



# Election 2024

## Candidate Prospectus



# Extracts from the By-Laws of the RPS

## 9. Officers and Composition of the Board of Trustees

9.1 There shall be up to nine Trustees who shall constitute the Board of Trustees.

9.2 The Board of Trustees shall comprise:

- a. the **President**, elected by the Members of the Society;
- b. the **Honorary Treasurer** appointed by the Board of Trustees;
- c. up to four **Elected Trustees** elected in accordance with By-Law 16; and
- d. up to three **Appointed Trustees** appointed in accordance with By-Law 16.

## 10. Powers of the Board of Trustees

10.1 The business of the Society shall be managed by the Board of Trustees, which may exercise all such powers of the Society and do so on behalf of the Society all such acts and things as may be exercised and done by the Society which are not reserved to the Members by the Charter or these By-Laws.

## 16. Elections and Appointments

16.2 A person to be nominated, elected, or appointed as a Trustee:

- a. must be a Subscribing Member, Honorary Member or Honorary Fellow of the Society;
- b. must not be in arrears with their subscriptions;
- c. must be willing to act in accordance with the Trustee Code of Conduct as set out by the Board of Trustees and published in the Regulations;
- d. if they have served as a Member of the Board of Trustees since the last election, must not have vacated office during that period;
- e. if they have previously served on the Board of Trustees must, during their tenure, have attended at least half of its meetings unless otherwise permitted by the Board of Trustees; and
- f. must be reviewed by the Nominations Committee for the purpose of nomination, election or appointment according to the criteria above.

16.3 Every Member of the Society entitled to vote at General Meetings may nominate one candidate for each of the Society's **Elective Posts**, where vacancies are to occur at the end of the next AGM:

- a. the **President**; and
- b. up to four **Elected Trustee** positions on the Board of Trustees

*In this Prospectus, candidates are listed alphabetically by surname*



## A message from the President

Simon Hill HonFRPS

President & Chair of Trustees

In the three years since the Trustee Elections of 2021 the Board has continued to drive a modernisation agenda that will make the Society 'fit for purpose' in what is an extremely difficult environment for membership organisations. Groups offering services to particular segments of the photographic community - whether student, enthusiast or professional - emerge with some frequency. While this might superficially appear beneficial to engaging a larger and more diverse population of photographers, it creates a complex, confusing, and highly competitive environment in which the RPS must operate.

This environment is made all the more challenging by the changing landscape of photography: the relentless proliferation of smartphones as the camera of choice for new generations of image-makers; the creation of so many new channels through which we can experience, engage with, and 'publish' photography; and, of course, the emergence of generative AI which continues to blur the line between what we have traditionally accepted as a 'real' photograph and what is pure digital fabrication.

During these past three years we have seen many changes within the RPS, almost all of which have been delivered as part of our modernisation strategy which will make the RPS a more inclusive, efficient, financially stable, and agile organisation.

In 2023, the Board appointed a new Chief Executive Officer; we have seen changes to the Senior Leadership Team and the appointment of specialist consultants, a process that has reinvigorated the expertise at the top of the organisation; we have reviewed and improved many of our administrative and regulatory processes; and throughout we have benefitted from having the most diverse Board in the history of our Society. The Board has also approved many significant changes to what we as an organisation offer to our members: 'digital LRPS' and what we hope to be a temporary reduction in the frequency of the *RPS Journal*, from bimonthly to quarterly, are two changes that, while completely necessary, were somewhat controversial.

Having an experienced, diverse, and totally committed Board of Trustees is vital to supporting the CEO and Senior Leadership Team in the continued delivery of what is, and will continue to be, the most radical transformation in the 170 year history of the RPS. This is essential if we are to survive and prosper.

We need a Board of Trustees that has the vision to continue to deliver our modernisation agenda; is resilient to the many challenges of governance; brings diversity and is formed of Trustees who will see through their tenure no matter what challenges are thrown at them.

In the Trustee Elections 2024 **we must elect four Trustees**, following which the existing Board members in consultation with the Nominations Committee will review the skills of the new Board and appoint two further Trustees. I urge every member of the RPS to read these candidate profiles with care; consider which of the candidates will best serve our Society and to use your votes wisely.

The future of the RPS depends on your vote to ensure a continuation of the sterling work that has been done by the existing Board.

Reviewed and standing as an Independent Candidate



## Carolyn Bloore

After a working lifetime in photography, education and museums, I believe I could usefully support the RPS in its future development.

I have been involved with the Society since 1976 - when I first volunteered with the collection and ultimately opened it to approved researchers. I joined the Museum Working Party, gained my ARPS and edited the Historical Group Newsletter from 1979 to 1982.

After an internship at George Eastman House, where I made lifelong friends and trained on some of the earliest computer cataloguing, I worked on notable travelling exhibitions Photography 1900-1920 (Hayward Gallery 1979), The Golden Age of British Photography, 1984 and A Vision Exchanged 1985 (both V&A). Useful material relating to the early years of the RPS was published in Seiberling with Bloore: Amateurs, Photography and the Mid-Victorian Imagination, 1986 and my PhD thesis: Photography and Printmaking 1840-1860.

Mid-career, a need for different working hours led me into education and, ultimately, a senior teaching and management role as Special Educational Needs and Disabilities Coordinator in an inner city school. On the way I gained training in braille and occupational therapy, qualifications in dyslexia and autism

and worked with children and young people with cerebral palsy and medical conditions.

I continued photographically related interests with a University of Texas research fellowship and wrote for the updated Oxford Dictionary of National Biography 2004 and the Nineteenth Century Encyclopaedia of British Photography 2008. At the RPS I began working on The PhotoHistorian, becoming Editor in 2002 and Chair of the group in 2007.

Fundraising has been an essential part of my career, whether for local voluntary organisations or poorly funded arts and heritage. After the millennium, I was employed at a local museum, gaining useful experience in funding education programmes and curating a series of exhibitions on a small budget. Moving to the V&A, I managed a formal learning programme with a wide remit - from international programmes, graduate and undergraduate courses to an award-winning schools programme, building a learning collection and curating exhibitions. Working closely with the Development Office, I was able to achieve funding for two programmes, both of which I sustained for ten years - one for Special Schools, the other for Hospital Schools, including Child and Adolescent Mental Health.

Before retiring, I presented at the International Social Prescribing Research conference, University of Salford (June

2018), spoke at the European Museums and Mental Health conference in Ghent (November 2018), contributed an article to Museological Review: Museums of the Future (Issue 22, 2018) and completed a V&A Hospital Schools Research and Evaluation report (2019).

Developments in photography are rapid, smartphones are commonplace, much communication is via image exchange and the advent of AI is already a new challenge. But interacting with RPS members and developing new audiences are as important as ever. History remains relevant: it is almost two centuries since the first photographic processes were developed by Niépce, but only just over a decade since a joint Getty/NMM/RPS conference was able to reveal important new insights into these early experimental images.

Caroline Bloor holds an **Associate** distinction of the RPS





Reviewed and standing as an Independent Candidate



## Richard Bradford

I bring my experience of working in industry, education, and the Society.

In the photographic industry I worked in various roles from product testing, customer support, and export sales. However, rapid market changes resulted in the collapse of many companies, with such roles often moving overseas. I thus had to transfer my skills to work in other industries. This included international stock control and purchasing for companies ranging from selling consumer goods to manufacturing specialised protective clothing.

A growing interest in languages led to a career change and to me becoming a teacher, although mostly not of photography. I have worked in UK high schools as well as language schools and universities in Australia, China, Germany, and the UK. This has given me a good overview of different branches of education, together with having to understand its commercial as well as its academic aspects. Through my teaching I have gained insight into many disciplines and, most importantly, have engaged with students to understand their needs to promote learning.

In the Society, I served on the Analogue Group committee from its inception, principally as Editor of the Group's journal. I encouraged and guided contributors while maintaining their 'voice', and established the publication as a much-appreciated and respected resource. I was also instrumental in reviving the Education committee and wrote a paper as a point of reference to the Society's educational activities as well as to point towards possible development. This was well-received but, regrettably, the committee was reformed and my ideas were not taken forward.

In all these roles I have had to be flexible, communicative, and look for opportunities to develop, in the course which I was dealing with all levels of organisational hierarchy.

I also bring my concerns at how the Society has been functioning. These range from incomplete projects to the lack of transparency and, seemingly, accountability. I am analytical and, as a Trustee, would seek to ask the right questions to get clarity and understanding, both to rectify these aspects as well as to move forward. Just as important would be to drive engagement with those using and interested in photography. Raising awareness of photography, its importance and how to improve is a first step to turning consumers into creators and potential members.

Richard Bradford holds a **Licentiate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



## Jason Bunce

Fellow members and photography enthusiasts.

My name is Jason, and I am honoured to be considered for a role as an RPS Trustee. As I transition away from my international corporate career, I am eager to contribute my skills and experience to meaningful causes, and serving the RPS holds particular significance to me. Photography has been a lifelong passion, offering joy, inspiration, and continuity during my global assignments.

### My Photographic Journey:

My journey commenced with rudimentary skills, a Zenit E camera, and a modest home darkroom setup, before embracing the digital era and its vast possibilities. My photographic subjects mirror my diverse work assignments – from capturing the dramatic seascapes and exploring astrophotography whilst in Sydney, to photographing the streets of Manhattan and immersing myself in the landscapes presented in New Jersey. I still indulge in the nostalgia of film photography, and on daring days, I venture out with my Wista 4x5 camera. While my journey began with a focus on technical proficiency, I am perpetually inspired by the artistry of fellow photographers, constantly striving to evolve my craft.



## My Goal as Trustee:

My aim is to contribute to the RPS's enduring success by ensuring robust governance practices and enhancing the value proposition for current and future members. I am committed to fostering an environment that acknowledges the significance of our volunteers and provides them with an experience befitting the esteemed reputation of the RPS.

## What I Offer:

1. **Proven Leadership:** With extensive experience in leadership roles within businesses exceeding £500 million in net sales annually, I possess the acumen necessary for effective governance, problem-solving, and driving positive change.
2. **Strategic Focus:** I am recognised for my ability to develop and execute strategic initiatives that align with organisational objectives, providing invaluable support to executive teams.
3. **Digital Transformation Expertise:** Having led global digital transformation endeavours, I understand the complexities involved in integrating technology, people, and processes seamlessly. I am poised to assist the RPS in navigating this critical landscape.
4. **Engaging Volunteers:** Through the creation of a successful volunteer analytics team, I have demonstrated my

capacity to understand and nurture the passions of volunteers, offering them opportunities for growth and recognition. As a Trustee, I will prioritise understanding and addressing the needs of our volunteers, ensuring their continued engagement and satisfaction.

5. **Fresh Perspective:** Joining the RPS in 2021 grants me a unique advantage, enabling me to offer innovative ideas unencumbered by conventional practices, thereby invigorating our approach to fulfilling our mission.

## My Commitment:

If entrusted with the role of Trustee, I pledge my unwavering dedication to supporting our volunteers, members, and executive board. I firmly believe that effective digital transformation is pivotal to enhancing the efficiency of RPS operations and providing our volunteers and members with a seamless and enriching experience. Furthermore, I am convinced that such transformation is indispensable for the long-term sustainability of the RPS.

Together, let us ensure that the RPS continues to inspire and empower photographers for generations to come. Thank you for your thoughtful consideration.

Jason Bunce holds a **Licentiate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



## Sebah Chaudhry

I am a current Trustee of the RPS seeking election for a second term so that I can continue to bring my specialist expertise to support the strategic development of the society.

### My Background

My love and passion for photography started at school, where I studied GCSE photography. After college and University, I worked with Rhubarb-Rhubarb, an international photography festival in Birmingham. This is where my journey with the photo art world started. After this, I worked as Co-ordinator and Curator at FORMAT Festival, the leading festival of photography in the UK. I then become a freelance Producer and Curator. This specialist expertise from the arts sector, and especially photography, is highly relevant to the work of the RPS. I have experience in supporting leadership teams in designing and implementing strategy.

### Current Work

I am the Director of BCVA and ReFramed. ReFramed is a photographic based visual arts network, supporting artists and communities of colour. We support artists with applications, mentorship and any other advice/support they may need.

My experience with these organisations has proved crucial in supporting my current role as a RPS Trustee and in particular, championing diversity and inclusion, which I view as being crucial as the RPS seeks to reach out to a wider audience of photographers. Such widening of participation will help to bring new energy and new perspectives to the RPS and photography.

I am also a Trustee at COMM.UN and on the steering group for FORMAT Festival providing strategic direction, policy, work on governance, support with fundraising and further profile raising. Recently, I joined the Photoworks team as Producer of their Photography Champions programme.

I have always respected the RPS. I was invited to be a Jury member on IPE63 and I thoroughly enjoyed the experience of viewing work from members and non-members alike, as well as learning more about the RPS and its history. I became a RPS member, and was then nominated to join the board.

### **My current contribution to the RPS Board of Trustees**

Since being appointed to the RPS Board of Trustees, as well as participating in routine board meetings, I have been involved with the wider activities expected of an effective board member. I view myself as a great advocate for the RPS.

On the EDI committee, I am very interested in diversifying the membership. I work with the committee to implement their suggestions, and bring these to the attention of the Board. I believe that EDI should be part of everything the RPS does, and not an afterthought.

I was on the selection panel for the CEO and helped to ensure this opportunity was promoted to a diverse audience. For the Curatorial team, I offer suggestions and make introductions to industry experts. I have been on the selection panel for RPS Bursaries and attend as many RPS events as possible to support the team, including the last two editions of Books on Photography, and the launch of the exhibition by RPS member Aneesa Dawoojee FRPS.

Linking with the PAGB, I enjoyed meeting those who run the photography clubs around the country, and seeing the similarities with the RPS, and how we can support each other. Over the past two years, the RPS has been through many changes, in staff and leadership, and at board level. As a Trustee, I have enjoyed my time working on policy and positive change and ensuring the RPS complies with its Royal Charter and By Laws. I believe that I have the right skills and the experience to help lead the RPS into the future, and support the CEO and leadership team with delivering their vision.



## **How my wider work and contacts helps the RPS**

As a freelance Producer and Curator, I have worked with a number of leading photography arts organisations in the UK and abroad, and this is key for my involvement in the RPS, to help build connections with the art world.

I am also very passionate about diversity and inclusion. We need to reach people from diverse backgrounds, whether this be a younger age group, ethnically diverse, people with disabilities or any other protected characteristic. I want people see that RPS is for everyone, and ensuring the RPS is advocating change and attracting a new audience.

## **My engagement with RPS members**

I have very much enjoyed meeting RPS members through my various roles for the society and as part of my work. Engaging with members on their needs and perceptions of the RPS has helped me understand how I, as a trustee can use my experience with members to support the development of the RPS.

## **Finally**

I hope to be able to continue driving change. And think I would to be a great asset to the Board and the RPS, especially as a

woman of colour. I am proud to be a current Trustee of the RPS and acting as an advocate and role model for photography and the society in general. Thank you for your time and consideration!



Reviewed and recommended by RPS Nominations Committee



## Victoria Forrest

My name is Victoria, and I am excited to offer myself as a candidate for the trustee position at the RPS. With a background in photography, photobook design, and a history of leadership in the creative industry, I believe I can bring valuable insights to the RPS board.

Some of my earliest memories are of being lifted under a dark cloth to watch a magical upside-down world slowly appear on a Linhof backplate. My mother is one of the UK's first female architectural photographers and her work is part of the RIBA archives. That same Linhof helped me earn my degrees: a First Class BA(Hons) in Graphic Design from the University of the Arts and an MA in Communication Art & Design from the Royal College of Art.

Today, as the director of VIKA Books, I'm proud to be one of the UK's leading photobook designers. I've had the honour of designing books for some of your most esteemed members, and this year Nick Hodgson FRPS's photobook was recognized in the British Book Awards.

I've also received awards for my work in creative technologies as one of InnovateUK's 'Women in Innovation' and Creative England's 'Female Founders'. My love of photography lies in a constant desire to find new ways to showcase visual stories. Books have been featured by the BBC, The Bookseller, and the BJP.



## Experience

I believe my experience in project management, collaboration, and leadership will help steer the RPS into this new chapter. I have strong networks within the Arts, startup, and investment communities, which I hope to leverage for your mission. My advocacy for inclusivity in The Arts, demonstrated during my residency at Watershed's Pervasive Media Studio, reflects my commitment to diversity in photography, particularly for women and marginalized communities like the deaf community.

## Entrepreneurship

I've successfully secured six-figure funding for creative projects. I have a proven track record of effectively managing resources and won several prestigious awards, including D&AD Future Impact and National Technology Awards. I'm a 'Great British Entrepreneur' for the Creative Industries, one of the UK's TechWomen100, and Creative Industry Council's 'Ones to Watch'. I'm passionate about the intersection of traditional print and creative technologies and take pride in creating books that showcase innovation. My XR books have just been granted their UK Patent. I believe that this expertise will greatly benefit the RPS and its members, enabling you, collectively and individually, to showcase your work in the best way possible.

## Governance

As a trustee for New Brewery Arts for six years, including during and now in the wake of the pandemic, I've learned how to work well with a board and oversee strategies effectively. I understand that trustees are vital partners to the CEO and that good governance is crucial.

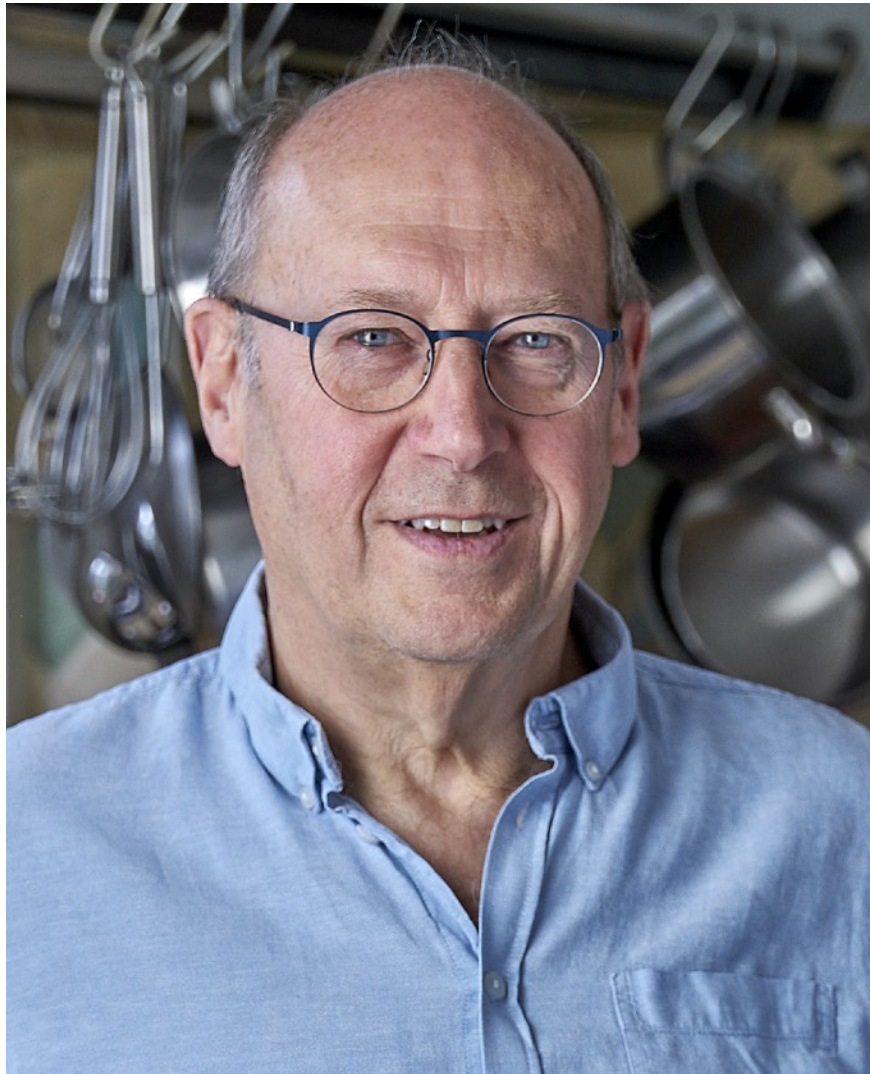
## Looking Ahead

With my background in photography and creative technologies, I believe I can bring valuable insights to the board. I'm looking forward to meeting and collaborating with like-minded members and supporting the RPS in championing photographic excellence in the years ahead.

And I still have the Linhof!



Reviewed and standing as an Independent Candidate



## Tony Harris

I am offering you and the RPS my time to help ensure that both you and the society have a great future.

Like all enterprises and societies we have to embrace change as part of our everyday life. I am looking forward to putting my life-time experience in the photographic industry to work for the benefit of the Society and its members.

Arguably the RPS is the most significant photographic society / association in the world as well as the oldest still in existence today. Becoming a member and being recognised by the RPS was an important part of my photographic journey.

I first joined about 40 years ago and "was duly enrolled as an Associate in March 1989".

My introduction to photography as a teenager was through a school club, my local camera club and courses run by the Photographic Alliance. After Art College I assisted a number of advertising & commercial photographers.

I have been most fortunate, running my own photographic company for 40 years, with these clients; Ford, Hilton, Coca-Cola, Holiday Inn World-wide (IHG), Millennium Hotels & Resorts and London agencies along with hotel & restaurant chains.

Almost everyday on location there was a challenge and some days it was more like chess than art, however I always came back with the images.

Additionally I have set-up and run photographic teams for two different design & production companies again working internationally. Photography is a people business, my team and my clients come from all of society no matter their age, background or persuasion, they enrich my life, and hopefully I have left them with great memories.

The RPS has two entwined problems; one of falling membership and the other an increasing deficit. I believe that if we address the first we can solve both problems simultaneously. From experience the average age of attending members at events is over 50. We need to become relevant and aspirational to 25year olds and younger. I suggest we adopt the experience I had during the '60s with workshops and weekends offered to schools, colleges and clubs. If the RPS becomes the go-to place for a great photographic experience then these people will want more and join our great society.

Increasing the membership not only increases revenue through subscriptions but increases our relevance and leverage with potential sponsors.

Photography has given me a great life. It is now time to give back.

Tony Harris holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



## David Healey

I've taken pictures since the age of eleven, learning the essentials of photography at school; my first job was selling cameras; and I was awarded an LRPS at the age of twenty. I've since maintained a very active interest in photography, worked in the photo-industry (where I have held sales, marketing and training roles) and used it extensively in a wider career in marketing communications. I was awarded an ARPS in 1997 for research undertaken (as part of an MSc in Strategic Marketing Management) into new product development in the photo industry.

Other management and professional experience relevant to the role of a trustee includes business and legal training; and working as the principal fundraiser for and communications manager of a Church of England patronage society (founded 1823), especially responsible for editing its magazine and supporter relations. I then served as its General Manager, responsible for oversight of its daily operations such as church property, investments, compliance, relations with church leaders, recruitment of clergy and volunteers, strategic alliances and joint ventures. I advised its board of trustees on strategy and implemented decisions of the board. It was a membership organisation funded by individual, church and trust donations: supporter-relations, trust and a clear strategy were essential in soliciting support for its activities, whilst remaining true to its historic values and purpose and being relevant to the age and cultures in which it worked.

I then returned to the photo industry and worked part-time for nine years in photographic education inter alia as the in-house photographer and photography tutor at a Birmingham senior school. This gave me a wider understanding of how consumers, educational institutions and young people think about, teach, learn and use photography. Logically the Society needs to engage not only with the wider public but especially with educators and younger/potential photographers in schools, FE and HE to more directly fulfil its educational object, and encourage and enable aspiring photographers to join the RPS and value it.

I've also undertaken voluntary roles as a photographer e.g. at the medieval Lichfield Cathedral as part of its photographic team; and written for the Journal of Royal Photographic Society and Amateur Photographer. I've contributed photos to Jonathan Foyle's Lichfield Cathedral: a journey of discovery (Scala: 2016); produced a photographic installation of the Stations of the Cross; and run workshops on photography for visitors to Cathedral. I was the first chairman of the RPS's Analogue Group from 2015 to 2019 and contributed, whilst in that role, to various committees of the RPS. Groups, Regions/ Chapters and Distinctions need to be nurtured.

If elected, I would to use my understanding of:

- 1) many aspects of photography, the industry, imaging, its place in society, and education;
- 2) wider trends, consumer and cause-related marketing; and
- 3) the voluntary, public and for-profit sectors to help the Society think about the very significant (and potentially existential) internal and external challenges that it faces and focus on what it can best do with more limited resources.

David Healey holds an **Associate** distinction of the RPS





Reviewed and recommended by RPS Nominations Committee



## Thomas Kähr

My professional experience of over 30 years in different international & domestic strategic and managerial functions will enable me to contribute significantly to the prosperous evolution of the RPS.

My main asset is the multitude of experiences in various disciplines: communications, branding, marketing, sales, governance. This experience has been gained in profit-oriented companies (some of them stock quoted) as well as in non-profit organisations such as international and local sports bodies.

My main achievements include, among others, the successful setup and implementation of a re-branding project for Baloise insurance, the sale of surplus land and real estate for US-Swiss stock quoted Mettler-Toledo International Inc. to an institutional investor, the significant enlargement of the sponsors' base for the Swiss First Division Handball Club, the successful application of ski mountaineering to become an Olympic Winter Sport by 2026 under my presidency, the re-organisation of the multimedia marketing department of a national media company, the significant enlargement of a SME business sports supporters club whilst being its president.

I have a long-standing track record in cross-culture management and collaboration through my responsibilities in international companies and organisations. Finally, I'm used to collaborating at strategic (Board) level as well as experienced in leading international, multi-disciplined teams.

My experience in businesses and non-profit-organisations is completed by my activity as a keen and ambitious portrait and documentary photographer. Recently, I have successfully completed a project called "Die neuen Aarauer:innen" which includes an exhibition and a photo book.

In conclusion, my broad professional experience in many RPS relevant disciplines, combined with my passion for photography make me an ideal candidate for the RPS Board of Trustees. It would be an honour to serve this important community.



Reviewed and recommended by RPS Nominations Committee



## Mathew Lodge

I have been an active member of the RPS board of trustees and was elected to the Deputy Chair position in 2022. I serve on the Finance Committee and run the Representatives Committee (RepCom).

The RPS has been in membership and financial decline for some years, and my focus as trustee has been addressing the organisational and structural causes and ensuring that the RPS has a sound financial position. The board of trustees has made significant changes to the organization, finances and governance approach which lays the foundation for a return to growth. The focus of the board must now be on facilitating strong execution of the RPS growth plan and supporting the executive team in making the (sometimes difficult) changes necessary to do that.

My goal as trustee is to apply my skills and experience to help. During my current tenure I took an active role in considering whether the RPS had the right leadership to arrest its financial decline and return to growing membership. I made introductions to solicitors that advised trustees on a fair and fast process for change. I led the search for the new RPS CEO, interviewing the candidates with fellow trustees, leading to the appointment of Dan Jones.

I have more than 10 years of operating at an executive level at organizations of similar size and structure to the RPS. I am Chief Executive of Diffblue, a 40-person generative AI start-up in Oxford. We make software that writes software and have built a blue-chip customer base including Citibank, JP Morgan Chase, AstraZeneca and Cisco.

Through my 25+ year career as a software executive I have extensive financial management and governance experience, as well as formal education from London Business School. I understand board dynamics, both as an executive working with non-exec Directors, and serving as a non-exec at the RPS and the non-profit Good Law Project. At GLP and the RPS I have learned how non-profit financing and governance differs and have been able to apply that on RPS finance committee. I proposed that the RPS change how it invests its reserves to stop losses due to forced sales of stocks and bonds to meet RPS cash requirements. This was adopted by the finance committee and has increased returns on RPS reserves.

Photography has been a passion since age 10. I learned to develop and print my own B&W images, and at university served as Director of Photography for the student newspaper. With two colleagues I developed the film shot by student photographers, selected the images for the newspaper, made prints and assisted with editing.

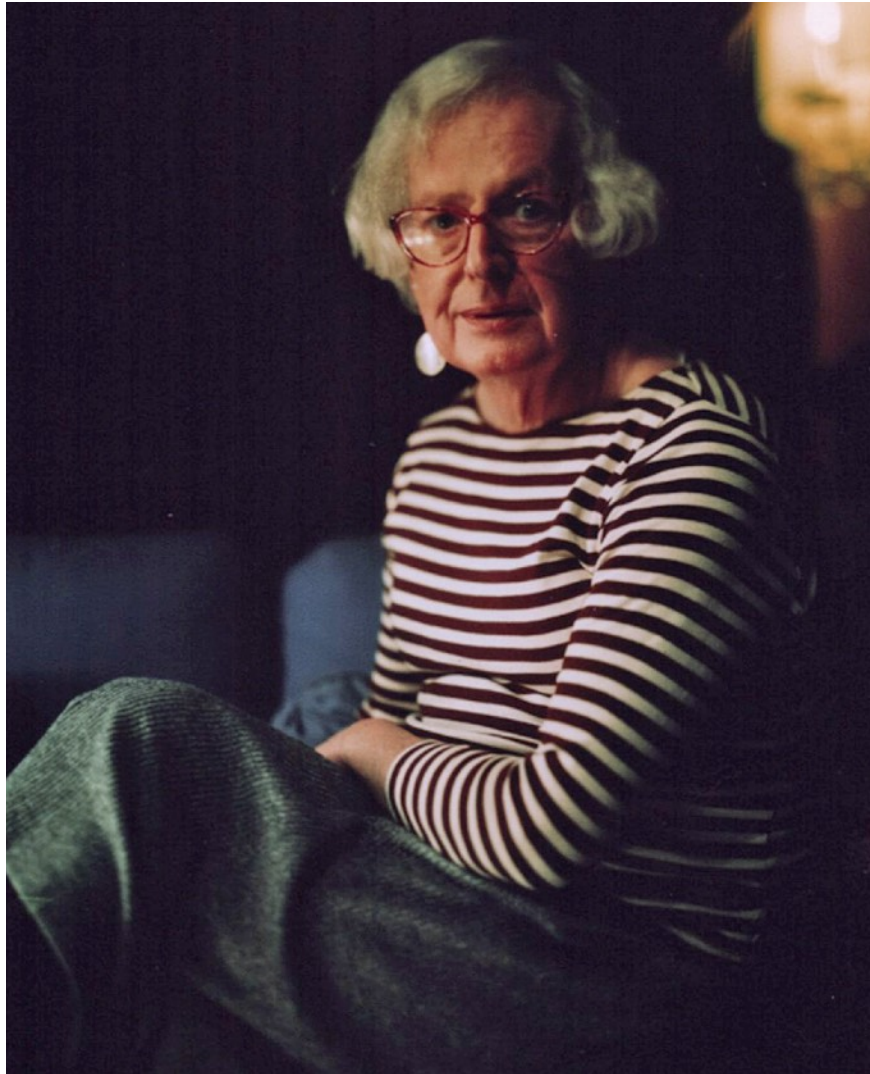
I have submitted work to a stock photo library since 2003. My photographs have appeared in newspapers, magazines, books, advertisements, and websites world-wide. I joined the RPS after returning to the UK from the US and became a Licentiate. I am currently planning my submission for Associate, and I regularly enjoy attending RPS workshops and events.

Mathew Lodge holds a **Licentiate** distinction of the RPS





Reviewed and recommended by RPS Nominations Committee



## Christina Osborne

We live in a highly visual age. Images capture beauty, joy, and moments of sorrow. We use images to sell things and to capture our world. Many of us find pleasure in the process of making photographs. The RPS plays an important part in inspiring and providing a platform for us to meet, learn, create and share photography and experiences.

However, the RPS is facing a number of challenges. These include an aging and reducing membership, and reduced revenues with largely fixed costs.

The RPS is a complicated organisation. For example, there is a large group of amateur photographers. There is also a group from an arts background. These groups are passionate, yet sometimes have conflicting objectives (e.g the use of the RPS gallery space and other resources). At the same time both groups proud of and very loyal to the RPS.

Change is always difficult. The last few years has seen a number of long term members resign from various posts. While I am not familiar with all of the details, in many cases this is because people who have worked hard for the RPS have felt that important values or policies were not receiving sufficient attention.



Clearly, there are many aspects of the RPS that need to be preserved. On the other hand, in order to survive the RPS needs to become more desirable and relevant to a new generation of photographers and artists.

The change process can not be the responsibility of a single person. To succeed, everyone needs to be part of the process of change. I have a strong background of helping corporate entities to transform, and this is why I am applying for the position of Trustee.

I have had an unconventional career. I have bounced between being a Management Consultant, Program/Project Manager, Airline Pilot, Writer and Photographer. My experience includes complex change and transformation projects including work with Board members of UK PLCs.

For example I managed the IT portion of a very large acquisition for Railtrack. The IT organisation was designed to both limit and control change as the result of a spectacular system failure several years before. The acquisition came with tight timescales, and the most challenging aspect of this project was working

with the Board, and IT management to find a way to make rapid change in an organisation that was designed to limit change. I am a people person. I have a healthy mix of being able to listen, coupled with strong organisational and analytical skills. I am highly motivated, and an independent thinker. This combination of skills has left me with a track record of successful delivery.

My family home is in Northamptonshire.

Christina Osborne holds an **Associate** distinction of the RPS



Reviewed and recommended by RPS Nominations Committee



## James Weeks

Dear member,

The RPS needs a “Digital Strategy” Trustee to help position the RPS for a digital future. I'm applying for that role, hoping I can use my blend of experience from industry and consulting to support the RPS in its mission.

I'm clear on the challenges the organisation faces: on recruiting new members and supporting and retaining the existing loyal members. Also, I feel Regional and Group organisers are the lifeblood of the Society and it's crucial to provide digital support to make their lives easier. My focus is on helping the RPS be effective and efficient in delivering for its members.

I have prior Trustee experience at a similar-sized charitable organisation. It means I understand the commitment, the role and responsibilities of being a trustee - and how to act as a sounding board and critical friend to the executive team.

I was elected as Trustee for the Rory Peck Trust, a charity supporting freelance journalists (including photographers) in challenging political or dangerous environments across the world, through training and bursaries. My role was Digital Trustee.

Over my three years there, I helped the CEO hire a digital team with confidence. I was a sounding-board: hosting weekly catchups and mentoring as they thought-through and delivered their digital plans, how they could present themselves online, spread their message and make their processes more efficient. One outcome was a series of online safety courses. Another: private message boards for freelance journalists and photographers to exchange safety-critical information privately and safely.

I was asked to join the Digital Advisory Board of the Marie Curie Cancer Care charity for a two-year term. This was a voluntary group which the Trustees consulted about transformation plans. We helped their IT and Digital teams as they considered new ways of equipping their workforce, new data systems and new ways of engaging with their service users and their families.

My professional life shows a long-term commitment to improving business performance and customer engagement using technology. As Head of Product at NOW TV I helped the organisation plan its technology roadmap, linking strategy to delivery. This included video streaming but also the digital Sales and Customer Service experiences – including use of marketing

technology for acquisition/retention and AI-based chatbots to reduce contact centre costs. At Accenture, I led numerous Digital Transformation projects for media clients. I am currently advising a national newspaper on its digital strategy.

Of course, I am an enthusiastic amateur photographer! I achieved my Licentiate a decade ago and am slowly working on my Associate distinction. I shoot landscape (on Pentax) and have won the odd small local prize. I devour the Journal and have a deep enthusiasm for history of the RPS, its aims, and how we can prepare it for the next chapter of photography.

The RPS is an amazing organisation with a bright future. I hope you'll allow me to help, by voting for me. Thank you!

James Weeks holds a **Licentiate** distinction of the RPS



### Photo credits

Front cover: (clockwise from top left)

Alex Currie, Imogen Forte, Rachel Nixon, Toni Parnham

Back cover: (clockwise from top left, student photographers)

Pau Hernandez Bejarano, Hattie Needler, Cherie Wong, Michelle Wang

Back cover: (below) Tom Hill ARPS

The portrait of Trustee candidate Victoria Forrest is by Guy Bellingham FRPS

The portrait of Trustee candidate Tony Harris is by Kate Harris



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