

# National Referee Program

---

Structure 2025



## **G O A L**

---

**To revolutionize access to ideas, leadership and skill, enabling all individuals to realize their full potential. Through collaboration, innovation, and a commitment to inclusivity, we strive to create a more equitable and inspiring organization.**



# Responsibilities of the Referee Corp

USA  
National Referee Program

Education

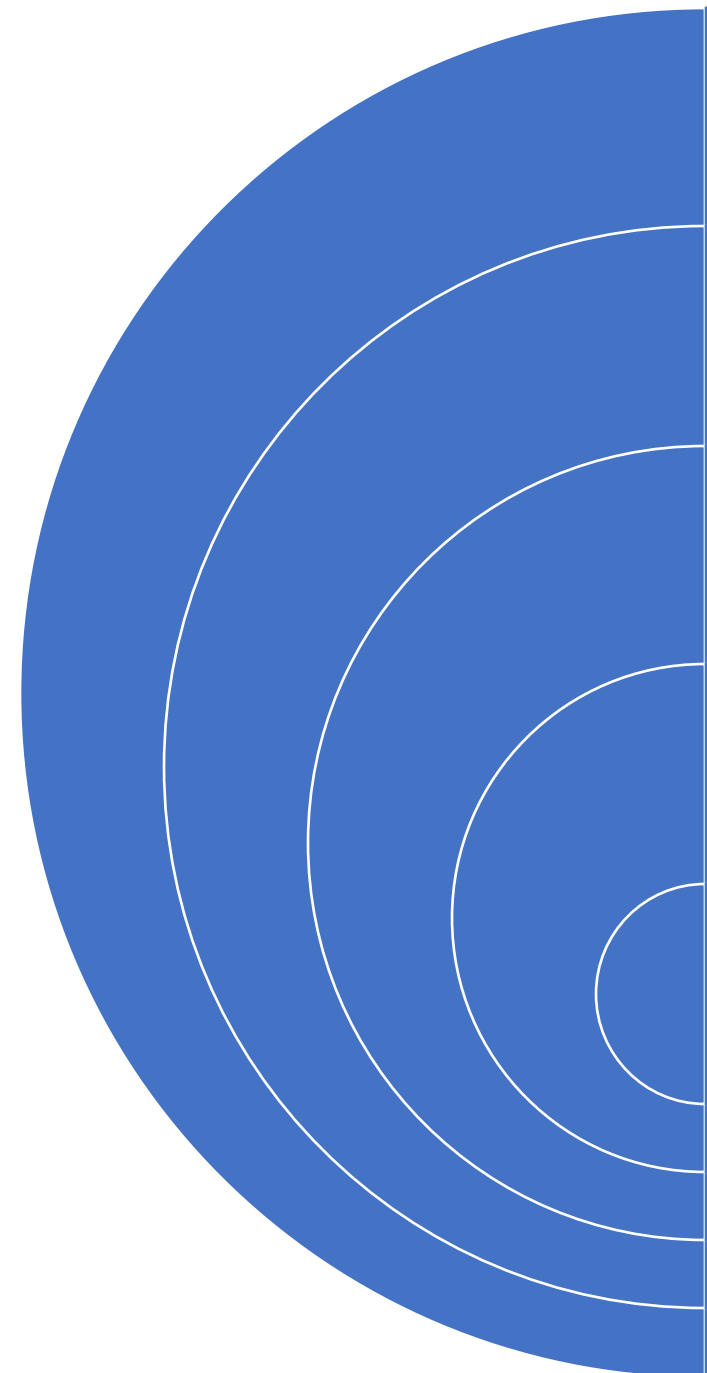
Certification

Operations

Retention

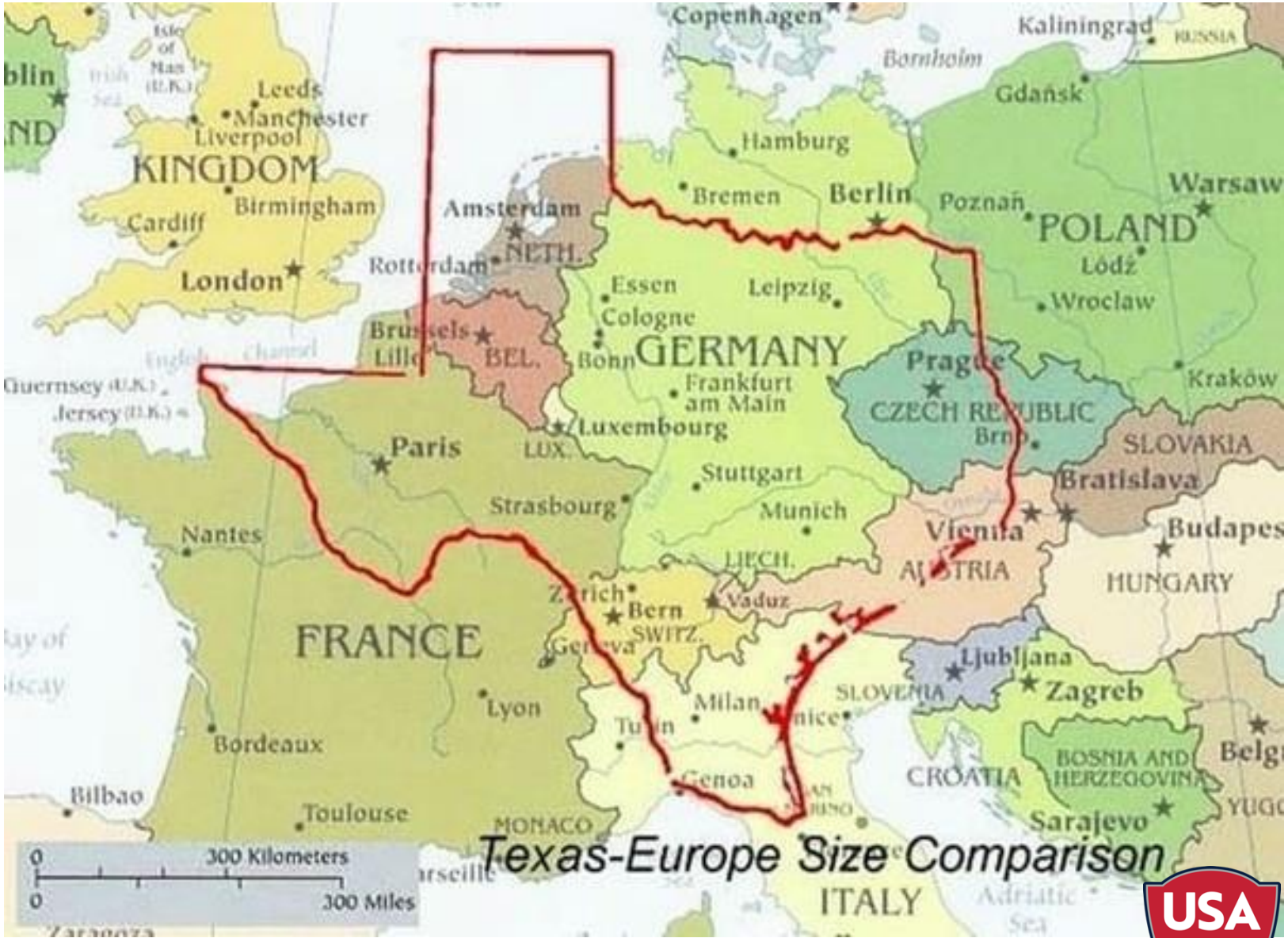
Recruitment

# Areas of Responsibility Defined



<b>Education</b> – To educate referees across the USA in the latest rules, procedures and policies of the USA NKF and WKF Rules
<b>Certification</b> – To evaluate and certify USA referees with USA Karate referee licenses.
<b>Operations</b> – To run USA Karate Signature Events and USA sanctioned events across the USA regarding referee operations.
<b>Retention</b> – To create ideas and incentives to retain quality referees within in the USA Referee Corp
<b>Recruitment</b> – To focus on finding and recruiting quality referees from the various clubs and organizations across the USA to build the Referee Corp.

# Size Comparison: USA vs Europe



# Impact of Size



ORGANIZED  
TRAINING



COMMUNICATION



SENSE OF TEAM



TEAM MANAGEMENT



ACCOUNTABILITY

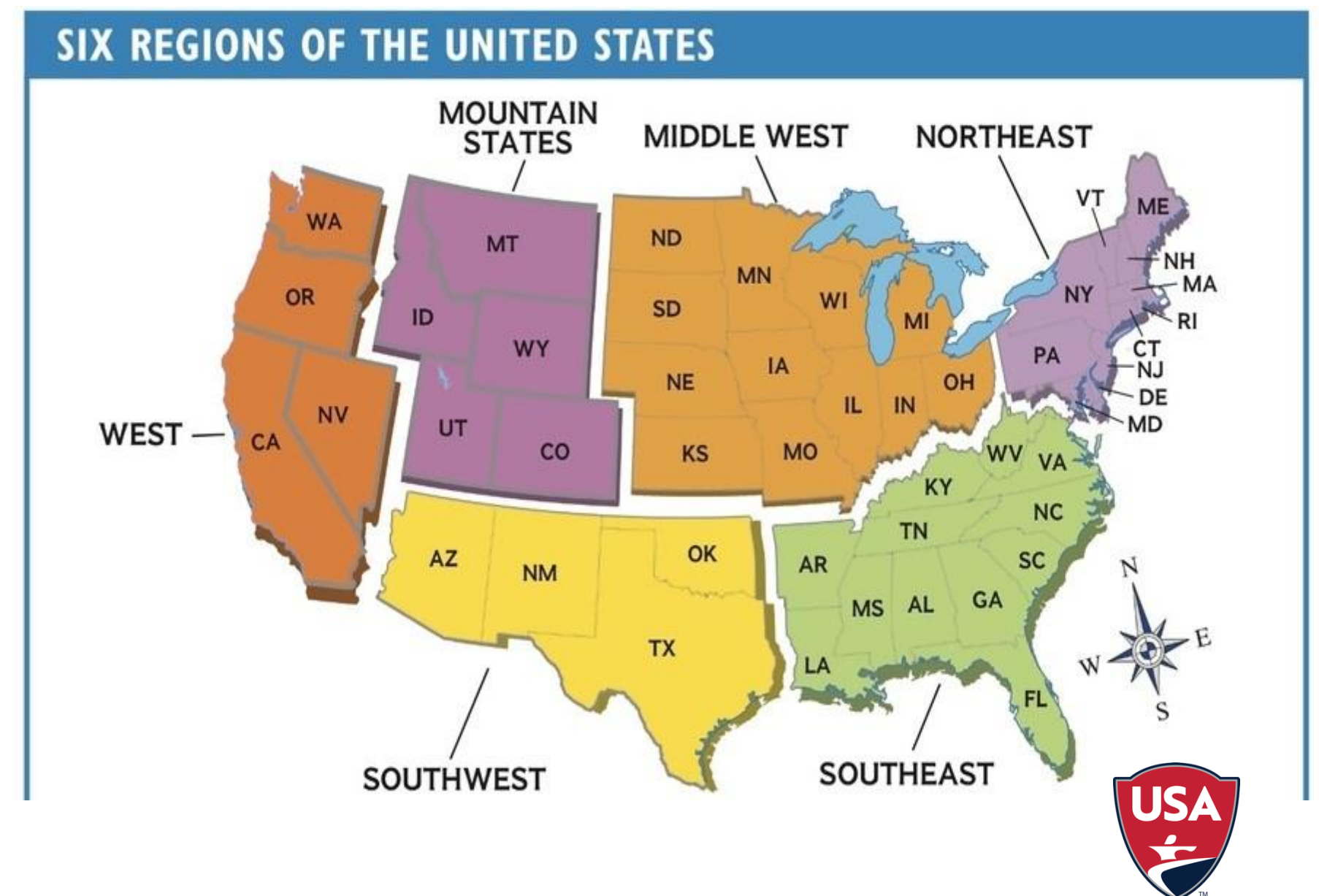


# 6 Regions of the United States



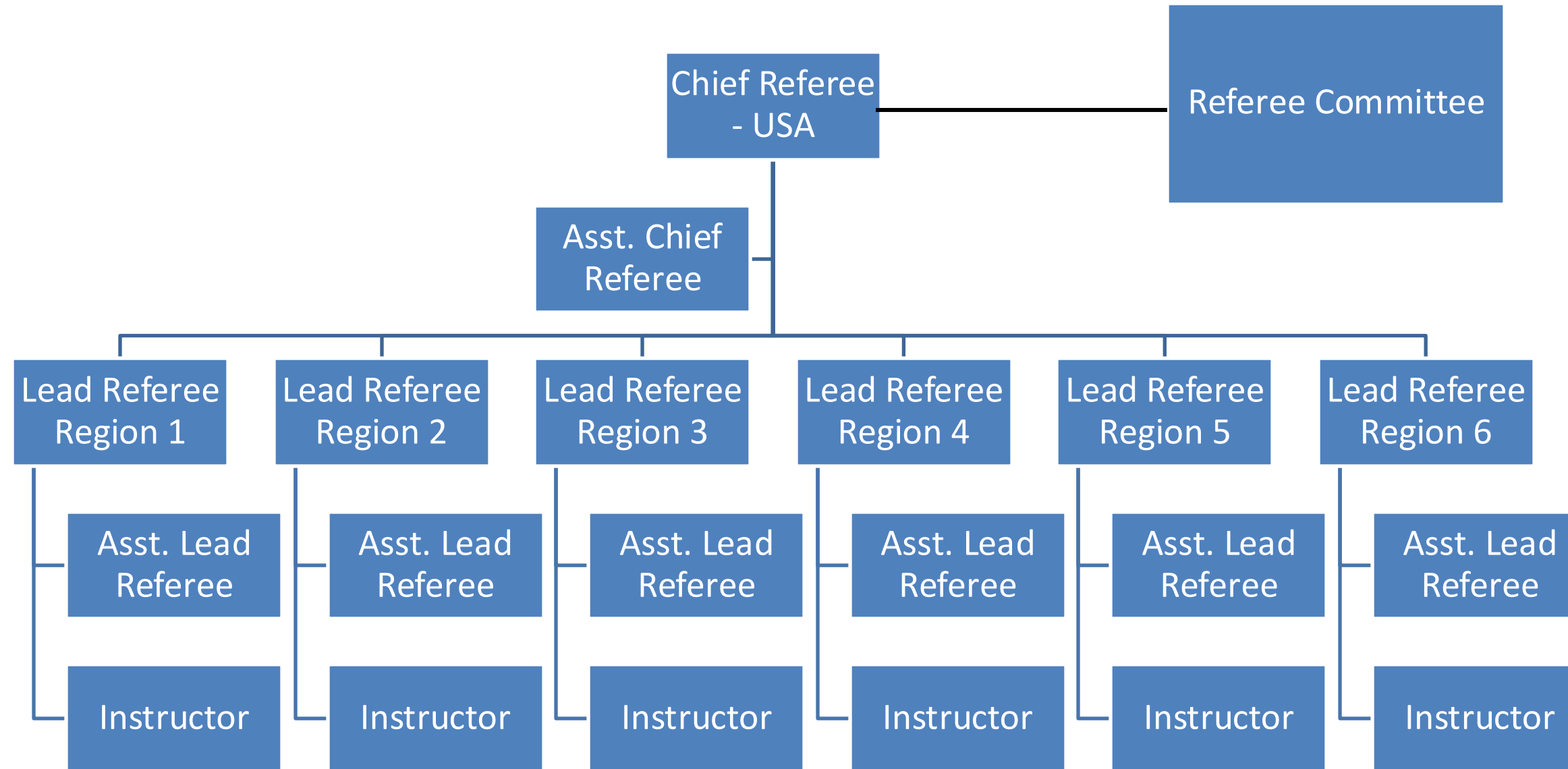
# Regional Positions

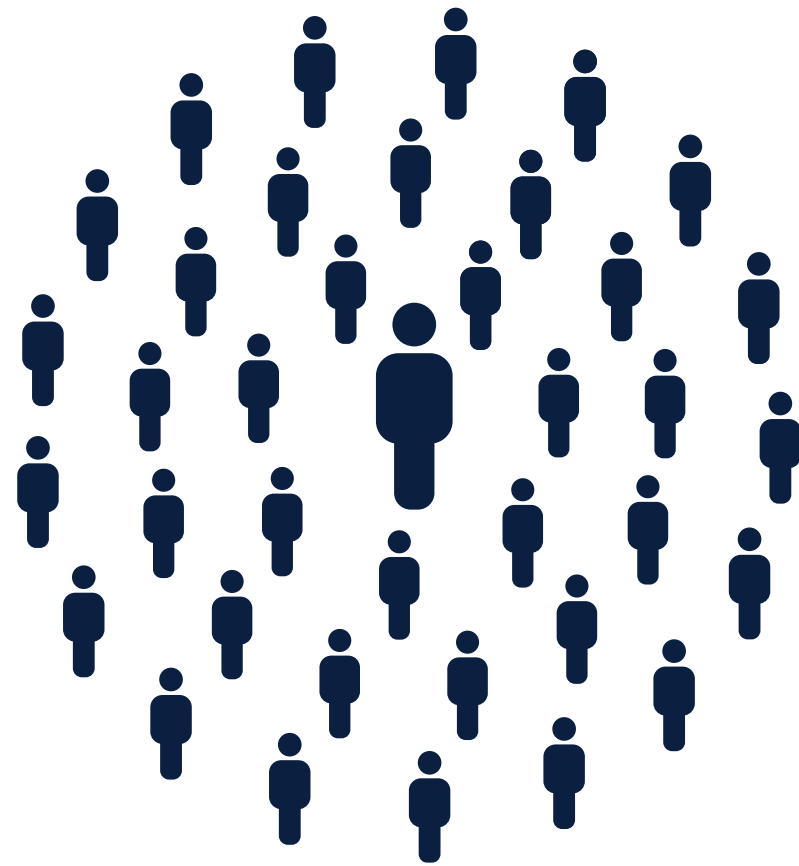
Region	Area	Lead Referee	Asst. Lead Referee	Instructor	States
I	West				HI, AK, WA, OR, NV, CA
II	Mountain States				CO, UT, ID, WY, MT
III	South				TX, OK, AZ, NM
IV	Mid West				ND, SD, NE, KS, MN, IA, MO, WI, IL, MI, IN, OH
V	North East				ME, VT, NH, MA, CT, RI, NJ, DE, PA, NY
VI	Southeast				AR, LA, MS, TN, AL, KY, WV, VA, NC, SC, GA, FL





# National Referee Staff Organizational Chart





**REFEREE COMMITTEE**



**CHIEF REFEREE of USA**





# USA CHIEF REFEREE



**Reports to:** Director of Sport

**Selected by:** Director of Sport with CEO Concurrence

**Term:** None, subject to annual review

**Direct reports:** Chief Referees of regions

## REQUIREMENTS

- Must be a member of USA NKF in good standing, including Safe Sport and background check
- Must have officiated at a Games-level event such as Pan Am Games, World Games, ANOC Games or Olympic Games (preferred)
- Hold WKF Kata and Kumite licenses
- Proven leadership skills and ability History of program development and team management

## RESPONSIBILITIES

- Overall recruitment, development and retention of the USA Referee corps through goals and metrics as defined in the strategic plan and coaching plan
- Manage and oversee USA Referee corps, specifically Lead Referees of Regions
- Manage and oversee all referees and officials for international team trips to PKF/WFK Championships, World Games or comparable events.
- Assist the CEO and Director of Sport and staff as necessary in aspects involving elite level competition across USA NKF.
- Responsible for the overall quality and performance within the six regions
- Communicate goals and mission for the USA Referee Corps

## SELECTION PROCESS

- Candidates will be eligible from the WKF licensed pool of Referees
- Candidates should submit resume and letter of interest to Director of Sport
- An interview with the CEO, Director of Sport, AAC rep and/or Referee Committee member

## DUTIES

- Creation and implementation of high-level strategic plan, including short term and long-term goals and metrics for measurement of success for all USA Referees in regions, in collaboration with the Director of Sport
- Oversee, lead and/or coordinate National Referee Regional trainings, for all international and national competitions, and program development
- Select, supervise and evaluate the effectiveness of the Lead Referees of Regions
- Enforce USA NKF Referee Code of Conduct
- Work with Athlete Advisory Council (AAC), Chief Executive Officer and all related parties to develop effective selection procedures to ensure the best athletes are selected to represent the USA in international competition.
- Provide budget information for any requested events
- Work with the CEO & USA NKF, Director of Sport and Tournament Director, as needed in aspects involving elite-level competition and with implementation of USA NKF signature events.
- Attend and report at Board of Directors meetings, upon request

# National Referee Staff



**The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”**

**RONALD REAGAN**





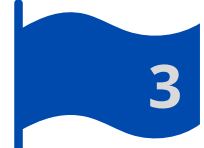
# **LEAD REFEREE OF REGION**



**REFEREE SEMINARS**



**RECRUITMENT**



**QUALITY MANAGEMENT**



**FUNDING METHODS**



**REGIONAL PROGRAM IDEAS**



**SUPPORT FOR SANCTIONED EVENTS**



**USA KARATE NATIONAL PROGRAM**





# LEAD REFEREE OF REGION



**Reports to:** Chief Referee of the USA

**Selected by:** Chief Referee of the USA with Director of Sport concurrence

**Term:** Two years, option to renew, subject to annual review process

**Direct reports:** Assistant Chief Referee, Instructors

## REQUIREMENTS

- Must be a member of USA NKF in good standing, including Safe Sport and background check
- Hold WKF Kata and Kumite licenses (preferred)
- Proven leadership skills and ability

## RESPONSIBILITIES

- In collaboration with the Chief Referee of USA, the development and implementation of referee education seminars in the region.
- Recruitment, retention and quality control of referees in the region.
- Funding methods in the region for referee seminars and events
- Coordination of the USA NKF referees inside the region to support sanctioned events
- Coordination with the Lead Coach of the region to work with USA Karate national program
- Oversee the implementation of Officiating skills, tactics and strategies by Referee Corps

## DUTIES

- Implement strategic plan for training referees and officials
- Develop training plans and drills to build needed skills, strategies, and tactics for referees
- Communicate referee education training plan to the Chief Referee of USA
- Seeks resources to benefit USA Karate across all regions.
- Attend all National Referee Corps meetings, trainings, tournaments, and US Team camps as directed by the Chief Referee of the USA
- Be fully informed of all rules for competition, including when changes are made and published
- As needed, officiate in international competition
- Other duties and work as assigned by the Chief Referee of USA

# Duties of Referee Committee

- Program Development
- Policy Development
- Educational Curriculum
- Rule Changes/Updates
- Administration functions of the Program
- Budget and tracking
- Tracking Certification





# Responsibilities Summary

## Referee Committee

- Program Development
- National Initiatives
- Rule Changes/Updates
- Curriculum Development
- Budget and Tracking
- Policy creation
- Certification and Tracking

## Chief Referee - USA

- Oversee Chief Referees in Regions
- Overall success of the Referee Program
- Manage and Supervise
- Coordinate National Trainings
- Revenue generation for the entire program

## Lead Referee of Region

- Training of all referees in region
- Recruitment of additional referees in region
- Quality of referees in region
- Revenue generation in the region
- Communication with Referees in Region



# Generic Flow of Information



# Flow of Program Curriculum, Rules and Procedures

Referee Committee



Chief Referee of USA



Lead Referee of Region



Instructors



Referees in the Region



# Reporting Structure and Hierarchical Flow

Chief Referee of USA



Lead Referee of Region



Assistant Chief Referee/Instructor



Referees in the Region



# Pros of using US Regions

More people involved in leadership. Lead Referees would be invested in the success of the referees in their region and be accountable for their performance.

Referee structure that lasts beyond whoever is the Chair of the Referee Committee.

More interaction with the referees, club coaches and National Coaching Staff. A common issue is the lack of connection between the Referee Corp and the rest of USA Karate

More organized training among our top referees. European model. Iron sharpens Iron concept



# Financial Benefit

A common request from the referee membership is a greater investment in the Referee Program.

Regional Training sessions would be revenue generating events run through the Federation to fund the Referee Corp.

A more clear understanding of how much revenue is generated via the Referee Program.

Registration is handled via Tournament in a Box (just like all camps now) and money deposited directly in USA Karate's account. Referees would not handle money for the training.

## Financial Benefit - Additional

If 20 people paid \$50 for a Regional Training 7 times a year across the 6 regions, that would be a gain of \$42,000 into the budget.

Money generated within the region could be used to fund international trips, licensing costs or domestic travel.

Additionally, the Lead Referee of the Region would be building relationships with parents and personal donors who could be potential sponsors.