

US Wargaming Warhammer 40k Committee Charter

1.0 Overview

This Charter outlines the annual selection requirements for the US National Warhammer 40k Team (hereafter referred to as "Team") Captain and outlines the process for the Captain to select the players that represent the United States of America at the World Team Championships for Warhammer 40k. This charter also serves as a guide for players around the nation to be involved with the Team.

1.1. What is the US National Warhammer 40k Team?

The Team is a group of warhammer 40k players who represent the United States of America in both performance and behavior at the World Team Championships (WTC). The WTC is an annual Warhammer 40k eight player team tournament where nations from across the world send teams to compete for the title of World Champion. The WTC is an incredibly fun and competitive event that fosters camaraderie at the world's largest stage.

To prepare for the event there will be team practices with multiple scrimmages to determine army list and Starting player selection. These preparations include the regular tournament events scheduled throughout the year, team practices online/in person, and several tabletop simulator scrimmages against other national teams. In addition, the Team communicates frequently through Discord to build a sense of community and refine army list ideas for submission to WTC.

1.2 Timetable (*approximate*)

- September - Select New Captain
- October - Select Candidates
- April- Starting Team and Academy Team Selection
- July - Army Lists Due
- Early-August - World Team Championships
- Late-August - Captain's Term Ends

1.3 Eligibility

The eligibility requirements to be a Member of the Team are:

1. Involvement in a Warhammer 40k gaming club.
2. A US Citizen or have lived in the US for the previous 36 months.

If you are not a US Citizen or have not lived in the US for the previous 36 months then there is a process to establish your availability for the Team per WTC national player eligibility requirements. Please notify the Captain and Coaches to work through this process that is primarily in place to prevent players from jumping back and forth between National Teams.

2.0 Members of the Team

2.1 Captain

The Captain is the guiding hand for each year's team. He/She is the principal contact between the Team and the WTC, is responsible for following the changing rules and participating in votes at the Captains Meetings, and is responsible for establishing a Team culture to develop players and ensure WTC submission requirements are completed prior to the deadlines. The position requires leadership and interpersonal skills to manage the various personalities and regions of the players on the Team. The Captain is an elected position and is a non-playing position. The Captain can be later selected as a player during the Main Team selection process. The Captain is the final decision maker on Warhammer 40k related choices. Captain breaks ties in any discussion that needs resolution on the team.

Responsibilities: The Captain is responsible for bringing a team to the WTC fostering camaraderie and teamwork between the members, for organizing online/in-person practice sessions, for maintaining access to the WTC forums captain channel or empowering a proxy there in order to keep up to date with changes and votes issued by the WTC, for the maintenance of team discipline and behavior, and for making sure the Team adheres to all WTC rules and FAQs. The Captain conducts exit interviews during the two weeks following WTC to submit the required annual close out documents to the 40k Committee.

2.2 Coaches

Coaches take care of all of the administrative and logistical aspects surrounding WTC so that the Starting players only have to focus on strategy, preparation for the next round, and their games. Players on the Academy team will also serve as Coaches during WTC providing critical support to the Starting players.

Head Coach: Manages in game data for the Team during competitions. Coordinates with the Captain for discipline, education, and motivation of the Team. Delegates powers and responsibilities to other members to assist with efficiencies of the position.

Responsibilities: Coordinating the flow of scoring during major competitions. Advises the captain on the state of the boards across all 8 tables. Fostering strong community and cohesion between the coaching staff and players. Coordinating with the Captain to develop a strong culture for team growth. Responsible for the Team submitting a correct scorecard to the WTC and on scoring apps. Coordinating any additional coaches and supporting players to best assist the Team in competition.

Coach - General Manager: Final Decision maker on all non-game related decisions for the Team. Final Decision maker on all non game related decisions for the Team. Can deputize and delegate choices to other Team members.

Responsibilities: Establish core values of the team with the captain and be a steward of ensuring they are upheld. Organizing logistics for the team including lodging and meals.

Ensure all team members are prepared to travel to the WTC. Organizes and distributes equipment to the team.

Coach: Foster growth and development of the players. Provide counsel to players who need advice. Help the players explore new ideas. Search for innovative ways to improve team results. Keep track of team moral and disciplinary issues. Assist the General Manager and Head Coach with projects. Help track data that is important to the team. Assist with terrain and other logistics issues at WTC.

2.3 Members

The Team needs returning players to pass along the experience of high level international eight player competitive team tournaments. The chosen returning starters are tasked with helping develop the skills of the new incoming players on the Team. They will assist the Captain in the selection of those players and spend a bulk of their time ensuring the Team as a whole is prepared for the competition. New players are the lifeblood of this team and competition. Each year a selection of players will be pulled from the community.

Candidates: Individuals who would like to participate on the Team must complete the requirements outlined below to contribute to the development and playtesting for the team. Candidates include new applicants, returning Candidates from the previous year, and returning Veterans who also have not been a Returning Starter in the previous year. Candidates are expected to showcase their talents through inclusivity, positive reputation, and winning.

Academy players: The Academy has a max of sixteen players and serves as a resource for the Starters in preparation for WTC and develops the future Starting players for the Team. If able to travel to WTC, players are able to participate in the Warmasters singles tournament, assist the Team during round preparation meetings, serve as a Coach during rounds, provide expert insight to matchups, assist with logistics/data gathering, and serve as an alternate in case of a player emergency. If not able to travel to WTC, players are able to participate virtually in both preparation meetings and in immediate leadup to game rounds by virtually attending the evening (9:30 pm CEST, 3:30 pm EST) Team meetings during WTC to assist in strategy development and prepare recommendations from the US time zone while the Starters at WTC are asleep.

Starting players: Selected by the process below, these eight players represent the nation at WTC. These players are not allowed to participate in the Warmasters singles tournament due to conflicting preparation times and the amount of games played prior to WTC.

Returning Starters: Previous years Starting Players who were selected by the Captain during the exit interviews to be eligible to be selected as a Starting player the upcoming year.

2.4 Voting Members

Voting Members are informal members of the US Wargaming Federation 40k Committee that consists of the Captain, Coaches, Starting players, and Academy players who attended the previous year's WTC. Effective September 1st, 2023, Voting Members are eligible to vote for two years after participating in a WTC and are listed at uswargaming.org.

2.5 40k Committee

The current Captain, Coaches, Starting players, Academy players, Voting Members, and US Wargaming Board Members comprise the 40k Committee.

2.6 Expectations

Members are expected to play about 5-15 games of 40k per week prior to WTC. Staying active and connected to the evolving meta by both attending events, participating on the Team discord, and in tabletop simulator events.

Members are expected to finance their travel, lodging, and food for in-person group practices (usually 1-2 meetings prior to and after list submission) and WTC. Estimated costs are \$1000 for the Team in-person practice and \$3500 to attend WTC. Travel usually accounts for 6–8 days in Europe allowing for two days to recover from jet-lag and be ready for the event.

The Team will seek sponsorships to offset the cost for the Team to attend WTC. If funding is available, up to 20 members (Captain *if not Player/Captain*, 8x Starters, up to 4x Coaches*, up to 10x Academy players*) will have their costs offset for traveling to WTC.

The Team is expected to develop the best eight army lists for WTC. Each army can only be played once per team. Team collaboration will be critical for players to develop familiarity with multiple armies and expand the overall understanding of the WTC eight-army tournament meta.

Members are expected to help with various Team tasks. Ultimately, this is a voluntary organization and behind the scenes there is a lot of work to do. Team tasks include: developing sponsors, building the US National 40k community, group hotel reservations, jersey design and production, Team practice events, building/painting selected armies, social media, etc.

Most importantly, members act as a positive ambassador for our nation and the Team at events.

3.0 Captain and Coaches Selection Process

3.1 Captain

The Captain's term runs from his/her election in September until two weeks after the completion of the appointed WTC. The process to be elected Captain is run by the World Team Championship - Warhammer 40k - Captain Selection Committee (hereafter referred to as "the 40k Committee"). The 40k Committee will run the following process and announce the voting dates and times:

1. Submit an application at uswargaming.org prior to the posted deadline. The application must include why they should be selected, their qualifications, and their goals for that year's Team..
 - a. Persons are eligible to be elected as Captain for two consecutive terms having received a majority vote.
 - b. If a candidate has already been elected as Captain for two consecutive terms then subsequent elections require a supermajority vote of two-thirds to be elected.
 - c. If a candidate has already been elected as Captain for four consecutive terms then subsequent elections require a unanimous vote to be elected.
 - d. If a candidate for Captain is on the 40k Committee he/she will not participate in the oversight of the selection process.
2. The 40k Committee leadership selects the top seven candidates from all of the applications. The incumbent Captain will be added as the 8th candidate if he/she desires to apply.
3. The 40k Committee Voting Members then vote to select the Captain.
 - a. The voting process used will be Ranked Choice Voting.
4. If no candidate receives a majority vote then the lowest half of the candidates (rounding down) are removed from the ballot and the process is repeated. This continues until a candidate is elected as Captain.

3.2 Coaching Staff

The Coaching Staff consists of volunteers and are recruiting throughout the year. Those interested should contact the Captain or the current Coaches. The Head Coach and General Manager lead the Coaching Staff. Current Coaches and the Captain vote to appoint new Coaches. The Captain can nominate a person to the coaching staff, but must be approved by the current coaching staff by a clear majority, two thirds vote. The Coaching Staff will not exceed eight persons.

4.0 Academy and Starting Players Selection Process

4.1 Candidate to Academy Player

To ensure accessibility to all members of the US Wargaming community and promote future growth at least three positions on the Main team will be players who were not Starting players for the Team in the previous year.

1. Submit an application at the Team website prior to the posted deadline. The application must include why they should be selected, their qualifications, and their contributions to their local gaming community.
2. The Candidate must meet one of the three following requirements:
 - a. Ranked in the Top 100 of US players in the ELO ranking on Stat-check.com before September 25th.
 - b. Nominated by a current member of the Team.
3. Candidates will be reviewed by the Captain, Coaches, and Voting Members.
 - a. An applicant pool of greater than 12 will be ranked in an order of merit list that best fits the needs of the Academy based on positive reputation, inclusivity, army flexibility, player flexibility, maturity, and ELO ranking.
4. The Captain will hold virtual interviews with the top 12 Candidates.
5. The Captain selects Candidates from the interviews to become Academy players.
 - a. The Captain can have no more than sixteen players on the Academy team
6. The Captain nominates the Candidates to the Academy team at a 40k Committee meeting to be approved individually by the Voting Members.
 - a. The voting process used will be the Single Voting System..
 - b. If there are behavior concerns the Voting Members can veto a nomination with a two-thirds supermajority vote. No more than two-thirds of the nominations can be vetoed.

4.2 Returning Starters to Starting Players

Each year up to four Starting players will return from the previous year's Starting team. This ensures a balance between experience and accessibility to all members of the US Wargaming community and promotes future growth.

1. Starting Players will notify the Captain of their desire to be selected as a Returning Starter during the exit interview after the previous WTC. Returning Starters are expected to keep a high level of play themselves, help raise the level of play of the new players, and are encouraged to seek leadership opportunities with the Team during the year. There is no cap on those seeking to be Returning Starters, however, there are only four positions available for the next Starting team.
2. By the end of April, the Captain will have gathered the previous year's Starting team to select the first four players as Starting players for the upcoming WTC.
3. The previous year's Starting players will vote for the first Returning Starter.
 - a. The voting process used will be Ranked Choice Voting. If players do not wish to vote for a candidate they can submit a ballot with no selection for that individual.

4. The Captain and the previous year's Starting players will vote for the second Returning Starter.
 - a. The voting process used will be Ranked Choice Voting. If players do not wish to vote for a candidate they can submit a ballot with no selection for that individual.
5. The Captain and the two elected Returning Starters will vote for the third Returning Starter.
 - a. The voting process used will be the Single Voting System. If players do not wish to vote for a candidate they can submit a ballot with no selection for that individual.
6. The three elected Returning Starters will vote for the fourth Returning Starter.
 - a. The voting process used will be the Single Voting System. If players do not wish to vote for a candidate they can submit a ballot with no selection for that individual.
7. If there is not a first, second, third, or fourth Returning Starter elected then the process will end after the round in which no Returning Starter was elected. The remaining positions will be filled through the Academy player to Starting player process outlined below.
8. Players that are not selected as a Returning Starter are encouraged to attend WTC and support the Team as a Coach. Continued involvement and contributions to the Team greatly increase the likelihood of the individual returning as a Candidate.

4.3 Academy Players to Starting Players

After the Returning Starters to Starting Players process is complete the remaining positions will be filled by Academy players except for the eighth player as outlined below.

1. The Captain, Starting Players, Coaches, and Voting Members will discuss the Academy players at a 40k Committee meeting. This discussion will center on the merits of the Academy players and their role on the team. Coaches will meet with the Academy players after the meeting to provide feedback and discuss areas of improvement and areas of strength.
2. An order of merit list will be created ranking Academy players that best fit the needs of the Starting team based on positive reputation, inclusivity, army flexibility, player flexibility, maturity, work ethic, observations by Team leadership, and ELO ranking.
3. The Captain, Starting Players, and Coaches vote to fill the remaining positions for the Starting team.
 - a. The voting process used will be Proportional Ranked Choice Voting.
4. After Academy players are selected as Starting players and seven positions on the Starting team are identified, This selection is paused to determine if the Captain will be elected to play (see Starting team selection - Player/Captain).
5. If the Captain is not elected to be a player on the Main team then the Captain and seven Starting players vote to select the eighth player.
 - a. The voting process used will be Ranked Choice Voting.

4.4 Captain to Player/Captain

After seven players have been selected as Starting Players, a vote will be held to determine if the Captain will be a Player/Captain.

1. The Captain must receive five votes from the seven Starting Players to become a Starting Player/Captain.
 - a. The voting process used will be the Single Voting System.
2. If the Captain is elected as a Player/Captain then the Team Selection Process ends.
3. If the Captain is not elected as a Player/Captain then the process for Academy Players to Starting Players continues at Step 5.

4.5 Emergency Player Selection

In the case of an emergency and a replacement player is required after all Starting players are selected then the following process will be used:

1. The Starting player with the emergency must notify the Captain, Coaches, and other Starting players of the emergency and that he/she will not be attending WTC.
2. Player selection shall be at the discretion of the Captain under advisement of the Coaches and other Starting players.

5.0 Behavior Expectations

5.1 Sportsmanship and Respect

Members of the Team are expected to display the highest level of sportsmanship and respect towards fellow players, opponents, event organizers, and spectators at all times. This includes maintaining a positive attitude, refraining from unsportsmanlike conduct, and treating all individuals with courtesy and consideration.

5.2 Fair Play

Members are required to abide by the rules and regulations of the game as set forth by the organizing bodies of the tournaments. Cheating or any form of unfair play is strictly prohibited. It is essential to maintain the integrity of the game and uphold the positive social interactions with opponents as a representative of our nation.

5.3 Team Collaboration

As representatives of the Team, members must work together as a cohesive unit. This involves effective communication, supporting fellow team members, and collaborating on strategies and tactics. Individual egos and attitudes should not hinder the team's overall success.

5.4 Accountability

Each team member is responsible for their own behavior and actions. This includes being punctual for practices and events, taking care of personal equipment, and being prepared both mentally and physically for competitions.

5.5 Respect for Diversity and Inclusivity

The Team is committed to diversity and inclusivity. Discrimination, harassment, or any form of prejudice based on race, gender, ethnicity, religion, sexual orientation, or any other characteristic is prohibited. All team members are expected to create an environment that is welcoming and inclusive for everyone.

5.6 Representing the Team and Sponsors

Team members are representatives of the nation, and their behavior reflects not only on themselves but also on the team and its sponsors. Members should conduct themselves professionally, respecting sponsor agreements, and upholding the team's reputation.

5.7 Compliance with Local Laws and Regulations

Members must comply with all local, national, and international laws and regulations, including those related to travel and conduct. Violations of such laws may result in immediate removal from the team.

5.8 Reporting Violations

If a Team member witnesses a violation of these behavior expectations or believes they have been subjected to misconduct, they are encouraged to confront the individual to

self-report. If the individual in question does not self report the issue then the observing member must notify Team leadership that there may be an issue with the individual in question. Retaliation against individuals who report violations is prohibited.

5.9 Consequences of Violations

Violations of these behavior expectations may result in disciplinary action, which can include warnings, suspension, or removal from the Team, depending on the severity of the offense. Infractions will be reviewed on a case by case basis.

Members of the team found to be in violation of team guidelines will be brought into conference with the Captain and Coaches.

In the case of a Captain being found in violation of team guidelines then the Coaches will lead the conference to determine necessary disciplinary action.

If it is felt that a member of the team merits termination then a special committee meeting will be scheduled. This meeting will be led by the three board members of the 40k Committee. Being presented with all relevant information they will be the final decision makers on terminating membership.

Learning from our mistakes is an important part of growth, and the Team recognizes there should be a path to establishing that growth and rejoining our community. A member removed from the team in a given WTC cycle cannot apply in the next two team selection cycles.

This Charter can be reviewed and amended by the WTC Warhammer 40k Captain Selection Committee. Approved amendments will be posted at uswargaming.org.