

Introduction

This document is the 2025 Team Netherlands 40K Charter, for the Dutch WTC team for Warhammer 40,000. What follows will outline the purpose, goals, and operating procedures for Team NL from August 2024 through August 2025.

It serves as a guide to align team members on shared objectives, roles, and responsibilities, fostering a sense of accountability and collaboration. The charter defines the team's mission, sets clear expectations for communication and decision-making, and establishes guidelines for conflict resolution. By setting these parameters from the outset, the captains hope to create a cohesive and effective environment, ensuring that all members are committed to achieving common goals.

Welcome

Thank you so much for showing interest in Team Netherlands 40k! We're excited to have you here, and we hope this section of the document provides answers to any questions you might have. Whether you're curious about our mission, how we operate, or how to get involved, we've got you covered. If you have any other questions or need more information, don't hesitate to reach out—we're always happy to help!

Who are we?

Team Netherlands 40k is a group of passionate Dutch Warhammer 40,000 players dedicated to representing the Netherlands at the World Team Championships (WTC). We send a team of 8 players, along with coaches and other support members, to compete in this exciting event.

What do we do?

The WTC is an annual Warhammer 40,000 team tournament where players from around the world come together to represent their countries and compete for the title of the best in the world. It's truly one of the most exciting events you can attend as a

40k player! The atmosphere is amazing, with a great sense of camaraderie among all the national teams, and playing team 40k adds a unique and enjoyable twist to the game.

To get ready for the WTC and give ourselves the best chance of success, we focus on playing a lot of competitive 40k! This includes team practice days and weekends, competing in Matched Play events both in the Netherlands and abroad, and attending masterclasses (coordinated learning events, presented by veteran players, about specific topics to help you improve your 40K from the mental to the tactical aspects of the game) and mentorship programs led by veteran Team NL players, which all benefit you, the competitive 40K community in the Netherlands and Team NL.

How can I get involved?

If this sounds like fun and you'd like to get involved with the team, it's easy to do! First, you need to be Dutch, as defined by FIFA rules. Next, reach out to us! You can find us in person or connect with us on Instagram by searching for @TeamNL40K. We'd love to hear from you!

Every year, starting in January, we select the playing team for the next tournament season. The selection process, which is detailed later in this document, considers overall performance, the armies players use, and what they can contribute to the team. The final team selection is made the week after our training weekend in May.

If you're not chosen for the main team of 8 players, don't worry! We also need additional people to support us at the WTC. Team Netherlands 40k usually takes 4 or more individuals to act as reserve players, coaches, manage our social media, and assist during the event. For those not ready to compete on the main team, this is a fantastic way to get involved, help out, and learn about international team 40k. Plus, our practice days are open to anyone who wants to play more WTC-style 40k and meet and play against team members.

Since 2024, another option is to join the Luxembourg WTC team, as they are often looking for additional members. This is a great opportunity to join the WTC as an

“intern” and get familiar with the tournament. If you aren’t selected for Team Netherlands this year, talk to the Dutch captain about the possibilities with the Luxembourg team.

Expectations

If you make the playing team for a given year, you'll generally be expected to play a lot of Warhammer 40k! This isn't usually a problem for most of us, but we need team members who are very familiar with their chosen army list. This means committing to participate in as many matched play (team) events as you can and making time for team practice sessions and strategy calls. Ideally, we'd like you to play around 10 games a month on average, including tournaments and training weekends.

Given the commitment required for training weekends, attending events, and practicing with teammates, we've decided to only select players who live or work in the Netherlands to join us at the WTC.

We also require team members to use a list that represents what they would bring to a team event like the WTC. Since each team is limited to one Codex per team, we can't have everyone playing the same army. While players have a strong say in their choice of lists and factions, the final decision on who plays what rests with the Captain and the pairing team. We're not just looking for players who win tournaments; we value the right mentality, sportsmanship, team spirit, and attitude.

In June, the army lists for all WTC teams will be published in one large file. Every year, we create pairing sheets for each team to predict scores and train against these lists. Once this file is published, you'll need to complete your pairing sheets as soon as possible, but with accuracy that will help our pairings team determine the best course of action for success.

In June/July, we also plan a full week of practice, so if you want to be on the team, keep as much of June, July, and the WTC dates free!

Team members must be available to attend the WTC in August and cover their own travel and accommodation costs. The event typically takes about 8 days, including

travel. You should plan to take 6-8 days off from work or other commitments. The total cost usually ranges from €500 to €1,000, which includes hotel, transportation (gas or flights), food, and drinks. We will work to get sponsors to help with some of these costs, but cannot guarantee that all costs will be alleviated from players and coaches. Payments can be made in installments or in one go.

There's also a lot of work behind the scenes to make the team successful. This includes arranging accommodation, finding sponsors, organizing team materials like shirts, setting up events, painting armies, and managing our social media. We expect every team member to pitch in and do their part, as we're a volunteer organization and rely on everyone's help.

Lastly, it's important to act as a positive ambassador for the team whenever you're at events. Not meeting these criteria could result in removal from the team.

Benefits

Firstly, you will become a better 40K player. The 2024/2025 prospect pool will learn from one another through specific training days, dedicated practice sessions/games, topic-specific masterclasses and a mentorship program. Topics and dates are to be set between the Co-Captains and Head Coach

Contacts

The team lineup changes every year, with a new Captain(s) and/or Vice-Captain(s) elected shortly after each WTC. For the 2024-2025 season, we have Christian Domburg and Adam Jagich as Co-Captains, with head coach and support team still to be determined. The best way to get in touch with any of them is through our social channels. If you see any of the team members at events, feel free to approach them—we're all more than happy to chat about the team! You can usually recognize WTC Team NL players by their orange and black team shirts.

Team Section:

Captains

Our 2025 team is led by two Co-captains, with each role being held for two years and to a maximum of three years. This timing allows for any necessary policy changes to be made well in advance of the next WTC and gives the new leaders plenty of time to engage with the community on their own terms.

The Captain(s) serve as both the spokesperson for the team to the WTC Captain's Council and the primary coordinator for the team's preparation and attendance at the WTC.

Captain Voting Process

Every second year we will elect (a) new Captain(s) in late August/early September after the WTC. Here's how the process works:

1. After the WTC, the outgoing Captain will post a message on active social channels, including, but not exclusive to (the Team Netherlands Discord, the Team NL WhatsApp group, and the NL Tournament WhatsApp group) to ask for interested candidates.
2. Anyone in the Dutch 40k community interested in becoming Captain can express their interest by replying to this message or by discussing with the outgoing Captain(s) by September 1st. Prospective Captains should also post their plans and suggestions as a manifesto.
3. Eligible voters—those who have been on the playing or support team in the last two years—send their votes to the outgoing Captain by September 30th. If the outgoing Captain is running again, a neutral party will tally the votes.
4. Once a Captain is chosen, they will nominate a Vice-Captain. If there are no objections from the eligible voters, that person is appointed. Similarly, a Head Coach is then proposed by the Captain and Vice-Captain, and if there are no objections, they are also appointed.

Captains Qualifying for the WTC Team

No Captain is guaranteed a spot on the playing team just because of their role; they must go through the normal selection process. However, both the Captain(s) are expected to attend key tournaments like the Eurotrash Team Championship (and the Home Nations, when invited) and the WTC, even if they don't qualify to play.

Stepping Down from the Role

If a Captain needs to step down for any reason, we expect them to serve for the full year, but we understand that unforeseen events can happen. If someone steps down, we'll hold a new vote to fill the position using the usual process.

Vote of No Confidence

At any time after the first WTC year of the captaincy, any member of Team Netherlands (defined as anyone who has played, coached or staffed for the team at the Home Nations or WTC in the past two years) can call for a "vote of no confidence" in the Co-Captains, Captain or Head Coach. All eligible members (except the person in question) will vote. If more than 66 % support the vote, a new Captain/Vice-Captain election process will begin.

The Team Netherlands Charter & Changes

This document, the Team Netherlands Charter, should be updated by the current Captain as needed (like changing dates or names). If a Captain wants to make significant changes to the document or the way the team operates, they should clearly state this in their manifesto. This ensures they have a mandate from the team. Any significant changes not included in the manifesto must be approved by a vote of those eligible to elect the Co-Captains.

Player Eligibility

To be eligible for the WTC, team members must meet certain nationality requirements:

1. Be born in The Netherlands or registered as “Dutch” at birth.
2. Have lived in The Netherlands long enough to qualify for Dutch citizenship (5 years).
3. Have Dutch parents or grandparents.
4. Live and/or work in The Netherlands.

To compete at the WTC, at least six team members must meet these criteria. Exceptions are made for mercenaries, which we'll discuss below.

In addition, we have further restrictions to ensure Team Netherlands 40k is the first and only choice for our players. We aim for a team of individuals who want to represent The Netherlands above all.

Behavior Expectations

Sportsmanship and Respect: Team members are expected to demonstrate the highest level of sportsmanship and respect towards everyone, including teammates, opponents, event organizers, and spectators. This means maintaining a positive attitude, avoiding unsportsmanlike conduct, and treating everyone with kindness and respect.

Fair Play: All members must follow the rules and regulations set by the tournament organizers. Cheating or any form of unfair play is strictly prohibited. As representatives of our nation, it's important to uphold the integrity of the game and maintain positive interactions with our opponents.

Team Collaboration: As part of the team, it's essential to work together effectively. This includes clear communication, supporting one another, and collaborating on strategies and tactics. Remember, the success of the team comes first, and individual egos should never get in the way.

Accountability: Each team member is responsible for their own actions and behavior. This includes being on time for practices and events, taking care of your equipment, and being mentally and physically prepared for competitions.

Respect for Diversity and Inclusivity: Our team values diversity and inclusivity. Discrimination, harassment, or any form of prejudice based on race, gender, ethnicity, religion, sexual orientation, or any other characteristic is strictly forbidden. Every team member is expected to foster a welcoming and inclusive environment for everyone.

Representing the Team and Sponsors: As members of this team, we represent not just ourselves but our nation, our team, and our sponsors. It's important to always act professionally, respect our sponsor agreements, and maintain the team's positive reputation.

Compliance with Local Laws and Regulations: All team members must follow local, national, and international laws and regulations, especially those related to travel and conduct. Breaking these laws could lead to immediate removal from the team.

Reporting Violations: If you witness a violation of these behavior guidelines or feel you've been subjected to misconduct, you are encouraged to address it directly with the person involved. If the individual does not self-report the issue, the observing member must inform the team leadership. Retaliation against anyone who reports a violation is not allowed.

Consequences of Violations: If a team member violates our behavior expectations, there may be consequences, which can range from a warning to suspension or even removal from the team, depending on the seriousness of the situation. Each case will be reviewed individually to ensure fairness.

When a violation occurs, the team member involved will meet with the Captain(s) and Coaches to discuss the issue. If the Captains is the one found to be in violation, the Coaches will lead the meeting to decide on the appropriate disciplinary action.

If it's determined that a team member's actions warrant termination, a special meeting will be called. This meeting will be led by the co-captains and head coach (or a veteran member of Team NL (defined as a player or coach from the past year's WTC team) in case a co-captain or head coach is the violator), who will review all the relevant information and make the final decision about whether to terminate the person's membership.

We believe in learning from our mistakes as a key part of personal growth. Therefore, we also provide a pathway for those who have been removed from the team to learn, improve, and potentially rejoin our community in the future. Any member removed from the team in this fashion may apply for the WTC 40K team again, but must wait for two years to do so.

Roles

During team events like the WTC, strategic pairings are crucial for winning. Therefore, we need our players to understand their roles and how they can score points. During training and personal practice, we expect players to adapt and build lists that fit their roles. The roles are as follows:

- Hammers: Focus on scoring a high differential in Victory Points (VP) — the 20-0 players.
- Shields: Aim to keep the score differential low — the 10-10 players.
- Wildcards: Take on challenging pairings and try to score as many VP as possible. These players usually have lists that match up decently against most opponents.

If you're interested in joining the team, think about which role suits you best, what army you'd like to use for that role, and practice accordingly. Also, consider which table setups work best for your army and role.

Mercenaries

Non-Dutch Mercenaries on Team Netherlands:

If we don't have enough Dutch players or those able to compete at the WTC, we may bring in "mercenary" players from other countries. These players don't need to meet the Dutch eligibility requirements but aren't considered part of "The Team" for voting rights or Captaincy.

Mercenaries are encouraged to commit to playing for only Team Netherlands during the WTC season, but this is flexible since they're helping us out, often at the last minute.

Dutch Mercenaries on Other Teams:

If another team needs mercenaries and a Dutch player wants to help, we encourage it. Just let the current Team Netherlands 40k Captain know that you're playing for another team in a mercenary capacity. This won't disqualify you from future Dutch selection.

Playing as a "Merc" is a great way for Dutch players to gain WTC experience if they haven't yet qualified for Team Netherlands 40k. If you're interested in mercenary opportunities, talk to the Captain or Vice-Captain. For example, joining Team Luxembourg is a great way to "get a taste of WTC."

Qualification Process

The selection period for the 2024/2025 season runs from October 1, 2024, to early June 2025.

Team Selection

The 8-person team is chosen as follows: The two co-captains as well as the head coach will select this year's team. These representatives can't vote for themselves but need two votes from others. This year's selection team includes Co-Captains, Christian Domburg and Adam Jagich and will include the head coach once selected.

Players who cannot commit to the expected training, meeting and event schedule will not be eligible for selection. If the Co-Captains believe someone isn't a good fit for the team or that they will not be able to uphold the reputation of Team NL, they have the right to veto that selection.

We don't just pick the top 8 players from the rankings, as this might not create the best team. Factors like army selection, play style, teamwork, and attitude are all considered in player selection.

Our goal is to have the entire team composed of Dutch players. If, for any reason, we cannot find eight players that meet the necessary standard, we may consider filling the final spots with mercenaries. If there are players who are close but not quite at WTC level, we'll do our best to coach them and give them opportunities to improve through practice days, supporting roles, and other events.

Army Selection

It's important to understand that as a team, we might need players to use a specific army, even if it's not their first choice. Certain roles may also require you to play specific types of games throughout the year for the team's benefit.

Army selection is handled by the pairing team, along with the Co-Captains. Players aren't automatically given "their" Codex. The pairing team will discuss possible lists and team composition. We use a "meta-matrix" to track matchups throughout the

year, and all team members and prospects are required to regularly update this matrix after each game to help with pairings.

Players who do not make the eight WTC playing spots will be asked to adapt their army lists and continue training with Team NL. This will help in our preparation and offer continued training for every prospect.

Team Coach & Support Roles

In addition to the 8 playing members, we have support roles that are vital to our success. These roles aren't just about cheering and paperwork; they require skills to oversee all 8 games, understand the meta, and advise on strategy.

We prefer a WTC or near-WTC caliber player who hasn't made the playing team. Coaches can be chosen early to support the Co-Captains and Head Coach in organizing everything needed.

Coaches' Role and Responsibilities

Our coaches take care of all the administrative and logistical tasks for the WTC, allowing the starting players to focus entirely on strategy, preparing for the next round, and playing their best. Players from the prospect pool can also step in as coaches during the WTC, offering vital support to the main team.

Head Coach Responsibilities:

Upholding Core Values: Work closely with the captain to establish and maintain the team's core values, ensuring they are upheld throughout the season.

Game Management: Keep track of in-game data during competitions and keep the captains updated on the status of all 8 tables. Provide strategic advice to help the team succeed.

Team Leadership: Work closely with the captain to maintain discipline, educate team members, and motivate everyone. Delegate tasks to ensure everything runs smoothly and efficiently.

Building Team Spirit: Foster strong relationships between coaches and players to create a supportive and cohesive team environment.

Creating a Positive Team Culture: Partner with the captain to build a positive team culture focused on growth, learning, and collaboration.

Scorekeeping: Make sure the team submits accurate scorecards to the WTC and updates scoring apps as needed.

Coordinating Support: Organize additional coaches and support players to assist the team best during competitions.

Coach

As a coach, your role is to support the growth and development of the players and contribute to the team's overall success.

Coach Responsibilities:

Player Development: Encourage players' growth by offering guidance, helping them explore new ideas, and finding innovative ways to improve team performance.

Monitoring Morale and Discipline: Keep an eye on team morale and address any disciplinary issues that may arise.

Logistics Management: Organize all logistics for the team, including lodging, meals, and travel arrangements for the WTC.

Equipment Coordination: Ensure all necessary equipment is distributed to team members and manage any related needs.

Support Roles: Assist the Co-Captains and Head Coach with various projects and tasks, including tracking important team data and managing logistics such as terrain at the WTC.

The roles available:

- **Head Coach:** (TBD)
- **Coach:** (TBD)
- **Pairing Team:** (2+ TBD)
- **Head Chef:** (TBD)
- **2 Reserve Players**

Being a support member is a great way to learn about the WTC and experience the level of play required. If you're interested, let the Captain know before the end of the qualifying period. The Co-Captains will select the Head Coach and then, in consultation with the head coach, select the support staff.

The Co-Captains and Head Coach will also choose the pairing team.

Partner Up

As WTC players, we're spread out across the country, making it challenging to regularly practice together. To help with this, we're introducing a mentorship program: each prospect will be matched with a veteran player to train, discuss issues and prepare for the WTC. This system will start at the beginning of the year to ensure everyone gets as much practice as possible.

The Pit Crew

We've learned from last year that the WTC requires a significant time commitment—not just for you, but for your loved ones as well. If you want to join the team, please make sure to discuss it with your partner. We aim to achieve the best results every year, which means you'll need to commit to being away for about 1.5 weekends per month starting in January.

To help with this, we've created a WhatsApp group for the partners of all current team members. This group is a space for partners to chat about Warhammer (or vent about it!), share laughs, support each other, and provide feedback to strengthen team commitment. If you'd like to add your partner to this group, please reach out to the captain (or the captain's spouse).

Tabletop Simulator

There are many tools to help practice, train and improve our gameplay. None of which are as useful as Tabletop Simulator (TTS). Therefore, it is the decision of the Co-Captains that, from this season (2024 - 2025), Tabletop Simulator is mandatory. Those players looking to make the top 8 must be both familiar with and comfortable with using TableTop Simulator.

Throughout the year, we will organize several trainings on how to use and become comfortable with TTS as well as digital scrimmages and events both within the team and among the international community.

Players who do not regularly use TTS will not be considered for a playing spot on Team NL for the WTC team.

Training Days

Starting in January, we will host training days every other month. These will be full training weekends (participation on specific days is flexible) and will include an 8-man team tournament. After each tournament veteran players/coaches will discuss the outcomes with new prospects to better understand their experience, provide feedback and to see if they fit in well, work effectively with everyone, and contribute meaningfully to the matrix, pairings, etc.

Every three months, after a training weekend, we plan to go out for a social evening with all partners. This will help us mingle, connect, and build a strong foundation for our team's success.

A draft schedule will be sent out as soon as possible to all prospects so they can discuss it with their partners. Everyone will have two weeks to review the schedule and make requests to ensure everyone can attend the training days.

In June and July, we plan to ramp up our training to fine-tune our lists, army setups, and team spirit. Please check with your partner about these training goals, as we aim to book a house for a week of intensive practice. This will ensure we are fully prepared to aim for a podium spot this year!

Team Events

We have already planned 8-man team events for January, February, March, June, July, and, of course, the WTC. ****Note:**** The WTC 2025 is scheduled for August 5-10! There are also optional 5-man team events in April and May. The exact dates for these events will be announced later. Our yearly planning document, which outlines all events month by month, will be updated soon. Stay tuned for more information!