

Production Guild of Great Britain

Minutes of the 2024 AGM

Wednesday 24th July 2024 – Meeting Start 17:30

Report of the Board – Chair, Bianca Gavin

Warm welcome from BG, thanks all for joining the 2024 AGM.

Considering and approving the minutes from AGM 2023?

Motion carried by 20+ votes in favour.

BG talks through report:

2023/2024 has been an especially challenging year for the UK Film & TV industry, with the impact of the US union strikes and lower production levels than have been typical in the preceding boom years. We are now looking at improved numbers of production in the months ahead, needed to help provide more stability for the workforce and vendors who have been affected by the last year. The tax credit changes this year will help us to remain competitive in film production and VFX and in the UK.

Despite these challenges, it has been an active and important time for the Production Guild of Great Britain, including training, events, including HRH Talent Showcase, new Nations & Regions Hubs launched and our new Mentoring Programme.

Serving our membership is central and primary to the mission of PGGB, and with our recent Membership Survey under review, we are able to ensure next steps are well informed by our members and we continue to have an open door for feedback and fresh ideas. With the industry culture and market changing at speed, we as an organisation also need to continue to evolve.

A list of thank you's

Board, board elections and planning ahead

The expertise and time offered by our **Executive Committee** and **Board Members** are hugely appreciated. As Chair to the Board, I would like to acknowledge their guidance, feedback and commitment which provides our organisation with so much value.

The Executive Committee has been made up of **myself**, the Chair, along with

Debbie Vertue and **John Graydon** as Vice Chairs; and **Lara Sargent** as Treasurer.

This year board members **Emily Stillman** and **Callum McDougall** come to end of their 4 year term and **Ali Moshref** has served 2 consecutive terms with 8 years on the board. Thanking them for their huge contribution and devoted hours of service to the organisation!

Previous Chair of the Board **Alex Boden** finished his 4 year term as Chair before handing the baton over. He remains as board member in the middle of his second term, appreciating the continued support and wisdom offered.

Many thanks to **Kelly Phillips**, **Matt Spooner**, **Sarah Lazarides**, **Guy Heeley** and **Gisela Evert**, who were all co-opted on to the board last year. Their knowledge and input has been important and valued.

Membership & Committees

Thanks to the **Membership Committee**, with a special mention to **Jo Burn**, who has recently completed her tenure as Chair to the committee, which has been so much valued. The contribution from this group is key to the organisation and the refinements to the process is worthy of praise and acknowledgment!

Our **Nations and Regions Committees** have continued to develop, with special notes to newly launched Yorkshire, alongside Bristol & SW, Scotland, Wales, Northern Ireland, NW England. It has been such an important endeavour to grow and expand these groups and represent all of our nations and regions, given their absolute importance and relevance to the industry and its sustainability. We look forward to continuing this journey. So many thanks to the chairs (**Liza Bolton, Mia Martell, Brian Donovan, Edward Rastelli Lewis, Amanda Black and Paul Munn**) and all the many members for their time, passion and dedication.

Acknowledging the brilliant commitment of our **DIAG Executive Committee**, comprising **Malika Keswani, Chika Anisobi, Mia Martell and Kate Rolfe**, and appreciation for all DIAG members. The second HRH Talent Showcase event, celebrating organisations and individuals who support inclusivity in our industry is a great opportunity to spotlight their incredible contributions. We very much encourage members to engage with winners and finalists and work with them and their cohorts on productions. Looking ahead, DIAG is soon to be rebranded **TEDI** (Team for Equality, Diversity and Inclusion) and a new committee will be announced in the coming months, working along the same lines as other PGGB Committees.

- *And an additional personal note of thanks from me to PGGB for hosting the Open Source Directory, available to be shared to support inclusive recruitment and resources supporting positive working.*

With thanks to our **Sustainability Committee** who have succeeded in holding two Sustainability Behind The Lens events over the last year. This unique and well attended occasion brought together leading vendors and initiatives, offering a truly forward-looking perspective on sustainability practices and innovation in our industry. Thank you to **Amelia Price** (Chair), **Lorraine Edwards, Louise Marie Smith, Karl Leigis, Matt Spooner, Charlotte Ashby, Caitlin McGivern, Ella Neville**.

Services

Events and seminars: Such a large number of online seminars and masterclasses have been delivered. Offering relevant, bespoke and up-to-date industry information for members, it is worth reminding that these are generally recorded and available to view at leisure in a growing library of industry resources. Our in-person events, always so well attended, offering much needed opportunities to connect.

Business Partners and Affiliates: We have been fortunate to retain and attract new partners and affiliates who help to support all of our activities and enable us to offer discounts, opportunities to collaborate and are truly grateful for the support they offer, which greatly enhances what we can deliver to members.

Education Partners continue to grow this year, with 8 partners, now including University of Salford and Falmouth University. We aim to have a mix of HEIs across the UK that can work with our N&R committees and provide talent pipelines.

Looking ahead: Our Membership Survey had a great response rate and feeds into board discussions regarding our mission and strategy for the months and years ahead. To ensure our activities resonate and are as meaningful as they can be to the changing tides of the industry, from the perspective of our membership. We are also moving into a summer of planning for our biannual Awards, and appreciate all nominations received and everyone who will partake in juries and attendance, to offer much deserved celebrations.

Training

We have continued into the second year of the **Talent Development Fund**, a £500k fund supported by Entertainment Partners and Netflix Global, supporting the development and progression of Film and HETV production talent across the UK. Training has been delivered to 60+ in the last year, which is a tremendous investment. This has included via:

- First Assistant Production Accountant Training
- Step Up To Line Producer Training
- Step Up To Production Accountant Training
- Introduction to Production Management

PGGB Short Course Programme has continued a robust programme at 20+ per year

Training is integral to what we offer at PGGB, as bespoke high level and good value training to invest in our workforce and ensure that opportunities are there to upskill, even at high levels. The above is just some of training that we have provided in the last year.

Industrial relations and Work Permits

PGGB are active at the table in work groups negotiating union agreements; this year included the Film PACT/BECTU Construction Agreement. A 3 year agreement was agreed commencing from 1st April of this year.

It is part of PGGB's role in the UK industry to review local UK availability when visa requests are submitted to bring in talent from overseas. Helping to ensure local talent is ALWAYS used when the skillset is available.

Finances

It is fortunate that our finances have been strong in recent years and with healthy reserves, we have been able to offer membership bursaries this year to those impacted by the lower production levels. It is brilliant that after those bursaries our reserves remain above the 6 month operational value that leaves us secure and stable.

Thank you to the Finance Committee for their expertise and time shared, comprising **Lara Sargent** (Treasurer), **John Grayson**, **Ali Moshref**, **Andrew Noakes** (and previously **Alex Boden** as PGGB Chair)

Thank you's

THANK YOU so much to all our members!! Your engagement, feedback and participation in our events, trainings and activities is why we are here.

THANK YOU to our long-standing and newer affiliates, supporters, business partners and platinum partners – this industry requires collaboration and support and your commitment through your partnership with PGGB allows us to offer so much to membership.

THANK YOU to staff who have contributed so much and now moved on to new challenges including **Regina Rodriguez**, **Hayley Gelling**, **Sasha Barford**, **Andrea Lewis-Ryce** and **Lauren Wintle**.

THANK YOU to the brilliant staff who work tirelessly, with passion and commitment. Their collaborative approach and shared goal to support membership to the very best of their ability is worthy of acknowledgement. Warmly welcoming the newer members of the team, who clearly embrace their roles and have arrived with fresh energy and enthusiasm. Thanking each of you:

Aidan Hawkins, PGGB Administrator

Ben Murphy Digital Coordinator

Pippa Rogers Business Development & Events Coordinator

Matthew Parker Events and Business Development Executive

Johnny Shelton Talent Development Executive

Susanna Hargreaves Talent Executive

Becky Maynard Head of Talent Development
Hannah Matthews Operations Executive
Michael Hunter Head of Marketing & Communications
Amelia Culkin Marketing Co-ordinator
Amy Deegan, Head of Membership
Alex Burke Financial Controller
Michael Beavan, Deputy CEO

Final Thank You to **CEO Lyndsay Duthie**. Lyndsay, your spirited leadership and unbound energy is wholly focussed on the development of the organisation to best support members and our place in the industry. It is an honour and pleasure to work with you and am looking forward to what you build in the year ahead.

Are you happy to approve the Statement of Accounts for The Production Guild of Great Britain and The Production Guild Ltd for the year ending 2024?

Motion carried by 20+ votes in favour.

Are you happy to approve Brebners Chartered Accountants & Business Advisors as the auditor for 24/25?

Motion carried by 20+ votes in favour.

We have had some amendments made to the constitution to consider and vote on.

Amy Deegan (Head of Membership) will talk through the amendments.

- There was some general housekeeping through the document to make acronym consistent, male reference to board members more neutral etc
- Made sure complaints procedures were clear, and documents mirrored.
- Opportunity to increase board by one extra elected member (to 13 in total is that correct) and up to 6 co-optes (currently 5)

Are you happy to approve the amendments to the constitution?

Motion carried by 20+ votes in favour.

CEO Report – Lyndsay Duthie

LD thanks everyone for joining AGM and presents CEO report with a reflective summary of the last year's activity.

It's been a challenging year, we can't ignore opening everything with that and I am hoping to never use that word again in future reports, but let's hope and be positive.

We will ask government how we can better support freelancers going forward. I am working with the British Screen Forum along with other stakeholders to look at that and to see what other countries do to support in the quieter times, because talent is important to the success of our industry and particularly 95% of our members freelance.

As BG said, so many of you completed our membership survey, this is very much driving our strategic plan going forward, so that we make sure that we are tailored and are offering the support/resources that you need.

We urge you to get in touch, let us know if there is anything you need, because we need to know what you need to make things happen.

Our finances are in good position, we have a surplus of just under £100k for the financial year just gone, our reserves are at just under £700k.

It gives us a good, safe, stable place for the organisation and opportunities to do things like bursaries.

A massive thank you to our finance committee, led by **Lara Sargent** our Treasurer.

Events

We have run 13 headline events, so we are out and about a lot, it's really important that we do have that face to face time and to make sure you can all meet, connect and gain intel from each other.

In the past year we have tried to include studio tours and good access to speakers.

The events have ranged from across our nations and regions, our Talent Showcase, Sustainability Behind the Lens exhibition and much more.

Please let us know if there is anything you would like the guild to do.

Online Activity

We have done 22 different sessions, we hope you're getting good access to everything, we will continue to look at our resources and how we can build those going forward.

Membership

31st March 2024 marked the end of the membership year, the number of members stood at 1064.

Our biggest grades are still Accounts and Production Management, we are really keen to keep growing Post Production and Visual Effects.

Business Development

We have a total of 148 partners at the end of the financial year. We had 36 new partners join us from across differing services within the industry. We try and make sure new partners joining offer something different and there is a USP.

We are keen to make sure there's as many benefits that will be useful to our members going forward.

Training

We have our talent development program, which is going strong and is in its second year, in what is a three year program.

It's really important for the guild to have a three year program because it means we could grow the team, we have stability and we can keep in touch with the cohorts and the alumni from that and follow their progress. To bring everyone back together, to network and share experiences, we can really nurture and keep the dialogue going.

Our short course program has been important and popular, we are looking at how we can discount those further to members as well as offering some free courses. The courses are always tailored to the grades we represent, because we have the very best talent that can deliver training for us.

Marketing

We have continued to grow our footprint, we've got the new Head of Marketing and Communications, **Michael Hunter**, who has been brilliant in moving us forward.

On our last count we had over 10.3k followers on X, we are building all the time and while it may be that you're not using social media, stakeholders and other industry more widely is using it. It's a great way to remind everyone about what our members do and making sure that PGGB is on everyone's radar.

I think it's how we have had that pipeline of new business and members always coming forward to join and see what we are doing. It's an important activity for us to do.

Thank you's

LD thanks' everyone, it's vital for the guild that we have all of that support from the brilliant board and from all of the members and the partners, you all do so much and contribute so much.

LD thanks the **staff team**.

LD thanks **Alex Boden**, the outgoing chair.

LD thanks **Bianca Gavin**.

LD thanks the board, the members and partners for their support.

Final Note

LD puts out a call to members to join our working group to review the membership application process. Should any changes be recommended, we will bring them to an EGM or to the next AGM for approval.

BG thanks those who put themselves forward for the board elections and announces the newly elected members, **Steve Clark-Hall, Lorraine Edwards, Andrew Noakes** and **Georgette Turner**.

The AGM comes to a close at 18.00