

Guidance for Nominations for the Management Board of Accept – LGBT Cyprus



1. CURRENT BOARD COMPOSITION

Name	Position	Current Term	Date of entry to the Board
Costa Gavrielides	President	2015-2017	May 2012
Nicholas Tryfon	Vice-President	2015-2016 (*)	December 2015
Petros Papadopoulos	Secretary	2015-2016 (*)	January 2014
Anastasia Andreou	Treasurer	2015-2017	October 2013
Eliana Afaniotou	Member	2015-2017	October 2014
Ioanna Constantinou	Member	2015-2016 (*)	October 2013
Theodoros Ellina	Member	2015-2017	December 2015
Andreas Ioannou	Member	2015-2016 (*)	December 2015

Following the decision of the Constitutional Assembly of March 2015, the way members of the Board serve their term has altered, starting as of 2015. Now only half of the Board members depart each year, while their term remains for 2 years each. This allows continuity in the work of the Board and reduces the chances of fatigue from several members simultaneously. It also increases the level of involvement of the membership in the organisation.

(*) In this year's elections of 2016 the term of 4 Board members expires and so during the elections there are 4 positions available to new candidates. Those elected will serve a 2 year term until the Annual General Assembly of the Organisation, in the fourth quarter of 2018.

2. ELECTIONS

One of the major advantages of being a full member of Accept, is that you effectively have the chance to choose and influence the leadership of the organisation. Voting takes place at the Annual General Assembly itself, but nominations for members for the future Board take place before the Assembly. Therefore, members are asked the following question:

Do you know good candidates for Accept's board?

3. WHO WE ARE LOOKING FOR

We are looking for candidates who can handle the following responsibilities, add useful qualifications, skills and experience servicing the organisation and are interested in helping accomplishing its goals.

Useful skills and experience for board members:

A potential candidate of the Board of Accept will need to handle adversity, to claim and find ways to bring about change, both socially and politically. Therefore, candidates should first ask themselves:

- Are you willing to commit to work for the whole duration of the mandate?
- Are you able to represent the organisation publicly?
- Can you devote several hours every week for the tasks and obligations of the organisation?
- Are you a good team player and willing to work in a team for common goals?
- Are you able to attend meetings during a workday or a weekend?
- Are you able and willing to manage your time to carry out board business efficiently?
- Are you able and willing to work on governance issues, including developing and monitoring of organisational policies, working on the organisation's communication with the public and other stakeholders, on training of the organisations members or the Board?
- Are you able to distinguish between different roles and work with stakeholders at different levels (members, media, politicians, local and foreign organisations)?
- Do you have experience in representing an organisation in public?
- Do you have good communication skills and can communicate within diverse environments – e.g. in relation to member organisations, staff, other board members and media?

Responsibilities of board members:

- Board members are expected to attend the monthly Board meetings of the Board
- The members of the Board are expected to take part in the various sub-committees of the board and are expected to actively participate in those, including by attending further meetings where required.
- Board members are expected to participate in online discussions (either through email, or through online chats e.g. Facebook, or through mobile chats e.g. WhatsApp) on issues relating to the organisation and the Board.
- Board members are expected to represent the organisation in public.

Key areas of work of board members:

In order to enable the organisation to achieve its goals and its obligations vis-à-vis its members, allies and supporters, members of the Board are mainly focused in the following areas:

- Lobbying politicians, organisations and other stake-holders to change laws to support the community members facing legal and/or other problems because of their sexual orientation or gender identity
- Actions and events that advocate towards the achievement of the goals of the organisation and positively enhance its public image
- Strategic communication with a) the LGBTI community, b) the general public c) the State to create an understanding of the issues that concern the community, as well as for creating alliances
- Training of the Board members so that they are able to handle the various problems facing the LGBTI community and to be able to find direct or indirect solutions
- Strategic planning for the attainment of the goals of the organisation as well as for monitoring the planning
- Finding the necessary financial resources that are necessary for the functioning of the organisation

4. ELECTION ROUNDS AND TERMS OF OFFICE FOR BOARD MEMBERS

- The Board consists of eight members.
- Four members of the Board are voted each year and their term in office lasts for two years.
- If there are more than four vacant seats, e.g. due to a member resigning, the four candidates with the most votes from those seeking a 2-year term election, will serve for 2 years on the board. The remaining candidates with the most votes will serve a term of one year, until all the vacancies are filled.
- In case a candidate does not get elected to the Board, they will be a reserve as per the organisation's constitution.
- Candidates need to achieve a minimum of 20% of the votes to be either voted as Board members or reserves. In case a candidate receives less than 20% then their selection is voided.
- In the applications submitted by candidate members, they can specify the term of office they are interested in serving, if more than 4 vacancies exist.
- No current Board member is entitled to claim re-election to the Board, if at the end of their current term they would have served more than six consecutive years on the Board.

5. HOW DO CANDIDATES APPLY FOR NOMINATION?

Candidates will be required to complete a separate nomination form which will be checked to ensure that they have completed it correctly and that the number of words used has not been exceeded (e.g., no more than 250 if that maximum was established). Application forms will be sent to all members by email during the 1st Mailing, while they are also available on the organisation's website and Facebook page or can be requested at any time by email to elections@acceptcy.org.

The completed applications from all candidates will be sent to all members the day before the elections with the 2nd Mailing.

6. WHERE CANDIDATE APPLICATION FORMS SHOULD BE SENT

Please e-mail completed forms to: elections@acceptcy.org.

7. DEADLINE FOR RECEIPT OF CANDIDATES FORMS

From 30th of November 2016 to 14 December 2016 at 12:00.