



AFRICA CHESS CONFEDERATION
TEAM ESSOH

"Together, we can"

MANIFESTO 2018

TEAM ESSOH

TABLE OF CONTENTS

1	Team Essoh at a glance
2	Key challenges
3	Our Tenets
4	Our objectives
5	Our action plan
8	Our immediate priorities
9	Member's profiles
12	Gallery

TEAM ESSOH

AT A GLANCE



PRESIDENT

Dr. Essoh Jean Mathieu Claude Essis
(Cote d'Ivoire)



VICE-PRESIDENT

Mrs. Rachael Edward
Dappa (Nigeria)



VICE-PRESIDENT

Mr. Yves Rakotomaharo
(Madagascar)



DEPUTY PRESIDENT

Mr Ahmed Abdi Hassan
(Somalia)



SECRETARY GENERAL

Mr. Nurdin Hassuji
(Tanzania)



TREASURER

Mr. Clive Mphambela
(Zimbabwe)

"...Real, sustainable development of chess in Africa will remain 'but a fleeting illusion to be pursued and never attained' unless African federations are able to identify and empower leaders that are willing to change the current situation where they are expected to be servile providers of votes for the FIDE kings." - Dr. Essoh Essis

"Together, we can"



OUR DIAGNOSTIC OF THE PROBLEMS PLAGUING AFRICAN CHESS TODAY.

1. Enduring negative myths regarding chess in most African countries, including that:

a. Chess is historically and culturally foreign to Africans;

b. Chess is a game that is suited only to the wealthy, the most educated, or the martest people in society; and not for the ordinary Africans, who must struggle daily to earn their subsistence;

c. Children and young adults should spend their time on income promising (i.e. professional capacity-building) activities, not on games; Playing games makes children lazy and distracted and prepares them for failure in adulthood; Playing games may be acceptable for boys and -young men, but certainly not for girls and young women; etc.

2. High cost of chess materials/equipment, and of player participation in ACC and FIDE events.

3. Low level of management capacity and chess activity in most member-federations.

4. Low level of technical capacity: organizers, arbiters, trainers, coaches, with the required skills to run FIDE-level or FIDE-rated tournaments.

5. Lack of financial resources and committed sponsors to fund ACC and federation-level events.

6. Weak financial and administrative capacity of ACC and member-federations.

7. Inadequate focus on chess in school's which is key for future growth of the game on the continent.

8. History/culture of servant-master relationship and influence peddling between ACC and FIDE executives.

9. Loss of trust and confidence in ACC by its own membership base, due to divisive politics and policies of the past.



"Together, we can"

TEAM ESSOH | OUR TENETS

What we believe

OUR CORE VALUES

What we believe in and value most.

The core values collectively adopted by the members of this ticket are:

- 1. Togetherness/Ubuntu and Unity** as prerequisites for strength and durable progress, not only for Africa and Africans but also for FIDE and the global chess community: **"Together We Can...** because gens una sumus -- we are all one people".
- 2. Integrity**, service orientation and democratic **accountability** as fundamental obligations for all ACC leaders.
- 3. Transparency** in governance and inclusive/participative management of our common institutions (ACC, member-federations, local chess clubs, etc.) to promote harmony among all stakeholders.
- 4. Equality**, equal opportunity, and fair treatment for all member-federations and all members of the African chess community.

OUR VISION

What we believe is good, needed, and possible for the ACC

To transform Africa into a hotbed of chess talent through able leadership, **we envision an ACC that is politically, financially and operationally independent from FIDE** and that promotes and supports durable development of chess in Africa through:

- Adherence to best practices in management;
- Fair and equitable treatment of all member-federations;
- Principled and mutually beneficial collaborations with all public, private and non-profit sector institutions that are willing and able to contribute to the achievement of its strategic objectives.

OUR MISSION STATEMENT

To harness chess talent from all corners of Africa so that chess ceases to be an elitist sport.

"Our rallying call as a team is anchored on rebuilding the African Chess Confederation through a strategy that harnesses the power of self-organization within every member federation. We will enable each member to institute effective fund-raising programs that will receive the support of national governments, the corporate sector, private individuals and foundations willing to invest in chess development programs on the continent."



"Together, we can"



OUR OBJECTIVES

1. The ACC is a strong, thriving and well-managed continental organization with complete political, economic, and operational autonomy within FIDE and with the technical, financial and logistical capacity to support the development or reinforcement of managerial capacities of its member federations and the organization of significant chess tournaments and other related activities throughout the African continent.
2. The ACC has secured stable and steadily increasing funding through negotiations with various public, private and non-profit sector institutions in Africa, to fund chess development on the continent.
3. All 54 African countries have well-managed and well-funded chess federations with the managerial and technical capacity to design, implement and periodically evaluate management capacity-building programs for their affiliated chess clubs and players, and to generate a critical mass of chess instructors, organizers, and arbiters.
4. There is an increase of at least 100% in the number of FIDE rated players in Africa as well as the number of qualified chess officials (FA's, IA's, IO's, FT's, etc.).
5. At least 90% of all member federations have the critical mass of quality-level players that is required to field complete national open and female teams in all categories of play recognized by FIDE.
6. At least 60% of member-federations have the technical, financial and logistical capacity to successfully organize official ACC events (Zonal, African Individual, African Youth and African Team Championships, etc.).
7. At least 10% of member federations have the technical, financial and logistical capacity to successfully organize the most prestigious tournaments on the FIDE calendar (Olympiads, World Youth Championships, etc.).
8. All member federations have functioning and successful chess-in-schools and/or "emerging player" training programs that seek to create a culture that is favorable to the learning and practice of chess among their national population, including in rural, vulnerable and disenfranchised areas/groups.
9. A least one major FIDE Event is hosted on the African Continent.



"Together, we can"

TEAM ESSOH | OUR ACTION PLAN

How we will get there

GOVERNANCE AND ADMINISTRATION

1. Establish ACC headquarters in the African hub city of Addis-Ababa, Ethiopia for closer alignment and collaboration with the African Union.
2. Increase the number of zones in Africa from 4 to 5 and advocate for the same number to represent Africa at the Chess World Cup, in line with the 5 geographic regions that are currently recognized by the African Union (Wikipedia: African Union Regions).
3. Institute term limits for all ACC elective positions, in line with democratic best practices.
4. Empower our zonal structures with their own independent budget (including development funding), and give them full organization rights for some ACC competitions such as School and Amateur championships, to reinforce their technical capacities and increase overall participation by players from member-federations.
5. Establish an ACC Ethics and Dispute Resolution Commission that will be responsible for investigating and resolving complaints or allegations of wrongdoing by members, as well as for mediating disputes within and between member federations and/or their officials.
6. Establish an ACC Arbiters, Organisers & Trainers (AOT) Commission that will establish standards for, regulate, and supervise the training, appointment, professional capacity building, and career development processes for National and FIDE Arbiters, including the Arbiter selection and nomination processes for Olympiads and other FIDE competitions, in liaison with the FIDE Arbiters' Commission.

FINANCES

1. Rationalize all ACC financial management procedures, with a publicly identified bank account; a four-year strategic plan for chess development in Africa; and a yearly budget. Ensure that the 4-year plan and yearly budget apportion available resources and events equitably according to collectively agreed criteria, combining a merit based approach (member federations that can achieve agreed development targets will be considered in priority for future funding opportunities) with a redistribution-oriented one (federations with greatest needs will get more support).
2. Ensure that all ACC revenue and expenditure recording procedures are in line with established best practices of financial management and accounting.
3. Request the appointment by the ACC General Assembly of an **Independent Auditor** with a responsibility to undertake a yearly review of all ACC accounts and financial procedures, to ensure that ACC managers are financially accountable to their constituents.
4. Amend ACC statutes to impose an obligation for ACC Board to allocate/earmark at least 70-80% of ACC Budget to operational activities (tournaments and training sessions essentially) and development programs, and only 20-30% for administration and other related costs.

"Together, we can"



TEAM ESSOH | OUR ACTION PLAN

How we will get there

DEVELOPMENT

1. Establish an ACC Development Commission that will independently design, propose, and periodically re-evaluate policies and activities for the mobilization, allocation and management of financial resources from public, private and non-profit organizations/institutions to fund the development of chess in Africa. The Development Commission will be charged with overseeing the centralized acquisition and allocation of chess material and equipment to member federations, the reduction of tournament participation fees and hotel costs for African players in FIDE and ACC events, and the monitoring of performance and payments to arbiters and tournament officials in ACC events.
2. Establish chess development benchmarks and targets for every federation that can be monitored on a yearly basis. For example, every federation should be able to run at least 3 FIDE-rated tournaments (including a National Individual Championship, a National Team Championship, and a Junior National Championship) locally without outside assistance in every calendar year. At least 50% of African federations/countries should be able to run an ACC-schedule tournament every year. These benchmarks and targets can be used to evaluate the performance of each federation, using active FIDE ratings and other available statistics to measure/monitor progress, assess existing needs or challenges, and orient development support policies.
3. Promote chess as a powerful educational tool that must be integrated in the primary and secondary school curricula in all 54 African countries, because it can significantly enhance the ability of our people to make genuine progress in every other field of human activity.
4. Design and implement aggressive "affirmative action" programs to increase chess awareness and enthusiasm among young girls and boys, women, and "special needs" communities.

5. Design and implement standardized training programs for African Chess trainers, organizers, arbiters and players, through cooperation agreements to be concluded with more advanced chess continental confederations, zones, federations, or individual chess experts. Ensure that special attention is given to possible Inter/Pan-African and South-South cooperation solutions. Also ensure that such training programs use new technology (such as web and social network platforms) to reduce training costs and maximize participants' exposure to training seminars and materials, and that they constitute attractive professional employment and revenue-making opportunities for top-level African chess players;
6. Establish a special Fund dedicated to support member-federations' programs to develop chess learning and practice among specially targeted groups (women, children/youth, rural communities, vulnerable or "special needs" groups) across the continent.



"Together, we can"

TEAM ESSOH | OUR ACTION PLAN

How we will get there

TOURNAMENTS

1. Establish a consensually agreed detailed schedule of chess events to be organized by all federations and zonal regions for each calendar year, with special attention to finding alternatives to the current "tariff" system in order to reduce the costs of player and official participation in these events.
2. Ensure that all ACC managed competitions are organized effectively and are attended by players from a majority of member federations, thereby enhancing cooperation between all regional zones and federations. Also ensure that these tournaments use the most advanced technology available (such as DGT Boards) and are publicized through the highest quality broadcast methods available and, most importantly, that African players, organizers and related actors are properly trained and fully competent in the use of those technologies.
3. Provide political, technical and financial support to any African Federation that wishes to enter a bid to organize a Chess Olympiad or any other major FIDE event (World Cup or World Youth Championships) in the near future.



OTHER OPERATIONS

1. Exercise ACC's oversight and quality management functions by encouraging member federations to submit yearly reports on their major operational activities (constitutional amendments, holding of statutory meetings, change of elected and non-elected officials, etc.), as well as statistics relating to affiliated clubs, licensed players, tournaments organized, new titles earned, etc. These statistics will be used for benchmarking, needs analysis, and development policy-making purposes.
2. Design and implement standardized management capacity-building programs for African federation leaders, to ensure that all federations are managed democratically and effectively and that they are capable of funding and running their own formal schedule of activities.
3. Facilitate the organization of "Talent nurturing" training sessions for promising young male and female players in each zone, with the assistance of master-level trainers from within the zones.



"Together, we can"



OUR IMMEDIATE PRIORITIES

1. Undertake a review of existing statutes to ensure that their provisions are aligned with the new vision, mission, strategic objectives, and operational plans.
2. Register the ACC formally and open a bank account.
3. Set up a task force to quickly investigate, analyze and resolve all existing legacy issues, such as outstanding payments owed to member-federations and to arbiters for past ACC events.
4. Facilitate/support the creation of chess federations in all 7 African countries that do not have one.
5. Assemble a large team of African chess experts from the 5 regions of the Continent to undertake an in-depth analysis of the ACC's strengths, weaknesses, constraints, challenges and opportunities, and to propose a detailed plan of action for the next 4 years, based on a shared vision of the objectives we want chess in Africa to achieve within the next generation (25 years).



"I am convinced that all that is needed for African federations to produce scores of chess masters (and perhaps a world champion within the next generation) is the availability of chess materials, instructors, organizers, arbiters, training programs and events in every country on the continent. Therefore, I believe that the fundamental role of the ACC president should be to advocate forcefully, tirelessly and successfully with the FIDE leadership to ensure that current and future African Chess players are provided with equal opportunities. This requires that "positive discrimination" programs are urgently designed and implemented to provide suitable conditions for effective learning, and that capacity-building programs for African Chess federations, clubs, and players are instituted as a matter of priority." - Dr Essob Essis

TEAM ESSOH | ACC Ticket Member's Profiles



**DR ESSOH JEAN MATHIEU
CLAUDE ESSIS (57)**
Cote d'Ivoire
PRESIDENT

Dr. Essoh Essis holds a Doctor of Philosophy (Ph.D.) degree in Public Policy, an M.A. in Public Management, a B.A. in Law, and a certificate from the Public Administration Institute in Paris, France. He held various managerial and diplomatic positions in Cote d'Ivoire's public administration system between 1989 and 2002. A former Fulbright fellow and Visiting scholar at New York University, he was a researcher and lecturer in political science, international relations, public administration, management science, public policy, and conflict analysis-resolution in the United States between 2002 and 2008. Since 2012, Dr. Essis has served with United Nations peacekeeping missions, mediating conflicts and supporting the restoration of State authority in war-torn countries.

Elected President of the Cote d'Ivoire Chess Federation in 2014 and re-elected in 2018, he has been instrumental in the revival of chess in his country, and influential in the growth of the

game across the entire ECOWAS region. Over the last four years, his leadership has birthed a thriving chess community which has seen FIDEC host international tournaments every year since 2015 and grow the number of clubs affiliated to the federation from 6 to 25. In the same period the number of players holding a federal license has increased from zero to 245.

He has sourced international funding for a regional chess in schools program that now reaches 2,250 local children from under resourced communities on a weekly basis. In addition, the last two international events held in Abidjan have attracted representatives from no less than 7 different regional federations and he is scheduled to host one of the strongest rapid and blitz tournaments ever seen on the African continent in July 2018 when Africa's best will assemble in Abidjan to compete in the 2018 CIV Rapid & Blitz Invitational.



"Together, we can"



TEAM ESSOH | ACC Ticket Member's Profiles



MR AHMED ABDI HASSAN (65)
Somalia
DEPUTY PRESIDENT

Mr Mohammed Ahmed Hassan graduated from the Somali Maritime School and holds a Professional Certificate from the Maine Maritime Academy (MMA) in San Benedetto del Toronto Italy. He is a highly experienced sports administrator with a distinguished record that has seen him serve as a level 2 football referee as well as the Chairman of the Somali Ports Football Club prior to his role as a chess administrator.

He has been the President of the Somali Chess Federation since 2002 and is currently serving his third term as a member of the Executive of the Somali Olympic Committee whose stated mission is "To Lead our nation to live and enjoy peace through sport".

Mr Hassan is currently serving as the 1st Vice-President of the Somali Olympic Committee which currently has oversight of 19 different sporting federations throughout the country. He is scheduled to end his second term in this position in 2020.



"Together, we can"

TEAM ESSOH | ACC Ticket Member's Profiles



**FA RACHAEL TAMARAKEPREYE
EDWARD-DAPPA (54)**
Nigeria
VICE PRESIDENT

FA Rachael Edward-Dappa holds a B.Sc in Economics as well as a Diploma in Olympic Sports Management. She has been a FIDE Arbiter since 2003 and is a former National Ladies Champion of Nigeria. She represented Nigeria at three Chess Olympiads between 2006 and 2010.

She is a former Technical Director of the Nigerian Chess Federation (2004 – 2012) and she currently chairs the Women & Youth Commission of the Federation. She is also currently the Head of the Sports Department for the Bayelsa State Sports Ministry in Nigeria.

She continues to serve as an Instructor / Coach at the University of Port Harcourt following her passion for grassroot sports development. She has been the Organizing Secretary in several Sports Associations in both the Rivers and Bayelsa State Sports Councils and she is a 3-time recipient of the Nigeria National and State Productivity Order of Merit award



**FI YVES ANDRE
RAKOTOMAHARO (47)**
Madagascar
VICE PRESIDENT

FI Yves Andre Rakotomaharo holds a Masters' degree in Management from the Institut Supérieur de la Communication, des Affaires et du Management in Madagascar.

He is currently the Director of MiniChess Madagascar which runs an active chess in school's program for more than 2500 primary school learners across the country. Prior to founding MiniChess Madagascar, he held the position of Financial Manager at a local food company based in Antananarivo.

Yves is President of the Madagascar Chess Federation and Vice-President of the Association Internationale des Echecs Francophones (AIDEF), the Francophone Chess Association. He has been a qualified Fide Instructor since 2014 and has organized numerous international chess tournaments in his home country during his tenure as President of the Federation. Yves is fluent in both English and French.

"Together, we can"



TEAM ESSOH | ACC Ticket Members Profiles



**CM NURDIN HUSEIN
HASSUJI (42)**
Tanzania
SECRETARY GENERAL

Nurdin holds a degree in Information Technology from Strathmore College in Nairobi, Kenya and is the owner and sole proprietor of Icards in Tanzania.

He holds the position of General Secretary within the Tanzanian Chess Association and has played a major role in the revival of chess in Tanzania. He was instrumental in finally getting Tanzania affiliated to FIDE in 2013 during the FIDE congress in Tallin, Estonia.

He has been actively involved in the rollout of various chess in school's projects within Tanzania and he remains an active player. He will be representing Tanzania during the 2018 Olympiad in Batumi after earning his CM title at the 2016 Zone 4.2 Individual Chess Championships.

Has organized several successful international tournaments including the Zone 4.2 championship with a record breaking 13 countries taking part and Tanzania Opens graced by Grandmasters including World champion GM Vishy Anand.

His stated objective is to improve the profile of the game of chess within Tanzania and the broader African continent.



FA CLIVE MPHAMBELA (45)
Zimbabwe
TREASURER

FA Clive Mphambela holds a Bsc Honours Degree in Economics and is an Associate Member of the Institute of Bankers of Zimbabwe and the Financial Markets Association (ACI-UK). He has held senior management roles in various banking and non-bank financial sector organizations, over a 25-year career and is currently the Advocacy and Marketing Executive for the Bankers Association of Zimbabwe.

Clive is the Vice President of the Zimbabwe Chess Federation and has served as Team Captain / Manager of the Zimbabwe Chess Teams at two previous Chess Olympiads. He is one of the most active Arbiters in Zimbabwe and has officiated at numerous international events including the World Chess Olympiad, the World Youth Chess Championship and the African Youth Chess Championships. He also recently headed up the local organizing committee for the 2017 African Schools Chess Championships in Harare.

Clive is an accomplished sportsman, who besides being involved with chess administration over the past 10 years is also a keen martial artist. His strong banking background brings significant financial expertise and business acumen to the ACC team and makes him an ideal candidate to serve as Treasurer. Clive is fluent in both English and French.

TEAM ESSOH | GALLERY

Thousands of words



Corporate sponsorship from Vivendi including 15000\$ Cash prizes, participants flights, 5-star accomodation and international broadcasting.



2017 Cote D'Ivoire Teams invitational Tournament with players from Togo, Ghana, Nigeria, Liberia, Sao Tome, Burkina Faso



Over 2500 learners in Cote D'Ivoire Chess in Schools Program



Chess is identified as a powerful educational tool in Madagascar with over 2000 learners



Dr. Essoh speaking against injustice at the FIDE Congress in Tromsø



"Together, we can"

TEAM ESSOH

SUPPORT US



"Together, we can"

