



Dear HRCA Members:

27 April 2020

I am writing to inform you of a critical leadership transition in our organization and to assure you that it is a positive move that will be largely transparent to you as members, who will see no disruption to our daily operations across all our programs.

Effective Friday, May 1st, 2020, Jeffrey “Jeff” Forbes assumes the position of President of the Hampton Roads Chess Association, a position I have held since the organization’s inception as a 501(c)(3) in July 2016. On May 1st, I will assume the position of Executive Director of the organization, a position I have *de facto* held for the same period of time but which only becomes an official and separate position on Friday.

It is common for small, startup non-profits to have a single person filling both positions. However, when an organization experiences the type of exponential growth we have seen in the last few years, the leadership structure must evolve and branch out in such a way that an Executive Director handles staffing and day-to-day operations of the organization’s programs, while a separate President handles the budget, strategic planning, and movement toward the long term vision of the organization – in our case, the eventual opening of a permanent chess center. While I was juggling both positions for almost three years, it became very clear in the past several months that HRCA would never achieve its long term vision with one person trying to achieve that goal while simultaneously overseeing the numerous chess programs we operate on a daily basis.

My passion lies in working directly with each and every one of our youth and adult chess players, parents, community members, and our amazing staff of contractors and volunteers on a daily basis. Therefore, I made the decision to step down as President in order to focus more fully on providing excellent programming to our members, while leaving the long-term strategic planning for HRCA in Jeff’s very capable hands. Jeff brings not only years of experience with HRCA’s chess programs, but also experience handling multi-million-dollar government projects. His character is unrivaled, and he is exactly the right person to lead HRCA into the future. Jeff’s commitment to our long-term vision is equal to my own, and under his leadership, you will see much more focused forward movement toward our goals.

I look forward to continuing to work with all of you in our HRCA chess programs, as well as working with Jeff and the rest of the HRCA Board of Directors to achieve our future expansion and facility goals.

Yours in Chess,


Christina M. Schweiss