



GUILD OF TELEVISION
CAMERA PROFESSIONALS

Minutes of the 49th Annual General Meeting of The Guild of Television Camera Professionals

Tuesday 13th July 2021

Zoom On-Line

Reports and accounts attached to these minutes

1. **Apologies for absence** - Keith Owen, Keith Gibson, Tony Freeman, Derek Halls, Graham Risdon, Graeme McAlpine, Hazel Palmer, Rob Emmanuel, Hannah Mellish, Kirsty Bradbury, Chris Yacoubian.

2. **Minutes of the 48th Annual General Meeting**

The Minutes of the 48th 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 unanimously. Graham Maunder 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**

Graham Maunder read his report, it is appended at the end of these minutes

5. **Officers Reports**

Secretary Peter Rance confirmed that all officers reports were uploaded and available on the web site, prior to the meeting.

Roger Richards - Admin - Reported that the Guild retained most of our members during the pandemic, we allowed a payment holiday for those in financial difficulties, and we have found that most have now returned.

1601 members as of today an increase of 60-70 members each year. 400 members in PLI Insurance scheme.

Simon Edwards - Sponsorship and Advertising - Sponsorship has been good, with more engagement, some big brands have joined us this year. Harder to sell print advertising although Zerb is well targeted to decision makers. Hoping to develop Web site advertising. He requested members to tell sponsors of their GTC membership when using them.

Alan Duxbury - Education Academy events on Zoom, BV Awards going ahead.

Roger Richards - Editor GTC in Focus - difficulties with advertising has meant slightly smaller magazine, but more editorial. Answers from survey have been useful and acted upon.

Alison Chapman - Web Site - reported that web site updates that have been worked on, especially "Search for Crew" feature. Hopefully we have come up with a system that will be useful and intuitive.

Workshop section revamped. Building student section.

Alison announced she was stepping down from her role and from Council after many years and appealed for someone to step up to take over the running and organisation of the web site.

Riccardo Alfano - International Liaison - first annual report. Due to pandemic restrictions, interaction with colleagues has been limited. Talking with Cartoni about a short promotional film.

Kate Harvest- Exhibitions - upcoming IBC December, BSC and Media Production Show in May. Recent Kitplus exhibition at Media City was quiet. We need to decide whether to attend IBC for sponsor liaison.

Brian Rose commented that he felt it was important to attend shows attended by producers, as well as trade "kit" shows

Clive North - Workshops - busy year 16 e-workshops all well attended - 90 people at the most popular.

Andy Reik - Press Cards - fully underway after testing. Can't advertise it as a member benefit, system with UKPCA seems to work well.

Andy Reik - Treasurer - Andy read his report (attached)

Resolution 1 - To adopt the Minutes, Chair's and Council Officers' reports
- majority in favour and over quorum so all adopted.

Terry Abrey - Accounts - highlighted the costs of magazines and websites - the Guilds income has not covered the Guilds loss - suggested council keep this under review.

Had to write off some costs of non refundable costs of cancelled exhibitions

He explained explained the system in place where the Guild has loans to Zerb

Graham Maunder said he felt it was a good set of accounts considering pandemic problems.

Resolution 2 - To adopt the Zerb and GTC accounts for 2020-21
- vote to adopt - carried unanimously

6. Any Other Business

Simon Edwards thanked Luke Sheehan for his work for the Guild this year despite not being on council

Brian Rose - proposed a vote of thanks to Council for the hard work required to run the GTC throughout the pandemic

Graham Maunder closed the meeting.



GTC Remuneration Sub-Committee Report March 2021

Final

The Remuneration Sub-Committee

The Remuneration Sub-Committee will comprise of at least four elected Council Members. It should not include Council members who are 'employed' by the GTC (i.e. receiving remuneration). It should, if possible, include the Chair, Vice Chair, Treasurer and Secretary.

On the recommendation of the GTC Auditor, the very latest remuneration report should be an addendum to the financial report at AGM to aid financial transparency.

The Remuneration Sub-Committee duties will include:

Meet at least once per year to discuss any updates to the payment formulae.

Review the workload individuals have undertaken over the past year, relative to the year prior.

Consider ex-gratia payments to any person that has far exceeded the workload expected of a volunteer, or the workload pre-agreed with someone receiving a fee.

Remunerations Agreed By Council

Honorary President	Volunteer - No Payment
Chair	Volunteer - No Payment
Vice Chair	Volunteer - No Payment
Secretary	Volunteer - No Payment
Treasurer	Volunteer - No Payment
Welfare Officer	Volunteer - No Payment
Social Media	Volunteer - No Payment
Education Officer	Volunteer - No Payment
Ambassador	Volunteer - No Payment
Overseas Officer	Volunteer - No Payment
Administration Officer	Monthly Payment
GTC In Focus Editor	Monthly Payment
Web-Site Editor & Administrator	Monthly Payment
Zerb Managing Editor	Payment Per Issue
Website Assistant	Hourly Payment
Sponsorship & Advertising	Commission Payment
Academies Events	Ad Hoc Payment
Bill Vinten Awards Officer	Ad Hoc Payment
Exhibitions	Ad Hoc Payment
Workshops	Ad Hoc Payment
E-Mail Blasts Manager	Ad Hoc Payment
GTC Awards Voting Organiser	Ad Hoc Payment
GTC Awards Day Organiser	Ad Hoc Payment
Legal Advisor	Monthly Retainer
Bookkeeping and Accounting	Hourly Payment
Minutes Secretary	Ad hoc Payment

GTC Remunerations Guidelines

Current Officers

Academies Events

Alan Duxbury

£150 to organise
£250 per day to attend
(or agreed member representing Council)

Bill Vinten Awards

Alan Duxbury

John Tarby

Maximum £5,000 payment for organising awards, collating, judging and organising the awards ceremony.

Exhibitions

Kate Harvest

£150 to organise
£250 per day to attend
(agreed member representing Council)

Workshops

Clive North

£150 to organise each workshop
£ 75 to organise each e-workshop
(when same workshop at multiple venues - £100 for each additional venue/date)

£250 per day to attend
(or agreed member representing Council)

n.b. It is not expected that Council Members assisting at academies, exhibitions, or workshops etc. be paid, other than normal expenses.

E-Mail Blasts

James French

£50 per each new design
£25 tidy up other designs

GTC Awards

Hazel Palmer

£1,250 for organising & collating awards, judging days and organising trophies.

No Post

£3,750 (Maximum) payment for organising the awards ceremony.

Legal Advisor

Alex Wade

£250 per monthly retainer

Bookkeeping and Accounting

Sophie Day

£25 per hour

GTC Remunerations Guidelines - Continued

Council Minutes Secretary	Ad hoc Payment
Administration Officer <i>Roger Richards</i>	£18,000 per year
GTC In Focus Editor <i>Roger Richards</i>	£7,000 per year (£1,750 per issue)
Zerb Managing Editor	
<i>Rob Emmanuel</i> (2020)	£10,000 per year (£5,000 per issue)
<i>Alison Chapman</i> (2020)	£ 3,000 per year (£1,500 per issue)
<i>Rob Emmanuel</i> (2021 onwards)	£12,000 per year (£6,000 per issue)
Web-Site Editor & Administrator <i>Alison Chapman</i>	£12,000 per year
Website Assistant <i>Kate Lister</i>	£16 per hour
Sponsorship & Advertising <i>Simon Edwards</i>	Commission based
Sponsorship	15% of new fees + 5% continuing fee
Web Site Sponsorship	10% value
Website Advertising	20% before discounts
Zerb & GTC In Focus Advertising	20% before discounts

GTC Remunerations - Actual Amounts

	1/2/19 - 31/1/20 <u>Amount</u>	1/2/20 - 31/1/21 <u>Amount</u>
Academies Events		
Alan Duxbury	£700	NIL
Bill Vinten Awards		
Alan Duxbury	NIL	£3,750.00 (2019)
	<i>(2019 remunerations paid in 2020)</i>	£3,200.00 (2020)
John Tarby (<i>Awards Assistance</i>)	£1,200	£1,440.00 inc VAT
Exhibitions		
Kate Harvest	£2,200.00 + VAT	NIL
Rob Emmanuel	£1,200.00	NIL
Workshops		
Clive North	£2,400.00	NIL
e-Workshops		
Clive North	NIL	£1,650.00
E-Mail Blasts		
Elizabeth French	£1,200.00	£650.00
James French Ad Manager Fee	£510.00 + VAT	£120.00 + VAT
Mailchimp Design Fee		
James French		£540.00
GTC Awards		
Hazel Palmer (<i>Awards Organiser</i>)	NIL	£1,250.00 (2019)
	<i>(2019 remunerations paid in 2020)</i>	£1,250.00 (2020)

GTC Remunerations - Actual Amounts - Continued

	1/2/19 - 31/1/20 <u>Amount</u>	1/2/20 - 31/1/21 <u>Amount</u>
GTC In Focus		
Roger Richards (<i>Editor</i>)	£8,600.00	£8,600.00
Sue Frampton (<i>Proofreading</i>)	£430.00	£355.00
 Zerb		
Rob Emmanuel (<i>Managing Editor</i>)	£2,500.00	£10,500.00
Alison Chapman (<i>ex-Managing Editor</i>)	£9,750.00	£2,250.00
Barbara Eastman (<i>Proofreading</i>)	NIL	£222.00
 Web-Site		
Alison Chapman (<i>Editor & Administrator</i>)	£12,000.00	£12,000.00
Kate Lister (<i>Website Assistant</i>)	£464.00	£416.00
 Minutes Secretary		
Sue Hynard	NIL	£220.00
Elizabeth French	£330.00	NIL
 Administration		
Roger Richards	£16,035.00	£19,035.00
 Legal Advisor		
Alex Wade	£3,050.00 + VAT	£3,600.00 + VAT
 Bookkeeping and Accounting		
Sophie Day	£3,781.25	£3,693.75

GTC Remunerations - Actual Amounts - Continued

	1/2/19 - 31/1/20 <u>Amount</u>	1/2/20 - 31/1/21 <u>Amount</u>
Sponsorship & Advertising (<i>Commission Based</i>)		
New Sponsorship		
Simon Edwards	NIL	£157.50
James French (<i>new sponsorship</i>)	£702.00	£45.00
Clive North (<i>new sponsorship</i>)	£75.00	NIL
Website Sponsorship		
Simon Edwards	NIL	NIL
James French	£75.00 + VAT	£75.00 + VAT
Website Advertising		
Simon Edwards	NIL	£33.80
James French	£777.32 + VAT	£330.33 + VAT
Zerb Advertising		
Simon Edwards	NIL	£526.77
James French	£5,929.12 + VAT	£4,468.82 + VAT
GTC In Focus Advertising		
Simon Edwards	NIL	£375.91
James French	£3,337.31 + VAT	£860.62 + VAT
Sponsorship Maintenance Fee		
Simon Edwards	NIL	£376.25
James French	£3,892.50	NIL
Totals	£81,138.50	£81,991.75

Annual Social Media Report

The last year has been very busy for the social media team. We have successfully created our own look and style to be consistent across platforms and strands and been working together with other council sub-committees to achieve a cohesive look across the GTC.

We've successfully launched the members hub which currently stands at 324 members and has seen many posts from members who don't use the groups.io forum. The team have held several social events on Zoom for members to keep in touch during the pandemic.

We stand at 2477 likes on Facebook, 1945 followers on Twitter, 1280 followers on Instagram and 333 followers on LinkedIn.

These followers have been kept up to date on:

- Clive's Workshops
- Our new Roundtables
- The GTC & Bill Vinten Awards, A big thank you to Hannah for providing live social media coverage throughout the live stream of the ceremony.
- Zerb and Infocus releases
- Kit reviews
- New Sponsors
- John Barrow's charity walk from Land's End to John O'Groats
- Events from other organisations such as; Film and TV Charity events, Sony Pro Sessions, Rory Peck webinars
- Vacancies at other organisations

Hannah has created a series of Gifs to use on social media platforms, these are currently available on Giphy.

Upcoming

The team intend to keep you up to date on GTC events and news and are currently in the process of rebranding this years main GTC awards and planning on developing some more content for the Tiktok channel. We hope to keep our social events going through the pandemic and beyond.

Peter Newman 20/06/2021

GTC Website Administrator's report 2021

Website updates

While tweaks and improvements are happening all the time on the GTC website www.gtc.tv, every few years we work with our website developers Diablo to introduce some more significant changes and new functions. 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 have. In the most part it still works really well after 14 years, it's just that one would no doubt design it differently if doing so today. Bearing that in mind, this has been one of those years of some significant changes.

A summary of the most important of these are:

- a major revamp to the 'Search for a Camera Professional' feature (the blue box now across the top of each page), with the goal of making the search more intuitive and therefore the results more reliable and useful. Hopefully, since receiving the MailChimp email explaining this, you will have all been updating your new-look member profile so that the search will work really well – both for you as an individual and generally so that people will gain confidence and begin to use it as the powerful camera professional/member search facility it can be
- there's a new Video section where all the eWorkshop recordings are housed, along with those of our roundtable events and our new video kit reviews: www.gtc.tv/video.aspx
- the underused 'Member activity' feed has been removed and the space is instead now used for a link to the GTC Facebook (public not member-only) page
- full members can now pay for and download their Press card application form via the website: www.gtc.tv/members-area/apply-for-a-press-card.aspx
- there have been some improvements to the joining form and subs payment process (including making it easier for IAWF members to renew their subs)
- the GTC Award for Excellence nomination form has been updated to reflect industry developments: www.gtc.tv/Account/Excellence.aspx
- previous AGM documents and accounts are now available on the site: www.gtc.tv/members-area/previous-agm-documents.aspx
- there are new resources in the Student section, including a full list of universities running Film & Media courses (www.gtc.tv/students/universities-offering-film-and-tv-courses.aspx), and a new educational resource prepared by GTC member Paul McMahon (www.gtc.tv/students/from-theory-to-practice-toolkit.aspx).

Also in the pipeline are RSS feeds, which you will be able to opt in to so that you know when new content/events have gone up.

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 challenging. Feedback, even critical, is good as it helps us to know what is required by the membership and what we can improve.

Member survey and feedback

On that note, last year we conducted our biggest ever member survey. One of many aims of the survey was to find out why members don't visit the site as often as we would like and to find out what would attract you to use the site more often. We also wanted to get some data to help us work out the best balance between what goes on the site as

opposed to on to the multiple social media channels now available. Many thanks to all those members who took the time to complete the survey, your answers were very helpful. The data returned can be viewed on the website: www.gtc.tv/members-area/gtc-member-survey-2021.aspx

Time for a change

And now, for me at least, some news of a big change. Following a recent health scare, which has in no small part been prompted by the insane number of hours I spend slumped over a laptop/desktop each week (which was exacerbated by the year we've just all been through as well as other factors), I have decided that, after 29 years of being on Council and at the heart of all things GTC, it's time to call it a day and hand over my website role.

I've (mostly) thoroughly enjoyed being involved with the site from its very origins back in 2007 and developing it into the multifaceted 'member intranet' as well as GTC shop front it is today. For someone who had only very basic computer/web skills at the start of this (although hopefully some decent editorial/writing/design skills!), I count this as quite a personal journey and hope that it has been of benefit to the GTC as well. That said, it's a big and quite complicated beast these days and I'm sure there is a huge amount that someone with renewed vigour and enthusiasm plus great new ideas for current websites can bring to the site to take it into its next phase.

As I prepare to hand over the reins (and I'm here until the end of September to help explain the multiple quirks of the site and how things work to anyone who needs to know), I would like to thank, in particular, Paul Dunn and Shox at Diablo (the site's developers); James French, who for so many years was there to support and help out whenever needed; Roger Richards, who I've worked with on an almost daily basis in keeping the membership side of the site in line; latterly Simon Edwards, who now looks after the advertising/marketing pages; and Graham Risdon, who since coming onto Council last year, has brought his really helpful and considerably greater technical knowledge of coding and websites than mine to the party, which has been greatly appreciated. Finally, a big thank you to our social media team of Peter Newman and Hannah Mellish, who have really developed that side of the operation in the last two years, which to some extent takes the pressure off the need for everything to come via the website.

Thank you also to all those of you who have over the years sent feedback, either complimentary or critical – it all helps and is appreciated. At least it means someone is observing and using it!

Alison Chapman
Website Administrator
webadmin@gtc.org.uk

ADMINISTRATION – ANNUAL REPORT 1st July 2021

Membership

Despite the difficulties brought about by COVID and the lack of employment for members over the year, membership numbers have been maintained with a net increase of 53 members over the 12-month period.

We have implemented a subscription 'holiday' scheme for those hardest hit by the situation and this seems to have helped members - of which there are currently 21 taking advantage of the scheme.

INSURANCE

We successfully negotiated the continuation of our popular public liability insurance scheme with Performance Insurance. This again offers cover for members at extremely favourable rates of £26 and £45 for 12-months of cover from 1st May 2021 to 30th April, 2022. Currently there are 355 members taking advantage of the scheme, which is above the previous figure for this time last year.

FORUM

The number of members currently registered on the forum has dropped slightly over the last twelve months. There are now 636 members signed-up compared to a high of 662 in February.

The chart gives a breakdown of the membership grades. The intervals are not based on monthly figures but on the council meeting dates when the stats are updated.

Roger Richards
GTC Administrator

MEMBERSHIP ADMINISTRATION REPORTS		2021					
TOTAL MEMBERSHIP	Aug-02	Oct-14	Dec-01	Jan-05	Feb-22	Apr-21	Jun-25
UK	1468	1476	1474	1477	1489	1518	1522
INT	73	75	75	75	78	77	72
TOTAL	1541	1551	1549	1552	1567	1595	1594
FULL	1177	1181	1181	1184	1198	1216	1217
AFFILIATE	25	24	23	23	23	25	25
ASSOCIATE	36	36	37	37	34	35	36
ACADEMIC	39	39	37	37	41	44	47
STUDENT	29	31	31	31	31	34	33
SPONSOR	88	89	89	89	88	88	85
HONORARY	15	17	17	17	17	17	17
FELLOWS	25	25	25	25	26	26	27
RETIRED	55	57	57	57	58	59	59
IAWF	52	1551	52	52	51	51	48
	1541	3050	1549	1552	1567	1595	1594
INSURANCE	282	341	366	380	417	163 *	355
FORUM	650	658	654		662	655	636
FACEBOOK	101	164	193		308	319	

*New year



Annual GTC Environmental Report

Since our last AGM the covid restrictions have not eased enough to allow any physical council meetings or exhibitions to take place. So we haven't recorded any emissions since March 2020.

In January 2021 we offset 1 tonne of emissions, with Albert's Creative Offset's scheme, to account for the council's approximate footprint of 968.036kg of Co2 in 2020.

The social media team have promoted the Green Pledge in Film and TV rental houses and gained some interest for the pledge from companies who were not previously involved.

Council have been reviewing 2020's environmental policy and creating 2021's environmental guidance for council for the past few months.

Peter Newman 20/06/2021

GTC Workshop Organiser's Annual Report 2020-21

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

In July we ran:

'HDR Television and Hybrid Log-Gamma' with the BBC's Andrew Cotton.

'Stay Safe – a Health and Safety Guide' with H&S expert Guy Littlemore.

'Four Royal Weddings and a Royal Funeral: a Career Path – with Lighting Director Bernie Davis'

In August:

'Getting to Grips with Live Streaming' with Steve Ryder.

'Understanding the Latest Drone Regulations' with ARPAS-UK.

In October:

'Jordan Cowan, Figure Skating Cinematographer'

'So you want to be a wildlife specialist?' with Robin Smith, Gail Jenkinson and Graham Horder.

In November:

'IR35 Demystified' with David Thomas.

In January:

'Keith Partridge – Adventure Cameraman'

'What happens with carnets, after Brexit?' with Jonathan Crosbie of the Birmingham Chamber of Commerce and cameraman Jonathan Young.

In February:

'Live Streaming on a Shoestring' with Graham Risdon.

'Yes, But is it Legal?' with Dan Lees.

In March:

'Drone Regulations: Update 2021' with ARPAS-UK.

'Shoot for the Grade' with Richard Carroll and Max Hodgetts

In April:

'Pan Tilt Zoom (PTZ)' with GTC sponsors Richard Payne of Holdan, David Bradley of BR Remote and Dan Greenway.

In July:

'Bonded Cellular' with Ian Brash of GTC sponsor AVIWEST.

Clive North

GTC Workshops Organiser

1st July 2021

Advertising and Sponsorship Manager Report – GTC AGM 2021

A fairly tumultuous year for individuals, businesses, our industry and the world.

It goes without saying that my first year in post as Advertising and Sponsorship Manager has been massively impacted by the pandemic but not just in a negative sense.

The positive has been that with the cessation of almost all of my work on 23 March meant that the transition from James French to myself was made easier. We both had empty diaries to allow the transfer of information and knowledge across and of course for James to support me remotely. Massive thanks to James for leaving me with a system and a client base that was in such good order.

Sponsorship has remained fairly stable through the last twelve months with a few companies asking to be “rested” for a year. We have seen some very welcome returns from sponsors who left us before the pandemic and new sponsors from across the sector, both smaller companies and larger concerns. As an organisation we have some fantastic long-term sponsors who really believe in what we do and what our organisation stands for and I can’t thank them enough for their support. We are definitely now seen as a good organisation to be involved with for companies and I would ask that our members try to support sponsor companies as much as possible, and mention to them that you are a GTC member when talking to them. One of the most attractive value propositions to companies is that all of our members are decision makers, whether that is for purchase or hire. By mentioning the GTC when you contact them, it just reinforces that and will hopefully strengthen their commitment to us.

Publications has been a more challenging landscape with some companies stopping all ad spend that hadn’t been previously booked. We supported our advertisers by not charging them to be in GTC In Focus for June 2020 but then reverted to the paid model for subsequent issues. This might have been counterproductive as since then it has been tricky to sell advertising in GTC In Focus but I am seeing people coming back now from the October ’21 issues with some full page bookings. As a consequence, income for GTC In Focus is down year on year but it will come back.

Zerb has been a different proposition with most advertisers happy to continue and to continue with multiple bookings which makes life much easier for me, for Rob and the design team. I have interest already in the Spring ’22 issue which will be our 50th Anniversary special, being the 50th anniversary YEAR, and with the intention to be on sale prior to the BSC Expo I am hoping that advertisers will be flocking to our door to promote their presence at the show.

Website advertising is still a developing market for us. We have some loyal, long term brands supporting us but we do need to drive more traffic to the website to improve our analytics. Thanks to the sterling work done by the Social Media Team and Alison on the website admin side we are seeing growth in visitor numbers but, as with sponsors, I would urge members to try and visit the site more often to check Sponsor News and see what we are up to. With the renewed “Search for a Camera Professional” facility there is an impetus for anyone using that tool to visit and update their details as often as possible.

Remember that any advertisers or sponsors that you, as a member can get to join us will attract a commission payment by way of a thank you so do please bring to my attention anyone you’ve spoken to that you think might be interested in us.



Simon Edwards

Cheltenham, June 2021



Equality, Diversity, Inclusion and Bullying Policy

The Guild of Television Camera Professionals supports the equal rights and opportunities for all of its members, regardless of their gender, race, sexual orientation, belief, disability, age, location, or class.

We believe that GTC members should treat all colleagues with dignity and respect, in an inclusive and fair working environment, promoting equality of opportunity for all.

To implement these aims, the GTC Council will appoint a sub-committee to:

1 - Monitor the GTC Council and Membership on equality, diversity, inclusion and bullying, seeking appropriate action from Council should it be necessary to rectify any issues observed.

2, - Network with other professional bodies, allowing the GTC to be part of the change necessary, not just within the television industry, but society as a whole.

3 - Seek advice, training and collaboration with specialist partners where necessary, to achieve the aims of this policy.

This sub-committee will monitor and report to the Council any recommendations to ensure that this GTC policy is achieved. They will review and publish their observations on the effectiveness of the GTC's equality, diversity, inclusion and bullying policy at least annually.

19th May 2021

Liaison with other guilds and associations – GTC AGM 2021

While on the surface a quiet year for Martin and myself on this front, we have been working quietly away on a project to involve organisations from our industry in the UK to join with us by inviting their chairs or appointed representatives to become GTC members for the tenure of their respective posts.

The pilot scheme includes organisations such as the BSC, GBCT, ACO, and WFTV, further developing our links with colleagues in other sectors.

Aside from that we have been more heavily involved than before with BECTU's Camerabranh through our input into the COVID working protocols for both scripted and unscripted production and Hazel Palmer has been working with their Diversity and Equality team.

I was asked to draft a letter to support the inquest into the tragic death of our colleague Mark Milsome, asking that the coroner publish the findings and help make our working environments safer, even though it took a terrible event to make that change happen.

We are now bilaterally sharing some member discounts with our friends at the GBCT, bringing some of the benefits of both organisations to members and an upcoming focus group will see members of the GTC and GBCT working together to help a well-known brand in their product development process. Watch your email inbox for that opportunity in the coming months.

If you have any ideas of how we can further develop our links please do let us know.

Simon Edwards & Martin Hawkins

Zerb Managing Editor Annual Report 2021

So, whilst this is my second annual report, it is after my first full year at the helm without Alison's much appreciated 'stabilisers', or mentorship I should say! As I'm sure we can all identify with, it was hardly the year that any of us could have imagined, and I can't deny that it has been far more challenging than I had foreseen, and continues to be even more so now as I write this.

That said, Issue 92 came together very nicely. Elisa was an excellent guest editor who brought so much to the issue and was a pleasure to collaborate with. Her influence brought content with fresh outlooks and encompassed some of the broader fields of camerawork that are perhaps less known about, even though many of our members and peers work in similar areas. In light of the extraordinary uncertainty and turmoil, it was no surprise that the magazine reflected this with some refreshingly honest and poignant 'thought pieces' too. I feel the issue had an uplifting tone, where people were introspective but with the positivity of looking to the future. We received some greatly appreciated complimentary responses, including praise for an understatedly broad and positive representation of subjects and individuals.

The effects of the pandemic did first hit during Zerb 92's production, through the freezing of advertising budgets, at times late on. Once it became clear quite how low we were, I took the decision to reduce the page count to reduce costs in production, it's a modest saving but worthwhile for the GTC, even if the constant rejigging of layout is like a highly time-consuming puzzle! In the event, I repeated this for Zerb 93, and I shall be doing so for 94 too.

With the negative effects of the pandemic and lockdown firmly in place, getting Issue 93 underway was an entirely different affair – and it has been even greater now for Z94. Gaining access to contributors and content has proven incredibly difficult in the complete absence of networking opportunities – such as GTC workshops, exhibitions, work and socialising. It removes any organic happenstance where meeting and chatting with peers can be so fruitful in producing content ideas. Thankfully, in the end, sheer perseverance and yet more welcome support and suggestions from Council colleagues and members paid off, and the lineup and execution of Z93 proved another richly diverse and impactful magazine – with yet more fabulous contributors who gave so much of their time and themselves. I was pleased to balance the content up with some interestingly insightful pieces from companies and sponsors' that has been more lacking in recent issues. Once again, the issue garnered some much appreciated highly complimentary feedback for those involved.

As I've mentioned, Issue 94 is underway with some great content lined up, but it is very slow and not without continued setbacks and frustrations – at times totally understandable if unfortunate, at times just plain disappointing, and ironically, the fact that the encouraging sign that work has finally been picking up for some hasn't worked in Zerb's favour!

Thinking ahead, the Spring 2022 Zerb issue 95 is going to be marking the GTC's 50th anniversary, and so I cordially and actively encourage you all to have a think about ideas to explore in the issue. I've got some ideas developing, but please don't be shy, get in touch – it's never too soon! It's so important that the issue will hit the high notes, not just through reflecting on the great past achievements, but by celebrate and demonstrate examples of the GTC's enthusiastic mission to remain forward-focused, inclusive and relevant to its diverse members now and into the future.

I would like to end by expressing my sincere thanks to all those who took the time to complete the Members' Survey earlier in the year. There was some encouraging feedback regarding Zerb that was much appreciated, as well as some valuable comments and suggestions that I shall be endeavouring to explore. I greatly look forward to hearing from any who kindly expressed their interest in being involved with publications – Roger and I did send out an email to reach out to all who left their email address and I look forward hearing from you, although I've not received any responses yet.

Report from the GTC Chair, 2021

It's probably something of an understatement to say that the last year has been far from normal for all of us. The good news is that there definitely seems to be a light at the end of this long tunnel and work is beginning to return. Many of us have been involved in covering the sport that has been going on over the last few weeks and some will be heading off to Tokyo for the delayed Olympic Games. Hopefully the music festivals will return soon and the studios will remain busy. As if the Covid pandemic hasn't been disrupting enough the ramifications of Brexit for the travelling crews has added to the misery. I have heard multiple stories of crews losing out on jobs by not being able to get work permits or because of the extra cost implications with Carnets being needed for all of Europe now as well as if you're going from the mainland to Northern Ireland! I suspect that this mess might take longer to return to normal than the Covid pandemic.

During this time, the GTC have managed to continue to support our members and offer a huge variety of benefits. I am incredibly indebted to the members of the GTC Council who have been behind the scenes for you all and been working harder than ever.

The many on-line workshops offered this year have been better attended than ever before and with the added advantage that they are now available to members on the GTC website. Huge thanks as always to Clive North for these.

The website itself has been constantly evolving and I would like to take this opportunity to personally, and on behalf of the GTC, say a massive thank-you to Alison Chapman for all her work on this over the years. As you will read in Alison's own report, the time has come for her to step down so we are on the look out for someone to fill this role.

The GTC Public Liability Scheme has just continued into it's fifth year and is still proving popular which isn't surprising really as it represents amazing value for money.

Alan Duxbury still managed to organise a couple of GTC Academies this year that were run using Zoom and which continue to be popular with Universities. The Bill Vinten GTC University Awards still went ahead and there has already been interest for it to be run again this year.

Zerb and GTC In-Focus continue to be the outstanding publications we have come to expect but both Rob and Roger are always looking for new contributors please!

Roger, of course, runs the admin side of the GTC as well and I'm happy,

although somewhat surprised to report, that overall, our membership continues to grow.

All the financial details of the GTC are available in the reports but suffice it say that we are still in a good position and still able to offer amazing value for your membership fees. I'd also like to take this opportunity to say a big thank-you to Simon Roe who has stepped down from his role as Treasurer that he has fulfilled so successfully for many years. Graeme McAlpine kindly stepped in for the short term and Andy Reik has now taken over the role full time for us.

Since the last AGM, the social media team on the Council has been very busy and the way members' can now keep in touch with each other has increased. As well as the existing GTC Forum, we now have a great presence on LinkedIn, Instagram, Twitter & Facebook. If you haven't tried any of them I would urge you to join in. Hannah & Peter have created a matching style and look across all the platforms and have even experimented with a few TikToks!

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 Covid-19 pandemic and particularly the lack of work, 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.

Simon Edwards is another Council member that has had his work cut out as our new sponsorship and advertising manager given the current climate but he paints a good picture in his report which is reassuring to read. Please do your part where possible and support our sponsors and advertisers and feel free to benefit from all the arranged discounts on offer.

As I write this report it's exciting to know that the GTC will be at a real exhibition tomorrow and Kate Harvest will be there to 'bang the drum' for the GTC and let others know just what we offer. Let's hope this is the first of many exhibitions to return.

Talking of 'firsts', we've had several more this year. Andy Reik organised the roundtable events that proved very popular, Graham Risdon started some on-line kit reviews and Andy also did all the groundwork to enable the GTC to become a 'Gatekeeper' for UK Press passes – the application procedure and criteria are on the website.

We continue to be very aware of our impact on the environment and with the help of Peter Newman, are monitoring that impact on Council and trying to

minimize anything unnecessary – which, obviously this year, has been fairly easy. We are determined to not let this change too much though once life is back to normal and have come up with an environmental guideline for Council members.

With the help of Simon Edwards and Martin Hawkins we are also trying to forge closer links with some of the other guilds and associations in our industry, something that we on Council believe will help us all in the long term.

In the spirit of unity we have also been very lucky to have Riccardo on the Council with us as our International Liaison Officer.

Whilst in recent years the AGM has been held on the same weekend as the GTC Awards, this year we have delayed the awards in the hope that we can have a 'live and in-person' event late this year. The awards team are in the process of judging the nominations so watch out for news of the when the awards will be presented.

Finally, I'd just like to reiterate my huge thanks as Chair to the amazing team that makes up your Council and thank them all for the many, many hours they all give up to make the GTC what it is for all of us.

Graham Maunder
Chair, GTC

GTC Exhibitions Report July 2021

Attending shows and in-person events is an important part of what the GTC does - we meet new and potential members, we say hello to familiar faces and it's a chance to mix with sponsors in a relaxed environment. I hope we will be have a presence in some form at these shows coming up:

KitPlus Manchester 6th July 2021, MediaCity, Manchester

IBC 3rd – 6th December 2021, RAI Amsterdam

BSC Expo 10th – 12th February 2022, Battersea Evolution, London

Media Production and Technology Show 11th-12th May 2022, London Olympia

Euro Cine Expo 1st – 2nd July 2022, Zenith Hall, Munich

We are working on new exhibitions materials for the stand, to better reflect what we offer members. We've printed a new banner, with a QR code to link to relevant pages on the website, and we will use a monitor show a GTC promo video which Graham Risdon has put together for us. How we approach our branding for these events needs to be flexible and adaptable to work for the different stand spaces we might be allocated.

Exhibitions materials are now stored at Provision in Manchester, Danny and the team there are very happy to help us out with this and it's a great solution going forward.

Report by Kate Harvest

GTC IN FOCUS – ANNUAL REPORT 2021

I have managed to continue to produce four editions of the newsletter as normal, but have had to decrease the number of pages slightly (from 28 to 24) due to the severe downturn in advertising over the past 12-months.

The GTC survey brought up some interesting new ideas for articles in the magazine, and some of those have already been adopted and successfully incorporated in the last two editions; a regular 'New Kit Roundup' section, edited by Graham Risdon and more focus on articles about working cameramen and their kit.

We have established a regular publications sub-committee which is helping communications between editors of our publications, website and advertising and sponsorship.

Roger Richards
Editor GTC In Focus

Welfare Report 28th June 2021
Chris Yacoubian Welfare Officer

I am thrilled to announce that I have been very quiet in the main in regard to contact from members with personal, health or financial difficulties they have felt the need to share or reach out over.

This is during one of the most difficult times any of us have had to address. In part I am sure this is because of the great social and support network the Guild has within its membership plus the tools available to our members in terms of guidance to the right path of help they need.

I realise The Film & Television Charity also bears the main brunt of supporting professionals in our industry which we continue to support and publicise.

There really is not much more if anything to report. As restrictions ease I still hope to get some Mental Health Training and as always urge members to come to me in confidence with any issue they may be facing regardless of how small or trivial it may seem to them

Best wishes

Chris

AGM Education report 2021

2020 was a particularly trying year for students whose year end filming projects were curtailed due to coronavirus. However, seventeen films were submitted to the Bill Vinten GTC University Awards.

The runners up were from Belgium and Hungary. With difficulties providing work experience, Bence Kádár elected to buy some editing equipment. Michael Fokias and winner Max Newcombe are still waiting for the opportunity to take work experience with GTC members. Anyone willing to have an assistant for a few days, paid for by the TVCCE Trust, can contact [Alan Duxbury](#).

For this year's competition the restrictions have added a further creative challenge for students, necessitating smaller casts and crew. Several universities have indicated their intentions to submit films to this year's competition.

A couple of GTC Television Academies have been held this year using Zoom. Interestingly, the students, now familiar with having lectures using this method, seemed less inhibited and engaged with the speakers asking many questions making the online academies a success.

Secretary's Report 2021 AGM

There have been few advantages of the lockdowns over the past year, but one might be the increased opportunities for council members to attend the regular Council meetings. Whereas in the past this has involved a lot of travelling and some spend for hire of rooms etc, the inevitable Zoom meetings have cut our administrative costs and allowed our elected council to become fully involved in all of the work and decisions that have to be made.

I can see no rapid return, if at all, to physical meetings in the future. On-line has become an important way to save the GTCs costs and Council members time. In the past year we held. We have held 7 meetings in the past year. There are written minutes recorded for all of these meetings along with officers reports and these are always available for members to view.

We now run several sub committees in order to run certain areas of the GTCs work more smoothly. These include Publications, Remuneration, Exhibitions & Social Media.

I have re-negotiated the new discount scheme with VW, probably the most popular and valuable discount we can offer to members. This also gives the GTC a little income via a commission. My next aim is to try to find a partner to offer members the best carnet service, carnets due to become increasingly important as more countries require them for crews.

We are starting the second year of the 2 year council rotation, there will be elections next year and with some council members standing down there will be vacancies to be filled. Lots of different skills are needed and new people are always welcomed. I'd encourage anybody who is thinking of standing to attend one of our Zoom council meetings to see how the council runs.

Council meetings are open to all members to attend, dates are in the diary section of the web site.

ACCOUNTANT'S REPORT 2021 ACCOUNTS

ZERB –

All three areas cost more in 2021. Zerb up £4,900; Newsletter up £11,600; Website & E-mail up £400. The total income was down by £15,500, the biggest fall being “In Focus” where income fell by £10,000 to £4,600

Total NET cost of production was £58,119.

Consultancy represents an annual retainer for legal services available to readers, so not treated as cost of production

Publicity and promotion includes the costs incurred on shows which were cancelled due to Covid.

GTC –

The total income for GTC was £117k which was £1k less than 2019 because although subscriptions were up, there was a reduction in sponsorships of £2k

Overall the expenses were £17k less, mainly because of online meetings and events, and Andy Reik has highlighted changes in detail.

The result is that GTC income has increased by £16k, but as Andy's report highlights, the last two years have been in deficit **overall** as Zerb losses have been more than GTC income. Obviously this will need careful continuing management by the Treasurer and Council, although financial reserves remain strong.

Please note that my formal “examination” reports are on the GTC and Zerb Balance Sheets

Terry Abrey

T.J. Abrey FCA
Chartered Accountant

7th July 2021

TREASURER'S REPORT GTC AGM – 13 JULY 2021

This my first AGM report since being appointed as GTC Treasurer having taken over from Graeme McAlpine who held the position on a temporary basis after Simon Roe had been in the position for many years.

It has been an interesting time to be involved as the GTC's Treasurer during a period of unusual global change. A period that has seen:

- the breadth of member services widen to a more digital involvement
- the level of organisation and administration managed excellently by all involved at minimal cost.
- the finances perform adequately, allowing services to members to continue and grow, despite incomes in some areas reducing.

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 2020 to 31 January 2021 on which day I took over as Treasurer.

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 2020).

GTC

- Income – A further increase in GTC (non-IAWF) subscription revenue, up by 2.5%, showing the continued great work in attracting new members to the organisation.
- Income – A 19% increase in subscription income from IAWF members.
- Income – A 5% decrease in Sponsorship income this year, mainly due to the pandemic situation but excellent work by Simon Edwards ensured that this was only a small decrease.
- Income – a small drop in interest received on savings accounts this year due to low interest rates.
- Expenditure – Council meeting costs reduced massively this year due to most meetings taking place online - by £3600 to £1300 – a reduction of over 70%.
- Expenditure – Administration costs increased by 4% in the year. Although it was anticipated previously that these costs would rise higher, costs have still stayed low and manageable and has been managed excellently by Roger Richards, our Administration Officer.
- Expenditure –Awards - Everything went online this year and meant a large saving of around 50% compared to the previous year, spending less than £5000.

- Expenditure – Workshops reduced also due to events being online and still representing superb value for money to members - saving 33% on the previous year, despite more regular, well attended, events that are archived for members to see. Many thanks again to Clive North for his organisation of these events.
- Expenditure – Bill Vinten Awards – A large increase to £6000 is shown for these awards due to late invoicing covering 2 years as well as the workload being shared by Alan Duxbury and John Tarby.
- Balance – a 32% increase in cash in bank to £247,220, leading to an overall surplus in funds for the year of £60,861

ZERB

- As usual, a trading loss on Zerb this year. The loss is due to costs involved across the board with magazine production - as is the case each year. The overall loss was £64,324 (almost the same as last year at £64,141).
- Balance sheet is in deficit this year to the tune of £62,671 and is kept afloat by another GTC loan of £65,000.

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
 - 2019-20 £19,529 deficit
 - 2020-21 £3463 deficit
- Bank – Decrease in overall cash to £184,549 from £216,067

HIGHLIGHTS

I set-out some highlights of the year:

- This seems to be the 1st time in GTC's history that we have made a loss two years running. This is nothing major to worry about in the short term due to cash reserves, but we need to address this. The largest overhead is the cost of production of Zerb and In-Focus. We need to re-address the need and value of these and look at scaling back production costs and/or reducing/combining issues. We welcome feedback from members.
- Members are reminded that, for tax purposes, we run separate accounts for GTC and our publishing arm, Zerb. GTC enjoyed fair income this year as a result of increasing membership numbers and low overheads where Zerb suffered due to less income from sponsors and increased overheads. 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 continues, providing more members with great discounts on their new VW vehicles and a small amount of 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. These rates have been reviewed and it has been decided to keep using these accounts.

Summary

- Increasing regularity of payments to those working on behalf of the GTC/Zerb –The time and effort required by various roles has increased dramatically. This is particularly true for the Administration Officer, Zerb Editor, Website Administrator, In Focus Editor, Exhibitions Officer, 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 assistants and 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 but we have had outstanding work from Peter Newman and Hannah Mellish who have tirelessly promoted GTC and its events on social media.

The challenge for Council will be to ensure that it spends its 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. This is the first year that we have created a remuneration report and feel that it has been overseen and managed correctly to ensure fairness for all involved. Whilst the GTC have financial resources to draw upon, we still need to be careful with our expenditure.

We will be saying goodbye to Alison Chapman, who is stepping down after 20 years of dealing with almost everything the GTC has done in that time and having done an incredible job. We will have big shoes to fill and so now we start to search for some big feet. I have suggested the idea of employing someone on a full or part time basis to manage the website and various other roles but we may struggle to find the right person - so we are looking for council members or GTC members to step up to offer their services (at a fee).

- 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.

Andy Reik

Treasurer
5th July 2021

Remuneration report – 1st time