

Standard Operating Procedure for Recruiting Referees

Objective

This SOP outlines the steps for recruiting and supporting referees in powerlifting events to ensure a sustainable and effective referee pool.

Key Steps

1. Understand the Importance of Referees [0:01](#)

A presentation slide titled "Recruiting Referees" with a grey background and a large white USA Powerlifting logo. The slide lists three bullet points: "Referees are essential to meet success, fairness, and safety.", "A shortage limits meet growth and ultimately, membership growth.", and "Local referee recruitment ensures sustainable regional development." The USA Powerlifting logo is in the bottom left, and a small circular video feed of a person is in the bottom right.

Recruiting Referees

- Referees are essential to meet success, fairness, and safety.
- A shortage limits meet growth and ultimately, membership growth.
- Local referee recruitment ensures sustainable regional development.



- Recognize that referees are essential for success, fairness, and safety in meets.
- Acknowledge that a shortage of referees limits growth and membership.

2. Identify Potential Referees [0:24](#)

Your Role as State Chair

- Be a leader and ambassador for referee development.
- Identify, motivate, and guide potential referees.
- Support their journey from interest to certification.



- Look for individuals with a strong grasp of the rules, such as:
 - Lifters
 - Coaches
 - Gym owners
 - Parents involved in meets
 - Detail-oriented individuals passionate about powerlifting
 - Former athletes or volunteers.

3. Spark Interest in Becoming a Referee [1:26](#)

Spark Interest

How to start the conversation:

- Have you ever thought about becoming a referee?
- Share benefits: free meet entry, leadership opportunities, learning the rulebook more deeply.
- Mention referee pathways at meets, in warm-up rooms, or through social media.
- Encourage teams to start recruiting from their team



- Approach potential referees with a conversation starter:
 - "Have you ever thought about becoming a referee?"
- Share the benefits of being a referee:
 - Free meet entry (varies by state chair)
 - Leadership opportunities
 - In-depth knowledge of the rule book.

4. Encourage Team Recruitment [2:07](#)

Spark Interest

How to start the conversation:

- Have you ever thought about becoming a referee?
- Share benefits: free meet entry, leadership opportunities, learning the rulebook more deeply.
- Mention referee pathways at meets, in warm-up rooms, or through social media.
- Encourage teams to start recruiting from their team



- Encourage teams, especially collegiate and gym-based powerlifting teams, to recruit referees from their members.

5. Provide Resources for Becoming a Referee [2:41](#)

Provide Resources

Outline the process of becoming a referee

- Take the open book, online exam, pass with 80%
- Complete the free online Athlete Protection Program certification course and basic background test
- After background check comes back clear, sit at a sanctioned event and do your practical exam, pass with 90%



- Outline the process:
 - Complete the open book test (online, free, pass with 80%).
 - Complete the free online Athlete Protection Program certification course.
 - Pass a basic background check.
 - Sit for a practical exam at a sanctioned event (pass with 90%).
- Encourage study of the rule book and offer shadowing opportunities.

6. Support and Retain Referees [4:08](#)

Support and Retain

- **Organize free referee clinics to explain more about the process and expectations of referees**
- **Encourage other higher level referees to mentor newer level referees**
- **Encourage referees to move up to higher levels of referees after they have the required prerequisites completed**




- Organize free referee clinics to explain the process and expectations.
- Encourage mentorship between higher-level referees and new referees.

7. Maintain a List of Potential Referees [5:17](#)

Tips for Long-Term Success

- Keep a list of potential and new referees
- Check in regularly to ensure they feel supported
- Help connect meet directors to Build a referee community with meet-ups (virtual or in-person) or group chats



- Keep a list of interested individuals from meet registration forms.
- Regularly check in with referees to ensure they feel supported.

8. Foster Community Among Referees [6:04](#)

Tips for Long-Term Success

- Keep a list of potential and new referees
- Check in regularly to ensure they feel supported
- Help connect meet directors to Build a referee community with meet-ups (virtual or in-person) or group chats



- Connect meet directors to build a referee community through meetups or group chats.

9. Utilize Social Media for Recruitment [7:03](#)



Fostering interest

- Ask your meet directors if they would be willing to add a field on their event registration forms asking if they registration is interested in becoming a referee. Then get the emails for those who said yes and reach out the them directly
- Talk to people during events
- Social media posts asking for more interest



- Make regular social media posts to encourage interest in becoming referees.

Cautionary Notes

- Ensure that all communications are encouraging and supportive to foster a positive environment for potential referees.
- Be mindful of the time commitment required from referees and provide flexibility where possible.

Tips for Efficiency

- Regularly update the list of potential referees to keep track of interested individuals.
- Use templates for outreach communications to save time.
- Schedule regular check-ins with referees to maintain engagement.

Link to Loom

<https://loom.com/share/0b940cc5e5aa48ea8d906f0d93805fd9>