BOARD MINUTES

Date and Time	Thursday 15 June 2023, 4.30pm
Location	Tulloch Castle Hotel, Tulloch Castle Drive, Dingwall
Purpose	Quarterly Meeting
Present	Fiona Dalgetty (Chief Executive), Jennifer Marshall (Chair), Alex Urquhart-Taylor (Vice Chair), Shona Henderson (Company Secretary), Norman MacArthur, Grace Stewart-Skinner, Calum MacAulay, Kirsteen MacInnes-Meeks, Lorraine Aburrow (Minutes)
Apologies	Duncan Chisholm, Chloë Bryce

Actions:

Item 1	Fiona and Lorraine are still to meet with Calum to review the layout of the management accounts. This meeting will now include Alex and will look at streamlining the accounts with the booking system.

Agenda Item

2023.02.01 Preliminaries

Jennifer Marshall welcomed everyone to the meeting and commented on the success of the Board Development Day, noting that Fèis Rois is in the top 6% of charity (measured by size of income) in Scotland.

Shona Henderson approved the minutes of the previous meeting as being a correct and accurate record and these were seconded by Norman MacArthur.

Fiona said, regarding the previous office lease, our solicitor has advised not sending any further follow up communication to Aramis Development Company at this time.

Declarations of Interest

Jennifer Marshall is a Director for the Dandelion project, Norman MacArthur is an employee of funder, The Highland Council and Grace Stewart-Skinner is a freelance musician who noted that we will be discussing freelance rates of pay at tonight's meeting.

2023.02.02 Reports and Updates

Fiona's report gave detailed information about the financial position for 2023-2024 and there were no questions. The following points were noted:

- The YMI: Access to Music Making grant was successful and Fèis Club is now underway.
- The GoodWill Fund (GlenWyvis Distillery) awarded us a grant of £2500 which will go towards our weekly classes.
- The MacRobert Trust application was successful and this money will go towards our core programme costs.
- Fiona will continue to explore new funding opportunities.
- As always, we will continue to reduce costs where we can.
- Fiona recommended to the Board that we deliver the Easter Fèis in 2024 in the same way as 2023, which was hugely successful and this was agreed.
- There will still be a residential Fèis in October.
- The pay what you can format worked well but the Board recommended that the payment brackets were increased
- There was a discussion about the Adult Fèis fees and it was agreed that these should increase for 2024.

The Board thanked staff members Lauren Hendry, Highland Culture Collective and Karen Oakley, Gaelic Officer, for all their hard work. Both will finish their contracts on 31 August.

The Board approved the Gaelic Officer post advert.

The Board have approved the new Musicians Union rates for musicians, and this will start from 15 August when the new school year begins.

Fiona and Lorraine were asked to leave the room so the Board Members could discuss staff salaries. On their return Jennifer said that she would send an email, approved by all board members, to all staff.

Fiona said that Creative Scotland have asked regularly funded organisations to register their intent to apply for the new multi-year funding programme by 10th August.

The Chair thanked the Chief Executive and staff for preparing detailed reports on all activity for the board.

2023.02.03 Press & Publicity Update

We continue to have a good presence in the local press and across social media. The Board noted their thanks to Katie Mackenzie who provides freelance marketing support.

2023.02.04 AOB

Following a benchmarking exercise, the Board have approved changes to the company sick pay policy.

It was agreed that Fiona would set up a WhatsApp communication group for Board Members to send them updates on events.

It was agreed to host a ceilidh next year to celebrate Pride month.

The next meeting will be on Thursday 14th September at the Fèis Rois office, Robertson House, Greenhill Street, Dingwall.