Minutes of the 47th Annual General Meeting of the Guild of Television Cameramen held at Wood Norton Hotel on Sunday, 2nd June 2019 at 1pm.

Those Present

Those present at the meeting were John Henshall, Life President; Graham Maunder, Chair of Council; and 33 other members.

Also present was Terry Abrey (auditor) and Susan Hynard (minutes secretary).

Apologies for Absence

Apologies for absence were received from Steve Brand; Sally Garrett; Keith Gibson; Paul Goodwin; Jean Hibberd; Chris Owen; Eric Samuel; Chris Yacoubian.

The meeting was chaired by Graham Maunder.

Minutes of the 46th Annual General Meeting

The minutes of the 46th Annual General Meeting were agreed as a true record and duly signed by the Chairman. There were no matters arising.

Officers' Reports

Chairman's Report

Graham Maunder addressed the meeting, saying the GTC had moved forward at a fast pace. There was a record number of members. The activities undertaken, including the GTC Academy, workshops, and special offers to members had proven to be popular. Alison Chapman was thanked for all her efforts with the Zerb, and it was noted she was stepping back from a front-line editorial role. Thanks were also given to Council members for their dedication and hard work.

The written report circulated by the Chairman read as follows:

> Over the last year as Chair of the GTC, the GTC Council has overseen many things and we have moved forward at what I would consider to be an amazing pace for an organization of our size.
>
> I am proud to have been part of the changes and improvements we have made, most notably the name change that was instigated at an EGM a couple of months after our last AGM making our organization much more inclusive.
>
> The incorporation of the IAWF continues and we have welcomed more members from their ranks.
>
> Overall, our membership continues to grow strongly and this is no small part because of some of the improved benefits we now offer as an organization.
>
> The introduction of the GTC Public Liability Scheme has now continued into it's second year and is proving ever more popular and represents amazing value for money.

The GTC Academy continues to be popular with Universities and we have run 3 courses this last year at Farnham, Staffordshire & Bristol. We are now looking at the possibility of combining this with the Students Award in some form or another.

Workshops continue to be one of the mainstays of the GTC and Clive North has once again managed to arrange a great selection on a wide range of industry topics and these continue to get record attendances.

Zerb and GTC In Focus also continue to go from strength to strength and I feel I must make special mention of the special Zerb mental health supplement that Sally Garrett was instrumental in putting together which has really brought to the forefront the support that is needed in our industry.

The digitisation of the entire GTC magazine back catalogue is now complete and the website continues to be a great source of information on so many levels.

I must also thank Alex Wade for his ongoing contributions and legal advice which is available to our members and is another amazing string to our bow.

This year also saw us get involved with the sponsorship of a Cinematography award that was covered live on Sky TV – something that as an organization we were approached to do.

Finally, the new and improved Forum which is becoming an invaluable source of information for our members and is gradually shaking off the 'fuddy-duddy'ness' of our old forum and is seeing an increase in new members using it. If you haven't used it yet don't be a stranger – there are people out there with valuable information they are willing to share.

Of course, none of this could have been done without the hard work of GTC Council members, who demonstrated the willingness and determination to make the GTC ever more relevant and inclusive for all those working with TV cameras and my special thanks go out to those that have worked above and beyond what would reasonably be expected of them.

It's also exciting to be in a new venue for this year's AGM and awards and many thanks go to those Council members that made this move possible. I hope everyone has had time to view the museum at this historic venue and hopefully even get the time for a quick 'trip' on Concorde after the AGM.

To sum up, I truly believe that we have achieved another great year at a time when things aren't getting any easier in our industry but having the GTC definitely helps people to feel they belong and hopefully provides an invaluable asset to your careers.

Finally I would like to thank those members of the Council that are stepping down and welcome the new Council members to what will hopefully be another exciting year ahead.

Other officers' reports were submitted as written reports only.

The following motion was proposed Rex Palmer, seconded by Clive North, and put to the meeting: This meeting shall adopt the Chairman's and Council Officers' Reports for the year 2018-2019

Resolved, nem con.

Statement of Accounts

Simon Roe presented the accounts for the year ending 31st January 2019.

He opened his remarks by saying he had served as Guild treasurer for 10 years but was now stepping down to concentrate on other aspects of his professional and private life.

He commented income from subscriptions had increased, including from IAWF members. Sponsorship income had also increased, and thanks were given to James French for his efforts in this area.

There was an overall increase of cash at bank, which stood at over £200,000. This meant subscriptions had not increased nor reserve funds used for activities. The position with debtors had also improved.

There was an increasing pressure and workload on Council members. There were younger members of Council, who had to forgo paid employment to perform their GTC duties. It was possible more Council members would be paid to recognise this change in operational activity.

He thanked the Guild for its support over his term of office, and in turn, the Chairman thanked him for a service, which was followed by a round of applause.

Terry Abrey, the auditor, then addressed the meeting. He opened his remarks by thanking Simon Roe and also Sophie Day, who acted as the bookkeeper and kept the Guild's income and expenditure in good order.

He raised the issue of the Guild's VAT responsibilities and accounting practices. He mentioned in some details how the GTC funded Zerb, which had been subject to scrutiny; it was possible a VAT Inspector might recommend changing the way this was accounted for. If this happened, it was not something of undue concern. Another area which ought to be considered is the payment of Council members to recompense them for their time on Guild duties. It might be considered by tax authorities that such people were employees of the Guild and not freelancers. If this occurred, the Guild would have to pay pension contributions, national insurance payments and similar.

The Guild administered The Mike Baldock Award and held £637 in its prize fund. This money had been donated to the Television and Video Camera Craft Education Trust (the 'Vinten Trust') during the year and would now be used for the TVCCET objects.

There were no questions from members, although James French clarified the position of sponsors' promotional materials on the website and Alison Chapman spoke of the cost of making the Guild GDPR compliant.

The written report circulated by the Treasurer read as follows:

> It has been a pleasure to serve as the GTC's Treasurer throughout 2017-18. This is my ninth AGM report since being appointed.

Terry Abrey continues to serve the GTC as Accountant and has continued to provide sound advice over the year. The figures he has prepared show the end of year accounts in more detail. The GTC and Zerb financial years ran from 1 February 2017 to 31 January 2018.

Sophie Day continues to assist me as bookkeeper.

James French provides a summary of advertising revenue in his report.

Here is a summary of the figures for the year (% changes show a change compared to the comparative figure for 31 January 2017).

GTC

• Income – A further large increase in GTC (non-IAWF) subscription revenue, up by over 11% (compared to 8.2% the previous year). This is due to an increase in member numbers, as the subscription rate has not changed.

• Income – A 20% drop in subscription income from IAWF members.

• Income – A 23.2% drop in Sponsorship income this year, but the figure remains healthy at £25,317 and has not unduly affected the overall surplus.

• Income – a small drop in interest received on savings accounts, as the rates available this year were slightly less favourable (£1,424 down to £1,335)

• Expenditure – Council meeting costs returned to their pre-2017/18 level, costing nearly £8,000. This is probably a reflection of the relatively high attendance at meetings and the greater variation in venues this year meaning travel distances and venue costs varied.

• Expenditure – Administration costs remained stable this year.

• Expenditure – A larger contribution from the GTC for the cost of the 2017 Awards meant expenditure on the event increased by around 220%. This reflected the higher profile of the event and the need to outsource edit costs, which were previously provided in-house by Zest4.TV.

• Expenditure – A pleasing net contribution on workshops this year, where sponsorship received exceeded overall the cost of putting on the workshops.

• Bank – 16.9% increase in cash in bank to £194,290, leading to an overall surplus in funds of £57,791 (a 1.6% rise on last year).

ZERB

• Zerb – As usual, a trading loss on Zerb this year, at £34,364 (7% less than last year). Otherwise, nothing unusual to report.

GROUP TOTAL

• Surplus

o 2013-14 £10,335 surplus

o 2014-15 £7,239 surplus

o 2015-16 £3,933 surplus

o 2016-17 £19,661 surplus

o 2017-18 £23,427 surplus

I set-out some highlights of the year:

• Members are reminded that, for tax purposes, we run separate accounts for GTC and our publishing arm, Zerb. Both GTC and Zerb enjoyed good income this year as a result of increasing membership numbers and excellent levels of income from sponsors and advertisers. For another year, this means we have been able to fund our ongoing activities without (a) any consideration about raising membership subscription levels or (b) using any savings reserves.

• We have been able to continue the Public Liability Insurance scheme this year. The GTC makes no surplus from this scheme and, in fact, uses its funds to subsidise the administrative cost of assisting Performance in running the scheme.

• The commission deal with VW Cordwallis was renewed, providing more members with great discounts on their new VW vehicles and commission payments for the GTC. The similar deal with Rossetts Mercedes continues to work and commission payments continue to be received.

• The GTC has retained savings accounts and bonds with Hampshire Bank and Cambridge & Counties. The current account and savings are split to take advantage of higher interest rates across a variety of providers and to ensure that no single account holds an amount greater than that guaranteed by the Government in case of a bank collapse.

• On debtors, we did not have to write off any bad debts this year.

• We send statements of account to overdue debtors on a monthly basis, charge interest on overdue debts and take County Court action only if absolutely necessary. As of 31 January 2018 (the end of the financial year) the debtor figures were: GTC (£24,710, up from £14,939) and Zerb (£10,363, down from £17,931 the previous year).

• Creditors. At 31 January 2018, the total creditors stood at £30,591 and £8,079 for GTC and Zerb respectively.

• The Corporation Tax & VAT Returns for 2016-17 have been duly submitted to HMRC.

• In my view, the accounts continue to be strong and show that both GTC and Zerb will be able to meet their debts as they fall due in the coming financial year. The continued growth in the Group surplus is particularly encouraging, and means Council has the flexibility to fund new and interesting projects for members when required

The following motion was proposed by Drew Hartley, seconded by Simon Edwards, and put to the meeting:

This meeting to adopt the accounts of Zerb and the GTC for the year ending 31st January 2019.

Resolved, nem con.

Change to Constitution

Peter Rance proposed changes be made to the constitution, which had been agreed by Council. Members at the AGM were asked to agree these changes. Mr Rance explained why the changes had been proposed, which reflected current GTC practice.

Current rule 5.1

> Membership of the GTC is open to cameramen, organisation and individuals interested in promoting the objects of the GTC. Admission to membership will be at the discretion of the Council.

Amended to

> Membership of the GTC is open to camera professionals, organisation and individuals interested in promoting the objects of the GTC. Admission to membership will be at the discretion of the Council.

Current rule 8.1

> The Council must hold at least six meetings each year.

Amended to

> The Council must hold at least five meetings each year.

The meeting was asked if members wished to vote on each rule change individually but there was agreement to vote for them en bloc.

Graham Maunder proposed, seconded by Rex Palmer that the rule changes be agreed. This was agreed nem con.

Any Other Business

No other business was discussed.

The meeting closed at 1.43pm.

GTC ADMINISTRATION Annual Report June 2019

Membership
The GTC has again seen a steady increase in membership this year with 162 new members signing up. However, this has been moderated by the number of members who have retired or left the industry, leaving us with a net gain of 64 over the 12-month period.

Number of UK Members	1410
Number of Int Members	72
Number of Total Members	1482
Number of Full Members	1125
Number of Affiliate Members	28
Number of Associate Members	36
Number of Academic Members	22
Number of Student Members	33
Number of Honorary Members	15
Number of Fellow Members	27
Number of Retired Members	52
Number of IAWF Members	46
Number of IAWF Associates	10
Number Sponsor Members	88

GTC Public Liability Insurance
Due to the success and popularity of the 2018-2019 scheme, we have been pleased to be able to extend the offer for the 2019-2020 period; keeping the premiums at the same level for another year. We have 274 members participating so far, already an increase from the total for last year of 242.

GDPR
As data manager for the GTC I can report that our organisation is fully compliant with GDPR regulations. Our privacy policy for members is available on the GTC website, or you may request a copy from administration@gtc.org.uk

Roger Richards
Administrator, GTC
29/05/2019

TREASURER'S REPORT
GTC AGM – 2 JUNE 2019

This my tenth AGM report since being appointed as GTC Treasurer and, sadly, will be my last report. I have decided to step down and pass the calculator to another member of Council.

It has been a pleasure to serve as the GTC's Treasurer during a period of incredible growth for the organisation. A period that has seen:

- the breadth of member services widen significantly,
- the level of organisation and administration put on to a very strong and stable footing for the future,
- the finances perform well and leaves the next Treasurer with a healthy bank balance to continue and grow the services to members.

An announcement on my replacement will be made by Council in due course. I will continue to serve and advise during the transition period.

Terry Abrey continues to serve the GTC as Accountant and has continued to provide sound advice over the year. The figures he has prepared show the end of year accounts in more detail. The GTC and Zerb financial years ran from 1 February 2018 to 31 January 2019.

Sophie Day continues to assist me as bookkeeper.

Here is a summary of the figures for the year (% changes show a change compared to the comparative figure for 31 January 2017).

GTC

- Income – A further sizeable increase in GTC (non-IAWF) subscription revenue, up by over 5.5%, showing the continued great work in attracting new members to the organisation.
- Income – A 38% increase (compared to a 20% drop last year) in subscription income from IAWF members.
- Income – A healthy 15.7% increase (compared to a 23.2% drop last year) in Sponsorship income this year. Well done to James French for this.
- Income – a drop in interest received on savings accounts this year – I hope to move the savings around to better accounts before I step down, otherwise this will be a priority task for the new Treasurer.
- Expenditure – Council meeting costs reduced this year by £1,500 to £6,500.
- Expenditure – Administration costs increased by over 12% in the year. Members will notice that this cost will increase sharply in the current financial year due to an agreed increase in the payments to Roger Richards, our Administration Officer. Please see more on this below.

- Expenditure – A new venue for the Awards (Brooklands Museum) helped add to a further increase in the cost of the annual GTC Awards. The event was well attended, and Council discussed and agreed that we still achieved value for money for the Awards despite the increase in cost.

- Expenditure – Workshops cost £5,634 this year, still representing superb value for money to members. Many thanks again to Clive North for his organisation of these events.

- Bank – 4.7% increase in cash in bank to £203,545, leading to an overall surplus in funds for the year of £52,478 (a 9.2% reduction on the value of the surplus from last year, but still very healthy).

ZERB

- As usual, a trading loss on Zerb this year. The loss was due to increases in costs across the board, including a large one-off increase in the costs of the website due to some required re-build costs. The overall loss was £48,118 (a 40% increase on last year).

- Bank – 10.9% increase in cash in bank to £12,522

GROUP TOTALS

- Surplus
    - 2013-14 £10,335 surplus
    - 2014-15 £7,239 surplus
    - 2015-16 £3,933 surplus
    - 2016-17 £19,661 surplus
    - 2017-18 £23,427 surplus
    - 2018-19 £4,360 surplus

- Bank – Increase in cash in bank and savings accounts to £216,067.

HIGHLIGHTS

I set-out some highlights of the year:

- Members are reminded that, for tax purposes, we run separate accounts for GTC and our publishing arm, Zerb. Both GTC and Zerb enjoyed good income this year as a result of increasing membership numbers and excellent levels of income from sponsors and advertisers. For another year, this means we have been able to fund our ongoing activities without (a) any consideration about raising membership subscription levels or (b) using any savings reserves.

- In the past few weeks before writing this report, I have been contacted by HMRC, questioning why Zerb has made an annual reclaim of VAT for many years. They also asked a series of other detailed questions about the set-up of GTC and Zerb. Terry Abrey has been co-ordinating the response. We have been expecting this review from HMRC for some time, given the amounts of money reclaimed over the years on VAT, so our responses are well prepared. We await the outcome of that review – if there are any consequences for the set-up of the organisation or impact on members, we will inform members as soon as possible.

- We have been able to continue the Public Liability Insurance scheme this year. The GTC makes no surplus from this scheme and, in fact, uses its funds to subsidise the administrative cost of assisting Performance in running the scheme.

- The commission deal with VW Cordwallis was continued, providing more members with great discounts on their new VW vehicles and commission payments for the GTC.

- The GTC has retained savings accounts with Hampshire Bank and Cambridge & Counties. The current account and savings are split to take advantage of higher interest rates across a variety of providers and to ensure that no single account holds an amount greater than that guaranteed by the Government in case of a bank collapse. The new Treasurer will need to review these arrangements to ensure the best rates are being achieved in the current market.

- Debtors

  We did not have to write off any bad debts this year.

  We send statements of account to overdue debtors on a monthly basis, charge interest on overdue debts and take County Court action only if necessary. This year, it has not been necessary to charge interest or take any County Court action.

  The organisation's working practice is to maintain good relations with all sponsors and advertisers, rather than aggressively pursue them for money. However, during my time as Treasurer, one of my aims has been to remind Council that these companies have entered into a commercial arrangement with the GTC and Zerb, and therefore promises of money in return for a commercial benefit (e.g. their brand and adverts appearing in our publications) should be honoured. To this end, James French and our bookkeeper Sophie Day have weekly correspondence to update on the state of the debtors list, monthly statements are issued, and all debtors are reminded on a regular basis by phone and email about their obligation to pay. The collection of debts is now streamlined and efficient, resulting in very low long term debts.

  As of 31 January 2018 (the end of the financial year) the debtor figures were: GTC £24,531 (down slightly from £24,710 last year) and Zerb £14,074 (up on the £10,363

last year). Of course, these are only a snapshot and fluctuate over the course of the year.

- Creditors - at 31 January 2019, the total creditors stood at £33,287 and £15,802 for GTC and Zerb respectively.

- The Corporation Tax & VAT Returns for 2017-18 were submitted to HMRC.

- Mike Baldock Award fund – Council decided to retire this fund during the year. Although the award had been presented on a regular basis, the monetary fund was not being used for any purpose. Council therefore decided to donate the £637 in the fund to the Trust that manages the Bill Vinten Awards.

- Increasing payments to those working on behalf of the GTC/Zerb – Council's biggest task over the coming year is to set a strategy for how to remunerate those who spend significant amounts of time working for the GTC. The organisation has changed dramatically since I became Treasurer 10 years ago and is now run like a professional membership organisation. The time and effort required by various roles has increased dramatically and out of all proportion to the fees (if any) agreed when I became Treasurer. This is particularly true for the Administration Officer, Zerb Editor, Website Administrator, In Focus Editor, Exhibitions Office, Workshops Organiser, Awards Organiser, Bill Vinten Awards Organiser, and Academy Officer.

  In addition, Council has successfully recruited younger members to Council, and this means Council members that still work as camera operators. Trying to balance working life and Council duties has therefore proved difficult, particularly in a job where most people are freelance. Turning down paid freelance work for unpaid/low-paid GTC voluntary work has not proved an attractive proposition.

  During the past year, I wrote two reports for Council on the need to change how it is structured and to ensure that those working for Council and on behalf of members should receive a fair remuneration for the work they do. The challenge for Council will be to ensure that it spends any funds wisely. It needs to avoid any claim that Council members are profiting from the GTC's funds, whilst ensuring that those who work tirelessly on behalf of members are remunerated fairly. Whilst the GTC have large resources to draw up, these will be quickly depleted if there is a sudden, dramatic increase in payments to many officials. This will be the biggest challenge facing the new Treasurer – and may require the GTC to generate additional income to support this new working model. I wish the Council and new Treasurer luck in developing a new strategy to work through this vital development in the life of the GTC.

- In my view, the accounts continue to be strong and show that both GTC and Zerb will be able to meet their debts as they fall due in the coming financial year. The continued growth in the Group surplus is particularly encouraging, and means Council has the flexibility to decide how to fund new projects in the year and how to remunerate officers of Council going forward.

Simon Roe
Treasurer
31 May 2019

GTC Chairman's report 2019 AGM

During the last year as Chair of the GTC, I have seen the GTC Council organise and be involved in many things and we have continued to move forward at what I would consider to be an amazing pace for an organization of our size.

I am proud to have been part of the changes and improvements we have made, which has meant an increasing amount of benefits to you, the members.

The incorporation of the IAWF continues and we have welcomed more members from their ranks although I would hope that moving forward we see a little more input from their members.

Overall, our membership continues to grow strongly and we now have a record number of members.

The GTC Public Liability Scheme has just continued into it's third year and is proving ever more popular and represents amazing value for money.

The GTC Academy continues to be popular with Universities and we have run 3 more courses this last year. We continue to look at the possibility of combining this with the Students Award in some form or another going forward.

Although the Bill Vinten GTC University Awards were not run this year, work experience was provided to a previous winner on the Bodyguard by John Lee who is one of our award winners this year.

Workshops continue to be one of the mainstays of the GTC and Clive North has once again managed to arrange a great selection on a wide range of industry topics and these continue to get record attendances.

Zerb and GTC In-Focus also continue to go from strength to strength although there will inevitably be some restructuring in the months ahead as Alison Chapman steps back from some of her roles. I would like to take this opportunity to thank Alison for all her hard work with Zerb over the years and for keeping our flagship magazine not only hugely readable but very relevant.

I must also thank Alex Wade for his ongoing contributions and legal advice that is available to our members and is another amazing string to our bow.

The Forum continues to be an invaluable source of information for our members and is seeing an increase in new members using it. If you haven't used it yet don't be a stranger – there are people out there with valuable

information they are willing to share.

Without doubt though, the biggest initiative that I have overseen this year in my role as Chairman has been the introduction of the free 1st Aid Courses that we have been running around the country. These came about after the collapsing of Glenn Hoddle whilst working at the BT Studios in London when he suffered a cardiac arrest and was saved by the quick thinking and fast administering of CPR from a sound engineer in the studio. The courses have all been oversubscribed and we shall continue to offer these at quieter times of the year and again, spread around the country.

Of course, none of this could have been done without the hard work of the GTC Council members, who demonstrated the willingness and determination to make the GTC ever more relevant and inclusive for all those working with TV cameras and my special thanks go out to those that have worked above and beyond what would reasonably be expected of them.

It's also exciting to be in a new venue for the second year running for this year's AGM and awards and many thanks go to those Council members that made this move possible. I hope everyone has had time to take a trip down memory lane if this is where you were first introduced to Television and I hope that you enjoy the various displays and activities available this afternoon.

To sum up, I truly believe that we have achieved another great year at a time when things aren't getting any easier in our industry but having the GTC definitely helps people to feel they belong and hopefully provides an invaluable asset to your careers.

Graham Maunder
Chair, GTC

Zerb Managing Editor report 2019

This year I have enjoyed working with guest editors Laura Jeacocke and Rob Emmanuel. Laura, who I think had the distinction of being our youngest ever guest editor, edited the Autumn 2018 issue, while Rob looked after the Spring 2019 edition. Laura came up with some great ideas including how to establish and maintain a good relationship with your kit hire company, plus a range of articles form the 'extreme' end of filming, while Rob was interested at looking behind the scenes of some truly innovative and impressive music, along with other strong ideas for features.

Many thanks also to all those GTC members and sponsors who contributed to the two issues this year and to those who are working on articles for forthcoming issues – such contributions are the lifeblood of our magazine and the effort is much appreciated. We are also very appreciative of the ongoing editorial contributions from our IAWF members.

As ever, my thanks go to James French for another year's hard work on raising the money that makes all the editorial work worthwhile – and pays for the magazine. We are also very grateful to the designers at Toast and printers at Holywell, all of whom continue to do a great job and make the production end of things as stress-free as possible.

Don't forget that 'Digital Zerb' comprising the full archive of 89 issues, is available online. GTC members can access all issues including the most recent one, plus they can download any material. Non-members can't see the latest issue and have to apply for permission to download material. There is a short resume of each back issue here: http://www.gtc.org.uk/publications/zerb.aspx, and the entire PageSuite collection of issues is searchable, so it is easy to find what you're looking for. GTC members wanting to enjoy the full access rights should always enter the archive via this member login page: http://www.gtc.org.uk/publications/gtc-member-digital-editions.aspx

And so, after an incredible 50 issues and 25 (mostly) happy years at the helm of Zerb as its Managing Editor, I've decided it's time to hand over the reins. Sadly, all good things come to an end and so, with some regrets, I've decided it's time to release some time to do other things in life. I'm delighted that Rob Emmanuel will be taking over responsibility for the magazine and am confident he's going to become an excellent new Managing Editor. If you would like to assist Rob as guest editor as he takes the magazine forward into this new era, I'm sure he would love to hear from you via zerb.production@gtc.org.uk. Also, I won't be disappearing completely in a puff of smoke as I will be helping Rob for at least the next two issues as he learns the ropes and I will still be looking after the website for the foreseeable future.

It's been great fun – and thank you so much to all the great guest editors and contributors over the years, many of whom I am now lucky enough to count as friends.

Alison Chapman
Zerb Managing Editor

Exhibitions Report

I took over from Sally at last year's AGM and inherited some ongoing bookings for IBC in Amsterdam and KitPlus in Manchester.

IBC
We didn't have a stand, but James and I spent every day at the show meeting with sponsors and making contacts with potential sponsors and supporters of the guild. All the Zerbs were distributed, mainly from magazine alley but some from Arri, Panasonic and a few others who were happy to give them out for us.

Although this was great for chatting to sponsors, having no stand or base was not good for members and we are trying our best to find a solution for IBC 2019 which includes a stand but does not include the astronomical fee.

KitPlus
We had a space at the Manchester show, which is always well-attended and has become the biggest show in the north.
The Glasgow and Bristol regional shows are much smaller affairs, but Simon Tillyer and the team are very supportive of the guild and in terms of membership I feel it's important to get out to the regions where possible; we had small stands at both shows.

BSC
Everyone's favourite show! Very busy and a real buzz, feels very successful and we are well-established there.

BVE
Not very popular and seems to be on the decline, both with exhibitors and visitors. Because of this, and the expense and time involved, we are not planning to attend in 2020.

NAB
Graham Maunder represented the GTC on a visit to NAB, to meet with sponsors and supporters and increase our presence at this world-leading show.

Media Production Show
We have had a stand in the past but not in 2018; it has a broader remit than the more technology-based kit shows and it will be interesting to discover how relevant this is to our members, especially as the industry and expected skillset develops.

Wildscreen
This wildlife filmmaking festival runs every two years and while it does have a tech area, and we have had a presence at previous years, we could not secure a place this time. We have expressed our interest for 2020 and will continue to liaise with the IAWF to share this event.

Cameraimage

Highly-respected cinematography festival with a trade show area; because it's held in Poland the logistics and expense of attending have to weighed up with the benefits of being there.

Photography and Video Show
This was the second year that a video area was publicised. Speaking to others who went, it's still a fledgling show and aimed at lower entry-level enthusiasts rather than working professionals.

Overall we have a good raft of shows and while we have the resources to attend I think it's great to get out and meet people face to face, and talk to members about how they 'use' the guild and what their opinions are on what we're doing.

Procam in Manchester are storing all the materials for us, and sending them in their shuttles between their branches where needed. This has worked very efficiently and has meant that it's possible for those on the stand to travel by public transport.

Organising, booking and being on the stand takes a considerable amount of time and I am grateful for the help and support I've received, particularly from James who is like the knowledge bank of the guild, and also from council members who have given their time to come to shows. I would like to build a regular team to be on the stand, so we all have flexibility to take work if it comes in; this may mean storing the materials further south and can be discussed as we develop and update the exhibitions materials over the coming months.

I hope the awards and AGM go well, sorry not to be a part of it. I would like to suggest Mediacity as a venue for next year, perhaps with a headline speaker and some industry discussion, more like a conference - any thoughts??

GTC Workshop Organisers Report May 2018 – June 2019

In November 2018 we ran **'Lost in a Codecs Jungle?'** at the Sony Digital Motion Picture Centre at Pinewood and also, on the 30th November, at Provision in Manchester.

Led by Neil Thompson both workshops were very well attended which can only show we must have touched a raw nerve with that one!

There then followed a series of extremely popular training days on **'Emergency First Aid'** which were held **in** Manchester (Provision), Leeds (Provision), London – West (TopTeks), London – East (Timeline TV at the BT Studios), Birmingham (Birmingham City University) and Bristol (Films@59). These were limited, by necessity, to 12 members per session. It is hoped to run a further series of these events in 2020.

In May of 2019 we ran two workshops titled 'Lighting – the Art and the Science', with ever-popular Lighting Cameraman Jonathan Harrison, at Provision in Manchester and Dukes Island Studios in London.

In the months ahead plans are afoot for workshops on Extreme Filming, Gimbals and Stabilisers, PTZ remote cameras, Timelapse and Hyperlapse film-making and sound-recording for single operators.

Clive North

GTC Workshops Organiser

May 19th 2019

GTC Sponsorship & Advertising Manager's Report 2018 – 2019

The last 12 months have been 'steady as she goes' for both sponsorship and advertising.

Sponsorship
There has been a gradual growth in sponsors, with the total currently being 87. This has doubtless been helped by the incredible rise in membership over the past two years and the growing popularity of the Sponsor News pages on the website.

Once again, I would like to thank all our sponsors for their tremendous support. Without them, we would not be able to provide half the services that we do, without a substantial increase in subs. Please always consider our sponsors' products first and remember to mention the GTC in your dealings with them – you may even get a discount!

Zerb
Advertising in our flagship magazine has once again remained steady, against a steadily deteriorating trend in the print industry as a whole. Whilst our ads are not cheap, they are much more competitive than ever (our rates have barely changed for over 15 years!) and I believe our advertisers recognise the quality of the finished product and appreciate the efforts that Alison Chapman and I go to, in order to ensure the optimum and fairest position for every single ad. Each is placed in a good position near editorial, rather than languishing with hoards of similar ads, towards the back of the magazine.

GTC In Focus
Our quarterly newsletter continues to thrive, due to the fact that it is a very important vehicle for those advertisers on a tight budget, as it offers excellent value for money.

gtc.org.uk
The website has been steadily evolving and now looks busier than ever with an increase in the number of regular visitors. This is all down to the hard work of Alison Chapman. I continue to be disappointed with the income from our web banners and website sponsorship but I have plans to improve this over the coming 12 months.

Email Blasts
Our email blasts via MailChimp continue to generate a useful income. They present a challenge of balancing the needs of advertisers and those of the membership. We try to restrict the number sent out per week, though circumstances sometimes conspire against us. Please resist the temptation to unsubscribe when you receive an ad that doesn't interest, as you may then miss important notifications about workshops and other events.

My multitude of jobs
Since rejoining Council last year, it has become increasingly clear that I have too many ancillary GTC jobs, in addition to my main roles of sponsorship and advertising. This means that at particular times of the year (especially the period before the awards ceremony), I have to 'take my eye off the ball' regarding advertising and regular sponsorship, in order to concentrate on everything else. Over the next 12 months, with Council's help, I hope to divest myself of some of these extra roles.

James French

Welfare Report 29th May 2019
Chris Yacoubian Welfare Officer

I have been building on the relationship that the GTC have with The Television and Film Charity, (formerly the CTBF).

We have begun discussions as to how we can further highlight Wellbeing and Mental Health in our industry. The brilliant supportline that the Film and TV Charity have set up has been a great success. They have received over 1000 calls from people in our industry in the year it has been running.
Proof we all need to take these issues more seriously and we at the GTC are driving to support these initiatives in any way we can.

I attended the Royal Television Society's Well being and Mental Health in the TV Industry Event at Channel 4 along with Hazel Palmer and we both agreed that as good as it was as an event, these policies are mostly being developed towards the production sector of our industry.

Here is a summary report of the event for those interested:
https://rts.org.uk/article/tv-figures-discuss-mental-health-issues-within-industry-rts-event

We hope perhaps the GTC can fill the void for our members.
Hazel and I managed to introduce ourselves and have a brief discussion with the new CEO of the Film and Television Charity , Alex Pumfrey and mention some of our concerns to her.
We also mentioned the fact that we want to continue to work together and that we would be raising funds for them with the proceeds from the Awards day raffle going to help their support line as well as raise awareness for the support line and the charity in general.

The Film & TV Charity are beginning an industry wide survey into mental health in June this year and I urge as many members to sign up to take part as possible.
That way we can begin to have our voices heard from the technical department.

You can learn more about the charity and their take on mental health in TV here from the blog of Alex Pumfrey:
https://filmtvcharity.org.uk/putting-tvs-mental-health-back-in-the-picture/?utm_source=earned&utm_medium=email&utm_campaign=welfare2019&utm_content=rtsnews

You can sign up to the survey here:
https://filmtvcharity.us7.list-manage.com/subscribe?u=2e40176d6f52c5312111627b4&id=b44ab00dcb

The supportline number is:
Film & TV Support Line on 0800 054 0000

Aside to this I have been working towards creating a collaboration between "Media Parents" and the GTC. I have been speaking with Amy Walker, who created Media Parents and together with help from Kate Harvest and Hazel Palmer we are putting together a workshop/day of activities and discussions focusing on the particular needs that GTC members would benefit from. Some ideas so far are looking into making our careers work better for us, dealing with negotiating rates, developing CVs, investigating the notion of job sharing and making our

roles more flexible, how to cope better with quieter times and use that quiet time more positively as a whole.

In this we hope to create a day where we could also build a schedule of events and talks as well as practical activities that would interest our members.

This is very much a work in progress that we would want to get into place toward the end of this year or the beginning of next in the quieter times of the winter months.
I will be looking to other council members to also put forward ideas that they feel would be of interest in a workshop of this order.

Learn more about Media Parents here:
https://www.mediaparents.co.uk

Media Parents are also running a survey, the results of which will directly help structure the workshop day we plan so do please complete it as honestly as you wish as it will benefit us all in the long term:
https://www.surveymonkey.co.uk/r/X6Z5KV7

I have personally benefited from the fantastic First Aid initiative that the GTC are running with great success alongside "In Safe Hands" First AId trainers, by meeting their team at their base in Newquay and completing the Emergency First Aid at Work course as well as photographing the day for them and us.

In line with our wishing to offer our own members the confidential support they may need from time to time, I have been in discussion with In Safe Hands and await to be enrolled on a Mental Health First Aid 2 Day course myself to be better equipped with any calls or correspondence I may receive in confidence from our members.

Details of the course are here:
http://www.insafehandstraining.com/training-in-cornwall/training-course-detail.aspx?id=117

Once again I urge both council and general members to contact me with any of their personal issues that they may have and I shall endeavour to help as much as I can and if anyone has any views or opinions on any of the above ideas please do drop me a line or give me a buzz.

Chris

GTC website report – January 2019

Various things have been going on behind the scenes with the website.

Diablo and Monday
I had been getting increasingly frustrated by lines of communication with Diablo, who had become very slow to respond to all but the most urgent messages (they continued to respond to urgent login and insurance page problems etc., but anything less urgent tended to linger on and not move forward, even after my leaving multiple messages of different kinds – phone, email, text etc). This became pretty annoying, especially when it was time to renew their technical support contract.

So, I had to give them a firm talking to! The problem, as I suspected it might be, was overload of work for a small company and it turned out that all the means we had typically used to communicate with them were the sort that tend to get buried and forgotten. Paul Dunn was very apologetic and suggested setting up a 'Monday' interface between us. This is a platform a bit like Trello or Basecamp in that it provides a record of all the communications relating to all ongoing mutual projects, plus status updates etc. So far, since we instigated this, things have been much better.

https
That said, I have just chased them again on something that is becoming increasingly problematic – the fact that our site is http:// not https://, i.e. it is not technically secure for certain transactions and increasingly throws up 'not secure' messages. This seems to have got much worse since the introduction of GDPR and changes PayPal demanded, and we now get a steady stream of enquiries from members who have been alarmed by the messages or actually not able to make payments etc. – so, while this has been known about for a while as something we should consider, it is now affecting the good functioning of the site and has become an urgent matter.

Again, I asked Diablo to look into the cost and any other implications for this a while back and have had to chase on it. The latest nudge led to this response from Paul on Friday:

> I've been in negotiation with Fasthosts and they're going to migrate the site onto a new platform for us (Free of Charge) as the current platform is unsuited for SSL certificates. We'll need to purchase the SSL certificate £25 per year once the migration is complete. I'll bolt the fee onto the hosting invoice. The migration will take the site offline for a number of hours, and we'll need to do back-ups and testing once we're back up. I'm waiting for Shox to give me an availability window, but it should be in the next 7 days.

So, it looks as if this necessary move can happen soon (assuming Council is happy for it to go ahead). The backup and testing time should come from within the technical support contract. I will let everyone know when the site is going to be down.

Sponsor tweet feed
And another decision to make… the fact that we had a flurry of new sponsors thanks to James' impressive levels of persuasion led me to notice that our sponsor tweet feed on the homepage was not displaying any current tweets. This facility is part of the package that we currently offer sponsors in terms of how we will promote their brand for them.

I got Diablo to look into this as a matter of urgency and this is the reply:

Paul Dunn
GTC > No sponsor Twitter feeds showing. Is there a reason why there are no sponsor Twitter feeds showing on the home page? I thought it showed the last three until a new one comes in? 25 Jan 13:20

@Alison Chapman OK. It seems Twitter have deprecated (turned off) their legacy Twitter widget provision. We have 2 options:

1: We can set up a new twitter app & build the server side code to query twitter's API to get the data, which then we can render how we like (assuming the API allows us to query Lists, not just a user's timeline). This is an expensive option as it'll likely involve a couple of days dev time.

2: We can drop in the embed code for the GTC list: https://publish.twitter.com/?link_color=%231d2a82&maxheight=380&maxwidth=245&query=https%3A%2F%2Ftwitter.com%2FGTC_TV%2Flists%2FSponsors&widget=Timeline

It'll look something like the following and is a much cheaper option and can be done in a couple of hours or s

foo - 30 September 15

quack Richard Van den Boogaard - 8 June 15

View all activity

Sponsor Feed

Sponsors

A Twitter list by @GTC_TV

ONSIGHT
@ONSIGHT_UK

#FridayFeeling 🐸 THE WIND IN THE WILLOWS

22m

Embed View on Twitter

Industry News

I don't quite understand how this latter, cheaper option works and didn't have time to speak to Paul about it on Friday – but should I investigate this further and go for this option if it seems like it's going to do the job adequately?

Sponsor news helper away for three months

Since my 'website work overload meltdown' a while back, Kate Lister has been brilliantly helping with keeping the sponsor news releases up to date (so much so that we basically publish pretty much every one we receive that isn't just straight advertising – which is quite impressive since we now have more than 80 sponsor companies).

The devastating news for me (because I really can't face doing all this on top of my other work again!) is that she is about to take a 'sabbatical' and travel in New Zealand for three months from 5 February.

I would like Council's views on whether I should try to train someone up to do this while she is away – in which case who? There is budget (£16 an hour and her invoice can be for anywhere between 4 to 11 hours as the amount of releases varies greatly around exhibition times – and obviously there is a busy exhibition season coming up).

Does anyone know anyone suitable (they need to know their way around using websites – WYSIWYG rather than code, have a good command of English language for improving or adapting the releases, good attention to detail, an eye for page design, and ideally access to some photo software for resizing / editing images). Alternatively, should I:

- try to find someone else local
- or a GTC member who wants a bit of extra cash
- or just 'woman up' and do it myself (but if that is the case, then the coverage certainly won't be as comprehensive as it has been in the last year as I know I won't have the time).

Search for a camera professional

This facility STILL doesn't work as reliably as we would like it to and tends to throw up confusing results – the latest of which was pointed out by Mark Howe. Usually the problem relates to geographical area (and problems with this often result from changes made by Google Maps on which I think it relies – a bit like the Twitter feed problem, the third party makes a coding change and it affects the functioning of systems that work on the back of it). However, the problem that Mark pointed out was to do with job descriptions (very experienced DoPs showing up in a search for an assistant), so is probably something different and an internal problem.

I haven't had time to look into this fully yet and feel perhaps it would be best to let Diablo get the switch to https:// and the sponsor tweet feed problem sorted first so that we don't dilute their effort on those quite pressing issues.

The search facility has been something of an ongoing disappointment in that it has never been as reliable as we would like. In theory it should be a great selling point to GTC members and to attract visitors (production managers, camera supervisors etc) to the site, but has never really been good enough for us to be able to actively promote it with conviction. One problem seems to be standardising the way people enter their profile information and also the way in which people perform searches in order to generate accurate results of what they are looking for (if it's any consolation, learning from research reports on digital workplace systems which I edit for another client, we are not alone in this – it's quite a tricky one to crack and there are many major organisations who spend huge amounts of money on trying to get this right)!

I think our Search facility might need a radical rethink though. What do others think?

Job opportunities page
From time to time we get asked by sponsors and other companies to publicise job opportunities and I have done a couple recently (one on the website and the other via social media, which seemed more appropriate as it wasn't actually a camera job although it was for a GTC sponsor company).

This led to James and I discussing whether we should have a jobs page permanently on the website. I think it's a nice idea in theory, but will need quite a lot of maintenance to keep it up to date. It also has the potential for people to misread it and send us yet more queries, which would be a pain. On the other hand, it could bring more visitors to the site and would potentially be a good service to members (especially if we made the page for members only – people might think they get an advantage by having access to jobs through being a member so it could attract people to join the GTC… but only we have a decent number of jobs on there, otherwise it will just lead to disappointment).

What do people think? More hassle than it's worth or a great new service for members?

Education Officer's report – AGM 2019

The GTC Television Academy continued with an event at the Plymouth College of Art in February. Interest has been shown by several universities but the nominal charge of £600 appears to be a limiting factor. The days are subsidised by the GTC but university budgets appear to be under pressure. Members who've attended have welcomed the opportunity to attend a local event, meet a member of council and have enjoyed them.

The Bill Vinten GTC University Awards is being held again this year. John Tarby is supporting with the judging software and Peter Newman with the judging panel. Entries should all be in by mid July.

With launching the awards contact has been made with eighty four universities and colleges offering academic membership which has been taken up by fifteen of them.