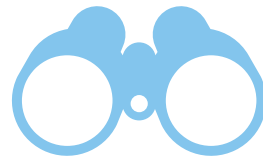


# ANNUAL ACTIVITIES REPORT 2023-2024







## **Our vision**

An island with healthy ecosystems, rich in biodiversity, where people actively safeguard nature for a sustainable future.



## **Our mission**

Protecting the wild birds of Cyprus, their habitats, and wider biodiversity, through monitoring, conservation and education actions, and by developing people's appreciation of nature.

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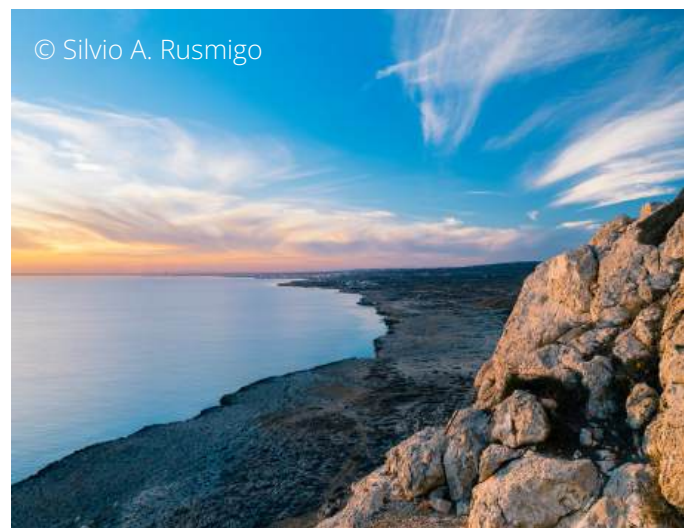
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## *Leadership transition*

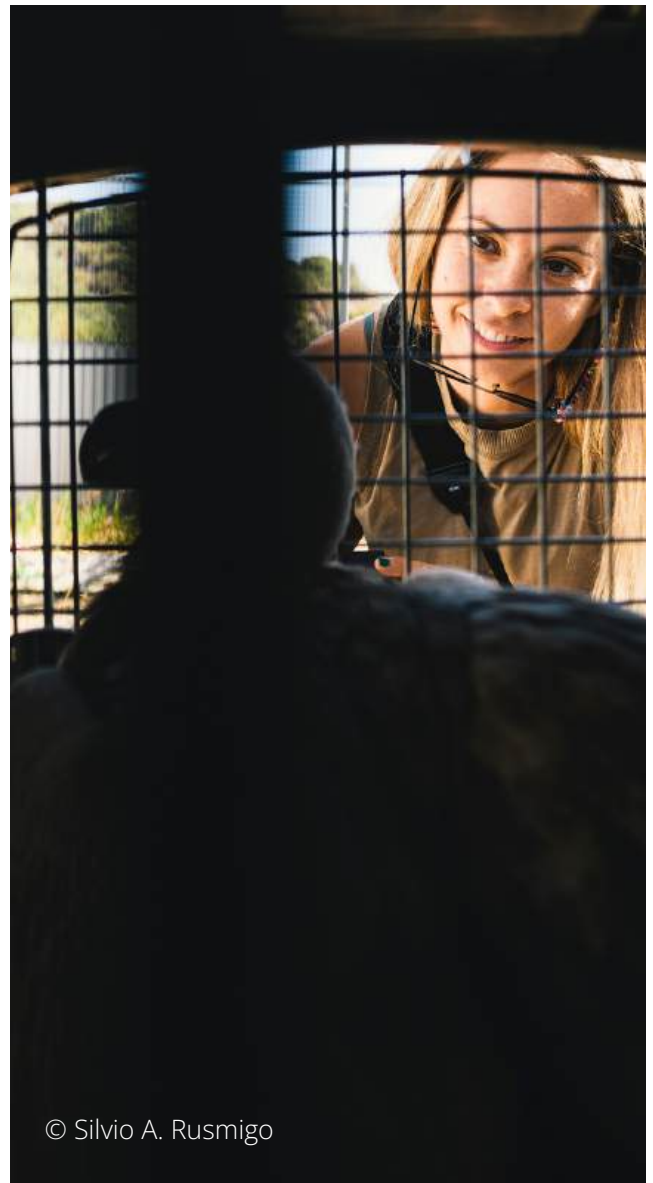
The year 2024 was a particularly challenging one for BirdLife Cyprus, marked by the profound loss of our Director and esteemed colleague, Dr. Martin Hellicar. Martin's passing left a significant void within the organization. His unwavering dedication to nature conservation and his visionary leadership had shaped BirdLife Cyprus over the years, and his absence was deeply felt across our team and the broader conservation community.

Following this transition, the Council of BirdLife Cyprus appointed Mrs. Melpo Apostolidou as Director, effective October 2024. Melpo had been an integral member of the organization for 15 years, bringing with her extensive expertise in bird conservation and a strong commitment to the mission of BirdLife Cyprus. Under her leadership, the organization moved forward with confidence and a renewed sense of purpose, continuing to build on the solid foundations laid by Martin.

We extended our heartfelt congratulations to Melpo and looked forward to the continued advancement of our goals under her guidance. Dr. Martin Hellicar's legacy remained a guiding force in all that we did, inspiring the team to uphold and further the work to which he had devoted his life.



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# *Systematic Bird Monitoring*

## 2023

During 2023, the BirdLife Cyprus Research and Monitoring team was boosted with the addition of two new team members: Stalo Leontiou and Anders Gray. This extra capacity is crucial for the successful delivery of the Article 12 project, which got going in earnest during 2023.

The Article 12 project, under contract from the Game and Fauna Service and in the framework of the EU Birds Directive, aims to report on the population status and trends for all breeding birds in Cyprus, as well as key wintering and passage species.

As part of this effort, we completed more than 380 breeding season surveys, including for common breeding birds, nocturnal birds, forest species, European Roller, Audouin's Gull and Griffon Vulture, as well as targeted surveys for species where knowledge is lacking, like Alpine and Pallid Swifts, Eurasian Crag Martin and Eurasian Hobby.

During the autumn migration season, we carried out 64 surveys across the major migration bottlenecks of Akrotiri Peninsula, Pafos Plain and Cape Greco. In winter 2023, we launched for the first time a survey for our common wintering birds. And of course, our long-standing waterbirds monitoring programme continued all year round, delivering valuable data from wetlands across the island, in collaboration with the Turkish Cypriot bird conservation organization, KUŞKOR.

This effort would not have been possible without our team of expert volunteers, who we wholeheartedly thank for their dedication and generosity.



Thanks to their valuable efforts, we are able to deliver policy-relevant outputs, such as the Common and Farmland Birds Indicators for Cyprus, under contract with the Ministry of Agriculture, Rural Development and Environment.

In 2023, these indicators showed continuing worrying declines in the populations of both farmland and common birds in Cyprus.

## 2024

During 2024, the Monitoring Team has been working flat out on the Article 12 project, under contract to the Game and Fauna Service. This project aims to report on the population status and trends for all breeding birds in Cyprus, as well as key wintering and passage species, in the framework of the EU Birds Directive, and is due to be completed in mid-2025. The monitoring efforts during 2024 were bolstered by funding from the European Bird Census Council Small Grants Fund, under a 2-year bi-communal project together with the Turkish Cypriot bird conservation organization, KUŞKOR, aiming at filling gaps in knowledge about populations of species largely or wholly limited to the area north of the dividing line, such as Calandra Lark, Raven and Audouin's Gull.

As part of these efforts, we completed more than 285 breeding season surveys, including for common breeding birds, nocturnal birds, forest species, and European Roller, as well as targeted surveys for species where there are gaps in knowledge, such as Red Crossbill and Mediterranean Shag. During the autumn migration season, we carried out 32 surveys at the major migration bottleneck of Akrotiri Peninsula. In winter 2024, for a second consecutive year, we continued the winter common birds survey, with around 40 surveys completed. Our long-standing waterbirds monitoring programme continued all year round, with over 250 surveys carried out at wetlands across the island, in collaboration with KUŞKOR.

## Bird Recording

### 2023

A record number of bird records, approximately 130,000, were received, largely due to increased use of bird reporting platforms such as eBird and BirdTrack. This growth led to a notable rise in submissions from visiting birders.

#### Notable records

- A pair of Common Goldeneye (*Bucephala clangula*) at Larnaca Sewage Works in April represented the 8th national record and the first since 2002.
- A long-staying Diederik Cuckoo (*Chrysococcyx caprius*) was recorded at Paralimni Lake from 23 March to 8 April before relocating to Oroklini Marsh from 10–12 April. This second record for both Cyprus and Europe attracted considerable international interest.

- Two Oriental Turtle Doves (*Streptopelia orientalis meena*) were observed: one at Lower Ezousa, Paphos on 23 February and another at Larnaca Desalination Plant fields on 26 October—marking the 4th and 5th national records.
- The first Pectoral Sandpiper (*Calidris melanotos*) since 2009 was seen at Meneou Pool from 28–30 July (5th record).
- The 5th Cyprus record of Oriental Honey Buzzard (*Pernis ptilorhynchus*) was observed at Akrotiri Marsh on 23 September.
- The 1st fully documented Hume's Leaf Warbler (*Phylloscopus humei*) was present at Paphos Headland from 11 March to 12 April; the 2nd record followed at Stavros tis Psokas from 4–29 December.
- A female Ménétries's Warbler (*Curruca mystacea*) was seen at the same site as the Diederik Cuckoo (30 March – 20 April), and a male was observed at Cape Greco on 30 April—7th and 8th national records respectively.
- An unusually high number of Ring Ouzels (*Turdus torquatus*) were recorded in the Troodos area during November and December.
- A female/first-winter Orange-flanked Bush-robin (*Tarsiger cyanurus*) was seen at Livadi tou Pashia picnic site in Troodos on 11–12 November—Cyprus's 4th record.
- At least four Red-fronted Serins (*Serinus pusillus*) were observed at Kouris Dam from late November to the end of the year (18th record).
- A Rustic Bunting (*Emberiza rustica*) was seen at Akrotiri Marsh on 14 and 27 October—Cyprus's 3rd record.

#### New species

- Hume's Leaf Warbler (*Phylloscopus humei*) added to the national list.
- A record of Eyebrowed Thrush (*Turdus obscurus*) is pending acceptance by the Rare Birds Committee.



## 2024

A total of 57,529 bird records were received, not including submissions via eBird.

### Notable Records

1. The largest recorded flock of Red-fronted Serin (*Serinus pusillus*) in Cyprus, with over 10 individuals observed at Kouris Dam in January.
2. The 2nd national record of Eurasian Blue Tit (*Cyanistes caeruleus*) was documented in Karpasia in March.
3. An unusual summer ringing session at Prodromos in July resulted in the capture of a Robin, Chiffchaff, and Subalpine Warbler—species rarely encountered in Cyprus during this period.
4. The 2nd national record of Eurasian Bullfinch (*Pyrrhula pyrrhula*) was recorded at Prodromos in December.

### New Species (pending acceptance)

- Tibetan Sand Plover (*Anarhynchus atrifrons*)
- Western Bonelli's Warbler (*Phylloscopus bonelli*)
- Eastern Yellow Wagtail (*Motacilla tschutschensis*)

### Additional Highlights

- A total of 13,093 waterbirds were counted during the International Waterbird Census in January.
- 10,212 migrating raptors were recorded over Akrotiri during the autumn migration period (September–October).
- A local WhatsApp group was introduced to replace the Google group, enhancing real-time sharing of bird sightings among members and local birdwatchers.



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## *Campaign against illegal bird trapping*

### 2023

There was a slight increase in trapping during Autumn 2023, across the island overall, compared to 2022. Despite this, trapping levels are still much lower than in the past.

There was an increase in British Bases area, but a decrease in the Republic last autumn. However, in the Republic areas, organized trapping groups appeared to increase and operated unhindered by the authorities despite the re-instatement of the Cyprus Police Anti-poaching unit.

A 41% increase in bird trapping in the Sovereign Base Areas can be attributed to the reduction in the size of the SBA police Anti-poaching unit. This was a good example of what happens when resources are removed from the anti-poaching effort too soon. There needs to be constant pressure on trappers by the police to secure long-term effective change.

### 2024

Overall trapping levels for autumn 2024 remained the same as in autumn 2023. We estimate that a total of 620,000 birds may have been killed in the survey area in autumn 2024.

Within the Republic of Cyprus, we noted a substantial increase in mist netting levels, 76% to be precise. We believe that an increase in organized trapping groups, in combination with the lack of effective enforcement against these groups by competent authorities and specifically the Cyprus Police Anti-Poaching Unit, has resulted in this increase in mist net trapping within the Republic of Cyprus.



On the other hand, we noted a decrease in mist net trapping of 22% within the British Bases. This is a very welcome result, especially after the increase in bird trapping that was noted last year. The anti-poaching unit was reinforced with officers, after we expressed concerns regarding a massively understaffed unit in autumn 2023.

Our trapping report was published jointly with RSPB on 27<sup>th</sup> February 2025, receiving good media attention, including an interview on Politis radio.





## — *Thkio Mosfilies*

### 2023

Regarding our nature reserve in Frenaros, “Thkio Mosfilies”, we made significant progress with the project throughout 2023.

Early in the year, we completed earthworks on the open, eastern plot of the site, following a plan created by landscape architects and permaculture experts, focusing on sustainability and maximizing use of rainwater, by channeling it to our pond at the site with the use of swales.

In November and December 2023, we planted around 300 trees and shrubs, mainly native and naturalized species, in the open field plot together with two schools, one of which was the local middle school in Frenaros village. We also completed architectural plans for an education building with toilet facilities, for the site.

### 2024

Important progress was made in the development of the site, with the creation of a network of paths going through the site, the lining of ponds with rocks, and general habitat management.

As well as this, we began the first stages of construction of our toilet block on site. With office staff and volunteers, we were able to make approximately 3800 compressed earth bricks which will be used to make the walls of the toilet block building. The toilet block will feature composting toilets, an alternative and sustainable option.

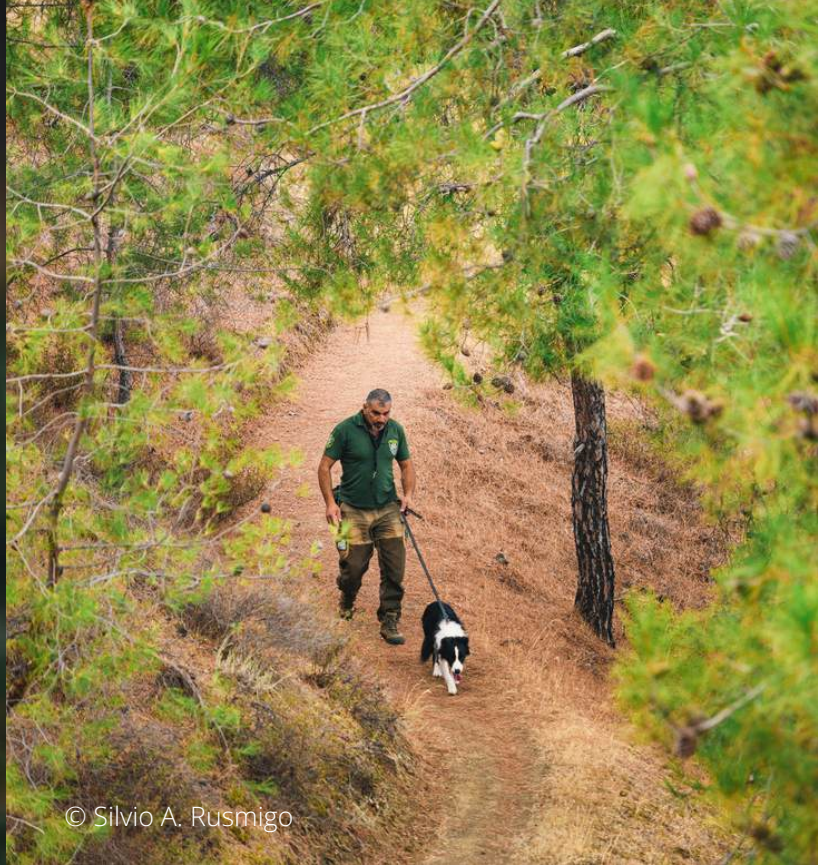
We had several events throughout the year with children from a Frenaros middle school, aimed to cultivate appreciation for nature and engage with the local communities. The events featured the creation of a bee hotel, a hibernaculum to provide shelter to reptiles and amphibians, and a botanical garden to benefit pollinators at the site. We also continued our bird ringing activities on site, having now ringed approximately 270 birds from more than 20 species.

A special thanks to all the volunteers that have helped with all these preparatory works, and to our long-term volunteer, Mat Holloway, who gave much of his time at helping at the nature reserve.





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## *LIFE with Vultures CY project*

### 2023

As part of our four-year flagship project, we successfully coordinated the development and formal agreement of an operational protocol for the handling of wildlife poisoning incidents. This landmark protocol was signed by all relevant competent authorities in June 2023, marking a significant step forward in the coordinated response to illegal poison bait use.

In conjunction with the Anti-poison Dog Units operated by the Game and Fauna Service, this has greatly enhanced our ability to detect and respond to poisoning cases, supporting our long-term vision for poison-free landscapes that are safer for wildlife, particularly the Griffon Vulture, Cyprus's most threatened bird.

To further bolster the declining Griffon Vulture population, we released 14 vultures into the wild in September, and we received an additional 15 individuals from Spain, which are currently being acclimatised in preparation for future release.

We proudly participated as part of the Cyprus delegation at the International Vulture Conference in Spain (November 2023), contributing to regional dialogue and exchanging knowledge on vulture conservation strategies.

### 2024

With a one-year extension granted to the project, we organized a successful International Conference on Wildlife Crime, attended by over 70 participants from 12 countries across the Mediterranean and the Balkans. This event fostered regional collaboration and knowledge exchange on tackling illegal activities threatening wildlife. We facilitated a groundbreaking collaboration between the Electricity Authority of Cyprus (EAC) and the Game and Fauna Service, resulting in a formal agreement to begin marking high-risk powerlines identified by BirdLife Cyprus in previous years. Marking work began in December 2024 and is currently ongoing, aiming to reduce the risk of fatal collisions for large birds, including Griffon Vultures. Our restocking efforts continued with the preparation of 15 more vultures to be transported from Spain to Cyprus in early 2025.



## Site Protection

### 2023

A particular success in 2023 was our advocacy and communications work with other NGOs—including, notably, the Hunters' Federation—to limit the development zones proposed by the Town Planning Department for Akamas under the Local Plan. More recently, we again joined forces with NGOs to expose and halt the destructive and unauthorized roadworks carried out by the Forestry Department within the protected Akamas area.

We also played an important role through our participation in two key government committees: the Environmental Impact Assessment (EIA) Committee, and the ad hoc Committee for Projects Affecting Natura 2000 Sites. These platforms allowed us to prevent a number of damaging developments in sensitive areas and to push back against the unchecked expansion of photovoltaic installations in key natural habitats.

In cases where local-level advocacy did not succeed, we escalated our site protection efforts to the EU level, reinforcing our commitment to holding authorities accountable for biodiversity protection.

For the first time, we also took legal action against the government. We filed an appeal to the Administrative Court over the approval of a harbor project in Pentakomo—an area of pristine rocky coastline that is critical habitat for the endangered Mediterranean Monk Seal and a proposed Natura 2000 site. Despite an inadequate impact assessment, the project received state approval. Our appeal was lodged in late 2023, with the first hearing expected in 2024. Friends of the Earth Cyprus are supporting us in this legal battle.

At the EU level, we contributed to BirdLife Europe's efforts to secure the adoption of the EU Nature Restoration Regulation—a landmark piece of legislation aimed at halting biodiversity loss and restoring ecosystems.

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## 2024

One of the year's biggest conservation successes was the adoption of the EU Nature Restoration Law, a major win for biodiversity, which we actively supported through our collaboration with BirdLife Europe.

Akamas remained a top priority. We continued to work closely with other NGOs to push back against harmful development plans under the Local Plan and to halt damaging roadworks by the Forestry Department within the protected area.

BirdLife Cyprus also continued to contribute through its representation on two key government committees: the Environmental Impact Assessment (EIA) Committee and the ad hoc Committee for Projects Affecting Natura 2000 Sites. These committees have been instrumental in limiting and, in some cases, preventing damaging developments. Notable successes include stopping or modifying plans for a Photovoltaic (PV) Park in Tsada (Pafos), three PV Parks in Steni (Pafos), and a PV Park in Tseri (Nicosia).

However, there were also serious setbacks. Despite our efforts, certain environmental conditions set during the permitting process were ignored. Particularly troubling examples include the construction of a wind farm within the Natura 2000 site of Koshi-Pallourokambos and the approval of a grid connection for a PV park near the Potamos-Paramaliou protected area.

We also engaged with key stakeholders in the upgrade of the Mia Milia sewage facility in Nicosia, with the aim of safeguarding vital waterbird habitats in the area.

Regarding the Pentakomo court case, after filing our appeal in late 2023 against the approval of the aquaculture harbor in this critical Monk Seal habitat, the legal process has faced multiple delays. Four court hearings were postponed in 2024, primarily because the Cyprus government failed to submit its objection file. We believe these delays are intentional, as construction on the project began in late 2024. In response, and after consultation with our lawyer, the Council decided to file a second legal appeal—this time against the urban planning permit itself—in early January 2025. Our aim is to halt construction while the legal proceedings unfold. This will be a challenging legal battle, but it is a necessary step in our effort to push back against harmful governmental decisions, improve environmental assessment procedures, and protect Cyprus's precious natural heritage.



## *LIFE IP Physis Project*

### 2023

Through this 10-year project, together with the Game and Fauna Service, we have initiated research on a previously understudied seabird species, the Mediterranean Shag. We located breeding colonies on islets and cliff sides and managed to satellite tag four individuals with the help of BirdLife Greece. Furthermore, we successfully completed another round of European Roller surveys, combined with nest box installations and monitoring. Also, and again together with the Game and Fauna Service, we kept researching the extend of secondary poisoning from rodenticides in raptor species, with the technical help of the State Lab and the Veterinary Services.

### 2024

We have continued our research on the understudied seabird species, the Mediterranean Shag. We continued monitoring the breeding colonies on islets and cliff sides and managed to satellite tag three individuals with the help of BirdLife Greece. We have also initiated the colour ringing of Yellow-Legged Gulls, to learn more about their movements and research their interactions with Mediterranean Shags. Furthermore, we successfully completed another round of European Roller surveys, combined with nest box installations and monitoring.

Also, and again together with the Game and Fauna Service, we kept researching the extend of secondary poisoning from rodenticides in raptor species, with the technical help of the State Lab and the Veterinary Services. The collaboration with the Game and Fauna Service and the research on the extent of secondary poisoning from rodenticides in raptor species, with the technical help of the State Lab and the Veterinary Services shows an alarming impact of rodenticide use on raptor species.



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## *The Barn Owl Project*

### 2023

Working together with our partners, we managed to contribute to the significant decrease in the use of the rodenticides in the countryside. Through the financial support of the Ministry of Agriculture, we were able to monitor 200 barn owl nest boxes and ring 134 owls. We also participated in a regional meeting in Jordan with experts from Israel, Greece, Switzerland and Jordan. We exchanged best practices and knowledge on how to decrease rodenticide use and research barn owl ecology and behaviour.

### 2024

We managed to maintain the significant decrease in the use of the rodenticides in the countryside. Through the financial support of the Ministry of Agriculture, we were able to monitor 205 barn owl nest boxes and ring 129 birds. We also hosted a team of experts from Israel and Switzerland and participated in the documentary about the regional cooperation and the efforts that are happening in other countries in relation to the barn owl project.



## *Darwin Plus 141 Project*

### 2023

We successfully implemented a series of access management interventions in Akrotiri, addressing and resolving conflicting interests among various user groups and stakeholders. These actions resulted in the improved protection of approximately 155 hectares of habitats and semi-natural areas, safeguarding a range of flora and fauna species.

As part of our efforts to promote sustainable tourism, we organized the first Akrotiri Spring Festival, attracting visitors and raising awareness about the area's natural value. We established walking trails to enhance visitor experience while reducing habitat disturbance, and we launched the Akrotiri website, offering comprehensive information to promote the area as an ecotourism destination.



We also organized a successful study trip to Kerkini Lake in Northern Greece, involving Akrotiri cow herders, SBA wardens, and the Mayor of Ypsonas. The goal was to showcase a working model of sustainable rural development, where nature and bird tourism, cattle grazing, and habitat conservation coexist and reinforce one another.

## 2024

In June 2024, we successfully concluded the three-year Darwin Plus 141 project, which focused on habitat restoration and the sustainable use of land in Akrotiri and Cape Pyla. Carried out in collaboration with Terra Cypria, the British Bases Cyprus Environmental Department, and the RSPB, the project delivered significant conservation outcomes across several key sites.

At Zakaki Marsh, a reed management plan was developed to enhance biodiversity and improve the ecological health of the wetland. In Akrotiri Marsh, efforts were concentrated on promoting sustainable grazing practices, clearing essential drainage channels, and implementing measures to protect rare and endemic plant species.

On the Akrotiri Peninsula, access control measures continued to be enforced, helping to reduce human disturbance and curb illegal activities, which in turn contributed to more effective habitat protection. In parallel, the project made important strides in promoting ecotourism. The Akrotiri Spring Festival was organized for a second consecutive year, while informative signage was installed across key locations, and new hiking trails were marked and maintained—enhancing the area’s appeal as a sustainable tourism destination.

At Cape Pyla, the team focused on managing invasive Acacia species through hands-on fieldwork aimed at restoring native habitats. Overall, the project marked a major step forward in integrated conservation and sustainable development efforts across these vital landscapes.

## — *Hydrology and Ecology of Akrotiri Peninsula*

### 2024

In 2024 we also successfully completed the “Review of the Hydrology and Ecology of Akrotiri Peninsula”, a two-year project funded by the John Ellerman Foundation. The outcome of this project was a comprehensive multi-page report consolidating existing knowledge on the peninsula’s wetlands, identifying key hydrological and ecological trends, pressures, and threats. The report also provides clear, science-based recommendations for future management and conservation. This work represents a significant step toward securing the long-term sustainability of this vital wetland complex, ensuring its ecological integrity for future generations.

## Education

### 2023

In 2023, we delivered educational programmes in classes and in outdoor settings to more than 2,000 students from kindergartens to high schools. Educational programmes cover topics such as bird migration, trapping and other threats to birds, as well as actions to help birds at school and home.

Our educational philosophy is based on the 3H approach - Head, Heart, Hand, and aims to increase students' knowledge and understanding about birds and the natural world, but also to cultivate pro-conservation attitudes and a sense of appreciation for nature.

We also launched the Erasmus+ project 'Birds Flying High', which introduces a fresh approach to educational outreach. The goal was to implement a whole-school strategy in three primary schools by engaging the entire school community in bird-related activities throughout the school year, with continuous support from BirdLife Cyprus.

We also organized and participated in many events open to the public, with the aim of bringing people closer to nature. A highlight of our awareness raising events was our 20-year anniversary event at Athalassa National Forest Park. More than 200 people celebrated our 20th birthday with lots of fun activities.

### 2024

During 2024, we managed to reach a total of 2,600 students through our educational programmes. This is double the annual target that we had set, having reached mostly students from primary schools, but also from kindergartens and high schools.



This shows the increased interest of schools in our educational programmes, which aim to connect children with birds and nature and to raise awareness about the natural world. The programmes include various activities that take place in and out of the school grounds and cover topics such as bird migration, trapping, illegal killing and other threats to birds, as well as actions to help birds at school and at home.

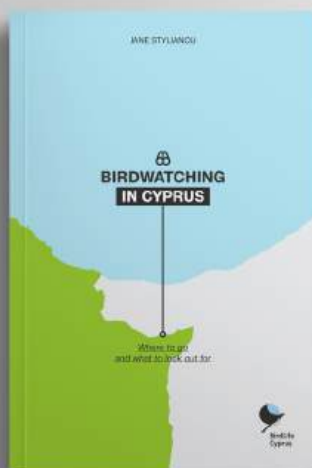
In addition, we organized and participated in 14 events in communities or in important bird areas that attracted nearly 1,000 participants, with a focus on family-oriented events. By bringing children closer to nature, we are shaping the environmental advocates of tomorrow.







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## — Membership / Communications / Outreach

### 2023

One of the year's most exciting achievements was the growth of our membership, which increased from 500 to 720 members.

Total sales from our e-shop rose from €3,500 in 2022 to an impressive €13,500 by the end of 2023, thanks to increased popularity and wider outreach.

We marked our 20-year anniversary with the release of a celebratory video that highlighted our major milestones and achievements over the years.

In terms of media and public engagement, we issued 13 press releases and gave more than 10 interviews on radio and TV, including appearances on international news outlets. BirdLife Cyprus was mentioned over 230 times in the media.

In July, two BirdLife Cyprus staff attended the Global Birdfair to promote Cyprus as a birdwatching destination. The response was very positive, confirming the potential niche for birding tourism in Cyprus as a means to generate income for conservation efforts. Following this, we began developing our own birding tours, with a planned launch in 2024.

### 2024

Our membership continued to grow, increasing from 720 to 804 members. Our e-shop sales generated €6,210 over the course of the year.

We continued to maintain a strong public and media presence. A total of 14 press releases were issued, covering topics such as bird trapping, poisoning, the Akamas Local Plan, and the Pentakomo case. We gave over 20 interviews on radio and TV, and our work was mentioned more than 230 times in the media.

The LIFE with Vultures CY end-of-project event took place at the Leventis Gallery in Nicosia. It included a photo exhibition and a documentary in memory of Martin Hellicar. Due to Martin's tragic passing, only a private opening was held. The exhibition was later taken to key communities within the Griffon Vulture range, as well as to Pafos through a private company initiative, raising €2,500.

We established a dedicated bird tours branch to promote BirdLife Cyprus-led bird tours for visiting birders. This initiative was also promoted at the Global Birdfair in the UK in July and is expected to grow further in the coming years.

## *Bird ID course*

The Bird ID Course is a beginner-friendly program designed to teach participants how to identify 205 bird species by sight and sound, enabling contributions to conservation efforts through citizen science initiatives.

### 2023

12 participants successfully completed the Bird ID course, gaining familiarity with a wide range of bird species and exploring birdwatching sites across Cyprus. The combination of online lessons and field trips proved effective and fostered strong group learning dynamics. One of the core goals of the course is to train future bird monitoring volunteers, and this was met with great success: Five participants from the 2023 course committed to joining various bird monitoring surveys during spring and summer 2024.

### 2024

10 participants took part in the Bird ID course, learning to identify a wide variety of species and visiting new birdwatching locations across the island. This year's course also exceeded our volunteer recruitment aim (2–3 per course). Four participants will be involved in bird monitoring surveys in spring and summer 2025, further strengthening our monitoring capacity.



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## *Statment of income and expenses for 2023 and 2024*

<b>INCOME</b>	<b>2023 (€)</b>	<b>2024 (€)</b>
Contribution by A. P. Leventis	142.524	172.188
Income from projects	448.095	446.095
Income from services rendered	6.250	6.736
Subscriptions from members	7.712	12.362
Subsidies and contributions	69.143	59.777
Fair value gains on shares	1.477	1.096
Sundry income	25.749	25.480
<b>Total revenue</b>	<b>700.950</b>	<b>723.734</b>
<b>EXPENSES</b>		
Payroll cost	396.617	388.529
Cost of services rendered	10.024	5.991
Finance cost	4.132	4.870
Project cost	192.351	218.635
Third party services	18.823	6.844
Office administration expenses	56.724	63.190
Printing and publication	823	2.077
Transportation and travelling expenses	4.506	10.262
Cost of obsolete and free stock	649	394
Loss on disposal of property, plant & equipment	360	-
<b>Total expenses</b>	<b>685.009</b>	<b>700.792</b>
<b>Surplus for the year</b>	<b>15.941</b>	<b>22.942</b>

# Governance

Every three years, the BirdLife Cyprus members meet to elect a Council of up to nine members to govern the Society. The elected Council, which can also co-opt up to two additional members, must always have a minimum of five elected members. The Council – whose members are all volunteers – hires a Director and staff to execute the affairs of the Society in accordance with the policy formulated by the Council. It is the role of the Council and Director to ensure BirdLife Cyprus operates as a non-profit-making, politically non-aligned and independent environmental organisation (NGO), dedicated to the protection of wild birds and nature.

**President** A. P. Leventis

## **BIRDLIFE CYPRUS COUNCIL (2023 & 2024)**

**Chairman** Melis Charalambides

**Vice Chairman** Alan Douglas Turtle (until 2023) / Peter Bromley (from 2024)

**Secretary** Stavros Christodoulides

**Treasurer** Chris Charalambides

**Social Secretary** Loria Phylakti (until 2023) / Alexandra Panayi (from 2024)

**Fundraising Officer** Constantinos Konis

**Co-opted Member** Alexandra Panayi (until 2023)

**Animal Welfare** Constantinos Antoniou (from 2024)

## **BIRDLIFE CYPRUS OFFICE TEAM (2023 & 2024)**

**Director** Martin Hellicar (until June 2024) / Melpo Apostolidou (from Oct 2024)

**Financial Manager** Myria Achilleos

**Monitoring & Research Coordinator** Christina Ieronymidou

**Project Coordinator** Melpo Apostolidou (until Oct 2024)

**Campaigns Coordinator** Tassos Shialis

**Communications Coordinator** Elena Markitani

**Nature Policy Officer** Vasiliki Anastasi (until Dec 2023) / Christos Nikiforou (from Mar 2024)

**Education & Development Officer** Christia Alexandrou

**Conservation Projects Officer** Antaia Christou

**Campaigns & Monitoring Officer** Markos Charalambides

**Administration & Membership officer** Romina Constantinou

**Conservation Projects Officer** Martha Petrou (until Nov 2024)

**Project Coordinator for Darwin Plus Project** Phoebe Vayanou (until June 2024)

**Conservation Projects Officer** Athina Papatheodoulou (until June 2024)

**Project Monitoring & Research Assistant** Stalo Leontiou

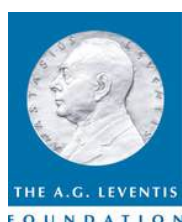
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