

Report ECPYouth Selection Committee 2020

May 25th 2020

Introduction

This report has been made by the Selection Committee 2020, appointed by the General Assembly of ECPYouth. The Selection Committee consists of three members.

- Ardjan Boersma, the Netherlands (SGP Youth)
- Christoph Bösinger, Switzerland (*jevp)
- Elina Foinska, Ukraine (CDU Youth)

Vacancies and applicants

There were vacancies for 5 positions in the Board. Deadline for applications was April 6th 2020. In total there were 7 applicants. All applicants handed over a cover letter, their resumé and a letter of recommendation. For the positions of President there were two applicants. For the position of Board Member Communications there were three applicants. For Secretary, Treasurer and Board Member Events, there was one applicant for each position. By default, the Selection Committee asked every applicant about his/her second choice board position.

Vacancies	Applicants	Nationality	Member
President	Klariska ten Napel	the Netherlands	Perspectief
	Dennis Fransen	Germany	No
Secretary	Peter Redmayne	United Kingdom	No
Treasurer	Jan Henric van Vliet	the Netherlands	Individual Member
Board Member Events	Hanna Stretovych	Ukraine	CDU Youth
Board Member Communications	Giorgi Labadze	Georgia	Individual Member
	Eduard Andreev	Moldova	Individual Member

Interviews

The interviews with the candidates have taken place between April 6th 2020 and May 28th 2020. The Board provided a list of questions for the candidates, which could be used by the Selection Committee during the interviews. The Committee was not bound to his list, so felt free to ask other questions as well. Each interview was taken by at least two members of the Selection Committee.

Below you find the report of each interview.

Applicant	Klariska ten Napel
Position	President of the Board
Date	Interview May 22nd 2020
Notes	Klariska ten Napel (Dutch, 1990) is already known as acting President of the Board of ECPYouth. Having studied Education and Cultural Anthropology, she brings valuable political experience to the table. Her candidacy is supported by one of our member organisations, where she is strongly involved in: She was International Secretary for Perspectief (youth organisation of the Dutch ChristianUnion) and this summer, she freshly took on her job as Political Advisor for the ChristianUnion in Amsterdam. She reapplies for the position of President of ECPYouth because she feels that her time isn't over yet. In the last years, she went through a phase of major development and learning curve as the Board was facing several internal issues and hard decisions. She has a clear vision for the upcoming period of ECPYouth with a focus on reaching out,

	<p>beyond internal discussions. She mentions different specific projects she wants to achieve together with the board such as growing the political impact of ECPYouth, connecting more effectively with European MEPs or winning new members and donors.</p> <p>Deeply rooted in her Christian faith which is the foundation of her life, we've gotten to know Klariska as a person who wants to be teachable and improve herself. She is willing to committ for at least another year, maybe also for more, depending on the needs of the Board. Knowing the structures and processes of ECPYouth, her contribution is a big asset for the organisation and for supporting ongoing processes.</p> <p>The Selection Committee cleary recommends Klarsika for the position of President for another term and thanks her for her hitherto huge time investment.</p>
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Applicant	Dennis Fransen
Position	President of the Board
Date	Interview May 18th 2020
Notes	<p>Dennis Fransen (Germany, 1992) first studied Banking, but after working some time in the business area and a sort of 'calling moment' he decided to also finish a Bachelor in Theology. Now he combines both interests as he works at the <i>World Evangelical Alliance Business Coalition</i> as a Business Developer. This is a non-profit Christian association which deals with the networking of Christian business people worldwide. Before, Dennis managed a catering service for refugees, heading a group of 15 people. He also did strategic management, planning and coaching tasks in some church communities. Dennis showed a passion for Christian leadership, but seems to have been more oriented on business and church activities rather than on Christian involvement in politics. As he organised and attended events on Christian leadership in business, he networked with some philanthropic investors and Christian business leaders. These contacts might be useful for ECPYouth. At the same time, from our perspective, he's lacking experience on the political field for the role as President. Dennis doesn't know (people at) ECPYouth or ECPM well, but showed willingness to learn and devote energy and time to get to know the network and its people. He is not an Individual Member of ECPYouth yet. Dennis applied for the presidency because "his heart is very much for Europe" and he wants to encourage other people to seek what is good for society. Dennis is a convinced Christian and currently works with Christians of different denominations. He describes himself as self conscious, responsible, visionary and strategic. Dennis is fluent in German and English and has some basic knowledge of Spanish. He is available for the position of President for two years, and mabye more. In case Dennis wasn't to become President, we warmly advise to the Board to find ways to integrate him with his knowledge, network and vast external relations in ECPYouth or ECPM.</p>

Applicant	Peter Redmayne
Position	Board Member Secretary
Date	Interview May 12th 2020
Notes	<p>Peter Redmayne (United Kingdom, 1992) is a fire safety engineer, a freelance translator, a language tutor, a graduate trainee of Jubilee Centre's SAGE Graduate Programme, and studied modern languages. Peter has a vast experience in communications and administration, work with press and social media. Peter lived and worked abroad (Germany,</p>

	<p>France), he likes working in a foreign environment and getting to know other cultures of like-minded people. Being active in the Anglican church, Peter has knowledge of orthodox Christianity as his mentor is an expert in it. He believes in the importance for young people from Britain to be present in the European organisations. Peter sees core values in politics as a Christian in social justice (Micah 6,8), repentance, consensus and connecting with people in order to share those values. He strongly believes in social justice rooted in the Bible and sees a need of representation for Christians in politics. A topic at his heart and which he would like to bring to ECPYouth is environmental issues and their connection to Christianity, as he has co-authored a book on food, relationships and the environment.</p> <p>Peter has applied for the position of Communications, his second choice is Secretary. The assets he can bring to the Board are languages, the ability to help the team build consensus, he also enjoys writing minutes of meetings, creating a favorable working space, polite reminding of people about their duties. He sees his learning opportunities in keeping deadlines and planning. A workload of 3 hours per week seems manageable for him, he will contact ECPYouth by the end of May with feedback if he still can overtake a role in the Board, as he has a high workload and some studies planned for the upcoming two years. Given the vast abilities of Peter and the structure of the board, the Selection Committee would recommend Peter Redmayne for the position of a Secretary. Unfortunately, Peter withdrew his application in the meantime since he wouldn't be able to commit enough time for such a role. Of course, the Selection Committee respects this decision and wishes Peter God's blessing for the future.</p>
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Applicant	Jan Henric van Vliet
Position	Board Member Treasurer
Date	Interview May 16th 2020
Notes	<p>Jan Henric van Vliet (the Netherlands, 1998) is reapplying for a position of Treasurer. He studies criminal law and international law and is getting his Bachelor's degree, he will start with his Master's degree this year. He's an Individual member of ECPYouth. The past two years he sees as a great professional engagement full of both internal and external challenges. Taking care of the organization's budget and solving financial challenges and difficulties, structuring the finances with budget buffer in the upcoming years, maintaining the existing and building new relations with sponsors and partners of the ECPYouth together with the Board he has developed a new training program "Christian Change Makers". He sees the role of a treasurer as a tough challenge when one has to be realistic and tough about expenses. Christianity and the Bible are the core of his life and he sees his contribution to the God's Kingdom by equipping young Christian politicians to serve their people and each other. He finds positive changes in ECPYouth like deeper Bible studies and he is striving to make the organization more independent and diversified financially. Jan Henric has political experiences both on local and European levels, he has plans to start his carrier as a lawyer and to stay active in politics. In his next term he is intending to learn how to be effectively persuading people on the importance of ECPYouth, as the effects were not always there and how to be more technically equipped about finances and accounting, deepening relations with the Member organizations. Jan Henric is available for the next two years, however he sees one year of active service for the Board and one year preparing the next Treasurer as it requires some background knowledge and training.</p>

	Taking into consideration the professionalism, skills, abilities and motivation, the Selection Committee recommends Jan Henric for the position of Treasurer without any restrictions.
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Applicant	Hanna Stretovych
Position	Board Member Events
Date	Interview May 12th 2020
Notes	<p>Hanna Stretovych (Ukraine, 1988) is a freelance English teacher and events coordinator. She studied law. Until December 2019 she worked as a legal advisor at the Ukrainian Ministry of Health. Due to the resignation of the Minister, Hanna also has to quit the job. Before this she has worked in several companys as a (junior) laywer. Hanna is involved in CDU and CDU Youth. She is the current Board Member for Events since July 2018. Hanna knows ECPYouth for years and she also became the Member of the Advisory Council of ECPM. She describes herself as extravert, positive and honest. Hanna says she could improve meeting up to her deadlines. This could be obtained by taking some practical measures, but also by working together with others (outside the Board) to getting things done. Looking back on the past years, she mentioned the organisation of an event in Croatia as one of her main achievements, as her goal was to organise events in countries with no ECPYouth connection yet. Hanna also pointed at some practical tools that have been made like to-do-lists which ease organising big events. For the coming period she focusses on organising a Summer School again as well as the project 'Christian Change Makers'. Hanna is a dedicated Christian who loves the diversity of Christian denominations in the Board and the positive interaction between those. As she is one of the Board Members with the most experience within ECPYouth, it would be good if Hanna was to be a important and strategic voice in the organisation, coaching and leading others. The Selection Committee encourages her to take that role, especially as this will be her final years as Board Member. The Selection Committee is fully convinced that Hanna's contribution is of great value for ECPYouth and is happy that she is available for another term of two years for which we recommend her to the General Assembly.</p>

Applicant	Giorgi Labadze
Position	Board Member Communications
Date	Interview May 13th 2020
Notes	<p>Giorgi Labadze (Georgian, 1996) is an strong conceptual thinker who sees his near future in the pursue of an academic career, a PhD would be a next step. His political interest is among others focused on conservatism and international politics which is reflected in his American studies. Having discovered ECPYouth through a Facebook Ad, he encountered the organisation during the Summer School 2019 in Georgia.</p> <p>He is not a member of any political organization in Georgia but an individual member of ECPYouth.</p> <p>Belonging to the Georgian Orthodox Church, Giorgi thinks in oecumenic terms and sees himself as a Christian. He is motivated for serving in ECPYouth as a BM Communications because he feels that ECPYouth corresponds to his ideology and values in many ways. Furthermore, he appreciates it as a good experience and possibility to expand his network in a European context.</p> <p>In the interview, we have gotten to know Giorgi as a knowledgeable, hard-working researcher with a fluent expression in English. He shows an</p>

	impressive skill set in writing (published several articles and a book) as well as in making use of (social) media for spreading his ideas (own facebook page on different topics with >139'000 followers). What we missed a bit in the interview was a picture of a strategic vision of how he intends to develop ECPYouth in the role as BM Communications. We experienced his talk focused on Georgian and American politics and support his orientation towards the West. We would like to encourage Giorgi to take into higher consideration the politics on a European level. We suggest to involve him in ECPYouth, for instance through his facebook page with an amazing reach or in the WG Communications where he would not only have the chance to get to know the functioning of ECPYouth from the inside but also devote his unique skills to the matter of advancing our common mission.
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Applicant	Eduard Andreev
Position	Board Member Communications
Date	Interview May 12th 2020
Notes	<p>Eduard Andreev (Moldovan, 1998) already served this term as acting Board Member Communications in ECPYouth. He is an international student in political science at a Christian University in Lithuania and an individual member of ECPYouth. He is skilled in using media, has his own blog and experience as camera man and video editor. Eduard is recommended by the Director for European Affairs and Policy Advising of ECPM.</p> <p>Deeply rooted in his Christian faith, he has at heart to promote Biblical values in European politics. Gifted in languages and connecting to people, he has many projects in mind. Among others, he mentioned setting up a Youtube Channel for ECPYouth to promote the interaction with members and create a stronger feeling of community. He wants to connect people and events and grow the network of ECPYouth in collaboration with Christian Universities. Not lacking ideas and being a strong analytical thinker, he finds himself challenged in leveraging a concept into reality. To advance his personal development as well as his activities in ECPYouth, it could be a good idea that Eduard looks for peers (inside or outside ECPYouth) to brainstorm ideas and from there onwards fix clear goals for Communications together with the Board.</p> <p>Based on his interests and gifts Eduard showed during the interview, the Board could also think about assigning some tasks of external relations to Edward and, at the same time, find at a balance to not double his workload.</p> <p>We have experienced Eduard as a collaborative, relational and self-reflecting person with a great potential and solid standing in ECPYouth. He has the intention to commit for the next term of two years. The Selection Committee fully recommends him for another term.</p>

Conclusion and recommendations

For the position of President of the Board, we recommend Klariska ten Napel to be elected.

For the position as Board Member Secretary, we recommend Peter Redmayne to be elected. In case of withdrawal of his candidacy, we advise the board to re-open the application procedure for this position before the next General Assembly.

UPDATE: Due to the withdrawal of Peters application, the Selection Committee asked Giorgi Labadze if he was willing to join ECPYouth as Board Member Secretary. Happily, Giorgi is ready for this and the Selection Committee recommends Giorgi to be elected for this position as Secretary.

For the position as Board Member Treasurer, we recommend Jan Henric van Vliet to be elected.

For the position as Board Member Events, we recommend Hanna Stretovych to be elected.

For the position as Board Member Communications, we recommend Eduard Andreev to be elected.

The Selection Committee advises that all seven candidates will have the chance to present themselves at the General Assembly.

Interviews with acting BMs are also evaluations and chances for adjustments and further development. For the upcoming term, the Selection Committee would like to use this occasion to address some advices to the Board which shall be discussed under the lead of the Presidency:

- **Meet responsibilities:** Discuss and set up processes to grow transparency how BMs meet up to their responsibilities. Clarify expectations, goals, tasks for all BMs and consequences in case of non-fulfillment.
- **Solution orientation:** Discuss ways to ensure that things get done with little finances. Promote positive thinking through not paying too much attention to problems but instead focus on results and creative solutions.
- **Internal support:** Clarify where the Presidency or any other BM needs support and how each Board Member could help out with the time commissioned.
- **Reaching out:** Think about ways to stimulate Board Members for reaching out and beyond the Board. Profit from the GA as a partner in professionalising ECPYouth. Get a footprint outside the organisation, e.g. through addressing our ideas to relevant political stakeholders. Maybe it could be thought of reintroducing the position as BM external relations.
- **Knowledge management:** Make sure that practical knowledge doesn't get lost when Board Members change, e.g. set up some sort of an alumni-status. Develop a suitable process.
- **Shared expertise:** Given the excellent qualities of applicants who will not become board members, integrate all applicants with their strengths into ECPY (e.g. helping out with expertise, become members of the Working Groups or Individual members).

The Selection Committee thanks all candidates for their time and interest through this process and expresses its gratitude to all acting Board members for their enduring work.