



GUILD OF TELEVISION
CAMERA PROFESSIONALS

Minutes of the 48th Annual General Meeting of The Guild of Television Camera Professionals

Monday 29th June 2020

Zoom On-Line

Simon Edwards, Vice Chair lead the meeting.

Peter Rance (Secretary) stated the rules for quorum and voting on resolutions during the AGM

1. Apologies for absence - Graham Maunder

2. Minutes of the 47th Annual General Meeting

The Minutes of the 47th Annual General Meeting were made available on the web site and by request. It was proposed that the Minutes be agreed as a true record; this was carried. Simon Edwards duly signed the Minutes in his capacity as Chair of the meeting.

3. Matters Arising

There were no questions or matters arising from the Minutes.

4. Report from the Chair

Simon Edwards read **Graham Maunders** report

The last few months have been very strange times for the GTC as well as us all individually. At the beginning of the year no-one could have predicted how Covid-19 would have such a massive effect on our lives and livelihoods. The fact that the GTC have managed to achieve so much in the last few months and have so successfully changed the way we approach things has been nothing short of amazing and I am incredibly indebted to the members of the GTC Council who have 'stood up and been counted' during this time. Please be under no illusion that behind the scenes of the GTC your Council has been working harder than ever.

I was proud to have been part of the changes and improvements we have made, which has meant that almost all benefits to you, the members, have remained or been enhanced to embrace the situation we are in.

One of the most obvious changes for everyone has been the increased use of on-line resources and the change from 'Workshops' to 'e-workshops' has not only seen an increase on average numbers attending but also a higher frequency and more diverse subjects. I'd like to offer a big thank-you to Clive for how quickly and efficiently these changes were made.

Before lockdown we also managed to hold another six of our 1st Aid Courses at various venues around the country and, as last year, they were all over subscribed. We shall be offering more courses when we can.

The GTC Public Liability Scheme has just continued into it's fourth year and is still proving popular especially now as a slow return to work is happening. It also still represents amazing value for money.

The GTC Academy continued to be popular with Universities and we managed to run 2 more courses last year before having to cancel the one scheduled for Chichester earlier this year.

The Bill Vinten GTC University Awards were run last year with the winner being announced at a ceremony in Portsmouth and work experience being kindly provided by Jamie Cairney. This year's competition is still in doubt given the current situation but almost 90 Universities had originally been involved. We are hoping that if this can go ahead in October as planned, our own GTC Awards for this year will be held at the same time. Thanks as always go to Alan Duxbury for his tireless work on these awards and the Academy days and I was extremely sad to hear the news that Alan is going to be standing down from his role as Education Officer but am very

grateful to him, not only for all his past work, but also for offering to help guide the new Education Officer into the role. Thanks also go to Hazel Palmer for all her work on the GTC Awards so far.

Zerb and GTC In-Focus also continue to go from strength to strength and since the last AGM we have had Alison Chapman's last issue and Rob Emmanuel's first issue, both of which were the outstanding publications we have come to expect so a big thanks to both of them. Roger Richards also continues to spoil us with great publications, the latest (which was number 150) being no exception.

Roger, of course, runs the admin side of the GTC as well and I'm happy to report that overall, our membership continues to grow strongly and we now have a record number of members, having now passed through the 1500 barrier. With our name change and the progressive path we have set ourselves, we have also seen a recent increase in members from our industry who are not on camera but are invaluable to us. The extra dimension this gives us is great to see and many of us have already benefitted from posts on the GTC Forum and their contributions made to the e-workshops.

Terry Abrey and Simon Roe will have all the financial details for you in their reports but suffice it say that we are still in a good position and able to offer amazing value for your membership fees.

The GTC Forum continues to be an invaluable source of information for our members and was slowly seeing an increase in new members using it. Please, however, remember to observe the rules on its use so that we can encourage more people to join in the discussions.

Continued thanks go to Alex Wade for his ongoing contributions and legal advice that is available to our members and is another amazing string to our bow.

With all the worries associated with the current Covid-19 pandemic, it wouldn't have been surprising if our Welfare officer had been snowed under but Chris Yacoubian assures me that this hasn't been the case for which I'm very grateful. Chris is still there of course if things in anyone's life change.

Whilst we are on the subject of welfare, it would be remiss of me to not mention the second Mental Health Supplement that hopefully everyone has now received. This has taken a monumental amount of work by Alison Chapman and the team and it was so good seeing so much help coming from some Council members. It's another great resource for our members and has also generated a lot of interest outside of the GTC. Thanks again to Alison in particular.

One major change that has happened that I certainly need to talk about is the change of the sponsorship and advertising manager. I will let you read their own reports but suffice it to say that the GTC as we know and love it at the moment would not be the force it is without having had the benefit of many, many hours of James French's work generating massive amounts of income

and as importantly, great relationships with many manufacturers and other companies in our industry. Whilst I'm sure that the incoming Simon Edwards will continue this great work and put his own stamp on it, the decision by James to stand down completely from Council is one that I worry about, not only because of the workload that James did on top of his work as Sponsorship & Advertising manager but because of the other reasons given for his departure. A huge thank-you is owed to James from all of us in the GTC and I hope that after a suitable break we can persuade him to re-join Council.

One of the really great things that has happened with the latest GTC Council was the increase in the number of younger GTC members that not only were on Council, but much more importantly, played a really active part. Peter Newman has made a massive difference with our environmental awareness and also has helped enormously, along with Sally Garrett, with our social media presence.

Whilst in recent months exhibitions have all disappeared, Kate Harvest is still working hard to make sure that we are ready for when they start again and it was a pleasure for me to join her, Simon & Rob at BSC in January where we had a very successful time and met with a lot of members whilst also recruiting some new ones.

As you can see from my report, there has been a lot of hard work by the GTC Council members, who once again have 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 was also great to welcome Andy Reik onto Council more recently to help oversee our Kit Reports.

Originally, my report was going to contain more positives moving forward and the news about the many new studios opening across the country and the great prospects in store for all our members but with the Covid-19 pandemic resulting in almost no work for many of us for 3 months or more and the complete lack of support from the Government for people in our industry with the many exclusions from their schemes that appear to be very deliberate, I'm afraid the future isn't as rosy as it had looked.

This lack of financial support and no work or any prospect of it in the near future has made for a very troubling times and has also given us all the time to look at what is important in our lives and perhaps re-evaluate our positions. Sadly, having really enjoyed my time as Chair over the last 4 years I found myself unable to cope with a recent tirade of abuse both publicly on our own Forum and also privately via both phone calls and e-mails criticizing me personally for my work as Chair and the direction that I, and the majority of Council (and I believe GTC members) want to go. It was therefore with

much regret that I offered Council my resignation last week. My role as Chair has been completely voluntary and the GTC has taken up a huge part of my life over the last 4 years and I still believe I have led it and steered it in a direction that the majority of members would have wanted and have always done my best to promote the GTC to those outside and to maintain the high standards that the role deserves. No-one, however, needs to go through what I was subject to when they are in a voluntary role.

Finally, I would like to thank all the Council members who have been there with me during my time, in particular my superb Vice Chair, Simon Edwards who has stepped in for me recently and has always been a great sounding board for me. My thanks go to the departing members of Council and I welcome the new Council that have been recently voted in and hope that they are ready to give the time and energy that is required to keep our GTC moving forward.

Graham Maunder Chair (resigned), GTC

Michael Sanders proposed a vote of thanks for Graham Maunder for his work over the past years. Simon Edwards said that Graham Maunder's resignation as Chair was a huge shock, and that he felt that Graham had only ever done things in the best interests of the Guild, and that he will be missed.

5. Officers Reports for the Past Year

All Council officers reports were available before the meeting to be read at leisure, new this year is a report from Peter Newman on Environmental policy. They are attached at the end of these minutes.

6. Ratification of the ballot for Council members

Simon Edwards thanked those who were leaving Council for their work in the past, and welcomed the newly elected members. The results of the ballot are attached at the end of these minutes. The result of the ballot was ratified by a show of hands.

7. Resolution 1 - To adopt the Minutes, Chairman's and Council Officers' reports.

Voted by Zoom poll - adopted.

8. Statement of Accounts of Zerb and the GTC presented by Simon Roe (Treasurer), Terry Abrey (Auditor)

Accounts attached at end of this report

- **Simon Roe** said he had taken a back seat in the past year as he had previously stepped down. Thanks to Sophie Day and Terry Abrey for running things so well. New Treasurer takes over soon. All taxes paid and bank balances good, our saved funds will see us in a good place during this time. We don't know if income will reduce due to membership and advertising revenue falling. Hopefully we will be able to carry on at our normal service level to our members.

- **Terry Abrey** said - GTC accounts - Total Income up £7k. Admin costs up by £6K. Awards event and workshops costs up. Surplus down, overall costs £58K > £73K. £186K reserves.

Historical loan to Zerb written off, suggested that in the future the loan is written off annually.

Zerb accounts - Deficit of £41K advertising over production costs. Publications are not intended to make a profit. Exhibitions, AGM venue and promotions also come from this account. Trading loss £64K.

John Rossetti asked a question to clarify what was included in the administration expenses - answer - fees paid to administrator + other office expenses. Includes fees paid to council members. Simon Roe confirmed the figures can be broken down and provided if needed. Administration expenses and Zerb expenses displayed on screen.

9. Resolution 2 - To adopt the accounts of Zerb and the GTC yr ending January 31 2020

Vote - 93% - 79 for 2 abstentions, accounts adopted.

Terry Abrey formally thanked Simon Roe for his excellent work as treasurer over the past years, and Sophie Day for her work as bookkeeper.

"Virtual" round of applause for Simon, Terry and Sophie.

10. Any other notified business

Resolution 3 - To adopt changes to the GTC constitution as follows:

The roles of Chairman and Vice-Chairman be renamed as Chair and Vice-Chair wherever they appear in the current constitution.

Any references to him/his amended as appropriate.

Proposed: Peter Rance (Secretary) Seconded: Graham Maunder

Peter Rance (Secretary) briefly explained to those who were new to the AGM, the structure of the GTC, and the need to run any constitutional changes through the AGM and a vote. Resolution 3 is a consequence of the Guild's recent name change name, the written constitution needs to be corrected to bring it more in line with the gender neutral name.

John Tarby - John felt that no change was required as he said that the OED defined Chairman " as a person...."so the title of Chairman is gender neutral.He gave examples of style guides and women "Chairman".

James French - Same arguments were made during the name change, cameraman is gender neutral. Felt Chairman was now an anachronism

Mike Sanders - We decide how we use language. We need to move forward, there should be no boundaries.

John Rossetti - there is a need for change, but would prefer Chairperson to Chair. Chair is an academic post.

John Tarby - the person in post should be able to choose title.

James French - if the change is made the incumbent can still choose their title.

Vote - 97% - 79% for 11% against 11% abstained - Resolution passed.

Resolution 4 - To adopt changes to the GTC constitution as follows:

(Clause 7.4 (b) Nominations will not be accepted after twelve noon, forty-five days prior to the Annual General Meeting.

Change to:

Nominations will not be accepted after twelve noon, forty-five days prior to the Annual General Meeting. Any person nominated to stand for election must have been a member of the GTC for 30 days before the date of nomination.

Proposed: Peter Rance (Secretary) Seconded: Simon Edwards (Vice Chair)

Peter Rance (Secretary) explained that a non-member had been nominated for election to the Council and that he (PR) had decided that this was not a valid nomination. The decision was confirmed by a vote at Council meeting. The reason for this resolution was to make this more clearly defined.

John Henshall - reason for the current constitution was to allow people such as Neil Armstrong or David Attenborough to be elected to Council. He felt that his nomination of Lincoln Abraham would have been of benefit to the GTC and Council

Roger Richards - we have never had a non-member on Council. He pointed out that in the constitution if a Council member leaves the GTC he cannot be a Council member, so the matter is already provided for, but agreed it could be made clearer. He said it was clear that this candidate was not a member when nominated so could see no reason to bend the constitutional rules.

Graham Risdon - I've been a member for 10 years, council is about doing the work, and you need experience of the Guild. If you are not a member, clearly you are not committed to the GTC or the work done by Council.

Alison Chapman - we need people on Council who are going to share the workload, that has not always been the case in the past, and some of this years nominees dropped out when they realised the work involved.

John Henshall - we need new people who will bring fresh ideas to Council

Roger Richards - this discussion is not germane to the resolution

Brian Rose - made the point that Council is able to co-opt people for a particular role or skill

Vote - 94% - 86% for 7% against 6% abstain - Resolution passed.

Resolution 5 - To adopt changes to the GTC constitution as follows:

Clause 7.5

(a) The Council may elect an Honorary President and Honorary Vice President, who shall be ex officio members of the Council and all committees of the Council, but will not be eligible to vote at meetings of the Council. (No Change)

Add

b) Election or renewal of the Honorary President and Honorary Vice President roles are by Council vote, every two years at the first meeting of the newly elected Council and can be rescinded at any time.

Proposed: Graham Maunder (Chair) Seconded: James French

James French - Speaking on behalf of Graham Maunder. It is fact that it is in the gift of Council to award these important roles such as President, but then it cannot withdraw it for any reason. This needs clarifying.

Drew Hartley - Role of Life President was originally given to Dick Hibberd and then John Henshall.

John Rossetti - clarification that Ambassador is a post that is re-elected on change of Council

John Tarby - President post is an honour, and not a job.

Brian Rose - I was chairman when Dick Hibberd was elected as President. I think President should be more in the background and didn't need to be a member of the Guild, but should always be in the gift of Council.

Jake Bennett-Young - President is an honour role, but conversely if the President publicly or privately conveys views the membership does not agree with or is damaging to the GTC, then it is entirely right that Council can take away " the soapbox that this person is standing on".

Roger Richards - point of order - the conversation is drifting from the subject of the change of constitution.

John Tarby - The GTC constitution already allows for removal of people from posts in the case of controversy etc. We do not need this new clause for that reason

Keith Gibson - feels constitution should be left as is.

Rob Emmanuel - We should be open to electing others who we feel deserve to be President. It's not only about removing the incumbent, but perhaps promoting someone else.

Graham Risdon - We could have Past Presidents, Presidents etc.

James French - Important that if the Guild wants to change the President it should be easily able too.

Colin Rogal - Could easily have Ex-Presidents, this is not a dishonourable role.

Dudley Derby - expressed concern that a change could be made with a minimum of four council members (quorum) and felt that an important vote like this should be passed only by a larger majority of Council.

Drew Hartley - would like Council to consider this again at a time when we can physically meet.

James French - in reply to Dudley - that is what the constitution states, it's possible that if more Council meetings are held via Zoom, then the chances of a small number of people making a decision would be very much reduced.

John Henshall - I fought for the Guild whilst at the BBC, resigned from the guild shortly after, but rejoined. My concern is the Proposer and Seconder of this resolution. Graham Maunder has previously asked me to step down to make way for James French. I love the Guild, was honoured to be made President, whatever you decide is up to you.

Mike Sanders - we need a mechanism where Council can decide what sort of President they need, what sort of person, what sort of ambassador. We must have the option of choosing the most suitable person. We do not need an organisation where someone is given a post for life, it does not allow any flexibility or choice for future Councils.

Dudley Derby - a few years ago removal of someone nearly happened with just a few people

Keith Gibson - Resolution should be taken away and reconsidered. We can have vice presidents. A permanent president gives continuity over several council rotations.

John Tarby - there seems to be an opinion that more, but temporary, honours could be awarded.

Vote - 99% vote - 69% for 16% against 16% abstained - Resolution passed

There was no further business, so the meeting was ended.

GUILD OF TELEVISION CAMERA PROFESSIONALS

BALANCE SHEET

31st JANUARY 2020

	<u>2020</u> <u>£</u>	<u>2019</u> <u>£</u>
<u>FIXED ASSETS</u>		
Office and Display Equipment	<u>-</u>	<u>1,957</u>
<u>CURRENT ASSETS</u>		
Loan : Zerb	-	403,108
Debtors and Payments in Advance	34,468	24,531
Bank Accounts	198,743	203,545
	<u>233,211</u>	<u>631,184</u>
<u>LESS : CURRENT LIABILITIES</u>		
Creditors	46,853	33,287
	<u>46,853</u>	<u>33,287</u>
Net Current Assets	186,358	597,897
	<u>186,358</u>	<u>599,854</u>
REPRESENTING :		
<u>General Fund</u>		
Balance : 1st February 2019	599,854	547,376
Zerb loan written off	(458,108)	
Surplus for the Year	44,612	52,478
Balance : 31st January 2020	<u>186,358</u>	<u>599,854</u>
<u>Mike Baldock Award Fund</u>		
Balance : 1st February 2019		637
Distribution to TVCCET		(637)
Balance; 31st January 2020	<u>0</u>	<u>0</u>
	<u>186,358</u>	<u>599,854</u>

I have examined the above Balance Sheet and annexed Income and Expenditure Account and confirm that they are in accordance with the books and records of the Guild.

T.J. Abrey FCA
Chartered Accountant

27th April 2020

GUILD OF TELEVISION CAMERA PROFESSIONALS

INCOME AND EXPENDITURE ACCOUNT

YEAR ENDED 31st JANUARY 2020

	<u>2020</u>	<u>2019</u>
	<u>£</u>	<u>£</u>
<u>INCOME</u>		
Subscriptions	80,164	75,206
Subscriptions - IAWF joint members	1,984	2,900
Sponsorships	33,500	29,294
Interest Received	845	559
Donations	1,876	2,770
	<u>118,369</u>	<u>110,729</u>
<u>EXPENDITURE</u>		
Council Meetings	4,975	6,494
Annual General Meeting	1,046	1,971
Administration Expenses	34,893	28,895
Audit	700	775
Education & Members' Services	613	481
Awards Event	9,854	9,060
Workshops	8,759	5,634
Bill Vinten Awards	2,565	-
GTC Academy	4,360	4,017
Donations made	3,524	714
Bad debt written off	350	-
Depreciation	1,957	115
	<u>73,596</u>	<u>58,156</u>
Surplus	<u>44,773</u>	<u>52,573</u>
Corporation Tax on Interest	(161)	(95)
Surplus for the Year	<u>44,612</u>	<u>52,478</u>

ZERB : THE JOURNAL OF THE GUILD OF TELEVISION CAMERA PROFESSIONALS

BALANCE SHEET

31ST JANUARY 2020

	<u>2020</u>	<u>2019</u>
	<u>£</u>	<u>£</u>
FIXED ASSETS		
Computer Equipment	<u>0</u>	<u>0</u>
CURRENT ASSETS		
Debtors	9,017	14,074
Bank	4,188	12,522
	<u>13,205</u>	<u>26,596</u>
Less: CURRENT LIABILITIES		
Loan: Guild of Television Cameramen	-	403,107
Creditors	11,552	15,802
	<u>11,552</u>	<u>418,909</u>
NET CURRENT ASSETS (LIABILITIES)	1,653	(392,313)
	<u>1,653</u>	<u>(392,313)</u>
REPRESENTING :-		
Accumulated Fund		
Balance : 1st February 2019	(392,314)	(344,196)
Loss for the Year	(64,141)	(48,118)
GTC loan written off	458,108	-
Balance : 31st January 2020	<u>1,653</u>	<u>(392,314)</u>

I have examined the above Balance Sheet and annexed Trading and Profit and Loss Account and confirm that they are in accordance with the books and records of the Journal.

T.J.Abrey FCA
Chartered Accountant

27th April 2020

ZERB: THE JOURNAL OF THE GUILD OF TELEVISION CAMERA PROFESSIONALS

TRADING ACCOUNT

YEAR ENDED 31st JANUARY 2020

	<u>Income</u>	<u>Direct Costs</u>	<u>Trading Deficit</u>	<u>2019</u>
	<u>£</u>	<u>£</u>	<u>£</u>	<u>£</u>
Zerb	27,034	(40,791)	(13,757)	(9,454)
Newsletter	14,698	(29,306)	(14,608)	(9,925)
Website & E-mail	4,217	(17,022)	(12,805)	(11,901)
	<u>45,949</u>	<u>(87,119)</u>	<u>(41,170)</u>	<u>(31,280)</u>
OVERHEAD COSTS				
Administration Expenses		1,030		(23)
Accountancy		430		505
Depreciation				340
Bad debt provision				
Consultancy Fees		3,000		5,425
Publicity and Promotion		<u>18,511</u>		<u>10,591</u>
			22,971	<u>16,838</u>
			<u>(64,141)</u>	<u>(48,118)</u>
Interest Received				
			<u>(64,141)</u>	<u>(48,118)</u>
Corporation Tax on Interest				
TRADING LOSS			<u><u>(64,141)</u></u>	<u><u>(48,118)</u></u>

GTC Administration Annual Report

AGM, 29 June, 2020

This year has again been extremely busy with increased activity in all areas of administration.

Our membership numbers have slowly increased with 168 new members subscribing in the last 12 months. Inevitably there have been some losses, but with less than anticipated members leaving during the COVID-19 lockdown as a deferred subscription payment scheme was introduced to assist members over this period. To date we have 1539 members.

In conjunction with our education director, Alan Duxbury, we have also introduced a scheme to encourage key staff at academic institutions to take advantage of our free academic membership, and help promote the GTC within their campuses. This has seen an increase from a previous low level of interest of three members in January to the current 39.

GTC public liability insurance scheme

The scheme runs from 1 May to 30 April and last year we had 356 members sign up. We have been able to negotiate the same rates for this year and, to date, we already have 219 members taking advantage of the scheme. This is particularly good in the light of the current low levels of employment amongst our members.

Forum

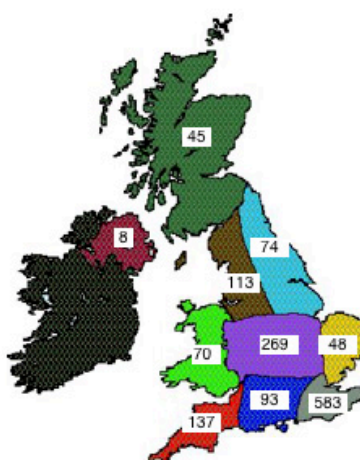
Having actively promoted the forum over the lockdown period we now have many more members participating. The current number signed- up is 647.

GDPR

The year has passed without issue and a constant review of the security of GTC and members' data is undertaken.

Number of UK Members	1466
Number of Int Members	73
Number of Total Members	1539
Number of Full Members	1174
Number of Affiliate Members	27
Number of Associate Members	36
Number of Academic Members	39
Number of Student Members	30
Number of Honorary Members	15
Number of Fellow Members	26
Number of Retired Members	54
Number of IAWF Members	47
Number of IAWF Associates	5
Number Sponsor Members	86

Membership
June, 2020



Roger Richards

GTC Administrator

29 June, 2020

Advertising and Sponsorship managers report

Having only taken this over at the end of April, I have been spending perhaps 3 days a week getting my head around the complexities of it while also managing ads for the MHS then straight into the free ads we have given for advertisers in In Focus for the current issue. I would **hope** that as I become more settled in the role that might reduce down by a day.

In some respects those two jobs have allowed me time to warm up for the main event of Zerb 92 which I am working on now. Luckily James had already sold half the magazine to long term advertisers prior to the change over so again I have only half the work to do. I say "only" but it's still, in the current situation, a massive task.

Sponsors wise we have lost only one at the time of writing, Versatile, but I have a list of about a dozen that I am approaching and hoping to land at least one of those. I've managed to get most of the May and June renewals to sign up for another year but a few are being slow. I don't think we will lose them but they are looking carefully at cashflow of course.

There are two initiatives that James and I came up with (before I took over). One was to extend payment terms to 90 days for this current period which I might need to extend to Q4 of 2020 and the other was to subsidise the current In Focus ads and free website banners for advertisers. Both have been warmly welcomed by all who have been offered and the take up has been tremendous. I am hoping to capitalise on that by retaining some of that business in the next quarter. Obviously paid for going forward!

I'm working on a PDF fact sheet for sponsors and advertisers that I can use as a cold call type introduction. This needs help from Alison (from a branding/marketing angle) so progress on that has had to be paused while Ali got the MHS out and also because it's not essential and frankly after the last few weeks I don't want to impose anymore on Ali's time.

In conclusion I would like to formally thanks James for all he has done over the last millennia in sorting out the advertising and sponsorship of the GTC. It is a much more time consuming role than I think any of us appreciate and goes beyond just chatting up people for money. So far I am seeing the following aspects to it:

- Contact and contact management/CRM
- Marketing
- Design (some advertisers don't have marketing teams or provide artwork)
- Content management
- Accounts - both sending invoices and dealing with aged debtors
- Website analytics

All easy to do if you work in those environments but you wouldn't have one person doing all those jobs. So massive plaudits to James for doing all that and more. We definitely would not be in the financial shape we are in (particularly now) and able to do the things we do without the income from advertising and sponsorship.



Simon Edwards
Cheltenham
June 2020

AGM June 2020

Awards Report

With the awards event cancelled this year, the current plan is to amalgamate it with the Bill Vinten Student Awards in October. If this turns out not to be possible then we will arrange an online event, giving everyone prior warning and invitations to the event.

Most of the judges have made their individual choices for 2020 and we are yet to (Zoom) meet to work out the final selection. Once the final decisions are made I will inform the nominees of the outcome.

I'm hoping to hand over the role of awards officer to someone else on council so if there is anyone interested in taking this on we can work together on this.

Nominations are open for the 2021 Awards so please keep it in mind throughout the year and nominate anything you feel worthy via the GTC website.

Thankyou,

Hazel P

2020 Education report.

The 2019 Bill Vinten GTC University Awards took place last October at the University of Portsmouth. John Henshall and myself gave a presentation of a hundred years of Vinten's history and developments before the award winners were announced.

First place was Mylinh To from Bournemouth University who had her placement with Jamie Cairney in December. Second place was Dennis Grescenko from the University of Portsmouth who had work experience with Martin Hawkins in January and third was Boryana Dzhivdzhanova who spent a week with the actors production team in Birmingham.

The Bill Vinten GTC University Trophy was awarded to Bath Spa University for the accumulated scores from films by their students, Valeri Lyanguzov, Luke Ward and Max Weston.

Thanks go to Jamie, Martin and 'Doctors' for providing valuable work experience on their projects as part of the prize. Thanks also to John Tarby who deals with the software enabling judges to view and score films online and to Peter Newman who organised the judging panel.

Eighty six universities and colleges have been contacted regarding this years student film competition. Some courses have been unable to let students finish their projects but others have projects completed before lockdown so we're waiting to see how many enter the competition this year.

The University of Portsmouth and Bath Spa University were also venues for the GTC Academy where members of our community offer their advice and expertise each giving a one hour talk throughout the day. A further GTC Academy day at Chichester University was cancelled due to the current restrictions.

Also cancelled was the National Student Television Association Awards where the GTC council members were to give several presentations.

As education officer I attended an event at Birmingham City University speaking to students promoting the GTC and discussing routes in to the industry. I am also representing the GTC on a panel assessing a BA (Hons) Film Production and Cinematography course.

I continue to offer advice and suggestions to students who usually contact the GTC through Roger Richards and his 'admin' email.

Environmental Policy

The Guild of Television Camera Professionals (GTC) is committed to helping deliver an environmentally sustainable media production industry. We seek to better understand and manage our impact, implementing initiatives to act on our opportunity to make a meaningful difference.

Our impacts are:

- The production and distribution of our Magazines Zerb and Infocus.
- Organising events and workshops for our members
- Exhibiting at trade fairs
- Regular council meetings

Our potential to make a difference:

- The GTC Council members and Ambassador
- Members of the GTC
- Suppliers to the GTC who provide services e.g. printers, meeting facilities, pop-up banners and graphics production, merchandise, membership packs, AGM venue and facilities providers

Our actions:

- A yearly update of the environmental policy
- At least 1 council member must have received official carbon literacy training.
- Ensuring the production of our magazines continues in the most sustainable way possible which is currently producing them with FSC certified paper, vegetable based inks and posting them in recycled paper envelopes.
- Offer members the choice to opt out of print publications
- Encourage council members when on official business (attending meetings, exhibitions, events & workshops etc) to use public transport and car sharing where possible.
- Reduce the amount of miles taken to transport exhibition materials by transporting them to council members local to the exhibition at meetings or sharing transportation with other exhibitors
- Reduce the amount of unavoidable travel taken by council members by having subcommittee meetings take place online or directly after council meetings.
- Monitor and offset the unavoidable elements of the carbon footprint caused by GTC council members on official business.
- Endeavour to provide environmentally sustainable or reuseable giveaways at exhibitions.
- Offering sustainability training and resources to all GTC members through BAFTA Albert's free training schemes and the GTC Website.

Annual GTC Environmental Report

In 2019 several council members had discussed creating an environmental policy for all members of the council to adhere too when performing their duties to fulfil our organisations corporate responsibility. In March 2020 the first environmental policy was passed and was backdated from January. The policy has been included with the rest of the AGM documents and should be up on the website soon.

Publications:

Zerb and In focus are currently produced with FSC certified paper, vegetable based inks and posting them in recycled paper envelopes. Roger and Rob are in regular contact with the magazine publishers about the services they provide. Members are able to opt out of our print publications by contacting Roger.

Council Activities

All council members are encouraged to fill in our internal carbon tracking form which asks them about their vehicles, mileage and any other forms of transportation taken to council meetings. Unfortunately there is currently not an effective way launched by Transport for London to track the emissions for any Underground services.

The environmental policy was backdated to January and since then the council have generated approximately 707.32kg's of Co2. However, the final figure for the last 6 months will be higher than this as 8 (of 12) attendees to the March council meeting have yet to fill in the tracking form as well as 3 (of 11) attendees of January's meeting. As many of these figures will remain on council for the next cycle hopefully they will find the time to fill in the form before the yearly review in 2021.

Transportation used	Carbon emissions since Jan 2020 (kg)
Car	640.67
Train	65.7
Bus	0
Taxi	0.45
Underground	?
Tram/Metrolink	0.4968
Flight	0
Total	707.3168

In January it was agreed that all main council meetings would remain as physical meetings due to concerns about being unable to have effective discussions in remote meetings with 20 attendees. However the Covid-19 Lockdown has forced us to hold meeting's using Zoom and dismissed these worries. Holding our meeting's remotely has also had the added benefits of being able to hold more frequent and shorter meetings as well as a higher turnout from council members. The aim in 2021's policy review is to only allow 2 physical council meetings a year, one at the AGM and another in December or January. This will help to reduce our carbon footprint and save member's money on paying for room hire, travel and accommodation expenses.

Sustainability Training & Resources

Since the Covid-19 Lockdown BAFTA Albert's courses have been cancelled and have moved online. I am currently in the process of writing an online article to cover effective battery storage and environmentally friendly disposal, however this has had a few set backs due to the Lockdown and Furloughing of staff.

Peter Newman
22/06/2020

GTC Exhibitions Report June 2020

The exhibitions calendar has drastically changed due to coronavirus with most events cancelled until next year; only Kitplus seems to be working towards a show this November.

As things develop, we need to monitor how these huge shows, which are really about meeting in person and having a physical presence, will adapt to a new climate.

A lack of shows has had consequences in the print run of publications, as there are less opportunities to distribute Zerb and the second Mental Health Supplement.

KitPlus 10th November 2020, MediaCity, Manchester

BSC Expo 28th - 30th January 2021, Battersea Evolution, London

IBC 11th-15th September 2021, RAI Amsterdam

Media Production and Technology Show 12th-13th May 2021, London Olympia

The Photography and Video Show September 2021, NEC Birmingham

We agreed a recce would be useful

Eurocine expo 25th – 26th June, Munich, Germany

Run by Rob Saunders of BSC, this is a new event; could be worth a visit to check it out

<https://eurocineexpo.com>

Exhibitions display materials and video content for the stand

This quiet time is an excellent opportunity to update our stand materials, and create some bespoke video; I'm planning to work on this over the coming months with those involved.

Exhibitions budget for merchandise/giveaways/freebies

It was agreed at the last meeting that there will be an annual budget of £2000 for exhibitions merchandise. We will need some items when shows start up again, but for now I'm holding off ordering anything in.

Exhibitions materials continue to be stored at Procam in Manchester.

Report by Kate Harvest

Annual Social Media Report

In the last year I have done a lot of work in trying to streamline the process of updating our posts and create a more visually appealing shop front for the Guild. We have an internal set of guidelines for the council to follow when posting on the accounts and created a database to keep track of all of our Sponsors different accounts so we can save time. I have also created a Link Tree to be used on our Instagram page so our followers can quickly find many many of the major links we use.

Over the last year I have been using our social media accounts to keep followers up to date with:

- Clive's Workshops
- Upcoming Exhibitions
- The Bill Vinten Awards
- Main GTC Awards
- GTC Academy Days
- Sam Clarke's (@scraptheface) Journey across Europe for Alport UK
- The GTC Showcase competition
- Publication releases
- BECTU News from Camerabrand
- Upcoming BSC events
- and more

The Future

In May 2020 it was decided that the social media team needed expanding and is currently an 8 person committee comprising of Peter Newman, Alison Chapman, Simon Edwards, Kate Harvest, Rob Emmanuel, Luke Sheehan, Hannah Mellish and James French. Unfortunately James will be leaving the team after this AGM.

The team have already been busy over the last 2 two months and have researched ASA compliance, Instagram takeovers (where members can control the content of our account for a week), an alternative to run alongside the GTC Forum. They intend to keep working on refining the style used across the social platforms, increase interaction with the membership as well as keep you up to date with regular news and updates.

Peter Newman
22/06/2020

GTC Sponsorship & Advertising Manager (outgoing) Report

Wow – what a year it has been – for all of us! From an advertising and sponsorship perspective, the end of 2019 and early 2020 were another case of ‘steady as she goes’. We lost a few sponsors for various reasons but gained a similar number, meaning we had around 90. Zerb advertising remained fairly buoyant, though I did feel I had to work harder than previously to maintain the income. The big advertising success story over the past few years has been our MailChimp ‘email blasts’. Income from them has helped balance the slightly disappointing returns from GTC In Focus and the website.

Then COVID-19 happened and I refer you to the excellent report from Simon Edwards, the incoming Sponsorship & Advertising Manager, for how the GTC has responded to that.

Following the sudden and tragic death of Martin Hammond a few years ago, I must admit I had been struggling with my role. Even I didn’t realise just how much help encouragement and support he had quietly given me over many years. I suddenly felt all at sea without him. I tried to find a replacement assistant, without success and I have to admit the poor performance of GTC In Focus and the website is largely down to me. It wasn’t through a lack of desire or determination – I simply did not have enough hours in the day to keep all the balls in the air together. I felt it was really time to find some new blood in my GTC department and, despite fantastic occasional help from many on Council, I never again felt completely on top of things.

One of the problems of doing any committee role for too long is that it is difficult to walk away without feeling you are letting the rest of the team down. So when Simon Edwards approached me last year and offered to take over my entire role, it helped me to make the decision to handover and stand down during this Council year. Despite all of the above, it was not an easy decision – I have thoroughly enjoyed performing the role and made a huge number of friends at all the companies that so generously support us in various ways. I thank you all! I’m sure Simon will make an excellent replacement and will soon be putting me to shame. He is bursting with enthusiasm and new ideas and I wish him every good luck and my support in his new role.

Having made the decision to stand down from that role, I was planning to stand for another two years on Council and had indicated that I was interested in the role of Chair, if I was re-elected. I liked the thought of rounding off my GTC career in the leader’s seat but, no matter how hard I tried to convince myself that I was the right man for the job, lingering doubts remained.

Then the current Corona Virus crisis took hold and I found myself with much more time than usual to reflect on where I was, where I had been and where I wanted to go. I am 60 in a few weeks and have been very surprised at how much I have enjoyed having more personal time for the normal things in life. Whilst mulling all this over, we started planning for the Council Election and I was struck by the large number of nominees and thought that I should not risk taking the place of somebody much younger than me with fresh ideas and bags of energy – so I decided to pull out of the race at the last minute.

Having been on the GTC Council for more than 28 years, I have also seen far too many Council members over-staying their welcome and becoming less and less productive. It simply isn’t good enough to just turn up at meetings, criticise others and then do

absolutely nothing constructive. If it wasn't for Council Members giving up substantial parts of their free time at home, there would be no publications, no website, no workshops, no awards, no nothing. Unfortunately, some also came to think that the GTC was their personal fiefdom so, in the end, I decided to quit whilst I was ahead, before I overstayed *my* welcome.

Over the years I have been frequently thanked for my efforts in the role. Whilst grateful for these compliments, I think it is fair to point out that I was only a small cog in a very big machine and without that machine working well, the small cog would be useless. No matter how good I was as a salesman, nobody would advertise in the magazines, if they weren't fantastic products. Nobody would purchase a banner on the website if it looked old-fashioned or dull or wasn't kept up-to-date. Nobody would pay to send an email blast if they didn't think we had an active and engaged membership. Finally, no company would want to sponsor us, or offer our members substantial discounts, if they didn't recognise the quality of our organisation and the wealth of benefits it brings – to their company, the members and the wider industry. All of that is down to the very hard work of a small band of people who work tirelessly, frequently under a great deal of stress, to keep our wonderful organisation going. You know who you are and I salute and thank you all, from the bottom of my heart.

You probably haven't seen the last of me – I would like to offer help behind the scenes, when things get busy, but it will be nice not to have to wade through up to 100 GTC emails per day and hopefully I will be able to shrug off my antisocial reputation amongst OB crews, caused by my working at my laptop through far too many lunch breaks!

James French

GTC Website Administrator's report 2020

The last few months in particular have been extremely busy as regards running the GTC's website. The COVID-19 lockdown led to an explosion of online events, not just the truly excellent GTC member eWorkshop programme masterminded by Clive North, but also a vast number of online events being run by GTC sponsor companies, our colleagues in other craft organisations, and other industry bodies. While it's not been possible to post notifications of absolutely all these events, I've tried to keep a steady stream of interesting-looking upcoming sessions notified on the website, along with information on how to find more similar events and catch up on those you've missed.

We also swung into action to create a comprehensive [COVID-19 resources section](#) early on in lockdown to try to assemble in one place as useful a set of links to resources and information as we could get together for GTC members and colleagues who were struggling to understand what it all meant for them and how to cope during the coming months.

Website updates

Prior to lockdown, we were already in discussions with our website developers Diablo about the next raft of updates and improvements to the site. While we are aware that in some respects the site is now working on old code and newer platforms are available, starting from scratch would be a big and expensive operation, and this level of expenditure of members' subs would need very careful consideration. So, for the time being, we endeavour to keep updating and refining what we already have. In the most part it still works really well after 13 years, it's just that one would no doubt design it differently if doing so today.

Member survey and feedback

We are aware that many members do not visit the site as often as we would like and want to find out what would attract members to use the site more often, as well as working out the best balance between what goes on the site as opposed to the multiple social media channels now available. We will soon be conducting a survey of members to gather your views and ideas on all of this and hope you will take a moment to complete the survey so that we can build a picture of what we're doing well and what we can do better, not just in terms of the website but more generally as well. In the meantime, your feedback on what we could doing better or differently is always appreciated.

Already being thought about are:

- a major revamp to the 'Search for a Camera Professional' section to make the search more intuitive and therefore the results more reliable and useful
- improved calendar event listing to make upcoming events easier to find
- improvements to the joining form and subs payment process
- some tweaks to the navigation system to make member processes more clear
- back end admin improvements
- possible reintroduction of RSS feeds
- improved analytics
- replacing the underused 'Member activity' feed with a link to our social media.

Do keep on letting us know if you find things that don't work on the site, including broken links etc. It's a very big site now with hundreds of pages, so keeping on top of everything is a big job and having GTC members as our 'on the ground' eyes and ears is very useful. We never mind feedback, even critical, as it helps us to know what is required by the membership and what we can improve.

Thank you to James French

As he stands down from Council after a phenomenal period of service to the GTC, I would like to add my personal thanks to James French, who has always been such a huge support to me in everything I do for the GTC, but particularly with the website on which he has been my 'righthand man'. James has always been ready to step in to keep things ticking over if I was ever unavailable to do something on the site for any reason (holiday or sickness etc), plus he has been involved, advised and helped with the planning, implementation and testing of each of the various phases in the site's evolution. I'll miss you so much, James!

As we enter the post-James era, I look forward to working with: Simon Edwards on Sponsorship and Advertising; Graham Risdon, who has very kindly offered to bring his website knowledge to help with the next-stage website development; and our new Social Media subcommittee headed by Peter Newman.

... and in another significant change, this is the first year in 25 when I haven't had to write a Zerb report! That task now falls to our fabulous new Zerb Managing Editor, Rob Emmanuel, who is doing such a great job as he gets his feet firmly planted under the Zerb editorial desk. I can't wait for the Autumn issue to land on my doorstep!

Alison Chapman
Website Administrator
webadmin@gtc.org.uk

Welfare Officer Report 15th June 2020
Chris Yacoubian Welfare Officer

2020 may well become the most challenging year any of us have faced professionally in our career lifetime for one reason or another. We need to stand together as friends to support each other to not only survive it but also to show the world what an incredible Guild the Guild of Television Camera Professionals is.

I had truly suspected a large increase in the amount of confidential correspondence received by myself in my role as Welfare Officer during this difficult and scary time, however, I can happily report that I have had little to no contact with our members between 1st February and now this year. I read this as a great sign that our members are doing well, or perhaps reaching out to The Film & Television Charity Helpline if needed, or elsewhere within their friendship circles.

Or..... maybe I am just not approachable or people don't feel they can trust me or believe I will have their best interest at heart... I hope this is not the case at all. I am here for all members, even members of their families. I have built good relationships with support networks and resources out there in regard to physical help or emotional help individuals may have, please get in touch if you need to. All in total confidence, always, no exception.

The recent Mental Health Survey that Kate Harvest has brilliantly spearheaded has given us a superb base for working from, thank you to all of you that helped us with that survey by completing it. Help can only be offered if we know where and how to help.

Mental Health Supplement Season 2!

Ali Chapman and the whole Mental Health Supplement Team have worked tirelessly to get this incredible incentive and resource first championed by Sally Garrett in issue 1 out to our members to have both in a physical form and a digital form. It's going to be another hugely beneficial read for us all, regardless of our emotional state.

A reminder of the Film & TV Charity supportline number is:
Film & TV Support Line on **0800 054 0000**

I am currently doing an Online "Mindfulness" Course backed by the NHS. It's a £30.00 fee that covers the 4 week course outlining ways to find Mindfulness in our everyday lives. I am benefiting from the course although I do feel it is a little dated and the filming of it is technically OK but rather hard to sustain focus on due to its very bland nature.

If you feel it may benefit you then here is a link to a free introductory session "Be Mindful" are running, you can then decide whether it's worth the £30.00 spend.

<https://www.bemindfulonline.com/free-introduction-to-mindfulness>

As always I am open to ideas to progress ways in which I can be more useful to our members in my role or to show the GTC ways to improve our "services" to them.

I had to cancel my 2 day Mental Health First Aid Course due to work commitments and now sadly due to Covid 19 the courses are on hold. I shall complete one when ready though.

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 Workshop Organiser's Annual Report 2019-2020

Another busy year for the GTC workshops department....

In July of 2019 Paul Richardson took us through **Time-lapse and Hypelapse Photography**.

During October and November Sound recordist Barry Smith agreed to bare his soul by running three workshops for us on **Sound for the Single Camera** in Bath, Manchester and London.

One of our biggest (and most well attended) workshops was held in London in January when DoP Ian Murray explained his take on **Cinematic Lighting**. Around 100 members and non-members attended and the wait-list for places was such that it was planned to repeat the show – a plan that was defeated by the lack of a suitable venue and the advent of Coronavirus.

Following the very popular **First Aid** courses of 2019 a further five, instigated by Graham Maunder, were held during February and March in London (2), Leeds, Manchester and Bristol.

As Coronavirus arrived plans for further workshops were shelved and instead attention turned to the possibility of running e-workshops via the Zoom web interface. This proved to be a popular move when members were at home with no work and plenty of time on their hands.

Following an initial look at the **Government Support Scheme for Freelances** with David Thomas on March 31st we turned our attention to:

Making Sense of Large Sensors with Neil Thompson

HDR with Neil Thompson

The **Sony PXW-FX9** with Neil Thompson

Getting to **Grips Final Cut Pro X** with Andrew Johnstone

HDR In live Production with Neil Thompson and Richard Carroll (open to non-members)

Government Financial Support for Freelances Update with David Thomas

Getting To Grips with Adobe Premiere Pro with Graham Risdon

Getting to Grips with Time-lapse and Hyperlapse Photography with Paul Richardson

Getting to Grips with DaVinci Resolve with Tom Staniford

Getting to Grips with Avid with Dewi Evans

Plans are shaping up for further sessions on H & S, live-streaming, the work of the DIT, drone regulations and social networking.

Clive North

GTC Workshops Organiser

16th June 2020

Zerb Managing Editor Report 2020

So, this is my first annual report, my duties began with the Spring 2020 issue, but as this report also covers Autumn 2019, I shall comment on that first. Issue 90 was Ali Chapman's fabulous parting gift after an astonishing 25 years of her steering Zerb with such innovation and vigour that it has become the distinguished and highly respected publication that it is today. I would like to extend my unceasing admiration and thanks to her for all that she has done in that time and, personally, for the support, encouragement and faith that she has shown in me ever since I first guest edited issue 89 in 2018–19.

Zerb 90 was a bumper masterpiece, a fitting farewell from Ali (from this role at least) who, quite frankly, is the Editor of editors. I am delighted to report that the issue garnered high praise, including such quotes as 'the perfect issue' and 'it just hit the right note from cover to cover', from members enthusing to me directly at numerous events, from workshops to exhibitions such as IBC 2019!

I am delighted to have inherited, with the role, the 'family' network of support, from our great Roger Richards, to the lovely Ben and his superb printing team at Holywell Press, to the ever-accommodating and talented Mark, Justin and design team at Toast. There are some unsung heroes, too: fantastic ambassadors for the GTC who regularly line up potential content providers – you know who you are and I thank you.

Then there's my gratitude to all you fantastic members and non-members who collaborate so enthusiastically. I look forward to continuing the privilege of forging new connections and partnerships and, as always, I urge anyone to please get in touch with any ideas for future content – if in doubt, give me a shout!

Another rewarding partnership is with the Advertising and Sponsorship Officer, and I wish to direct my huge thanks and appreciation towards James French who, alongside Ali, has also been a great support. I wish you all the best, James; both you and your unceasing devotion to the GTC will be missed by me, Council and members alike! I am, however, excited that James' successor is Simon Edwards, whose enthusiasm and breadth of knowledge of the industry and kit puts him in a great position to take over the reins – and we are already making a great team.

A combination of some long articles, advertisers leaving it very late to buy space and even the last-minute clearance of one article that had been in doubt, meant that Zerb 91 was a higher than usual page count. Naturally this does increase the costs, so I am grateful to Council for agreeing to this,

although it will not be 'the norm' going forwards. Whilst it is accepted that, within reason, Zerb proceeds regardless of advertising revenue, it certainly helped my decision to know that this was partially mitigated by an eventually relatively healthy advertising revenue. I feel very proud that this enabled a rich variety of topics to be covered in the issue, with some explored in satisfying depth. We have received some generous and positive feedback for issue 91, which I greatly appreciate.

For my first issue, I had felt it only fair that I 'go it alone' rather than expose a Guest Editor to a less than ideal environment, given that I would be learning the ropes myself. As mighty as the task initially felt, I still consider it was the right move, as it gave me the best insight into exactly what is involved in the process. I had always intended to continue with the longstanding model of each issue having a Guest Editor though, so I am delighted to be working with Elisa Iannacone for issue 92. She is an incredibly competent and proactive team player, who has initiated some great ideas and content. We are currently compiling articles and all is looking good so far, with nothing untoward to report, although a couple of potential ideas have been terminated for various COVID-19 lockdown related reasons. It is yet to be known if advertising revenue will be adversely affected, but hopefully companies will begin to be forward-looking once some tentative signs of recovery start to be seen.

Earlier in the year – before any sniff of a pandemic wreaking havoc – it had been decided that, from 2021 onwards, the release date of each Spring issue of Zerb will be brought forward sufficiently so that it is in circulation in time for the annual BSC Expo in Battersea, London (late Jan, early Feb). The Autumn issue will therefore be brought forward by a similar amount, from this next issue onwards, to maintain an even schedule throughout the year.

During the COVID-19 pandemic lockdown, alongside many of the positive, proactive initiatives the GTC has put in place to support its members, there have also been some that have been more outward-looking. One such goodwill gesture was to offer online access to the digital version of the latest issue of Zerb to the members of some closely associated organisations, namely the BSC, GBCT and STLD. This has no doubt been appreciated during the frustrations of lockdown and with the decimation of work, and it has been a positive way to raise our profile whilst spreading some support to the wider camera-related community.

GTC Council

Council	
Name	Votes
Alison Chapman	360
Kate Harvest	338
Clive North	311
Graham Maunder	299
Chris Yacoubian	275
Kirsty Bradbury	258
Hazel Palmer	256
Roger Richards	254
Graeme McAlpine	249
Hannah Mellish	247
Simon Edwards	241
Rob Emmanuel	234
Martin Hawkins	233
Alan Duxbury	232
Peter Rance	211
John Tarby	162
Peter Newman	153
Drew Hartley	146
Graham Risdon	141
Andy Reik	137

Mike Connelly	134
Derek Halls	123
John Rossetti	119
Luke Sheehan	99
Ian Perry	76