

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



1. CURRENT BOARD COMPOSITION

Name	Position	Current Term	Date of admission to the Board
Nicholas Tryfon	President	2016-2018 (*)	December 2015
Monica Panayi	Vice-President	2017-2019	December 2017
Alexandros Efstathiou	Secretary	2016-2018 (*)	December 2016
Anastasia Andreou	Treasurer	2017-2019	October 2013
Constantinos Lakkotrypis	Member	2018 (**)	April 2018
Stephanos Ioannou	Member	2017-2019 (***)	December 2017
Diomedes Koufteros	Member	2016-2018 (*)	December 2016
Andreas Andreou	Member	2016-2018 (*)	December 2016

The Board of Directors Accept – LGBTI Cyprus consists of 8 members. Elections are held every year for four seats, where half the members of the Board are elected for a two-year term. In this way, only half of the Board departs following the end of their term each year, thus allowing seamless continuity of the work of the Board from the members that remain, reducing at the same time the chances of fatigue setting in for several members simultaneously.

(*) In this year's election, 2018, the full two-year term of office expires for the 4 Board members marked with an asterisk, so during the elections there will be available 4 positions for a two-year term for candidates to the Board. The first four persons in number of votes shall serve a term until the Annual General Meeting of the Organisation, which is scheduled to take place in the last quarter of 2020.

(**) Constantinos Lakkotrypis replaced Tatiana Heracleous, who resigned from the Board in April 2018, as the first runner-up in the last election in December 2017. The said position is also open to candidates.

(***) Stephanos Ioannou has decided to resign from the Board as of the Annual General Meeting of December 2018. The said position is also open to candidates. The fifth and sixth person in number of votes shall obtain a position for one year until the Annual General Meeting of the organisation on the last quarter of 2019, given that they shall be stepping in the second year of a two-year term for the other positions of Tatiana Heracleous and Stephanos Ioannou.

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

Intersectionality at the heart of the Board:

The LGBTI community consists of people who belong to multiple communities and have other identities too, while facing different situations in their daily lives. With full understanding that the organisation should represent all LGBTI, we are increasingly giving attention to the intersectionality and inclusion of all LGBTI coming from different walks of life. Examples include people that come from different geographic regions in Cyprus, religion, ethnicity, age, physical ability, social and/or economic status.

For this reason, we particularly welcome applications from people of multiple identities that are ready to contribute to our work on educating and promoting the rights of all of us. Diversity is an important challenge that we embraced at Accept. But this is not something we can achieve alone. We need others to step up to the challenge too.

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 at the beginning of December with the 2nd Mailing.

6. WHERE CANDIDATE APPLICATION FORMS SHOULD BE SENT

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

7. DEADLINE FOR RECEIPT OF CANDIDATES FORMS

05 December 2018 at 17:00.