THE ROYAL PHOTOGRAPHIC SOCIETY

ANNUAL GENERAL MEETING 2025

MINUTES of the meeting held online via ZOOM on Saturday 20 September 2025, 10:00-12:00h

The Meeting was chaired by the President, Simon Hill CPhot HonFRPS

Present

RPS Board of Trustees (Council)
Simon Hill CPhot HonFRPS, President and Chair of Trustees
Carolyn Bloore ARPS, Elected Trustee
Sebah Chaudhry, Appointed Trustee
Sophie Collins LRPS, Appointed Trustee*/**
Mathew Lodge LRPS, Elected Trustee*
David Muiry FIA ARPS, Honorary Treasurer
Joanne Segars OBE LRPS, Appointed Trustee**
James Weeks LRPS, Elected Trustee

Apologies from Trustees
Alistair How LRPS, Appointed Trustee**

Not in Attendance
Victoria Forrest, Elected Trustee

* indicates a Trustee leaving office at the close of the AGM
** indicates a Trustee taking office at the close of the AGM

RPS Executive Team
Victoria Humphries, RPS Chief Executive Officer
Nikki McCoy, RPS Director of Finance & Human Resources
Toby Tetrault, RPS Director of Marketing & Membership

Janet Haines, Fintan Healy and Neill Taylor provided technical direction and support
Several members of RPS staff were in attendance (online)

At peak attendance of the AGM there were 172 Members present online (+9.6% on 2024), plus 7 at HERE, and 60 Members had given their apologies with nomination of their proxy to the President as Chair of the meeting. This provided a total Member representation, at peak attendance of the meeting, of 239 (+6.7% on 2024) which represents 2.16% of the total Membership. This is the same representation as the AGM 2024 although from a larger member base.

A list of all members registered to attend the event is retained on file. A list of all Members giving apologies and nominating the President as their proxy, is retained on file.

Welcome

The President (as Chair of the Meeting) welcomed all to the Meeting noting that Members were attending from the UK and several overseas countries. He introduced David Muiry ARPS (Honorary Treasurer), Victoria Humphries (CEO), Nikki McCoy (Director of Finance & HR), and (online) Toby Tetrault (Director of Marketing & Membership).

The President informed attendees that the event was being run as a Zoom Webinar and therefore the participants have joined the meeting with their audio and video disabled. To enable participants to communicate with all other participants, the chat facility is enabled but it will not be monitored for questions. Questions on the Annual Report and Accounts have been pre-submitted, and these will be answered under Agenda Item 4. For the CEO Report, at Agenda Item 7, a Q&A facility will be opened on Zoom for participants to ask questions on the CEO Report which will be dealt with at Agenda Item 8.

1. Minutes of the AGM 2024 and the EGM 2025

1.1 Minutes of the AGM held 21 September 2024 (POLL 1)
The Minutes of the Annual General Meeting 2024 were circulated prior to this Meeting. There were no errors or omissions notified prior to the Meeting. There were no matters arising.
The President, as Chair of the Meeting, asked for a vote on **acceptance** of the Minutes.

The result of the vote was:
105 (online) and 60 (53 by proxy and 7 at HERE) voted to ACCEPT (165 in total)
0 voted to OPPOSE
19 ABSTAINED
Therefore the total number of Members indicating a vote (Accept or Oppose) is 165

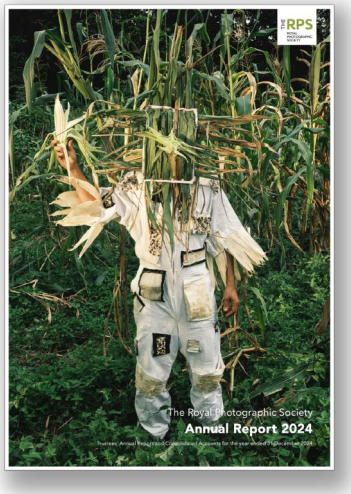
With 165 votes to ACCEPT of 165 votes cast, the Minutes were duly **accepted**
(with **100%** majority) as a true and accurate record.

1.1 Minutes of the EGM held 24 April 2025 (POLL 2)
The Minutes of the Extraordinary General Meeting 2024 were circulated prior to this Meeting. There were no errors or omissions notified prior to the Meeting. There were no matters arising.
The President, as Chair of the Meeting, asked for a vote on **acceptance** of the Minutes.

The result of the vote was:
96 (online) and 60 (53 by proxy and 7 at HERE) voted to ACCEPT (156 in total)
7 voted to OPPOSE
27 ABSTAINED
Therefore the total number of Members indicating a vote (Accept or Oppose) is 163

With 156 votes to ACCEPT of 163 votes cast the Minutes were duly **accepted**
(with **95.7%** majority) as a true and accurate record.

2. Annual Report & Accounts 2024



(left) Annual Report & Accounts 2024 **(right)** HERE, Bath Road, Bristol

In advance of the meeting the Annual Report & Accounts for the year ended 31 December 2024 was made available to Members via the RPS website. This year, as previous, the Report was published in electronic form (PDF format) with no printed version.

In his introduction to the Report, the President summarised the main themes of the year:

- 2024 was another year of significant financial challenge
- The year is a milestone on our journey to long-term stability and renewed strategic focus
- A major reorganisation in 2023 put the Society on a better footing in 2024
- Further reorganisation in 2024 and 2025 has provided further cost reduction
- Board and Finance Committee have realigned our financial strategy
- Benefits to be realised in 2025/6 (towards operational break-even in 2026/7)

The President explained the rationale behind the disposal of RPS House and the move to leased office space at HERE:

- Most significant strategic decision of 2024
- Move to HERE (pictured)
- Dispose of an uneconomic asset
- Unlock capital, improve liquidity and reallocate resources
- Enhance digital infrastructure which will
  increase access to programmes and support the evolution of the Society:
    - growing the membership
    - increasing diversity and accessibility
    - expanding support for all members
    - becoming the voice of photography
    - advocating for our art, craft and science

As previous AGMs, the President presented a series of slides which illustrated the performance of the RPS in terms of membership, community engagement, and distinctions:

Membership

	2021	2022	2023	2024	2025	% (2025)
UK	9317	8974	9035	9237	9819	89
International	1338	1275	1001	1155	1239	11
Total	10,655	10,249	10,036	10,392	11058	100
Change on previous year	-547	-406	-213	+356	+666	+6.4%

Figures correct at 17 September 2025

International (Active Chapters)

	Australia	Benelux	Canada	Switzerland	China & Hong Kong	Germany	India	Japan	Total
Total	73	45	54	40	197	49	47	40	545*
% of Chapter Membership	13	8	10	7	36	9	9	7	100%

* 44% of International Members are affiliated with a Chapter (56% are unaffiliated)

Figures correct at 17 September 2025

Community (Regions)

	Central	East Anglia	East Midlands	London	N Ireland	Northern	North West	Scotland
Total	703	796	535	1312	83	361	694	714
% of total UK membership	7	8	6	14	1	4	7	7

South East	Southern	South West	Thames Valley	Western	Wales	Yorkshire	Total
844	914	524	750	73	736	501	9684*
9	9	5	8	1	8	6	100

* Variation of 135 (total UK members = 9819) due to unallocated Region

Figures correct at 17 September 2025

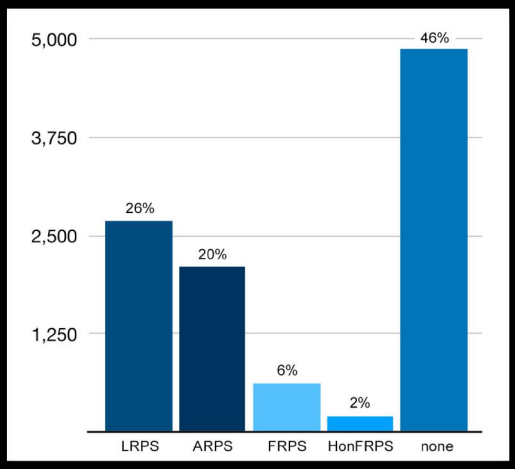
Community (Groups)

	Archaeology & Heritage	Analogue	Audio Visual	Creative Eye	Contemporary	Digital Imaging	DI Online	Historical
Total	145	296	169	565	384	1120	627	152
Change from 2024	+6	+16	+3	+32	+7	-67	+74	-1

Imaging Science	Landscape	Medical	Nature	Visual Art	Travel	Documentary	Women in Photography	Total
103	1211	56	995	927	551	678	365	8344
+1	+80	+4	+32	-17	+55	+44	+97	+366

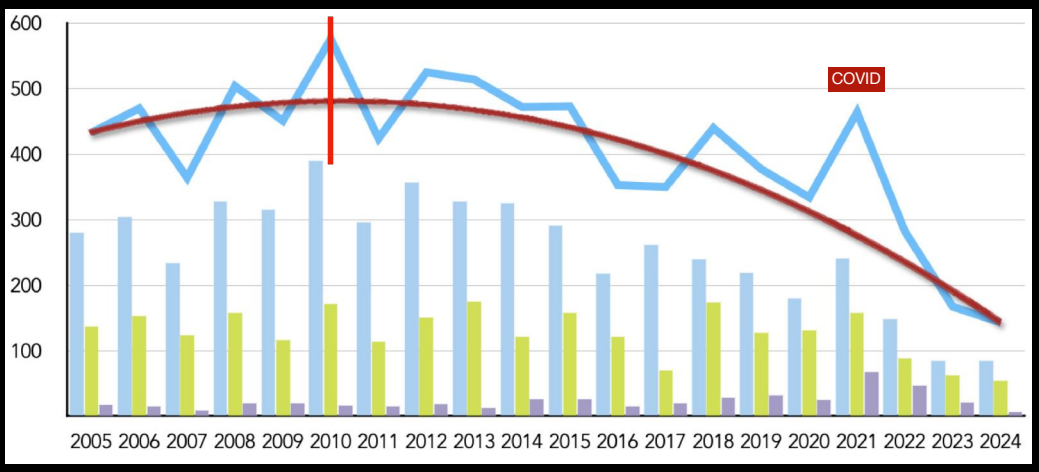
Figures correct at 17 September 2025

Distinctions



Number of Members (as % of total members) holding any RPS Distinction or none

Distinctions (Trend)



LRPS - ARPS - FRPS : Aggregated annual awards of Distinctions as quantum, 2005-2024

Distinctions (Applications / Success)

	2023	2024	2025*	3-Year Totals
LRPS	197 / 84	191 / 84	131 / 44	519 / 212
Pass Rate %	43	44	34	41
ARPS	155 / 62	148 / 53	66 / 21	369 / 136
Pass Rate %	40	36	32	37
FRPS	102 / 21	93 / 9	68 / 13	263 / 43
Pass Rate %	21	10	19	16
Year Totals	**454 / 167**	**432 / 146**	**265 / 78**	1151 / 391
Pass Rate %	**37**	**34**	**29**	**34**

* To 17 September 2025 (note: 2025 figures include Photobooks while previous years exclude Photobooks)

The President concluded his presentation with a summary of the ambitions of the RPS Strategic Plan 2026-2030 which is currently with the Board of Trustees and the Executive Team:

- Operations to be managed within a strict new financial framework proposed by the Honorary Treasurer, supported by the Board and overseen by the Finance Committee
- Effective and efficient online and in-person delivery in support of our charitable education objectives, including distinctions, education, exhibitions, events, RPS Journal and competitions
- Provide enhanced benefits to our growing membership through more targeted support for our community activities and events (delivered through the SIGs and Regions)
- Address challenges to good governance and mitigate for risks (internally and externally)
- The draft Strategic Plan is currently with the Board of Trustees and the Executive Team; it is being developed in tandem with:
    - the Financial Plan 2026 (and high-level budget for 2027)
    - risk identification and mitigation

3. Treasurer's Report

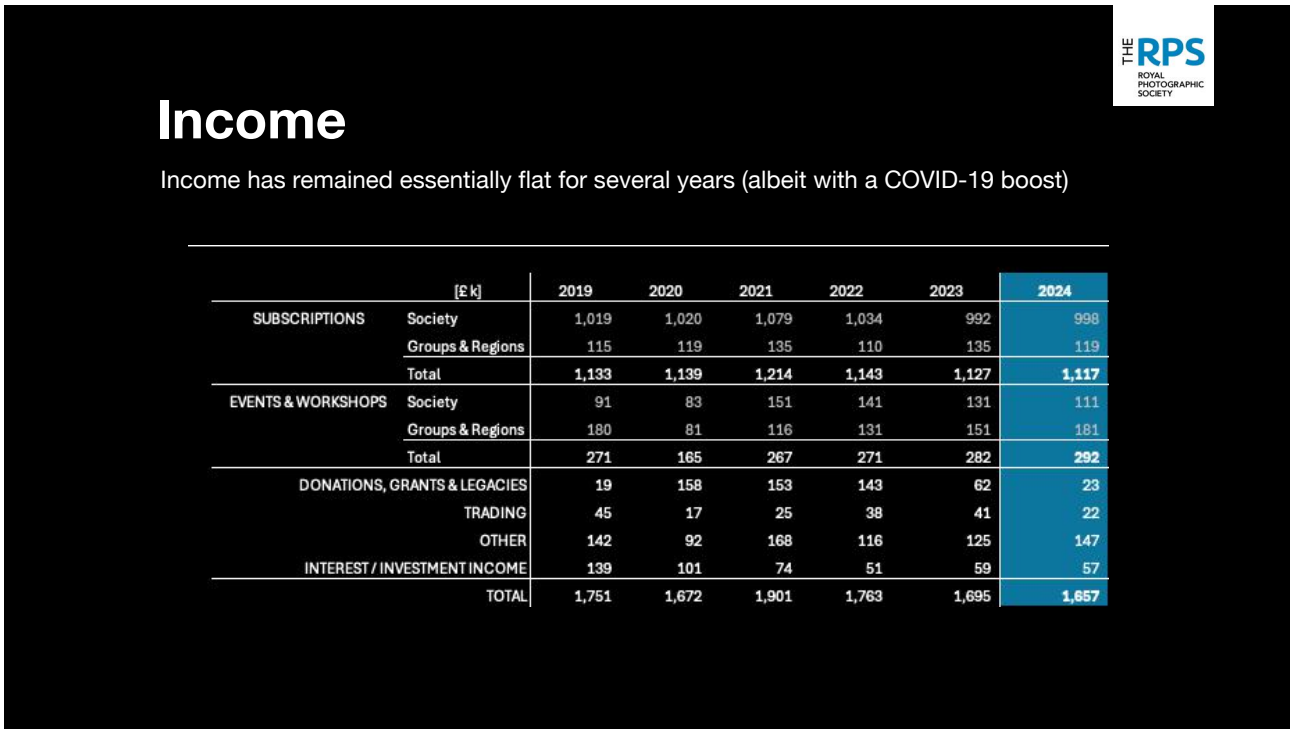
Introduction

Since my appointment as a Trustee and Honorary Treasurer in June, my attention has necessarily been directed to review and approval of the 2024 accounts, and understanding the recent history of the RPS's finances. The latter, as you may well be aware, has been challenging for several years now, ultimately leading to the Board of Trustees approving the disposal of RPS House earlier this year.

In the following slides, I will cover the highlights of the 2024 financial results, showing these in context of the recent past and the work that has been done so far to turn around the RPS's financial position.

Income

Total Income in 2024 was £1.66m, a year-on-year reduction of £38k, mainly attributable to lower Donations & Legacies and Trading activities. Although membership decline stabilised and indeed membership grew over 2024, its full impact was not seen in subscription income during the year. Overall, income from events and workshops was modestly up year-on-year. Income from Donations, Grants & Legacies reduced to £23k, its lowest level since 2019. Prospectively, this would seem to be one source of income that we can do more to cultivate.

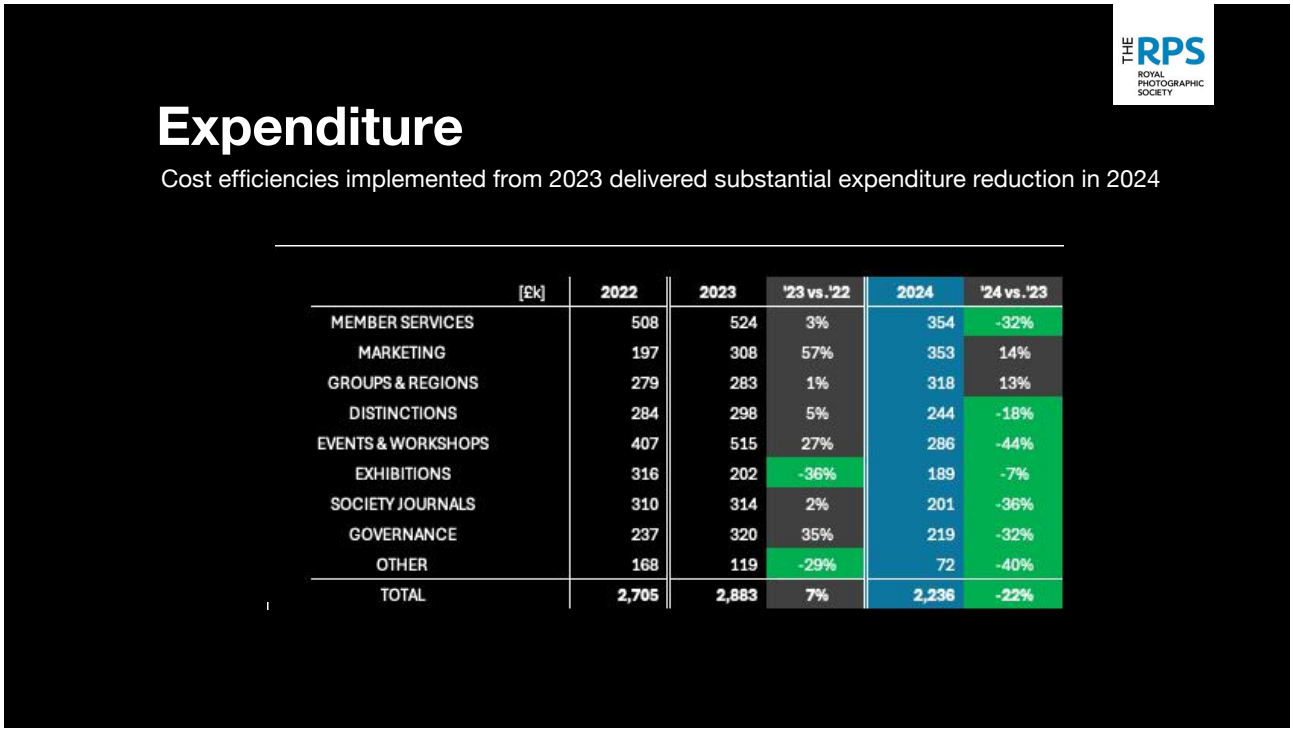


[£ k]		2019	2020	2021	2022	2023	2024
SUBSCRIPTIONS	Society	1,019	1,020	1,079	1,034	992	998
	Groups & Regions	115	119	135	110	135	119
	Total	**1,133**	**1,139**	**1,214**	**1,143**	**1,127**	**1,117**
EVENTS & WORKSHOPS	Society	91	83	151	141	131	111
	Groups & Regions	180	81	116	131	151	181
	Total	**271**	**165**	**267**	**271**	**282**	**292**
DONATIONS, GRANTS & LEGACIES		**19**	**158**	**153**	**143**	**62**	**23**
TRADING		**45**	**17**	**25**	**38**	**41**	**22**
OTHER		**142**	**92**	**168**	**116**	**125**	**147**
INTEREST / INVESTMENT INCOME		**139**	**101**	**74**	**51**	**59**	**57**
TOTAL		**1,751**	**1,672**	**1,901**	**1,763**	**1,695**	**1,657**

Looking back over several years, we can see that income has remained essentially flat for several years, but for a modest uplift during the period of the COVID-19 pandemic.

Expenditure

Turning to expenditure, I am pleased to share that we saw the impact last year of the efficiency measures taken from 2023, under Dan Jones' leadership; overall expenditure reduced year-on-year by 22% from £2.88m in 2023 to £2.24m in 2024.



[£k]	2022	2023	'23 vs.'22	2024	'24 vs.'23
MEMBER SERVICES	508	524	3%	354	-32%
MARKETING	197	308	57%	353	14%
GROUPS & REGIONS	279	283	1%	318	13%
DISTINCTIONS	284	298	5%	244	-18%
EVENTS & WORKSHOPS	407	515	27%	286	-44%
EXHIBITIONS	316	202	-36%	189	-7%
SOCIETY JOURNALS	310	314	2%	201	-36%
GOVERNANCE	237	320	35%	219	-32%
OTHER	168	119	-29%	72	-40%
TOTAL	2,705	2,883	7%	2,236	-22%

Other than increased marketing activity and costs incurred by Groups and Regions, expense reductions were achieved in all other categories. Although management remains very focused on achieving cost-efficiencies, expense reduction can only go so far to eliminating the deficit while still maintaining an attractive member offering and delivering on the RPS's charitable objects.

Trend in Annual Results

[see slide on following page]

Relating Operating Income (i.e. Income, excluding investment income and interest) to Expenditure, we see that the operating deficit reduced in 2024, compared with the prior year, to £636k Net Deficit and £487k deficit on an EBITDA basis, the latter excluding the impact of depreciation charges.

Including interest income and the impact of asset impairments, the overall deficit in 2024 was £758k. The corresponding deficit in 2023 was £1.12m. The deficit last year was higher than forecasted, mainly due to a shortfall in income from subscriptions, distinctions and workshops.

Trend in Annual Results

Operating results improved and annual deficit reduced in 2024

OPERATING RESULTS [£k]	2019	2020	2021	2022	2023	2024
OPERATING INCOME	1,612	1,571	1,827	1,711	1,636	1,600
EXPENDITURE	2,754	2,154	2,188	2,705	2,883	2,236
NET INCOME / (DEFICIT)	(1,142)	(583)	(361)	(993)	(1,246)	(636)
Add back Depreciation Charge	58	180	249	264	495	149
EBITDA	(1,084)	(403)	(112)	(729)	(751)	(487)
SURPLUS / (DEFICIT) FOR THE YEAR	(398)	(559)	(302)	(1,466)	(1,116)	(758)

Operating Result excludes investment income / interest.

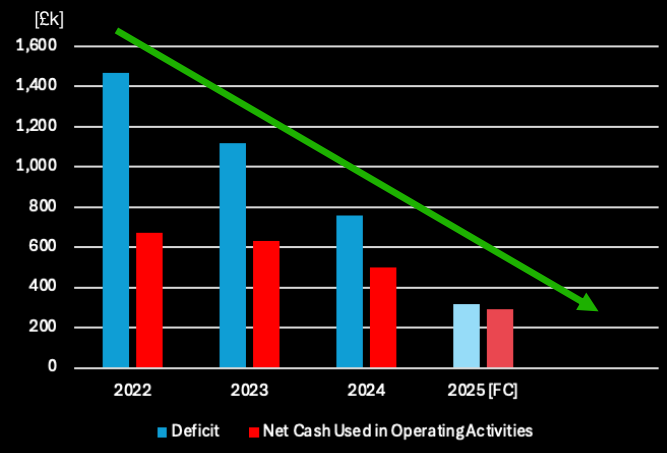
Surplus / (Deficit) includes investment income / interest, and gains and losses on investments and other assets.

Path to Financial Sustainability

Although the Society continues to operate with an annual deficit, which is ultimately not a sustainable operating model, the financial results for 2024 do show significant progress towards the goal of financial sustainability, meaning that operating income should be at least sufficient to cover overheads and the programme of activities and offerings for members and the general public, without recourse to withdrawals from reserves.

Path to Financial Sustainability

Progress towards operational break-even continues, but the structural deficit will persist this year



Deficit includes gains and losses on investments and other assets.

2025 [FC]: Based on actuals to July and management forecast to year-end 2025.

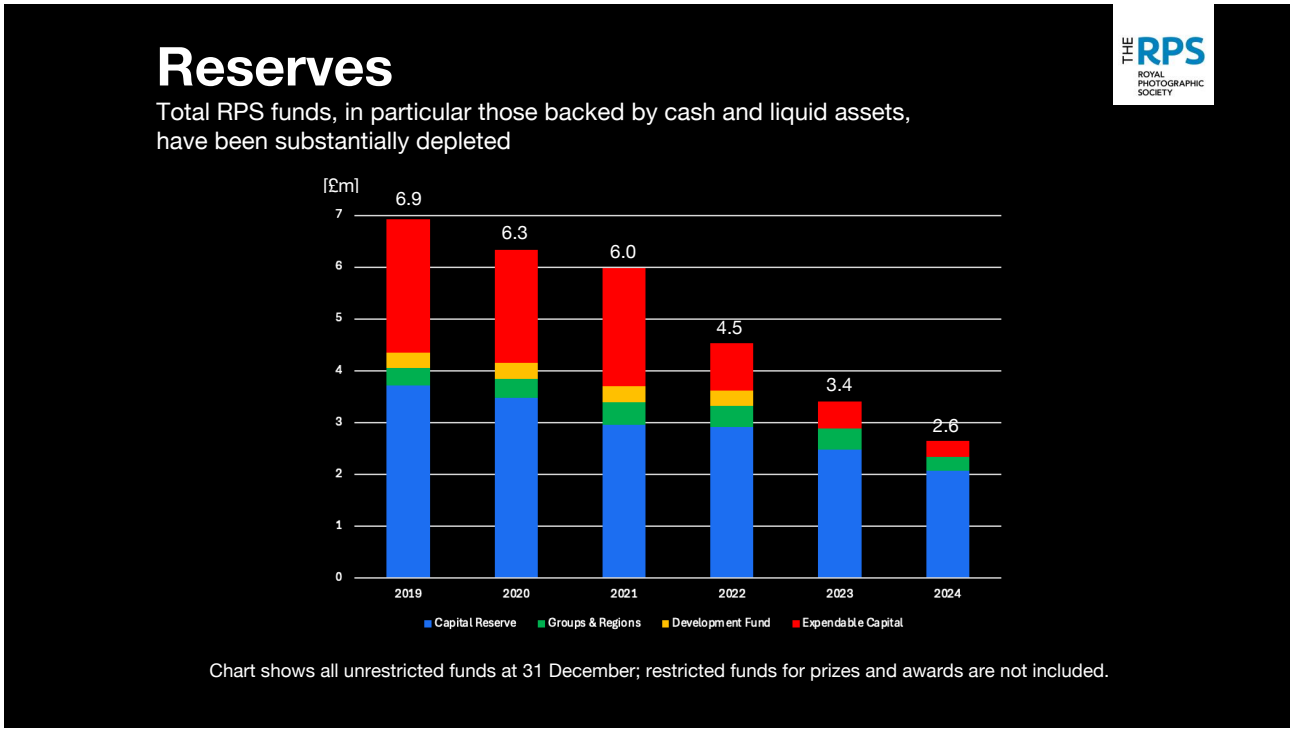
The chart on this slide shows the progression of the annual deficit from its peak in 2022 through to the latest forecast for 2025. Although the trend is a positive one, we will not achieve operational break-even in 2025 and, according to our latest forecast, expect to call on around £300k of reserves to support operations this year.

Looking to next year, management will be tasked with preparing a financial plan that targets operational break-even by year-end 2026 and lays foundations for financial sustainability thereafter.

Reserves

Consistent with the experience of large annual deficits in recent years, the Society's reserves have become substantially depleted, particularly those reserves backed by cash and liquid financial investments.

If you were in any doubt as to the overriding need to dispose of RPS House, this is the chart that should convince you. As at year-end 2024, the expendable capital reserve (shown in red) was around £300k, about the same as the forecasted requirement for cash to support operations this year that I showed in the previous slide. In other words, absent the sale of the building, the RPS was at real risk of running out of cash at the current run-rate.



The blue columns in the chart represent the Society's capital assets, principally RPS House, but including other assets that cannot readily be realised for cash. The capital reserve has also reduced considerably in recent years, from £3.7m in 2019 to £2.1m in 2024, mainly on account of depreciation and impairment charges related to RPS House.

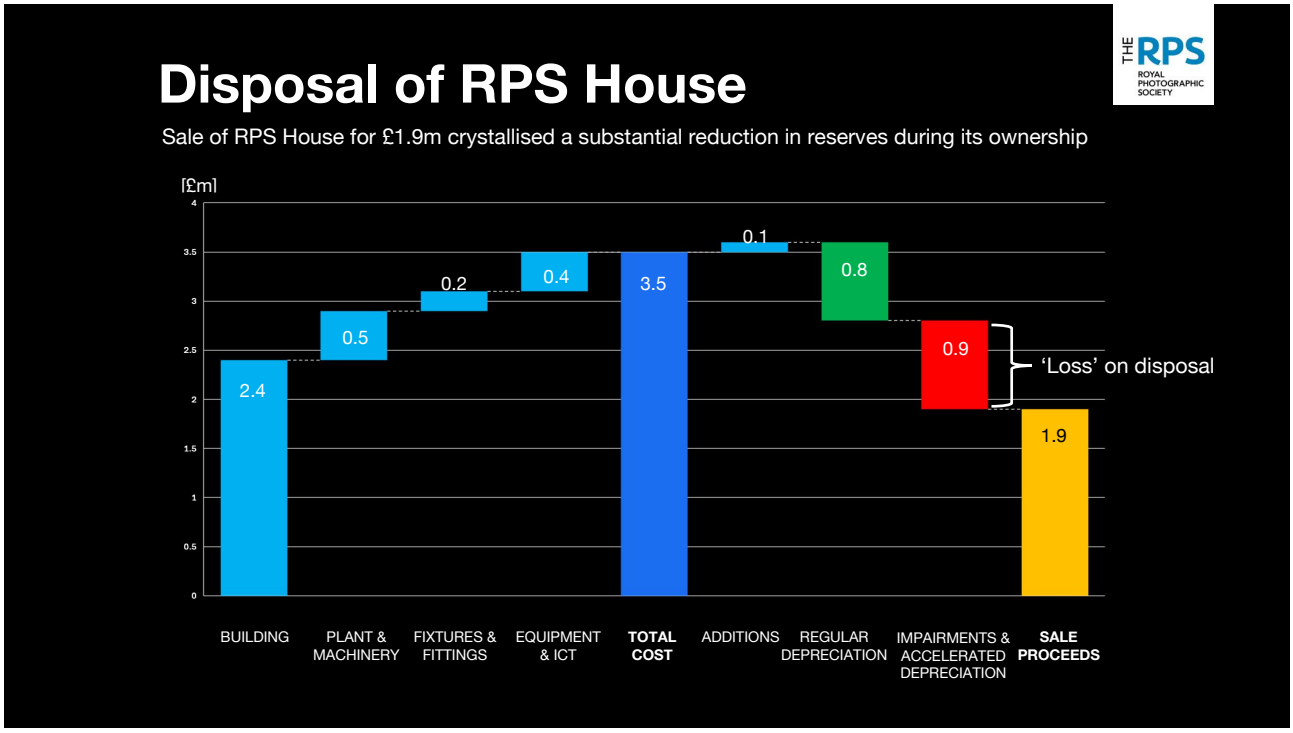
The effect of the disposal of RPS House on the mix of reserves is to reduce the height of the blue column by around £1.9m and to replenish the red column of liquid reserves by a similar amount. To be clear, this buys some time and provides additional cash resources to be able to invest in strategic initiatives that support long-term financial resilience and sustainability, but it does not in itself offer a long-term solution to the RPS's financial situation. That will require us to evolve an operating model for the future that balances the Society's ability to generate income from members and other sources with the scope of its charitable activities.

Now that the large majority of the Society's reserves comprise liquid financial assets, it will be appropriate to revisit the Society's reserves policy, considering any identified needs to invest in the operating model and the need to maintain a strong financial underpin at all times. I will work with the Finance Committee in the coming months to formulate a suitable reserves policy for the RPS's next phase.

Investment policy is intrinsically linked with, and dependent on, the reserves policy. At the right time, we will review the investment policy and consider options to optimise investment returns, risk and liquidity. For the time being, the RPS House sale proceeds are held in a money market fund, together with the Society's other cash assets.

Disposal of RPS House

Now that the sale of RPS House has been completed, I thought it would be appropriate to take a moment to reflect on the financial summary of its ownership. RPS House was acquired in 2018 at a total initial cost of £3.5m, including fit-out and equipment. Its sale completed in July 2025 for £1.9m. After accounting for additions and depreciation charges during six-plus years of ownership, the Society incurred an effective loss of £0.9m from purchase through to sale (the red column in this waterfall chart).



The value of the building and other assets related to RPS House has been fully impaired to the actual sale price in the 2024 accounts, meaning that no further depreciation or impairment charges will be incurred in 2025. So, the slate is now clean.

Closing Remarks

In closing, I would conclude that the financial outturn for 2024 represents positive progress towards putting the Society on a sustainable financial footing for the long term, progress that I expect to continue through the remainder of this year. But, for sure, there is much more to do; in particular, I believe we must aim to grow and diversify the Society's income from its current mix, as well as deploying its limited resources wisely to optimise the offering for members and fulfilment of our charitable objects.

In recent years, the RPS Executive and Trustees have had to make some tough, and at times unpopular decisions, to address the imbalance in the Society's finances, and for this they are to be thanked. Reaching a sustainable financial position will remain a top priority for the Executive and Board for some time to come, and further difficult choices may need to be made along the way to achieve that.

I would like to take this opportunity to acknowledge the members of the Finance Committee (FinCom) that supports the Honorary Treasurer and the Board in their financial oversight roles. FinCom benefits from the knowledge and contributions of its appointed volunteer members, Vincenzo Albano, Lachlan French and John Miskelly, all of whom are experienced finance professionals. Finally, I would like to thank and acknowledge Mathew Lodge's contribution as a member of FinCom and as its interim Chair in the first half of this year, while a co-opted trustee.

4. Q&A on Annual Report & Accounts

Note: *Questions to the Annual Report & Accounts 2025 were requested prior to the AGM. The questions were categorised under 'Governance', 'Financial', 'Operations'; all answers were reviewed and unanimously approved by the Board of Trustees at its meeting held on 19 September 2025. The answers are shown below in blue type.*

GOVERNANCE [Simon Hill CPhot HonFRPS, President & Chair of Trustees]

Q1 - Alan Bousfield – Thames Valley Treasurer
Why have so many Trustees and Treasurers resigned over the past couple of years?

ANSWER
Over the past couple of years (from the AGM 2023 to the AGM 2025), we have had fourteen serving Trustees. During that time four have resigned their Trusteeship. The resignations have been for very different reasons, ranging from a refusal to commit to collective decision-making (an important principal of charity board governance) to accepting a new professional role which was incompatible with continued Trusteeship. Charity Trusteeship is a demanding role and as Trusteeships are voluntary, we must accept that there will be resignations.

Q2 - Guy Bellingham FRPS
I am curious to know why the membership was not informed before the EGM that there were two candidates willing to stand for the Presidency; isn't this a corruption of the rules in place?

ANSWER
This was dealt with at the EGM held in April of this year so I shall paraphrase the information given at that time.

In November 2024, when the Board considered Presidential succession, there were no Trustees willing to stand for the office of President. Consequently, the Board passed a Resolution to seek Member support for my re-election and seek Privy Council approval for the necessary change to the By Laws. It was only when we were some months into this process that two Trustee colleagues said they now wished to stand for election.

Legal advice was taken as to how we should proceed. The advice received was that the Board had no authority to withdraw a Resolution that had already been put to the Members. Consequently, an EGM was held and the Members voted with 83.74% support for the Resolution.

Q3 - Martin Keene
[2024] Has any thought been given to a 'Meet the Trustees' type event which might provide greater two-way engagement and for the diverse group of members gathered here to meet one another?

Answer [Dan Jones, CEO]: This is an interesting idea; we will take a look at what we can do.

One year on ... What have you been able to do?

ANSWER
Trustees agree that greater two-way engagement with Members is really important. This year our priority has been onboarding new Trustees, and at the same time we've been finding more ways to connect with the Members, first with the volunteer community. That has included introducing a buddy system, rotating guest attendance at MemCom and RepCom, and joining as many events as possible. Next year we'll continue to build on this, and we're looking forward to engaging with an even wider range of Members in new ways.

Q4 - Martin Keene
Could you bring the meeting up to speed on the Chartered Photographer designation - there's not a lot about it on the RPS website.

Could you include:

- What qualifications and amount of professional practice are required?
- How are applicants' "knowledge, competence, skills, understanding and conduct" assessed?
- Who makes the decision on whether someone meets the requirements?
- What's the application fee?
- How often will successful applicants be reassessed?
- How many people have applied?
- How many were awarded the designation?

- How many were unsuccessful?
- How many applications are still in progress?
- How are you going to tell the wider public about the importance of working with a Chartered Photographer?

ANSWER

For the benefit of Members unfamiliar with the Chartered Photographer designation, this is the terminal qualification for professional photographers in the UK and is awarded exclusively by the RPS as the learned society for photography.

The Chartered Photographer designation was included in the provisions of the Royal Charter granted to the Society in 2004 but those provisions were never enabled. Following a five-year period of negotiation with the Privy Council and with the support of representative bodies for professional photographers in the UK, a formal Regulations document was written and submitted to the Privy Council on 1 June 2021.

No information is yet available on the RPS website because the soft launch of the Chartered Photographer designation will be happening later in Q4 and a full launch during the early part of next year. In the meantime, there were eight trial applicants, six of whom qualified. These include four professional civilian photographers and two photographers from the UK Armed Forces.

FINANCIAL [David Muiry FIA ARPS, Honorary Treasurer]

Q5 - Bruno Vinel - RO Central Region

I would like to bring a focus light on the role of the Groups and Regions in providing education opportunities for members and being the pillar of the community engagement. Their activities are the backbone of providing value for members and retaining them.

Groups and Regions are run by volunteers giving their time for the benefice of members.
There is a concern that Groups and Regions are struggling to attract sufficient volunteers to lead members' engagement activities, organising events and workshops.

The 2024 financial report mentioned incomes of:
Groups and Regions subscriptions £119,058 (2023: £134,932)
Groups and Regions events £181,145 (2023: £150,953)
Total £300,203 vs £285,885 in 2023 - increase of 5%

Designated funds for the Groups and Regions went down from £403,263 at 1st Jan 2024 to £276,016 at 31st Dec 2024. £112,500 were transferred presumably to cover the charity deficit. Concerns were expressed that 2024 and 2025 funding allocated for Groups and Regions had been reduced compromising their capacity to achieve their aims.The 2024 Financial Statements do not provide an indication on this budget.

[QUESTION] Can the Hon Treasurer share the expenditures for the Groups and Regions 2024 compared with 2023? What is the budget allocated for Groups and Regions for 2025?

ANSWER
Expenditure for Groups & Regions was £283k in 2023 and £318k in 2024, an increase of 13%. Groups and Regions set their own budgets, which they then submit to RPS Head Office for approval.

[QUESTION] Can the CEO provide the breakdown of number of participants to events organised by SIG and Regions compared to the events organised by the central team in 2024 vs 2023?

ANSWER
The number of participants in Head Office-organised events was 3,348 in 2023, 3,511 in 2024 and 3,286 so far this year. As some Groups and Regions use other platforms to publicise, sell and record attendees, RPS Head Office does not have a complete record of participants at such events.

[QUESTION] What are the plans of the CEO and Hon Treasurer to support Groups and Regions to reinforce their role in providing members with engaging activities to develop their skills and meet other members?

ANSWER
Victoria Humphries (CEO) will address the scope of this question shortly as part of her report.

Questions 6-9 will be answered together

Q6 - Alan Bousfield – Thames Valley Treasurer
As Regions and SIG's work very hard to break even on all the events the put on for the membership and public. It would be nice to know how much of the members subscription has been lost on the sale of PaintWorks? There was a cost to purchase the building + kitting it out with equipment that has been left i.e. £35,000 for a projector? We have been told what it was sold for £1.9M.

Q7 - Walter Brooks
How much did the RPS originally pay for the purchase of RPS House and when?

Q8 - Anthony Harris ARPS
I see that RPS House was sold for £1.9 million. What was the initial purchase cost and how much was expended upon fit-out? What other options were considered besides total sale, for example; freehold sale and lease-back? What endorsement from the Members of the Society was sought before disposing of this significant asset?

Q9 - Dr Bill Brooks
Given the recent need to focus on costs, please could you answer the following two questions regarding the Society's two major projects of recent years:
(i) what was the total cost of purchasing and equipping the Bristol HQ building - and what was the sum raised from the recent sale of those assets?
(ii) what has been the total cost of the CRM/website renewal project?
As both of these projects have spanned multiple financial years, it is difficult (at least for a non-expert) to glean this information from the various annual reports.

ANSWER
I have provided a summary of the costs of acquiring and owning RPS House, and the proceeds of its disposal, within my report. The key figures sought in these questions were an initial purchase price of £3.5m, of which £2.4m related to the building itself and the balance to fit-out and equipment. After regular depreciation and sale proceeds of £1.9m, the effective loss on sale of the RPS House asset was £0.9m.

RPS House was purchased outright from reserves in 2018. Those reserves grew from £4.2m in 2008 to £8.1m in 2017 (an increase of £3.9m), during which time the RPS did not report an operational surplus in any year except 2014, and only then on account of an exceptional legacy receipt in that year. The increase in reserves, which funded the purchase of RPS House is attributed to investment returns over this period and the aforementioned legacy. So, to Alan's question on the amount of members' subscriptions lost on the sale of RPS House, I would conclude that, since subscription income did not contribute directly to the purchase of RPS House, none was lost on its sale.

The Trustees are responsible for managing the Society's resources, including its financial assets. This includes ensuring that there is sufficient liquidity to meet operational needs and, as I outlined in my report, disposal of RPS House was necessary to meet the Society's ongoing liquidity requirements. As such, there was no requirement for endorsement of the sale by members and none was sought.

Alternatives to outright sale of RPS House, including sale-and-leaseback and letting part of the building to generate income, were also considered.

Bill Brooks also asks about the total costs of the CRM and website upgrade projects. The last major website upgrade project was in 2017-19, at a capital cost of £330k. The project to implement Salesforce CRM in 2021-23 was undertaken at a capital cost of £290k.

Questions 10 & 11 will be answered together

Q10 - Andrew Hersom
The current losses are unsustainable, at this rate the RPS will have to close in about 5 years time.

[QUESTION] What are you doing to stop haemorrhaging cash this year?
[QUESTION] What is the anticipated loss going to be in the year January 2025 - December 2025?

Q11 - Richard Ellis ARPS
In every annual report since 2020 we have been told that the trustees and SLT are committed to balancing the budget and increasing membership. During these 5 years the board and SLT have presided over a cumulative £3.65 million operating loss (£2000 loss every day for 5 years) and membership is broadly flat. The offering to members has declined as evidenced by a substandard website which is bypassed by many groups and regions and by a reduction in the number of issues of the journal.

[QUESTION] In the light of this how do the Trustees/SLT justify this loss?

[QUESTION] Given that the exhibitions programme is responsible for ca 30% of this loss and it has brought minimal benefits to the society in terms of membership growth do the trustees/SLT not think it is time this was stopped until the exhibitions team can demonstrate that exhibitions can be profitable - if not why not?

[QUESTION] In the current annual report the trustees/SLT have set themselves a very modest target of breaking even - as the Society's assets have more than halved in the last 5 years why are they not setting a target of profitable growth to repair this financial damage?

ANSWER

Annual deficits at the level experienced in recent years are indeed unsustainable. As I covered in my report, we are forecasting a much-reduced deficit for 2025, of the order of £350k. This represents continued progress towards the near-term target of operational break-even, which we must achieve to arrest the depletion of the Society's reserves, but there is clearly more to do. Substantial cost efficiencies were achieved since 2023 and I expect these to be maintained through this year and next. Marketing activity, directed at member acquisition, retention, and income generation, has also been ramped-up since 2023.

Financial sustainability ultimately requires a balance between income and expenditure; prospectively, the balance we would like to see is one predicated on an increase in income, rather than further, material reduction in costs, which would inevitably imply erosion of the offering to members and the Society's charitable activities generally. We cannot shrink to greatness.

Richard asks why the Trustees and Executive are not setting a financial target of profitable growth, rather than (in his words) the "very modest target" of breaking even.

Against a background of a structural operational deficit for the several years, not helped by the overhead costs associated with RPS House, which deficit cannot be remedied in a single year without breaking the RPS's operating model as we know it, the Trustees and Executive might not agree that break-even is a "very modest target". I would characterise it now as a near-term ambition, one that we must achieve. Thereafter, we would do well to aim to rebuild the Society's reserves (which Richard calls "profitable growth") to a level that would allow us to expand the RPS's charitable activities. But that is not the immediate challenge. It is worth remembering however that, unlike a commercial organisation, year-on-year profitable growth is not the overriding objective for a charity; beyond a certain level, sufficient to ensure sustainability, our reserves should be deployed to support the RPS's charitable activities.

The second part of Richard's question concerns the rationale for exhibitions. Photography exhibitions contribute much to fulfilling one of the Society's charitable objects, as set out in its Royal charter, namely encouraging the public appreciation of photography.

The contribution of exhibitions to the operational deficit cited in the question represents the fully-loaded costs attributed to exhibitions, i.e. including overheads that would not be eliminated if exhibitions were not part of the Society's activities. In any event, this cost has been managed down in the last couple of years. Prospectively, beginning with IPE166, which is currently showing in London, in partnership with the Saatchi Gallery, we anticipate a greater role for partnering with other organisations to host exhibitions, which should enable direct costs to the Society to be optimised and, as we are seeing with the IPE, much-increased visitor numbers.

Q12 - Louise Knaresborough
I was wondering why there are no reduced fees for the many RPS volunteers who contribute significantly to making the society vibrant and engaging. It is quite common for organisations that rely on volunteers to offer fee reductions to those who volunteer.

ANSWER
As I have outlined in my report and in responses to other questions, the Society's income continues to be significantly challenged. Members' subscriptions and fees for events and workshops represent around 90% of total income. As such, offering fee reductions for volunteers would likely exacerbate the Society's financial situation at this time.

There is also an argument that, as volunteers within a charitable organisation, we should not expect to receive anything of monetary value as compensation for our volunteering time.

The time and commitment given freely by all of our volunteers is, of course, much appreciated by the RPS and its membership. The RPS Member Awards recognise outstanding contributions by volunteers. The Board would like to do more to recognise, in non-monetary ways, sustained commitment to volunteering and will consider this topic.

Q13 - Andrew Hersom
Was the previous CEO awarded a termination payment on leaving; in which case what was he paid?

ANSWER
Former CEO, Dan Jones resigned from his role; no termination payment was made to him.

OPERATIONAL [Victoria Humphries, Chief Executive Officer, with input from SLT and staff team]

Q14 - Alan Cameron ARPS
I understand that there are activities aimed at amending the Distinctions process and framework for Associate and Fellow levels and that a new framework has been exposed to MemCom.

[QUESTION] Who has responsible for defining the new framework?

ANSWER
Simon Hill was asked (by the CEO and RPS Distinctions Manager) to draft the Framework in collaboration with Distinctions staff and various stakeholders.

[QUESTION] Who initiated the work?

ANSWER
Dan Jones (CEO) and Andy Moore (RPS Distinctions Manager)

[QUESTION] What is the make-up of the project team responsible for defining the new processes?

ANSWER
A project working group will review and make recommendations; the Executive Team in consultation with the Board will have the final responsibility.

[QUESTION] Why has there been an embargo on discussion of the proposed framework outside MemCom?

ANSWER
Because the information is commercially sensitive (competitor distinctions from other organisations) and to avoid a draft proposal being circulated.

[QUESTION] When will the new framework be available for members to discuss; and what discussion period will be provided before implementation of any new framework?

ANSWER
Distinctions is a programme provided by the Society (with volunteer support) for the benefit of members; it is a programme managed by the Executive. Feedback from relevant RPS Standing Committees is being sought. A survey of recent (past 2 years) Distinctions applicants will be undertaken with feedback to be considered by the Working Group.

[QUESTION] There is a published Code of Conduct for Members of the Society. Is there an equivalent published Code of Conduct for:

Members of staff?	Yes, in the Employee handbook
Trustees?	The Members Code of Conduct covers this (Trustees are members). There is also a Trustee Code of Conduct
Where can I find these?	The Members Code of Conduct is on the RPS website. The Employee Handbook is available online for all staff to access

Is there a published Freedom of Information (FOI) policy on openness and candour, so that, for example, once an internal project is initiated, all relevant papers, plans, schedules and discussion documents can be made available to members on request? If there is no FOI policy why not?

ANSWER
Charities do not generally fall under the Freedom of Information Act. Furthermore, actions and initiatives of the Executive Team should remain confidential until it or the Board has approved those actions and initiatives for general release.

Questions from the following Members were also received and are dealt with in the CEO Report to be delivered under agenda item 7 (see below).

Denise Bailey	Ian Johnson LRPS
Will Cheung FRPS	Martin Keene
Phil Davies	Yoshio Miyake
Tim Hancock ARPS	Jenny Short
Neil Harris ARPS	Philip Smelt
Steve Hartley LRPS	Holly Stanks FRPS
Andrew Hersome	Barbara Vicary

5. Vote to accept the Annual Report and Accounts 2024 (POLL 3)

The President, as Chair of the Meeting, asked for a vote on **acceptance** of the Annual Report and Accounts 2024.

The result of the vote was:
114 (online) and 60 (53 by proxy and 7 at HERE) voted to ACCEPT (174 in total)
9 voted to OPPOSE
18 ABSTAINED
Therefore the total number of Members indicating a vote (Accept or Oppose) is 183

With 174 votes to ACCEPT of 183 votes cast the Annual report and Accounts 2024 was duly **accepted** (with **95.1%** majority).

6. Vote to appoint Auditors (POLL 4)

The President, as Chair of the Meeting, asked for a vote on **appointment** of Sumer Group as Auditors for the Annual Accounts 2025.

The result of the vote was:
120 (online) and 60 (53 by proxy and 7 at HERE) voted to ACCEPT (180 in total)
2 voted to OPPOSE
18 ABSTAINED
Therefore the total number of Members indicating a vote (Accept or Oppose) is 182

With 180 votes to ACCEPT of 182 votes cast Sumer Group was duly **appointed** (with **98.9%** majority).

7. Chief Executive's Report

Reflections
Morning, thank you Simon/David etc. and a big thank you to Nikki, Toby for all your work the last couple of scenes and of course behind the scenes to Janet, Neil and Fintan. I have chosen to use my talk to answer the questions that are addressed to me rather than answer them one by one.

A couple of weeks ago I completed my first 100 days as your CEO and it made me stop and reflect!

I have been blown away by the passion, knowledge and commitment of the RPS community and wanted to see how my thoughts aligned with the team in Bristol. I did a quick straw poll in the office and as you can see from this slide [see next page], I am not alone in my thoughts…

So, a big thank you to everyone – members, volunteers, trustees & staff. The RPS is all of us and we are one community. However, I have also seen division, silos and elements of a them and us culture. This isn't just between Bristol and the SIGs & Regions, but also within the SIGs and Regions.

I have talked to a lot of members over the past few months and a key theme throughout has been about rebuilding relationships. I recognise that during the last few years we, in Bristol, have not always properly communicated with you and we haven't always worked collaboratively with you, however that is going to change, and it has already started changing.

But we need your help – EVERYONE needs to work together and to respect each other.

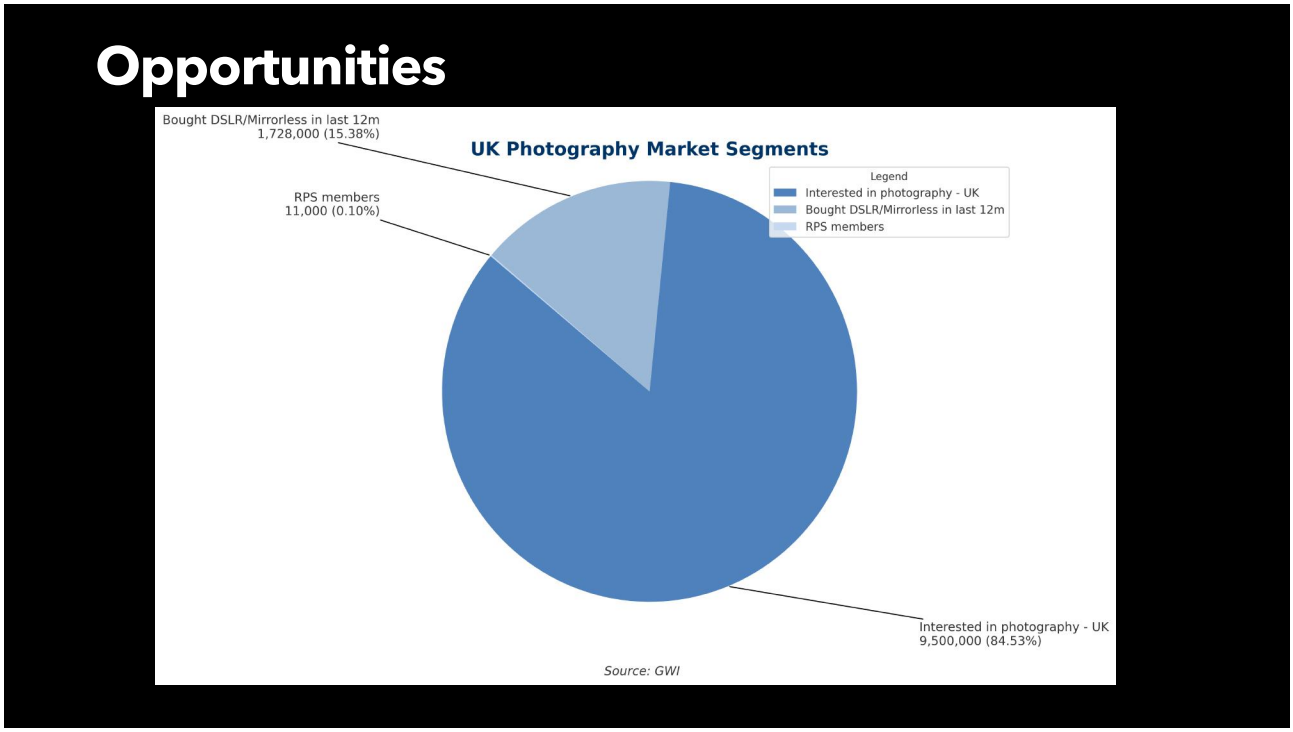
Opportunities
The RPS has been, and still is, experiencing many challenges. Some of these are out of our control, but many of them are within our control and Simon and David have outlined some of them.

However, one of the biggest opportunities we have is market share.

As you can see from this slide [see next page] almost 10 million people within the UK are interested in photography and of these 18% (1.75 million) are amateurs who have brought equipment in the last 12 months.

If we assume that amateurs currently make up the majority of our members, we only have a tiny % of that market with a membership of just 11,000 (just 0.6%).

I'm not suggesting that we will persuade all 1.75 million to join the RPS, though that would be nice, but the opportunity is there for us to take.



Highlights of the past 12 months
I want to start by acknowledging the work done by Dan Jones, my predecessor as CEO. The decisions that he and his team made have led to a significant increase in membership numbers and the start of an improving P&L. This is a great platform from which to take these improvements to the next level.

Moving onto the highlights…

IPE166 at the Saatchi Gallery – the collaboration with the Saatchi Gallery has given us an opportunity to reach a much wider audience than at RPS House (IPE165 = 115 visitors per week, IPE166 to date = 2,000+ per week.

- As you know we have thousands of entries for the IPE but we'd love to see more entries from RPS members…
- IPE165 saw 11% of entries come from RPS members and of those selected for the exhibition 12% were RPS members.
- IPE166 saw a slight increase with 13% of entries coming from RPS members and 14% being selected for the exhibition.
- The Call for Entries is now open so why not…

Lacock Abbey exhibition – this was a very popular and income generating exhibition held jointly with the National Trust and the RPS

Magnum partnership – this is currently in the early planning stages but for the first time two prestigious organisations will be working together on a joint exhibition involving both Magnum and RPS Photographers

Member challenge – this was restarted, and the most recent one had 1,500 submissions (even if you don't submit to the IPE167, make sure you do enter the membership challenge!)

Membership numbers – as of Thursday morning it stood at 11,060 which is the highest membership since 2019

Tulip workshop – the Education team organised a very popular tulip workshop at Tully's Farm back in April – we hope to be able to repeat it next year.

Project based workshop – another offering from the Education team is the project based workshop. It's great to see members so keen to develop meaningful projects and the workshop is sold out already.

New office – as most of you will know by now, we left RPS House at the end of July and moved into serviced offices just across the road. This gives us a real opportunity to be out and about far more than we have been recently and to reach so many more potential members and meet more of you – this was clearly demonstrated by the success of the IPE at the Saatchi Gallery. It also gives us the opportunity to use other venues for the Distinctions assessments rather than always having them in Bristol – for example the upcoming autumn assessments will be happening at the Smethwick Photographic Society

Distinctions - The new Licentiate framework has been very well received by our members, and we are currently working on a new framework for the Associate and Fellowship Distinctions.

- A first draft was drawn up earlier this year and was then shared with the assessors, MemCom and EdCom for feedback.
- A working group has now been formed, and their task is to review all the feedback, make recommendations and help develop the second draft.
- The working group is made up of representatives from the assessors, MemCom, EdCom, members of staff and external reps.
- In the meantime:
    - Licentiate advisory days, 1-2-1s and assessment panels are continuing as usual.
    - The Associate and Fellowship assessments are running in Smethwick this autumn (all dates are on the website). Members are able to observe but it will need to be in person rather than online.
    - Part of the working group remit will be to look at the wraparound support for applicants e.g. 1-2-1s and advisory days with the aim of introducing a wider range of events. Further details of what support is going to be offered, as well as dates for 2026 Associate & Fellowship assessments will be released in the coming months.

And finally, for those who have been preparing their panels against the current A & F criteria and didn't feel they were ready for this autumn's assessments, we will be offering the opportunity to be assessed against the current criteria in 2026. Again, full details will be released as soon as we have them and this will form part of the working group discussions.

Moving Forward

As you know the current strategy runs out in 2026. Work has already started on the new strategy, but we definitely don't have all the answers yet, in fact we have more questions than answers. However, the themes of our discussions around the new strategy include the following:

- Research both inside & outside the society. We will be running a detailed member survey as well as focus groups with non-members. The survey and focus group questions will be wide ranging but will include:
  - Member benefits – what do members like, what do you want, what do you not want?
  - The RPS Journal – what content, what format?
  - Workshop accessibility e.g. time of day/days of the week, availability of recordings?
  - For non-members – what are we not offering, what would they want from the RPS?
  - From lapsed members – why did they leave and what would entice them back?

- Disability - One of the questions was asking how we support our disabled members.
  - Disability comes in many forms, and we want to ensure that the RPS is welcoming and inclusive for everyone – as such disabled photographers can receive a 50% discount on membership fees, so cost isn't a barrier to being part of our community.
  - We regularly shine a spotlight on the work of disabled photographers in the RPS Journal, and we create and share content on how photography can support mental health and physical wellbeing.
  - We also have informal partnership with various organisations via volunteers and trustees.
  - Our Education team, Groups and Regions all work hard to make their activities as inclusive as possible, from choosing accessible venues to encouraging participation from all but as I just mentioned workshop & activity accessibility will be one of the questions in the survey.

- Rebuild relationships - learn from what has/hasn't worked in the past, draw a line in the sand, move forward and collaborate.
  - We want members involved in working groups and user testing
  - We want your thoughts and input – some of my most valuable insights have come from member conversations and emails
  - We are looking to create more partnerships with similar organisations
  - We want to work more closely with Groups and Regions – what do you want from us, how can you help us, what joint projects can we work on?
  - As David has already mentioned we are looking to review how we recognise the commitment given to the RPS by our members.

- Tech improvements - there has been lots of talk and no action to date, however the sale of RPS house allows us to invest in a website that actually works, is easy to navigate, allows for a personalised user journey, has a simpler and more intuitive back end, is future proofed and is a shop window for the RPS that we are all proud of.
  - When visitors come to our website, we will ask them what their need is - for example do they want to learn a specific skill, do they want to get a qualification, do they want to join the RPS, are they looking for a likeminded community, maybe they want some advice.
  - Depending on how they answer they will be signposted to the relevant part of the website.
  - The website journey will be developed using insights from the member survey, focus groups, working groups and user testing.
  - We are focusing on simplicity and effectiveness rather than expensive add-ons.

- Reducing our Carbon Footprint - In 2024 we took the first step by beginning to record the energy consumption of RPS House, so we can understand our direct impact.
  - In 2025 and 2026 we'll go further, looking at our carbon footprint in the round - not just our own operations, but also the role of our volunteers and our wider activities. We will then put in place a plan to reduce, remove or offset our carbon usage.
  - This is part of a broader sustainability strategy that we're building with real ambition. We believe photography has a powerful role to play in shaping awareness and action on climate change, and our aim is for the RPS to lead by example in this space.

- Income diversification – this is going to be a big focus for the next 12 months for example
  - We want to cover some of the costs of the Journal with (relevant) advertising
  - We have already started actively promoting workshops to non-members
  - Where appropriate seek grant funding
  - Some of our new partnerships might generate income whereas others could save us on costs

- Voice of all photography – AI is a challenge and an opportunity; we need to be speaking up for our members and helping them navigate the world of AI as well as benefit from the opportunities it presents.

- Fulfil our charitable aims – ultimately, we should be reaching all photographers and ensuring *"that we are educating all members of the public"* however they may wish to use those photography skills
  - Our aim is to reach a much wider audience and have a much greater impact than we currently do, whether it is to our existing members or to the wider public.

Conclusion

So, in conclusion, while we are definitely not out of the woods yet and the primary focus is on achieving a surplus and rebuilding our reserves, there are plenty of opportunities and the future is very exciting. In order to succeed we need to remember that we are one community, we are all here because we love photography and by working together, we will preserve the future of the RPS.

8. CEO Report 'live' Q&A

There was a short 'live' question and answer session after the CEO's presentation.

The questions and answers are included in the Appendix to these Minutes.

9. Governance

9.1 Formal Notice of amendments to the Royal Charter and By Laws

Royal Charter
The President gave Formal Notice to the Members of the following amendments to the Royal Charter 2004:

Article 3d which enables the award of Chartered Photographer designation
Article 10 which gives authority to the Regulations previously approved by the Privy Council.

These amendments were made subsequent to the Resolution voted by Members at the Extraordinary General Meeting held on 27 March 2021 and were approved by the Privy Council on 5 February 2025.

By Laws
The President gave Formal Notice to the Members of the following amendments to the By Laws:

By Law 9.4 which enables By Law 11.3
By Law 11.3 which provides for the re-election of a serving President under exceptional circumstances.

These amendments were made subsequent to the Resolution voted by Members at the Extraordinary General Meeting held on 24 April 2025 and approved by the Privy Council on 26 June 2025.

9.2 Presidential Succession

Subsequent to Member proposal received at the EGM held 24 April 2025, the Board agreed ***in principle*** (subject to Member approval to be sought at General Meeting) for the reinstatement of the office of President Elect. The Board did not support the decoupling of the roles of President and of Chair of Trustees. For further information see the Board of Trustees meeting report in the RPS Journal, Vol.165 No.3, July-Sept 2025, pp301-302.

The President outlined the two options available to the Board:

Option 1
To seek Member and Privy Council approval for amendments to the By Laws to create the office of President Elect ***in place of*** Deputy Chair (By Law 2025:12)

Option 2
To pass a Board Resolution that creates the combined position of President Elect ***and*** Deputy Chair (which would not require a change to By Law 2025:11.4)

The timeline for election of the Presidential successor in 2026 (to take office at the close of the AGM in 2027) is provided under agenda item 11.2 (below).

10. RPS Member Awards

The President announced the recipients of the RPS Member Awards 2025:

RPS President's Commendation

Mathew Lodge LRPS
Mathew was elected a Trustee in 2021 and served until 2024.In 2022, he was the first Trustee to be elected to the office of Deputy Chair of Trustees and, in that capacity, became Chair of the Representatives Committee. Mathew was co-opted back onto the Board in May 2025 and again to the Deputy Chair role. Mathew joined Finance Committee and was appointed Deputy Chair, becoming Acting Chair of Finance Committee while working with our Nominations Committee to recruit and recommend a new Treasurer, David Muiry.

RPS Fenton Medal

Melanie Chalk LRPS
During lockdown RPS Digital Imaging Group volunteer Melanie introduced a series of online workshops around skills for Adobe Photoshop and Lightroom. Over time Melanie has extended this programme, which has now gravitated wholly to the Digital Imaging Group and expanded significantly.

Dr Harry Hall FRPS
Harry has been a volunteer in the Documentary Group for several years. On joining the RPS Documentary Group (DG) Committee he developed the Documentary Photography Awards touring exhibition which exhibits in 7 locations in Wales, Scotland and England.

Yoshio Miyake
Yoshio is a long-standing member of the RPS. Now in his 90th year, he has been the chairman of the The Royal Photographic Society Japan Chapter for nearly thirteen years. He joined the RPS in 2002, serving as Chapter secretary from 2004 to 2103. He became Chapter chairman in 2013. Yoshio continues to lead the RPS Japan Chapter which is growing in membership.

Martin Tomes LRPS
Martin is a key member of the Digital Imaging Group. In particular, his work for the Talk-Walk-Talk (TWT) series of themed events run in conjunction with the RPS Landscape Group have been led by him and the programme, which was introduced a few years ago, has been instrumental in providing a renewed focus for RPS members' photography.

RPS President's Medal

Elaine Herbert ARPS
Elaine has recently stepped down as Honorary Secretary of the Australian Chapter - a post she has held for over 25 years.

On behalf of all present, and the wider membership, the President congratulated the recipients on their well-deserved awards.

11. Changes to the Board of Trustees since AGM 2024

The President reported that **Charlotte Fraiberg** (Honorary Treasurer), **Andrew Clifforth** (Appointed Trustee) and **Melissa Magnuson ARPS** (Appointed Trustee) had resigned prior to the end of their appointed tenures. While recruitment for a new Honorary Treasurer was taking place, **Mathew Lodge LRPS** was co-opted to the Board and elected to the office of Deputy Chair of Trustees (*ex officio* Chair of Representatives Committee) to serve until the close of the AGM 2025.

11.1 Announcement of Trustee Appointments 2025

Following a recruitment process managed by Nominations Committee (under the Chair of Alastair Taylor ARPS) and Matthew Lodge LRPS (as Acting Chair of Finance Committee), a new Honorary Treasurer was appointed:

- **David Muiry FIA ARPS** was appointed Honorary Treasurer to serve until the close of the AGM 2028.

Following a recruitment campaign for three Appointed Trustees (to fill the vacancies created by the resignations of Andrew Clifforth and Melissa Magnusson, and with the three-year tenure of Sophie Collins coming to an end, three appointments were made:

- **Sophie Collins LRPS** was re-appointed to the Board, to serve until the close of the AGM 2028
- **Alistair How LRPS** was appointed to serve until the close of the AGM 2028
- **Joanne Segars OBE LRPS** was appointed to serve until the close of the AGM 2028

The President reported that at the close of the AGM 2025, the Board will be at full strength of nine Trustees.

For information, the tenure of the existing Trustees will terminate on:

- **Simon Hill CPhot HonFRPS** (Elected Trustee) will terminate at the close of the AGM 2027
- **Carolyn Bloore ARPS** (Elected Trustee) will terminate at the close of the AGM 2027
- **Sebah Chaudhry** (Elected Trustee) will terminate at the close of the AGM 2027
- **Victoria Forrest** (Elected Trustee) will terminate at the close of the AGM 2027
- **James Weeks LRPS** (Elected Trustee) will terminate at the close of the AGM 2027

11.2a Notice of Election of President Elect

The President gave Notice of the election of a President Elect to take place in 2026.

The result of the election shall be announced at the AGM 2026 and the person elected shall serve one year as President Elect from the close of the AGM 2026 until taking up the office of President and Chair of Trustees at the close of the AGM 2027. They shall serve as President and Chair of Trustees until the close of the AGM 2029.

Further details will be issued by the Board of Trustees.

11.2b Timeline for Election of President Elect

2025 Q4 - 2026 Q1
Board to debate the options for President Elect and whether to seek [Option 1] a By Law change (with Member support) or [Option 2] to make a Board Resolution [see agenda item 9.2 above]

2026 Q2
Nominations Committee to seek candidates for President Elect and issue prospectus to Members (and, if necessary, the Board to seek Member majority at General Meeting to pass Resolution to petition Privy Council)

2026 Q3
To hold election (by Members) for President Elect AGM 2026 announce result of election of President Elect

AGM 2026 – AGM 2027
Elected successor to serve one year as President Elect (and Deputy Chair) and to assume office of President & Chair of Trustees at close of AGM 2027 and serve in that capacity for two years (until close of AGM 2029) or until close of AGM 2031 if re-elected and within maximum six-year tenure as a Trustee.

For information, the following Trustees are eligible to stand for election and to serve as President for the period shown:

- **Carolyn Bloore ARPS** if elected may serve as President for **two years** until close of the AGM 2029 (having served 5 years as a Trustee) and may be re-elected for **one year**
- **Sophie Collins LRPS** if elected may serve as President for **one year** until close of the AGM 2028 (having served the maximum 6 years as a Trustee)
- **Victoria Forrest** if elected may serve as President for **two years** until close of the AGM 2029 (having served 5 years as a Trustee) and may be re-elected for **one year**
- **Alistair How LRPS** if elected may serve as President for **two years** until close of the AGM 2029 (4 years as a Trustee) and may be re-elected for **two years**
- **David Muiry FIA ARPS** if elected may serve as President for **two years** until close of the AGM 2029 (4 years as a Trustee) and may be re-elected for **two years** (would need to resign as Hon Treasurer)
- **Joanne Segars OBE LRPS** if elected may serve as President for **two years** until close of the AGM 2029 (4 years as a Trustee) and may be re-elected for **two years**
- **James Weeks LRPS** if elected may serve as President for **two years** until close of the AGM 2029 (having served 5 years as a Trustee) and may be re-elected for **one year**

The following Trustee is ineligible to stand for election as President due to reaching the maximum six years as a Trustee in 2027 (having served two three-year terms as a Trustee)

- **Sebah Chaudhry**

12. President's Address

The President delivered his annual President's Address - under the title *"A Matter of Distinction"* which explores why photographers seek distinctions and what benefit there is to holding an RPS distinction. The full text of the Address will be published, together with a report of this meeting, in the *RPS Journal* Vol.166 No.1, Jan-Mar 2026.

Thanks

Prior to closing the Annual General Meeting 2024, the President thanked Members for attending and participating in the Annual General Meeting; outgoing Trustees for their service on the Board (Council); David Muiry FIA ARPS, Victoria Humphries, Nikki McCoy and Toby Tetrault for their contribution to the meeting; Janet Haines, Fintan Healy and Neill Taylor for facilitating the Meeting; the Executive Team and the Staff Team for the work they have done over the preceding twelve months and will do over the coming twelve months; and the Volunteer Team without whom the RPS would not be able to function.

The President concluded by welcoming the new Trustees who now take up their role on the Board of Trustees.

Advance Notice of Date of Annual General Meetings 2026 and 2027

At a meeting of the Board of Trustees held 25 July 2025, Trustees set the date of the Annual General Meetings 2026 and 2027 to be Saturday **26 September 2026** and Saturday **25 September 2027** respectively; time to be confirmed in the Formal Notices which will be communicated to members.

[Simon Hill] 23 September 2025