

Guidance for Nominations for the Board of Directors of Accept – LGBTI Cyprus

1. CURRENT BOARD COMPOSITION

Name	Position	Current Term	Date of admission to the Board
Monica Panayi	President	2017-2019 (*)	December 2017
Sara Petridou	Vice-President	2018-2020	December 2018
Antonis Papageorgiou	Secretary	2019 (***)	June 2019
Anastasia Andreou	Treasurer	2017-2019 (*)	October 2013
Chrysanthos Constantinides	Member	2019 (***)	May 2019
Raphael Pelengaris	Member	2018-2020 (**)	December 2018

The Board of Directors Accept – LGBTI Cyprus normally 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 2019 several board members voluntarily resigned from the board and were replaced with runners-up from the electoral process of 2018. Members of the board of directors who departed and for whom there were no further runners-up remained vacant, since the Board did not proceed with the selection of new members. According to the organisation's constitution, the organisation can operate with minimum 5 members and currently the Board operates with 6 members.

(*) In this year's elections the full two-year term of 2 board members is concluded.

(**) In this year's elections, the full one-year term of Raphael Pelengaris, as was decided in the elections of 2018, is concluded.

(***) Chrysanthos Constantinides and Antonis Papageorgiou replaced Diomedes Kofteros and Constantinos Lakkotrypīs, who withdrew from the board in May and June 2019 respectively. As runners up, they serve a term of office until the General Assembly 2019.

(* * **) Adrian Posea and John-Zacharias Theofanous withdrew from the board in July and August 2019 respectively, without replacement. These posts are also open for nominations.

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 to accomplish 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 stakeholders 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 can 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. A second round of elections will follow with those who have asked to serve a one-year term and those who have not been elected in the first round but have received more than 20% of the valid votes.
- 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 the term they seek, 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@acceptcy.org.

7. DEADLINE FOR RECEIPT OF CANDIDATES FORMS

29 November 2019 at 16:00.