Fèisean nan Gàidheal

A' toirt ar dualchais do ar n-òigridh

Coinneamh den Bhòrd-Stiùiridh

Lime Tree, Rathad Achadh an Todhair, An Gearasdan

Dihaoine 29 Cèitean 2009 @ 1.15pm

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

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

Fèisean nan Gàidheal

Coinneamh den Bhòrd Stiùiridh gu bhith air cumail anns an Lime Tree, Rathad Achadh an Todhair, An Gearasdan, bho 1.15f air Dihaoine 29 Cèitean 2009

Clàr Chùisean

2.2009.01 CÙISEAN TÒISEACHAIDH

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

2.2009.02 CÙISEAN LEASACHAIDH

(a) Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal — Airson Fiosrachaidh
(b) Plana Leasachaidh 2010-15 — Airson Deasbaid
(c) Iomairt na Gàidhealtachd agus nan Eilean — Airson Fiosrachaidh

2.2009.03 CÙISEAN IONMHASAIL

(a) Aithisg Ionmhais — Airson Fiosrachaidh
(b) Suimean airgid anns a' bhanca agus fiosrachadh as ùire — Airson Fiosrachaidh
(c) For-tharraing bho Bhanca Dhail Chluaidh — Airson Aontachaidh

2.2009.04 CÙISEAN POILEASAIDH

(a) Ath-nuadhachadh Poileasaidh Gàidhlig Fèisean nan Gàidheal — Taisbeanadh agus Deasbad
(b) Plana Gnìomh airson poileasaidhean eile ùrachadh — Airson Fiosrachaidh
(c) Clàr Chunnartan agus Plana airson Làimhseachadh Chunnartan — Airson Aontachaidh

2.2009.05 CÙISEAN GNÌOMHAIL

(a) Aithisgean Luchd-Obrach — Airson Fiosrachaidh
(c) Coinneamh Bhliadhnail agus Co-labhairt 2009 — Airson Fiosrachaidh agus Deasbaid

2.2009.06 EILE

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

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh a' Bhùird Stiùiridh a chaidh a chumail ann an Oifisean Fèisean nan Gàidheal, Inbhir Nis, bho 2.30f Dihaoine 20 An Gearran 2009

1.2009.01 CÙISEAN TÒISEACHAIDH

(a) An Làthair

Caitrìona Nic an t-Saoir (Cathraiche); Ealasaid Bain; Mìcheal Sweeney; Màiri Oakley; Mairead Chamshron; Katag NicNèill; Derek MacIllInnein; Seasaidh Newton; An Comhairliche Agnes Rennie (Comhairle nan Eilean Siar); Alasdair MacLeòid (HIE), Art MacCarmaig (an làthair); Dàibhidh Boag (an làthair); Anna Willoughby (an làthair); Moreen Pringle (an làthair); Jenna Cumming (an làthair – a' toirt seachad taisbeanadh); Dùghlas Beck (an làthair – ag eadar-theangachadh)

(b) Leisgeulan

Peigi NicIllInnein; Seòras Stoddart; Iain Mac a' Ghobhainn (Comhairle Ealain na h-Alba); Mòrag Anna NicLeòid (Comhairle na Gàidhealtachd)

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

Chaidh geàrr-chunntas bhon choinneimh a chaidh a chumail air 5 Dùbhlachd 2008 a sgaoileadh. Mhol Màiri Oakley gum bu chòir gabhail ris mar chunntas fìrinneach den choinneimh. Chaidh seo aontachadh leis a' Bhòrd agus Derek MacIllInnein a' cur a taic ris.

(d) Cùisean a thog ceann

Dh'aontaich am Bòrd aig a' choinneimh mu dheireadh tabhartas a thoirt do dh'Fhèis Rois bhon Mhaoin Leasachaidh fhad 's chuireadh Comhairle na Gàidhealtachd agus Comhairle Ealain na h-Alba ris an taic-airgid a dh'fheumadh an fhèis.

Dh'innis Art MacCarmaig gu robh Fèis Rois, air sgàth adhbharan sònraichte, air an t-iarrtas aca airson taic-airgid bho Chomhairle na Gàidhealtachd a thoirt air ais. Bha iad air iarrtas a chur a-steach gu Comhairle Ealain na h-Alba, agus bha sin ga thoirt air adhart. Bha Stiùiriche ùr aig Fèis Rois agus bha e cudromach gum faigheadh iad an taic-airgid a bha a dhìth orra airson na bliadhna ionmhais seo.

Dh'aontaich am Bòrd gun toireadh iad £5,000 don fhèis fhad 's a chuireadh Comhairle Ealain na h-Alba an aon sùim ri sin.

1.2009.02 CÙISEAN LEASACHAIDH

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

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

(b) Plana Leasachaidh 2010-15

Chaidh dreachd den Phlana Leasachaidh a dheasaich Art MacCarmaig a sgaoileadh air a' phost-d gu buill a' Bhùird.

Bidh prìomh luchd-compàirt mar Iomairt na Gàidhealtachd agus nan Eilean agus Comhairle Ealain na h-Alba ag obair fo Fhrèam Ro-innleachdan Eaconamach agus Coileanaidh Nàiseanta Riaghaltas na h-Alba, agus tha e cudromach gum bi Fèisean nan Gàidheal a' togail air na ro-innleachdan sin.

Dh'aontaich na buill gu robh an dreachd den phlana ag amas air na raointean ceart, agus thuirt iad gun toireadh iad sùil nas mionaidiche air agus gun cuireadh iad beachdan sam bhith

a bhiodh aca gu Art MacCarmaig ann am post-d.

Dheigheadh dreachd ùr den Phlana a shealltainn don Bhòrd aig a' choinneimh sa Chèitean.

(c) Comhairle Ealain na h-Alba agus Alba Cruthachail

Chaidh aithisg, a dheasaich Art MacCarmaig, a sgaoileadh leis an fhiosrachadh as ùire bho Riaghaltas na h-Alba air dè na dleastanasan a bhios aig Alba Cruthachail, Iomairt na Gàidhealtachd agus nan Eilean (agus Iomairt na h-Alba) agus na h-ùghdarrasan ionadail nuair a thèid am buidheann ùr a stèidheachadh.

Bhathar an dùil gum biodh Alba Cruthachail na Chompanaidh Earranta ann an 2009 agus na Bhuidheann Poblach bho 2010 air adhart.

Thug am Bòrd fa-near don aithisg agus chumadh Art MacCarmaig fios ribh mu fhiosrachadh ùr sam bith a nochdadh.

2.2008.02 CÙISEAN IONMHASAIL

(a) Financial Report

Chaidh aithisg a dheasaich an t-Àrd Mhanaidsear, Anna Willoughby, a sgaoileadh a bha a' sealltainn an teachd-a-steach agus na cosgaisean aig Fèisean nan Gàidheal suas gu 31 Am Faoilteach 2009 a bharrachd air liosta de thabhartasan a chaidh a ghealltainn do dh'Fhèisean airson 2008-09.

Thugadh an aire gu robh tòrr a' tachairt a thaobh phròiseactan Dràma agus Iomairt Ciùil na h-Òigridh an-dràsta.

Bha taic-airgid bho Bhòrd na Gàidhlig, Comhairle na Gàidhealtachd, Iomairt na Gàidhealtachd agus nan Eilean agus Maoin Dualchais a' Chrannchuir ri thighinn a-steach ro dheireadh na bliadhna fhathast, a bha gu lèir luach mu £239,000.

Thug buill a' Bhùird fa-near don aithisg.

(b) Cunntasan Banca agus am fiosrachadh às ùire

Thuirt an t-Àrd-mhanaidsear gur iad na suimeannan:

- Cunntas Làitheil: £2,211.79
- Cunntas Àrd-rèidh: £9,261.80

(c) Cunntasan Ràitheil gu 31 An Dùbhlachd 2008

Chaidh Cunntasan Riaghlaidh gu 31 An Dùbhlachd 2008, a dheasaich MacNeacail & Co, a sgaoileadh. Thugadh fa-near do na cunntasan.

(d) Luchd-sgrùdaidh

Thuirt MacNeacail & Co, ar luchd-sgrùdaidh an-dràsta, nach bi iad a' dèanamh obair sgrùdaidh tuilleadh bho 31 An Dùbhlachd 2008. Chaidh aontachadh aig a' choinneimh mu dheireadh againn gun cuireamaid sgrìobhainn tairgse gu companaidhean eile ag iarraidh orra tairgse a chur a-steach airson nan diofar phàirtean den obair sgrùdaidh.

Chaidh pàipear bho Anna Willoughby a sgaoileadh le geàrr-chunntas air an adhartas a rinneadh gu ruige seo, agus chaidh pàipear a sgaoileadh aig a' choinneimh le fiosrachadh mu na tairgsean a fhuaras.

Chaidh aontachadh gun cuireadh Anna Willoughby fios gu cuid de na companaidhean gus tuilleadh bruidhne a dhèanamh riutha mun chùis agus gun toireadh i sùil gheur air na tairgsean, agus gun deigheadh companaidh freagarrach a mholadh don Bhòrd a dh'aithghearr, airson aontachadh tro phost-d, seach nach b' urrainnear feitheamh chun na h-ath choinneimh.

(e) Iomairt na Gàidhealtachd agus nan Eilean

Dh'innis Art MacCarmaig mar a bha cùisean an-dràsta a thaobh maoineachaidh bho Iomairt na Gàidhealtachd agus nan Eilean bho Ghiblean 2009.

Thuirt Alasdair MacLeòid bho HIE gu robh iad an dòchas tighinn gu co-dhùnaidhean a thaobh taic-airgid ro dheireadh a' Mhàirt, às dèidh Measadh air Buaidhean Eaconamach.

1.2009.04 CÙISEAN POILEASAIDH

(a) Ùrachadh air a' Phoileasaidh Ghàidhlig

Chaidh pàipear, a dheasaich Art MacCarmaig, a sgaoileadh ag innse do bhuill mu mar a bha cùisean a thaobh mar bhathar a' toirt sùil às ùr air Poileasaidh Gàidhlig Fèisean nan Gàidheal. Bha Dùghlas Beck, Emily Edwards agus Calum Ailig Mac a' Mhaoilein air a bhith coimhead air dòighean a ghabhadh am Poileasaidh a neartachadh, agus dòighean a dhèanamh nas fheumaile do dh'Fhèisean.

B' e aon mholadh, "Cead Gàidhlig (Gaelic Passport)" do luchd-teagaisg, a bhiodh a' ciallachadh ma bha luchd-teagaisg ag iarraidh obair aig Fèis, dh'fheumadh iad gealltainn gu ìre air choireigin Gàidhlig ionnsachadh/a chleachdadh, agus Fèisean nan Gàidheal a' tabhann trèanadh iomchaidh do dhaoine le diofar ìrean cànain.

Chaidh aontachadh, ma bha beachdan no draghan aig Buill gum bu chòir dhaibh fios a chur gu Dùghlas Beck.

Dheigheadh pàipear leis a' Phoileasaidh ùr a sgaoileadh am measg nam ball san àm ri teachd, nuair a thigeadh adhartas air cùisean.

1.2009.05 LUCHD-OBRACH

(a) Pròram nan Taisbeanaidhean bho Luchd-obrach

Chaidh pàipear a dheasaich Art MacCarmaig a sgaoileadh a chuir an cèill Pròram nan Taisbeanaidhean bho Luchd-obrach airson na bliadhna agus a chaidh aontachadh leis a' Bhòrd.

Taisbeanadh bho Jenna Cumming, Oifigear Leasachaidh nan Eilean Siar

Bha Jenna Cumming an làthair gus taisbeanadh a dhèanamh air a h-obair.

Thòisich i ag obair aig Fèisean nan Gàidheal faisg air deireadh 2007 agus thug i taing do Chomhairle nan Eilean Siar airson an taic-airgid a chuir iad ri stèidheachadh a dreuchd.

Sa bhliadhna a dh'fhalbh bha i an sàs ann an tòrr phròiseactan, nam measg:

- Bùithtean-obrach do Dheugairean airson obair-buidhne, a bha gan teagasg m.s.a.a.;
- Stèidheachadh Cuairt Cèilidh sna h-Eileanan Siar;
- Bùithtean-obrach agus Seiseanan air am faodadh daoine tadhal aig Fèis Cheilteach Innse Gall;
- Fèis Dheugairean ùr còmhla ri Fèis Eilean an Fhraoich.

Am measg nan tachartasan/pròiseactan a tha ri thighinn:

- Bùithtean-obrach ann an Uibhist agus Leòdhas a' dèiligeadh ri obair-buidhne, clàradh, innleadaireachd fuaim m.s.a.a.;
- Cuirm-chiùil, le diofar Fhèisean an sàs ann, aig Fèis Cheilteach Innse Gall – agus òran ùr air a bharantachadh airson na cuirme;
- Cuairt Cèilidh 2009;
- Fèis dheugairean ùr le Fèis Tìr an Eòrna – a thèid a chumail 's dòcha mu àm na Nollaige;
- Fòram airson nam Fèisean far am faodadh muinntir nam Fèisean sna h-Eileanan Siar coinneachadh gus bruidhinn mu thachartasan, gus beachdan a thoirt seachad m.s.a.a.;
- Planaichean Leasachaidh ùra airson gach Fèis;
- Pròiseact Tasglainn airson nan Eilean

Bha Jenna cuideachd a' cuideachadh Fhèisean le iarrtasan maoineachaidh, eadar-theangachadh, am Poileasaidh Gàidhlig, Trèanadh, cùisean co-cheangailte ri Dìon Cloinne m.s.a.a.

Chuir an comhairliche Agnes Rennie meal-a-naidheachd air Jenna airson an obair chruaidh a rinn i sna h-Eileanan Siar agus bha i den bheachd gur e rud mìorbhaileach a bh' ann gu robh neach-obrach suidhichte anns an sgìre.

Thug Buill a' Bhùird taing do Jenna Cumming airson a taisbeanaidh ùidheil agus fiosrachail agus airson a h-obair agus a dealas don dreuchd.

1.2009.06 CÙISEAN GNÌOMHAIL

(a) Aithisgean Adhartais Luchd-obrach

Chaidh aithisgean adhartais bho luchd-obrach a sgaoileadh agus thug Buill a' Bhùird fa-near do shusbaint nan aithisgean seo. Bha am Bòrd a' faireachdainn gu robh na h-aithisgean seo soilleir agus feumail agus gur e dòigh mhath a bh' ann fios a chumail riutha dè bha daoine ris.

Bha tòrr a' tachairt a thaobh Dràma aig an àm seo agus muinntir Mheanbh-Chuileag air chuairt timcheall nan Sgoiltean Gàidhlig an-dràsta. Chaidh aontachadh gun innseadh Dùghlas Beck do Bhuill dè bha a' tachairt, agus cuin agus càite am b' urrainn do Bhuill a' Bhùird na dealbhan-cluiche fhaicinn nuair a bha iad gan sealltainn ann an àite faisg orra.

(b) Iarrtasan airson Ballrachd

Chaidh pàipear a dheasaich Art MacCarmaig a sgaoileadh a bha ag innse mu dhà iarrtas ùr airson ballrachd Fèisean nan Gàidheal bho dhà fhèis ùr – Fèis Ghallaibh agus Fèis an t-Sratha ann am Blàr Ghobharaidh.

Dh'fhaodadh seo buaidh a thoirt air a' bhuidseat, nan gabhadh ri dà fhèis ùr, ach bha Dàibhidh Boag misneachail gun lorgar sruthan maoineachaidh ùra.

Chaidh aontachadh gabhail ris an dà iarrtais airson ballrachd ann am Fèisean nan Gàidheal.

(c) Coinneamhan a' Bhuidhinn Riaghlaidh

Cha deach Coinneamh a' Bhuidhinn Riaghlaidh a chumail ron a' choinneimh seo den Bhòrd. Chaidh iarraidh air buill cinn-latha aontachadh airson na h-ath choinneamhan den Bhuidheann Riaghlaidh a bha mar as àbhaist gan cumail 2-3 seachdainean ro choinneamhan a' Bhùird.

Chaidh aontachadh gun sgaoilear liosta de na làithean air am faodadh coinneamhan a chumail gu Buill los gum beachdachadh iad agus gun aontaicheadh iad làithean nan coinneamhan.

(d) Coinneamh Bhliadhnail agus Co-labhairt 2009

Bhathar an dùil Coinneamh Bhliadhnail agus Co-labhairt 2009 a chumail air Dihaoine 25 agus Disathairne 26 Sultain agus bha aig a' Bhòrd ri àite iomchaidh aontachadh airson an cumail.

Às dèidh dhaibh còmhradh air, chaidh aontachadh gun deigheadh an cumail ann an aon de na h-àiteachan a leanas:

- Gallaibh/Cataibh
- Earra-Ghàidheal
- Steòrnabhagh

Choimheadadh Anna Willoughby air cho freagarrach 's a bha na h-àiteachan a thaobh ar feumalachdan agus dh'innseadh i do Bhuill a' Bhùird dè an t-àite as freagarraiche.

1.2009.07 EILE

(a) Ceann-latha an ath Choinneimh

Bidh an ath choinneamh sa Ghearasdan air Dihaoine 29 Cèitean. Chaidh aontachadh gun tigeadh am Bòrd còmhla airson grèim bìdh aig 12.30f agus gun tòiseachadh a' choinneamh

aig 1.30f.

(b) Aonta le Comhairle nan Ealain

Chaidh Aonta Maoineachaidh le Comhairle Ealain na h-Alba a sgaoileadh aig a' choinneimh, agus bha aig Catrìona Nic an t-Saoir, mar chathraiche, a h-ainm a chur ris. B' fheudar an t-Aonta a thilleadh gu Comhairle nan Ealain ro 24 Gearran.

Thug buill sùil air an Aonta agus ghabh iad ris na cùmhnantan, agus bha an Cathraiche toilichte a h-ainm a chur ris às leth a' Bhùird.

(c) Ealain Shaor-thoileach na h-Alba

B' i Seasaidh Newton a bha an-dràsta a' riochdachadh Fèisean nan Gàidheal aig coinneamhan Ealain Shaor-thoileach na h-Alba a bha gan cumail ceithir turas sa bhliadhna ann an Dùn Èideann. Thuirt Seasaidh nach b' urrainn dhi a dhol gu na coinneamhan seo bho seo a-mach. Chaidh aontachadh gur i Ealasaid Bain an riochdaire ùr a bhios aig Fèisean nan Gàidheal agus gun innseadh Art MacCarmaig do ESA mun atharrachadh.

Fèisean nan Gàidheal

Geàrr-chunntas air coinneamh den Bhuidheann Ghnìomh a chaidh a chumail anns an Taigh-òsta Lovat Arms, A' Mhanachainn, Diardaoin 14 Cèitean 2009 bho 1.30f
Àireamh air a' Chlàr Chùisean: 2.2009.01(e)

EX1.2009.01 PRELIMINARIES

(a) Present
Katie Adam (Fèis a' Bhaile, Chair), George Stoddart (Fèis sa Mheadhan, Secretary/Treasurer), Arthur Cormack (Fèisean nan Gàidheal Chief Executive), David Boag (Fèisean nan Gàidheal Development Manager), Anne Willoughby (Fèisean nan Gàidheal Executive Manager)

(b) Apologies
Alasdair MacLeòid (Highlands & Islands Enterprise), Morag Anna MacLeod (The Highland Council), Ian Smith (Scottish Arts Council).

(c) Minutes of previous Executive Group meeting for approval
George Stoddart moved approval of the minutes as a true record, and this was agreed.

(d) Matters arising
There were no matters arising

EX1.2009.02 PROJECT UPDATES

(a) YMI in Highland (verbal - Arthur)
The YMI contract for Highland was ongoing. The CE reported that the budget was on target and the management fee available to Fèisean nan Gàidheal increased. Rae MacEachern was to meet with all the Fèisean involved in the delivery on 21 May 2009.

(b) Blas Festival Progress Report (verbal – Arthur/David)
Everyone present had attended the Blas Launch that morning. David reported that there were around 500 tickets already sold. The Blas Action Group were meeting in Glenfinnan on 21 July 2009 to discuss plans for 2010. There was still a vacancy on the on the Blas Board for a PAN representative. There were still some gaps in funding and the full budget was dependent on HIE funding, which was still unknown.

(c) Archiving Project Report (verbal – David)
David reported that this project was progressing really well. Emily Edwards was working with Fèis Air an Oir to produce a booklet on the local area similar to the Fèis a' Bhealaich booklet. Ronan Martin was helping with the design and all other booklets produced would follow in the same style. Fèis a' Bhaile and Fèis na h-Òige were currently working on a creative writing project, where they are writing stories based on artefacts found on the Culloden battlefield. They are also performing at a concert on the 09 August 2009, with songs, tunes and stories about Culloden. Fèis Ceann Loch Goibhle are also taking part in the archiving project with Gaelic speaking participants from Dunoon Grammar School.

David reported that Emily would have to re-apply to the Heritage Lottery Fund for the next stage of the project and he was looking for ideas from her how this was likely to progress. Work with Fèis Lochabair, Fèis Ghleann Albainn and Fèis an t-Sràtha was also in the pipeline.

(d) Meanbh-Chuileag (verbal – David)
The Meanbh-Chuileag tour was ongoing and very successful. There was positive feedback from the teachers and they had covered 60+ Gaelic Schools. Funding for the future was uncertain, as there was no funding from Bòrd na Gàidhlig for Meanbh-Chuileag. There was an opportunity to apply for funding through GLAIF and bids had to be in by 01 June 2009.

(e) Sgoil Shamhraidh 2009 (verbal – Arthur)
Plans were underway for Sgoil Shamhraidh Dràma 2009 which is set to take place in Portree, 6 – 16 July 2009. There were 9 applicants to date with a target of 20 applicants overall.

(f) Freumhan (verbal – David)
Freumhan had been very successful with 16 participants in the 12-15 age group. The combination of workshops and outdoor activity worked well. Catriona mentioned there was a lot of interest in the Lochaber area for a residential teenage Fèis and it was agreed that this should be picked up as a possibility for development.

EX1.2009.03 STAFFING ISSUES

(a) General update (verbal – Arthur)
Arthur reported that Angus MacLeod had started in January as a Drama Practioner. Annual PDPs were still to be prepared for Anne and David.

With the uncertainty over some of Fèisean nan Gàidheal's funds, the CEO stated that his priorities would be to retain staff and secure funding for the Fèisean through the Grants Scheme in the event that our bid to HIE proved ultimately unsuccessful. Everything else would have to be reassessed if that were to happen.

(b) Staff Handbook update (verbal – Anne)
Anne reported that the staff handbook had been updated and sent out to staff by email.

EX1.2009.04 FINANCIAL ISSUES

(a) Financial Report (circulated - Anne)
A report from the Executive Manager had been circulated. There were no concerns over the overall financial position and the budget to 31 March 2009 was as expected. The budget from 01 April would be updated and included in the Board papers. As we are still awaiting a decision on funding from HIE, the new budget may have to be altered according to the outcome.

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

- £6,329.41 in the Current account
- £110,956.19 in the High Interest account
- £50,016.44 on Deposit

Not included in those balances was a cheque for £29,620.31 received from Highland Council that morning, which was still to be processed. This would bring total funds to £192,922.35.

(c) Grants to Fèisean 2009-10 (verbal - Arthur)
Arthur had emailed Fèisean regarding the funding uncertainty stating that, in the case of any cuts to Fèis funding, priority was to be given to main Fèisean. Funding for classes could be reduced and if this were to happen lead officers would work with Fèisean to look at alternative sources of funding, making use of LEADER funding where that is available, for Cèilidh Trails and workshops grants.

(d) Risk Register (verbal - Anne)
Lisa MacDonald, from Deloitte had suggested that the Risk Register should contain 10 manageable risks out of the 67 identified. There was scope to amalgamate risks and Anne had prepared a draft Risk Register for approval. It had previously been agreed by the Board that, although the Board members were ultimately responsible for the risk management, the Executive Group would have responsibility for monitoring the management of the identified risks.

It was agreed by the Executive Group that the Board should be asked to formally approve the identified top risks at the next meeting and that the Board would be responsible for reviewing the Risk Register on an annual basis, every February.

(d) Bòrd na Gàidhlig Funding Agreement 2009-10 (verbal - David)
David provided an update on the Bòrd na Gàidhlig contract for 2009-10. £105,000 had been confirmed but he expressed disappointment that there was no funding for Meanbh Chuileag. He had agreed to report back on targets on a quarterly basis.

(d) SAC Funding Agreement 2009-10 (circulated - Arthur)
The SAC Funding Agreement 2009-10 as approved was circulated for information and was noted by the Executive Group members.

(d) HIE Application 2009-12 (circulated - Arthur)
The HIE Funding Application 2009-12 as submitted was circulated for information and was noted by the Executive Group members.

(e) Quarterly management accounts (verbal - Anne)
All the year-end paperwork had been submitted to Angus Nicolson and Anne was to try and ensure there would be management account available for the Board meeting on 29 May.

(e) Audit 2009 and end-of-year outturn (verbal - Anne)
Angus Nicolson is going to prepare the accounts to 31 March 2009. Roddy Cunningham of Mann Judd, Gordon will audit the accounts and prepare quarterly management accounts for the new financial year.

EX1.2009.05 DEVELOPMENT ISSUES

(a) Development Plan (verbal - Arthur)
The CE reported that lack of HIE funding could have a significant effect on the development plan and had delayed progress to date. He proposed to have a draft in time for the Board Meeting should the outcome of the HIE funding bid be known.

(b) Gaelic Policy Update (circulated - Arthur)
Arthur reported that this was a good step up from the last policy. It was proposed that all tutors would go through some Gaelic training further increasing the use of Gaelic at Fèisean. The policy was to be launched at the AGM.

(c) Other Policy Updates (verbal - Anne)
A report was circulated from Deloitte which had been done as part of the risk assessment review. Anne reported that the areas highlighted under Financial Procedures had now been addressed, and an Action Plan had been agreed with Iona MacDonald for updating other policies. It was anticipated that all policies would be updated by 31 July and presented to the Board for approval in September 2009.

(d) Fèisean nan Gàidheal Conference and AGM 2009 (verbal - Anne)
Anne reported that quotes had been sought from six different hotels but only one response had been received. Moreen Pringle was contacting the hotels to see whether they wished to quote for the event.

EX1.2009.06 BOARD MEETING

(a) Agenda items to be included in the September Board meeting (to be agreed)
It was agreed that there should be a debate on the Gaelic Policy and presentations, as previously agreed, from relevant members of staff.

George requested that the agenda be restructured to highlight where papers were included for discussion, or for information.

EX1.2009.07 GENERAL

(a) AOCB (verbal)

It was agreed to look at Sharepoint or a secure area on the website where Board members and staff could discuss points relating to meetings.

(b) Date and venue of next meeting

Monday 24 August 2009 in Fort William.

Fèisean nan Gàidheal

Adhartas a-rèir Pròram-obrach Fèisean nan Gàidheal
Àireamh air a' Chlàr Chùisean: 2.2009.02(a)

Bun Fhiosrachadh
Tha an aithisg ràitheil seo a' dèanamh oidhirp air na taisbeanairean coileanaidh – no toraidhean – a ghabhail a-steach, suidhichte mu choinneamh ceumannan taobh a-staigh Plana Leasachaidh Fèisean nan Gàidheal (FnG) le Comhairle Ealain na h-Alba (CEA), Iomairt na Gàidhealtachd is nan Eilean (IGE) agus Bòrd na Gàidhlig (BnG) a thaobh cùmhnantan maoineachaidh fa leth leis na buidhnean sin.

Bidh teamplaid ùr air steidheachadh ro dheireadh na ciad ràithe airson na bliadhna 2009-10, a' gabhail a-steach toraidhean anns na cùmhnantan maoineachaidh aig grunn bhuidhnean agus bidh aithisg adhartais air beulaibh an ath choinneamh den Bhòrd anns an t-Sultain. Tha targaidean aig luchd-obrach fa leth anns na Planaichean Pearsanta aca.

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

Fios. Plana Leas.	Ceum ann am Plana Leasachaidh	Dleastanas	Taisbeanairean Coileanaidh	Adhartas	Inbhe
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr chleachdaidhean obrach, agus a' leasachadh an raoin ghnìomhan aca**				
1.1	Sgeama Thabhartasan airson Fèisean	Ceannard	Leantainn air adhart a' ruith Sgeama Thabhartasan airson Fèisean (Targaid CEA)	Sgeama thabhartasan ann an àite	**U**
				Tabhartasan gam pàigheadh a-mach a rèir aontachaidhean	
		Manaidsear Ghnìomha	Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)	Tabhartasan air an tabhann do 44 Fèisean airson 2008-09	**U**
				Tabhartasan air an tabhann do 36 Fèisean ann an sgìre Iomairt na Gàidhealtachd is nan Eilean	
		Manaidsear Leasachaidh	Le IGE agus càch, leudaich an t-ionmhas a tha ri fhaotainn do R & L tro Mhaoin Leasachaidh na Fèise (Targaid CEA)	Maoin £60k ri fhaotainn airson 2008-09	**U**
				Modh tagraidh fosgailte	
				Feum air a dhèanamh den bhuidseat air fad ann an 2008-09.	
		Manaidsear Leasachaidh	Thoir taic do 3 pròiseact ùr agus innleachdach aig a' char as lugha gach bliadhna tro Mhaoin Leasachaidh na Fèise (Targaid CEA)	Rinn sinn an gnothach a dhol thairis air an targaid seo.	**U**

1.2	A’ lùghdachadh an eallaich air saor-thoilich	Oifigearan Leasachaidh	Luchd-obrach taice suidhichte	Ghabh buill na sgioba leasachaidh grunn fhèisean os làimh mar Phrìomh Oifigear agus chaidh coinneamhan measaidh foirmeil a chumail anns an t-Samhain agus an Dùbhlachd.	**U**
		Oifigearan Leasachaidh	Raon de sheirbheisean taice suidhichte	Le fiosrachadh mionaideach gu h-ìseal fon cheann seirbheis iomchaidh.	**U**
		Oifigear Trèanaidh Oifigear Gàidhlig Oifigearan Leasachaidh	Tha poileasaidhean air an dèanamh cho furasta ’s a ghabhas airson ’s gun urrainn do shaor-thoilich an lìbhrigeadh	A’ chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn agus air CD uair gach bliadhna. Tha grunn dhiubh gu bhith air an ùrachadh.	**U**
				Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich	
				Taic phragtaigeach le buileachadh poileasaidh Gàidhlig agus cùrsaichean freagarrach air an tairgse do luchd-teagaisg, luchd-eagrachaidh agus soar-thoilich. Tha sinn ag ùrachadh ar poileasaidh Gàidhlig.	
				Tha Clàr Chunnartan a-nise suidhichte.	
		Manaidsear Ghnìomha Oifigearan Leasachaidh Oifigear Trèanaidh agus Poileasaidh	Leantainn air adhart le sgeama Uairean Bliadhnail, le àrdachadh ann an reata gach uair a thìde	Uaireannan stèidhichte air an tabhann airson 2008-09 mar phàirt de thairgse tabhartais	**U**
				Sgioba Leasachaidh ag obair na bu dlùithe ris an luchd-obrach a tha air am fastadh tron sgeama seo agus ghabh a’ mhòr-chuid pàirt san Fhèis Trèanaidh.	
		Ceannard	Cuir an dreuchd 5 Oifigearean Leasachaidh Fèise ionadail (Targaid IGE)	4 oifigearan leasachaidh an dreuchd an-dràsta.	**O**
				A dh’aindheoin oidhirp eile gus dreuchd Oifigear Leasachaidh a stèidheachadh le comhairlean bailteil, cha deach leinn.	
1.3	Co-labhairt Bhliadhnail	Manaidsear Ghnìomha Oifigear Gnìomhais Oifigear Trèanaidh agus Poileasaidh	Cùm Co-labhairt Bhliadhnail (Targaid CEA)	Bha co-labhairt 2008 anns a’ Ghearasdan air 19mh agus 20mh Sultain agus bha e soirbheachail.	**U**
1.4	Àrachas	Manaidsear Ghnìomha	Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile.	Poileasaidh air ath-bhreithneachadh agus air ùrachadh gach bliadhna.	**U**
				Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a tha iomchaidh.	
1.5	Banca ionnstramaidean ciùil	Oifigear Gnìomhais	Iasad cunbhalach de dh' ionnstramaidean do dh’Fhèisean.	Leantainneach agus air a dheagh chleachdadh	**U**
				Tha iarrtas a’ toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh a’ mhòr-chuid den bhliadhna.	
			Air màl gu daoine fa leth gus teachd-a-steach a mheudachadh.	Chaidh sinn thairis air ar targaid airson ìre de dh' ionnstramaidean air màl.	**U**
1.6	Sgrùdadh Sgaoilidh	Neach-tionail Manaidsear Ghnìomha	Luchd-teagaisg agus saor-thoilich uile an lùib nam Fèisean air sgrùdadh Sgaoilidh neartaichte fhaotainn.	Obair leantainneach.	**U**
				Sgrùdaidhean a-nis gan ùrachadh dhaibhsan a tha air a bhith air an stòr-dàta nas fhaide na trì	

				bliadhnaichean.	
			Lean air adhart a' dèanamh cinnteach à deagh-chleachdadh a thaobh Dìon Chloinne (Targaid CEA)	Poileasaidh air ùrachadh agus air a sgrùdadh air stèidh leantainneach, le mothachadh gu bheil atharrachaidhean gu bhith a' tighinn air an t-siostam gu nàiseanta.	**U**
				Feumaidh na Fèisean uile liosta de luchd-teagaisg a chur a-steach agus tha tar-fhiosrachadh air a chumail orra gus dèanamh cinnteach gu bheil Sgaoileadh làithreach aca, mus tèid tabhartas a phàigheadh.	
				Duilgheadasan ann le cuid de dh'fhèisean a tha gam fàgail gun tabhartas aig amannan. Chaidh seo aontachadh leis a' Bhòrd anns an Dùbhlachd 2008.	
1.7	Cumail suas stòr-dàta Luchd-teagaisg Fèise	Oifigear Gnìomachais	Dàta, a thathar ag ùrachadh gu tric, ri fhaotainn an còmhnaidh.	Chaidh ath-nuadhachadh uile gu leìr a dhèanamh air an stòr-dàta.	**U**
1.8	Leasachadh, sgaoileadh agus reic fhoillseachaidhean	Oifigear Gnìomachais	Foillsich leabhar a' comharrachadh 25 bliadhna de dh' Iomairt nam Fèisean ro no ann an 2006 (Targaid IGE)	Tha sinn an-dràsta ag obair air a bhith a' reic na 's urrainn dhuinn tro Fhèisean, bhùithtean msaa. Tha bùth a-nise steidhichte air a' làrach lìn againn.	**U**
1.9	Dèanamh agus sgaoileadh naidheachdan cunbhalach agus fiosrachadh eile	Oifigear Gnìomhachais Luchd-obrach air fad		*Faileas* a-nis ga dhèanamh gu proifeiseanta air stèidh chunbhalach le iris eile dìreach ron Nollaig.	**U**
				Fiosrachadh de gach seòrsa a' buntainn ri Fèisean ga sgaoileadh air stèidh chunbhalach – cothroman maoineachaidh, fiosrachadh *VAN*, cothroman obrach, tachartasan msaa.	
1.10	Taic airson Fèisean ùra	Manaidsear Leasachaidh	Cruthaich 2 Fhèis ùr gach bliadhna (Targaid IGE)	Fèis Dhùn Omhain, Fèis Dhrochaid a' Bhanna, Fèis Cholla agus Fèis Dhiùra ri gabhail àite airson a' chiad thuras ann an 2008-09. Chaidh gabhail ri iarrtasan ballrachd bho fhèisean ùr ann an Gallaibh agus ann am Blàr Ghobharaidh.	**U**
1.11	A' toirt taic do leasachadh Fhèisean, no cruinneachaidhean de dh'Fhèisean, ag iarraidh barrachd neo-eisimeileachd	Ceannard Manaidsear Leasachaidh Oifigearan Leasachaidh	Lean air adhart a' toirt taic do phròiseactan Fèise fa leth leithid gnìomhan leudachaidh Fèis Bharraigh (Targaid CEA)	A' toirt taic do dh'Fhèisean Lochabair le Oifigear Leasachaidh ùr làn-ùine ann an dreuchd.	**U**
				Tha Fèis Spè a' faighinn taic bhon mhaoin stiùireadh pròiseict againn airson Oifigear Leasachaidh pàirt-ùine agus pròg ram obrach.	
				Tha sinn a' leantainn le taic do dh'Fhèis Bharraigh le comhairle do neach-obrach Pròiseict pàirt-ùine.	
				Tha Fèisean ann an sgìre InG a' faighinn taic le airgead a bharrachd bhon Mhaoin Leasachaidh againn gus maoin a dh'fhaodadh iad a bhith a' dùileachadh fhaighinn bhon LEC aca a chothromachadh.	
				Tha sinn air a bhith a' cumail stiùir ri Fèis Rois aig àm far a bheil atharrachaidhean air a bhith a' gabhail àite. Tha dùil ri Stiùiriche ùr ann an dreuchd sa Chèitean.	

1.12	A' leudachadh taic airson nam Fèisean taobh a-muigh sgìrean 'traidiseanta' ùghdarrais ionadail	Ceannard	Le co-obrachadh le aon ùghdarras ionadail no barrachd, cuir Oifigear Leasachaidh an dreuchd gus Fèisean a chòmhdach nach eil air an còmhdach le oifigearan a tha ann mar-thà. (Targaid CEA)	Mar a thathar ag aithris gu h-àrd, tha sinn a' coimhead air cho ion-obrachail 's a bhiodh e oifigear fhastadh gus na raointean seo a sheirbheiseachadh.	**O**
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	Oifigear Gàidhlig	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA)	Poileasaidh air a thoirt gu foirmeil do dh'Fhèisean le litrichean tairgse, cuide ri stiùireadh, agus tha fianais gu bheil nas motha de dh'Fhèisean an-sàs ann an obair mhath a chur an gnìomh. Tha ar Poileasaidh gu bhith air ùrachadh agus air a theannachadh.	**U**
				Planaichean Gàidhlig agus fiosan-ùra bliadhnail air an cur a-steach gu Fèisean nan Gàidheal agus bha seo mar phàirt de na coinneamhean mheasaidh bhliadhnail a chaidh a chumail.	
			Leasaich a' Ghàidhlig anns an Fèisean (Targaid BnG)	Taic as motha air a thoirt gus buileachadh gu h-èifeachdach tron Sgioba Gàidhlig againn.	
				Seach gu bheil uidheamachdan taice a-nis suidhichte, tha nas lugha de leisgeulan aig Fèisean gun a bhith a' buileachadh a' phoileasaidh nas iomlaine. Chaidh aonta a dhèanamh leis a h-uile fèis air dè bu chòir dhaibh a bhith a' dèanamh nuair a chaidh coinneamh a chumail riutha.	
2.2	Leasaich Sgioba Leasachaidh airson na Gàidhlig	Oifigear Gàidhlig	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail	Bidh Sgioba-G a' tadhal air Fèisean gu tric gus Fèisean a chuideachadh le buileachadh Poileasaidh Gàidhlig, agus le pròg ram obrach a dhèanamh gus freagairt air feumalachdan fa leth.	**U**
2.3	Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal	Oifigear Gàidhlig Oifigearan Leasachaidh Oifigear Trèanaidh agus Poileasaidh	Leasachaidhean agus stuthan gu bhith air an cruinneachadh (Targaid BnG)	Beag air bheag a' dèanamh cinnteach gu bheil gach Fèis a' dèanamh feum de foillseachaidhean dà-chànanach agus tha seo na chùnnradh tabhartais. Tha còmhraidhean mun seo aig coinneamhan sgrùdaidh bliadhnail.	**U**
			Stòr-dàta de bhriathran agus bhriathrachas airson Fèisean ri bhith air a leasachadh (Targaid BnG)		
			Cùrsaichean Gàidhlig agus stuthan gu bhith air an lìbhrigeadh (Targaid BnG)	Obair leantainneach a tha seo. Tha taic ri fhaotainn le eadar-thangachaidhean; faodaidh luchd-teagaisg, luchd-eagrachaidh agus luchd-obrach pàirt a ghabhail ann an grunn chùrsaichean; agus tha iad air am measadh ann an dòigh iomchaidh.	
			Measadh ri dhèanamh (Targaid BnG)		
2.4	Leasaich Fèisean a tha gu tur tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig aig Fèisean a tha ann mar-thà agus feadhainn ùra	Ceannard Oifigear Gàidhlig	Àireamh fhàsmhor de dh'Fhèisean tro mheadhan na Gàidhlig	6 Fèisean a-nis tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig ga leasachadh ann am Fèisean nach eil gu tur tro mheadhan na	**O**

				Gàidhlig.	
				Thèid sùil a chumail air a seo le aithrisean-sgrùdaidh nach deach a chur air dòigh fhathast.	
		Manaidsear Leasachaidh Bòrd	Dèan cinnteach à dealas do Ghàidhlig am measg Fèisean ùra	Cha tèid Fèisean ùra a leigeil a-steach airson ballrachd gun taisbeanadh gu bheil dealas aca don Ghàidhlig.	**U**
				Feumaidh buill a' Bhùird aontachadh ri iarrtas ballrachd sam bith.	
2.5	Leasachadh Dràma na Gàidhlig	Oifigear Dràma	Leasaich 2 Fhèis airson dràma Gàidhlig (Targaid CEA)	Chaidh ullachadh a dhèanamh airson 5 Fèisean Dràma le na taisbeanaidhean anns a' Chèitean/Ògmhios 2009.	**U**
		Oifigear Dràma	Lìbhrig 2 sgoil shamhraidh Ghàidhlig aig a' char as lugha (Targaid IGE)	Chaidh a' chiad Sgoil Shamhraidh a cumail anns an Iuachar le 19 com-pàirtichean agus bha i fìor shoirbheachail le cuairt bho Mhìnistear agus oidhche shònraichte de thaisbeanaidhean.	**U**
			Sgoil Shamhraidh Dràma ri gabhail àite (Targaid BnG)	Planaichean air an cur air dòigh airson samhraidh 2009, ann am Port Rìgh a-rithist.	
			Measadh air buannachadan na Sgoil Shamhraidh (Targaid BnG)		
3	**Leasaich obair nam Fèisean taobh a-staigh na h-earrainn foghlaim foirmeil**				
3.1	Cùmhnant airson Iomairt Ciùil Òigridh sa Ghàidhealtachd	Ceannard/ Co-òrdanaiche ICO	Lean air adhart a' leasachadh obair nam Fèisean leis an earrainn fhoghlaim fhoirmeil, ann an com-pàirteachas le ICO sa Ghàidhealtachd agus ann an Lodain an Ear (Targaid CEA)	Leantainneach, agus a' ruith gu soirbheachail air Gàidhealtachd.	**U**
				Tha sinn air tarraing às a' chùmhnant le Comhairle Lodainn an Ear leis gu bheil neach ag obair dhaibh làn ùine air gnothaichean ICO.	
				Co-òrdanaiche Pàirt-ùine, Rae Nic Eachearna, a' leantainn oirre a' coimhead as dèidh cùisean eagrachaidh bho latha gu latha.	
				Latha trèanaidh glè shoirbheachail air a chumail ann an Srath Pheofhair air 9mh Cèitean 2008 le deagh àireamh luchd-teagaisg an làthair agus bha latha soirbheachail eile anns an t-Sultain. Latha trèanaidh eile gu air a chumail anns a' Ghearran.	
3.2	Comas airson obair chùmhnant Iomairt Ciùil na h-Òigridh (ICO)ann an sgìrean eile	Ceannard	Leudaich lìbhrigeadh chlasaichean ciùil traidiseanta thar sgìre Comhairle na Gàidhealtachd, ann an com-pàirteachas ri ICO, far a bheil iomchaidh (Targaid CEA)	Cha deach mòran adhartais a dhèanamh ann an 2008-09. Ged a chùm sinn còmhraidhean le Comhairle nan Eilean Siar tha againn ri coinneamh a chur air dòigh leis an oifigear a bhios a' dèiligeadh ri seo.	**O**
3.3	Obair air Cànan na Gàidhlig ann an sgoiltean	Oifigear Dràma	Meanbh-Chuileag ri tadhal air sgìrean 5 LEC gach bliadhna (Targaid IGE)	Leigeadh an tabhartas, luach £25k a fhuair sinn bho Riaghaltas na h-Alba airson Meanbh-Chuileag, leinn seo a choilionadh ann an 2008-09.	**U**

3.4	Obair foghlaim foirmeil eile	Ceannard Oifigear Trèanaidh agus Poileasaidh		Mar phàirt den Fhèis Bhlas am-bliadhna, bha pròg ram foghlaim gu math farsaing a ruith aig an aon àm ri na tachartasan eile, le barrachd is 3,200 sgoilear an-sàs. Tha planaichean airson Acadamaidh Fèise gun adhartais an-dràsta airson adhbharan eadar-dhealaichte ach dùil coinneachadh ri HIPP airson faighinn a-mach mu dheidhinn airgid Eòrpaich. Trèanadh luchd-teagaisg air a lìbhrigeadh tro Cholaistean Stow agus Pheairt le dòchas gum bi àiteachain eile deònach an aon rud a dhèanamh. Tha CnE deònach an obair seo a leudachadh ach 's docha fo bhratach Fòram Ceòl Traidiseanta na h-Alba.	**U**
4	**Pròiseactan ro-innleachdach agus obair chùmhnant, le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**				
4.2	Leasachadh Blas – A' Comharrachadh Ceòl na Gàidhealtachd	Ceannard Manaidsear Leasachaidh	Leasaich agus leudaich pròg ram Bhlas gus am bi e comasach dhan fhèis a bhith na pàirt chudromach den Tilleadh Albannach ann an 2009. (Targaid CEA) Fèis ri gabhail àite (Targaid BnG)	Tha Blas air maoin fhaighinn mu thràth bhon An Tilleadh Albannach airson na fèise ann an 2009. Bha pròg ram na bliadhnasa air an làrach-lìn anns an Fhaolleach agus dùil ris a' phròg ram fhoillseachadh sa Chèitean.	**U**
		Ceannard Manaidsear Leasachaidh	Pròg ram a lìbhrigeadh a tha air a dhealbhadh gus freagairt air prìomh amasan Blas (Targaid CG) Àireamh thachartasan ri measadh (Targaid BnG)	'S ann mar seo a bha cuisean ann an 2008 le pròg ram a tha a' com-pàirteachadh dhaoine òga, cànan na Gàidhlig, luchd-ealain eadar-nàiseanta agus innleachdas, a bharrachd air 4 pròg raman telebhisean uair a thìde air BBC Alba.	**U**
		Ceannard Manaidsear Leasachaidh	Ma tha maoineachadh a bharrachd ga cheadachadh, leantainn le taic a thoirt do chòig Chuairtean Cèilidh agus seachdain de Cheòl Gàidhlig ann an Sgoiltean gach bliadhna (Targaid CG)	Fhuair sia Cuairtean Cèilidh taic tron t-samhradh.	**U**
		Ceannard Manaidsear Leasachaidh	Fèis a lìbhrigeadh a tha in-ghabhaltach agus a bhios tarraingeach do thar-earrainn farsaing de bhuidhnean aoise agus cultair (Targaid CG)	Tha fèisean a chaidh a chumail roimhe air daoine bho aois 5 gu 80+ a tharraing. Bha an sluagh as motha riamh aig fèis na bliadhnasa ged a bha nas lugha de phrìomh thachartasan againn.	**U**
		Ceannard Manaidsear Leasachaidh	Gus ìrean sàr-mhath ealain a chumail suas agus ìrean àrda de chùram luchd-cleachdaidh agus luchd-ùidh (Targaid CG)	An crochadh air luchd-brosnachaidh ionadail airson cùram luchd-cleachdaidh ged a bha riochdaire Blas aig gach tachartas. Chaidh coinneamh a chumail leotha anns a' Ghiblean, aig Fòram PAN, airson dèanamh cinnteach gun robh fhios aca dè bha a dhith bhon taobh againne. Tha sinn a' creidsinn gun deach pròg ram fìor mhath a chur air adhart am bliadhna agus thug an luchd-amhairc seachad am beachdan. Bha 88% (4.4 a-mach à 5) gu math toilichte leis an ìre aig an robh tachartasan.	**U**

				Rinn sinn cinnteach gun deach coimhead as dèidh feadhainn a bha nan urrasairean, agus luchd-maoineachaidh, le tiocaidean an-asgaidh agus eile, mar is àbhaist.	
			Beachdan luchd-amharc air an clàradh (Targaid BnG)	Bha ceisteachan aig a h-uile tachartas agus chaidh na freagairtean an cruinneachadh agus an cur ann an aithisg.	
4.3	A' leantainn le taic airson Cuairtean Cèilidh Fèise	Ceannard Manaidsear Leasachaidh	Ann an com-pàirteachas le Fèisean, thoir tuilleadh leasachaidh air lìonradh de Chuairtean Cèilidh (Targaid CEA)	Maoineachadh ri fhaotainn taobh a-staigh buidseat Blas, agus bha Cuairtean Cèílidh air an cumail, nam measg tè ùr sna h-Eileanan Siar ann an 2008-09.	**U**
		Oifigearan Leasachaidh	Cruthaich 5 Cuairtean Cèilidh Fèise aig a' char as lugha thar sgìre IGE ro no ann an 2009 (Targaid IGE)	Sia air an cumail am-bliadhna.	**U**
4.4	A' brosnachadh Fhèisean ionadail gus stuthan a thasgadh airson an cleachdadh ann an suidheachaidhean teagaisg san sgìre aca	Oifigear Tasglann & Pròiseactan Sonraichte	Pròiseact tasglannaidh ri stèidheachadh.	Tha obair a' leantainn aig àrd ìre. Chaidh an leabhar bhon phròiseact le Fèis a' Bhealaich fhoillseachadh, le dùil ri leabhar eile bho Fèis Air an Oir a dh'aithghearr.	**U**
4.5	Leasachadh Ro-innleachdach Ealan na Gàidhlig - GASD *(Gaelic Arts Strategic Development)*	Ceannard Oifigear Trèanaidh agus Poileasaidh	Cùm suas agus builich am pròram GASD mar àrd-chòm-pàirtiche (Targaid CEA)	Obair leantainneach agus FnG na lùib mar làn chom-pàirtiche ann am fòram GASD cho fad 'sa tha chumas e a' dol.	**U**
				Chaidh aontachadh ri Ro-innleachd nan Ealan Gàidhlig le Bòrd na Gàidhlig. Tha Oifigear Ealain Gàidhlig gu bhith air fhastadh eadar am Bòrd agus CnE.	
4.6	Gnìomhan Eadar-Fèise	Manaidsear Leasachaidh Oifigearan Leasachaidh		Maoineachadh airson gnìomhan eadar-Fèise air fhillte taobh a-staigh na Maoin Leasachaidh bho 2007 air adhart.	**U**
4.7	Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)*	Oifigear Trèanaidh	Leasaich solarachadh trèanaidh agus leasachadh proifeiseanta, fosgailte do gach neach an lùib a bhith a' brosnachadh, a' cur air dòigh agus a' gabhail com-pàirt ann am Fèisean, agus càch a tha an lùib leasachadh agus lìbhrigeadh ceòl traidiseanta (Targaid CEA)	Chaidh co-labhairt aig an TMTTN a chur dheth gus an tèid pàipear ullachadh leis an Oifigear Trèanaidh agus Poileasaidh airson Comhairle nan Ealan agus buidhnean eile a tha an-sàs ann an leasachaidhean ceòl traidiseanta, le molaidhean mun t-slighe air adhart leis an obair seo.	**O**
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh Iomairt nam Fèisean**				
5.1	Oifigear Leasachaidh airson Trèanadh a ghleidheadh	Ceannard		Dreuchd air a dhèanamh àbhaisteach ach an crochadh san ùine-fhada air maoin air a stiùireadh le CEA	**U**
5.2	Pròram Trèanaidh Bliadhnail	Oifigear Trèanaidh agus Poileasaidh	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)	Chaidh seo air a choileanaidh leis an Fhèis Trèanaidh far an robh 60 com-pàirtiche sa Mhàrt 2009.	**U**
		Oifigear Trèanaidh agus Poileasaidh	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE)	Bha seo air a choileanaidh leis an Fhèis Trèanaidh.	**U**
			Cùrsaichean agus stuthan air an	Ghabh 27 luchd-teagaisg pàirt an ann cùrsaichean	

			lìbhrigeadh.(Targaid BnG)	Ìre I agus II aig SMO sa Ghearran 2009.	
			Measadh air buaidh clàraichte (Targaid BnG)		
		Oifigear Trèanaidh agus Poileasaidh	Lean air adhart le Pròg ram Trèanaidh san-taigh (Targaid IGE)	Tha trèanadh luchd-obrach a' dol air adhart a rèir feumalachd.	**U**
				Tha inntrigeadh in-thaigh ri fhaotainn do luchd-obrach ùr .	
				Tha Anna Willoughby air crìoch a chur air MBA agus cheumnaich i anns an t-Samhain.	
				Iona NicDhòmhnaill – a' dèanamh adhartais le Ceum Maighsteir (Cultar).	
5.3	Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean	Manaidsear Leasachaidh Oifigearan Leasachaidh		Tha planaichean airson 5 fèisean deugairean taobh a-staigh plana Acadamaidh Fèise. Tha ùidh aig Fèis Lochabair, Fèis Spè agus Fèis Eilean an Fhraoich ann an iomairt seo. Chuir luchd-leasachaidh fèis dheugairean trom mheadhan na Gàidhlig air dòigh far am bidh com-pàirtichean a' fuireach a-staigh an Ceann Loch Goibhle.	**U**
				Bidh am pròiseact thasglann a' com-pàirteachadh dheugairean.	
				Cuairtean Cèilidh agus Blas a' com-pàirteachadh dheugairean.	
				A' cumail taic ri Fèis Rois nan Deaugairean.	
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 neartaichte agus cothroman taisbeanaidh**			Tha sinn a' leantainn air adhart a' frithealadh choinneamhan, agus a' cur ri leasachadh, an Fhòraim Chiùil Thraidiseanta. Ag obair le grunn phrìomh chom-pàirtichean a tha a' maoineachadh na h-obrach againn don bheil sinn a' lìbhrigeadh sheirbheisean	**U**
6.1	A' cumail suas lìonraidhean	Ceannard Manaidsear Leasachaidh	Leudaich, far an urrainnear, cothroman com-pàirteachaidh le buidhnean eile an dà chuid taobh a-staigh agus taobh a-muigh na coimhearsnachd Gàidhlig, agus lean air adhart ag obair le fòraman a tha ann mar-thà, nam measg Fòram Ceòl Traidiseanta na h-Alba. (Targaid CEA)	Bidh sinn a' cumail oirnn a' frithealadh choinneamhan den Fhòram Ceòl Traidiseanta a bhios chompanaidh bho seo a-mach le tuilleadh neart.	**U**
				Tha dàimh obrach leantainneach againn leis an RSAMD agus leis an Ionad airson Sàr-mhaitheas ann an Ceòl Traidiseanta aig Àrd-sgoil a' Phluic.	
				Cumaidh sinn taic ri GASD fhad 'sa bhios an Fhòram a' coinneachadh agus biodh sinn a' frithealadh choinneamhan nam buidhnean Gàidhlig air an cur air dòigh le Bòrd na Gàidhlig.	
6.2	Tagradh	Luchd-obrach uile air an stiùireadh leis an Ceannard	Ann an com-pàirteachas ri Comhairle Ealain na Gàidhealtachd agus mar bhuill de dh'Fhòram a' Chiùil Thraidiseanta, bidh prìomh dhreuchd aig FnG ann am brosnachadh agus leasachadh leantainneach ceòl traidiseanta ann an Alba. (Targaid CEA)	Tha sinn a' cur ùine mhòr seachad air tagradh anns a h-uile dòigh agus thèid seo air adhart mar a bhios iomchaidh.	**U**
6.3	Ceangalan Eadar-nàiseanta	Ceannard Manaidsear Leasachaidh		Tha ceanglaichean leantainneach againn le *Celtic Colours* ann an Ceap Breatainn agus luchd-ciùil bho thall thairis aig Blas san t-Sultain.	**U**

		Oifigear Tasglann & Pròiseactan Sònraichte		Tha luchd-leasachaidh ag obair air Cuairt Cèilidh eadar-nàiseanta le Èirinn.	
6.4	Brosnachadh agus Margaidheachd	Ceannard Oifigear Gnìomhachais	Àrdaich agus tog ìomhaigh Iomairt nam Fèisean agus a soirbheachais le 10 pìosan de chòmhdach ionadail/roinneil agus 3 pìosan de chòmhdach nàiseanta gach bliadhna. (Targaid IGE)	Fhuair sinn tòrr foillseachaidh anns na meadhanan agus tha sinn a' cruinneachadh pìosan naidheachd bho na pàipearan.	**U**
		Ceannard Oifigear Gnìomhachais	Dèan sgrùdadh air com-pàirteachasan nas motha leis an earrainn choimeirsealta. (Targaid CEA)	Tha feum air tuilleadh obrach san raon seo ach tha sinn a' bruidhinn ri feadhainn a dh'fhaodadh a bhith nan urrasairear gu math tric. Tha comataidh maoineachaidh saor-thoileach aig Blas a-nise.	**O**
6.5	Fiosrachadh	Ceannard	Obraich còmhla ri IGE gus rannsachadh a bharrantachadh airson tomhas a dhèanamh air buaidhean eaconamach nas farsainge Iomairt na Fèise a thaobh gnìomhachasan cultarail agus cruthachail sa Ghàidhealtachd agus sna h-Eileanan, ri fhoillseachadh ro no ann an 2008 (Targaid IGE)	Tha an cùmhnant air a dhol a-mach gu tairgse agus co-obrachaidh Fèisean nan Gàidheal gu h-iomlan leis an eòlaiche a bhios air fhastadh.	**U**
6.6	Làrach-lìn agus Teicneolas Fiosrachaidh agus Conaltraidh (TFC)	Oifigear Gnìomhachais agus luchd-obrach eile mar a bhios iomchaidh	Ath-leasaich làthaireachd Fèisean nan Gàidheal air an eadar lìon airson 's gu bheil e air siostam stiùireadh susbaint (Targaid CEA)	A-nis beò aig www.feisean.org. Tha luchd-obrach air trèanadh fhaotainn air ciamar a chleachdas iad *Sitekit* agus tha barrachd ùrachadh air an làrach air an dèanadh leothasan.	**U**
6.7	Cothroman taisbeanaidh	Ceannard Manaidsear Leasachaidh Oifigear Tasglann & Pròiseactan Sònraichte	Àrdaich ìomhaigh Iomairt nam Fèisean tro consartan taisbeanaidh ainmichte mar phàirt de Liverpool 2008; Baile Cultarail an Roinn Eòrpa (Targaid CEA)	Bha *Deabh Dùthcha* air an àrd ùrlar ann an Taigh-tasgaidh Kelvingrove anns an t-Sultain airson Stòras Dualchais a' Chrannchur Nàiseanta, agus ann an Liverpool anns an Dùbhlachd. Bidh cothrom ann cuirm Homecoming a chur air dòigh aig deireadh 2009.	**U**

Gnìomh a dhìth

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

Arthur Cormack
Ceannard
Cèitean 2009

Fèisean nan Gàidheal

Plana Leasachaidh 2010-15
Àireamh air a' Chlàr Chùisean: 2.2009.02(b)

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

Bun fhiosrachadh
Chaidh aontachadh leis a' Bhòrd, aig coinneamh bho chionn greis, ri clàr-ama airson Plana Leasachaidh ùr Fèisean nan Gàidheal a chur ri chèile. Bhiodh seo a' leantainn air a' Phlana a th' againn an-dràsta nuair a thigeadh e gu crìch anns a' Mhàirt 2010. Airson a' cumail ris a' chlàr-ama a tha seo, chaidh dreach phlana a thoirt do bhuill a' Bhùird aig a' choinneimh aca sa Ghearran agus tha dreach eile, le fiosrachadh ùr na bhroinn, air a chuairteachadh leis na pàipearan seo.

Susbaint a' Phlana
Chaidh aontachadh ri susbaint agus cruth a' Phlana anns an fharsaingeachd aig a' choinneimh mu dheireadh anns a' Ghearran. Anns an dreach seo tha mi air feuchainn ri 'barrachd feòil a chur air na cnàmhan' ann an earrann 5 air Leasachaidhan Ùra; beagan den fheallsanachd mu mhaoin ann an 7; agus fiosrachadh mu na poileasaidhean aig Fèisean nan Gàidheal ann an earrann 8.

Gus am bi soilleireachd againn mu shuidheachadh maoin Iomairt na Gàidhealtachd agus nan Eilean, agus tomhais againn air dè bheachd a bhiodh aig Alba Cruthachail mu obair Fhèisean nan Gàidheal, tha e gu bhith doirbh crìoch a chur air a' Phlana Leasachaidh againn. Nam bheachdsa bu chòir dhuinn a bhith a' planadh airson nam pròiseactan a tha sinn ag iarraidh a chur an gnìomh, le iomradh air na suimean airgid air am biodh feum airson sin a dhèanamh. Air a' cheann thall, ge-tà, cha bhi e comasach dhuinn a dhèanamh ach na ceadaicheas maoin dhuinn. Ged a bu chòir dhuinn a dhol air adhart le ar planaichean an-dràsta, ma dh'fhaoidte gum bidh againn ri gearradh air ais ann. Dh'fhaodadh seo a' tachairt ann an suidheachadh far nach bitheamaid soirbheachail le tagraichean airgid bho dhà de na prìomh luchd-maoineachaidh againn, no nam biodh gearraidhean anns an roinn phoblach, rud a tha coltach leis mar a tha suidheachadh an eaconamaidh aig an àm seo.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird còmhradh a chumail mu shusbaint a' Phlana, na Leasachaidhean Ùra a tha air am moladh, agus fa-near a thoirt dhan adhartas gu ruige seo.

Art MacCarmaig
Ceannard
Cèitean 2009

Fèisean nan Gàidheal

DRAFT DEVELOPMENT PLAN 2010-15

A' toirt ar dualchais do ar n-òigridh

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Fèisean nan Gàidheal is a company limited by guarantee, registered number SC130071. It is also a Scottish Charity, number SC002040, regulated by OSCR.

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1. INTRODUCTION AND ACHIEVEMENTS

Fèisean nan Gàidheal is now considered to be an important part of the fabric of Scottish cultural life, cited often as an example of good practice in the development of communities, Gaelic language and traditional music.

Fèisean nan Gàidheal was established in 1991 as an independent association of Gaelic arts tuition festivals. Over the years, while retaining its support of local Fèisean at the core of what it does, the organisation has grown into an agency that is at the heart of Gaelic and traditional music development in Scotland. The organisation has significant and successful partnerships with the Scottish Arts Council, Highlands & Islands Enterprise, Bòrd na Gàidhlig and local authorities including The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council.

The social and economic impact of the work of Fèisean nan Gàidheal has been well documented through various studies which have demonstrated what the Fèisean do for the confidence of young people - how they improve their skills, social and musical, and how they strengthen communities.

Our work has produced a large number of excellent performers and players, some of whom are now in the top flight of Scottish musicians, making their living from performing and teaching Highland music and Gaelic song across the globe. We have produced hundreds, if not thousands, of competent musicians as well as a very large number of people who simply get pleasure from playing a tune, or singing a song, in their own home or community.

The Blas Festival has consistently been run within budget over the past 4 years and Fèisean nan Gàidheal, in partnership with PAN, has created what we think is a unique and innovative festival that brings quality music, Gaelic language and high production values to events in venues, small and large, in communities across of the Highlands. The festival often puts on concerts that communities themselves could never afford to put on, helping to tackle issues of equity. 30% of the audience comes to Blas from outwith the Highlands, so the economic impact of the event is substantial for the investment. It has attracted media attention and 4 x 1-hour long television programmes were made from concerts at last year's festival, promoting the Highlands.

We employ literally hundreds of musicians and singers on a regular basis to teach at Fèisean, in our schools work and to take part in our gigs. The vibrancy of the traditional music scene in the Highlands & Islands, if not the whole of Scotland, is down in large measure to the Fèis movement which has been a uniquely Highland success story. Our *Dealbh Dùthcha* piece, specially commissioned from Blair Douglas, was Scotland's sole representation in the *Liverpool 2008: European Capital of Culture* celebrations and there have been many other high-profile performance opportunities for the young people of the Highlands & Islands created by us, and the Fèisean themselves.

The impact of our work on the Gaelic language has been extremely positive as evidenced in research, particularly in relation to the Fèisean themselves, but also in relation to Blas. In recent times we have been developing Gaelic drama and the results have been consistently high quality. Our inaugural Gaelic Drama Summer School in July 2008 was an outstanding success and the skills the participants gained, in a very intensive fortnight, will stand them in good stead in many walks of life. This may be particularly true within the Creative Industries since the skills gained included acting, movement, sound engineering, lighting and film work. With a new Gaelic television channel, BBC Alba, there is certain to be an increasing demand for people with those skills.

Fèisean nan Gàidheal directly employs 18 people (14.6 FTEs). Taking 2006 average wages in the HIE area into account - a maximum of £15,830 per annum – and applying the wages we pay to our staff, our workforce equates to 24.8 FTEs. According to the 2006 Steve Westbrook *Impact Assessment*, the total employment generated directly and indirectly by the Fèisean, in our schools work, Blas, drama performances and so forth equated, at that time, to around 78 FTEs.

In a case study published by HIE it was said: "The fèis movement exemplifies almost perfectly one of the fundamental driving forces of the enterprise network in the Highlands and Islands. The movement is almost entirely the product of a momentum that springs directly from local communities."

Over the period covered by our previous Development Plan, Fèisean nan Gàidheal achieved much of what it had set out to do. Among the highlights were:

- The mainstreaming of all posts within Fèisean nan Gàidheal, the retention of project workers, introduction of dedicated Gaelic Development Officers and the upgrading of part-time Fèis Support Workers to full-time Fèis Development Officers
- The achievement of Foundation Funding status from the Scottish Arts Council
- The successful negotiation of a three-year funding agreement with Highlands & Islands Enterprise
- The continuation of Service Level Agreements (SLAs) with the Highland Council and the move towards SLAs with Comhairle nan Eilean Siar, Argyll & Bute Council and East Lothian Council
- Increasing our funding from Bòrd na Gàidhlig and other sources to further develop our Gaelic language initiatives
- Taking part as fully as possible in Highland 2007 through the Blas Festival, touring Ceòl nam Fèis concerts, An Gealladh Mòr and the commissioning of *Dealbh Dùthcha*.
- The wining of Best Community Event at the 2006 Trad Music Awards
- Continuous development of YMI work for the Highland Council
- The introduction of a Risk Management strategy for Fèisean nan Gàidheal and the Fèisean
- Improvements in the services offered to Fèisean by Fèisean nan Gàidheal through a restructuring of staff and the introduction of Lead Officers for all Fèisean
- The establishment of around 8 new Fèisean and the requirement to have a clear commitment to Gaelic for all new Fèisean admitted to membership of Fèisean nan Gàidheal
- The establishment of a Gaelic-medium Fèis for teenagers
- The re-establishment of a Gaelic Drama Summer School in partnership with others
- The retention and development of Meanbh-Chuileag, expanding their work in Gaelic education
- The successful establishment of the Blas Festival
- The establishment of an Archiving Project for the Fèisean, allowing young people to engage with the traditions of, and tradition bearers from, their local communities

Number of Fèisean, and participants in those and other Fèisean nan Gàidheal organised events continued to grow over the period of the last Development Plan.

Figures for 2007-08 as given here.

FÈIS FACTS 2007-08	
Total number of Fèisean	**43**
Highland Council Area	22
Comhairle nan Eilean Siar	7
Argyll and Bute	6
Edinburgh City	1
North Lanarkshire	1
Glasgow City	1
West Dunbartonshire	1
North Ayrshire	1
East Renfrewshire	1
Strirlingshire	1
Aberdeen City	1

Total participants in Fèisean nan Gàidheal Programme	
Main Fèisean	
Total number of individual participants in Fèis Activities	6,380
Total grants pledged by Fèisean nan Gàidheal	£122,444
Total expenditure by Fèisean	£332,147
Classes and Workshops	
Total grants pledged by Fèisean nan Gàidheal	£69,127
Total expenditure by Fèisean	£127,818
Annualised Hours	
Full-time equivalent posts	2.4
Total grants pledged by Fèisean nan Gàidheal	£29,498
Feis Development Fund	
Total value of activities	£153,591
Total granted by Fèisean nan Gàidheal	£49,167
Cèilidh Trails	
Total grants pledged by Fèisean nan Gàidheal	£54,120
Other Activities	
YMI: Number of Participants	5,738
Meanbh-Chuileag and Drama Fèisean audience	2,826
Blas audience	5,618
Cèilidh Trail audience	11,570
TOTAL GRANTS PLEDGED IN 2007-08	**£270,236**
TOTAL NUMBER OF PARTICIPANTS/AUDIENCE	**32,132**

2. EXECUTIVE SUMMARY

To be completed once plan is finalised.

3. THE NEXT STAGE IN THE DEVELOPMENT OF FÈISEAN

The last three years have seen significant growth in our work programme, participants and audiences. It has also been a stable period due to the funding agreements we were able to broker with various organisations. The challenge we now face is to maintain our programme of work at the current level and continue to fulfil our core aim of supporting local Fèisean.

Fèisean nan Gàidheal has a reputation for delivering projects within budget and for supporting a wide range of volunteer-led developments. This has led to support for our work from many people of influence in Scotland, including Linda Fabiani MSP, former Minister for Europe, External Affairs and Culture who said: "The Fèis movement has made an immense contribution to the lives of many young people and has strengthened both traditional music and the Gaelic language throughout Scotland. This Government supports a strong, diverse and confident cultural life in Scotland and Gaelic language and culture is a crucial part of that. I commend the energy and vision of groups such as Fèisean nan Gaidheal - their continued success and growth will add to the richness and diversity of our distinctive cultural life."

The new Minister for Culture, External Affairs and the Constitution, Michael Russell MSP, has written of the Fèisean in the past: "My real enthusiasm for the fèisean came as a result of taking on opposition responsibility for Culture and Gaelic in 1999. I was always impressed with the enthusiasm, the sense of fun and the determination to spread the message along with the music. A secure status bill would never succeed if the language did not also grow by involving and enthusing young people, many from English speaking homes. The fèis movement was, and is, at the forefront of that and it was getting governmental recognition of that fact which was also important. That recognition was slow in coming, but it has come; so have limited resources to underpin what is being done locally by volunteers. I am pretty sure that the greater contribution to the well-being of Gaelic at grass roots has come not from those working from the top down, but from what people do for themselves and for others in their locality: in other words from initiatives such as fèisean.**"**

We have a very motivated team of people and a good infrastructure in place, which supports innovation. We have a hugely significant volunteer base which helps make the Fèisean successful. It must be emphasised that the support we receive not only supports Fèisean nan Gàidheal but the work of 44 individual Fèisean throughout Scotland.

Fèis Name	Location	Fèis Name	Location
Fèis an Earraich	Plockton	**Fèis Arainn**	Isle of Arran
Fèis Lochabair	Fort William	**Fèis Mhoireibh**	Elgin
Fèis nan Garbh Chrìochan	Acharacle	**Fèis Tìr a' Mhurain**	South Uist
Fèis Chataibh	Golspie	**Fèis Eilean an Fhraoich**	Stornoway
Fèis a' Bhealaich	Applecross	**Fèis Tìr an Eòrna**	North Uist
Fèis Rois nan Deugairean	Ullapool	**Fèis Bharraigh**	Isle of Barra
Fèis Eige	Isle of Eigg	**Fèis Eilean na Hearadh**	Isle of Harris
Fèis Rois Òigridh	Ullapool	**Fèis an Rubha**	Point, Isle of Lewis
Fèis Farr	Strathnairn	**Fèis Taigh Dhonnchaidh**	Ness, Isle of Lewis
Fèis na h-Òige	Inverness	**Fèis Cholla**	Isle of Coll
Fèis Air an Oir	Strathy	**Fèis Latharna**	Oban
Feis Ghlinn Albainn	Fort Augustus	**Fèis Mhuile**	Isle of Mull
Fèis Ratharsaidh	Isle of Raasay	**Fèis Thiriodh**	Isle of Tiree
Fèis a' Bhaile	Inverness	**Fèis Ìle**	Islay
Fèis Òigridh na Mara	Mallaig	**Fèis Cheann Loch Goibhle**	Lochgoilhead
Fèis Inbhir Narann	Nairn	**Fèis Dhùira**	Isle of Jura
Fèis Spè	Kingussie	**Fèis a' Chaolais**	Bonar Bridge
Fèis Dhùn Omhain	Dunoon	**Fèis Ghallaibh**	Caithness
Fèis Dhùn Bhreatainn	Dumbarton	**Fèis Dhùn Èideann**	Edinburgh
Fèis Ghlaschu	Glasgow	**Fèis Innis an Uillt**	Bishopbriggs

Fèis Lannraig a Tuath	North Lanarkshire	**Fèis Naomh Conbhail**	Inverclyde
Fèis Obar Dheathain	Aberdeen	**Fèis sa Mheadhan**	Stirling

We believe that the Gaelic language and culture, a key priority for the Scottish Government, and the Fèis movement as a pivotal part of that, has a place in the delivery of the Scottish Government's National Outcomes and the Economic Strategy.

Having discussed our work with our members, and having consulted them on the direction we should be taking over the next few years we set out, in this Plan, our proposed programme of work for the years 2010-15.

4. AIMS AND OBJECTIVES

Fèisean nan Gàidheal's aim is to make Gaelic Arts, Language and Culture more accessible and more widely appreciated through the support and development of community-based tuition Fèisean, primarily for young people.

Our objectives are to:

1. Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities
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.
3. Develop the work of the Fèisean within the formal education sector
4. Deliver strategic projects and contract work, with partners, carried out by Fèisean nan Gàidheal and individual Fèisean
5. Develop training to enhance the skills of those involved in Fèisean and promote excellence within the Fèis movement
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

Fèisean nan Gàidheal exists first and foremost to offer a range of useful services to its membership. However, we must also become involved in strategic projects that benefit the Fèisean, and also help us fulfill our aims and objectives.

5. POTENTIAL PROJECT DEVELOPMENTS

The following is our planned programme of activities from 2101 until 2015.

Although the organisation, and its work, has grown greatly in the 17 years since Fèisean nan Gàidheal employed its first member of staff, the Fèisean show no sign of slowing down, and there is still the scope for further growth of the movement throughout Scotland, including the HIE area.

In consultation with the Fèisean, we have identified the foregoing six main objectives for the coming years, within which Fèisean nan Gàidheal will continue to provide its membership with the range of services built up successfully over the years, as well as becoming involved in strategically important areas of work.

5.1 SERVICE DELIVERY

Fèisean nan Gàidheal has built up a range of services for its membership which are generally well received and useful to local Fèisean. Our philosophy is that we exist, first and foremost, to support local Fèisean, and our services, and staff, are geared towards this as a prime function of the organisation.

5.1.1 Funding through a grants scheme

Fèisean nan Gàidheal will continue to operate a Grants Scheme for Fèisean. This is a fund to which all Fèisean may apply, provided they are current members, and there would generally be an expectation that funding would be available for main Fèis and year-round activities.

5.1.2 Fèis Development Fund

Fèisean have proved over many years to be innovative, and forward-looking. A Fèis Development Fund allows us to support new and innovative projects outwith the scope of our main Grants Scheme. This fund often acts as a catalyst to securing further funding and has, in the past, levered impressive amounts of money into projects for the, often modest, sums invested. This would be extended to include the funding of annual Cèilidh Trails during the lifetime of this Plan.

5.1.3 Help with the establishment of new Fèisean

New groups approach Fèisean nan Gàidheal regularly wanting to set up a Fèis in their area. Fèisean nan Gàidheal has a new system of application for membership and it is now a matter for the Board whether or not groups are admitted for membership, and they can only be so if they have fulfilled certain criteria.

5.1.4 Training for Tutors and Organisers

Fèisean nan Gàidheal will continue to offer training to Fèis organisers, tutors and staff through well-established programmes, but will also continue to experiment with, and explore new ways of, providing suitable training.

5.1.5 Development Officers plus G-Team

At the core of our organisation is a dedicated team of people who support Fèisean and Gaelic development. While we are not immune to change, Fèisean nan Gàidheal's staff turnover has been consistently low and we are viewed as a fair employer. This low staff turnover has resulted in expertise being retained within the organisation which is vital to offering the maximum support to our membership.

5.1.6 Musical Instrument Bank

Fèisean nan Gàidheal's Musical Instrument bank is well used and demand regularly outstrips the supply of available instruments. During the period of this Plan, Fèisean nan Gàidheal will continue to make instruments available to Fèisean rent free and to individuals on low rental charges. We will also seek to expand the bank and support Fèisean who wish to establish their own collections of instruments locally.

5.1.7 Disclosure checking service

Fèisean nan Gàidheal treats the safety of the young people with which it works as paramount and has, for a number of years, offered a central disclosure checking service at no cost to the Fèisean. This will continue during the lifetime of this Plan.

5.1.8 Gaelic Language Policy and assistance in implementing it

Fèisean nan Gàidheal aims to have Gaelic at the heart of what it does, and to have all the Fèisean signed up to this aim. Its Gaelic Language Policy has been strengthened considerably and there is an aspiration to ensure that every single tutor at a Fèis will be engaging in some way in learning the Gaelic language. We see a clear link between skills in the language and employability and will support tutors, organisers, supervisors and staff to develop their Gaelic language skills.

5.1.9 Newsletters

We will continue to produced regular newsletters which will continue to be distributed by post, but will also be made available electronically. We will also provide a news service for Fèisean wishing to publicise events and will regularly release Fèisean nan Gàidheal news to the media.

5.1.10 Insurance

Fèisean nan Gàidheal takes out a block insurance policy to cover the basis needs of all Fèisean at no cost to them. This represents a considerable saving to local Fèisean as well as their having the reassurance that they are covered at all times.

5.1.11 Advocacy, Lobbying and Publicity

A feature of Fèisean nan Gàidheal's work over the years has been advocating for better support for traditional music and Gaelic and our team have taken an active role in almost all major initiatives in those areas of interest over a good many years. This important part of our work is often not very visible, but it will continue.

5.2 NEW DEVELOPMENTS

Fèisean nan Gàidheal and local Fèisean have, for many years, been at the forefront of a great many of the developments now accepted within the traditional arts and Gaelic. Fèisean nan Gàidheal has a strong track record of delivering new and necessary developments and we have proposals for several new developments during the lifetime of this Plan.

5.2.1 Gaelic Drama Development

Fèisean nan Gàidheal is involved in a range of Gaelic drama developments which are essential to the Gaelic language. This programme covers an annual Sgoil Shamhraidh Dràma which imparts skills in acting, movement and technical skills such as sound and light; touring by the Meanbh-Chuileag theatre-in-education arm of Fèisean nan Gàidheal; and locally-organised drama Fèisean, through which young people are encouraged to write and perform their own material in Gaelic.

There is room for much more. One project we would like to explore is an additional

drama school for adult learners, perhaps in partnership with Sabhal Mòr Ostaig, and perhaps based at Ionad Colm Cille Ile. We would also like to see Community Gaelic Drama revived because of the opportunities it presents for the use of the language and intergenerational transmission. There is further scope to work with public bodies, including LTS, to enhance their educational experiences for Gaelic medium pupils by offering bespoke work in Gaelic.

5.2.2 Volunteer and Tutor Skills Development

Training of tutors and volunteers has been a feature of Fèisean nan Gàidheal's work for a number of years. Our annual programme covers the provision of a wide range of skills for volunteers including Fund-raising, Child Protection, Gaelic Language, First Aid, Governance Training and Computer Training. For tutors we have well-established training available teaching techniques, preparation for teaching, Gaelic Language and teaching resources. The provision of these skills is specialised and best delivered through our own programme, buying in external training from time to time to augment what is provided in-house or where additional specialist knowledge is required, for instance in risk management.

5.2.3 Gaelic Language Support

We have a new and ambitious Gaelic Language Policy which we, and the Fèisean, must undertake to deliver. We have strengthened this so that we can ensure better progress, encourage more tutors and volunteers to use Gaelic, leading to more Gaelic being used at the Fèisean. We plan to introduce a system where every tutor teaching at a Fèis, as a minimum, pledges to use some Gaelic and to increase their knowledge of Gaelic. We want Gaelic to be viewed as a 'must have' skill in order to teach at Fèisean, which should hopefully lead to more learning in order for people to secure work. In relation to the young people themselves, we are looking at ways to incentivise their use of Gaelic and encourage more use through the continuing and developing work of the Sgioba G.

5.2.4 National and International Showcasing

The Fèisean have proved themselves capable of producing excellent showcases over the years, the most recent of which was *Dealbh Dùthcha* for the Liverpool 2008 celebrations. We would like to explore, with the Scottish Government and the British Council, the possibilities for participation in Scotland Week and other festivals abroad, taking our unique Gaelic culture to a wider audience and raising awareness of the talent among our young people in the process.

5.2.5 New Gaelic Song-writing

One of the great weaknesses, in an otherwise quite strong Gaelic culture, is the writing of contemporary Gaelic songs and there is a need to foster this area of work. We intend to engage those who are renowned writers of Gaelic songs and pair them with young people, and adults, to enable more people to learn the craft of song-writing. This should lead to new songs being performed, and there could also be a series of publications of those new songs in book and CD formats.

5.2.6 Family Arts Activities in Gaelic

There are many barriers to adults using Gaelic with their children, many parents feeling self conscious about their own perceived lack of language skills. Given the importance of intergenerational transmission we feel there is an opportunity, through Fèis-type activities, to engage parents with their children in activities where the language is used. This would help break down the barriers that exist at present, and foster the situation where more Gaelic is used between parent and child.

There are opportunities for family Fèisean, a holiday activity which could be focussed on

areas that need a boost to their Gaelic confidence. The Fèis would be the key to getting people to those areas, but the community could offer opportunities, in partnership with other Gaelic organisations, for families to take part in Gaelic classes (Ùlpan perhaps), live in accommodation where Gaelic is spoken, take boat or nature trips with a strong emphasis on Gaelic use, experience crofting, archaeology etc.

5.2.7 Archiving Project

Another project that fosters intergenerational language transmission is our archiving project, which we would like to expand into around four areas per annum, from the current two. This involves young people in collecting folklore materials from people in their own communities, utilising technical skills such as recording and the subsequent digitising and publishing of materials hitherto unrecorded. They also make use of their Gaelic skills, interviewing people, and then transcribing the materials collected. This type of activity is appealing to teenagers particularly, and offers the opportunity to have local materials being taught at Fèisean and make them more widely heard through the local radio network, for instance. This kind of activity would fit very neatly with Comunn na Gàidhlig's new *Iomairtean Cànain* in partnership with Bòrd na Gàidhlig, setup to strengthen Gaelic in communities.

5.2.8 Inter-Fèis Activities

We would like to encourage and assist Fèisean to work together, to ensure that young people from across the country have the opportunity to interact with their peers. This may take the form of joint performances, joint master-classes or joint training initiatives. There will also be the opportunity for Fèis organisers to interact with each other, and learn from one another, through a programme of Fèis visits to shadow other organisers and learn how things are organised in various communities.

5.3 PARTNERSHIP CONTRACTS

Fèisean nan Gàidheal has proved itself effective at working in partnership with other bodies and agencies. We have strong partnerships at present, albeit with varying degrees of involvement, with the Scottish Arts Council, Highlands & Islands Enterprise, The Highland Council, Comhairle nan Eilean Siar and Argyll & Bute Council. We would like to foster further links with public bodies involved in developing and implementing Gaelic Language Plans, other Gaelic organisations and perhaps, through time, other local authorities.

5.3.1 Blas Festival

The Blas Festival is a close and effective partnership between the Highland Council, the Promoters Arts Network and Fèisean nan Gàidheal. The festival has grown its audience and its reputation and aims to give an authentic taste of the Highland to locals and visitors alike. It is unique in its use of Gaelic at every event combined with its involvement of young people and the fact that it brings high quality music to a large number of communities across the Highlands.

The Blas Festival has become a highlight in the Highland cultural calendar and is delivered in a highly cost-effective manner by Fèisean nan Gàidheal. It would cost considerably more if it were a standalone organisation as it benefits from the substantial input and expertise of Fèisean nan Gàidheal staff that would otherwise have to be paid for in full. We aim to grow the festival in terms of box office income and reach, and increase the overall audience, particularly from outwith the region with the additional help of EventScotland and others, further cementing our partnership with other agencies.

We also want to revisit Blas in terms of it becoming a 'whole community' experience

where Gaelic is still widely heard in the community e.g. Sleat, North Skye, West Lochaber, so that we might programme an entire week of Gaelic events, attracting Gaelic speakers from across the world to base themselves in those areas for the week.

5.3.2 Youth Music Initiative

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

5.3.3 Gaelic Performing Arts Service for Public Bodies and Local Authorities

Within the agreed National Gaelic Arts Strategy there is a need identified for a Performing Arts Service that would be utilised by local authorities and public bodies. Given that Fèisean nan Gàidheal, though work like *An Gealladh Mòr* in 2007, Meanbh-Chuileag and the YMI work that we do, has some experience in offering this kind of service, it could be that we would be in a position to develop this further in partnership with other agencies and potential providers.

5.3.4 Fèis Academy

Fèisean nan Gàidheal signed a Memorandum of Understanding with the University of the Highlands & Islands, Sabhal Mòr Ostaig and the RSAMD in early 2008 to work up proposals for a Fèis Academy. This would be a new partnership approach to developing further the work of the Fèisean and those other institutions. Plans have been drawn up, are large-scale and will require further discussion with potential partners before the consortium decides on the best way ahead. However this is a potential area for development which deserves to be fully explored.

Other ideas not fully though through at present – for debate on inclusion or otherwise

Establish a Gaelic-medium Adult Fèis

Fèisean nan Gàidheal has already established a Gaelic Teenage Fèis, to be held for the first time in 2009. We believe that there is an opportunity to establish an adult event also. The adult Fèis Rois is hugely successful but not conducted in Gaelic. A Fèis conducted entirely in Gaelic could well attract considerably fewer adults, but would be a very worthwhile experience in terms of Gaelic usage and transmission.

Establish at least one Gaelic Cultural Centre

Fèisean nan Gàidheal has been approached on more than one occasion to look at the feasibility of establishing centres along the lines of the Irish Cultarlann model. With the feasibility of Gaelic 'hubs' being looked at, where Gaelic organisations could work together, a further step could be the establishment of a social and cultural area within one or more of those hubs, perhaps in a fragile area, with teaching space, a café, and perhaps some limited accommodation. Depending on where this would be situated there may be ways of making use of UHI residential accommodation, where that exists, tying in with the Fèis Academy proposals. South Uist, linking in Ceòlas, Fèis Tìr a' Mhurain and perhaps Tobar an Dualchais, could be one such place where Gaelic students, tourists, tutors etc would go for a Gaelic cultural experience and training.

(Costs still to be added)

6. THE SCOTTISH GOVERNMENT'S ECONOMIC STRATEGY AND THE NATIONAL OUTCOMES

Culture and creativity are able to assist in delivering the Scottish Government purpose of helping to create a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth. Fèisean nan Gàidheal's work impacts on economic and community development.

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

The creative industries in Scotland achieve an annual turnover of over £5 billion and support 60,000 jobs. The Scottish Government Economic Strategy points firmly to facilitating further growth in the sector.

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

Then there are venues that benefit from our work where artists are booked, promoters paid, graphic designers engaged, adverts placed in newspapers, sound engineers employed, ticket sales generate income and people are entertained.

The Government Economic Strategy identifies five challenges facing Scotland. The following table outlines how the work of Fèisean nan Gàidheal can assist in addressing those.

Challenge	Fèisean nan Gàidheal contribution to addressing the challenge
Raising the economic growth rate	Fèisean nan Gaidheal can play its part in increasing Scotland's GDP growth rate by retaining people in employment through its programme of activities. Our programme will also provide the development opportunities necessary for young people to make their living in the creative industries, particularly music and the media, and also in Gaelic language development in future years. In the 2006 study carried out by the RSAMD, 61% of respondents reported that participation in the Fèisean had a positive influence on their intention to stay in, return or relocate to the Highlands & Islands. We believe, therefore, that Fèisean nan Gàidheal's work contributes to population retention in the area through the availability of employment and promoting the attractive quality of life that is a feature of the Highlands & Islands, as well as the uniqueness of our Gaelic culture and heritage.

	The Blas Festival promotes a positive image of the Highlands & Islands with 30% of its audience coming from outwith the area, while Cèilidh Trails provide tourists with a positive experience while visiting which may, at some time in the future, have an influence on their decision to return or even relocate here. While we cannot claim to be a large business, with a turnover of £1.6m in 2008-09, only 15% of which came from HIE, we are contributing significantly to the economy of the area with the majority of our £1.6m expenditure incurred in the Highlands & Islands. For every £1 HIE invested in Fèisean nan Gàidheal last year, almost £6 was invested by us. In terms of links with universities and other education institutions, Fèisean nan Gàidheal has a Memorandum of Understanding with the UHI, Sabhal Mòr Ostaig and the RSAMD to develop a Fèis Academy, which has the potential to revolutionise further the way traditional music is taught, and to strengthen the Gaelic language in such activities. This could have multiple community bases throughout the Highlands & Islands, creating further employment and future employment opportunities. Our greatest contribution may well be in strengthening communities, which has been a hallmark of Fèis activity over many years, as evidenced in the Comedia and RSAMD research reports, in particular. The Fèisean are an excellent example of community action, and people taking matters into their own hands. Evidence suggests that this leads to increased confidence across the communities where Fèisean take place, but in many of HIE's fragile areas, in particular. There are many additional examples of economic spin-offs in such areas, one being BarraFest and the 2009 Whisky Galore Festival, both organised by Fèis Bharraigh and which see Barra packed with tourists for longer periods during the summer.
Improving the poor productivity performance	For what is essentially a business supporting communities, productivity among the Fèisean, their employees and Feìsean nan Gàidheal's staff is generally high, leading to fairly significant (for our sector) economic value. We believe our work leads to further business investment, particularly in the creative industries which we help to develop and sustain. We believe that developing the skills of people at a young age in Gaelic and the ability to play music, will lead to an increase in product to sell, which enables people to be entrepreneurial and make a living from their culture. Research carried out by Scottish Cultural Enterprises in 1999 found that, on a pro-rata basis, Scottish record sales should be around £60 million. In reality, they were about £4.5 million. Significantly, although Gaelic speakers made up only 1% of the Scottish population, Gaelic song albums were responsible for around 5% of Scottish labels' catalogues, rising to 10% in the

	case of one 'major' Scottish label and Gaelic artists tended to outsell non-Gaelic releases by up to 200%. Clearly there is scope to increase the share of this market and our work develops the people who will be equipped to do this in the future.
Extending the high participation rate	Maintaining the current staff within Fèisean nan Gàidheal and other Fèisean in the Highlands & Islands, as well as acknowledging the large number of FTEs sustained by our work, will help towards the maintenance of the area's position on labour market participation, particularly at this time of economic downturn. It is no surprise that the area has high self-employment rates, as a large number of the people whose work we support are in that category and, as indicated in the previous point, demonstrates the region's entrepreneurial potential. Fèisean nan Gàidheal's staff is motivated because there have been, and are, opportunities for people to work their way up through the organisation, as well as the opportunity to run projects tailored to make best use of their abilities. One weakness in Gaelic development, however, is a lack of succession planning, often resulting in small numbers of applications for posts, and lack of willingness to take on additional responsibilities. We believe that we should be retaining people within the area where at all possible, and train them to be the next generation of senior figures in Gaelic and traditional music development. Only if those kinds of jobs are created and sustained within the Highlands & Islands will the out-migration of young people be stemmed and Fèisean nan Gàidheal has been active in this way over the years with people moving jobs within the organisation and, occasionally, to related jobs in other organisations. As demonstrated in previously mentioned research a large portion of young people involved in Fèisean would like to live and work in the Highlands & Islands. Clearly, therefore, we would like to increase the opportunities for employment across the area, and while we have offices in Fort William, Inverness and Ardrishaig, we are especially keen on basing jobs in the islands. We already have a presence in Skye, Harris and Barra and would generally deploy staff in the place they would like to work. We would contend that the work of Fèisean nan Gàidheal does, and can, play an important part in the economic vitality of the region, particularly the remote and rural areas where smaller populations often have their prime, or only, cultural activity through their local Fèis. Social activity is one of the keys to keeping people in small communities, adds to the pride of place and quality of life crucial to the sustainability of such places, as well as being a route to economic and social wellbeing.
Encouraging population growth	The Government Economic Strategy target for population is ambitious, but there is evidence that cultural activity helps keep the body and brain active, and many of our Fèis organisers point to the enjoyment they get from their involvement.

	A healthy cultural sector with the associated employment opportunities would help develop creative communities offering enhanced amenity and quality of life. This is an area to which the Fèisean contribute greatly and such activity could be a key driver in the Highlands & Islands' ability to stem population loss, particularly from the more fragile areas. Initiatives like the proposed Fèis Academy would bring new educational opportunities in remote areas, as well as jobs. Fèisean nan Gàidheal is mindful of the constraint of limited infrastructure for cultural activities which is why we have been working, in cooperation with the Highland Council, to equip the new Acharacle School, for example. This is a project that, if successful, could lead to further cooperative development of this kind enhancing community facilities for remote communities. Blas, too, has a role to play in this as we move towards working with promoters that can provide a minimum standard of amenity in the venues they use, to enhance the experience for everyone.
Improving social, regional and intergenerational equity	The work of Fèisean nan Gàidheal is capable of promoting solidarity and cohesion in communities. This can often be the case in remote communities where the Fèis provides the backbone of artistic participation by members of the community. Initiatives like Cèilidh Trails, drama performances in schools and the Blas Festival bring high quality work, often to very small and remote communities. The Gaelic language aspect of Fèisean can give people a sense of engaging with the local culture in a meaningful way. The Fèisean have a role, too, in the intergenerational transmission of language and folklore, and one manifestation of this is our archiving project. This has the effect of promoting equity across the region, given that the work we produce might be among a very small number of professional works that get to fragile communities. Our work is delivered in some of the most peripheral of our communities but the level of service the Fèisean in those areas receive is no less than in urban, or more densely populated, areas. While the Fèisean cannot provide the answer to significantly increasing earnings, we can provide much-needed part-time employment for a large number of people in administration and teaching posts, and this adds to their overall income, hopefully contributing to a reasonable living. There is no doubt that much more could be achieved, however, if our work in the area can be sustained at the level it has attained. Fèisean have often encouraged people in the past to become local leaders, and the skills learned in running a local Fèis have often led onto other successful initiatives in communities. Some of HIE's designated fragile areas, with their population loss, low incomes, limited employment opportunities, poor infrastructure and remoteness, could benefit from the work of Fèisean nan Gaidheal. If jobs can be retained in such areas and there is a thriving cultural scene, people may be employed and encouraged to stay in those communities. The impact of the

	part-time employment created for musicians and administrators through the Fèis movement should not be under-estimated and could contribute to the long-term strengthening of these communities, economically and socially.

In the Scottish Government pamphlet, *Culture Delivers*, it is stated that: "Scottish Government and local government share a commitment to address the challenges of the national performance framework at national and local levels and its priorities for a successful and prosperous Scotland." It then goes on to state that: "There are many effective ways in which culture can contribute to that success story."

In relation to the five strategic objectives for Scotland, we believe the work of Fèisean nan Gaidheal can be demonstrated to assist in delivering on ***Wealthier and Fairer*** through the creation of employment and wealth as a result of Fèis activities which currently accounts for the retention of around 80 FTE posts. ***Smarter*** through the musical and other skills imparted to young people, and the volunteers and paid staff involved in Fèisean. To a lesser extent, we can demonstrate that we also help deliver on ***Healthier***, ***Safer and Stronger*** and ***Greener*** as outlined in the table below which summarises the contribution some of our work can make to achieving the Scottish Government's National Outcomes.

	National Outcome	Fèisean nan Gàidheal contribution to delivery
1	**We live in a Scotland that is the most attractive place for doing business in Europe**	We believe that investment in language and culture, and the Creative Industries in particular, will help make Scotland an even more attractive place for people to do business. Our Gaelic language and associated culture gives Scotland and internationally recognised unique cultural identity. Bringing that to a wider audience, through the opportunities that arise from the Creative Industries, will help to project an image of Scotland that is positive and lively. The Creative Industries already do business with European partners and Fèisean nan Gàidheal has had a small part to play in promoting Scotland to the rest of Europe through participation in European Capital of Culture events and in organising a series of Gaelic music concerts at Scotland House in Brussels, attended by people from all over Europe. Much more could be done, and our work produces the people who will go on to be involved in the Creative Industries in future years.
2	**We realise our full economic potential with more and better employment opportunities for our people**	The creative sector provides a rich infrastructure for learning and skills development, and Fèisean nan Gàidheal is an important part of that infrastructure. Not only do we develop young peoples' skills in Gaelic and its associated artforms, and nurture the very best practitioners, but we then employ those people in many different situations such as teaching in schools, at Fèisean, as performers at the Blas Festival and so on. We believe our work contributes to the economy of the areas in which we are based. While we have Fèisean throughout the country our officers are deployed in local authority areas all of which are within the area covered by Highlands & Islands Enterprise. 100% of our staff are based in the HIE area, and we believe that we are playing a role as part of the economic

		drawing power central to the transformation of the area through an important social enterprise. Cultural tourism generates significant benefits for Scotland's economy and Fèisean nan Gàidheal plays a role in this through the work of the Fèisean themselves, Cèilidh Trails, the Blas Festival and involvement in other initiatives such as NessFest, Belladrum, Highland 2007, 2009 Year of Homecoming and so forth. Gaelic – particularly in areas such as broadcasting, education, translation, arts and heritage - has the potential to contribute to the economy in rural and island communities, creating jobs and retaining skills. The Fèis movement has the Gaelic language at the heart of what is does. It creates scores of jobs for musicians and others involved in the Creative Industries. Fèisean nan Gàidheal is an organisation that uses Gaelic as its main means of daily communication internally, and externally where possible. It has directly created around 18 posts and has increased and retained a skilled workforce in the HIE area. It is an organisation that makes use of other Gaelic industries, such as translation services. At a time of economic downturn we see the retention of jobs, and the expansion of our work, as being crucial to the wellbeing of the Highlands & Islands economy. The work of Fèisean nan Gàidheal has, and will further, support Gaelic broadcasting. There have been a number of programmes made of Fèisean nan Gàidheal events, and we are training a large number of the musicians, singers and presenters that can be seen on television, through Fèisean and other initiatives like the Sgoil Shamhraidh Dràma.
3	**We are better educated, more skilled and more successful, renowned for our research and innovation**	An education that has a rich cultural content can help young and older people alike achieve their potential and maximise their creativity, and research on the Fèis movement has always highlighted this as strength of our work. Social interaction, an outcome of Fèis activity, is now often more important to many employers rather than university degrees. There is no doubt that the work of Fèisean nan Gàidheal already does and has the potential to further support and enrich the curriculum in both formal and informal learning. In recent years we have been able to extend our work into the formal education sector through the Youth Music Initiative. We have strong links with the RSAMD and the National Centre of Excellence in Traditional Music, both of which would not be involved in traditional music education were it not for the intake they have had of Fèis participants. In our Fèis Academy proposals there is significant scope for much closer and more fruitful links with the UHI and Sabhal Mòr Ostaig, in particular, and this could be a major tool in creating opportunities for further study, research and participation. We have other links with the UHI through the involvement of our atff in helping to deliver its Gaelic Langauge Plan. We

		have helped students to establish and run a Gaelic society and there is the potential for a Fèis for UHI students, which was piloted some years back through Fèis an t-Sabhail organised by students at Sabhal Mòr Ostaig. Fèisean nan Gàidheal has a culture of ensuring that staff and volunteers are trained and then pass on training to others. For instance, two of our staff are trained in the Ùlpan method of teaching Gaelic which will be used to help more volunteers engages with the language. Two more have had training in simultaneous translation which allows us to hold our meetings in Gaelic. But all these skills are transferable. We embrace good practice in other genres of music and have been, for instance, working with the National Youth Choir of Scotland to make Gaelic materials available for use with the Kodaly method of teaching song. We also believe that innovation is nurtured in a culture that is relaxed, is supportive of new ideas, has creative people who are well trained and who are secure in their jobs. Jobs such as those exist at Fèisean nan Gàidheal, and securing them must be a priority for the organisation.
4	**Our young people are successful learners, confident individuals, effective contributors and responsible citizens**	Cultural and creative activity can help young people increase their confidence and levels of aspiration, and this has been borne out in every piece of research carried out on the social benefits of participation in Fèisean. Young people learn key life skills, interact with peers from other areas which improves social networks. The impact of our work is a reverse in the tendency for key social skills to be lost due to the technological environment we live in. Many go on to choose further studies in Gaelic or music, particularly traditional music, which ultimately offers them a route into work. Participation in Fèisean can develop awareness of Gaelic language, the culture of the Highlands & Islands and the wider Scottish traditional culture. Research has shown that ability in the creative arts, and playing music in particular, can assist learning ability and this helps in general education. There are also clear benefits from bilingualism and, while they cannot claim to be turning out fluent Gaelic speakers, if participation in Fèisean raises awareness of the language as a result of which participants go on to learn Gaelic, then we are enabling people to gain skills additional to those for which the Fèisean are recognised. This appears to be happening with the Fèisean fostering substantial goodwill towards Gaelic. Fèisean promote good citizenship. In the Comedia research it was found that 96% of participants said that they had made new friends through attending a Fèis. Meanbh-Chuileag have written and performed a Gaelic play promoting good citizenship to school pupils.

5	**Our children have the best start in life and are ready to succeed**	Early access to experiences and activities such as art, drama and music can support young people's creative, social and emotional development for success in later life. Many young people who began attending Fèisean at a young age are now among the top flight of traditional musicians in Scotland. Many others have gone on to make a living in the media, Gaelic teaching, Gaelic development or community development. In 2005 research, carried out by the RSAMD, it was clearly demonstrated that early participation in the Fèisean had a positive impact on the study and career choices made by participants. Many have gone on to study at Sabhal Mòr Ostaig, in particular, which is another important link with UHI, or the music courses at the RSAMD. Fèisean are more and more involved in education work both through the Youth Music Initiative through which every child in Highland Council primary schools has received traditional music tuition, and through initiatives like Highland 2007's *Gealladh Mòr* project. Our Meanbh-Chuileag theatre-in-education group has worked regularly with public bodies in Scotland such as SNH, the National Trust for Scotland, the Forestry Commission and the National Museum of Scotland, offering Gaelic-medium education work for visiting groups, further increasing young peoples' knowledge of their culture and history in the language through which they are normally educated.
6	**We live longer, healthier lives**	We believe that adult participation in Fèis work can help reduce the incidence of health-related problems since it is a know fact that recreational cultural activity helps keep the body and brain active. Many of our voluntary organisers acknowledge that they get a lot out of their involvement with their local Fèis. In the 1996 Comedia study *Northern Lights,* there was a quite remarkable finding among the organisers that: "If health benefits can hardly be attributed to the Fèisean, 43% said they felt better as a result of attending, and the enjoyment they produce is unquestionable. 80% said they felt happier and 87% wanted to become involved in more work of this kind."
7	**We have tackled the significant inequalities in Scottish society**	One of the features of the Fèisean over many years has been their ability to tackle inequalities, social isolation and exclusion. They promote the widest participation, which has opened up a range of opportunities for some of the most socially and economically excluded people in Scotland. The majority of Fèisean within the Highlands & Islands are within areas designated by HIE as fragile. In many instances, the local Fèis may be the only cultural and/or youth activity available in the community. The work of Fèisean nan Gàidheal increases access to activities that enhance the sense of pride in Gaelic culture among young people, while boosting understanding and appreciation in the

		wider community of the indigenous culture of the Highlands & Islands.
8	**We have improved the life chances for children, young people and families at risk**	The cultural participation provided through the work of the Fèisean can help provide young people with access to a range of opportunities, including access to learning and transferable skills, which can contribute to confidence and enhanced feelings of self-worth. Creative activity has been shown to add to the quality of people's lives, and helps boost their general sense of wellbeing. In the case of the Fèisean, research has shown that participants feel more self-confident as a result of having attended a Fèis. Many children have said they found it easier to make friends because of their Fèis experience. Others have said they had developed new skills, and most could see ways in which these skills would help them in everyday life. Volunteering in the arts and other cultural activities can help create and strengthen social networks. In the Comedia research it was stated that "communities felt empowered having run a successful Fèis, and 41% of those in the community were keener to become active in other local projects as a result. The Fèisean contributed significantly to people's sense of creativity and importance, and 93% of adults felt this was important."
9	**We live our lives safe from crime, disorder and danger**	There is no hard research which shows that the Fèisean contribute to a safer environment and a reduction in crime. However, it is true to say that among the Fèisean, attended by thousands of young people over the years, there has been few incidences of crime. Fèisean promote citizenship and provide positive opportunities for young people. Given that research shows cultural activity and learning can build self-esteem, it is possible that the Fèisean help people to articulate anxieties and aspirations, or deal with their frustrations in a creative and constructive way. The Disclosure system makes it impossible for people to be employed by a Fèis if they have any sort of conviction that would deem them unsuitable to work with young people. However, we do also have a policy on the rehabilitation of offenders that makes it possible for certain people with a past criminal record to work for us. Those work practices, and our rigorous risk assessments, at least ensure that people know they have to be suitable to work with young people before they can come and work for us, and also that young people taking part in Fèisean, and their parents, can have the confidence they are free from danger so far as that is possible.
10	**We live in well-designed, sustainable places where we are able to access the amenities and services we need**	Fèisean are entirely community-based, are an amenity and a service in themselves, which are very important in, and valued by, many fragile communities. Fèisean make use of buildings owned by local authorities and communities and enhance the sustainability of existing facilities like schools and community halls through increased

		usage. Fèisean nan Gàidheal has been working with The Highland Council to equip the new Acharacle Eco-School with PA, lighting, seating and stage equipment to allow Fèis, and other arts, activities to take place there. The importance of a cultural infrastructure and multi-purpose buildings providing shared services is recognised in helping to create a strong community focus. Through the Blas Festival Fèisean nan Gàidheal, working in partnership with the Promoters Arts Network, uses a large number of local facilities, some of which create or retain jobs, attract, motivate, inspire and retain staff and users, local and visiting. It is important that cultural activity exists to make use of the physical infrastructure across the Highlands & Islands, and beyond.
11	**We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others**	The very first Fèis Bharraigh came about as the result of the community there wanting to take action to counter the erosion of their local culture due to a lack of formal education provision resulting in children there being unaware of their own rich traditions. There is clear evidence of the positive transformational impact of cultural activity on individuals, and communities. This strong community ethos remains within the Fèis movement, and, according to various research reports over the years, has resulted in contributing to local pride, a sense of empowerment - as evidenced in the other projects undertaken by Fèis volunteers - and greater commitment to the local area. One striking example of this is the experience gained by a woman in South Uist who attributed her ability to raise tens of thousands of pounds of European money, for another local project, to the skills gained from running the Fèis there.
12	**We value and enjoy our built and natural environment and protect it and enhance it for future generations**	The work of Fèisean nan Gàidheal helps young people interpret, develop understanding, and inform the use of the natural heritage. An example of this is *Dealbh Dùthcha* featuring around 30 young people from Fèisean all over the Highlands and Islands playing new music and songs commissioned from Skye-based composer, Blair Douglas, incorporated several elements of Highland culture. This included traditional music, Gaelic song, step dance and images of Highland landscapes and Highland people to give people a flavour, in a nutshell, of what Highland culture is about: not just older traditional music but contemporary traditional music also. The incorporation of images was to give the audience a flavour of the natural heritage of the Highlands & Islands complementing the cultural heritage elements. The Cairngorms National Park Cèilidh Trail, run by Fèis Spè, is another clear link between the natural and cultural heritage of that area.

13	**We take pride in a strong, fair and inclusive national identity**	The Fèis movement is probably one of the finest reflections of Scotland's national identity - a cultural icon in itself perhaps - firmly grounded in the country's unique Gaelic heritage. The movement is highly regarded and was described by one writer, Francois Matarasso, as "one of the most significant community arts initiatives in Europe". If one of the Scottish Government's aspirations for citizens' prosperity and success should be based on "a new, inclusive sense of cultural identity, that supports confidence, ambition and pride", given the evidence that exists as to the success of the Fèisean, their reputation for access and participation as well as excellence, and all the benefits that accrue from them, there is a strong argument that the work of Fèisean nan Gàidheal is a very good example of how cultural activity can add to a local community's positive reputation, and contribute to positive perceptions of the nation as a whole.
14	**We reduce the local and global environmental impact of our consumption and production**	Fèisean nan Gàidheal operates an environmental policy and has done for several years. We have also promoted the need to be aware of environmental issues through some of our work, notably a new play entitled *Fògarrach na Grèine* (The Sun Refugees) very much on an environmental theme, dealing with global warming among other things, which was performed last year by Meanbh-chuileag in almost every Gaelic-medium school throughout Scotland in 2008. This reinforced work within the school curriculum to foster awareness and responsible attitudes to the environment.
15	**Our public services are high quality, continually improving, efficient and responsive to local people's needs**	Fèisean nan Gaidheal is closely involved with three Scottish local authorities, and actively engages regularly with another eight. We work through a series of Service Level Agreements in assisting those authorities deliver their cultural provision. We are involved in discussions with a range of public bodies about making cultural education experiences available to young people in particular. Our formal education work is considered to be high quality, cost effective and good value for money and enhances the social enterprise nature of the way that Fèisean nan Gàidheal operates. The Fèisean themselves work in their own communities, with significant impact, taking account of local aspirations and needs. The fact that they do take local needs into account, in relation to use of Gaelic language, for example, is what makes each Fèis unique, albeit based on the same model as the original Fèis Bharraigh. We also consider that, in the Blas Festival, we have strong partnership with a local authority that delivers a unique and innovative festival that brings quality music, Gaelic language and high production values to events in venues, small and large, in communities across of the Highlands.

7. RESOURCE IMPLICATIONS AND SOURCES OF FINANCE

Satisfactory funding partnerships have been established, which have enabled Fèisean nan Gàidheal to implement its projects thus far. The numerous benefits of the Fèisean in language, community, educational, cultural, economical, tourism and media terms all point towards the need for plural funding. Benefits have been enhanced by the development of Fèisean nan Gàidheal into an organisation that applies professional expertise to maximise the potential of the Fèisean which has resulted in significant leverage for our funders. It is the responsibility of funding agencies to support this important community initiative. It is the responsibility of Fèisean nan Gàidheal to make best use of available funds while identifying new funding sources, and commercial opportunities.

At a time of economic uncertainty we believe that it is important for people to continue their involvement in recreation and things that will raise their spirits. Fèisean nan Gàidheal, and the Fèis movement, is constantly changing, remains innovative and at the forefront of Gaelic arts development. Research has shown that participation not only increases skills in young people but also self-esteem and a sense of identity. The adults, too, involved as volunteers have often reported gaining transferable skills from having been involved in organising and running Fèisean.

Membership Fees
Fèisean nan Gàidheal continues to be owned and run by the Fèisean, and the partnerships created between Fèisean nan Gàidheal and its members are very strong. Membership is now restricted to Corporate Members, open only to Fèisean which are properly constituted, are tuition-based, for young people aged 8 – 18 with a significant Gaelic language element and which provide tuition of music and song from the Scottish Gaelic tradition. The member-Fèisean now benefit from a wide range of services provided by their umbrella organisation and there is ample justification, therefore, for membership fees to reflect this.

Scottish Arts Council and Creative Scotland
It is likely that, by the time this Plan is ready to be implemented, a new body – Creative Scotland – will have taken over the functions of the Scottish Arts Council and Scottish Screen. Creative Scotland will be Scotland's national development body for the arts and culture, embracing the 13 creative industries.

Creative Scotland will inherit the functions, responsibilities and resources of Scottish Screen and the Scottish Arts Council and develop them using its sector specific knowledge, skills and experience. In supporting the creative industries, Creative Scotland's role will be to provide research, intelligence, support and advocacy across the 13 creative industries; and to lead co-ordination activity in developing the creative industry sector.

As a new single body, Creative Scotland will seek to ensure that creativity, talent and excellence of Scotland's individuals and enterprises are encouraged and supported to play their full role in the cultural, social and economic success of Scotland at home and internationally. It will:

- promote an understanding, appreciation and enjoyment of the arts and culture;
- identify, support and develop talent and excellence in the arts and culture;
- seek to realise all the benefits of the arts and culture; and
- work with partners to support the creative industries.

Creative Scotland will be required to produce a Gaelic Language Plan and this should afford additional opportunities to bodies like Fèisean nan Gàidheal. We also already know that Gaelic will be an arts officer dedicated solely to working with partners on delivery of the National Gaelic Arts Strategy and that Gaelic will be integral to the work of Creative Scotland.

Highlands & Islands Enterprise
Highlands and Islands Enterprise is the economic and community development agency for the Highlands and Islands, and already has a Gaelic Language Plan in place. Highlands & Islands Enterprise has been a strong supporter of the Fèis movement since its inception in 1981 when its predecessor, the Highlands & Islands Development Board, saw the potential and offered funding to the fledgling Fèis Bharraigh.

Highlands and Islands Enterprise will support economic development across all of the 13 creative industries which make up the sector, identifying and developing growth sectors, sub-sectors and businesses. Its focus will be on those businesses with the potential to grow the economy and where Highlands and Islands Enterprise support is required.

HIE's investment has acted as a significant lever in enabling us to gain additional funds from the Scottish Arts Council, Bòrd na Gàidhlig, The Highland Council, Comhairle nan Eilean Siar, Argyll & Bute Council and others. HIE's funding from 2006-09 represented around 15% of our overall budget so for every £1 HIE invested in Fèisean nan Gàidheal, we were bringing around £6 to the table. The majority of our budget was spent in the Highlands & Islands, probably at least 75%, meaning that for every £1 HIE invested, Fèisean nan Gàidheal brought between £3 and £4 into the Highlands & Islands economy from other sources.

While times have changed, and we recognise the new focus HIE has adopted and its determination to deliver the Scottish Government's economic strategy, we believe the work of Fèisean nan Gàidheal has a role in that.

Bòrd na Gàidhlig
Bòrd na Gàidhlig is responsible for delivering the National Plan for Gaelic and has, as part of that, agreed to support a National Gaelic Arts Startegy.

The Bòrd currently funds Fèisean nan Gàidheal through an annual service level agreement arrangement, particularly focussed on our Gaelic language based developments. There is scope for local Fèisean to gain additional monies through the Bòrd's *Taic Freumhan Coimhearsnachd* scheme, and for Fèisean nan Gàidheal to negotiate with public bodies in receipt of GLAIF.

Local Authorities
Fèisean nan Gaidheal has strong partnerships with 3 local authorities, but works on a smaller scale with a number of others. During the period of this Plan we would aim to foster further links to ensure that Fèisean are funded by their local authority, and that other in-kind help, such as free use of schools, can be encouraged.

The support of The Highland Council has been exemplary, and Fèisean nan Gàidheal has a Service Level Agreement with the authority, to deliver specific services within its area, for which it receives annually negotiated funding, as well as additional contract, for which it gets a management fee. The work of the Fèisean is explicitly prioritised within the Council's Arts strategy and Gaelic Language Plan, and has been integrated into the authority's thinking in a way not yet achieved within other areas.

In more recent times, we have made considerable progress with Comhairle nan Eilean Siar and Argyll & Bute Council, and it is of vital importance to our future that The Highland Council, Argyll & Bute Council and Comhairle nan Eilean Siar support - and continue to support - the work being done in their areas by the local Fèisean and Fèisean nan Gàidheal.

There are, of course, Fèisean outwith those council areas, and we must ensure our work in areas covered by authorities such as Glasgow, Edinburgh, Aberdeen, Inverclyde, Dumbarton, North Lanarkshire and Stirling is equitable.

National Lottery Funding

The National Lottery presented new and exciting funding opportunities for the Fèisean and Fèisean nan Gàidheal, and indeed we have benefited greatly from large lottery grants in the past. Many Fèisean have been successful with applications to *Awards for All*, Fèisean nan Gàidheal itself had success with the SAC's lottery fund and we have been in receipt of funding from the Heritage Lottery Fund for the Archiving Project.

Lottery funding is diminishing, however, due to fewer sales and the successful Olympic bid for London and, as a consequence, it has become more competitive. While it will still be possible to access lottery funding, it cannot be relied upon for the large amounts of money once available.

European Community Funding

Local Fèisean have been fortunate in securing funding from the various LEADER programmes throughout the Highlands and Islands over the years, and Fèisean nan Gaidheal benefited from generous ESF funding for its Training Programme.

There is still significant European funding available within the Highlands & Islands and we need to keep a watching brief on how best the Fèisean can access these funds.

Sponsorship and Trust Funds

Fèisean nan Gàidheal always recognises the need for additional funding from new sources. Business sponsorship has eluded the Fèis movement, mostly because nobody within the organisation has the available time to court sponsors, which can be very time consuming. It is likely that commercial sponsorship will become even more difficult to access with the current economic downturn which will take years to receiver from.

Trust Funds have been supportive in the past, with successful applications to The MacRobert Trusts, The Baring Foundation and Carnegie United Kingdom Trust. Fèisean nan Gàidheal will continue to seek funding from trusts for specific projects and these funds may become more and more important as public funding tightens alongside commercial sponsorship.

Sales and Other Earned Income

Fèisean nan Gàidheal has increased its earned income considerably over the past 5 years, with the generation of management fees for the delivery of contracts, the increase in membership fees, the sale of books, and the hiring of musical instruments.

While there is probably a limit to what we can do to generate more income, there are other commercial opportunities such as merchandising, consultancy services and events promotion which could form part of what we do. The development and exploitation of commercial opportunities is limited by the number of staff, but nevertheless offers important potential.

In terms of raising new money for individual Fèisean we will have to focus more on this as they have become fairly reliant on the funding they get through Fèisean nan Gàidheal's Grants Scheme. We will explore traditional ways to raise money, using the talent generated by the Fèisean to entertain people in local areas.

8. MEANS OF DELIVERY AND GOVERNANCE

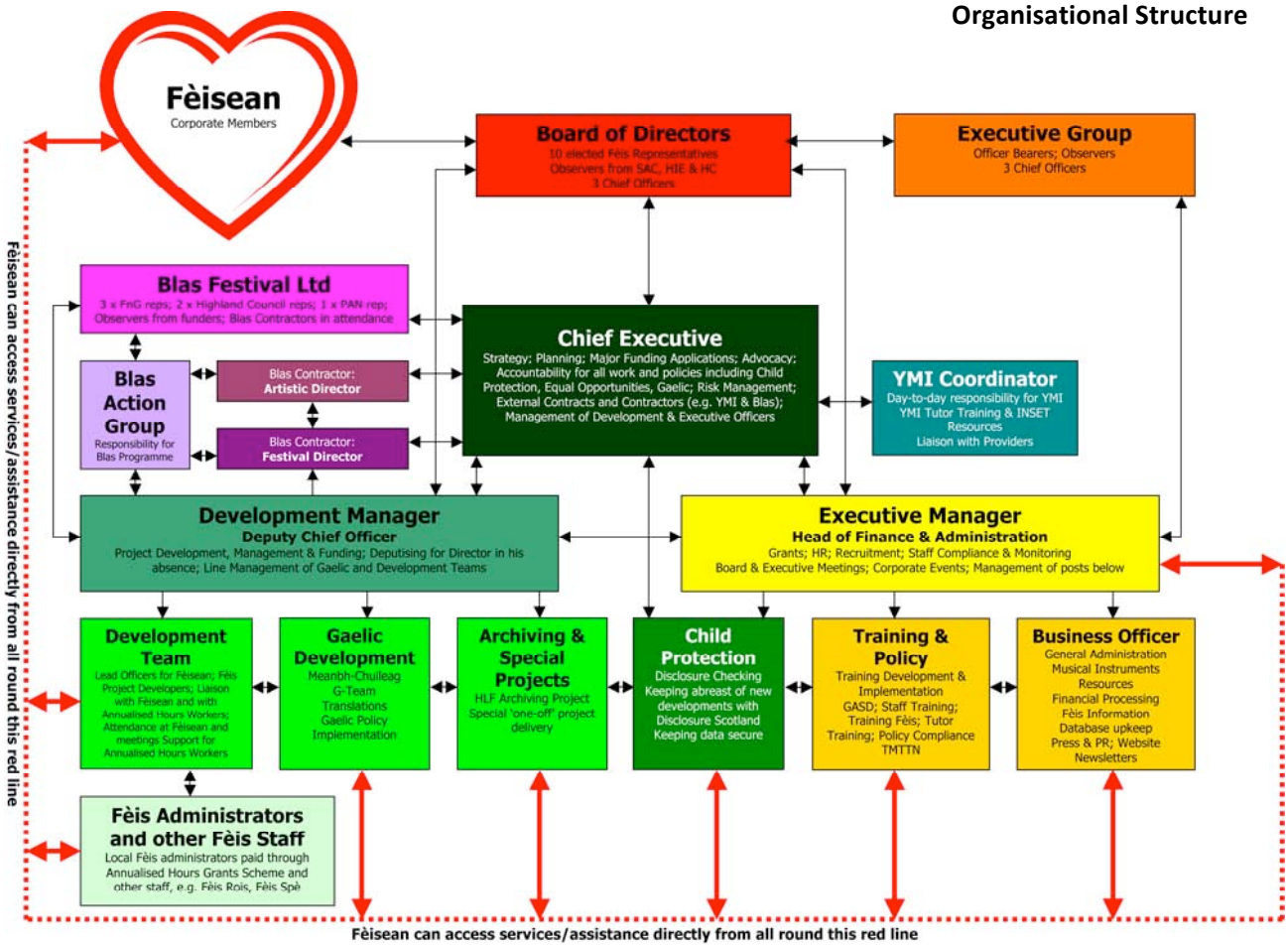
8.1 Organisational Structure

Fèisean nan Gàidheal is a company limited by guarantee, registered number SC130071 and is a Scottish Charity, number SC002040, regulated by OSCR.

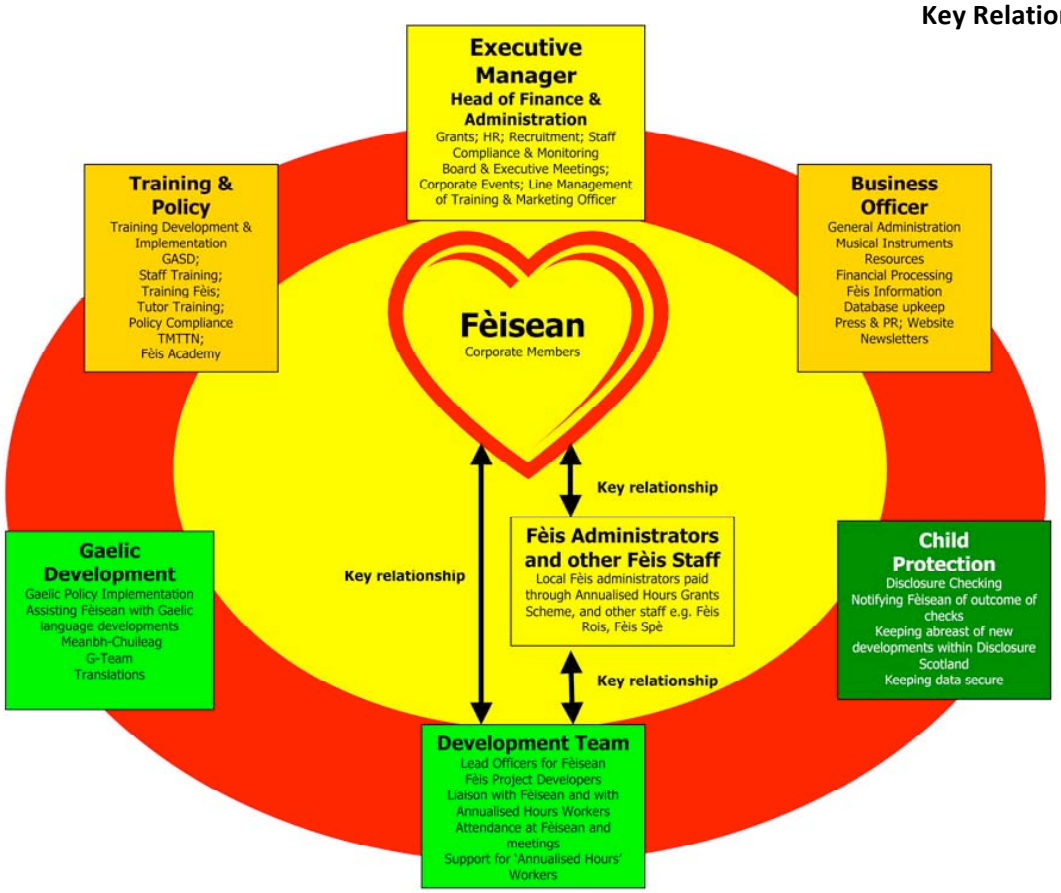
The organisation can only maintain its current level of support for Fèisean, and its contract delivery, if it is successful in raising the funds to maintain its staff. The hands-on approach to assisting Fèisean means that the team we currently have in place is essential to maintaining the one-to-one relationships we have with local Fèisean.

We firmly believe that by having people based in communities, we have a much better chance of delivering our priorities in relation to development since the team are on hand to work with the local committees of the Fèisean. While we do not envisage the need to grow our full-time team much more at present, we do need to be able to retain the following structure:

Organisational Structure



The above diagram represents the structure we developed in 2006 following a restructuring exercise. This details the posts we currently have and gives an overview of the areas of work covered by each. Given that our main focus is on serving local Fèisean, and helping with their development needs, we feel it is important to represent how key relationships work between Fèisean and Fèisean nan Gàidheal staff, and the following diagram is an attempt at outlining this.



8.2 Fèisean nan Gàidheal's Board of Directors

Fèisean nan Gaidheal's Board membership changes annually, since a third of its members retire by rotation, and there are measures taken to ensure that the board reflects the community it serves and has the appropriate skills and expertise. This is done through an election procedure that ensures:

- A Board of 10 Fèis representatives has overall responsibility for the organisation
- Elections are held by postal ballot so all Fèisean can vote
- 3-year appointments to the Board except if a member is elected to an office during that time they may serve 3 years in that office regardless of how long they had served prior to taking up office
- Board meets 4 times annually and meetings are usually conducted in Gaelic
- An Executive Group meets prior to each full Board meeting, made up of the Chair, Vice Chair, Secretary, CEO, Development Manager and Executive Manager
- Observers attend from key funding organisations - Scottish Arts Council, Highlands & Islands Enterprise, Comhairle nan Eilean Siar & Highland Council

At the first meeting of the newly elected Board annually, at the beginning of December, the Board members go through an induction workshop each member is given a copy of the SAC publication *Care, Diligence and Skill* and the OSCR *Guidance for Charity Trustees*. The induction training is based very much on the principles of corporate responsibilities and the responsibility of directors of a company such as Fèisean nan Gàidheal, as well as trustees of a charity.

At the time of preparing this Development Plan, the members of the Board are as follows:

Catriona MacIntyre	Fèis Loch Abar	Chairperson
George Stoddart	Fèis sa Mheadhan	Secretary
Elizabeth Bain	Fèis Cheann Loch Goibhle	Board Member

Maggie Cameron	Fèis an Earraich	Board Member
Katag MacNeil	Fèis Bharraigh	Board Member
Jessie Newton	Fèis Dhun Èideann	Board Member
Peggy MacLennan	Fèis Eilean an Fhraoich	Board Member
Michael Sweeney	Fèis Dhùn Bhreatainn	Board Member
Derek MacLennan	Fèis a' Bhealaich	Board Member
Mairi Oakley	Fèis na h-Òige	Board Member
Ian Smith	Scottish Arts Council	Observer
Cllr Agnes Rennie	Comhairle nan Eilean	Observer
Alasdair MacLeòid	Highlands & Islands Enterprise	Observer
Morag Anna MacLeod	The Highland Council	Observer
Arthur Cormack	Fèisean nan Gàidheal	Chief Executive
Anne Willoughby	Fèisean nan Gàidheal	Executive Manager
David Boag	Fèisean nan Gàidheal	Development Manager

The following table shows staff, their location and the basis of their contract.

Staff Member	Contract	Position	Base
Arthur Cormack	1.0 FTE permanent	Chief Executive	Portree
David Boag	1.0 FTE permanent	Development Manager	Inverness
Anne Willoughby	1.0 FTE permanent	Executive Manager	Portree
Iona MacDonald	1.0 FTE permanent	Training & Policy Officer	Portree
Kevin Rodgers	1.0 FTE permanent	Development Officer	Fort William
Nicola Marshall	1.0 FTE permanent	Development Officer	Inverness
Emily Edwards	1.0 FTE permanent	Archiving and Special Projects Officer	Inverness
Christine MacIntyre	1.0 FTE permanent	Development Officer	Ardrishaig
Jenna Cumming	1.0 FTE permanent	Development Officer	Harris
Moreen Pringle	0.8 FTE permanent	Business Officer	Portree
Sandy Gray	0.2 FTE contractor	Child Protection Officer	Portree
Rae MacEachern	0.2 FTE contractor	Youth Music Coordinator	Sleat
Calum Alex MacMillan	1.0 FTE permanent	Gaelic Officer	Inverness
Dougie Beck	1.0 FTE permanent	Gaelic Officer (Drama)	Inverness
Angus MacLeod	1.0 FTE permanent	Drama Assistant	Inverness
Donna MacRae	0.8 FTE contractor	Blas Festival Director	Beauly
Brian Ó hEadhra	0.4 FTE contractor	Blas Artistic Director	Inverness
Peter Kane	0.2 FTE contractor	Blas PR & Press Manager	Muir of Ord

8.3 Fèisean nan Gàidheal Procedures for Good Governance

Fèisean nan Gàidheal has agreed, or is in the process of agreeing, a range of policies and procedures which promote good governance within the organisation and which ensure that the people we would with, and who work for us, are protected.

Access Policy
Child Protection Policy
Data Protection Policy
Gaelic Language Policy
Taking Photographs in Schools
Environmental Policy
Financial Procedures
Health & Safety Policy
Use of Mobile Phones Policy
Travel Policy
Staff Handbook
Risk Assessment for an office environment

Working Alone in Safety
Business Continuity Plan and IT
Manual Handling Policy
Stress Management Policy
Training Needs Assessment
Cash Handling Policy
Risk Register and Management Plan

All those policies are available on Fèisean nan Gàidheal's website.

9. TIMESCALE FOR DEVELOPMENT AND TARGETS

(To be devised once projects have been agreed)

10. BUDGET PROJECTIONS

The following is an example of how Fèisean nan Gàidheal's income and expenditure might pan out if the plans described herein come to fruition. While we have tried to be responsible with our projections, and suggested sources of funding, it is understood that any funding would be awarded on a discretionary basis by any of the bodies approached.

Our experience from past plans is that we have exceeded our projections, as new opportunities have come along which have allowed us to do so. Therefore, although this plan goes through to March 2015, projections are only given to 31 March 2013 as 3 years is probably as long a period as can be planned for at present. The plan will be reviewed annually and up to date projections provided at that time.

NB BUDGET FOR 2009-10 ONLY AT PRESENT AS AN EXAMPLE – TO BE COMPLETED

Fèisean nan Gàidheal Financial Projections	**2009-10**	**2010-11**	**2011-12**
INCOME			
Core Grants	£ 380,200.00		
Grants Scheme	£ 195,000.00		
Fèis Development Fund	£ 30,000.00		
Annualised Hours	£ 15,000.00		
Training	£ 32,500.00		
Gaelic Development	£ 11,500.00		
Youth Music Initiative	£ 219,511.00		
Blas Festival	£ 263,000.00		
Earned Income	£ 17,400.00		
Meanbh Chuileag TIE Service	£ 10,000.00		
Support Cèilidh Trails	£ 70,000.00		
Gaelic Drama Summer School	£ 45,000.00		
Archiving Project	£ 23,667.00		
Press/PR/Website Updates/Newsletter	£ 3,000.00		
Showcase Opportunities	£ 20,000.00		
General Funds still to be raised	£ 55,551.25		
TOTAL INCOME	**£ 1,391,329.25**		
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 341,755.00		
NIC Contributions	£ 34,175.50		
Pension Contributions	£ 17,087.75		
Staff Travel	£ 26,000.00		
Office Rent & Rates	£ 23,000.00		
Stationery, Printing & Postage	£ 12,000.00		
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00		
Board Expenses	£ 8,000.00		
Implementation of Child Protection policy	£ 8,500.00		
Insurance	£ 6,000.00		
Sundry Expenses	£ 2,500.00		
Accountancy & Bank Charges	£ 5,000.00		
Professional Fees	£ 3,000.00		
Instrument Bank Maintenance	£ 2,000.00		

Additional Support Needs	£ 2,000.00
Capital Expenses	£ 5,000.00
PROGRAMME COSTS	
Grants Paid Out	£ 195,000.00
Annualised Hours	£ 15,000.00
Feis Development Fund	£ 30,000.00
Training Programme	£ 32,500.00
Training Programme Management Fee	-£ 3,250.00
Gaelic Language Development	£ 11,500.00
Gaelic Language Development Management Fee	-£ 1,150.00
Youth Music Initiative	£ 219,511.00
Youth Music Initiative Management Fee	-£ 38,000.00
Annual Conference	£ 10,000.00
Blas Festival	£ 263,000.00
Blas Festival Management Fee	-£ 26,300.00
Support for Meanbh Chuileag	£ 25,000.00
Support Cèilidh Trails	£ 70,000.00
Gaelic Drama Summer School	£ 45,000.00
Drama Summer School Management Fee	-£ 4,500.00
Archiving Project	£ 10,000.00
Archiving Management Fee	-£ 1,000.00
Press/PR/Website Updates/Newsletter	£ 6,000.00
Fèis Showcase Concerts	£ 20,000.00
Fèis Showcase Concerts Management Fee	-£ 2,000.00
Contingency	£ 5,000.00
SUB-TOTAL EXPENDITURE	**£ 1,391,329.25**
Management Fees	£ 76,200.00
TOTAL EXPENDITURE	**£ 1,467,529.25**
Transfer to Reserves	£ 13,335.00
SURPLUS/DEFICIT	**£ 0.00**

Appendix 1 RESEARCH ON THE FÈISEAN AND FÈISEAN NAN GÀIDHEAL

In 1996, François Matarasso of Comedia carried out a study entitled *Northern Lights: The Social Impact of the Fèisean* and concluded that "Rarely have I seen work whose quality and value spoke so eloquently for itself as that which I witnessed in the Fèis movement in Scotland." Key findings included:

- 78% of Fèis participants said they felt more self-confident as a result of having attended a Fèis
- Many children - 96% - said that they had made new friends through the Fèis.
- 79% said they had developed new skills, and most could see ways in which these skills would help them in everyday life, and communities felt empowered having run a successful Fèis.

In January 2004, a survey carried out by NFO/System 3 for *The Herald* showed that people in Scotland would rather that traditional music was supported from the public purse, by a far bigger percentage than the other forms of music put together! It showed that nationally 31% of people in Scotland felt that traditional music should be publicly funded, compared to only 4% for classical music and 2% for opera. In the Highlands & Islands, support for traditional music rose to 57%, with 4% for classical, and 3% for opera.

In 2005, the RSAMD carried out research, reported in *25 Years of the Fèisean*. The aim of this study was to map out the story of people who have taken part in Fèisean, and to ascertain how their participation has influenced their life, their career, and crucially, their attitude to the Gaelic language. It concluded that "there seems little doubt that the Fèisean have provided a positive enriching experience for the majority of participants. The evidence from the surveys is overwhelming in this regard":

- 76% of respondents reported a positive influence on their motivation to learn Gaelic
- 79% of respondents reported a positive influence on their attitude to Gaelic
- 87% of respondents reported a positive influence on their motivation to play or learn a musical instrument or take part in Gaelic singing, drama or traditional dance
- 50% of respondents reported a positive influence on their choice of study or career
- 61% of respondents reported a positive influence on their intention to stay in, return or relocate to the Highlands and Islands
- 86% of respondents reported a positive influence on their attitude towards the arts in general.

The survey also indicated how the movement feeds and renews itself: according to the results of the survey, 1 in 5 learners go on to take part in the Fèisean in another role, a very positive indication for the continuing sustainability and growth of the movement. Many of the findings of François Matarasso were confirmed, nearly 10 years after his study. Increased confidence, interpersonal skills, community cohesion and economic benefits were all recurring themes.

Case study interviewees emphasised the importance of the movement in introducing young people to music – in some cases, introducing them to an instrument around which they would build a career. They also underlined the role of the Fèisean in initiating and fostering friendships and, perhaps most strikingly, highlight the part that the Fèisean have played for them in encouraging and enabling an interest and pride in Gaelic, especially in families where the language was one generation from being lost, or where Fèisean were the first contact with the Gaelic language.

Commenting on its publication in 2005, William Roe, Chair of HIE said*: "This study shows that there are tangible economic and demographic benefits associated with our traditional heritage and we should look to build on the renewed sense of pride and of vibrancy amongst young*

people in the Highlands and Islands and help strengthen bonds between the people growing up in the area and their sense of place."

The most recent substantive research on Fèisean nan Gàidheal's work was the 2006 *Impact Assessment* by Steve Westbrook for HIE which concluded that "The economic impacts summarised in … this report from Fèisean nan Gàidheal's current and planned activities, together with the social and community benefits … are considered to provide good value for money from HIE's requested investment of £632,000 over 3 years. It is impossible where funding from other partners is involved to put a precise value on the additional benefits that would be purchased for this £632,000 (even if all benefits could be quantified), but the extent of partnership funding will give good leverage from HIE's investment if Fèisean nan Gàidheal can achieve all, or most, of the funding not yet committed by other agencies and all, or most, of its anticipated earned income.

Importantly, the report stated that "Fèisean nan Gàidheal's success can be assessed as the value that it has added to the range of activities in which it has been involved relative to the support funding that it has received", and went on "the evaluations and other reports that have been produced on the work of Fèisean nan Gàidheal and the Fèisean movement show that this value added has been very substantial …. There is clear evidence … that difficult-to-quantify or unquantifiable impacts from Fèisean nan Gàidheal's work are an important proportion of its overall impact (economic, social and linguistic), and conventional measures such as "cost per job" thus indicate only part of the value for money to HIE in investing in Fèisean nan Gàidheal."

The report put the gross impact of Fèisean nan Gàidheal's activities at 78.4 FTEs (56.2 in HIE area) which generated income of £1.385m (£979k in HIE area).

Among some of the unquantified economic impacts reported by Steve Westbrook:

I. Fèisean nan Gàidheal's activities in supporting the growth and sustainability of the Fèisean and in introducing new initiatives have helped to create and protect employment in the Highlands and Islands in a number of ways that are not amenable to quantification (on evidence currently available). All of the types of impact summarised below are considered significant, nevertheless.
II. The availability of part-time employment in tutoring for Fèisean and the Youth Music Initiatives, and the performing opportunities offered through Blas and other Fèisean nan Gàidheal and Fèisean events, helps a number of artists to obtain sufficient annual income, when added to their other earned income during the year, both to continue to work in the creative industries and to retain (or take up) residence in the Highlands and Islands.
III. The Fèisean provide an introduction to traditional music and a stimulus to people in the (mainly) rural parts of the Highlands and Islands, which results later in life in their employment in the music industry in the area, particularly in bands. This is not, typically, full time employment, but the additional income supplements other part time or seasonal work, and the opportunities to perform (which have been increasing) make living in the area more attractive.
IV. The RSAMD survey of Fèis participants found that 50% of respondents reported a positive influence on their choice of study or career and that 61% reported a positive influence on their intention to stay in, return or relocate to the Highlands and Islands. Not all of these people will have employment opportunities or be able to access affordable housing, but even a small proportion represents a very significant number.
V. Many of these people who were introduced to the culture of the Highlands and Islands through the Fèisean and their associated engagement with the Gaelic language will stay in the area to work or move back later in life even where not at all involved professionally as musicians or arts administrators.
VI. Other members of the households of the people who benefit from the employment opportunities generated by Fèisean nan Gàidheal and of others in categories (ii) and (iii)

above will be in productive employment in the Highlands and Islands, in some cases with skills valuable to the area's economy.

VII. As indicated in the RSAMD study, people who organise Fèisean locally or help as volunteers will often be cementing their attachment to the Highlands and Islands as members of its workforce.

VIII. The increasing opportunities to attend traditional music concerts in the Highlands and Islands are a boost to its tourism industry, as well as making the area more attractive as a place to live and work for its residents. The Fèisean play a major role in increasing the supply and quality of future traditional musicians, without whom this expansion would not have been possible.

The 2006 report *The Demand for Gaelic Arts; Patterns and Impacts* (Glasgow Caledonian University for Pròiseact nan Ealan) was a follow-up to a substantial survey carried out in 1996. This reported a marked increase in participation in Fèisean within the Western Isles and Skye & Lochalsh as follows: 36% (9% in 1996) attended a fèis occasionally while 18% (4% in 1996) attended often.

The report found that "more than half of the population in those areas continued to report attendance at, or participation in, live Gaelic music events, approaching half have again attended at least one exhibition delivered (at least in part) through the medium of Gaelic, and similarly to the situation in 1996, over one quarter have attended a play or theatrical event delivered wholly or partly through the medium of Gaelic. Given the geographical distribution of the population, the travelling time to main centres of population and the continued very limited level of provision in some geographical areas and event categories these figures continue to underline the demand for such provision from the Gaelic arts sector."

It also allowed a comparison of attendance and involvement in the mòds and the fèis movement over the ten years. This indicated an increase in both those attending and those participating in local fèisean. During this same period, attendances at mòds have held steady, while although participation shows some decline, almost one in five respondents report participation in mod events.

The study confirmed an important link between the Gaelic arts and language survival, with 80% of respondents of the opinion that the growth and development of the Gaelic arts are essential to Gaelic language maintenance. The study also found that 77% of those surveyed saw the Gaelic arts as a major motivation for young people to learn and develop their Gaelic, and that a third of those people surveyed who have children of school age said that Gaelic artistic activities had boosted their willingness to opt for Gaelic Medium Education. A key development since the 1996 study was the growth in the belief that the regeneration of Gaelic language arts and culture is essential for the future economic development of areas surveyed, with 70% of respondents across all socio-economic groupings now of this opinion.

Chairman of Highlands and Islands Enterprise (HIE), William Roe, said at the launch of the report: *"This new research is a hugely important indicator of the positive and tangible effects Gaelic arts and cultural activities have on promoting Gaelic language development across the region. This in turn creates a strong sense of place, increasing confidence and vitality in communities and businesses, all of which will ultimately drive forward sustainable economic growth in the Highlands and Islands."*

Recent research in the People and Culture in Scotland report (Scottish Household Survey Culture and Sport Module 20071) shows that 79% of people questioned had participated in some form of cultural activity, and 75% of people had attended or visited at least one cultural event or place in Scotland in the last 12 months.

However, it was clear that access is not spread evenly across the age ranges or across society with participation in cultural activities being highest among those aged 16-24 years (85%), and of those who did participate in culture, significant numbers would have liked to take part more often.

Appendix 2 FÈISEAN NAN GÀIDHEAL STAFF AND CONTACT DETAILS

(Needs to be updated with newest information at the time of publication)

Appendix 3 FÈISEAN NAN GÀIDHEAL GAELIC LANGUAGE POLICY

(Needs to be updated with newest information once policy is agreed)

Fèisean nan Gàidheal

Iomairt na Gàidhealtachd agus nan Eilean
Àireamh air a' Chlàr Chùisean: 2.2009.02(c)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird mu adhartas leis ar n-iarrtas airson taic-airgid a chuir sinn a-steach gu Iomairt na Gàidhealtachd (InG) agus nan Eilean anns a' Ghearran.

Bun Fhiosrachadh
Bidh cuimhne aig buill a' Bhùird gun robh cùmhnant maoineachaidh aig Fèisean nan Gàidheal le InG a thàinig gu crìch aig deireadh a' Mhàirt 2009. Thòisich sinn a' còmhradh ri oifigearan InG anns an t-Sultain an-uiridh mu thaic san àm ri teachd agus bha sinn air a bhith ag obair air iarrtas airgid airson 2009-12 bhon Dùbhlachd, a chaidh a-steach gu InG anns a' Ghearran.

Adhartas gu ruige seo
An dèidh dhuinn tagradh a dheasachadh agus a chur a-steach, a tha air sgaoileadh ann am pàipearan son coinneamh den Bhuidheann Ghnìomh tro phost-d a-mhàin, dh'ìarr InG aithisg air buaidh eaconomach nam molaidhean. Dh'adhbharaich seo dàil ach fhuair sinn fios gum biodh freagairt agus co-dhùnadh againn ro 12 Cèitean. Chuala sinn bho chionn greis bho Alasdair MacLeòid gu bheil mi-chinnt ag InG fhathast mu na buidseatan aca airson 2009-10, ach gum bi freagairt againn ro, no air, 8 Ògmhios.

Ged a tha a' mhi-chinnt air duilgheadasan adhbharachadh dhuinn, nam measg tabhartasan a chur a-mach dha na Fèisean agus taic a thoirt do Chuairtean Cèilidh an bliadhna-sa, tha mi cinnteach gur e adhbhar dòchais a th' ann nach eil InG air an t-iarrtas againn a dhiùltadh. Ged nach eil gealltanas sam bith ann gun soirbhich leinn air a' cheann thall, bu chòir dhuinn a bhith misneachail leis gu bheil InG fhathast a' breithneachadh air ar n-iarrtas.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don fhiosrachadh, agus tha Alasdair MacLeòid air innse dhuinn gum bidh e aig a' choinneimh agus gun toir e seachad fiosrachadh sam bith a bharrachd do na buill.

Art MacCarmaig
Ceannard
Cèitean 2009

Fèisean nan Gàidheal

Aithisg Ionmhais
Àireamh air a' Chlàr Chùisean: 2.2009.03

Anns an aithisg seo tha:

Àireamh air a' Chlàr Chùisean 2.2009.3(a)

1 Teachd a-steach agus teachd a-mach bho 1 Giblean 2008 – 31 Faoilleach 2009
2 Teachd a-steach agus teachd a-mach gu 31 Màirt 2010 leis mar a thionndaidh cùisean a-mach gu 30 Giblean 2009
3 Liosta de na tabhartasan a tha air gealltainn dha na Fèisean airson 2009-10 gu 15 Cèitean 2009

Àireamh air a' Chlàr Chùisean 2.2009.3(b)

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

Àireamh air a' Chlàr Chùisean 2.2009.3(c)

1 Tha sinn air litir fhaotainn bho Bhanca Dhail Chluaidh a' tabhann for-tharraing dhuinn airson na bliadhna ionmhais 2009-10. Tha feum air aonta bhon Bhòrd ris na cunnraidhean co-cheangailte ris an iasadachd, agus tha feum air gabhail ris an litir le Rùnaire a' Chompanaidh agus Stiùiriche eile.

Anne Willoughby
Manaidsear Gnìomha
Cèitean 2009

Teachd a-steach agus teachd a-mach bho 1 Giblean 2008 – 31 Faoilleach 2009
Àireamh air a' Chlàr Chùisean: 2.2009.03(a)1

Fèisean nan Gàidheal Budget 2008-09

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 327,685.00	£ 327,685.00	£ 283,697.31
Grants Scheme	£ 189,000.00	£ 189,000.00	£ 169,000.00
Fèis Development Fund	£ 60,000.00	£ 60,000.00	£ 55,000.00
Annualised Hours	£ 25,000.00	£ 25,000.00	£ 15,000.00
Training	£ 38,100.00	£ 38,100.00	£ 14,102.50
Gaelic Development	£ 46,562.00	£ 46,562.00	£ 43,406.67
Youth Music Initiative	£ 244,511.00	£ 244,511.00	£ 237,096.75
Blas Festival	£ 259,500.00	£ 259,500.00	£ 261,248.54
Earned Income	£ 16,300.00	£ 16,300.00	£ 24,341.15
Meanbh Chuileag TIE Service	£ 55,000.00	£ 55,000.00	£ 64,900.00
City Fèisean Development Officer	£ 30,000.00	£ 30,000.00	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 74,000.00	£ 40,260.62
Gaelic Drama Summer School	£ 40,000.00	£ 40,000.00	£ 27,029.31
Archiving Project	£ 24,118.00	£ 24,118.00	£ 20,000.00
Press/PR/Website Updates/Newsletter	£ 5,000.00	£ 5,000.00	£ 2,000.00
Showcase Opportunites	£ 15,000.00	£ 15,000.00	£ 17,656.00
General Funds still to be raised	£ 85,000.00	£ 85,000.00	£ 0.00
TOTAL INCOME	**£ 1,534,776.00**	**£ 1,534,776.00**	**£ 1,293,845.35**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 342,916.00	£ 342,916.00	£ 318,179.90
NIC Contributions	£ 30,862.44	£ 30,862.44	£ 29,904.19
Pension Contributions	£ 9,000.00	£ 9,000.00	£ 7,636.40
Staff Travel	£ 27,000.00	£ 27,000.00	£ 33,809.10
Office Rent & Rates	£ 20,000.00	£ 20,000.00	£ 22,918.77
Stationery, Printing & Postage	£ 15,000.00	£ 15,000.00	£ 14,402.17
Telephone, Fax, E-mail, Heat & Light	£ 10,000.00	£ 10,000.00	£ 11,865.29
Board Expenses	£ 8,000.00	£ 8,000.00	£ 7,493.86
Implementation of Child Protection policy	£ 10,000.00	£ 10,000.00	£ 10,821.80
Insurance	£ 7,500.00	£ 7,500.00	£ 5,751.06
Sundry Expenses	£ 5,000.00	£ 5,000.00	£ 6,102.10
Accountancy & Bank Charges	£ 3,000.00	£ 3,000.00	£ 4,133.92
Professional Fees	£ 5,000.00	£ 5,000.00	£ 3,729.85
Instrument Bank Maintenance	£ 3,000.00	£ 3,000.00	£ 2,603.12
Additional Support Needs	£ 3,000.00	£ 3,000.00	£ 2,749.85
Capital Expenses	£ 12,000.00	£ 12,000.00	£ 11,330.63
PROGRAMME COSTS			
Grants Paid Out	£ 195,000.00	£ 195,000.00	£ 188,355.50
Annualised Hours	£ 35,000.00	£ 35,000.00	£ 24,596.75
Feis Development Fund	£ 60,000.00	£ 60,000.00	£ 64,536.08
Training Programme	£ 33,000.00	£ 33,000.00	£ 30,534.44
Training Programme Management Fee	-£ 1,500.00	-£ 1,500.00	-£ 1,500.00
Gaelic Language Development	£ 5,713.00	£ 5,713.00	£ 5,343.11
Gaelic Language Development Management Fee	-£ 12,500.00	-£ 12,500.00	-£ 12,500.00
Youth Music Initiative	£ 244,511.00	£ 244,511.00	£ 176,164.64

Youth Music Initiative Management Fee	-£ 18,500.00	-£ 18,500.00	-£ 18,500.00
Annual Conference	£ 15,000.00	£ 15,000.00	£ 6,164.40
Blas Festival	£ 259,150.00	£ 259,150.00	£ 261,248.54
Blas Festival Management Fee	-£ 15,000.00	-£ 15,000.00	-£ 15,000.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 39,500.00	£ 39,500.00	£ 37,288.95
City Fèisean Development Officer	£ 35,000.00	£ 35,000.00	£ 0.00
Support Cèilidh Trails	£ 74,000.00	£ 74,000.00	£ 64,376.05
Gaelic Drama Summer School	£ 55,000.00	£ 55,000.00	£ 39,901.16
Archiving Project	£ 10,328.00	£ 10,328.00	£ 10,270.42
Archiving Management Fee	-£ 4,585.00	£ 10,000.00	£ 6,877.45
Press/PR/Website Updates/Newsletter	£ 10,000.00	£ 20,000.00	£ 23,738.02
Fèis Showcase Concerts	£ 20,000.00	-£ 7,600.00	-£ 7,600.00
Fèis Showcase Concerts Management Fee	-£ 7,600.00	-£ 7,600.00	-£ 7,600.00
Contingency	£ 15,000.00	£ 15,000.00	£ 8,605.54
SUB-TOTAL EXPENDITURE	**£ 1,557,795.44**	**£ 1,554,780.44**	**£ 1,378,733.06**
Management Fees	£ 55,100.00	£ 55,100.00	-£ 59,685.00
TOTAL EXPENDITURE	**£ 1,612,895.44**	**£ 1,612,895.44**	**£ 1,322,063.06**
Transfer to Reserves	£ 9,642.50	£ 9,642.50	-£ 10,444.88
SURPLUS/DEFICIT	**-£ 23,019.44**	**-£ 23,019.44**	**-£ 87,902.71**

Funding Outstanding	
HIE - 14.6% of Expenditure (last payment)	£ 11,769.00
HIE (4th Quarter)	£ 64,202.00
SAC (NCS)	£ 25,000.00
SAC (Grants)	£ 10,000.00
Total Due at 31.03.2009	**£ 110,971.00**

Teachd a-steach agus teachd a-mach gu 31 Màirt 2010 leis mar a thionndaidh cuisean a-mach gu 30 Giblean 2009
Àireamh air a' Chlàr Chùisean: 2.2009.03(a)2

Fèisean nan Gàidheal Budget 2009-10

INCOME	**Budget**	**Period**	**Actual**
Core Grants	£ 382,700.00	£ 31,891.67	£ 103,220.31
Grants Scheme	£ 195,000.00	£ 16,250.00	£ 55,000.00
Fèis Development Fund	£ 30,000.00	£ 2,500.00	£ 10,000.00
Annualised Hours	£ 15,000.00	£ 1,250.00	£ 0.00
Training	£ 32,500.00	£ 2,708.33	£ 350.00
Gaelic Development	£ 11,500.00	£ 958.33	£ 5,000.00
Youth Music Initiative	£ 219,511.00	£ 18,292.58	£ 0.00
Blas Festival	£ 263,000.00	£ 21,916.67	£ 52,500.00
Earned Income	£ 17,400.00	£ 1,450.00	£ 753.25
Meanbh Chuileag TIE Service	£ 10,000.00	£ 833.33	£ 0.00
Support Cèilidh Trails	£ 70,000.00	£ 5,833.33	£ 0.00
Gaelic Drama Summer School	£ 45,000.00	£ 3,750.00	£ 0.00
Archiving Project	£ 23,667.00	£ 1,972.25	£ 0.00
Press/PR/Website Updates/Newsletter	£ 3,000.00	£ 250.00	£ 0.00
Showcase Opportunites	£ 20,000.00	£ 1,666.67	£ 0.00
General Funds still to be raised	£ 53,051.25	£ 4,420.94	£ 0.00
TOTAL INCOME	**£ 1,391,329.25**	**£ 115,944.10**	**£ 226,823.56**
EXPENDITURE			
RUNNING COSTS			
Staff Salaries	£ 341,755.00	£ 28,479.58	£ 28,841.50
NIC Contributions	£ 34,175.50	£ 2,847.96	£ 3,103.62
Pension Contributions	£ 17,087.75	£ 1,423.98	£ 781.84
Staff Travel	£ 26,000.00	£ 2,166.67	£ 0.00
Office Rent & Rates	£ 23,000.00	£ 1,916.67	£ 1,747.75
Stationery, Printing & Postage	£ 12,000.00	£ 1,000.00	£ 579.54
Telephone, Fax, E-mail, Heat & Light	£ 14,000.00	£ 1,166.67	£ 126.85
Board Expenses	£ 8,000.00	£ 666.67	£ 120.65
Implementation of Child Protection policy	£ 8,500.00	£ 708.33	£ 480.00
Insurance	£ 6,000.00	£ 500.00	£ 0.00
Sundry Expenses	£ 2,500.00	£ 208.33	£ 0.00
Accountancy & Bank Charges	£ 5,000.00	£ 416.67	£ 421.35
Professional Fees	£ 3,000.00	£ 250.00	£ 190.00
Instrument Bank Maintenance	£ 2,000.00	£ 166.67	£ 7.42
Additional Support Needs	£ 2,000.00	£ 166.67	£ 0.00
Capital Expenses	£ 5,000.00	£ 416.67	£ 1,056.85
PROGRAMME COSTS			
Grants Paid Out	£ 195,000.00	£ 16,250.00	£ 23,845.00
Annualised Hours	£ 15,000.00	£ 1,250.00	£ 0.00
Feis Development Fund	£ 30,000.00	£ 2,500.00	£ 2,227.20
Training Programme	£ 32,500.00	£ 2,708.33	£ 1,227.12
Training Programme Management Fee	-£ 3,250.00	-£ 270.83	£ 0.00
Gaelic Language Development	£ 11,500.00	£ 958.33	£ 0.00
Gaelic Language Development Management Fee	-£ 1,150.00	-£ 95.83	£ 0.00
Youth Music Initiative	£ 219,511.00	£ 18,292.58	£ 2,991.24

Youth Music Initiative Management Fee	-£ 50,000.00	-£ 4,166.67	£ 0.00
Annual Conference	£ 10,000.00	£ 833.33	£ 0.00
Blas Festival	£ 263,000.00	£ 21,916.67	£ 5,316.09
Blas Festival Management Fee	-£ 14,300.00	-£ 1,191.67	£ 0.00
NEW PROJECTS			
Support for Meanbh Chuileag	£ 25,000.00	£ 2,083.33	£ 9,304.76
Support Cèilidh Trails	£ 70,000.00	£ 5,833.33	£ 0.00
Gaelic Drama Summer School	£ 45,000.00	£ 3,750.00	£ 0.00
Drama Summer School Management Fee	-£ 4,500.00	-£ 375.00	£ 0.00
Archiving Project	£ 10,000.00	£ 833.33	£ 0.00
Archiving Management Fee	-£ 1,000.00	-£ 83.33	£ 0.00
Press/PR/Website Updates/Newsletter	£ 6,000.00	£ 500.00	£ 0.00
Fèis Showcase Concerts	£ 20,000.00	£ 1,666.67	£ 0.00
Fèis Showcase Concerts Management Fee	-£ 2,000.00	-£ 166.67	£ 0.00
Contingency	£ 5,000.00	£ 416.67	£ 0.00
SUB-TOTAL EXPENDITURE	**£ 1,391,329.25**	**£ 115,944.10**	**£ 82,368.78**
Management Fees	£ 76,200.00	£ 6,350.00	£ 0.00
TOTAL EXPENDITURE	**£ 1,467,529.25**	**£ 122,294.10**	**£ 82,368.78**
Transfer to Reserves	£ 13,335.00	£ 1,111.25	£ 0.00
SURPLUS/DEFICIT	**£ 0.00**	**£ 0.00**	**£ 144,454.78**

Tabhartasan nam Fèisean 2009-10

Àireamh air a' Chlàr Chùisean: 2.2009.3(a)3

	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	£13,421.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 13,421.00	£ 10,066.00	£ 3,355.00
Fèis Lochabair	£4,181.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 4,181.00	£ 3,136.00	£ 1,045.00
Fèis nan Garbh Chrìochan	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Chataibh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis a' Bhealaich	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Rois nan Deugairean	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eige	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Rois Òigridh	£11,895.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 11,895.00	£ 8,921.00	£ 2,974.00
Fèis Farr	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis na h-Òige	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Air an Oir	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Ghlinn Albainn	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Ratharsaidh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis a' Bhaile	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Òigridh na Mara	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Inbhir Narann	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Spè	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Eile/Bailtean							£ 0.00		£ 0.00
Fèis Dhùn Èideann	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Chille Conbhal	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Arainn	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Obair Dheathain	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Dhùn Bhreatainn	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Mhoireibh	£1,610.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 1,610.00	£ 0.00	£ 1,610.00
Fèis Lannraig a Tuath	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis 'sa Mheadhan	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Ghlaschu	£3,055.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 3,055.00	£ 0.00	£ 3,055.00
Fèis Innis an Uillt	£403.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 403.00	£ 0.00	£ 403.00

Fèis Lunnain	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Comhairle nan Eilean Siar							£ 0.00		£ 0.00
Fèis Tìr a' Mhurain	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eilean an Fhraoich	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Tìr an Eòrna	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Bharraigh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Eilean na Hearadh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis an Rubha	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Taigh Dhonnchaidh	£723.00	£1,500.00	£0.00	0	£ 0.00	£ 0.00	£ 2,223.00	£ 1,668.00	£ 555.00
Comhairle Earra Ghàidheal agus Bhòid									£ 0.00
Fèis Cholla	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Latharna	£2,471.00	£1,500.00	£0.00	0	£ 0.00	£ 0.00	£ 3,971.00	£ 2,978.00	£ 993.00
Fèis Mhuile	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Thiriodh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Ìle agus Dhùira	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Dhun Omhain	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Fèis Cheann Loch Goibhle	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis a'Chaolais	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Ghallaibh	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis ant-Stratha	£0.00	£0.00	£0.00	0	£ 0.00	£ 0.00	£ 0.00	£ 0.00	£ 0.00
Feis Freumhan	£0.00	£0.00	£0.00	0	£0.00	£ 0.00	£ 0.00	£0.00	£ 0.00
	Prìomh Thabhartas Fèise	**Maoin Ùghdarras Ionadail**	**Tabhartasan Leantainneach**	**Uaireannan a rèir Bliadhna**	**Uaireannan gach Bliadhna**	**Maoin Leas.**	**Tabhartas Iomlan air a Thabhann**	**Còrr Pàighte**	**Còrr gun rèiteach**
Totals	**£ 37,759.00**	**£ 3,000.00**	**£ 0.00**	**0**	**£ 0.00**	**£ 0.00**	**£ 40,759.00**	**£ 26,769.00**	**£ 13,990.00**

Fèisean nan Gàidheal

For-tharraing bho Bhanca Dhail Chluaidh Plc
Àireamh air a' Chlàr Chùisean: 2.2009.03(c)

Adhbhar a' Phàipeir
Airson aonta a' Bhùird fhaighinn airson a' gabhail ri tairgse for-tharraing bho Bhanca Dhail Chluaidh Plc.

Bun Fhiosrachadh
Tha Fèisean nan Gàidheal air a bhith fortanach fad ghrunn bhliadhnaichean nach eil feum air a bhith air a' bhuidhinn iasadan airgid airson gnothaichean làitheil a chumail a' dol. Tha sinn air am feum as fheàrr a dhèanamh den airgead a th' air a bhith againn anns an t-seadh sin. A dh'aindheoin sin, tha amannan ann far a bheil sinn ag iasadachd beagan nar Cunntas Làitheil, glè thric ann an suidheachadh far a bheil airgead againn air a thasgadh agus far an cailleamaid riadh nan gluaiseamaid sin a-mach air thoiseach air an ùine a chaidh aontachadh airson a thasgadh sa chiad dol a-mach.

Tha aon mhios sa bhliadhna far a bheil duilgheadasan againn miannach tric, agus 's e in an Gearran far a bheil airgead againn ri a' cur a-mach gu cunbhalach ach airgead ri thighinn a-steach. Ged a tha sinn an còmhnaidh a' feuchainn gun chosgaisean iasadachd a làimhseachadh, tha amannan ann far nach eil e comasach sin a sheachnadh.

Tha for-tharraing aontaichte cuideachd a' toirt dhuinn comhfhurtachd ann an suidheachadh far nach eil e comasach dhuinn airgead a ghluasad bhon Chunntas Àrd-rèidh againn dhan Chunntas Làitheil. Gun for-tharraing a bhith suidhichte, bhitheamaid a' làimhseachadh cosgaisean iasadachd gun chead, a dh'fhaodadh a bhith gu math daor dhuinn.

An tairgse bho Bhana Dhail Chluaidh
Tha Banca Dhail Chluaidh air tairgse a thoirt dhuinn de £25k air cosgais £250 le riadh aig 2.25% thairis air ìre rèidh a' Bhanca a tha an-dràsta aig 0.5%. Mar sin 3% aig an àm a bhios sinn ag aontachadh seo.

Mar a chì sibh bhon litir tairgse a tha air cuairteachadh, tha feum air a' Bhanca air aonta bhon Bhòrd, agus làmh-sgrìobhaidh Rùnaire a' Chompanaidh agus Stiùiriche eile ris na cunnraidhean a tha na lùib.

Gnìomh a dhìth
Thathas a' sireadh aonta a' Bhùird:
(i) Gun gabhamaid ris an tairgse for-tharraing bhon a' Bhanca;
(ii) Gun tèid am briathrachas a tha a dhìth air a' Bhanca, air an ath dhuilleig, a' fighe a-steach gu geàrr-chunntas na coinneimh; agus
(iii) Gun cuireadh Seòras Stoddart (Rùnaire a' Chompanaidh) agus Catrìona Nic an t-Saoir (Cathraiche) an ainmean ris an litir às leth a' Bhùird.

Art MacCarmaig
Ceannard
Cèitean 2009

Our ref EJM/VS
Your Ref
Date 25 February 2008

Financial Solutions Centre
Somerled Square
Portree
Isle of Skye
IV51 9EH

Telephone: 01478 612367
Fax: 01478 612043

Private and Confidential

Feisean Nan Gaidheal
Meall House
Portree
Isle of Skye
IV51 9BZ

This is an important document. You should take independent advice before continuing to utilise the Facilities and only continue to do so if you want to be legally bound.

Dear Sirs

Renewal of Banking Facilities to Feisean Nan Gaidheal (the "Borrower")

We Clydesdale Bank PLC (the "**Bank**") refer to the facility letter (the "**Facility Letter**") dated 26/11/07 issued by the Bank and accepted by the Borrower relating to the provision of an overdraft and other banking facilities (the "**Facilities**"). Certain capitalised words used in this letter have the same meaning as those defined in paragraph 9 of the schedule to the Facility Letter.

1 Renewal

The Bank is pleased to confirm that from 19/02/08 the Facilities are renewed under the terms of the Facility Letter subject to the following limits and to the following expiry dates:-

Facility	Limit	Expiry Date
Overdraft	£25,000.00 made available through current account number 10022888.	30/04/2008

Clause 1 of the Facility Letter shall be amended by replacing the existing table with the above table from the Effective Date. All other terms of the Facility Letter will remain unchanged and will continue in full force and effect. If you require a copy of the Facility Letter please let us know.

2 Fees

In consideration of the renewal of the above Facilities the Borrower will pay to the Bank a renewal fee of £75.00. Such fee will be debited by the Bank on the date of this letter to the Borrower's current account unless the Bank advises the Borrower otherwise.

* Forum of Private Business Bank Report 2006, www.fpb.org
Clydesdale Bank PLC is authorised and regulated by the Financial Services Authority
Credit facilities other than regulated mortgages are not regulated by the Financial Services Authority

Clydesdale Bank PLC
Registered in Scotland (No SC001111)
Registered Office
30 St Vincent Place
Glasgow G1 2HL

3 Miscellaneous

3.1 If any provision of this letter is or becomes illegal, invalid or unenforceable, the legality, validity or enforceability of the remaining provisions will not be affected or impaired. Any failure by the Bank to exercise, or delay in exercising, any right or remedy under this letter or any Relevant Document will not constitute a waiver of that right or remedy.

3.2 This letter is a Relevant Document and is governed by Scots law.

Please note that the terms and conditions which apply to the Borrower's current account have been varied since the above Facilities were originally granted to the Borrower. The Borrower will have received a copy of the amended terms and conditions from the Bank. The Bank has changed some of the terminology it uses and as a result any references in the Facility Letter to "unauthorised borrowing" now refer to "unplanned borrowing".

The Bank does not require acknowledgement of this letter but by continuing to utilise any of the Facilities the Borrower will be deemed to have accepted these terms. Please contact the Bank immediately if the Borrower disagrees with any of the terms of this letter

Yours faithfully

Elizabeth J Macfarlane
Partner – Business Banking

Our ref EJUM/VS
Your Ref
Date 7 April 2009

MEMBER COPY

Portree Financial Solutions Centre
Somerled Square
Portree
Isle of Skye
IV51 9EH

Private and Confidential

The Directors of Feisean nan Gaidheal Limited
Meall House
Portree
Isle of Skye
IV51 9BZ

Telephone: 01478 612367
Fax: 01478 621043

This is an important document. You should take independent advice before signing and sign only if you want to be legally bound.

Dear Sirs

Amendment of Banking Facilities to Feisean nan Gaidheal Limited (Company number: 130071) (the "Borrower")

We Clydesdale Bank PLC (the "**Bank**") refer to the Facility Letter (the **"Facility Letter"**) dated 25/02/2008 issued by the Bank and accepted by the Borrower relating to the provision of an overdraft and other banking facilities (the **"Facilities"**). Certain capitalised words used in this letter have the same meaning as those defined in paragraph 9 of the schedule to the Facility Letter.

1 Amendments

On the date specified in clause 2 below, the Facility Letter will be amended as follows:
Clause 1 (Amount of the Facilities)

By deleting the table in clause 1.1 and replacing it with the following table:

Facility	Limit	Expiry Date
Overdraft	£25,000.00 made available through current account number 10022888.	30/04/2010

Clause 2 (Fees, Interest and Charges)

By deleting clause 2.3 and replacing it with the following:

"2.3 interest on the amounts outstanding under the Overdraft Facility, in accordance with clause 8.1, at the rate being:

* Forum of Private Business Bank Report 2006, www.fpb.org
Clydesdale Bank PLC is authorised and regulated by the Financial Services Authority.
Credit facilities other than regulated mortgages are not regulated by the Financial Services Authority.

Clydesdale Bank PLC
Registered in Scotland (No. SC001111)
Registered Office
30 St Vincent Place
Glasgow G1 2HL

(a) for amounts outstanding up to and including the Overdraft Limit, 2.25% per annum over the Bank's base rate as it may vary from time to time;

(b) for amounts outstanding over the Overdraft Limit the Bank's unplanned borrowing rate as it may vary from time to time as set out in its tariff for business customers.

The Bank reserves the right, at any time when a breach has occurred of any provision of clauses 5, 6 or 7 which has not been remedied to the Bank's satisfaction or waived by the Bank, to increase the rate which accrues under paragraphs (a) and (b) above to the rate being the Bank's unplanned borrowing rate as it may vary from time to time as set out in its tariff for business customers. The Bank will notify the Borrower if it exercises its right to increase such rate which shall be binding on the Borrower.

The Bank's base rate is currently 0.5% per annum."

Except as specified above, all other terms of the Facility Letter will remain unchanged and will continue in full force and effect. If you require a copy of the Facility Letter please let us know.

2 Availability

2.1 The Facility Letter will only be amended in accordance with clause 1 above on the date on which the Bank has received (or has waived its right to receive), and is satisfied as to the form and content of, the following items:

(a) an original of this letter signed by the Borrower;

(b) payment of a fee of £250.00. Such fee will be debited by the Bank on or before such date to the Borrower's current account unless the Bank advises the Borrower otherwise;

(c) a signed extract of a resolution of the board of directors of the Borrower in the form attached to this letter;

(d) a signed original of each of the following guarantee and/or security documents (together with any undertakings, resolutions, letters, notices, title deeds or other documents as the Bank may require in connection with such documents):

none.

(e) the following other documents:

none.

3 Signing and Law

3.1 If any provision of this letter is or becomes illegal, invalid or unenforceable, the legality, validity or enforceability of the remaining provisions will not be affected or impaired. Any failure by the Bank to exercise, or delay in exercising, any right or remedy under this letter or any Relevant Document will not constitute a waiver of that right or remedy.

3.2 This letter is a Relevant Document and is governed by Scots law.

To accept the terms of this letter, please sign and return the enclosed copy of this letter to the Bank together with the other items referred to in clause 2.1 above (other than the fee referred to in clause

2.1(b)). If the Bank has not received (at the address given at the start of this letter) all of the items referred to in clause 2.1(b) above within 14 days of the date of this letter, it may withdraw or vary the terms of the letter.

Yours faithfully

Elizabeth J Macfarlane
Partner Business Banking

IMPORTANT INFORMATION

This letter includes details of the information we require to monitor your facility/facilities and any financial covenants we require you to meet.

Please note that these requirements do not affect in any way our overriding right to require repayment of your facility/facilities on demand, as stated in the Facility Letter.

Please take time to read this letter carefully and please do not hesitate to discuss with us anything you are not sure about.

You should only sign this letter when you fully understand the consequences of doing this. We strongly recommend that you take independent advice before accepting the facility/facilities and signing any documents.

The Borrower agrees to and accepts the terms and conditions set out in this letter (including its schedule) of which this is a copy.

Signed

Director for and on behalf of **Feisean nan Gaidheal Limited**

Director/Secretary for and on behalf of **Feisean nan Gaidheal Limited**

Date 7/4/09

Extract of Board Resolution

I, **(Insert Individuals Name)**, being a *Director/the Company Secretary of **Feisean nan Gaidheal Limited** (the "Company"), hereby certify that the following is a true extract from the minutes of a quorate and duly convened meeting of the Directors of the Company at which all appropriate interests were declared and which was held on **(Insert Meeting Date).**

"There was produced to the meeting (1) the facility letter from Clydesdale Bank PLC (the "Bank") dated **(Insert Date)** and accepted by the Borrower which sets out the terms and conditions on which the Bank currently makes available an overdraft and other banking facilities (the "Facilities") to the Company and (2) an amendment letter (the "Letter") from the Bank dated **(Insert Date)** which sets out the amendments to the Facility Letter to the terms and conditions on which the Bank is prepared to continue to make available the Facilities to the Company.

After due and careful consideration of the terms of the Letter and of all the relevant circumstances, **IT WAS RESOLVED** that:

1 the continued utilisation by the Company of up to the full amount of the Facilities on the terms and conditions set out in the Facility Letter as amended by the Letter is for the benefit of, and in the best commercial interests of, the Company for the purpose of carrying on its business and that the terms and conditions of the Letter are approved and accepted; and

2 the Letter be executed on behalf of the Company by the two Directors or the Director and the Company Secretary specified below, any one of whom (being a Director) is also authorised to sign on behalf of the Company all such other documents, agreements, certificates, notices, communications or confirmations, including amendments, variations, renewals and extensions, as may be required in connection with the Facilities, the Facility Letter or the Letter **(Insert Name of Director(s) and/or Company Secretary).**"

Signed:
* Director/Company Secretary

Dated: 7/4/09

* Delete as applicable

Extract of Board Resolution

I, George Stoddart, being the Company Secretary of **Fèisean nan Gaidheal Limited** (the "Company"), hereby certify that the following is a true extract from the minutes of a quorate and duly convened meeting of the Directors of the Company at which all appropriate interests were declared and which was held on 29 May 2009.

"There was produced to the meeting (1) the facility letter from Clydesdale Bank PLC (the "Bank") dated 25/02/2008 and accepted by the Borrower which sets out the terms and conditions on which the Bank currently makes available an overdraft and other banking facilities (the "Facilities) to the Company and (2) an amendment letter (the "Letter") from the Bank dated 7 April 2009 which sets out the amendments to the Facility Letter to the terms and conditions on which the Bank is prepared to continue to make available the Facilities to the Company.

After due and careful consideration of the terms of the Letter and of all the relevant circumstances, **IT WAS RESOLVED** that:

1 the continued utilisation by the Company of up to the full amount of the Facilities on the terms and conditions set out on the Facility Letter as amended by the Letter is for the benefit of, and in the best commercial interests of, the Company for the purpose of carrying on its business and that the terms and conditions of the Letter are approved and accepted; and

2 the Letter be executed on behalf of the Company by the Director and the Company Secretary specified below, any one of whom (being a Director) is also authorised to sign on behalf of the Company all such other documents, agreements, certificates, notices, communications or confirmations, including amendments, variations, renewals and extensions, as may be required in connection with the Facilities, the Facility Letter or the Letter - Catriona MacIntyre (Director) and George Stoddart (Company Secretary)."

Signed: ……. Catriona MacIntyre
Director

Signed: ……. George Stoddart
Company Secretary

Dated: 29 May 2009

Fèisean nan Gàidheal

Ath-nuadhachadh Poileasaidh Gàidhlig Fèisean nan Gàidheal
Àireamh air a' Chlàr Chùisean: 2.2009.04(a)

Adhbhar a' Phàipeir
Airson fiosrachadh as ùire a thoirt dhon Bhòrd mun ath-nuadhachadh air Poileasaidh Gàidhlig na buidhne a chaidh a dheasbad aig a' choinneimh mu dheireadh den Bhòrd.

Cùis
Bidh cuimhne aig buill a' Bhùird gun robh còmhraidhean aig a' choinneimh mu dheireadh mu na feumalachdan air ath-nuadhachadh a thoirt air a' Phoileasaidh Gàidhlig againn. A' leantainn sin, fhuair an fheadhainn a bha an làthair beagan a bharrachd fiosrachaidh bho Dhougie, Calum Ailig agus Emily aig an Fhèis Trèanaidh ann an Srath Pheofhair.

Tha dreach den phoileasaidh ùr a' leantainn agus bidh taisbeanadh ann bhon luchd-obrach air mar a thèid a chur an gnìomh, ma bhios aonta a' Bhùird ann.

Tha am poileasaidh ùr seo a' toirt cothrom dhuinn an ìre de chleachdadh na Gàidhlig àrdachadh a-measg luchd-teagaisg aig Fèisean, agus an ìre cleachdaidh àrdachadh a-measg luchd-obrach agus luchd-eagrachaidh nam Fèisean cuideachd. Chuireadh seo ris an àireamh de dhaoine aig am bi eòlas agus tuigse air a' chànain, amas a tha gu math follaiseach ann am Plana Nàiseanta na Gàidhlig. Ma bhios comas ann a' Ghàidhlig a cheangal ri cothroman-obrach, thathar an dòchas gun gabhadh barrachd dhaoine ris na cothroman a tha ann an-dràsta a' Ghàidhlig ionnsachadh agus na cothroman a bhios Fèisean nan Gàidheal fhèin a chruthachadh an aona-ghnothach airson a' phoileasaidh seo a chur an gnìomh gu h-iomlan.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird beachdachadh air a' phoileasaidh agus na molaidhean a bhios anns an taisbeanadh bhon luchd-obrach airson a chur an gnìomh. Ma bhios iad riaraichte, bithear ag iarraidh air buill a' Bhùird aonta a thoirt dhan phoileasaidh.

Art MacCarmaig
Ceannard
Cèitean 2009

DREACH POILEASAIDH GÀIDHLIG FnG – CÈITEAN 2009

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

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

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

Amas a' phoileasaidh
Gus innse do gach neach agus buidheann a tha an sàs ann an obair FnG mun àite a th' aig a' Ghàidhlig ann an gnìomhan na buidhne, agus gus stiùireadh a thoirt seachad air mar a chuirear am poileasaidh an gnìomh.

Ro-innleachd

Cur an cèill
Thèid am poileasaidh fhoillseachadh air pàipear agus air làrach-lìn na Buidhne airson sgaoileadh air luchd-obrach a' chompanaidh agus buill na buidhne agus air a' phoball.

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

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

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

Cha bhuin am poileasaidh dhan àm a chaidh seachad.

Measadh
Thèid am poileasaidh ath-sgrùdadh gach darna bliadhna aig a' char as fhaide.

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

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

Raointean-obrach

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

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

Conaltradh

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

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

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

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

Foirmean
A. Dealbhachadh cheisteachan is fhoirmean as leth na buidhne

Sireadh bhrathan

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

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

Seòlaidhean

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

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

Litreachadh
Ann an sgrìobhadh as leth na buidhne, thèid Gàidhlig a sgrìobhadh a rèir molaidhean GOC2 (Gaelic Orthographic Conventions, 2005), ach far a bheil a' bhuidheann air co-dhùnadh a chlàradh dhan chaochladh. Eisimpleir shònraichte dhan chaochladh:

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

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

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

Foillseachadh

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

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

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

Modhan-obrach

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

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

Cànan coinneamhan a' bhùird
'S i a' Ghàidhlig cànan-obrach a' Bhùird.

Cleachdar seirbhis eadar-theangachaidh gus seo a chur an gnìomh.

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

Fastadh luchd-teagaisg
Eadar 2009 agus 2012:

- thèid suidheachadh an luchd-teagaisg a thaobh na Gàidhlig a rannsachadh agus a thomhais
- nìthear cinnteach gum bi co-dhiù beagan Gàidhlig aig an luchd-teagaisg gu lèir ro shamhradh 2012
- thèid àireamh an luchd-teagaisg a tha fileanta ann an Gàidhlig àrdachadh ro shamhradh 2012

Thèid an obair seo a mhìneachadh agus a chur air bhog aig Coinneamh Bhliadhnail 2009.

Leasachaidhean a thèid a thoirt a-steach sa bhad:

- Feumaidh gach Fèis oifigear Gàidhlig ainmeachadh a bhios an urra ris a' phoileasaidh Ghàidhlig agus gach nì a tha a' buntainn ris a' Ghàidhlig rè na Fèise
- Feumaidh gach Fèis cùmhnant a dhèanamh leis gach neach-teagasg a thaobh cleachdadh na Gàidhlig aig an Fhèis. Faodaidh seo a bhith mar phàirt den chùmhnant choitcheann. NB: Tha sinn ag aithneachadh nach eil gach Fèis a' cleachdadh chùmhnantan; mura bheilear gan cleachdadh feumar cùmhnant fa-leth a chur ri chèile (le FnG)
- Feumaidh gach Fèis clas a chur air dòigh don luchd teagaisg air fad airson sùil a thoirt air cleachdadh na Gàidhlig aig Fèisean agus feallsanachd Iomairt nam Fèisean, agus airson abairtean is faclan feumail ionnsachadh don luchd-teagaisg nach eil fileanta.

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

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

Far a bheil dìth luchd-teagaisg a tha fileanta, nithear gach oidhirp leis a' bhuidhinn trèanadh sa chànan a thoirt don luchd-teagaisg. Faic gu h-àrd.

Cànan an Luchd-teagaisg *Faic gu h-àrd*

- Luchd-teagaisg aig a bheil fileantas: cleachdar a' Ghàidhlig cho fada agus a ghabhas gus àrainneachd Ghàidhlig a dhaigneachadh.
- Luchd-teagaisg aig diofar ìrean-fileantais: cleachdar a' Ghàidhlig uiread 's a ghabhas. Thèid taic airgid a thoirt dhaibh no clasaichean a chur air dòigh gus an cuid chomasan Gàidhlig a thoirt air adhart.
- Luchd-teagaisg gun Ghàidhlig: ionnsaichear abairtean sìmplidh a ghabhas cleachdadh ann an teagasg gus mothachadh a thoirt air àrainneachd Ghàidhlig nam Fèisean. Thèid taic airgid a thoirt dhaibh no clasaichean a chur air dòigh gus seo a dhèanamh.

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

Sgioba-obrach

Fastadh
Anns an àbhaist bidh leughadh, sgrìobhadh is labhairt is tuigsinn na Gàidhlig rin ainmeachadh mar sgilean riatanach anns a h-uile dealbh-obrach ùr no ùraichte aig a' chompanaidh. Bidh na h-aon sgilean nam buannachd aig luchd-obrach
nam ball, agus tha iad riatanach aig luchd-obrach nam ball a tha tabhann teagasg tro mheadhan na Gàidhlig a-mhàin.

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

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

Fèisean nan Gàidheal

Plana Gnìomh airson poileasaidhean eile ùrachadh
Àireamh air a' Chlàr Chùisean: 2.2009.04(b)

Adhbhar a' Phàipeair
Airson fiosrachadh a thoirt do bhuill a' Bhùird mu na h-atharrachaidhean a chaidh a mholadh le Deloitte an dèidh dhaibh a' coimhead ris na poileasaidhean againn san fharsaingeachd.

Cùis
Ged a chaidh cùmhnant a thoirt do Deloitte airson Clàr Chunnartan a leasachadh do dh'Fhèisean nan Gàidheal, choimhead iad cuideachd air na poileasaidhean eile a tha againn airson dèanamh cinnteach gun robh iad freagarrach airson feumalachdan an latha an-diugh. A-mach às an aithisg sin (a tha air a cuairteachadh le pàipearan airson coinneamh den Bhuidheann Ghnìomh air post-d) thàinig molaidhean airson ùrachadh air cuid de na poileasaidhean againn, agus airson poileasaidhean a stèidheachadh far nach eil iad ann an-dràsta.

Tha am Buidheann Ghnìomh air beachdachadh air na molaidhean agus tha iad air aonta a thoirt don Mhanaidsear Gnìomha agus don Oifigear Trèanaidh agus Poileasaidh obrachadh tro Phlana Gnìomh a tha a' leantainn, le dùil gun tigeadh na poileasaidhean uile gu coinneamh a' Bhùird anns an t-Sultain airson an aontachadh.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird fa-near a thoirt don Phlana Gnìomh le dùil gun tigeadh poileasaidhean ùra, agus an fheadhainn a tha air an ùrachadh, air beulaibh a' Bhùird anns an t-Sultain airson beachdachaidh agus aontachaidh.

Art MacCarmaig
Ceannard
Cèitean 2009

REVIEW OF FÈISEAN NAN GÀIDHEAL POLICIES - ACTION PLAN					
Policy	**Action**	**Action Date**	**Implementation**	**Responsibility**	**Comments**
Remove all policies from website*	Remove apart from Child Protection Policy (mark as under review)	04/05/2009		Iona	
Access Policy*	Approval By Board - Copy to Anne	29/05/2009	30:05:2009	Anne/Arthur	To be approved at Board Meeting
Child Protection Policy	Reviewed and Amended - NSPCC	05/05/09 - 08/05/09	30:06:2009	Iona	David to review - Disclosure updates after 24 June meeting
Data Protection Policy	Data Protection to cover Data Handling and Management	11/05/09 - 15/05/09	22:05:2009	Iona	Anne to review
Taking Photographs in Schools	Inclusion in Data Protection Policy				
Environmental Policy	Policy to be revised	18/05/09 -22/05/09	29:05:2009	Iona	
Financial Procedures	Areas for Improvement	4/5/2009 -13/05/09	14:05:2009	Anne	Executive Group approval
Health & Safety	Areas for Improvement/ Suggested Actions	25/05/09 - 29/05/09	30:07:2009	Iona	Feedback from all Staff
Mobile Phones/Travel Policy*	Amend for FnG practices	04/05/2009	15:05:2009	Iona	Anne to add update to Handbook
Staff Handbook	Review areas for improvement	04/05/2009	15:05:2009	Anne	
Risk Assessment for an office environment	Finalise document	01/06/09 -05/06/09	30:07:2009	Iona	Communicate to all relevant parties
Working Alone in Safety	Update to make it specific to FnG	08/06/09 -12/06/09	30:07:2009	Iona	Communicate to all relevant parties/ monitoring of lone workers - David
Business Continuity Plan and IT	Additional policy	15/06/09-19/06/09	30:07:2009	Iona	
Manual Handling Policy	Additional policy	22/06/09-26/06/09	30:07:2009	Iona	Manual Handling course for all staff
Stress Management Policy	Additional policy	06/07/09-10/07/09	30:07:2009	Iona	
Training Needs Assessment	Additional policy	13/07/09-17/07/09	30:07:2009	Iona	
Cash Handling Policy	Part of Financial procedures	04/05/2009	14:05:2009	Anne	Executive Meeting approval
Update Website	All policies on the website	30/07/2009		Iona/ Anne	

Fèisean nan Gàidheal

Clàr Chunnartan agus Plana Stiùiridh Chunnartan
Àireamh air a' Chlàr Chùisean: 2.2009.04(c)

Adhbhar a' Phàipeir
Airson fiosrachadh a thoirt do bhuill a' Bhùird air adhartas le leasachadh Clàr Chunnartan agus plana airson nan cunnartan a làimhseachadh.

Cùis
Bidh cuimhne aig buill a' Bhùird gun deach cùmhnant a thoirt do Deloitte Clàr Chunnartan agus ro-innleachd airson nan cunnartan a làimhseachadh a leasachadh dhuinn. Aig a' choinneimh mu dheireadh den Bhòrd, chaidh aontachadh gun gabhadh am Buidheann Ghnìomh os làimh stiùireadh a' phròiseas, measadh a thoirt air làimhseachadh chunnartan agus aithisg a thoirt dhan Bhòrd aon turas sa bhliadhna.

Aig a' choinneimh mu dheireadh, cho-dhùin am Buidheann Gnìomh nach bu chòir ach mu 10 de na 67 cunnartan a bha air an comharrachadh a bhith anns a' Chlàr Chunnartan, airson gum biodh cothrom ann an làimhseachadh ann an dòigh iomchaidh. Tha na cunnartan air fad air an cuairteachadh anns na pàipearan airson coinneimh den buidheann ghnìomh air post-d a-mhàin. Bha grunn chunnartan a bha coltach ri chèile agus bha e comasach an cur còmhla, agus tha an Manaidsear Gnìomha air dreach Chlàr Chunnartan a chur ri chèile a tha anns na duilleagan a' leantainn seo.

Ged a tha làimhseachadh nan cunnartan a' buntainn ri buill a' Bhùird air fad, tha am Buidheann Ghnìomh air seo a ghabhail os làimh às an leth, agus gu làitheil 's iad na h-oifigearan a bhios a' dèilgeadh riutha.

Gnìomh a dhìth
Thathar ag iarraidh air buill a' Bhùird aonta a thoirt don Chlàr Chunnartan le fios gun tigeadh aithisg gu coinneamh a' Bhùird anns a' Ghearran mu na dòighean anns am bheilar gan làimhseachadh.

Art MacCarmaig
Ceannard
Cèitean 2009

Rank	Risk #	Risk	Consequence / Impact	Likelihood	Total Risk (Impact * Likelihood)	Categorisation in Risk Matrix	Personnel affected	Risk Ownership	Responsibility	Mitigation	Date Identified	Last Updated	Action Date	Progress/ Future Action (RAG)
1	19	A lack of funding for projects / future development. Core funding by SAC, HIE and Highland Council is withdrawn resulting in a scale-down of activities.	4.3	3.5	15.1	**HIGH**	ALL	CEO	BOARD	Traditional funders are made aware of new funders limitations and kept informed of funding requirements. FnG continues to help funders achieve their objectives and targets as a partner. Awareness of possible alternative sources. Forward planning. Early discussions with funders. Political lobbying for support for traditional music and Gaelic arts.	25.8.08	20.11.08	Ongoing	Amber
2	16	Insufficient Gaelic speaking tutors. Insufficient tutors available /come forward	3.9	3.7	14.4	**HIGH**	Fèisean	Gaelic Officer	BOARD	Provision of Gaelic training, encouragement of new tutors to achieve fluency in Gaelic. Support packages. Provision of Gaelic training and music tutor training. Encouragement of new tutors from within Fèisean. Support packages.	25.08.08	20.11.08	Ongoing	Green
3	14	Insufficient volunteers come forward.	3.9	3.1	12.1	**HIGH**	Dev Team/Fèisean	Development Manager	BOARD	Identification of possible committee members and volunteers by existing committees. Encouragement to participate. Support from Development Team to avoid volunteer burn-out. Encouraging young people to take an interest and share responsibility. Encouraging parents to participate. Responsibility on all fèis personnel to encourage and support volunteers, through social gatherings and training events.	25.8.08	20.11.08	Ongoing	Green

4	12	Volunteer effort within the Feisean is unable / unwilling to adhere to policies / guidelines / legal requirements. Non-compliance with legal requirements and policies will result in an incident which damages the reputation of FnG. Loss of reputation due to child protection issues through lack of controls, e.g. failure to disclosure-check tutors A child is harmed due to the action or inaction of FnG, leading to loss of confidence and possible legal action. A child gets lost due to inadequacies in the registration system.	4.1	3	12.3	**HIGH**	ALL	Training & Policy Officer	BOARD	Training and awareness-raising sessions with staff and volunteers. Policies and guidelines published on the FnG website and implemented by Fèisean and Development Team. Ensure compliance & good practice by example and training opportunities. Early checking of potential tutors encouraged. Financial penalties for non-compliance, and expulsion for repeated non-compliance.Child Protection Policy in place. Risk Assessments for individual locations/activities carried out in advance of each fèis. Training and awareness-raising sessions for committees and volunteers. Assistance from staff members with implementation of policies, particularly Child Protection Policy and Guidelines. Importance of adherence to all policies underlined to members.	25.8.08	20.11.08	Ongoing	Green
5	51	A member of the management team leaves at short notice. Key staff members are lost to the organisation through external job offers leaving gaps in core operational areas.	4.1	3	12.3	**HIGH**	Staff/Fèisean	CEO	BOARD	Pay scales in line with sector. Recognition of over-reliance on single members of staff and alleviation of responsibilities where possible. Regular consultations with staff and encouragement of openess. Shadowing encouraged within all posts. Succession planning at appraisal and throughout employment. Exit interviews.	25.8.08	20.11.08	Ongoing	Green

6	46	Data is lost due to the lack of consistency in making back ups. Important data is lost due to equipment malfunction, fire, electrical storm, resulting in insufficient IT back-up control systems.	3.8	3.2	12.2	**HIGH**	Staff	Executive Manager / CEO	BOARD	Provision of portable hard drives. Contractual obligation on staff to ensure back-ups. Surge protection on IT equipment. Regular visual checks by staff on electrical equipment and necessary action taken.	25.8.08	20.11.08	Ongoing	Green
7	43	Numbers of Feisean continues to increase resulting in less support being available to each one. May reach over capacity of demand / supply (Fèisean)	3.5	3.4	11.9	**HIGH**	Fèisean	Development Manager	BOARD	Additional funding available through Development fund for extra classes, new approaches, etc. Efforts made to secure new funding. New fèisean are compliant with policies and ethos of Fèisean nan Gàidheal.	25.8.08	20.11.08	Ongoing	Green
8	35	Staff / funds are overcommitted to projects resulting in less flexibility and tighter controls in other areas. FnG takes on too much in an effort to surviveFnG become too focused in contract delivery in order to generate income, resulting in less support for the Feisean.	3.6	3.2	11.5	**HIGH**	ALL	Executive Manager	BOARD	Time, financial and project management controls implemented. Awareness of other projects ongoing in the organisation and expectations of time/financial commitments understood. Opportunities/Threat Analysis carried out for new projects. Good management practice. Likely benefits from new projects may outweigh risks.	25.8.08	20.11.08	Ongoing	Green
9	34	Insufficient funding for staff development resulting in inadequate development programme and resources for staff.	3.8	2.7	10.3	**HIGH**	Staff	Training & Policy Officer	BOARD	Ensure provision is made for staff development in core funding applications.	25.8.08	20.11.08	Annually - Feb 2010	Amber

Fèisean nan Gàidheal

Aithisgean Luchd-Obrach
Àireamh air a' Chlàr Chùisean: 2.2009.05(a)

Neach-obrach	**Daibhidh Boag**
Dreuchd	**Manaidsear Leasachaidh**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** **Adhartas**
1.1	**Thoir taic do 3 pròiseactan ùra aig a' char as lugha gach bliadhna tro Sgeama Leasachaidh nam Fèisean**
	Tha an sgeama seo a-nis dùinte agus feumaidh mi na h-aithisgean dheireannach a bhith agam ro 31 An t-Iuchar 2009. Ann an 08-09, tha sinn air taic a thoirt do 40 phròiseactan, le £76,113 a' cumail taic le phròiseactan luach £206,789.
1.10	**Cruthaich da Fhèis ùr gach bliadhna**
	Tha Fèis an t-Sratha (Blàr Ghobharaidh) agus Fèis Ghallaibh a-nis air stèidheachadh. Bha làithean aig Fèis Ghallaibh 21 Am Màrt agus 16 An Cèitean agus bidh a' chiad latha aig Fèis an t-Sratha 23 An Cèitean.
1.11	**A' toirt taic leasachaidh do Fhèisean.**
	Tha mi a' cumail taic le na h-oifigearan leasachaidh air fad, agus tha iadsan a' cumail taic le na Fèisean aca mar phrìomh oifigearan. Tha Fiona Dalgetty a-nis ann an dreuchd mar Ceannard aig Fèis Rois, agus ged a tha mi fhathast a' cumail taic leotha, chan eil e aig an aon ìre sa bha e. Bha mi gu mòr an sàs le iarratas mòr a chuir sinn a-steach dha LEADER ann an ceithir sgìrean diofraichte. Tha sinn ag amas air taic a' cumail dha na "Cèilidhean air Cuairt" bho 2010 – 12. Tha mise an sàs le Fèis Obar Dheathain, Fèis Foirth, Fèis Dhùn Eideann, Fèis Gallaibh agus Fèis an t-Stratha mar phrìomh oifigear na Fèise.
2.4	**Leasaich Fèisean a tha gu tur tro mheadhan na Gàidhlig, agus teagasg tro mheadhan na Gàidhlig aig Fèisean a tha ann mar-thà agus feadhainn ùra**
	Bha mi ag obair leis an sgioba leasachaidh air pròiseact "Freumhan" a chuir air dòigh ann an Ceann Loch Goibhle, 6 – 10 An Giblean. Se Fèis ùr dha deugairean tro mheadhan na Gàidhlig a bh' ann agus se tachartas air leth soirbheachail a bh' ann. Tha an sàs leis na sgioban drama agus Gàidhlig fad na h-ùine, agus tha ath-sgrìobhaidh den phoiliseadh Gàidhlig FnG mar phàirt de sin.
4.2	**Fèis Blas 2009**
	Chur sinn am pròg ram Blas 2009 air bhog ann an taigh-staile "Glen Ord" 14 An Cèitean agus nam bheachdsa se am pròg ram as fheàrr a rinn sin gu ruige seo. Bidh mi nam cathraiche aig coinneamhan den bhuidheann gnìomh a h-uile mìos agus tha mi a' riochdachadh FnG air Bòrd Blas. Tha mi air leth thoilichte leth cuisean airson na Fèise am bliadhna agus tha sinn air obair thòiseachadh airson na Fèise 2010.
4.6	**Gnìomhan Eadar-Fèisean**
	Tha Fèisean anns na h-Eileanan Siar ag obair an dràsta air phròiseact "Ar Dachaidh" a chur air dòigh mar phàirt den Fhèis Cheilteach Innse Gall ann an Steòrnabhagh 18 An t-Iuchar. Tha Fèis an Earraich agus Fèis Lochabair ag obair ri chèile air turas a chuir air dòigh gu Fèis anns a' Ghearmailt anns an t-Òg Mhìos agus tha Fèis na h-Òige agus Fèis a' Bhaile ag obair ri chèile air pìos ciùil a chuir air dòigh airson Blas 2009.
5.3	**Solarachadh do dheugairean taobh a-staigh Iomairt nam Fèisean.**
	Tha planaichean a' dol air adhart mar bu choir airson an Sgoil Shamhraidh Drama ann am Port Rìgh 6 – 16 An t-Iuchar agus Fèis Alba air a' Phloc 6 – 10 An t-Iuchar. Tha tòrr Fèisean ag uallachadh airson Cèilidhean air Cuairt ged a tha tòrr mi chinnt ann mu dheidhinn taic-airgid. Tha tòrr Fèisean a' ruith tachartasan sònraichte airson nan deugairean aca leithid Fèis Eilean an Fhraoich a tha ruith Fèis Deugairean aca a-rithist am bliadhna as dèidh toiseach toiseachd sònraichte an uiridh.
6.1	**Ag obair ann an co-bhonn le buidhnean eile.**
	Tha Fèisean nan Gàidheal ag obair ann an co-bhonn le diofar bhuidhnean gus na pròiseactan againn a chur an gnìomh. Tha sinn a' conaltradh le buidhnean Gàidhlig, buidhnean ealain, ughdarrasan ionadail, coimhearsnachdan is companaidhean.
6.3	**Ceangalan Eadar-Nàiseanta**
	Chì thu 4.6
6.7	**Cothroman taisbeanaidh**
	Tha a h-uile cothrom gum bi an consairt "Ar Dachaidh" aig an Fhèis Ceilteach Innse Gall am bliadhna taisbeanadh air leth soirbheachail dha na Fèisean, agus se cothrom dha-rìribh a th'ann aig na Cèilidhean air Cuairt agus Fèis Blas dha na Fèisean.

Luchd-obrach	**Anna Willoughby**
Dreuchd	**Manaidsear Gnìomha**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.1	**Lìbhrig taic Cobhair-tabhartais do 35 Fèis aig a' char as lugha gach bliadhna (Targaid IGE)**
	Tabhartasan air an tabhann do 42 Fèisean (34 ann an sgìre IGE), pàigheadh a-mach £333,504.50 an rèir aontachaidhean. A chuir a-mach cuid mhath den airgid a tha air a thabhann, £194,448.92 do sgeama tabhartasan nam Fèisean do 41 Fèisean.
1.2	**Leantainn air adhart le sgeama Uairean Bliadhnail**
	3945 Uaireannan stèidhichte air an tabhann airson 2008-09 mar phàirt de thairgse tabhartais. Bha luchd rianachd nam Fèisean aig an Fhèis Trèanaidh air deireadh sheachdain 14/15 Am Màrt 2009 mar cùmhnant de'n sgeama thabhartasan nam Fèisean 2008-09. Tha stòr-data air a cur ri chèile le ainmeannan luchd rianachd nam Fèisean.
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Tha an Co-labhairt Bhliadhnail 2009 gu bhith ann air 25/26 An t-Sultain. Tha àite fhasthast ri cuir air dòigh.
1.4	**Còmhdach àrachais gu leòr suidhichte airson Fèisean nan Gàidheal, a luchd-obrach agus gnìomhan Fèise uile**
	Poileasaidh air ath-bhreithneachadh agus air ùrachadh gach bliadhna. Chaidh còmhdach a leudachadh agus suimean le àrachas àrdachadh mar a bha iomchaidh bho cionn goirid. Tha FnG ag iarraidh air an luchd-obrach a bhith cleachdadh àrachas ghnìomhachais ma tha iad a cleachdadh an carbad aca fhèin airson siubhal.
1.6	**Dèanamh cinnteach gu bheil teisteanas Disclosure Scotland aig luchd-teagaisg agus saor thagraichean nam Fèisean**
	Tha seo à' dol air adhart mar iarrtas agus ga ùrachadh airson luchd teagasg agus saor thagraichean air an stòr-data a h-uile tri bliadhna.
1.6	**Poileasaidh Cùram Chloinne (Targaid SAC)**
	Tha Fèisean a cuir a-staigh liosta luchd teagaisg agus feumaidh teisteanas a bhith gnìomh mas tèid airgead a' pàigheadh a-mach. Chan fhaigh Fèisean tabhartas mar a bheil seo air a dèanamh.

Staff member	**Iona NicDhòmhnaill**
Job Title	**Oifigear Treànaidh agus Poileasaidh**
Period of Report	**Am Màrt 2009 – An Cèitean 2009**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.2	**A' lùghdachadh an eallaich air saor-thoilich**
	Tha poileasaidhean air an dèanamh cho furasta 's a ghabhas airson 's gun urrainn do shaor-thoilich an lìbhrigeadh. A' chuid as motha de phoileasaidhean rim faotainn airson an luchdachadh a-nuas air làrach-lìn Leantainneach. Ag obair air ath-sgrìobhadh de phoileasaidhean agus dòighean-cleachdaidh an-dràsta. Air an toirt a nuas bhon làrach lìn fhad's a tha sinn ag obair orra.
•	**Trèanadh air a thabhann nuair a tha feum air gnìomh bho shaor-thoilich** Chaidh FT09 (14/15 Am Màrt 2009, Ben Wyvis Hotel, Strathpeffer) a chumail gu soirbheachail. Bha mu 60 neach ann, agus fhuaras trèanadh air iomadh cuspair – cultair, sàbhailteachd agus gnothaichean ghnìomhachais nam measg. A rèir na foirmlichean measaidh a thill, bha muinntir nam fèisean glè thoilichte leis na fhuair iad, agus tha iad airson's gun cùm sinn a' phròram gu math coltach leis na bha againn am bliadhna. Thèid pròram ùr fhoillsicheadh aig deireadh an Dàmhair 09.
•	**Taic phragtaigeach le buileachadh poileasaidh Gàidhlig** Leantainneach – seiseanan air òrain agus geamaichean do chlann sa Ghàidhlig air a thoirt seachad aig FT09 le D Beck, C A Mac a' Mhaoilean agus Eilidh NicCoinnich, agus chùm sinn clasaichean Gàidhlig fhèin. Tha clasaichean Ulpan air tòiseachadh aig Fèis Rois agus Fèisean Loch Abair. Tha luchd-obrach air a dhol tron trèanadh Ùlpan (mar luchd teagaisg).
•	**Sgeama Luchd-rianachd (Annualised Hours Workers)** Chaidh iarraidh air luchd-rianachd a bhith ann aig FT09, agus chaidh a h-uile cuideachadh a thoirt dhaibh. Bha e feumail dhaibh cuideachd mar bhuidheann-taic agus a bhith bruidhinn ri daoine a tha "san aon bhàta", a bharrachd air na cuspairean fhoirmeil a chaidh a thoirt seachad.
1.3	**Co-labhairt Bhliadhnail**
	Cùm Co-labhairt Bhliadhnail(Targaid CEA)
	Ri rèiteachadh aig a' bhòrd fhathast. A' sireadh bheachdan airson madainn Disathairne (Seiseanan trèanaidh –

	cultarail no a tha a' cuideachadh le rianachd/eagrachaidh a tha feumail agus inntinneach do na fèisean).
2.3	**Leasaich dòighean gus ar Poileasaidh Ghàidhlig a' libhrigeadh an taobh a-staigh Fèisean nan Gàidheal** (Trèanadh) Cùrsaichean Gàidhlig (18 mìosan, seachdain, dà latha, agus cùrsaichean freagarrach eile) air a thoirt seachad le Sabhal Mòr Ostaig, Fèisean nan Gàidheal agus buidhnean uidheamaichte eile air an cur gu feum.
3.4	**Foghlam fhoirmeil eile** Acadamaidh nam Fèisean agus TMTTN sàmhach an-dràsta ach a' leantainn air adhart. A' bruidhinn ri Highlands & Islands Programme Partnership air 19 An Cèitean air maoin Eòrpach do Acadamaidh nam Fèisean. (20/5 - Chan eil cus dòchais ann, tha e coltach)
4.5	**GASD** Sàmhach an-dràsta. Air a thighinn gu deireadh a' phròram.
4.7	**Lìonradh Trèanaidh airson Luchd-teagaisg Ceòl Traidiseanta – TMTTN *(Traditional Music Tutor Training Network)***
	Leasaich solarachadh trèanaidh agus leasachadh proifeiseanta, fosgailte do gach neach an lùib a bhith a' brosnachadh, a' cur air dòigh agus a' gabhail com-pàirt ann am Fèisean, agus càch a tha an lùib leasachadh agus lìbhrigeadh ceòl traidiseanta (Targaid CEA)
	Oifigear Leasachadh Trèanaidh ri coinneamh den TMTTN a ghairm ro dheireadh an Lùnastail 07 gus adhartas ath-thòiseachadh 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 –bha agam ri co-labhairt ann an Inbhir Nis a chur dheth, gus am faighinn fios bhon SAC air mar a bha an TMTTN a' seasamh a-thaobh na buidhnean eile (mar TMF). 5 dhaoine ùire air aontachadh gun tig iad air bòrd. Chumas coinneamh le Ian Smith, Art, David Francis agus daoine eile, agus bha an SAC gu math taiceil, ach ag iarraidh orm aithisg a chur thuca leis na feumalachdan againn agus mar a bha sinn a' faireachdainn a-thaobh na buidhnean eile . Chaidh aithisg gu Ian Smith, agus 2 email bhon uair sin, ach fhathast a' feitheamh ri freagairt.
5.2	**Pròram Trèanaidh Bliadhnail**
	Lìbhrig trèanadh do 20 Fèis gach bliadhna (Targaid IGE)
	Thathar an dùil gun tèid an targaid seo a choileanadh leis an Fhèis Thrèanaidh a thèid a chumail sa Mhàirt 2009 Chaidh seo a choileanadh le 22 Fèisean aig FT09.
	Lìbhrig trèanadh do 50 neach-teagaisg agus neach-eagrachaidh gach bliadhna (Targaid IGE) Chaidh seo a choileanadh le 60 neach-eagrachaidh aig FT09, agus 25 luchd-teagaisg aig Trèanadh Luchd-Teagaisg sa Ghearran 09. Mar sin, tha sin air trèanadh a lìbhrigeadh do 85 daoine am bliadhna.
	Lean air adhart le Pròram Trèanaidh san-taigh (Targaid IGE) A' cumail 4 làithean gach bliadhna airson Gàidhlig. Inntrigeadh in-taigh (induction) a' dol air adhart le manaidsearan a rèir feum. 2 Neach-obrach ag obair a dh'ionnsaidh teisteanasan foirmeil le taic bho Fèisean nan Gàidheal. A' cumail choinneamhan luchd-obrach far am bi cothrom naidheachd a chluinntinn agus a thoirt seachad air phròiseactan a tha a' dol air adhart, agus gum faighear cothrom trèanaidh mar bhuidheann bho àm gu àm (Thathar an dùil latha a chur air dòigh airson Ciad Chobhair mar chuspair às t-samhradh.

Luchd-obrach	**Moreen Pringle**
Dreuchd	**Oifigear Ghnothaichean**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Roinn	**1 Adhartas a thaobh buileachadh pròram obrach Fèisean nan Gàidheal**
Targaid	**Targaid** Adhartas
1.3	**Cùm Co-labhairt Bhliadhnail (Targaid CEA)**
	Bidh an Co-labhairt Bhliadhnail 2009 air 25/26 An t-Sultain.
1.5	**Iasad cunbhalach de dh' ionnstramaidean do dh'Fhèisean**.
	Leantainneach agus air a dheagh chleachdadh fad an t-shiubhal aig na Fèisean. Tha iarrtas a' toirt bàrr air solarachadh ann an Ionnstramaidean Fèise a tha a-muigh an' mhòr-chuid den bhliadhna. Tha an mòr cuid dh' ionnstramaidean a bha anns an oifis air à' dol a-mach gu Fèis Ghallaibh, Fèis Cheann Loch Goibhle, Fèis an Earraich, Fèis Latharna, Fèis Glaschu, and Fèis Innis an Uillt
1.6	**A' fastadh gu daoine fa leth gus teachd-a-steach a mheudachadh**
	Tha an àireamh de Fhèisean a-nis a' cur feum air ionnstramaidean air cothroman gus fastadh ri daoine fa leth a lùghdachadh. Bho cionn goirid tha sin air cùmhnantan ùr a cur a-mach airson aon clàrsaich agus aon

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

Neach-obrach	**Dougie Beck**
Dreuchd	**Oifigear Dràma**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann	**1 Adhartas air Targaidean Fèisean nan Gàidheal a tha a' buntainn riumsa**
Targaid	**Targaid** Adhartas
1.9	**Thoir taic do leasachadh nam Fèisean fa-leth, a' brosnachadh sàr dhòighean-obrach agus ag àrdachadh na h-àireimh de thachartasan a nì iad.**
	Deasachadh agus sgaoileadh naidheachd agus fiosrachadh eile
	Mar as trice bidh mi a' sgrìobhadh co-dhiù aon airtigeal airson gach iris de dh'Fhaileas, a' toirt iomradh air na tachartasan dràma anns an robh mi an sàs.
2.1	**Leasaich mar a chleachdar a' Ghàidhlig taobh a-staigh iomairt nam Fèisean, a' leasachadh an fhacail labhairte mar dhòigh conaltraidh agus meadhan teagaisg, a rèir feumalachdan sgìre na Fèise.**
	Leasaich agus àrdaich cothroman an cànan agus an cultar a chleachdadh tro phoileasaidh Gàidhlig agus leasachadh Sgoil Shamhraidh Dhràma (targaid SAC).
	Bidh mi a' bruidhinn gu tric ris an oifigear Ghàidhlig air gnothaichean a tha a' buntainn ris a' phoileasaidh Ghàidhlig, an dà chuid a' tabhann agus a' tairgse comhairle. A thaobh a bhith a' cur a' phoileasaidh ann an gnìomh, bidh mi a' tabhann taic a thaobh eadar-theangachadh agus obair-deasachaidh don oifigear Ghàidhlig, don luchd-obrach air fad, agus do na Fèisean, mar a tha iomchaidh. Bidh An Sgoil Shamhraidh Dhràma (SSD2009) a' gabhail àite ann am Port Rìgh eadar 6 agus 17 Iuchar 2009. Tha sinn air òstail na h-Àrd-sgoile fhaighinn a-rithist, agus 's ann anns an àrd-sgoil ùr a bhios na clasaichean gan ruith. 'S e Artair Donald a bhios againn mar stiùiriche, agus bidh Artair ag obair còmhla ri sgioba de luchd-teagaisg eile, nam measg Catrìona Lexy Chaimbeul, Ruairidh MacNeacail agus Wilma NicUalraig. Tha grunn math air cur a-steach airson na Sgoile mar-thà, agus bidh agallamhan a' tòiseachadh a dh'aithghearr.
2.5	**Leasachadh Dràma na Gàidhlig**
	Cuir sreath de dh'Fhèisean Dràma air dòigh (targaid SAC)
	Tha na pròiseactan sna sgìrean a leanas a-nise deiseil: • Loch Abar agus Earra Ghàidheal (chaidh feasgar math de dhràma a chumail anns an Òban air 6 Cèitean. Chunnaic sinn seachd dealbhan-cluiche bho shia sgoiltean) • Leòdhas (chaidh trì dealbhan-cluiche a thaisbeanadh san Lanntair air 18 Cèitean bho thrì sgoiltean, ged a bha seachd sgoiltean uile gu lèir an sàs anns a' phròiseact. Thàinig 55 a choimhead nan dealbhan-cluiche) Tha oidhcheannan taisbeanaidh rin tachairt fhathast anns na sgìrean a leanas: • An t-Eilean Sgitheanach agus Loch Aillse (28 Cèitean ann an Àros) • Uibhist agus Barraigh (4 Ògmhios ann an Talla Sgoil an Iochdair) • Ros, Inbhir Nis agus Bàideanach (8 Ògmhios ann an Ionad Coimhearsnachd Mharc Innis) Tha sinn cuideachd air tòrr taice fhaighinn bho Eden Court a thaobh nam pròiseactan dràma, agus a thaobh rudan eile co-cheangailte ri dràma. Tha Ruairidh MacNeacail a' dèiligeadh leis na pròiseactan ann an Ros, Inbhir Nis, Bàideanach agus Inbhir Narann, agus tha Debbie NicAoidh agus Aonghas a' dèiligeadh leis a' chòrr. Tha mi fhìn air tadhal air corra sgoil.

	Tha sinn air mothachadh gur dòcha nach e seo an t-àm as fheàrr den bhliadhna airson pròiseactan mar seo a ruith; feumar coimhead air seo ma tha sinn gu bhith gan ruith a-rithist.
	Lìbhrig co-dhìu dà Sgoil Shamhraidh Dhràma (Targaid HIE)
	Faic shuas
	Lìbhrig Sgoil Shamhraidh Dhràma (Targaid BnG)
	Faic shuas
	Meas buannachdan na Sgoile Samhraidh (Targaid BnG)
	Chaidh foirm-measaidh a thoirt seachad don a h-uile com-pàirtiche (18) agus chaidh 15 a thilleadh. A bharrachd air sin, chaidh seisean measaidh a chumail, a chaidh a fhrithealadh leis a' mhòr-chuid de chom-pàirtichean, air latha mu dheireadh na Sgoile, agus chaidh seisean measaidh fa-leth a chumail airson an luchd-teagaisg. Bidh na beachdan a fhuair sinn bho na com-pàirtichean agus bhon luchd-teagaisg cuideachail dhuinn nuair a bhios sinn a' planadh airson na h-ath Sgoil Shamhraidh. A' leantainn air cuid de na beachdan a fhuair sinn an-uiridh, bidh cha mhòr a h-uile duine den luchd-teagaisg fileanta sa Ghàidhlig.
3.3	**Leasaich obair nam Fèisean taobh a-staigh saoghal an fhoghlaim fhoirmeil**
	Meanbh-chuileag ri tadhal air 5 sgìrean LEC gach bliadhna (Targaid HIE)
	Eadar toiseach a' Ghearrain agus deireadh a' Mhàirt thadhail Meanbh-chuileag air a' mhòr-chuid de bhun-sgoiltean Gàidhlig leis an dealbh-chluich ùr Ghàidhlig *Eilidh ag Eilthireachd*, a leasaich sinn bho bheachd-smuain a bha aig Gilleasbuig Fearghasdan. Chaidh na rehearsals a chumail ann an Glaschu fo stiùir Artair Donald. Bha a' chuairt gu math soirbheachail, le deagh *feedback* bho thidsearan. Bha duilgheadasan againn a thaobh nan cleasaichean a bhith tinn air a' chuairt seo, ge-tà. Rinn sinn ar dìcheall an clàr-ama atharrachadh cho fad 's a b' urrainn dhuinn, ach b' fheudar dhuinn beagan sgoiltean a chur dheth. Chuir Debbie agus Aonghas seachdain seachad ann an sgoiltean Sgìre Gheàrrloch o chionn cheala-deug le dealbh-chluiche mu Choinneach Odhar a bha ag amas air blasad den Ghàidhlig a thoirt don chloinn. Chaidh an obair seo a dhèanamh ann an co-bhonn ri Meur Pholl Iù a' Chomainn Ghàidhealaich.
5.3	**Leasaich trèanadh do dhaoine a tha an sàs ann an Iomairt nam Fèisean agus airson sàr-mhathas anns an Iomairt a bhrosnachadh.**
	Iomairtean do dheugairean
	Thathar den bheachd gum bi buaidh a ghabhas tomhais, thairis air grunn bhliadhnaichean, air comasan dràma, comasan cànain, sgilean eadar-dhaoine dhaoine òga, agus cuideachd air a' bheachd a th' aca air a' Ghàidhlig agus air na h-ealain Ghàidhlig. Tha na fhuaradh de mheasadh bho chom-pàirtichean na Sgoile Samhraidh a' nochdadh gu bheil iomairtean a leithid seo a' còrdadh ri daoine òga agus gum bi iad gam brosnachadh gu bhith a' meas na Gàidhlig mar nì chudromach. Tha e mar amas aig sgioba Ghàidhlig FnG barrachd a dhèanamh gus deugairean a thàladh don chànan, agus tha cuid de na h-iomairtean dràma air leth freagarrach airson seo a dhèanamh.
	Brosnaich ceanglaichean eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh nam Fèisean tro thaisbeanaidhean mòra agus conaltradh le na meadhanan.
6.1	**A' cruthachadh cheanglaichean**
	Tha sinn an-dràsta ag obair gu dlùth le À Eden, agus bidh an dàimh seo a' leantainn thar nam mìosan a tha a' tighinn. Tha Debbie NicAoidh air a bhith an sàs anns a' mhòr-chuid de na dealbhan-cluiche againn am-bliadhna, agus tha i a-nise an sàs ann a bhith a' coileanadh nam pròiseactan dràma sna sgoiltean. Bidh sinn a' dèanamh obair leis an Stòrlann Nàiseanta air cuairt timcheall àrd-sgoiltean, agus 's dòcha le LTS air obair ann am bun-sgoiltean. Tha sinn dìreach air sreath de bhùthan-obrach Gàidhlig a ruith ann am bun-sgoiltean Siorrachd Pheairt às leth Comhairle Pheairt agus Chinn Rois. Thadhail mi fhìn, Calum Alex, Emily agus Deirdre Ghreumach air sia sgoiltean, agus bha na bùthan-obrach seo air leth soirbheachail. Bha mi an sàs ann an Latha Spòrs Mòr ann an Sruighlea o chionn seachdain. Chaidh an tachartas seo a ruith le Comhairle na Gàidhealtachd agus Comunn na Gàidhlig. Mar a thuirt mi gu h-àrd, chuir Debbie agus Aonghas seachdain seachad ann an sgoiltean Sgìre Gheàrrloch o chionn cheala-deug le dealbh-chluiche mu Choinneach Odhar a bha ag amas air blasad den Ghàidhlig a thoirt don chloinn. Chaidh an obair seo a dhèanamh ann an co-bhonn ri Meur Pholl Iù a' Chomainn Ghàidhealaich.
6.6	**Làrach-lìn agus ICT**
	Bidh mi a' cùr ri làrach-lìn FnG mar a tha iomchaidh.
6.7	**Cothroman taisbeanaidh**
	'S e cothrom air leth a th' ann an dràma airson tàlantan dhaoine òga a thaisbeanadh, agus 's e deagh eisimplear de seo a bhios ann an oidhche thaisbeanaidh na Sgoile Samhraidh. Bidh oidhche thaisbeanaidh a' toirt gach pròiseact dràma gu crìch cuideachd.

Neach-obrach	**Calum Ailig MacMhaolain**
Dreuchd	**Oifigeir Gàidhlig**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Provide support for the development of individual Fèisean, promoting excellent working practices, and developing their range of activities**
1.2	**Reducing the burden on volunteers**
	Poileasaidhean air a dhèanamh na fhasa airson luchd saor-thoileach a libhrigeadh Tha am poileasaidh Gàidhlig ga ùrachadh an-dràsta agus thèid an sgaoileadh san cuir an gnìomh bhon t-Sultain 2009. Bidh e rim faotainn mar copaidh cruaidh agus thèid a chuir air làrach-lìn na buidhne. Tha grunn mhath dha na Fèisean air poileasaidhean dhaibh pèin a' sgrìobhadh thairis air an dà bhliadhna a-chaidh. Tha barrachd a tighinn thugam a-nis, an dà chuid son poileasaidhean a sgrìobhadh agus son poileasaidhean ùrachadh.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
2.1	**Deasaich Poileasaidh Gàidhlig airson Fèisean nan Gàidheal, ris an gabh buill na buidhne**
	Leasaich agus meudaich ruigsinneachd do chànan agus cultar na Gàidhlig tro bhuileachadh Poileasaidh Cànain Gàidhlig agus leasachadh gnìomhan dràma Gàidhlig, a' gabhail a-steach Sgoil Shàmhraidh airson Dràma Gàidhlig (Targaid CEA) Tha Dougie, Emily 's mi fhìn air a bhith ag obair air ath-sgrùdadh den phoileasaidh Gàidhlig. Chaidh taisbeanadh a dhèanamh aig coinneamh luchd-obrach agus thèid taisbeanadh a dhèanamh aig coinneamh a' bhùird aig deireadh a' Chèitean. Tha sinn air beachdan a shireadh bho luchd-obrach agus buill a bhùird. Tha na Fèisean air tòrr obair math a dhèanamh gus am poileasaidh Gàidhlig a chuir an gnìomh thairis air na bliadhnaichean a-chaidh agus tha mi 'g obair gu dlùth leotha gus an tèid amasan a' phoileasaidh a choileanadh. Bidh am poileasaidh ùr rim faotainn bho Sultain 2009. Tha sinn a' toirt tòrr taic do Fèisean le bhith 'g eadar-theangachadh an fhiosrachadh a tha iad a sgaoileadh. Tha mi ag obair le na h-oifigearan leasachaidh bho latha gu latha gus dèanamh cinnteach gu bheil Fèisean a' faighinn an taic a tha iad a feumachadh.
	Tha na Fèisean, le taic bho na h-oifigearan leasachaidh 's mi-fhìn, a' leasachadh poileasaidhean Ghàidhlig dhaibh pèin. Bidh iad seo ag innse na cur-seachadan a tha iad a' ruith agus an ìre de Ghàidhlig tha iad a' cleachdadh. Thathar an dòchas gum bi na planaichean seo na bhrosnachadh do na Fèisean son Gàidhlig a leudachadh aig na tachartasan aca. Tha mi air a bhith a deasachadh poileasaidhean ùra agus a' leudachadh cuid dhan na seann poileasaidhean a tha aig na Fèisean. Bidh mi ag obair gu dlùth le na h-oifigearan leasachaidh bho latha gu latha airson taic a chumail ri na Fèisean. Rinn Dougie 's mi fhìn bùth-obrach cur-seachadan Gàidhlig aig a' Mhargaidh Trèanaidh anns a' Mhàrt.
2.2	**Leasaich Sgioba Leasachaidh airson na Gàidhlig**
	Sgiobannan a bhruidhneas a' Ghàidhlig ri bhith rim faotainn do dh'Fhèisean ionadail. Tha an Sgioba-g air a bhith trang a-rithist am bliadhna. Bidh iad a' gabhail pàirt ann am Fèis Mhoireibh aig deireadh a' Chèitean. Tha cuid dha na Fèisean samhraidh air cuireadh a thoirt do Sgioba-G agus tha mi air taic a thoirt do Fèisean eile le cur-seachadan a bhios iad fhèin a libhrigeadh. Tha sinn an còmhnaidh a' leudachadh air na cur-seachadan a tha againn. Tha mi cuideachd gu bhith a' sireadh barrachd daoine airson ar stòr-data son Sgioba-G.
2.3	**2.3 Leasaich uidheamachdan airson a' Phoileasaidh Ghàidhlig againn a lìbhrigeadh taobh a-staigh Fèisean nan Gàidheal**

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

Neach-obrach	**Emily Edwards**
Dreuchd	**Òigear Thasglann agus Pròiseactan Sònraichte**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann	**1 Adhartas air Targaidean Fèisean nan Gàidheal a tha a' buntainn riumsa**
Targaid	**Targaid** Adhartas
4.4	**Pròiseact nan tasglann ri steidheachadh**
	Tha Fèis Air An Oir a-nis air crìoch a chuir air an leabhran airson Pròiseact nan Tasglann a tha làn sgeulachdan agus òrain na sgìre agus thèid e a chur air bhog aig deireadh teirm na Fèise air 20mh Ògmhios. Tha iad cuideachd ag obair air bratach a bhios a' sealltainn ìomhaigheachd an òran ionadail Sgeir An Oir a bhios air a crochadh ann an Talla Srathaidh. Chuir Fèis na h-Òige agus Fèis a' Bhaile crìoch air na bùitheantean-obrach sgrìobhadh ùr agus bidh na sgeulachdan aca mar phàirt de leabhran na pròiseict. Bidh com-pàirtichean a' cur consart 30 mionaid air le òrain is cèol Cùil-lodair mar phàirt de thachartasan Tilleadh Dhachaidh 2009 aig Ionad Tadhail Blàr Cùil-lodair. Tha com-pàirtichean Fèis Ceann Loch Goibhle a' cumail a' dol le a' dèanamh agallamhan còmhla ri muinntir Gàidhlig Earra-Ghàidheal agus tha sinn an dùil crìoch a chuir air a' phròiseact Samhain 2009. Chaidh iarrtasan an cuir a-mach gu Fèis a' Chaolais, Fèis an t-Sratha agus Fèis Lochabair aig a bheil ùidh pàirt a ghabhail anns a' bhliadhna mu dheireadh den phròiseict, a bhios a' tòiseachadh anns an t-Sultain.
6.3	**Ceanglaichean Eadar-Nàiseanta**
6.7	**Cothroman taisbeanaidh**
	Ghabh com-pàirtichean Fèis na h-Òige pàirt ann an co-fharpais sgrìobhadh ùra aig Ionad Tadhail Blàr Cùil-lodair far an d' fhuair dithis aca a' chiad agus an darna àiteachan agus fhuair iad cuireadh gan leughadh a-mach aig an t-seirbhis cuimhneachaidh 18 Giblean. Tha mi cuideachd air a bhith ag obair air làrach-lìn Blas.

Neach-obrach	**Nicola Marshall**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann	
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**

	Bidh planaichean airson na Fèisean Samhraidh a' tighinn air adhart. Bidh Fèis h-Òige agus Fèis Chataibh a tachairt anns a' chiad seachdain de làithean-saora na sgoile agus tha Fèis Mhoireibh a' coimhead air adhart ri deireadh-seachdain soirbheachail eile am mìos seo le faisg air naochad compàirtichean. Fhuair Fèis Spè taic-airgid bho LEADER airson an obair leantainneachd aca cumail a' dol agus airson pròiseactan ùr a' leasachadh anns a ' Phàirc Nàiseanta air fad. Fhuair Fèis Chataibh taic-airgid, cuideachd bho am Prògram Cultar na Gàidhealtachd airson comharraicheadh am 20mh ceann-bliadhna aca. Bidh Fèis Inbhir Narann ag obair air sreath ùr de bùthan-obrach obair-còmhlan airson deugairean an dèidh Fèis soirbheachail anns a' Ghearran. Tha Fèis Air an Oir an sàs ann am pròiseact tasglann agus tha iad trang an-dràsta a' cuir crìoch air an leabhar ùr aca. Bidh iad ga chur air bhog aig a' Mhòid ionadail, ma bhios e deiseil. Bidh Fèis a' Chaolais deiseal leis na bùthan-obrach aca aig deireadh na h-Òg mhios agus bi mi ag obair còmhla riutha air planaichean son an teirm ùr.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a-rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha Calum Ailig is mi fhèin ag obair gu dlùth ri chèile gus taic a thoirt dha na Fèisean leis na planaichean Gàidhlig aca. Thachair am Fèis ùr – Freumhan, ann an Ceann Loch Goibhle ann an saor-làithean na Caisge a-rèir na planaichean againn agus bha còig-deug compàirtichean an làthair bho air feadh na dùthcha. 'S e measgachadh de theagasg ciùil agus cur-seachadan air an taobh a-muigh a bha anns an fhèis agus chòrd an seachdain ris a h-uile duine. Bha an seachdain gu math soirbheachail agus tha mi an dòchas gum bi sinn a' leasachadh am pròiseact seo anns na bliadhnaichean a tha ri thighinn.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Bidh Fèis Spè, Fèis an Earraich, Fèis Chataibh agus Fèis Rois a' leantainn le YMI anns na bun-sgoiltean. Bha coinneamh agam o chionn ghoirid le Fèis Rois, Fèis Spè agus oifigear Iomairt Ciùil Òigridh ann an Siorrachd Obar Dheathain far an deach còmhradh a chumail mu na ceanglaichean a ghabhadh a stèidheachadh eadar na pròiseictsan aca agus mar a ghabhadh pròiseactan ùr a leasachadh ann an Siorrachd Obar Dheathain.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth.**
	Tha mi fhathast a' dol gu coinneamhan Blas. Bidh Fèis Alba 2009 air a' Phloc bho 6 gu 10 Iuchar. Tha na Cèilidhean air Chuairt air fad a' tighinn air adhart agus tha mi ag obair leis na Fèisean air na buidseatan aca. Bha mi an sàs leis na deuchainnean-cluiche airson Cèilidhean air Chuairt sa Mhonadh Ruadh air 19 Giblean. Tha mi air a bhith ag obair còmhla ri Daibhidh air iarrtais eadar-sgìre a thèid a chur gu LEADER airson na Cèilidhean air Chuairt. Ma bhios seo soirbheachail, bidh sinn a' leasachadh na Cèilidhean air Chuairt air fad eadar 2010-2013.
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**
	• 13 Gearran – Coinneamh Oifigearan Leasachaidh • 14/15 Gearran – Fèis Trèanaidh • 19 Giblean – Deuchainnean-cluiche airson Cèilidhean air Chuairt sa Mhonadh Ruadh • 23 Giblean – Coinneamh luchd-obrach • 29 Giblean – Coinneamh ICO, Eilginn Tha mi an dòchas gum bi mi a' dèanamh cùrsa ann an BSL anns na mìosan a tha tighinn.
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Tha Fèis na h-Òige agus Fèis a' Bhaile ag obair gu math cruaidh gus airgead a' thogail airson na bùthan-obrach aca. Bidh seo a' crìochnachadh le ceathrad compàirteachan eadar aois 10 agus 16 a' cluich air an àrd-ùrlar ann an Eden Court mar phàirt den Fhèis Bhlas. Bidh na Cèilidhean air Chuairt a' cluich aig Blas cuideachd.

Neach-obrach	**Christine Nic an t-Saoir**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Bha bùithann obrach aig Fèis Cholla. Bha iad an a sgeulachdan, òrain Ghàidhlig agus geamannan le clann òga. Chuir Fèis Dhùn Bhreatainn luchd teagasg timcheall sgoiltean a dèanamh obraichean traidiseanta. Tha Fèis Dhùin Omhain fhast trang ris a làrach linn aca chuir air dòigh còmhla ris an sgoil ghràmar agus tha iad cuideachd a dèanamh clasaichean bocsa da uair sa mhios. Bha da fhèis aca a dèanamh bhidio, pìob, bocsa agus fidheall. Bha fèis dhearradh seachdain aig muinntir Cheann Loch Goibhle le obair ceòl agus mar as àbhaist, streap, agus seòladh air Loch Goibhle. A bliadhna bha cor agus 100 clann aig Fèis Latharna agus airson a cheud turas bha iad a dèanamh drumaireachd còmhla ri pìobairean òg an Obainn. A bharrachd air a sin bha clasaichean aca cuideachd teagasg pìob bheag. Bha fèis bheag laoch aig Muile le cor agus 30 daoine òga cuideachd.
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.**
	Bhà fèis ùra airson deugairean an a Ceann Loch Goibhle agus bhà e troimh meadhain na Gàidhlig. Bha iad cuideachd ag ionnsaidh streap, agus seòladh agus chòrd e fior mhath ris a huile daoine. Bhà fèis dhrama Earra Ghàidheal ann cuideachd ach air an latha agus an a Talla Choran san Oban. Bha duaisean ann airson a chiad turas riamh agus thaing buidheann a nuas bhon Ghearasdan airson pàirt a ghabhail airson sin.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim fo'irmeil.**
	Tha a pròiseact na sgoiltean aig Fèis Cheann Loch Goibhle a dol gu math agus tha iad a còmhradh ris na sgoiltean airson pìosan bàrdachd a dhèanamh airson a DVD. Tha a làrach linn aig an Ard Sgoil aig Dùn Omahin gus a bhi deiseal. Bha latha Gàidhlig aig sgoil an Apainn agus tha iad an dòchas seo a dhèanamh a rithist.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Tha Comhairle Earra Ghàidheal tha mhòr gu bhi deiseal a còmhradh ri Fèisean nan Gàidheal mu dheann obair fèisean a chuir dhan na sgoiltean. Tha a Ceilidh Trail gu bhi mur ceann anns An Iuchair agus bi sin a dol gu Èirinn
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bha sin a ruith "session" mur a chuireas thu air dòigh fèis aig a latha trèanaidh againn agus mur a dhèabhadh tu airgead
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	Tha Giogha agus an Apainn air a deas a bhi faighnich mu dheann obair fèisean a chuir air dòigh dhaibh agus tha sin math

Neach-obrach	**Caoimhin Iain Rodgers**
Dreuchd	**Oifigear Leasachaidh**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Theid **Fèis nan Garbh Chrìochan** a chumail anns an Ath Tharchail am bliadhnn (anns an sgoil ùr). Tha sinn uile a' coimhead air adhart ris gu mòr agus tha sinn a' smaoineachadh mu dheidhinn bunting a chur an àrd tro seachdain nam Fèis. Tha sinn fhathast ag obair air proiseact na sgòile far an teid PA, solais agus bleecher seating a cheannach . Gu mi fhortanach, cha robh sinn soirbheachail ann an bhith a' faigheann taic airgead

	bho CEA. Leis an sin, bh'againn ri iarrtas a chur ri cheile airson LEADER. Thoisich mi Tender process air a shon agus cho luath 's a tha sin deiseil (tri seachdainean) bidh an iartas lan deiseal. Tha **Fèis Eige** air a bhith an sàs leis an Fhèis Uaine air an Eilean. Tha aid cuideachd a' deanamh deiseal airson an Fhèis 09 aca anns an Iuchar. Tha na clasaichean aig **Fèis Òigridh na Mara** air a bhith a' riuth gu math. Cheannaich sinn poiban, Keybaords agus clarsaich (nach eil bulach deiseil fhathast) leis na fhuair sinn bho SLF agus Community Foundation. Tha a h-uile coltas ann nach bidh Fè*s* fad seachdain aca am bliadhna ach tha sinn fhathast a' bruidhinn mu dheidhinn. Aig **Fèis Lochabair** tha sinn air a bhith ag obair air Ceilidhean air Cuairt 09 . Tha fios againn a-nis cò tha dol a ghabhail pairt agus cuin a bhios na gigs aca. Tha sinn cuideachd , airson a' chiad uair, a dol a chluich aig am Mountain Bike World Cup. Chur sinn crìoch air na bh' againn ri dheannamh airson an CD-ROM Gaidhlic (colaisde na Piobaireachd) agus tha sinn direach a' feitheamh air SONY gus am bidh iad deiseil againn. Chaidh Fèis Ghlaschu a chumail eader 6-9 an Giblean. Chaidh cuisean gu math agus chord e ris an fheadhan a bha 'n sas. Tha ceist neo dha ann agus tha mi a' tachart ris a' chomataidh ann am beagan seachdainan airson bruidhinn mu dheidhinn an doigh air adhart. Tha **Fèis Ghleann Albainn** air Fèis nan innbheach a chumail agus chaidh sin air leth math. Tha iad a-nis a' deiseachadh airson an Fhèis fad seachdain aca. Cheannaich sinn PA agus tha sinn gu math toilichte leis, tha sinn a-nis a' coimhead air siostam solais agus chaidh iarrtas airson taic airgead a dheanamh. Tha sinn cuideachd ag amas air Film a thoirt mar cuspair aig na Fèisean againn. Airson seo a dheanamh, feumaidh sinn uidheam freagaireach agus tha sinn ag obair air taic airgead airson seo cuideachd. Gaibhaidh cuirm ciuil mar cuimhneachan do Sharon Fraser a chumail anns an Ionad Neibhis Disathuirne 26mh an t-Og Mhios.
	Fhuair **Fèis Lanraig a Tuath** taic airgead bhon SLF gus bocsaichean ciuil a cheannach agus sreath de chlassaichean a chur air doigh. Tha iad a' ceannach na bocsaichean an drasta agus a' sireadh cuideigin freagairreach airson na classaichean a ghabhail. Tha iad a' cumail orra leis am Pop Band. Tha iad a' ceannach uidheam ùra agus theid dithis ùra a thaghadh mar buill. Tha na buitean obrach aig **Fèis Inis an Uillt** a dol ceart gu leòr. Tha mi , mar a tha mi aig eisean eile an drasda, a' deanamh ath-sgrudadh air am plana Gaidhlig aca. Ged nach do thachait e am bliadhna, tha sinn 'n dòchas gun teid fèis fad seachdain a chumail an ath-bhliadhna.
2	**Leasaich cleachdadh na Gàidhlig taobh a-staigh Iomairt nam Fèisean. A' leasachadh an fhacail labhairteach mar dhòigh conaltraidh agus mar mheadhan airson teagasg, a rèir feumalachdan na coimhearsnachd a tha gach Fèis a' frithealadh.**
	Tha mi ar bruidhinn rig ach fèis agam mu dheidhinn Gàidhlig agus na tha sinn a' deanamh gus a bhrosnachadh. Tha mi a' deanamh ath-sgrudadh air na planaichean Gàidhlig aca neo a' sgriobhadh plana airson an fheadhann aig nach eil fear. . Tha mi a' dol a dheaneamh sreath de aonadan Ulpan airson buill comitaidh agus luchd –teagaisg aig Fèisean ann an Lochabar a' toiseachadh air 7mh den Òg Mhios.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha Fèisean ann an Lochabar an sàs ann an YMI agus 's e Rachel Walker a bhios ga thoirt seachd anns an sgìre seo. Tha dàimh làidir aig Fèisean ann an Lochabair leis na sgòiltean faisg orra agus bith iad ag obair gu dliùth còmhla riuth far a bheil e comasach a dhèanamh.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Tha mi an sàs le proiseact uabhasach mòr aig an am seo (tro Fèis nan Garbh Chrìochan) ann am com-partaicheas le Comhairle na Gàidhealtachd a chuireas uidheam ùr a-steach gu talla na sgoile ùr a bhios ga fhàgail comasach dhaibh tachartan Ciùil agus Cultarach a chumail ann le Fuaim, Solais agus Goirreasan air leth math. Gu foileasach gheibh Fèis nan Garbh Chriochan buannachd bho seo ach, 's ann aig a' chòimhearsnachd air fad a bhios am buannachd as mòtha oir theid tòrr a bharrachd tachartan cultarachd agus ceòlmhor (aig ìre gu math àrd) a chumail anns an sgìre aca. Can eil sinn ach feitheamh air SONY gus am bidh am proiseact eadar-theangachadh air CD-ROM (piping Tutor)

	deiseil. Tha mi cuideachd a' bruidhinn ri Sealladh TV air program a' deanamh air daoine a thug buidhe mòr air na Fèisean sna sgìrean aca fhèin.
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** • An Dàmhair 08 – Photoshop (Inbhirnis) • An Dùbhlachd 08 – Gàidhlig (An t-Eilean Sgìtheanach)
6	**Lean air adhart a' cumail suas ceangalan nas dlùithe eadar Fèisean, buidhnean eile agus dùthchannan eile, agus àrdaich ìomhaigh Iomairt nam Fèisean tro dhàimh poblach neartmhor agus cothroman taisbeanaidh.**
	A-rithist, bidh an fheadhan a ghabh pairt anns na Cèilidhean air Cuairt ann an Lochabar a' nochdadh aig cuid de na tachartan aig Blas ann an 2009.

Neach-obrach	**Jenna Chuimeanach**
Dreuchd	**Oifigear Leasachaidh nan Eilean Siar**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Earrann 1 Adhartas mu choinneamh targaidean Fèisean nan Gàidheal	
Targaid	**Targaid** Adhartas
1	**Thoir taic airson leasachaidhean Fèisean fa leth, a' brosnachadh sàr-chleachdaidhean obrach, agus a' leasachadh nan raointean-gnìomh aca.**
	Bha Fèis air leth soirbheachail aig Fèis an Earraich aig àm na Càisge a chaidh a chumail ann am Port Rìgh am-bliadhna. Tha cuid de na buill agus luchd-ciùil a bha a' frithealadh na Fèise a-nise ag ullachadh airson turas dhan a' Ghearmailt anns an Ògmhios. Tha iad gu bhith a' riochdachadh Alba aig Fèis Chiùil Eadar-nàiseanta. Gu mi-fhortanach cha do shoirbhich leotha le iarrtas Sgeama Cultair na Gàidhealtachd agus marsin tha mi air a bhith a sireadh cothroman maoineachaidh eile dhaibh. Tha Fèis an Earraich cuideachd an sàs ann a bhith a' cur air adhart Cèilidh air Chuairt a-rithist am-bliadhna.
	Airson a' chiad uair am-bliadhna chaidh Fèis Taigh Dhonnchaidh a chumail rè làithean-saora na Càisge eadar 6 – 10 Giblean. Ghabh seachdnar pàirt anns an Fhèis agus fhuair iad ionnsachadh ann an iomadach ionnstramaid a thuilleadh air dràma agus seinn. Aig deireadh gach latha chaidh a bhuidheann sios gu Comunn Eachdraidh Nis far an d' fhuair iad an cothrom rannsachadh a dhèanamh air an teaghlach aca fhèin agus am fiosrachadh a ghlèidheadh ann an craobh-ghinealaich. Ann an leasachadh ùr eile airson 2009 chur Fèis Taigh Dhonnchaidh air adhart pròg ram maidne airson clann eadar 5 – 7 bliadhna dh' aois. Bha clasaichean rim faotainn ann an dràma, ealain, seinn agus dannsa a bha uile air an lìbhrigeadh ann an Gàidhlig. Bha 13 an làthair a h-uile madainn. Air Dihaoine chaidh cèilidh a chumail agus abair thusa gu robh an àite làn! Bha comataidh Fèis Taigh Dhonnchaidh air am moladh le na pàrantan cho math agus gun do chòrd an cèilidh riutha agus an t-seachdain ris a' chloinn. Tha buill a' chomataidh gu bhith trang anns na mìosan ri thighinn a' togail airgead airson Fèis na h-ath-bhliadhn. Thèid na Fèisean eile a chumail as t-samhradh agus tha iad trang an-dràsta a' sireadh luchd-teagaisg agus a sgaoileadh foirmean-iarrtais. Tha mi air a bhith aig deas turas neo dhà a' lìonadh foirmean 'Disclosure'. Chosg mi dà latha ann am Barraigh le Gillian Hamill ga cuideachadh le foirm-iarrtas Clann ann an Eis. Chùm Fèis Tir a' Mhurain cèilidh air an 27 Giblean airson ceann-bliadhna sonraichte a chomharrachadh. Bha measgachadh de dh' inbhich, clann agus luchd-teagaisg an làthair agus bha gu leòr luchd-ciùil ann airson an oidhche a chumail a dol. Am bliadhna bidh Fèis Tir an Eòrna a comharrachadh 20 bliadhna den Fhèis agus tha an dà Fhèis an dòchas cur-seachadan a bharrachd a chumail rè seachdain na Fèise. Tha mi air a bhith a conaltradh le Fèis Eilean an Fhraoich agus Fèis Eilean na Hearadh a tha an-dràsta a' cur luchd-teagaisg air dòigh agus tha mi air a bhith gan cuideachadh leis a sin.
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.** Anns a' Ghiblean thachair mi ri Calum Ailig agus Fèis Tir an Eòrna airson bruidhinn air am plana Ghàidhlig aca ath-nuadhachadh am-bliadhna agus barrachd cuideam a chur air a' Ghàidhlig aig an Fhèis. Bhruidhinn Calum riutha mu dheidhinn Sgioba-G agus na diofar dhòighean a tha na cur-seachadan aca a' cur taic ris a' Ghàidhlig. Thèid am fiosrachadh a chaidh a chruinneachadh a chleachdadh airson plana ùr ullachadh.

	Tha Calum Ailig air planaichean ùrachadh airson Fèis Bharraigh, Fèis Tìr a' Mhurain agus bidh plana ur aig Fèis Tìr an Eòrna a dh' aithghearr. Tha mi air beagan fiosrachadh a chruinneachadh air Fèis Eilean an Fhraoich agus Fèis Eilean na Hearadh agus bidh mi a' cur air dòigh coinneamhan eadar Calum Ailig agus na fèisean ann an ùine ghoirid.
3	**Leasaich obair nam Fèisean taobh a-staigh nan earrannan foghlaim foirmeil.**
	Tha Fèis an Earraich a' leantainn orra le clasaichean YMI ann am bun-sgoiltean sa sgìre.
4	**Pròiseactan ro-innleachdach agus obair chùmhnant le com-pàirtichean, dèante le Fèisean nan Gàidheal agus Fèisean fa leth**
	Tha mi uabhasach toilichte gun d' fhuair sinn an cothrom obair na Fèise a thaisbeanadh aig Fèis Cheilteach Innse Gall a-rithist am-bliadhna. Thèid an cuirm-ciùil 'Ar Dachaigh' a chumail air Disathuirne 18 Iuchar aig 3f anns an Lanntair. Tha mi trang ag obair le Vicky Maclean, a tha ag obair airson Sealladh TV, a' clàradh agallamhan Ghàidhlig air feadh na h-Eileanan a bhios air an cleachdadh airson am fiolm againn. Tha am pròiseact a' ruith aig astar gu math seasmhach an-dràsta agus aig an ire seo tha ceithir buidhnean gu bhith a' gabhail pàirt anns a' phroiseact. Tha sinn air òran ùr fhaighinn mar thiodhlac bho Calum Dhòmhnallach, Runrig agus thèid sin a thaisbeanadh aig deireadh a' chonsairt. A' leantainn air soirbheachas an-uiridh, the Fèis Eilean an Fhraoich an dòchas Ceilidh air Chuairt a chumail am-bliadhna. Chan eil sinn cinnteach an tèid a chumail as t-samhradh seach gu bheil cuisean gu math beòthail air feadh na h-Eileanan mur tha aig an àm seo den bhliadhna agus gum faigheamaid air àm pròiseact a' ruith nas fheàrr buileach aig am eile den bhliadhna. Tha sinn fhathast gun co-dhùnadh a dhèanamh ach saoilidh mi gun tig piseach air an t-suidheachadh seo a dh'aithghearr.
5	**Leasaich Trèanadh gus sgilean nan daoine a tha an lùib nam Fèisean a neartachadh agus gus sàr-mhathas a bhrosnachadh taobh a-staigh gluasad nam Fèisean**
	Bha mi an làthair air Fèis Trèanaidh Fèisean nan Gàidheal anns a' Mhàirt. Fhuair mi an cothrom còmhradh le riochdairean bho Fèis Eilean na Hearadh, Fèis Bharraigh agus Fèis an Earraich. A thuilleadh air bùth-obrach a chur air dòigh le na h-oifigearan leasachaidh eile fhuair mi cothrom suidhe ann am bùth-obrach a bha air leth inntinneach agus feumail. 'S ann mu dheidhinn a bhith a cruthachadh ceanglaichean dearbhachd le clann òga agus deugairean. Fhuair mi a dh' Inbhir Nis air 23 Giblean airson coinneamh Luchd-obrach a fhrithealadh.
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.**
	Eadar 7/8 Cèitean chaidh Co-labhairt Eòrpach a chumail ann an Steòrnabhagh. Dh' iarr Alasdair Macleòid orm taic-chiùil a chur air dòigh thairis air an dà latha as leth Comhairle nan Eilean Siar. Choinnich mi ri tòrr a bha as diofar bailtean air feadh na Roinn Eòrpa agus ùidh aca air an obair aig Fèisean nan Gàidheal agus ar cultar cuideachd.

Neach-obrach	**Aonghas MacLeòid**
Dreuchd	**Neach-taic Dràma**
Ràithe na h-aithisg	**Am Màrt 2009 – An Cèitean 2009**

Thòisich nam dreuchd mar neach-taic drama aig Fèisean nan Gàidheal air 5/01/09. Fhuair mi trèanadh bho Fèisean nan Gàidheal agus luchd obrach Eden Court.

Gu ruige seo tha a mhòr chuid den obair agam air a bhith co-cheangailte ris a' Phroiseict Dràma Sgìreil. Rinn mi le na bun-sgoiltean Ghàidhlig anns na sgìrean a leanas:

- An t-Eilean Sgitheanach agus Loch Aillse
- Loch Abair & Earra Ghaidheal
- Uibhist a Tuath, Beinn na Faoghla,Uibhist a Deas, Eirisgeidh & Barraigh

Rinn mi buthan obrach ann an sgilean drama le sgoiltean anns na sgìrean seo, agus tha mi air a bhith toirt cuideachadh dhaibh gus dealbhan-cluiche a dheisealachadh airson Fèis Drama a thèid a chumail anns gach sgìre. Sgrìobh mi 8 dealbhan chluiche ùr agus bha mi an sàs an a bhith leasachadh dealbhan chluiche eile cuideachd.

Bhon 4mh latha chun 8mh latha bha mi ag obair air proiseact dràma le bun-sgoiltean an Taobh Sear Rois le Debbie NicAoidh bho Eden Court. Thadhail sinn air 5 sgoiltean uile gu lèir. Aig deireadh na seachdain thug mi taic do Dougie Beck le buth-obrach anns an robh na sgoiltean uile a ghabh pàirt an làthair.

Tha mi dèanamh deiseil airson Fèis Dràma ann am Port Rìgh air Diardaoin 28 den Chèitein agus Feis Drama ann an Iochdar air an 4mh latha den Òg Mhìos. Tha dùil agam tadhail air sgoiltean Uibhist agus Barraigh ro-làimh.

Anns an Òg Mhìos bidh mi ag obair le àrd-sgoiltean le pròiseact dràma Stòrlann agus bidh mi nam neach taic aig an Sgoil Shamhraidh Dhrama ann am Pòrt Righ aig toiseach na h-Iuchair.

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