



# REGION REF BULLETIN

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## Time management is something all refs can control

By John Nelson  
Badger Region Ref Liaison

Have you gotten to the end of the tournament day and found all of the other courts are finished? There are a few ways this can happen with things out of our control like all matches going to three sets. Let's look at things we can do to eliminate being behind schedule because of things within our control.

Warm ups are one of the first things in your control. If you let a warm up go an extra 30 seconds each time and allow a few extra seconds between serving team and receiving team while they leave and take the court that will be about 10 minutes over the day.

If you extend each 30-second timeout to 45 seconds, that adds 27 minutes to your day.

Between sets team get three minutes. If you whistle at 2:30 and then again at 3:00 and then let them break their huddle and walk to the court so your R2 can't check line-ups until the 3:20 mark you have just added another 9 minutes to your day.

Between matches it is very easy to get behind. If you come from the stand to the score table and work with the scorer to make sure the score sheet is complete that can delay your next captains meeting by 2-3 minutes. That can delay you by 15-20 minutes at the end of the day.

If you have a nine-match day which is somewhat normal for a court you will finish about an hour later than you could have.

How can we avoid some of these delays?  
First calculate your needed time for your



Larry Schoenick mentors Malayna Dins at a recent event.

first warm up and count back from your start time so you have teams on the court and your first beckon for serve will be at your start time.

For warm ups coaches normally like to know when they have one minute left. When you let the serving team know they have one minute left also let the receiving team know so that they start getting their things ready to take the court. If you let them know their time starts when the other teams ends they will be ready. If you give them extra prep time they will take it.

For timeouts blow, the whistle at 30 seconds and teams should be either on the court or starting to move towards the court. If they are slow coming back let the captain know they need to come back quicker. If they take 60 seconds and you do nothing

about it they will continue to take 60 seconds. Between sets, the line ups need to be turned in at least 30 seconds before the end of the time between sets. Make sure they are in on time so they can be entered on the scoresheet by the end to the 3 minutes.

Between matches take a quick glance at the scoresheet and then start your next captains meeting. Do not start the first warm up for the next set and hold your scorer there to finish the sheet when her team is warming up. Make sure your scoresheet has the match results correct and start your warm ups for the next match. If you need a bathroom break or something to eat, do your captains meeting and have your work team time the warm ups. Most are very happy to do it to give you a break when they know you are working nine straight.

Things not to do:

- \* Never rush the teams or cut their times because the court is behind.
- \* Don't beckon for serve when the server is in the middle of the court walking towards the service area.
- \* Don't tell teams your court is behind so you are going to quicken the pace of the match.

Remember we are there to facilitate a volleyball match so that the teams can play the game. We have guidance from the rulebook and tournament that we are there to enforce to make sure things happen in a timely manner. While time management is something we can control, how long a match will take is not something we control. Some days your matches will all go three sets and you will be last, it happens. Control what you can!

Mya Kapalko attended the the Boston Volleyball Festival where every year they have an ugly sweater competition that spectators get to vote on.



### 1099s sent Jan. 31

All independent contractors who worked for the Badger Region last year were sent their 1099s on Jan. 31.

Forms were mailed to the addresses listed on the tax forms supplied to the Badger Region by the official/contractor.

Please be patient with the postal service, as they should be arriving soon. If you have moved or relocated since submitting your tax paperwork, please let us know.

Questions about tax information? Email [sara@badgervolleyball.org](mailto:sara@badgervolleyball.org).



Jeff Sears, right, mentors Katie Larson in Green Bay at a recent event.

# 2025 USAV UNIFORM GUIDELINES

CREATED BY THE BADGER REGION. DETAILS CAN BE FOUND IN THE 2023-2025 USA VOLLEYBALL DCR (RULEBOOK)



## UNIFORM

- \* A player's uniform consists of a jersey and shorts or athletic sports pants.
- \* The color and design for the jerseys and shorts or athletic/sports pants must be uniform for the team (except for the Libero).
- \* It is forbidden to wear uniforms of a color different from that of the other players (except for the Liberos), and/or without official numbers.
- \* Compression pads (padded injury protection devices such as elbow pads and knee pads and compression sleeves) may be worn for protection or support. The color of the compression pads does not need to be the same for the team members, nor does the color need to match the predominant color(s) of the uniform.
- \* For nationally sanctioned competition, uniforms must be identical except for sleeve length and the Libero players.
- \* Socks, sport shoes, knee pads, an compression pads are not part of the uniform.
- \* Uniform bottoms of different lengths are allowed, as long as the colors match.
- \* The shoes must be light and pliable with rubber or composite soles.

## LIBERO UNIFORM

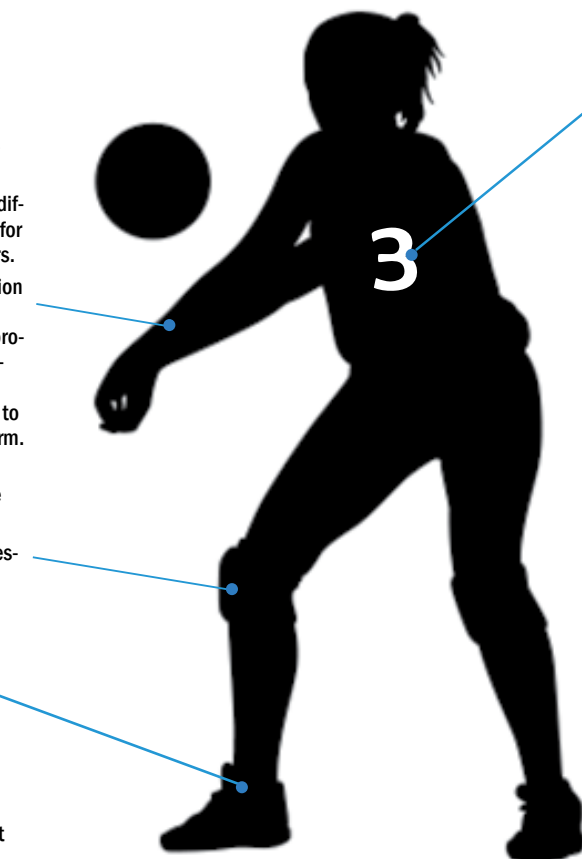
- \* The Libero must wear a jersey that clearly contrasts with, and has a different dominant color from, the jersey of their teammates.
- \* The Liberos' uniform bottom does not need to match their teammates uniform bottoms.
- \* The Libero jersey number shall meet all Jersey Number specifications.
- \* When two Liberos are used, both Libros can be in uniforms different from each other and from the rest of the team.

## HEADBANDS/ WRISTBANDS

- \* No restrictions.

## UNDERSHIRTS, UNDERGARMENTS AND TIGHTS

If undergarments, including but not limited to T-shirts, boxer shorts, tights, leotards, body suits, bicycle shorts, sports bras, etc., are worn in such a manner that they are exposed, they will be considered a part of the uniform. In that case they must be similar and the same color for any team members (except the Libero) who wear such an undergarment

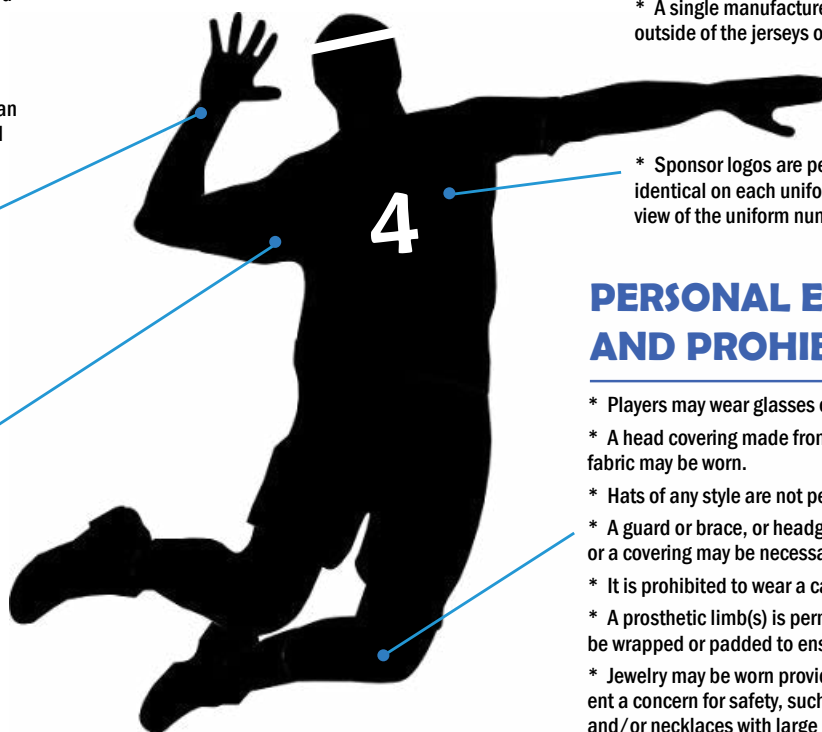


## JERSEY NUMBER

- \* The players' jerseys must be numbered in a permanent manner from 1 to 99 using Arabic numerals.
- \* Duplicate numbers are not allowed.
- \* Uniform numbers must be clearly visible and centered side to side on the front and back of the jersey.
- \* Numbers are recommended to be placed on the upper half of the jersey and must not extend below the players waist or tucked into the uniform bottom.
- \* Each jersey must use the same color and number height for all players, except the Libero's jersey, which may have different colored and sized numbers, provided it still meets the minimum size criteria.
- \* The color and brightness of the numbers must contrast with the color and brightness of the jersey. Irrespective of any border around the number.
- \* Color combinations including but not limited to purple/black, dark green/black, navy/black, white/light yellow, or navy/maroon are not distinctive enough to comply with the rules.
- \* The numbers must be a minimum of 10 cm (4") in height on the chest and a minimum of 15 cm (6") in height on the back. (It is recommended that the numbers be a minimum of 15 cm (6") in height on the front and a minimum of 20 cm (8") on the back.
- \* The stripe forming the numbers shall be a minimum of 2 cm (3/4") in width throughout

## MISCELLANEOUS

- \* A single manufacturer's logo or trademark on the outside of the jerseys or shorts, provided that the logo or trademark does not exceed 14.6 square cm (2.25 square inches) is allowed.
- \* Sponsor logos are permitted provided they are identical on each uniform and do not obstruct the view of the uniform number.



## PERSONAL EQUIPMENT AND PROHIBITED ITEMS

- \* Players may wear glasses or lenses at their own risk.
- \* A head covering made from cloth or soft, non-abrasive fabric may be worn.
- \* Hats of any style are not permitted.
- \* A guard or brace, or headgear, are permitted; padding or a covering may be necessary.
- \* It is prohibited to wear a cast, even if padded.
- \* A prosthetic limb(s) is permitted; sharp edges need to be wrapped or padded to ensure safety.
- \* Jewelry may be worn provided its nature does not present a concern for safety, such as extremely long necklaces and/or necklaces with large medallions, or large hoop earrings.



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## Set up your direct deposit for event pay

Did you know that if you work the Badger Region's marquee events that you can be paid with direct deposit through our accounting company? Yes. You can.

Independent contractors who work the Region Championships, Qualifier, Power League and Dale Rohde Memorial can set up an account and get paid via direct deposit. [To set up an account through Bill.com, click here.](#)

The system will ask you some questions so follow the prompts, and you will also be asked to confirm your contact information.

The monies worked while officiating, scoring or serving as a lead official, score monitor, etc., can then be deposited electronically. A paper check would not be sent. Through this system, deposits are made roughly three days after they are processed and approved.

## Card reporting

If you issue a red card during a Badger Region-sanctioned match, please remember to record it by filling out [this form](#) on the Badger Region website. This will help us document repeat offenders and looking for other trends.

## Region testing two new rules

USA Volleyball is considering two potential rule changes for 2026, and we are able to use them this year in our region events (non Qualifiers) as a trial run to see if clubs/teams support the rule changes.



The first one is changing from 12 to 15 substitutions. This would match the current NCAA rule. USAV scoresheets with 15 subs will be available on the Badger Region website.

The second rule change is to allow a team to use 0, 1, or 2 liberos for each set and change them at will. This would match what is being used for JVA/AAU events.

If tournaments would like to use these test rules, directors should discuss this in pre-tournament communication. This is for Badger Region approved

events only.

Have feedback on the rule changes? Email Program/Communications Director [Brian@badgervolleyball.org](mailto:Brian@badgervolleyball.org). Sharkey is a member of the Rules of the Game Commission that will vote on the rule changes at its February meeting.

## Shoutouts

Please send your outstanding work crew nominations to Badger Region program director Brian Sharkey at [brian@badgervolleyball.org](mailto:brian@badgervolleyball.org). Please get their team name, club name and the head coach if possible. We will highlight your nomination and the team on social media and in future newsletters.

**BECOME A HIGH SCHOOL VOLLEYBALL OFFICIAL!**

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## Make sure you are in good standing

### Some updates to Region's policy

The Badger Region board of directors approved in May 2023 an "In Good Standing" policy for all officials to be assignable, receive mentoring and be eligible for advancement moving forward.

The criteria listed below must be met on an annual basis. If a referee cannot meet these criteria, he or she may apply to the Officials Chair for a one-season waiver to become inactive, which will not be unreasonably withheld.

- \* Annual USAV Full Membership
- \* Annual USAV background screen
- \* Annual SafeSport Training
- \* Complete and submit annual Independent Contractor and W-9 forms

- \* Completion of all required USAV modules assigned by Badger Region

- \* Attend the Badger Region officials' pre-season meeting (in person or online) or a new referee clinic.

- \* Conduct themselves with an appropriate level of professionalism and are not under review or hold sanctions from the Badger Region Ethics & Eligibility Committee.

- \* Official has been assigned to and has or will be working two separate Badger Region-hosted events (Badger Region Championships, Badger Region Power League, Badger Region Qualifier, Dale Rhode) or WVC events or other single day-approved events. An official can also meet requirements by working in a mentoring role at two events.

- The official does not have to work both days of a two-day event.

- The two days need to be from two separate events.

If an official does not officiate or mentor (as assigned by the Badger Region Assignor) at least two Badger Region tournaments in a season, they will be considered to have been inactive for that season (and until they have officiated a tournament in a subsequent season). If an official is inactive for two successive seasons, the official will be required to repeat the certification process, beginning with clinic attendance and practical evaluation before being reinstated and officiating for the Region again. Failing to meet one or more of the following Good Standing criteria will result in "Conditional" status which will affect tournament officiating fees



and possibly eligibility to receive assignments. Conditional officials are not considered to be in good standing.

\*\*Please note that if an official would like to run for a leadership position (board, advisory or other committee) within the Badger Region, they must be in good standing as of April 15 and must maintain that standing throughout their service.

#### Good standing for advancement

To be considered for advancement AND in good standing in the Badger Region, the referee must meet the criteria outlined below. If a referee cannot meet these criteria they will not be eligible for advancement.

\*\*Please note if an official was not in good standing the previous season, they cannot apply for advancement the following season due to the timing of regional camp acceptance and the regional advancement training process. An official must be in good standing the season before they apply for advancement the following season.

- \* Annual USAV Full Membership
- \* Annual USAV background screen
- \* Annual Safe Sport Training
- \* Complete and submitted annual IC/W 9 forms
- \* Complete and submit annual Independent Contractor and W-9 forms

- \* Official has been assigned to and has or will be working two separate Badger Region-hosted events (Badger Region Championships, Badger

Region Power League, Badger Region Qualifier, Dale Rhode) or WVC events or other single day-approved events. An official can also meet requirements by working in a mentoring role at two events.

- \* Maintain certification as a USAV Scorer.

- \* Attend the Badger Region officials' pre-season meeting (in person or online) or a new referee clinic.

- \* Conduct themselves with an appropriate level of professionalism and are not under review or hold sanctions from the Badger Region Ethics & Eligibility Committee.

#### Rationale

- \* Important in order to prevent officials from just using the region to become certified and not officiate region events.

- \* Perception is that our officials pool increases but the number of "assignable officials" does not.

- \* Help the region retain officials to use in region events

- \* Officials mentoring can only be scheduled for those officials working Badger Region sanctioned events. Mentors can be scheduled for officials during these events to help make those officials better. All mentors are scheduled by the officials assignor and paid for by Badger Region. Our goal is to make our region officials better and help them towards advancement.

- \* This is common in most regions and helps unify policies region to region.

Questions? Email [sara@badgervolleyball.org](mailto:sara@badgervolleyball.org).



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## Badger Region advancement protocol

The purpose of advancement through officiating ranks is important as it offers recognition and reward for the hard work that officials put in throughout their careers. As the interest in advancement grows, so does the evaluation pressure and process to pass through both the regional and USA Volleyball (USAV) National processes. Badger Region has developed the following procedures and criteria in order to help prepare officials to become successful in passing their evaluations.

Officials must be In Good Standing, per the approved policy, the season prior to their request for advancement the following season. For a copy of the In Good Standing policy, please visit the Badger Region website or contact the region official's chair or board rep.

### Junior National & National Candidates:

This process is handled by USAV, but Badger Region is asked to provide input on candidates. Based on the number of candidates accepted per region by USAV, the region budget allows for two reimbursements of \$500 per candidate upon successful advancement per season to recognize and reward. Please note that the official must be in good standing to be considered for advancement.

If there are more than two candidates per season seeking advancement, the region will form an advisory committee composed of the ref chair, ref liaison and other interested parties to make a decision on the ranking of candidates that will be given to USAV. Junior National and National Ad-



vancement Applications are available on the USAV website and all questions should be directed to USAV. Additional information about the process and timeline is as follows:

- \* The final decision on selection and advancement is made by USAV

- \* To decide the ranking of a candidate, the Region takes many factors into consideration including good standing status, dedication to region events, interactions with other officials, ability to manage calendar, etc.

- \* The Region will confirm receipt of a candidate's application and will copy the candidate on the submission to USA Volleyball, per their process.

- \* The Region will send completed applications, regional ranking and all other information to USAV as requested by their process.

### Regional Candidates:

This process is handled within the Badger Region and will be an application process for the 2024-25 season. The Region will form a Regional Advancement Committee composed of interested parties, including but not limited to Regional, Junior National and

National officials within the Region as well as the Region Liaison to USAV and the Badger Region Ref Chair. The committee will select up to eight (8) candidates for Regional advancement per season, as outlined by the process below:

- \* An application form will be live on the Badger Region website on October 1st and will be included in subsequent Ref Bulletins. Interested officials have until 11:59pm CT on Dec. 31 to apply as an "interested in advancement" candidate. Candidates must be available for the 2025 Regional Advancement Camp January 11th and 12th and the 2025 advancement weekend of April 5-6 at the Badger Region Power League to be considered.

- \* Mentors will be assigned to all interested candidates seeking advancement in the months of January and February, based on their designated in-region availability. Officials interested in advancement must be available for Badger Region events and open to mentoring and feedback. The goal will be to give all interested candidates the same number of mentoring opportunities, but this depends on availability of both the mentor and the candidate.

- \* Mentors will send reports

of their sessions with interested candidates to the Advancement Committee after completing mentoring opportunities to give guidance on whether an interested candidate is ready (both in the R1 and R2 positions). These reports must be submitted after each mentoring session, but no later than the end of March.

- \* The Committee will finalize selection and an email will be sent to all candidates no later than the first week of April on their status of acceptance. If an official is not accepted as one of the candidates for Regional Advancement, the region will work with that individual to help set them up for success the following year (if possible).

- \* The candidates who are accepted to the April 5-6 Advancement Weekend will be given continued mentoring opportunities, if available, before evaluation weekend.

- \* Selected Regional Advancement candidates will be assigned both days of Advancement Weekend and will be paid for half of the matches they are assigned.

- \* Advancement coaches (mentor officials) will be assigned advancement camp and advancement weekend by the Badger Region, who will be given guidance from the advancement committee on qualities and skills to be considered during the evaluation process.

- \* At the end of the second day of Advancement Weekend, the advancement coaches will decide if a candidate has been successful. Upon successful advancement, the new Regional candidate will receive a Regional Patch and be celebrated in the upcoming issues of the Badger Beacon newsletter and Ref Bulletin.



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## 10s for the win

Hi Sara,  
OMG Morgan Kopischke was our official today at the Penguins Tournament. She did an amazing job with the 10s age group. She had a great attitude for that age. Her technique was great and when I let her know that for a reserve she doesn't have to give the redo signal, just simply signal for serve again, she made the correction right away. I was extremely impressed by her!

**Coach and fellow official  
Kristin Kaczmarek**

## Compliments galore

Sara, I wanted to tell you how impressed I was with Jason Pickett, as an official. He officiated 15s this past Saturday & 12s on Sunday at our home tournament. He was awesome at the 15s level, but I was more impressed with him at the 12s division. I received so many compliments from their coaches and parents on his demeanor & patience with these younger players! He

## REF SHOUTOUTS

explained the Step-in rule well & reviewed the ref duties with each one with such a professional manner. When things didn't go smoothly, he was understanding and helped players learn to do things correctly. These young people are constantly learning so many aspects of this game and it was great to witness. It was refreshing!

**Bonnie Stalker, official and club director**

## Kudos to Wisconsin Attack

Shout out to Wisconsin Attack 16 Red for volunteering to be the work team on a court that was running behind at the Badger Region Power League IAM location. They were very gracious and happy to help without being asked.

**Official Sara Voigt**

## Fun official

Not sure who this guy is, but he's officiating at the RecPlex on Court 1 at 9 and 10 am

today. Not only is he doing a great job calling the game, he's a ton of fun. smiling, laughing, dancing. kudos!!

Editor's Note: That official was David Galarza. Thank you for the kind words

## With a smile

I want to give a huge shout out to referee AMY GRYCOWSKI. I was guest coaching Eclipse U14 for the first couple rounds of pool play. When it was our turn to work, I was simply impressed with how she worked with the girls. Explaining with precision her expectations of the girls, but mixed with a light heart and humor. She answered their questions with a smile. She took her job seriously, but also knew she was working with young, impressionable kids. You could tell she really enjoyed refing and working with the girls. She made a great impression on all of us!

Thanks for being a great example to all, Amy!  
**Tana Everts — Eclipse Assistant Director  
18 Solar Coach**

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