

ACTIONS BETWEEN MEETINGS

The following motions have PASSED between meetings:

PB 97-18 (Schultz): Jim Oberweis (IL) and Robert John McCrary (SC) are named to fill vacancies on the Board of the US Chess Trust. PASSED VIA OBJECTIONS PROCEDURE

PB 97-19 (Goichberg) Moved: The Policy Board approves "Policy Regarding Invitations To Represent the United States at The World Youth Chess Championships" as printed on pages 40 - 41 of PBN 1 for 1996/97, with the following changes:

1. "Peak published rating for 1997 and on peak rating in subsequent years" is changed to: "Peak post-tournament rating. For 1997 only, peak post-tournament rating will be used after events rated for the December, 1996 annual Rating List but peak published rating will be used for prior events (the April, 1996, June, 1996, August, 1996, and October, 1996 lists)."
2. Events rated for the April, 1997, Rating List will be the final events considered for 1997 World Youth invitations. PASSED VIA OBJECTIONS PROCEDURE

Certain Committees and Subcommittees were reconstituted. Please refer to the list following these minutes.

PROCEEDINGS OF THE 11/96 USCF POLICY BOARD MEETING

The Fall, 1996 meeting of the USCF Policy Board was held in Newburgh, New York, during the weekend of November 16 and 17, 1996. The Policy Board would like to express its appreciation to the USCF staff for hosting the meeting. The Board would also like to express its sympathy to Holly Prisco on the loss of her father.

The Board would like to thank the many guests who attended the meetings, including, but not limited to, the following: Denis Barry, Doris Barry, Anjelina Belakovskaya, Sharon Brunetti, Jennifer Cottell, Joan DuBois, Lisa Graham, Eric Johnson, Gloria Johnson, Alan Kantor, Larry King, Al Lawrence, Myron Lieberman, Beatriz Marinello, Judy Misner, Jackie Mongelli, Jim Pechac, Glenn Petersen, Gary Prince, Michael Rohde, Sophia Rohde, Bob Smith, and Sunil Weeramantry

SATURDAY, NOVEMBER 16, 1996 OPENING REMARKS

President Donald Schultz opened the meeting at 8:45 AM on November 16, 1996. He welcomed the group to Newburgh.

INTERNET/ WEBSITE DISCUSSION

Acting Executive Director George Filippone introduced Brian Christian of Interplay Productions to discuss the future of the USCF website. Interplay Productions has underwritten the US Championship, the US Women's Championship, and the US Junior Championship. George Filippone has arranged with Interplay Productions to operate our website through Engage Online Services. While this project will be underwritten by Interplay Productions, both George Filippone and Brian Christian emphasized that the USCF retains control and that this will be put in writing. All features on the current website will be included and maintained.

Brian Christian stated that simplicity of interface will be the key to Interplay's online game package and that the engine is being built by David Kittinger. He stated that the engine should be complete by the last

week in January, and that the USCF should be online at the new site by the last week in February. The finished engine should have the ability to play at several levels. The current rating system will be used to rate online games. Brian Christian stated that this package will be carried on AOL, Prodigy, and other online services and be directly accessible on the net. It will be capable of accommodating large numbers of people concurrently.

Vice President Bill Goichberg will Chair an online transition task force made up of Jim Eade and Myron Lieberman to provide input to Interplay on USCF requirements.

Brian Christian recommended that the price of a regular online membership be at least the same as the current price of a regular adult membership (\$40), and that the price include a magazine. The online catalog has been outsourced.

Feedback was discussed and will continue. The Chair of the Computer/Internet Committee, the Chair of the Publications Committee, and most members of the Policy Board receive feedback and will continue to do so. Joan DuBois and Larry King will receive feedback for the office.

Following a question and answer session, a break was called at 10:30 and the meeting resumed at 10:38 AM.

PB MEMBER ITEMS REQUIRING BOARD VOTES

TOURNAMENT DIRECTOR STATUS FOR MIKE NOLAN

The next item on the agenda gave Policy Board members the opportunity to discuss topics that might require votes. Treasurer Tom Dorsch and Secretary Rachel Lieberman introduced the concept of reinstating Tournament Director status for Mike Nolan (NE). There was some discussion on this issue. The following motion was proposed:

PB 97-20 (Dorsch): Mike Nolan's name is to be removed from the list of revoked and suspended Tournament Directors. PASSED 6-0-1 (Adams, Dorsch, Eade, Goichberg, Lieberman, Schultz for; Ferguson abstained).

REVENUE AND EXPENSE STUDY

Member-At-Large Fan Adams reported on the results of his revenue and expense study. The study was designed to document net profit and loss of cost centers. Expenses and revenues for cost centers were reviewed. Fan Adams stated that this type of exercise involves full allocation of costs and should be done at least twice a year.

The Monthly Data Report was discussed. The Finance Committee has been tasked with redesigning the form. (Please note: This issue was also discussed at the 1996 Delegates' Meeting.) Jim Eade proposed the following motion:

PB 97-21 (Eade): Cost center analysis and production of the Monthly Data Report is referred to the Finance Committee. PASSED 7-0
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OUTREACH SUBCOMMITTEE

The need for continual outreach was discussed. The following motion was proposed:

PB 97-22 (Lieberman): An Outreach Subcommittee is named. Chair is Rachel Lieberman. Robert Ferguson will also serve on this subcommittee. PASSED 7-0
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The Outreach Subcommittee will attempt to generate increased visibility and publicity for chess and USCF.

COMPUTER RATING AGENCY

The Computer Rating Agency was reconstituted as a Committee. The procedures will be reviewed and revised as needed. Myron Lieberman (AZ) was named Chair of the Computer Rating Agency. Tom Dorsch was named Policy Board Liaison.

MULTI YEAR CONTRACTS

Acting Executive Director George Filippone discussed multi year contracts. He stated that installation of a new telephone system, increased website and internet exposure, and placing the USCF building for sale are projects that could require multi year contracts. The Board has requested that contracts over \$10,000 be submitted to the Board for review.

FERNANDEZ MATTERS

George Filippone introduced discussion on Daniel and Lorenzo Fernandez. The Board first discussed the matter of Daniel Fernandez. At issue is the penalty for a minor who plays for another country in a closed event. A.J. Steigman was named to represent the United States at the 1995 World Youth Festival held in Brazil. Daniel Fernandez played in the same event, as a resident of Peru. The Board discussed the fact that in this situation there is no clear cut rule if the individual is a minor. The following motion was proposed.

PB 97-23 (Filippone): Immediately upon arrival in the United States and enrollment in school, a foreign student is eligible to play in the United States. If they subsequently play for another country, a one year residency requirement is imposed. PASSED 6-0-1 (Adams, Dorsch, Eade, Ferguson, Goichberg, Lieberman for; Schultz abstained).

The matter of Lorenzo Fernandez was discussed next. (Please see PB 97-11 in PBN 1). Mr. Fernandez had his membership suspended for a period of one year and was banned from attendance at tournaments for the same period of time. In correspondence with the office he stated that he had never been given the opportunity to examine the evidence against him or to respond to that evidence. The Board felt that it was therefore necessary to reverse the decision. The following motion was proposed.

PB 97-24 (Dorsch): The Policy Board reverses the action taken against Lorenzo Fernandez at the August meeting and reinstates him. PASSED 6-0-1 (Adams, Dorsch, Eade, Ferguson, Goichberg, Lieberman for; Schultz abstained).

RATINGS DISCUSSION

A proposed USCF rating system was discussed. The Ratings Committee prepared a report that was introduced by Vice President Bill Goichberg. The report recommends procedures for calculation of ratings. In addition, a new provisional rating calculation is defined, based on 25 games.

A clarification of rating floors is included. The report states that the absolute rating floor for all ratings is 100. Provisional and established ratings cannot be lower than the absolute floor. The report further states "A player's rating floor is calculated by subtracting 200 points from the highest attained established post event rating and setting the last two digits to zero". (Please note: This recommendation passed at the 1996 Delegates' Meeting.) If the highest post event rating is lower than 1600 the rating floor for the player will be the absolute floor of 100.

The report provides for a sliding K for players rated 2200 and below and a K of 16 for players above 2200. This would have the following effect:

<u>PRE-EVENT RATING</u>	<u>K</u>
400	72
600	64
800	57
1000	49
1200	42
1400	35
1600	28
1800	22
2000	18

The following motion was proposed:

PB 97-25 (Goichberg): The Policy Board has received a proposal by the Ratings Committee, part of which is still under discussion. The Board accepts the proposal and implements those portions that were approved, noting that work is still being done on part of it. PASSED 7-0

Work that needs to be done includes revision of the USCF ratings formula sheet to reflect changes in the rating system and a more detailed explanation of the new system to enable persons to approximate their own post event ratings.

NEW RATING CLASSES

Rating classes F through J were established. Vice President Bill Goichberg proposed the following:

PB 97-26 (Goichberg): Moved: That USCF establish the following as official rating classes:

Class F	800 - 999
Class G	600 - 799
Class H	400 - 599
Class I	200 - 399
Class J	Under 200

Class E is changed from Under 1200 to 1000 - 1199. PASSED 7-0

PROFESSIONAL PLAYERS' HEALTH AND BENEFIT FUND

The Professional Players' Health and Benefit Fund was discussed. The Board reviewed the fact that the balance needs to be kept separate from the operation of the USCF. There was some discussion regarding conservative stocks and bonds as an investment. President Donald Schultz and Member-At-Large Fan Adams recommended that the Treasurer be given the task of determining the proper course of action regarding investment of the fund. The balance is currently in an account in the Key Bank.

The following two motions were PASSED:

PB 97-27 (Dorsch): Tom Dorsch is empowered to make recommendations about the Professional Players' Health and Benefit Fund. PASSED 7-0

PB 97-28 (Adams): Tom Dorsch is given authority, with the second signature of George Filippone to invest the Professional Players' Health and Benefit Fund as they see fit. PASSED 7-0

REGIONAL TOURNAMENTS

The Board recognized the need to increase visibility for women and collegiate players. The concept of regional tournaments was introduced. The following two motions were PASSED:

PB 97-29 (Eade): \$100 per region is allocated for Women's and College Championships. Conflicts within regions will be settled by the Senior RVP in a region. PASSED 7-0

PB 97-30 (Goichberg): Moved: USCF establishes an annual goal of a state Women's and state Collegiate Championship in each state. To encourage this, each state association or designate will have up to six free lines in TLAs as well as no rating fees. PASSED 7-0

TOURNAMENT LIFE ANNOUNCEMENTS

TLAs were discussed. Acting Executive Director George Filippone recommended a complete review of TLA requirements and guidelines.

The problem is that there is limited space in Chess Life and School Mates, and current TLA guidelines do not take that fact into account. Jim Eade and Bill Goichberg will consult with staff about the problems and make recommendations for proposed changes. These recommendations will be reviewed at the February meeting.

YEAR END PARTY

Acting Executive Director George Filippone reported on the year end party that was held for staff. Employees, spouses, and sponsors cruised the Hudson River for approximately four hours. George Filippone reported that approximately \$4,000 was spent for the party. The figure of \$7,000 that has been discussed included awards for ten year employees, bonuses, etc. George Filippone stated that \$3,000 of that total was accrued and approved in last year's budget. The Board and the Acting Executive Director expressed their appreciation to the staff.

US AMATEUR TEAM WEST

The Southern California Chess Federation requested an extended option on the US Amateur Team Championship West. The extended option would go through the year 1999. Vice President Bill Goichberg raised the issue of other bids and the level of interest in bidding on the tournament. The sense of the Board was that open bidding for events should be encouraged as much as possible. Options should not be granted unless there are exceptional cases. The following two motions were proposed.

PB 97-31 (Dorsch): It is the policy of the USCF to prefer one year awards and only accept multi year options in exceptional cases. PASSED 7-0

PB 97-32 (Dorsch): The Amateur Team West multi year option is accepted. FAILED 0-2-5 (Eade, Ferguson abstained; Adams, Dorsch, Goichberg, Lieberman, Schultz opposed).

As it was 12:40 PM a break for a working lunch was called. The meeting resumed in closed session at 1:10 PM. The closed session took the remainder of the day. Sunil Weeramantry and Jennifer Cottell addressed the Board during the closed session. Legal and personnel items were discussed.

A dinner break was called from 7:30 PM - 9:45 PM. The meeting was recessed at 11:00 PM.

SUNDAY, NOVEMBER 17, 1996

The Board met in closed session from 7:30 AM until 8:30 AM to discuss a personnel issue. At 8:34 AM President Donald Schultz welcomed the group to the open session. The following motions came from closed session and were read by the Secretary.

PB 97-33 (Board): The Policy Board and George Filippone have agreed that he will leave the Federation in February, 1997. George has kindly agreed to stay on until the next Board meeting to help with transition. The Board unanimously thanks George for this and for his past devoted services.
PASSED 7-0

PB 97-34 (Board): All Board approved changes to employee compensation will be subject to a vote of the full Board and the vote will be recorded in open session. PASSED 7-0

PB 97-35 (Board): Any Board approved change to employee compensation will be recorded as a confidential BINFO item. PASSED 7-0

PB 97-36 (Board): Any Board approved change to an employee incentive plan must be finalized no later than 90 days after the plan has been approved. PASSED 7-0

PB 97-37 (Board): Any employee contract must have the signature of no fewer than one officer and one other Board member. PASSED 7-0

PB 97-38 (Board): Board conducted employee reviews must be written before presented. PASSED 7-0

PB 97-39 (Board): A new committee called the Events Committee is created. Policy Board liaison is Bill Goichberg. PASSED 7-0

PB 97-40 (Board): A Staff Compensation Subcommittee is created. The Chair is Jim Eade. Members are Fan Adams and Rachel Lieberman. PASSED 7-0

Immediately following the reading of the closed session motions, Vice President Bill Goichberg presented the following motion:

Motion A (Goichberg): Moved that it shall be USCF policy that members of the Policy Board shall avoid public criticism of the performance of USCF employees.

As this motion had not been previously discussed, Jim Eade offered the following substitute:

Motion B (Eade): Board members will be sensitive to the needs of the office and temper their public remarks accordingly.

The substitute did not pass. The main motion then PASSED.

PB 97-41 (Goichberg): Moved that it shall be USCF policy that members of the Policy Board shall avoid public criticism of the performance of USCF employees. PASSED 6-0-1 (Adams, Eade, Ferguson, Goichberg, Lieberman, Schultz for; Tom Dorsch abstained.)

The meeting continued where it had left off. There were some additional items requiring Board votes.

SUSPENSIONS

A list of names was presented for possible suspension. The individuals named were people whose membership had expired. The Board discussed the fact that some individuals had received certified letters that had remained "unclaimed". There was some discussion as to whether or not all individuals had received due process. The following motion was proposed:

PB 97-42 (Adams): Those individuals whose names are listed shall be suspended. PASSED 4-3 (Adams, Eade, Ferguson, Goichberg for; Dorsch, Lieberman, Schultz opposed).

Please note: The list will be available in upcoming rating supplements.

OLYMPIC TEAM RECOGNITION

President Donald Schultz introduced the concept of recognizing our Olympic team by creating life size cutouts that could travel to major events. Acting Executive Director George Filippone stated that this idea had been considered. The approximate cost per figure would be \$350 - \$400.

VOLUNTEER EMPLOYEE OF THE MONTH

The concept of a Volunteer of the Month program was introduced by President Donald Schultz. An Employee of the Month program is currently in place. Vice President Bill Goichberg also talked about recognition for a Player of the Month. The following two motions PASSED unanimously:

PB 97-43 (Schultz): A Volunteer of the Month is identified by having each Policy Board member in turn make a recommendation by objections procedure. PASSED 7-0

PB 97-44 (Goichberg): Chess Life is asked to designate a USCF Chess Player of the Month. PASSED 7-0

CONSIDERATION OF COMPENSATION FOR CLOSED EVENTS

The Policy Board discussed the new prize structure for closed events. Eric Johnson participated in this discussion. A request had been made by some of the participants in the US Women's Championship that the Board reconsider the prize structure due to the fact that travel expenses would make prizes and awards unequal. The sense of the Board was that the new system will work because of rotation of closed events. The Board considered the compensation formula for the 1997 US Men's and Women's Championships and endorsed it. No further compensation was deemed to be due.

WORLD YOUTH DATABASE

Vice President Bill Goichberg stated that he is willing to keep the database for determining the qualifiers for the World Youth Festival. This is due to the fact that maintaining the records presents some complications for the office.

USA ALL STAR UNIVERSITY CHESS TEAM

Member-At-Large Robert Ferguson introduced the concept of an All Star University Chess Team. This team would be created by the College Chess Committee for the purpose of promoting University Chess. The team could be chosen from the most recent Pan American Intercollegiate Chess Championship and could compete in the FIDE World University Team Chess Championship held in July. Funding could come from several sources, including sponsors.

The following motion was introduced:

PB 97-45 (Ferguson): The Policy Board supports the concept of creating a USA All Star University Chess Team. PASSED 7-0

Due to financial constraints, a budget was not passed.

A break was called at 9:40 AM. The meeting resumed at 9:52 AM.

EMPLOYEE RETIREMENT FUND

Acting Executive Director George Filippone introduced a discussion of changes to the USCF Profit Sharing and Trust Plan. He recommended that staff be given the opportunity to invest in a 401K fund. He stated that vesting is important and that quick vesting would be best. He recommended a procedure in which an employee would be completely vested within three years.

George Filippone stated that he is working with Craig Simon on this project. Some Board members felt that the Finance Committee should also be asked to review the matter. The following motion was proposed:

PB 97-46 (Dorsch): The matter of a 401K Employee Retirement Fund is referred to the Finance Committee with a recommendation for prompt turnaround. PASSED 7-0

PLAN TO MANAGE FINANCES THROUGH FISCAL YEAR

At this time Acting Executive Director George Filippone presented a report on the financial status of the USCF. He stated that July, 1996, was the worst July on record. The loss at that time was \$130,000 (\$87,000 over the previous fiscal year). In August the loss was \$160,000 (\$124,000 over the previous fiscal year). George Filippone stated that we currently stand at a loss of \$260,000 (an increase of \$136,000 over the same period last year).

George Filippone expressed the need for implementation of a centralized software system and stated that lack of such a system contributes to USCF's financial problems. He reviewed Revenue and Expense items on the Monthly Data Report. Some Revenue Items follow:

Regular memberships are down. Income was budgeted based on a total of 33,000 regular members. As of October, the total number of regular members is 31,453. At the same time subsidized memberships (Scholastic and Youth) are increasing. To counteract this, a renewal membership offer has been mailed to over 30,000 past regular members and prospects.

It should also be noted that over 24,272 regular members have not renewed in the last 18 months. To counteract this, George Filippone suggested an overhaul of Chess Life or the creation of a new magazine for the casual player. Another suggestion would be to sell the April issue on the newsstands as a kit. The kit could contain a catalog, a club directory, a membership offer, etc.

Sales for the year to date through October are 2% over last year. A 7% increase was projected in the final budget that was presented to the Delegates. To counteract this, a post holiday sales flier will be sent. It is hoped that this will generate some additional revenue.

The Premium Web Service was also discussed. To date USCF is approximately \$29,000 under budgeted income. George Filippone stated that he felt the agreement with Interplay would help solve this problem.

Through October the magazine line was \$39,000 ahead of budgeted income. One contributing factor is that the back cover is now being sold at regular price.

Other revenues are gained by royalties, interest, and dividends. The revenue shortfall was projected to be approximately \$275,000 - \$400,000 this fiscal year.

Expenses were also reviewed. Some expenses follow:

Through October magazine expenses are over budget by approximately \$1,500 and over last year's expense by \$20,000. To a large extent, this is due to increased postage costs. To counteract this, issues could be limited in color signatures, columns could be limited in frequency, and the TLA section could be reorganized and made more efficient by combining repetitive TLAs. The sense of the Board was that Glenn Petersen and George Filippone should work together within Delegates' guidelines to affect cost savings on TLAs. George Filippone thanked Glenn Petersen for his assistance and ideas. The Board and spectators applauded.

A break was called at 10:58 AM. The meeting resumed at 11:15 AM.

The book and equipment line is up approximately \$4,000 over last year. It should be noted that shipping costs are a factor. UPS and other shippers have raised their rates.

George Filippone stated that an online catalog is currently in production by Chaos New Media in Virginia. It is hoped that this catalog will be online by Thanksgiving or shortly thereafter and that it will generate some income. The Webmaster expenses will be assumed by Interplay. It was noted that we need to be in a good position for negotiation on this issue. It was noted that all Supervisors with control over their budgets deserve credit. A round of applause was given.

Cash flow problems have been compounded by the fact that this year most Closed events were paid earlier than last year, that this was an Olympiad year, and that more money was put into Closed events this year than in previous years. In addition, top level events have to be closed out carefully. Eric Johnson stated that bills have to be received and paid and reimbursements, contributions, and sponsorships have to be considered. The final record must be accurate. Eric Johnson was given a round of applause.

The sense of the Board was that the Master' Tournament will be held as planned.

George Filippone stated that Personnel costs are under budget and that the USCF is working short handed. There is an open slot for a Purchasing Director. The line for Travel and Administration is \$15,000 over last year, due in a large part to the tax review done by Ernst and Young. To counteract this, travel by staff is being curtailed as much as possible.

The Overhead line is under budget by \$29,000, even counting the additional rent for Chess Life.

The Governance line is \$12,000 over last year's expense and \$14,000 over budget. To some extent this is due to FIDE expenses and prior Board expenses paid this year.

George Filippone stated that there is a need for enhanced telephone services and that he has been involved in negotiations to determine needs, costs, and installation time.

He further stated that following the Policy Board meeting, he will travel to Knoxville to attend a Press Conference for the Supnationals, and that he will travel to Paris and be involved in some negotiations there. Disney will sponsor his trip to Paris.

The overall conclusion was that the USCF should project its budget to handle its expenses regardless of the number of members. In addition, it was stated that Scholastic Members could be the future of the USCF. The following motion was proposed:

PB 97-47 (Eade): The Board acknowledges and commends professional staff for their diligent efforts in implementing office expense controls and therefore keeping expenses down. PASSED 7-0

US CHAMPIONSHIP DISCUSSION

Sophia Rohde, Chairperson of the US Championship Committee, gave a presentation to the Board regarding recommendations from the committee on how to best promote the US Championship. She stated that the first recommendation would be that it not be referred to as the US "Men's" Championship, but rather that it be considered and promoted as a Championship for all who qualify. She stated that the Committee feels that regulations should be followed and that participants should be chosen through the eligibility process. In addition, she stated that the Committee felt the US Open seed into the US Championship should be eliminated. There was some discussion on this point. The Committee recommended that the location be in a major city. Most Committee members did not like the Knockout format.

Promotion of the US Champion was discussed. A column in Chess Life would be appropriate. Proper media presentation is essential, beginning with well timed press releases. It was stated that use of online services and the web to promote the US Champion would be very beneficial. Availability of software for an auto sensory board was also discussed. The sense of the Board was that any report submitted by an individual who attends an event should be passed on to the next person who runs that event.

In its report the Committee recommended that the format for the US Championship be Round Robin preliminaries in two sections of eight players, in which two players from each section qualify for semi-final matches, the winner of one section plays the runner-up from the other section, and the winners of these matches play a match for the Championship (Item 4c). Another option listed in the report would have the defending US Champion join the two section winners and one "wild card" winner in semi-final and final matches (Item 4a).

Finances and bidding processes were discussed. The Board felt that the Committee should be given an amount of money and be allowed to make decisions based on their budget. The following motion was proposed:

Motion A (Schultz): The report of the US Championship Committee is accepted, with the following exceptions:
Item 4c is the accepted format in 1997. Item 4a is the format in subsequent years.
The US Open Champion seed is included.

Member-At-Large Jim Eade recommended that the US Open Championship not be tied to the US Championship. A straw poll indicated that a majority of the Board felt that there is promotional value in maintaining the US Open seed into the Championship. The motion then PASSED.

PB 97-48 (Schultz): The report of the US Championship Committee is accepted, with the following exceptions:

Item 4c is the accepted format in 1997. Item 4a is the format in subsequent years.

The US Open Champion seed is included. PASSED 7-0

The US Women's Championship was discussed. During this discussion current US Women's Champion Anjelina Belakovskaya was recognized and given a round of applause.

With regard to finances, the following motion was proposed:

PB 97-49 (Dorsch): The US Championship is to receive the exact budgetary amount in 1997 that was spent in 1996. A report on that amount will be forthcoming within a week. PASSED 7-0

The Board expressed its appreciation to Sophia Rohde and the Committee with a round of applause.

A break was called at 2:00 PM.

STAFF PRESENTATIONS

Eric Johnson and Larry King each gave presentations to the Board regarding their areas of responsibility. Eric Johnson discussed the processes involved in tournament planning and accounting. He stated that, although many tournaments are profit making, it takes a great deal of time and effort to complete final accounting on tournaments. He also stated that the process of properly closing tournaments avoids disputes. He stated that the Board should allocate resources to upgrading the infrastructure at the office. George Filippone stated that new software is needed. Jim Pechac, Chairman of the Finance Committee, and Eric Johnson will work together to try to streamline tournament accounting procedures. In addition, Eric does ghost writing for School Mates.

Larry King works with ratings and rules. He processes disputes, oversees Tournament Director exams, and researches Tournament Director certification. In addition, Larry King submits over 100 tournaments per year for FIDE rating. He works with George Wang and George Filippone in the area of online services and with Joan DuBois on correspondence. He upgrades the Tournament Director and Suspension list, and distributes the rating list on disk.

The Board expressed its appreciation to staff for their efforts and hard work with a round of applause.

Adjustment of rating floors and conversion to FIDE rating was discussed. It was noted that a person can request adjustment of a floor and that players can petition at any time to have their floors removed. It was also noted that rating conversion should be simplified.

A break was called at 2:30 PM and the meeting resumed at 2:38 PM.

CHESS LIFE DISCUSSION

Editor Glenn Petersen pointed out that the Delegates' Actions of Continuing Interest gives him the right to review the current TLA structure and propose changes. He stated that he would like to provide inducements to Organizers to keep their TLAs shorter and that in 1990 there were 300 TLAs per month. Currently that number is up to 500. In School Mates seven point type is being used for TLAs. There was still five pages of text but only two pages of space. It was recommended that the Publications Committee work with George Filippone and Glenn Petersen to come up with recommendations. The ideal TLA should be six lines or less.

The annual Rating List also has space problems. One solution might be to drop Quick Chess ratings.

The beginner pages in Chess Life were discussed. At one time it was thought that an issue of School Mates could be bundled inside Chess Life. That was determined to be too costly.

Ideas for the future include newsstand distribution of School Mates and increased newsstand sales for Chess Life. The Board expressed its appreciation to Glenn Petersen with a round of applause.

A break was called at 4:30. The meeting resumed at 4:37 PM. George Filippone discussed the Rigden Proposal for integrating and operating office functions. The final document will be reviewed by George Filippone and Tom Dorsch.

BOARD MEMBER ITEMS FOR DISCUSSION

At this time Board members presented additional items for discussion.

Member-At-Large Bob Ferguson will work with George Filippone regarding the open Scholastic Director position. Recommendations will be brought before the Board.

Rachel Lieberman gave a Secretary’s report in which she read a letter from Edith Kellner and described several items:

Edith Kellner wrote the following:

To USCF:

Give my warm regards to the USCF PB members and other chess friends attending the PB meeting this weekend in New Windsor. Good luck to USCF and “ya all” during these upsetting and difficult financial times. I have confidence that USCF will weather these temporary setbacks in the true spirit of the game. I am with you always.

Edith Kellner

- Myron and Rachel Lieberman presented a USCF workshop at the recent NOAPPP conference held in Baltimore, Maryland. NOAPPP (National Organization on Adolescent Parenting, Pregnancy and Prevention) is a national group of networked Agencies, Universities, and Institutions that are working together to assist troubled adolescents. At the hub of the wheel is the Centers for Disease Control and Prevention. The Director of Prevention at that organization has expressed an interest in forming a partnership with the US Chess Federation to work with troubled adolescents on a national basis. Special thanks go to the USCF staff for sending materials to Baltimore for use at the conference.
- The Tournament Administrator program will be examined by the Computer/ Internet Committee. Chair Myron Lieberman is looking for feedback from programmers and developers. A report will be forthcoming. George Filippone stated that lack of money is a serious problem in any development effort.
- Lee LaFrese (AZ) won the Special Election held in Region XI to replace Tom Dorsch (CA/ N), who was elected to the Policy Board. As Tom was a Senior RVP in Region XI, Lee will function in the same role for the remainder of that term (1997). Results were as follows:

LEE LAFRESE (AZ)	STEWART KATZ (CA/N)	WRITE-INS	DISQUALIFIED
18 VOTES	16 VOTES	1- CAROLYN WITHGITT	5 VOTES DUE TO THE FACT THAT THEY WERE NOT IDENTIFIED ON THE OUTER OR INNER ENVELOPE:

- Delegate Motion 96-80 (regarding School Mates being designated an official magazine of the US Chess Federation) was referred to the Publications Committee by the Policy Board.

The Board determined that those motions that were tabled at the Delegates’ Meeting shall remain tabled. Repairs on the USCF building were discussed. No repairs except replacement of a furnace have been done on the USCF building.

A discussion was held regarding guest participation in Open session. A majority of the Board felt that the President should make the decision. President Donald Schultz stated that he would make this a judgment call and that guests would not necessarily be allowed to participate.

Outgoing Webmaster Gary Prince addressed the Policy Board. He stated that he was honored to have been Webmaster and that the need is for an aggressive website with membership sales and services. Ratings should be online. A special online membership category should be created for college students because they have access to the Internet. He stated that his chief concerns are the determination of who will edit the new website and who will direct growth on it. The Board expressed its appreciation to Gary and Addie Prince for their work. The following motion was proposed:

PB 97-50 (Lieberman): The Policy Board expresses its appreciation to Gary and Addie Prince for their outstanding work on the USCF website. PASSED BY ACCLAMATION
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Member-At-Large Jim Eade raised the issue of dividing the Annual Report into two parts. One part (The Delegates' Call) would contain the Agenda and the Advance Delegate Motions. The second part would be an Annual Report for professional distribution. Please note: Jim has submitted this as an ADM. A national Collegiate Chess League was also discussed.

The Board adopted a plan as proposed by President Donald Schultz. Dr. John McCrary will interview all USCF staff members individually to obtain employee feedback. (Please note: These interviews have already taken place. See special meeting notice.) In addition, a new temporary position will be created. Mark Graffeo of IBM will assume the position of Director of Business Practices and Finance. This will be a high level position that works directly with Treasurer Tom Dorsch and Acting Executive Director George Filippone. In the awarding of events, committees will have direct feedback. (For example, the US Championship Committee will have feedback into awarding the US Championship and the Scholastic Committee will have feedback into the awarding of scholastic events). An Events Committee was created as part of this plan. Policy Board liaison is Bill Goichberg. A staff compensation subcommittee was also created. Chaired by Jim Eade, members are Fan Adams and Rachel Lieberman.

Member-At-Large Robert Ferguson left the meeting at 5:00 PM.

A question and answer period was allowed for guests. Bob Smith (FL) raised the issue of the US Senior Championship. He expressed an interest in hosting the event. There was some discussion about alternating between a cruise and a land event. Bob Smith also led a round of applause for Al Lawrence and George Filippone.

Myron Lieberman (AZ) stated that special events and publication of the US Chess URL (www.uschess.org) are essential in order to attract visitors to the website. An online catalog would provide good exposure for potential new members.

The Board went into a brief closed session at the end of the day. The following motion came from that session:

PB 97-51 (Board):The USCF building shall be listed for sale at \$535,000. PASSED 7-0 Please note: Bob Ferguson voted after the fact.

The next meeting will be held in Southern California, the first weekend in February, 1997.

The meeting adjourned at 7:15 PM.

PROCEEDINGS OF A SPECIAL MEETING OF THE POLICY BOARD

The Policy Board held a special meeting by conference call at 8:00 PM Eastern Standard Time on Thursday, December 5, 1996. The purpose of the call was to discuss the transition in the office, the

February meeting, the upcoming Executive Director interviews, and the USCF website. The Policy Board was present on the line. In addition, guests were present on the line at various times during the call. Those guests included Robert John McCrary, Myron Lieberman, Denis Barry, and George Filippone.

At 8:00 PM the Policy Board went into closed session to discuss the transition in the office. Robert John McCrary (SC) came on the line during the first portion of the closed session to report to the Board about the interviews that he had conducted with the USCF staff. He stated that the USCF staff had many positive suggestions and recommendations. John McCrary provided the following summary of his report:

From November 21 -23, 1996, at the request of the Policy Board, Dr. John McCrary conducted confidential individual interviews with 39 USCF employees at the business office in New Windsor, New York. The purpose of those interviews was to obtain input from staff at all levels, in order to strengthen the partnership between the leadership and the employees of the USCF. Although there were no restrictions on topics of discussion, participants were asked to comment on a number of general areas of company activity, consistent with the principles of a general staff feedback survey. The result was very productive, with employees providing a number of excellent ideas and suggestions. Although their individual confidentiality was maintained, their input was summarized in a general report, which was provided to the Policy Board. The plan is to discuss the findings of that report with the employees, and to work with them in problem-solving and in implementing staff suggestions constructively for the good of the USCF.

The second part of the closed session included the Policy Board only. The transition period was discussed.

The following two motions came from closed session.

PB 97-52 (Board): The Policy Board expresses its appreciation to Robert John McCrary for serving the USCF by conducting staff interviews in this time of transition, and to the USCF staff for their cooperation and input. PASSED 7-0

PB 97-53 (Board): President Donald Schultz will spend substantial time in the USCF office over the next two months to maintain continuity for the transition. PASSED 5-1-1 (Adams, Eade, Ferguson, Goichberg, Lieberman for; Schultz abstained; Dorsch opposed).

Please note: Tom Dorsch originally volunteered to work in the office. There were legal concerns. The Policy Board decided not to accept Tom's kind offer.

The Board went into Open Session at 8:45 PM Eastern Standard Time. The next item on the agenda was the February meeting. It was determined that this meeting will be held the first weekend in February, 1997, in Monrovia, California.

Interviews for the position of Executive Director are being held at the Manhattan Chess Club on December 13 and 14, 1996. A schedule has been determined. There is a large number of applicants.

The last item on the agenda was discussion of the website. This discussion included the Policy Board, Myron Lieberman (Chairman of the Computer/ Internet Committee), Denis Barry (Chairman of the Publications Committee), and George Filippone (Acting Executive Director).

The Online Transition task force formed at the Newburgh meeting was replaced by a new Policy Board subcommittee:

PB 97-54 (Eade/ Lieberman): The Board establishes the Strategic Internet Task Force co-chaired by Jim Eade and Rachel Lieberman to coordinate all aspects of our Internet presence. PASSED 7-0

Please Note: Bill Goichberg will be an advisor to this committee with regard to issues such as rules and ratings.

Myron Lieberman updated the Board on the current status of the website. The meeting was adjourned at 9:20 PM Eastern Standard Time.

USCF COMMITTEES

PLEASE NOTE: Names listed are subject to those individuals named being current members of USCF.

COMMITTEE	CHAIR	PB/OFFICE LIAISON	MEMBERS/CONSULTANTS
Bylaws	Harold Winston, IL	Fan Adams-PB George Filippone-Office	David Calton, MI; Gary Kitts, MI; David Mehler, MD; Mike Nolan, NE; Warren Pinches, MA; Michael Rohde, NY; Paul Shannon, OR; Ernest Schlich, NH
Chess In Education	Sunil Weeramantry, NY; Chair Javier Pinedo, FL; Vice Chair	Robert Ferguson-PB George Filippone-Office	Jane Bertovich, Kim Cramer, AZ; Gilbert Gosselin, MA; Roz Katz, NJ; Danny Kopec CT; Steve Lampkin, NY; David Lither, UT; Stuart Margoulis, NY; Beatriz Marinello; NY, Kathleen Pinches, MA; Howard Prince, NY; Michael A. Zadorozny, CT
Club Development	Bob Holliman, MO	Fan Adams-PB Glenn Petersen-Office	Herman Drenth, NJ; Tim Just, IL, Thad Rogers, GA; Ernie Schlich, NH; Michael Vaughn, OR
College Chess	Howard Prince, NY	Robert Ferguson-PB Eric Johnson-Office	Robert Auxier, RI; Brent Levin, NY; Joel Natt, FL; Alan Sherman;MD, Martin Sweeny, FL; Tim Redman, TX Note: The 1997 College Chess Committee will be formed in January. Until then the committee as listed above continues.
Computer/Internet	Myron Lieberman, AZ	Rachel Lieberman-PB George Filippone-Office	David L. Kittinger, AL; Jerry Lawson, VA; Alan Losoff, IL; Jack Mallory, AL; Mike Nolan, NE; Eric Schiller, CA/N; Gabriel Schwartzman, FL; Kenneth Sloan, AL; Elliott Winslow, CA/N; Steve Wharry, OK Advisors (To the Committee via the Chairman): Kathe Spracklen, OR; Computer chess issues Gary Prince, NJ; Internet/Web technical issues Bob Holliman, MO; Promotion of chess and the USCF on the Internet Jo Eglon, IN; Thad Suits, MT; Tournament Management Software issues
Computer Rating Agency	Myron Lieberman, AZ	Tom Dorsch-PB	To Be Determined
Correspondence Chess	Harold Stenzel, NY	Jim Eade-PB Joan Dubois-Office	Donald Cotten, CA/S; Alex Dunne, PA; Robert Charles Green, CA; William A. Naff, IL; Christine Rosenfeld, CA; David Spiegel, NY; Max Zavanelli, FL
Cramer Awards	Frank Brady, NY	Don Schultz-PB	Burt Hochberg, NY; Fred Wilson, NY; Harold Winston, IL
Ethics	Tim Redman, TX, Chair; John McCrary, SC, Vice Chair	Don Schultz-PB Larry King-Office	Frank Brady, NY; Woody Harris, VA; Carol Jarecki, NY; Bill Orgain, TN; Yasser Seirawan, WA; Hal Terrie, CT; Joe Wagner, CA/S; Harold Winston, IL; Mike Zacate. IL.
Events	To Be Determined	Bill Goichberg-PB	To Be Determined
Fast Chess	Thad Rogers, GA	Bill Goichberg-PB Larry King-Office	William Cornwall, FL, Tom Fineberg, IL, Steve Immitt, NY, Paul Shannon, OR

FIDE Advisory	Steve Doyle, NJ	Fan Adams-PB	Arnold Denker, FL; Carol Jarecki, NY; John McCrary, SC; Tim Redman, TX; Alex Yermolinsky, OH; Anjelina Belakovskaya, NY
Finance	James Pechac, OH	Tom Dorsch-PB George Filippone-Office	Todd Barre, IL; Frank Camaratta, FL; Tony Cottell, NJ; E. Steven Doyle, NJ; Leroy Dubeck, NJ; Myron Lieberman, AZ; Norman Peacor, MA; Paul Shannon, OR
Grandmaster Affairs	Alex Yermolinsky, OH	Jim Eade-PB Eric Johnson-Office	Nick deFirminian. NY John Donaldson, WA
Grants	Leroy Dubeck, NJ	Tom Dorsch-PB George Filippone-Office	Gerry Dullea, NY; Al Lawrence, NY; Tim Redman, TX; Sophia Rohde, NY; Al Woolum, CA/S
Hall of Fame	John McCrary, SC	Jim Eade, PB Holly Prisco, Office	John Donaldson, WA; E. Steven Doyle, NJ; Bob Dudley, PA; Woody Harris, VA; Rea B. Hayes, TN; Peter Tamburro, NJ; Andrew S. Thall, TX; James W. Thompson, NC
Historian's	Peter Tamburro, NJ	Jim Eade-PB Joan Dubois-Office	John Donaldson, WA; John Hillery, SCA; John McCrary, SC; David Moody, MI; Sylvester Robes, MI; Allen Savage, MD; Robert Tanner, AZ; James Thompson, WA; Harold Winston, IL
Master Affairs & Development	Jerry Hanken, CA/S	Jim Eade-PB Eric Johnson-Office	Hal Terrie, CT; Helen Warren, IL
Membership Growth	John McCrary, SC	Rachel Lieberman-PB George Filippone-Office	Bryan Scott Lilly, IN; Thad Rogers, GA; Stewart Q. Sutton, ID
Metro Chess	Karl Heck, NY	Bill Goichberg-PB	To be determined
Nominations	Ira Lee Riddle, PA	Rachel Lieberman-PB Holly Prisco-Office	David Calton, MI; Alexey Root, TX; Harold Stenzel, NY; Bob Tanner, AZ
Olympics Participation Task Force	Al Lawrence, NY	Jim Eade-PB Eric Johnson-Office	Joel Altman; MA; Joe Ippolito, NJ; Harold Winston, IL
Organizer's	Al Losoff, IL	Bill Goichberg-PB Larry King-Office	Thad Rogers, GA; Randall Swanson, TX
Prison Chess	Co-Chairs: Steve Frymer, MA Norman Zemke, MI	Robert Ferguson-PB Joan Dubois-Office	Claude Bloodgood, VA; Kenneth Davenport, PA; Bobby Dudley, PA; Chris Hendrickson, CO; Ken Horne, NV; Steve Klein, FL; David LeClair, CT; William O'Reilly, MD; Ira Lee Riddle, PA; James Schroeder, OR; Donald Wedding, OH
Publications	Denis Barry	Jim Eade-PB Glenn Petersen-Office	Frank Brady, NY; Duif Calvin, GA; Arnold Denker, FL; Gerry Dullea, NY; Frank Elley, NY; Burt Hochberg, NY; Gary Prince, NJ; Tim Redman, TX
Ratings	Co Chairs: Mark Glickman, MA, Frank Camaratta, AL	Bill Goichberg-PB Larry King-Office	Christopher Avery; Harry S. Cohen, VA; Dmitry Dakhnovsky, PA; Thomas Doan, IL; Albyn Jones, OR; Alan . Losoff, IL; Paul Mathews, NJ; Andrew Metrick, Ken Sloan, AL
Regions and States	Bob Smith, FL	Rachel Lieberman-PB Holly Prisco-Office	Bob Holliman, MO; Guy Hoffman, WI; Mark Ishee, TN; Bob Messenger, MA; Bob Milardo, CT; Mike Nietman, WI; David Pelletier, MD; Thad Rogers, GA; Paul Shannon, OR, Robert Tanner, AZ, Harold Winston, IL
Rules	Carol Jarecki,	Bill Goichberg-PB	Todd Barre, IL; Fred Lindsay, MI; Alan Losoff, IL; Jim

	NJ;	Larry King-Office	Meyer, WV; Bill Snead, TX; Robert Tanner, AZ; Andrew Thall, TX
Scholastic	Garrett Scott, IL-Chair Joe Ippolito, NJ; Vice Chair	Robert Ferguson- PB George Filippone- Office	Ralph Bowman, KS; Tim Just, IL; David Lither, UT; Peter Nixon, MI; Richard Peterson, AZ; Javier Pinedo, FL; Steve Shutt, PA; Sunil Weeramantry, NY
Senior	Ken Horne, NV	Fan Adams-PB Glenn Petersen- Office	Charlie Davis, CO; Arnold Denker, FL; Joe Wagner, CA/S
Tournament Director Certification	Randy Hough, CA/S	Bill Goichberg-PB Larry King-Office	Guy Hoffman, WI, Steve Immitt, NY, Carol Jarecki, NY, Bob Messenger, MA, David Pelletier, MD, Ernie Schlich, NH.
US Championshi ps	Sophia Rohde, NY	Don Schultz-PB George Filippone- Office	Joel Benjamin, NY; Alex Yermolinsky, OH A representative from Interplay Productions will be added
Women's Chess	Alexey Root, TX	Jim Eade-PB Holly Prisco- Office	Anjelina Belakovskaya, NY; Sharon E. Burtman; Anna Gulko, NJ, Alina Markowski, CA/S; Harold J. Winston, IL; Carolyn Withgitt, CA/N

USCF DELEGATE COMMITTEES

BLUE RIBBON PANEL

Woody Harris (VA) (Chair)

Frank Camaratta (AL), Tom Dorsch, CA/N; Steve Doyle (NJ), Warren Pinches (MA), Helen Warren (IL),

LMA MANAGEMENT COMMITTEE

E. Steven Doyle (NJ) (Chair), Tom Dorsch (PB/ Current Treasurer), Frank Camaratta (FL/ Immediate Past Treasurer)

- **ACCOUNTING, VALUATION, AND REPORTING GROUP**

James Pechac (OH) (Chair)

Tony Cottell (NJ), C. Norman Peacor (MA), Herbert Hickman (NJ)

- **LIQUID ASSET GROUP**

James Oberweis (IL) (Chair)

Dan Burg (MI), Mark Pinto (NCA), Max Zavanelli (FL)

- **FIXED ASSET GROUP**

Hanon Russell (CT) (Chair)

Paul Shannon (OR), a third member to be appointed by the LMA Management Committee.

LIAISONS AND POLICY BOARD SUBCOMMITTEES:

BOARD LIAISONS

CHESS JOURNALISTS OF AMERICA: Liaison- Jim Eade

US CHESS TRUST: Liaison: Tom Dorsch

LIFE MEMBERSHIP FUND: Liaison: Tom Dorsch

HEALTH, SOCIAL, AND PREVENTION ORGANIZATIONS: Liaison Rachel Lieberman

BOARD SUBCOMMITTEES AND TASK FORCES

SUBCOMMITTEE/TASK FORCE	CHAIR	MEMBERS
Executive Compensation and Review Subcommittee	Fan Adams	Tom Dorsch; Jim Eade
Legal Subcommittee	Fan Adams	Don Schultz
National Chess League Subcommittee	Jim Eade	Bill Goichberg; Don Schultz
Outreach Subcommittee	Rachel Lieberman	Bob Ferguson
Scholastic Subcommittee	Bob Ferguson	Tom Dorsch; Bill Goichberg
Staff Compensation and Review Subcommittee	Jim Eade	Fan Adams, Rachel Lieberman
Strategic Internet Task Force	Co Chairs: Jim Eade Rachel Lieberman	Advisor: Bill Goichberg
Tournament Standards Subcommittee	Bill Goichberg	Jim Eade; Tom Dorsch
Transition Task Force	Don Schultz	Fan Adams; Tom Dorsch