

CHESS FEDERATION OF CANADA

GOVERNORS' LETTER SEVEN

2002-2003



Responses may be mailed, faxed or E-mailed to the Chess Federation of Canada, E-1 2212 Gladwin Crescent, Ottawa, ON, K1B 5N1, fax: 613-733-5209, E-Mail: info@chess.ca

ATTENTION ALL GOVERNORS: Anyone with an E-Mail address can have their Governors' Letter sent to them via E-Mail and save the CFC paper and postage costs. Please E-Mail info@chess.ca if interested.

Deadline for submissions to GL #8: May 21st 2003

Introduction:

Ladies and Gentlemen:

Last weekend this Governors' Letter was complete and ready for distribution. There was a rather heated exchange between Kevin Spraggett and Peter Stockhausen on ChessTalk. Under the circumstances I proposed to the President that we delay publication of the GL until both had had a chance to air their views for the Assembly of Governors as a whole rather than just the portion who normally read ChessTalk. Mr. Stockhausen's response will be found in the General Comments section. Mr. Spraggett's response was an e-mail (also forwarded to more than a dozen other Governors) which I at first believed was for publication in the GL only to be forcefully told by him that it was not and that in fact he intended to make no response at all in the GL. My apologies to Mr. Spraggett for the misunderstanding.

Despite the above the motions presented in this Governors Letter are in my view extremely important and need to be considered quite apart from the subsequent exchange between the personalities involved.

I feel strongly that the events of the last two weeks only underscore the need (which I have on at least two occasions expressed to the CFC Executive) that we examine the feasibility of hosting our own message board as it is clear to me that *de facto* a message service operated by an organization at best neutral towards the CFC and at worst openly hostile to the CFC has become the prime message forum for discussions on chess affairs in Canada. I do not believe this is a good thing for chess in Canada.

Lyle Craver
Secretary, Chess Federation of Canada

Keeping Governors Informed

Presidents Message for GL#7

In this GL you will find a comprehensive motion, sponsored by Maurice Smith and Kevin Spraggett that will revamp and streamline our entire Olympic Team process. Please give this motion your usual

consideration in the next few GLs and the motion will be voted upon in the upcoming Annual Meeting in July.

Yves Charbonneau, the President of the CMA and I had a most pleasant meeting here in Vancouver. Most of our discussions centered on the potential Bid for the 2008 World Youth Championship for Quebec City.

Richard Berube, Larry Bevand and myself continue working on this WYCC bid and we are getting closer to some real budget numbers. Fundraising and our respective roles remain to be discussed, but hopefully something concrete will be available for the Governors to review this summer.

I have received some comments from parents regarding the timing of some of our tournaments for children. Easter, in this case, was the issue. I promised the parents that I would bring the subject up in the GL, if only to make our organizers aware of such concerns.

It is with regret that I will not be standing for President for next year. Unfortunately the health of my wife has not improved. Therefore I'm faced with continued increased domestic obligations, which combined with my ongoing professional responsibilities leaves me with neither the time nor the energy that the presidential duties require.

Also David Cohen our Vice President and Les Bunning our Treasurer will not be seeking re-election.

By making these announcements as early as possible we give potential candidates as much time as possible to seek election for these offices.

Peter Stockhausen

Results of Votes: None

New Motions:

Motion 2003-06: Moved (Farey / Palsson)

Be it so resolved that Handbook paragraph 711 be amended to read, " To be rated under the CFC Blitz (Speed) rating system the maximum game time must be at least 10 minutes but less 50 minutes."

Rating fee of 50 cents per player with a \$5.00 minimum.

Only electronic format submissions will be accepted.

Neil Fraisey: General comments:

Fellow governors, With the inclusion of Blitz (Speed) Chess in our rating system, the CFC will broaden its rating base. This will benefit the CFC in three main ways a) additional rating revenue, and b) attract public and private involvement, ie. marketing and sponsorship of chess ergo, the CFC, and c) existing software can be used to rate Blitz (Speed) chess.

Blitz chess is the most popular form of our game in Canada..

If the Chess Federation of Canada could provide a formal Blitz rating structure as part of our rating service, the CFC would then be able to move within this form of chess, as we do with Active and Regular rated chess.

Blitz ratings would give the Chess Federation of Canada the dynamic element it could use to drastically increase appeal.

Which in turn will increase participation in the Chess Federation of Canada.

Motion 2003-07: Moved (Smith / Spraggett)

Replace the entire Section 12 of the CFC Handbook, Canadian Participation in the Chess Olympics with the following revision:

THE OLYMPIAD REGULATIONS

Article 1. Objectives

The CFC has as major objectives in participating at the Chess Olympiad:

- i. To finish as high as possible in the Olympiad

- ii. To project a dignified and honourable image of Canada within FIDE and amongst the chess players of other countries.
- iii. To provide a goal as an incentive for all categories of Canadian chess players, especially the younger players.
- iv. To arouse the interest of the Canadian media as well as the general public.

Article 2. National team structure

1. The Canadian National Team shall be defined as having the following general structure:

- i. Head of Delegation
- ii. Captain
- iii. Technical Assistant(s)
- iv. Players

2. Head of Delegation

- The Head of Delegation shall represent the interests of the Canadian Chess Federation at the Olympiad and is answerable directly to the President of the CFC.
- He/she shall act as a liaison between the Canadian National Team and the Olympiad organizers, and he/she is to especially concern him/her self with the day to day necessities of the team and other practical issues affecting its normal functioning.
- He/she is responsible for maintaining a cohesive atmosphere on the team and should work very closely with the Captain to promote and safe guard team spirit. He/she is to ensure that each individual team member, in the course of exercising his/her responsibilities and duties, represents Canada with dignity and honour. He/she is charged with the task of resolving any personal dispute or misunderstanding that might arise on the National Team during the Olympiad.
- To these ends he/she has wide discretionary authority and his/her decision in all matters is final.
- He/she is charged with writing the official report on the representation of the National Team at the Olympiad.

3. Captain

- The Captain's principal responsibility is to carry out the CFC's objective of finishing as high as is reasonably possible in the final classification of the Olympiad.
- The Captain is responsible for overseeing every aspect of the chess players' performance during the course of the Olympiad: daily team meetings, technical preparation, choosing the daily team line up, and team strategy.
- He/she is responsible for providing the leadership necessary to motivate the players to perform to their very best potential.
- The Captain is entirely responsible for deciding how many games each player will play. He/she is trusted to use his/her best judgement, and it is assumed that he/she will be impartial and fair, putting the interests of the CFC's principal objective before everything else. For example, any player who is clearly out of form should be benched for an indefinite number of rounds.
- The Captain should be able to spot potential trouble among the players, solve problems and try to smooth differences between the players of the team if they arise. He/she is to work very closely with the Head of Delegation to ensure a cohesive team atmosphere and excellent team spirit.
- The Captain is answerable directly to the Head of Delegation

4. Technical Assistant(s)

- He/she is to assist the Captain in carrying out his technical duties, such as helping prepare the players, analyze games, data base management, the collection of daily bulletins, etc.
- He/she is answerable directly to the Captain

5. Players

- Each player is a member of the Canadian National Team regardless of how many games he/she may be asked by the Captain to play.

- The players are to behave in a dignified and honourable fashion at all times, be it at the board or elsewhere.
- The players are required to eat their meals together, attend team meetings and attend preparation/training sessions.
- The players are to show respect for each other and for every other member of the National Team. A unified and cohesive team is in everybody's interest.
- Any dispute or misunderstanding that arises is to be brought immediately to the Captain's attention.
- The players are answerable to the Captain and the Head of Delegation.

Article 3. Selection Procedures

1. Basic principles

- While it is recognized that no selection process can be absolutely objective or can satisfy every critic, the selection procedures should in every instance try to be as transparent as is reasonably possible and in every instance serve the best interests of the CFC's objectives put forward in Article 1.
- It is recognized that the 'best' team can never be chosen by hard and fast rules only, and that the inclusion of some subjectivity/independent judgement at certain pre-determined stages of the selection process is to be seen as a strengthening of the said process, and not a weakening.
- Participation on the Canadian National Team is an honour and a privilege, carrying with it concrete responsibilities and duties. Inclusion on the Canadian National Team is to be understood as acceptance by each individual of his/her responsibilities and duties, and will require that each individual sign a contract with the CFC recognizing the said responsibilities and duties.

2. Selection of the Head of Delegation

- The Head of Delegation shall be appointed by the President of the CFC.

3. Selection of the Captain

- The Captain shall be appointed by the Executive of the CFC.

4. Selection of the Technical Assistant(s)

- The Technical Assistant(s) shall be appointed by the Executive of the CFC.

5. Selection of the players

i) Eligibility

Players are eligible to be considered for the team who fulfill all the following conditions:

a) Be a Canadian Citizen or a landed immigrant in Canada and be a resident of Canada for the twelve-month period immediately preceding the Olympics. Exceptions may be made for persons who are temporarily resident abroad or for persons who are not citizens or landed immigrants but who have been a resident of Canada for the twelve month period immediately preceding the Olympics. Such exceptions will be at the discretion of the CFC Executive. They will only be made after the person involved has provided the CFC Business Office with a written and signed declaration that Canada is his or her primary national affiliation and that he or she will not play, or attempt to play, in the Closed Championship or on the Olympic team of any other country. [ref: Motion 84-23; GL, September 1983, p. 2-4]

b) Be a member in good standing of the CFC and the affiliated provincial association in the province of residence (if one exists) at the time of mailing the declaration of intention to participate and for the previous 6 months.

ii) The players

a) The Canadian National Team shall include 6 players

- The winner of the most recent Canadian Closed and Zonal
- Two players decided upon by the Selection Committee
- The three highest rated players on the Selection Rating list

If any of the above declines the invitation to join the Canadian National Team then the replacement player will be chosen from the selection rating list outlined below

iii) Confirmation of participation

- All those players eligible for participating on the Canadian National Team must notify the CFC business office, in writing ,not less than 90 days before the beginning of the Olympiad of their intention to participate if chosen

- The CFC shall notify successful applicants for the team as soon as possible by registered mail, probably 75 days before the start of the Olympiad, and present each with a contract to sign and then immediately return to the CFC office by registered mail

- Once all signed contracts will have been received by the CFC office, the official listing of the Canadian National Team will be put on the CFC web site.

Article 4. Selection Rating System

- Eligible Ratings: Only Established CFC Ratings will be considered in determining the Initial Ratings and the Selection Ratings.

- Rating Lists: The Initial Rating List is the last published rating list on the CFC Internet site 16 calendar months before the announced date by FIDE for the start of the Olympics. The Final Rating List is the last published rating list on the CFC Internet site 4 calendar months before the announced date by FIDE for the start of the Olympics.

- Initial Rating: The initial rating is the "new" rating from the most recent regular tournament cross-table rated before and including the initial rating list, provided that 12 CFC rated games have been played in regular tournaments during the 12 calendar month period before and including the initial rating list. If the required 12 games above have not been played then the initial rating is the "new" rating from the earliest regular tournament cross-table, in which the required 12th game was played, provided this regular tournament is rated after the initial rating list but before and including the final rating list.

- Selection Rating: The Selection Rating is the highest of the Initial Rating and all the "new" ratings from the regular tournament cross-tables rated after the regular tournament cross-table that determines the initial rating for the player but before and including the final rating list.

- The Selection Rating List: The interim selection rating list shall be published on the CFC Internet Site after each rating update during the period between the initial rating list and the final rating list, provided the dates of the Olympiad are known. The final selection rating list shall be published on CFC Internet Site and in the Magazine.

Article 5. The Selection Committee

- This committee of two well known and respected individuals shall be chosen by the Executive of the CFC of the year of the Olympiad in question
- It is assumed that both individuals will be of at least master strength and have adequate knowledge of the Canadian chess community
- To avoid any conflict of interest, neither member of this committee can become part of the Canadian National Team for the Olympiad in question
- This Committee is charged with selecting, using its best judgement, two candidates—approximately between the ages of 15 and 35-- who do not qualify by rating for the National Team in question.
- It is assumed that both candidates selected are master strength players and that not only will each be able to make a concrete contribution to the National Team but that the experience each will gain this time around will be beneficial for the development of future Canadian teams.

Article 6. Board Order

- The official board order shall be decided upon by the Captain.
- While there should be no hard and fast rules for choosing the board order, the official board order should embody the spirit of the principal objectives of the CFC outlined in article 1.

Article 7. Financial matters

- The CFC should actively seek sponsorship for the Canadian National Team
- In the absence of any corporate sponsorship the CFC will pay the travel expenses of at

least five players of the National Team. The sixth player is optional depending upon the state of the CFC's finances.

- When possible the CFC should give pocket money to each player (Currently the CFC allows for \$200 per member of the National Team)
- The terms of sponsorship that directly involve the players as well as the awarding of any other money that the players are to receive while participating on the Canadian National Team must be written into each player's individual contract.
- When finances do not permit sending a Head of Delegation, then his responsibilities and duties will be assumed by the Captain.
- When finances do not permit sending a non-playing Captain, then one of the players will be chosen by the Executive of the CFC to assume these responsibilities and duties.

Article 8. Miscellaneous

- Once all the contracts have been signed with the members of the National Team and the CFC website will have published the official line up, then it will be considered that the Selection Procedures in Article 3 have been properly followed and that the selection process has formally come to an end.
- Should any withdrawal(s) from the Canadian National Team take place after that date, then the Executive of the CFC will have discretionary powers to choose the replacement(s).

Article 9: THE WOMEN'S TEAM

- When finances permit, the CFC will send a women's team
- The Women's Team shall be comprised of 3 or 4 female players. One shall be the winner of the most recent Canadian Women's Zonal, one female player shall be chosen by the Selection Committee with the remaining player(s) to be the highest rated female players from the selection rating list as outlined above. If a player declines after selection, the replacement female player shall be filled from the selection rating list.
- The CFC will appoint someone to be captain of the Women's Team and his/her duties and

responsibilities will be similar to the captain of the National Team.

- It is recommended that each member of the Women's Team also sign a contract with the CFC
- Each member of the Women's Team will receive \$100 from the CFC

Kevin Spraggett: COMMENTS ON THE REGULATIONS

Introduction

This revision is long overdue.

At the Bled Olympiad I had a discussion with Mr. Maurice Smith, the actual Canadian FIDE Representative (and Zonal President) about the need to do a spring cleaning of Section 12 (the relevant chapter of the handbook on Olympic matters) and especially of the need to revise and modernize our basic attitudes and policies towards the National Team.

There are many obvious shortcomings in our handbook, but because the Olympiad affects so few individual members of the CFC there has not been an overwhelming sense of urgency to improve things. While our Olympic Team selection procedures have undergone important changes in recent years, the general state of the other key issues affecting Canada's participation at the Olympiads has been noticeably neglected and has in some instances even deteriorated.

Our current regulations are in disarray as is obvious from the following examples:

- Parts are outright archaic: for example, 1220. The Olympic team captain shall be instructed to prevent players' spouses or companions from interfering in the team's affairs, and the wives or companions so affected shall be advised of this in advance. I don't know how this (1220) even found itself into our regulations!
- Other parts are outdated and no longer followed: 1206 (the selection procedure for the Captain), is completely ignored nowadays and the CFC hasn't even bothered to put the changes in procedure in writing!

- Article 1207, concerning board order, is totally useless.

Nor are our regulations realistic and flexible enough in the sense of being adequate to pragmatically solve recurring problems.

The irony of the situation is that while most freely admit the inadequacy of our current Olympiad rules, we sometimes feign indignation and outrage when problems arise precisely because of the shortcomings of these same rules.

For example, one of the most common situations that we have to deal with is last minute player withdrawal. In 2001 a motion was sent to the Governors asking for the President's head because of a decision he made to find replacements for the National Team when the Captain and two members withdrew literally days before the 2000 team was to have gone overseas. His *crime*, according to the motion of censorship, was that he 'didn't follow the rules' per se, even though few would deny that there was not enough time to do as the rules require to find other replacements!

The CFC then wasted 6 months of its time with a useless and very unproductive debate before finally defeating the motion of censorship. Through out this process there was very little consideration to the President of the CFC that he was doing the best he could under impossible circumstances. Nor were there any attempts made at modifications or changes to the regulations so that next time around, should the same problem occur, we would all be spared the exasperation and futility of it all.

Player replacement is a specific problem that this revision intends to efficiently deal with once and for all. The time has come to address critical issues and put things in place so that we don't waste more of our time and unfairly attack those who are on the front line and are responsible for our National Team.

Nor do our regulations address the needs of a modern team. Nowhere in our regulations is there a sign of any awareness of how to go about forming a team or even the most elementary concepts of group dynamics. The regulations set no priorities or objectives for the team, and do not even attempt to define the roles and responsibilities of those who make up the National Team.

In many ways these regulations propagate the outdated stereotype of Canadians as being 'tough

lumberjacks' who can naively set off unprepared on some adventure in some other country and always rely on their 'natural Canadian instinct' to deal with what ever trouble comes their way.

The modern day chess Olympiad is one of the largest sporting gatherings in the world today with more than 120 countries participating. There is a great deal of prestige involved. And there are many new challenges and obstacles for each National Team to face that did not exist a quarter of a century ago. Many countries today have teams structured and designed using the latest theories of group dynamics, have professional coaches and special preparation to optimize their performance.

Canada has been fortunate to have attracted a major sponsor for our National Team, Belzberg Technologies, and this sponsorship is likely to continue in coming years. This sponsorship comes in the light of the realization that Canada has tremendous potential to improve its standing in world chess.

While the CFC does not have the resources to arrange professional coaches and pre-Olympiad preparations camps, there is much the CFC can do to significantly streamline and professionalize our National Team structure and policies so that the National Team can become more effective.

When I sat down to attend to the task of this revision I set myself a number of goals:

1. Clearly define the CFC's objectives in sending the National Team to the Olympiad
2. Keep the current selection procedures and carry them over into the new regulations
3. Introduce a few modifications, but make sure that they are constructive
4. Put emphasis on defining the roles and responsibilities of everyone connected with the National Team
5. Incorporate positive ideas concerning National Team regulations from other chess federations and other sporting federations.

The result is, I believe, of obvious benefit to Canadian chess. Many of the ideas presented in this revision come from an investigation into how top National Teams are formed and function.

Article 1. Objectives

What is it that distinguishes a team from a mere

group of individuals? What is it that makes the whole greater than the sum of its parts? Goals and objectives. Having them, understanding them, accepting them and being committed to them.

In 1992 the CFC passed a key motion making it clear that the National Team's principal objective was to finish as high as possible in the final standings. (Curiously this motion is not included in Section 12 of the handbook) Up until then members of the National Team had diverse opinions and ideas on the subject, and as a result difficult situations often arose that lead to conflict and inevitably to a weakening of team moral and performance.

For example, always the hottest item was individual performance (and the prospect of getting grandmaster norms) versus the team's performance. Some players would not want to play against certain teams because of rating factors and the worry that an unlucky result would destroy 'their norm' prospects.

As a result, the team captain would not be able to field what he would otherwise have considered to be the best team on that particular day. And once the team's result becomes secondary to individuals' personal ambitions then the team resorts to becoming a mere group of individuals again.

All that stopped with the 1992 motion, or at least that type of thinking should have stopped. Change is never easy, and the truth is that I have played on teams since 1992 where the question of individual priorities versus the team's objectives was still misunderstood and contested by certain players.

That is why it is necessary to make immediately clear in any rules and regulations regarding the National Team *precisely* what our goals and objectives are. By emphasizing these goals and objectives *before* even getting into the details of team selection processes we hope to avoid those misunderstandings that can lead to awkward and unpleasant situations at the Olympiad.

Article 2. National team structure

Here I define the National Team as not only being the Captain and the playing members, but also the team leader and those who help the team prepare and analyze their games. This is a very natural definition and there should be no problem getting used to it.

In effective and successful teams every member should know exactly what is expected of him. In this section we define the roles and responsibilities of each component of the team structure. It is the expressed intention of this section to make clear beyond any shadow of doubt where and how each member of the team fits in.

1. The only innovation here is that we clearly emphasize that the National Team is more than just the players. Most teams that participate in the

Olympiads have identical or similar structures. Almost all sporting teams consider the management, coaching and technical support as being an essential part of the 'team'.

Our current regulations do not even consider the roles and responsibilities of those who are on our team. This revision makes things very clear.

2. The Head of Delegation is a simple concept: he is in charge of the National Team, its needs, performance, etc. This section is self-explanatory. Canada has almost always had a Head of Delegation, though often the FIDE Representative/Zonal President fulfilled his duties . The past two Olympiads we had Belzberg Technologies' Don Wilson serving in this capacity.

As long as Belzberg Technologies continues its sponsorship of the National Team then the Head of Delegation's expenses will be covered by our sponsor. In other cases please refer to Article 7 (Financial matters)

3. The Captain's role and responsibilities are fundamental to the performance of the team. What is new in this revision is that the Captain will decide exactly how many games each player will play. All top teams allow the Captain to decide this issue. After all, no one else on the National Team is in a better position to decide this.

In the past the number of games that each player has played has at times been a contentious issue and has lead to unnecessary confusion and problems among the team members. Some players have felt that they have had a 'right' to play , regardless of their form or their ability to contribute to the team.

From now on, BEFORE the National Team leaves for the Olympiad, this issue will be made very clear to everyone. And more importantly, we establish this principle as a purely objective one, in no way being misconstrued as a personal issue.

In this way two objectives will be reached:

- a) we will eliminate any confusion and problems on the subject that might otherwise have arisen at the Olympiad
- b) We emphasize the importance of the National Team's interests ahead of any individual member of that team.

4. The use of Technical Assistants is an option and nothing more. It is clearly a luxury, and I include it in the National Team because if some qualified individual volunteers his services for the Team then this person will know his exact place on the team.

Some teams send personnel to take care of computers/databases and their use in preparation. Or

someone just to be an analyst. For the Bled Mr. Marc Ganhoum volunteered his services in this capacity.

5. The roles and responsibilities of the players must be made 100% clear. No first rate team can get by without this clarification. This article does that. Nothing in this article is less than the common sense approach employed by the best teams, regardless of what sport we may consider. It is always in the players' advantage to know before hand what are the roles and responsibilities are.

Article 3. Selection Procedures

Nothing new is introduced here in this section with respect to the explicit technical details regarding the selection of the players of the National Team. I feel that the existing technical selection procedures for the players in the current handbook are adequate and fair, and have allowed the National Team enough flexibility to have achieved some excellent results in the past two Olympiads.

What I have sought to achieve in this article is to remove any grey areas and to make very clear just what it is that the Canadian Chess Federation is trying to achieve with these procedures.

To this end I have put in writing the basic principles which I feel should guide the overall Selection Procedures:

1. Transparency, as much as is reasonably possible, at every stage of the process
2. Realism: that a flexible and dynamic selection process is better than a hard and fast 'rules only' selection process

I have introduced the concept that the participation of a player on the National Team is more than just the robotic-like end result of a technical selection process based upon the candidate's chess-related skills: that the successful candidate must ALSO recognize and accept the responsibilities and obligations that come with being on the National Team.

Virtually all other sports-like organizations that have National Teams require their members to sign contracts/agreements that establish the mutual responsibilities and obligations between the particular national federation in question and each individual member of the National Team. It is a very common practice.

These contracts/agreements clarify roles and responsibilities. They establish exactly what relationship there is between the Federation and the members of the National Team. They help avoid misunderstandings that can lead to embarrassing incidents. They go a long way to protect the rights of everyone involved (the members of the National

Team and the National Federation) . Everyone gains with a written contract/agreement.

From my investigations on the internet, I have chosen to present one such agreement/contract from the Bowls Canada Boulingrin Federation . It can be located at

<http://www.bowlscanada.com/programs/natteams/selection.htm>

I strongly recommend the governors take a closer look at that site as it can serve as a model that every National Federation should strive for.

National Team Agreement

AGREEMENT made this 1st day of January, 2003.

BETWEEN:

of the City of _____
in the Province of _____

Hereinafter referred to as the "Athlete"

OF THE FIRST PART

AND:BOWLS CANADA BOULINGRIN

National Office at
720 Belfast Road, Suite 215
Ottawa, Ontario, Canada
K1G 0Z5

Hereinafter referred to as "BCB"

OF THE SECOND PART

WHEREAS the Athlete wishes to be an active competitor in BCB sanctioned events with his or her rights and obligations clearly defined;

WHEREAS the Athlete is a citizen of Canada and is eligible to represent Canada according to the regulations of BCB; and

WHEREAS BCB is recognized by World Bowls Ltd., the World Indoor Bowls Council and Sport Canada as the sole National Federation governing the sport of bowls in Canada; and

WHEREAS BCB recognizes the need to clarify the relationship between BCB and the Athlete by establishing their respective rights and obligations; and

WHEREAS athletes selected to the National Team receive consideration from BCB, which consideration may take many forms, including coaching and training support, travel and administrative support, and the staging of competitions, et cetera; and

WHEREAS the parties agree that the general involvement and support of the whole of BCB (including volunteers, members, staff and sponsors) and the support of the public (via governments) in the athlete development process, from club level upward, must be acknowledged;

NOW THEREFORE, the parties agree to the following:

1.0 **BCB'S OBLIGATIONS**

BCB SHALL:

1.1 Organize, select and operate teams of athletes, and other necessary support staff (a National Team) to represent Canada in the sport of bowls throughout the world. Assist with competition expenses in accordance with the budget of BCB and comply with the terms and conditions established for the Commonwealth Games Association of Canada, as applicable:

1.2 Publish selection criteria for National Team members. All National Team applicant's names and qualifying points will be published on the Bowls Canada web site and made available upon request.

1.3 Organize programs and provide funding for Athlete development and the provision of coaching expertise in the sport of bowls in accordance with the budget of BCB.

1.4 Provide a red blazer to the athlete when they are selected for a Tier 1 or Tier 2 international event. A red blazer may be purchased by any

National Team athlete at their option and cost, provided they shall only be reimbursed by BCB, subject to established maximum amounts, if the athlete is later selected to a Tier 1 or Tier 2 international event.

1.5 Provide National Team Program information (training and competition) to the Athlete.

1.6 Provide a review and monitoring of the Athlete's Annual Training Program.

1.7 Provide financial assistance for designated Athletes for training camps and competitions in accordance with the budget of BCB.

1.8 Provide an appeal procedure that conforms to generally accepted principles of natural justice and due process for any dispute the Athlete may have with BCB in accordance with the appeals process established by BCB, a copy of which is attached to this Agreement as Appendix A.

2.1.4 Ensure payment of the applicable National Team Assessment prior to departure for the event related to the assessment (unless prior arrangement is made with BCB).

2.1.5 Donate to BCB ten percent (10%) of any prize money or cash endorsements (gross) resulting from participation on the National Team.

2.1.6 Abide by the BCB "Code of Conduct" as included in Appendix B and as amended from time to time by the BCB Board of Directors.

2.1.7 Adhere to instructions issued by the representatives of BCB concerning National Team selection and programs and for international team selection, administration and operation.

2.1.8 Maintain a Training Diary and Yearly Planning Instrument and make this information available for review, as requested by the National Team Committee. These logs to include performance objectives and monthly updates of changes to the charts.

2.1.9 Follow a competitive training program mutually agreed upon by the National Team Committee and the Athlete.

2.1.10 Subject to paragraph 2.1.9 above, participate in all scheduled training camps, seminars, or competitions

2.0 ATHLETE'S OBLIGATIONS

2.1 GENERAL OBLIGATIONS

THE ATHLETE SHALL:

2.1.1 Be a member in good standing of BCB throughout the term of selection to the National Team.

2.1.2 Pay the annual fees necessary to retain membership at the club, provincial and national levels.

2.1.3 Pay the applicable National Team Assessment for training camps and selection to an international assignment. Players may decline a second international

2.1.8

2.1.9

2.1.10

included in the agreed upon training and competition program, which shall include but not be limited to those outlined in Appendix C.

2.1.11 Be considered for selection to teams representing Canada in international competitions, in accordance with qualifying and eligibility standards that may be set for each competition. The athlete further agrees to abide by the judgment of selection committees for BCB and Commonwealth Games Association of Canada and if selected, follow instructions or directives given by team officials.

2.1.12 Obtain and wear only specified National Team uniform and other official clothing while traveling or participating in National camps or seminars and in international competitions. On any other occasion when identified as a member of the Canadian National Team, follow instructions regarding clothing when given by team officials.

2.1.13 Avoid any action or conduct that would reasonably be expected to significantly disrupt or interfere with a competition or the preparation of any Athlete for a competition and dedicate him/herself whole-heartedly to training programs and competition participation in order to achieve the National Team objectives.

2.1.14 Avoid the use of banned drugs or practices as itemized on the International Olympic Committee list of banned and restricted doping classes and methods. Adhere to all WB, WIBC and BCB policies, and submit at competitions and other reasonable times to both announced and unannounced doping control procedures upon request by the Canadian Centre for Ethics in Sport.

2.1.15 Avoid possession of banned substances and methods (as outlined in the BCB Anti-Doping Policy and Doping Control Program) and neither encourage, nor supply, such drugs directly or indirectly to others.

2.1.16 Participate as may be requested by BCB in any Doping Control Education Program, as formulated by BCB in co-operation with the Canadian Centre for Ethics in Sport.

2.1.17 Contact the Canadian Centre for Ethics in Sport prior to taking any prescription or over-the-counter drugs to ensure the medication does not appear on the banned substance list.

2.1.18 During or at National Team training camps and competitions, avoid alcoholic consumption to a level which would reasonably be expected to cause impairment in the Athlete's ability to speak, walk, or drive, or cause the Athlete to behave in a disruptive manner.

2.1.19 Provide such medical information and documentation as may be reasonably requested by BCB.

2.1.20 Participate, as may be requested by BCB, in any sport science and medical support program as formulated by BCB.

2.1.21 While BCB acknowledges the athlete's rights as well as the individual rights and freedoms embodied in the Canadian Charter of Rights and Freedoms, BCB requests that no adverse criticism of BCB, its programs or sponsors, be made publicly and that any complaints be forwarded to the National Office.

2.2 COMMERCIAL OBLIGATIONS

2.2.1 In return for the involvement of BCB in athlete development, BCB requires that National Team athletes contribute uncompensated time and volunteer services to promote the sport of bowls. Among other things, this contribution may consist of appearances, promotions, fundraising events, use of photographic, visual media or electronic images and other promotional activities in general support of the objects and activities of BCB.

2.2.2 BCB is supportive of the athlete's rights to secure personal endorsements and receive monetary endorsements, provided that these endorsements are conducted in accordance with BCB policies on endorsements as follows:

- (i) That the athletes shall inform the Executive Director of BCB of any personal endorsement arrangements they are pursuing or considering entering into.
- (ii) That the Executive of BCB has the right to approve or reject any individual athlete endorsement. The Association would only exercise its right to disapprove an endorsement if it is not in the best interests of BCB, its teams, programs, or athletes.
- (iii) That BCB has the right to grant full or limited exclusivity to Association or Team sponsors, which may restrict the rights of athletes to enter into personal endorsement agreements with competing companies. BCB agrees that it will not enter into any sponsorship agreement that would require the athlete to train or compete with any

equipment other than equipment chosen by the athlete.

2.2.3 The athlete is obligated to ensure confidentiality of commercial and endorsement terms between athletes, sponsors, and BCB.

2.2.4 If an athlete wishes to communicate with an Association or National Team sponsor or supplier, they must do so through the National Office.

3.0 PENALTIES FOR INFRACTIONS

Any player who refuses, or resigns, from their first international assignment will be automatically suspended from further National Team activities. Players are entitled to submit their reasons for withdrawing in writing to the National Team committee for reinstatement and/or elimination of the applicable National Team Assessment. Notwithstanding the above, if it is determined by the National Team Committee that an athlete is in breach of any term of this Agreement, or the Code of Conduct of BCB, then the penalty for such breach shall be determined by the National Team Committee. This may range from a letter of reprimand to be placed in the athlete's file, to suspension or expulsion from the National Team or BCB.

4.0 WAIVER OF LIABILITY

In consideration of my selection as a member of the National Team, I do hereby for and on behalf of myself, my heirs, executors, and assigns, remise, release and forever discharge BCB, its officers, members, representatives and agents, and their heirs, executors, administrators, successors, and assigns, of and from any and all manner of actions, causes of action, claims and demands of every kind, nature and character which I may have, now have or can, shall or may hereafter

have, or which may be suffered or sustained by me in connection with my membership on the National Team and my association herewith, and my entry and participation in National Team events, and my traveling to and returning from said events, and all such actions, causes of action, claims and demands are hereby waived.

5.0 DURATION OF AGREEMENT

THIS AGREEMENT comes into force on the 1st day of January 2003 and terminates on December 31, 2003.

BCB:

SIGNED this _____ day of _____, 200__.

BCB Official

ATHLETE:

SIGNED this _____ day of _____, 200__.

Athlete

This is a really excellent agreement model:

- It clearly establishes the responsibilities and obligations of both parties.
- All financial implications/ consequences of the agreement are dealt with
- Article 4.0 (Waiver of Liability) is very important for the National Federation

I think that the agreement/contract between the CFC and each member of the National Team should be similar. I think there are enough lawyers in the CFC for us to be able to painlessly draw up such an agreement/contract before the next Olympiad. Names such as Mr. Les Bunning and Mr. Arthur Millner come to mind immediately.

I especially like the Waiver of Liability. A volunteer organization the size of the CFC has to protect itself from being sued because of , for example, an unfortunate accident that might fall a member of the National Team while overseas at the Olympiad.

This practice is standard. I recall that the CFC Constitution already has something similar for those officials of the CFC who are elected and serve in responsible positions within the CFC.

(Bylaw 2: 21. INDEMNIFICATION OF DIRECTORS AND OFFICERS

All Directors and Officers and their heirs, executors, administrators, and estates, shall at all times, be indemnified out of the funds of the Chess Federation of Canada from all costs whatsoever incurred by them in any civil proceeding that is brought against them for any act or omission of for any thing whatsoever, made, done or permitted by the person in the execution of the duties of his office provided that he acted honestly and in good faith and gave notice to the CFC of the proceeding against him within a reasonable time of becoming aware of same.)

By including such a device in the agreement/contract of the National Team the CFC is simply covering its back against unfortunate and unforeseeable incidents. And it becomes just one more thing that we put into writing so that everyone understands what they are doing.

Written into this agreement/contract should be the financial conditions of participation on the National Team. For example, the players are eligible for an honorarium, all expenses paid (airfare, visa costs and other related travel expenses, hotel, food, etc), as well as bonuses dependent on the terms of the sponsorship agreement between the CFC and the sponsor (for example, Belzberg Technologies).

3. Selection of the Captain

The method of selecting the Captain of the National Team given in the current handbook is a farce that arose from a dubious motion in 1994 that aimed to change (for no good reason) the (up to then) traditional method of having the Executive appoint the Captain.

The motion described some tedious ballot system for 'potential' members of the National Team to vote for

up to three possible 'candidates' for Captain .It described tiebreak procedures, telephone voting and so on...in essence it was a popularity contest that would never work properly in practice and it even risked undermining team cohesion and unity in the process. (In 1994 there was only one candidate anyway...curiously it was his motion also! However, to be fair, he was an excellent Captain.)

As far as I can recollect, this method in the handbook was used just once (!) and since that time the Executive has simply ignored it and has resorted to the traditional (i.e. prior to 1994) method!

It is now time to put into writing just what we want to do.

From my own experience at the Olympiads, Canada has had a variety of types of Captains: some playing (I myself served as Captain twice), some non-playing. Over all I think we can say that we have been quite lucky in this department. Names such as Zvonko Vranesic, Vojin Vujosevic, Denis Allan, Nathan Divinsky, Dale Kirton readily come to mind. In Bled we were very fortunate to have Sid Belzberg as Captain. All of these Captains are strong master strength players, capable and dedicated to the team.

I think that it should remain the Executive's responsibility to select the Captain. Generally Canadians have proven the ability get along well.

As the Olympiads become bigger in the future and Canada develops stronger players and achieves better and better results each time, I believe that the choice of Captain will become an increasingly important decision. Leadership skills and competence are the qualities that the National Team needs.

Popularity is an option but is not absolutely necessary. A few national federations ask the players to decide upon the selection of the Captain. The results seem mixed from what I can see. In principle I believe that the players should not be involved

Article 5. The Selection Committee

This revision improves on our current Selection Committee regulations by removing any potential conflict of interest. The original idea of including the Canadian Champion on the Selection Committee was less than perfect.

I think that the Executive should make a list of eligible candidates for the Selection Committee and

keep them on file. I might include Brian Hartman, Denis Allan, Zvonko Vranesic, Vojin Vujosevic on a preliminary list.

The idea of having only two members on the Selection Committee (instead of the older idea of 3) was so that the Selection Committee would not engage in political manoeuvring to try to get a 2-1 majority. Previous experience was less than encouraging. Pragmatically, rather than encourage political games, a two member committee allows each member to pick one candidate for the National Team should a consensus become difficult.

Article 6. Board Order

Our current regulations concerning the board order of the National Team offer no real guidance and are—at the very best—ambiguous: “*Board order shall be determined in accordance with FIDE regulations.*”

Question: What are the FIDE regulations regarding board order?

Response: Essentially, FIDE allows each federation to pick their board order as they wish. FIDE has no restrictions on board order!

The only hard and fast requirement by FIDE is that once the official board order has been decided upon it can not be changed after the competition begins. (Board one can never play below board one, board two can never play below board two, board three can never play below board three, and so on)

So basically, our current regulations need to be more specific... this section seeks to remove this grey area.

In the past Canada has experimented with a variety of hard and fast rules about board order. For example, for many years the winner of the Canadian Zonal championship was automatically awarded board one... regardless of his rating or relative strength.

For the past 10 years or so this rigid practice has been discontinued and replaced by a more flexible (unwritten) policy based essentially on the Captain’s judgement.

I do not remember (from my own experience) the last time a reigning Canadian Champion played board one when his rating (either CFC or FIDE) was not the highest on the team:

- In Manila (1992) the reigning Canadian Champion played board two (the highest CFC rated played board one).
- In Moscow (1994) the highest CFC rated played board one
- In Yerevan (1996) the highest CFC rated played board one
- In Elista (1998) the highest CFC rated played board one
- In Istanbul (2000) the highest FIDE rated played board one

In Bled (2002) a slightly different variation on this theme was used: the highest CFC rated (by a few meaningless points) played board two, board one was the second highest CFC rated, and the Canadian Champion played the third board.

How much flexibility should the Captain have in deciding the board order? Should ratings be the most influential factor?

Most of the top teams participating at the Olympiads decide their board orders based on a ‘top–down’ method: the strongest player plays board one, the second strongest player plays board two, and so on. (the bottom board being the least strong).

It seems logical to me that if Canada wants to compete for a top position and try to achieve the best result it can (Article 1. Objectives) then it should have a board order scheme that is similar to what the top teams use. Competitive teams must try to match each other board by board as much as they can.

I also believe that the whole process can be strengthened by allowing the Captain a certain flexibility and discretion to slightly modify this ‘top–down’ method to take into account favourable circumstances or a more effective strategy option

Board order should never be decided by the players themselves. Asking the players to decide for themselves on what board they want to play (and where they think their team mates should play) unnecessarily creates issues that can easily undermine team unity and cohesion :

- First, the question focuses the attention of each member onto the issue of his individual

status relative to that of every other member of the team.

- Second, the natural differences of opinions and subjective perceptions among the team members come to the fore and collide.
- Next, chess players are by nature individualists and highly competitive: when they should actually be cooperating for the good of the team they are now competing amongst each other.
- Finally, allowing the players to decide by vote encourages division of the team into smaller like minded groups, and can bring out latent issues of jealousy and envy that must inevitably effect team moral and spirit.

The best example of this is: in 1952 the USSR chess federation decided to allow the top players decide the Olympic Team by ballot. No one should have really been surprised when the reigning world champion (the legendary Mikhail Botvinnik) received only one vote (!!?) and was automatically excluded from the National Team...curiously, in his very next tournament Botvinnik proved how ridiculous this process had been by convincingly defeating each member of the team! ("I wished to prove that I did not play any worse than our *Olympic men*"—Botvinnik)

There are also examples from previous Canadian Olympiads (Nice 1974 is just one that comes to mind) where the National Team was nearly shattered when the issue of board order was put into the players' hands.

Board order is a team management role that is most effectively dealt with by including it among the Captain's responsibilities. Sometimes board order can be a complex decision and there is no better person than the Captain to make such difficult decisions.

Article 7. Financial Matters

The most important thing in this article is that the CFC will NOT be obliged to pay for the Head of Delegation, or the Captain, or the Technical advisers. Should finances be tight in any given Olympiad year, then the CFC only has the obligation to pay for 5 playing members.

The past two Olympiads the CFC did NOT have to pay for the air travel of the National Team. The

generous sponsorship by Belzberg Technologies included all of these expenses, and the CFC has in fact reduced its financial outlay for our National Team.

Article 8. Miscellaneous

This section deals with last minute withdrawals in a very effective and rational manner.

It is important to note that there are thousands of reasons why last minute withdrawals may take place (death in the family, illness, political realities, family or job obligations, etc). And the question of the timing of when this exactly happens is not something that one can foresee or control.

In the past the CFC has dealt with last minute withdrawals with a policy that was part punitive (i.e., trying to discourage withdrawals with penalties against those who withdraw) and part wishful thinking (that the withdrawals would be occur in such a timely manner that the CFC could calmly resort to writing letters to those on the selection rating list and quietly resolving the replacement issue without much practical difficulties)

It goes without saying that the CFC's policy has not worked very well.

The reality has always been that withdrawals occur when we are least prepared for them. In 2000 the withdrawals occurred literally days before the Olympiad was to begin: simply following the existing replacement rules was not a practical option.

As noted elsewhere, some governors felt that the solution that the President of the CFC took then was not according to the rules (*per se*) and that some potential members of the lost National Team out on an opportunity to play on the team as a result of this decision. That it was unfair to several players that the President arbitrarily decided in the favour of some...

What I propose will eliminate any more misunderstanding, rancour and feelings of unfairness:

- That we acknowledge that the Selection Process is designed to select a National Team, and that when that task has been successfully achieved the Selection Process comes to a FORMAL end. And that AFTER the whole process has come to a formal end,

should any withdrawal take place, then the Executive of the CFC handle the replacement as they feel is best according to circumstances.

This giving the Executive another authority is not something new in the way the CFC operates. Numerous articles in the CFC handbook give the Executive similar authority to make decisions that are not or can not be covered by written rules and regulations.

For example:

- 1015. (Youth Championship) Authority of the Board of Directors: The CFC Board of Directors shall rule on any situation not covered by these regulations and shall have the authority to rule on any matter which is in dispute.
- 1064. (Canadian Junior Championship) Authority of the Board of Directors: The CFC Board of Directors shall rule on any situation not covered by these regulations and shall have the authority to rule on any matter which is in dispute.
- 1113. (Women Championship) Authority of the Board of Directors: The CFC Board of Directors shall rule on any situation not covered by these regulations and shall have the authority to rule on any matter where there is a dispute.

Last minute withdrawals are an unfortunate occurrence that the CFC, no matter how hard it wants to, can not prevent. It is a mistake to think otherwise, and then try to blame people for doing the best they can when they have to solve the problem they are faced with. This article (on replacement players) is a step forward, does not place any blame on anyone, and simply says that the CFC will do the best it can under whatever circumstances.

Maurice Smith: Last year I revised three sections of the Handbook, Section 22 International Programs, 21 National Programs and then with the assistance of Lynn Stringer, Section 14 The Chess Foundation. Afterwards, as I kept reading through the Handbook wondering what next, Section 12 Canadian Participation In The Olympics appeared to be the one most in need of a complete overhaul. However, I

could not do it alone and I needed input from the current most experienced player on the Canadian Olympic Team. In my mind that was Kevin Spraggett. Therefore in Bled, I asked Kevin if he would work on revisions he felt were necessary. What followed was the most exhaustive, comprehensive revision of a Handbook section that I have seen. After discussion regarding possible minor changes I agreed that this was exactly what was needed and should be presented to the Governors for their approval. This revision covers all aspects of the Olympic team, leaving nothing in doubt and treats all areas with objectivity and fairness. Kevin should be congratulated on this fine work and it should be fully supported by the Governors. When it is passed and adhered to, I believe that it will help produce a positive atmosphere for our Olympic teams and lead to strong performances in the future.

Maurice Smith

Discussion on Motions: None

General Comments from Governors:

Hal Bond: Regarding the WYCC in Canada: It should be noted that FIDE commonly awards this event for 3 consecutive years to one country. The CFC bid to FIDE should include an option for the years 2009 and 2010. I strongly support CMA's interest to organize the 2008 WYCC but not necessarily more.

Regarding the CFC Office:

The Federation is receiving huge value from Gerry. Let's not run him into the ground.

Peter Stockhausen: In a recent chesstalk posting and a subsequent e-mail to the Governors, Kevin Spraggett has levelled some serious allegations against myself as President of the CFC, without supporting his allegations and innuendo with any kind of evidence. He asserts:

- That I'm a fraud.
- That my decision of not standing for re-election is an admission of wrongdoing.
- That I got away with unethical actions while holding office.
- That revelations will be forthcoming that will have everybody screaming for my resignation.

I have asked Mr. Spraggett to supply credible evidence to substantiate his allegations or retract his

statements by the deadline for GL #8. If neither is received by that time, I will introduce a motion to the Governors, so that we can deal with this issue.

To the best of my knowledge I'm not a fraud and have not committed any unethical actions or committed any wrongdoing during my term as your President. While obviously not all of you agree with all of my actions or inactions during my term, I cannot imagine any revelations that would have all of you screaming for my resignation.

Motions for Final Vote:

None

Motions for First Discussion

Motion 2003-06 (Blitz Chess):

Motion 2003-07 (Olympic Team)

Deadline for submissions to GL #8:

May 21st 2003