



Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

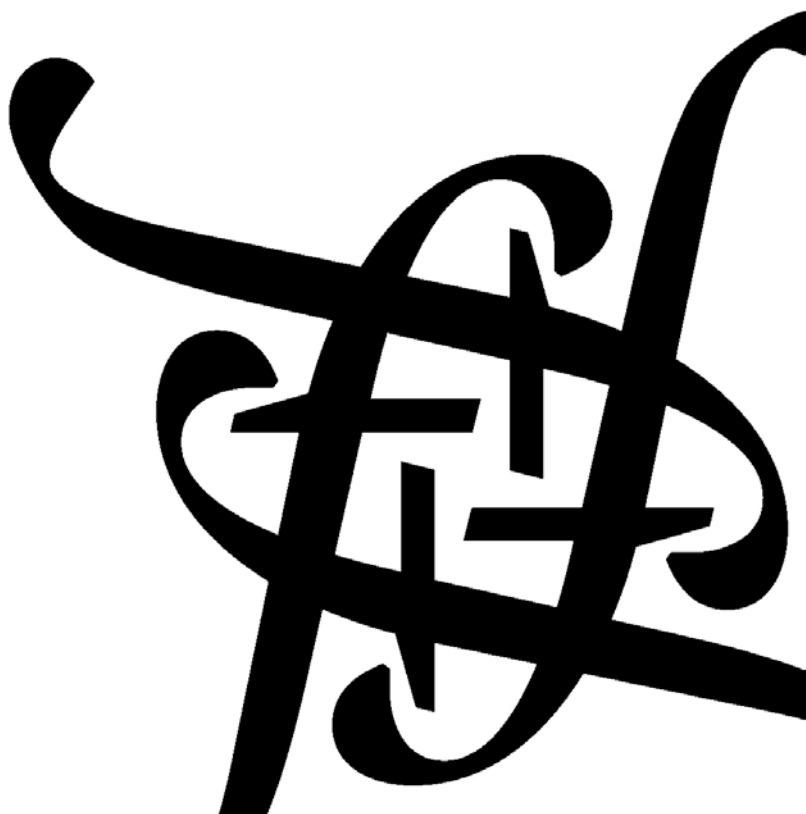
Coinneamh den Bhòrd-Stiùiridh

**Taigh-Òsta an Àth Leathainn
An t-Eilean Sgitheanach**

Diluain 26 Cèitean 2008 @ 2f

Fèisean nan Gàidheal
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Fèisean nan Gàidheal

Coinneamh den Bhòrd-Stiùiridh ann an Taigh-Òsta an Àth Leathainn, An t-Eilean Sgitheanach bho 2f, Diluain 26 Cèitean 2008

Clàr-Gnothaich

2.2008.01 CÙISEAN TÒISEACHAIDH

- (a) **An làthair**
- (b) **Leisgeulan**
- (c) **Geàrr-chunntas na coinneimh mu dheireadh den Bhòrd**
Tha geàrr-chunntas den choinneamh a chaidh a chumail air 18 Gearran 2008 air a chuirteachadh. Thathar ag iarraidh air buill a' Bhùird gabhail ris a' gheàrr-chunntas mar chlàr ceart den choinneamh.
- (d) **Gnothaichean ag èirigh**
Faodaidh buill puing sam bith a tha ag èirigh bhon gheàrr-chunntas a thogail.
- (e) **Geàrr-chunntas na coinneimh mu dheireadh den Bhuidheann Ghnìomh**
Tha geàrr-chunntas na coinneimh mu dheireadh aig a' bhuidhinn-ghnìomh a bha air a cumail air 17 Cèitean air a chuirteachadh mar fhiosrachaidh. Faodaidh buill puing sam bith a tha ag èirigh bhon gheàrr-chunntas a thogail.

2.2008.02 CÙISEAN IONMHASAIL

- (a) **Aithisg Ionmhais**
Tha aithisg leis a' Mhanaidsear Gnìomha air a cuairteachadh. Faodar ceist sam bith fhaighneachd.
- (b) **Suimean airgid anns a' bhanca agus fiosrachadh as ùire**
Bidh am fiosrachadh seo ri fhaotainn aig a' choinneimh.
- (c) **Cunntasan Ràitheil**
Tha MacNeacail agus Co air cunntasan ullachadh gu 31 Màrt 2008, a tha an lùib nam pàipearan. Thathar ag iarraidh gun gabhadh buill a' Bhùird ris na cunntasan.

2.2008.03 CÙISEAN LEASACHAIDH

- (a) **Adhartas a-rèir Phlana-Leasachaidh Fèisean nan Gàidheal 2005-10**
Tha geàrr-iomradh a' mìneachadh adhartais a thaobh nan amasan anns a' Phlana Leasachaidh air a chuirteachadh. Faodar puing sam bith a thogail air na tha sgrìobhte anns a' gheàrr-iomradh.
- (b) **Taisbeanadh air Leasachaidhean na Gàidhlig**
Bheir Dougie Back agus Calum Ailig MacMhaoilein dhuinn taisbeanadh air a' phrògram de leasachaidhean Gàidhlig. Bheir iad cuideachd iomradh air an turas a ghabh iad dhan Chuimrigh agus na chaidh ionnsachadh a bheireadh buaidh air an obair.
- (c) **Acadamaidh Fèise**
Chaidh an dreach mu dheireadh den Phlana Gnìomh airson Acadamaidh Fèise a chur a-mach do bhuill a' Bhùird air post-d airson beachdan. Bheir Art MacCarraig seachad aithisg air mar a chaidh le coinneamh a chaidh a chumail leis a' Mhinistear airson na Roinn Eòrpa, Cùisean taobh a-muigh agus Cultar, Linda Fabiani, air 13 Cèitean, agus faodar buill beachd sam bith a thogail air na tha anns a' phlana.

(d) Plana Leasachaidh Fèisean nan Gàidheal bho 2010 air adhart

Tha pàipear bhon cheannard air chuirteachadh a' cur a-mach clàr-ama airson ath-nuadhachadh den Phlan Leasachaidh airson na bliadhnaichean bho 2010 air adhart.

2.2008.04 LUCHD-OBACH

(a) A' fastadh luchd-obrach

Bheir an Ceannard seachad aithisg ghoirid aig a' choinneimh air mar a chaidh dhuinn a' lìonadh nan dreuchdan a chaidh aontachadh aig a' choinneimh mu dheireadh.

2.2008.05 CÙISEAN GNÌOMHAIL

(a) Aithisgean Luchd-Obrach

Tha aithisgean bhon luchd-obrach air an cuairteachadh airson dealbh a thoirt seachad air mar a tha an sgioba ag obair gu ruige targaidean na buidhne a choileanadh. Faodar ceist sam bith fhaighneachd.

(b) Measadh Chunnartan

Bidh cuimhne aig buill gun deach aithisg air ur beulaibh agus bha deasbad ann mu dheidhinn measadh chunnartan aig a' choinneimh anns an Dùbhlachd, le dùil ri barrachd obrach air seo cho luath 'sa ghabhadh. Tha aithisg bho Iona NicDhòmhnaill air chuirteachadh a' mìneachadh adhartais gu ruige seo, le dreach clàr chunnartan na lùib.

(c) 2008 Annual Conference and AGM

Bheir Anne Willoughby seachad fiosrachadh air far am bi a' Cho-labhairt agus Coinneamh Bhliadhnail a' tachairt am-bliadhna agus thathar ag iarraidh air buill beachdachadh air dè a bu thoigh leotha fhaicinn anns a' phrògram airson na tachartais a bhios anns a' Ghearasdan, 19 agus 20 Sultain.

(d) Blas 2008

Bheir Daibhidh Boag seachad fiosrachadh mu fhèis na bliadhnasa, agus 's docha gum bi e comasach do bhuill lethbhreac den phrògram fhaotainn aig a' choinneimh.

(e) Coinneamh den bhòrd aig Blas Festival Ltd

Tha gearr-chunntas bhon chiad coinneimh aig a' chompanaidh Blas Festival Ltd air a chuirteachadh mar fhiosrachaidh. Faodaidh buill puing sam bith a tha ag èirigh bhon ghearr-chunntas a thogail.

2.2008.06 CÙISEAN EILE

(a) Coinneamh a' Bhuidhinn Ghnìomh

Chaidh na pàipearan air fad bhon choinneamh den Bhuidheann Ghnìomh a chaidh a chumail air 12 Cèitean an cuairteachadh air post-d a-mhàin. Faodar ceist neo beachd sam bith a thogail mun deidhinn.

(b) Ceann-latha na h-ath choinneimh

Bidh an ath choinneimh air a cumail anns a' Ghearasdan air 19 Sultain 2008.

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail anns an Taigh-òsta an Ramada Jarvis, aig Port-adhair Ghlaschu, bho 1.30f Diluain 18 An Gearran 2008

Àireamh air a' Chlàr-ghnothaich: 2.2008.01(c)

1.2008.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Ceitidh NicAdhaimh (Cathraiche); Seòras Stoddart (Rùnaire); Peigidh NicNeacail (Iar-chathraiche); Micheal Sweeney; Ealasaid Bain; Alasdair MacDhòmhnail; Seasaidh Newton; Peigidh NicIllInnein; Sine NicNèill; Agnes Rennie (Comhairle nan Eilean Siar); Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba); Art MacCarraig (an làthair); Dàibhidh Boag (an làthair); Anna Willoughby (an làthair); Emily Edwards (an làthair – a' toirt seachad taisbeanadh); Calum Ailig Mac a' Mhaoilein (an làthair – ag eadar-theangachadh); Dùghlas Beck (an làthair – ag eadar-theangachadh)

Alasdair MacLeòid (Iomairt na Gàidhealtachd – air am fòn airson pàirt den choinneimh)

Chuir Ceitidh NicAdhaimh fàilte air a h-uile duine a bha an làthair aig a' choinneimh.

(b) Leisgeulan

Laura Green; Morag Anna NicLeòid (Comhairle na Gàidhealtachd)

(c) Geàrr-chunntas na coinneimh mu dheireadh de dh'Fhèisean nan Gàidheal

Chaidh Geàrr-chunntas na coinneimh a chaidh a chumail air 3 An Dùbhlachd 2007 a sgaoileadh. Mhol Alasdair MacDhòmhnail gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh, agus chaidh seo aontachadh.

(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 Gearran 2007 a sgaoileadh agus aontachadh mar chunntas fìrinneach dhen choinneimh, mhol Ceitidh NicAdhaimh seo agus dh'aontaich Peigidh NicNeacail.

1.2008.02 CÙISEAN IONMHASAIL

(a) Aithisg Ionmhasail

Chaidh aithisg a dheasaich an t-Àrd Mhanaidsear, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 An Dùbhlachd 2007. Cuideachd na lùib bha liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2007-08. Thug buill a' Bhùird fa-near don aithisg agus chaidh innse mu dè am maoineachadh a bha fhathast ri fhaighinn ro cheann-latha na coinneimh.

(b) Cunntasan Banca agus am fiosrachadh às ùire

B' iad na suimeannan:

- Cunntas Làitheil: £8,525.36
- Cunntas Àrd-rèidh: £32,009.70
- Bha £80,713.82 air a thasgadh fad mìos
- Cunntas Bhlas: £5,099.25

(c) Cunntasan Riaghlaidh gu 31 An Dùbhlachd 2007

Chaidh Cunntasan Riaghlaidh gu 31 An Dùbhlachd 2007, a dheasich MacNeacail & Co, a sgaoileadh mar fhiosrachadh. Thug buill a' Bhùird fa-near don fhiosrachadh sna cunntasan.

(d) Maoinachadh bho Chomhairle Ealain na h-Alba 2008-09

Chaidh fiosrachadh a sgaoileadh a bha a' dearbhadh gun d'fhuair sinn Gnàth-mhaoineachadh bho Chomhairle Ealain na h-Alba airson 2008-09, cuide ris an aithisg agus buidseat a chaidh a chur gu Comhairle Ealain na h-Alba airson an ath bhliadhna ionmhais. Thug buill a' Bhùird fa-near don fhiosrachadh.

Dh'innis Iain Mac a' Ghobhainn do bhuill mu mar a bha cùisean aig Comhairle Ealain na h-Alba an-dràsta agus mar a dh'fheumas iad 2% a shàbhaladh bhon bhuidseat aca tro bhith nas èifeachdaiche. Ge-tà, tha iad fhathast a' cumail taic ris na buidhnean a tha a' faighinn gnàth-mhaoineachadh, agus dh'aontaich iad àrdachadh 1% dhaibhsan. Thug an Cathraiche taing do dh'Iain airson a thaic is a chuideachaidh.

1.2008.03 CÙISEAN LEASACHAIDH

(a) Adhartas a thaobh Cur an Gníomh Prògram Leasachaidh Fèisean nan Gàidheal

Chaidh geàrr-chunntas air adhartas gu ruige seo a sgaoileadh, a bha sealltainn mar a thathar a' coileanadh amasan a' phrògram obrach againn. Thug buill a' Bhùird fa-near don aithisg, agus thuir Ceitidh NicAdhaimh gu robh i toilichte gu robh cha mhòr a h-uile targaid air a dhol 'uaine'.

(b) Taisbeanadh air Maoin Leasachaidh nam Fèisean

Thug Dàibhidh Boag taisbeanadh air na pròiseactan a tha a' faighinn taic-airgid bho Mhaoin Leasachaidh Fèisean nan Gàidheal. Thuir e gu robh sinn an-dràsta a' toirt taic luach £38,000 do 17 pròiseactan, agus gu robh na pròiseactan sin a' faighinn maoinachadh luach £117,000 uile-gu-lèir. Bha na fèisean cuideachd ag adhartachadh Gàidhlig le barrachd dealais iad fhèin, agus bha Calum Ailig Mac a' Mhaoilein a' toirt taic dhaibh ar Poileasaidh Gàidhlig a chur an gnìomh.

Thug Iain Mac a' Ghobhainn iomradh air Òraid an t-Sabhail Mhòir a thug Alex Salmond seachad, agus cho dòchasach agus a bha e mu chànan agus dualchas nan Gàidheal. Bha Seòras Stoddart an làthair airson na h-òraid. Dh'aontaich Art MacCarraig leth-bhreac den òraid a chur gu buill a' Bhùird.

(c) Taisbeanadh air Pròiseact Tasglainn

Thug Emily Edwards taisbeanadh air a h-obair gu ruige seo air Pròiseact Tasglainn a fhuair taic-airgid bho Mhaoin Dualchais a' Chrannchair.

Thuir i gun d'fhuair Fèisean a bha a' nochdadh ùidh a dhol an sàs sa phròiseact foirm-iarrtais, agus gun d'fhuair i iarrtasan bho Fhèis a' Bhealaich, Fèis air an Oir, Fèis Cheann Loch Goibhle agus iarrtas còmhla bho Fèis a' Bhaile/Fèis na h-Òige. Chaidh aontachadh gun deigheadh Fèis a' Bhealaich agus Fèis air an Oir an sàs sa phròiseact sa chiad bhliadhna, agus iad ag amas air a bhith deiseil ron t-Sultain 2008, agus thèid na fèisean eile an sàs sa phròiseact san dàrna bliadhna, agus iad ag amas air a bhith deiseil leis na pròiseactan achan ron Lùnastal 2009. Thuir i gu robh i an dùil dà phròiseact eile a ghabhail os làimh san treas bliadhna den phròiseact.

Cheannaich i ceithir innealan clàradh-fuaim didseatach airson a' phròiseict, agus mhìnich i gu robh i a' cur air dòigh seiseanan trèanaidh an-dràsta airson a' chiad bhliadhna den phròiseact. Dh'iarr Emily air Fèis sam bith aig an robh ùidh a dhol an sàs sa phròiseact fios a chur thuice cho luath 's as urrainn.

Thug Ceitidh NicAdhaimh taing do Dhàibhidh agus Emily airson nan taisbeanaidhean aca.

(d) Acadamaidh Fèise

Chaidh pàipear a sgaoileadh a thug geàrr-chunntas air dè bhiodh ann am Plana Gníomhachais Acadamaidh Fèise, às dèidh coinneimh a chaidh a chumail fad an latha air 5 An Gearran aig Sabhal Mòr Ostaig. Thàinig Bryan Beattie a-steach air a' choinneimh an uair sin tro Skype, agus thug e tuilleadh fiosrachaidh mun ghnòthaich do bhuill a' Bhùird agus dh'èist e ri am beachdan. Chaidh iarraidh air buill a' Bhùird toirt fa-near don adhartas a rinneadh gu ruige seo, agus beachd a thoirt air brìgh a' phàipeir, agus cuimhneachadh gum faigheadh iad sealladh air a' Phlana Ghnìomhachais dheireannach, agus cothrom beachdachadh air mus leanadh am pròiseact.

Thuir Dàibhidh Boag nach robh e cinnteach an robh iarrtas ann air a shon bho dhaoine fa leth, luchd-fastaidh agus ùghdarrasan ionadail, agus bha e den bheachd gu robh barrachd rannsachaidh a dhìth. Cha robh buill a' Bhùird cinnteach dè bhathar a' moladh: an e togalach ceart, no ionad mas fhìor no UHI

agus cùrsaichean le modalan a bh' ann an Acadamaidh Fèise? Cha robh e furasta còmhradh a dhèanamh mun Acadamaidh seach nach robh an ceangal fòn aig Bryan Beattie ro mhath airson a' mhòrchuid den chòmhradh, agus cha robh daoine ga chluinntinn. Mu dheireadh thall, b' fheudar do Bhryan Beattie gèilleadh agus a' choinneamh fòn fhàgail.

Dh'fheumadh am beachd-smuain a bha air cùl Acadamaidh Fèise a bhith nas soilleire do buill a' Bhùird, agus chaidh iarraidh air Art MacCarraig beachdan a' Bhùird innse do Bhyran Beattie nas fhaide air an latha ud. Bha e den bheachd gum faodadh iad a' chùis a thoirt air adhart le bhith cur crìoch air dreachd a' Phlana Ghnìomhachais, rud a bha am Meòrachan Tuigse ag ràdh gun dèanamaid, agus gum faodadh buill a' Bhùird coinneamh fòn a chumail goirid às dèidh sin gus bruidhinn gu mionaideach mun bheachd-smuain air cùl an Acadamaidh, agus gum b' urrainn don Bhòrd an uair sin tighinn gu co-dhùnadh am bu chòir do dh'Fhèisean nan Gàidheal taic a thoirt don phlana. Dh'fheumadh iad tighinn gu co-dhùnadh ron ath choinneimh sa Chèitean, agus bha e gu math soilleir gu robh e an urra ri Bòrd Stiùiridh Fèisean nan Gàidheal an robh am pròiseact seo gu bhith a' dol air adhart.

1.2008.04 LUCHD-OBACH

(a) Dreuchdan Bàn is Fastadh

Thug an t-Àrd-oifigear iomradh goirid air mar a bhathar a' feuchainn ri dà dhreuchd bhàn, mun deach bruidhinn aig a' choinneimh mu dheireadh, a lìonadh. Dheigheadh agallamhan a chumail airson an dà dhreuchd.

1.2008.05 CÙISEAN GNÌOMHAIL

(a) Aithrisean Adhartais bho Luchd-obrach

Chaidh Aithrisean Adhartais bho luchd-obrach a sgaoileadh agus thug buill a' Bhùird fa-near do na h-aithisgean seo. Thug an Cathraiche taing don luchd-obrach airson an obair mhath a tha iad a' dèanamh agus thuirt i gun do chòrd e rithe na h-aithisgean seo a leughadh ann an Gàidhlig.

Dh'ìarr Sìne NicNèill tuilleadh fiosrachaidh mu Targaid 3 – Leasaich obair nam Fèisean ann am foghlam oifigeil – san aithisg aig Jenna. Cha robh Dàibhidh ro chinnteach mu theagasg ceòl traidiseanta ann an sgoiltean an-dràsta, ach bhathar ga theagasg gu ìre air choireigin. Chaidh iarraidh air Dàibhidh bruidhinn ri Jenna mu bhith cur air dòigh coinneamh le luchd-obrach CnES gus còmhradh mu theagasg ceòl traidiseanta sna h-Eileanan Siar, agus mu bhith sireadh bheachdan bho luchd-obrach Comhairle Ealain na h-Alba mun chùis. Chaidh aontachadh gun obraicheadh Dàibhidh còmhla ri Jenna mu bhith "Cumail oirnn a' brosnachadh dàimh nas dlùithe eadar na Fèisean".

Thuirt Peigidh NicIllInnein gu robh a' bhùth-obrach do dheugairean aig Fèis Rois is Fèis Eilean an Fhraoich air leth soirbheachail.

Dh'fhaighnich Sìne NicNèill am b' urrainnear am pasgan òrain Ghàidhlig a bhith ri fhaotainn don a h-uile sgoil. Thuirt Art MacCarraig gum biodh e ro chosgail a thoirt seachd don a h-uile sgoil saor 's an-asgaidh, agus gur e an aon dòigh sin a dhèanamh iarraidh air ùghdarrasan ionadail pàigheadh air an son. Dh'aontaich e ball-sampaill ann an cruth PDF a chur don a h-uile duine air a' Bhòrd.

(b) Tairgse airson Ballrachd de dh'Fhèisean nan Gàidheal

Chaidh iarraidh air buill a' Bhùird gabhail ri tairgsean bho Fhèis a' Chaolais agus Fèis Cholla a bha ag iarraidh a bhith nam buill chorporra de dh'Fhèisean nan Gàidheal. Ghabh am Bòrd ris na tairgsean.

1.2008.06 CÙISEAN EILE

(a) Coinneamh a' Bhuidhinn Riaghlaidh

Chaidh na pàipearan uile bho choinneamh a' Bhuidhinn Riaghlaidh, a chaidh a chumail air 4 An Gearran 2008, a sgaoileadh air post-d a-mhàin.

Bha dragh air Seòras Stoddart mu adhartas a thaobh Tomhas Chunnartan agus bha e a' faighneachd an robh e fhathast air a' chlàr-ghnothaich. Thuirt an t-Àrd-oifigear gun do dh'aontaich am Buidheann Riaghlaidh nach biodh ùine aig coinneamh a' Bhùird bùth-obrach a chumail don Bhòrd agus luchd-obrach,

ach cha robh iad air dìochuimhneachadh mun chùis idir. Dh'innis e don choinneimh gu robh Iona NicDhòmhnaill a' dol air cùrsa trèanaidh airson Tomhas Chunnartan air 9 An Giblean ann an Dùn Èideann a dheigheadh a chumail le RoSPA, agus gu robh buill a' Bhùird làn dì-beathte a dhol ann. Dh'aontaich e fiosrachadh a chur don a h-uile duine mu dheidhinn.

Thug Seòras iomradh cuideachd air mearachd no dhà san fhoirm airson Clàradh Cheanglaichean agus dh'aontaich Art MacCarraig coimhead orra.

Bha Anna Willoughby air bruidhinn ris an Taigh-òsta Alexandra agus cha b' urrainn dhaibh ar gabhail airson na Co-labhairt Bhliadhnail. Thuirt Alasdair MacDhòmhnaill gum bruidhneadh e ri Brian Hume aig an Taigh-òsta Alexandra gus dearbhadh gu robh sin fìor mus coimheadamaid ri àiteachan eile.

(b) Ceann-latha na h-ath choinneimh

Chaidh iarraidh air buill a' Bhùird cuimhneachadh gur ann san Eilean Sgitheanach a bhiodh an ath choinneamh air 26 An Cèitean 2008.

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh den Bhuidheann Ghnìomh a chaidh a cumail ann an Taigh-òsta Chluainidh, Diluain 12 Cèitean bho 2f.

Àireamh air a' Chlàr-ghnothaich: 2.2008.01(e)

EX2.2008.01 PRELIMINARIES

(a) Present

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

(b) Apologies

Morag Anna MacLeod (The Highland Council), Ian Smith (Scottish Arts Council).

(c) Minutes of previous Executive Group meeting for approval

Peggy Nicolson moved approval of the minutes as a true record, and this was agreed.

(d) Matters arising

There were no matters arising.

EX2.2008.02 PROJECT UPDATES

(a) Bòrd na Gàidhlig contract 2008-09 (verbal - David)

David Boag provided an update on the Bòrd na Gàidhlig contract for 2008-09. Bòrd na Gàidhlig was changing its funding arrangements and new contracts would be issued in June. The first quarter payment was at the same level as 2007-08. The Gaelic organisations were meeting with Linda Fabiani and Bòrd na Gàidhlig on Monday.

David was to meet with Calum Alex and Dougie to look at actual costs of our Gaelic developments prior to Monday. Alasdair MacLeod asked whether an increase in funding was anticipated. David reported that targets had been achieved and the organisation was a model of good practice, which may provide an incentive for the Bòrd to give us more.

(b) YMI contracts (verbal - Arthur)

The YMI contracts for East Lothian and Highland were continuing. The CEO reported that there was an overspend on the YMI budget in Highland due to increased spending on resources last year but this year we were within budget. A training day had been held in Strathpeffer on Friday 9 May for YMI tutors organised by Iona MacDonald and Rae MacEachern.

David had arranged a two-day training event funded by NYCOS. Rona Lightfoot, Kenna Campbell and Flora MacPhail, among others, had attended the KODALY workshops. YMI providers were meeting with Norman Bolton the following Monday.

(c) Blas Festival Progress Report (verbal – Arthur/David)

David reported that the brochures were due to be ready on the 27 May, with the launch on 29 May 2008 in Eden Court. The website is due to go live on the same day. Emily and David had completed the work on the website. Peter Kane, Press Officer had advised to wait for everything to be ready at the same time.

Funding of £25k had been secured for 2009 from Homecoming Scotland with the same sum from Event Scotland for this year. Arthur reported that an extra £1,000 was secured to incorporate up to 4 small food programmes as an add-on to the music events.

The first meeting of the Blas Board had been held in February, with George Stoddart as Chair. David was happy that the programme was again a good one.

EX2.2008.03 STAFFING ISSUES

(a) Update on job vacancies (verbal – Arthur)

The Director reported that Moreen Pringle had started in Portree and Kevin Rodgers in the Lochaber office. Ingrid Henderson had spent time assisting Kevin to get started in the Lochaber office.

Douglas Beck was considering going in for teacher training and, if he were to secure a place on the course, has indicated that he will let us know as soon as he knows so that we have the maximum time possible to find a replacement.

All the development staff, and Moreen, were to be taking part in website training on 14 May.

EX2.2008.04 FINANCIAL ISSUES

(a) Financial Report (circulated - Anne)

A report from the Executive Manager had been circulated. A brief funding update was given for all projects not covered elsewhere on the agenda.

It was reported that the Sgoil Shamhraidh had not happened last year due to a tight deadline with confirmed funding. It was happening in July this year and next year. It was one of HIE targets and this was discussed with Alasdair MacLeòid.

Alasdair queried development grant funding which was included in the grants pledged to 31 March 2008 but nothing shown on the spreadsheet from 1 April. It was agreed to include the two spreadsheets, for this and the last financial years, in the Board papers.

Alasdair also asked about some fund-raising targets that had not been achieved in 2007-08 and Arthur explained that when it had become known that there was no prospect of an additional Development Officer in the cities, or of running the Drama summer school in 2007, for instance, the need for the additional funds had been negated.

In relation to Meanbh-Chuileag, while the funds indicated in the original budget for 2007-08 had not been fully realised, the group had nonetheless met the HIE target of touring over 5 LEC areas.

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

The current bank balances were given as follows:

- £16,469.41 in the Current account
- £61,549.44 in the High Interest account
- £100,358.02 on Deposit
- £632.10 in the Blas account

It was confirmed that monies paid to Blas come through the Fèisean nan Gàidheal account and are transferred when required.

(c) Quarterly Report on funding targets (circulated - Arthur)

This had been circulated for information only and its contents were noted.

Arthur explained that it would not be possible to draw up a complete grid with targets for 2008-09 until Bòrd na Gàidhlig and EventScotland set targets.

(d) Scottish Arts Council Funding Agreement 2008-09 (circulated for information)

This had been circulated for information only. It had been understood that Creative Scotland would be taking on the foundation-funded organisations from SAC after changeover, but it would be April next year before the new organisation was created, if the current bill going through the parliamentary process passes.

(e) Quarterly management accounts (progress - Anne)

Angus Nicolson had quarterly accounts to 31 March 2008, which had been circulated for Board members to note.

Accounts for the year would be finalised when Angus comes across to the office in June.

Arthur explained that they showed the real expenditure for the whole year with total resources expended £1,408,741 and creditors £212,829. The total expenditure for the year, £1,621,570 was close to the original target spend for 2007-08.

EX2.2008.05 DEVELOPMENT ISSUES

(a) Fèis Academy (verbal - David)

The CEO reported that he was due to meet with Linda Fabiani, along with the other Fèis Academy partners, on Tuesday. The Executive Group were happy for him to go ahead with this exploratory meeting, and it was decided that the Fèis Academy would be discussed in full at the next Board meeting.

(b) Risk Assessment (verbal - Arthur)

Iona had met with staff to discuss risk issues covering events. David had hoped she would accompany the development team to highlight risks at Fèisean and produce a checklist covering most of them.

It was necessary for staff to identify organisational risks also. It was agreed the Staff and Board should meet in August to progress with this.

Katie Adam enquired if Board members had filled in their 'pen portraits'. Arthur confirmed he had received 4 to date. It was decided that the best approach was for staff to write them and members to add to descriptions.

EX2.2008.06 BOARD MEETINGS

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

- Risk Assessment
- Fèis Academy
- Presentations from Calum Alex MacMillan and Dougie Beck

The above items were to be included on the Agenda. A translator was to be found since Calum Alex and Dougie Beck would be doing presentations. It was suggested that Morag Stewart, Gilleasbuig Ferguson or Alasdair Campbell would be approached as the meeting was to be held in the Broadford Hotel.

(b) Annual Conference arrangements (to be discussed)

Anne Willoughby reported that she was experiencing communication difficulties with the Alexandra Hotel. They had not confirmed if they could host the Annual Conference.

Quotes had been received from the West End Hotel and Anne was concerned that this availability might be lost while waiting on a decision from the Alexandra Hotel.

It was suggested that Willy Rowe, Richard Holloway, Alex Salmond, Charles Kennedy, Jim Mather might be potential Guest speakers for the annual conference and Arthur was to approach them.

EX2.2008.07 GENERAL

(a) AOCB (verbal)

Alasdair MacLeòid reported that HIE had a new logo which he would e-mail to Arthur.

(b) Date and venue of next meeting

The date for the next meeting was confirmed as 2 September 2008.

Fèisean nan Gàidheal

Aithisg Ionmhais

Àireamh air a' Chlàr Gnothaich: 2.2008.02(a)

Anns an aithisg seo tha:

- 1 Teachd a-steach agus teachd a-mach bho 1 Giblean – 31 Màrt 2009, leis mar a thionndaidh cùisean a-mach gu 30 Giblean 2008
- 2 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2007-08 agus 2008-09 leis na chaidh a phàigheadh a-mach gu ruige seo

Àireamh air a' Chlàr Gnothaich: 2.2008.02(b)

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

Àireamh air a' Chlàr Gnothaich: 2.2008.02(c)

- 1 Tha cunntasan gu 31 Màrt 2008 air an ullachadh le MacNeacail agus Co air an cuairteachadh airson fiosrachaidh.

Anne Willoughby | Manaidsear Gnìomha | Cèitean 2008

Teachd a-steach agus a-mach gu 31 Màrt 2009, leis mar a thionndaidh cùisean a-mach gu 30 Giblean 2008

Àireamh air a' Chlàr Gnothaich: 2.2008.02(a)1

INCOME	Budget	Period	Actual
Core Grants	£ 327,685.00	£ 27,307.08	£ 103,220.31
Grants Scheme	£ 189,000.00	£ 15,750.00	£ 55,000.00
Fèis Development Fund	£ 60,000.00	£ 5,000.00	£ 10,000.00
Annualised Hours	£ 25,000.00	£ 2,083.33	£ 0.00
Training	£ 38,100.00	£ 3,175.00	£ 0.00
Gaelic Development	£ 46,562.00	£ 3,880.17	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 20,375.92	£ 0.00
Blas Festival	£ 259,500.00	£ 21,625.00	£ 52,500.00
Earned Income	£ 16,300.00	£ 1,358.33	£ 600.00
Meanbh Chuileag TIE Service	£ 55,000.00	£ 4,583.33	£ 0.00
City Fèisean Development Officer	£ 30,000.00	£ 2,500.00	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 6,166.67	£ 0.00
Gaelic Drama Summer School	£ 65,000.00	£ 5,416.67	£ 0.00
Archiving Project	£ 24,118.00	£ 2,009.83	£ 0.00
Press/PR/Website Updates/Newsletter	£ 5,000.00	£ 416.67	£ 0.00
Showcase Opportunitites	£ 15,000.00	£ 1,250.00	£ 0.00
General Funds still to be raised	£ 85,000.00	£ 7,083.33	£ 0.00
TOTAL INCOME	£ 1,559,776.00	£ 129,981.33	£ 221,320.31

EXPENDITURE

RUNNING COSTS

Staff Salaries	£ 342,916.00	£ 28,576.33	£ 24,339.48
NIC Contributions	£ 30,862.44	£ 2,571.87	£ 2,707.40
Pension Contributions	£ 9,000.00	£ 750.00	£ 690.84
Staff Travel	£ 27,000.00	£ 2,250.00	£ 510.41
Office Rent & Rates	£ 20,000.00	£ 1,666.67	£ 814.11
Stationery, Printing & Postage	£ 15,000.00	£ 1,250.00	£ 726.13
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00	£ 833.33	£ 575.02
Board Expenses	£ 8,000.00	£ 666.67	£ 0.00
Implementation of Child Protection policy	£ 10,000.00	£ 833.33	£ 853.80
Insurance	£ 7,500.00	£ 625.00	£ 0.00
Sundry Expenses	£ 5,000.00	£ 416.67	£ 0.00
Accountancy & Bank Charges	£ 3,000.00	£ 250.00	£ 0.00
Professional Fees	£ 5,000.00	£ 416.67	£ 195.00
Instrument Bank Maintenance	£ 3,000.00	£ 250.00	£ 0.00
Additional Support Needs	£ 3,000.00	£ 250.00	£ 0.00
Capital Expenses	£ 12,000.00	£ 1,000.00	£ 0.00

PROGRAMME COSTS

Grants Paid Out	£ 195,000.00	£ 16,250.00	£ 23,845.00
Annualised Hours	£ 35,000.00	£ 2,916.67	£ 0.00
Feis Development Fund	£ 60,000.00	£ 5,000.00	£ 2,227.20
Training Programme	£ 33,000.00	£ 2,750.00	£ 389.89
<i>Training Programme Management Fee</i>	-£ 1,500.00	-£ 125.00	£ 0.00
Gaelic Language Development	£ 5,713.00	£ 476.08	£ 0.00
<i>Gaelic Language Development Management Fee</i>	-£ 12,500.00	-£ 1,041.67	£ 0.00
Youth Music Initiative	£ 244,511.00	£ 20,375.92	£ 2,653.56
<i>Youth Music Initiative Management Fee</i>	-£ 18,500.00	-£ 1,541.67	£ 0.00
Annual Conference	£ 15,000.00	£ 1,250.00	£ 0.00

Blas Festival	£ 259,150.00	£ 21,595.83	£ 4,972.50
<i>Blas Festival Management Fee</i>	-£ 15,000.00	-£ 1,250.00	£ 0.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 39,500.00	£ 3,291.67	£ 0.00
City Fèisean Development Officer	£ 35,000.00	£ 2,916.67	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 6,166.67	£ 0.00
Gaelic Drama Summer School	£ 55,000.00	£ 4,583.33	£ 0.00
Archiving Project	£ 10,328.00	£ 860.67	£ 1,821.75
Archiving Management Fee	-£ 4,585.00	£ 833.33	£ 0.00
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 1,666.67	£ 0.00
Fèis Showcase Concerts	£ 20,000.00	-£ 633.33	£ 0.00
<i>Fèis Showcase Concerts Management Fee</i>	-£ 7,600.00	£ 1,250.00	£ 0.00
Contingency	£ 15,000.00		
SUB-TOTAL EXPENDITURE	£ 1,557,795.44	£ 130,198.37	£ 67,322.09
Management Fees	£ 55,100.00	£ 4,591.67	£ 0.00
TOTAL EXPENDITURE	£ 1,612,895.44	£ 134,407.95	£ 67,322.09
Transfer to Reserves	£ 9,642.50	£ 803.54	£ 0.00
SURPLUS/DEFICIT	£ 1,980.56	£ 165.05	£ 153,998.22

Tabhartasan nam Fèisean 2007-08 agus 2008-09

Àireamh air a' Chlàr Gnothaich: 2.2008.02(a)2

2007-08	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	£ 8,109.00	£ 3,994.00	£ 3,658.00	350	£ 2,625.00	£ 0.00	£ 18,386.00	£ 14,065.00	£ 4,321.00
Fèis Lochabair	£ 2,387.00	£ 1,175.00	£ 4,416.00	260	£ 1,950.00	£ 0.00	£ 9,928.00	£ 8,110.00	£ 1,818.00
Fèis Innis an Uillt	£ 0.00	£ 0.00	£ 732.00	40	£ 300.00	£ 0.00	£ 1,032.00	£ 0.00	£ 1,032.00
Fèis nan Garbh Chrìochan	£ 4,362.00	£ 2,149.00	£ 4,500.00	200	£ 1,500.00	£ 0.00	£ 12,511.00	£ 7,617.00	£ 4,894.00
Fèis Chataibh	£ 2,774.00	£ 1,366.00	£ 1,800.00	200	£ 1,500.00	£ 2,620.00	£ 10,060.00	£ 8,670.00	£ 1,390.00
Fèis a' Bhealaich	£ 285.00	£ 141.00	£ 50.00	40	£ 300.00	£ 0.00	£ 776.00	£ 550.00	£ 226.00
Fèis Rois nan Deugairean	£ 9,681.00	£ 4,768.00	£ 0.00	0	£ 0.00	£ 3,900.00	£ 18,349.00	£ 13,571.00	£ 4,778.00
Fèis Chille Mhòraig	£ 590.00	£ 291.00	£ 50.00	50	£ 375.00	£ 0.00	£ 1,306.00	£ 0.00	£ 1,306.00
Fèis Eige	£ 598.00	£ 295.00	£ 480.00	20	£ 150.00	£ 0.00	£ 1,523.00	£ 1,187.00	£ 336.00
Fèis Rois Òigridh	£ 7,638.00	£ 3,762.00	£ 5,468.00	0	£ 0.00	£ 6,800.00	£ 23,668.00	£ 18,912.00	£ 4,756.00
Fèis Farr	£ 0.00	£ 0.00	£ 728.00	30	£ 225.00	£ 0.00	£ 953.00	£ 589.00	£ 364.00
Fèis na h-Òige	£ 2,186.00	£ 1,076.00	£ 2,744.00	180	£ 1,350.00	£ 0.00	£ 7,356.00	£ 2,447.00	£ 4,909.00
Fèis Air an Oir	£ 614.00	£ 302.00	£ 4,568.00	100	£ 750.00	£ 0.00	£ 6,234.00	£ 2,961.00	£ 3,273.00
Feis Ghlinn Albainn	£ 1,327.00	£ 653.00	£ 3,351.00	20	£ 150.00	£ 2,588.00	£ 8,069.00	£ 4,200.00	£ 3,869.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 1,447.00	£ 300.00
Fèis a' Bhaile	£ 2,155.00	£ 1,061.00	£ 486.00	200	£ 1,500.00	£ 0.00	£ 5,202.00	£ 3,966.00	£ 1,236.00
Fèis Òigridh na Mara	£ 1,122.00	£ 553.00	£ 6,336.00	160	£ 1,200.00	£ 0.00	£ 9,211.00	£ 7,070.00	£ 2,141.00
Fèis Inbhir Narann	£ 766.00	£ 378.00	£ 3,900.00	100	£ 750.00	£ 7,877.00	£ 13,671.00	£ 12,260.00	£ 1,411.00
Fèis Spè	£ 3,266.00	£ 1,609.00	£ 3,540.00	0	£ 0.00	£ 1,200.00	£ 9,615.00	£ 6,545.00	£ 3,070.00
Fèis a' Chaolais	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 2,500.00	£ 2,500.00	£ 2,000.00	£ 500.00
Sgìrean Eile/Bailtean									
Fèis Dhùn Èideann	£ 2,880.00	£ 0.00	£ 3,714.00	600	£ 4,500.00	£ 0.00	£ 11,094.00	£ 7,821.00	£ 3,273.00
Fèis Chille Conbhal	£ 979.00	£ 0.00	£ 1,396.00	0	£ 0.00	£ 0.00	£ 2,375.00	£ 0.00	£ 2,375.00
Fèis Arainn	£ 0.00	£ 0.00	£ 1,508.00	0	£ 0.00	£ 3,240.00	£ 4,748.00	£ 3,346.00	£ 1,402.00
Fèis Obair Dheathain	£ 1,960.00	£ 0.00	£ 288.00	100	£ 750.00	£ 0.00	£ 2,998.00	£ 1,470.00	£ 1,528.00
Feis Dhùn Bhreatainn	£ 1,459.00	£ 0.00	£ 2,176.00	0	£ 0.00	£ 600.00	£ 4,235.00	£ 2,962.00	£ 1,273.00
Fèis Òigridh Ghlaschu	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Lannraig a Tuath	£ 835.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 835.00	£ 150.00	£ 685.00
Fèis 'sa Mheadhan	£ 2,750.00	£ 0.00	£ 0.00	50	£ 375.00	£ 985.00	£ 4,110.00	£ 0.00	£ 4,110.00
Feis Ghlaschu	£ 2,325.00	£ 0.00	£ 0.00	0	£ 0.00	£ 700.00	£ 2,325.00	£ 0.00	£ 2,325.00
Fèis Lunnain	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 1,000.00	£ 0.00	£ 1,000.00	£ 0.00
Comhairle nan Eilean Siar									
Fèis Tìr a' Mhùrain	£ 3,338.00	£ 1,500.00	£ 1,792.00	150	£ 1,125.00	£ 0.00	£ 7,755.00	£ 4,112.00	£ 3,643.00
Fèis Eilean an Fhraoich	£ 2,350.00	£ 2,000.00	£ 3,406.00	80	£ 600.00	£ 2,125.00	£ 10,481.00	£ 10,478.00	£ 3.00
Fèis Tìr an Eòrna	£ 2,391.00	£ 1,500.00	£ 1,012.00	100	£ 750.00	£ 0.00	£ 5,653.00	£ 3,293.00	£ 2,360.00
Fèis Bharraigh	£ 3,493.00	£ 1,500.00	£ 1,089.00	200	£ 1,500.00	£ 3,000.00	£ 10,582.00	£ 6,493.00	£ 4,089.00
Fèis Eilean na Hearadh	£ 995.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,495.00	£ 2,246.00	£ 249.00
Fèis an Rubha	£ 1,033.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,033.00	£ 775.00	£ 258.00
Fèis Taigh Dhonnchaidh	£ 475.00	£ 0.00	£ 1,447.00	80	£ 600.00	£ 715.00	£ 3,237.00	£ 951.00	£ 2,286.00

**Comhairle Earra-Ghàidheal
agus Bòid**

Fèis Latharna	£ 1,932.00	£ 1,500.00	£ 1,060.00	150	£ 1,125.00	£ 0.00	£ 5,617.00	£ 5,087.00	£ 530.00
Fèis Mhuile	£ 968.00	£ 1,500.00	£ 1,840.00	80	£ 600.00	£ 0.00	£ 4,908.00	£ 0.00	£ 4,908.00
Fèis Thiriodh	£ 2,590.00	£ 1,500.00	£ 676.00	333	£ 2,500.01	£ 974.00	£ 8,240.01	£ 5,458.00	£ 2,782.01
Fèis Ìle agus Dhùira	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 600.00	£ 2,986.00	£ 2,384.00	£ 602.00
Fèis Dun Omhain	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 1,000.00	£ 1,000.00	£ 0.00	£ 1,000.00
Fèis Cheann Loch Goibhle	£ 425.00	£ 1,500.00	£ 916.00	20	£ 150.00	£ 5,935.00	£ 8,926.00	£ 2,155.00	£ 6,771.00
	Iomlan Prìomh Fhèis	Tabhartasan UI Iomlan	Iomlan Leantainneach	Uair. Bliadh. Iomlan	Tabhartasan Eile Iomlan	Iomlan Leas.	Iomlan an geall	Iomlan pàighte	Iomlan fhathast ri phàigheadh
Suimean gu h-iomlan	£ 82,893.00	£ 39,551.00	£ 69,127.00	3933	£ 29,500.01	£ 48,359.00	£ 269,430.01	£ 176,348.00	£ 92,382.01

2008-09	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	£ 7,611.00	£ 3,806.00	£ 4,126.00	350	£ 2,625.00	£ 0.00	£ 18,168.00	£ 8,563.00	£ 9,605.00
Fèis Lochabair	£ 2,712.00	£ 1,356.00	£ 3,160.00	260	£ 1,950.00	£ 0.00	£ 9,178.00	£ 3,051.00	£ 6,127.00
Fèis nan Garbh Chrìochan	£ 5,291.00	£ 2,647.00	£ 4,500.00	240	£ 1,800.00	£ 0.00	£ 14,238.00	£ 0.00	£ 14,238.00
Fèis Chataibh	£ 2,764.00	£ 1,382.00	£ 2,272.00	250	£ 1,875.00	£ 0.00	£ 8,293.00	£ 0.00	£ 8,293.00
Fèis a' Bhealaich	£ 270.00	£ 135.00	£ 566.00	45	£ 337.50	£ 0.00	£ 1,308.50	£ 0.00	£ 1,308.50
Fèis Rois nan Deugairean	£ 10,150.00	£ 5,075.00	£ 0.00	0	£ 0.00	£ 0.00	£ 15,225.00	£ 0.00	£ 15,225.00
Fèis Chille Mhòraig	£ 0.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eige	£ 620.00	£ 310.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,230.00	£ 0.00	£ 1,230.00
Fèis Rois Òigridh	£ 7,937.00	£ 3,969.00	£ 5,473.00	0	£ 0.00	£ 0.00	£ 17,379.00	£ 8,930.00	£ 8,449.00
Fèis Farr	£ 0.00	£ 0.00	£ 872.00	30	£ 225.00	£ 0.00	£ 1,097.00	£ 0.00	£ 1,097.00
Fèis na h-Òige	£ 2,212.00	£ 1,106.00	£ 3,727.00	180	£ 1,350.00	£ 0.00	£ 8,395.00	£ 0.00	£ 8,395.00
Fèis Air an Oir	£ 614.00	£ 302.00	£ 4,568.00	100	£ 750.00	£ 0.00	£ 6,234.00	£ 0.00	£ 6,234.00
Fèis Ghlinn Albainn	£ 1,492.00	£ 746.00	£ 4,291.00	20	£ 150.00	£ 0.00	£ 6,679.00	£ 0.00	£ 6,679.00
Fèis Ratharsaidh	£ 969.00	£ 478.00	£ 0.00	40	£ 300.00	£ 0.00	£ 1,747.00	£ 0.00	£ 1,747.00
Fèis a' Bhaile	£ 2,176.00	£ 1,088.00	£ 1,480.00	40	£ 300.00	£ 0.00	£ 5,044.00	£ 0.00	£ 5,044.00
Fèis Òigridh na Mara	£ 1,216.00	£ 608.00	£ 8,820.00	200	£ 1,500.00	£ 0.00	£ 12,144.00	£ 0.00	£ 12,144.00
Fèis Inbhir Narann	£ 750.00	£ 375.00	£ 3,839.00	100	£ 750.00	£ 0.00	£ 5,714.00	£ 0.00	£ 5,714.00
Fèis Spè	£ 3,837.00	£ 1,691.00	£ 6,300.00	0	£ 0.00	£ 0.00	£ 11,828.00	£ 0.00	£ 11,828.00
Sgìrean Eile/Bailtean									
Fèis Dhùn Èideann	£ 2,725.00	£ 0.00	£ 6,752.00	600	£ 4,500.00	£ 0.00	£ 13,977.00	£ 0.00	£ 13,977.00
Fèis Chille Conbhal	£ 869.00	£ 0.00	£ 860.00	0	£ 0.00	£ 0.00	£ 1,729.00	£ 0.00	£ 1,729.00
Fèis Arainn	£ 2,745.00	£ 0.00	£ 1,642.00	0	£ 0.00	£ 0.00	£ 4,387.00	£ 0.00	£ 4,387.00
Fèis Obair Dheathain	£ 2,087.00	£ 0.00	£ 240.00	150	£ 1,125.00	£ 0.00	£ 3,452.00	£ 0.00	£ 3,452.00
Fèis Dhùn Bhreatainn	£ 611.00	£ 0.00	£ 1,524.00	30	£ 225.00	£ 0.00	£ 2,360.00	£ 0.00	£ 2,360.00
Fèis Mhoireibh	£ 1,570.00	£ 0.00	£ 176.00	0	£ 0.00	£ 0.00	£ 1,746.00	£ 0.00	£ 1,746.00
Fèis Lannraig a Tuath	£ 745.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 745.00	£ 0.00	£ 745.00
Fèis 'sa Mheadhan	£ 1,562.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,562.00	£ 0.00	£ 1,562.00
Fèis Ghlaschu	£ 2,486.00	£ 0.00	£ 554.00	120	£ 900.00	£ 0.00	£ 2,325.00	£ 0.00	£ 2,325.00
Fèis Innis an Uillt	£ 262.00	£ 0.00	£ 2,141.00	60	£ 450.00	£ 0.00	£ 2,853.00	£ 0.00	£ 2,853.00
Comhairle nan Eilean Siar									
Fèis Tìr a' Mhurain	£ 2,995.00	£ 1,500.00	£ 1,792.00	160	£ 1,200.00	£ 0.00	£ 7,487.00	£ 0.00	£ 7,487.00
Fèis Eilean an Fhraoich	£ 2,925.00	£ 2,000.00	£ 2,406.00	120	£ 900.00	£ 0.00	£ 8,231.00	£ 0.00	£ 8,231.00
Fèis Tìr an Eòrna	£ 1,832.00	£ 1,500.00	£ 1,012.00	120	£ 900.00	£ 0.00	£ 5,244.00	£ 0.00	£ 5,244.00
Fèis Bharraigh	£ 3,852.00	£ 1,500.00	£ 2,068.00	0	£ 0.00	£ 0.00	£ 7,420.00	£ 0.00	£ 7,420.00
Fèis Eilean na Hearadh	£ 1,220.00	£ 1,500.00	£ 0.00	30	£ 225.00	£ 0.00	£ 2,945.00	£ 0.00	£ 2,945.00
Fèis an Rubha	£ 1,762.00	£ 0.00	£ 0.00	0	£ 0.00	£ 0.00	£ 1,762.00	£ 0.00	£ 1,762.00
Fèis Taigh Dhonnchaidh	£ 536.00	£ 1,500.00	£ 1,631.00	30	£ 225.00	£ 0.00	£ 3,892.00	£ 0.00	£ 3,892.00
Comhairle Earra-Ghàidheal agus Bòid									
Fèis Latharna	£ 2,081.00	£ 1,500.00	£ 2,880.00	150	£ 1,125.00	£ 0.00	£ 7,586.00	£ 3,061.00	£ 4,525.00
Fèis Mhuile	£ 665.00	£ 1,500.00	£ 2,782.00	80	£ 600.00	£ 0.00	£ 5,547.00	£ 0.00	£ 5,547.00

Fèis Thiriodh	£ 2,575.00	£ 1,500.00	£ 802.00	300	£ 2,250.00	£ 0.00	£ 7,127.00	£ 0.00	£ 7,127.00
Fèis Ìle agus Dhùira	£ 886.00	£ 1,500.00	£ 0.00	0	£ 0.00	£ 0.00	£ 2,386.00	£ 0.00	£ 2,386.00
Fèis Cheann Loch Goibhle	£ 1,245.00	£ 1,500.00	£ 2,766.00	100	£ 750.00	£ 0.00	£ 6,261.00	£ 0.00	£ 6,261.00
	Iomlan	Tabhartasan UI	Iomlan	Uair. Bliadh.	Tabhartasan Eile	Iomlan Leas.	Iomlan	Iomlan	Iomlan fhathast
	Priomh Fhèis	Iomlan	Leantainneach	Iomlan	Iomlan		an geall	pàighte	ri phàigheadh
Suimean gu h-iomlan	£ 88,857.00	£ 42,074.00	£ 86,022.00	3945	£ 29,587.50	£ 0.00	£ 244,925.50	£ 23,605.00	£ 221,320.50

Cunntasan Ràitheil gu 31 Màrt 2008

Àireamh air a' Chlàr Gnothaich: 2.2008.02(c)

**STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

	31.3.08	31.3.07
	Unrestricted	Total
	funds	funds
	£	£
INCOMING RESOURCES		
Incoming resources from generated funds		
Voluntary income	6,102	4,560
Activities for generating funds	59,496	79,740
Investment income	1,867	3,205
Incoming resources from charitable activities		
Core activities	641,715	433,269
Training	53,000	41,519
Lochaber development fund	11,290	32,995
Blas Festival	304,050	268,526
Schools project	181,511	219,511
Gaelic Development	95,964	95,584
Heritage project	25,000	-
Total incoming resources	1,379,993	1,178,909
RESOURCES EXPENDED		
Costs of generating funds		
Fundraising trading: cost of goods sold and other costs	3,035	2,697
Charitable activities		
Core activities	650,731	490,808
Training	57,727	60,571
ICT Project	-	2,319
Lochaber development fund	13,579	31,105
Blas Festival	325,995	250,880
Schools project	225,223	267,006
Gaelic Development	91,916	86,850
Heritage project	12,789	-
Governance costs	27,746	20,583
Total resources expended	1,408,741	1,212,819
NET INCOMING/(OUTGOING) RESOURCES		
	(28,748)	(33,910)
RECONCILIATION OF FUNDS		
Total funds brought forward	112,869	146,779
TOTAL FUNDS CARRIED FORWARD	84,121	112,869

FÈISEAN NAN GÀIDHEAL

**BALANCE SHEET
At 31 March 2008**

		31.3.08	31.3.07
		Unrestricted	Total
		funds	funds
		£	£
FIXED ASSETS	Notes		
Tangible assets	2	8,282	-
CURRENT ASSETS			
Debtors	3	77,728	78,200
Cash at bank		<u>210,940</u>	<u>114,003</u>
		288,668	192,203
CREDITORS			
Amounts falling due within one year	4	(212,829)	(79,334)
		<u>75,839</u>	<u>112,869</u>
NET CURRENT ASSETS			
		84,121	112,869
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>84,121</u>	<u>112,869</u>
NET ASSETS		<u>84,121</u>	<u>112,869</u>
FUNDS			
Unrestricted funds:			
General fund		<u>84,121</u>	<u>112,869</u>
TOTAL FUNDS		<u>84,121</u>	<u>112,869</u>

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2008**

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.

Allocation and apportionment of costs

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

Tangible fixed assets

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

Plant and machinery etc	- 25% on cost
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Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2008

2. TANGIBLE FIXED ASSETS

	Plant and machinery etc £
COST	
At 1 April 2007	103,408
Additions	<u>11,042</u>
At 31 March 2008	<u>114,450</u>
DEPRECIATION	
At 1 April 2007	103,408
Charge for year	<u>2,760</u>
At 31 March 2008	<u>106,168</u>
NET BOOK VALUE	
At 31 March 2008	<u>8,282</u>
At 31 March 2007	<u>-</u>

3. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.08	31.3.07
	£	£
Other debtors	<u>77,728</u>	<u>78,200</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.08	31.3.07
	£	£
Bank loans and overdrafts	60,671	8,614
Trade creditors	1,630	5,274
Social security and other taxes	10,746	5,883
Grants awarded but unpaid	92,382	57,163
Accrued expenses	2,400	2,400
Grants received in advance	<u>45,000</u>	-
	<u>212,829</u>	<u>79,334</u>

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

Income	Core activities	Training	Lochaber development fund	Blas Festival	Schools project	Gaelic Development	Heritage project
Donations	2,100						
Memberships	4,000						
Sales of publications	1,785						
Instrument bank revenue	4,711						
Administration fees	53,000						
Deposit account interest	1,867						
Scottish Arts Council	387,500	3,000					
Highland Council	72,720		1,067	130,322	181,511		
Comhairle nan Eilean Siar	21,500						
Argyll & Bute Council	11,500						
Highland & Islands Enterprise	124,126	20,000		50,000		34,000	
Local enterprise companies			5,867				
European Social Fund	2,087	28,801					
Bòrd na Gàidhlig	11,500			11,500		58,649	
Registration fees		1,199					
Performance fees						2,864	
National Lottery							25,000
WHELK/LEADER+			4,356				
Box office				40,427		451	
Highland 2007				50,000			
Other income	10,782			21,801			
Total income	709,178	53,000	11,290	304,050	181,511	95,964	25,000

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
for the Year Ended 31 March 2008**

Expenditure	Core Activities and Governance	Training	Lochaber development fund	Bias Festival	Schools project	Gaelic Development	Heritage project
Instrument bank costs	3,035						
Wages	15,562	27,466	4,799			73,013	
Telephone						4,118	
Advertising & marketing		775		32,657	3,391		
Sundries	27,554			613	9,632		
Development officers tutors	61,787				84,145		
Travel expenses etc	3,312	3,131		9,105	54,966	13,227	
Child protection costs	8,032						
Training		4,631					
Workshops		21,724			6,624		
Materials					10,599	831	
25th anniversary	12,526						
Portrait of a Nation	17,962						
Archiving project							12,789
Venue costs			6,076	226,623	19,884		
Promoters fees				6,614			
Project management				40,185	35,982		
Depn of plant & machinery				2,760			
Grants to institutions	231,362						
Committee expenses	9,128						
Legal fees	5,201						
Auditors remuneration	2,820						
Annual conference	10,597						
Wages	131,055						
Social security	22,866						
Pensions	6,789						
Office rent	26,336						
Insurance	12,411						
Light and heat	1,739						
Telephone	7,022						
Postage and stationery	20,691		106	547			
Sundries	3,355		2,598			727	
Website	14,518			1,491			
Staff travel and expenses	25,587						
Economic impact assessment				5,400			
Bank charges	265						
Total expenditure	681,512	57,727	13,579	325,994	225,223	91,917	12,789
Surplus/(Deficit)	27,666	(4,727)	(2,289)	(21,945)	(43,712)	4,048	12,211

Fèisean nan Gàidheal

Aithisg Ràitheil mu adhartas a thaobh buileachadh prògram obrach Fèisean nan Gàidheal airson 2008-09

Àireamh air a' Chlàr Gnothaich: 2.2008.03(a)

Bun fhiosrachadh

An cois seo tha aithisg air adhartas eadar 1 Giblean gu meadhan a' Chèitein, ach bu mhath leam a' toirt fo ur n-aire nach eil na targaidean aig cuid de na buidhnan maoinachaidh air an staidheachadh fhathast, agus thèid leudachadh air a' chlàr ro dheireadh a' chiad ràithe. Tha an aithisg a' dèanamh oidhirp air na taisbeanairan 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), Iomairt na Gàidhealtachd is nan Eilean (IGE), Bòrd na Gàidhlig (BnG) a thaobh rèiteachaidhean maoinachaidh fa leth leis na buidhnean sin.

Chan eil dreach den aithisg ann an Gàidhlig fhathast oir bhiodh againn ri tòrr atharrachaidhean a dhèanamh nuair a gheibh sinn fios bho na buidhnean eile, ach thèid an aithisg a-mach anns an dà chànan, mar is àbhaist aig deireadh gach ràithe.

'RAG' system: R (Red) = Not presently on track, and measures to restore progress not yet in place. Danger that targets may be missed; A (Amber) = Not presently on target, but with measures in place to restore progress; G (Green) = On target.

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.	G
		Executive Manager	Deliver Grant-aid support to at least 35 Fèisean annually (HIE Target)	Grants offered to 44 Fèisean for 2008-09. Grants offered to 36 Fèisean in the HIE area.	G
		Development Manager	Continue to fund new developments through our Fèis Development Fund (SAC Target)	£70k fund available for 2008-09. Open, on-going application procedure. No applications approved in new financial year.	G
		Development Manager	Support at least 3 new and innovative projects per year through the Fèis Development Fund (HIE Target)	Confident that this target will be met.	
1.2	Reducing the burden on volunteers	Development Officers	Support workers in place	Each member of the Development Team has been designated as Lead Officer for a number of Fèisean and a formal review meeting with each Fèis will take place during the year.	G
		Development Officers	Range of support services in place	Detailed below under appropriate service heading.	G
		Training & Policy Officer Gaelic Officer	Policies are made as easy as possible for volunteers to deliver	Most policies now available as downloads on new website and also circulated to membership on CD.	G

		Development Officers		Training offered where action needed on the part of volunteers. Hands-on support with implementation of Gaelic policy through the offering of appropriate courses for tutors, organisers and other volunteers. Currently working on Access and Risk Assessment policies.	
		Executive Manager	Continuation of Annualised Hours scheme	Annualised hours offered for 2008-09 as part of grant offer. Small increase in funding available, due to a small underspend in 2007-08.	G
		CEO	Employ 5 local Fèis Development Officers (HIE Target)	4 full-time Development Officers in place at present. Will attempt to establish a Development Officer post with city councils in 2008-09	A
1.3	Annual Conference	Executive Manager Business Officer Training Officer	Run an Annual Conference (SAC Target)	2008 conference will take place in Fort William on 19 & 20 September 2008.	G
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. Cover has been extended and sums insured increased as appropriate.	G
1.5	Musical instrument Bank	Business Officer	Regular lending of instruments to Fèisean. Renting to individuals to maximise income.	Ongoing and well used. Demand continues to outstrip supply within Fèisean and instruments are out most of the year. Confident rental income target will be achieved	G
1.6	Disclosure checking	Collator Executive Manager	All tutors and volunteers involved in Fèisean must go through an enhanced Disclosure check. Continue to ensure good practice in relation to Child Protection (SAC Target)	Ongoing work with over 2,500 Disclosure Checks carried out. Disclosures now being renewed for those on database as and when 3 years have expired. Policy updated and monitored on an ongoing basis and we are currently aware of proposals to change the system of checking. All Fèisean have to submit a list of tutors, and they are cross-referenced to ensure they have a current Disclosure, before grant is released.	G
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.	G
1.8	Developing, distributing and selling publications	Business Officer	Continue to maximise income from sales of publications	We are currently working on selling as many as possible through Fèisean, shops etc.	G
1.9	Production and distribution of regular news and other information	Business Officer All Staff		<i>Faileas</i> now being professionally produced on a regular basis with the next issue due in June. Information of all kinds relating to Fèisean distributed on a regular basis – funding opportunities, VAN news, job opportunities, events etc.	G
1.10	Support for new Fèisean	Development Manager	Create 2 new Fèisean per year (HIE Target)	Fèis Dhùn Omhain, Fèis Cholla and Fèis Dhiùra will take place for the first time in 2008-09.	G

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 the Fèis Bharrach, Feis Spè and Fèis a' Bhaile expansion activities (SAC Target)	Continuing to support Lochaber Fèisean with a full-time Development Officer post.	G
				Fèis Spè is being supported with the managing of funds for a part-time Development Officer and a programme of work.	
				We continue to support Fèis Bharrach with the day-to-day management of a part-time Project Worker.	
				Fèisean in the HIE area are supported with additional monies from our Development Fund to offset funds they might have expected to get from their LEC.	
1.12	Extending support for the Fèisean outwith the 'traditional' Fèis local authority areas	CEO	In cooperation with one or more local authorities, employ a Development Officer to cover Fèisean not covered by existing officers. (SAC Target)	As reported above, we are looking at viability of an officer to cover these areas.	A
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 (SAC Target)	Policy issued formally to Fèisean with letters of offer in 2007-08, along with guidance.	G
				Gaelic plans and annual updates submitted to Fèisean nan Gàidheal and will form part of the annual review meeting with all Fèisean.	
				Maximum support given to implement effectively through our Gaelic language team.	
				Now that support mechanisms are in place, Fèisean have fewer excuses not to implement the policy more fully and we have agreed what we expect from each Fèis at our annual review meetings with them.	
2.2	Develop a Gaelic Language Development Team	Gaelic Officer	Gaelic-speaking teams to be available to local Fèisean	Sgioba-G will continue to assist Fèisean with Gaelic Policy implementation, and with programmes of work tailored to individual needs, where requested or needed.	G
2.3	Develop mechanisms for the delivery of our Gaelic Language Policy within Fèisean nan Gàidheal	Gaelic 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.	A
				This is an ongoing task and translation help is provided for those Fèisean who need it.	
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 developed within Fèisean that are not wholly GM. This will be monitored by assessor reporting mechanisms still to be implemented.	A
		Development Manager Board	Ensure commitment to Gaelic among new Fèisean	No new Fèisean admitted for membership without demonstration of Gaelic commitment.	G

				Board are now required to approve new members.	
2.5	Development of Gaelic Drama	Drama Officer	Continue to run a series of Gaelic drama Fèisean (SAC Target)	We plan to hold at least 4 Gaelic drama Fèisean during 2008-09.	G
		Drama Officer	Deliver a minimum of 2 Gaelic drama summer schools (HIE Target)	First Drama Summer School to take place in Portree in July 2008 and plans well advanced. Seònaid MacDonald employed to oversee the development with steer from Dougie Beck and the Steering Group.	G
3	Develop the work of the Fèisean within the formal education sector				
3.1	Youth Music Initiative contract in Highland	CEO YMI Coordinator	Continue to develop the work of the Fèisean within the formal education sector, in partnership with YMI in Highland and East Lothian (SAC Target)	Ongoing and running successfully in Highland.	G
				Possibly a down-scaling of Fèis involvement in East Lothian due to the appointment of a full-time YMI Coordinator.	
				Part-time Co-ordinator Rae MacEachern continues to look after day-to-day organisational issues.	
				Successful CPD day held in Strathpeffer on 9 May with good turnout of tutors.	
3.2	Potential for Youth Music Initiative contract work in other areas	CEO	Expand the delivery of traditional music classes beyond the Highland Council area, in partnership with YMI, wherever appropriate (SAC Target)	No progress to date in 2008-09.	R
3.3	Gaelic Language work in schools	Drama Officer	Meanbh-Chuileag to visit 5 LEC areas per year (HIE Target)	We would hope to fulfil this commitment in 2008-09.	G
3.4	Other formal educational work	CEO Training & Policy Officer		As part of Blas 2008 there will be an education programme running in a number of schools alongside the main festival events.	G
				Fèis Academy plans are progressing.	
				Tutor Training PDA will continue to be delivered through Stow and Perth Colleges with the hope of others beginning during the year.	
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 and expand the Blas Festival and build towards a festival that can be a significant part of the 2009 Year of Homecoming. (SAC Target)	Funding already achieved from Homecoming Scotland for 2009 festival.	G
		CEO Development Manager	To deliver a programme that is aligned to the core aims of Blas (HC Target)	We believe the programme for 2008 does so with the involvement of young people, Gaelic language, international artistes and innovation.	G
		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)	Six Cèilidh Trails will be supported during the year.	G
		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 89, with or without Gaelic, and we built on that for last year.	G
		CEO Development Manager	To maintain excellent artistic standards and high standards of customer and stakeholder care (HC	We believe that a very good programme will be offered for 2008.	G

			standards of customer and stakeholder care (HC Target)	Reliant on local promoters for customer care but in terms of stakeholder care, a seminar was held at the PAN Forum in April with Blas promoters to ensure that they are fully aware of the ethos of the festival. We will ensure that funders, in particular, are looked after with complimentary tickets and invitations to launches, receptions 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 and create a new one in the Western Isles (SAC Target)	Funding available within Blas budget and Cèilidh Trails, including one in the Western Isles, will be held in 2008-09.	G
		Development Officers	Create a minimum of 5 Fèis Cèilidh Trails across HIE area by 2009 (HIE Target)	6 being held this year.	G
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.	G
4.5	Gaelic Arts Strategic Development – GASD	CEO Training & Policy Officer	Maintain and implement the successor to the GASD programme and contribute towards a National Gaelic Arts Strategy that will be incorporated into the National Plan for Gaelic (SAC Target)	FnG continues to be involved as a full partner in the GASD forum.	A
				Gaelic Arts Strategy to be finalised during May	
4.6	Inter-Fèis activities	Development Manager Development Officers		Funding for inter-Fèis activities integrated within our Development Fund.	G
4.7	Traditional Music Tutor Training Network – TMTTN	Training & Policy Officer	Develop training provision and professional development, open to everyone involved in promoting, organising and participating in Fèisean, and to other involved in traditional music development and delivery (SAC Target)	TMTTN conference planned for 2008.	G
5	Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement				
5.1	Retain a Training Development Officer	CEO		Post mainstreamed but reliant long-term on SAC managed funds.	A
5.2	Annual Training Programme	Training & Policy Officer	Deliver training to 20 Fèisean per year (HIE Target)	Target will be met by Fèis Trèanaidh in March 2009.	G
		Training & policy Officer	Deliver training to 50 tutors and organisers per year (HIE Target)	Fèis Trèanaidh, to be held in March 2009, will fulfil the target regarding organisers. Tutors will take part in Level I and II courses at SMO and Cromarty.	G
		Training & policy Officer	Continue in-house Training Programme (HIE Target)	Staff training is ongoing as required.	G
				In-house induction is available for new staff. Anne Willoughby – finishing MBA in June 2008 Iona MacDonald – progressing with Masters (Culture).	
5.3	Teenage provision within the Fèis movement	Development Manager Development Officers		Fèis Academy proposes support for 5 senior school-age Fèisean. Fèis Lochabair and Fèis Spè would be interested, as would Fèis Eilean an Fhraoich. Archiving project will involve teenagers. Cèilidh Trails and Blas involve teenagers.	A

				Continue support for Fèis Rois nan Deugairean.	
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, among them, the Scottish Traditional Music Forum. (SAC Target)	We will continue to attend meetings, and contribute to the development, of the Traditional Music Forum. We have an ongoing working relationship with the RSAMD and Centre of Excellence in Traditional Music at Plockton High School. We will continue to be members of the GASD forum and attend meetings of the Gaelic Organisations	G
6.2	Advocacy	All staff led by CEO	In partnership with the Scottish Arts Council and as members of the Traditional Music Forum, FnG will play a key role in the promotion and continuing development of traditional music in Scotland. (SAC Target)	A lot of our time is spend on advocacy and this will continue as appropriate.	G
6.3	International Links	CEO Development Manager Archiving & Special Projects Officer		We have ongoing links with Celtic Colours in Cape Breton. Possibility of performance of Dealbh Dùthcha in Stavanger as part of their European City of Culture celebrations.	A
6.4	Promotion and Marketing	CEO Business Officer	Increase and raise profile of Fèis movement and its success with 10 pieces of local/regional coverage and 3 instances of national coverage per year. (HIE Target)	We are confident this can be achieved in 2008-09	G
		CEO Business Officer	Investigate greater partnerships with the commercial sector building on the success of sponsorship having been secured for Blas, but also looking at the potential for great 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.	R
6.5	Information	CEO	Work with HIE in commissioning research quantifying wider economic impacts of Fèis movement on cultural and creative industries in the Highlands & Islands to be published by 2008 (HIE Target)	To be progressed with HIE	A
6.6	Website and ICT	Business Officer All Staff as appropriate		Now live at www.feisean.org . Content population is ongoing and staff have had Sitekit training recently.	G
6.7	Showcasing opportunities	CEO Development Manager Archiving & Special Projects Officer	Raise the profile of the Fèis movement through dedicated showcase events, including participation in Liverpool 2008: European City of Culture (SAC Target)	Dealbh Dùthcha will be performed in Kelvingrove Museum in August and then in Liverpool in December. A large number of young people will be showcased as part of Blas 2008	G

Fèisean nan Gàidheal

Acadamaidh Fèise

Àireamh air a' chlàr-ghnothaich: 2.2008.03(c)

Bun-fhiosrachadh

Bidh cuimhne aig buill a' bhùird gun robh pàipear le Bryan Beattie a chur far comhair aig a' choinneimh-bùird mu dheireadh. Chaidh deasbad domhainn a chumail agus chaidh fios a chur air ais gu Bryan. Chaidh seo fhilleadh a-steach gu dreach plana gnìomh airson Acadamaidh Fèise agus a chur gu buill a' Bhùird air post-d 2 An Cèitean airson beachdachadh air.

Bhon uair sin, chaidh atharrachaidhean beaga a dhèanamh air – agus na mearachdan a thoirt às – agus tha mi air lethbhreac den dreach mar a chaidh a libhrigeadh dhan Mhinistear, le na fo-sgrìobhaidhean uile na lùib, a chur thugaibh air post-d còmhla ri pàipearan a' Bhùird. Bheir mi leam lethbhreac no dhà chun na coinneimh ach, airson pàipear a shàbhaladh, chan eil mi den bheachd lethbhreac a sgaoileadh dhan a h-uile duine. Faodaidh sibh lethbhreac iarraidh, ge-tà.

Mar a chaidh ainmeachadh gu h-àrd, chaidh coinneamh a chumail le Linda Fabiani air 13 An Cèitean is bha còmhraidh neo-fhòirmeil ann rithese agus le oifigearan an riaghaltais air dè seòrsa taic a bheireadh iad dhuinn airson seo a thoirt air adhart agus bheir mi dhuibh barrachd fiosrachaidh air a sin aig coinneamh a' Bhùird.

Art MacCarraig | Ceannard | Cèitean 2008

Fèisean nan Gàidheal

Plana Leasachaidh Fèisean nan Gàidheal 2010 air adhart

Àireamh air a' chlàr-ghnothaich: 2.2008.03(d)

Bun-fhiosrachadh

Annas a' Mhàrt 2010, thig crìoch air an àm a th' air a' chòmhdachadh leis a' Phlana Leasachaidh a tha againn an-dràsta.

Chaidh aontachadh aig coinneimh den bhuidheann-ghnìomh o chionn ghoirid gum bu chòir dhuinn tòiseachadh air ùrachadh a thoirt air a' phlana againn agus mholainn gum bu chòir seo nochdadh air a' chlàr-ghnothaich aig a h-uile coinneimh bho seo a-mach gus an tèid am plana ùr fhoillseachadh.

Am Plana

Chaidh gabhail ri Plana Leasachaidh Fèisean nan Gàidheal roimhe mar phlana airson iomairt nam Fèisean air fad. Tha cuid de dh'Fhèisean a-nise an sàs ann am planadh is leasachadh cudromach dhaibh fhèin – mar eisimpleir Fèis Rois, Fèis Spè, Fèis Bharraigh agus Fèisean Lochabair. Is dòcha gum bi againn ri sùil a thoirt air cò dha a tha sinn a' dèanamh planadh. Bu chòir guth a bhith aig a h-uile Fèis ann a bhith a' cruthachadh a' phlana, ach aig a' cheann thall, 's ann aig Fèisean nan Gàidheal a bhios am plana, ged a dh'fhaodadh a bhith na shlat-tomhais dhan iomairt air fad.

Brìgh

Tha grunnan phuingean cudromach a dh'fheumar a chumail nar cuimhne an turas-sa, nam measg:

- An ìre aig am bi sinn a' cumail a' dol le cuid de rudan no le gach rud a tha sinn a' dèanamh an-dràsta, no na h-atharrachaidhean a tha sinn am beachd a chur an gnìomh
- An ìre d' am bheil na tha sinn a' dèanamh an-dràsta leantaileach, an dà chuid a thaobh maoineachadh agus luchd-obrach
- Amasan Riaghaltas na h-Alba an-dràsta a thaobh cultar agus cànanan
- Stèidheachadh Alba Chruthachail
- Plana Nàiseanta na Gàidhlig
- Ath-eagrachadh agus ath-chuimseachadh taobh a-staigh Iomairt na Gàidhealtachd is nan Eilean le cuideam ùr air gnìomhachasan cruthachail.
- Na cothroman a thig às an Acadamaidh Fèise agus a' bhuaidh a bhios aca air na leasachaidhean a libhrigeas Fèisean nan Gàidheal

Clàr-àma

Tha an clàr-ama seo ri mholadh:

An Cèitean 2008	Deasbad goirid annas a' chiad àite aig coinneamh a' Bhùird air dè chòrdadh ri buill fhaicinn annas an ath phlana
An Lùnastal 2008	Coinneamh luchd-obrach gus cothrom a thoirt dhaibh beachdan a chur a-steach dhan t-siostam planaidh. Dh'fhaodar seo a chumail air an aon latha ri coinneamh shònraichte a' Bhùird.
An t-Sultain 2008	Seisean planaidh aig a' Chò-labhairt Bhliadhnail airson cothrom a thoirt do na Fèisean beachdachadh air dè an t-slighe air adhart do Fèisean nan Gàidheal
An Dùbhlachd 2008	Thèid a' chiad dreach de phlana fa chomhair a' Bhùird le moladh gum bu chòir caob mhath de dh'ùine na coinneimh annas an Dùbhlachd a chumail airson sùil mhionaideach a thoirt air dreach a' phlana
An Dùbhlachd 2008 – An Gearran 2009	Ath-sgrìobhadh den phlana, a' gabhail a-steach beachdan a' Bhùird, nam Fèisean agus luchd-obrach a bhios mothachail air suidheachadh Alba Chruthachail, Bòrd na Gàidhlig agus Iomairt na Gàidhealtachd is nan Eilean aig an àm
An Gearran 2009	Aontachadh leis a' Bhòrd air dreach leasaichte a' phlana do luchd-maoineachaidh feuch dè seòrsa taic a bhiodh iad deònach a thoirt seachad
An Cèitean 2009	Gabhaidh sinn comhairle bho na Fèisean air a' phlana, tron phost agus air an làrach-lìn, le trì mìosan aca beachdan a chur air ais

An Lùnastal 2009	Thèid na beachdan a chaidh a thrusadh, ma bhios iad iomchaidh, a chur dhan phlana agus thèid dreach deireannach a chruthachadh còmhla ri cosgaisean iomlan
An t-Sultain 2009	Thèid am plana deireannach fa chomhair a' Bhùird agus dhan Chò-labhairt Bhliadhnail airson aontachadh
An Dùbhlachd 2009	Thèid na h-atharrachaidhean mu dheireadh a dhèanamh is am Plana Leasachaidh 2010-15 fhoillseachadh

Toiseach Tòiseachaidh

Chaidh lethbhreac den Phlana Leasachaidh a th' againn an-dràsta a thoirt do Bhuill a' bhùird air CD stuth-taic a fhuair sibh nuair a thòisich sibh air a' Bhòrd. Gheibhear lethbhreac air an eadar-lìon aig <http://www.feisean.org/downloads> (an treas pàipear).

Bhiodh e feumail beachdan fhaighinn aig a' choinneimh a tha romhainn air dè na leasachaidhean a bhiodh buill a' Bhùird a' meas iomchaidh do Fèisean nan Gàidheal anns na bliadhnaichean 2010-15. Ach aig an ìre seo, bhiodh e na chuideachadh stiùireadh fhaighinn bho bhuill a' Bhùird ma tha iad airson atharrachaidhean bunaitich fhaicinn anns a' bhuidhinn: na h-amasan, na cinn-uidhe, na dòighean-obrach agus na dòighean anns am bi a' bhuidheann a' toirt taic do dh'fhèisean ionadail, an dà chuid ann am maoinachadh agus luchd-taic.

Aon uair is gu bheil tuairmse agam dè na h-iarrtasan a tha aig buill a' Bhùird, cuiridh mi pàipear ri chèile airson na h-ath coinneimh a' filleadh a-steach beachdan nam ball.

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Fèisean nan Gàidheal

Aithisgean Luchd-obrach

Àireamh air a' Chlàr Gnothaich: 2.2008.05(a)

Neach-obrach	Daibhidh Boag
Dreuchd	Manaidsear Leasachaidh
Ràithe na h-aithisg	An Gearran – An Cèitean 2008

Earrann	1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal
Fios. Plana Leas	
1.1	<u>Sgeama Thabhartasan airson Fèisean</u>
	Thoir taic do 3 pròiseactan ùra agus innleachdach aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise (Targaid IGE)
	Gu ruige seo, tha sinn a' toirt taic gu 23 pròiseactan, le £49.1k airson pròiseactan luach £153.5k
1.2	<u>A' lùghdachadh an eallaich air saor-thoilich</u>
	Luchd-obrach taice suidhichte
	Raon de sheirbheisean taice suidhichte
	Tha mi glè thoilichte a ràdh gu bheil a h-uile Oifigear Leasachaidh againn ann an dreuchd, le Kevin Rodgers a' toiseachadh ann an Loch Abar, 6 An Cèitean 2008.
1.10	<u>Taic airson Fèisean ùra</u>
	Cruthaich 2 Fhèis ùr gach bliadhna (Targaid IGE)
	Thairis air a' bliadhna ionmhais 07 – 08 thoisich 3 Fèisean ùra; Fèis a' Chaolais ann an Drochaid a' Bhanna, Fèis Dhùn Omhainn agus Fèis Cholla. Bha a' chiad Fhèis ann an Colla aig toiseach a' Chèitein agus bha seo gu math soirbheachail.
1.11	<u>A' toirt taic do leasachadh Fhèisean, no cruinneachaidhean de dh'Fhèisean, ag iarraidh barrachd neo-eisimeileachd</u>
	Lean air adhart a' toirt taic do phròiseactan Fèise fa leth leithid gnìomhan leudachaidh Fèis Bharraigh (Targaid CEA)
	Leis an sgioba leasachaidh nas làidire na bha e riamh, tha na Fèisean a' faighinn tòrr a bharrachd taic le pròiseactan mòra. Tha mi fhathast a' toirt cuideachadh dhaibh bho àm gu àm agus tha mi glè thoilichte a bhith cuideachail ann an dòigh sam bith.
2.4	<u>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</u>
	Dèan cinnteach air dealas do Ghàidhlig am measg Fèisean ùra
	'S ann tro mheadhan na Gàidhlig a tha Fèis a' Chaolais. Tha mi air a bhith bruidhinn le Nicola Marshall agus Kevin Rodgers air Fèis Dheugairean ùr tro mheadhan na Gàidhlig a stèidheachadh air a' Ghàidhealtachd.
4.2	<u>Leasachadh Blas – A' Comharrachadh Ceòl na Gàidhealtachd</u>
	50 tachartas air feadh na Gàidhealtachd (Targaid BnG)
	Fear/Bean an taighe a bhruidhneas Gàidhlig aig gach tachartas (Targaid BnG)
	Soidhnichean Gàidhlig ri bhith aig gach tachartas Blas (Targaid BnG)
	Stuthan brosnachaidh Blas ri bhith dà-chànanach (Targaid BnG)
	Cairtean briathrachais Gàidhlig ri bhith air an toirt do gach ball de luchdan-èisteachd (Targaid BnG)
	Luchdan-èisteachd a mheadachadh bho 4,600 to 5,000 (Targaid BnG)
	Tha sinn deiseil a-nis leis a h-uile sìon co-cheangailte ri Fèis Blas 2007 agus ràinig sinn na targaidean air fad. Tha mi air a bhith trang le Blas 2008, agus bidh am prògram againn air a bhogadh gu foirmeil ann an Inbhir Nis, 29 An Cèitean. Bha mi ag obair air pìosan sgrìobhaidh airson leabhar fiosrachaidh Blas, air an làrach-lìn, ag uallachadh thagraidhean airson airgead agus air planaichean airson an Fhèis 2009.
4.3	<u>A' leantainn le taic airson Cuairtean Cèilidh Fèise</u>
	Cruthaich 5 Cuairtean Cèilidh Fèise aig a' char as lugha thar sgìre IGE ro no ann an 2009 (Targaid IGE)
	Tha Cuairtean Cèilidh a-nis ann an Loch Abar, Siorrachd Rois, Cataibh, An t-Eilean Sgitheanach 's Loch Aillse agus buidheann ùr ann am Pàirc Nàiseanta a' Mhonaidh Ruaidh. Bidh Cuairt Cèilidh anns na h-Eileanan Siar ann an 2008.
4.6	<u>Gnìomhan Eadar-Fèise</u>
	Tha cothrom aig a h-uile Fèis a bhith cur a steach airson taic-airgid bhon Sgeama leasachaidh nam Fèisean airson pròiseactan eadar Fèisean a' stèidheachadh. Gu ruige seo, cha deach ach aon phròiseact tron sgeama seo, ach tha Fèis a' Bhaile agus Fèis na h-Òige ag obair ann an co-bhonn le pròiseact tasglann a libhrigeadh.

5.3	Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean
	Tha na cothroman do dheugairean a' leasachadh bho bhliadhna gu bhliadhna, agus 's e cothrom air leth eile a th' anns an Sgoil Shamhraidh Dràma. A bharrachd air sin, bidh 6 pròiseactan Cèilidh air Cuairt againn am-bliadhna agus bidh co-dhiù 35 deugairean a' gabhail pàirt ann an Fèis Alba aig toiseach an t-Iuchar. Tha am pròiseact "Dealbh Dùthcha" air a bhith gu math soirbheachail cuideachd, a' toirt cothrom ùr gu 30 deugairean.
6.1	Dèan am feum as fheàrr de thabhartas nam Fèisean a thaobh soirbheachas Gàidhealtachd 2007 (Targaid IGE)
	Tha an targaid seo a-nis seachad, ach fhuair Fèisean dìleab dha-rìribh mar phàirt de Ghàidhealtachd 2007, le Fèis Blas agus Dealbh Dùthcha.
6.3	Ceangalan Eadar-nàiseanta
	Tha na ceangalan eadar-nàiseanta againn air a bhith a' neartachadh thairis air na mìosan a chaidh seachad, le triùir bhon sgioba againn a' cosg 4 làithean anns a' Chuimrigh, ag ionnsachadh mu dheidhinn na cothroman a tha Bòrd na Cuimris is eile a' thoirt dha deugairean an sin, agus na ceangalan a th' ann le S4C. Tha Dougie Beck air a bhith ag obair ann an co-bhonn le Denis Cahill agus A' Chompanaidh Theatre Loose Moose ann an Calgary, Canada. Mar phàirt den obair uallachaidh a tha ri dèanamh airson na Sgoile Samhraidh Dràma, bidh Dougie ag obair còmhla ris airson seachdain ann an Calgarraidh bho 19 den Chèitean.
6.5	Fiosrachadh
	Tha Fèisean nan Gàidheal air a bhith sgaoileadh tòrr fiosrachaidh dà-chanach taobh a-staigh na buidhne agus a-mach bhon a' bhuidheann, ann an clò agus ann an dòigh dealanach.
6.7	Cothroman taisbeanaidh
	Cùm 4 consartan taisbeanaidh àrd-iomhaigh mar phàirt de Ghàidhealtachd 2007 (Targaid IGE)
	Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Ghàidhealtachd 2007, agus gnìomhan bùth-obrach/trèanaidh eile (Targaid CEA)
	Cuiridh sinn "Dealbh Dùthcha" air an àrd-ùrlar trì tursan eile ann an 2008; aig an Fhèis Blas ann an Inbhir Nis, 6 An t-Sultain, ann an Glaschu mar phàirt den fhosgladh oifigeil aig taigh tasgaidh Kelvingrove air 18 An t-Sultain agus ann an Liverpool, 1 – 2 An Dùbhlachd mar phàirt de phrògram Prìomh Bhaile Cultarach na Roinn Eòrpa.

Luchd-obrach	Anna Willoughby
Dleastanas	Manaidsear Gnìomha
Ùine	An Gearran 2008 – An Cèitean 2008

Roinn 1 Adhartas a thaobh buileachadh prògram obrach Fèisean nan Gàidheal	
Targaid	Targaid Adhartas
1.1	Libhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)
	Tabhartasan air an tabhann do 44 Fèisean (34 ann an sgìre IGE), pàigheadh a-mach £269,430.01 an rèir aontachaidhean. A chuir a-mach a cuid mhath den airgid a tha air a thabhann, £176,34800 do sgeama tabhartasan nam Fèisean do 35 Fèisean. Tha tabhartasan 2008/09 air tighinn a-steach mar bu còir agus tabhartasan air an tabhann do na Fèisean air fad.
1.2	Leantainn air adhart le sgeama Uairean Bliadhnail, le àrdachadh ann an reata gach uair a thìde
	3933 Uaireannan stèidhichte air an tabhann airson 2007-08 mar phàirt de thairgse tabhartais. Tha an reata a thathar a' moladh airson gach uair a thìde àrdachadh bho £6 gu £7.50 Chanail seo ach slaodach agus tha e an aire coimhead ris airson tabhartasan 2008-09. Tha 3 Fèisean air oifigear leasachaidh pàirt-ùine a cumail ann an dreuchd le sgeama Uairean Bliadhnail. Tha 3945 Uaireannan stèidhichte air an tabhann airson 2008-09 mar phàirt de thairgse tabhartais.
1.3	Cùm Co-labhairt Bhliadhnail (Targaid CEA)
	Bha Fèis Lochabàir a' toirt cuireadh do Fèisean nan Gàidheal an Co-labhairt Bhliadhnail 2008 à' cumail anns an Gearastan. Thèid à' cumail air 19 & 20 Sultain 2008 ma bhios am Bòrd Stiùiridh toilichte gu bith an t-àite fuireach ceart gu leòr.
1.4	Còmhach 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 còmhach a leudachadh agus suimean le àrachas àrdachadh mar a tha iomchaidh. Bha am Bòrd Stiùiridh ag iarraidh suim airson àrachais trustee indemnity ach cha tug iad seo suas. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.5	Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean.
	Leantainneach agus air a dheagh chleachdadh fad an t-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 an Earraich, Fèis Latharna, Fèis Ghlaschu and Fèis Cholla.

1.6	A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh
	Ìre reusanta de dh' fhastaidhean air an coileanadh agus tha seo nas àirde nan uiridh mo thràth agus faisg air am buidseat airson na bliadhna gu leir. 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. Thèid againn air feadhainn aca a' càradh nuair a tha iad a-staigh anns an oifis.
1.7	Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh.
	Thathar a' dèanamh ath-sgrùdadh air an stòr-dàta gus a dhèanamh nas fhasa a chleachdadh Bu chòir don bhathar-bog a tha sinn a' cleachdadh leigeil leis an stòr-dàta a dhol air-loidhne airson 's gun urrainn do luchd-obrach agus Fèisean uile a ruigsinn. Ùrachadh leantainneach ga dhèanamh. Cuir Donna Cunningham teampaid air dòigh a bhitheas an luchd obrach a cleachdadh. Tha Moreen Pringle, Oifigear Ghnothaichean, ag ùrachadh an stòr-dàta an dràsta.

Staff member	Iona MacDonald
Job Title	Training and Policy Development Officer
Period of Report	March 2008 – May 2008

Section	1 Progress on Fèisean nan Gàidheal Targets for which responsible
Target No.	Target Progress Narrative
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 libhrigeadh. A' chuid as motha de poileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn Leantainneach. Poileasaidh ùr air a bhith measadh chunnairt fhathast a' dol air adhart. Cùrsa trèanaidh le RoSPA air a choilionadh. Air a bhith 'g obair air lughdachadh agus a' làimhseachadh chunnairt, agus poileasaidhean fa-leth.
	Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich Chaidh FT08 glè mhath air 15/16 Am Màrt le 40 luchd trèanaidh air iomadh cuspair.
	Taic phragtaigeach le buileachadh poileasaidh Gàidhlig Leantainneach – seisean fiosrachaidh agus seisean cuideachaidh air a ruith aig an fhèis trèanaidh. Bha taisbeanadh ann sa mhadainn, agus "surgery" feasgar.
	Sgrùdaidhean sgaoilidh agus Trèanadh Dion Chloinne uile air an eagrachadh bhon mheadhan Leantainneach. Sandy Gray a' cumail suas ris.
1.3	Co-labhairt Bhliadhnail
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	A' feitheamh ri dearbhadh bho thaighean-òsta sa Ghearasdan an-dràsta.
4.7	Lionradh 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 libhrigeadh ceòl traidiseanta (Targaid CEA)
	Oifigear Leasachadh Trèanaidh ri coinneamh den TMTTN a ghairm ro dheireadh an Lùnastail gus adhartas ath-thòiseachadh Chumas coinneamh air 5/10/07, far an robh daoine airson an TMTTN a cumail a' dol, gu sònraichte a bhith 'g obair air teisteanasan fhoirmeil do luchd-teagaisg agus a' cumail choinneamhan fiosrachaidh – thathar an dùil ri cho-labhairt ann an Inbhir Nis san t- Samhain 2008. (1 An t-Samhain air a ghlèidheadh aig Eden Court.) Airgead ri thogail air a son. 5 dhaoine ùire air aontachadh gun tig iad air bòrd.
5.2	Prògram Trèanaidh Bliadhnail
	Libhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)
	Thathar an dùil gun tèid an targaid seo a choileanadh leis an Fhèis Thrèanaidh a thèid a chumail sa Ghearran 2008 Chaidh 14 fèisean a riochdachadh aig an Fhèis, agus bhon uair sin, tha sinn air trèanadh a chur air dòigh do dhà eile. Bha e duilich nach do nochd ach aon duine bho na h-Eileanan an Iar, a bharrachd air an oifigear leasachaidh aca.
	Trèanadh leantainneach air a thabhann a rèir iartas, le 4 Fèisean aig tachartas ann an Uibhist sa Chèitean Bha sianar ann gu lèir, a' riochdachadh FTAE agus FTAM, agus le Fiona, Oifigear Taice.
	Libhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE)

	<p>Coileanadh an Fhèis Thrèanaidh a thèid a chumail sa Ghearran 2008 an targaid a rèir luchd-eagrachaidh Thathar an dùil ri 30 neach-teagaisg air cùrsaichean Ìre I agus II aig SMO sa Ghearran 2008</p> <p>Cùrsa Ìre I cuideachd air a thabhann ann an Inbhir Nis san Lùnastal 2007</p> <p>Tha 168 neach-ciùil agus neach-eagrachaidh air a dhol tron trèanadh anns na naoi mìosan a chaidh seachad. Bha 40 aig FT08 agus 14 aig Cùrsa ìre 1 & 2 eadar An Gearran agus Am Màrt 2008.</p> <p>Dèan sgrùdadh air amalachadh beul-aithris/eachdraidh do thrèanadh luchd-teagaisg uile (sgeulachdan air cùl fuinn agus òrain, mothachadh mu thraidisean msaa)</p> <p>Fo sgrùdadh leantainneach. (Bha an cuspair ann mar phàirt dhen Fhèis Trèanaidh 2008 cuideachd). Barrachd chuideam air a chur air eachdraidh agus beul-aithris ann a bhith teagasg òrain aig seiseanan trèanaidh agus an leithid. Bha Rona Lightfoot a' stiùireadh bùth-obrach air òrain luaidh agus òrain obrach aig an fhèis trèanaidh 2008. Ceangal le pròiseact Thasglann. A' neartachadh ceanglaichean eadar FnG agus Sgoil Eòlais na h-Alba.</p> <p>Lean air adhart le Prògram Trèanaidh san-taigh (Targaid IGE)</p> <p>Bha latha Gàidhlig ann am Port Rìgh air 12 Am Màrt. Bha coinneamh aig luchd-obrach far an robh sinn a' bruidhinn air measadh chunnairt, agus maoinachadh bho SAC (Inspire). Bha trèanadh aig 6 eile air a bhith 'g obair air an làrach-lìn air 14 An Cèitean.</p>
	<p>Bidh inntigeachd in-thaigh ri fhaotainn do luchd-obrach ùr</p> <p>Ri chur air dòigh. A' gabhail àite gu nàdarra. An dùil ri latha sònraichte a chur air dòigh as t-Samhradh dha na daoine ùra.</p> <ul style="list-style-type: none"> • Anna Willoughby – a' dèanamh adhartas le Ceum MBA • Iona NicDhòmhnaill –air Ceum Mhaighistir (Cultar) a chur gu aon taobh, fhad's a tha i 'g obair le Mark Sheridan air pròiseict rannsachaidh. • Emily Edwards – a' dèanamh cùrsa le Colaiste Inbhir Nis air clann òg agus feumalachdan sònraichte.
	<p>4 seiseanan gràmar Gàidhlig airson luchd-obrach FnG (Targaid BnG)</p> <p>Bha 4 sa bhliadhna.</p>
	<p>4 bùithtean-obrach cànan airson comataidhean Fèise aig diofar ìrean ro no ann am Màrt 2008 (Targaid BnG)</p> <p>Bha ceithir bùithtean-obrach (aig diofar ìrean) air a chur air dòigh an taobh a staigh na Fèis Trèanaidh 2008. Bha Cùrsa Ulpan a' ruith do luchd-obrach aig Fèis Rois (pàighte le FnG) a thàinig gu crìch san Dùbhlachd. Tha iad an dùil tòiseachadh a-rithist.</p>
	<p>Taic airson 20 neach gus cùrsa Gàidhlig, a tha a' freagairt air na feumalachdan aca, a dhèanamh ann an 2007-08 (Targaid BnG)</p> <ul style="list-style-type: none"> • Air a thabhann air stèidh leantainneach, le 13 neach an-dràsta a' gabhail trèanadh de dhiofar sheòrsachan ann an cànan na Gàidhlig • 11 clàraichte air an Cùrsa Inntigidh sa bhliadhna, 4 deiseil agus a' ceumnachadh • 4 clàraichte air an Cùrsa Adhartais, 2 air tòiseachadh. 14 a nochd aig na cùrsaichean goirid aig an fhèis thrèanaidh (2008).

Neach-obrach	Calum Ailig MacMhaolain
Dreuchd	Oifigeir Gàidhlig
Ràithe na h-aithisg	Samhainn 07 – Gearran 08

Earrann	1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal
Targaid 2	Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.
2.1	Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne
	<p>Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànan Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhradh airson Dràma Gàidhlig (Targaid CEA)</p> <p>Tha am poileasaidh Gàidhlig air a bhith ann an àite a-nis airson cha mhòr trì bliadhna agus tha sinn ag obair gu dlùth a' dèanamh cinnteach gu bheil gach Fèis a' gabhail ris a' phoileasaidh. Tha sinn a' toirt cuideachadh gu cuid dhan na Fèisean le bhith eadar-theangachadh an fhiosrachadh a bhios iad a' sgaoileadh.</p> <p>Tha Jenna, Emily is mi fhìn gu bhith 'g obair air pasgain Gàidhlig sònraichte son na Fèisean anns na h-Eileanan Siar. Bidh sinn a' cruinneachadh sgeulachdan, òrain ainmean àite agus tòrr rudan eile airson na Pasgain agus tha mi'n dòchas leudachadh seo gu sgìrean eile airson gum bi pasgain sònraichte aig gach Fèis.</p>

	<p>Tha mi air a bhith 'g obair air poileasaidhean Gàidhlig son na Fèisean gu lèir aig Nicola agus tha mi 'g obair le Jenna is Christine an-dràsta air na Fèisean a th'anns na sgìrean aca.</p> <p>Rinn Nicola, Dougie 's mi fhìn but-obrach aig deireadh-seachdain trèanaidh anns A' Mhàrt. Bhruidhinn sinn mu Poileasaidh Gàidhlig, Gàidhlig aig na Fèisean, Sgioba-G agus bha nan fheadhainn a bha an làthair son bruidhinn mu pròiseactan leasachaidh a bha iad fhèin 'g iarraidh a dhèanamh.</p> <p>Tha na planaichean airson an Sgoil-Shamhraidh Dràma a tighinn ri chèile a-nis, agus tha Dougie ag obair trang air seo le Seònaid. Rinn mi fhìn deuchainn-cluiche shìos ann an Ceann a' Ghiuthsaich airson tè tha gu bhith an làthair aig an Sgoil.</p>
2.2	Leasaich Sgioba Leasachaidh airson na Gàidhlig
	<p>Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail.</p> <p>Tha an Sgioba-G air a bhith gu math trang mar tha am bliadhna. Bha an Sgioba an làthair aig Fèis Ìle, Fèis Obar Dheathain, Fèis Lochabair, Fèis Eilean Cholla agus Fèis Ceann Loch Goibhle. Tha mi air iarrtasan fhaighinn airson an Sgioba airson Fèis Dhuneideann Fèis Mhoireibh, Fèis Eige, Fèis Chataibh agus Fèis Eilean an Fhraoich mar tha airson na Fèisean Samhraidh</p> <p>Tha mi air dhà na thrì cur-seachadan ùra a chleachdadh le na computairean a-nis agus bidh mi leudachadh cur-seachadan eile a bhios spòrsail agus freagarrach airson an ionnsachadh aca. Tha mi toilichte le na cur-seachadan ùra agus tha na com-pàirtichean a' gabhail riutha math dha rìribh.</p> <p>Tha mi air dhà na thrì ainmean eile fhaighinn son an stòr-data de dhaoine tha 'g iarraidh a bhith 'g obair le Sgioba-G. Tha mi cuideachd a' beachdachadh air làithean trèanaidh a chumail anns an àm ri teachd.</p>
2.4	2.3 Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a libhrigeadh taobh a-staigh Fèisean nan Gàidheal
	<p>Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air làrach-lìn ro no ann an 2007 (Targaid BNAG)</p> <p>Tha a' chiad phàirt den stòr-data deiseil a-nis. Tha mi air ainmean àite, sanasachd, briathrachas ciùil, buidhnean Gàidhlig, agus liosta mòr de dh' fhaclan is abairtean a tha cumanta nar n-obair agus tha mi 'n dòchas gum bi e feumail dha na Fèisean agus luchd-obrach na buidhne. Bidh mi a' cumail orm a' cruthachadh liostaichean de dh' fhaclan a bhios feumail agus bidh iad a' dol air loidhne leis na tha mi air a dhèanamh gu ruige seo.</p> <p>Gàidhlig ri bhith faicsinneach air bileagan fiosrachaidh uile airson Fèisean ionadail le 30% ri bhith gu tur dà-chànanach (Targaid BNAG)</p> <p>Tha sinn a' dèanamh adhartas mhath le na Fèisean a bhith sgaoileadh fiosrachadh gu dà-chànanach. Tha e na amas dhuinn, agus aon dhan na targaidean a tha BNAG air iarraidh oirnn, gum bi co-dhiù 30% dhan an fhiosrachadh tha gach Fèis a' sgaoileadh anns an dà-chànan. Air na mìosan a-chaidh seachad tha mi air a bhith uamhasach trang a-rithist le eadar-theangachadh son Fèisean, gu h-airidh le formaichean iarrtais agus cuideachd bileagan fiosrachaidh a-measg rudan eile.</p> <p>Tha mi uamhasach toilichte leis an oidhirp tha na Fèisean a' dèanamh a thaobh am Poileasaidh Ghàidhlig. Tha iad a' dèanamh tòrr adhartas le bhith sgaoileadh fiosrachadh gu dà-chànanach agus tha mi cinnteach gu bheil seo dol a' leantainn agus gum bi barrachd dhan na Fèisean an aon seòrsa adhartas anns an àm ri teachd.</p>

Neach-obrach	Dougie Beck
Dreuchd	Oifigear Dràma
Ràithe na h-aithisg	Gearran - Ceitean 2008

Earrann	1 Adhartas air Targaidean Fèisean nan Gàidheal a tha a' buntainn riumsa
Àir. Targaid	Targaid Iomradh air adhartais
2.1	Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne
	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànan Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA)

	<p>An Sgoil Shamhraidh Dhràma, 30 Ògmhios gu 11 Iuchar 2008, Port Rìgh</p> <p>Tha cha mhòr na h-àiteannan air fad air an Sgoil Shamhraidh làn a-nise, ged a tha sinn fhathast a' gabhail thagraidhean mu choinneamh an taobh theicnigeach. Tha na deugairean a tha gu bhith aig an Sgoil às a h-uile ceàrnaidh den dùthaich, agus tha e na thogail dhuinn cho math 's a tha an cuid Gàidhlig. Chaidh agallamh a chumail leis a h-uile duine aca – a' mhòr chuid aghaidh ri aghaidh, ach b' fheudar dhuinn bruidhinn ri cuid air a' fòn air sgàth adhbharan siubhail etc.</p> <p>Tha an luchd-teagaisg uile air an dearbhadh a-nise, agus tha sinn an-dràsta fhèin a' dearbhadh an sgioba luchd-aire/luchd-cuideachaidh.</p> <p>Bidh na com-pàirtichean a' fuireach ann an òstail Àrd-sgoil Phort Rìgh còmhla ris an luchd-aire, agus bidh an sgioba teagaisg a' fuireach faisg air Bun-sgoil Phort Rìgh, far an tèid na clasaichean uile a chumail.</p> <p>Tha sinn air Iain Moireastan (Crash my Model Car etc) fhiathachadh ann airson cuirm-ciùil a dhèanamh airson nan com-pàirtichean air oidhche Shathairne, agus tha sinn an dòchas gum bi e cuideachd a' dèanamh bùth-obrach ghoirid air sgrìobhadh òran.</p> <p>Bidh na com-pàirtichean air fad a' falbh gu Whitewave ann an Tròdairnis air Didòmhnaich airson feasgar chur-seachadan a dhèanamh.</p> <p>Thig an Sgoil gu crìch air Diardaoin 10 Iuchar le oidhche de dhràma ann an Àros, Port Rìgh, a bhios fosgailte don phobaill.</p> <p>Tha sinn an dòchas gum bi cothrom aig buidhnean-coimhearsnachd feum a dhèanamh de sheirbhisean na Sgoile, mar a tha iomchaidh agus ma tha an luchd-teagaisg deònach.</p> <p>Bidh mise a' coinneachadh ri Dennis Cahill seachdain 19 Cèitean airson gnothaichean a chur air dòigh a thaobh chlàran-ama, chlasaichean etc.</p>
2.5	<p>Leasachadh Dràma na Gàidhlig</p>
	<p>Leasaich 2 Fhèis airson dràma Gàidhlig (Targaid CEA)</p>
	<p>Cha robh cothrom agam fhìn gu ruige seo tadhal air Fèis Òigridh Ghlaschu, ach tha Deirdre Ghreumach gu bhith a' bruidhinn riutha mu na tha iad a' dèanamh. Cha tàinig na planaichean a chaidh a chur air dòigh eadar mi fhìn agus Fèis a' Bhaile a thaobh fèis dhràma do dheugairean Inbhir Nis a tha ag ionnsachadh na Gàidhlig gu buill oir cha no nochd duine ùidh sa phròiseact (bha seo a thuilleadh air na clasaichean a tha air a bhith a' ruith airson ùine mar-thà).</p>
	<p>Libhrig 2 sgoil shamhraidh Ghàidhlig aig a' char as lugha (Targaid IGE)</p>
	<p>Mar a chaidh a mhìneachadh gu h-àrd, tha planaichean mu choinneamh na Sgoile Shamhraidh aig ìre gu math adhartach.</p> <p>Chaidh aontachadh gun robh cus deasachaidh ri dhèanamh airson an Sgoil a ruith ann an 2007, ach tha sinn an dùil gun tèid a ruith gach bliadhna a-nise bho seo a-mach.</p>
	<p>Libhrig 4 pròiseactan dràma Gàidhlig ann an 2007-08 (Targaid BnG) agus Cum 5 Fèisean Dràma air feadh na h-Alba le co-dhiù 30 sgoil a' gabhail com-pàirt</p>
	<p>Chaidh na pròiseactan dràma airson nam bun-sgoiltean a thoirt gu crìch shoirbheachail le oidhcheannan dràma anns na sgìrean deifrichte:</p> <p>Port Rìgh (11 Màrt) Srath Pheofhair (13 Màrt) Steòrnabhagh (20 Màrt) An t-Òban (23 Giblean)</p> <p>'S e oidhcheannan air leth a bha anns na tachartasan seo, agus fhuaradh deagh mholadh bhon a h-uile duine a bha an làthair. Ann an cuid de na h-àiteannan bha sinn gu math fortanach agus buidheann-chiùil bhon choimhearsnachd ann airson ceòl a thoirt dhuinn eadar na dealbhan-cluiche, com-pàirtichean nam Fèisean nam measg. 'S e mi fhìn, Deirdre Ghreumach agus Christine Nic an t-Saoir a chaidh timcheall nan sgoiltean airson cuideachadh a thoirt dhan chloinn agus na tidsearan, ged a chaidh tòrr a dhèanamh le muinntir nan sgoiltean fhèin.</p> <p>Ged a chaidh Pròiseact Dràma nan Oileanach a chur air a chasan ann an Dùn Èideann agus aig an t-Sabhal Mhòr tha grunn dhuilgheadasan air a bhith againn a thaobh aonta a ruighinn air ceann-latha airson oidhche thaisbeanaidhean. Tha mi fhathast ann an conaltradh leis na buidhnean a tha an sàs ann feuch an gabh deireadh-seachdain a chur air dòigh ro shaor-làithean an t-samhraidh, no fiù 's as t-samhradh.</p>
3.3	<p>Obair air Cànan na Gàidhlig ann an sgoiltean</p>

	Meanbh-Chuilleag ri tadhal air sgìrean 5 LEC gach bliadhna (Targaid IGE)
	<p>Chuir Darren MacIllEathain agus Daibhidh Byrne seachd seachdainean air an rathad leis an dealbh-chluiche <i>Fògarraich na Grèine</i> a chaidh a thoirt timcheall cha mhòr a h-uile bun-sgoil Ghàidhlig san dùthaich (51 uile gu lèir). Fhuair an dealbh-chluich moladh mòr bho thidsearan agus sgoilearan, agus thathar den bheachd gun robh e air leth feumail dhaibh. 'S ann a' dèiligeadh le cuspairean leithid blàthachadh na cruinne agus ath-chuairteachadh sgudail a bha an dealbh-chluiche, a chaidh a sgrìobhadh le Seònaid Johansen, agus a stiùireadh leam fhìn, Calum Rothach agus Ruairidh MacNeacail. 'S e seachd seachdainean an ùine a b' fhaide a chur Meanbh-chuilleag seachd air an rathad gun fhois a-riamh ... nach math a rinn iad!</p> <p>Bha mi fhìn agus Deirdre air Taobh Siar Rois sa Ghiblean le dealbh-chluiche a chaidh a sgrìobhadh gu sònraichte airson pròiseact a chaidh a chur air chois le Meur Loch Iù a' Chomainn Ghàidhealaich. Chaidh <i>Taigh-tasgaidh Thaobh Siar Rois</i> a thoirt timcheall sgoiltean ann an Sgìre Gheàrrloch, 's e a' dèiligeadh ri Murt Thollaidh, a thachair aig deireadh a' chòigeamh linn deug. 'S ann a bu mhotha tron Bheurla a bha sinn ag obair, ach chaidh an dealbh-chluich a chur ri chèile ach am biodh a' Ghàidhlig air a teagasg don chloinn le bhith a' faighinn fuasgladh air cèistean a nochdadh ann. Thàinig an t-seachdain sin gu crìch agus na sgoiltean uile san sgìre a' tighinn còmhla airson feasgar de Ghàidhlig, spòrs agus ceòl ann an Talla Pholl Iù.</p> <p>Bidh sinn a' dèanamh coimisean eile san Ògmhios do Chomhairle Bhaile Dhùn Èideann, le dealbh-chluich Ghàidhlig stèidhichte air an òran <i>Griogail Cridhe</i>.</p> <p>A thuilleadh air seo, chuir mi seachd trì seachdainean ag obair còmhla ri Eden Court air an dealbh-chluich aca <i>Ceann Mòr</i>, a chaidh a thaisbeanadh do dhusan sgoil air Ghàidhligteachd ann an Samhain 2007.</p>
4.2	4 bùithtean-obrach aon-latha airson luchd-teagaisg dràma air feadh na h-Alba (Targaid BnG)
	<p>Chum sinn deireadh seachdain trèanadh ann an Inbhir Nis anns an t-Sultain. Bha còir aig seo a bhith air a chumail ann am Peairt ach tharraing grunn daoine a-mach, agus airson cosgaisean a gheàrradh, ghluais sinn an tachartas gu Inbhir Nis.</p> <p>Cha deach againn air bùthan-obrach eile a ruith thuige seo, ach tha sinn an dùil tachartasan eile den aon seòrsa a chumail airson luchd-aire/luchd-cuideachaidh mar phàirt den deasachadh airson na Sgoile Samhraidh mus tachair i.</p>
6.5	Fiosrachadh
	Fiosrachadh uile ri dhèanamh dà-chànanach, no sa Ghàidhlig a-mhàin, far a bheil iomchaidh (Targaid BnG)
	Tha na stuthan uile aig FnG gan deasachadh a rèir nan slatan-tomhais seo. Feumaidh gach Fèis an leantainn, agus gheibhear taic sam bith mu choinneamh seo ma tha sin a dhìth.

Neach-obrach	Nicola Marshall
Dreuchd	Oifigear Leasachaidh
Ràithe na h-aithisg	An Màirt – An Cèitean 2008

Earrann	1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal
Targaid 1	Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.
	<p>Bha am prìomh fhèis aig Fèis an Earraich air ann na saor-làithean anns a' Mhàirt agus bha e gu math soirbheachail mar as àbhaist. Bidh mi ag obair còmhla ris a' chomataidh anns na mìosan a tha tighinn airson neach-riaghlaidh fhaighinn airson an fhèis.</p> <p>Tha na Cèilidhean air Chuairt anns a h-uile sgìre a-nis deiseal airson tòiseachadh trèanadh agus tha mi smaoinichadh gum bi iad uile glè mhath am bliadhna seo.</p> <p>Thàinig Fèis Chille Mhoraig gu crìoch am mìos seo ach bidh feadhainn bhon a' chomataidh a' leantainn tachartasan ionadail ann an talla Chille Mhoraig.</p> <p>Tha Fèis a' Bhaile trang an-dràsta a ruith bùthan-obrach le taic-airgead bho Awards for All agus SAC. A' bharrachd air seo, bidh iad ag obair le Fèis na h-Òige airson cèilidh a' chuir air dòigh aig deireadh am mìos seo.</p> <p>Bha a' chiad deireadh-seachdain còmhlan-ciùil aig Fèis Chataibh anns a' Ghearran agus bha e gu math soirbheachail. Bha seachd-deug deugairean a' gabhail pàirt ann agus chord e ris a h-uile duine.</p> <p>Tha Fèis a' Bhealaich agus Fèis Air an Oir a-nis an-sàs ann am pròiseact tasglann agus bheir mi taic dhuibh leis am pròiseactan aca ma bhios feum aca no aig Emily.</p> <p>Tha Fèis Gleann Albainn trang mar as àbhaist. Bha Fèis Inbhich aca anns a' Ghearran agus chaidh e glè mhath. Bidh iad a' cur air dòigh consartan le còmhlanan chiùil phroifeiseanta tro an samhradh agus fhuair iad taic</p>

	<p>airgead airson PA agus uidheamachd teicnigeach a' cheannach. Bidh seo gu math cuideachail airson an fhèis, an sgoil agus luchd-tadhail.</p> <p>Bha Fèis Inbhir Narainn anns A' Ghearran cuideachd. Thoisich Rhona MacDonald obair-rianachd airson an fhèis an t-seachdain seo, bidh Shona Arthur ag obair làn thìde mar 'Cultural Co-ordinator' a-nis agus cha bhith tide aice a' bhith dèanamh an obair ach bidh i fhathast air a' chomataidh.</p> <p>Bidh Fèis Mhoireibh a' tachairt ann an Eilginn aig deireadh am mìos seo. Bidh mi a' tadhal air an fhèis agus tha mi dòchasach gum bi cothrom ann airson bruidhinn ris a' chomataidh mu dheidhinn pròiseact ur eadar iad fhèin, Fèis Inbhir Narainn agus Fèis Spè.</p>
Targaid 2	Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.
	<p>Rinn mi fhèin, Calum Alex agus Doggie bùth-obrach air am Poileasaidh Gàidhlig againn aig an deireadh-seachdain trèanaidh.</p> <p>Tha mi fhathast ag obair le Calum Alex airson taic a' thoirt dha na fèisean le na planaichean Gàidhlig aca.</p> <p>Anns na mìosan a tha tighinn bidh mi ag obair còmhla ri na h-oifigearan eile airson Fèis ùr tro mheadhan na Gàidhlig, a chuir air dòigh.</p>
Targaid 3	Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.
	<ul style="list-style-type: none"> • Bidh Fèis Spè, Fèis an Earraich agus Fèis Rois a' leantainn le YMI anns na bun-sgoiltean. Tha mi dòchasach gum bi Fèis Chataibh a' dèanamh obair YMI a-rithist as dèidh an t-samhraidh. • Bidh Fèis Spè ag obair leis na h-àrd sgoiltean anns an sgìre aca airson bùthan-obrach speisealachd airson deugairean a chuir air dòigh.
Targaid 4	Pròiseactan ro-innleachdach agus obair chùmhnannt le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth
	<p>Tha mi fhathast a riochdachadh Fèisean nan Gàidheal air a' bhuidheann gnìomh Blas.</p> <p>Bidh Fèis Alba a' tachairt anns a' Phloc eadar 30 Ògmhios agus 4 Iuchar. Bidh sgioba sgoineil againn a-rithist agus bidh sinn a' cleachdadh an uidheamachd aig Sgoil Chiùil na Gaidhealtachd. Bidh ceithir buidhnean bho na Cèilidhean air Chuir a' gabhail pàirt anns an fhèis, Lochabair, An t-Eilean Sgitheanach agus Loch Ailish, Na h-Eileanan Siar agus a' Mhonadh Ruadh. Tha co-òrdanaiche aig a h-uile buidheann a-nis agus tha mi a' toirt taic dhaibh airson tachartasan trèanaidh a chuir air dòigh ro an Fhèis.</p>
Targaid 5	Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean
	<ul style="list-style-type: none"> • 12 Màirt – Latha Gràmar • 14 Màirt– Measadh sia mìosan • 15 Màirt - Fèis Trèanaidh 2008 • 6 Giblean – Agallamhan airson Cèilidhean air Chuir sa Monadh Ruadh • 10 Giblean – Coinneamh a bhùird Fhèis Spè, airson obair a' dhèanamh air am plana leasachaidh aca • 11 Giblean –Coinneamh luchd-obrach, Inbhir Nis • 14 Cèitean – Trèanadh Sitekit, Port Rìgh
Targaid 6	Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.
	<ul style="list-style-type: none"> • Rinn mi obair còmhla ri Emily airson iarrais taic-airgid a cur gu Homecoming Scotland airson pròiseact ur –'Dìleab'. Bidh am pròiseact seo a' cruthachadh ceangalan eadar Fèisean anns na Gaidhealtachd agus Fèis Mhabu ann an Alba Nuadh. • A' bharrachd air na Cèilidhean air chuir bidh Com-pàirtichean bho Fèis na h-Òige agus Fèis a' Bhaile a sàs ann am Fèis Blas • Bidh mi an sàs anns am pròiseact 'Dealbh dùthcha'.

Neach-obrach	Jenna Chuimeanach
Dreuchd	Oifigear Leasachaidh nan Eilean Siar
Ràithe na h-aithisg	Am Màrt – An Cèitean

Earrann	1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal
Targaid 1	Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.
	<p>Tha gach Fèis anns na h-Eileanan an Iar trang ag ullachadh airson na Fèisean am bliadhna. Bidh mi a' frithealadh coinneamhan anns a' Cheitean ach am faigh mi a-mach ciamar a tha a' dol dhaibh. Chaidh iarraidh orra liosta de luchd-teagasg a bhitheas an làthair am bliadhna a chur thugam agus tha mi an dòchas seo fhaighinn o gach Fèis ro dheireadh na mìos. Bidh mi an làthair aig gach fèis am bliadhna airson co dhiù dà latha agus tha mi an dòchas eòlas nas fheàrr fhaighinn air mar a tha gach Fèis air an laimhseachadh anns gach sgìre.</p>

	<p>Tha Fèis Eilean an Fhraoich a' sireadh maoinachadh fo Sgeama Leasachaidh nam Fèisean airson fèis do dheugairean a chumail am bliadhna a bhios a' gabhail àite san aon t-seachdain ris am Fèis Bhliadhna aca. Tha mi ag obair gu dlùth leis a' Chomataidh gus clasaichean a dhearbhadh agus clàr-ama freagarrach a chruthachadh. Tha mi air a bhith a' conaltradh le Feis Rois airson comhairle.</p> <p>Gu mì-fhortanach, seach gun do rinn teine sgrìos air 50% de thogalach Bun-sgoile Sir. E Scott chan urrainn dha Feis Eilean na Hearadh na clasaichean aca a chumail an sin am bliadhna. Tha iad air a chùis a dhèanamh air clasaichean fhaighinn anns an ard-sgoil ach tha an togalach seo fada nas motha na Bhun-sgoil agus tha e air a chleachdadh leis a' phoball air sgath 's gu bheil an Leabhar-lann agus an t-Ionad Spòrs na bhroinn. Tha muinntir a' Chomataidh a' faireachdainn gum bu chòir barrachd a bhith air am fastadh mar luchd-aire airson rian a chumail agus com-pàirtichean a chumail sàbhailte 's marsin bidh iad 'a sireadh taic bho Sgeama Leasachaidh nam Fèisean.</p> <p>Tha mi airson a bhith ag obair nas dlùithe ri Fèis Tir an Eòrna, Fèis Tir a' Mhurain agus Fèis Bharraigh 's marsin tha mi a' feuchainn ri àite a chuir air dòigh ann an Uibhist far am bi e comasach dhomh obair a dhèanamh. Le bhith stèidhichte ann an Uibhist airson co dhìu coig làithean sa mhìos bidh e nas fhasa pròiseictan a chuir an rian agus eòlas nas fheàrr fhaighinn air na comataidhean agus na tachartasan eile anns am bheil iad an sàs a h-uile bliadhna.</p>
Targaid 2	Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.
	Tha mi a' leanntainn orm le bhith a' brosnachadh na Fèisean gus barrachd feum a chuir air am Poileasaidh Ghàidhlig agus na bileagan air fad aca sgaoileadh as an dà chànan. Bidh mi a' frithealadh na Fèisean airson dà latha ma bliadhna agus bidh mi a' coimhead gu mionaideach air na dòighean anns an urrainn gach Fèis barrachd leasachaidhean a dhèanamh gus inbhe na Gàidhlig a thogail.
Targaid 3	Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.
	<p>Ghabh ceithir sgoiltean anns na h-Eileanan an Iar pàirt anns am pròiseact Dhràma am bliadhna. Chaidh consairt a chuir air dòigh air Diardaoin 20 Am Màrt airson gach dealbh-chluiche a' thaisbeanadh. Bha an còmhlaing Oidhche Chiadain an làthair airson ceòl thraidiseanta a chluiche eadar na dealbhan-chluiche agus chord seo ris an luchd-eisteachd gu mòr. B' e oidhche soirbheachail a bha ann chòrd an tachartas ri muinntir na sgoiltean air fad.</p> <p>Tha mi air a bhith a' bruidhinn ri Catriona Eunson a tha ag obair airson Comhairle nan Eilean Siar mar 'Creative Links Officer' ach an choinnich sinn ro dheireadh na mìos. On a tha Catriona a' laimhseachadh gnothaichean co-cheangailte ri na sgoiltean agus na h-Ealain bidh fiosrachadh feumail aice air na tha air a thoirt seachad anns na sgoiltean de cheòl thraidiseanta. Bidh mi an dòchas an uairsin cothroman a chruthachadh eadar na sgoiltean agus na Fèisean.</p>
Targaid 4	Pròiseactan ro-innleachdach agus obair chùmhnannt le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth
	<p>Bùthan-obrach nan Deugairean, 14 – 16 An Gearran Chaidh bùthan-obrach a chumail ann am Baile Tughaidh nan Gearran anns a' Ghearran airson deugairean na sgìre. B' e obair-bhuidhne a bha aig cridhe na deireadh seachdain airson leasachaidhean sòisealta a bhrosnachadh a-measg a' bhuidheann agus cothrom a thoirt dhaibh an dreach fhèin a chuir air fuinn agus òrain Ghàidhlig. Bha am buidheann fo stiùir Anna Massie, Mairearad Green agus Norrie MacÌomhar. Chòrd e ris a h-uile duine gu mòr agus tha iad airson a bhith an sàs ann an tuilleadh tachartasan mar seo ri teachd.</p> <p>Bùthan-obrach Feis Cheilteach Innse Ghall, 16 – 19 An Iuchar Thairis air na mìosan a chaidh seachad tha mi air a bhith ag obair gu dlùth le Peigi NicIllinnein, Fèis Eilean an Fhraoich agus Caroline NicIllinnein, Feis Cheilteach Innse Ghall airson tachartas a chuir air dòigh a tha freagarrach do dheugairean rè na Fèise am bliadhna. Gheibh 20 neach an cothrom làithean na Fèise a chuir seachad ann am bùthan-obrach a' choimheadas air fuinn, òrain Ghàidhlig agus eòlas ann a bhith ag obair ann am buidhnean beaga. Gheibh com-pàirtichean stiùireadh proifeiseanta bho luchd-ciùil a tha ainmeil air feadh na dùthcha, gus an cuid sgilean a leasachadh agus misneachd a thoirt dhaibh. Tha sinn cuideachd airson an cothrom a thoirt dhaibh coinneachadh ri prìomh luchd-ciùil na Fèise fhèin, leithid Julie Fowles agus Eamonn Doorley, le bhith a' cur air dòigh 'drop-in sessions' ach an obraich iad leis a' bhuidheann. Gheibh com-pàirtichean an cothrom na h-aoghean a cheusnachadh mun ghnìomhachas anns a bheil iad an sàs airson barrachd eòlais fhaighinn mun dòigh beatha a tha seo.</p> <p>Ceilidh air Chuairt nan Eilean Siar 2008, 4 – 16 An Lùnastal Chaidh ochdnar a thaghadh am bliadhna airson pàirt a' gabhail anns an Ceilidh air Chuairt a bhios air chumail san Lùnastal. Chaidh deuchainnean-cluiche a chumail ann an Uibhist is Leòdhas aig toiseachd a' Ghiblean. Bho chionn ghoirid chaidh co-òrdanaiche ainmeachadh. 'S i Rhona NicIain, a Baile Ailein a shoirbhich. Tha Rhona trang an dràsta a' cur an rian cuairt o cheann gu ceann na h-Eileanan an Iar. Tha Rhona an sàs anns a' bhuidheann Young Musician Hebrides agus tha mi an dòchas barrachd fhaighinn a-mach mun bhuidheann seo bho Rhona anns an mìosan a tha ri thighinn. Tòisichidh a' bhuidheann ann a bhith ag ullachadh airson na cuairt air 4 & 5 Ògmhios agus bidh iad an làthair aig Feis Alba aig deireadh an t-Ògmhios.</p>

Targaid 5	Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàrmhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean
	<ul style="list-style-type: none"> • 12 Màrt 'Gaidhlig do Luchd-obrach', Port Rìgh • 15 Màrt Fèisean nan Gaidheal, Fèis Trèanaidh, Ciad Chobhair, Inbhir Nis • 16 March Fèisean nan Gaidheal Fèis Trèanaidh, Dion Choinne agus Measadh Chunnairt, Inbhir Nis • 14 Cèitean Trèanadh SiteKit, Port Rìgh
Targaid 6	Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.
	<ul style="list-style-type: none"> • Coinneamh le Catriona Eunson, Creative Links Officer, Comhairle nan Eilean Siar, ceann-là agus uair ri dhearbhadh fhathast. • Coinneamh le Sgioba na Gàidhlig, Comhairle nan Eilean Siar, ceann-là agus uair ri dhearbhadh fhathast.

Neach-obrach	Christine Nic an t-Saoir
Dreuchd	Oifigear Taice
Ràithe na h-aithisg	An Gearran – An Cèitean

Earrann	1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal
Targaid 1	Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.
	<p>Choinneamhan An Gearran 4-8th Fèis Cheann Loch Goibhle. Anna Murray agus Ingrid Henderson a dol timcheall na bun sgoiltean 11th Gearran – 28th Mart Fèis Dhùn Bhreatainn 12th Aig coinneamh le Fèis Ile 18-22 Air turas dhan Chuimrigh còmhla ri D Beck agus Calum Alec airson rannsachadh a dhèanamh mun chanàl aca agus na dòighean a tha iad a cleachdadh airson a brosnachadh! 26 Aig Latha Gàidhlig an an Inbhir Air 28 Coinneamh ri Fèis Dhùn Omhain airson an fhèis ur aca a thoirt air aoidh</p>
Targaid 2	Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.
	Tha mi air taic a thoirt dhan na fèisean ùra agam airson ciamar a bheir iad brosnachadh dhan Ghàidhlig agus le taic bho "software" ùra air ionnsachadh dhaibh cho furasda s a tha e "posterean" a dhèanamh airson na fèisean aca. Cuideachd ag obair còmhla ri Calum Alec airson stuth a dèanamh a bhios freagrach dhan na fèisean agam. Airson a treas bliadhna a nis bha fèis dhràma ana Àrd Sgoil an Obainn agus bha e sgainneal. Bha 7 sgoiltean ann le 8 dealibh chluich
Targaid 3	Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.
	Tha Fèis Cheann Loch Goibhle fhast a cuir air dòigh stuth airson na sgoiltean Tha Fèis Dhùn Omhain ag obair leis an aonad Gàidhlig ann a Dun Omhain Tha Fèis Cholla a cuir air bhon clasaichean airson na deugirean a tha fuireach anns a hostel Tha Sgìre Lannraig a Tuath comasach barrachd co obrach a dhèanamh eadar iad fhèin agus an fhèis
Targaid 4	Pròiseactan ro-innleachdach agus obair chùmhnannt le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth
	N/A
Targaid 5	Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàrmhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean
	12 Mart Aig latha gràmar Gàidhlig an a Port Rìgh 15 & 16 Latha trèanaidh an a Inbhir Nis 11 Ghiblean Trèanaidh luch obrach Inbhir Nis 14 Chèitean Trèanadh "site-kit" Port Rìgh
Targaid 6	Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.
	<ul style="list-style-type: none"> • 26 Aig Latha Gàidhlig an an Inbhir Air • A bruidhinn ri "Com Ed agus Dòmhnall Mhic Leòid mu dheidhinn Oifigeach airson Òigridh Gàidhlig fhaighinn

Fèisean nan Gàidheal

Measadh Chunnartan

Àireamh air a' Chlàr Gnothaich: 2.2008.05(b)

Progress to date

Following on from the initial report on Risk Management within Fèisean nan Gàidheal, a risk register is being compiled, risks and controls identified.

In preparation for the forthcoming and ongoing development of a Risk Management Policy within the organisation, I attended a one-day course on Risk Assessment, run under the auspices of RoSPA, in Edinburgh.

As might be expected of a course run by RoSPA, the risk assessment focus was on health and safety, rather than Business and Organisational Risk. A number of points were made which I should share with the board.

1. The identification of risk, and hazard severity, should be a group activity, and should involve employees.
2. There will never be a "definitive" document – the process is organic and dynamic and should be under frequent review. New risks are being identified regularly, and each significant change (procedure, equipment, personnel, etc) merits a new assessment.
3. Special factors may affect pregnant women, nursing mothers, disabled persons, lone workers, and young people.

The course work identified a possible plan of work for the drawing up of, and implementation of a master hazard register, as follows:

1. Appoint co-ordinator/project manager
2. Devise system so that all risk assessments use the same paperwork
3. Who will carry out risk assessments (Competent person x 3 = team)
Members of this team will have:
 - Skills
 - Knowledge
 - Attitude
 - Training
 - Experience
4. Compile catalogue of activities and prioritise.
5. Carry out Risk Assessment
6. Define/Develop Controls
7. Implement
8. Monitor
9. Review

Currently, the organisation is between 5 and 6 on this plan, and a master risk register is being compiled. Due to the nature of our business, we are in a low-risk category, from a health and safety perspective. This register covers Business and Organisation Risk, and Health and Safety within offices, home workers, and work-related travel. Health and Safety regarding Fèis activities will also be assessed. Some of those risks identified are trivial and may be discounted and removed from the register, others are a priority for the identification of control and they might be, for example,

Business and Organisational Risk

Hazard

- 1 Withdrawal of funding by SAC and major funders
- 2 Loss of key personnel

Health & Safety

- 3 Fire
- 4 Staff illness due to DSE use
- 5 Non-compliance of "home" offices
- 6 Accidents/breakdowns while driving on work- related business

Control

Maintenance of 3 months reserves in order to pay staff notice and necessary redundancies

Identification of key personnel, and job descriptions. Job shadowing and team participation to lessen impact. Salaries kept to a competitive level with similar posts in public/private sector

Fire Risk Assessments to be carried out for each office location (inc home offices)
DSE Risk assessments carried out and implemented for each workstation and individual user. Suitable furniture provided. Each home office should be individually assessed for H&S compliance, and controls implemented.

(not including commuting)Work-related driving policy, with suggested breaks and maximum hours, mobile phone use, etc.
Sufficient expenses available to allow overnight stays where appropriate/desirable. AA membership encouraged and reimbursed?

Other hazards identified by staff to day, which need to need to have controls set include:

High Level Risks

Withdrawal of foundation funding by SAC
Withdrawal of funding by other agencies
Supply & Demand for FnG/Fèisean
Competition from other events
Loss of Key Personnel - identify
Death-in-service
Drop in Gaelic speakers - tutors/pupils
Financial Management controls/Embezzlement
Liquidation
Spiraling costs
Child Protection Issues (see also H & S risks)
IT - loss of data
Hacking, trojans, viruses, etc
Sickness absence management (long-term/regular)
Long term illness in employees
Stress (see also Health & Safety)
Legal action by employees
Changes in personnel/demographics
Political change/policy changes
Continuance of premises lease
Loss of reputation

Health & Safety

Child Protection Issues (also Business risks)

DSE use
Stress in employees
Office Cleaning
Cleaning products
Trailing cables/trip hazards

Storage

Severe weather/environmental influences
Driving/travel
Lack of motivation
Lack of skills
Passwords
Home working
Legal changes
Staff disabilities/office accessibility

Fèisean

Volunteer risk (Unknown)
Volunteer burnout
Reliance on volunteers
Risk of non-compliance
Expected event income not achieving targets
Third-party contractors
Malicious actions by FnG/Fèis personnel
Malicious actions by third parties

Fèis Activities

Shinty
Dancing
Art & Crafts
Music
Singing
Copyright
Permissions

IT

Events - showcases, CnF, etc
Parental Permissions
Photography/videoing
Breach of contract by tutors/etc
Third party premises - risk assessment and insurances
YP - residential/overnight stays
Ignorance

General

Electrical risks
Annual PAT testing - Office Equip
Home working - compliance

Changing light bulbs/tubes
Light switches/sockets
Cooking
Eye tests
IT equipment - DSE
Disposal of toner/cartridges
Pregnant women - special measures
Loss of files/data
Not managing risk
Use of ladders/tools
Manual handling
Fire risk - offices, Jansvans storage unit, Diness
Water damage
IT damage

As Training and Policy Officer, I intend to attend a one day course on DSE Risk Assessment in Glasgow in June. I also plan to attend at least one Fèis with each lead officer to help risk assess fèis locations and activities. There are likely to be many areas where my expertise is not sufficient for the risk assessment to be competently carried out, and these will have to be completed by another member of staff or external consultant, which is likely to have budgetary implications.

Iona MacDonald | Training & Policy Officer | May 2008

Fèisean nan Gàidheal

Blas Festival Ltd

Àireamh air a' Chlàr Gnothaich: 2.2008.05(e)

Tha geàrr-chunntas air coinneimh aig a' chompanaidh Blas Festival Ltd, a chaidh a cumail air 5 Màrt air chuairteachadh mar fhiosrachaidh. Faodaidh buill puing sam bith a thogail a tha ag èirigh bhon gheàrr-chunntas.

Minutes of the Meeting of the Board of Directors of Blas Festival Ltd Wednesday 5 March 2008 at Highland Council HQ, Inverness

1 Present

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

Judi Menabney (observer) [JM]; Donna Cunningham (contractor; item 8 onwards) [DC]; Brian Ó hEadhra (contractor; item 8 onwards) [BoH]

2 Apologies

None

3 Introduction of Directors

GS welcomed Board members to the first Blas Board meeting and presented a pen portrait of Board members. He confirmed that AC was the company secretary.

4 Responsibilities of Directors

GS presented a paper on the roles and responsibilities of Board members. It was agreed that Highland Council would provide support to Fèisean nan Gàidheal (FnG), and AC in particular, in relation to his company secretary role.

5 Aims of Blas Festival Ltd and Directors' Vision for the Blas Festival

AC presented previously adopted aims and visions for Blas, recognising that the new directors of Blas may have new views on how the festival should develop or what it should aim to achieve.

JF pointed out that the involvement of high numbers of young people was a key asset of Blas and that Blas should be promoted and marketed as such.

AC explained how the youth involvement in Blas went on at other times of the year, for example the Cèilidh Trails each summer, and was not just limited to the 9-day festival event itself.

MF stressed the need to ensure that Blas is a permanent fixture and does not suffer from the ambitions of other new festivals, including those instigated within Highland 2007 and which might be kept to continue. It is therefore important that Blas does develop as more than a 9-day event and must be fully "knitted in" to the Council's plans for Gaelic, community development etc.

The need for increased marketing, especially at local level was discussed. It was agreed that it would be desirable if marketing was supported by ancillary events in local communities - workshops, food events, Gaelic talks in libraries etc.

AC explained that the Action Group had met with Lynn Johnson, Arts Links Officer, and it had been agreed to involve the arts team, particularly the Cultural Coordinators, in Blas with the specific remit to building ancillary activity and getting school pupils involved.

Action

JM/AC

Action Group

Action Group

The desirability of establishing a Challenge Fund was discussed - perhaps to pay for an individual for a number of hours to become something of a "super promoter" and put in the extra effort to build something of a mini festival around main Blas events.

Action Group

The need to have identifiable outcomes, that meet other Council policy aims, was agreed i.e. outcomes beyond just the gigs themselves and attendance at them.

GS suggested developing a crib sheet, basically a set of instructions and suggestions, for promoters, explaining how they might go about organising additional activity around Blas events.

DC/BoH

HF stressed how important it was to encourage promoters to engage with local schools – young people are the paying audience of the future.

Action Group

AC explained plans to run some family focused events in 2008, outwith the usual 7:30 – 10:00pm performance timescale.

2009 Year of Homecoming was discussed. DB confirmed that Blas Ltd had submitted a bid to the 2009 fund. £33k has been applied for and DB explained the themes of the application. DB further explained that links that have already been developed with clan societies, particularly in North America, and these would be pursued for 2009.

A further application to Event Scotland had also been submitted for Blas 2008 and it was agreed that both would be circulated round Board members for information.

AC

6 Contractual arrangements for the delivery of the Blas Festival

GS took the board through the reasons for Blas being established as a standalone company. Basically, the need arose from Blas having grown to the size and scale it has now reached. However, establishment as a standalone company does not affect the original triangular relationship between FnG, PAN and HC. Whilst the company itself is a new venture, that would not mean changes to how Blas is run.

JF explained the Council's commitment to Blas. He explained that although the funding was at standstill this year, this was a result of a particularly challenging budget round.

GS explained work undertaken to try and raise commercial sponsorship. Co-op and Royal Mail are on board for 2008, albeit in quite a small way. AC confirmed that endeavours to raise commercial sponsorship are ongoing but cautioned that securing commercial sponsorship in Highland continues to prove challenging for all organisations, particularly post-Highland 2007. It was suggested that HSBC be approached as a potential sponsor and also Standard Life and Scottish Widows.

Action Group

7 Relationship with Blas Action Group

A paper on the relationship with the Blas Action Group was circulated and noted.

8 Blas 2008

BoH presented on the programme for 2008, highlighting 10 school concerts in addition to the 42 events in the main programme. It was re-stressed that Cultural Coordinators must all contribute to enhancing local Blas events.

Some other key elements to note:

- There will be festival clubs for the first time, including in the Columba Hotel, Inverness, and in Strathpeffer.
- There will be a family day event at Highland Folk Museum.
- Beaully Arts Group will organise, at their expense, ancillary linked Blas events, including a Blas "meal" on Sunday.
- Cape Breton musicians feature again in the 2008 programme.
- A headline event is the Chieftains who will play at Eden Court Theatre.
- There will be gigs on the Strathspey steam railway and the Jacobite Cruise.

Difficulties of identifying promoters to engage with Blas in Caithness was raised and thus difficulty in promoting and presenting events. DC and BoH explained to the Board the actions taken to try and address those difficulties.

DC/BoH

In relation to that, ticket pricing was discussed and the pros and cons of offering different ticket prices for the same act in different parts of the Highlands. It was felt that it would be difficult to advertise the same event happening in different locations in Highland, priced differently.

The Board agreed that it was reasonable to promote fewer gigs in Caithness than in other areas, if that was driven by a lack of willing promoters or limited audience demand.

MF suggested that over the years the most successful venues should be identified, including on the criteria of how much extra effort they put in to ancillary activities etc. and suggested that less successful promoters should be dropped from the circuit. BoH explained that Blas may well take this approach in the future, but it was still relatively early days in terms of developing relationships with promoters.

- It was suggested that Eden Court be invited to arrange additional themed events, including perhaps in the restaurant and by tailoring their education programme during Blas.
- DC and BoH explained the marketing plan for 2008 and the project management. It was noted that Blas now has a relationship manager within Visit Scotland.
- BoH reported that Lewis Mackinnon, of the Nova Scotian government, will be performing at Blas.
- It was agreed that a small challenge fund should be created, into which promoters can bid for funding to put on ancillary activities and programmes around main Blas events.
- JF agreed, with other members, to pursue the establishment of such a fund with Economic Development and agreed to take that forward.

JF

DC and BoH were thanked for their presentation and congratulated on the quality of the programme and the project management to date.

9 Financial Report

AC talked the Board through the budget and explained that HIE funding was part of a 3-year agreement to 2009 with FnG. AC explained a desire to have specific Blas funding from HIE and SAC. Currently both these organisations fund FnG, but not Blas discretely.

The best time for publicity and launch was discussed. DC explained that brochures will be distributed 3 months prior to the festival and posters 1 month before each individual gig.

Action Group

AC and DC explained the marketing campaign and how it was difficult to engage the national press until the end of the Edinburgh Festival. It was noted that there would be an ad in the main Visit Scotland brochure.

MF suggested that key event info should be made public at the earliest opportunity, to allow people to diary-in well in advance.

It was agreed that AC should speak to Mac TV about possibility of featuring Blas in a programme on the new digital media service.

AC

10 Development Plan 2007-2009

The current plan for 2007-09 had been circulated and was noted. It was agreed that AC would draft a plan for 2009 onwards in time for circulation prior to the next meeting of the Board.

AC

11 AOCB

None

12 Date of next meeting

Date of next meeting to be confirmed.