

THE ROYAL PHOTOGRAPHIC SOCIETY

ANNUAL GENERAL MEETING 2024

MINUTES of the meeting held online via ZOOM on Saturday 21 September 2024, 10:00-12:00h and APPROVED for issue by the Board of Trustees at a meeting held Friday 25 October 2024.

The Meeting was chaired by the President, Simon Hill HonFRPS

Present

RPS Board of Trustees (Council):

Simon Hill HonFRPS, President and Chair of Trustees
Gavin Bowyer ARPS, Elected Trustee*
Sebah Chaudhry, Appointed Trustee*
Sophie Collins LRPS, Appointed Trustee
Charlotte Fraiberg, Trustee and Honorary Treasurer
Andy Golding ASICI FRPS, Elected Trustee*
Mathew Lodge LRPS, Elected Trustee*

RPS Board of Trustees (taking office at the close of the AGM):

Carolyn Bloore ARPS, Elected Trustee
Sebah Chaudhry, Elected Trustee (formerly Appointed Trustee; see above)
Andrew Clifforth, Appointed Trustee
Victoria Forrest, Elected Trustee
Melissa Magnuson ARPS, Appointed Trustee
James Weeks LRPS, Elected Trustee

RPS Executive Team and Consultants:

Dan Jones, RPS Chief Executive Officer
Adrian Leighton, Communications Consultant
Nikki McCoy, RPS Director of Finance & HR

Apologies from Trustees, Executive Team and Consultants:

Mervyn Mitchell ARPS, Elected Trustee*
John Slyne FCCA, Finance Consultant
Lucinda Stewart, RPS Director of Marketing & Membership

Matt Steele provided technical direction and support
Several members of RPS staff were in attendance (online)

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

At peak attendance of the AGM there were 157 Members present online, 14 at RPS House, and 53 Members had given their apologies (see below) 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 224 which represents 2.16% of the total Membership, which is 0.26% less than the representation at the AGM 2023.

A list of all members registered to attend the event is retained on file.

The following Members (53 in total) gave their apologies and nominated the President as their proxy:

Dr Mark Farrington LRPS	Marie-Ange Bouchard
Roger Wotton FRPS	Steven Whittaker
Andrew Crawford	Veronica Barrett
Andrew Webb	Derek Feast
Steve Buesden	Qiao Yu
Colin Smith	Nicholas Butcher
Nigel Corby	Susan Stuart
Sue Hatton	Geoff Roberts
Raju Sinha	Andrzej Bargiels
Lisa Pattenden	Kat Habberjam
David Shillabeer	Alexey Belov
Alan Edwards	Anthony Ovens
David Nasmyth	William Martin
John Belshaw	Mervyn Mitchell
Hoosain Ebrahim	Matthew Gammon
Pat Hollis	David Austin
Gwynne Harries	Mike Eddowes
Michael Bar-On	Ben Mantle
Jane Barker	Philip Green
Richard Tucker	Mark Phillips
Sun Xiao Yi	Ian Eccleshall
Antony Hayward	Philip Brown
Russell Smith	Wendy Schneider
Alastair Taylor	Wendy Meagher
John De Terville	Alistair How
Sheila Richardson	Tony Healy
Graham Morley	

Welcome

The President welcomed all to the Meeting noting that Members were attending from the UK and several overseas countries. He introduced Charlotte Fraiberg (Hon Treasurer), Dan Jones (CEO), Andrew Leighton (Communications Consultant).

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 held 23 September 2023 (POLL 1)

The Minutes of the Annual General Meeting 2023 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 as a true and accurate record.

The result of the vote was:

91 (online), 14 (at RPS House), and 53 (proxy) voted to ACCEPT (158 in total)

1 (online) voted to OPPOSE

18 (online) ABSTAINED

Therefore the total number of Members indicating a vote or abstention is 177

With 158 votes to ACCEPT of 177 total votes cast (**89.3%**) the Minutes were duly **accepted** as a true and accurate record. The Return Form was signed by the President and retained on file.

2. Annual Report & Accounts 2023

In advance of the meeting the Annual Report of the RPS for the year ended 31 December 2023 was made available to Members via the RPS website. This year the Annual Report & Accounts was published on electronic form (PDF format) with no printed version.

In a presentation to those present at the meeting, the President restated the Vision, Mission and Aims of the RPS and provided an explanation for the three Pillars of strategic focus - "*Inspire*" "*Create*" "*Connect*" (Strategic Plan 2021-2026) - having now become four Pillars - "***Inspiration***" (formerly Inspire) "***Skills & Knowledge***" (formerly Create) "***Recognition***" (formerly Create) "***Community***" (formerly Connect) to support the modernisation ambition.

Presentation slides used by the President to summarise relevant data are included below:



The Royal Photographic Society is committed to bringing photography to everyone. Founded when photography was in its infancy, today we are a world-leading photographic community.

OUR VISION

A world where everyone is inspired, empowered, and educated in the art and science of photography.

OUR AIMS

The following Aims underpin all our programmes and activities.

INCLUSION

As the RPS, we ensure that everyone can take part in photography, regardless of their ethnicity, sexual and gender identity, age, neurodiversity, mobility or any other aspect of their identity, background, or circumstance.

ENVIRONMENTAL & SOCIAL RESPONSIBILITY

The RPS recognises that our planet is experiencing a Climate Emergency. We will make every effort to reduce our carbon footprint while using the power of photography to influence the changes in society that urgently need to occur.

OUR MISSION

To bring inspiration, creativity, and connection through photography to people of all ages, backgrounds, and experience.

MEMBER INVOLVEMENT

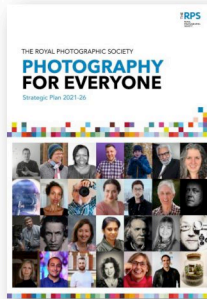
As a membership organisation, our greatest strength is the thousands of photographers who embody the RPS community worldwide. We involve them in all our work as active participants, consultants, and collaborators.

FINANCIAL SUSTAINABILITY

We must ensure all our operations and initiatives are adequately resourced, with a programme of structural changes being implemented to balance income and expenditure by the end of 2024. Once this is achieved, a broader and more diverse funding base will provide additional opportunities to expand our activities.

PROFILE RAISING

We seek to support everyone who loves photography, regardless of whether they label themselves a 'photographer'. To achieve this, we will form new partnerships, open many more opportunities to non-members, and reach out more regularly to the public.



to 2023 ...

PHOTOGRAPHY FOR EVERYONE

1. INSPIRE "SEE PHOTOGRAPHY"

We are inspired by great photography and photographers. We help everyone to access and understand this work, preserving it for future generations. We harness the unique power of photography to shed new light on subjects of importance and the changes in the art and science of photography.

PHOTOGRAPHY FOR EVERYONE

2. CREATE "MAKE PHOTOGRAPHY"

Making photography helps us to lead creative and fulfilled lives. We support everyone to make the best photographs they can, encouraging a deeper understanding of the art and science of photography, and recognising those who achieve its highest standards. We provide leadership and resources for photographic education.

PHOTOGRAPHY FOR EVERYONE

3. CONNECT "SHARE PHOTOGRAPHY"

Sharing photography is how we connect. We are a friendly community of member photographers around the world, sharing images, best practices, ideas, information and skills. We maintain centres of expertise in specific areas of photographic importance, and promote a sense of belonging, mentorship and inclusivity.



INSPIRATION

We harness the unique power of photography to shed light on subjects of importance and developments in the art and science of photography.



RPS Gallery

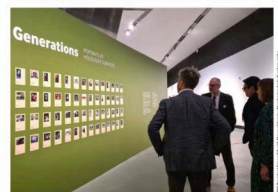
The iconic International Photography Exhibition or 'IE' is the world's longest running photography exhibition and celebrates contemporary photography from across the globe. IE 164 (the 164th edition) was open from 28 January to 7 May at RPS Gallery, receiving 385 visitors per day in 2023. The exhibition featured 120 images from 40 photographers with selected artists representing visitors from more than 120 countries.

The first Lady Food Photographer of the Year exhibition was hosted at RPS House for three weeks in May and June, with RPS sponsoring the Student Photographer of the Year Category. Also in May the RPS hosted the outdoor exhibition Travel Photographer of the Year.

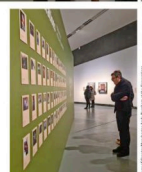
From 1 July to 28 August 2023 RPS Gallery hosted the RPS Summer Exhibition showcasing a stunning range of work from 64 RPS members, selected via a highly competitive online membership. The exhibition welcomed 1337 visitors across the eight weeks and will next touring other venues around the UK in 2024.



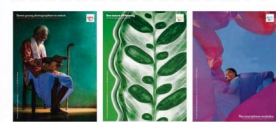
RPS Touring Exhibitions



Outside of Bristol RPS Generations exhibition continued to have a major impact receiving an incredible 86,000 visitors during its run at IWM North in the first half of the year. Squaring the Circle received almost 3,000 visitors while showing at Southampton Museum between March and May and is showing at DeBanks House in Summer 2024.



The RPS Journal

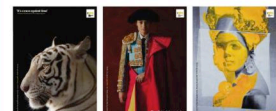


First published in March 1853, the RPS Journal has appeared continuously ever since and continues to present inspirational, diverse, and relevant photography from historical and contemporary photographers, alongside the debate of broader issues affecting photography and the RPS.

During 2023, Volume 163 of RPS Journal showcased work from members, those which the RPS had recognised through its awards and honours, and international photographers. The theme issue highlighted RPS Fellowships and

Award recipients. Some notable individuals who featured in Volume 162 included: Joel Sartore, Ju Baeille Ho RPS, James Bammer Ho RPS, Sir Roger Dearke, James Frenel RPS, Laura Elfrassy Ho RPS, Lorna Simpson Ho RPS and Roba Gibson Ho RPS.

Throughout 2023, we also ran a programme of monthly online talks by recent Award recipients talking about their photographic journey and work to international audiences, which continue to be available on the RPS YouTube channel.

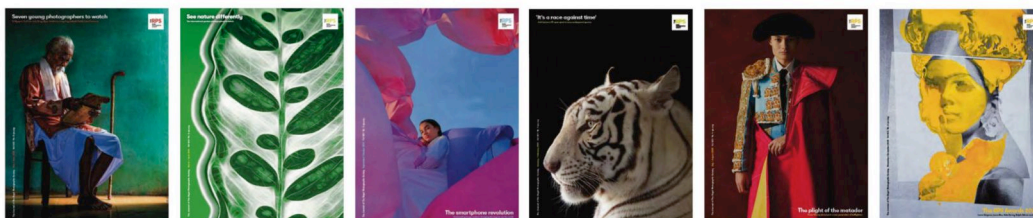


INSPIRE

Exhibitions

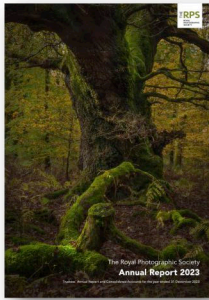
- **IPE 164** featured 103 images from 46 photographers representing 13 countries and ran from 28 January to 7 May at *RPS Gallery*, receiving 2887 visitors
- **RPS Summer Exhibition** featured 80 images from 66 RPS members and welcomed 1337 visitors from 1 July to 28 August
- **Only Human** (a solo exhibition by Aneesa Dawoojee FRPS) ran from 16 September to 19 November and received 2343 visitors
- **Disabled Photographers Society** exhibition ran from 25 November 2023 until 14 January 2024 receiving 323 visitors.
- **Generations: Portraits of Holocaust Survivors** visited *IWM North* between 27 January- 1 May 2023 and received 86,083 visitors
- **Squaring the Circles** ran at *Scarborough Museum* between 4 March and 1 May and received 2671 visitors
- **IPE 165** received 8793 (IPE 164: 6000) images from 5205 (3466) photographers representing 121 (111) countries, almost 40% under 35

RPS Journal



- RPS Journal issued 4 editions per year (12/yr to 2021; 6/yr 2021-2023, 4/yr 2024)
- More use made of *Journal Extra* and *RPS Member Update*; ambition to return to 6/yr
- Volume 163 of *RPS Journal* showcased work from members, those which the RPS had recognised through its awards and bursaries, and international photographers.
- Two special themed issues highlighted *RPS Fellowships* and *RPS Awards* recipients.
- Notable individuals who featured in Volume 163 included:

Joel Sartore, Jo Ractliffe HonFRPS, James Barnor HonFRPS, Sir Roger Deakins, James Friend FRPS, Laura El-Tantawy HonFRPS, Lorna Simpson HonFRPS and Ralph Gibson HonFRPS.



SKILLS & KNOWLEDGE

We support everyone to make the best photographs they can, encouraging a deeper understanding of the art and science of photography. We provide leadership and resources for photographic education.

Workshops Programme

We support everyone to improve their own practical and creative photography skills through a wide range of resources, talks, workshops, and bursary funding. This includes providing accessible and free support for individuals to help with the creation, understanding and appreciation of their own engaging and that of others.

During 2023, the Education team delivered a total of 281 photography workshops (down 18% on previous years*) for 1426 attendees (down 16%) with the vast majority of these being online. The pandemic had a positive impact on workshop demand over the first part of 2022 and much of the underperformance of workshops in 2023 can be attributed to being that influence.

* Previous year 2022 figures. The Royal Photographic Society 2022 Annual Report.

RPS Talks & Events

Throughout 2023 RPS hosted a range of talks and events on its own and in partnership with the other organisations including Photo Oxford, Arts Society, LightMarket, The Martin Parr Foundation and USA.

In October BOP23 - Books on Photography was held in partnership with the Martin Parr Foundation and saw some 1500 people engaging with the sold-out public talks programme held in RPS House, and meeting extended audiences at RPS, MPF and across the Pantheons site.

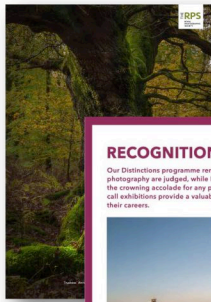
Also, in October the RPS held an international conference on AI and Photography, which brought together over 100 delegates including the Presidents of the National Union of Journalists and Association of Photographers, to hear fascinating presentations from eighteen speakers of scientists, academics, or creatives, from Australia, India, Europe, North America, and the UK. As the wide-ranging survey RPS conducted around the conference showed, views on AI within the industry are both nuanced and diverse but, almost everyone agrees it cannot be ignored.

Young Carers A Life in Focus, developed in 2022 with support from the Arts Council, Action for Children and a generous donation made in memory of David Hoar by his wife Louise, continues to have impact as it hosts different venues around the UK. In 2023 the project exhibition was seen by thousands of attendees in the Young Carers Network in Southampton and Buxton Wells, with many taking part in RPS activities to inspire them to take more pictures with their smartphones.

CREATE

Skills & Knowledge

- 281 photography workshops (-18%)
- 1426 participants (mostly online) (-16%)
- 1500 attendees to 'Books on Photography' with MPF
- 577 students attending RPS affiliated OU/OCA courses
- Over 150 people attended 2-day conference AI & Photography in October



RECOGNITION

Our Distinctions programme remains the benchmark by which all others in photography are judged, while Honorary Fellowships and RPS Awards remain the crowning accolades for any photographic career. Our Bursaries and open call exhibitions provide a valuable platform for photographers at all stages of their careers.

RPS Distinctions and Qualifications

RPS Distinctions are one of the most widely recognised and respected photographic achievements worldwide. We support people to undertake an structured assessment through a tailored and friendly education programme with a high standard of care and support for everyone. In 2023 we received a total of 546 applications, exceeding 213 Distinctions. Pass rate at Licentiate level was 42%, at Associate 45% and at Fellowship 50%, with 66 successful Exemption applications. Overall pass rates were lower than last year, especially for Licentiate although 12% of unsuccessful applications were offered a readmission. A strategic decision was made at the end of 2023 to transition the Licentiate to a digital only format during 2024 that is hoped will address the trend by eliminating physical barriers, engaging a broader audience, providing a much-improved customer experience, and reducing applicant costs. We continued to deliver the very popular 'one2one', with 380 completed. Our Distinctions Feedback group grew more than 7% and exceeded 4,900 group members in 2023.

The RPS Awards

The RPS Awards are the world's longest running photography accolades. The Awards celebrate significant achievements, showcase new and emerging talent, and highlight notable contributions from RPS members. The different categories span different genres and applications of photography, including the recognition of achievements in raising image science, education and curatorial. The categories continue to evolve to reflect new ways of seeing, making, and sharing photography.

The 2023 recipients all tell remarkable stories, and their work is a testament to the power of photography to inspire, uplift, create change and bring about personal, social, and cultural wellbeing. The 2023 RPS Award winners were:

Medals and Honorary Fellowships

Progress Medal & Honorary Fellowship: Professor Chris Darity

Contemporary Medal & Honorary Fellowship: Ralph Gibson

Excellence Medal & Honorary Fellowship: Suki Galley

Honorary Fellowships: Frida Orphan, Justine Kurland, Lucy El Terrence, Lisa Bernard, Lorna Simpson, Jenny Adkins, Rosamund Goshall, Sir David Bailey

President's Medal: Paul Mitchell FRPS

Fellowship Medals: Chris Reihl, Robin Newhouse FRPS, Dr Ruff Kraehenbuehl ARPS, Vanessa Dawson FRPS

RPS Awards

Achievement in the Art of Photography: Levan Bita

Achievement in the Art of Photography (under 35): Manuel Torres

Technical Contribution to the Moving Image: Hyeon Myungso

Creative Contribution to the Moving Image: Rhea Stein

Cambial Royal College Medal: Dr Claire Walsh, David Long, Dr Danyel Jelinek

Scientific Imaging: Andy Saunders

Environmental Responsibility: Dr Yixiang Pei

Social Impact: Raphaela Rosella

Photography Curatorship: Dr Nijayee Shinda

Photography Criticism & Research: Anika Rowley

Photography Education: Max Houghton

Photography Publishing: Ella Meade

The RPS Bursaries

In 2023 we received continued funding from RPS and FRPS for Environmental and Postgraduate Bursaries totalling almost £9,000. An additional award was provided by RPS for a further £2000 resulting in 2 Postgraduate bursaries for 2023. We also agreed a new Exemption McCabe Bursary celebrating the life of the legendary photographer and editor in partnership with Exemption McCabe's family and The Guardian and Observer newspapers, which was launched in April 2024. The RPS would like to acknowledge the support of Exemption's wife, Rebecca Smithers and children Ben McCabe and Mabel McCabe. RPS Bursary Recipients in 2023 were:

RPS Postgraduate Bursary (Supported by RPS): Sean McKenna, Caroline Douglas

FRPS Environmental Bursary: Nicholas Hill

Juan Walshe Bursary: Ana Carolina de Lima

Open Call for Entries for IPE 165

Between 7 February and 8 May 2023, we held our Open Call for Entries for IPE 165, receiving entries from more than 500 photographers representing 121 countries. The exhibition continues to recognise an incredibly diverse audience and reach a significantly younger demographic than many RPS programmes, with almost 40% of submitting creators being under 35.

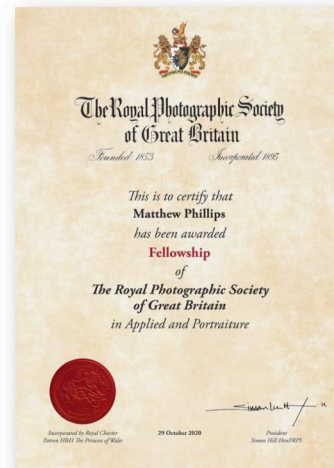
CREATE

Distinctions

(previous year in brackets)

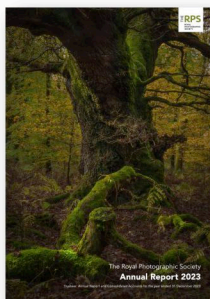
- 380 one-to-one interviews (400)
- 546 applications (593)
- 42% overall success (48%)

- LRPS 43% pass rate (55%)
- ARPS 40% pass rate (50%)
- FRPS 20% pass rate (30%)



RPS Awards 2023

- **Progress Medal** Professor Chris Dainty
- **Centenary Medal** Ralph Gibson
- **Eastlake Medal** Side Gallery
- **Honorary Fellowships** Frida Orupabo, Justine Kurland, Laura El-Tantawy, Lisa Barnard, Lorna Simpson, Lynsey Addario, Noemie Goudal, Sian Davey
- **President's Medal** Paul Mitchell FRPS
- **Fenton Medals** Chris Renk, Rajen Nandwana FRPS, Dr Rolf Kraehenbuehl ARPS, Vanessa Slawson FRPS
- **Achievement in the Art of Photography** Levon Bliss
- **Art of Photography (under 35)** Marvel Harris
- **Technical Contribution to the Moving Image** Hayao Miyazaki
- **Creative Contribution to the Moving Image** Rhea Storr
- **Combined Royal Colleges Medal** Dr Claire Walsh, David Long, Dr Daniyal Jafree
- **Scientific Imaging** Andy Saunders
- **Environmental Responsibility** Dr Yan Wang Preston
- **Social Impact** Raphaela Rosella
- **Photography Curatorship** Dr Niyatee Shinde
- **Photography Criticism & Research** Ariella Azoulay
- **Photography Education** Max Houghton
- **Photography Publishing** Elisa Medde



COMMUNITY

We are a friendly community of member photographers around the world, sharing images, ideas, information, and skills. We maintain centres of expertise in specific areas of photographic importance and promote a sense of belonging and inclusivity.

Membership

Membership attention has been a trend for several years through the use of diverse camera machinery in 2023. Total membership as of the end of 2023 rose 1946, a decline of just over 1% on the closing balance of 2022 (versus a decline of 8% the previous year). In the first part of 2024, things have further improved with membership now at the highest level since October 2022, and up more than 2% since March alone.

Volunteers

The RPS could not achieve its objectives without invaluable support of our many volunteers. Those who serve as Trustees and on committees, as Directors, panel assessors, and other facilities RPS events in our Regions, our International Chapters and our Special Interest Groups are the backbone of the organisation. During 2023, 536 active volunteers are estimated to have contributed an incredible 40,000 hours to support the activities of the RPS.

Regions

RPS members lead 17 active regions throughout England, Wales, Ireland, and Scotland. We aim to ensure these are friendly and inclusive ways to engage with local photographers to share images and ideas.

International Community

We are a worldwide community of photographers. We have many active members, and seven established Chapters throughout Asia, Oceania, Europe, and North America. Working with members of Digital Imaging Group and other SIGs in 2023 we began to provide new resources for our international members, including a bi-monthly magazine.

Special Interest Groups

The RPS provides expert leadership across various branches of photography and photographic interests. Membership of these groups is open to all RPS members.

- Analogic
- Archaeology & Heritage
- Audio Visual
- Contemporary
- Creative Eye
- Digital Imaging
- Documentary
- Historical
- Imaging Science
- Landscape
- Medical
- Nature
- Visual Art
- Women in Photography

(NB: RPS welcomed a new 'RPS Professional Group' in March 2024)

CONNECT



RPS Community

RPS Membership

	2020	2021	2022	2023	2024	%*
UK	9374	9317	8974	8902	9237	88.9
International	1246	1338	1275	1042	1155	11.1
Total	11,202	10,621	10,655	9944	10,392*	
Change on prev. year		-581	+34	-711	+448	

Correct at 19.09.24

RPS Community

Regional Membership

	Central	East Anglia	East Midlands	London	N Ireland	Northern	North West	Scotland	
Total	681	714	488	1112	99	344	654	680	
%	7.2	7.5	5.1	11.7	1.0	3.6	6.9	7.2	
		South East	Southern	South West	Thames Valley	Western	Wales	Yorkshire	Total
		791	878	464	729	723	349	439	9489
		8.3	9.3	4.9	7.7	7.6	3.7	4.6	

Correct at 19.09.24

RPS Community

Group Membership

	Archaeology & Heritage	Analogue	Audio Visual	Creative Eye	Contemporary	Digital Imaging	DIG Online	Historical	
Total	139	280	166	533	377	1187	553	153	
%	1.7	3.5	2.1	6.7	4.7	14.9	6.9	1.9	
	Imaging Science	Landscape	Medical	Nature	Visual Art	Travel	Documentary	Women In Photography	Total
	102	1131	52	963	944	496	634	268	7978
	1.3	14.2	0.7	12.1	11.8	6.2	7.9	3.4	

Correct at 19.09.24

RPS Community

International Membership

	USA & Canada	China & Hong Kong	Mainland Europe	Australia & New Zealand	Republic of Ireland	India	Japan	All other	Total
Total	229	211	141	109	92	55	36	30	903
%	25.3	23.4	15.6	12.1	10.2	6.1	4	3.3	

Correct at 19.09.24

3. Treasurer's Report

Introduction

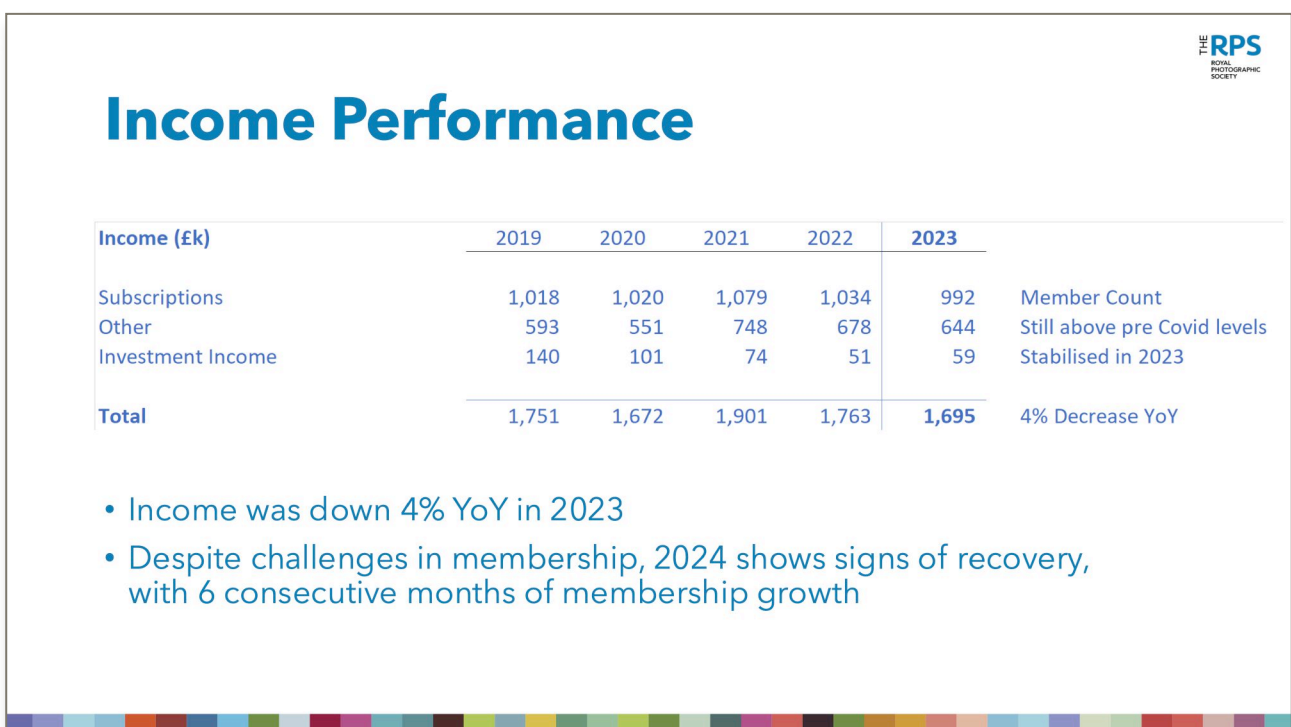
This year has been a pivotal one for the Society. In 2023, following the appointment of a new CEO and myself as Treasurer, it became clear that urgent action was required to stabilise the organisation and address the financial challenges ahead. Following a thorough review, Dan introduced a new strategic plan, and significant changes were implemented, especially in the latter half of the year. However, it's important to recognise that the full impact of these changes will not be fully reflected in the 2023 financials. In fact, the financial results for 2023 may not appear particularly strong, as it was very much a transitional year for the Society.

The RPS had operated with a structural deficit and limited financial visibility. The lack of robust financial oversight, planning and analysis made it challenging to address issues proactively. As a result, stabilising the financial situation and implementing effective strategies is a complex task that requires time and patience. The focus now is on building a stronger financial foundation and improving transparency to ensure better management and future stability.

That said, early indicators from 2024 are promising and show tangible progress. The Board has also taken prudent steps to restructure the investment portfolio, focusing on capital preservation and ensuring sufficient liquidity. Additionally, the decision to explore selling RPS House is part of our wider strategy to boost liquidity, enabling us to continue modernising the organisation. Our core financial objective remains clear—securing long-term sustainability for the Society.


It's important to explain what this means for us. It's not just about balancing the books for one year; it's about building financial resilience that helps us navigate economic challenges, adapt to future demands, and invest in our mission. This involves diversifying our income, sound financial management, and building back strong reserves. Our goal is to ensure the Society can not only survive but thrive in the years ahead, and this is central to our strategy moving forward.

Income



This slide shows a breakdown of the Society's income since 2019. In 2023, total income fell by 4% compared to the previous year, mainly due to challenges in maintaining membership numbers, which has been a persistent issue. However, 2024 has started positively, with six months of consecutive membership growth, a key sign of recovery. This growth, along with efforts to reduce costs, is an important step in rebuilding a more stable financial base. Reversing the decline in income remains a priority, and these early signs are encouraging for improving the Society's position.

Financial Health



Financial Health

Operating results (£k) (excluding investments)	2019	2020	2021	2022	2023
Income	1,612	1,571	1,827	1,712	1,636
Expenditure	2,754	2,154	2,188	2,705	2,883
Operating deficit	-1,142	-583	-361	-993	-1,247
Add back depreciation charge	58	180	249	264	495
EBIDTA (free cash outflows)	-1,084	-403	-112	-729	-752
 Annual results (inc. investments)	 -398	 -559	 -302	 -1,466	 -1,116

- 2023 EBITDA is down 3% YoY, reflecting inherited operational challenges
- Operating deficit increased by £254k, driven by a significant rise in depreciation costs
- Annual results (including investments) improved to a deficit of £1.116m vs £1.466 in 2022

This is an overview of the Society's financial performance over the past five years, focusing on key figures such as the operating deficit and EBITDA.

In 2023, the operating deficit increased by 254k, mainly due to higher depreciation costs related to RPS House. EBITDA, or free cash outflows, saw a slight decrease of 3% year-over-year. It's important to note that 2023 was a transitional year for the Society. With the new CEO joining partway through, immediate financial improvements weren't expected. Time was needed to assess the situation and put a plan in place.

The positive news is around the overall deficit, which improved significantly, reducing from £1.5 million in 2022 to £1.1 million in 2023—a 24% improvement. This was largely due to realigning the investment portfolio with the Society's goals – as the mismatch caused losses in 2022. The portfolio was restructured to match prioritise capital preservation and liquidity, creating a stronger financial base as the Society continues its modernisation.

Financial Year Summary

Stable charitable income: Income from charitable activities held steady at £1.53m.

Increased expenditure: Rise in expenditure mainly due to accelerated depreciation on RPS House; other costs remained relatively flat.

Strategic investment shift: Investments reallocated to a money market fund to align with liquidity needs and financial objectives.

Improved cash flow management: Reduced reliance on investment withdrawals to manage operational deficits.

Reserves: Threshold temporarily lowered to provide additional financial flexibility and support ongoing transformation efforts.

Progress Update

Now, let's review the financial objectives set last year and updates progress so far:

Liquidity: Significant progress has been made, with 2024 year-to-date results showing improvements, reflecting the success of the modernisation efforts.

Income Growth: I'm pleased to report that membership has now been growing for six consecutive months in 2024, which show that the strategic plan is having a positive effect.

Balance Sheet Management: This has improved, with new monitoring dashboards rolled out to allow for better oversight and management – especially, cash withdrawals from investments have been significantly reduced.

Cost Control: The actions taken in 2023 and 2024 are starting to show results, with reductions in the cost base becoming apparent in 2024 numbers.

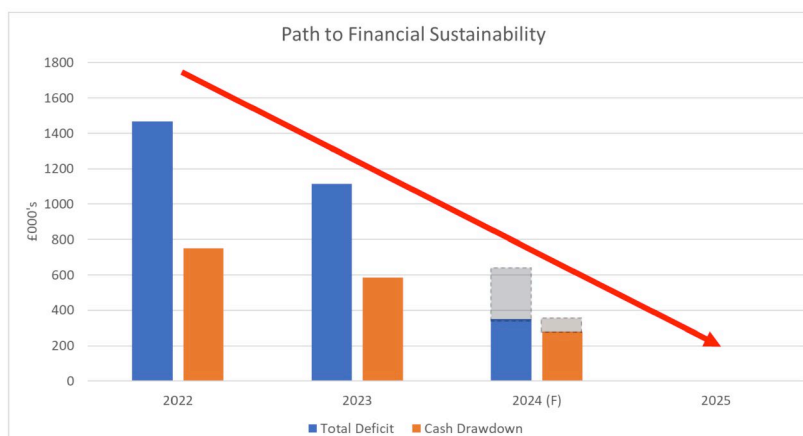
Challenges: Challenges remains around navigating a tough economic environment while implementing necessary changes. These are focused on building resilience and working towards long-term financial sustainability.

In summary, good progress has been made in 2024 towards achieving these financial goals, but the work continues.

Financial Sustainability

This is the Society's financial performance (see next page), highlighting the total deficit, cash drawdowns, and projected improvements from 2022 to 2024. As you can see, there has been progress in reducing both the deficit and cash withdrawals needed to cover operational costs. The forecast for 2024 shows further improvement, with the total deficit expected to fall around 600k, and cash drawdowns predicted to reduce to around 350k. These projections are based on current year-to-date accounts and estimates for the rest of the year. They reflect the positive impact of strategic efforts to improve financial stability. The aim is to continue this momentum into 2025, with the goal of reaching financial neutrality. While these projections show encouraging progress, the long-term objective remains to fully stabilize the finances and secure a sustainable future.

Financial Sustainability Impacts



Deficit Reduction and Improved Cash Management (2022–2024 Forecast) - 2024 data includes YTD through July and projections for the remainder of the year

Auditor's Feedback

Finally, I want to draw your attention to the auditor's feedback as outlined in the audit summary provided to the Executive last month:

Auditors' feedback: positive outlook

"In the prior year we noted that whilst there were still sufficient investment assets available for the going concern basis of preparation to be valid, that the society has been in deficit for a number of years and the management actions so far do not seem to be improving the situation.

Since then, a decision to sell RPS House has been made, along with general efficiency and cost cutting measures as well as the investments moved to cash and cash equivalents.

These actions should help the Society achieve the sustainable position to ensure its long-term viability. Our audit work has not identified any other issues in relation to the above matters which we need to bring to your attention."

Last year, the auditors observed that the Society had been facing deficits for several years, and the actions taken up to that point seemed insufficient to address the situation.

Since then, we have implemented several significant changes. These include the decision to sell RPS House, enacting cost-cutting measures, realigning our investment portfolio, and invest in the modernisation of the RPS. These proactive steps are aimed at strengthening the Society's long-term viability.

The auditors have reviewed these actions and have not identified any additional issues that need to be addressed. Their feedback (see previous slide) indicates that we are on the right track with the strategy. This positive validation from an independent perspective reinforces that these efforts are moving us towards a more sustainable position.

Closing Remarks

Turning the Society around takes time and persistent effort—it's not an overnight process. Thanks to the dedication of our staff and volunteers, the modernisation efforts are already making a difference. By staying focused on key priorities and making necessary adjustments, the Society will get back on track.

Collectively, we can support the Society in becoming modern and resilient, and continues to bring inspiration, creativity, and connection through photography to people of all ages and backgrounds around the world for years to come.

4. Q&A on Annual Report & Accounts

Note: *Several of the questions included substantial sections of context. Due to time constraints at the AGM, the questions were distilled from the full text. Prior to delivering the answers to the AGM, all answers were reviewed and unanimously approved by the Board of Trustees at its meeting held on 20 September 2024. The answers are shown below in blue type.*

Martin Keene

Question: The report confirms "commitment to achieve a sustainable financial position by the end of 2024" Does this commitment mean that, if achieved, there will be no deficit in the accounts for 2024? What indicators will you be using to confirm arrival at 'a sustainable financial position'? Please identify each of them and confirm how they are visible to members? If there is more than one indicator, do they all have to be met to confirm that the society is in a sustainable financial position?

Andrew Hersom

Question: The RPS appears to have been running at a £1m-£1.5m deficit every year since at least 2018 (per Charity Commissions website). What economies are Trustees going to implement to break even? Last year you said there was a management plan:. What were the key performance indicators and which ones were achieved? What is the management plan for 2024-5?

Peter Featherman

Question: The “deficit budget” which is stated as having been pursued in recent years effectively means running the RPS at a loss. The stated ambition is now to achieve “financial sustainability” i.e. not incurring an operational loss. Is that aspiration close to being achieved during the current year?

[CHARLOTTE FRAIBERG]

Answer to all three questions: As I mentioned earlier, achieving a sustainable financial position is not just about balancing the books for one year; it’s about building financial resilience that helps us navigate economic challenges, adapt to future demands, and invest in our mission. This commitment does not imply that the Society will completely eliminate the deficit or achieve a surplus by the end of 2024, and achieving full cash neutrality may extend beyond 2024 as we continue to implement the strategic measures discussed.

The focus is on making significant strides in reducing the deficit and stabilising the Society's finances, with the goal not just to survive but to thrive in the years ahead. Key Indicators of a Sustainable Financial Position include :

Reduction in the Operating Deficit and achieving cash neutrality is a vital measure of progress. As highlighted in the presentation, this means no longer drawing on reserves to fund day-to-day operations and ensuring sufficient liquidity to support our ongoing needs.

Sustained growth in membership and other income streams is key to our recovery. As discussed, 2024 has started positively with membership growth, and we are optimistic that this trend will continue.

Cost Control is critical to our financial strategy. We have already seen some progress in reducing operational costs, and this focus will continue to drive our financial transformation.

Asset Management is central to ensuring liquidity and capital preservation. As mentioned, the investment portfolio has now been realigned and the sale of RPS House will provide additional funds for reinvestment in modernisation efforts and strengthening the financial position.

These key indicators are tracked and reviewed on a monthly basis, with oversight from both the Finance Committee and the Board of Trustees. Members will be kept informed of our progress through the annual report, but also through the Board update published in the journal.

Finally, while each of these indicators is crucial, they do not all need to be met simultaneously to signal progress. It’s the cumulative effect of reducing the deficit, ensuring liquidity, and growing income that will drive the Society toward financial sustainability. The focus is on achieving steady and measurable progress in these areas, rather than expecting instant results in every area.

Peter Featherman

Question: In the Financial Review it’s stated that the cost of raising funds was £80k less than the previous year. Can you indicate the quantum of funds raised in the year under review and, for comparison, the prior year together with the related fundraising costs as a percentage, please?

[DAN JONES]

Answer: Cost of raising funds in 2022 were £98.9k versus £19.1k in 2023. Funds raised were £60.4k in 2022 versus £20.7 k in 2023. This is due in the main to not backfilling the Development Director role when the incumbent left in December 2022, instead recruiting a Director of Marketing & Membership to focus on building sustainable recurring revenues from membership over one-time grant funding.

Peter Featherman

Question: Are you able to indicate the quantum of net proceeds anticipated from the disposal of RPS House and is it anticipated that additional operating costs will be incurred without having a fixed administrative base?

Run rate costs of leasing a small office and some additional costs related to regional locations for RPS events have been included in the multi year plan.

John Miskelly

Question: A direct question to both Simon Hill and Dan Jones. Are each of you not aware that your comments are at best disingenuous and at worst, simply wrong, as the RPS had an operational loss (before investment gains and losses) in 2023 of £1.16m, compared to the operational loss in 2022 of £942k? Can you explain how such a significant loss in the day-to-day operations of the RPS can be considered a "material improvement" or a "new beginning" and also why the Board and CEO do not appear to understand that the operating result, which is significantly worse than that of the previous financial year, has actually increased by £246k or 26%, year on year?

[SIMON HILL]

Answer: John, you pose this question to Dan and myself but I shall answer on behalf of the Board and the Executive.

It is important to acknowledge that the Society's operational loss (before investment gains/losses) in 2023 increased - however, describing this as a simple worsening of the financial position does not reflect the complexity of the situation. £231k of the £242k mentioned relates to the increased depreciation of RPS House – which is the main driver of the higher operational loss.

The "material improvement" or "new beginning" of which Dan and I have spoken refers not to the raw operating deficit but to the foundational changes implemented as part of the modernisation agenda. These changes - including the restructuring of the investment portfolio for capital preservation and increased liquidity, the decision to divest of RPS House, reductions in our fixed cost base, and the early successes in membership growth we are seeing in 2024, are on track to provide positive long-term effects on the Society's financial sustainability.

Of course, the Board and the Executive recognise fully the financial challenges; we are committed to addressing these through revenue growth (from membership uplift), cost reduction and tighter cost control. You may or may not agree with the experienced members of the Board that there is no 'quick fix' but I assure you - and the wider membership - that the Board and the Executive are managing these challenges in concert with initiatives that will strengthen the Society's long-term financial health.

John Miskelly

Question: How can RPS Members have any confidence in either the Board of Trustees or the CEO, when they don't even understand the real (and worsening) financial position of the Society and seemingly have no grip on the problems?

[SIMON HILL]

Answer: Thank you for your question, which gives me an opportunity to publicly acknowledge the considerable work the Board and the Executive have put in to ensuring a direction of travel that will see cash neutrality and an extremely respectable growth in membership by the end of 2025.

The Board and Executive are acutely aware of the Society's financial situation and have been transparent in outlining the steps being taken to address it. While the increase in the operating deficit is concerning, it must be viewed in the context of ongoing efforts to transform the Society. The decision to sell RPS House, for example, is a direct response to these challenges, freeing up resources to address the deficit and invest in modernising the Society.

John Miskelly

Question: Do the Trustees and Senior Management realise that, to reduce the current year's operational deficit by increasing membership alone, would require an increase in the membership of over 9,700 members, effectively a doubling of the current membership, so a stated increase of 2% or almost 200 members is simply a drop in the ocean? How do you plan to increase membership dramatically and what is the actual target for 2024, so members can measure this performance in due course?

[DAN JONES]

Answer: Reducing the deficit will not be achieved solely by growing membership. As Simon has just outlined, membership growth has a very important part to play in our track to cash neutrality. As you will hear shortly, in my report, we have made very real progress in this track to cash neutrality. In parallel, measures implemented in 2023 have taken significant costs out of the organisation and in 2024 we are reinforcing the progress to financial sustainability.

John Miskelly

Question: In addition, we're all aware that there were at least two external consultants who were involved in the operational activities of the RPS during 2023, and possibly beyond. The two we're aware of are John Slyne (Finance) and Adrian Leighton (Communications). Can you please tell us the amounts paid to each of these external contractors (whether individually or through a service company) in the 2023 financial year?

[DAN JONES]

Answer: These costs are included under Expenditures on 'Legal and Professional' fees – see note 11 in the Annual Report. Agreements with individuals are confidential although fees paid in aggregate to specialist advisors in 2023 was below £75k.

John Miskelly

Question: The total reserves from the Balance Sheet are £3,656,650, with £403,263 being Designated and belonging to the Groups and Regions, and a further £248,872 relates to Restricted Award Funds. When we add these amounts to the building Capital Asset Reserve of £2,477,358, this leaves only £527,067 in genuinely free reserves!

How can the Board put accounts forward to the members to approve that are once again shown to be inaccurate, unless there is a plan to take the funds from the Groups and Regions into the General Unrestricted Fund? If this is the case, then please inform members of this intention.

[SIMON HILL]

Answer: The Board of Trustees, the Executive Team, the Finance Committee, our specialist advisors and the Auditors have, as you would expect, been diligent in the execution of their financial and strategic function. The financial team reviews continuously the Reserves position of the RPS and that position is reflected in the Accounts which show free reserves of £527k as of Dec 2023, the financial year end for the Accounts presented in this report.

In relation to the Groups and Regions – these funds are ‘designated’ not ‘restricted’ - this is an important and very relevant accounting distinction. In the first part of 2024 we held extensive and open consultation with the Groups and Regions, through the forum of the Members Committee. We agreed a plan to modernise our approach to Group and Regional financial operations. No additional measures or changes to the management of the ‘designated’ (not ‘restricted’) Group and Regional funds are planned or expected.

John Miskelly

Question: Does the Board realise that the current free reserves are equivalent to just over 3 months of income, and do they really believe they have fulfilled the stated requirement for ‘Reserves Adequacy’ by having 3 only months of reserves, irrespective of what happens with RPS House at some future date?

[SIMON HILL]

Answer: Yes, of course the Board realises the relationship between the quantum of free reserves and income. The Board, under advice from Finance Committee, has responsibility for setting the Reserves Level. The Board has given very careful consideration to the adequacy of this level in the context of the Society’s financial position, strategic objectives and modernisation plans.

In November 2023, when considering the decision to explore the sale of RPS House and meet the requirement for greater short- to medium-term liquidity, the Board reviewed the Reserves Policy and temporarily lowered the Reserves level to £500,000. This temporary Reserves level is a measure designed to ensure flexibility and liquidity during what will be a period of significant and very necessary modernisation of the RPS. This reduction aligns with the Charity Commission's guidance, which allows charities to adjust reserve levels based on current financial needs and planned future activities.

Following the sale of RPS House, the Board will revisit the Reserves policy with the intention of rebuilding the Reserves to a higher level, as part of the Society’s ongoing efforts towards long-term sustainability. While the current Reserves level is deemed suitable for managing immediate needs, the Board is committed to strengthening the Society’s financial position and ensuring a robust Reserves policy for the future. This temporary adjustment is a strategic measure to provide flexibility and maintain liquidity during a crucial period of significant and necessary modernisation of the RPS.

John Miskelly

Question: At what price is RPS House planned to be listed (in effect the external valuation) and what is the expected profit or loss on the sale, net after all professional fees and costs? Secondly, how will the additional c£250k per annum be funded, since the current building running costs were noted as being c£100k per annum, effectively meaning an additional £150k will need to be found? What are the expected relocation costs that have been budgeted?

[DAN JONES]

Answer: The asking price of RPS House is £2.2m. I am not going to speculate on the likely profit but I can state that selling fees are fixed at 1.25% of the sale price achieved - so if the asking price was achieved at sale, this would equate to selling fees of £27,500.

The estimate of £250k for a leased building provided last year was for a similar space to RPS House. Now we are looking to secure a much more modest administrative office only, our benchmarking leads us to believe ongoing lease costs broadly commensurate with the annual running costs of RPS House is achievable.

John Miskelly

Question: Will the Trustees and CEO be honest enough to admit to the members that the main reason for selling RPS House is that it is the only way to generate enough cash to keep the Society running for the next few years, especially with annual deficits now stubbornly sitting around the £1million mark and without this sale, there is a very real risk the Society could run out of cash in the next two to three years?

[DAN JONES]

Answer: Our communication has been consistent that in November 2023 the Board Resolved unanimously to explore the disposal of RPS House in order to unlock its value and to provide greater liquidity, and to enable continued investment in the modernisation of the organisation, and to better deliver our services to members and our charitable aims. Unlocking the value of the asset at this time should be seen in the context of progress made with respect to the fixed cost base (and thus the operational deficit) and membership growth of the organisation in 2024.

Alistair How

Question: Can the RPS be candid and transparent regarding anticipated write offs, exceptional items and lease obligations please?

[DAN JONES]

Answer: We have nothing material to report currently but we will of course be transparent about these at the appropriate time - likely to be the AGM 2025.

Janet Haines

Question: When you leave RPS House what will happen to the collection of books etc in the Resource Room, the camera collection, the historical chair and the new RPS Collection please?

[DAN JONES]

Answer: We are actively looking at this concurrent with the RPS House divestment programme. Some collections were donated on a conditional basis and we will be consulting with those parties regarding the implication of any changes, although we have no current plans to permanently dispose of any of these collections. I would also say despite being in a public building many of these assets have historically been under-utilised. Public education programmes can take many forms – including digitally - and the move may represent the opportunity to give more visibility to some of these assets in future.

Andrew Hersom

Question: RPS House cost £3.5m including fitting out according to the 2018 Annual report. On the books its value seems to be £2m:How realistic is selling the HQ in the current market? How much is moving to and renting alternative premises going to save?

[DAN JONES]

Answer: £2m is the long leasehold property value. Please see note 16 of the annual report for full breakdown. We have selected a local property agent with over 30 years' experience and have entered into a commercial agreement in relation to the sale process ensuring the RPS is getting the best value and expertise. Initial work we have done gives us confidence a market for the building exists, though of course we will not find out until we get into the sale process for real. We are not anticipating direct savings from the move away from RPS House. Nor are we expecting material increases in operating costs. We are looking to secure a lease on a modest space to serve as an administrative office and our benchmarking has demonstrated costs of both will be broadly commensurate.

Walter Brooks

Question: I would welcome a more comprehensive explanation of the decision to give up a central office in favour of what appears to be a movable central/head office. I've never regarded The Paintworks as being a good location. The building itself is good, but it is difficult to get to, if using public transport, and parking for cars is severely limited, so giving it up is a good thing, in my opinion, but I can't see how not having a fixed central office can work, even allowing for the 'working from home' trend that has accelerated post-Covid. Hearing at the AGM from the Trustees and/or the senior staff the ramifications of this profound change would be welcomed by me and the few other members to whom I have spoken.

[DAN JONES]

Answer: We will have permanent office. It won't be a public building for members to visit but will be permanent office base for staff and operations. RPS has operated flexible remote working for some time and the changes to working practices involved in moving to a smaller office will be relatively minor. We will need to use third party locations for key events such as the IPE and Distinctions print assessments and have made budgetary allowance for this in our forecasts. We are already operating a successful touring program for our exhibitions including at Saatchi Gallery, The Royal Albert Hall and Lacock Abbey among others and are therefore confident suitable venues can be secured.

Martin Keene

Question: Thinking about the sale of RPS House. What is the expected total cost of the sale process? For the first full year after the sale, please quantify: the savings you believe that the Society will make from not having the property; the extra costs you believe that the Society will incur by finding other locations to carry out the activities that were done there.

[DAN JONES]

Answer: A We have selected a local property agent with over 30 years' experience and have entered into a commercial agreement in relation to the sale process ensuring the RPS is getting the best value & expertise. Not anticipating direct savings from the move away from RPS House. Nor are we expecting material increases in operating costs but benchmarking has demonstrated costs of both will be broadly commensurate.

Martin Keene

Question: Attracting new members. Partnering with retailers to offer a first-year discount - perhaps through a code on a leaflet given to customers who buy new equipment - might be a productive way of gaining new members. With how many of these retailers / distributors: Wex, Park Cameras, Mifsud, MPB, and B&H in New York; and distributors: Canon Uk, Nikon Uk, Sony Uk, has the Society had contact with during 2023 to see if such a scheme might be viable? Have you had contact with any in 2024? How many of those contacts has resulted in a successful outcome ?

[DAN JONES]

Answer:

Great question Martin. Business development and partnerships generally is an opportunity for the organisation but it is not one that at the current time we have been resourced to properly explore. As always it's a question of prioritisation and we will be considering this question in the context of the 2025 business planning process.

Martin Keene

Question: Looking at the RPS's Income from Charitable Activities, which are close to the heart of the Society. Income from: Events & Workshops: Groups & Regions 2023 = 150,953 2022 = 130,881 2021 = 115,573; Events & Workshops: Society 2023 = 130,879 2022 = 140,562 2021 = 151,188 The accounts show income from Events Workshops run by the Groups and Regions has grown by 30% in two years, to surpass income from those run by the Society, which has fallen by 14% over the same period. Why do you think the revenue from Events and Workshops run by the Society has declined over that period? What do you think those who organise Events and Workshops for the Society can learn from those who organise them for the Groups and Regions ?

[DAN JONES]

Answer: The growth in workshops and events in the G&R is a very pleasing development over the last few years, driven to a considerable extent by the RPS technology platform and the centralised events booking facility within the CRM. As this activity has expanded there may be an element of 'cannibalisation' with respect to the RPS workshops program, particularly in the area of shorter form tutorials and skills workshops. We believe there is room for the two programs to sit alongside each other and are in process of repositioning the RPS programme to include more longer form sessions, to more directly support the distinctions criteria and requirements, and to leverage new tutors and new subject areas.

We continue to work with the Groups and Regions via MemCom to improve the tools and capabilities we provide to them to enable their programmes to also continue to evolve and grow.

Martin Keene

Question: Please could you clarify the Society's staff numbers. The Accounts for 2023 state that the Society employs 23 full-time equivalent staff - the same number as in the Accounts for 2022 and 2021. At last year's AGM we were told: "The redundancy actions that were taken in 2022 were all actioned at the end of Q4 which skews the statistics for the average number of employees. Overall in the year there were eight leavers and four people joined the team". During 2023, the society paid redundancy and loss of office costs of £43,891 with 'several' positions being made redundant. There is also a further mention in the accounts of £26,379 in settlement payments. How many people left and how many joined the team in 2023? Why, after a redundancy process over two years, is headcount at 23, the same as before it started? How many staff members were employed by the Society on 1/1/2022, 1/1/2023 and 1/1/2024?

[DAN JONES]

Answer: To answer your question directly 7 individuals (5.6 FTE) left during the year and 8 individuals (6.6 FTE) joined inc. 1.0 FTC (6 joined in Q1 & Q2). To look at this question another way - total expenditure on staff and employer costs was 11% lower in 2023 versus 2022, and this year is forecast to be a further 11% down on 2023 (these numbers are inclusive of one time costs and cost of living rises, and to ensure compliance with the living wage). The team has been restructured and we have brought in new hires to add capabilities and skills that we did not have, notably marketing and technology. These are crucial hires and have been instrumental in the marketing activity in 2024 which is performing strongly with six consecutive months of growth in net membership, and strong member retention.

At the start of 2022 we had 27 staff / 22.2 FTE

At the start of 2023 we had 22 staff / 23.8 FTE

At the start of 2024 we had 23 staff / 19.8 FTE

At current time (September 2024) we have 22 staff / 19.2 FTE

Martin Keene

Question: Membership attrition. 1. What is the difference in membership attrition between those who pay by direct debit and those who pay by bank transfer or cheque? 2. What consideration has been given to incentivising members to swap to paying by direct debit?

[DAN JONES]

Answer: 1. Direct debit and recurring credit card billing have advantages in facilitating easier renewal of membership and have continued to make up an increasing percentage of membership transactions over recent years. We have recently made updates to the renewal process to further improve this facility, currently 35% of membership renewals are by direct debit (up from 20% in 2023) and of new members joining in 2024 54% have signed up to DD. In order to further accelerate this trend we are working on our payments system to bring direct debit to all membership packages. 2. DD has many benefits to both members and the organisation and we believe these benefits are sufficient without the need to provide financial incentives to continue the positive trend in DD adoption, cognisant also that some of our membership may not be entirely comfortable using online banking.

Alistair How

Question: Why are we reliant on a non-executive honorary treasurer to represent the 'financial face' of RPS (who was absent from the last AGM)? Why don't we have a senior qualified executive finance director or similar represented at the AGM at a time when financial management is the number one issue for the RPS? Why doesn't the RPS have a board level finance director like every other charity and company?

[SIMON HILL]

Answer: Our Board structure is defined in our By Laws which are approved by our membership, by the Charity Commission and by the Privy Council. The Honorary Treasurer is the Board level finance director equivalent.

Since 2019 we have had four Honorary Treasurers, three of whom were recruited internally to the membership and ultimately, for various reasons, none of these three completed their three-year terms of office. There was also a short period where the position was vacant and where we therefore did not have the benefit of an Honorary Treasurer.

The Board broadened the recruitment opportunity by looking outside of the membership. Following this exercise, shortlisted candidates were interviewed, and Charlotte Fraiberg was appointed to the role. Having now worked with Charlotte for the past year, I can say from personal experience that we have in Charlotte an extremely competent Treasurer.

Charlotte brings extensive Third Sector skills and experience to the RPS. The Honorary Treasurer is a Trustee position and therefore has a non-executive function. This is consistent with the governance structure of many Charter incorporated charities of our size and allows for independent financial oversight at Board level while operational financial management remains with (and has always been the responsibility of) the Chief Executive Officer supported by the Executive team.

On the Executive team we have a Director of Finance, Nikki McCoy, who is responsible for finance operations, and we have a consultant Fractional Chief Finance Officer, John Slyne, who provides strategic finance expertise.

I would also point out that we have a Board sub-committee - the Finance Committee - which is chaired by Charlotte, and effective from 21 September we are grateful to outgoing Trustee Mathew Lodge taking the role of Deputy Chair of Finance Committee. The Finance Committee also has the benefit of input from specialist advisers within its membership and these advisers are (or are retired) Chartered Accountants.

Andrew Hersom

Question: RPS's "Photography For Everybody" - Strategic Plan 2021-2026 states "*We will make every effort to reduce our own carbon footprint, while using the power of photography to influence the changes in society that urgently need to take place. Our Environment and Social Responsibility Committee is overseeing our work in this area.*" How large was the RPS's carbon footprint in the previous year and what progress has the RPS made at reducing it? When will the RPS be carbon neutral?

[DAN JONES]

Answer: We haven't at this time quantified the RPS carbon footprint. Several key initiatives are in motion however to lessen the impact of RPS activities: Increased digital service delivery including the digital LRPS and the education program; Almost all board of trustees and key governance meeting (MemCom, RepCom) held online in 2023 and 2024; We have targets to reduce energy bills in RPS House. Moving away from RPS House to a smaller office will further reduce direct impact. We embrace flexible working to minimise staff travel

Andrew Hersom

Question: What investigations and follow up takes place when it is suspected that someone is using a RPS post-nominal distinction to which they are not entitled?

[SIMON HILL]

Answer: Andrew, this is a very interesting question and is a subject that comes to the Board with somewhat greater frequency than I would hope.

The most frequent form of post-nominal abuse is perhaps with the ISQ and CIQ qualifications where one or two recipients of these qualifications tend to use only the distinction equivalence part of their award (FRPS for example) rather than the required pair of post-nominals (ASICI FRPS or ASIS FRPS for example). This is probably to give the impression that (in the examples I quote) they hold the Fellowship for their photographic skills gained through the photographic panel assessment route rather than through the Imaging Science or Creative Industry routes.

Another frequent form of abuse is where a former member who gained a distinction while a member, continues to use the distinction post-nominal after their membership has lapsed.

We do not have the resource to actively police these or any other use or abuse of RPS distinction and qualification post-nominals but when we are informed of any abuse, we do take steps to investigate and take any necessary action.

Andrew Hersom

Question: What market research has the RPS carried out to find out just what members want from the Society?

[DAN JONES]

Answer: We undertake surveys, we review member feedback and we leverage insight received from partner organisations. We do try to understand both the needs of current members, but also what resonates with potential members. We have gained extensive feedback on what RPS benefits most resonate with potential members from our online testing, which has also fed into our planning and roadmap. We haven't yet commissioned external market research to date but this remains something we may consider going forward.

Paul Bellchambers

Question: Having joined, I was wondering what the RPS does to induct volunteers who are keen to support the RPS at the regional level? How does the RPS enable regional teams to support the members in the regions with information, events, and other key activities? What funds are accessible for the regional team to accomplish their membership-related tasks? How can I identify

local RPS members? Most events listed seem to be in the London area. Does this imply a lack of active members in other regions? The Special Interest Groups require an extra payment. However, there is not a description of the groups which would help members decide which they want to join. Shouldn't we improve this? The Volunteering section lacks role details, only providing a list, followed by an application requirement. Wouldn't it be better to have a job description on the website for members to consider before applying? The impression I get is that numerous events are online only via Zoom. Could you tell me why this is? Surely a vibrant organisation like the RPS should ensure face-to-face meetings happen at all levels across the UK, etc.

[DAN JONES]

Answer: The question highlights London as being very active – and there are other examples of active regions. Sadly however many regions have relatively few members and have struggled to put on full programmes in the recent past. We have recently worked to ensure that every region now has a working RO and Committee in place though some regions are just restarting operations after a period of hiatus.

All regions have access to specific fund that is ring-fenced for regional activities. The funding currently equates to approximately 18 months of operation for the regions in aggregate and will be added to if needed as part of the 2025 budgeting process. If you search for regional events on the RPS events platform, or reach out to your Regional Organiser you will be able to connect with local members and events.

Important to recognise London has some specific factors at play:

- Committed consistent regional leadership
- Sufficient size with over 1000 members (some regions have less than 100 members currently)
- Sufficient volunteer numbers to put on events.
- Obviously ease of transport and communication in the region also play a part.

Regarding the the descriptions of groups and the work they do we do have the groups and regions webpages - but I can only say 'Yes!' We have been slower than we would like but it is definitely on the roadmap to improve visibility of SiGs and what they do to all members.

We have been discussing with memcom during the year how we can improve things – we now have ToRs for the first time, bringing with them consistency to how different committees run. We continue to make improvements to our volunteer platform (we launched an update only yesterday) with updated volunteer role descriptions currently in consultation with community representatives.

Online events and in person events are important – and the program that London runs is proof this can work. But it is not always viable at the current time, particularly in rural areas.

Brian Sexton

Question: Would the RPS please look at producing a step by step idiots guide to starting the Licentiate process? From an overview of what is expected to how to produce the images to the correct size? How they are submitted, so that we can start at step one and work our way to completion. I'm new to the RPS but I have much experience in all aspects of photography yet I'm baffled by the process. Maybe even produce a work book.

[SIMON HILL]

Answer: Distinctions are arguably one of the most significant features of our ambition to support and recognise the creative journey of a photographer. Our distinctions are among the most respected indicators of photographic skill anywhere in the world.

As a Board, working with the Executive team and with the Distinctions team, we are constantly looking at how we can facilitate and improve the distinctions journey for those members wishing to achieve Licentiate, Associate and Fellowship. To that ambition we have made, and continue to make, significant changes to the way distinctions can be gained including but not limited to the way portfolio submissions are assessed.

In August we launched the new Licentiate platform which provides a streamlined digital application and assessment process. In support of that process we published a completely new 'Criteria and Guidance' document that more precisely defines the criteria and describes the assessment process; new webpages including instructional "how to" videos; and more support and guidance resources are being developed, including a short form 'quick guide' to gaining the Licentiate distinction. You can find all of this at: <https://rps.org/qualifications/licentiate/>

In 2025 we plan to provide updated resources for Associate and Fellowship.

Daniel Donaldson

Question: There is an alarming increase in both verbal and physical attacks on photographers engaging in their work. There has also been at least one high profile case of abuse of police powers to stop a photographer taking pictures for journalism. Can I please ask the RPS what steps they are taking to protect the interests of their members and also to protect them from harm whilst lawfully engaging in the art of photography?

[SIMON HILL]

Answer: The RPS is not a professional photographer membership organisation – we are an educational charity and membership organisation. Consequently, this topic is outwith the scope of our main activity. The Association of Photographers, with whom we have an excellent relationship, the British Press Photographers Association and the National Union of Journalists have great resources in this area. Some of our members and our Trustees already contribute their expertise to these organisations. That said, I believe our new 'RPS Professional' Group could and should look at this area of concern either directly or through collaboration with organisations like the AOP, the BPPA and the NUJ.

Richard Bradford

Question: Dear AGM Chair, Page 28 of the RPS Annual Report 2023 lists 9 committees: Nominations Committee, Members Committee, Representatives Committee, Finance Committee, Equality Diversity & Inclusion Committee, Environmental & Social Responsibility Committee, Awards Committee, Education Committee, Science Committee and their respective Chairs are listed on page 2 of the Report. However, in contrast to the election / appointment of Trustees, there is a complete lack of transparency regarding the Composition of the committees, qualifications for nomination / appointment, the process for nomination / appointment, Committees' respective targets, Committees' respective results. Would the President and Trustees kindly commit to opening up all these areas?

[SIMON HILL]

Answer: As part of a renewal or revision of our principal governance processes and resources, in 2021 the Board of Trustees drafted, consulted on, and subsequently ratified Terms of Reference for all of our sub-committees. This was the beginning of an on-going process that we had to briefly pause while we focussed on drafting, consulting on, and eventually ratifying Regulations governing Groups and Regions. The Board has now returned to the matter of committee governance and will soon have final drafts of other supporting Terms of Reference or Regulations as necessary, including but not limited to procedures for the appointment of Committee Members and Committee Chairs. All of the Society's governance documents – whether Regulations, Terms of Reference or Operating Procedures - are freely available for members to view. Some can be downloaded from our website, or they can be requested from the Executive team.

Allyson Klein

Question: Will there be any funding for subgroups? I've volunteered to do layout for the online magazine but it is very time consuming to put everything together. The volunteers should receive some sort of compensation to keep the group running. I had to take a step back but would love to be more involved?

[DAN JONES]

Answer: Our community groups are a vitally important aspect of the RPS, and we are committed to working on ways to increase visibility of WIP and all our SiGs to members and help drive membership. I should also say that currently we have an exhibition featuring WIP members work in the RPS Gallery. Ultimately groups have the ability to charge subs and run events and in the longer term need to be able to fund their operations in a sustainable way.

Ben Gorman

Question: I am working towards my next RPS Distinction. I use an entirely analogue workflow and I make silver gelatin prints. I am aware that the option for print submissions for LRPS has been removed and I am concerned that the option for print submission at Fellowship level might also be removed in the future. Please may I have assurance that print submissions will be accepted for Fellowship Distinctions for at least the next ten years.

[DAN JONES]

Answer: I can't make a declaration that would bind the hands of the future governance and any future CEO for the next 10 years, but I can say at the current time we are committed to keeping the option of print assessments for Fellowship distinctions.

- end of Q&A -

5. Approval and Acceptance of the Annual Report and Accounts 2023 (POLL 2)

The President, as Chair of the Meeting, asked for a vote on **approval and acceptance** of the Annual Report & Accounts 2023.

The result of the vote was:

88 (online), 14 (at RPS House), and 53 (proxy) voted to APPROVE & ACCEPT (155 in total)

10 (online) voted to OPPOSE

30 (online) ABSTAINED

Therefore the total number of Members indicating a vote or abstention is 195

With 155 votes to APPROVE & ACCEPT of 195 total votes cast (**79.5%**) the Annual Report and Accounts were duly **approved and accepted**. The Return Form was signed by the President and retained on file.

6. Appointment of Auditors (POLL 3)

The President, as Chair of the Meeting, asked for a vote on the **appointment of Auditors** for the year ending 31 December 2024.

The result of the vote was:

107 (online), 14 (at RPS House), and 53 (proxy) voted to AGREE (174 in total)

3 (online) voted to OPPOSE

24 (online) ABSTAINED

Therefore the total number of Members indicating a vote or abstention is 195

With 174 votes to AGREE of 201 total votes cast (**86.6%**) Moore was **appointed as Auditors** for the year ending 31 December 2024. The Return Form was signed by the President and retained on file.

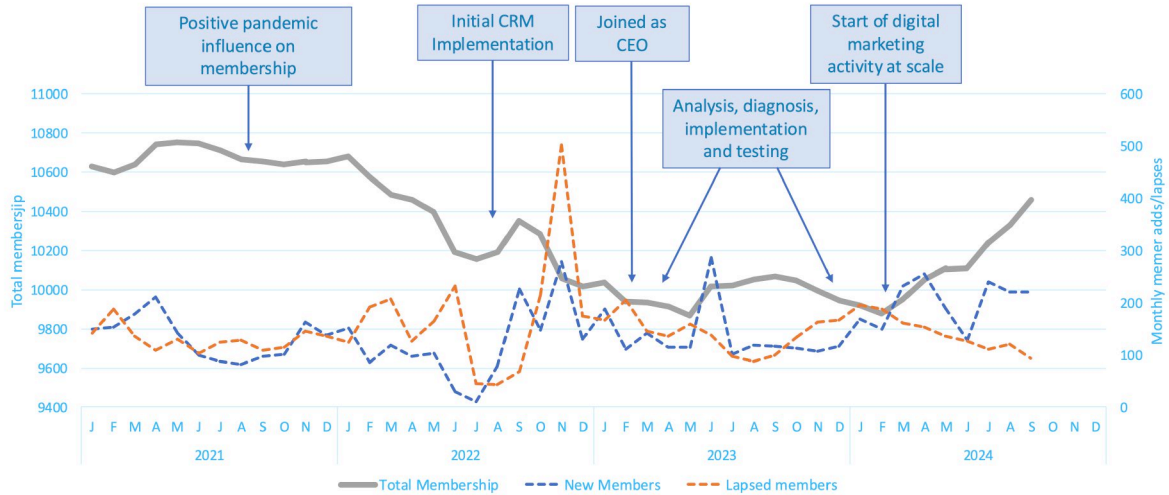
7. Chief Executive Officer's Report

Dan walked through a selection of slides to illustrate some of the key initiatives that have been driving the success in new member acquisition in 2024, as well as key developments in programmes and member communication contributing to the improvements we have also seen in member retention.

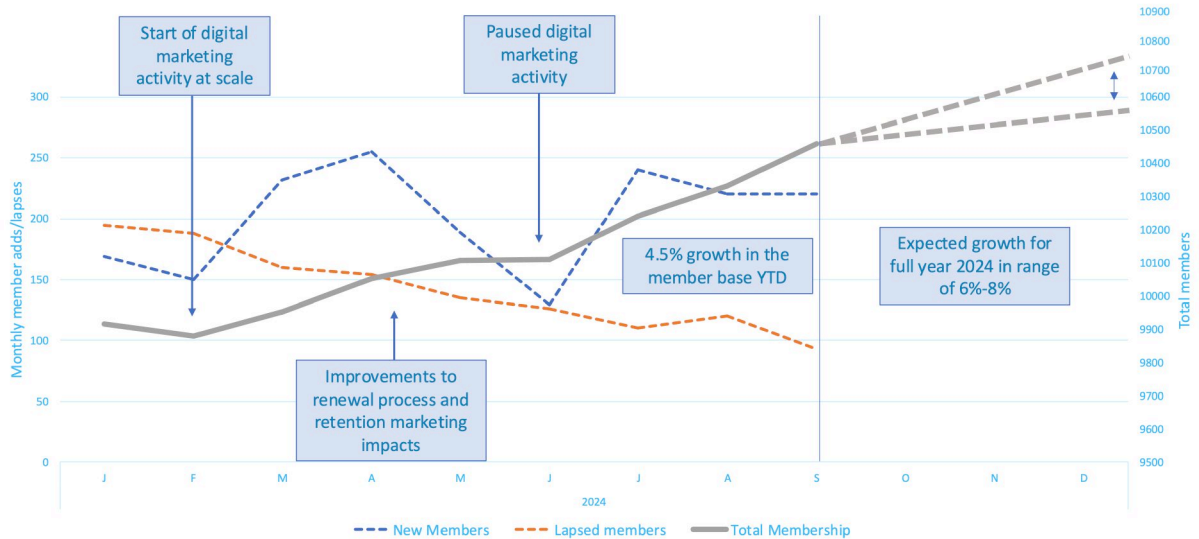
Dan also provided some information on our evolving membership profile, and gave an update on the RPS House divestment process.

The key slides from Dan's presentation are provided below:

Membership Trends 2021-2024



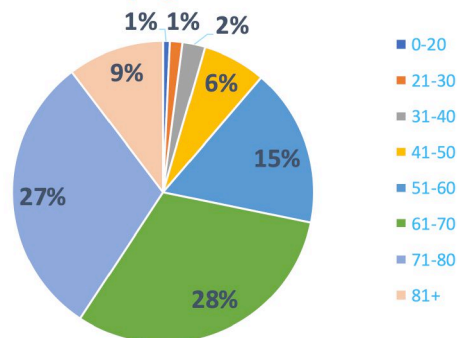
Membership Growth 2024



What is our membership profile?

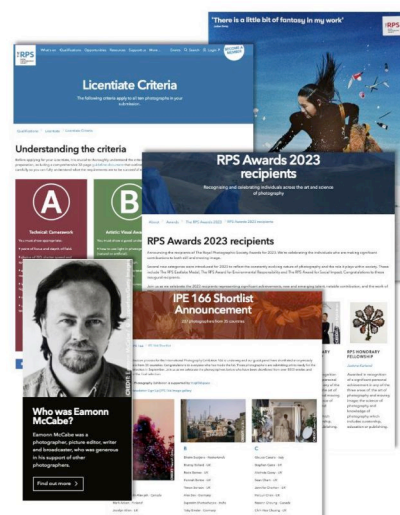
- Average age is 67
- 79% of members are age 50+
- 36% of members are age 70+
- Average age of members that joined in 2024 is 58
- 29% of membership female (up from 26%)
- 54% hold a distinction (down from 60%)

Membership Age Distribution



Programmes Developments

- **Journal** - 4 editions per year, new paper and print process
- **Distinctions** - New LRPS application and assessment platform
- **IPE 166** - Another tremendous response to call for entries
- **Workshops** - New tutors and workshop modules to support new LRPS criteria
- **Awards** - New online awards hub with images, bios and more
- **Bursaries** - New Eamonn McCabe bursary
- **Community** - ToRs, Volunteer Portal, working on SLA
- **Quarterly Member Competition** - re launching next month on new platform



RPS House

- In November 2023 the Board of Trustees unanimously resolved to explore the disposal of RPS House to unlock its value, to provide greater liquidity and operational headroom, and to enable continued investment in the modernisation of the organisation.
- Holding exhibitions and in-person events at locations around the country will better enable RPS to meet the needs of its members.
- Provisions of s119 Charities Act 2011 have been complied with and the building is on the market this week for £2.2m.
- Initial assessments give a relatively positive picture of the market in Bristol and Paintworks specifically.
- Work is being concluded to inform the specification of the new permanent administrative office. The intention is to secure a 5-year lease on a much smaller office in the Bristol area, optimised for flexible remote working.
- Benchmarking exercises have suggested fully costed leasing costs commensurate with the running costs of RPS House (£130k p.a.).

8. CEO Report 'live' Q&A

There was a short 'live' question and answer session after the CEO's presentation. The main points arising from selected questions are summarised below:

Anthony (Tony) Harris 10:44 AM

Does the Board of Trustees have the authority to sell RPS House without a confirming vote from the membership? The loss of a 'home' could have a negative effect on membership engagement and numbers.

[Dan Jones]

Yes – Trustees are responsible for oversight and strategic and financial management of the organisation and that includes management of assets like RPS House. RPS House has been significantly under utilised and particularly so by members since its acquisition. Overall I would say member sentiment and feedback we have received since the announcement of the sale has been more positive than negative on the whole.

Martin Keene 11:25 AM

(1) Why do think that the turnout for the recent poll for Trustees was so low. What can you do to improve it in future.

[Dan Jones]

Engagement with the trustee elections with on a par with other recent elections and is broadly in line with participation rates seen by other organisations. We continually look to streamline the process and optimise communications with members and will continue to do that for the elections planned in 2025.

(2) The AGM provides no opportunity for two-way engagement for members to meet one another. Is this format still optimal? 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?

[Dan Jones]

This is an interesting idea – we will take a look at what we can do.

Janet Haines 11:26 AM

Could Dan please take this opportunity to explain to all members the rationale of why funds of Regions and SIGs are being paid to RPS central.

[Dan Jones]

Thanks for the question Janet, I'm more than happy to do this. The way we have managed the financial operations of regions historically mean we have had to change our approach. We had funds designated which had not been utilised over several years and which was not working for the organisation and increasing our dependence on reserves. I make no apology for implementing an approach which is simply prudent financial management.

The situation with Groups is slightly different. We have seen a big increase in the types and volumes of activities groups run, which is really great to see. This has been underpinned to a large extent by the development of the online platforms and the CRM technology the RPS has invested in. As we go forward I think it is fair that these groups make a small contribution to the ongoing costs of these platforms and to their continued maintenance and development – including adding features and capabilities groups want. After extensive consultation with MemCom in the early part of the year we agreed a structure to do just that which we will implement in the last quarter of 2024.

Howard Klein 11:27 AM

Given the focus on surveying prospective members, external market research etc, when was the last survey of existing members? Have you one planned? The only one I've had is from a SIG.

[Dan Jones]

Last full member survey was 2022 though we have carried out other research since, such as the Journal survey. We are planning a member survey in 2025.

David Hicks 11:29 AM

Pre-Covid, each Region and SIG had a trustee allocated to it to be the link between the Committee and Members to the Board. Is there any thought about re-establishing this direct link.

[Dan Jones]

We have trustee representation on both MemCom and RepCom and believe this is the right approach.

John Miskelly 11:31 AM

Will the SLA with SIG's have a performance aspect, in that the RPS HQ will have to deliver the promised technology improvements?

[Dan Jones]

Yes that is the intention although we will have to start with a relatively broad understanding and we will not be able to commit to commercial service levels, we hope the document will continue to grow and develop with the organisation as we go forward

Melanie Chalk 11:33 AM

Listing the reasons to join the RPS on Social Media, are the benefits of immediately joining the 'COMMUNITY' fully explained and encouraged? For many, being a member of an active SIG is the main reason they renew membership of the RPS.

[Dan Jones]

Community is one of the 4 pillars of our communication platform and a core membership benefit. We will continue to look at ways to position this to best advantage with members and potential members as we develop our approach going forward. Ultimately in terms of campaigns on social media we develop creative around all the aspects of RPS membership and the audience response tells us which are the most effective messages for bringing in new members.

Fiona McCowan 11:33 AM

Is Dan aware some of the large SIGs have to use external booking platforms eg Billetto as the RPS HQ system is so poor?

[Dan Jones]

I am aware some SIGs choose to use external platforms. Historical performance of RPS platforms has been a factor but is not the full story. We have recently upgraded our systems and performance is now good. We have other updates planned in the coming months. All SiGs will be required to cease use of third party platforms during 2025 to ensure regulatory compliance.

Neil Harris 11:33 AM

At present members who would be happy to receive the Journal as a pdf file only are paying for a paper copy. Are there plans to have a two tier membership whereby a low subscription would be available for those who do not require the paper copy.

[Dan Jones]

This is an idea that is often mooted and I can see why. The Journal is a vitally important member benefit however, and changing the format is not a simple exercise. When we have modelled this change it is not easy to implement without a financial penalty, so we have no plans at the current time - but we continue to keep the option under review.

- end of Q&A -

9. Formal Notice of new By Laws and Resolution to petition changes to the Royal Charter

The President reported to the Members:

“At a meeting of the RPS Board of Trustees (the RPS Council) held on 24 May 2024, a signed and sealed Order of the Privy Council was received which confirmed approval by the Privy Council of revised By Laws of the RPS (previously approved by Members at an AGM held on 23 September 2023) and, furthermore, that these revised By Laws would take immediate effect from the date of the Order, being 14 May 2024.

At the same meeting of the RPS Board of Trustees, the President and Chair of Trustees reported that the Privy Council had approved the Regulations pertaining to, and the immediate implementation of, the RPS Chartered Photographer designation since the Royal Charter allows for this if the By Laws so provide and the revised By Laws do indeed make that provision.

Since the Royal Charter takes precedence over the By Laws, it is the advice of the Privy Council Office that the Members of the RPS make a Petition to the Privy Council for a change to the Royal Charter such that the wording of the Royal Charter and the wording of the By Laws is consistent. In advance of this Petition, the Privy Council Office has approved the revised wording shown below.

If the Membership of the RPS pass this Resolution and upon acceptance of the Petition by the Privy Council, the RPS will have (for the first time since the granting of the Royal Charter in 2004) a Royal Charter and By Laws in harmony and to which the Privy Council and the RPS are in agreement.”

The following RESOLUTION was issued to Members with Notice of this Annual General Meeting:

RESOLUTION

That the Members of the Royal Photographic Society of Great Britain RESOLVE to agree and respectfully make Petition to the Privy Council for the following changes to be made to the Royal Charter of Incorporation granted 27 July 2004 by HM Queen Elizabeth II subject to any minor modifications that the Privy Council may require and that the President of the Royal Photographic Society of Great Britain may agree:

3(c) establishing upholding and advancing standards of knowledge competence skills understanding and conduct of those who provide professional photographic services and undertaking evaluation of applications from professional photographers leading to the award of individual Chartered Photographer designation to those individuals who meet the requirements for such designation as defined in the Regulations.

[sub-clauses (d) to (t) are re-labelled to accommodate insertion of (c) above]

10 In particular The Society shall award the professional designation of Chartered Photographer for professional photographers or imaging scientists only as provided for in the By Laws of the Society and from time to time in the Regulations previously approved by the Privy Council concerning the award of said designation.

Sponsor

This Resolution is put to the Membership of the Society by Simon Hill HonFRPS, President and Chair of Trustees, on behalf of the Board of Trustees (the RPS Council).

9.1 Vote on Resolution to Petition changes to the Royal Charter (POLL 4)

The President, as Chair of the Meeting, asked for a vote on the **Resolution**.

The result of the vote was:

111 (online), 14 (at RPS House), and 53 (proxy) voted in SUPPORT (178 in total)

4 (online) voted to OPPOSE

12 (online) ABSTAINED

Therefore the total number of Members indicating a vote or abstention is 194

For information, By Law 2024:28.10 states:

28.10. Subject to the Charter and these By-Laws, the following matters shall be decided by a majority of two-thirds of Members voting in person or by proxy at a General Meeting:

- a. any proposal to amend the Charter or petition for a new or Supplemental Charter;
- b. any proposal to alter these By-Laws in accordance with By-Law 2;
- c. any proposal to remove a Trustee before the expiry of their term of office in accordance with By-Law 17.1g.

Consequently, unlike the other Polls at this meeting which require a simple majority, to Petition changes to the Royal Charter - under By Law 28.10(a) - we require a two-thirds majority (66.7%) of "Members voting in person or by proxy at a General Meeting".

With 178 votes to AGREE of 194 total votes cast (**91.8%**) the Membership has supported the **Resolution** and it is therefore Passed. The result exceeds the two-thirds majority required under By Law 2024:28.10 The President shall, following the close of this Annual General Meeting, make this Petition to the Privy Council Office on behalf of the RPS.

10. RPS Member Awards

The President announced the recipients of the RPS Member Awards 2024:

RPS Fenton Medal

Dr Richard Ellis ARPS

Richard has contributed significantly to the success of the Landscape Special Interest Group as a founding committee member and the Chair for the maximum term of six years.

Dr Hazel Frost FRPS

Hazel has made significant contributions to RPS Distinctions through her role as an Assessor and to RPS Scotland where she co-ran the region alongside her husband over a 12-year period.

Carol Olerud FRPS

Carol has run the RPS Benelux Chapter since 2020 and has significantly contributed to its success, supporting an active group across Belgium, Netherlands and Luxembourg.

Judy Hicks LRPS

Judy is recognised for her significant contribution to the London Region, serving multiple roles and for mentoring as part of CafeArt for those suffering the effects of homelessness.

RPS President's Medal

Mervyn Mitchell ARPS

Mervyn is a photographer and photography educator working within communities surrounding his hometown of Nottingham, he was elected to the Board of Trustees in 2021 and, as a former member of the 'Critical Friends' group and latterly Chair of the RPS Equality, Diversity and Inclusion Committee, Mervyn has been instrumental in developing RPS inclusion guidelines and promoting an inclusive membership.

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

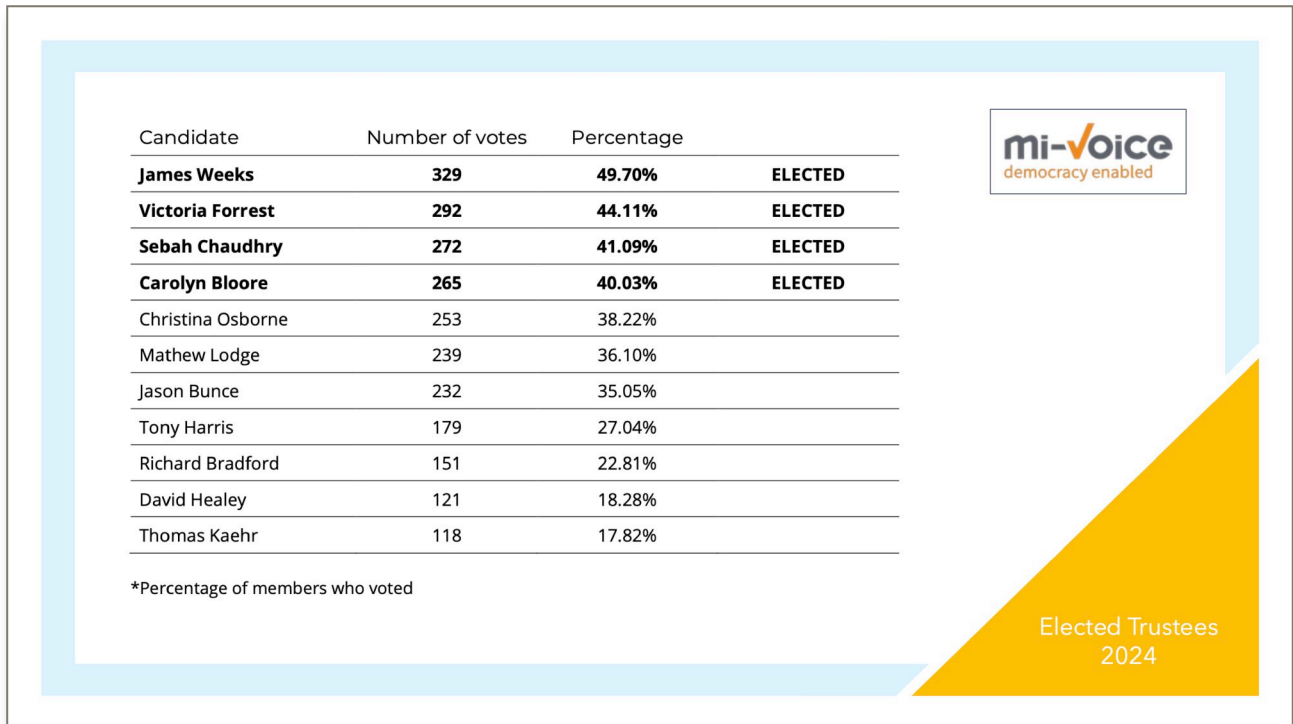
11. Changes to the Board of Trustees since AGM 2023

The President reported that Peter Walmsley LRPS had resigned from the Board before the end of his three year term of office. The President thanked Peter for his work as a Trustee and reported that Peter was instrumental in influencing the Board's policies and procedures with respect to Risk Identification and Mitigation.

The President reported to the meeting that since Peter Walmsley's resignation came only a few months before the Trustee Election 2024, the Board agreed that it did not wish to appoint a Co-opted Trustee and would prefer to continue as a Board of eight Trustees until the election.

11.1 Result of the Trustee Election 2024

The election was held to decide on four vacancies that would exist from the close of the AGM 2024. The President reported that from a respectable pool of enquiries for the posts of Elected Trustee, ultimately eleven candidates put their name forward for the election. The election process was conducted by Mi-Voice on behalf of the RPS. The result of the election was reported with the following slide:



Candidate	Number of votes	Percentage	
James Weeks	329	49.70%	ELECTED
Victoria Forrest	292	44.11%	ELECTED
Sebah Chaudhry	272	41.09%	ELECTED
Carolyn Bloore	265	40.03%	ELECTED
Christina Osborne	253	38.22%	
Mathew Lodge	239	36.10%	
Jason Bunce	232	35.05%	
Tony Harris	179	27.04%	
Richard Bradford	151	22.81%	
David Healey	121	18.28%	
Thomas Kaehr	118	17.82%	

*Percentage of members who voted

mi-voice
democracy enabled

Elected Trustees
2024

James Weeks LRPS, Victoria Forrest, Sebah Chaudhry and Carolyn Bloore ARPS were duly elected to the role of Trustee to take effect at the close of this Meeting and these roles to be for a term of three years (that is, until the close of the AGM in 2027).

11.2 Appointment of Trustees

With two Appointed Trustee vacancies arising at the close of the AGM 2024 the Board considered the recommendations of the Nominations Committee and appointed **Andrew Clifforth** and **Melissa Magnuson ARPS** to the role of Trustee to take effect at the close of this Meeting with these roles to be for a term of three years (that is, until the close of the AGM in 2027).

The President reported that at the close of this Meeting, there will be a full Board of Trustees with, additional to the above Elected and Appointed Trustees, three existing Trustees remaining on the Board: **Simon Hill HonFRPS** (six year term ends at AGM 2025), **Charlotte Fraiberg** (three year term as an Appointed Trustee ends at AGM 2026) and **Sophie Collins LRPS** (three year term as an Appointed Trustee ends at close of AGM 2025).

Since six years is the maximum continuous term that can be served by a Trustee, Simon Hill cannot stand again (without a gap of two years) but both Charlotte Fraiberg and Sophie Collins may seek reappointment for a further term of three years.

11.3 Notice and Process for 2025 election of an Elected Trustee (to serve a three year term 2025-2028) and of the President Designate (to serve a two year term 2025-2027)

The President gave Notice of the elections that will take place in 2025:

- To Elect a President Designate from those existing Trustees who indicate their willingness to stand for this position (excluding Simon and Charlotte)

For information By Law 2024:11.4 states:

11.4 The President shall be elected by the Members from those persons (i) currently serving as a Trustee, (ii) having a minimum of one year current service on the Board of Trustees, and (iii) have indicated their willingness to stand for election as President. If the elected President is the serving Honorary Treasurer, that person must resign as Honorary Treasurer before taking up the office of President and the Board of Trustees shall appoint a new Treasurer under By-Law 13. The person elected to be the President shall take up their office from the conclusion of the Annual General Meeting at which the incumbent President retires.

- To Elect an Trustee to fill the vacancy that occurs at the end of Simon's six year tenure as a Trustee
- Board to Appoint an Appointed Trustee (or re-appoint Sophie) to fill the vacancy that occurs at the end of Sophie's three year tenure as a Trustee
- All to take office at close of AGM 2025

The President also described the **timeline** for this process as was previously notified under Agenda Item 10.2 at the AGM 2023:

January 2025	Call for nominations
January-February 2025	Nomination period (ends 28 February 2025)
March 2025	Candidate appraisal by Nominations Committee
April 2025	Publication of <i>Candidate Prospectus</i>
May-June 2025	Voting period (ends 30 June 2025)
July 2025	Result announced
July-August 2025	Training and on-boarding
September 2025 (AGM)	Formal announcement of result and hand-over to new President

12. President's Address

The President delivered his annual President's Address - under the title "*Creativity, Culture and Society ... What future for the RPS?*" - which will be published, together with a report of this meeting, in the next issue of the *RPS Journal* (vol 165 no 1, Jan-Mar 2025).

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); Charlotte Fraiberg, Dan Jones and Adrian Leighton for their contribution to the meeting; Matt Steele 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; 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 Meeting 2024

At a meeting of the Board of Trustees held 20 September 2024, Trustees set the date of the Annual General Meeting 2025 to be Saturday **20 September 2025**; time to be confirmed in the Formal Notice which will be communicated to members.

[Simon Hill] 21 September 2024