

Proposal for Region Definitions and Regional Leadership Definition

Introduction

The purpose of this document is to make a two part proposal meant to address Judge Foundry (JF) member desires for a more concrete regional identity and regional leadership. The Judge Foundry service area (US and Canada) encompasses nearly 20 million miles and has nearly 600 members. The needs of its members are too varied for the Board of Directors to address completely. Some measure of responsibilities needs to be entrusted into regional leaders who can serve as both advisors to the Board for regional needs, as well as assist regional members more directly. Regional leaders will foster support for newer judges, provide a regional identity and be able to distill many voices down to one, when representing their region to the Board.

In order to exist, regional leaders need to have both their roles, and their regions defined. This document is meant to do both. The first part will explore a methodology in region definition, then present two proposals before making a recommendation. The second part will define the regional leadership roles, eligibility, and how those leaders are selected.

Regions

Acknowledgements: Thanks to Kyle Evans, Kris Kleinsteuber, and Michael Hill for providing insight and data gathering legwork.

Philosophy

The purpose of a region is to break down a larger geographical area into smaller geographical areas where its members have similar issues and concerns. It allows for distribution of responsibilities and decision making power, as well as creating communication hubs, and fostering a regional identity.

As part of this proposal, the JF Board requested an attempt to keep the number of regions small, as there was a desire to link regions to physical conference support. However, as we explore the pros/cons of various regions, the result was excessively large regions, where the extremes often did not feel any sense of connection.

Methodology

In investigations and conversations with various JF and Legacy Program members we determined that most judges feel that an ideal region is their own state, plus “one state over”. A distance of “two states over” was considered too far. Ironically, this was consistent if the state was a larger state like Nevada, or a smaller state like New Jersey. This would tend to indicate the ideal region size is 5 states; a central state surrounded by one state in each direction. The central state would serve as everyone’s “one state over”.

Another factor considered was the quantity of potential leaders. Using an assumption that only 5% of judges are interested in JF Leadership positions, we wanted to make sure that each region had enough judges so that 5% would result in at least one person willing to take up the mantle. This led to a conclusion that each region should have at least 20 judges eligible to be a regional leader.

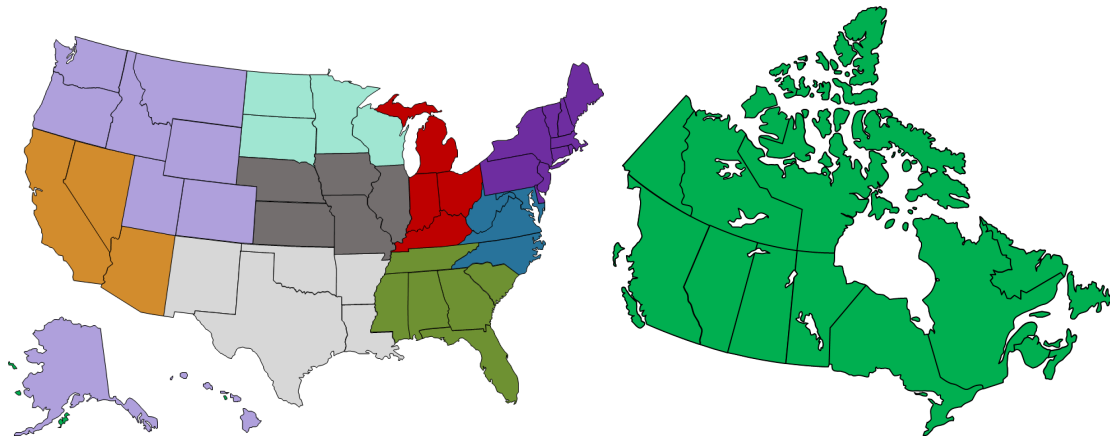
Additionally, there is a significant amount of inertia with regard to the Legacy Program Regions. Even with Judge Academy collapsing 10 regions down into 4, many local communication channels remained. Those connections and bonds formed over a 20 year history are strong and resistant to change. If members have already self-selected themselves into groups, we should not perturb that without reason.

Finally, there is the acknowledgement that there is no correct answer. There will always be people advantaged or disadvantaged by any line we draw. Some judges will live closer to a large population center in the region next door, and being in another region is more convenient for them. However, there is the realization that questing for the perfect solution will result in no actual action. It is better to create regions with the plan to assess and refine those definitions at a future point, than to perpetually construct theoretical models.

Reference

This section includes information regarding the Legacy Program regions, Judge Academy Regions, and a demarcation of “large states” in terms of judge population.

Legacy Program



Reference: Legacy Program - 10 Regions

Canada	Canada (Just Canada...all of it)
USA Central	Iowa, Illinois, Kansas, Missouri, Nebraska
USA Great Lakes	Indiana, Kentucky, Michigan, Ohio
USA Midatlantic	District of Columbia, Maryland, North Carolina, Virginia, West Virginia
USA North	Minnesota, North Dakota, South Dakota, Wisconsin
USA Northeast	Connecticut, Delaware, Massachusetts, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
USA Northwest	Alaska, Colorado, Guam, Hawaii, Idaho, Montana, Oregon, Utah, Washington, Wyoming
USA South	Arkansas, Louisiana, New Mexico, Oklahoma, Texas
USA Southeast	Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee
USA Southwest	Arizona, California, Nevada

Region	Total	L2+	L3+
Canada	81	43	6
Central	52	18	0
Great Lakes	48	18	1
Midatlantic	63	28	8
North	36	18	1
Northeast	93	33	9
Northwest	85	31	9
South	65	25	3
Southeast	81	35	5
Southwest	53	24	3

Membership counts are based on current Judge Foundry Membership numbers.

Judge Academy

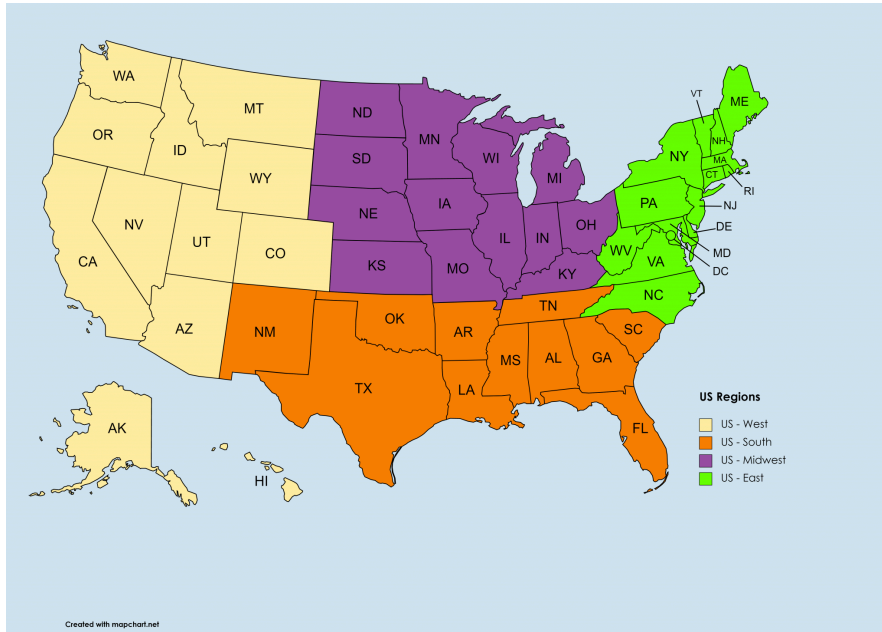
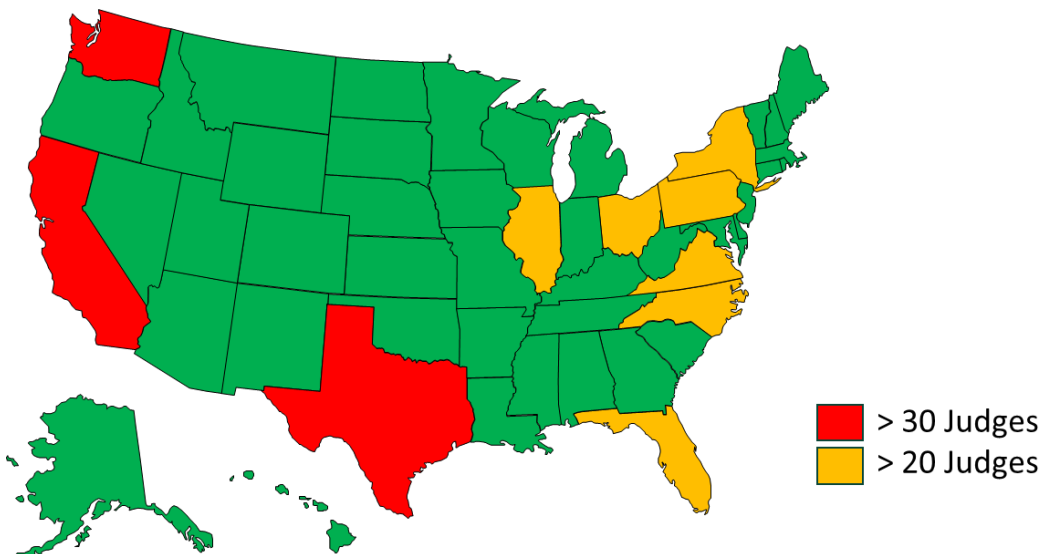
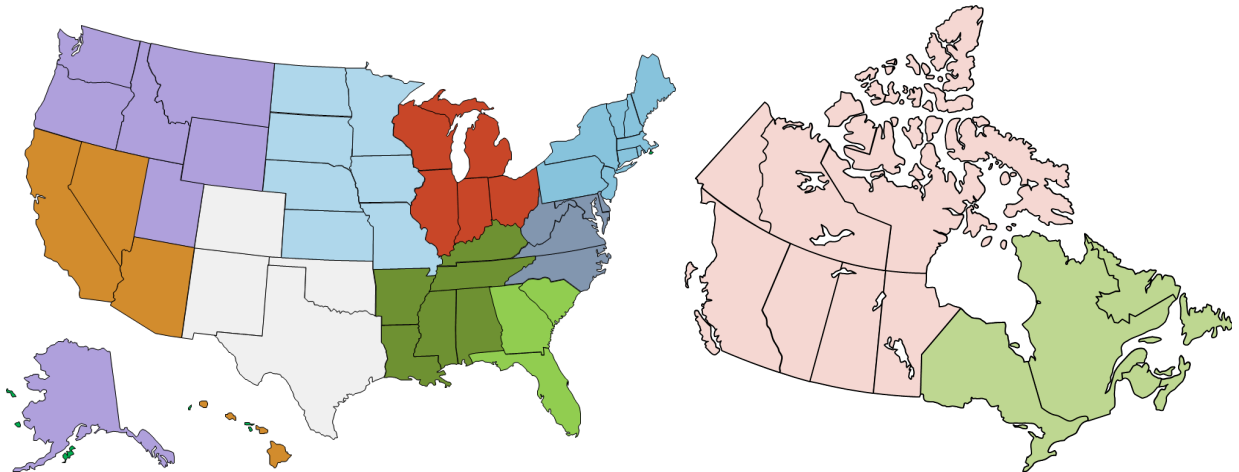


Image Source: <https://judgeacademy.com/magic-the-gathering-judge-regions/>
Canada Not Shown.

Population Centers



Proposal #1



Proposal #1 - 11 Regions				
Western Prov	BC, Alberta, Saskatchewan, Manitoba, Territories			
Eastern Prov	Ontario Quebec, NS, PEI, NL, NB			
Great Lakes	Illinois, Indiana, Michigan, Ohio, Wisconsin			
Mid-Atlantic	Delaware, District of Columbia, Maryland, North Carolina, Virginia, West Virginia			
Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont			
Pacific Northwest	Alaska, Idaho, Montana, Oregon, Utah, Washington, Wyoming			
Pacific West	Arizona, California, Guam, Hawaii, Nevada			
Plains	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota			
South Central	Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Tennessee			
Southeast	Florida, Georgia, Puerto Rico, South Carolina			
Southwest	Colorado, New Mexico, Oklahoma, Texas			

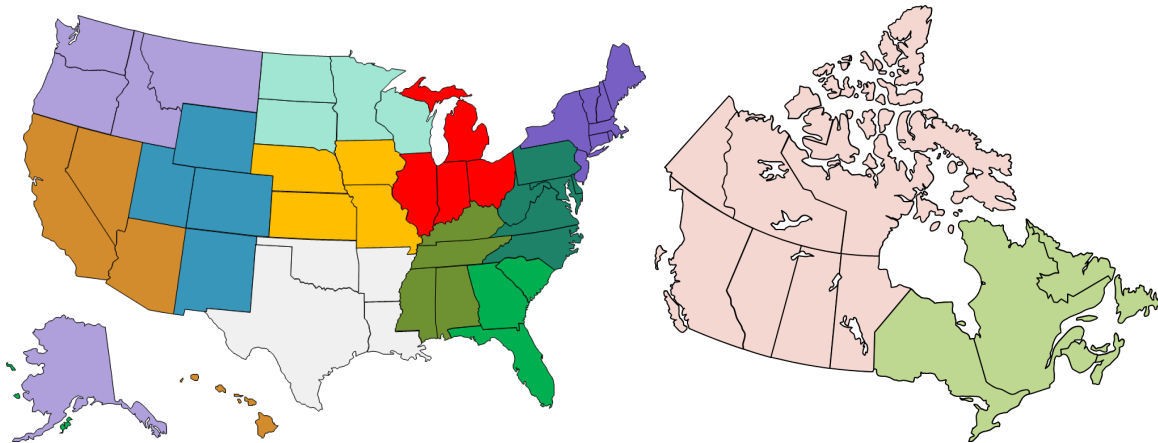
Region Name	Total	L2+	L3+
Northeast	91	32	8
Mid-Atlantic	65	29	9
Southeast	58	24	3
Great Lakes	80	30	1
Plains	53	23	1
South Central	34	14	2
Southwest	72	29	5
Pacific Northwest	66	24	7
Pacific West	57	25	3
Eastern Prov	51	27	4
Western Prov	30	16	2

Note: Regional names are subject to Change

Notes:

- Canada is split into Eastern and Western Provinces.
- Attempts to group less dense regions together into their own region so that they feel the region is “theirs” as opposed to an afterthought to a more populous state.
- Plains Regions is geographically one of the largest, however it is one of the smallest in terms of member population.
 - Does have two “large city hubs” at opposite end
- Adding PA to any region makes that region a “super region”
- Nearly everyone has a big city within a one state radius

Proposal #2



Proposal #2 - 13 Regions

Western Provinces	BC, Alberta, Saskatchewan, Manitoba, Territories
Eastern Provinces	Ontario, Quebec, NS, PEI, NL, NB
Pacific West	Arizona, California, Guam, Hawaii, Nevada
Pacific Northwest	Alaska, Idaho, Montana, Oregon, Washington
Southwest	Colorado, New Mexico, Utah, Wyoming
North	Minnesota, North Dakota, South Dakota, Wisconsin
Central	Iowa, Kansas, Missouri, Nebraska
South	Arkansas, Louisiana, Oklahoma, Texas
S. Appalachia	Alabama, Kentucky, Mississippi, Tennessee
South East	Florida, Georgia, Puerto Rico, South Carolina
North East	Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont
Mid Atlantic	District of Columbia, Maryland, North Carolina, Pennsylvania, Virginia, West Virginia
Great Lakes	Illinois, Indiana, Michigan, Ohio

Note: Names Subject to change

Region Name	Total	L2+	L3+
Pacific West	57	25	3
Pacific Northwest	60	23	7
Southwest	25	9	2
North	36	18	1
Central	29	11	0
South	61	23	3
Roll Tide	26	12	2
South East	58	24	3
North East	66	25	7
Mid Atlantic	90	36	10
Great Lakes	68	24	1
Eastern Prov	51	27	4
Western Prov	30	16	2

Notes:

- Canada is Split into Eastern and Western provinces.
- Attempts to focus in more on smaller regions geographically
 - Not enough Judges in Canada to go to 3 regions
- Plains Regions is geographically one of the largest, however it is one of the smallest in terms of member population.
 - Does have two “large city hubs” at opposite end
- Nearly everyone has a big city within a one state radius

Recommendation

There is no answer that is “all upside”. Every division will have pros and cons. Regions do not have to be static. Member population will grow. Some regions grew by 15% during the evaluation. As such, any proposal made now is not written in stone, and will not be that way forever.

Recommend Proposal #1 It is a good compromise between the geographic size of the region, and the quantity of judges within that region. After a period of approximately two years at the midpoint in the Board of Directors term, the regions will be reassessed, with the new regional lines to go into effect corresponding to the next regional leadership elections.

Regional Leadership

Introducing Regional Advocates and Area Communicators.

JF members on multiple forums have expressed a desire for the return of some form of regional leadership. The four main desires that have been identified are:

- Way for members to be put into contact with other members for mentorship
- Way for judges to be put into contact with TOs looking for judges
- Someone to establish and grow a regional identity
- A mechanism to handle “bad behavior”

This proposal attempts to propose a leadership structure that meets the desires above while attempting to satisfy the following goals

- Foster growth in both quantity and quality of JF members
- Ensure that all JF members have access to resources they need to improve
- Champion issues and concerns from their regions to the Board.
- Identify and act on areas of improvement regionally
- Serve as a point of contact for information
- Highlight and recognize outstanding JF members in their regions
- Ensure quality in regional conferences
- Stay within the legal boundaries of a Non-Profit organization.
- Keep scope within bounds of a volunteer vs full time employee

The last bullet is especially important. Many judges will remember Regional Coordinators as former leaders in their region. While the list of responsibilities for a Regional Coordinator was exceptionally long, they were also contracted/paid positions from Wizards of the Coast and enjoyed many perks as a result of their position. These positions cannot include the full scope of responsibilities of Legacy Program Regional Coordinators.

While some of the proposed positions have responsibilities with former Regional Coordinator responsibilities, these positions are not “Regional Coordinators 2.0”.

Regional Advocates

Regional Advocates (RAs) are elected individuals who are responsible for the overall health and tone of a region. Their focus is on the “big picture”. They address questions like:

- Does the region have enough L2s to support RCQs?
- Is the region suffering from two judges constantly sniping at each other publicly.
- Are members sufficiently recognized and validated for exceptional performance
- Is the Judge Foundry Board aware of specific issues to their region?

They are the region’s cheerleaders for its judges, but they are also the region’s cheerleaders to the Judge Foundry board. They advocate for changes to policies, procedures, and projects that advantage their region. They gather information for exploratory committees, and provide feedback on proposals. They also help find individuals to execute plans and projects for the region.

Each region will elect a single Regional Advocate using Ranked Choice Voting (RCV) in order to achieve a majority. Regional Advocates serve for a period of 13 months. The period of service is 12 months plus an additional 1 month overlap in the case another individual is elected as RA. The one month period of time is meant to codify a transition period between old and new RAs.

Responsibilities of a Regional Advocate:

- Consultant to project leads and Board on matters that may impact their regions.
- Raise awareness of regional issues to the JF Board.
- Bring regional desires to the board (change of region boundaries, regional initiatives that could be expanded, requests for regional swag)
- Determine if exceptions to testing or maintenance requirements (as allowed by the requirements) is warranted
- Provides public recognition for exceptional work done by JF members in the region towards the benefit of the region or Judge Foundry as a whole
- Assist Conference Organizers to ensure quality presenters
- Provide information on a judge's regional involvement for the purpose of L4/L5 interviews.
- Serve as a mediator for disputes between in-region judges.

What a Regional Advocate is not:

- ***A Source of information for TOs regarding specific members.*** An RA is still an individual, and can provide input to a TO as that individual, but it is not an official duty of an RA to provide information to TOs to make staffing decisions

- ***A staffing organization for Tournament Organizers.*** An RA is not required to find staff for a TO. They can help TOs, as can any individual. But the RA position is not a staffing agency.
- ***A disciplinarian.*** An RA has no ability to suspend or censure another member beyond elevating an issue to the Board of Directors
- ***Responsible for testing or mentoring any specific judge.*** Regional Advocates are responsible for the overall health of the region. As such, putting a judge in contact with potential mentors is a responsibility. But it is not their responsibility to ensure that a specific judge is assigned a guaranteed mentor. That responsibility ultimately rests with the individual wishing to have a mentor. All members are free to decide which members to form a mentor/mentee relationship with.
- ***The individual responsible for organizing a regional conference.*** RAs are expected to assist with ensuring regional conferences serve the needs of the region, but are not personally responsible for running the conference.

How are Regional Advocates chosen?

RAs are selected via RCV of all certified members within the region. A member's "region" is determined by their region in JudgeApps 30 days prior to the election if they have been a certified member for more than 30 days, or their current region if they have been a certified member for less than 30 days.

Elections are held every year, at the same time as Board Elections. They are held at the same time, in order to prevent two voting cycles each year.

The Regional Advocate term starts one month after the start of the new board term. This staggered start is meant as a means to prevent scenarios where too much of the programs leadership changes all at once

Who can be a Regional Advocate?

Any Certified Member can run for RA, provided they meet the following requirements:

- ***An L2 or higher judge or equivalent Administrator level (TBD)***- The requirement to be an L2 or higher is to ensure that a member has enough experience in the program to be an effective advocate for it. Ideally a candidate has a wide enough pool of experience to be able to talk to issues present at all levels of the program.
- ***Live in the region they are advocating.*** Generally speaking, a judge should be part of the community they are advocating for. However, there can be occasional exceptions. Exceptions are recommended to the board by either the Election Supervisor or the Regional Coordinator (both roles discussed below)
- ***Not employed by a major TO or serve as an independent staffing manager for a major TO.*** Regional advocates must also be free from conflicts of interest and claims of

nepotism as it pertains to hiring other judges for events. Additionally, as an RA is a mediator between in-region members, there is concern that members would not bring issues to an RA that is also responsible for selecting them for events. As such, a member who works for a major TO or determines staffing for multi-judge (15 or more) events that utilize judges from a region may not be the RA for that region. Any RA who assumes a role responsible for staffing as described above for more than one event, must vacate their position.

- **Willing to enter into any NDAs the Board requires.** JF is a legal entity, and as a result it may enter into business agreements with other organizations. Such organizations may require non-disclosure agreements from their business partners. As a RA will be brought in occasionally as a consultant, certain protected information may need to be shared.
- **Not a Board member.** Regional advocates serve as representatives of the region and advocate to the board. This may sometimes be a confrontational role with different objectives. In order to remove the appearance of a conflict of interest, a Judge cannot serve as both an RA and a board member at the same time. An RA who is elected as a board member must vacate their position.

Note concerning “dual running”: *At this time, it is conceivable that a JF member will run for both a Board position and an RA position. If a candidate wins both elections, they must abdicate one of the two positions within a week of the election results being announced. When this happens, the next candidate based on RCV for the declined role will win the position.*

Notes on Eligibility Requirements: The Regional Coordinator and the Election Supervisor have the ability to suspend one or many of the eligibility requirements in the interest of having potential candidates. As members move, or change jobs, the pool of eligible members that want to run for the RA position may change, resulting in no potential candidates. In this case, the Regional Coordinator and the Election Supervisor may grant a one-term exception to the eligibility rules in the interest in a region having an elected representative for their region.

Removal of Regional Advocates

The Judge Foundry Board may elect to have an out-of-cycle election for an RA in the case where an RA vacates their position, or it is determined that an RA is no longer performing their duties sufficiently. The JF Board may take into consideration when the next election cycle is, and defer the out-of-cycle election to the regular election. In the case that an out-of-cycle election is held for an RA position that is currently filled (such as the case where an RA is determined to no longer be performing their duties) then that RA may run for election. In case of a re-election, it is considered that the RA is performing their duties to the satisfaction of their region.

Area Communicators

Area Communicators (ACs) are individuals appointed by the region's RA that are responsible for ensuring that relevant information is communicated to judges. This takes the form of welcoming L1s and making them aware of regional communication channels, utilizing regional forums to communicate updates to policy, upcoming votes, or large events within the region. Their focus is on providing information to L1s and L2s, and ensuring they know where to go. There can be multiple ACs per region.

Responsibilities of a Area Communicator:

- Make sure that their region has channels for communicating important program updates. The AC does not have to create or manage this communication channel if one already exists.
- Make sure important communications are made in those channels. The AC does not have to post the notification, but does have to ensure that it happens.
- Make sure their region has a place for judges or TOs to request judges for small RCQ sized events. The AC does not have to create or manage this communication channel if one already exists. But if it does not exist, they must create it. They must also make judges and TOs aware this channel exists.
- Maintains a document for new members informing them of regional communication channels, and makes sure all members able to certify other members know where this document is.
- Ensures that new certified members are given an opportunity to join regional communication channels.
- Point Judge Candidates or newly certified members looking to advance to areas where suitable mentors may be.

What a Area Communicator is not:

- **A Source of information for TOs regarding specific judges.** An AC is still an individual, and can provide input to a TO as an individual, but it is not an official duty of an AC to provide information to TOs to make staffing decisions
- **A staffing organization for Tournament Organizers.** An AC is not required to find staff for a TO. They can help TOs, as can any member. The AC is not required to help beyond providing a space where TOs can request judges.
- **A disciplinarian.** An AC has no ability to suspend or censure another member beyond normal moderation powers of communication channels they manage.
- **Responsible for testing or mentoring any specific member.** Area Communicators are in touch with the members of their area. As such, putting a judge in contact with potential mentors is a responsibility. It is not their responsibility to ensure that a specific judge is assigned a guaranteed mentor. That responsibility ultimately rests with the individual wishing to have a mentor. All members are free to decide which members to form a mentor/mentee relationship with.

How are Area Communicators chosen?

ACs are appointed by RAs. However, it is expected that ACs will be selected based on the fact they are already performing the actions of an AC. Area leaders tend to naturally arise when there is a need. It is expected that those given the title of AC is in recognition of efforts already taking place.

Who can be an Area Communicator?

Any dues paying member can be an Area Communicator. Due to the nature of the role, there are no restrictions on the who and be an Area Communicators like there are for Regional Advocates.

Additional Support Roles

Election Supervisor

The Election Supervisor is a position appointed by the Board of Directors. This position is responsible for determining how elections will proceed in accordance with the JF bylaws and charter. They will determine:

- How elections are conducted
- How instructions to vote are distributed
- Candidate eligibility
- If an exception to candidate eligibility is warranted
- What “campaigning” can look like
- Application Deadlines
- Improper or fraudulent voting and bring to the Board
- If an audit/recount is needed

And finally they will be responsible for announcing the results of each election.

An election supervisor may not run for any office of which they are supervising the election for.

Regional Coordinator

The Regional Coordinator is a position appointed by the Board. This position is the “owner” of the Regional Advocate definition. They represent no region, but rather serve to help Regional Advocates do their job. A Regional Coordinator is tasked with guarding against RA “scope creep”, as well as providing advice and guidance to RAs in performing their task. RCs help ensure a smooth transition of responsibilities from the new RA from the previous in the case a new RA was elected. They are also responsible for bringing to the board's attention any RA that is not performing their duties.