oifisean a' chompanaidh agus nuair a thathas a' frithealadh làraichean eile agus a' siubhal thuca is bhuapa às leth a' chompanaidh is na buidhne.

6.3 Cànan coinneamhan a' bhùird
'S i a' Ghàidhlig cànan-obrach a' Bhùird. Cleachdar seirbhis eadar-theangachaidh gus seo a chur an gnìomh.

6.4 Cànan nam ball
Eadar seo agus 2012 thig air na buill leasachaidhean ùra a thaobh cleachdadh, brosnachadh agus adhartachadh na Gàidhlig am measg an luchd-teagaisg a chur an gnìomh (faic 6.5).

Feumaidh gach Fèis oifigear Gàidhlig ainmeachadh a bhios an urra ris a' phoileasaidh Ghàidhlig agus gach nì a tha a' buntainn ris a' Ghàidhlig rè na Fèise.

Thèid cànan-obrach nam ball a stèidheachadh leis na buill fhèin, ach bhithear an dùil gun cleachdar a' Ghàidhlig aig gach tachartas ma tha sin air comas nam ball a tha an làthair.

6.5 Luchd-teagaisg agus a' Ghàidhlig
Eadar 2009 agus 2012 thèid iomairt a chur air bhonn gus sgilean cànain an luchd-teagaisg adhartachadh aig gach ìre fileantais. Bho fhoghar 2009 thèid rannsachadh a dhèanamh gus suidheachadh na Gàidhlig am measg luchd-teagaisg a thomhais. A' leantainn air an rannsachadh seo bheirear taic do luchd-teagaisg trèanadh cànain fhaighinn aig ìre a tha freagarrach dhaibh.

Ro 2012:
- Bidh co-dhiù beagan Gàidhlig aig an luchd-teagaisg gu lèir.
- Bidh àireamh an luchd-teagaisg a tha fileanta sa chànan, agus comasach air teagasg tro mheadhan a' chànain, air a dhol am meud.

Às dèidh foghar 2012, chan fhaigh duine sam bith cead teagasg aig Fèis gun fhianais a thoirt seachad gu bheil iad air oidhirp a dhèanamh gus co-dhiù beagan Gàidhlig ionnsachadh.

Dleastanasan FnG
- Nì FnG rannsachadh gus suidheachadh na Gàidhlig am measg luchd-teagaisg a thomhais.
- Bheirear sùil air toradh an rannsachaidh seo agus cuirear iomairt air dòigh gus dèanamh cinnteach gum faigh an luchd-teagaisg trèanadh, taic no eile, mar a tha iomchaidh.
- Às dèidh foghar 2012: stòr-dàta a chur air dòigh gus clàradh sgilean Gaidhlig an luchd-teagaisg agus an adhartachadh a thathar a dèanamh.

Dleastanasan nam ball
- Feumaidh gach Fèis cùmhnant a dhèanamh leis gach neach-teagaisg a thaobh cleachdadh na Gàidhlig aig an Fhèis. Faodaidh seo a bhith mar chumha den chùmhnant choitcheann.
- Feumaidh gach Fèis clas a chur air dòigh don luchd-teagaisg air fad airson sùil a thoirt air cleachdadh na Gàidhlig aig Fèisean agus feallsanachd Iomairt nam Fèisean, agus airson abairtean is faclan feumail ionnsachadh don luchd-teagaisg nach eil fileanta.
- Às dèidh foghar 2012: Chan fhaod ball neach-teagaisg fhastadh mas e 's nach eil e no i air oidhirp a dhèanamh gus co-dhiù beagan Gàidhlig ionnsachadh.

Dleastanasan an luchd-teagaisg
Bidh uallach air luchd-teagaisg nam Fèisean bho seo a-mach cur ri na sgilean cànain aca, agus bho 2012 dearbhadh a thoirt seachad a thaobh nan comasan cànain aca mus tèid iad a theagasg aig Fèis. Gheibhear taic mu choinneamh seo bho FnG.

Aig gach Fèis, leanar na prionnsabalan seo:
- Luchd-teagaisg aig a bheil fileantas: cleachdar a' Ghàidhlig cho fada agus a ghabhas gus àrainneachd Ghàidhlig a dhaingneachadh.
- Luchd-teagaisg aig diofar ìrean-fileantais: cleachdar a' Ghàidhlig uiread 's a ghabhas. Nithear gach oidhirp taic a thoirt seachad do dhaoine aig an ìre seo gus an cuid chomasan Gàidhlig a thoirt air adhart.
- Luchd-teagaisg gun Ghàidhlig: ionnsaichear abairtean sìmplidh a ghabhas cleachdadh ann an teagasg gus mothachadh a thoirt air àrainneachd Ghàidhlig nam Fèisean. Nithear gach oidhirp taic a thoirt do dhaoine aig an ìre seo gus an cuid chomasan Gàidhlig a thoirt air adhart.

6.6 Seirbheisean cànain do chom-pàirtichean
Feumaidh na buill teagasg tro mheadhan na Gàidhlig a thabhann do chom-pàirtichean a tha fileanta sa chànan agus nithear cinnteach gun tèid comas-cànain nan com-pàirtichean a chlàradh aig a' chiad chothrom. Mur a h-eil àireamh nam fileantach àrd gu leòr airson clasaichean Gàidhlig a thabhann, feumaidh teagasg a bhith dà-chànanach.

Bidh a' Ghàidhlig air a teagasg do chom-pàirtichean aig nach eil Gàidhlig ann an co-dhiù aon seisean gach latha, le cur-seachadan/clasaichean aig ìre fhreagarrach. Cuirear clasaichean no cur-seachadan sònraichte air dòigh dhaibhsan a tha fileanta

6.7 Coinneamhan poblach, tachartasan sònraichte is eile
Thèid coinneamhan poblach, tachartasan sònraichte is eile a chumail sa Ghàidhlig no gu dà-chànanach, le seirbhis eadar-theangachaidh ga thabhann.

7.0 SGIOBA-OBRACH
7.1 Fastadh
Anns an àbhaist bidh leughadh, sgrìobhadh is labhairt is tuigsinn na Gàidhlig rin ainmeachadh mar sgilean riatanach anns a h-uile dealbh-obrach ùr no ùraichte aig a' chompanaidh. Bidh na h-aon sgilean nam buannachd aig luchd-obrach

nam ball, agus tha iad riatanach aig luchd-obrach nam ball a tha tabhann teagasg tro mheadhan na Gàidhlig a-mhàin.

7.2 Taic-cànain agus trèanadh

Tha e air aithneachadh gum bi feum aig luchd-obrach a' chompanaidh agus nam ball air taic làitheil le sgilean leughaidh, sgrìobhaidh, labhairt is tuigsinn na Gàidhlig is thèid goireasan a liubhairt mu choinneamh sin. Thèid structar pearsanta a stèidheachadh gu foirmeil airson taic cànain do luchd-obrach sam bith le uireasbhaidhean susbainteach anns na sgilean gu h-àrd a bhios a' bualadh air an obair aca.

Thèid ionnsachadh is leasachadh air na sgilean leughaidh is sgrìobhaidh is labhairt is tuigsinn na Gàidhlig a mheas mar thrèanadh a tha riatanach do dh'obair gach neach-obrach (pàighte no eile) aig a' bhuidhinn. Bidh seo mar phàirt de phròiseact-trèanaidh Fhèisean nan Gàidheal.

Fèisean nan Gàidheal

Ùrachadh Poileasaidhean san Fharsingneachd
Àireamh air a' Chlàr Chùisean: 3.2009.04(b)

Adhbhar a' Phàipear
Airson fiosrachadh a thoirt do bhuill a' Bhùird mu adhartais le ùrachadh poileasaidhean a thèid air beulaibh buill a' Bhùird airson aonta sam àm ri teachd.

Bun fhiosrachadh
A' leantainn air sgrùdadh mionaideach air na cunnartan ghnìomhachais agus sàbhailteachd a dh' fhaodadh a bhith buntainn ri Fèisean nan Gàidheal, a chaidh a dhèanamh le luchd-obrach agus buill a' bhùird le taic bho Deloitte, bha e follaiseach gu robh feadhainn dhe na poileasaidhean aig Fèisean nan Gàidheal airidh air ath-sgrìobhadh, agus an cur an gnìomh.

Adhartas
Le taic bho Lisa NicDhòmhnaill aig Deloitte, chaidh na beàrnan agus mearachdan ainmeachadh agus an cur ceart. Chaidh na dreach phoileasaidhean an sgaoileadh a measg an luchd-stiùiridh airson beachdan agus atharrachaidhean a thèid a mholadh.

Thèid na poileasaidhean an uair sin an cur anns an aon chruth airson sgaoileadh do bhuill a' bhùird, airson aontachadh, agus foillseachadh air an làrach-lìn.

Thathar an dùil gun tèid bùth-obrach air adhart aig Fèis Trèanaidh 2010 air na tha annda, agus mar a thèid an cur an gnìomh.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don adhartas le dùil gum bithear a' sireadh aonta dha na poileasaidhean air fad aig coinneimh a' Bhùird san Dùbhlachd.

Iona NicDhòmhnaill
Oifigear Trèanaidh agus Poileasaidh
Sultain 2009

REVIEW OF FÈISEAN NAN GÀIDHEAL POLICIES - ACTION PLAN					
Policy	**Action**	**Action Date**	**Implementation**	**Responsibility**	**Comments**
Remove all policies from website*	Remove apart from Child Protection Policy (mark as under review)	04/05/2009		Iona	Done
Access Policy*	Approval By Board - Copy to Anne	29/05/2009	01/01/2010	Anne/Arthur	Ready for approval but held over to submit with other reviewed policies.
Child Protection Policy	Reviewed and Amended - NSPCC	05/05/09 -08/05/09	01/01/2010	Iona	CP Policy reviewed and circulated to senior management. Scottish Government proposals are Not yet finalised
Data Protection Policy	Data Protection to cover Data Handling and Management	11/05/09 -15/05/09	01/01/2010	Iona	Date Protection Policy, Data Protection and the Fèisean and Acceptable IT Use policies reviewed and created.
Taking Photographs in Schools	Inclusion in Data Protection Policy				Included, with caveat that Data Protection Policy is unlikely to apply. Child Protection issues relevant.
Environmental Policy	Policy to be revised	18/05/09 -22/05/09	01/01/2010	Iona	Reviewed and circulated to senior management, with guidelines for implementation.
Financial Procedures	Areas for Improvement	4/5/2009 -13/05/09	01/01/2010	Anne	Approved by Executive Group but held over to submit with other reviewed policies.
Health & Safety	Areas for Improvement/ Suggested Actions	25/05/09 -29/05/09	30:07:2009	Iona	Drafted and circulated to senior management
Mobile Phones/Travel Policy*	Amend for FnG practices	04/05/2009	01/01/2010	Iona	Drafted and circulated to senior management. Staff Handbook updated by Anne.
Staff Handbook	Review areas for improvement	04/05/2009	01/01/2010	Anne	Staff Handbook updated and distributed to all staff.
Risk Assessment for an office environment	Finalise document	01/06/09 -05/06/09	01/01/2010	Iona	Drafted and circulated to senior management.
Working Alone in Safety	Update to make it specific to FnG	08/06/09 -12/06/09	01/01/2010	Iona	Drafted and circulated to senior management.
Business Continuity Plan and IT	Additional policy	15/06/09-19/06/09	01/01/2010	Iona	Drafted and circulated – Meall House only. Other locations to use as template.
Manual Handling Policy	Additional policy	22/06/09-26/06/09	01/01/2010	Iona	Drafted and circulated. Manual Handling course for all staff
Stress Management Policy	Additional policy	06/07/09-10/07/09	01/01/2010	Iona	Drafted and circulated.
Training Needs Assessment	Additional policy	13/07/09-17/07/09	01/01/2010	Iona	Drafted and circulated. Staff Development policy drafted and circulated of which Training Needs Assessment forms part.
Cash Handling Policy	Part of Financial procedures	04/05/2009	14:05:2009	Anne	Approved by Executive Group but held over to submit with other reviewed policies.
Update Website	All policies on the website	30/07/2009		Iona/ Anne	All policies to go live on website after approval at December board meeting.

Fèisean nan Gàidheal

Aithisgean Luchd-Obrach
Àireamh air a' Chlàr Chùisean: 3.2009.05(a)

Luchd-obrach	**Daibhidh Boag**
Dreuchd	**Manaidsear Leasachaidh**
Ràithe na h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn 1	**Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.1	**Thoir taic do 3 pròiseactan ùra aig a' char as lugha gach bliadhna tro Sgeama Leasachaidh nam Fèisean**
	Tha an sgeama seo a-nis dùinte agus tha mi fhathast a' feitheamh air aithisgean deireannach bho Fhèis no dha. Thug sinn taic gu 40 phròiseactan, le £76,113 a' cumail taic le phròiseactan luach £206,789.
1.10	**Cruthaich da Fhèis ùr gach bliadhna**
	Tha Fèis an t-Sratha (Blàr Ghobharaidh) agus Fèis Ghallaibh a-nis stèidhichte. Tha Fèis sa Mheadhan a-nis air dòigh a-rithist leis an ainm "Fèis Fhoirt" air sgath 's gu bheil an sgìre aca a nis a' gabhail a-steach Sruighlea agus An Eaglais Bhreac. Bha a' chiad Fhèis as ùr aca 12 An t-Sultain agus a rèir coltais 's e latha soirbheachail a bh' ann.
1.11	**A' toirt taic leasachaidh do Fhèisean.**
	Tha mi a' cumail taic le na h-oifigearan leasachaidh air fad, agus tha iadsan a' cumail taic le na Fèisean aca mar phrìomh oifigearan. Cuideachd, tha mi an sàs le Fèis Obar Dheathain, Fèis Fhoirt, Fèis Dhùn Eideann, Fèis Gallaibh agus Fèis an t-Sratha mar phrìomh oifigear na Fèise. A bharrachd air seo, tha mi air a bhith ag obair ann an co-bhonn le na h-oifigearan leasachaidh air diofar phròiseactan m.e. le Nicola air tagradh dha LEADER airson na Cèilidhean air Cuairt, le Caoimhain air solas, PA agus sèithrichean a cheannaich ann an Ath Tharrachail agus le Jenna air a' phròiseact "Ar Dachaidh"
2.4	**Leasaich Fèisean a tha gu tur tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig aig Fèisean a tha ann mar-thà agus feadhainn ùra**
	Tha dleastanas orm mar mhanaidsear airson na pròiseactan Gàidhlig againn – canan is drama gu h-àraidh. Mar phàirt den obair sin, tha an sgioba Gàidhlig air a bhith trang thairis air na mìosan a tha air seachad, a' cumail taic le Fèisean air na h-iomairtean Gàidhlig aca a cuir air bhonn. Tha an sgioba seo a' cuir crìoch air poiliseadh Gàidhlig ùr dhan bhuidheann, agus bidh seo air fhoillseachadh aig a' choinneamh bhliadhnail ann an Steòrnabhagh. Tha an sgioba dràma air a bhith trang cuideachd, leis na Fèisean dràma tighinn gu crìoch aig deireadh an t – Òg Mhìos agus an darna Sgoil Shamhraidh Gàidhlig a' gabhail àite ann am Port Righ aig toiseachd an Iuchair. Tha sinn ag obair an dràsta air pròram dràma airson na bliadhna a tha romhainn, agus bidh sinn ag obair gu dlùth le na sgìrean iomairtean canain airson seo a lìbhrigeadh. Bha cothrom agam a tadhal air Fèis na h-Òige agus Fèis Tìr a' Mhurain tron samhradh.
4.2	**Fèis Blas 2009**
	Tha an Fhèis a-nis seachad agus tha a h-uile coltais ann aig an àm seo gur e am bliadhna as soirbheachail a bh' againn a-riamh. Tha na h-àireamhan de luchd-èisteachd suas air na figearan a bh' againn an uiridh agus tha am fios a tha sinn a' faighinn air ais bho na luchd-èisteachd air a bhith gu math taiceil. Ged a bha an Fhèis gu math soirbheachail 's e obair cruaidh a bh' ann dhan a h-uile daoine a bha an sàs. Bha tòrr trioblaidean againn leis am Booth agus chur sin barrachd uallach oirnn ann an iomadach dòigh. Nam bheachdsa fhuair òigridh nam Fèisean cothrom air leth aig an Fhèis a-rithist agus rinn sinn ar dìcheall inbhe na Gàidhlig a' chumail tron phròram air fad.
4.6	**Gnìomhan Eadar-Fèisean**
	Bha an consairt "Ar Dachaidh" a chur sinn air dòigh aig an Fhèis Chiùil Innse Gall air leth soirbheachail, le Fèisean bhon na h-Eileanan Siar air fad a' gabhail pàirt. Bha buidheann

	aig Fèis an Earraich aig Fèis dannsa traidiseanta anns a' Ghearmailt anns an t-Òg Mhìos , le luchd-ciùil bho 3 Fèisean eile an sàs cuideachd. Rinn na Fèisean Inbhir Nis obair dha-rìribh thairis air na mìosan a chaidh seachad air pìos ciùil a cuir ri chèile airson Blas 2009.
5.3	**Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean.**
	'S e samhradh gu math trang a bh' aig deugairean nam Fèisean am bliadhna. Bha Sgoil Shamhraidh Drama ann am Port Rìgh 6 – 16 An t-Iuchar agus Fèis Alba air a' Phloc 6 – 10 An t-Iuchar. Bha 6 iomairtean "Cèilidh air Cuairt" am bliadhna le "Slighe Chalum Chille" eadar Earra-Ghàidheal is Eireann a' tòiseachadh am bliadhna.
6.1	**Ag obair ann an co-bhonn le buidhnean eile.**
	Tha Fèisean nan Gàidheal ag obair ann an co-bhonn le diofar bhuidhnean gus na pròiseactan againn a chur an gnìomh. Tha sinn a' conaltradh le buidhnean Gàidhlig, buidhnean ealain, ughdarrasan ionadail, coimhearsnachdan is companaidhean.
6.3	**Ceangalan Eadar-Nàiseanta**
	Chì 4.6
6.7	**Cothroman taisbeanaidh**
	Chì 4.6

Luchd-obrach	**Anna Willoughby**
Dreuchd	**Manaidsear Gnìomha**
Ràithe a h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn 1 Adhartas a thaobh buileachadh prògram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1.1	**Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)**
	Tabhartasan air an tabhann do 46 Fèisean (35 ann an sgìre IGE), pàigheadh a-mach £227,137.00 an rèir aontachaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £59,912.50 do sgeama tabhartasan nam Fèisean do 18 Fèisean.
1.2	**Leantainn air adhart le sgeama Uairean Bliadhnail**
	2640 Uaireannan stèidhichte air an tabhann airson 2009-10 mar phàirt de thairgse tabhartais. Bha luchd rianachd nam Fèisean aig an Fhèis Trèanaidh air deireadh sheachdain 13/14 Am Màrt 2010 mar cùmhnant de'n sgeama thabhartasan nam Fèisean 2008-09. Tha stòr-data air a cur ri chèile le ainmeannan luchd rianachd nam Fèisean.
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bidh an Co-labhairt Bhliadhnail 2009 air 25/26 An t-Sultain ann an Taigh-òsta a' Chaladh, Steòrnabhagh agus tha a h-uile càil air dòigh air a shon.
1.4	**Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile**
	Poileasaidh air ath-bhreithneachadh agus air ùrachadh gach bliadhna. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh bho cionn goirid. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.6	**Dèanamh cinnteach gu bheil teisteanas Disclosure Scotland aig luchd-teagaisg agus saor thagraichean nam Fèisean**
	Tha seo à' dol air adhart mar iarrtas agus ga ùrachadh airson luchd teagasg agus saor thagraichean air an stòr-data a h-uile tri bliadhna. Tha cosgaisean air a'dhol suas airson teisteanas bho £20.00 gu £23.00.
1.6	**Poileasaidh Cùram Chloinne (Targaid SAC)**
	Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh.

Luchd-obrach	**Iona NicDhòmhnaill**
Dreuchd	**Oifigear Treànaidh agus Poileasaidh**
Ràithe a h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn 1	**Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.2	**A' lùghdachadh an eallaich air saor-thoilich**
	Tha poileasaidhean air an dèanamh cho furasta 's a ghabhas airson 's gun urrainn do shaor-thoilich an lìbhrigeadh. A' chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn Air ath-shealladh agus ath-sgrìobhadh a dhèanamh air na poileasaidhean aig Fèisean nan Gàidheal agus poileasaidhean ùra a sgrìobhadh far an robh e iomchaidh. A' feitheamh ri aontachadh/atharrachadh mus tèid iad air ais air an làrach-lìn.
•	**Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich** Thathar a' deasachadh airson FT10 an-dràsta. Mar a dh'iarr luchd nam fèisean, tha gu leòr dhe na h-aon chuspairean ann a-rithist a bha ann aig FT08 agus FT09. Tha seo iomchaidh, oir tha daoine eadar-dhealaichte a' gabhail pàirt gach bliadhna, agus tha feadhainn ann gach bliadhna nach d' fhuair cothrom air a h-uile cuspair anns an robh ùidh aca a dhèanamh. Mar sin, bidh na leanas ann: Ciad Chobhair, IT, Dìon Chloinne, Measadh Chunnairt, Gàidhlig (aig iomadh ìre). Cuideachd, bidh seiseanan-obrach air: A' togail urraim air gach taobh, Feumalachdan Sònraichte , A' Leasachadh Fèisean Thathar an dùil ri cuspairean eile a thoirt a-staigh, mar spòrs, agus bidh cèilidh againn air Oidhche Shathairn'.
•	**Taic phragtaigeach le buileachadh poileasaidh Gàidhlig** Leantainneach. Tha clasaichean Ulpan air tòiseachadh aig Fèis Rois agus gu bhith tòiseachadh aig Fèisean Loch Abair. Tha luchd-obrach air a dhol tron trèanadh Ùlpan (mar luchd teagaisg). Thathar a cumail seisean air a' phoileasaidh Ghàidhlig aig a' choinneimh bhliadhnail.
•	**Sgeama Luchd-rianachd (Annualised Hours Workers)** Chaidh iarraidh air luchd-rianachd a bhith ann aig FT10, agus thèid a h-uile cuideachadh a thoirt dhaibh. Thèid pàigheadh a thoirt seachad do luchd-rianachd airson a bhith ann.
1.3	**Co-labhairt Bhliadhnail**
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	Tha seisean còmhraidh air a chuir air dòigh airson Disathairne 26th An t-Sultain ann an Steòrnabhagh. Dreach Phròram 10m– 10.45 Poileasaidh na Gàidhlig – ri chur air bhog 11.15 – 12 Còmhradh leis an luchd-stiùiridh air na tha tachairt (C& F) 12 – 1 Sgeulachdan Leòdhais le Calum Fearghasdan
2.3	**Leasaich dòighean gus ar Poileasaidh Ghàidhlig a' libhrigeadh an taobh a-staigh Fèisean nan Gàidheal** (Trèanadh) Tha Fèisean nan Gàidheal a' toirt taic do dhaoine agus do bhuidhnean co-cheangailte riutha clasaichean Gàidhlig a fhrithealadh gu h-ionadal, no air astar gus piseach a thoirt air an cuid Ghàidhlig.
3.4	**Foghlam fhoirmeil eile**

	Chan eil adhartas sam bith a' dol an-dràsta.
4.5	**GASD** Sàmhach an-dràsta. Air a thighinn gu deireadh a' phròg ram.
4.7	**Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)***
	Leasaich solarachadh trèanaidh agus leasachadh proifeiseanta, fosgailte do gach neach an lùib a bhith a' brosnachadh, a' cur air dòigh agus a' gabhail com-pàirt ann am Fèisean, agus càch a tha an lùib leasachadh agus lìbhrigeadh ceòl traidiseanta (Targaid CEA)
	Oifigear Leasachadh Trèanaidh ri coinneamh den TMTTN a ghairm ro dheireadh an Lùnastail 07 gus adhartas ath-thòiseachadh Chan eil adhartas air seo an-dràsta.
5.2	**Pròg ram Trèanaidh Bliadhnail**
	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)
	Thathar an dùil gun tèid an targaid seo a choileanadh leis an Fhèis Thrèanaidh a thèid a chumail sa Mhàirt 2010 Tha a h-uile coltas ann gun tèid seo a choileanadh.
	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE) Tha a h-uile coltas ann gun tèid seo a choileanadh.
	Lean air adhart le Pròg ram Trèanaidh san-taigh (Targaid IGE) A' cumail 4 làithean gach bliadhna airson Gàidhlig. Inntrigeadh in-taigh (induction) a' dol air adhart le manaidsearan a rèir feum. 2 Neach-obrach ag obair a dh'ionnsaidh teisteanasan foirmeil le taic bho Fèisean nan Gàidheal. A' cumail choinneamhan luchd-obrach far am bi cothrom naidheachd a chluinntinn agus a thoirt seachad air phròiseactan a tha a' dol air adhart, agus gum faighear cothrom trèanaidh mar bhuidheann bho àm gu àm. (Thathar an dùil cùrsaichean a chur air dòigh airson ciad chobhair agus a' làimhseachadh ultaichean mòra agus troma).
Notaichean: Tha mi a' feuchainn ri coinneamh a chur air dòigh le Val Bryan agus Andy Thorburn air Ire 3 Trèanadh Luchd-Teagaisg.	

Luchd-obrach	**Moreen Pringle**
Dreuchd	**Oifigear Ghnothaichean**
Ràithe na h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn 1	**Adhartas a thaobh buileachadh pròg ram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bidh an Co-labhairt Bhliadhnail 2009 air 25/26 An t-Sultain ann an Taigh-òsta a' Chaladh, Steòrnabhagh agus tha a h-uile càil air dòigh air a shon.
1.5	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**.
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh an' mhòr-chuid den bhliadhna. Tha an mòr cuid dh' ionnstramaidean a bha anns an oifis air à' dol a-mach gu Fèis Chataibh, Fèis Tir an Eorna, Fèis Cholla, Fèis nan Garbh Chriochan and Feis Arainn.
1.6	**A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh**
	Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh. Tha iarrtais air ionnstramaidean ciùil doirbh ro-innse airson gu bheil ionnstramaidean eadar dhealaichte a dhith bho bhliadhna gu bliadhna.
1.7	**Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh**.

	Rinn mi mòran obair ag ùrachadh an stòr-dàta agus tha seo leantainneach.
1.8	**Leasachadh, Sgaoileadh agus reic foillseachaidhean**
	Tha Fèisean air a bhith reic leabhraichean fad na bliadhna. Tha am bùth air an Làrach-Lìn fosgailte airson leabhraichean a' cheannach.
1.9	**Dèanamh agus Sgaoileadh Naidheachdan Cunbhalach agus Fiosrachadh Eile**
	Chaidh Faileas a mach deireadh An t-Òg Mhios agus tha sin a deisealachadh fear eile airson An t-Sultain.
6.4	**Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le 10 pìosan de chòmhdach ionadail/roinneil agus 3 Pìosan de Chòmhdach nàiseanta gach Bliadhna (Targaid IGE)**
	Tha pìosan de chòmhdach ionadail a' dol a mach. Tha mi ag obair còmhla ri oifigearan leasachaidh nam Fèisean agus tha sin à' dèanamh adhartas.
	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta (Targaid CEA)
	Tha mi gu bhith ag obair còmhla ri oifigearan leasachaidh nam Fèisean.
6.6	**Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)**
	Tha Làrach-lìn www.feisean.org ga ùrachadh gu cunbhalach.

Neach-obrach	**Dougie Beck**
Dreuchd	**Oifigear Dràma**
Ràithe na h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn	**1 Adhartas a thaobh buileachadh pròg̀ram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** **Adhartas**
1.9	**Thoir taic do leasachadh nam Fèisean fa-leth, a' brosnachadh sàr dhòighean-obrach agus ag àrdachadh na h-àireimh de thachartasan a nì iad.**
	Deasachadh agus sgaoileadh naidheachd agus fiosrachadh eile
	Mar as trice bidh mi a' sgrìobhadh co-dhiù aon airtigeal airson gach iris de dh'Fhaileas, a' toirt iomradh air na tachartasan dràma anns an robh mi an sàs.
2.1	**Leasaich mar a chleachdar a' Ghàidhlig taobh a-staigh iomairt nam Fèisean, a' leasachadh an fhacail labhairte mar dhòigh conaltraidh agus meadhan teagaisg, a rèir feumalachdan sgìre na Fèise.**
	Leasaich agus àrdaich cothroman an cànan agus an cultar a chleachdadh tro phoileasaidh Gàidhlig agus leasachadh Sgoil Shamhraidh Dhràma (targaid SAC).
	Bidh mi a' bruidhinn gu tric ris an oifigear Ghàidhlig air gnothaichean a tha a' buntainn ris a' phoileasaidh Ghàidhlig, an dà chuid a' tabhann agus a' tairgse comhairle. A thaobh a bhith a' cur a' phoileasaidh ann an gnìomh, bidh mi a' tabhann taic a thaobh eadar-theangachadh agus obair-deasachaidh don oifigear Ghàidhlig, don luchd-obrach air fad, agus do na Fèisean, mar a tha iomchaidh. Bha Sgoil Shamhraidh na bliadhna sa gu math soirbheachail. Ghabh 17 com-pàirtichean, às cha mhòr a h-uile ceàrnaidh den dùthaich, pàirt ann. Fhuair iad trèanadh ann an caochladh farsaing de sgilean dràma bho sgioba de shàr eòlaichean. Gu mì-fhortanach b' fheudar do thè de na com-pàirtichean a dhol dhachaigh às dèidh beagan làithean air sgàth 's nach robh i gu math. Chaidh an Sgoil a chumail ann an Àrd-sgoil Phort Rìgh am-bliadhna, agus ged a bha a h-uile coltas ann gum biodh na goireasan air leth math, bha duilgheadasan againn a thaobh nan solas san àite, agus cuideachd le Morrisons, an companaidh leis a bheil togalach na Sgoile – cha robh e idir

	furasta a bhith ag obair còmhla riutha. Dh'obraich na com-pàirtichean gu math cruaidh fad na ceala-deug, agus thàinig cùisean gu crìch le oidhche de dhràma a chaidh a chumail ann an thèatar na h-Àrd-sgoile. Bha an Sgoil rudeigin diofraichte bhon Sgoil a chaidh a chumail an-uiridh; rinn sinn ar dìcheall gum biodh Gàidhlig aig a' mhòr-chuid den luchd-teagaisg, bha aig na com-pàirtichean ri barrachd obrach a dhèanamh air an oidhche, agus chunnaic an luchd-èisteachd tòrr sgeidsichean beaga a bhàrrachd air pìosan na b' fhaide. Bha tòrr obair-sgrìobhaidh a' dol air adhart rè na Sgoile, agus chaidh cuid den t-saothair seo a chur gu feum le na com-pàirtichean air an àrd-ùrlar. Thèid Sgoil Shamhraidh 2010 a chumail ann am Port Rìgh a-rithist an ath-bhliadhna.
2.5	**Leasachadh Dràma na Gàidhlig**
	Cuir sreath de dh'Fhèisean Dràma air dòigh (targaid SAC)
	Chaidh oidhcheannan dràma a chumail gus crìoch a chur air na pròiseactan dràma uile: • Loch Abar agus Earra Ghàidheal (chaidh feasgar math de dhràma a chumail anns an Òban air 6 Cèitean. Chunnaic sinn seachd dealbhan-cluiche bho shia sgoiltean) • Leòdhas (chaidh trì dealbhan-cluiche a thaisbeanadh san Lanntair air 18 Cèitean bho thrì sgoiltean, ged a bha seachd sgoiltean uile gu lèir an sàs anns a' phròiseact. Thàinig 55 a choimhead nan dealbhan-cluiche) • An t-Eilean Sgitheanach agus Loch Aillse (28 Cèitean ann an Àros). Deagh oidhche, le ceòl bho Iain agus Murchadh Camshron. Chunnaic sinn dealbhan-cluiche bho cheithir sgoiltean. • Uibhist agus Barraigh (4 Ògmhios ann an Talla Sgoil an Iochdair). Ceithir sgoiltean, le ceòl bho Ailig Dòmhnallach. B' fheudar don duine a bha a' dol a dhèanamh fear an taighe dhuinn tarraing a-mach air sgàth flù nam muc, ach rinn Màiri NicAonghais an obair na àite. • Ros, Inbhir Nis agus Bàideanach (8 Ògmhios ann an Ionad Coimhearsnachd Mharc Innis). Bha èisteachd mhath ann, le dealbhan-cluiche bho còig sgoiltean. Fhuair sinn tòrr taice bho À Eden leis a' phròiseact seo. Mar a thuirt mi gu h-àrd, fhuair sinn tòrr taice bho Eden Court a thaobh nam pròiseactan dràma, agus a thaobh rudan eile co-cheangailte ri dràma. 'S e Ruairidh MacNeacail a bha a' dèiligeadh leis na pròiseactan ann an Ros, Inbhir Nis, Bàideanach agus Inbhir Narann, agus bha Debbie NicAoidh agus Aonghas a' dèiligeadh leis a' chòrr. Thadhail mi fhìn air corra sgoil, gu h-àraid ann an Uibhist. Thug sinn an aire nach b' e seo an t-àm as fheàrr den bhliadhna airson pròiseactan mar seo a ruith air sgàth cho trang agus a tha sgoiltean. Bha e cuideachd doirbh dhuinne a bhith a' lìbhrigeadh nam pròiseactan agus iad uile a' tachairt cho faisg air a chèile. Tha na pròisectan dràma gu bhith gan ruith ann an dòigh eadar-dhealaichte am-bliadhna; bidh sinn fhathast a' ruith Pròiseact Dràma Earra Ghàidheal an ath-bhlaidhna, ach tha sinn an dùil tòiseachadh a dh'aithghearr air pròiseactan dràma de sheòrsa eile ann an ceithir sgìrean eile – bidh sinn a' cruthachadh pìosan dràma goirid airson rèidio. Tha sinn an dràsta ann an còmhradh leis a' BhBC mu bhith a' faighinn taic air a' phròiseact seo, agus cho luath 's a gheibh sinn fios air ais bhuapa bidh sinn a' tòiseachadh air an obair sna sgoiltean (NB: tha an t-airgead againn airson na h-iomairtean seo a ruith an-dràsta, ach ged a bhruidhinn sinn ri cuid de na sgoiltean mar-thà, chan eil sinn airson gnothaichean a thoirt air adhart gus am faigh sinn a-mach dè an cruth a bhios air a' phròiseact. Mura faigh sinn taic bhon BhBC bidh na pìosan dràma

	seo rim faotainn mar phodcasts).
	Lìbhrig co-dhìu dà Sgoil Shamhraidh Dhràma (Targaid HIE)
	Faic shuas
	Lìbhrig Sgoil Shamhraidh Dhràma (Targaid BnG)
	Faic shuas
	Meas buannachdan na Sgoile Samhraidh (Targaid BnG)
	Chaidh foirm-measaidh a thoirt seachad don a h-uile com-pàirtiche agus fhuair sinn a h-uile fear air ais. A bharrachd air sin, chaidh seisean measaidh a chumail, a chaidh a fhrithealadh leis a' mhòr-chuid de chom-pàirtichean, air latha mu dheireadh na Sgoile, agus chaidh seisean measaidh fa-leth a chumail airson an luchd-teagaisg. Bha na seiseanan measaidh seo gu math feumail. Bha cuid de na com-pàirtichean a thill bhon bhliadhna an-uiridh den bheachd gum biodh e na b' fheàrr nan robh dà shreath de chlasaichean ann – clasaichean airson daoine a tha dìreach air tòiseachadh air dràma a dhèanamh, agus clasaichean nas adhartaiche. Fhuair sinn deagh chomhairle cuideachd bhon luchd-teagaisg a thaobh a bhith a' taghadh nan com-pàirtichean, am measg rudan eile. Bha an luchd-teagaisg a bha ann an-uiridh den bheachd gun robh Sgoil na bliadhna sa na b' fheàrr a thaobh rianachd na Sgoil na blaidhna an-uiridh.
3.3	**Leasaich obair nam Fèisean taobh a-staigh saoghal an fhoghlaim fhoirmeil**
	Meanbh-chuileag ri tadhal air 5 sgìrean LEC gach bliadhna (Targaid HIE)
	Eadar toiseach a' Ghearrain agus deireadh a' Mhàirt thadhail Meanbh-chuileag air a' mhòr-chuid de bhun-sgoiltean Gàidhlig leis an dealbh-chluich ùr Ghàidhlig *Eilidh ag Eilthireachd*, a leasaich sinn bho bheachd-smuain a bha aig Gilleasbuig Fearghasdan. Chaidh na rehearsals a chumail ann an Glaschu fo stiùir Artair Donald. Bha a' chuairt gu math soirbheachail, le deagh *feedback* bho thidsearan. Bha duilgheadasan againn a thaobh na cleasaichean a bhith tinn air a' chuairt seo, ge-tà. Rinn sinn ar dìcheall an clàr-ama atharrachadh cho fad 's a b' urrainn dhuinn, ach b' fheudar dhuinn beagan sgoiltean a chur dheth. Chuir Debbie agus Aonghas seachdain seachad ann an sgoiltean Sgìre Gheàrrloch sa Chèitean le dealbh-chluiche mu Choinneach Odhar a bha ag amas air blasad den Ghàidhlig a thoirt don chloinn. Chaidh an obair seo a dhèanamh ann an co-bhonn ri Meur Pholl Iù a' Chomainn Ghàidhealaich. Aig toiseach an Ògmhios thadhail Meanbh-chuileag air àrd-sgoiltean air feadh Alba leis an dealbh-chluiche *Am Pàrtaidh Purpaidh*. Rinn sinn an obair seo às leth an Stòrlainn Nàiseanta. Bidh mi fhìn, Aonghas, Calum Alex agus Jenna air an rathad seachdain 14 Dùbhlachd le pantomime.
5.3	**Leasaich trèanadh do dhaoine a tha an sàs ann an Iomairt nam Fèisean agus airson sàr-mhathas anns an Iomairt a bhrosnachadh.**
	Iomairtean do dheugairean
	Thathar den bheachd gum bi buaidh a ghabhas tomhais, thairis air grunn bhliadhnaichean, aig an Sgoil Shamhraidh Dhràma air comasan dràma, comasan cànain, sgilean eadar-dhaoine dhaoine òga, agus cuideachd air a' bheachd a th' aca air a' Ghàidhlig agus air na h-ealain Ghàidhlig. Tha na fhuaradh de mheasadh bho chom-pàirtichean na Sgoile Samhraidh a' nochdadh gu bheil iomairtean a leithid seo a' còrdadh ri daoine òga agus gum bi iad gam brosnachadh gu bhith a' meas na Gàidhlig mar nì chudromach. Thill ceathrar bhon bhliadhna an-uiridh, agus tha seo a' dearbhadh gun do chòrd an Sgoil riutha. Tha e mar amas aig sgioba Ghàidhlig FnG barrachd a dhèanamh gus deugairean a thàladh don chànan, agus tha cuid de na h-iomairtean dràma air leth freagarrach airson

	seo a dhèanamh. Aig toiseach an Ògmhios thadhail Meanbh-chuileag air àrd-sgoiltean air feadh Alba leis an dealbh-chluiche *Am Pàrtaidh Purpaidh*. Rinn sinn an obair seo às leth an Stòrlainn Nàiseanta. 'S e glè bheag de dh'obair a rinn Meanbh-chuileag roimhe seo le deugairean, agus bha a' chuairt seo gu math soirbheachail.
	Brosnaich ceanglaichean eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh nam Fèisean tro thaisbeanaidhean mòra agus conaltradh le na meadhanan.
6.1	**A' cruthachadh cheanglaichean**
	Bha sinn ag obair gu dlùth le À Eden air na pròisectan dràma an-uiridh, agus tha sinn an dòchas gum bi cothroman co-obrachaidh ann fhathast. Bidh Eden Court a' call aon den luchd-obrach dràma aca le Gàidhlig, agus mar sin 's dòcha gum bi buaidh aig seo air co-obrachadh sam bith a nì sinn. Chuir sinn seachad ceala-deug san Ògmhios a' dol timcheall àrd-sgoiltean às leth an Stòrlainn Nàiseanta leis an dealbh-chluiche *Am Pàrtaidh Purpaidh*. Tha e coltach gun robh a' chuairt seo soirbheachail, agus tha sgoiltean air nochdadh gum biodh ùidh aca ann am pròiseact eile den aon seòrsa. Ruith sinn sreath de bhùthan-obrach Gàidhlig ann am bun-sgoiltean Siorrachd Pheairt às leth Comhairle Pheairt agus Chinn Rois. Thadhail mi fhìn, Calum Alex, Emily agus Deirdre Ghreumach air sia sgoiltean, agus bha na bùthan-obrach seo air leth soirbheachail. Bha mi an sàs ann an Latha Spòrs Mòr ann an Sruighlea aig deireadh an earraich. Chaidh an tachartas seo a ruith le Comhairle na Gàidhealtachd agus Comunn na Gàidhlig. Mar a thuirt mi gu h-àrd, chuir Debbie agus Aonghas seachdain seachad ann an sgoiltean Sgìre Gheàrrloch sa Chèitean le dealbh-chluiche mu Choinneach Odhar a bha ag amas air blasad de Ghàidhlig a thoirt don chloinn. Chaidh an obair seo a dhèanamh ann an co-bhonn ri Meur Pholl Iù a' Chomainn Ghàidhealaich. Tha mise dìreach air ùine a chur seachad ag obair ann am bun-sgoil Phort Rìgh a' cur ri chèile dealbh-chluiche mar phàirt de dh'Fhèis Iomain Bun-sgoiltean an Eilein Sgitheanaich. Chaidh seo a thaisbeanadh 12 Sultain, le taic bho Aonghas.
6.6	**Làrach-lìn agus ICT**
	Bidh mi a' cùr ri làrach-lìn FnG mar a tha iomchaidh.
6.7	**Cothroman taisbeanaidh**
	'S e cothrom air leth a th' ann an dràma airson tàlantan dhaoine òga a thaisbeanadh, agus 's e deagh eisimplear de seo a bhios ann an oidhche thaisbeanaidh na Sgoile Samhraidh. Bha oidhche thaisbeanaidh a' toirt gach pròiseact dràma gu crìch cuideachd. Mar a thuirt mi gu h-àrd tha sinn an dùil pròiseactan rèidio a ruith ann an diofar sgìrean. Tha sinn an dòchas gun tèid toradh nam pròiseactan seo a chraoladh leis a' BhBC.

Neach-obrach	**Calum Ailig MacMhaolain**
Dreuchd	**Oifigeir Gàidhlig**
Ràithe na h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

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

	Poileasaidhean air a dhèanamh na b' fhasa airson luchd saor-thoileach a libhrigeadh Tha am poileasaidh Gàidhlig air ùrachadh a-nis agus thèid an sgaoileadh san cuir an gnìomh bhon t-Sultain 2009. Chaidh taisbeanadh a dhèanamh chun a' Bhùird anns A' Chèitean far an deach iomradh a thoirt air na h-atharraichean agus bha aige ris bhòrd beachdachadh air na puingean seo. Bidh e rim faotainn mar copaidh cruaidh agus thèid a chuir air làrach-lìn na buidhne. Tha grunn mhath dha na Fèisean air poileasaidhean dhaibh pèin a' sgrìobhadh thairis air an dà bhliadhna a-chaidh. Tha barrachd a' tighinn thugam a-nis, an dà chuid son poileasaidhean a sgrìobhadh agus son poileasaidhean ùrachadh.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
2.1	**Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne**
	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA) Rinn Dougie, Emily 's mi fhìn ath-sgrìobhadh air a' phoileasaidh Gàidhlig. Mar phàirt den obair seo bha sinn a' sireadh beachdan bhon luchd obrach agus bho bhuill a' bhùird agus chaidh am poileasaidh a dhealbhadh a-rèir na beachdan a fhuair sinn. Thèid am poileasaidh a chuir an gnìomh bho dheireadh an t-Sultain agus thèid gach oidhirp a dhèanamh gus dèanamh cinnteach gum bi e soribheachail. Tha sinn a' toirt tòrr taic do Fhèisean le bhith 'g eadar-theangachadh an fhiosrachadh a tha iad a sgaoileadh. Tha mi ag obair le na h-oifigearan leasachaidh bho latha gu latha gus dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha iad a feumachadh. Tha na Fèisean, le taic bho na h-oifigearan leasachaidh 's mi-fhìn, a' leasachadh poileasaidhean Ghàidhlig dhaibh pèin. Bidh iad seo ag innse na cur-seachadan a tha iad a' ruith agus an ìre de Ghàidhlig tha iad a' cleachdadh. Thathar an dòchas gum bi na planaichean seo na bhrosnachadh do na Fèisean son Gàidhlig a leudachadh aig na tachartasan aca. Tha mi air a bhith a deasachadh poileasaidhean ùra agus a' leudachadh cuid dhan na seann poileasaidhean a tha aig na Fèisean. Bidh mi ag obair gu dlùth le na h-oifigearan leasachaidh bho latha gu latha airson taic a chumail ri na Fèisean. Aig toiseach an t-Sultain chaidh mi gu Inbhir Narann gus coinneamh a chumail le buill a' chomataidh agus luchd teagaisg na Fèise airson clas Gàidhlig a chumail son faclan is abairtean feumail a dh'ionnsachadh dhaibh. Chòrd seo riutha agus dh'ionnsaich mi fhìn tòrr mu na rudan a tha luchd-teagaisg a' faicinn feumail a thaobh cànan san t-seòmar-teagaisg.
2.2	**Leasaich Sgioba Leasachaidh airson na Gàidhlig**
	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail. Tha an Sgioba-G air a bhith trang a-rithist am bliadhna. Thairis air an t-samhraidh bha iad an làthair aig Fèis Mhoireibh, Fèis na h-Òige, Fèis Chataibh agus Fèis Eilean an Fhraoich. Bidh iad a' cur-seachad ùine le Fèis A' Bhaile agus Fèis Spè nas fhaide air adhart air a' bhliadhna. Tha sinn an còmhnaidh a' leudachadh air na cur-seachadan a tha againn. Tha sinn cuideachd a' sireadh barrachd dhaoine airson ar stòr-data Sgioba-G.
2.3	**Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal**

	Tha àireamh mhath dha na Fèisean a tighinn thugam son taic le eadar-theangachadh agus airson stuthan Gàidhlig a thoirt dhaibh. A bharrachd air seo tha mi a' feuchainn a dèanamh follaiseach dha na Fèisean eile gu bheil an seòrsa taic seo rim faotainn dhaibh uile. Bidh mi ag obair gu dlùth le na h-oifigearan leasachaidh son dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha dhith oirre gus fiosrachadh a thoirt seachad anns an dà chànan agus gu bheil iad a cuir am poileasaidh Gàidhlig an gnìomh. Tha mi an dùil ri barrachd iarrtasan taice le eadar-theangachadh agus stuthan Ghàidhlig cho luath 's gum bi am poileasaidh ùr an gnìomh. **Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BNAG)** Tha an stòr-data de dh'fhaclan is abairtean feumail air an làrach-lìn againn. Thèid barrachd liostaichean a chuir an àrda anns an àm ri teachd agus thèid leasachadh a dhèanamh air na th'againn air an làrach chun a seo. **Cùrsaichean Gaidhlig agus Stuthan Ghàidhlig son Fèisean (Targaid BnaG)** Tha mi air cuideachadh a thoirt do Fhèisean le stuthan Gàidhlig agus pasgain cur-seachadan air na mìosan a dh'fhalbh. Tha na seòrsa stuthan seo agam deiseil son sgaoileadh sa bhad.
2.4	**Develop wholly Gaelic-medium Fèisean and Gaelic medium tuition at existing and new Fèisean**
	Barrachd Fèisean tro Mheadhan na Gàidhlig Tha na Fèisean tro mheadhan na Gàidhlig a ruith mar bu choir le na h-àireamhan a tha gan frithealadh uamhasach fhèin math. Chum Fèis na h-Òige seachdain aig toiseach an Iuchar agus bha seo soirbheachail ga rìreabh. Dh' ùraich iad am poileasaidh Gàidhlig aca agus a-nis tha iad a trang ag ullachadh airson clasaichean leantainneach agus pròiseactan sònraichte. Bidh mi ag obair le na Fèisean son rannsachadh a dhèanamh a thaobh cothroman son Fèisean a bhith ruith clasaichean tro mheadhan na Gàidhlig aig na Fèisean aca son na com-pàirtichean a tha fileanta sa chànan.

Neach-obrach	**Emily Edwards**
Dreuchd	**Òigear Thasglann agus Pròiseactan Sònraichte**
Ràithe na h-aithisg	**An t-Ogmhios – An t-Sultain 2009**

Roinn 1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
4.4	**Pròiseact nan tasglann ri steidheachadh**
	Tha Fèis a' Bhaile agus Fèis na h-Òige a-nis air crìoch a chur air an leabhran mu dheidhinn Blàr Chùil Lodair a bhios ga chuir air bhog anns an Dàmhair 2009. Tha an leabhran làn sgeulachdan, beul-aithris agus ceòl mu Bhlàr Chùil Lodair. Bha na com-pàirtichean cuideachd an sàs ann an cuirm, le òrain agus puirt Blàr Chùil Lodair mar phàirt de tasglann agus tachartas Urras Naiseanta na h-Alba agus Tilleadh Dachaidh 2009. Tha barrachd agallamhan air dòigh aig Àrdsgoil Dùn Omhainn, còmhla ri luchd na Gàidhlig à Earra-Gàidheal, mar phàirt den phròiseact aig Fèis Cheann Loch Goibhle. Tha Fèis a' Chaolais gu bhith a' tòiseachadh air Tasglann anns an Dàmhair le ceithir làithean air dòigh airson agallamhan a dhèanamh, bidh cuid anns a' Ghàidhlig. 'S e Fèis Lochabair an siathamh Fèis a bhios a' gabhail pàirt ann am Pròiseact nan Tasglann. Bidh sinn a' tòiseachadh air seo anns na mìosan a tha roghainn.
6.3	**Ceanglaichean Eadar-Nàiseanta**
6.7	**Cothroman taisbeanaidh**
	Tha Fèisean nan Gàidheal a' cur cuirm air dòigh aig Eden Court, a bhios a' taisbeanadh obair nam Fèisean thar nam bliadhnaichean mar phàirt de Tilleadh Dachaidh 2009. Bidh com-pàirtichean nam bliadhnaichean a chaidh seachad, a tha a-nis ag obair mar luchd-ciùil phroifeasanta, air an àrd-ùrlar còmhla ri com-pàirtichean an latha an-diugh. Bidh mu 100 com-pàirtichean a' taisbeanadh òrain Ghàidhlig, ceòl, dannsa-ceum agus dràma.

Neach-obrach	**Nicola Marshall**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**An t-Òghmhios – An t-Sultain 2009**

Roinn 1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Bha an Samhradh gu math trang mar as àbhaist le mòran Fèisean agus Cèilidhean air Chuairt a tachairt eadar an t-Ògmhios agus an Lùnastal. Bha an deireadh-seachdain aig Fèis Mhoireibh, aig toiseach an t-Ògmhios, gu math soirbheachail a-rithist agus bha Fèis na h-Òige, Fèis Chataibh agus Fèis Alba anns a' chiad seachdain den làithean-saora na sgoile. Tha na Fèisean an-sàs ann an Tasglann air a' bhith trang cuideachd. Chuir Fèis Air an Oir an leabhar ùr aca air bhog anns an t-Ògmhios agus bidh am fear aig Fèis na h-Òige agus Fèis a' Bhaile deiseil aig dìreadh am mìos seo. 'S e Fèis a' Chaolais an ath bhuidheann a bios a' tòiseachadh pròiseact Tasglann agus tha an comataidh a' coimhead air adhart ris gu mòr. Bidh Fèis Inbhir Narann a' leantainn le na bùthan obrach obair comhlan aca. Bha consairt aca mar pàirt den Fhèis Blas le Phil agus Aly agus bha e gu math brosnachail airson com-pàirtichean agus a' chomataidh. Bidh consairt sònraichte aig Fèis Chataibh air an deìreadh-seachdain a tha tighinn airson a' comharrachadh fichead bliadhna den Fhèis. Bidh deich com-pàirtichean bho Fhèisean nam bliadhnaichean a chaidh seachad a tha a-nis nan luchd-ciùil proifèiseanta còmhla ri com-pàirtichean a tha a' frithealadh Fèis Chataibh san latha an-diugh. Bidh an Dàmhair trang le Fèisean. Bidh Fèis a' Bhealaich a' tachairt aig toiseach am mìos agus bidh Fèis a' Bhaile, Fèis Rois agus Fèis Spe ann an làithean-saora na sgoile. Bidh Fèis Spè a' cumail a' dol leis am pròiseactan ùr aca agus tha iad dòchasach gum bi an oifigear leasachaidh ùr aca a' tòiseachadh aig àm an fhèis. Eadar an t-Samhain agus a Bhliadhn' Ùr bidh mi a' cur air dòigh coinneamhan leis na Fèisean anns an sgìre agam airson formaichean-iarrtais a chrìochnachadh agus planaichean a chur air dòigh airson an ath bhliadhna.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a-rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha Calum Ailig is mi fhèin ag obair gu dlùth ri chèile gus taic a thoirt dha na Fèisean leis na planaichean Gàidhlig aca. Tha Fèis Inbhir Narann ag obair air am poilisidh agus na sgilean Gaidhlig aca an-dràsta. Cur iad air dòigh bùth-obrach Gaidhlig còmhla ri Calum Alex airson na luchd-teagaisg agus comataidh aca am mìos seo chaidh. Tha mi ag obair le Fèis na h-Òige an-dràsta airson iarrtais a chur gu Comhairle Ealain na h-Alba airson deireadh-seachdain pìobaireachd.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Bidh Fèis Spè, Fèis Chataibh agus Fèis Rois a' leantainn le YMI anns na bun-sgoiltean.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth.**

	Tha mi fhathast a' dol gu coinneamhan Blas agus bha mi aig iomadach consairtean mar riochdaire Blas an t-seachdain seo chaidh. Bha Fèis Alba 2009 anns a' Phloc bho 6 gu 10 Iuchar. Chaidh ceithir buidhnean 'Ceilidh Trail' don Fhèis agus chòrd an seachdain leis na com-pàirtichean agus na luchd-teagaisg air fad. Bha mi toilichte gu robh buidheann ann bho Fèis Rois airson a' chiad turas am bliadhna seo. Tha mi fhathast ag obair còmhla ri Daibhidh air iarrtais eadar-sgìre airson na Cèilidhean air Chuairt. Bidh Cairngorm LEADER agus Argyll & the Islands a' thoirt taic dhan a phròiseact agus tha sinn an dòchas gum bi sinn a fhaighinn co-dhùnadh bho Highland LEADER air an 6mh latha den Dàmhair. Fhuair Fèis Spè taic-airgead bho Cairngorms LEADER cuideachd airson am pròiseact leasachaidh aca agus tha mi air a' bhith ag obair còmhla riutha airson barrachd airgead a' thogail. Bidh oifigear ur aca mar pàirt den pròiseact seo agus bidh agallamhan airson seo a' tachairt air 16 an t-Sultain.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	• 26 Ògmhios – Coinneamh le bòrd- stiùiridh Fèis Spè • 20 Lùnastal – Coinneamh le Fèis Chataibh agus LEADER • 25 Lùnastal – Coinneamh le Fèis a' Chaolais agus Emily (Tasglann) • 01 Sultain – Gàidhlig le Ailig • 24-26 Sultain – Coinneamh Bhliadhnail Fèisean nan Gàidheal Thoisich mi cùrsa ann an BSL anns a' Chèitean, chuir mi crìoch air a' chiad phàirt ann an t-Ògmhios agus tha mi ag obair air an darna phàirt an-dràsta.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Bha na Cèilidhean air Chuairt air fad bho sgìre na Gàidhealtachd agus ceathrad com-pàirtichean bho Fèis na h-Òige agus Fèis a' Bhaile an sàs ann an Fhèis Bhlas am bliadhna seo. B' e cothrom math airson togail ìomhaigh nam Fèisean a' bh'ann. Bidh mi a' cuideachadh Emily agus Rita le planaichean airson an consairt 'Ceòl nam Fèis'.

Neach-obrach	**Caoimhin Rodgers**
Dreuchd	**Oifigear Leasachaidh Lochabair**
Ràithe na h-aithisg	**An t-Òg Mhios – An t-Sultain 2009**

Roinn 1	**Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	• Bha mi an lathair fad da latha aig Fèis Lanraig a Tuath (4-7mh An Lunasdal). Chaidh a h-uile sian gu math am bliadhna. Cho math ris an fhèis fhèin, bhruidhinn mi ris an comataidh air an comhlan 'pop'. Cuideachd, le bhith a' cleachdadh airgead bhon SLF fhuair iad bocsaichean ciuil ùra agus tha aid a-nis a' dol a chumail buthan-obrach. • Thainig Fèis nan Garbh Chrìochan air ais dhan Ath Tharchail am bliadhna (dhan Sgoil ùr). Bha mi sios air da latha agus Chaidh a h-uile sian gu math. • Bha Fèis Gleann Albainn air a chumail air an aon seachdain ri Fèis nan Garbh Chrìochan am bliadhna. Bha e na thoilicheas dhan a h-uile neach an sàs an Fhèis a chumail tron t-shamhraidh a-rithist. Tha Fèis Gleann Albainn air uidheam ùr a cheannach (siostam solais) as deidh taic airgead fhaighinn bhom Buidheann iomairt ionadail aca agus cuideachd SLF. Tha iad an diul na goireasan seo a chuir ris am PA a cheannach iad nas traighe am bliadhna gus clasaichean PA 's

	Solais a dhèanamh.
	• A-rithist am bliadhna bha Ceilidh Trail againn ann an Lochabar. As deidh gun robh aca ri agallamh a dhènamh bha 7 luchd-ciuil òga againn. 'S e Deirdre NicDhomhnaill a chuir air doigh am proiseact am bliadhna le comhairle bhuam fhèin agus abair obair math a rinn i. • Anns an àm seo, tha mi air a bhith ag obair air plana leasachaidh (fad 3 bliadhnachan). Aig an àm seo, tha na Fèisean a' coimhead air agus cho luath 's a theid aontachadh toisichidh sinn ga cuir gu feum. • Dìreach mar a tha mi air a bhith a' dèanamh ann an Lochabar, tha mi air a bhith ag obair air planna leasachdaidh airson na Fèisean ann an Glaschu. Tha sinn an diul buidheann stiuiridh a thoiseachadh ro deireadh am bliadhna agus theid am planna a thoirt dhaibh an uairsin.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	• Tha mi air a bhith ag obair gu dluth le Àrd sgoil Lochabair gus clasaichean Gàidhlig a dhèanamh dhaibh (chan eil tidsear S1 neo S2 aca an drasda) tro Fèis Lochabair. Gu ruige seo, tha na clasaichean air a bhith air leth math agus cordadh ris a chloinn. Thathar an dòchas gum bidh na clasaichean seo cuideachdail ann a bhith a' dèanamh cìnnteach gu bheil Gaàidhlig ri fhaighinn san sgoil agus cuideachd gun teid iomhaigh nam Fèis an àrd san sgìre. Feumaidh mi ràdh as deidh barrachd air bliadhna a chur seachadh san dreuchd a-nis gu bheil mi air a bhith (gu pearsanta) aig gach Fèis agam agus tha e air a bhith gu math dòchasach a chluinntinn an cuid Gàidhlig.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	• Tha YMI a' riuth gu sunnd ann an Lochabar fo Raonaid Walker agus gu ruige seo chan eil cus gnoimheach air a bhith agam ann ach tha Raonaid a' cumail fios thugam.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	• Tha mi air a bhith an sàs gu mòr leis am proiseact a chuireas siostam solais, fuaim agus seataichean ùr a- steach dhan talla sgoile ùr anns an Ath Tharchail. Tha sinn air a bhith ag obair gu dluth le Còmhairle a Ghàidhealtachd agus an sgoile fhèin. A nuair a theid a chur a-steach bheir e comas dhan Fhèis agus an sgoile, tachartan cultural Gàidhlig a chumail san sgìre.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	• A-rithist am bliadhna, bha proiseact Cèilidhean air cuairt math fhèin againn. Bha 7 luchd ciuil òga againn am bliadhna a' tighinn bho Fèisean ann an Lochabair fhèin agus cuideachd dithis à Fèis Gleann Albainn.

Neach-obrach	**Jenna Chuimeanach**
Dreuchd	**Oifigear Leasachaidh nan Eilean Siar**
Ràithe na h-aithisg	**An t-Òg Mhios – An t-Sultain 2009**

Roinn 1	**Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-**

	chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.
	Sin agaibh samhradh eile seachad agus abair gu robh e trang a-rithist am-bliadhna le còig Fèisean a' gabhail àite thairis air na saor-làithean. Cha robh na Fèisean cho pailt 's a bha iad an-uiridh ach a dh'aindeoin sin bha deagh mheasgachadh de chlann an sàs gach seachdain agus chaidh na Fèisean air adhart gun duilgheadas sam bith. Gu mì-fhortanch cha robh e comasach do mhuinntir an Rubha Fèis na bliadhna sa a thoirt gu buil is beagan bhall a' frithealadh nan coinneamhan thar na bliadhna. Abair gun robh deagh Fhèis aig muinntir Fèis Tìr an Eòrna am-bliadhna 's iad a' comharrachadh ceann-bliadhna sònraichte. Chaidh bratach ùr a chur air bhog, a chaidh a dhealbhachadh le Jude Nic an t-Sealgair a tha na ball den a' chomataidh, airson 20 bliadhna a chomharrachadh. Sgrìobh Dòmhnall 'Bàn' Dòmhnallach fonn airson na pìoba a chaidh a chluiche aig Consairt na Cloinne air oidhche Haoine. Chosg iad tòrr ùine ron Fhèis a' cruthachadh taisbeanadh dhealbhan is criomagan fiosrachaidh ann an Gàidhlig is Beurla a bha na sheasamh aig doras aghaidh na sgoile fad na seachdain 's cha robh duine sam bith nan tàmh air an oidhche a bharrachd. A thuilleadh air consairt na cloinne air oidhche Haoine, chaidh cèilidh is dannsa a chumail air oidhche Chiadain is biadh ri fhaotainn cuideachd agus chaidh geama iomain a chur an rian feasgar Diardaoin. Thòisich Fèis Tìr a' Mhurain le rèis a chaidh a chumail air feasgar na Sàbaid. B' àbhaist dhaibh seo a dhèanamh o thùs ach chaidh a sheachnadh. Ghabh còrr is 70 neach, seann is òg, pàirt anns an rèis agus tha muinntir na Fèise cho taingeil gun do dh'fhuirich an latha tioram. Tha iad an dòchas leanntainn oirre leis an rèis o seo a-mach. Airson an dàrna bliadhna chùm Fèis Eilean an Fhraoich Fèis gu sònraichte airson deugairean ann an Steòrnabhagh. An làthair mar luchd-teagasg bha Alasdair MacGilleBhàin, Mhairi Hall, Joy Dunlop, Daibhidh MacNeacail agus Angela Cheanadach. Chaidh iomadh chuspair a chur an tairgse, nam measg Òrain Ghàidhlig, Sgrìobhadh Fuinn agus Sgilean Luchd-teagaisg, clas ùr a tha a sealltainn ri Dìon Chloinne agus Measadh Chunnairt airson comhairle a thoirt do dheugairean a tha strì gus a bhith nan luchd-teagaisg ciùil nuair a dh'fhàgas iad an Fhèis.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairtich mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Bha Sgioba G an làthair aig Fèis nan Deugairean a chaidh a chumail ann an Steòrnabhagh san Iuchar. Bha cur-seachadan eadar-dhealaichte aig Angela Cheanadach gan tabhann airson com-pàirtichean a bhrosnachadh gus Gàidhlig a bhruidhinn thar na seachdain. Bu mhath leam gun dèanadh na Fèisean anns na h-Eileanan barrachd feum de Sgioba G agus nì mi mo dhìcheall inbhe na h-iomairt a thogail nam measg sa Gheamhradh. An dèidh dha Fèis Tìr an Eòrna coinneachadh le Calum Ailig as t-Earrach thog iad a-mach smuain neo dhà a chaidh a thoirt seachad aig a' choinneamh agus chaidh an cur an gnìomh rè na Fèise. Airson inbhe na Gàidhlig a thogail agus blas nas làidire a chruthachadh bha Rèidio nan Gàidheal ri chluinntinn fad an latha anns na h-àitichean coitcheann agus chaidh taisbeanadh dà-chànanach fhoillseachadh. Tha Calum Ailig air comharrachadh gum bu toil leis foirmean-iarrtais airson Fèis Bharraigh agus Fèis Tìr an Eòrna ùrachadh ro Fhèis na h-ath-bhliadhn'.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha Dougie Beck air iarraidh orm pàirt a ghabhail ann an dealbh-chluich na Nollaige a bhios a tadhal air sgoiltean anns na sgìrean a leanas san Dùbhlachd; Inbhirnis, Loch Abar, An t-Eilean Sgitheanach, Uibhist agus Leòdhas. Anns na mìosan a chaidh seachad tha Dougie air a bhith cuir rùn ri Pròiseact Dhràma nan Sgoiltean aon uair eile. Thèid pròiseactan sa Gheamhradh/as t-Earrach agus tha mi air gealltainn taic a thoirt seachad leis an sgeama seo. Tha Aonghas MacLeòid air pròiseact Rèidio a chur air bhonn anns na h-Eileanan cuideachd anns na mìosan ri thighinn agus bidh mi an sàs le sin cuideachd. Tha Fèis an Earraich a leantainn oirre le YMI ann am bun-sgoiltean anns an Eilean Sgitheanach.

4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Chaidh taisbeanadh ciùil eadar Fèisean a tha air an stèidheachadh anns na h-Eileanan Iar a lìbhrigeadh le Fèis Eilean an Fhraoich aig Fèis Cheilteach Innse Gall san Iuchar. Ghabh ceithir buidhnean pàirt anns a' chuirm 'Ar Dachaigh' a' riochdachadh nan sgìrean a leanas; Barraigh, Uibhist a Deas, Uibhist a Tuath agus Leòdhas. Chaidh òrain a thaghadh le gach buidhnean a' tarraing dealbh air beatha nan eilean agus chaidh òran ùr a sgrìobhadh le Calum Dòmhnallach agus a mhac Dòmhnall leis an ainm 'Glaodh an Iar'. Ghabh naoi duine deug an t-òran le chèile aig deireadh na consairt. B'e cuirm air leth a bha ann agus fhuair an luchd-ciùil deagh mholadh aig an deireadh. Chaidh com-pàirtichean Cuairt Chèilidh Fèis an Earraich air an rathad a-rithist airson trì seachdainean as t-samhradh 's iad a' cluiche aig iomadach àite air feadh an Eilein Sgitheanaich is Loch Aillse mar bhuill den chòmhlan Ceilear. Tha Ceilear air a bhith a' ruith airson ceithir bliadhna a-nise. Chum Fèisean anns na h-Eileanan an Iar Cuairt Chèilidh eile aig a' Chàisg 2010.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bha Fèis an Earraich an làthair aig Fèis Alba 6 – 10 Iuchar 's iad ag ullachadh airson cuairt na bliadhna-sa. Fhuair Fèis Eilean an Fhraoich maoineachadh bho Sgeama Leasachaidh nam Fèisean airson barrachd chothroman ionnsachaidh a thabhann do dheugairean na sgìre is tachartasan a chumail air an deireadh sheachdain. 'S e Òrain Ghàidhlig agus Sgrìobhadh Fuinn cuspair nam bùthan-obrach 's iad air an cumail air 20 Ògmhios agus 27 Ògmhios le Raonaid Walker agus Alasdair MacGilleBhàin. Tha Fèis Eilean an Fhraoich a' leantainn oirre le Oidhche Chiadain, clas oidhche far am bi deugairean a' coinneachadh agus ag ionnsachadh fuinn ùra agus òrain. Bha mi fhèin an làthair aig latha Gàidhlig a chaidh a chumail ann an Àros, Port Rìgh air 12 Iuchar le Gilleasbuig MacFhearghais. Ghabh mi sgrìob gu Inbhirnis cuideachd airson co-labhairt NPP air 6 Lùnastal a chaidh a chumail ann an Taigh-òsta Dhruim Athaisidh. Bha Daibhidh Boag agus Caoimhin Rodgers an làthair còmhla rium.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	San Ògmhios ghabh sgioba de luchd-ciùil is dhannsairean à Fèis an Earraich agus Fèisean ann an sgìre Loch Abar turas dhan Ghearmailt airson na Fèise Eadar-nàiseanta *Jugendfestwoche.* Tha an Fhèill air a cumail a h-uile dàrna bliadhna agus tha iomadh dùthaich a gabhail pàirt innte. Ghabh 28 neach pàirt anns an taisbeanadh eadar-Fèisean a chaidh a chumail aig Fèis Cheilteach Innse Gall am-bliadhna. Chan e mhàin gu robh pàrantan is teaghlaichean eile san luchd-èisteachd ach dithis a bha an làthair a' riochdachadh nan Geamanan Gàidhealach a bhios a' gabhail àite ann an Carolìna a Tuath. Aig deireadh na cuirme thàinig iad thugainn air bhioran gus barrachd fiosrachaidh fhaighinn mu na Fèisean agus a dh'innse dhuinn cho math 's a chòrd a' chuirm riutha.

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail 2009
Àireamh air a' Chlàr Chùisean: 3.2009.05(b)

Adhbhar a' Phàipeair
Airson fiosrachadh a thoirt do bhuill a' Bhùird mun phròram airson Coinneamh Bhliadhnail agus Co-labhairt na buidhne.

Pròram airson a' Cho-labhairt agus Coinneamh Bhliadhnail 2009
Tha pròram airson na coinneimh bhliadhnail agus co-labhairt air a chuairteachadh.

Bidh a' Choinneamh Bhliadhnail a' tachairt aig 6.30f air Dihaioine 25mh.

Tha Alasdair Allan BPA air aontachadh òraid a thoirt seachad mar aoigh ron dìnneir oidhche Haoine, agus bidh Calum Fearghasdan a' toirt dhuinn òraid air sgeulachdan agus dualchas madainn Disathairne 26mh.

Taighadh Buill a' Bhùird
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt dhan fheadhainn a bhios a' fàgail a' Bhùird am-bliadhna leis gu bheil an teirm aca a' tighinn gu crìoch. Bidh feum air taghadh an dèidh na Coinneimh Bhliadhnail airson buill ùr a lorg. Bidh Elizabeth NicIlleBhàin, Peigi NicIllFhinnein, Jessie Newton, Seòras Stoddart agus Mìcheal Sweeney gar fàgail.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don phròram airson na coinneimh bhliadhnail agus co-labhairt agus cùisean fhàgail aig an luchd-obrach taghadh a chur air dòigh, an dèidh na coinneimh bhliadhnail, airson buill ùr a lorg, taobh a-staigh nan riaghailtean taghaidh aig Fèisean nan Gàidheal.

Art MacCarmaig
Ceannard
Sultain 2009

Fèisean nan Gàidheal

Co-labhairt agus Coinneamh Bhliadhnail Conference and Annual General Meeting
Taigh Òsta Chaladh, Steòrnabhagh Caladh Inn, Stornoway
Dihaoine 25 agus Disathairne 26 Sultain 2009 Friday 25 and Saturday 26 September 2009

Dihaoine 25 Sultain
Friday 25 September

14.00-16.30 **Coinneamh den Bhòrd-Stiùiridh**
14.00-16.30 Meeting of Board of Directors

18.30 **A' Choinneamh Bhliadhnail**
18.30 Annual General Meeting

19.15 **Deoch ro-dhìnneir agus ceòl bho Fèis Eilean na Hearadh**
19.15 Pre-dinner drinks and entertainment by Fèis Eilean na Hearadh

19.30 **Alasdair Allan, BPA airson nan Eilean Siar**
19.30 Alasdair Allan MSP for the Western Isles

19.45 **Beagan ceòl bho Fèis Eilean an Fhraoich**
19.45 Short music piece by Fèis Eilean an Fhraoich

20.00 **Dìnneir agus Cèilidh**
20.00 Dinner and Cèilidh

Disathairne 26 Sultain
Saturday 26 September

10.00 **Cuir air bhog Poileasaidh Ùr Gàidhlig Fhèisean nan Gàidheal**
10.00 Launch of Fèisean nan Gàidheal's Revised Gaelic Policy

10.45 **Tì/Cofaidh**
10.45 Tea/Coffee

11.15 **Ceistean agus Còmhradh**
11.15 Questions and Conversation

12.00 **Sgeulachdan an cuideachd Calum Fearghasdan**
12.00 Storytelling with Calum Ferguson

12.45 **Lòn**
12.45 Lunch

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

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