

BOARD MINUTES

Date and Time: Thursday 30 June 2022, 6pm
Location: Meeting held online
Purpose: Quarterly Meeting
Present: Fiona Dalgetty (Chief Executive), Malina MacDonald-Dawson (Chair), Jennifer Marshall (newly appointed Vice Chair), Fiona Maclaren (*nee Callum*) (Treasurer/Company Secretary), Alex Urquhart-Taylor, Shona Henderson, Norman MacArthur
Apologies: Chloë Bryce, Duncan Chisholm

Actions:

Item 1

Extend the 4-day week pilot to 31st August to allow time for the Board to undertake a staff survey and to assess fully the impact of the pilot before making a decision as to whether or not to adopt the policy on a permanent basis.

Item 2

Executive Group to meet to look in detail at work being done to update and/or revise company policies.

Agenda Items:

Preliminaries

Shona Henderson approved the minutes of the previous meeting as being a correct and accurate record and these were seconded by Alex Urquhart-Taylor.

There were no outstanding matters arising from the previous meeting as Jennifer Marshall has now been appointed the new Vice Chair.

Fiona Dalgetty thanked Siobhan for the recent support through the Recovery Fund for cultural organisations from Creative Scotland. This will greatly help with underwriting the risk of our earned income. The uplift was unexpected and very much appreciated.

The only declarations of interest were from Norman MacArthur and Malina MacDonald-Dawson as employees of funder, The Highland Council, and from Jennifer Marshall who sits on the Board of Dandelion 2022 Ltd.

The Chair congratulated Fiona Maclaren on her recent marriage and noted her thanks to Ruairidh Gollan for his contribution to the Board of Fèis Rois. Ruairidh has recently stepped down from the Board having been successful at interview for a part-time role with Fèis Rois in the staff team.

On behalf of the Board, the Chair thanked the staff for their continued hard work and, in particular noted how heartening it was to see the return of the Junior Fèis in April, the Adult Fèis in May and the end of term concert for the weekly classes in June following the pause these projects had experienced due to the pandemic.

Reports and Updates

Noting in the Chief Executive's report that the earned income for the financial year 2021/22 is showing as being £41,828 compared to the pre-pandemic level of £270,938 in 2019/20, the Board had a lengthy discussion about finance and fundraising.

The Chief Executive highlighted that, with the return of the residential courses in 2022, the earned income would be higher in 2022/23, but that it will likely take several years to build back to pre-pandemic levels.

A lengthy discussion was had on the implementation of the 4-day week pilot and wider health and wellbeing for the staff team. It was agreed to extend the pilot for a further two months to allow time for evaluation of the pilot to take place.

A further discussion was had on the development of a hybrid working policy for Fèis Rois. A draft policy was circulated and it was agreed that the Board would approve this with a view to implementing it after the busy summer period, so from 1st November 2022 onwards.

AOB

There was no further business and future quarterly meetings for the financial year 2022/23 are planned as follows:

Thursday 22 September, 7-9pm on Zoom

Friday 9 December, Board Meeting and AGM, 2pm (venue TBC)

Thursday 23 March, 7-9pm on Zoom